

Sustainability Report 2024

Think Tomorrow.

SSI SCHÄFER

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"Strategically, we continue to focus on enhancing our innovation capability to help shape the digital and sustainable transformation of the intralogistics industry."



**Dear employees, customers
and business partners,**

As a leading global corporation, SSI SCHAEFER is aware of its responsibility and wants to make a positive contribution towards sustainable development. We are pleased to present the fourth voluntary Sustainability Report of the SSI SCHAEFER Group, which outlines our specific actions and objectives within our sustainability strategy.

The regulatory framework for sustainability reporting is challenging. The EU Corporate Sustainability Reporting Directive (CSRD), effective since January 2023, has not yet been transposed into national law. In addition, the ESG reporting requirements are currently being

revised and simplified at European level. Despite the reporting requirements still being developed, we are continuing our sustainability activities. So far, we have conducted a double materiality analysis in line with the European Sustainability Reporting Standards (ESRS) and a climate risk analysis, among other initiatives. Currently, we are developing our sustainability roadmap towards a transition plan.

We are particularly proud to have once again received the Bronze EcoVadis rating in the fiscal year 2024, highlighting our sustainability efforts. Looking ahead to 2025, we are excited to share

that we have achieved the Silver EcoVadis rating in the current fiscal year, placing us in the top 15% of assessed companies. This success motivates us to further expand our commitment.

We would also like to emphasize our work on tracking the CO₂ emissions of the SSI SCHAEFER Group. This is an essential basis for a structured and targeted approach to sustainability. In 2024, we increased the granularity of our reported performance indicators, now covering 57 companies within the SSI SCHAEFER Group. The reported Scope 1 and 2 emissions represent about 80% of the economic activities within the

Foreword by the Management

**"Is is not about being,
it is about becoming."**

scope of consolidation in terms of sales. Compared to previous years, we have also included four additional Scope 3 categories in the report.

Strategically, we continue to focus on enhancing our innovation capability to help shape the digital and sustainable transformation of the intralogistics industry. One outstanding customer reference in 2024 was our joint project with the Swedish food retailer Coop. Through close collaboration, one of Europe's largest automated distribution centers was opened, in which 95% of picking processes are handled automatically. Intelligent robotics and smart software increase productivity and improve workplace ergonomics and safety, while ensuring consistently high process reliability and delivery quality. The distribution center also contributes to Coop's sustainability strategy: Electric trains for transporting goods and a photovoltaic system on the roof significantly reduce CO₂ emissions.

In 2024, our products and solutions were once again recognized with prestigious intralogistics awards, including the IFOY AWARD for the SSI Piece Picking

robotics solution and the LogiSYM Award for innovative intralogistics within a pharmaceutical distribution center in Saudi Arabia.

The further development of our corporate culture was initiated in 2024. We launched the SSI SCHAEFER "Fundamentals" initiative under the guiding principle "It is not about being, it is about becoming." It is much more than a compass for values; it defines what makes us who we are as a company, what connects us and how we can be successful together.

The Fundamentals provide guidance for clear decisions, promote a culture of trust and continued growth and establish the foundation for responsible actions toward our employees, our customers and our owner family.

SSI SCHAEFER stands for tradition, innovation and cohesion – a company that has been growing for generations and shaping the future together with its employees. With our value-oriented corporate culture as the basis for engaging with stakeholders

and resources, we will continue to develop innovative and sustainable solutions for our customers and to contribute to making the entire value chain more sustainable.

We would like to thank our employees, shareholders, customers and business partners for their commitment and invite them to continue working with us to promote sustainable action in the future.

Peter Edelmann
CEO

Olaf Hedden
CFO

Company Portrait

The SSI SCHAEFER Group is a leading global solution provider for all areas of intralogistics. The family-owned company enables its customers to increase the efficiency and sustainability of their warehousing, picking and transport processes through innovative technologies and software. From fully automated warehouses with individual service and maintenance offers to manual and partially automated systems, SSI SCHAEFER offers cost-effective intralogistics solutions from a single source for small and medium-sized companies as well as for large corporations.

In addition, SSI SCHAEFER has developed into one of the largest providers of software for internal material flow. The comprehensive software portfolio covers all processes from warehouse management to material flow control and offers all possibilities for sustainable resource management with modern real-time analyses, smart data processing and optimization algorithms. With SSI SCHAEFER Plastics, the Group is also an expert in sustainable container systems and customized constructive packaging, as well as solutions for waste and recycling management.

At its international headquarters in Neunkirchen (Germany) and at seven production sites, SSI SCHAEFER employs more than 8,800 people in around 80 operating companies worldwide on six continents. In fiscal year 2024, the company generated sales of EUR 2.0 billion.

Corporate structure

The establishment of "Fritz-Schäfer - fabrikmäßige Herstellung von Blechwaren aller Art" in 1937 marked the beginning of the family business. Over the generations, the Schäfer family has built up one of the world's leading providers in the intralogistics sector. Besides the SSI SCHAEFER Group, two sister companies, SCHAEFER WERKE and SCHAEFER SHOP, also operate under the name "SCHAEFER" - but independently of each other in different business areas.

SSI SCHÄFER GMBH & CO KG, headquartered in Neunkirchen, Siegerland (Germany), is the parent company of the SSI SCHAEFER Group. In addition, there are around 80 subsidiaries worldwide and seven production sites.



For many years, the SSI SCHAEFER Group has relied on stable partnerships and strong brands. The Group also includes companies such as the robotics specialist RO-BER, the SAP expert SWAN, the robotics and AGV specialist DS AUTOMOTION and the newly founded innovation start-up SupplyBrain. The latter offers data-based software solutions which, in combination with the corporate logistics software, optimize key areas of the supply chain and increase efficiency to reduce operating costs.

SSI SCHAEFER is owned by more than 20 shareholders who are committed to running and developing the SSI SCHAEFER group of companies as individual family businesses. The management boards of the individual groups are overseen by Advisory Boards appointed by the shareholders. In fiscal year 2024, the Advisory Board of the SSI SCHAEFER Group consisted of seven members.

Since October 15, 2023, the Group has been managed by CEO Peter Edelmann and CFO Olaf Hedden.

A matrix structure was introduced in the company back in 2020. The organization below the SSI SCHAEFER Group's top management body, which reports directly to the Advisory Board, is as follows: The **Management Board**, composed of the CEO and the CFO, is supported by an extended management team. In addition, the organizational structure in 2024 comprised three **business units**, the Plastics division, six **regions**, seven **plants** and various **group functions**.

The three overarching, globally operating business units are:

- Logistics Solutions
- Products & Equipment
- Customer Services
- Furthermore, the Plastics division operates as a company within the SSI SCHAEFER Group on the market.

The Logistics Solutions, Products & Equipment and Customer Services Business Units are each led by a business unit manager who reports directly to the CEO. The six regions in which the Group operates also have a reporting line to the CEO. The plants in the individual regions are led by plant managers, who also report directly to the CEO.

Additionally, there are **group functions** that are responsible for strategic and functional management worldwide and report to the relevant member of the Management Board in their specialist function.

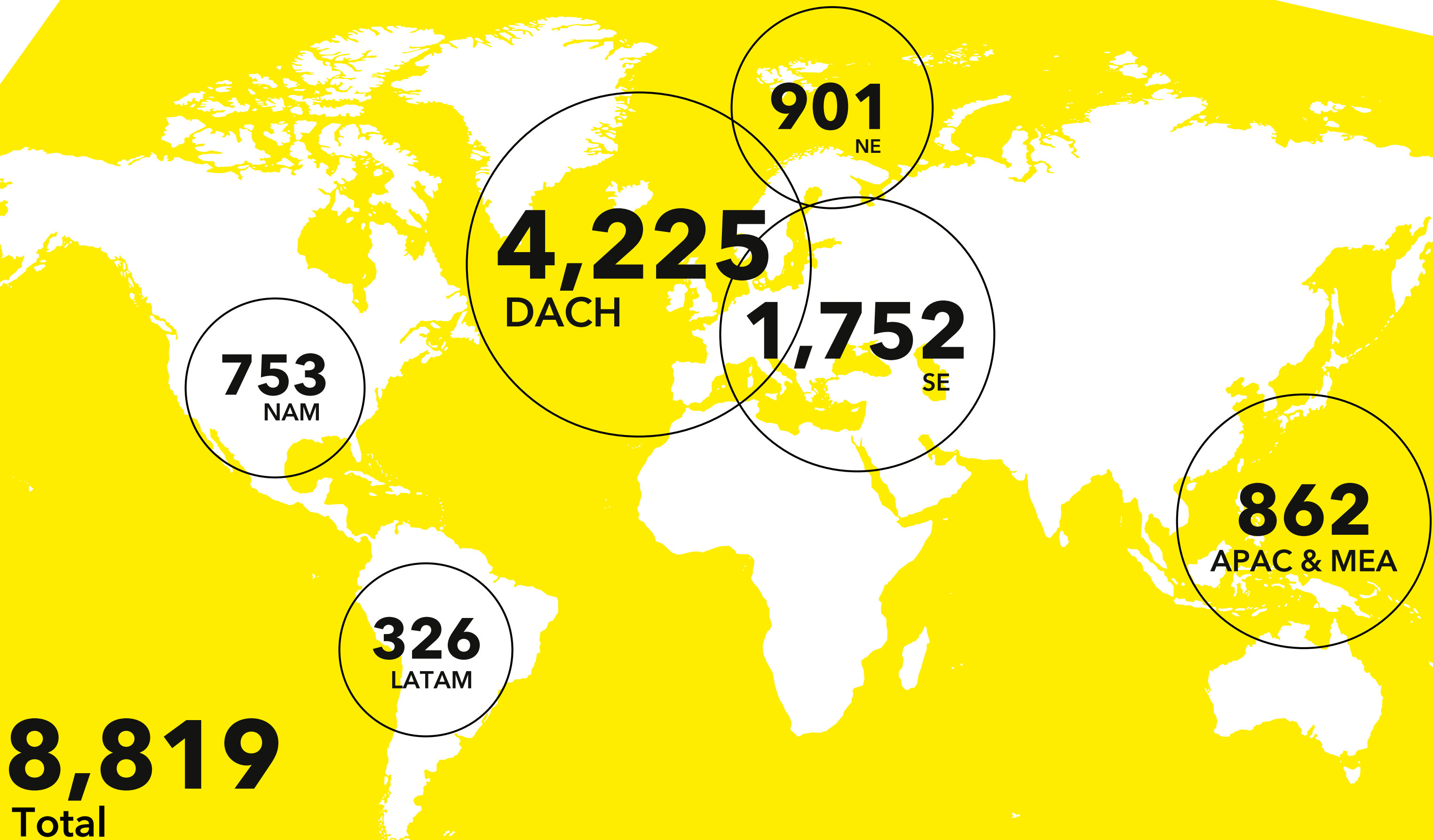
The "Social Responsibility and Global Health, Safety & Environment" Group Function is assigned to the CFO and responsible, among other things, for directing and implementing the sustainability strategy. In addition, a Global Sustainability Council (GSC) was established. The regional heads, business unit heads and heads of the group functions participate in this council to support the management and achievement of the sustainability strategy's goals.

