UHLMANN GROUP

BEYOND PACKAGING



Sustainability Report

2025/2026

Let’s shape a responsible future!

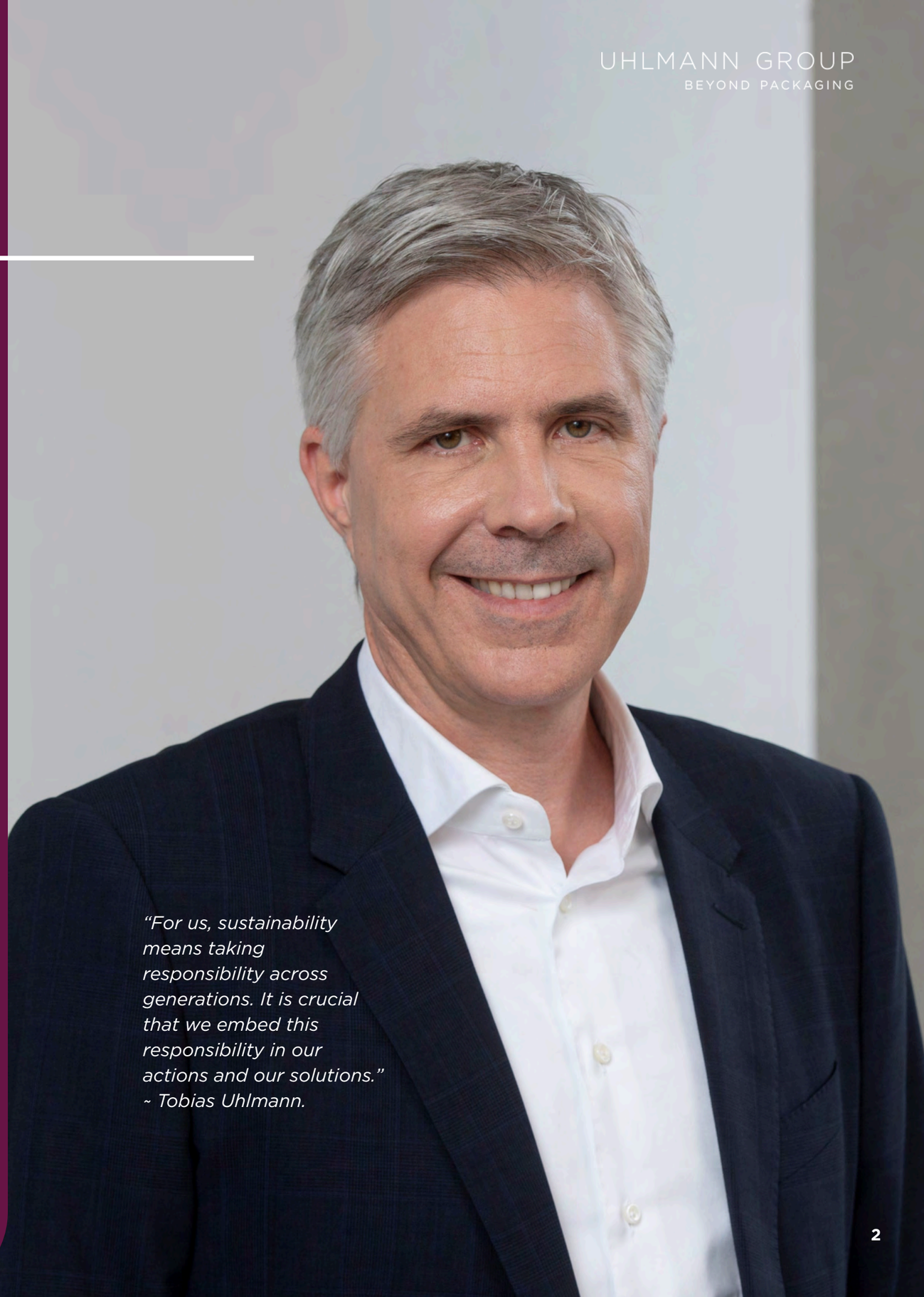
Dear Readers,
Sustainability is a very broad topic for the Uhlmann Group and one that we approach with a global perspective. With this report, we are taking another consistent step forward: for the first time, we are consolidating our sustainability activities across several companies within the Group in a single report and creating transparency regarding the progress made in strategically embedding sustainability at Uhlmann Pac-Systeme, KOCH and Cremer.

It is our ambition to gradually extend this approach to all companies within the Uhlmann Group, because we are convinced that sustainability only creates real impact when it is considered across the organization, shaped together, and implemented consistently. Even though different regions of the world may place different emphasis on sustainability, we apply the same high standards worldwide.

During the reporting year, we established a key foundation for this ambition: with our first group-wide Sustainability Strategy, we defined a framework that all companies actively contribute to shaping. It brings together our goals and defines how we will gradually translate sustainability into further concrete measures.
One thing is at the heart of this approach: sustainability does not emerge in isolation. It can only be effective through interaction with our employees, suppliers, customers and partners. This shared understanding is the key lever for advancing sustainability in a holistic way and unlocking its full potential.

External assessments also demonstrate that our efforts are already having an impact. Four of our Group Companies - Uhlmann Pac-Systeme, KOCH, Cremer and Goldfuss - are assessed annually by EcoVadis and have already received numerous medals. This independent evaluation confirms our commitment to making sustainability measurable, transparent and comparable.

We also made progress on the operational side during the reporting year: we now cover around 94 % of our electricity demand through renewable energy sources, thereby reaching an important interim target of the Science Based Targets initiative (SBTi) on our path to 2030.





“Our aim is to view sustainability as an integrated topic and to consistently translate it into concrete solutions for our customers, from material selection and process design right through to implementation on the machine.” ~ Prof. Dr.-Ing. Matthias Niemeyer

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Our responsibility starts here

Looking ahead, requirements will continue to evolve. In the future, sustainability must be reflected in profitable business models that deliver ecological, economically viable and regulatory-compliant solutions. For the current strategy period, we have therefore set ourselves the goal of developing new circular economy business models that take a holistic view of materials, processes and life cycles.

This is reflected in our solutions portfolio: we are increasingly developing our technologies in line with circular principles, from the use of sustainable materials to upgrade and rebuild concepts. In this way, we extend machine life cycles, reduce resource consumption and at the same time create economic value for our customers.

In addition, we have committed ourselves to ensuring that by 2030, 95 % of our machines are capable of processing alternative packaging solutions. For our customers, this primarily means investment security in an environment that is changing rapidly due to new materials, increasing requirements and regulatory developments, such as the Packaging and Packaging Waste Regulation (PPWR). Our task is to navigate this complexity and work together with our customers to turn it into value-creating solutions.

We are guided by a clear objective: in our corporate responsibility, we think in generations; in our solutions, we think in cycles.
Sustainability is a shared responsibility. It requires common goals, concrete action and partners who are willing to take responsibility. As the Uhlmann Group, we want to actively shape this path together with our employees, customers, suppliers and partners - pioneering, collaborative and reliable.

Yours sincerely,



Tobias Uhlmann
Chairman of the Supervisory Board of the Uhlmann Group



Prof. Dr.-Ing. Matthias Niemeyer
Chief Executive Officer (CEO) of Uhlmann Group Holding



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Uhlmann Group at a glance

Our packaging solutions make sensitive products available worldwide. As a strong family-run corporate group, we continue to improve the quality of life for generations.

The Uhlmann Group is a driver of transformation within the packaging ecosystem. With innovative solutions combining machinery, software and services, we cover the entire packaging value chain across numerous industries – from pharmaceuticals and healthcare to consumer goods, food, and agriculture. Our Group Companies form the foundation of our activities and provide our customers with a decisive competitive advantage in their markets. This is our aspiration: Beyond Packaging.

Creating value together – through packaging and looking beyond individual technologies, we connect experts, customers, and partners to drive progress. We proactively translate changes in materials, technology, and regulation into smarter, more efficient solutions using less packaging material.
We take responsibility for how packaging evolves and lead the ecosystem into a more resilient future.

In total, the Uhlmann Group comprises six companies. Working together, they ensure the global availability of sensitive products and enable us to deliver tailored solutions for a wide range of applications worldwide. This close collaboration across the Group is what allows us to turn our Beyond Packaging aspiration into concrete value for our customers.

> **“We ensure global availability of sensitive products to improve quality of life for generations.”**

Purpose of the Uhlmann Group (2026)

Uhlmann Group at a glance - Facts and Numbers

Revenue in EUR millions

538

Employees

2,514

Research and development ratio in %

6

Suppliers evaluated according to environmental, social, and risk criteria*

2,650

94 % of electricity from renewable sources

60 suppliers in ESG risk screening identified

64 % of employees trained on environmental and social topics

*Suppliers > 1.000€ spend per year

Uhlmann Group at a glance – Our Group Companies

Uhlmann

Packaging solutions with a systematic approach: designed to adapt to evolving regulatory and market requirements. Uhlmann Pac-Systeme has been a global leader in pharmaceutical packaging for over 75 years. With the One Pharma System, Uhlmann seamlessly integrates production lines, processes, and digital applications – offering tailored solutions for every challenge. As a Pac-Guide, the family-owned company supports its customers throughout the entire packaging process and product lifecycle. And in doing so, makes pharma-ceutical packaging more efficient, sustainable, and resilient every day.

KOCH

KOCH Pac-Systeme is an internationally operating machine manufacturer and consulting partner for comprehensive turnkey solutions. The company develops modular and standardized machines as well as complete process chains - from the assembly of individual product components to precise filling and various packaging stages, all the way through to logistics - for the consumer goods, healthcare, and contact lens industries. At its Pfalzgrafenweiler site, more than 50 years of experience, innovation, and top-tier quality come together with digital solutions and a global service network that supports our customers.

CREMER

Cremer Speciaalmachines is a leading global supplier of high-precision counting and dosing solutions based in the Netherlands. The company develops machines for a wide range of industries, in particular for the pharmaceutical, food, non-food, agriculture and seed sectors. The portfolio includes the development and offering of counting core technology, including turnkey solutions and their installation on site and all-round service offerings for customers.

WONDER

Wonder Packing Machinery develops and manufactures packaging machines for pharmaceutical products, focused on the Chinese market and neighbouring regions.
Based in Jinzhou, the company is known for its high technical standards, reliable service, and solutions based on proven German technology.

Goldfuss

As a hidden champion based in Balingen, Baden-Württemberg, Goldfuss develops, designs, and manufactures high-quality robotics and automation systems in the fields of pharma packaging and life science automation. The company's innovative systems set global standards for complex, customer-specific automation solutions. Goldfuss's target industries include pharmaceuticals and agricultural science.

Axito

Axito serves as the shared service center for the Uhlmann Group and provides central services for the international business units. Operating from Wrocław, Poland, Axito contributes expertise in administrative, technical and support processes, thereby strengthening the efficiency and overall performance of the Group.



01. 02. 03. 04. 05.

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General Disclosures

General Disclosures

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How we report

Our sustainability statement – BP-1

We prepare this sustainability statement on a consolidated basis covering the Group's operations in scope for Corporate Sustainability Reporting Directive (CSRD) reporting. The reporting entities in scope for the sustainability statement are: Uhlmann Pac-Systeme GmbH & Co. KG (Germany), KOCH Pac-Systeme GmbH (Germany), and Cremer Speciaalmachines B.V. (Netherlands). The reporting entity for the sustainability statement is the Uhlmann Group Holding SE & Co. as the parent undertaking. (BP-1-4a.)

The sustainability statement is prepared on a standalone basis and is not yet combined with the Uhlmann Group's financial statements as this will follow once the Group is formally required to publish a joint report. As a first-time preparer under the CSRD with reference to the European Sustainability Reporting Standards (ESRS), the Group has decided to produce a voluntary report as a separate sustainability statement for Fiscal Year (FY) 2025/2026. In previous reporting periods, the Group Company Uhlmann Pac-Systeme GmbH & Co. KG published annual sustainability reports based on the Global Reporting Initiative (GRI) Standards. The transition to ESRS-aligned reporting represents a significant expansion in both scope (additional Group Companies) and methodology (double materiality perspective). (BP-1-4a.) (BP-1-5.) (BP-1-6.)

This report covers the Group's own operations as well as material elements of the upstream and downstream value chain. Upstream, the value chain includes the Group's direct suppliers of raw materials, components and services, especially focusing on payment terms. Workers in the value chain (ESRS S2) have been assessed as a material topic for the Group. In accordance with the ESRS phase-in provisions, the Group has elected to defer certain disclosure requirements for this topic. While the topic has been identified as material, the detailed disclosures, including information on policies, actions and targets used to manage the related impacts, risks and opportunities, will be provided from the next reporting period onwards. Each Group Company engages with numerous suppliers that either supply production material or non-production material supporting operational activities.

Downstream, the value chain extends to the Group's direct customers. They consist predominantly of pharmaceutical, consumer goods, medical technology and food packaging manufacturers as well as contract packaging organizations (CPO) and their end-users. The relevant portions of the value chain are covered in proportion to their materiality, as determined through the Group's double materiality assessment (DMA) conducted in FY 2024/2025 and updated beginning of 2026. (BP-1-4b.)

This sustainability statement has been prepared in reference with the ESRS as published in the November 2025 draft. The applicable standards are ESRS 1 (General Requirements) and ESRS 2 (General Disclosures).

The following topical standards have been identified as material through the double materiality assessment: ESRS E1 (Climate Change), ESRS E5 (Resource Use and Circular Economy), ESRS S1 (Own workforce), ESRS S2 (Workers in the Value Chain) and ESRS G1 (Business Conduct). Non-material topical Standards (ESRS E2, E3, E4, S3, S4) have been omitted in accordance with the materiality assessment results with explicit documentation of the rationale for each omission. (BP-1-5.)

Information about the use of phase-in-options – BP-2

Phase-in provisions are applied in this first CSRD reporting year in the following areas: In accordance with ESRS 1 transitional provisions, the disclosure of anticipated financial effects under SBM-3 is deferred. We will provide qualitative information on actual financial effects where available in this first reporting year and will develop quantitative disclosures in subsequent reporting periods as internal processes and data availability mature. (BP2-8/10.)



Overview of our global reach, Uhlmann Group (2026)

Sustainability Governance

Who holds responsibility – GOV-1

As a Group, we operate under a three-tier governance structure comprising the Management Board and the Supervisory Board on group-level as well as additional Managing Directors and Sustainability Leads on entity-level. The Management Board is composed of Prof. Dr.-Ing. Matthias Niemeyer (CEO), alongside Alexander Schöllhorn (CFO). The Supervisory Board is chaired by Mr. Uhlmann, co-chaired by Mrs. Uhlmann, both dependent, and consists of four additional independent Experts with widespread expertise in both economic and scientific areas. In terms of gender diversity, the Supervisory Board is composed of 33.3 % female and 66.7 % male members. Both boards meet regularly with workers' representatives, but neither includes them as members. For any new developments that are relevant for the management and supervisory bodies, such as e.g. the new reporting regulation under the CSRD, the bodies and their members are informed by the respective departments. As a family-owned undertaking, the company owner Mr. Uhlmann retains ultimate ownership and representation at the supervisory board level. (GOV-1-12a./b./c.)

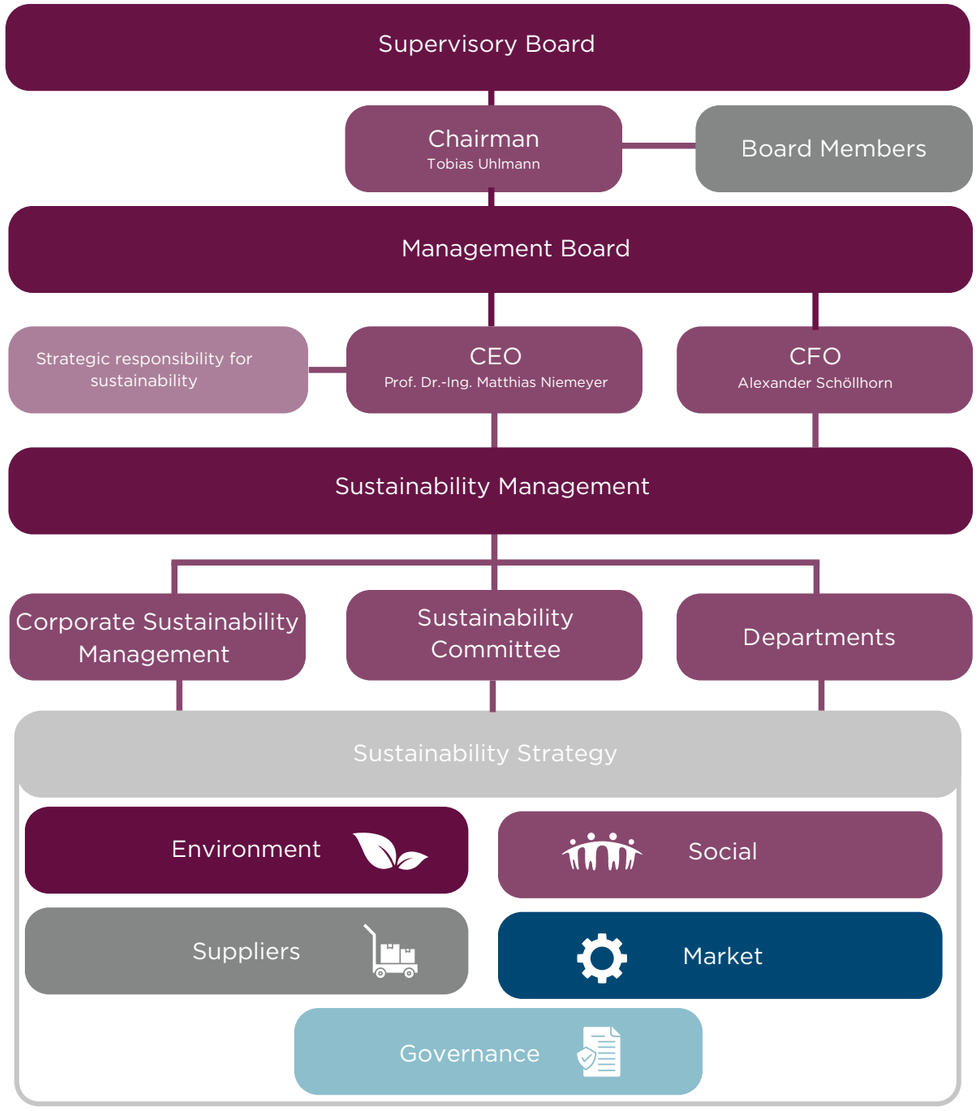
Oversight of the sustainability-related impacts, risks and opportunities (IROs) is embedded at multiple levels of the governance structure. The CEO bears overall strategic responsibility for sustainability, including approval of the Sustainability Strategy, the overarching sustainability targets, and allocation of resources. The CEO engages in monthly direct dialogue with the Corporate Sustainability Management department. Further, current Sustainability Strategy developments, progress toward the set targets as well as any information regarding changed or new positive or negative impacts as well as financial risks or opportunities are presented to the Supervisory Board regularly on at least a yearly basis. Key milestones such as the results of the double materiality assessment have been presented to and approved by the Supervisory Board (GOV-1-12d.)

The Sustainability Strategy is developed and enabled through the alignment with both the Management Board and the Supervisory Board and translates into five strategic action fields. The double materiality assessment initially conducted in FY 2024/2025 and updated at the beginning of 2026 has directly informed our Group's Sustainability Strategy 2030, establishing specific, measurable targets for the five action fields: Environment, Social, Supplier, Market, and Governance. This direct linkage from impact, risk and opportunity identification to strategic target-setting shows how we integrate sustainability into the Group's strategy process. In the current reporting year, no trade-offs associated with the material impacts have been made. (GOV-1-12e.)
At operational level, sustainability governance is structured through three independent bodies:

(1) Corporate Sustainability Management: The core team consists of a Corporate Sustainability Lead and a Corporate Sustainability Manager. This team is responsible for setting the overarching Sustainability Strategy, tracking its implementation status and developing the foundation and processes for internal and external sustainability reporting, and coordinating the annual sustainability statement.

(2) Sustainability Committee: The Corporate Sustainability Management department, and the Sustainability Representatives of all Group Companies. The committee reports to the group CEO and meets on a quarterly basis to talk about sustainability- and reporting-related topics.

(3) Departments: Responsible for the operational implementation and control of sustainability measures within their respective areas of responsibility. (GOV-1-12c.)



Sustainability Governance Framework, Uhlmann Group (2026)

Sustainability Governance

Sustainability in remuneration – GOV-2

For Managing Directors and local sustainability leads, the Uhlmann Group incorporates incentive schemes that are linked to sustainability topics. Sustainability performance criteria are also incorporated into the remuneration of Management Board and Supervisory Board members. Information regarding the detailed design of these incentive schemes, the specific sustainability-related targets or metrics used, and the proportion of variable remuneration linked to such targets is not publicly disclosed by the Group.
(GOV-2-13/14.)

