Ensinger

Sustainability Report

Financial Year 2024/2025



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Foreword by the Management

As a family-owned business, it goes without saying that Ensinger takes responsibility for people, the environment and future generations. Sustainable business practices – in terms of economic viability, environmental and social responsibility, and ethical corporate governance – form the basis of our actions and, at the same time, present us with challenging tasks. The plastics industry today finds itself at the centre of far-reaching social and environmental changes. Our materials make an important contribution in many forward-looking sectors – from medical technology and mobility to industrial manufacturing. At the same time, expectations are rising regarding resource-efficient processes, transparent supply chains and effective circular economy concepts. Added to this are dynamic political conditions and growing regulatory requirements that demand rapid adaptation.

For us, this means not merely adhering to current regulations, but to what is technically sound, transparently verifiable and accountable in the long term. Where regulations are still unclear, we provide guidance through our own guidelines and a clear stance. Sustainability is firmly embedded in our corporate identity: we prioritise long-term, fair and trusting relationships, act in compliance with the law and treat everyone who works with us with respect. These values form the foundation for stable and sustainable corporate development.

For us, acting sustainably also means recognising developments at an early stage and responding to them strategically. In the face of changing markets and political shifts, we rely on prudent risk management, which enables us not only to cope with change but also to actively shape it. Innovation and sustainability go hand in hand in this regard. As a leading manufacturer of high-performance plastics, our materials and solutions are designed for the highest technical performance and quality – a standard we uphold in every application. This excellence also unlocks potential for applications that contribute to a more resource-efficient future. Our science-based climate targets clearly underpin this commitment: by 2031, we will reduce our Scope 1 and Scope 2 emissions by 45 per cent – in line with the target pathway of the Science Based Targets initiative (SBTi). We aim to achieve net-zero emissions by 2046.

An open dialogue with our stakeholders is central to our approach. We foster long-term partnerships, prioritise transparency and speak openly about both progress and challenges. As a driver of innovation and a reliable partner, we want to actively support the transformation and forge new paths together with our customers and partners.

None of this would be possible without the people who keep Ensinger going every day. Our employees are our most important asset – their commitment, expertise and team spirit form the foundation for everything we achieve. We support their development, create safe and fair working conditions, and actively involve them in shaping our future. Because sustainable business starts with people.

We stand for an approach that views responsibility not as a constraint, but as the foundation for long-term strength – for our customers, our employees and future generations.

Ralph Pernizsak und Björn Schneekloth
Management of the Ensinger Group

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Introduction

Together. Global. Sustainable.

Our DNA

Ensinger at a glance

Our value chain

Together. Global. Sustainable.

At Ensinger, sustainability means operating in a way that ensures long-term economic success whilst taking responsibility for the environment, people and corporate governance based on integrity. For us in the Sustainability Department, this means above all: improving data collection, setting priorities and supporting implementation across all areas.

In the 2024/25 financial year, there was a focus on transparency. We have further expanded our life cycle assessment and the systematic calculation of Product Carbon Footprints (PCF) – that is, product-related CO_2footprints – so that impacts can be better compared and decisions can be made on a more informed basis. At the same time, projects aimed at energy efficiency and energy saving were consistently pursued, and the use of renewable energy was increased.

As sustainability does not end at the energy meter, Ensinger is gradually transforming unused areas on its premises into near-natural habitats for native plants and insects – places where biodiversity is visible and where staff can relax in equal measure.

At the same time, despite all the progress we have made, honesty is important to us: not everything is yet as far along as we would like it to be. The effects of measures do not always show up immediately in key figures – for example, when production capacities are being expanded. The same applies to data: we have come a long way, but have not yet reached our target level in every area. This is precisely why we are continuing to work on clear methods, consistent processes and comparability across sites.

This report sets out what we have achieved, where further action is needed and what the next steps are – in a transparent manner and in consultation with our stakeholders.

We would like to thank all our colleagues who, through their expertise, commitment and willingness to collaborate, have contributed to the creation of this sustainability report.

Maja Loh
Division Lead, Global Sustainability

Our values

Respect and trust
We show sincere appreciation and initially assume good intentions and good behaviour on the part of the other person.

Technical affinity and analytics
As a technically orientated company, we see technical progress and technical plastics as an opportunity to improve our world. When solving problems, we take an analytical approach and work with the help of data and facts.

Honesty and solidarity
We do not lie to each other and do not hide our intentions and motives. We work together across departments and help people in critical situations.



Long-term orientation and independence
We look for sustainable and balanced solutions that do justice to the concerns of all parties involved and the environment as far as possible. If possible, the company should remain independent.

Development and entrepreneurship
All employees should have the freedom and scope to organise themselves and take entrepreneurial risks.

Diversity and openness
We tolerate each other and value diversity and differences between people. We lay facts and problems openly on the table and inform employees about critical issues.

Ensinger at a glance

The Ensinger Group, headquartered in Nufringen (Baden-Württemberg), is one of the leading international specialists in thermoplastic engineering and high-performance plastics. Under the leadership of Ralph Pernizsak and Björn Schneekloth, Ensinger combines technological excellence with the values and culture of innovation characteristic of a successful family-run business.

Products and processes

Ensinger develops, manufactures and markets a wide range of high-quality plastic solutions. The portfolio ranges from compounds, through extruded and cast semi-finished products, to machined and injection-moulded finished parts, industrial profiles, construction products, and pressed and cast moulded parts. These solutions are used worldwide in particularly demanding applications.

Markets and Sectors

With its comprehensive expertise in materials and manufacturing, Ensinger serves customers in numerous key sectors, including mechanical and plant engineering, the construction industry, the automotive industry, medical technology, aerospace, electrical engineering and the oil and gas industry.

Our global presence

Ensinger has a consistently global footprint. With **over 30 production sites** and sales offices in **21 countries** across three continents, the company is close to its customers – worldwide. The German production sites are located in Nufringen, Cham and Rottenburg-Ergenzingen.

Our employees

Ensinger's success is built on the people who shape it every day. Worldwide, the Group employs **more than 2,500 staff** from 50 nations. Europe forms the heart of the company, accounting for around 71.5 per cent of the workforce, with Germany as the largest single location and also home to the Group's headquarters in Nufringen.



Our value chain

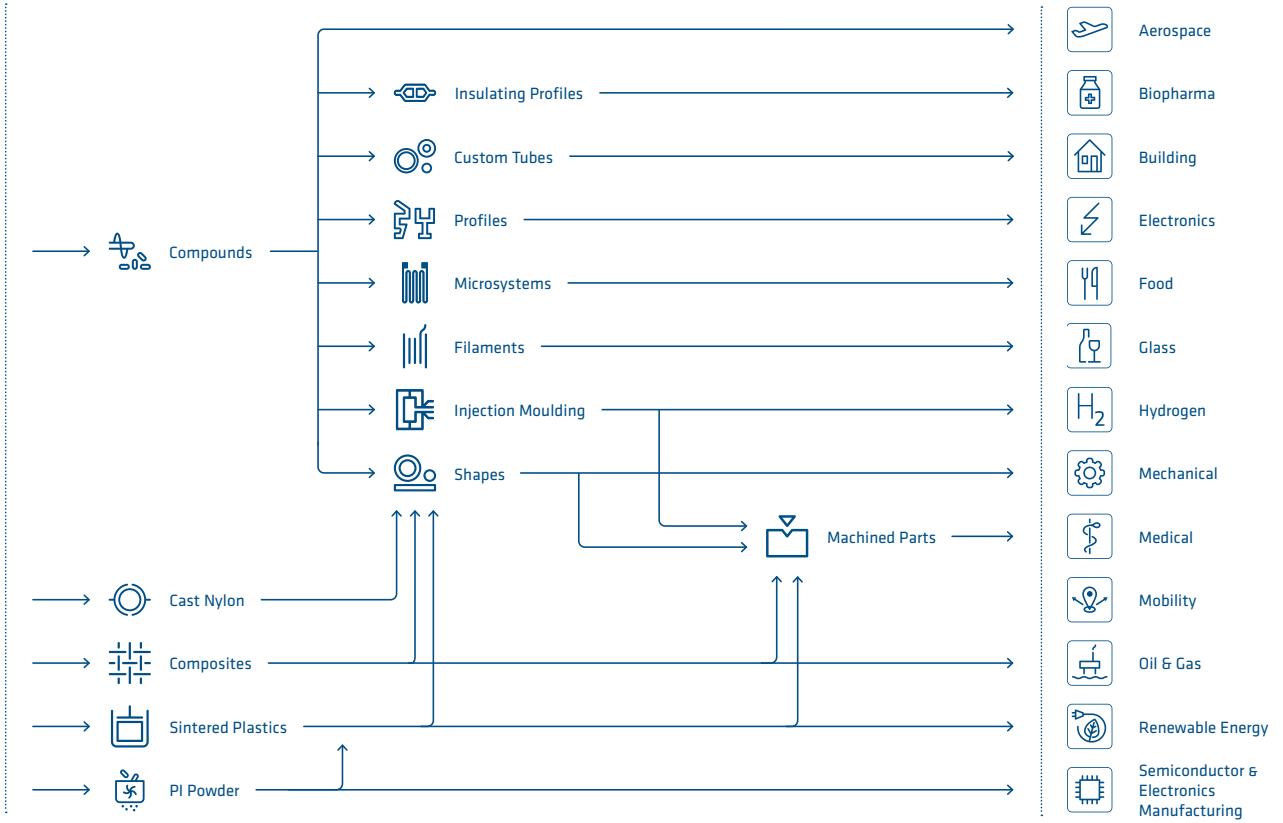
The value chain describes the steps through which Ensinger transforms plastic raw materials into high-quality semi-finished products, components and solutions for industry and technology.

Value creation begins with polymer raw materials produced in the chemical industry. On this basis, we develop and process thermoplastic materials along an integrated chain – from the compound to the finished component. Depending on the requirements, this results in compounds, semi-finished products and finished parts, which we design to suit the specific application and process.

Our manufacturing process encompasses several stages of value creation and various processes: extrusion (e.g. for semi-finished products and profiles), injection moulding, machining, direct forming and sintering processes. This enables us to provide end-to-end support for projects – from material definition through component design to series production – with clear interfaces between materials expertise, application knowledge and production technology.

Ensinger processes a wide range of technical and high-performance thermoplastics – including PEEK, PPS, PTFE, as well as PA, POM, PC and, in addition, PE and PP. These materials are used wherever high mechanical, thermal or chemical requirements must be met.

Furthermore, Ensinger develops and manufactures thermoplastic composites in which the fibres, fibre architecture and matrix material are configured to suit specific applications. Unlike thermosetting composites, these materials can be moulded, thereby offering advantages in further processing and at the end of the product life cycle. Following manufacture, the products are delivered directly to industrial customers or brought to market via distribution partners.



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We are particularly proud of this!

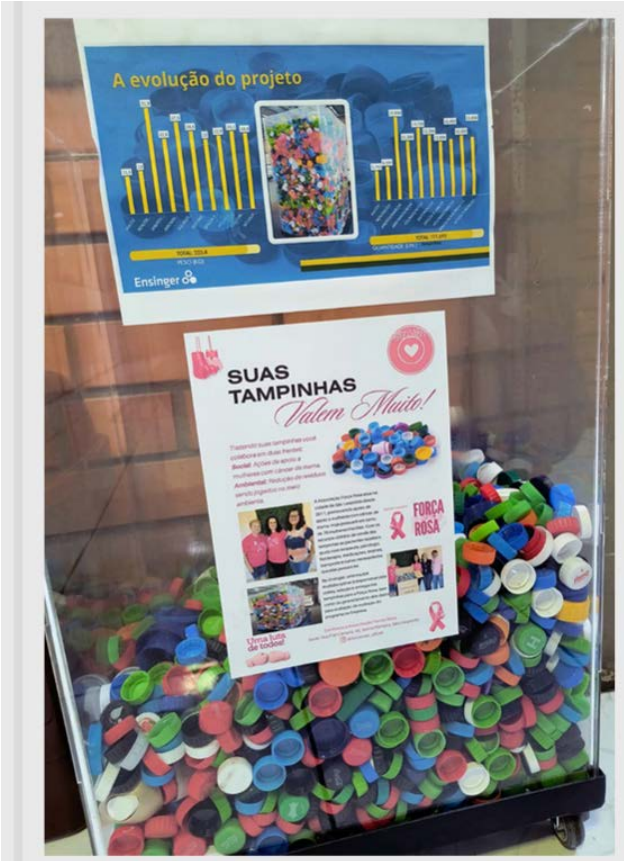
We are particularly proud of this!

At Ensinger, sustainability is evident not only in strategies, processes and key performance indicators, but above all where concrete solutions are developed, measurable improvements are implemented and people take responsibility. During the reporting period, progress was made in several areas – both technologically and socially.

Employee engagement

At many sites, staff are involved in social projects beyond their day-to-day work. One example is the 'Pink October' initiative in Brazil: there, staff collect plastic lids, which are recycled and turned into funds to support cancer prevention projects. This commitment demonstrates how sustainability is strengthened through personal action.





We are particularly proud of this!

Bio-based plastics and recycled semi-finished products

By expanding our portfolio to include bio-based semi-finished products and recycled polymer variants, Ensinger took an important step in 2024 towards reducing the CO_2 footprints of plastic solutions. The new materials support the transition to more resource-efficient production and have been well received both internally and in the trade press.