Organization of the SSI SCHAEFER Group

ADVISORY BOARD					
Executive Management	Management Board	Group CEO Peter Edelmann		Group CFO Olaf Hedden	
	Corporate Management	CHRO	Legal & Compliance	Finance	CIO
	Business Units	Logistics Solutions (LS)		Products & Equipment (PE)	Customer Services (CS)
	Regions	North America	Latin America	APAC & MEA	Northern Europe
	Plants	Neunkirchen (DE)	Graz (AT)	Hranice (CZ)	Malaysia (MY)
Group Functions		• HR • Compliance • Global Communication & Marketing		• Accounting • Controlling • Internal Audit & Internal Controls • Treasury • Taxes • HSE & Global Social Responsibility • Information Security	
Other Group companies		• DS AUTOMOTION • RO-BER		• SupplyBrain • SWAN	



Employees by region



SSI SCHAEFER employees in action around the world

The SSI SCHAEFER Group has around 80 subsidiaries across six continents, combining global and local strengths. SSI SCHAEFER is present in Central Europe (DACH), Northern Europe (NE), Southern Europe (SE), Asia-Pacific (APAC) & Middle East/Africa (MEA), North America (NAM) and Latin America (LATAM). Our seven manufacturing sites are located in Germany, Austria, Czechia, Malaysia as well as (only Plastics) the USA and Mexico.

Our employees are the foundation of our Group’s success. As of December 31, 2024, we employed a total of approximately 8,800 people worldwide (expressed in full-time equivalents). The chart shows a breakdown of employees by region.



The Group's business model

The globally operating SSI SCHAEFER Group is a leading provider of intralogistics solutions, software and customer services. In fiscal year 2024, our Group comprised three business units: Logistics Solutions, Products & Equipment and Customer Services as well as the Plastics division.

Business Unit Logistics Solutions

As a general contractor, SSI SCHAEFER plans and implements integrated logistics systems – from planning and consulting to turnkey systems and individual service and maintenance. We specialize in the following six market sectors and develop tailor-made solutions for industry-specific requirements: Apparel & fashion, food & beverage, grocery & food retail, retail & wholesale, pharmaceuticals & cosmetics and production logistics.

With its software, SSI SCHAEFER offers a powerful software portfolio for controlling and optimizing all intralogistics processes. The software is modular, flexibly scalable and suitable for manual, semi-automated and fully automated warehouse environments. WAMAS combines warehouse management, material flow control and operational system monitoring. With its international team of around 1,000 software experts, SSI SCHAEFER continuously develops new digital solutions that can be individually adapted to our customers' needs.

GRI 2-6

Additionally, SSI SCHAEFER supports companies in implementing SAP-based solutions. Together with our subsidiary SWAN, a certified SAP partner, we assist our customers from planning to operation – aiming to provide the right software strategy for every logistical challenge.

Business Unit Products & Equipment

SSI SCHAEFER's Products & Equipment Business Unit offers a wide range of products and solutions, from manual to gradually automated intralogistics. Comprehensive consulting is the foundation for concepts tailored to meet the specific needs of our customers – from small and medium-sized businesses to large corporations. Thanks to the modularity of the portfolio, our products can be flexibly adapted and scaled. We handle not only the integration and implementation of complete systems, but also provide suitable software solutions for the portfolio and ensure their integration.

Business Unit Customer Services

The reliable and resource-efficient operation of modern logistics facilities requires not only powerful systems, but also professional service teams that respond quickly, act proactively and think sustainably. SSI SCHAEFER's Customer Services Business Unit supports its customers with a comprehensive service concept that goes far beyond traditional maintenance.

SSI SCHAEFER's service portfolio is organized into three main areas: Reactive services – quick emergency assistance available 24/7. Preventive services – proactive maintenance to minimize the risk of failure. And life cycle management – sustainable solutions to extend the service life of systems. Our service account managers are central points of contact and create customized service packages.

SSI SCHAEFER Plastics

SSI SCHAEFER Plastics is a leading supplier of innovative reusable container systems, customized packaging and integrated waste management technology and recycling solutions.

The strategy of the Plastics division focuses on continuously developing the existing product and service portfolio – also using digital solutions – in order to better translate customer needs into sustainable solutions.



Business performance in the reporting year

In fiscal year 2024, the SSI SCHAEFER Group recorded a sales increase by 5.1% to EUR 2.0 billion. This growth was largely driven by a notable increase in sales within the Logistics Solutions Business Unit and the consistently strong performance of the Customer Services Business Unit.

The completion of the fully automated SSI Case Picking system for Coop, a leading Swedish food retailer, marked a significant milestone. In addition, the largest order for a single project in the history of SSI SCHAEFER positively impacted the Group’s order intake, which rose 18.7% from the previous year to EUR 2.0 billion. However, the difficult market environment, and weak demand, especially from the automotive sector, affected the Products & Equipment Business Unit, as well as the Plastics division. Overall, the SSI SCHAEFER Group recorded a clearly positive consolidated result.

Strategically, the Group remained focused on enhancing its innovation capabilities to help shape the digital and sustainable transformation of the intralogistics industry. One example is the development of the FastBots Solution, which features a fleet of high-performance robots that operate flexibly between the warehouse and work stations. This was first presented in March 2025 at the international LogiMAT trade fair for intralogistics and process management in Stuttgart, Germany.

In 2024, SSI SCHAEFER’s products and solutions once again received intralogistics awards, including the IFOY AWARD for its innovative robotics solution SSI Piece Picking, which enables efficient, fully automated single-item picking.

Engagement and collaboration

For the further development of SSI SCHAEFER, it is crucial to connect and exchange ideas with other companies and external experts. To expand our perspective and help shape our industry, we actively participate in associations, initiatives and partnerships that align with our guiding principle “Think Tomorrow”.

For several years, SSI SCHAEFER has been one of around 250 member companies of the VDMA Materials Handling and Intralogistics trade association, the most important intralogistics association in Europe. SSI SCHAEFER is also a member of the German Logistics Association (Bundesvereinigung Logistik) and participates in the association’s Sustainability / Environment working group. In addition, the companies of the SSI SCHAEFER Group are involved in numerous other initiatives and associations at a local level.

In the reporting year, SSI SCHAEFER once again worked closely with the Fraunhofer Institute for Material Flow and Logistics (Fraunhofer IML) through an Enterprise Lab, conducting joint research into forward-looking logistics innovations, including in the area of the Net Zero Warehouse.

Sustainability Management at SSI SCHAEFER

Our understanding of sustainability is based on two key aspects:

- On the one hand, we are committed to responsible business practices throughout our own value and supply chain.
- On the other hand, we support our customers on their path to sustainability with innovative and forward-looking solutions.

We believe that we can only successfully meet the challenges of tomorrow if we act sustainably and responsibly today.

Our entrepreneurial decisions are based on a value-oriented corporate culture, which is the foundation of our business activities. As a family business, it is important to us to shape the future in a sustainable manner. We rely on cooperation and long-term relationships with our partners to successfully navigate change.



Development of the sustainability strategy

In our 2024 corporate strategy, sustainability is one of the main focal points of the SSI SCHAEFER Group – on a par with profitability, innovation, growth, customer satisfaction and employee orientation. Back in 2021, we developed a comprehensive sustainability strategy and successfully implemented it at Group level. Detailed information on the development process can be found in our Sustainability Report 2021.

The strategic work has resulted in three action areas, which we have supplemented with a fourth, process-oriented action area to ensure that sustainability management is systematically embedded throughout the Group.

On this basis, we have developed our Sustainability Policy & Roadmap. In close cooperation with the relevant departments and management, we have formulated clear goals. For each goal, we have defined specific actions and indicators to measure the degree to which the goal has been achieved. The goals of our roadmap have meanwhile been achieved.

We are currently planning to further develop our roadmap towards a transition plan. There will then no longer be a dedicated roadmap, as our new activities are not exceptional actions, but daily routines. Moreover, the roadmap has largely been superseded by our climate strategy developed in 2023 (refer to Chapter “Combating Climate Change”, p. 65).

As part of the sustainability project management, we worked, for example, on the following topics in 2024:

- Creation of a sustainability directive
- Calculation of product carbon footprints (PCF)
- Establishment of a global greenhouse gas inventory for ESRS readiness
- Translation of the double materiality analysis into requirements specific to each department and group function
- Analysis of climate risks
- Introduction of a global reporting tool for sustainability matters

Value-oriented corporate culture as a foundation for our dealings with stakeholders and resources	Using intelligent processes to create innovative and sustainable solutions for our customers	Responsible management by reducing impacts along our value chain
Compliance with rules Quality and product safety Mindful use of resources Responsible employer Safe workplace	Digitalization Innovation Stable and profitable growth	Respect for human rights Supply chain Energy and climate protection Environmental management Reducing emissions

**CSRD: Comprehensive preparations
despite current legal uncertainties**

The EU Corporate Sustainability Reporting Directive (CSRD) took effect in January 2023. However, the German legislator has not yet transposed the directive into national law. In addition, key ESG reporting requirements are currently being revised and simplified at European level. These circumstances create a certain degree of uncertainty for companies. According to the proposals, SSI SCHAEFER will likely need to report in accordance with the CSRD for the first time in 2028, for fiscal year 2027.