Statement of due diligence – GOV-3

The Uhlmann Group's Due Diligence process in respect of the sustainability topics is embedded across our governance, compliance and sustainability structures. The following provides an overview of where the main steps of the due diligence process – as outlined in ESRS 1 General Requirements, AR 33 – are reflected in this sustainability statement:

Core Elements of Due Diligence	Paragraphs in the Sustainability Statement
Embedding Due Diligence in Governance, Strategy & Business Model	See GOV-1, GOV-2, SBM-1 and SBM-3
Engaging with affected stakeholders	See SBM-2 and IRO-1 (Step 1)
Identifying and assessing negative impacts on people and the environment	See IRO-1 (Step 1-5) and the topical chapters E1, E5, S1, and G1
Taking action to address negative impacts on people and the environment	See E1-5, S1-3, and G1-2
Tracking the effectiveness of these efforts	See GOV-4, E1-6, S1-4 and G1-3

How we manage risk – GOV-4

The Uhlmann Group's risk management is centrally steered and applies the principle of continuous identification, assessment and mitigation of risks. Accountable for its implementation and management are the Chief Compliance Officer on Holding level as well as the local Compliance Officers in the different Group Companies, with findings reported to the Management Board. The risk management forms part of the Group's overarching Compliance Management System, which is described in more detail in the later reporting section "Business Conduct – G1". Main components of the risk management with relevance to sustainability reporting are described below. (GOV-4-17/18.)

1 - Overarching Risk Management

Risk management covers all material risks including environmental, social and governance topics as well as compliance-relevant risks such as anti-corruption, competition law and data protection. It follows a structured approach along PLAN, DO, CHECK, ACT (PDCA). During PLAN, risks are identified and evaluated. During the "DO"-Phase, mitigation measures and activities are implemented, and during "CHECK and ACT", the effectiveness of the measures is assessed and adapted if necessary. The internal control system (ICS) provides operative control mechanisms to steer identified risks effectively.
In the future, climate-related risks that have already been identified and treated will be integrated within the risk-management process. Based on the identified risks, mitigation measures are identified and implemented either on global or local level.

2 - Internal Audit

Internal audits operate as a third line of defence and audit the Group Companies on a three-year cycle, covering compliance processes, the effectiveness of operational controls, and adherence to applicable laws, guidelines and internal regulations. The Management Focus Advice defines the organizational requirements and processes for all group company locations, including the requirements for risk management, and is subject to regular audit verification.

3 - Sustainability Data collection and Reporting Controls

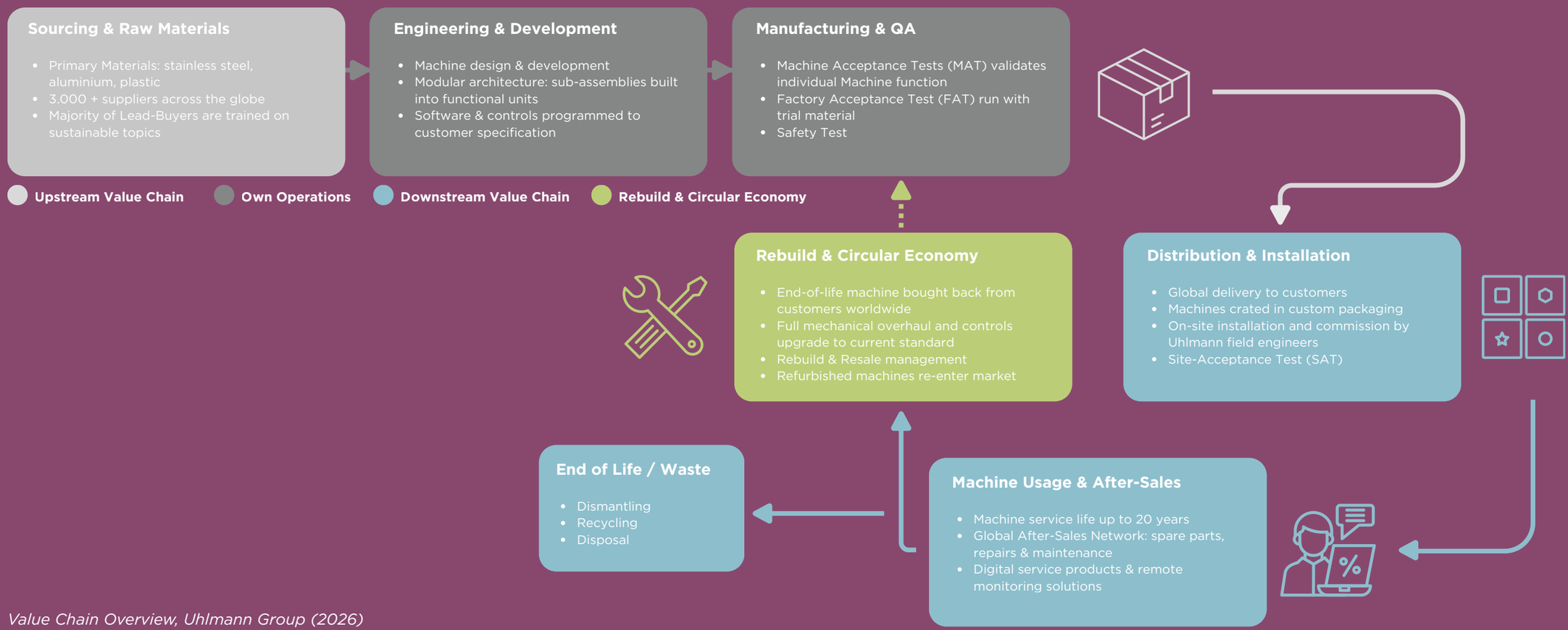
Sustainability Data collection follows a structured process under the leadership of the Corporate Sustainability Management. Data is gathered from departmental owners across the three entities in scope, verified by subject matter experts and consolidated and reviewed by the Corporate Sustainability Management team. The group-wide reporting integrates requirements from the respective CSRD-Standards into a unified process to identify synergies and ensure data consistency. The double materiality assessment serves as the documented basis for materiality determination and selection of applicable ESRS data points. (GOV-4-17/18.)

Strategy and Business Model

Our business model – SBM-1

Founded in 1948 by Josef Uhlmann in Laupheim, Baden-Württemberg, the Uhlmann Group has developed into a globally leading provider of packaging machinery, software and related services. The Uhlmann Group develops, produces and sells machines, systems and software products, particularly in the pharmaceutical, consumer goods, medical technology and food packaging sectors. With its international Group Companies and subsidiaries, it also provides global after-sales support for its customers, which is reflected in rebuilds, spare parts, repairs, training, service and digital service products and consulting. (SBM-1-20a.)

The Group's significant product groups are primarily packaging machines for sensitive products such as blister machines (packaging solid dosage forms and parenteralia in blister packs), cartoners (packaging into folding cartons), packers (secondary packaging into shipping boxes) and bottle lines (packaging tablets and capsules into bottles). Blister machines and cartoners are typically sold in combination as a blister line. In addition to Uhlmann Pac-Systeme's packaging machines, the Group's portfolio includes KOCH Pac-Systeme's blister machines, cartoners and integrated packaging lines for consumer goods, healthcare products and contact lenses, as well as Cremer Speciaalmachines' product counting machines and counting-and-packaging systems (including tablet/capsule counting and bottling solutions) for the pharmaceutical, food, non-food and agricultural industries. Complementary after-sales services (spare parts, maintenance, digital solutions) are closely linked to the machines installed at the customers' sites. No significant changes to the product portfolio or customer group occurred in FY 2025/2026. (SBM-1-20b.i)



Value Chain Overview, Uhlmann Group (2026)

Strategy and Business Model



Segment: Pharmaceutical



Segment: Healthcare



Segment: Fast Moving Consumer Goods

Our business model – SBM-1

The significant customer groups differ by Group Company: Uhlmann Pac-Systeme serves global and mid-sized pharmaceutical manufacturers and CPOs; KOCH Pac-Systeme serves consumer-goods, healthcare and non-food manufacturers; and Cremer Speciaalmachines serves both pharmaceutical producers and CPOs. Primary markets served are pharmaceutical packaging, healthcare and consumer goods packaging. In terms of sustainability relevance, our machines directly enable customers to package sensitive products safely and with growing sustainable performance: group-wide 91 % of machines offered include sustainability packaging options (Target 95 % by 2030) as well as integrated energy data measures (Target 100 %). (SBM-1-20b.)

The Uhlmann Group operates primarily in the manufacturing of packaging machinery. This specific sector is directly connected to the Group's material impacts, risks and opportunities across all four material ESRS topics E1, E5, S1, and G1 as the sector specific view was leveraged during the materiality assessment. (SBM-1-20c.)



Segment: Food



Segment: Agriculture

Strategy and Business Model

Our Sustainability Strategy

Our strategic ambition is to meet the future market's demands for sustainability. The objectives outlined below represent strategic ambitions of the Uhlmann Group through 2030. Progress towards these ambitions is subject to ongoing review and may be influenced by internal or external developments.

The strategy is informed by the material impacts, risks and opportunities identified through the Double Materiality Assessment, particularly in relation to climate change, resource use and circular economy, business conduct and social responsibility, and aims to address these through targeted actions and long-term objectives.

To this end, we will focus on optimizing resources and flagship projects, as well as offering the market a range of solutions designed to improve resource efficiency and support our customers in achieving their sustainability objectives.

Implementation is led by a group-wide sustainability committee, comprising sustainability leads from each company within the Group, where collaboration helps us move towards more responsible solutions.

Scope 1 & 2 reduction by 42.3 %*.

100 % renewable electricity.

Implementation of **adaptation measures** for sites with **climate risks.**

Reduction of **energy ratio to 40.**

Reduction of **waste ratio to 3.6.**

"Protecting Our Planet"

Environment

Lost Time Injury (LTI) rate below 10.

1 charitable project per year per Group Company.

Implementation of an **employee health program**.

Implementation of a **belonging & inclusion program.**

Employee satisfaction survey, participation of 80 % twice.

"Empowering Our Employees"

Social

Reduction **of upstream emissions** by 27.5 %.*

70 % share of **primary data** in Scope 3.1 – 3.6.

100 % of **emission intensive suppliers** in supplier sustainability program.

"Collaborating with Our Suppliers"

Suppliers

95 % of machines with **alternative packaging** options.

100 % of machines with measured **energy data**.

Decrease **customer specific** emissions by **27.5 %*** (Scope 3.11).

100 % of **packaging** used for transport is **recyclable**.

"Leading Together Sustainably"

Market

100 % of employees trained in **Code of Conduct annually, environmental and social** topics every **2 years.**

I**nternal audits** with sustainability topics in each group company.

Communication campaign for sustainability.

"Leading with Integrity"

Governance

*Fiscal year 2019/2020 is base year, all remaining targets are 2024/2025.

Strategy and Business Model

In dialogue with our stakeholders – SBM-2

The Uhlmann Group maintains a structured, multi-format stakeholder engagement approach covering both internal and external stakeholder groups. The primary stakeholder groups engaged are:

1) Customers: engaged through ongoing sales contact, on-site visits, expert discussions, conferences and trade fairs. Key Topics include machine and service sustainability, energy efficiency, sustainable packaging options, product safety and quality, and downstream greenhouse gas emission reduction.

2) Employees and Employee Representatives: engaged through regular employee information events, annual performance and development reviews, the Works Council and their Economic Committee. Key topics include fair working conditions, health and safety, training and career development, and data protection.

3) Suppliers: regular exchanges on- and off-site, annual discussions with large suppliers, targeted audits, and the award for the "Supplier of the Year". Key addressed topics include compliance, sustainability performance, quality, services and human rights.

4) Associations and Networks: United Nations Global Compact, Klimabündnis Baden-Württemberg (Key topic: Climate), Verband Deutscher Maschinen- und Anlagenbau (Key topics: sustainability regulation and compliance).

5) Regional Community: Engaged through local charitable initiatives, biodiversity projects and apprenticeship programs. Key topics include local biodiversity, demographic change and environmental standards.

6) Politics and Administration: Engaged through regulatory compliance processes and participation in policy-relevant industry initiatives: Key topics include regulatory frameworks, fair working conditions, water management and the reduction of waste.

7) Company Owner: engaged as ultimate owner and at Supervisory Board Level. Key topics include environmental protection, working conditions, diversity and equal treatment, health and safety, local and global partnerships. (SBM-2-22a.)

Understanding the interests and views of key stakeholders is a central part of decision making and our sustainability management. Both internal and external stakeholders are considered. For instance, during the materiality assessment, the stakeholders were involved in identifying the key impacts, risks and opportunities and therefore forming the future-looking strategy and business model development. For further insights please refer to chapter IRO-1.
By presenting back the feedback and learnings from stakeholder workshops to the Management and Supervisory Board, strategic decision making is directly informed by the stakeholder's points of view.

The view of the own workforce (S1) is represented through workers' representatives that meet on a regular basis with the Supervisory and Management Board to consult on strategic business decisions. Various interaction formats such as regular town-hall-meetings, feedback channels, performance reviews, and all hands calls enable direct communication and dialogue between own workforce and the leadership level.

We plan to conduct a regular pulse check on employee satisfaction to ensure that the views and thoughts are collected and strategically implemented where possible.
Together, these measures allow us to structure stakeholder interaction and inform our decisions with insights to future-proof our business.
(SBM-2-22b./c.)



Our main Stakeholder at a glance, Uhlmann Group (2026)

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Strategy and Business Model

Interaction of material impacts, risks and opportunities – SBM-3

The following chapter outlines the Group's material sustainability topics and their interaction with the Group's strategy and business model. The corresponding topic-specific impacts, risks and opportunities are then detailed in the respective topical chapters E1, E5, S1 and G1. (SBM-3-24.)

As at the reporting date, no material current financial effects of the identified risks and opportunities on the Group's financial position, financial performance and cash flows have been identified. The disclosure of any current financial effects of material risks and opportunities on the Uhlmann Group's financial position, financial performance and cash flows will be reported once the group is obligated to do so under the CSRD in upcoming reporting cycles. The respective information will be included in the financial statements if separately identifiable and useful for strategic planning. Together with the finance department, the Group's sustainability team is aiming to establish respective processes and methodologies. (SBM 3-25.-32.)

To strengthen our resilience in our strategy and business model, we conduct a risk assessment at least annually following a clear pre-defined risk management process. We are starting to continuously include sustainability-related risks in this process to streamline efficiencies. An in-depth climate risk assessment has been conducted and identified risks are assigned to the responsible local Sustainability Teams to identify and implement mitigation measures. For more information on climate-related risks see Climate Change chapter.

Further, as highlighted in the Double Materiality Assessment process, key stakeholders share their identified risks to be included. We are committed to addressing the identified short-, mid- and long-term risks proactively by integrating the findings into day-to-day decision making. By combining not only an economic but also a sustainability-related view on current developments, the Group aims to continuously strengthen the resilience of our strategy and business model. (SBM 3-33.)



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Impact-, Risk- and Opportunity-(IRO)-Management

How we identify what matters – IRO-1

To fulfil our obligation under the Corporate Sustainability Reporting Directive and to develop a purposeful Sustainability Strategy, we conducted a group-wide double materiality assessment in FY 2024/2025 and updated it at the beginning of 2026. The assessment examines two complementary perspectives: how the Group's business activities affect people, the environment and the economy (inside-out / impact-materiality perspective), and how sustainability-related factors influence the Group's financial position, performance and cash flows (outside-in / financial materiality perspective). The analysis established the basis for identifying those sustainability topics that must be disclosed in the Uhlmann Group's sustainability statement. (IRO-1-35.a/b)

Prevention and mitigation actions were embedded in the impact-materiality scoring itself: each identified impact was assessed against the ESRS criteria of scale, scope, irremediability and likelihood, so that impacts with higher severity or broader reach systematically received elevated scores and were escalated as material topics requiring action. Areas of heightened risk received additional scrutiny: supply-chain relationships and sourcing regions with elevated country-risk profiles (see G1-1) were considered separately, as were site-level physical climate risks identified through the in-depth climate risk assessment (see E1-2).

Where material compliance risks were confirmed, findings were handed over to the responsible local compliance officers and site owners, who define and implement specific mitigation measures within their respective operating entities (see GOV-4). Remediation actions for negative impacts on people or the environment are tracked through the topical action plans described in E1-5 and S1-3. (IRO-1-35b.)

The assessment is informed by the Uhlmann Group's sustainability due diligence process and affected stakeholders have been included to understand the impacts (see "Step 1 – Understanding the Organizational Context and Stakeholders"). (IRO-1-35.c)

The material impacts, risks and opportunities resulting from this process are presented in the IRO overview tables at the beginning of each chapter and are described in detail in the respective topical chapters E1, E5, S1 and G1, together with the related policies, actions and targets.

Step 1 – Understanding the Organizational Context and Stakeholders

Step 2 – List of Organizational Topics and Identification of Impacts, Risks and Opportunities

Step 3 – Assessing the Impact Materiality

Step 4 – Assessing the Financial Materiality

Step 5 – Determination of Material Topics and Data Points

Steps of materiality assessment at the Uhlmann Group (2026)

IRO-Management

Step 1 – Understanding the organizational context and stakeholders

As a preparatory step, we analyzed the organizational context using a Business Model Canvas Framework in FY 2024/2025. This enables us to identify respective material impacts that originate from the company's strategy and business model. (SBM-3-24.) For further information on the Group's strategy and business model, please see chapter "Our business model – SBM-1".

We conducted a structured stakeholder engagement process alongside the context analysis. Relevant internal and external stakeholder groups were identified for each group company, including customers, employees and workers' representatives, suppliers, communications and marketing departments, IT, health and safety functions, investor relations, governance and compliance, C-Level and trade unions. (IRO-1-35.c)

Step 2 – List of organizational topics and identification of impacts, risks and opportunities (IROs)

The basis for the list of sustainability topics was the topical November 2025 version of the ESRS standard ESRS 1, which provides a comprehensive list of sustainability matters organized by topics, sub-topics and sub-sub-topics across all thematic ESRS areas (Environment E1-E5, Social S1-S4, Governance G1). In addition, each group company and relevant stakeholder groups were asked to identify entity-specific and sector-specific sustainability topics relevant to their respective operations. Additional topics named by stakeholders were assigned to existing topics within the ESRS.

For each (sub-)sub-topic, we systematically identified actual and potential, positive and negative impacts as well as financial risks and opportunities. The identification of IROs was conducted in dedicated cross-functional workshops, organized separately for environmental, social and governance topics. Each workshop included subject matter experts from the respective Group Companies, supplemented by a finance expert for financial topics.

To sharpen the focus of the assessment, topics with no identified IROs were excluded from the long-list, creating a short-list that covers the Group's core business activities.

Step 3 – Assessing the impact materiality

For each topic on the short-list, the impact materiality of all identified actual and potential, positive and negative impacts was assessed using a structured four-criterion scoring model aligned with the ESRS criteria detailed in ESRS 1. All criteria were scored in a four-point scale (1 = low/very unlikely to 4 = absolute/very likely), with detailed anchors defined per level to promote objectivity in rating the identified impacts mirroring the ESRS requirements regarding scale, scope, irremediability and likelihood.

Step 4 – Assessing the financial materiality

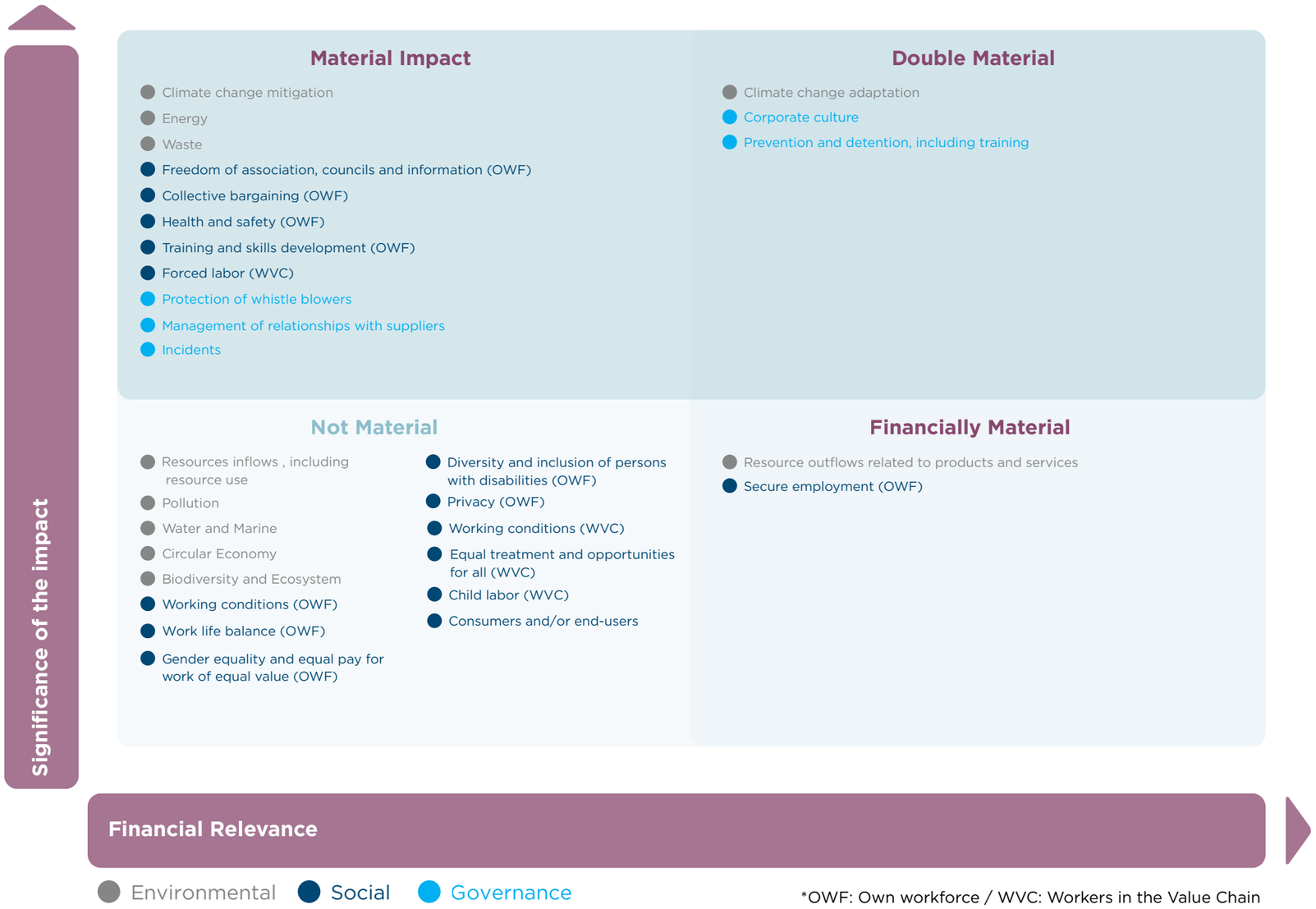
The financial materiality of the identified risks and opportunities was assessed in the same scoring workshops using a two-criterion model regarding potential magnitude of financial effects as well as likelihood of occurrence. The overall financial materiality score was calculated as the average of the two criteria.