Product-specific CO_2 footprint for semi-finished plastic products

A key achievement is the introduction of product-specific CO_2 footprints for almost the entire range of Ensinger's semi-finished plastic products. The CO_2 figures can be used internally for the selection and further development of materials and products, and externally by customers, for example for comparisons, project assessments or sustainability reports.

ESPOC technology as an example of sustainability-oriented development

With ESPOC (Electrostatic Potential Optimised Coating), Ensinger has introduced a technology that makes the powder coating of insulbar profiles more efficient. A thin, electrically conductive layer enables an even coating and combines technical advancement without restricting the recyclability of the plastic profiles due to the coating.

Award for sustainability initiatives

Ensinger was presented with the Environmental Excellence Award by the International Association of Plastics Distribution (IAPD) for the development of ESPOC technology. The award recognises Ensinger for the resource-efficient and recyclable development of the innovative ESPOC technology.



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Understanding and organisation of sustainable action

Thinking ahead

Sustainability organisation

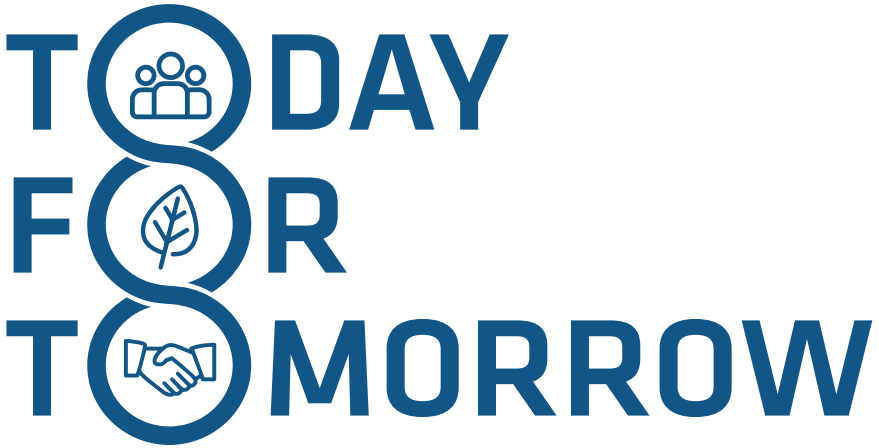
Engagement with stakeholders

Ratings and certifications

Thinking Ahead

At Ensinger, “Today for Tomorrow” means actively shaping the future and providing targeted support for transformation. To this end, Ensinger fosters a working environment that prioritises safety, skills development, employee involvement and recognition. At the same time, Ensinger acts as a reliable partner for customers, suppliers and the regions in which the company operates.

Ensinger develops and manufactures high-performance plastic solutions for demanding applications. In doing so, Ensinger takes into account the impact along the value chain, including circular economy solutions for engineering thermoplastics and – where technically feasible and practical – the use of more sustainable raw materials. In this way, Ensinger combines performance with responsibility.

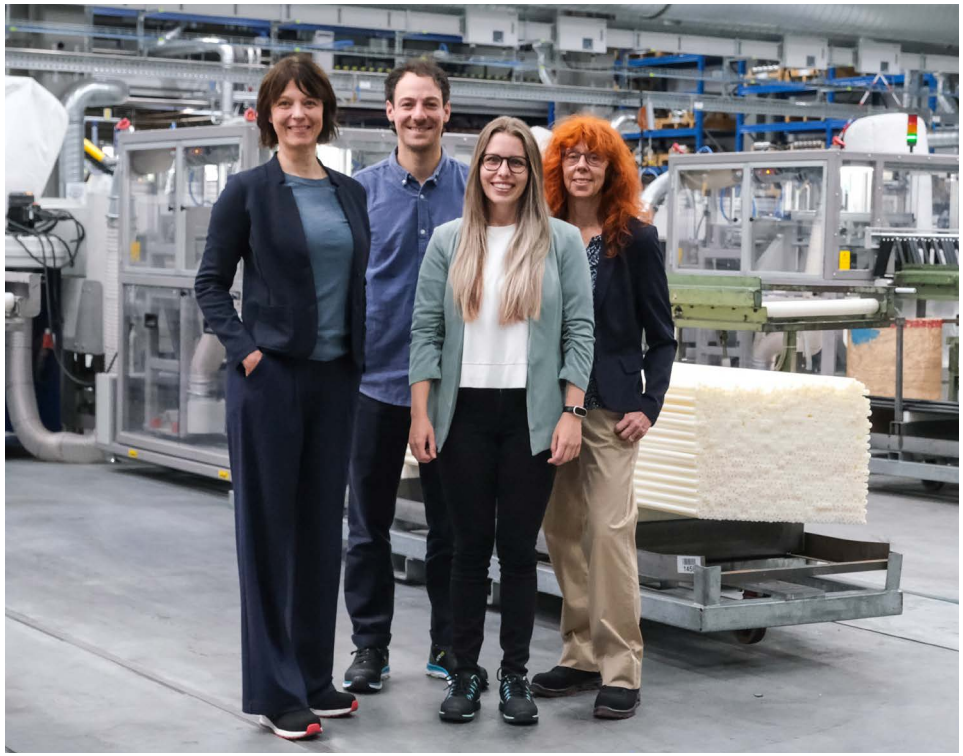


Sustainability Organisation

Sustainability is strategically embedded at Ensinger and is managed at the highest level. The Executive Board and the Advisory Board regularly address key issues, set targets and ensure that measures are effectively implemented and reviewed.

The Sustainability Manager reports to a member of the Executive Board and has the authority to issue technical instructions. From this position, relevant issues are analysed, concepts are developed and information is made available transparently – supported by an interdisciplinary sustainability team comprising engineers and scientists who examine sustainability issues from various technical perspectives.

This structure makes it possible to systematically integrate sustainability into decision-making processes and to manage progress in a traceable manner. Clear responsibilities and coordinated processes lay the foundation for the continuous development of sustainability work.



Ensinger Sustainability Team

Dialogue with stakeholders

For Ensinger, regular dialogue with stakeholders is a key component of responsible corporate governance. It helps Ensinger to understand expectations, identify relevant issues for further development and determine the need for greater transparency. Perspectives from the wider community provide impetus, strengthen the basis for decision-making and help to ensure that environmental and social aspects are specifically taken into account.

To this end, Ensinger engages in dialogue with stakeholder groups such as customers, employees, suppliers, research partners, local communities, banks and committees. The dialogue formats include bilateral discussions, workshops, events, structured surveys and regular consultations. In this way, sustainable development is shaped as a joint process with the respective stakeholders.



Stakeholders	Formats for dialogue
Customers	Bilateral discussions, trade fairs, responding to customer enquiries, partner days, innovation workshops, symposia
Employees	Discussions about senior management, 'Senior Management Unfiltered', consultation with the works council
Shareholders and Advisory Board	Works Council, mission statement and strategic guidelines
Research institutes and universities	Exchanges within the framework of innovation and incubator projects
Suppliers	Supplier meetings, bilateral meetings with senior management at strategic partners, enquiries regarding product carbon footprints and due diligence obligations in the supply chain
Local communities, as well as laws and regulations	Discussions with local councillors, dialogue with the Chamber of Commerce and Industry, participation in forums and events such as climate summits
Banks	Quarterly reports, meetings with banks, responding to enquiries

This structured dialogue enhances Ensinger's understanding of market and environmental developments and supports Ensinger' s in integrating sustainability holistically into decision-making.

Ratings and certifications

Ratings

Ensinger has its sustainability performance regularly assessed by external bodies to ensure transparency and to make its own progress measurable. At its Nufringen site, Ensinger was awarded the Silver medal by EcoVadis – one of the world's leading providers of sustainability ratings. This places Ensinger amongst the highest-rated companies within EcoVadis' benchmarking framework.

The result confirms Ensinger's ongoing commitment to the environment, labour and human rights, ethics and sustainable procurement. The assessment highlights the progress made and serves as an incentive to further improve processes and measures.



Certifications

A key focus of Ensinger's sustainability work is the expansion of certified management systems for environmental, energy and occupational health and safety management.

An environmental management system in accordance with ISO 14001 was introduced and certified at the Rottenburg-Ergenzingen site in 2010; Nufringen and Cham followed in 2020, meaning that all major German production sites are now certified to ISO 14001.

To optimise energy consumption, Ensinger has, since 2012, established an energy management system in accordance with ISO 50001 at its three German sites, supported by site-specific energy teams.

Furthermore, Ensinger is committed to systematic occupational health and safety worldwide and has introduced occupational health and safety management systems at all its sites. At the Rottenburg-Ergenzingen site, this system has been certified to ISO 45001.

The management systems support compliance with legal requirements, the efficient use of resources and the reduction of emissions and waste; improvement projects, for example as part of the continuous improvement process (CIP), ensure ongoing development in day-to-day operations.

4

Ensinger's Areas of Action

Ensinger’s Areas of Action

The SDGs (Sustainable Development Goals) are 17 goals set by the United Nations and form the global framework for sustainable development up to 2030. They identify key issues in the areas of the environment, social affairs and responsible corporate governance, including climate action, resource efficiency, health, education and fair working conditions.

Ensinger uses the SDGs as a guiding framework to systematically organise key sustainability issues along the value chain and to align its own contributions to sustainable development.

Ensinger makes contributions in particular through innovative material and application solutions, resource-efficient production, safe working conditions and responsible corporate governance. Ensinger’s sustainability work focuses on key areas of action that are aligned with the company’s material impacts.

Within these areas of action, Ensinger focuses on:

Products & Solutions



Environment & Climate Protection



Social Issues & Health and Safety



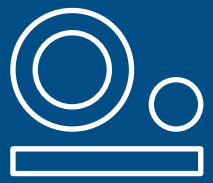
Governance & Supply Chain



On the following pages, Ensinger explores these areas of focus in greater depth and explains how they are put into practice.

5

Products & Solutions



Innovation

Technology

Material cycles



What drives Ensinger

- Innovation
- Efficient processes
- Closed-loop material cycles
- Performance & sustainability
- Lightweight construction & durability







Innovation

Engineering plastics make a measurable contribution to energy and resource efficiency. For Ensinger, innovation is a key driver for combining technical performance with sustainable solutions. Our materials save energy, use resources more efficiently and reduce the environmental footprint throughout the product lifecycle – particularly in the context of the energy transition and increasing demands for resource efficiency.

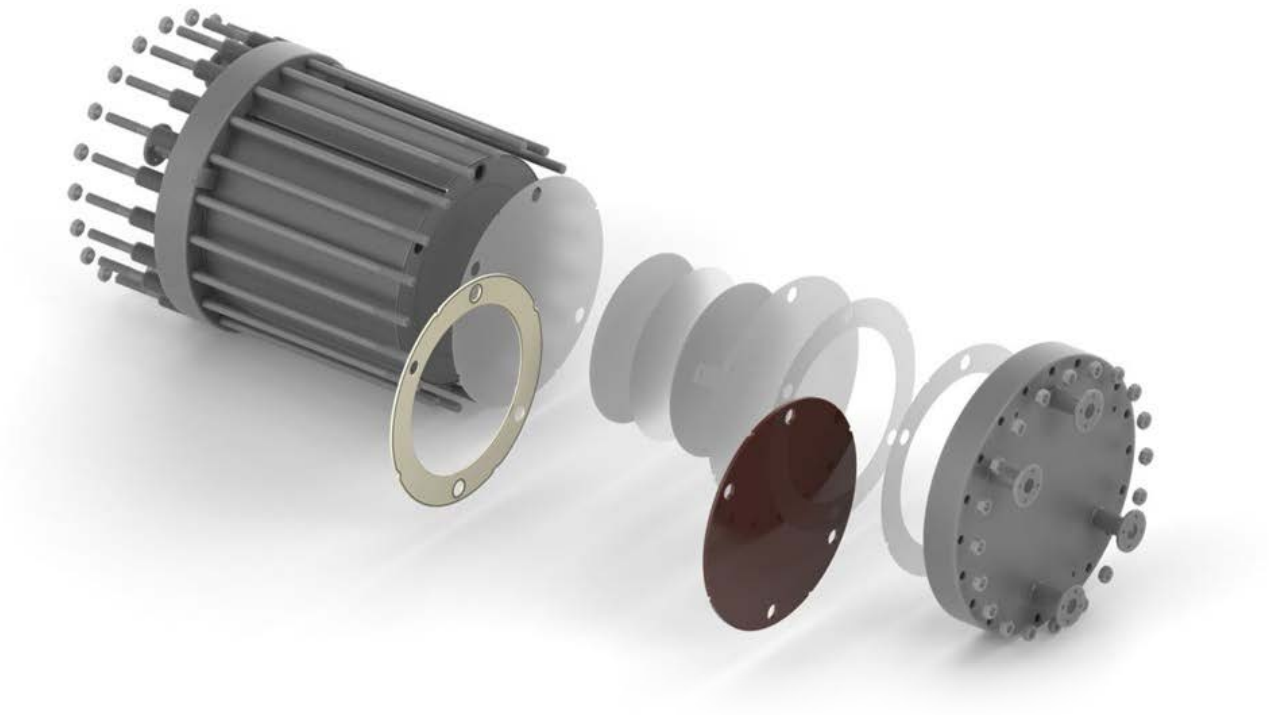
Lightweight construction and durability as drivers of sustainability

Lightweight construction using high-performance plastics reduces component weight – for example, in the mobility sector. Lower weight means lower energy consumption and thus lower greenhouse gas emissions. At the same time, durable, robust and low-maintenance materials offer benefits throughout the entire life cycle.