As part of our comprehensive preparations for the upcoming reporting obligations under the CSRD, we continued the global series of meetings introduced in the previous year in 2024. The GSC has been established to ensure the internal flow of information on the individual topics to be included in the report. Moreover, via the Group Social Responsibility Group Function, participants from all regions and group functions are centrally informed about any changes and the new reporting tool.

In order to identify the material topics for SSI SCHAEFER, we also completed a double materiality analysis at the beginning of 2024. The analysis was carried out in several project steps, which included the consideration of all relevant stakeholders and the validation by our management.

To identify sustainability aspects for subsequent assessment, we reviewed relevant SSI SCHAEFER Group documents, conducted a peer group analysis and interviewed various specialist functions. In this context, we explicitly asked which stakeholders exist in our Group's environment, how the Group interacts with them and what requirements they have.

The results of the analysis phase were used to create a long list of actual and potential positive and negative impacts, risks and opportunities.

After comprehensive consolidation of the list, the sustainability aspects were assessed in workshops with various specialists and executives. Appropriate materiality thresholds were then defined in cooperation with the Global Head Group Social Responsibility and the background for selecting the thresholds was comprehensibly documented for the auditor. The materiality thresholds were applied to determine the sustainability aspects that are relevant for the SSI SCHAEFER Group.



The actual and potential positive and negative impacts, risks and opportunities were thematically grouped. The following topics are material for us:

- Greenhouse gas emissions and reduction
- Promotion and development of employees
- Sustainable and responsible employer
- Employee retention and recruitment
- Respect for human rights
- Responsible entrepreneurship and leadership
- Data protection and cyber security
- Compliance with regulatory requirements
- Resource usage and efficiency
- Customer requirements and information
- Product quality and safety
- Financial independence/securing financing

The results of this materiality analysis serve as a basis and guideline for future non-financial reporting in accordance with the CSRD. The procedure, the results and the documentation were discussed with and approved by the auditor of the SSI SCHAEFER Group. SSI SCHAEFER's Sustainability Report 2024 is based on the material topics and action areas identified in 2021 with reference to the GRI Standards.

**Sustainability management as
a strategic success factor**

At SSI SCHAEFER, sustainability is a matter that affects all areas of the company worldwide. This is why we established the GSC in 2023. The council involves the Group Management Board, the extended management team as well as the heads of the four business units, the regional heads and the heads of the Group Functions in the management and pursuit of our sustainability goals. The action areas of our sustainability strategy are described below.

**Value-oriented corporate culture as a foundation
for our dealings with stakeholders and resources**

Strong values are the basis of our corporate culture. They help us to act responsibly and sustainably towards our stakeholders and resources at all times. We have closely analyzed and examined our values – and we implement them with great determination.

**Using intelligent processes to create innovative
and sustainable solutions for our customers**

Innovation has always been a driving force for SSI SCHAEFER – and this benefits not only our company, but also our partners and customers. Thanks to our ability to innovate, we are one of the leading suppliers in the intralogistics sector today. To live up to our own sustainability standards, we constantly strive for new and creative solutions in production, in our portfolio and in our services.

**Responsible management by reducing impacts
along our value chain**

As our Group operates globally, we take responsibility for the environment and society in everything we do. We believe it is our duty to act sustainably and to make our efforts measurable and visible. Together with our suppliers and business partners, we actively promote a sustainable supply chain to minimize the long-term negative impacts of our activities.



Our contribution to the Sustainable Development Goals

We want to actively contribute to achieving the United Nations Sustainable Development Goals (SDGs) through our business activities. Based on a comprehensive analysis of our most important sustainability topics, our goals and our strategies, we have identified the eight SDGs to which we make a significant contribution with our business activities in particular. To achieve the greatest possible impact, we have assigned them to the corresponding action areas.

ESG ratings at SSI SCHAEFER

ESG ratings are issued by specialized agencies that assess and rate the environmental, social and governance performance of companies. ESG criteria cover a wide range of topics, including environmental protection, social responsibility, ethical business practices, employee relations, human rights, diversity and inclusion, anti-corruption, corporate governance and many more. The results of this assessment help investors, customers and other stakeholders to better understand a company's sustainability performance and make informed decisions.

In 2024, we once again participated in numerous ESG ratings. These included both independent and customer-specific platforms and questionnaires. Despite stricter limits, we were once again able to achieve a Bronze medal as a corporate rating for the SSI SCHAEFER Group in EcoVadis in 2024. In the current fiscal year, the SSI SCHAEFER Group achieved a Silver EcoVadis rating for the first time, placing us in the top 15% of the companies rated. Some of our locations also successfully participated in the SAQ Rating (Self Assessment Questionnaire Rating) in 2024 and achieved consistently good results.

In addition, many customers approached us with their own supplementary questionnaires and requirements. These, too, were all successfully completed and met.

For additional transparency, we use "Integrity Next", a digital tool that helps us communicate our sustainability performance to our stakeholders. It uses a questionnaire to address relevant sustainability topics and provide the corresponding evidence. The rating was updated in 2024. The result of this voluntary disclosure can be found here. We plan to list individual locations on the Sedex data platform in the fiscal year 2025. This platform collects information on companies' sustainability practices and promotes transparency in supply chains.

SSI SCHÄFER Plastics GmbH once again participated in the Carbon Disclosure Project (CDP) Reporting Scheme in 2024 at its Neunkirchen site and achieved a B rating on a rating scale from A to D.

We are moreover committed to promoting the sustainability of our customers' business activities and support them in various project certifications. These

include the DGNB certifications of the German Sustainable Building Council, the LEED certification (Leadership in Energy and Environmental Design) of the German Green Building Association and the BREEAM certification (Building Research Establishment Environmental Assessment Methodology). These certifications also open up opportunities for our customers to participate in local funding programs.



Field of action 1

Value-Oriented Corporate Culture as a Foundation for Our Dealings with Stakeholders and Resources

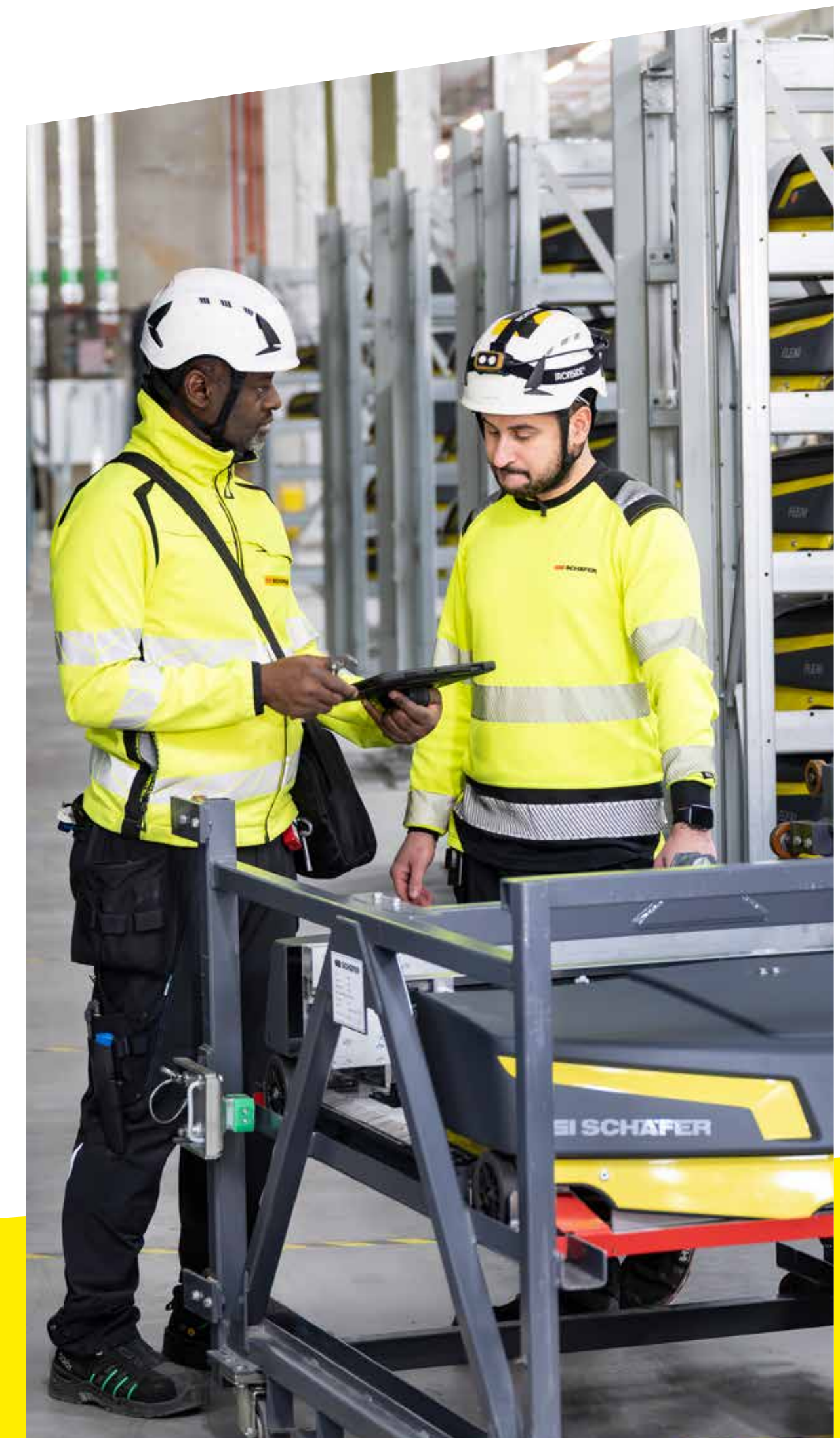
It is essential for companies to clearly define and consistently pursue their values and standards. This is particularly true for globally active and diverse companies such as the SSI SCHAEFER Group, with around 80 locations and around 8,800 employees in six regions of the world.

Our common foundation is a corporate culture that is based on strong values and whose standards are binding for all employees. Compliance with applicable laws and regulations is the foundation on which we build and maintain responsible relationships with our stakeholders.