Step 5 – Determination of material topics and data points

After scoring, results were consolidated per topic. A uniform materiality threshold of 3.5 was applied to both impact and financial materiality. A topic is classified as material for the Uhlmann Group if at least one of its four possible dimension scores (negative impact, positive impact, risk, opportunity) exceeds this threshold. This threshold was set with reference to the score distribution, with the aim to identify topics that lie significantly above the overall average in relevance.

The material topics were mapped to specific ESRS data points using an Excel table as a baseline.

IRO-Management



*OWF: Own workforce / WVC: Workers in the Value Chain

Materiality Matrix: The Results of our Double Materiality Assessment, Uhlmann Group (2026)

What we report – IRO-2

These material topics are connected to the Group's own operations and, where applicable, to its upstream and downstream value chain. The Group's primary business activities – the development, manufacturing and sale of packaging systems and software solutions for the pharmaceutical, consumer goods and food industries – create both direct and indirect sustainability-relevant connections across these topics. The value chain extends from raw materials and component suppliers upstream to pharmaceutical and consumer goods customers downstream.

The materiality assessment will undergo an annual basic review focusing on significant changes in the business model or organizational structure as well as strategic developments. An overarching strategic re-assessment aligned with the strategy cycle of the Uhlmann Group focusing on relevant external and internal developments is planned to be conducted every four years.

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02

Environmental Information

01 Climate Change - ESRS E1

02 Designed for Circular Economy – ESRS E5

Environmental Information

List of material disclosure requirements

		Pages
E1 - Climate Change		
E1-1	Our path to climate action	23-25
E1-2	Climate scenarios and our response	26
E1-3	Results of our climate resilience analysis	27
E1-3	How we stay resilient	28
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E5 - Designed for Circular Economy		
E5-1	Circularity as a principle	34,36
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Description of IRO	IRO	Time Horizon	Value chain Impact
E1 - Climate Change Adaptation			
I-E1-1: Machines adapted to operate within higher temperature ranges	Positive impact	Short-, Mid- and Long-Term	Downstream & own operations
F-E1-1: Stricter greenhouse gas regulations and increased price for GHG emissions, supply chain and raw material disturbances	Financial risk	Mid- and Long-term	Upstream & own operations
E1 - Climate Change Mitigation			
I-E1-2: Potential growth of emissions linked to revenue preventing mitigation I-E1-3: Active efforts to track and reduce emissions to help climate change mitigation	Positive and negative Impact	Short-, Mid- and Long-Term	Upstream, downstream & own operations
E1 - Energy			
I-E1-4: Energy-intensive raw material production, usage of fossil fuels I-E1-5: Potential increase in energy usage due to company growth and usage of machines I-E1-6: Saving energy by using recycled material, optimizing buildings, assessing product life cycles	Positive and negative impact	Short-, Mid- and Long-Term	Upstream, downstream & own operations
E5 - Waste			
F-E5-1: Remanufacturing offers multiple cost saving opportunities such as less material thus creating new market opportunities, recyclability offers competitive advantage and longevity of machines increases customer satisfaction	Financial opportunity	Long-term	Downstream & own operations
I-E5-1: Largest share of waste is sample material, the design influences cutoff waste I-E5-2: Analysing waste streams and reducing waste in transforming to more sustainable options	Positive and negative impact	Mid- and Long-term	Downstream & own operations

Climate Change – ESRS E1

Our path to climate action – E1-1

As the Uhlmann Group, we are convinced that the responsible management of our environmental impact is inseparable from our long-term business success. Our climate transition plan reflects this conviction: it is not a compliance document, but a strategic commitment to transform our operations and value chain along a credible 1.5°C-compatible pathway.

The plan has been developed by Holding Sustainability Management in close collaboration with group-wide Sustainability Leads. This strategy, including the SBTi-aligned emission reduction targets and site-level action plans, was approved by the managing directors of all individual Group companies and subsidiaries, the CEO of the Uhlmann Group, and ultimately the Supervisory Board Chairman and owner, Tobias Uhlmann, at whose explicit request it was developed. It has been embedded in the Uhlmann Group Sustainability Strategy. Annual GHG accounting and target achievement reviews are embedded in the governance cycle.

Key features of the transition plan

GHG reduction targets

We have committed to Science Based Targets initiative validated emission reduction targets. Against the base year of fiscal year 2019/2020, we target:

- A reduction of absolute Scope 1 and Scope 2 GHG emissions (combined) by 42.3 % by fiscal year 2029/2030 – aligned with a 1.5°C-pathway.
- A reduction of absolute Scope 3 GHG emissions by 27.5 % by fiscal year 2029/2030 – representing a well-below- 2°C pathway.
- An increase of renewable electricity sourcing to 100 % by 2029/2030.

These targets were validated by the SBTi in November 2023. Since early 2025, these targets have additionally been included in a climate protection agreement with the state of Baden-Württemberg (Klimabündnis Baden-Württemberg).

As a milestone, we plan to announce a long-term emission reduction target for the Uhlmann Group by 2030 at the latest. For more details on climate-related targets see E1-6.

Decarbonization Levers

Our decarbonization strategy is structured around five levers that address emissions across all three scopes:

- **Lever 1: Electrification & Renewable Energy** (Scope 1 & 2) – Shifting energy and fleet consumption to electricity and renewable sources.
- **Lever 2: Energy Efficiency** (Scope 2) – Systematically reducing energy demand across buildings, production processes and infrastructure.
- **Lever 3: Supply Chain Decarbonization** (Scope 3 upstream) – Lowering emissions from purchased goods, materials and logistics together with our suppliers.
- **Lever 4: Product Decarbonization & Use Phase** (Scope 3 downstream) – Reducing the energy consumption of our machines during customer use.
- **Lever 5: Circular Economy & Resource Efficiency** (Scope 3 upstream & downstream) – Extending product lifetimes and increasing material and resource efficiency.

For more on the levers, please see E1-5 Actions.

Investments and funding

We align our capital expenditures with our climate targets. Investments required to implement the transition plan are incorporated individually into the annual budgeting process of each Group Company, guided by our action plan. This ensures that climate-related investments are embedded in operational planning cycles rather than managed as a separate program. (E1-1-11a)

CapEx in Coal, Oil and Gas Economic Activities

During the reporting year, we made no capital expenditures on economic activities related to coal, oil or gas as defined under the applicable NACE* classifications. (E1-1-11b)

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Our Emission-Reduction-Targets are validated by the SBTi.

CDP

We disclose our climate data through CDP and achieved a B rating in 2025.

*Nomenclature statistique des activités économiques dans la Communauté européenne

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Climate Change – ESRS E1

Key assumptions and dependencies

The implementation of our climate transition plan rests on several key assumptions and dependencies:

- Technological availability: We assume continued advancement and commercialization of lower-carbon technologies, in particular for renewable energy supply, process electrification, and energy efficient drive and automation systems.
- Regulatory stability: We depend on a stable political and regulatory framework in the European Union (EU), including the continuation of climate targets under the EU Climate Law and the Green Deal, as well as anticipated tightening of energy and carbon regulations.
- Renewable energy markets: Realization of both on-site photovoltaic generation and long-term Power Purchase Agreements requires market availability and favorable pricing.
- Supply chain transparency: Progress in supplier-side decarbonization requires increasing availability of primary Product Carbon Footprint (PCF) data across material groups (e.g. steel, aluminum, electronics).
- Technical and economic feasibility: Efficiency and retrofit measures must remain technically achievable and economically viable across our product portfolio.

Key dependencies include supplier capabilities and the willingness of our customers to decarbonize, long-term investment budget availability for infrastructure upgrades and renewable energy expansion, grid infrastructure capacity for electrification, customer acceptance and more energy-efficient machines, and availability of qualified personnel to manage the transformation. These assumptions and dependencies are reviewed on a regular basis. (E1-1-11c)

L**ocked-In GHG emissions**

As a manufacturer of packaging machines, we have identified four categories of potential locked-in emissions:

- Physical production assets: Long-lived equipment and building services that remain tied to current, partly fossil-based energy and operating systems for several years.
- Process energy and infrastructure: Core manufacturing and supply processes (compressed air, heating, ventilation) that are structurally configured for energy-intensive or fossil-based energy carriers and can only be transitioned over longer time horizons.
- Product use phase: The energy consumption of sold packaging machines during their operational lifetime at customers' sites, which is partly fixed at point of sale and can only be reduced over time through retrofit or efficiency measures.
- Supply chain and components: Materials, assemblies and components whose manufacturing processes are linked to higher emission intensities, and which thereby shape the long-term carbon footprint of our machines.

Potential locked-in emissions from these categories could jeopardize the achievement of our emission reduction targets and expose the Group to transition risks such as rising carbon prices, stricter regulation, and shifting customer requirements. We address this risk through our five decarbonization levers – in particular the step-by-step electrification of production assets and infrastructure, the development of more energy-efficient machines, and retrofit programs that reduce the use-phase emissions of machines already in the field (see E1-5).

Strategic decisions and long-term planning are systematically aligned with our transformation pathway.
(E1-1-11d)

Anticipated financial effects - E1-11

With regard to climate-related risks (see F-E1-1), potential financial effects may arise in the mid- to long-term from stricter greenhouse gas regulations, increasing prices for GHG emissions as well as supply chain and raw material disturbances. These effects have not yet been quantified; the corresponding analyses are currently being conducted together with the finance department, and qualitative assessments will be refined in the next reporting cycles.



Climate Change – ESRS E1

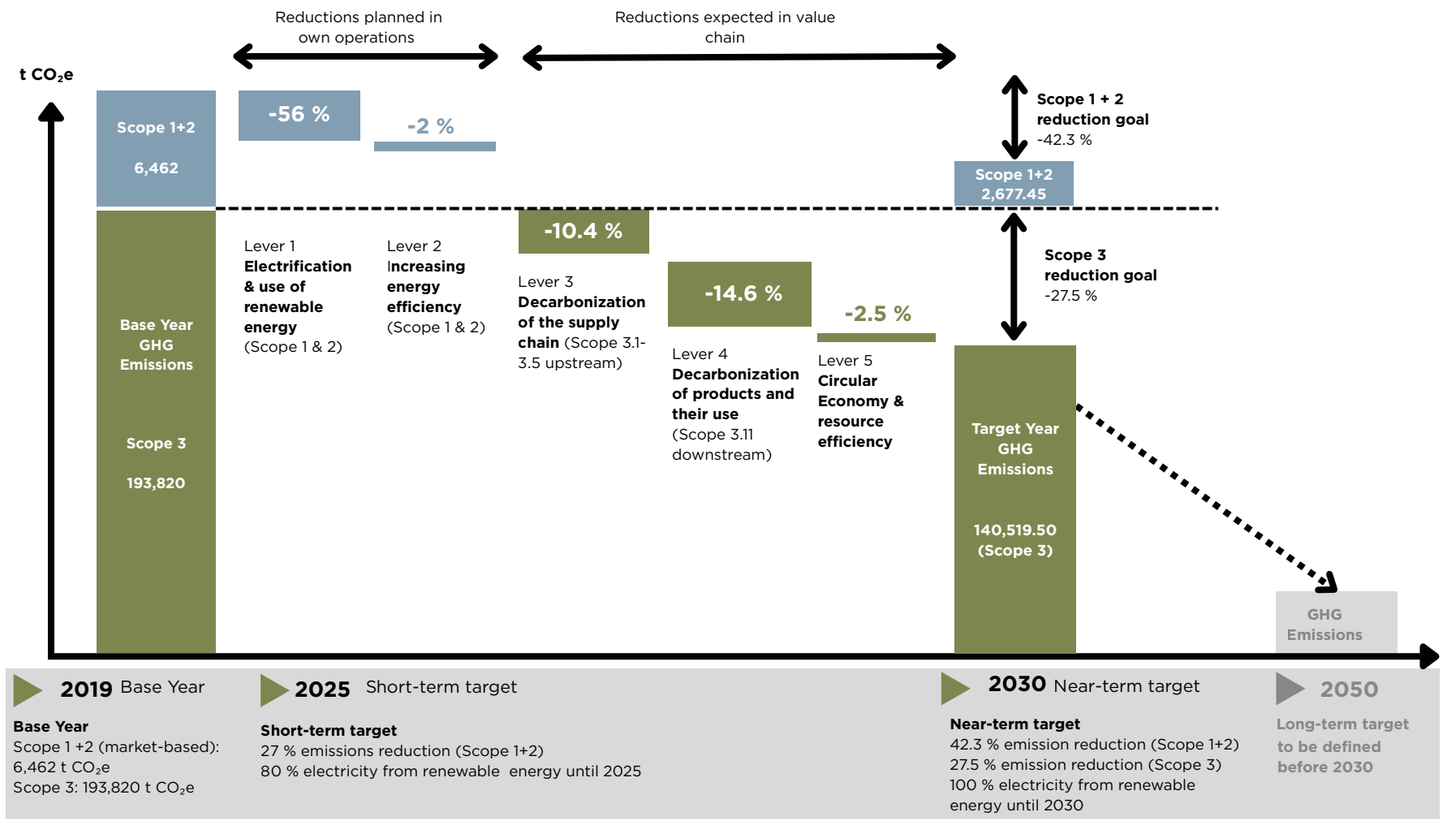
Progress in implementing the transition plan

We have made tangible progress in implementing our transition plan since the base year 2019/20:

- **Increase of renewable electricity** to 94.3 % by FY 2025/2026 – resulting in a scope 2 emissions reduction of over 74 %.
- **Installation of owned photovoltaic systems** at the Laupheim headquarters with a total capacity of 900 kWh, and roughly 150 vehicle charging points.
- **Engagement program with emission-intensive suppliers** launched in late 2023 to support supply chain decarbonization. Targeting suppliers in the highest emission range and including an annual emission reporting questionnaire.
- **PCF calculation** for the active machine portfolio of Uhlmann Pac-Systeme, enabling identification of emission hotspots and reduction potentials.
- **Annual GHG accounting and tracking** including target achievement review. Integration of primary data from suppliers starting from FY 2025/2026.
- **Customer dialogue** to understand machines' operating times and improve machine use phase emissions.

With a combined market-based Scope 1 and 2 emission reduction of 54.9 % against the base year achieved in FY 2025/2026, the Group has already reached its 2030 near-term target of –42.3 % ahead of schedule. The focus now lies on sustaining this level while business grows.

For key actions of the transition plan, please see chapter E1-5. (E1-1-11e)



Percentage figures show relative reduction of emissions in affected Scopes (blue: Scope 1+2 total, green: Scope 3.1-3.5+3.11)

Our Transition Plan until 2030 and beyond, Uhlmann Group (2026)

Climate Change – ESRS E1

Climate scenarios and our response – E1-2

We identify and assess climate-related risks and opportunities as an integral part of our sustainability management system. Climate change adaptation was identified as a material sustainability topic within our Double Materiality Assessment conducted in 2025.

Classification of climate-related risks (E1-2-14)

We classify climate-related risks into two categories with reference to ESRS E1:

- **Physical climate risks:** Risks arising from the physical impacts of climate change, including: Acute hazards: e.g. extreme weather events (floods, storms, heatwaves), Chronic hazards: e.g. long-term changes in temperature, precipitation patterns, or sea-level rise, Operational impacts: potential disruptions to supply chains, production sites, and logistics infrastructure, Financial impacts: increased costs due to damages, insurance, or business interruptions.

- **Transition risk:** Risks arising from regulatory, policy, technological, and market changes linked to the transition to a low-carbon economy, including: Regulatory risks: stricter climate regulations, carbon pricing, and reporting requirements (e.g. CSRD/ESRS); Market risks: shifting customer demand towards low-carbon products and services; Technology risks: substitution by more sustainable technologies or innovations; Reputational risks: stakeholder expectations regarding sustainability performance.

The current assessment cycle focuses primarily on physical climate risks at site and system-element level. (E1-2-14)

Methodology of assessing climate-related risks

Our climate risk analysis follows a systematic, multi-step process aligned with ESRS E1 requirements and internationally recognized climate risk frameworks.

The analysis was first carried out in the FY 2025/2026 and covers selected operational locations of the group:

- Uhlmann Pac-Systeme GmbH & Co. KG: Laupheim (Germany)
- KOCH Pac-Systeme GmbH: Pfalzgrafenweiler (Germany)
- Cremer Speciaalmachines B.V.: Lisse (Netherlands)

Out of CSRD-Reporting-Scope for FY 2025/2026 companies:
- Wonder Packing Machinery: Jinzhou (China)
- Goldfuss Automation GmbH: Balingen (Germany)

The assessment follows three key steps:

1. **Identification of climate hazards:** Climate hazards are identified based on external science-based climate data provided by a specialized external provider for each site, complemented by expert judgement. Hazards are categorized into 28 physical climate risk types with reference to ESRS E1, covering both chronic risks (e.g. changing temperature patterns, water stress, sea level rise) and acute risks (e.g. heat waves, heavy precipitation, flooding).

2. **Identification of assessment objects:** Affected system elements are identified, including buildings, basement levels, indoor and outdoor facilities, warehouses, site access and logistics, utility supplies (water, power, pipelines), employees, and IT/communication infrastructure.

3. **Climate risk assessment:** For each hazard-system element combination, exposure level, sensitivity and the effectiveness of existing adaptation measures (1-4 scale) are assessed. A vulnerability score is calculated as: (vulnerability = sensitivity x 0.4) + (Adaptation Score x 0.6). A severity score is then derived as: Severity = Vulnerability x Exposure. Risks with a severity score above 8 are considered significant and subject to further site-specific analysis.

The analysis is reviewed and updated on an ad-hoc basis if significant changes occur (e.g. new sites, major investments, updated climate data). We will conduct a short annual review to keep the CSRD requirements updated. A reassessment will be done every 10 years.
Lessons learned from previous assessments are incorporated into methodological refinements.
The scope of the analysis may be expanded over time, including a more detailed assessment of transition risks. (E1-2-15/16)

Climate-related scenario analysis

For the identification and assessment of physical climate risks, four emission scenarios were applied: SSP1-2.6, SSP2-4.5, SSP3-7.0 and SSP5-8.5 (corresponding to RCP2.6, RCP4.5, RCP6.0 and RCP8.5 respectively).* Results are presented for the high-emission scenario SSP5-8.5, ensuring a conservative and comprehensive risk assessment.

Two time horizons are covered: current climate (2015-2034) and future climate (2031-2050). The future climate risk estimation is based on the probability that values will exceed the mean of the current climate at each location.
The scope of the scenario analysis covers the Group's selected operational locations listed above. Key assumptions include the use of statistically downscaled climate model data from external risk reports and observational datasets, with internal expert review at each site.

At this stage, a transitional risk scenario analysis has not yet been performed formally. Transitional risks are considered conceptually and will be integrated in greater depth in future assessment cycles. (E1-2-16)

* SSP - Shared Socioeconomic Pathways,
RCP - Representative Concentration Pathways

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Climate Change – ESRS E1

Results of our climate resilience analysis - E1-3

The climate risk assessment was completed for the three sites that are the scope of this report and that were assessed as priority locations in the first assessment cycle. These sites represent a significant share of our group's manufacturing and engineering operations.

The following physical climate risks were identified as material across the assessed sites:

- **Changing Temperatures:** All three sites show a moderate level of exposure to shifting temperature patterns. The main areas affected are building envelopes and heating and cooling systems, with only limited downstream effects on employees and IT infrastructure. Overall, this development is manageable within existing operational practices.

- **Heat Stress:** Heat stress represents the most relevant climate-related influence factor, with elevated exposure at certain sites. It mainly affects buildings, production processes, and employees. At the most exposed locations, additional adaptation measures have been identified as a precaution. The situation is actively managed and can be effectively addressed through operational measures.