Innovations for hydrogen technology

Renewable energies such as wind and solar power are not continuously available. Their generation is subject to daily and seasonal fluctuations. Hydrogen bridges this gap as an energy carrier that can be stored and transported without the need for large-volume, site-bound battery storage systems. Ensinger addresses this technology chain with high-performance plastics for two key components: cell frames for electrolysis and bipolar plates for fuel cells.

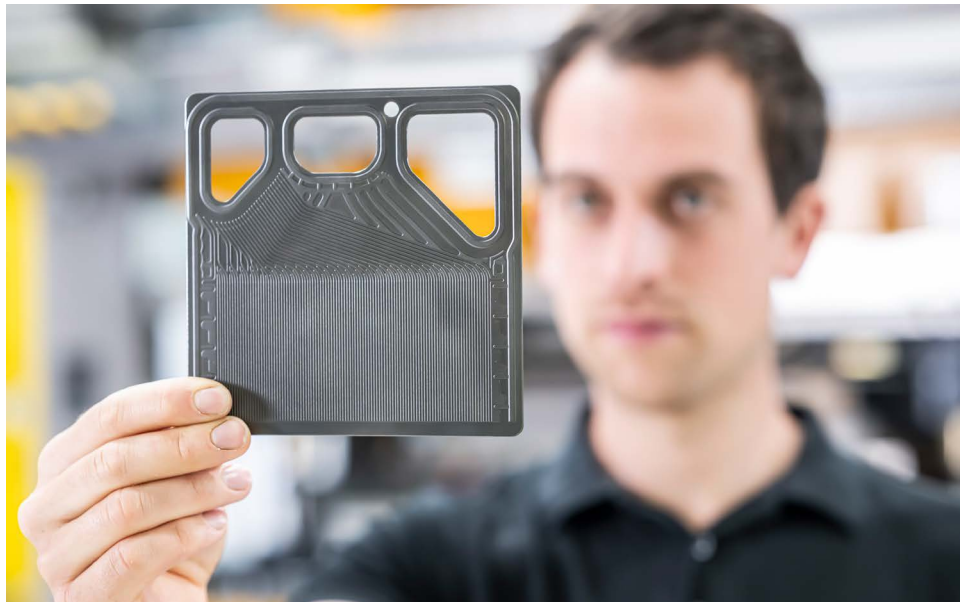
Electrolysis is a key technology in the hydrogen economy: using green electricity, water is split into hydrogen and oxygen in an electrochemical process. In the cell stack of an electrolysis plant, the cell frame fulfils mechanical and sealing functions: it secures the membrane-electrode assembly, separates the media compartments and electrically isolates the cells. Corrosive media and high temperatures place extreme demands on the components used. High-performance thermoplastics such as PPSU, PSU and PPS are the materials of choice. Ensinger supports customers throughout the entire development and production chain: from initial prototypes via extrusion and machining right through to cost-effective series production by injection moulding. In addition, innovative solutions are developed, such as two-component (2K) components, in which a seal is injection-moulded directly onto the thermoplastic component.



Innovation

Bipolar plates electrically connect adjacent cells in the fuel cell stack, distribute reaction gases and dissipate heat. Plastic-based composite solutions from Ensinger offer advantages over metallic variants in terms of weight and corrosion resistance. The collaboration with the Centre for Solar Energy and Hydrogen Research Baden-Württemberg (ZSW) enables materials and geometries to be tested and further developed under real-world conditions – a structured path from material development to components suitable for series production.

The market is still in an early growth phase, but is set to gain significant momentum in the coming years. Ensinger is positioning itself early on with technological expertise, thereby making a concrete contribution to the green hydrogen economy.



Sustainable product portfolio

Ensinger is continuously expanding its portfolio to include more sustainable material solutions. With two new product lines in the semi-finished products sector, Ensinger enables a significant reduction in the CO_2 footprint.

Ensinger's bio-based plastics are manufactured from raw materials sourced from the wood-processing industry and other organic waste. Sheets, rods and pipes are produced using methods similar to conventional production processes – with comparable property profiles. Apart from minimal colour variations, the specifications correspond to those of conventional products.

The recycled plastics are produced through mechanical recycling processes using returned materials and production waste. This gives fossil-based materials a second life. The material properties may differ slightly from those of conventional materials, but the environmental benefits clearly outweigh this. The semi-finished products are available as round rods, tubes and sheets.

Fossil products	Sustainable solutions	
	Bio-based products (EF)	Reprocessed products (RP)

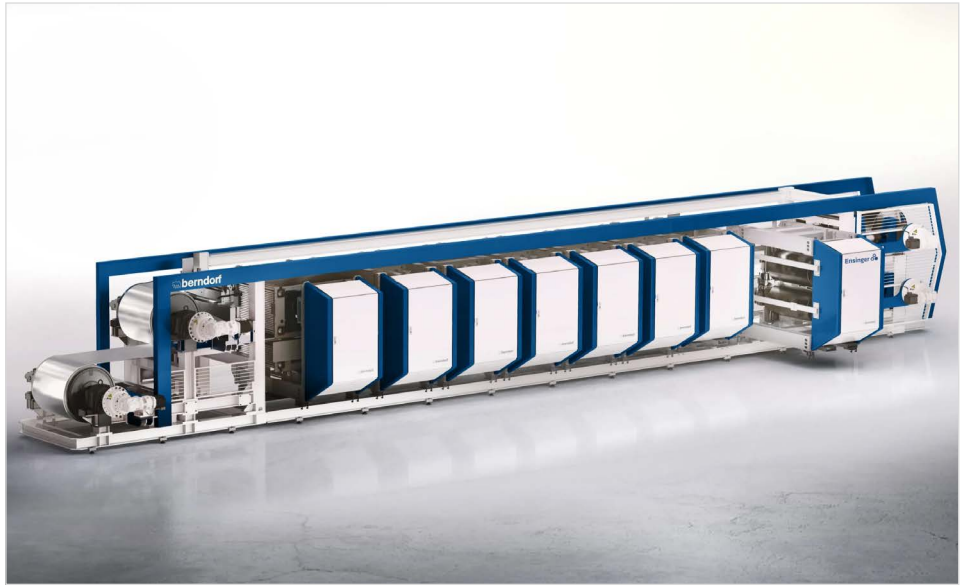
Technology

Ensinger continuously optimises extrusion and semi-finished product processes to improve dimensional accuracy, reproducibility and material utilisation. State-of-the-art equipment and tailored process parameters reduce scrap, stabilise quality and increase raw material efficiency.

Ensinger continues to develop materials and formulations for demanding applications, including fibre-reinforced and filled thermoplastics. This enables the company to meet higher requirements for temperature, chemical and mechanical resistance, as well as tribological properties; at the same time, service life and maintenance intervals can be improved.

Ensinger is driving the further development of its processes in a targeted manner towards greater efficiency and uses a twin-belt press in composite production that does not require any solvent-based process steps. This is a key lever for reducing emissions and making production more resource-efficient.

In TECAST production, too, Ensinger consistently pursues improvements by optimising energy consumption and thereby developing processes that are both more economical and more environmentally sound. In addition, Ensinger taps into energy-saving potential through optimised tempering cycles, with the aim of reducing energy consumption and process times without compromising on quality and performance.



Material cycles

Ensinger processes thermoplastics, which, unlike elastomers and thermosets, can be remelted and reprocessed multiple times and are therefore fundamentally recyclable.

This also applies to thermoplastic composites: thanks to their thermoplastic matrix, fibre-reinforced components are mouldable and, at the end of their service life, can be recycled, at least in part. Thermoplastic composites thus combine high technical performance with better recycling potential.

Ensinger has many years' experience in the reprocessing of thermoplastics. The prerequisites for high-quality recyclates are controlled processes, optimised parameters, the avoidance of contamination and the protection of the polymer chains in order to minimise degradation and preserve the technical properties.

Internally, production waste and off-cuts are systematically collected, pre-sorted, shredded and ground. The processed materials are reintroduced into defined formulations. Any material that cannot be processed within our own recycling loop is sent to external facilities with the aim of material recovery.

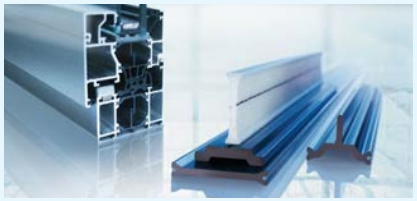
Furthermore, Ensinger supports customers in avoiding waste from the outset, for example through precision-cut blanks, finished parts made to drawing specifications and its one-stop shop for finished parts produced using various processing technologies. This ensures that material is used more efficiently.

Where market conditions and applications permit, Ensinger aims to increase the proportion of recycled products. At present, however, a higher proportion of recycled material does not automatically mean lower costs.

The insulbar example: recycled materials on the market and the next stage of development

For decades, Ensinger has been manufacturing insulbar products from glass-fibre-reinforced polyamide, thereby standing for durable, high-performance solutions in the construction industry. With the insulbar RE product range, Ensinger produces insulation profiles made from 100 per cent recycled polyamide. Based on PIR polyamides (post-industrial recycling), the insulbar RE and RE-LI variants are already successfully established on the market and in use by numerous customers. The next step in development is the use of PCR raw materials (post-consumer recycling). Since its exhibition at BAU 2025 in Munich, Ensinger has presented initial demonstrators to assess market acceptance and the requirements of the next recycling stage on the path towards closed-loop material cycles.
PCR materials are significantly more challenging to work with than virgin material or near-to-prime recyclates (with a recycled content in the low double-digit percentage range), as their availability and quality fluctuate more widely. Consequently, the demands on process control, material selection and quality assurance are increasing – particularly when safety-critical quality products are to be manufactured. Against this backdrop, Ensinger is currently identifying suitable areas of application within the balancing act between availability, quality and cost-effectiveness, a situation further shaped by a sluggish construction sector and dynamic, and in some cases still unclear, regulatory requirements.





6

Environment



Climate Protection

Emissions

Energy

Resources and ecosystems

Life cycle assessment



What drives Ensinger

1.5 °C target

Carbon Footprints

Life cycle assessment

Resource efficiency

Habitat protection







Climate Protection

Climate protection is a central component of Ensinger's sustainability strategy. Ensinger's climate strategy sets ambitious, science-based targets to consistently reduce the company's greenhouse gas (GHG) emissions throughout the entire value chain. The climate targets are designed to be consistent with the Paris Agreement (2015) and the 1.5 °C pathway.

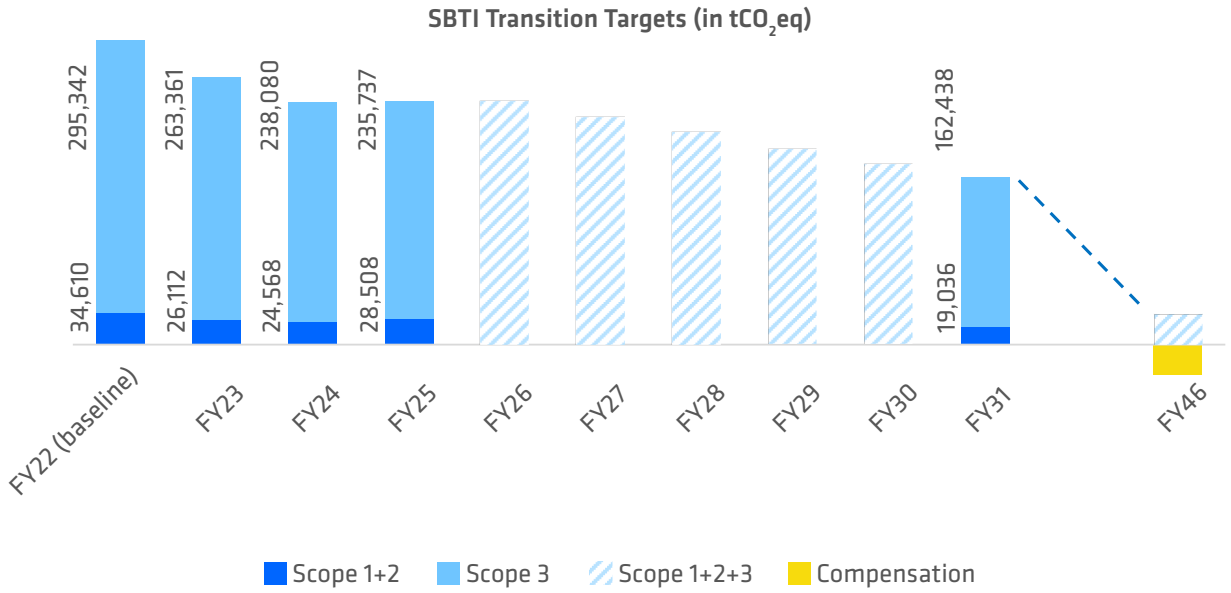
Ensinger has had its climate targets reviewed by the Science Based Targets Initiative (SBTi). In 2023, the targets were validated by the SBTi. This establishes a clear, science-based reduction pathway as a binding framework, designed to make a measurable contribution to limiting global warming. In accordance with the Greenhouse Gas Protocol (GHG Protocol), the targets are differentiated according to various emission sources and categorised into Scope 1 (direct emissions), Scope 2 (emissions from purchased energy) and Scope 3 (other indirect emissions along the value chain).