We are committed to being good stewards of resources and to ensuring the superior quality and

safety of our products and services. Throughout the world, we provide our employees with an attractive and safe working environment that supports and promotes their well-being and health.

Through our value-oriented corporate culture, we also contribute to the achievement of the United Nations Sustainable Development Goals, in particular **SDG 8: Decent Work and Economic Growth** and **SDG 12: Responsible Consumption and Production**.



"We abide by our Code of Conduct with conviction and responsibility."

Compliance: More than Just an Attitude

At SSI SCHAEFER, compliance means more than just adhering to the law. For us, compliance means integrity. In line with our motto "Compliance matters. Stay on track", we understand integrity as striving to do the right thing out of inner conviction and to stay on course. Respect, trust and integrity determine our actions. We firmly anchor this principle in our business processes and continuously develop the framework that gives our employees the confidence to act.

Integrity is a critical factor in our long-term business success. It strengthens the trust of our owners and makes us attractive to customers, business partners and employees alike. This understanding was reinforced by the "Compliance" Executive Commitment issued by the Group Management Board in 2023. It is further supported by the ongoing development of the corporate culture, which started in December 2024 with the introduction of the SSI SCHAEFER "Fundamentals" initiative (refer to Chapter "Focus on Employees - People Matter", p. 73). Our Fundamentals provide a clear guideline for our corporate culture and strategy in terms of conducting business with integrity. The values and principles communicated therein support all employees in making responsible decisions in their daily work and in living a trusting corporate culture.

Our strategic approach

The ten principles of the Code of Conduct of the SSI SCHAEFER Group serve as a compass for our employees and reflect our corporate values. No matter the department or position, the Code and its related policies apply equally to all employees and executives, providing guidance for daily work and direction in challenging situations.

The Regulatory Compliance and Internal Investigations departments handle compliance. In 2024, these two departments were merged into the Legal Group Function, now known as the Legal & Compliance Group Function. As part of this change, Internal Audit (previously part of the Compliance & Internal Audit Group Function) was moved to the Finance Group Function. The Heads of Regulatory Compliance and Internal Investigations report directly to the General Counsel. The Head of Internal Audit now reports to SVP Group Finance. Regulatory Compliance focuses on developing the compliance program, internal policies, processes, communications and training to support employees in complying with internal and legal requirements. Internal Investigations is responsible for the Group-wide whistleblowing system and internally investigates suspected compliance violations. Other tasks include the analysis of compliance risks for defined compliance risk areas (especially criminal compliance).

The introduction of a Group-wide Compliance Management System (CMS) was driven forward in 2024. The CMS is based on internationally accepted best practices and is built on three pillars (prevent, detect and respond) to reduce compliance-related risks in the areas of fraud, embezzlement, corruption, bribery, money laundering, conflicts of interest and human rights.

The Legal & Compliance Group Function works closely with other group functions and operational units in the business units and regions. Starting in the third quarter of 2024, the General Counsel of the SSI SCHAEFER Group also took on responsibility for Compliance. He reports directly to the CEO of the SSI SCHAEFER Group, ensuring the independence of the Compliance Function. If required, he also reports to the Chairman of the Group's Advisory Board.

Our achievements in 2024

The activities outlined in the CMS concept in 2023 were further pursued to enhance and implement the CMS.

- In April 2024, the Regulatory Compliance and Internal Investigations departments held a risk and strategy workshop with Internal Audit. Its aim was, among other things, to develop concepts for the analysis of compliance risks and a process for the auditing of business partners. In addition, further goals and a precise timetable for implementing the CMS concept were defined.
- The reporting year was marked by the ongoing implementation of the Supply Chain Due Diligence Act (SCDDA), which has been in effect for some companies since 2023. As part of the process of identifying potential human rights risks in our business units, we completed the pilot assessments that were started in 2023 and continued the internal risk analyses. The implementation project for the tool-based screening of our supplier base for human rights and environmental risks was supported and completed by Compliance. Procurement will handle its regular operational implementation starting in 2025 (refer to Chapter "Assuming Responsibility, Protecting Human Rights", p. 59).

- The e-learning course for employees on the Code of Conduct covers topics like anti-corruption, competition law, human rights, conflicts of interest and data protection. 84% of our employees with online access to the SSI SCHAEFER Academy successfully completed it by November 2024. This means that the aim of stabilizing the participation rate at over 80% has been achieved. The slight decline in the rate (2023: 88%) is due to the fact that the rollout of a completely redesigned training landscape began in November 2024. The previous e-learning course on the Code of Conduct has been replaced by the new web-based "Compliance Basic" and "Data Protection" training courses. The "Data Protection" training course was revised by the Data Protection & Digital Regulation Department, which is also part of the Legal & Compliance Group Function. The courses on the basics of compliance are available to more than 6,500 employees in seven languages.
- In December 2024, we introduced a special e-learning course for selected groups, including executives and employees in Sales and Procurement, to prevent corruption and bribery.
- A compliance roadshow was launched in the APAC & MEA region in the reporting year. Based on a new training and communication concept, we organized risk-oriented integrity workshops lasting several

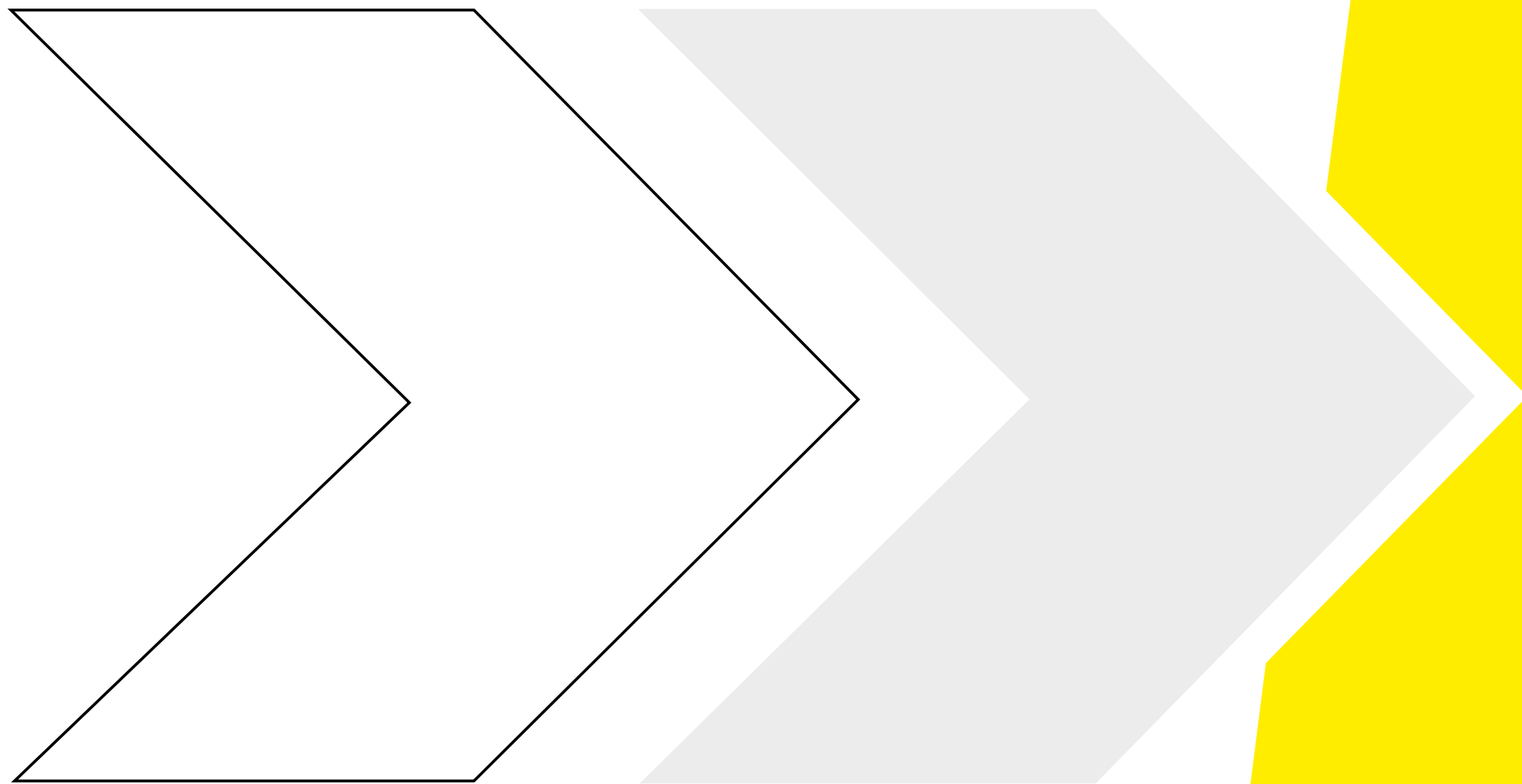
hours for specific functions and training courses on compliance basics for a broader audience in four countries and five companies. This allowed us to train 341 employees in the region live and on site. In total, 414 employees from various functions attended classroom training on compliance risks in 2024.

- In 2024, we continued to expand our global policy landscape by actively communicating and organizing training courses on the Anti-Corruption Policy and the policy on dealing with sales partners that were rolled out in the previous year. In addition, policies on conflicts of interest, money laundering as well as gifts and benefits were developed and agreed. Completion and implementation of these policies are planned for 2025.
- The Compliance Helpdesk, established in the third quarter of 2023, has seen increasing acceptance and use due to our communication and training activities. A total of 347 requests were received in 2024 (second half of 2023: 124). The Regulatory Compliance Team fully addressed all requests.
- The internet-based whistleblowing system of SSI SCHAEFER, in use for several years, is available 24/7 to all employees, suppliers, customers and business partners worldwide, with menu navigation in ten languages. Alongside the rules of procedure

published on our website, we regularly update additional information about the whistleblowing system and how to submit a report on the intranet. Our online and classroom compliance training courses include information on how the Group-wide whistleblowing system works and how to access it.

- In 2024, the Central Internal Reporting Office, established in 2023, continued to independently investigate incoming reports of potential misconduct as well as human rights and environmental risks. The internal investigation processes and structures have been continuously developed. In addition, local reporting channels are available in several countries. The Central Internal Reporting Office also continues to be responsible for the complaints procedure under the SCDDA. In this case, the Compliance Manager focusing on human rights risks is consulted.