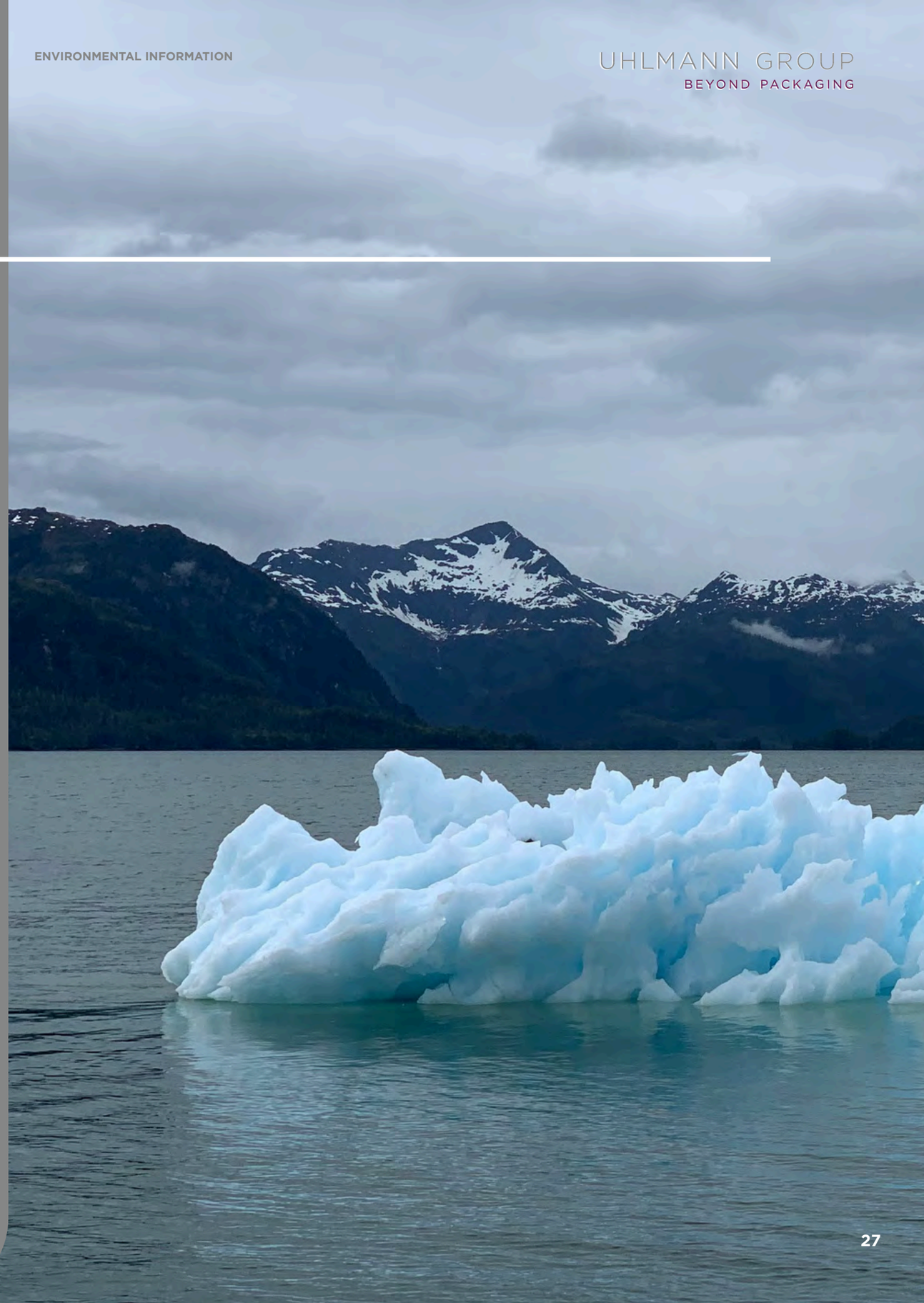
- **Flooding**: One site shows an increased location-specific exposure due to its geographic and hydrological context. The exposure is clearly localized and controllable through targeted measures.

- **Subsidence**: One site has a potential exposure to ground subsidence. However, due to the construction design (pile foundations and no basement levels), structural sensitivity is low, and no material impact on building integrity is currently expected.

- **Heavy Precipitation:** One site is characterized by an elevated exposure to heavy precipitation events. The primary area affected is building infrastructure, while overall operational sensitivity is assessed as low to moderate and is considered adequately covered by existing precautions.

- **Other Chronic Climate Factors:** Additional factors such as water availability, precipitation variability, temperature variability, frost, soil erosion, and drought were identified at individual sites, predominantly with low relevance.

Across all the sites assessed, Heat Stress and Changing Temperatures are the two risk categories identified as material (medium risk or above) in all locations. These represent our most broadly shared physical climate risks and are therefore the primary focus of group-level adaptation planning. Flood, subsidence and heavy precipitation represent localized risks requiring site-specific measures. (E1-3-18a.)



Climate Change – ESRS E1

How we stay resilient – E1-3

Our approach to climate resilience builds directly upon the findings of our climate risk analysis described under E1-2. The objective is to assess how well our strategy and business model are prepared for, and can adapt to, material climate-related risks over the short-, mid- and long-term.

Implications of the climate risk assessment on our business model

The climate risk analysis provides a structured, site-specific view of our physical exposure and vulnerability. The results inform our adaptation planning at site level and are integrated into risk management and strategic planning processes.

The transition plan for climate change mitigation directly contributes to our resilience against transition risks by aligning our business model with a 1.5°C-compatible pathway, thereby reducing exposure to regulatory change, shifting customer preferences, and evolving market requirements.
The following adaptation measures to mitigate the identified climate risks are already in place:

- **Heat Stress and Changing Temperatures:** Air conditioning systems and mechanical ventilation with fresh air supply are installed across affected buildings. Additional measures include solar shading devices, improved insulation of building envelopes, ventilation windows, night cooling, hydration stations for employees, and rotation of working shifts during peak heat periods.

- **Flood (site-specific):** At the site most exposed to flood risk, measures in place include an adequate rainwater drainage system, proactive groundwater level monitoring, and relocation of the IT server room to an upper floor. Data is additionally mirrored across two separate locations to ensure business continuity in a flood event.

- **Subsidence (site-specific):** The building structures at the sites exposed to subsidence risk are built on pile foundations, which significantly reduce the structural sensitivity to ground movement. No basement levels and no outdoor machinery are present at this site.

Next steps: For system elements that were assessed with a severity score above 8, primarily buildings and production processes exposed to heat stress and flood, additional adaptation measures are currently being derived by the respective risk owners. These will be developed as site-specific action plans and submitted to executive management for approval. In this context, we have set ourselves the target of implementing adaptation measures at all sites identified with material climate risks, thereby systematically reducing our physical climate exposure over time. The adaptation program will be reviewed and updated as additional group sites are included in subsequent assessment cycles. (E1-3-18a.)

Significant areas of uncertainty

Our assessment of climate resilience is subject to some inherent uncertainties:

- The physical climate risk assessment currently focuses on selected operational sites; a comprehensive assessment covering all Group Entities is under development.
- Transition risks are currently addressed conceptually; a formalized scenario-based transition risk analysis has not yet been conducted.
- Climate models inherently carry uncertainty, particularly regarding the timing and magnitude of regional climate impacts. The use of the high-emission scenario SSP5-8.5 as the primary presentation scenario provides a conservative basis for planning.
- The long-term financial impact of identified physical risks has not yet been quantified in detail. (E1-3-18b.)

Capacity to adjust strategy and business model

As a family-owned, financially independent Group with a long-term orientation, we believe we have a solid foundation for managing climate-related change. Based on the results of our climate risk assessment, no material impacts on the viability and volatility of the business model and strategy to climate change have been identified. Potential physical climate-related risks are mainly site-specific; corresponding mitigation measures will be identified in the coming years. Our adaptive capacity rests on:

- **Financial flexibility:** Climate-related investments are embedded in the annual budgeting process of each Group Company. Current investment priorities, e.g. on-site photovoltaic expansion and renewable electricity procurement, further reduce Scope 2 emissions and our exposure to fossil energy price volatility.

- **Asset adaptability:** Our manufacturing sites predominantly consist of buildings and infrastructure that can be retrofitted or upgraded (e.g. improved insulation, flood barriers, upgraded cooling systems) to respond to identified physical risks.

- **Portfolio flexibility:** Our commitment to developing more energy-efficient machines and offering retrofit and eco-efficiency software solutions positions us to respond to customer-driven and regulatory transition pressures.

- **Continuous improvement:** The climate risk analysis is designed as an ongoing process, with regular updates triggered by new sites, major investments or updated climate data. The scope of the analysis is expected to expand over time, including a more detailed assessment of transition risks.

The cross-referencing between our mitigation actions (E1-5) and the resilience assessment ensures a coherent view of how our investments in renewable energy, efficiency improvements, and supply chain decarbonization strengthen our overall climate resilience. (E1-3-18c.)

Climate Change – ESRS E1

How we anchor climate action – E1-4

We have established group-wide policies that govern our approach to climate change mitigation and adaptation as part of our broader environmental efforts. These policies set our commitments, objectives and governance structures, and apply across all our Group Companies.

During the reporting year, climate-related actions were guided primarily by the Group Sustainability Strategy 2030, local environmental and energy management practices.
Following the reporting period, the Uhlmann Group established a Group-wide Environmental Policy to further formalize and harmonize its environmental and climate-related commitments across all Group Companies. The Environmental Policy therefore did not apply during the reporting year but reflects the governance framework that will support the implementation of the Group's environmental and climate objectives going forward.
It will serve as the Group's overarching framework for reducing environmental impacts across the entire value chain – covering our own operations at all sites as well as upstream and downstream activities such as suppliers, customers and the use of sold products. The policy will set clear objectives and boundaries and will translate our environmental ambition into binding commitments for responsible resource use, emissions reduction and climate-conscious decision-making. It will reference the Science Based Targets initiative for its emissions targets, will be owned by the Corporate Sustainability Management and be accessible to all employees through individual communication channels in each Group Company.

The Company Car Policy governs the eligibility, allocation and use of company vehicles and increasingly embeds sustainability criteria such as CO_2 emissions and alternative drivetrains into vehicle selection, thereby supporting emission reduction and responsible fleet management in our own operations.

Policy name	Environmental policy (to be implemented)
Key contents, general objectives + related IROs	Set objectives and boundaries to reduce environmental impacts across the upstream and downstream value chain (suppliers, customers and use of sold products) as well as in own operations. Related IROs: I-E1-1, I-E1-2, I-E1-3, I-E1-4, I-E1-5, I-E1-6, I-E5-1, I-E5-2, F-E1-1, F-E5-1
If applicable, changes in policy during reporting period	Newly established group-wide policy: developed during FY 2025/2026 and finalized in June 2026.
Scope of the policy and exclusions	Own operation (all sites), upstream and downstream value chain
References to third-party standards or initiatives	Science based Targets Initiative for emission goals
Ownership of policy / Stakeholder consideration	CEO and CFO of the Uhlmann Group / Local Sustainability Manager, Local Leadership
Accessibility	Individual communication channel in each Group Company

Policy name	Company Car Policy
Key contents, general objectives + related IROs	Rules for eligibility, allocation and use of company vehicles, including business and private use, cost coverage, taxation, driver responsibilities, insurance, maintenance, accident handling and vehicle return. It also sets standards for vehicle selection, increasingly considering safety, efficiency and sustainability criteria such as CO_2 emissions or alternative drivetrains. The objective of the policy is to ensure safe, compliant and cost-efficient use of company vehicles, provide clear responsibilities and transparency for employees, reduce legal and financial risks, and support the company's sustainability and governance goals through standardized and responsible fleet management. Related IROs: I-E1-2, I-E1-3; I-E1-5, F-E1-1
If applicable, changes in policy during reporting period	Transition to an all-electric company car policy
Scope of the policy and exclusions	KOCH, Uhlmann Pac-Systeme, no VC inclusion
References to third-party standards or initiatives	Road Traffic Act + Regulation (StVG + StVO); Road Traffic Licensing Regulations (StVZO)
Ownership of policy / Stakeholder consideration	Uhlmann: CFO and Vice President Human Resources ; KOCH: CEO and Head of Human Resources / Fleet Management, Company Owner, CEO
Accessibility	Individual communication channel in each Group Company

Climate Change – ESRS E1

What we do in practice – E1-5

Our climate change mitigation and adaptation actions are structured around the five decarbonization levers outlined in our Transition Plan, addressing emissions across Scope 1, 2 and 3. The following provides an overview of the actions per lever and the associated GHG emission reductions achieved and expected. The expected contribution of each lever to our 2030 targets is quantified in the transition plan (see E1-1) and can be seen on the next page. The resources required to implement these actions are incorporated individually into the annual budgeting process of each Group Company, guided by our action plan.

Key climate change mitigation actions by decarbonization lever (E1-5-20, 21a.)

Lever 1

Electrification & Renewable Energy (Scope 1 & 2)

This lever aims to eliminate fossil fuel use in our own operations through electrification and renewable sourcing.

- Step by step transition of the company vehicle fleet to fully electric drives (supported by the updated company car policy).
- Progressive increase in the procurement of electricity from renewable sources.
- Progressive increase in renewable heat sourcing (heat pumps, district heating from renewables).
- Installation and expansion of photovoltaic systems for self-generation of electricity (900 kWh total capacity in Laupheim, 150 charging points installed).

Lever 2

Energy Efficiency (Scope 1 & 2)

This lever reduces absolute energy consumption in buildings, processes and infrastructure.

- LED-lighting retrofits across Group sites.
- Recovery and reuse of waste heat from production and building services.
- Building envelope improvements (roofs, windows, insulation).
- Group-wide energy efficiency improvement programs.

Lever 3

Supply Chain Decarbonization (Scope 3 Upstream)

This lever addresses supplier-side and materials-related emissions.

- Integration of emission metrics into procurement standards and development of monitoring systems.
- Joint emission reduction projects with suppliers, including energy efficiency support.
- Promotion of renewable electricity use among Tier 1 suppliers.
- Training and support programs for suppliers on emission reduction.
- Use of recycled and lower-carbon materials.
- Optimization of logistics for efficiency and lower emissions.
- Increase of material efficiency through design optimization.

Lever 4

Product Decarbonization & Use Phase (Scope 3 downstream)

This lever reduces emissions associated with the use of our machines at customer sites.

- Product portfolio analysis to identify emission-intense machine types.
- Development of more energy-efficient machines.
- Collaboration with customers on use of renewable electricity in machine operation.
- Support for energy-saving measures in machine operation.
- Eco-efficiency software updates.
- Retrofit and upgrade program for installed machines to improve energy efficiency.
- PCF calculation for 100 % of the active machine portfolio (initiated at Uhlmann Pac-Systeme).

Lever 5

Circular Economy & Resource Efficiency

This lever extends the useful life of products and increases material efficiency.

- Increase use of recycled materials (strengthening material cycles).
- Improvement of material efficiency in design and production.
- Retrofit programs to extend machine lifetimes (reducing the need for new production).
- Software-supported efficiency improvements (reducing energy and material consumption).
- Implementation of 2 circular economy lighthouse projects per Group Company by 2030.

Climate Change – ESRS E1

What we do in practice – E1-5

The following summarizes the GHG emission reductions achieved against the base year (FY 2019/2020) as at FY 2025/2026, attributable to the respective levers:

Lever	Scope	FY 2025/2026*	2030 Target*	How these levers strengthen our Group Sustainability Strategy
L1: Electrification & Renewables	Scope 2	94.3 % renewable electricity, -54.9 % scope 1 & 2 emissions combined	**100 % renewable electricity; –42.3 % Scope 1+2 emissions combined**	Directly implements the decarbonization and renewable electricity ambitions of the Environment action field.
L2: Energy Efficiency	Scope 2	41.3 MWh/Mio. €	**Energy ratio: 40 MWh/Mio. €**	Contributes to the Environment action field by continuously improving the Group's energy efficiency.
L3: Supply Chain Decarbonization	Scope 3 upstream	-13.1 % Scope 3.1 - 3.6 emissions, 46,7% primary data; 100% emission-intensive suppliers in program	**-27.5 % Scope 3.1 - 3.6 emissions, 70 % primary data; 100 % emission-intensive suppliers** in program**	Operationalizes the Supplier action field through primary data collection and the supplier engagement program.
L4: Product Decarbonization	Scope 3	-36.2 % Scope 3.11 emission	**–27.5 % Scope 3.11 emission reduction**	Supports the Market action field by reducing use-phase emissions through energy-efficient machines and product transparency.
L5: Circular Economy	Scope 3 up- & downstream	94.9 % recyclable transport packaging	**100 % recyclable transport packaging**	Links the Market and Environment action fields by embedding circularity in products, packaging and waste management.

*The FY 2025/2026 figures and 2030 targets presented in this table apply at group-level and therefore extend beyond the reporting scope of the three reporting Group Companies covered by this report
**Emission-intensive suppliers are suppliers representing approximately 80% of the Group's upstream emissions or those of strategic relevance. These suppliers are requested annually to provide primary emissions data, and where available, Product Carbon Footprints.

Climate Change Adaptation Actions

In relation to climate change adaptation, our Group Sustainability Strategy 2030 includes the explicit target of implementing adaptation measures at all sites identified as having material climate risks. The climate risk analysis (E1-2) provides the methodological basis for identifying which sites require adaptation measures and prioritizing actions.
The types of adaptation measures considered include technical measures (e.g. infrastructure upgrades such as flood protection, cooling systems, building envelope improvements), organizational measures (e.g. emergency response plans, operational process adjustments), and strategic measures (e.g. long-term site development considerations). Where applicable, adaptation measures are complemented by a cost-benefit assessment.

Responsibility for the implementation of adaptation measures lies with the respective Risk Owners. Significant measures and associated investments are submitted to Executive Management for review and approval. (E1-5-20)

Climate Change – ESRS E1

Our climate targets - E1-6

In setting and tracking the Group's targets related to climate change, we have considered the following future developments that may impact GHG emissions and reductions:

- **Business growth:** Anticipated company growth could result in an absolute increase in emissions, particularly in Scope 3 upstream (purchased goods and services). The risk is explicitly named as a material IRO in our sustainability assessment. Our SBTi targets are formulated as absolute targets, meaning we must achieve absolute reductions even as revenue grows.

- **Technology**: Progress in machine energy efficiency, electrification, and renewable energy is a core assumption underlying the feasibility of our targets, as described under "dependencies and assumptions" under E1-1.

- **Customer behavior:** Scope 3 downstream (use-of-sold-products) reductions depend in part on customers operating our machines with renewable energy. Collaboration with customers is therefore a key action under Lever 4.

- **Regulatory environment:** Expected tightening of EU energy and climate regulations is anticipated to be supportive of our targets, as described under "dependencies and assumptions" under E1-1.

Target*	**Reduction of Combined Scope 1 + 2 Emissions by 42.3 %**
Relationship of target to its policy objectives and actions	This target is anchored in our Group Environmental Policy and derived from our climate strategy. It is supported by all mitigation actions under Levers 1 and 2.
Defined target value to be achieved	Absolute GHG emission reduction target (Scope 1 + Scope 2 combined)
Scope of target	Own Operations
Baseline value & current year value	FY 2019/2020: 6,462 t CO_2e, FY 2025/2026: 2,913 t CO_2e, -54.9 %
Target year, milestones/interim targets	Interim target FY 2024/2025: 27 % reduction. Final target FY 2029/2030: 42.3 % reduction.
Methodology and significant assumptions	In accordance with SBTi requirements combined with the GHG Protocol. Scope 2 emissions calculated on a market-based basis.
Target related to conclusive scientific evidence	The Scope 1 + 2 target is aligned with a 1.5°C pathway as validated by the SBTi.
Target*	**Reduction of Scope 3 Emissions by 27.5 %**
Relationship of target to its policy objectives and actions	This target is anchored in our Group Environmental Policy and supported by mitigation actions under Levers 3, 4 and 5
Defined target value to be achieved	Absolute GHG emission reduction target (Scope 3 total)
Scope of target	Upstream and downstream value chain
Baseline value & current year value	FY 2019/2020. Baseline value: 193,820 t CO_2e, FY 2025/2026: 142,664 t CO_2e, -26.3 %
Target year, milestones/interim targets	Final target FY 2029/2030: 27.5 % reduction
Methodology and significant assumptions	In accordance with SBTi requirements combined with the GHG Protocol
Target related to conclusive scientific evidence	The Scope 3 target represents a well-below-2°C ambition level, as validated by the SBTi
Target*	**100 % Renewable Electricity Sourcing**
Relationship of target to its policy objectives and actions	This target is anchored in our Group Environmental Policy and supported by Lever 1 actions
Defined target value to be achieved	100 % renewable electricity (Scope 2, market-based; ratio of renewable electricity MWh to total electricity MWh)
Scope of target	Own operations
Baseline value & current year value	FY 2019/2020. Baseline value: approx. 30 %, FY 2025/2026: 94.3 %
Target year, milestones/interim targets	Interim target FY 2024/2025: 80 % (achieved: 95 %). Final target FY 2029/2030: 100 %
Methodology and significant assumptions	In accordance with SBTi requirements combined with the GHG Protocol
Target related to conclusive scientific evidence	This target is consistent with SBTi requirements and the 1.5°C pathway

*The Targets presented in this table apply at group-level and therefore extend beyond the reporting scope of the three reporting Group Companies covered by this report.