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION
sciencebasedtargets.org

Ensinger aims to achieve net zero by 2046. We report transparently on any remaining emissions and, where applicable, the offsetting measures employed.

Ensinger's science-based emissions reduction targets

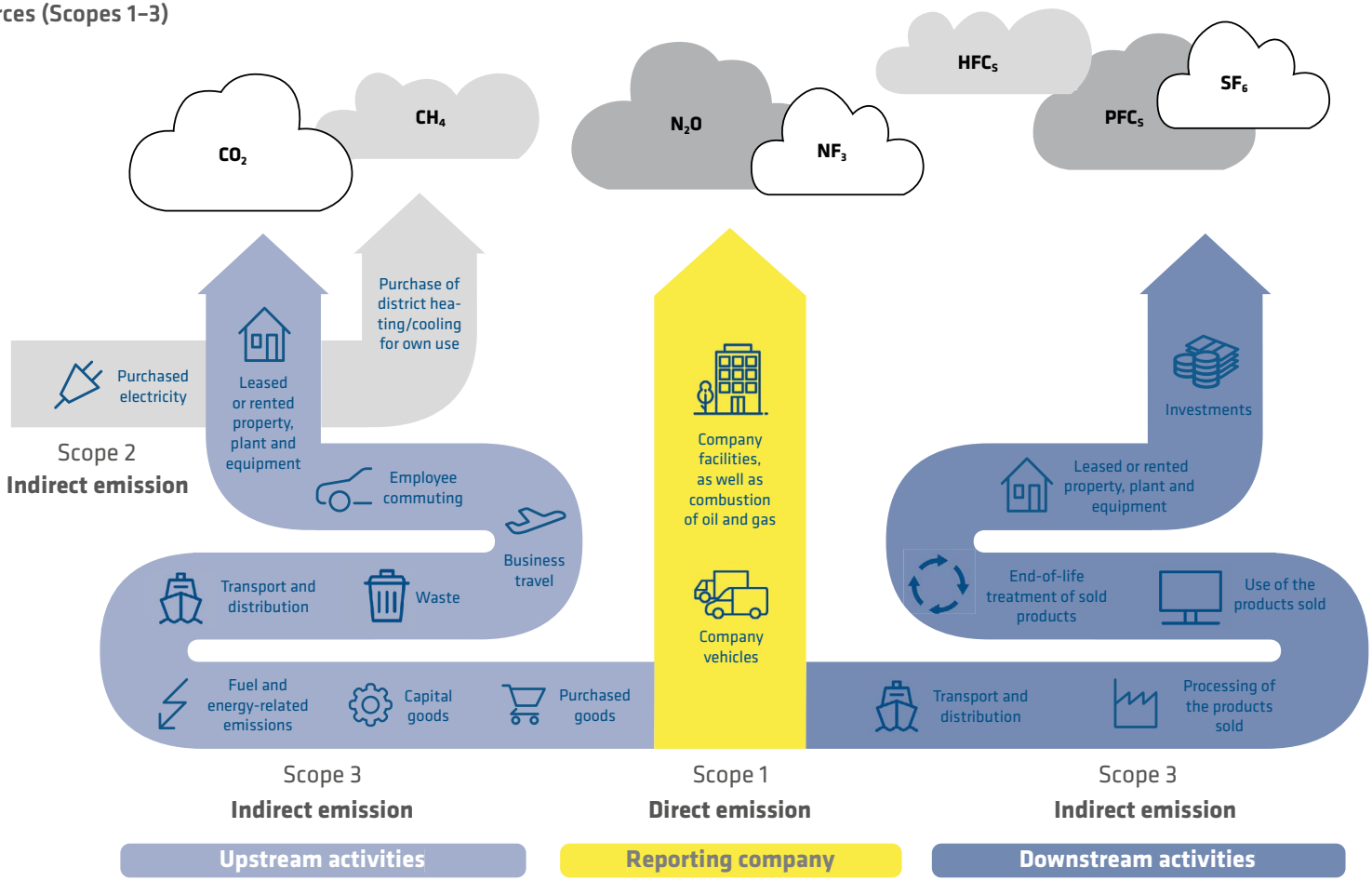
→ **FY31:** A 45 per cent reduction in absolute **GHG emissions in Scope 1 and Scope 2**, and a **45 per cent** reduction in **Scope 3 emissions**
→ **FY41:** A **90 per cent** reduction in absolute **GHG emissions in Scope 1 and Scope 2**
→ **FY46:** Achieve **net-zero GHG emissions** across the entire value chain by **2046** (equivalent to a **90 per cent reduction in Scope 3 emissions)**



Emissions

Robust greenhouse gas accounting (GHG accounting) lays the foundation for effective climate action. It makes emissions transparent and comparable, identifies the key emission drivers along the value chain and enables targeted measures to be devised. Furthermore, it supports communication with stakeholders such as customers, banks and regulatory bodies.

Emissions sources (Scopes 1–3)



Emissions

Ensinger has incorporated all relevant emission sources into a comprehensive greenhouse gas inventory. This comprises Scope 1, covering direct emissions from the company's own processes; Scope 2, covering emissions from purchased energy; and Scope 3, covering other upstream and downstream emissions along the value chain.

- → **Scope 1:** direct emissions from the company's own processes
- → **Scope 2:** indirect emissions from purchased energy such as electricity (market-based*), gas and heat
- → **Scope 3:** other upstream and downstream emissions along the value chain

* market-based: contractually procured electricity quality

Scope 3 takes into account greenhouse gas emissions from purchased goods and services, fuel- and energy-related activities, upstream transport and distribution, waste generated at the sites, business travel and employees' commutes.

Depending on the level of analysis, Ensinger distinguishes between the company level and the product level.

- → The **Corporate Carbon Footprint (CCF)** records greenhouse gas emissions at company level for a financial year and covers Scopes 1 to 3.
- → The **Product Carbon Footprint (PCF)** reports emissions at product level for a defined functional unit (e.g. 1 kg of semi-finished product) using the cradle-to-gate approach, i.e. from raw material extraction to the product leaving the factory. In doing so, it promotes transparency and comparability within the product portfolio.
- → The **Environmental Product Declaration (EPD)** documents the environmental impacts of construction products throughout their entire life cycle. It is specifically aimed at the construction industry and enables integration into building certification schemes

Together, the CCF and PCF enable consistent management. The CCF shows where emissions arise overall and which areas offer the greatest potential for improvement. The PCF highlights which materials and products are particularly relevant and where reductions can be achieved in concrete terms along the value chain.

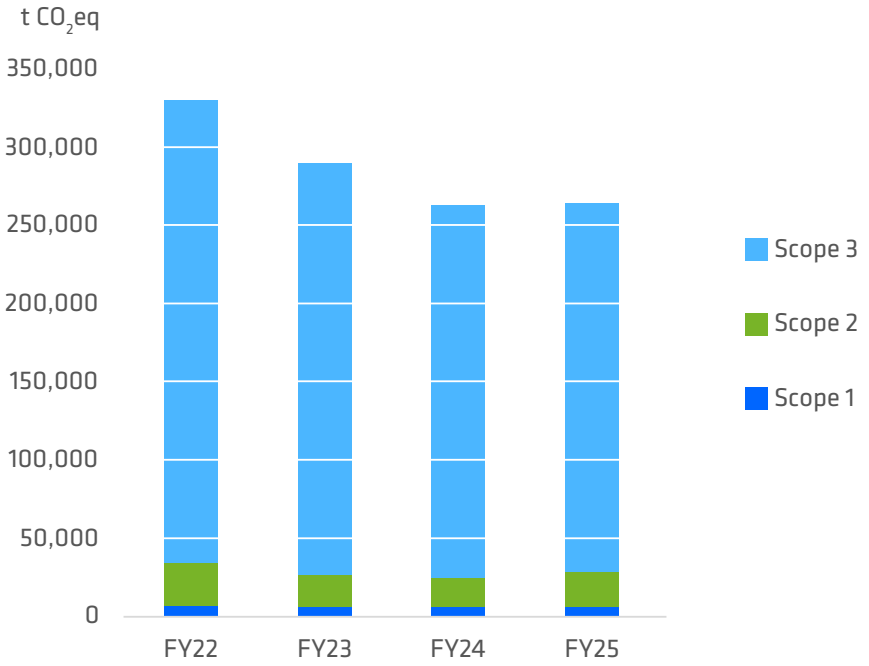


Emissions

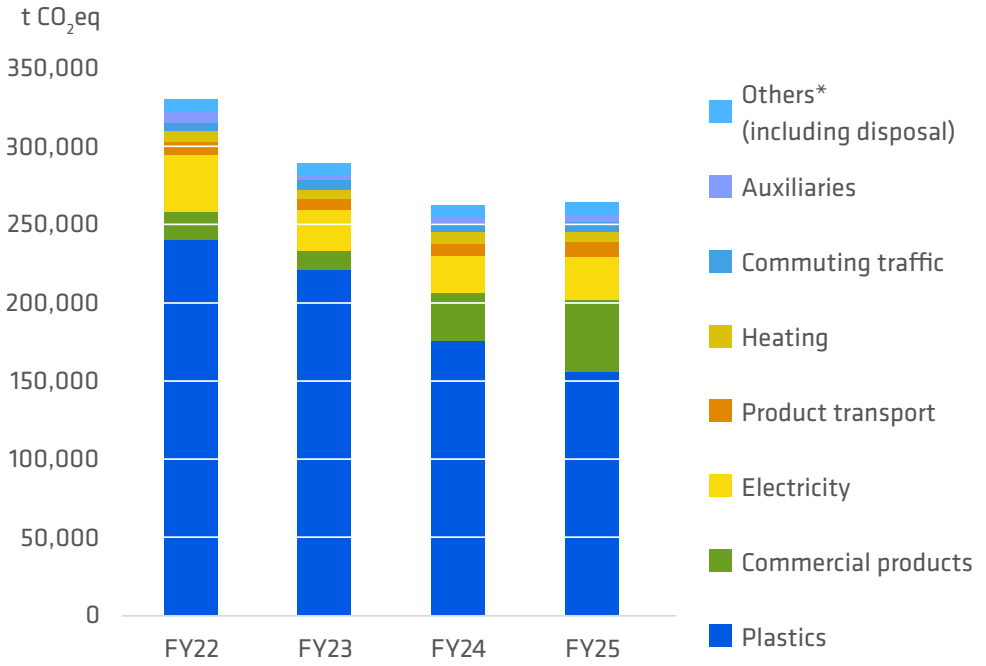
Corporate Carbon Footprint

Since 2022, emissions have been recorded and consolidated for all sites worldwide. This year also serves as the base year for our reduction targets. The assessment covers not only production plants but all organisational units of the internationally active group of companies. In addition to manufacturing sites, smaller sites and sales offices are also taken into account.

Corporate Carbon Footprint (Scopes)



Corporate Carbon Footprint (Contributors)



* includes all categories accounting for less than 1% of the total result

Emissions

Financial year	Unit	2022	2023	2024	2025
Total GHG emissions	t CO_2e	329,898	289,473	262,648	264,245
GHG emissions – Scope 1	t CO_2e	6,648	5,981	5,793	5,812
GHG emissions – Scope 2 market-based calculation	t CO_2e	27,903	20,131	18,775	22,696
GHG emissions – Scope 3	t CO_2e	295,347	263,361	238,080	235,706

Greenhouse gas accounting (GHG)

At our own sites, the energy required for production is the most significant factor influencing emissions under Scope 1 and Scope 2. Electricity accounts for around 77 per cent of combined Scope 1 and Scope 2 emissions.

In Scope 3, the largest drivers of emissions lie in the production of the raw materials used. Around 86 per cent of Scope 3 emissions are attributable to purchased goods, in particular the energy-intensive production of base polymers.

In the financial year under review, the Ensinger Group's total greenhouse gas emissions rose slightly for the first time since records began.

Indirect emissions from energy (Scope 2) increased. Factors contributing to this included the expansion of extrusion capacity in China and the loss of self-generated solar energy at a site in the United Kingdom.

Scope 3 remained the dominant source of emissions in FY25 as well. The year-on-year reduction is explained less by changes in operational activities than by improved data transparency, in particular through the first-ever comprehensive recording of traded goods at the Nufringen site. Within Scope 3, the 'purchased goods' category – in particular the purchase of polymers – remains the most significant driver of emissions.

Emissions

Product Carbon Footprint

Ensinger publicly reports the Product Carbon Footprint (PCF) on a product-by-product basis for its entire range of semi-finished plastic products, calculated in accordance with a common industry standard set by the EPSM (Engineering Polymer Shapes for Machining Association). For each product, a specific PCF statement (cradle to gate) is available directly on the product page, stated in kg CO_2 equivalents per kilogram of semi-finished product. In this way, we are setting new standards in transparency and comparability when it comes to material selection.



This transparency has a particular impact further down the value chain. Ensinger semi-finished products are an early link in a long supply chain, and their climate impact is fully factored into the PCF calculations of processors, component manufacturers and end-product users. Those who use Ensinger semi-finished products can report these emissions directly and with supporting evidence in their own Scope 3 emissions inventory, without having to rely on approximate values or industry averages. This requires high data quality. Only product-specific, methodologically sound values can be used as the basis for downstream emissions inventories.