Outlook

- In addition to continuing the human rights risk analysis within our own business units, we plan to implement the tool-based compliance risk analysis concept for specific compliance risk areas in the SSI SCHAEFER Group, which was developed in 2024, in 2025. This includes analyzing compliance-related risks and defining risk scores and mitigation measures. The risk analysis provides further impetus for the continuous development of the compliance program.
- In 2025, we intend to publish the policies on whistleblowing, internal investigations, gifts and invitations, conflicts of interest and money laundering, all of which were developed in 2024 and roll them out across the Group. We also plan to establish and roll out a standard that protects human rights across the Group.
- We will specify the concepts for a risk-oriented and tool-based due diligence process to check the integrity of our business partners, especially in the area of corruption risk.
- We are targeting a participation rate of over 85% for our new compliance e-learning courses. In addition, we will focus on continuously expanding the range of training courses offered in the coming years. In 2025, we plan to add e-learning courses on antitrust law, export control and human rights. Moreover, we intend to continue our on-site workshops as part of the global compliance roadshow and offer additional training courses for specific target groups.

High Quality, Safe Products

SSI SCHAEFER is committed to developing solutions that meet the highest standards. Our customers appreciate products that are easy to install and operate, offer high reliability and durability and are easy to maintain and repair. With the growing threat of cybercrime, data security in our digitally controlled installations is also a top priority.

To ensure that our solutions meet the highest quality and safety requirements, we have established consistent quality and safety standards at all our locations. Quality management is firmly integrated into our business processes. In this way, we ensure that our products always meet our customers' expectations and offer maximum reliability.

Our strategic approach

Our Group certification strategy aims to ensure that all major entities within the SSI SCHAEFER Group are certified to various ISO standards. The focus is on quality (ISO 9001), occupational health and safety (ISO 45001) and environmental management (ISO 14001). Information security management (ISO 27001) is also a priority for our software development locations.

We combine these standards in our Integrated Management System (IMS). However, our IMS approach extends beyond the certified units. We want all employees to understand, embrace and continuously improve our processes and standards. Therefore, activities that raise awareness of management system issues across the workforce are a high priority for us.

These steps provide the basis for a uniform IMS at the highest level and mark a further milestone in our professionalization. A central digital platform allows us to consolidate all important information, keep track of it and sustainably improve our processes. This enables us to efficiently manage our IMS.

Our achievements in 2024

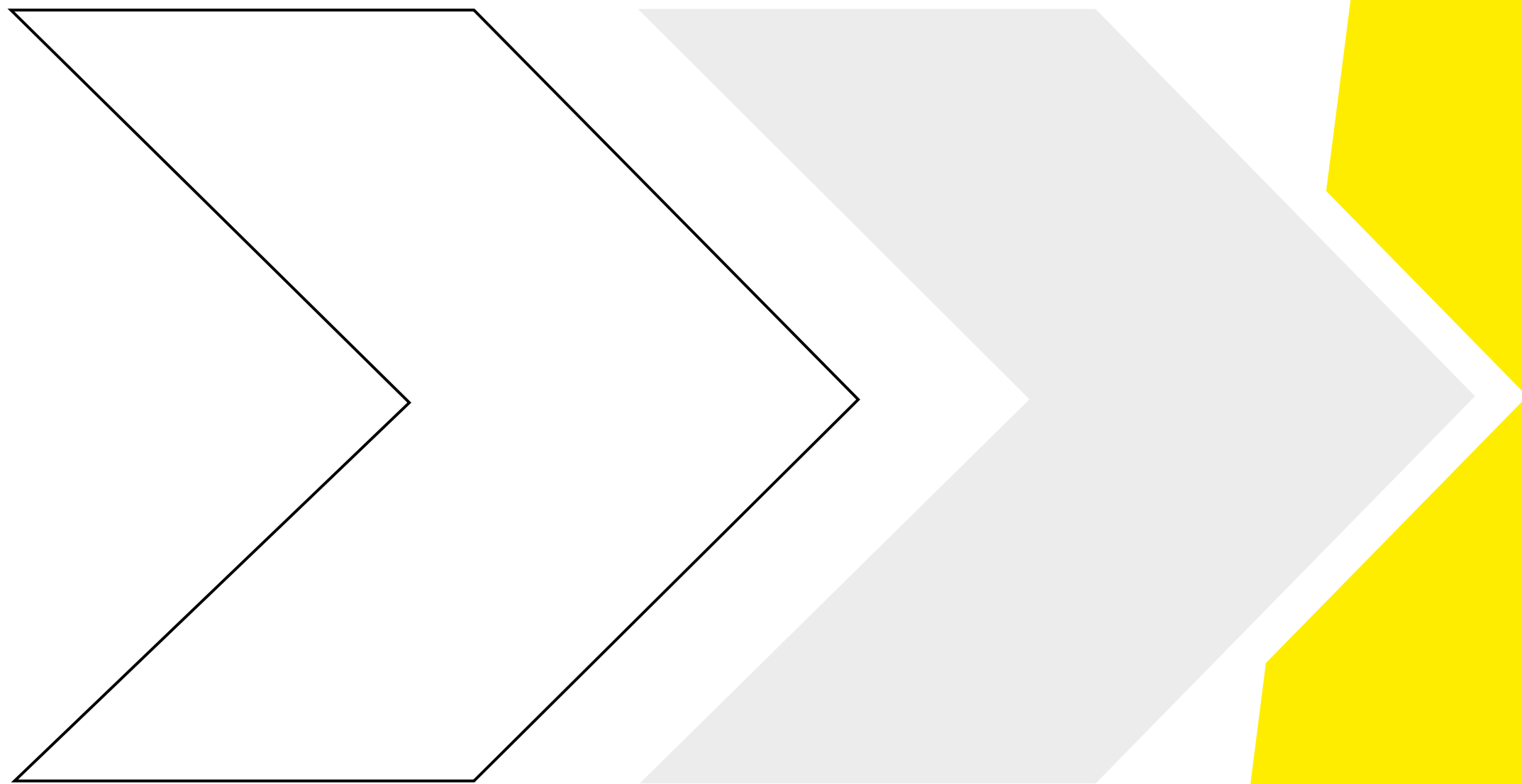
▪ A cornerstone for Group certification was the introduction of a uniform process map in 2023. This consolidation of the organizations' individual business processes led to further harmonization projects at regional and global levels in 2024. These initiatives include the roll-out of global human resources processes as well as the introduction of Group-wide

minimum standards for local occupational health and safety processes.

- In 2024, we used the findings from the successful Group certification of our Austrian locations last year to include three more companies in the matrix certificate for ISO 9001 and ISO 45001. The initial ISO 14001 certification of our location in Malaysia has formed the basis for combining the existing certificates into another matrix certificate in the coming year.
- All other existing certificates of the SSI SCHAEFER Group were successfully renewed.
- A total of 15 supplier audits were planned for 2024. Twelve were carried out, including some audits from the previous year. Three have been postponed to 2025.
- Two of our closely cooperating plants have developed various actions for the standardization of quality requirements within the Group. This includes, for example, the introduction of a plant's complaints software at another production site.

- To increase quality awareness within the company, several training courses were organized in 2024. Around 14,000 e-learning courses on the integrated management system and around 50 classroom IMS training courses were completed across the Group.
- As a core action to increase resilience, a pilot project on business continuity management was completed in the Central Europe region. This involved the introduction of processes for a business impact analysis and the development and implementation of emergency concepts based on this analysis, which were subsequently rolled out across the Group in December 2024. In addition, an internal communication channel on resilience has been set up.





Outlook

- The overarching goal of Group certification will be carried forward into the coming fiscal years. The integration of the next locations will follow a roadmap based on the experience gained from the matrix certification of the already integrated locations. In 2025, the location in the UK will be included in the Group certification with the existing certificates (ISO 9001, ISO 45001 and ISO 14001). The consolidation of the environmental management certificates will result in another matrix certificate for the SSI SCHAEFER Group.
- In addition, the plan is to obtain a matrix certificate for ISO 27001 (information security) for our two sites in Friesach (Austria) and our site in the USA.
- The focus in the coming years will remain on quality assurance. Building on the actions taken last year, further harmonization steps will be developed in the future.
- Business continuity management will be even more firmly anchored in the locations in 2025. Based on the processes introduced last year, business impact analyses will be carried out by all units and appropriate actions will be derived from the findings. The results will also be consolidated in order to identify Group-wide potential for improvement in the area of resilience.
- Along with expanding our information channels, which are accessible to all employees, further measures are planned for the coming years to strengthen the understanding of quality within the SSI SCHAEFER Group. Among other initiatives, a global information campaign aimed at all employees is being prepared. Moreover, we plan to support specific stakeholders in a targeted manner with various formats such as short training courses, video tutorials and direct communication via our IMS organization.

Mindful Use of Resources

People are consuming more resources than ever, even though many of them are finite, especially fossil fuels like oil, coal and natural gas. This massive consumption of resources has serious consequences for our environment, as it harms ecosystems and speeds up climate change, leading to soil degradation and water scarcity – a threat to our planet’s biodiversity.

For SSI SCHAEFER, the mindful use of natural resources is a cornerstone of our sustainability strategy. We see potential for improvement particularly in energy consumption and the use of fossil fuels (refer to Chapter “Combating Climate Change”, p. 65).