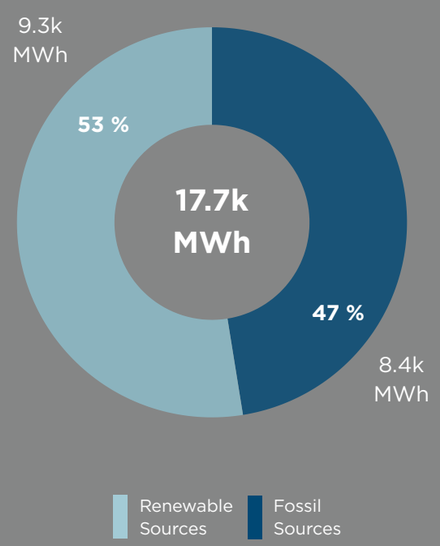
Climate Change – ESRS E1

How we use energy - E1-7

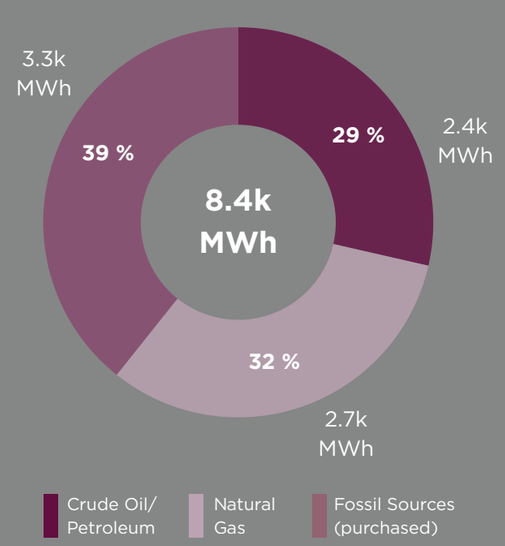
In the reporting year, the total energy consumption related to our own operations amounted to 17.7k MWh. Of this, 47 % (8.4k MWh) stemmed from fossil sources and 53 % (9.3k MWh) from renewable sources, reflecting the ongoing shift towards a lower-carbon energy mix across our sites. Our fossil energy consumption of 8.4k MWh is composed of purchased fossil sources (39 %), natural gas (32 %) and crude oil/petroleum (29 %). The Uhlmann Group produced 705 MWh electricity through own photovoltaic systems. (E1-7-27)

Through our decarbonization levers – in particular electrification and renewable energy (Lever 1) and energy efficiency (Lever 2) – we are systematically increasing the share of renewable energy and reducing absolute energy demand across buildings, processes and infrastructure. A detailed overview of our energy consumption can be found in the appendix on p. 66.
The Uhlmann Group does not engage in GHG removal or storage projects in its own operations or its value chain, has not purchased or cancelled any carbon credits, and does not apply an internal carbon pricing scheme. (E1-9/E1-10)

Total energy consumption related to own operations (Scope 1 +2)



Total energy consumption from fossil sources (Scope 1 + 2)



Our Energy Consumption Mix, Uhlmann Group (2026)

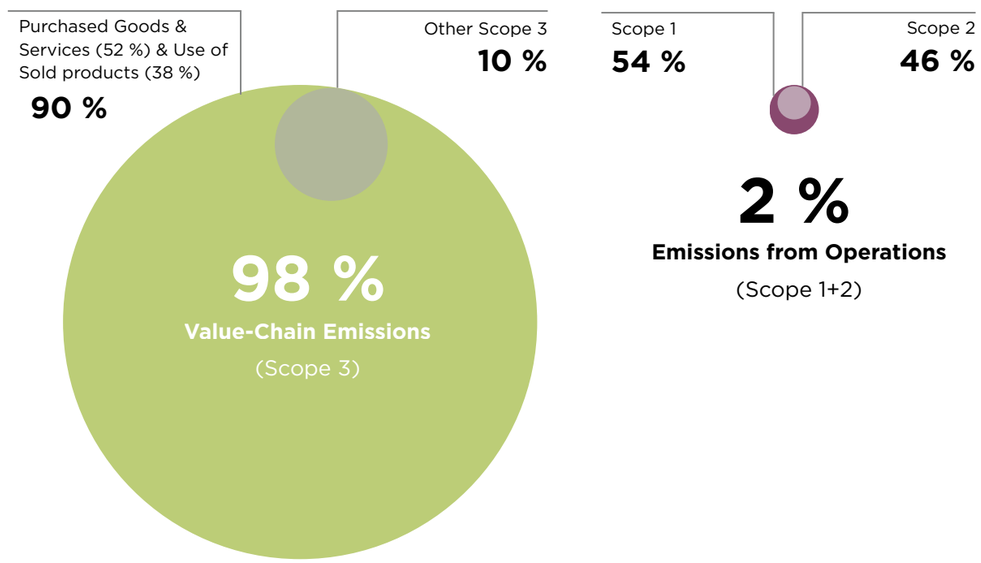
Our carbon footprint - E1-8

The Uhlmann Group accounts for its greenhouse gas emissions once a year, using the GHG Protocol as the basis for its carbon accounting. Our main emission sources are currently our heating systems (stationary combustion as well as purchased heat) and our company cars. Electricity is sourced 100 % renewable at KOCH, Cremer and Uhlmann Pac-Systeme.

For our Scope 3 emissions, we capture primary data from our suppliers where it is possible to strengthen the accuracy of our data. Our emissions are additionally reported annually through the Carbon Disclosure Project (CDP).

In the reporting year, the vast majority of our footprint – around 98 % – arose from value-chain emissions (Scope 3), while only about 2 % resulted from our own operations (Scope 1+2). Within these direct emissions, Scope 1 accounted for 54 % and Scope 2 for 46 %. A detailed overview of our emissions can be found in the appendix. No carbon credits, offsets or avoided emissions are included in the calculation of our GHG emissions or in the measurement of progress towards our reduction targets.

Uhlmann Group's emission split used as a baseline for science-based targets



Our GHG-Emission-Split in main categories, Uhlmann Group (2026)

Designed for Circular Economy – ESRS E5

Circularity as a principle – E5-1

Resource use and circular economy principles are at the heart of our Group's ambition to drive sustainability efforts forward. Both topics are embedded across the Group's overarching Environmental Policy – described in detail under Climate Change (E1) – and the group-wide Sustainability Strategy 2030, which together set the framework within which our circularity commitments are defined.

Building on this framework, our circular-economy approach applies to all employees and managers of the Uhlmann Group and covers the four focus areas supplier processes, in-house processes, customer processes and machines end-of-life. Each focus area sets out commitments that translate circular-economy thinking into operational requirements, including responsible sourcing of raw materials, minimization of energy, water and raw material consumption in own operations, reduction of waste and wastewater, optimizing the transportation of the final products, support for customers in reducing resource use and packaging waste, monitoring end-of-life practices, ease and safety of machine dismantling for material recovery, and minimization of landfill waste. Governance is led by the Corporate Sustainability Management department, with execution by dedicated Sustainability Leads in each legal entity, and the approach is reviewed annually.

Circularity is not only a theoretical framework, but also translated directly into product development. Beyond the group-level Environmental Policy, the engineering function integrates design and dimensioning rules in which both the design life and the component life of machines are treated as a leading principle. These principles are formalized in dedicated specification guidelines, most notably the specification guideline of the Uhlmann Pac-Systeme, released during the reporting period, which defines binding development requirements focused on resource efficiency, circular economy, CO_2 reduction, energy efficiency and durable, upgradeable systems and apply to all newly developed machines. Owned by Product Management with support from Engineering and Service, it anchors longevity and component-level life cycle thinking in product development across our companies.
(E5-2-8/9)

Guideline name	Specifications Guideline
Key contents, general objectives + related IROs	The specification guideline defines binding development requirements with a focus on resource efficiency, circular economy, CO_2 reduction and energy efficiency. It sets concrete technical and organizational requirements for durable and upgradeable systems, covering monitoring, retrofit and lifecycle aspects. Related IROs: F-E5-1
If applicable, changes in guideline during reporting period	No changes as it is a new guideline
Scope of the guideline and exclusions	Primarily own operations of Uhlmann Pac-Systeme (development, engineering), with indirect coverage of upstream (materials, suppliers) and downstream (operation, maintenance, lifecycle).
References to third-party standards or initiatives	None
Ownership of policy / Stakeholder consideration	Product Management (PM), supported by relevant departments (Engineering, Service). / Engineering Function, Sales Department, Executive Management and Marketing
Accessibility	Provided via internal documentation and project platforms with role-based access.

Designed for Circular Economy – ESRS E5

What we already deliver - E5-2

For us, circularity is central to providing both innovative and long-lasting machinery and services that go beyond packaging. The Group pursues a portfolio of operational actions that implement its circular-economy approach across product development, operations and customer use. The Life Cycle Services portfolio underpins these actions through competence-, spare-parts-, maintenance-, service-, optimization- and life-cycle management modules. Supported by dedicated engineering, service and sustainability resources, these ongoing measures aim to reduce material use and waste, extend machine lifetime and increase reuse and recycling, thereby contributing to the Group's circular economy objectives and addressing the material impact related to resource use and circularity. All actions are ongoing measures that were continued or further advanced during FY 2025/2026 and are managed within the operating budgets and annual planning cycles of the respective Group Companies; no separate investment program is set up for these actions. In the last years, we have driven multiple efforts related to resource use and circularity:

01.

Recyclable transport packaging and material savings. The Group Companies systematically use recyclable packaging types and material-saving solutions for the transport of its own machines, (spare) parts and components.

02.

Machine technologies that reduce waste at customer sites. The machines of our Group Companies are designed and continuously developed to minimize rejected material in the customer's packaging process, contributing to circular-economy outcomes downstream of our own operations.

03.

Upgrade and retrofit program. Uhlmann Group offers a wide range of retrofit and service solutions to modernize existing customer machines. Further, spare parts are available for at least 10 years to ensure repairability. Exchanged modules deliver higher machine availability compared to component-level maintenance and lower downtime.

04.

Rebuild Packaging System (RPS). RPS is the Group's consistently circular business model offering: used machines are bought back from customers, comprehensively modernized in line with current technical standards and returned to the market with a full one-year warranty. By extending machine life and re-using core plant components, RPS delivers a contribution to resource conservation.

05.

Packaging Competence Center (PCC). With PCC, Uhlmann Pac-Systeme and KOCH develop alternative packaging solutions with the customer along the "Reduce – Reuse – Recycle" hierarchy, including consulting, machine testing, sample provision, life-cycle assessments and stability studies. The portfolio focuses on recyclable mono-materials and supports customers in replacing conventional PVC blister films and aluminum lidding foils with circular-economy-compatible materials.

06.

Product Carbon Footprint accounting as a steering instrument. The Group Company Uhlmann Pac-Systeme operates an automated, component-based PCF calculation in accordance with ISO 14067, which will serve as a steering instrument for material decisions and supports circular-economy choices at the design stage. Additionally, it operates a structured obsolescence management routine, as well as calibration and service processes that maintain efficient plant performance over long lifetimes.

*The Life Cycle Services portfolio underpins the actions above through competence-, spare parts-, maintenance-, service-, optimization- and life-cycle management modules. (E5-2-10)

Designed for Circular Economy – ESRS E5

Circularity as a principle – E5-1

The graphic below structures our circular-economy actions along three complementary loops.

Narrowing the loop focuses on using fewer resources from the outset – supported by our Packaging Competence Center and the Product Carbon Footprint as a decision enabler.

Slowing the loop extends the useful life of machines and modules through upgrades, module reuse, obsolescence management and the rebuilding of packaging systems.

Closing the loop returns materials into the cycle, with a particular focus on the recyclability of packaging.

Read together, the three loops show how our individual measures reinforce one another – from resource-efficient design, through prolonged product life, to material recovery at end-of-life.



Our efforts to drive circularity along the value chain, Uhlmann Group (2026)

Designed for Circular Economy – ESRS E5

Our circularity targets – E5-3

Resource-use and circular-economy targets are embedded in our overarching sustainability target system – the Group Sustainability Strategy 2030 – and the Environmental Policy.

In addition to those formal targets, we continuously aim to enhance the recyclability of our packaging concepts to enable waste reduction and minimize resource use. We continue to embed those targets in construction and manufacturing guidelines and during the product design phase. (E5-3)

Target Year 2029/2030*	FY 2025/2026
● 95 % of machines with alternative packaging options**	90.2 %
● 100 % of packaging used for transport is recyclable***	94.9 %
● 100 % of machines with measured energy data****	4.4 %
● Reduction of waste ratio to 3.6 (t waste per Mio. € revenue)	↘ 2.8

*The targets presented in this table apply at group-level and therefore extend beyond the reporting scope of the three reporting Group Companies covered by this report.
**Designed to be recyclable based on current design assumptions and available recycling infrastructure in relevant markets.
***Alternative packaging options include options to process packaging materials that support circular-economy objectives, such as recyclable mono-material concepts or alternatives to conventional PVC blister films, subject to customer-specific validation.
****The target scope covers all active machines. Detailed rollout-plans and measures are currently being defined

Our resource outflows – E5-5

Our contribution to the circular economy follows a life-cycle-oriented logic: products are designed for long service lives, repairability is structurally built in, and end-of-life is managed through buy-back, refurbishment and material recovery.

Durability

The Group's key products are pharmaceutical packaging machines, including the packaging used to ship these machines. Expected durability and runtimes above 20 years are steered through Uhlmann Group's customer centric business model and the technical design of the machines, which are designed for long service life through durable components, modular architecture, long-term spare parts availability and continuous modernization options.

The long lifetimes are operationally enabled by Upgrade and Retrofit concepts, the Rebuild Program, systematic obsolescence management to secure spare parts availability, and the full Life Cycle Service portfolio. (E5-5-15a.)

Repairability

Repairability is structurally embedded in product design across all our operating companies. Possibility of dismantling (see also E5-1) is ensured through consistent use of screw connections and the mandatory marking of all parts. Pre-assembled exchange modules deliver higher machine availability versus component level maintenance and lower downtime. (E5-5-15b.)

Designed recyclability rate of key products and their packaging

The group steers resource outflow primarily through life-cycle extensions, reuse and modernization of existing machines and components, i.e. structured service, retrofit and rebuild approaches. To quantify its efforts, a designed recyclability rate for products placed on the market in FY2025/2026 has been calculated in line with Application Requirement (AR) 3 resulting in a recyclability rate of 56.3 %. The calculation is based on product design characteristics and existing recycling infrastructure and reflects the design intent. For packaging used to ship the machines, the Group reports a current design recyclability rate of approximately 95 % with a target to reach 100 % recyclable transport packaging by 2030.
(E5-5-15c)

Designed for Circular Economy – ESRS E5

Our waste in numbers

The waste fractions with the highest share of the Uhlmann Group, and their points of origin within the business, are:

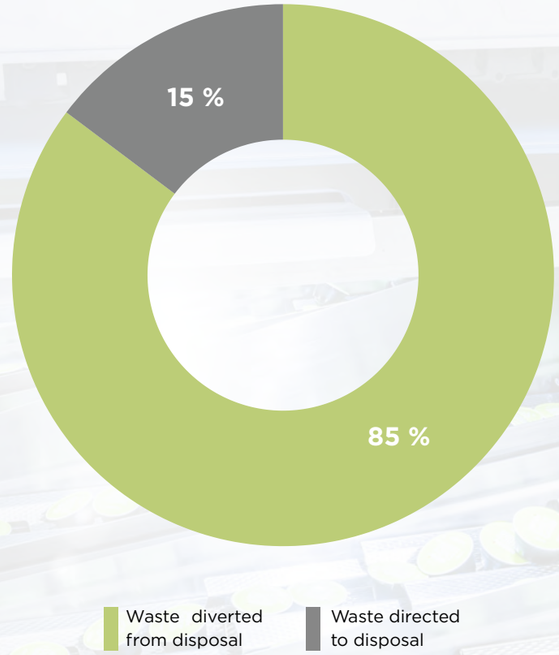
- trial-run material (logistics, assembly);
- paper / cardboard (administration, logistics, assembly, production, shipping, facility management);
- metals — aluminium chips, iron and steel, aluminium, steel chips, stainless steel (assembly, production);
- wood (logistics, assembly, production, shipping, facility management);
- plastics / EBS (administration, logistics, assembly, production, shipping, facility management);
- commercial waste (administration, logistics, assembly, production, shipping, facility management);
- cooling lubricants (production); and cable residues (assembly).

In FY 2025/2026 the waste stream additionally includes a high share of construction-site fractions (concrete, construction rubble, mixed construction waste, mineral-fibre insulation, glass elements, bituminous mixtures and other) arising from roof renovations and the new operations canteen project under Facility Management at the Uhlmann Pac-Systeme site, accounting for 2.165 t of additional waste. (E5-5-16a)

With 85 % of waste-related material diverted through reuse, recycling, or other recovery operations, we demonstrate a solid diversion rate across its key waste streams. The remaining 15 % directed to disposal is largely attributable to incineration of non-hazardous waste, with smaller shares going to landfill and hazardous waste disposal. A full breakdown by waste type, hazard classification, and disposal or recovery route is available in the Appendix on page 67.

The 2030 target of reducing the waste ratio to 3.6 t of waste per € million revenue has already been achieved in FY 2025/2026 (2.8 t per € million). To safeguard this level, we continue to apply a structured set of measures: systematic analysis of waste streams and their points of origin, material-efficient design and production (reduction of cutoff and trial-run material), consistent separation and recycling of key fractions, and the transformation of remaining waste streams to more sustainable disposal options (see E5-2).

Waste directed to and diverted from disposal



Uhlmann Group's Waste diverted from and directed to disposal (2026)

03

01 People at the Uhlmann Group – ESRS S1

Social Information

Social Information

List of material disclosure requirements

		Pages
S1 - People at the Uhlmann Group		
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Description of IRO	IRO	Time Horizon	Value chain Impact
S1 - Working Conditions			
F-S1-1: Attracting employees and retaining employees keeps fluctuation low and recruitment costs low, less volatile production planning	Financial opportunity	Short-, Mid- and Long-Term	Own operations
I-S1-1: Works councils ensure secure jobs, fair wages and fair working conditions, thus increasing employee satisfaction, democratic culture and participation	Positive Impact	Short-, Mid- and Long-Term	Own operations
I-S1-2: Positive effects such as transparent tariff agreements and labor agreements, job security and better working conditions overall	Positive Impact	Short-, Mid- and Long-Term	Own operations
I-S1-3: Occupational safety training and sensitization for all employees to prevent health & safety risks	Positive Impact	Short-, Mid- and Long-Term	Own operations
S1 - Education and training			
I-S1-4: Extensive training program to ensure employee development and that the necessary skills and competencies are available and adequate for employees to perform their roles effectively	Positive Impact	Short-, Mid- and Long-Term	Own operations

People at the Uhlmann Group – ESRS S1

What we are committed to – S1-1

As Uhlmann Group, we manage our responsibilities towards our employees through a layered framework of group-wide policies, company-specific guidelines, and collectively negotiated agreements for specific entities. In addition to the legally binding requirements, these instruments set binding standards for working conditions, occupational health and safety, ethical conduct, and human rights, thus covering all employees across the Group in permanent and temporary positions.

Beyond these group-wide instruments, working conditions across the Group are further governed by company-specific policies and collectively negotiated agreements. These include employee handbooks covering working conditions, conduct, and the complaints procedure, a comprehensive set of working agreements, partially co-determined under collective bargaining and company specific code of conduct policies. Across all entities, relevant policies are accessible to all employees through company intranets, onboarding programs, noticeboards, and management communication. (S1-1-9.)

Addressing trafficking in human beings, forced labor and child labor (S1-1-10.)

The Group Code of Conduct and the Human Rights Statement of Principles explicitly prohibit trafficking in human beings, forced labor, compulsory labor, and child labor. Both instruments are binding for all Group entities. The Human Rights Statement affirms the Group's commitment to the principles of the UN Guiding Principles on Business and Human Rights and the International Labour Organization's (ILO) core labor standards. The Group Companies in scope employ their own workforce exclusively in Germany and the Netherlands. Both are highly regulated labor markets within the European Union with comprehensive statutory protection, effective labor inspection and enforcement mechanisms. Against this background, the direct risk of trafficking in human beings, forced labor or child labor within our own workforce is considered minimal. Our policies and statements nonetheless apply these standards as non-negotiable baselines.



People at the Uhlmann Group – ESRS S1



Policy name	Code of Conduct
Key contents, general objectives + related IROs	Binding principles for lawful, ethical and responsible behavior for all employees and business partners of the Uhlmann Group. It covers compliance with laws, fair competition, anti-corruption, protection of information and data, human rights, fair working conditions, occupational health and safety, environmental and climate protection, and respectful conduct toward colleagues, partners and society. The objective of the Code is to ensure integrity, transparency and sustainability across all business activities and the value chain, prevent legal and reputational risks, and foster a strong compliance culture based on the Group's core values of strong, open and reliable. Related IROs: F-S1-1, F-G1-2, F-G1-1, I-G1-3, I-G1-1, I-G1-5, I-G1-2, I-G1-4
If applicable, changes in policy during reporting period	No changes
Scope of the policy and exclusions	Group, Value Chain included
References to third-party standards or initiatives	UN Guiding Principles on Business and Human Rights; General Data Protection Regulation
Ownership of policy / Stakeholder consideration	CEO of the Uhlmann Group and Chairman of Supervisory Board / Works Council, Supervisory Board, Company Owner, VP HR, Executive Management
Accessibility	Public/Website



Policy name	Occupational Health and Safety Policy (local adaptation)
Key contents, general objectives + related IROs	Group-wide, structured process for occupational health and safety to ensure safe and healthy working conditions across all business units in compliance with the German Occupational Safety and Health Act (ArbSchG) and related regulations. It establishes clear roles, responsibilities and procedures for hazard identification, risk assessment, preventive measures, training, emergency preparedness and documentation, with oversight by top management and systematic risk evaluation through dedicated risk management tools. Objective: No reportable work-related accidents. Related IROs: I-S1-5, I-S1-3, I-G1-3, I-G1-5, I-G1-2, I-G1-3, I-G1-1, I-G1-4
If applicable, changes in policy during reporting period	No changes
Scope of the policy and exclusions	Uhlmann Pac-Systeme, KOCH & Cremer (individual Occupational Health and Safety Policies)
References to third-party standards or initiatives	German Occupational Safety and Health Act, Related occupational health and safety regulations; EU-relevant technical policies (implicit)
Ownership of policy / Stakeholder consideration	CEOs/Managing directors of the Group Companies + Local Health & Safety Representatives / Local leadership, HSE, QM, Executive Management
Accessibility	Individual and company specific intranet or internal knowledge base

UHLMANN GROUP
BEYOND PACKAGING

People at the Uhlmann Group – ESRS S1

Engaging with our employees - S1-2

As Uhlmann Group, we regard our workforce as the foundation of our long-term operational resilience and business success. Together, our Group Companies employ several thousand people across multiple countries. Throughout our group-wide double materiality assessment, we identified “Secure Employment” as the central material topic under ESRS S1, encompassing fair working conditions, employee health and safety, training and development.