The calculation is carried out in accordance with DIN EN ISO 14040 et seq. and the IPCC GWP 100a standard. The data is based on comprehensive primary data from our production processes as well as reliable background data, for example from the ecoinvent database. The EPSM-compliant methodology ensures that the figures are not only traceable internally but also comparable across different manufacturers.

In addition, we use the PCF values determined at product level to systematically evaluate emissions in the upstream value chain. By analysing the entire portfolio, it is possible to identify emission hotspots – that is, materials and processes that contribute particularly significantly to the Scope 3 footprint – as well as the levers for reduction that can be targeted specifically.

Environmental Product Declaration

Ensinger has published an Environmental Product Declaration (EPD) for the insulbar thermal break profiles used in metal windows, doors and façades. The declaration is based on DIN EN ISO 14025 and EN 15804+A2, has been independently verified by ift Rosenheim and is valid until April 2029.

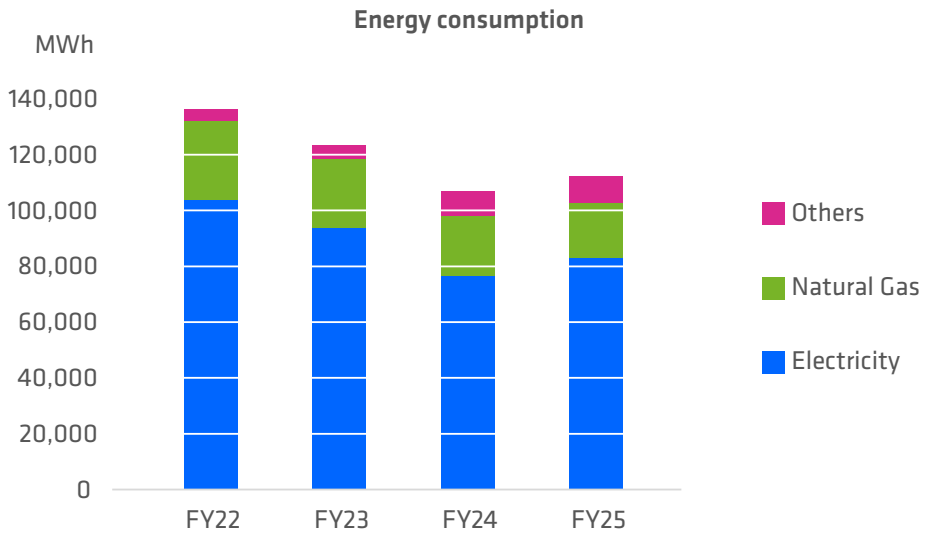
The EPD assesses the environmental impacts of the insulbar profiles throughout their life cycle and thus provides a standards-compliant database that planners, system partners and building certifiers can incorporate directly into sustainability assessments, such as for DGNB or LEED certifications..

Energy

Energy consumption is a key driver of Scope 1 and Scope 2 greenhouse gas emissions. At Ensinger, it arises primarily from energy-intensive production processes (material preparation, plasticising, process temperature control and cooling) as well as from the technical building infrastructure (in particular heating, ventilation and cooling).

Energy consumption

Over recent years, there has been a clear overall reduction in energy demand. Following a significant decline, there was a moderate rise in the reporting year; however, consumption remains noticeably below the baseline level. This trend suggests that efficiency measures and optimisations are having an effect, whilst the current increase is primarily attributable to operational factors such as capacity utilisation and capacity adjustments.



The majority of energy consumption consists of electricity, which has fallen overall since reporting began, with a slight rise in the current year; this is due to the expansion of extrusion capacities in China. Ensinger has identified key levers for reducing energy consumption and the associated emissions:

- → Energy savings and energy efficiency
- → Use of renewable energy
- → Sustainable mobility solutions
- → Structural measures

Energy savings and energy efficiency

In addition to individual projects, Ensinger pursues a structured approach to efficiency: our efficiency work focuses in particular on process optimisation, heating, ventilation, cooling, compressed air, and control and regulation technology. We also use the replacement of outdated building services to introduce modern, more energy-efficient technologies.

For our large plants, we are also developing concepts for converting process heat – which is currently often gas-based. To this end, thermal studies are being carried out to assess technical options, feasibility and cost-effectiveness.

Ensinger in action:

- → At the Nufringen site, Ensinger uses waste heat with large-scale heat pumps and battery storage systems to heat buildings, thereby significantly reducing natural gas consumption.
- → In addition, Ensinger is investing in heat recovery (e.g. via hall ventilation) and power-to-heat systems at its sites to further reduce natural gas consumption.

Energy

56%

of electricity from renewable energy sources

Use of renewable energy

The share of renewable energy in the electricity mix remains at a high and, overall, stable level. The amount of solar energy generated in-house increased overall over the period.

Financial year	Unit	2022	2023	2024	2025
Total share of electricity from renewable energy sources in %	%	n.a.	50	57	56
Self-generated solar energy	MWh	834	1,295	1,351	975

This trend reflects the gradual transition of our electricity supply to renewable energy sources.

Globally, we are continuously increasing the proportion of energy from renewable sources, for example through wind power from Amrum or the use of hydropower in Brazil.

In the current financial year, however, self-generated solar energy was lower than in the previous year, due to a plant outage at a site in the United Kingdom.

Ensinger in action:

- → Ensinger is gradually switching to green electricity worldwide; some sites have already made the full switch – including Lenzing and Seewalchen (Austria), Brazil and Switzerland, which now use 100 per cent green electricity.
- → In Germany, Ensinger utilises additional PPAs (Power Purchase Agreements) for electricity from newly installed wind turbines on Amrum, as well as guarantees of origin, to directly support renewable capacity for its plants.
- → Ensinger operates photovoltaic systems in Germany, Austria, the United Kingdom, Poland and Malaysia; further systems are in the planning stage.

Energy

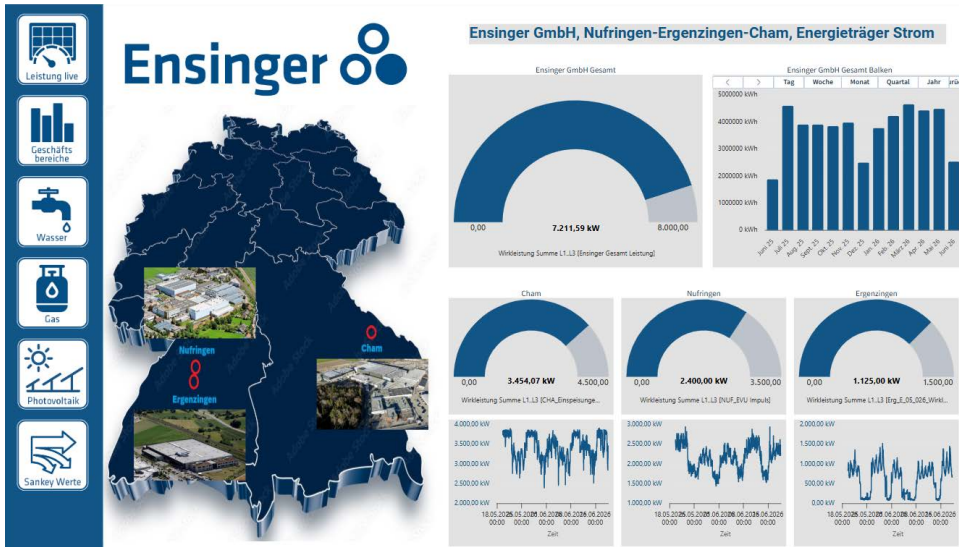
Sustainable mobility solutions

Ensinger is also pursuing a step-by-step transformation in the area of mobility. The aim is to reduce emissions from business travel and the vehicle fleet in the long term, whilst ensuring practical usability at all relevant sites. The focus is on establishing a reliable charging infrastructure as the basis for electric mobility, as well as clear guidelines in the company car policy to facilitate the use of lower-emission powertrains in everyday life and make them more attractive. In this way, Ensinger is creating the conditions to enable electric mobility where it makes economic sense and is operationally feasible.

Structural measures

The technical measures are supported by binding structures and a robust data foundation. In the large production plants, the introduction of energy and environmental management systems forms the central framework for the systematic improvement of our environmental performance. Energy teams play a key role in identifying areas for action, prioritising measures and embedding their implementation within the organisation.

A key foundation for targeted improvement measures and investments is the growing transparency in data collection. With GridVis, a software programme for recording and analysing energy data, Ensinger is gradually expanding its measurement and monitoring structures to enable cross-site comparisons of consumption, identify efficiency potential and document progress in a transparent manner.



Ensinger in action:

- → Ensinger is expanding its charging infrastructure across all its sites and is driving forward this expansion in Germany, England and the USA, amongst other places. The number of charging points and charging capacities are systematically recorded in order to provide a transparent overview of demand, progress and usability. In Germany alone, 44 battery charging stations are currently installed.
- → In addition, Ensinger has further developed its company car policy to provide greater incentives for lower-emission vehicles and electric vehicles.

Resources and Ecosystems

As a family-run business, Ensinger promotes the economical and responsible use of resources – both within its own organisation and in collaboration with customers. Engineering plastics make a significant contribution, particularly in the context of the energy transition, greenhouse gas reduction and the careful use of finite raw materials. They enable applications that allow customers to reduce the environmental footprint of their products throughout their life cycle. Resource conservation is achieved through several interlinked effects. Lighter component weights reduce the energy required to operate moving systems. Simplified product architectures reduce the number of individual parts as well as manufacturing and assembly costs. Lighter and integrated components also reduce transport costs. Taken together, these effects help to reduce energy, material and infrastructure requirements throughout the product life cycle.

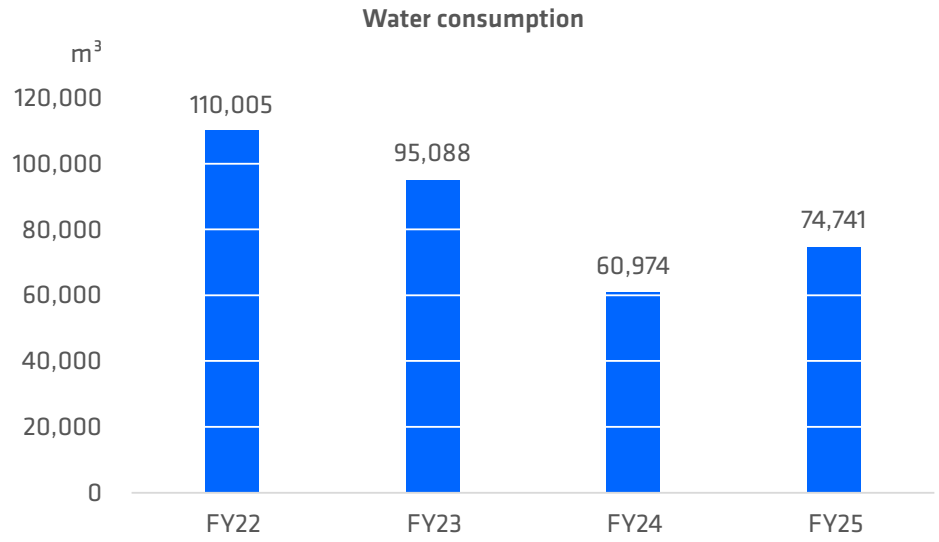
Environmental pollutants

The use of polymer-based raw materials can entail environmental risks, particularly when granules, plastic dust or abrasion are unintentionally released as microplastics during production, handling or internal logistics. Potential sources of release include delivery and unloading, decanting and storage, and internal transport. Ensinger aims to prevent potential environmental releases at an early stage and to systematically minimise emissions.

Water consumption

The responsible use of water is an important part of Ensinger's resource conservation policy. Water is predominantly used in closed cooling circuits, which significantly reduces the demand for fresh water. Ensinger is continuously developing these circuits, minimising losses and, where technically feasible, utilising recirculation and technical solutions to reduce water consumption in the long term.

Overall, water consumption is declining compared with the baseline level; a recent moderate increase is primarily due to operational factors such as capacity utilisation and process requirements.



Resources and Ecosystems

Waste

The majority of the waste generated by the company is directly linked to the manufacture of products and the production of the necessary operating materials and tools. This consists mainly of plastic and metal offcuts and shavings, damaged and soiled wooden pallets, cardboard and paper. Waste volumes fell significantly in the reporting year.

Ensinger reduces waste by sorting material streams by type and channelling them into defined recycling pathways. Reusable and standardised solutions in packaging and logistics further reduce off-cuts, packaging volumes and transport damage.

The proportion of hazardous waste fell from 9.7% to 6.2%; this means that the proportion of waste relevant to environmental and compliance considerations in the Group's waste mix has decreased significantly.

Financial year	Unit	2022	2023	2024	2025
Disposal of hazardous waste	t	552	553	610	372
Disposal of waste (excluding wastewater)	t	2,382	1,351	3,654	2,825
Disposal of recyclable materials	t	2,782	2,720	2,807	2,623

Ensinger in action:

- → Ensinger is continuously improving the separate collection of offcuts and scrap, thereby enhancing the quality of separation as the basis for higher-quality recycling.
- → Ensinger has implemented an optimised process for coolants, tailored to the technical requirements of the plant, in order to reduce transport and disposal costs and increase resource efficiency.
- → Ensinger specifically collects used or slightly damaged pallets and passes them on to suitable recipients for reuse or further use.