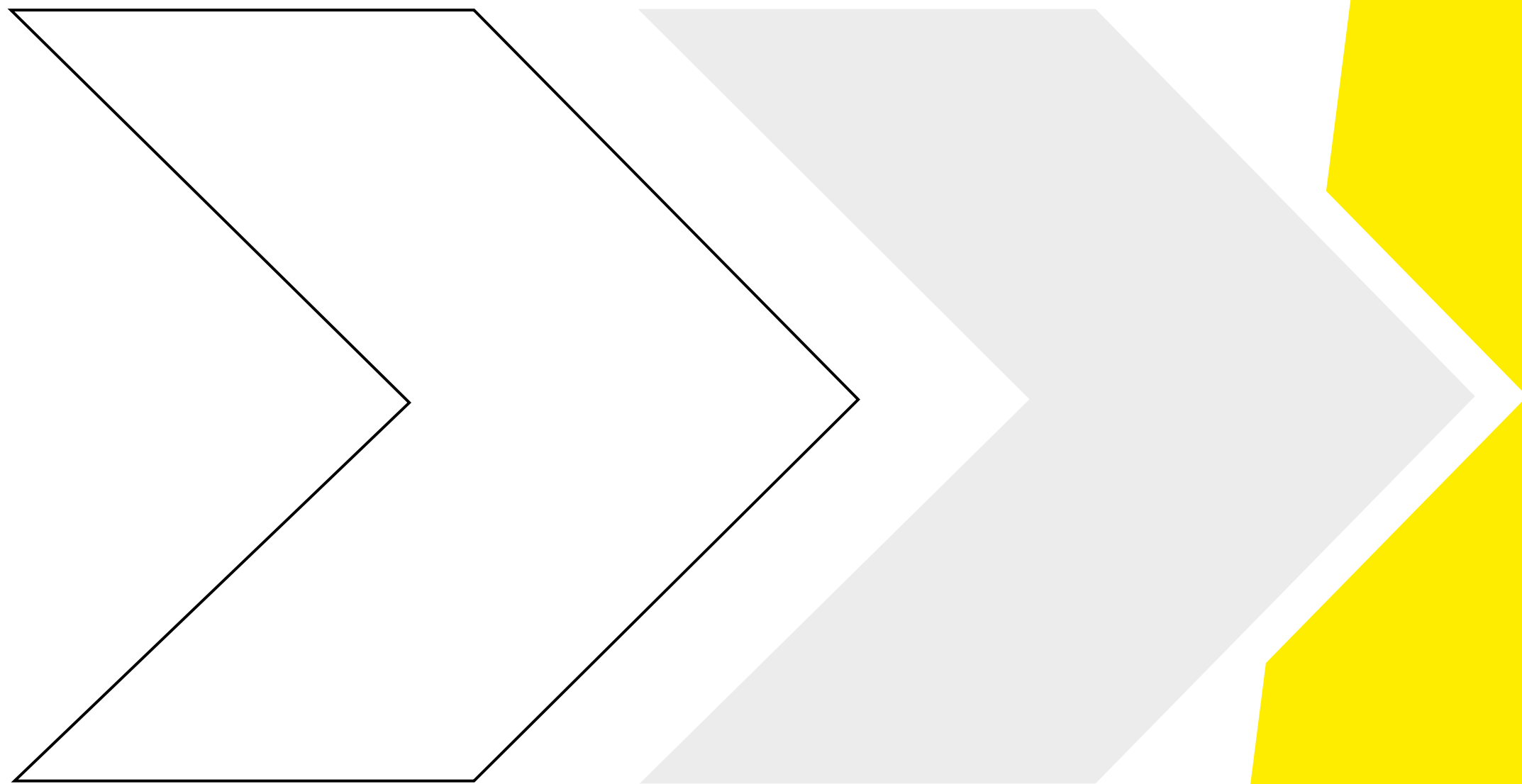
Our strategic approach

Our comprehensive climate strategy, which was published last year (refer to Chapter “Combating Climate Change”, p. 65), remains in place and we will continue to pursue its goals unchanged. We aim to save energy along our value chain by improving the energy efficiency of our processes, products and buildings and to source almost all of our electricity from renewable sources. At some of our locations, we are currently planning or reviewing the installation of technologies like photovoltaics or wind power to generate our own electricity.

When sourcing steel and plastics, we place importance on recycled materials (refer to Chapter “Securing Sustainable Supply Chains Worldwide”, p. 62) and continuously optimize our processes to save water and space. Wherever this is possible and economically viable, future new buildings, refurbishments and open spaces will increasingly use renewable energy and sustainable building materials. We also collaborate with our customers in project groups on topics like the circular economy, PCFs and life cycle assessments (LCA) of our products. Additionally, we enhance our customers’ resource efficiency by designing energy-efficient and space-saving products and systems.

Our achievements in 2024

- By dismantling part of the old infrastructure at the Neunkirchen site (Halls 1-7) and relocating processes to other, newer halls, we have laid the foundation for a more efficient use of resources.
- Plant 1 and the adjoining buildings in Neunkirchen are being deconstructed in accordance with DGNB criteria. Due to delays, final DGNB certification is planned for 2025.
- We have increased the share of recycled plastic in various customer projects. The total proportion of recycled plastic in 2024 was approximately 30%. This corresponds to approximately 8,733 tons of recycled plastic.
- The product sustainability workshops, which were planned for 2023 with the aim of identifying opportunities for conserving resources in product development, have been postponed to 2024. These workshops resulted in a sustainability roadmap for Product Line Automation. This defines product-related measures and the timeframe for improving various sustainability aspects, as well as their current status. This has also led to the goal of equipping our product range with a maximum of 5% pneumatics.



Outlook

- Based on the climate strategy, we will develop projects that effectively address resource conservation in production and along our supply chain. Local goals and actions for our sites will be derived from the global climate goals.
- In 2024, we developed a Group-wide Sustainability Policy for SSI SCHAEFER. However, due to the Omnibus Regulation (refer to Chapter “Sustainability Management at SSI SCHAEFER”, p. 12), it must be revised and is now expected to be published in 2025. The policy is intended to provide guidance on how the individual business units can implement sustainability in their processes in the future.
- We are currently intensively evaluating various providers capable of calculating the carbon footprint of our products as automatically as possible. Integration into our product data management is essential, as this is the only way to ensure the exchange of specific product data with our suppliers.

Responsible Employer

At SSI SCHAEFER, we place great importance on fair working conditions and respectful interaction with one another. We aim to create a working environment where everyone feels comfortable and is motivated. Long-term employment and trusting relationships are essential. This is why we promote the individual strengths of our employees and support their continuous development. In our view, this approach is a key success factor for our company.

Our strategic approach

Working conditions vary from region to region. Even though we pursue a uniform management approach across the Group, the implementation in terms of tools, policies and processes may still differ in some areas. The status quo in Central Europe is as follows:

Fair and safe working conditions

We offer our employees meaningful tasks in a value-oriented international environment. In Central Europe, a comprehensive health management system is in place. Fair and transparent remuneration is essential to us, which is why our scheme is based on performance and transparency. The majority of our employees receive holiday and Christmas bonuses as well as overtime pay. Works council committees represent the interests of our workforce; some Group companies also have representatives for people with severe disabilities.

GRI 3-3

Training and further education

Since 2022, the SSI SCHAEFER Academy has offered organized learning opportunities for almost all employees worldwide. With a wide range of online, classroom and hybrid training courses, we support them in developing their professional and personal skills.

Company pension scheme

Many of our employees in Central Europe have the opportunity to supplement their statutory pension with a company pension.

Work-life balance

Our employees have the opportunity to use flexible work schedules and work partially remotely, if their role allows. We encourage flextime and parental leave for all employees where legally possible.

Additional benefits

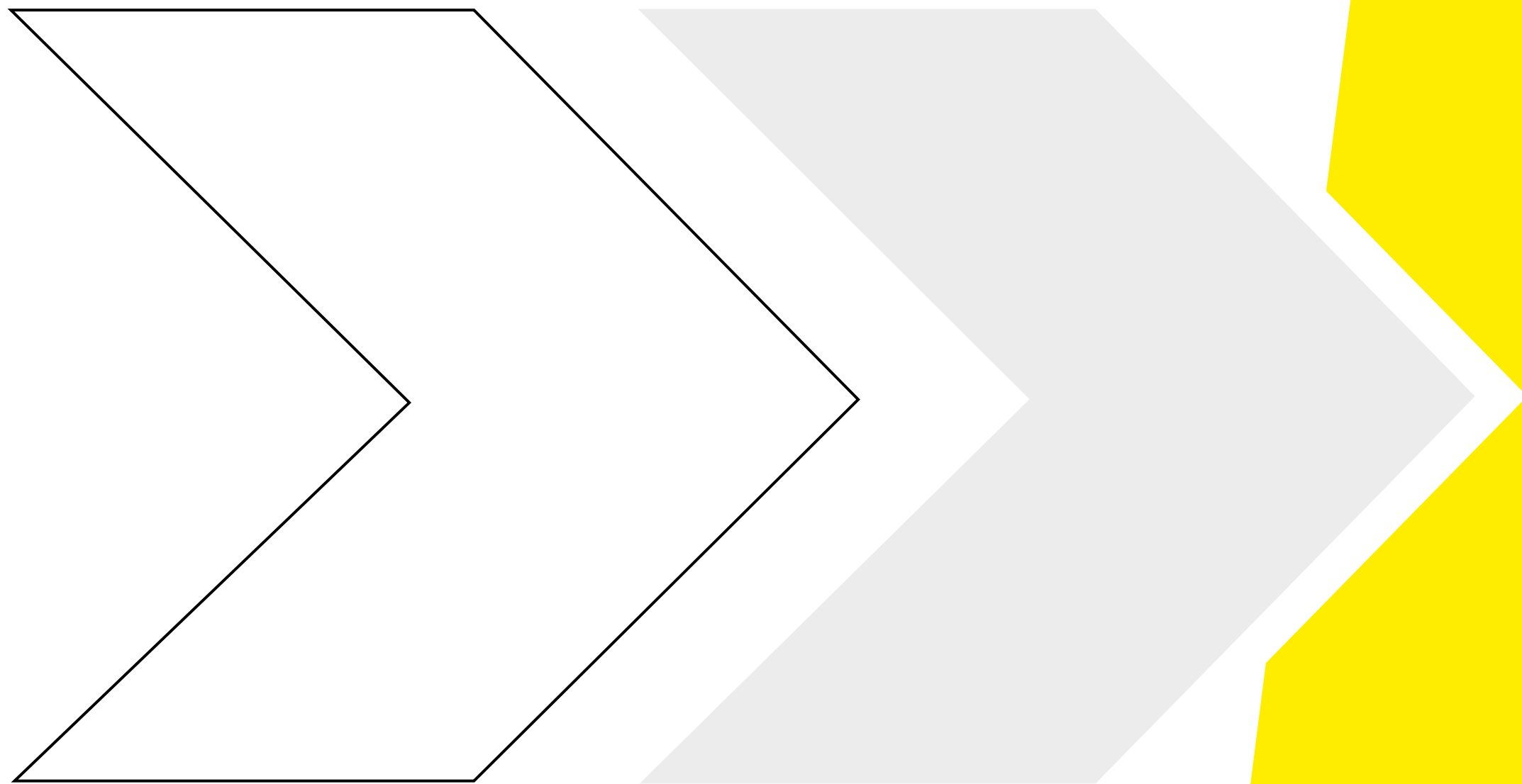
Our employees have the opportunity to take advantage of attractive fringe benefits such as subsidized job tickets, bicycle leasing, employee discounts or a cafeteria allowance.