Engagement with the workforce

Across the group, we engage with our employees and their elected representatives through a range of structured, recurring formats. Social dialogue with employee representative bodies such as works councils and local staff representations forms the backbone of our engagement. These bodies participate in regular formal meetings with management and HR, and receive information on business developments, working conditions, and strategic priorities. All Group Companies hold regular all-employee town halls and live events to inform employees about business developments, updates and engage in employee dialogue. If applicable, regular works council committee sessions are held to discuss working conditions, employee feedback and other workforce related topics.

In addition to representative structures, all Group Companies conduct employee surveys to gather direct feedback from the workforce. As a result of these surveys, concrete actions are derived. Annual employee appraisals in the form of structured performance dialogues complement these surveys across all entities and include an assessment of individual satisfaction and development needs.

Where specific stakeholder groups within the workforce require dedicated representation, such as apprentices, young employees, or employees with disabilities, formal representative structures are in place. As young talents are vital for our continuous ambition to grow and strive, our German entities established a special apprentice representative role to capture the needs from the young generation of the workforce.

Additionally, as required by law, the German entities have a disability representative established where required. (S1-2-12a.)

Grievance channels and effectiveness

All employees across the Group have access to multiple channels through which they can raise concerns, report violations, or seek support without fear of disadvantage or retaliation.

At group-level, the primary mechanism is the group-wide Compliance Whistleblowing System, operated by an independent external trusted attorney and accessible anonymously in multiple languages. The system is open to both employees and external parties. Protection against discrimination, disciplinary consequences, and data privacy breaches is explicitly guaranteed in the process documentation. Cases are tracked and form the basis of an annual compliance report.

Alongside the group-level system, each entity provides further channels suited for its local context: works councils with statutory confidentiality obligations, Human Resource (HR) departments, local compliance officers, and direct line managers serve as first point of contact across all Group Companies. In some cases, additionally external employee counselling services that employees can access for both personal and professional matters is available. At Cremer, a dedicated network of confidential advisors provides a personalized, in-company escalation path expanded from one to four advisors based on employee survey feedback, which is an example of direct action taken in response to workforce input.

The effectiveness of these channels is assessed through the annual compliance report at group-level, regular case reviews by the confidential advisors and periodic employee surveys across the Group Companies. As this is the first reporting cycle, a formalized group-wide effectiveness assessment methodology is under development. (S1-2-13.)

Remediation approach

Where potential negative impacts on our workforce arise, all Group Companies maintain clear, documented processes for remediation and follow-up. For workplace accidents and injuries, defined escalation procedures are in place: incidents are reported to the relevant manager and HR, and, where legally required, notified to the relevant external authority.

The group-wide Compliance Whistleblowing System, Code of Conduct, and Human Rights Statement provide the shared governance framework for addressing material negative impacts and cooperating in remediation across all entities. (S1-2-14.)

People at the Uhlmann Group – ESRS S1

What we do for our employees – S1-3

As Uhlmann Group, we have taken a range of concrete actions during the reporting year to strengthen working conditions, advance employee development, improve occupational safety, and prepare our workforce for structural and technological change. These actions reflect the positive impacts identified in our double materiality assessment, in particular secure employment, skills development, and occupational health and safety. This is our first consolidated reporting cycle, thus formalized group-level action tracking is being established for future years.
Unless stated otherwise, the actions described below apply to all three Group Companies in the reporting scope, were implemented or further advanced during FY 2025/2026 and are designed as continuous measures without a defined end date. Expected outcomes include a sustained reduction of workplace accidents (LTI rate below 10), high completion rates of mandatory trainings, improved employee satisfaction as measured through the group-wide surveys, and strengthened long-term employability of our workforce. Resources are provided through existing HR and operational budgets of each Group Company, supplemented by department-specific training budgets.
(S1-3-15.)

To promote positive working conditions at the Uhlmann Group, we have implemented or advanced the following actions:

- **Occupational health and safety management:** Across all Group Companies, a structured framework for occupational health and safety forms the operational backbone of our duty of care towards employees. The individual policy defined standards for hazard identification, risk assessment, accident investigation, and emergency management, adapted to the legal requirements of each jurisdiction. Defined escalation procedures are in place for all workplace incidents. All sites maintain access to emergency procedures and company physicians or external emergency services. Regular health and safety assessments, including externally audited evaluations, are conducted to identify and remediate workplace risks in a structured and documented manner. Through these layered mechanisms, we aim to continuously reduce the risk of workplace injury and ensure a safe and legally compliant working environment for all employees across all sites.

- **Workforce development and skills training:** We invest actively in the development of our employees' skills and competencies, recognizing that long-term employability and operational excellence are mutually reinforcing goals. Mandatory training is delivered to all employees across the Group and completion is actively tracked. Department-specific training budgets ensure that targeted, role-relevant learning takes place at every level of the organization. At group-level, centralized AI-training equipping employees to use AI-tools responsibly and effectively, covering data protection, compliance boundaries, and appropriate use in daily work, is planned. This initiative reflects our conviction that preparing the workforce for structural and technological change is both a business imperative and a genuine responsibility to our people. Structured appraisals across the Group further include an assessment of individual development needs, creating a continuous feedback loop between employee ambitions and organizational capability building.

- **Employee health program and work-life balance:** We recognize that sustainable performance requires a work environment that actively supports the physical and mental health of our employees beyond the statutory minimum. Across the group, concrete well-being programs are in place, including structured partnerships with external health providers that enable employees to access fitness and wellness services at subsidized cost, as well as access to external counselling services for both professional and personal matters where possible. These actions reflect our understanding that employee health is not a one-off initiative but a continuous management responsibility that must be embedded in everyday operations.

- **Employee voice, engagement, and responsive action:** We regard regular, structured dialogue with our workforce as essential, both as a mechanism for identifying concerns early and as a means of building trust that underpins long-term commitment. During the reporting year, employee surveys were either conducted, actively evaluated, or in preparation across all Group Companies. We are committed to ensuring that survey results translate into visible, concrete follow-up actions, so that employees can see directly how their feedback is captured and addressed at the manager's level throughout the year. This commitment to structured engagement and transparent follow-through is central to how we maintain an open and responsive workplace culture.

- **Belonging, inclusion, and equal opportunity:** We are committed to creating a workplace in which all employees are treated with respect and have equal access to development and career opportunities, regardless of background, gender, or personal characteristics. As part of our group-wide Sustainability Strategy, we have committed to the implementation of a Belonging & Inclusion program that will provide a structured framework for advancing inclusion across the organization. These commitments reflect our belief that a diverse and inclusive workforce is both an ethical obligation and a prerequisite for long-term organizational resilience.

Resources allocated to workforce-related actions are managed primarily through existing HR and operational budgets at each Group company, supplemented by department-specific training budgets.
(S1-3-15.)

UHLMANN GROUP
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People at the Uhlmann Group – ESRS S1

Preventing, mitigating, and remediating material negative impacts

To prevent, mitigate, and remediate material negative impacts on our workforce, we operate a governance framework that combines group-wide standards with entity-level safety management. The group-wide Code of Conduct, Human Rights Statement and Compliance Whistleblowing System set the non-negotiable baseline across all entities. At the operational level, the Occupational Health and Safety Handbook provides a structured framework for hazard assessment, accident investigation, and emergency management, adapted to local requirements. Legal compliance with health and safety obligations is maintained across all jurisdictions. (S1-3-16a.)

Tracking and assessing effectiveness

We track the effectiveness of our workforce-related actions through several complementary mechanisms. Employee satisfaction surveys serve as the primary instrument for assessing the overall impact of people-management measures. The Lost Time Injury Rate (LTI-rate) is tracked as a KPI for occupational safety across Group Companies. Mandatory training completion rates are monitored across all entities. At group-level, the annual compliance report tracks the effectiveness of the whistleblowing system. (S1-3-16b.)



People at the Uhlmann Group – ESRS S1

Our social targets - S1-4

As Uhlmann Group, we have defined a set of workforce-related targets as part of our group-wide Sustainability Strategy. These targets reflect the material impacts identified through our double materiality assessment and cover the areas of employee engagement, employee health, inclusion, occupational safety and community responsibility. They apply across all Group Companies and will be tracked on a group-wide basis going forward. Unless stated otherwise, we aim to achieve all disclosed social targets until 2030.

Employee satisfaction survey participation of at least 80 %: We are committed to ensuring that a clear majority of our workforce actively participates in structured feedback processes. By setting a minimum participation rate of 80 %, to be achieved on at least two survey cycles by 2030, we are establishing a measurable baseline for the quality and representativeness of employee engagement across the Group. In FY 2025/2026, two Group Companies conducted a survey with a participation rate of 82 % and 100 %.

Implementation of an employee health program: We have committed to establishing a structured, group-wide health program that supports both the physical and mental health of all employees. This target underlines our understanding that sustainable performance and long-term employee retention are inseparable from a working environment in which people feel genuinely supported. In FY 2025/2026 80 % of our Group Companies had a health program in place offering multiple benefits to employees.

Implementation of a belonging & inclusion program: We have committed to launching a group-wide Belonging & Inclusion program that provides a structured framework for advancing equal opportunity and respectful collaboration across all entities. This target formalizes our ambition to make diversity and inclusion a tangible, managed dimension of how we operate. This program is currently still being set up and will be implemented once complete.

Lost Time Injury Rate below 10: We have set a group-wide target to keep the LTI-rate below a value of 10, measured as the number of accidents with 1+ days lost divided by the total working hours. This target gives operational expression to our overarching commitment to workplace safety and provides a clear, quantitative benchmark against which progress can be assessed year on year. In the FY 2025/2026 we had a LTI-rate of 6.0 on a group-wide level.

One charitable project per year per Group company: Each Group company commits to carrying out at least one community-oriented charitable project per year. This target reflects our conviction that our responsibility as an employer extends beyond the workplace and that contributing to the communities in which we operate is an integral part of how we understand corporate citizenship. In FY 2025/2026 our five largest sites carried out multiple charitable projects.

Social Protection – S1-10

The Group Companies in scope of the CSRD reporting operate in two jurisdictions, Germany and the Netherlands, both of which provide comprehensive statutory social protection for all employees. No gaps in coverage have been identified. All employees are covered by public social insurance systems for all major life events specified under ESRS S1-10 such as sickness, unemployment, employment injury and disability as well as maternity leave. (S1-10-30a-d)



People at the Uhlmann Group – ESRS S1

Our workforce in numbers - S1-5 ff.

The Uhlmann Group's workforce of 2,245 employees currently consists of 447 women and 1,798 men. Looking closely at this composition gives us a clear baseline as we keep working toward an inclusive workplace. Secure and inclusive employment remains a central focus for how we manage our people across all Group Companies, and this split is our starting point for tracking progress over time. (S1-5-19a.) Our employee turnover rate for FY 2025/2026 came in at 4.5 percent. For us, this is a good sign that colleagues want to stay and grow with the Uhlmann Group, and it reflects the value we place on stable, long-term working relationships. Retaining talent and keeping our teams engaged is something we actively work on across all of our Group Companies. (S1-5-19c.)

Employee health and safety sit at the very core of our responsibility as an employer, which is why we've set ourselves a clear group-wide target to keep our Lost Time Injury - rate below 10. With an LTI-rate of 2.5 this year, we are well ahead of that target, and drive our efforts to remain below our set target. (S1-13-36) Open dialogue with our workforce is another pillar of our continuous engagement with our employees. Currently, 80.9 % of our employees are covered by collective bargaining agreements, and 90.1 % are represented by workers' representatives, showing how embedded structured social dialogue already is across Uhlmann Group.
(S1-7-23)

More quantitative information about our employees can be found in the Appendix starting on page 68.

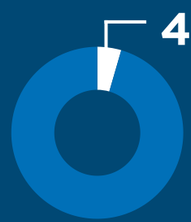
> **“As a family-owned corporate group, we think long-term, and that’s exactly how we view our collaboration with our employees.”**

Tobias Uhlmann, Chairman of the Supervisory Board of the Uhlmann Group

Uhlmann Group employee gender split (S1-5)



Employee turnover rate FY 2025/26 (S1-5)



Number and rate of recordable work-related accidents (LTI-rate) (S1-13)

2.5

Collective bargaining and social dialogue (S1-7)

Employees covered by collective bargaining agreements



Employees covered by workers’ representatives



UHLMANN GROUP
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04

Governance Information

01 Business Conduct - ESRS G1

Governance Information

List of material disclosure requirements

		Pages
G1 - Integrity as our Foundation		
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UHLMANN GROUP
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Description of IRO	IRO	Time Horizon	Value chain Impact
G1 - Business Conduct			
I-G1-1 & I-G1-5: Comprehensive trainings, CoC is perceived positively by business partners, group-wide compliance management system (CMS) in place	Positive Impact	Short-, Mid- and Long-Term	Own operations
I-G1-2: No disadvantages for whistleblowers, grievances are recognized in advance	Positive Impact	Short-, Mid- and Long-Term	Own operations
I-G1-3: More violations are identified and instances of misuse of company systems, authority, or trust decrease due to the establishment of a Compliance Management System	Positive Impact	Mid- and Long-term	Own operations
I-G1-4: Supplier handbooks, risk analyses, assessments, audits, and third-party management help minimize violations, misconduct, and non-compliance among business partners	Positive Impact	Short-, Mid- and Long-Term	Upstream
I-G1-5: Compliance Management System with focus of anti-corruption including training (prevention)	Positive Impact	Short-, Mid- and Long-Term	Own operations
F-G1-1 & F-G1-2: Fines, sanctions and investigation costs are avoided	Financial opportunity	Short-, Mid- and Long-Term	Own operations

Integrity as our foundation – ESRS G1

How we anchor integrity – G1-1

We govern our business conduct through a group-wide Compliance Management System whose policy framework is anchored in our group-wide Code of Conduct (CoC).

The code is supplemented by topic-specific policies that together address the material sub-topics under ESRS G1: corporate culture, protection of whistleblowers, management of supplier relationships, and the prevention of corruption and bribery. These group-wide policies apply to all in-scope Group Companies and are kept under a two-year periodic review cycle by Legal and Compliance.

The following tables present the group-wide policies that are in force during the reporting period and that apply to all three in-scope entities. Single entity-specific policies are marked accordingly. Group compliance documents are centrally maintained by Legal and Compliance, while other documents are maintained by the respective owner functions.

Future-proof business model and commitments

As an integral part of forward-looking corporate governance, the Uhlmann Pac-Systeme has been a participant in the United Nations Global Compact since 2019, KOCH since 2020. Through this independent multi-stakeholder initiative, we are committed to actively implementing its ten universal principles within our sphere of influence and to contributing to the 17 Sustainable Development Goals (SDGs). For more details, see next page. Since March 2024, the membership has been continued under the Uhlmann Group, underlining our long-standing commitment to responsible business conduct.

UN GLOBAL COMPACT

2026 PARTICIPANT

Our company is committed to upholding the Ten Principles of the **United Nations Global Compact**. Please refer to our **Communication on Progress.**

Our Commitment evaluated and confirmed by UN Global Compact (2026)



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Sustainable Development Goals

Sustainable Development Goals at the Uhlmann Group

Each of the focus areas of our Sustainability Strategy contributes to at least one SDG. Based on our double materiality assessment and the four material topics addressed in this report – Climate Change (E1), Resource Use and Circular Economy (E5), Own Workforce (S1) and Business Conduct (G1) – we selected six SDGs to deep dive in this report:

SDG 3 - Good Health and Well-being

As a partner to the pharmaceutical, healthcare and life-science industries, the Uhlmann Group contributes to reliable and safe medical supply through its packaging technologies. Internally, we protect the health and well-being of our own workforce through occupational health and safety measures and the implementation of an employee health program, and we have set ourselves the target of keeping our LTI-rate below 10. More information can be found in the chapter People at the Uhlmann Group (S1).

SDG 8 – Decent Work and Economic Growth

Fair and safe working conditions are central to how the Uhlmann Group operates. We foster a strong learning culture and safeguard employee rights across all Group Companies. As a family-run group with a long-term orientation, we combine economic resilience with responsible employment. Further details are provided in the chapters People at the Uhlmann Group (S1) and Integrity as our Foundation (G1).

SDG 9 – Industry, Innovation and Infrastructure

As a driver of transformation within the packaging ecosystem, the Uhlmann Group combines machinery, software and services to advance innovative and resource-efficient packaging solutions.

Our research and development activities and our leadership in alternative packaging technologies underpin our contribution to sustainable industry and infrastructure. This is reflected in our aspiration Beyond Packaging and detailed in the chapter Designed for Circular Economy (E5).

SDG 12 – Responsible Consumption and Production

Circularity is at the heart of the Uhlmann Group's ambition. We extend machine life cycles through upgrade and rebuild concepts, promote alternative materials and reduce resource consumption along the value chain. A comprehensive account of our circular-economy approach and actions is provided in the chapter Designed for Circular Economy (E5).

SDG 13 – Climate Action

The Uhlmann Group is committed to ambitious climate action. Our emission-reduction targets have been validated by the Science Based Targets initiative (SBTi), and we are pursuing a credible 1.5°C-compatible pathway to 2030, supported by our commitment to the Klimabündnis Baden-Württemberg. We already cover 100 % renewable electricity at our sites of Cremer, KOCH and Uhlmann Pac-Systeme. Our decarbonization strategy and targets are described in detail in the chapter Climate Change (E1).

SDG 17 – Partnerships for the Goals

The Uhlmann Group believes that genuine impact on sustainability can only be achieved collectively. We engage with employees, suppliers, customers and partners across the value chain and participate in initiatives such as the UN Global Compact. Through our supplier sustainability program, covering emission-intensive suppliers, and our structured stakeholder engagement, we drive shared progress towards our sustainability commitments. Further information can be found in the chapters In dialogue with our stakeholders (SBM-2) and Integrity as our Foundation (G1).



Selection of relevant SDGs for the Uhlmann Group (2026)

Integrity as our foundation – ESRS G1



Policy name	Declaration of Principles on Respect for Human Rights
Key contents, general objectives + related IROs	Establishes the Group's commitment to respecting and protecting human rights across its operations and value chain. The policy focuses on preventing and mitigating human rights risks while promoting fair working conditions and responsible business conduct. Related IROs: I-S1-3, I-G1-1, I-G1-2, I-G1-3, I-G1-4, I-G1-5
If applicable, changes in policy during reporting period	No changes
Scope of the policy and exclusions	Own operations (group-wide), Value Chain included
References to third-party standards or initiatives	UN Guiding Principles on Business and Human Rights; Universal Declaration of Human Rights (UN); ILO Conventions; OECD Guidelines for Multinational Enterprises; UN Global Compact (Ten Principles); EU Charter of Fundamental Rights; UN Agenda 2030 / Sustainable Development Goals (SDGs)
Ownership of policy / Stakeholder consideration	CEO and CCO of the Uhlmann Group / Purchasing, VP HR, Executive Management, Supervisory Board, Company Owner
Accessibility	Public/Website



Policy name	Code of Conduct for Business Partners
Key contents, general objectives + related IROs	Binding ethical, social, environmental and compliance standards for all Uhlmann Group business partners and their supply chains. It requires compliance with human rights, labor standards, occupational health and safety, environmental and climate protection, product safety, data protection, anti-corruption and fair competition laws, aligned with internationally recognized frameworks. The objective is to ensure responsible, lawful and sustainable business practices across the entire value chain, reduce Environment, Social, Governance (ESG) risks, and promote continuous improvement, transparency and integrity in all business relationships. Related IROs: I-E1-4, I-E1-6, I-E5-1, I-E5-2, I-S1-3, I-G1-1, I-G1-2, I-G1-3, I-G1-4, I-G1-5
If applicable, changes in policy during reporting period	No changes
Scope of the policy and exclusions	Own operations (group-wide), Value Chain included
References to third-party standards or initiatives	UN Guiding Principles on Business and Human Rights; Universal Declaration of Human Rights (UN); ILO Conventions; Organisation for Economic Co-Operation and Development, Guidelines for Multinational Enterprises; UN Global Compact (Ten Principles); UN Agenda 2030
Ownership of policy / Stakeholder consideration	CEO and CCO of the Uhlmann Group / Purchasing Department
Accessibility	Public/Website

Integrity as our foundation – ESRS G1

Policy name	Anti-Corruption Policy
Key contents, general objectives + related IROs	Zero-tolerance approach to corruption and defines clear rules for the acceptance and granting of benefits, including gifts and invitations, in all business interactions. It prohibits improper advantages, sets strict transparency and approval requirements, and clarifies responsibilities, escalation paths and sanctions in case of violations. The objective of the policy is to ensure full compliance with applicable anti-corruption laws, protect the integrity and reputation of the Uhlmann Group, and promote ethical, transparent and responsible business conduct in line with the Group's Code of Conduct and core values. Related IROs: F-S1-1, F-G1-2, F-G1-1, I-G1-5, I-G1-2, I-G1-3, I-G1-1, I-G1-4
If applicable, changes in policy during reporting period	Reviewed but no changes
Scope of the policy and exclusions	Own operations (group-wide)
References to third-party standards or initiatives	No references
Ownership of policy / Stakeholder consideration	CCO of the Uhlmann Group / CEO of the Uhlmann Group
Accessibility	Internal knowledge base

Policy name	Antitrust Policy
Key contents, general objectives + related IROs	Clear rules to ensure fair and lawful competition, strictly prohibiting cartel agreements, anti-competitive coordination, improper information sharing and the abuse of market-dominant positions. It sets out practical guidance, sanctions and escalation mechanisms, and requires employees to seek advice or report concerns in cases of uncertainty. The objective of the policy is to ensure full compliance with applicable antitrust laws, protect the Uhlmann Group from severe legal, financial and reputational risks, and promote transparent, fair and competitive market behaviour in line with the Group's Code of Conduct and core values. Related IROs: I-G1-1, I-G1-2, I-G1-3, F-G1-2, F-G1-1
If applicable, changes in policy during reporting period	Reviewed but no changes
Scope of the policy and exclusions	Own operations (group-wide)
References to third-party standards or initiatives	No references
Ownership of policy / Stakeholder consideration	CCO of the Uhlmann Group / CEO of the Uhlmann Group
Accessibility	Internal knowledge base

Integrity as our foundation – ESRS G1

Anti-Corruption and Bribery

The Group has an Anti-Corruption Policy in place, also covering anti-bribery topics. The Code of Conduct, the dedicated Anti-Corruption Policy and the operational processes within the CMS collectively prohibit any form of corruption or bribery and define the rules and control questions for handling gifts, invitations, dealing with public officials and similar situations.