Resources and Ecosystems

Biodiversity

„What we do today determines what the world will look like tomorrow.“
(Marie von Ebner-Eschenbach, 1830 – 1916)

For this reason, Ensinger is committed to protecting and promoting biodiversity at its sites in Germany. Through the renaturation of the Ensinger site, unused areas are being transformed into valuable natural habitats for native flora and fauna, with the aim of preserving biodiversity, particularly insect diversity. At the same time, relaxing green spaces are being created for staff to take their breaks. The icing on the cake for the lunch break: staff can snack on berries from the bushes and fruit from the trees!

The measures are being planned and implemented with the support of a team of Ensinger volunteers, working alongside gardeners and NABU (Nature and Biodiversity Conservation Union).



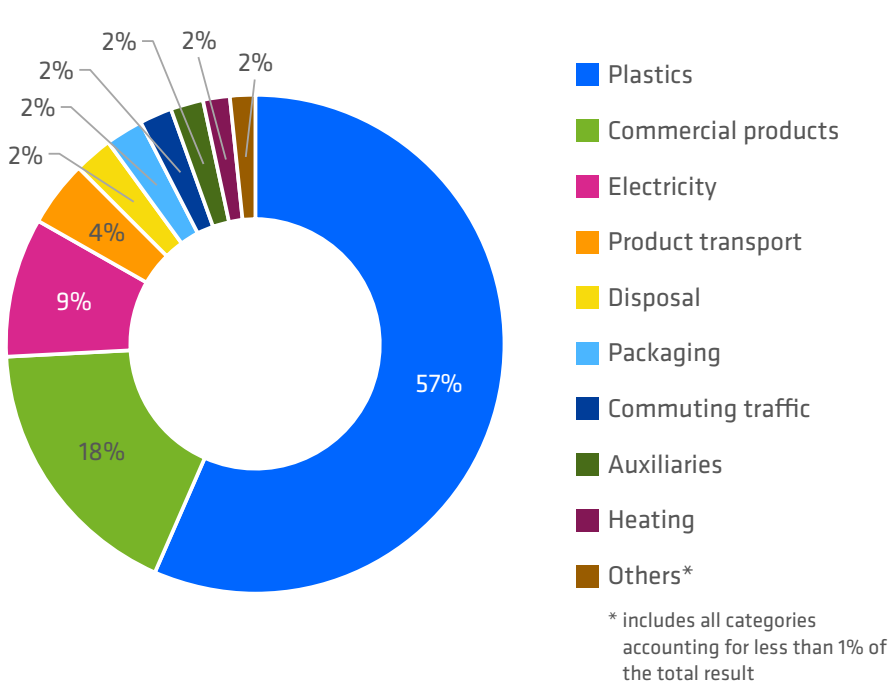
Ensinger Biodiversity Team

Life Cycle Assessment

At Ensinger, we take a holistic view of environmental impacts. As described in the previous chapters, in addition to climate change, resource consumption, water, emissions and waste also play an important role. Ensinger therefore supplements its carbonfootprint with a life cycle assessment based on the ecological scarcity method. This assesses environmental impacts in the areas of air, water, soil, resources and waste, and summarises them in Eco-Points (EP). This makes indirect effects and resource scarcity visible.

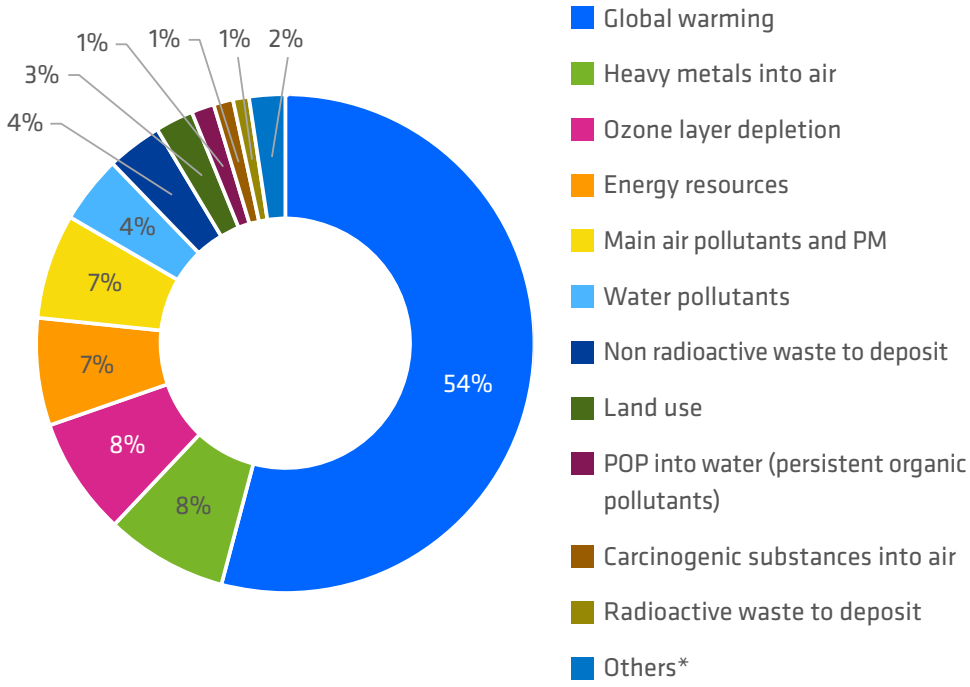
The life cycle assessment is based on primary data from the company's own production, quality-assured background data – such as that from ecoinvent – and on DIN EN ISO 14040/44. In this way, Ensinger establishes a consistent basis for identifying environmental hotspots, prioritising measures and further developing its sustainability strategy in a targeted manner.

Breakdown of Eco-Points by cause



* includes all categories accounting for less than 1% of the total result

Breakdown of Eco-Points by impact category



* includes all categories accounting for less than 1% of the total result

7

Social issues

Working environment

Health and Safety at Work

Staff Development and Training

Equal opportunities

Social Engagement



What drives Ensinger

- A motivating working environment
- Health, safety & prevention
- Fair & transparent remuneration
- Supporting young talent
- Flexibility & collaboration







The world of work

Working environment

Ensinger aims to create a working environment that promotes the long-term motivation, performance and development opportunities of its employees. Key elements include task- - and performance-based remuneration, flexible working time arrangements, and additional benefits that help employees achieve a good work-life balance.

The corporate culture is based on mutual respect, open communication, short decision-making processes and flat hierarchies. Ensinger encourages personal initiative, team-oriented collaboration and a pragmatic, solution-focused approach to work. The aim is to create a working environment that strengthens commitment and supports long-term staff retention.

As a responsible employer, Ensinger provides a reliable framework that contributes to the social security, health and professional development of its staff. In addition to the basic salary, the company offers various additional benefits that promote staff wellbeing and enhance the employer's appeal.

The quality of the working environment is also confirmed by external assessments. In the latest Focus Business ranking, Ensinger was once again recognised as a top employer. In the manufacturing sector, the company came fourth out of 55 companies and ranked 118th out of 1,000 in the overall ranking of the best employers, representing an improvement of 13 places compared with the previous year.



Employer Attractiveness

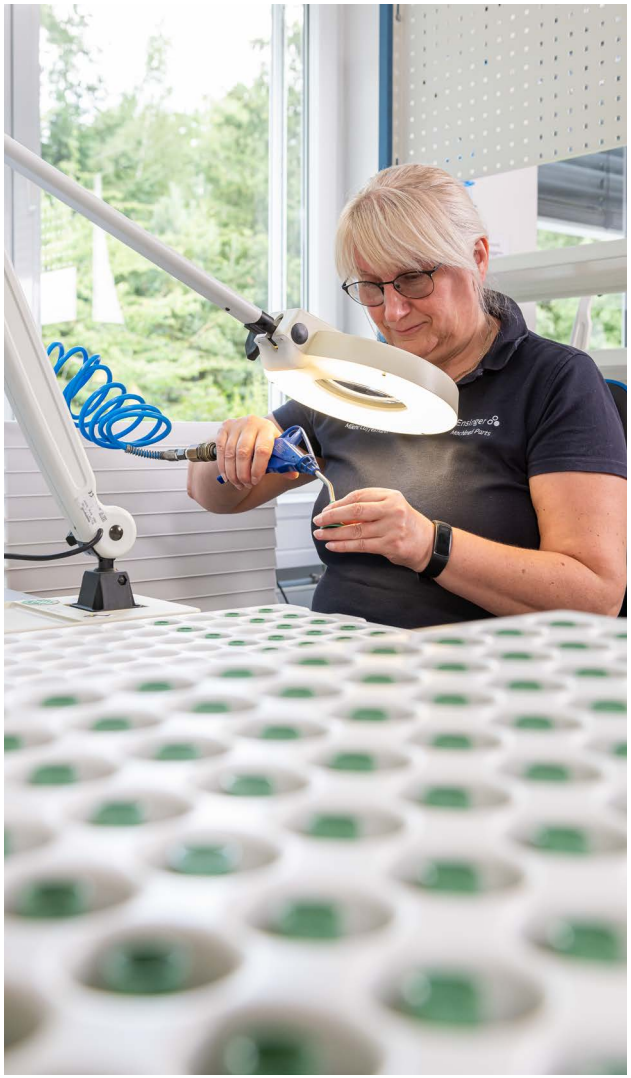
→ Focus Business Top Employers 2025
→ 4th out of 55 – Manufacturing sector
→ 118th out of 1,000 – Overall ranking (+13 places)

Fair Remuneration

Ensinger is committed to a fair and transparent remuneration culture. To ensure the competitiveness and fairness of our pay structures, we regularly benchmark ourselves against an external benchmark. In this way, we ensure that our remuneration is in line with the market and performance-related.

Equal opportunities for women and men are a particular priority for us. We are proud that the unadjusted gender pay gap at Ensinger GmbH stands at just 3 per cent – a figure that is significantly below the national and European averages. This result reflects our ongoing commitment to a fair, non-discriminatory remuneration policy and confirms that our pay structures are based on objective, role-based criteria.

Working Environment



Flexible working models and a digital working environment

Ensinger supports flexible working arrangements and remote working by providing its staff with comprehensive digital equipment. Modern IT tools enable location-independent collaboration and contribute to efficient work processes.

Flexible working time models and flexitime arrangements help employees to balance professional demands with personal and family commitments.

Sustainable Mobility

Ensinger promotes sustainable mobility solutions for employees' commutes. These include travel allowances and the provision of a 'Jobrad' (company bike), which can be used for both commuting and private purposes.

Remuneration and additional financial benefits

In addition to competitive remuneration, employees benefit from additional company benefits such as annual leave pay and a Christmas bonus, as well as special payments on special occasions, such as company anniversaries or family events. Appropriate allowances are granted for work carried out on shift patterns.

Pension provision and social security

Ensinger supports the long-term financial security of its employees through company pension schemes. The aim is to supplement private pension provision and to help employees build up additional retirement savings at an early stage.

Health and employee support

Promoting health and wellbeing is a key part of Ensinger's responsibility as an employer. The company offers various health promotion initiatives, including in-house sports programmes and the Employee Assistance Programme (meinEAP). This programme provides employees with a confidential counselling service for professional, personal or family matters.

Working Environment

Working Environment and Social Community

Canteens offering meal subsidies and additional breakfast options are available at the company's sites. These facilities support a balanced diet throughout the working day. Social events such as summer and Christmas parties encourage interaction across sites and strengthen team spirit amongst the workforce. In addition, employees benefit from various staff discount schemes.

Ensinger Germany: Unintended staff turnover

Financial year	2022	2023	2024	2025
Unintended staff turnover (%)	2.0	2.9	3.9	3.4

Employee representation and co-determination

In Germany, the Works Constitution Act governs employees' participation rights. Their interests are represented by the works council, the youth and trainee representatives, and the representatives for employees with severe disabilities. Key areas of co-determination include working hours, remuneration, health and safety at work, and other personnel matters. On all issues relevant to co-determination, the company management engages in regular, cooperative dialogue with employee representatives.

Further opportunities for participation and co-determination include freely accessible information sessions organised by senior management ('Ensinger Compact'), regular updates from managers, the intranet and the company's suggestion scheme.



Health and Safety

The safety and well-being of employees are at the heart of Ensinger's sustainable practices. Occupational safety management is based on proactive risk assessments, regular practical training sessions and the involvement of safety officers. Following every incident, Ensinger carries out thorough root-cause analyses and implements targeted refresher training to continuously improve safety standards across all areas of the company. The occupational health and safety systems are aligned with the requirements of ISO 45001. Although not all sites are formally certified, regular internal and external audits confirm the effectiveness of the processes and the implementation of the continuous improvement process.

Progress was made during the reporting period: following a rise in reportable accidents to 77 cases in 2024, the figure fell again to 68. The rate of reportable accidents decreased at the same time.

In terms of fire safety, Ensinger focuses on prevention, collaboration with local fire brigades and regular evacuation drills. Fire safety plans are continuously reviewed and adapted to local legal requirements.

To further strengthen a safe and health-promoting working environment, Ensinger continuously develops and regularly reviews its preventive measures. Ergonomic workplace design, alongside health promotion and exercise programmes, complement these measures. The aim is to ensure long-term health and well-being and to create a working environment that combines safety, appreciation and opportunities for development.