Our achievements in 2024

- In 2024, we managed to lower total turnover by almost 5.5 percentage points compared to 2023. Voluntary turnover decreased by 3.8 percentage points, reflecting a positive trend in employee retention.
- Another key project was ensuring the safety of our employees in crisis regions. In connection with several customer projects in Israel, we developed comprehensive processes to ensure the safety of our employees. Effective risk management and approval and return processes enabled us to safeguard our employees in the best possible way during their trips, while also ensuring the implementation of customer projects and providing on-site support.
- We revised the organizational charts of SSI SCHAEFER to enhance their transparency and user-friendliness. These now offer different views (disciplinary, functional and by company) as well as new functions and information, making it easier for employees to understand the corporate structure. The continuous development of the organizational charts remains an important focus.
- We have introduced employee dialogs to support a consistent corporate culture. The “Employee Dialog” prototype, tested worldwide and successfully piloted in several countries, allows for standardized discussions between employees and executives, promotes dialog and mutual understanding and lays the foundation for targeted development.
- To further strengthen our project management expertise, we developed a practice-oriented “Problem Solving Strategies” training course based on a comprehensive revision and update of our project management training program in 2024, including the adaptation of the International Project Management (IPM) Guideline and the introduction of the SSI SCHAEFER Project Governance Policy. Initial pilot runs confirmed the high relevance and great benefits of this training course. It helps our project managers efficiently tackle challenges in projects and will be continuously expanded in response to positive feedback and a clear need for training.
- In Romania, we introduced the “Mood Compass” employee survey in 2024, which is conducted twice a year. This survey enables us to proactively take actions to improve the commitment and well-being of our employees while increasing employee retention. As a strategic tool, the “Mood Compass” contributes to the continuous improvement of leadership, cooperation and employee satisfaction.





Outlook

- In addition to our “Mover and Shaker” program for middle and senior executives, which focuses on a uniform understanding of leadership and management in the organization, we will be expanding our established leadership programs to include offers for first-line managers. These programs promote practical leadership skills through various learning formats, including classroom training courses, blended learning and interactive online training courses. Our top-line managers will continue to be trained in two classroom modules focusing on system-oriented management, leadership language and change management.
- The “HR Universe” recruiting tool will be rolled out in Germany in 2025. The new tool helps conserve resources, increases efficiency and ensures greater transparency in our recruiting processes. It also improves compliance and reporting, which will result in better decision-making and more sustainable HR management in the long term.
- In 2025, a new digital training catalog will be published that covers the entire range of training courses offered by the SSI SCHAEFER Academy. It allows employees to select specific training courses for their personal and professional development, while executives can use the catalog as a source of inspiration for performance reviews and training goals. In addition, further “Problem Solving Strategies” training rounds with a capacity of around 200 participants are planned. Both classroom and online training courses will be organized to offer employees worldwide greater flexibility.
- A new HR reporting system will be implemented in March 2025 to enable informed, decision-based HR management. The reports will provide precise analyses and visualizations in real time for sustainable corporate governance. The “Workforce Analysis” report, in particular, will permit a detailed analysis of gender distribution and help us take targeted actions to promote equal opportunities and diversity. The introduction of these reports forms the basis for a new, continuously developed HR strategy, which will, in the future, be based on the identified needs.

A Safe Workplace for All

The safety of our employees – whether in production, at customer sites or in our offices – is our top priority. That is why we rely on a well-thought-out global occupational health and safety management system that aims to maintain and, where possible, even enhance the health of our teams. We understand that healthy employees are the foundation of our company's success. Therefore, we place great importance on making the working environment at SSI SCHAEFER as safe and healthy as possible.

Our strategic approach

As a responsible employer, we are committed to continuously improving occupational health and safety within our company. Our focus is on addressing potentially hazardous situations in a proactive and responsible manner. To achieve this, we have implemented a comprehensive occupational health and safety management system that is certified according to ISO 45001 at some of our locations and is continuously harmonized. This certification will be gradually extended to all production sites and larger business units of the SSI SCHAEFER Group in the coming years (refer to Chapter "High Quality, Safe Products", p. 23).

To prevent accidents, we regularly review the safety standards and potential hazards at our production sites, customer sites and offices. We ensure that our employees are always equipped with personal protective equipment and regularly participate in safety training courses. Additionally, external safety audits are conducted at ISO-certified sites.

Our work processes are carefully analyzed and we systematically learn from accidents. Each incident is examined to understand the causes and to derive effective actions to prevent further accidents. The results are incorporated into our continuous improvement process and safety training courses. We use digital tools to centrally record and analyze accident data in order to ensure a comprehensive overview.



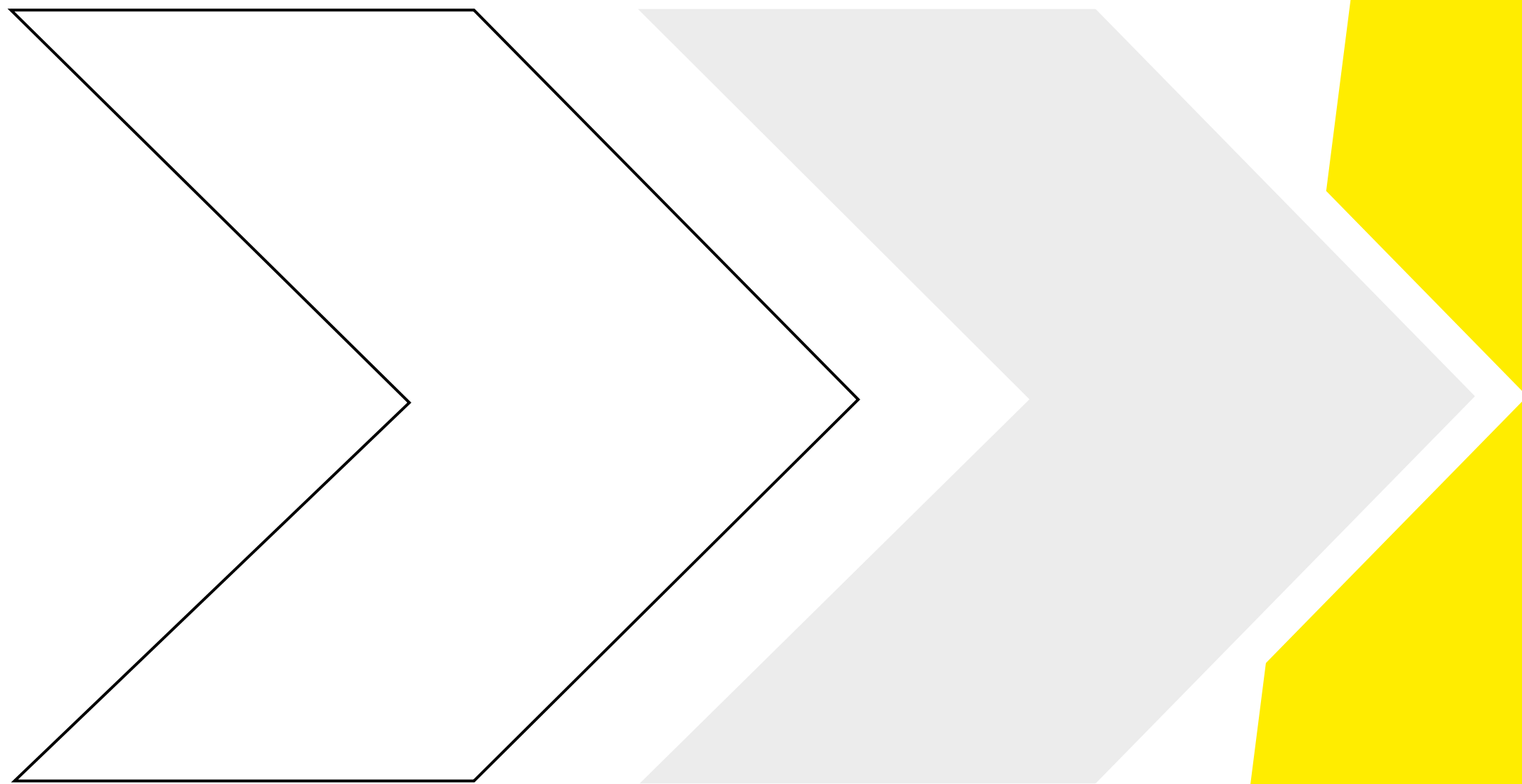
Our achievements in 2024

- The Lost Time Injury Frequency Rate (LTIFR) measures how often work accidents lead to lost time. It is calculated as the number of lost time work accidents (included from one calendar day of lost time) per million working hours. This indicator allows us to assess safety performance in the working environment and to identify actions to improve occupational health and safety. In 2024, the LTIFR was 9.83.*
- In 2023, we conducted a maturity analysis of the occupational health and safety management systems at non-certified locations based on self-assessments by the Managing Directors. An audit by safety experts was planned for 2024 to verify the results and derive potential for improvement. The actual execution is expected to take place in 2026.
- Our plant in Simpang Renggam (Malaysia) has been successfully certified to ISO 45001 (refer to Chapter "High Quality, Safe Products", p. 23). We are proud to note that the auditors found no major or minor deviations, thanks to the excellent preparation work done by our Health, Safety & Environment (HSE) colleagues.
- Group certification requires that we also assess our business partners on their safety standards and conduct supplier audits. The data from the suppliers we selected were included as planned in the digital EcoVadis platform in 2024 (refer to Chapter "Securing Sustainable Supply Chains Worldwide", p. 62).
- We place a special focus on the development and harmonization of the safety process landscape in order to establish global minimum standards with respect to occupational health and safety in the SSI SCHAEFER Group. The processes for escalation management, hazard assessment, third-party work permits and contract partner management at Group level came into force as planned.
- Further harmonization activities related to global HSE reporting. This focuses on the LTIFR and related data and lists near misses, the severity rate, safety improvement opportunities and safety improvements that have been successfully implemented and completed. The data are collected in a global dashboard, including information on action management (refer to previous point). These are presented to the management, which results in targeted discussions on appropriate actions.
- Our global HSE intranet site was rolled out at the beginning of 2024. It provides our employees with all relevant HSE information specific to their region and site. This also includes information from the reporting tool on occupational health and safety, health protection and environmental matters.
- Our safety experts use the monthly "Accidents Newsflash" format to analyze lost time accidents, process them as Lessons Learned and share them with all safety managers in the organization. In 2024, a news flash was sent for every occupational accident with more than one calendar day of lost time.