Uhlmann Group's policies are aligned with applicable national and European law and with industry standards, and the Group's broader sustainability commitments are anchored in the UN Global Compact principles and thus do not contain an explicit reference to the United Nations Convention against Corruption. Detailed descriptions of the policy against corruption can be viewed in the table above. (G1-1-6a.)

Functions most at risk of corruption or bribery

Within the Uhlmann Group, the functions and roles considered to be most at risk in respect of corruption or bribery are those that have regular contact with third parties during their day-to-day responsibilities. These include sales managers, buyers (procurement), service technicians, the travel desk, fitters performing customer site visits and other functions interacting with customers, suppliers and public authorities, as well as members of the administrative and management bodies. The identification of at-risk target groups is performed jointly by line managers, and the compliance function and forms the basis for the differentiated training schedule owned and steered by the HR function.

Anti-corruption is a core element of our group's CMS. The combination of risk-based identification of at-risk roles, mandatory training, the four-eye-principle in decision-making and third-party due diligence is intended to keep residual risk in these functions to a minimum.
(G1-1-6c.)

Protection of whistleblowers

Integrity and trust, within our own workforce and along the value chain, underpin our commitment to transparent business conduct (detailed grievance channels and whistleblower protections, see S1-2). The Uhlmann Group operates a group-wide whistleblower system formalized in the Process Description of Whistleblower-Management. As such, the Group complies with the disclosure specified in ESRS G1 §6(b) with reference to AR2.

The system provides multiple reporting channels such as line managers, works council, global and local compliance officers via email (compliance@uhlmann-group.com) and an externally appointed, independent ombudsperson. The reporting channel to the external ombudsperson is publicly accessible via the Uhlmann Group website and can be used by employees, business partners and other stakeholders. It can also be used anonymously.

Uhlmann Group's safeguard for whistleblowers includes:

1. **Anonymity and confidentiality** – the ombudsperson keep the reporter's identity fully confidential where requested; personal data are forwarded only with the reporter's consent.
2. **Protection against retaliation** – any form of discrimination, mobbing or disciplinary measure against reporting persons is not tolerated and can lead to sanctions.
3. **Independent handling** – plausibility check by the ombudsperson, escalation to the compliance function only where warranted.
4. **Reversal of the burden of proof** – pursuant to §36(2) HinSchG, the Group must demonstrate that any disadvantageous measure against a reporting person was not connected to the report.
5. **Right to compensation** – reporting persons who suffer damage as a result of prohibited retaliation may be entitled to compensation in accordance with applicable law, including §37 HinSchG.
6. **Prohibition of abuse** – deliberate false reporting can result in the disclosure of the reporter's identity.

Integrity as our foundation – ESRS G1

How we act - G1-2

The Group's actions on business conduct are organized within its group-wide compliance management system. The CMS is steered by a group-wide compliance organization: a Chief Compliance Officer (CCO) at Uhlmann Group Holding, a Division Compliance Officer (DCO) in each group company, and – where established – Local Compliance Officers (LCOs) below the DCO level. The compliance organization operates a monthly reporting cycle: every LCO produces a monthly compliance report; defined reporting lines run to the respective entity management. Operational compliance processes are documented digitally on a Confluence-based process internal knowledge base that is accessible for all employees.

The principal recurring actions executed under the CMS are:

1. **mandatory annual compliance training** (CoC for all employees; Anti-corruption and anti-cartel e-learnings for employees with regular third-party contact);
2. **third-party screening** prior to entering business relationships, including credit checks and continuous monitoring of financial stability for new suppliers;
3. **an annual compliance risk assessment** centrally coordinated by the Compliance Management Team and conducted in each entity by its LCO;
4. **a non-formalized internal control system** covering annual risk assessments, monthly compliance reporting and internal audits;
5. event-driven and scheduled **internal audits** performed by Internal Audit;
6. the group-wide **whistleblower system;** and
7. running of the **centralized compliance organization** with CCO, DCOs and LCOs.

The Group's risk management process, which underpins the compliance risk assessment, follows a PDCA-based cycle: definition of risk strategy, identification of risks, evaluation of risks, activities/measures, control & implementation, monitoring of effectiveness and review, with risk reporting to the respective entity management on a monthly basis (see also GOV-4). (G1-2-7)

ESG performance factors in supplier selection

All business partners of the Uhlmann Group are required to adhere to the Code of Conduct for Business Partners, which embeds overarching sustainability standards into the business relationship, with particular focus on suppliers involved in raw-material supply. During the onboarding of new business partners, Uhlmann performs credit checks and continuously monitors financial stability, and a third-party due-diligence screening is conducted to identify compliance risks before the business relationship is established. As part of the onboarding process, an ESG-Risk-Assessment aligned with the German Supply Chain Due Diligence Act-Requirements is conducted. Based on the rating, suppliers are asked to provide additional information and will be subject to respective audit activities. Additionally, we gather Scope 3 primary data from our suppliers as a basis for our total emission calculation. Based on the yearly emission gathering, we collaborate closely with our suppliers to support their efforts to reduce their emissions.

To reflect regional anchoring and supply-chain resilience, the Uhlmann Group actively prefers local suppliers where they meet the Group's standards, particularly for office supplies, catering and metal processing. Over 93 % of the Group's suppliers are located within the EU. Long-term cooperation with smaller and regional suppliers is part of the sourcing approach to support their economic stability and to benefit from short reaction times. A concept for supply-chain diversity is currently under development to strategically broaden the supplier base across company sizes, regions and industries.

The third-party due-diligence process focuses on compliance risks (antitrust, anti-corruption, money laundering and conflicts of interest). Environment-, social- and human-rights-related topics are not assessed within the third-party due-diligence process itself; these aspects are addressed separately by Procurement and through a dedicated supplier risk management.

For completeness, AR 4 of ESRS G1 allows cross-referencing to the supplier code of conduct disclosed under ESRS S2. The Uhlmann Group operates such a supplier code (the Code of Conduct for Business Partners) and refers to it accordingly. (G1-2-8a.i)

ESG training of the procurement team

All category managers and lead buyers of KOCH's and Uhlmann Pac-Systeme's procurement teams have been trained on social and environmental topics relevant to the supply chain, to embed sustainability criteria not only as a matter of understanding but also as an active component of the procurement process. The training covers the identification and assessment of environmental and social risks along the supply chain, the requirements of the Group's Code of Conduct for Business Partners, and the integration of sustainability criteria into supplier selection and evaluation. In addition, participants are familiarized with the collection and use of supplier-related emission data as a basis for the Group's Scope 3 accounting and supplier engagement. Further trainings amongst the other group company procurement teams are currently in planning. In addition, the Uhlmann Group anchors sustainability criteria in performance appraisals of procurement staff: from fiscal year 2025/2026 onwards, the consideration of sustainability aspects will become a binding component of the performance assessment for all Lead Buyers, underscoring the strategic relevance of sustainability in the sourcing process and creating an explicit incentive to actively factor environmental and social criteria into supplier selection and evaluation. (G1-2-8a.ii)



Our continuous efforts in engaging with our suppliers is recognized by CDP that named the Uhlmann Group "Supplier Engagement Leader" (2026).

How we act – G1-2

Engagement with suppliers for the improvement of their ESG performance

Suppliers are reviewed regularly with respect to their social and environmental performance. The results of the sustainability self-assessment questionnaire feed directly into supplier evaluation, so that environmental and social standards are continuously monitored and improved. The supplier sustainability assessment is performed on a clustered basis (by company size and against pre-defined criteria) to ensure realistic and targeted requirements across supplier categories. The Uhlmann Group also conducts annual review meetings with major suppliers and targeted audits of key suppliers and aligns expectations through the Group Supplier Handbook, which is intended to build long-term, reliable and cooperative partnerships in support of jointly delivering high-quality products. To support a resilient supply chain, supply-chain risk is assessed at least annually and updated daily where critical news or incidents occur. A media-screening component is part of the risk management system; a structured grievance mechanism complements the process by enabling transparent and efficient handling of concerns within the supply chain.

We are committed to the Declaration of Principles on Respect for Human Rights to respect and protect human rights along the entire value chain and expect the same from its suppliers; the Code of Conduct for Business Partners includes human-rights requirements and forms part of every supplier relationship. (G1-2-8a.iii)

Anti-Corruption / Anti-Bribery training

The Uhlmann Group operates a differentiated, target-group-based anti-corruption / anti-bribery training program. The mandatory Code of Conduct training is assigned to all employees on an annual basis. In addition, dedicated anti-corruption and anti-cartel e-learnings are mandatory for those employees who have regular contact with third parties; the target groups are jointly identified by line managers and the compliance function and include – but are not limited to – Sales, Procurement, service technicians, the travel desk and other roles interacting with third parties, as well as managers, members of the administrative and management bodies.

The training format is computer-based (e-learning) with a quiz at the end of each course; training duration is approximately 3.5 hours per year for at-risk functions, managers and members of administrative, management and supervisory bodies, and approximately one hour per year for other employees (Code of Conduct only). The trainings cover the Code of Conduct, anti-corruption and anti-cartel content; the underlying ESRS definition of corruption is conveyed in the materials. Detection-side procedures referenced in the training program include the whistleblower system, the compliance risk analysis, internal and external audits, and event-driven investigations. (G1-2-8b.i)

Metrics related to payment practices - G1-6

Our suppliers are strategic partners to the Uhlmann Group, and we place particular value on fair and reliable cooperation with small and medium-sized enterprises. The Group works with standard payment terms staggered at 30, 60 and 90 days, with the majority of invoices settled within 60 days. Overall, around 87 % of payments were made in line with these standard payment terms during the reporting period.
Instances of delayed payments are typically linked to the application of internal governance and control procedures, including supplier verification activities, compliance reviews, approval workflows, and the four-eyes principle, as well as the resolution of outstanding questions with suppliers. These processes are essential to maintaining robust internal controls and preventing erroneous or non-compliant payments. Consequently, payment timing may occasionally be influenced by factors outside the Company's direct control.
There were no outstanding legal proceedings for late payment in the reporting year. (G1-6-16/17)

G1-6-16 ff. Payment Practices	Group
Percentage of payments aligned with standard terms	87.0 %
Number of legal proceeding currently outstanding for late payments	0.0 %



How we act – G1-2

Procedures to prevent, detect, investigate and respond to bribery or corruption incidents

The Group's procedures to prevent, detect, investigate and respond to corruption- and bribery-related allegations follow the "Prevent – Detect – Respond – Sensitize" principle. Regarding actions taken to address breaches in procedures and standards of anti-corruption and anti-bribery, the response process described below is applied case-by-case (internal investigation, sanctions in coordination with HR and management, systemic remediation). (G1-2-8b.ii)

Prevent

Compliance Risk Management is used to systematically identify and assess corruption and bribery risks; on this basis, measures are taken to avoid potential breaches before they occur. Regular compliance training and the publicly available Code of Conduct documents on the Group website convey the relevant rules to employees.

These are combined with defined processes for the individual functional areas, third-party management for business partners, and the four-eyes principle in decision-making, designed to ensure that misconduct is prevented at an early stage. The Legal & compliance function is responsible for the development and operational implementation of the preventive measures; monitoring is performed by Internal Audit; overall accountability rests with Executive Management.

Detect

Multiple control mechanisms are in place to detect potential breaches. The whistleblower system enables employees, business partners and other stakeholders to report misconduct, anonymously where desired. Internal Audit performs regular event-independent reviews to identify irregularities and breaches of internal policies or legal requirements. A "three lines of defense" model – covering controls at functional, organizational, controlling and internal-audit levels – together with internal audits and compliance reviews provide additional control instruments. Both the compliance function and the ombudsperson, and the person responsible for the whistleblower system, are accountable for the detection process, overall accountability rests with Executive Management.

Respond

In the event of a confirmed compliance breach, internal investigations are initiated to clarify the matter. In coordination with HR and Executive Management, case-specific sanctions are imposed. In parallel, systemic weaknesses are analyzed and corrective and preventive measures are derived to prevent future breaches.

Sensitize

Employees are trained on compliance through an e-learning portal and must pass a test at the end of the course, ensuring continuous sensitization to compliance topics. Additionally, articles on compliance and related topics are made accessible through internal communication platforms.

Process Steps of the "Prevent-Detect-Respond-Sensitize"-Principle, Uhlmann Group (2026)

What we aim for – G1-3

The Uhlmann Group has set group-wide targets related to business conduct: **100 % completion of all assigned compliance training by all employees of the Uhlmann Group**. The training catalogue covered by this target includes the Code of Conduct training (mandatory for all employees) and, for employees with regular third-party contact, the anti-corruption and anti-cartel e-learnings. For more details, please see the table.

As a further group-wide target, the Uhlmann Group has committed to establishing a **sustainability communication campaign** aimed at raising awareness of the different sustainability topics and demonstrating how the Group is advancing its sustainability commitments. The target applies to all Group Companies and is intended to strengthen a shared understanding of sustainability across the organization, engaging employees at all levels. FY 2025/2026 serves as the baseline; as a newly defined target, no current year value is yet available. Progress is tracked qualitatively based on the roll-out and reach of the campaign activities across the Group. As this is a governance- and awareness-related target, a scientific basis was not required for its definition. (G1-3-9.)

Target*	**Compliance training target**
Relationship of target to its policy objectives and actions	All employees must successfully complete the assigned compliance trainings (Code of Conduct, and – for at-risk groups – anti-corruption and anti-cartel) once per year, in line with the Code of Conduct and the dedicated Anti-Corruption and Antitrust Policies.
Defined target value to be achieved	100 % of the Uhlmann Group workforce (i.e., absolute coverage of all employees).
Scope of target	All employees of the Uhlmann Group, at all locations.
Baseline value	No base year is used, as the target requires 100 % coverage every year.
Current year value	FY 2025/2026: 100 %
Target year, milestones/interim targets	Trainings are delivered group-wide on an annual cycle. The current measurement window in the mapping template references 1 April 2024 – 31 March 2025 (subject to confirmation per current reporting period).
Methodology and significant assumptions	The compliance training courses are designed to ensure that all employees are familiar with the regulations relevant to their role; they convey the corporate values, foster a strong compliance culture, anchor responsible behavior, and support the discharge of due-diligence obligations and statutory requirements.
Target related to conclusive scientific evidence	Not applicable; scientific basis was not required for the definition of this target.

*The Targets presented in this table apply at group-level and therefore extend beyond the reporting scope of the three reporting Group Companies covered by this report.

What we aim for – G1-3

Target	Internal Sustainability Audits
Relationship of target to its policy objectives and actions	The target supports our governance and risk-management objectives by systematically embedding sustainability topics into the Group's internal audit activities. It ensures that sustainability-related processes, controls and reporting are regularly reviewed across the organization and that identified findings feed back into continuous improvement.
Defined target value to be achieved	Conducting internal audits that include sustainability topics in each Group Company.
Scope of target	All Group Companies.
Baseline value	FY 2025/2026: 0
Current year value	New target, no current year value.
Target year, milestones/interim targets	Target period is FY 29/30 with every Group Company being audited at least once.
Methodology and significant assumptions	The target is tracked qualitatively based on whether internal audits covering sustainability topics have been carried out in each Group Company. It builds on the Group's existing internal audit framework and assumes that all in-scope Group Companies are integrated into the audit cycle.
Target related to conclusive scientific evidence	Not applicable; scientific basis was not required for the definition of this target.

Target	Suppliers with ESG risks
Relationship of target to its policy objectives and actions	Reducing negative environmental, social and governance risks as stated in the Code of Conduct.
Defined target value to be achieved	< 10 risk suppliers in the ESG risk screening
Scope of target	All suppliers of the Uhlmann Group.
Baseline value	Base year is 23/24: 184 suppliers
Current year value	FY 2025/2026: 60
Target year, milestones/interim targets	Target period is FY 2031/2032 with an annual approach to chosen risk suppliers.
Methodology and significant assumptions	An external platform is used based on the German supply chain due diligence act to screen suppliers based on country and categories.
Target related to conclusive scientific evidence	Not applicable; scientific basis was not required for the definition of this target.

*The Targets presented in this table apply at group-level and therefore extend beyond the reporting scope of the three reporting Group Companies covered by this report.

UHLMANN GROUP
BEYOND PACKAGING

05

Appendix

01 About this Report

02 Auditor's report

03 Data appendix

04 Imprint

About this report

Scope of report

All information, facts and figures disclosed in this report refer to the Uhlmann Group and the companies included in the reporting scope, unless otherwise stated. The reporting entities are Uhlmann Pac-Systeme GmbH & Co. KG (Germany), KOCH Pac-Systeme GmbH (Germany) and Cremer Speciaalmachines B.V. (Netherlands). Uhlmann Group Holding SE & Co. KG acts as the reporting entity. The report covers the Group's own operations as well as material elements of the upstream and downstream value chain.
This Sustainability Report has been prepared with reference to the European Sustainability Reporting Standards (ESRS) Draft Version November 2025. Particular attention has been paid to ensuring transparent, reliable and consistent sustainability reporting across all entities included in the reporting scope.

Report content

The Uhlmann Group continuously and systematically addresses sustainability topics that are relevant to the long-term development of the company. Material sustainability topics were identified through a group-wide double materiality assessment involving internal and external stakeholders.
The report is structured along the material ESRS topics Climate Change (E1), Resource Use and Circular Economy (E5), Own Workforce (S1) and Business Conduct (G1).

Reporting period

The Uhlmann Group business year runs from April 1 to March 31 of the following year. This report covers the period from April 1, 2025, to March 31, 2026.

Reporting Cycle

The Uhlmann Group publishes a sustainability report on an annual basis. Fiscal year 2025/2026 marks the first Group-wide Sustainability Report prepared with reference to the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS).

Data quality - improvements

Despite comprehensive data collection and validation processes, deviations and estimates may occur in individual cases. Sustainability data is collected by the responsible departments within the reporting entities, reviewed by subject-matter experts and consolidated by the Corporate Sustainability Management team.
As part of the transition to ESRS reporting, the Uhlmann Group continues to improve data availability, reporting processes and internal controls. Focus is placed on increasing the use of primary data within the value chain and further enhancing group-wide data quality and consistency.

Further Information

DEKRA Assurance Services GmbH has reviewed this Sustainability Report for compliance with the European Sustainability Reporting Standards (ESRS). The audit was conducted with limited assurance. Please refer to the Independent Assurance Report on pages 62-63.

For questions regarding this Sustainability Report, please contact the Corporate Sustainability Management at sustainability@uhlmann.de. Further information about the Uhlmann Group and its sustainability activities is available at www.uhlmann-group.com.

Independent Audit Certificate

Sustainability Report2025/2026 Uhlmann Group Holding SE & Co.

This assurance statement refers to the audit of the sustainability report 2025/2026 of Uhlmann Group Holding SE & Co., which was conducted by DEKRA Assurance Services GmbH in 2026. The 2025/2026 sustainability report covers Uhlmann Pac-Systeme GmbH & Co. KG (Germany), KOCH Pac-Systeme GmbH (Germany), and Cremer Specialmachines B.V. (Netherlands). Not included in the scope of the report are the international locations of Uhlmann Pac-Systeme GmbH & Co. KG and KOCH Pac-Systeme GmbH, as well as the subsidiaries Wonder, Goldfuss, and Axito.

Applied Auditing Standard

DEKRA Assurance Services GmbH has conducted a limited assurance engagement on the disclosures and key figures in the 2025/2026 sustainability report of Uhlmann Group Holding SE & Co. KG (Uhlmannstraße 14–18, 88471 Laupheim, Germany) for the reporting period from April 1, 2025, to March 31, 2026, with reference to the European Sustainability Reporting Standards (ESRS), as published in draft form in November 2025.

Audit Scope

As an independent partner, DEKRA Assurance Services GmbH reviews the credibility, transparency, completeness, and plausibility of the disclosures in the sustainability report. The validation of the sustainability-related disclosures presented in the report was planned and conducted in such a way that the assessment could be issued with limited assurance.

Based on a materiality and risk assessment, the internal management structures, strategy, systems, and processes were validated to obtain limited assurance. The review specifically covered the process for conducting the double materiality analysis and climate risk analysis, material impacts, risks, and opportunities, as well as policies, actions, targets, and metrics.

Audit summary

As part of the engagement to obtain limited assurance, document reviews, online audits, and an on-site audit were conducted between April and September 2026. During this process, documents were reviewed, and interviews were conducted with employees from various departments.