Ensinger Group: Key figures on health and safety at work

Key figure	2022	2023	2024	2025
Number of reportable accidents	69	59	77	68
Rate of reportable accidents	2.7	2.5	3.4	3.0
Fire alarms requiring the fire service to attend	7	4	9	6



Staff development and training

The continuous development of staff is a central component of Ensinger's HR strategy. Ensinger systematically promotes technical, methodological and social skills and aligns development goals with role requirements and strategic corporate objectives; a particular focus is placed on methodological, social and leadership skills.

During the reporting year, the focus was on the planning, management and documentation of further training initiatives. Ensinger prepared for the introduction of **SAP SuccessFactors;** the **'We:learn!'** learning module is intended to create a central digital platform for the administration, documentation and management of further training. The aims are to achieve greater transparency regarding learning opportunities, easier access and greater personal responsibility in the learning process.

In addition to compulsory training, the continuing professional development programme covered topics such as compliance, resilience, leadership, artificial intelligence and 'train the trainer' qualifications. To strengthen the leadership culture, additional formats were implemented, including a webinar on motivation in the workplace, team development, coaching sessions and assessment centres.

At the same time, work began on redesigning the leadership development programme. The programme is to be more closely aligned with dynamic requirements, designed for the long term and supplemented by standardised additional offerings such as coaching, mentoring, team-building and mediation; its phased global roll-out is planned for the coming years.

Training and promoting young talent

The training of young skilled workers is a central component of Ensinger's HR strategy and serves to develop skills and ensure the long-term availability of skilled labour. A key focus is on technical trades, particularly toolmaking and plastics technology; in total, the programme comprises nine apprenticeship schemes and four dual study programmes and is tailored to demand with the aim of long-term employment.

As at 31 March 2025, there were 61 young people undergoing vocational training or dual study programmes at the Nufringen and Cham sites; 18 young people started new programmes in the 2024/2025 financial year. In addition to the technical training, Ensinger promotes personal development and social responsibility, including through addiction prevention and first aid, sustainability workshops, cross-site excursions and social projects. Trainees also act as IHK training ambassadors, support training fairs and accompany school class visits.

As part of the dual study programme, Ensinger facilitates international practical or theoretical placements to strengthen intercultural skills. The recruitment of young talent is carried out through structured training marketing, including school partnerships, work placements, fairs, recruitment days and information events. Ensinger recognises outstanding achievements with certificate bonuses and the Ensinger Prize for outstanding graduation results.

Ensinger Germany: Number of apprentices, apprenticeship ratio

Key figure	2022	2023	2024	2025
Number of apprentices	62	64	66	61
Training ratio (%)	4.4	4.3	4.5	4.3

Equal Opportunities

Ensinger is actively committed to a fair and equitable corporate culture and is convinced that all employees – regardless of gender, age or background – deserve the same opportunities to develop and take on responsibility.

Ensinger Germany: Proportion of women at management level and overall

Key figure	2022	2023	2024	2025
Proportion of women in senior management (%)	14	15	14	10
Proportion of women at department head level (%)	8	8	10	6
Proportion of women in the workforce (%)	19.8	19.8	20.1	19.9

At the same time, Ensinger is honest with itself: the target has not yet been achieved in terms of gender distribution within the workforce and, in particular, the proportion of women in management positions. The proportion of women at senior management level and at department head level fell again in the reporting year. The overall proportion of women in the workforce has also remained largely constant over the last six years – a clear sign that further action is needed in this area.

Ensinger Germany: Proportion of vacant posts filled internally

Key figure	2022	2023	2024	2025
Proportion of vacancies filled internally (%)	24	29	34	33

Ensinger in action:

- → Ensinger views this trend as an incentive. The aim is to increase the proportion of women in management positions by a double-digit percentage in the coming years. To this end, Ensinger is developing targeted measures, including structured development programmes and a greater focus on equal opportunities in recruitment and promotion processes.
- → Equal opportunities also refer to the possibility of professional development. In addition to good training and further education opportunities, employees should also be given the chance to apply for roles internally and take on more senior responsibilities. The ratio of successful internal applications to the total number of positions offered shows a positive trend towards filling vacancies internally.

Social Commitment

Ensinger regards social engagement as an integral part of its sustainable approach and provides targeted support for charitable projects . The aim is to provide assistance where it is needed and to support social development in the long term. In this way, Ensinger combines economic activity with a sense of responsibility towards people and regions beyond its own sites.

Ensinger Brazil: Career Workshop

Ensinger Brazil organised its first career workshop at the EMEF Dilza Flores (Bairro Feitoria Cohab) with adult education students from this school and the EMEF Olímpio Albrecht (estimated number of participants: approx. 70 students from various age groups). The initiative aimed to give the students an insight into the labour market through accounts of employees' academic and professional careers, thereby encouraging them to persevere and build a career for themselves.





Social commitment

Ensinger GmbH

German Plastics Museum: Bringing materials and design to life

The German Plastics Museum brings the history and significance of plastics to the attention of a wide public. As a museum without a permanent exhibition, it presents its content through travelling exhibitions and a virtual museum, where parts of its extensive collection are accessible online. In this way, plastics can be experienced not only as an industrial material, but also as part of the history of technology, culture and design.

The DKM's collection now comprises more than 22,000 items and is one of the most significant of its kind in the world. It documents historical developments as well as current innovations in plastics research. It is housed in the central repository of the LVR Industrial Museum in Oberhausen. With its analogue and digital formats, the museum thus makes an important contribution to the preservation, classification and communication of a material that has shaped our everyday lives for decades.

To carry out this work, reliable support is needed alongside the efforts of volunteers. Ensinger is funding a part-time post at the German Plastics Museum for two years. This funding enables the collection's holdings and new acquisitions to be systematically inventoried, professionally documented and properly preserved.

Through this commitment, Ensinger is helping to safeguard industrial and cultural heritage in the long term and to make knowledge about plastics accessible to researchers, educators and the general public.

Further information:

deutsches-kunststoff-museum.de



Image source:
Jürgen Hoffmann,
LVR Industrial Museum



Image source:
Jürgen Hoffmann,
LVR Industrial Museum

deutsches-kunststoff-museum.de/sammlung/aussergewohnliche-objekte

Wilfried and Martha Ensinger Foundation

Ensinger Foundation supports STEM education at the Youth Research Centre

The Wilfried and Martha Ensinger Foundation has been supporting the Schwarzwald-Schönbuch Youth Research Centre (JFZ) in Nagold for many years. Through this sponsorship partnership, the Foundation helps to provide young people with hands-on access to science and technology and to foster their interest in STEM subjects.

At the Youth Research Centre, school pupils and apprentices have the opportunity, under the guidance of experienced specialists, to conduct in-depth experiments, develop their own ideas further and explore technical and scientific questions in a hands-on manner . It is precisely this ongoing support that makes all the difference: initial curiosity often develops into a lasting enthusiasm for research, technology and scientific work

The JFZ sees itself as a place for discovery, experimentation and learning. Free from the pressure of grades, young people can work there according to the principle of 'learning by doing'. The range of topics is vast, extending from mechanical engineering, mechatronics and electrical engineering, through biology, chemistry and physics, to robotics, control engineering and medical technology.

Social Engagement

The young researchers are supported by a team of students, scientists and practising engineers. This expert support creates an environment in which creativity, initiative and problem-solving skills are specifically encouraged. Furthermore, the Youth Research Centre prepares its projects for competitions such as 'Schüler experimentieren' and 'Jugend forscht', in which JFZ pupils regularly achieve success.

Through its support, the Wilfried and Martha Ensinger Foundation backs an organisation whose impact extends far beyond the mere imparting of knowledge. The Youth Research Centre strengthens technical skills, sparks an interest in careers in the natural sciences and opens up prospects for young people's personal and professional futures. The Foundation's support for the JFZ is thus a prime example of its social commitment in the fields of education and the promotion of young talent.

Further information:



jugendforschungszentrum.de

Educational opportunities for disadvantaged children
At the 'Aftabun Nahar', 'Kobi Sufia Kamal' and 'Zafar Ali Khan' primary schools, children from the poorest and most marginalised families are given the opportunity to obtain a recognised primary school leaving certificate. Specially trained local teachers prepare pupils from pre-school through to Year 5 for the transition to secondary school. In addition, the schools offer a wide range of extracurricular activities such as health camps, cultural and sporting events, and reading competitions, which not only promote the children's personal development but also strengthen social cohesion in regions affected by natural disasters.

Education and climate-resilient livelihoods in Bangladesh – a shared commitment to a better future
From 2025 to 2028, the Wilfried and Martha Ensinger Foundation, in collaboration with the development organisation NETZ Partnership for Development and Justice e.V. (bangladesch.org), will support a total of 900 children at three Anandalok primary schools, as well as 772 families, in building climate-resilient livelihoods in disaster-prone regions of Bangladesh. The empowerment of girls and women is at the heart of this initiative.

Resilience to climate change
The 772 families receiving support live in extreme poverty and are particularly vulnerable to the increasing impacts of climate change. Through the project, the women in these families receive individually tailored support: bespoke starter kits containing agricultural inputs and training in climate-resilient farming.

These measures enable the participants to generate a sustainable income in the long term and improve their living conditions. Furthermore, they organise themselves into village groups to support one another and work together to tackle social injustices.

8

Governance



Governance structure and responsibilities

Compliance

Risk management

Human Rights and Responsibility in the Supply Chain

Political influence





What drives Ensinger

Transparency & reliability

Respect for human rights

Compliance in practice

Transparent reporting

Effective risk management







Governance Structure and Responsibilities

A clear and effective governance structure forms the foundation for transparency, reliability and sustainable corporate success at Ensinger. The company's management is geared towards the responsible, legally compliant and ethical management and control of the company.

The Executive Board bears overall responsibility for the strategic direction and management of the Group and ensures that all business activities are conducted in accordance with applicable laws, internal guidelines and ethical standards. The central governance and compliance functions are clearly established within the organisation and are the responsibility of the respective management teams. The Head of Compliance works closely with the Executive Board and the Risk & Compliance Committee and oversees the further development of the compliance management system across the Group.

Key compliance information and new guidelines are first communicated and discussed at management meetings before being passed on to the entire workforce. This ensures that managers fulfil their responsibilities in terms of setting an example and providing information, and that they promote a consistent understanding of the regulations across their respective business units.
Regular meetings and reporting within the management and supervisory bodies, together with open communication at all levels of management, ensure that governance and compliance issues are continuously assessed and that necessary measures are consistently implemented. In this way, Ensinger ensures an effective management and control structure that safeguards the company's sustainable and ethical business operations.



Compliance

For Ensinger, conduct characterised by integrity and compliance with laws and guidelines is a fundamental benchmark for sustainable and responsible business practices. The Compliance Management System (CMS) is regularly reviewed and continuously adapted to changing legal and corporate requirements. The Compliance Management team manages the system centrally and works closely with the Risk & Compliance Committee to address new challenges efficiently across the Group.

In the 2024/2025 financial year, compliance activities focused primarily on the complete revision of the Code of Conduct. In addition, new or revised guidelines on anti-corruption as well as antitrust and competition law were drawn up and communicated across the Group.

Another key priority was the conduct of a group-wide risk analysis to identify potential weaknesses in compliance processes at an early stage and address them in a targeted manner. The results were incorporated into the prioritisation and further development of measures – particularly with regard to the risk areas of corruption prevention and competition law.

To continuously raise awareness of compliance, a wide range of communication and training initiatives were expanded. These include, amongst other things, specific training courses, regular compliance calls and the ongoing provision of information to staff via the intranet. The aim of these measures is to deepen understanding of relevant regulations and to increase awareness of compliance issues at all levels.

With its whistleblowing system, which has been in place for several years, Ensinger offers all employees and external partners an easily accessible, secure means of reporting suspected breaches of regulations anonymously and confidentially. The system is continuously reviewed and adapted to legal developments. All reports are investigated in accordance with a clearly defined procedure and, where necessary, appropriate measures are taken.



The majority of the compliance targets set for the reporting year were achieved, and the groundwork has been laid for further improvements. In the coming financial year, the focus will be on the group-wide roll-out of the new Code of Conduct, the further expansion of digital international training programmes and the strengthening of internal monitoring – to ensure the highest standards of integrity and responsible conduct continue to be upheld in the future.

Risk Management

Effective risk management is a key component of sustainable corporate governance. Ensinger systematically analyses and manages all material risks to safeguard the future viability of our company. In doing so, we consider not only economic risks but also environmental and social risks. With the implementation of the Supply Chain Due Diligence Act (LkSG), the systematic identification and assessment of human rights and environmental risks throughout the entire value chain has come into focus.

The most important risk categories include, for example, environmental and climate risks, occupational health and safety risks, compliance risks, and risks associated with our products and processes. Sustainability risks, such as breaches of environmental or social standards, are specifically identified and assessed.

DManagers and specialist departments are actively involved in risk management. They identify risks within their areas of responsibility and implement appropriate measures to prevent or minimise them. The effectiveness of these measures is regularly reviewed and adjusted where necessary.

Through this structured approach, Ensinger ensures that sustainability aspects such as environmental and climate protection, social responsibility and good corporate governance are firmly integrated into our decision-making processes. In this way, Ensinger helps to identify risks at an early stage and act responsibly – for the benefit of the company, the environment and society.

During the reporting year, the risk management process was further developed; significant risks lay in market and geopolitical risks, rather than in operational areas.

In the coming financial year, the focus will be on the global and systematic expansion of risk management, centralised assessment and control, and the ‘ ’ assessment of climate-related risks across regions and sites.

Human Rights and Responsibility in the Supply Chain

Ensinger is committed to its corporate duty of care and respects internationally recognised human rights throughout the entire value chain. Our aim is to identify human rights and environmental risks at an early stage and to counteract them consistently.

To fulfil this responsibility, Ensinger has established a systematic supplier management system. New suppliers are carefully selected on the basis of binding criteria and must commit to the Ensinger Code of Conduct, which explicitly includes respect for human rights and environmental standards. Existing suppliers are regularly assessed, and risk-based analyses help to identify potential areas of risk at an early stage. In cases of suspected or confirmed breaches, improvement measures are defined in collaboration with our partners; serious breaches may, where necessary, lead to the termination of the working relationship.

Awareness-raising and training initiatives on human rights and environmental obligations are tailored to specific target groups and aligned with the respective risk potential. Furthermore, through the whistleblowing system, employees and external partners have the opportunity at any time to confidentially report potential breaches of human rights and due diligence obligations.

Through the continuous expansion of preventive and control measures, Ensinger strengthens transparency and accountability within the supply chain, thereby making an active contribution to fair working conditions and environmental standards beyond its own organisation.



Political influence

Ensinger is committed to political neutrality and transparency in its dealings with social and political interest groups. The company does not participate in party-political activities and does not make political donations. Any direct or indirect influence on political decision-making takes place exclusively within the framework of legal requirements.

Ensinger contributes its expertise primarily through participation in trade associations and industry initiatives, with a view to actively shaping the development of responsible standards within the industry. Memberships and involvement in these bodies are geared towards open dialogue and the representation of the sector's interests. All activities relating to political or association-based involvement are conducted with the utmost transparency and in compliance with all applicable compliance and code of conduct rules.

9

Appendix

Principles for the preparation of the sustainability report

List of abbreviations

Key figures table: Environment & Social Issues

Basis for the preparation of the sustainability report

The data presented in this report relates to the Ensinger Group. The scope of the information included may vary depending on the topic and key performance indicator.

The environmental indicators cover all Ensinger Group sites. In the area of social issues, indicators for subsidiaries are not yet available across the board in a standardised format; as a result, individual figures are currently available primarily for Ensinger GmbH. Group-wide consolidation and harmonisation of the data is being continuously expanded.



Reference to frameworks

The content of this report is primarily based on the German Sustainability Code (DNK), without expressly declaring it as the reporting standard.

At the same time, the **CSRD,** including **the ESRS,** serves as a reference framework; full compliance with these requirements is not yet claimed for this report, as Ensinger is not expected to be subject to reporting obligations **until 2027.** The report thus supports the early further development of content, processes and the data basis.

In addition, the report addresses topics which, within the framework of non-financial reporting in accordance with **Sections 315c and 289c to 289e of the German Commercial Code (HGB),** are typically to be addressed as a result of the materiality analysis, in particular **environmental, employee and social issues, respect for human rights,** and the **fight against corruption and bribery.**

List of abbreviations

Abbreviation	Meaning
CO_2	Carbon dioxide
DNK	German Sustainability Code
EPSM	Engineering Polymer Shapes for Machining Association
ESPOC	Electrostatic Potential Optimised Coating
ESRS	European Sustainability Reporting Standards
IAPD	International Association of Plastics Distribution
ISO	International Organisation for Standardisation
ISO 14001	Standard for environmental management systems
ISO 45001	Standard for occupational health and safety management systems
ISO 50001	Standard for energy management systems
CIP	Continuous Improvement Process
PA	Polyamide
PC	Polycarbonate
PCF	Product Carbon Footprint
PCR	Post-consumer recycling
PE	Polyethylene
PEEK	Polyetheretherketone
PIR	Post-industrial recycling
POM	Polyoxymethylene
PP	Polypropylene
PPS	Polyphenylene sulphide
PPSU	Polyphenylsulphone
PSU	Polysulphone
PTFE	Polytetrafluoroethylene
RE	Recycling
SBTi	Science Based Targets initiative
SDGs	Sustainable Development Goals (United Nations Sustainable Development Goals)
Scope 1	Direct greenhouse gas emissions from own sources
Scope 2	Indirect greenhouse gas emissions from purchased energy
Scope 3	Other indirect greenhouse gas emissions along the value chain
ZSW	Centre for Solar Energy and Hydrogen Research Baden-Württemberg

Key data table: Environment & Social Issues

		FY [a] 2022 worldwide (baseline year)	FY 2023 worldwide	FY 2024 worldwide	FY 2025 worldwide
Ensinger Group reference data	Number of employees	2.552	2.734	2.748	2.867
	Revenue (million EUR)	557	616	524	520
	Number of sites	37	38	38	38
	Share of production sites	65%	65%	65%	65%
Environment					
Life Cycle Assessment [c]	Total environmental impact (million EP[b])	596.908	488.991	454.155	480.094
	Site balance in million EP	6.981	6.398	6.213	6.247
	Energy supply + waste disposal in million EP	66.653	51.461	54.997	60.681
	Complementary balance in million EP	523.275	431.132	392.944	413.167
	Categories				
	Electricity in million EP	57.651	42.778	37.820	43.437
	Heating in million EP	8.467	7.544	8.970	8.509
	Fuels in million EP	3.052	3.702	3.870	3.551
	Water in million EP	138	139	108	90
	Waste disposal in million EP	3.884	3.982	11.696	11.994
	Disposal of hazardous waste in million EP	1.435	1.245	456	727
	Disposal of recyclables in million EP	0	0	0	0
	Plastics in million EP	397.192	361.539	284.787	271.983
	Operating materials in million EP	1.896	502	2.699	1.686
	Auxiliaries in million EP	53.412	7.920	7.145	10.064
	Packaging in million EP	11.073	10.376	9.695	11.297

Key data table: Environment & Social Issues

	FY [a] 2022	FY 2023	FY 2024	FY 2025
	worldwide (baseline year)	worldwide	worldwide	worldwide
Paper materials in million EP	204	147	175	164
Business traffic in million EP	488	1.631	1.687	1.494
Commuting traffic in million EP	10.082	10.652	10.508	10.149
Product transport intercompany in million EP	6.671	4.125	5.914	8.382
Product transport to the customer (for which Ensinger is responsible) in million EP	12.538	11.770	8.701	9.382
Commercial products in million EP	28.725	20.939	56.565	84.501
Product transport to the customer (for which the customer is responsible) in million EP	0	0	3.359	2.684

Key data table: Environment & Social Issues

		FY [a)] 2022 worldwide (baseline year)	FY 2023 worldwide	FY 2024 worldwide	FY 2025 worldwide
Corporate Carbon Footprint [c)]	Total GHG emissions in t CO2e	329.898	289.473	262.648	264.245
	GHG emissions - scope 1 in t CO2e	6.648	5.981	5.793	5.812
	GHG emissions - scope 2 - market-based calculation in t CO2e	27.903	20.131	18.775	22.696
	GHG emissions - scope 3 in t CO2e	295.347	263.361	238.080	235.706
	Category 1: Purchased goods and services in t CO2e	260.545	231.521	206.976	203.619
	Category 2: Capital goods in t CO2e	414	507	606	480
	Category 3: Fuel- and energy-related activities in t CO2e	9.826	7.430	7.522	7.673
	Category 4: Upstream transportation and distribution in t CO2e	15.466	13.910	12.270	13.555
	Category 5: Waste generated in operations in t CO2e	3.163	3.260	2.499	2.691
	Category 6: Business traveling in t CO2e	234	697	747	602
	Category 7: Employee commuting in t CO2e	5.616	5.936	6.154	5.870
	Category 8: Upstream leased assets in t CO2e	0	0	0	0
	Category 9: Downstream transportation and distribution in t CO2e	0	0	1.184	1.108
	Category 10: Processing of sold products in t CO2e	0	0	0	0
	Category 11: Use of sold products in t CO2e	0	0	0	0
	Category 12: End-of-Life of sold products in t CO2e	0	0	0	0
	Category 13: Downstream leaed assets in t CO2e	0	0	0	0
	Category 14: Franchises in t CO2e	0	0	0	0
	Category 15: Investments in t CO2e	0	0	0	0
	Category X: Upstream (other) in t CO2e	83	101	122	108

Key data table: Environment & Social Issues

		FY [a] 2022	FY 2023	FY 2024	FY 2025
		worldwide (baseline year)	worldwide	worldwide	worldwide
Energy consumption	Total energy consumption in MWh	136.230	123.280	106.714	112.107
	Total electricity consumption in MWh	103.957	93.664	76.597	83.164
	Consumption of non-renewable energy in MWh	135.396	82.464	63.338	65.309
	Purchased non-renewable electricity in MWh	103.123	52.848	33.221	36.365
	Purchased LNG in MWh	28.119	24.661	21.385	19.483
	Purchased LPG in MWh	264	391	1.405	2.719
	Purchased heating oil in MWh	1.142	1.290	392	499
	Purchased diesel in MWh	2.371	2.639	2.552	2.658
	Purchased petrol in MWh	377	635	974	726
	Steam generated on site in MWh	---	---	1.778	1.451
	Hot water purchased on site in MWh	---	---	1.631	1.407
	Consumption of renewable energy in MWh	834	46.502	43.376	46.799
	Purchased certified renewable electricity in MWh	0	23.454	24.889	27.108
	Self-generated solar energy in MWh	834	1.295	1.351	975
	Other renewable electricity from the sites' electricity mix in MWh	0	21.753	17.136	18.716
	Total share of electricity from renewable energy sources in %	1%	50%	57%	56%
	Gesamtanteil des Stroms aus erneuerbaren Energien in%	1%	50%	57%	56%

Key data table: Environment & Social Issues

		FY [a] 2022	FY 2023	FY 2024	FY 2025
		worldwide (baseline year)	worldwide	worldwide	worldwide
Total waste	Disposal of hazardous waste in t	552	553	610	372
	Disposal of non-hazardous waste (excluding wastewater) in t	2.382	1.351	3.654	2.825
	Disposal of recyclables in t	2.782	2.720	2.807	2.623
	Waste plastic in t	2.207	2.274	2.436	2.346
	Recycled plastic waste (material and thermal recovery) in t	1.264	1.091	1.033	1.156
	Plastic recycling rate in %	57%	48%	42%	49%
Water and wastewater	Mains water in m^3	110.005	95.088	60.974	74.741
	Wastewater in m^3 [d) e)]	43.419	62.500	95.321	105.562

Key data table: Environment & Social Issues

		FY [a] 2022 worldwide (baseline year)	FY 2023 worldwide	FY 2024 worldwide	FY 2025 worldwide
Social					
Employees	Total number of employees (average number of full-time equivalents during the financial year)	2.551	2.734	2.748	2.867
	Proportion of women in the workforce (%)	---	---	---	GmbH: 19,9%
	Proportion of women at department head level (%)	---	---	---	GmbH: 10%
	Proportion of vacancies filled internally (%)	---	---	---	GmbH: 33%
	Number of apprentices	---	---	---	GmbH: 61
	Apprentice training rate in %	---	---	---	GmbH: 4,3%
	Overall staff turnover (%)	---	---	---	GmbH: 5,7%
	Sickness absence (%)	---	---	---	GmbH: 6,9%
Health and Safety at Work	Work-related injuries	69	59	77	68
	Rate of reportable accidents / Recordable Incident Rate (RIR) [f]	2,7	2,5	3,4	3,0
	Fatal work-related accidents	0	0	0	0
	Near misses	74	107	346	233
	Fire incidents (with and without fire service attendance)	7	4	9	6

a) FY = Fiscal year = Geschäftsjahr, April bis März; Jahr, in dem das GJ endet

b) Eco-Points are the unit used in the ecological scarcity method (Umweltbelastungspunkte, UBP)

c) LCI database: FY22/23 ecoinvent 3.9.1, FY24 ecoinvent 3.10, FY25 ecoinvent 3.11; methodology: ECOPRO efficiency profile and the WRI/WBCSD Greenhouse Gas Protocol: Corporate Accounting and Reporting Standard (revised edition); LCIA methods: IPCC 2021 (GWP 100) and the ecological scarcity method (Eco-Factors 2021); calculations performed using REGIS CE (EcoPerformance software). Methode der ökologischen Knappheit (Eco-Factors 2021), Berechnung: REGIS CE (EcoPerformance-Software)

d) Rainwater was also recorded at the three German sites from FY23 onwards; this explains the 40 per cent increase compared with the previous year.

e) The Austrian site in Lenzing was not included in the wastewater figures because the data quality was insufficient. The data were updated from FY24 onwards.

f) Work-related injuries per 200,000 working hours / Recordable Incident Rate (RIR), based on GRI 403-9.

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The Ensinger Group is engaged in the development, manufacture and sale of compounds, semi-finished materials, composites, technical parts and profiles made of engineering and high-performance plastics. To process the thermoplastic polymers, Ensinger uses a wide range of production techniques, such as extrusion, machining, injection moulding, casting, sintering and pressing. With a total of more than 2,500 employees at over 30 locations, the family-owned enterprise is represented worldwide in all major industrial regions with manufacturing facilities or sales offices.

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