The following audit procedures were performed:

- ✓ Understanding of the structure of the sustainability organization
- ✓ Review of documents relating to corporate organization, e.g., the group-wide sustainability strategy, the environmental policy and the Code of Conduct
- ✓ Critical review of the methodology used to conduct the double materiality analysis in accordance with ESRS to identify material sustainability issues and their impacts, risks, and opportunities, as well as disclosures to be reported
- ✓ Review of the methodology used to identify physical risks as part of the climate risk analysis for the following sites: Laupheim, Pfalzgrafenweiler, and Lisse
- ✓ Interviews with employees who were involved in preparing the report and who are responsible within the company's internal sustainability committee for setting targets, implementing actions, and monitoring their progress, including those responsible for sustainability, facility management, human resources, HSE, procurement, product management, and compliance and data protection
- ✓ Review and evaluation of the systems and processes used to collect and process the information and metrics in the sustainability report, as well as an assessment of the appropriateness of the estimates and assumptions used
- ✓ Analytical assessment of the information in the report and performing substantive, sample-based audit procedures regarding internal and external documents

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Simona Gläser

Result and Recommendations

Based on our review to obtain limited assurance, we are not aware of any matters that would give rise to suspicion that the sustainability-related disclosures in the 2025/2026 sustainability report of Uhlmann Group Holding SE & Co. KG are not true and fair in all material respects. The structure and content of this report have been prepared with reference to the requirements of the ESRS (draft version, November 2025).

Without qualifying the above conclusion, we recommend the following measures to further improve sustainability reporting:

ESRS requirements	Met	Recommendations
ESRS 2 General Information	✔	□ Expansion of the reporting scope from individual locations and individual companies to the entire corporate group to ensure a complete and consistent data set
Governance Structures	✔	□ Stronger integration of ESG topics into the group-wide risk management
Double materiality analysis	✔	□ Critical scrutiny and validation of positive impacts in light of the new ESRS requirements (July 2026)
Climate risk analysis	✔	□ Expansion of the analysis to additional locations □ Consideration of transitional risks
Policies, actions and targets	✔	
Metrics and data quality	✔	□ Ensuring the annual update of relevant emission factors in the corporate carbon footprint □ Consistent implementation of the 4-eyes-principle to prevent data-entry errors □ Preparation of documentation on the data-collection process to ensure data quality and comparability
Publication of an ESRS Index	✔	

Use of this Declaration

Uhlmann Group Holding SE & Co. KG may use this declaration exclusively in combination with the audited sustainability report to inform external parties about the reliability of the sustainability report with reference to the ESRS requirements. The company may reproduce this declaration only in its entirety and without omissions, alterations, or additions. Responsibility for all information presented in the sustainability report lies with Uhlmann Group Holding SE & Co. KG.

Independence

DEKRA Assurance Services GmbH ensures independence by adhering to ethical requirements and professional standards based on the fundamental principles of integrity, objectivity, professional competence and due diligence, confidentiality, and professional conduct, as well as applicable legal, regulatory and quality assurance requirements.

The members of the audit team were not involved in any activities that could lead to a conflict of interest.

Stuttgart, September 22nd, 2026 Certificate-ID: 990926280

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Data: E1 - Energy Consumption

Energy Consumption and Mix (E1-7-24 ff.)	
Energy consumption in (MWh) related to own operations	**Consolidated FY 2025/2026***
Total energy consumption from fossil sources	8,362.2
Total energy consumption from nuclear sources	0
Total energy consumption from renewable sources	9,330.0
Total energy consumption in (MWh) related to own operations	**17,692.1**
Fuel consumption from coal and coal products	0
Fuel consumption from crude oil and petroleum products	2,420.6
Fuel consumption from natural gas	2,691.0
Fuel consumption from other fossil sources	0
Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources	3,250.5
Total energy consumption from fossil sources (only high climate impact sector)	**8,362.2**

*Consolidated Fiscal Year 2025/2026 includes the three Group Companies in reporting scope.

Data: E1 - GHG Emissions Scope 1, 2 & 3

GHG Emissions Scope 1 + 2 Detail (E1-8-28 ff.)	**Consolidated FY 2025/2026**
Emissions in t CO_2e	
Scope 1	1,107.0
Percentage of Scope 1 GHG emissions from the EU Trading System	0.0 %
Scope 2	
Location-based	3,699.3
Market-based	933.2
Total Scope 1 + 2 Emissions	**2,040.2**

Direct Biogenic Scope 1 emissions (E1-8-30)	30.3

Total Scope 3 Emissions*	**103,207.1**

Total Scope 1-3 Emissions	**105,247.3**

*For more details on Scope 3 emissions see next page.

Emission Calculation Methodology (according to Greenhouse Gas Protocol):
Scope 1 + 2: Our greenhouse gas accounting for Scope 1 and 2 is based on activity data. Activity data is primarily extracted from invoices and consumption reports. Emission factors are sourced from publicly available sources, in particular the UK BEIS "Conversion Factors" 2021 and the EPA "Emission Factors for Greenhouse Gas Inventories," based on the Global Warming Potential (GWP) values from AR5. For the accounting of Scope 2 emissions, we use emission factors from “CaDi” for the location-based approach, as well as supplier-specific emission factors for the market-based approach.
Scope 3 Upstream: Primarily spend-based calculation. Activity data is taken from the Uhlmann Group's procurement system as purchasing volume in EUR, differentiated by cost type and country of origin. To determine emissions from the supply chain, procurement volumes (net) are allocated by cost type and country to economic sectors and multiplied by the ctrl+s emission factors for each demand unit in each economic sector and region. The model uses GWP values from the IPCC's AR5 for a 100-year time horizon, including carbon feedbacks.
Scope 3 Downstream: Activity-based, using physical values. We take into account the country-specific electricity mix using emission factors from CaDi. Emission factors from UK BEIS "Conversion Factors" 2023 are used to calculate end-of-life emissions.

Data: E1 - GHG Emissions Scope 3

GHG Emissions Scope 3 - Upstream (E1-8-28 ff.)	**Consolidated FY 2025/2026**
3.1 Purchased goods and services	53,501.6
3.2 Capital goods	600.8
3.3 Fuel and energy-related activities	1,760.0
3.4 Upstream transportation and distribution	2,447.2
3.5 Waste generated in operations	0.7
3.6 Business Travel	4,214.1
3.7 Employee commuting	1,718.1
3.8 Upstream leased assets	n/a

GHG Emissions Scope 3 - Downstream (E1-8-28 ff.)	**Consolidated FY 2025/2026**
3.9 Downstream transportation	n/a
3.10 Processing of sold products	n/a
3.11 Use of sold products	38,937.2
3.12 End-of-life treatment of sold products	27.6
3.13 Downstream leased assets	n/a
3.14 Franchises	n/a
3.15 Investments	n/a
Total Scope 3 Emissions - Upstream & Downstream	**103,207.3**

Data: E5 - Waste & Recycling

Waste Stream Split (E5-5-16)			Total Amount in tons - Consolidated FY 2025/2026	Share of Total - Consolidated FY 2025/2026
Waste diverted from disposal (E5-5-16c.)	**Reuse**	Hazardous waste	0	0.0 %
		Non-hazardous waste	4.9	0.1 %
	Recycling	Hazardous waste	262.3	7.4 %
		Non-hazardous waste	2,734.8	77.4%
	Other recovery operations	Hazardous waste	0	0.0 %
		Non-hazardous waste	16.4	0.5 %
Waste directed to disposal (E5-5-16d.)	**Incineration**	Hazardous waste	6.5	0.2 %
		Non-hazardous waste	456.4	12.9 %
	Landfill	Hazardous waste	50.4	1.4 %
		Non-hazardous waste	1.5	0.0 %
Waste destination unknown			0	0.0 %
Total amount of radioactive waste			0	0.0 %
Total amount of waste			**3,533.1 t**	**100 %**

Estimate recycling rate of products (E5-5-15c.)	Consolidated FY 2025/2026
Estimate recycling rate of products	56.3 %
Estimated recycling rate of packaging in %	95.2 %

Note: For KOCH Pac-Systeme, waste data for the period January to March 2026 were estimated using the corresponding waste quantities reported for January to March 2025, assuming no significant change in waste generation patterns between the two periods.

Data: S1 - Own Workforce

Own workforce by country and gender (S1-5-19a.)	**Headcount* Netherlands**	**Headcount* Germany**	**Consolidated FY 2025/2026****
Male	183	1,615	1,798
Female	25	422	447
Other	0	0	0
Not reported	0	0	0
Total employees	**208**	**2,037**	**2,245**

Own workforce by contract type (S1-5-19b.)	**Gender**	**Headcount* FY 2025/2026**	**Consolidated FY 2025/2026****
Number of permanent employees (headcount) – Current reporting period	Female	439	2,185
	Male	1,746	
Number of temporary employees (headcount) – Current reporting period	Female	8	60
	Male	52	
Number of non-guaranteed hours employees (headcount)	Female	0	12
	Male	12	

Rate of employee turnover in the reporting rate (S1-5-19c.)	**Consolidated FY 2025/2026**
Rate of employee turnover	4.5 %

*Headcount Definition: including both active and inactive employees - Salaried employees (white-collar employees); Blue-collar employees; Temporary staff / marginal part-time employees (mini-job employees), provided they are employed for more than 6 months on an ongoing basis; Senior managers (E3); Non-tariff employees (AT employees, E2); Managing directors / executive management; Apprentices and dual-study students.
All headcount figures on this page are reported as at the reporting date (31 March 2026) and do not represent average figures over the reporting period.

**Due to double counting in contract types (e.g., permanent employee with non-guaranteed hours), the sums of total employees may differ.

Data: S1 - Own Workforce

S1-6-21 ff. Total Number of non-employees	Consolidated FY 2025/2026
Total number of non-employees	19

S1-7-23 ff. Information about Social Bargaining	Consolidated FY 2025/2026
Percentage of its total employees covered by collective bargaining agreements*	80.9 %
In the European Economic Area (EEA), whether it has one or more collective bargaining agreements and, if so, the overall percentage of its employees covered by such agreement(s) for each country in which it has significant employment, which are the EEA countries disclosed in paragraph 19(a) above.	/
Outside the EEA, the percentage of its employees covered by collective bargaining agreements by region.	/
Percentage of employees covered by workers' representatives, reported at the country level for each EEA country in which the undertaking has significant employment, as calculated in accordance with paragraph 23(b) above.	90.1 %
The existence of any agreements with its employees for representation by a European Works Council (EWC), a Societas Europaea (SE) Works Council or a Societas Cooperativa Europaea (SCE) Works Council.	No

*As the executive leadership (e.g. CEO) is not regarded as an employee by the collective bargaining agreements, this number will never reach 100%. For both Germany and the Netherlands, each workforce is covered by one respective collective bargaining agreement.

Data: S1 - Own Workforce

S1-12-33 ff. Training and Skills Development Metrics	Consolidated FY 2025/2026
Percentage of employees that participated in formalised performance and career development reviews	94.4 %
Average number of training hours per employee	16.8

S1-13-35 ff. Health and Safety Metrics	Consolidated FY 2025/2026
Percentage of people covered by occupational Health and Safety-Management	100 %
Number of fatalities from work-related accidents	0
Number of fatalities from recordable work-related ill-health amongst employees	0
Number and rate of recordable work-related accidents (LTI-rate)	2.5
Number of cases of recordable work-related ill-health	14
Number of days lost to recordable work-related accidents and ill-health	692.6

List of Disclosure Requirements (1/2)

ESRS Reference	Disclosure Requirement	Section in the Sustainability Report	Page
ESRS 2	BP-1	Our sustainability statement	10
	BP-2	Information about the use of phase-in-options	10
	GOV-1	Who holds responsibility	11
	GOV-2	Sustainability in remuneration	12
	GOV-3	Statement of due diligence	12
	GOV-4	How we manage Risks	12
	SBM-1	Our business model	13-15
	SBM-2	In dialogue with our stakeholders	16
	SBM-3	Interaction of material impacts, risks and opportunities	17
	IRO-1	How we identify what matters	18-19
	IRO-2	What we report on	20
ESRS E1	E1-1	Our path to climate action	23-25
	E1-2	Climate scenarios and our response	26
	E1-3	Results of our climate resilience analysis; How we stay resilient	27-28
	E1-4	How we anchor climate action	29
	E1-5	What we do in practice	30-31
	E1-6	Our climate targets	32
	E1-7	How we use energy	33
	E1-8	Out carbon footprint	33
	E1-9/10	GHG removal & Internal Carbon Pricing	33
	E1-11	Anticipated financial effects	25

List of Disclosure Requirements (2/2)

ESRS Reference	Disclosure Requirement	Section in the Sustainability Report	Page
ESRS E5	E5-1	Circularity as a principle	34, 36
	E5-2	What we already deliver	25
	E5-3	Our circularity targets	27
	E5-5	Our resource outflows	37-38
ESRS S1	S1-1	What we are committed to	41-43
	S1-2	Engaging with our employees	43
	S1-3	What we do for our employees	44-45
	S1-4	Our social targets	46
	S1-5	Our workforce in numbers	47
	S1-6	Characteristics of the Uhlmann non-employees	47
	S1-7	Collective bargaining coverage and social dialogue	47
	S1-10	Social Protection	47
	S1-12	How we train and educate our team	47
	S1-13	Safety as a core principle	47
ESRS G1	G1-1	How we anchor integrity	50, 52-53
	G1-2	How we act	55
	G1-3	What we aim for	58-59
	G1-6	Metrics related to payment practices	56

List of datapoints that derive from other EU legislation (1/6)

DR and related datapoint in ESRS	SFDR reference	Pillar 3 relerence	Benchmark regulation reference	EU Climate Law reference	Materiality	Page
ESRS 2 GOV-1 Percentage of board members who are independent			Delegated Regulation (EU) 2020/1816, Annex II		Material	11
ESRS 2 GOV-4 Statement on due diligence	Indicator number 10 Table #3 of Annex 1		Delegated Regulation (EU) 2022/1288, Annex I		Material	12 (reported as GOV-3)
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities	Indicators number 4 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013 read in conjunction with Article 435 of that Regulation; Commission Implementing Regulation (EU) 2024/3172, Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social risk; Template 1: Banking book- Indicators of potential climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1816, Annex II		Not applicable (no involvement)	/
ESRS 2 SBM-1 Involvement in activities related to chemical production	Indicator number 9 Table #2 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		Not applicable	/
ESRS 2 SBM-1 Involvement in activities related to controversial weapons	Indicator number 14 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Not applicable	/
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco			Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Not applicable	/

List of datapoints that derive from other EU legislation (2/6)

DR and related datapoint in ESRS	SFDR reference	Pillar 3 relerence	Benchmark regulation reference	EU Climate Law reference	Materiality	Page
ESRS E1-1 Transition plan for climate change mitigation				Regulation (EU) 2021/1119, Article 2(1)	Material	23-25
ESRS E1-6 GHG emission reduction targets	Indicator number 4 Table #2 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2024/3172 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 6		Material	32
ESRS E1-7 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors)	Indicator number 5 Table #1 and Indicator n. 5 Table #2 of Annex 1				Material	33
ESRS E1-7 Energy consumption and mix	Indicator number 5 Table #1 of Annex 1				Material	33
ESRS E1-8 Gross Scope 1, 2, 3 GHG emissions	Indicators number 1 and 2 Table #1 of Annex 1	Article 449a; Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2024/3172 Template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 5(1), 6 and 8(1)		Material	33
ESRS E1-9 GHG removals and carbon credits				Regulation (EU) 2021/1119, Article 2(1)	Not material	/
ESRS E1-11 Exposure of the benchmark portfolio to climate-related physical risks			Delegated Regulation (EU) 2020/1818, Annex II Delegated Regulation (EU) 2020/1816, Annex II		Not material	/

List of datapoints that derive from other EU legislation (3/6)

DR and related datapoint in ESRS	SFDR reference	Pillar 3 relerence	Benchmark regulation reference	EU Climate Law reference	Materiality	Page
ESRS E1-11 Location of significant assets at material physical risk		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2024/3172; Template 5: Banking book - Climate change physical risk: Exposures subject to physical risk.			Not material	/
ESRS E1-11 Breakdown of the carrying value of its real estate assets by energy-efficiency classes		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2024/3172; Template 2:Banking book -Climate change transition risk: Loans collateralised by immovable property - Energy efficiency of the collateral			Not material	/
ESRS E1-11 Degree of exposure of the portfolio to climate-related opportunities			Delegated Regulation (EU) 2020/1818, Annex II		Not material	/
ESRS E2-4 Amount of material pollutants emitted to air, water and soil	Indicator number 8 Table #1 of Annex 1 Indicator number 2 Table #2 of Annex 1 Indicator number 1 Table #2 of Annex 1 Indicator number 3 Table #2 of Annex 1				Not material	/

List of datapoints that derive from other EU legislation (4/6)

DR and related datapoint in ESRS	SFDR reference	Pillar 3 relerence	Benchmark regulation reference	EU Climate Law reference	Materiality	Page
ESRS E3-1 Water-related policies	Indicator number 7 Table #2 of Annex 1				Not material	/
ESRS E3-1 Policy covering areas with-water stress	Indicator number 8 Table 2 of Annex 1				Not material	/
ESRS E3-4 Total water recycled and reused	Indicator number 6.2 Table #2 of Annex 1				Not material	/
ESRS E4-5 Activities negatively affecting biodiversity- sensitive areas	Indicator number 7 Table #1 of Annex 1				Not material	/
ESRS E4-2 Policy covering sites in or near biodiversity- sensitive areas	Indicator number 14.2 Table #2 of Annex 1				Not material	/
ESRS E5-5 Hazardous waste and radioactive waste	Indicator number 9 Table #1 of Annex 1				Material	37-38
ESRS 2 IRO-2 Risk of incidents of forced labour	Indicator number 13 Table #3 of Annex I				Material	20
ESRS 2 IRO-2 Risk of incidents of child labour	Indicator number 12 Table #3 of Annex I				Material	20
ESRS 2 GDR-P Human rights policy commitments	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		Material	29, 41-43, 51-55 (policies in topical chapters)
ESRS S1-1 Processes and measures for preventing trafficking in human beings	Indicator number 11 Table #3 of Annex I				Material	41-43
ESRS S1-1 Occupational risk prevention policy or management system	Indicator number 1 Table #3 of Annex I				Material	41-43
ESRS S1-2 Grievance mechanism, including employee- related matters	Indicator number 5 Table #3 of Annex I and Indicator number 11 Table #1 of Annex I				Material	44

List of datapoints that derive from other EU legislation (5/6)

DR and related datapoint in ESRS	SFDR reference	Pillar 3 relerence	Benchmark regulation reference	EU Climate Law reference	Materiality	Page
ESRS S1-13 Number of days lost to injuries, accidents, illness	Indicator number 3 Table #3 of Annex I				Material	48
ESRS S1-15 Unadjusted gender pay gap	Indicator number 12 Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		Material	48
ESRS S1-15 Annual total remuneration ratio	Indicator number 8 Table #3 of Annex I				Not material	/
ESRS S1-16 Incidents of discrimination	Indicator number 7 Table #3 of Annex I				Not material	/
ESRS S1-16 Human rights incidents	Indicator number 10 Table #1 and Indicator n. 14 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		Not material	/
ESRS S2-1 Processes and measures for preventing trafficking in human beings	Indicator number 11 Table #3 of Annex I				Not material	/
ESRS S2-1 Code of conduct	Indicator number 4 Table #3 of Annex 1				Material (S2 phase-in)	/
ESRS S3-2 Grievance mechanism	Indicator number 11 Table #1 of Annex I				Material (S2 phase-in)	/
ESRS S2-3 Human rights incidents	Indicator number 10 Table #1 of Annex I and Indicator n. 14 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		Not material	/
ESRS S3-3 Human rights incidents	Indicator number 10 Table #1 of Annex I and Indicator n. 14 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		Not material	/
ESRS S4-2 Grievance mechanism	Indicator number 11 Table #1 of Annex I				Not material	/
ESRS S4-3 Human rights incidents	Indicator number 10 Table #1 of Annex I and Indicator n. 14 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		Not material	/

List of datapoints that derive from other EU legislation (6/6)

DR and related datapoint in ESRS	SFDR reference	Pillar 3 relerence	Benchmark regulation reference	EU Climate Law reference	Materiality	Page
ESRS G1-1 Policies consistent with United Nations Convention against Corruption	Indicator number 15 Table #3 of Annex 1				Material	51, 53-55
ESRS G1-1 Protection of whistle-blowers	Indicator number 6 Table #3 of Annex 1				Material	51, 53-55
ESRS G1-4 Convictions and Fines for violation of anti-corruption and anti-bribery laws	Indicator number 17 Table #3 of Annex 1				Not material	/
ESRS G1-4 Actions to address breaches of Standards of anti- corruption and anti-bribery	Indicator number 16 Table #3 of Annex 1				No breaches	/
ESRS 2 GOV-1 Board's gender diversity	Indicator number 13 of Table #1 of Annex 1				Material	11
ESRS E4-5 “Land degradation, desertification, soil sealing”	Indicator number 10 Table #2 of Annex 1				Not material	/
ESRS E4-5 Natural species and protected areas	Indicator number 14.1 Table #2 of Annex 1				Not material	/
ESRS E4-2 Sustainable land / agriculture practices or policies	Indicator number 11 Table #2 of Annex 1				Not material	/
ESRS E4-2 Sustainable oceans / seas practices or policies	Indicator number 12 Table #2 of Annex 1				Not material	/
ESRS E4-2 Policies to address deforestation	Indicator number 15 Table #2 of Annex 1				Not material	/

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