GRI 3-3, 403-1, 403-2, 403-7

* In 2023, the LTIFR based on 1 million working hours was 11.28.

The value in the Sustainability Report 2023 differs as it is based on 200,000 working hours and SSI SCHAEFER Plastics was not included.



Outlook

- The general goal is to maintain the occupational health and safety management system's certification to ISO 45001 and to expand the matrix certification. All production sites, including FRITZ SCHÄFER GmbH in Neunkirchen, will be certified to ISO 45001 in the coming years. SSI SCHÄFER Plastics GmbH is set to be certified in 2026; a corresponding GAP analysis has already been completed.
- We are planning to introduce a software suite that integrates and consolidates several systems into a single application for occupational health and safety management. This will ensure consistent operability and smooth interaction between different systems. The suite will include HSE reporting, hazard assessment and accident reporting and analysis.
- A global HSE workshop is being planned for 2025 to review and develop the HSE strategy, among other topics.
- We want to reduce the frequency of workplace accidents resulting in lost time. To this end, we have set ourselves the target of reducing the global LTIFR to 8.88 in 2025, which is a 10% decrease from the previous year's target (2024: 9.87).



Sustainable Intralogistics at Kellenberger Switzerland AG

Double it! - this was the goal set by the management of Kellenberger Switzerland AG. A lean material flow with the aim of doubling production capacity in the future was created together with SSI SCHAEFER.

Kellenberger Switzerland AG, based in Goldach, is a leading international manufacturer of precision grinding machines. To remain profitable in a high-cost country like Switzerland, the company focuses on digitalization and modern warehouse logistics. In cooperation with SSI SCHAEFER as the intralogistics specialist, an innovative concept was implemented which consolidated four previous production sites into a new plant in Goldach.

SSI LOGIMAT® vertical lift modules as a game changer

The implementation of six SSI LOGIMAT vertical lift modules played a key role in reorganizing logistics at the Goldach site. Their compact vertical design allowed for a 35% reduction in storage area and significantly accelerated logistics processes. The vertical lift modules enable the digital and transparent management of around 8,000 different components needed for assembling Kellenberger's machines. Combined with the WAMAS Lift & Store warehouse

management software, they ensure seamless integration into the existing ERP system for efficient, paperless process control.

Special features for ergonomic processes

Viktor Gaspar, CEO of Kellenberger Switzerland AG, is very pleased with the progress so far: "By optimizing our warehouse logistics, we have achieved a significant improvement in production processes and a more efficient supply of our production lines. As a result, we are already achieving significant increases in capacity and efficiency. The vertical lift modules are currently around 60% full. We expect the ongoing optimization to increase efficiency by up to 20% in the coming months." Approaching the "Double it!" target in terms of production capacity is likely to be the next step.





Field of action 2

Using Intelligent Processes to Create Innovative and Sustainable Solutions for Our Customers

At SSI SCHAEFER, we consistently pursue new ideas. And we believe that sustainability and innovation are inextricably linked. We want to offer our customers only the best – future-proof solutions that not only increase efficiency, but are also environmentally and socially compatible. To this end, we are forging close partnerships with research institutions and start-ups, thus contributing to the achievement of UN **SDG 17: Partnerships for the Goals**.

Smart processes are the key to sustainable and innovative intralogistics. With digital systems, products and processes, we not only make

intralogistics easier and more intuitive, but also greener – for our customers and for ourselves.

Sustainable innovation requires profitable business performance that enables us to meet the ever-growing demand for storage solutions and make effective investments in the future. With our innovation strategy, we also support UN **SDG 9: Industry, Innovation and Infrastructure** as well as **SDG 11: Sustainable Cities and Communities**.



The Future is Digital

Digitalization opens up a wide field for sustainable innovations in intralogistics, as the use of smart software solutions allows processes to be analyzed, optimized and automated. This helps companies to optimize energy requirements and material consumption, reduce emissions and improve working conditions for their employees. At SSI SCHAEFER, we not only follow this path ourselves, but also offer our customers digital tools to make their workflows more sustainable. To offer our customers even better service, we tested the use of artificial intelligence (AI) in customer service for the first time in fiscal year 2024. In doing so, we are guided by the goals of the EU Digital Strategy, which aims to drive value-based digital progress and help make Europe climate-neutral by 2050.

For all its obvious benefits, the digital revolution also poses challenges, particularly in the areas of security and data protection. The increasing online availability of company data increases the risk of cyberattacks and data misuse. Moreover, companies are challenged to keep up with the ever-changing regulatory environment, which will be particularly important for the use of AI in the future. In this context, compliance with ethical standards must also be ensured, which is intensively pursued by SSI SCHAEFER's corporate guidelines. In addition, the technical protection and updating of our IT systems as well as the comprehensive training and sensitization of our employees in the use of IT infrastructure and software applications are of central importance.





Our strategic approach

SSI SCHAEFER effectively uses the opportunities offered by digitalization to create real added value – not only for our customers and employees, but also for our company, the environment and the climate. Our software solutions help our customers to work in a resource-efficient way, which saves energy, reduces the workload and maintenance costs and increases productivity through automation.

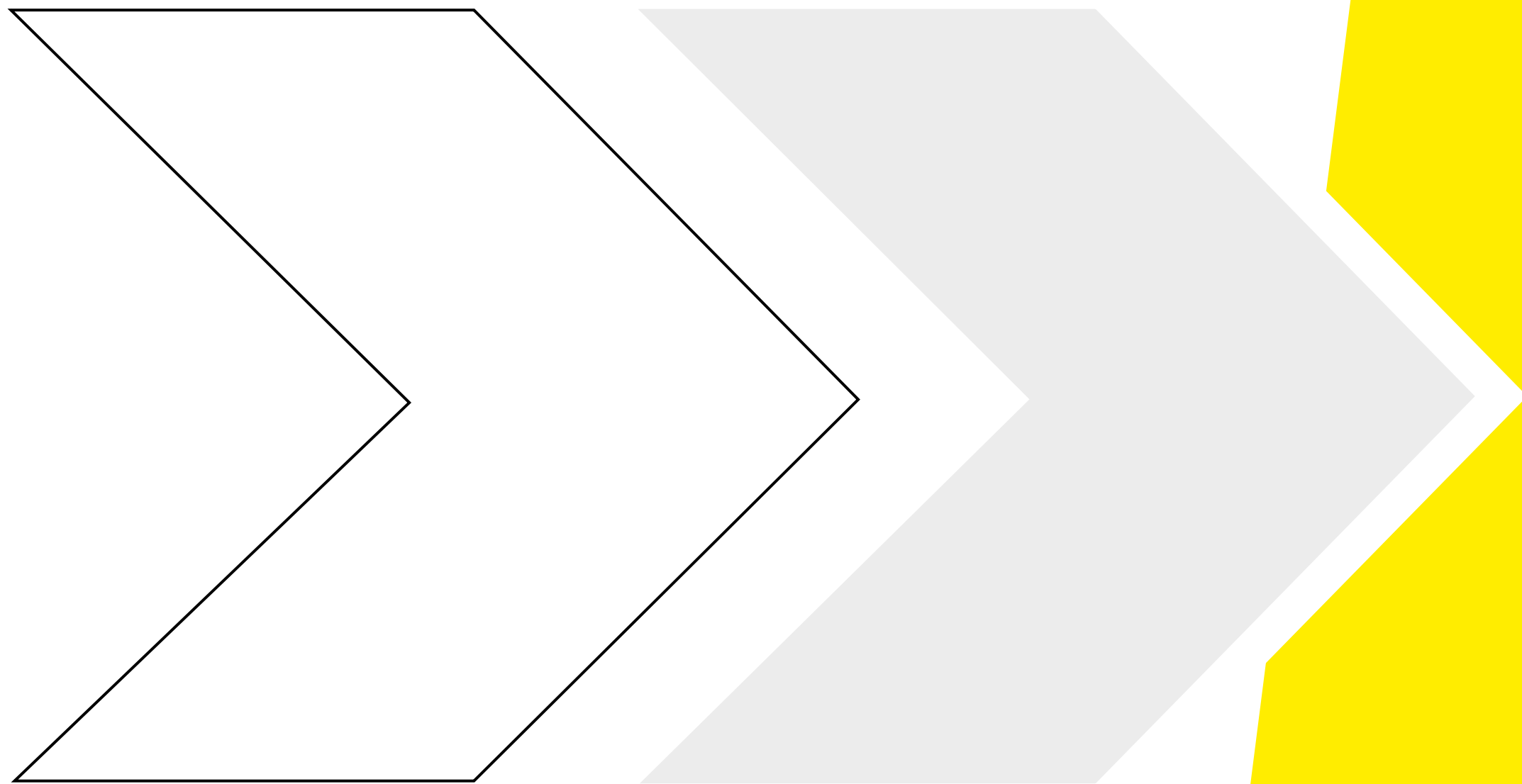
We continuously invest in the security of our IT systems as part of a global information security management system to protect our customers' and employees' data from cyberattacks as effectively as possible. At the same time, we incorporate data protection into our software development process, following the principle of "security by design". We are committed to industry security standards and best practices. Naturally, we ensure ongoing compliance with all legal requirements.

At our locations in Neunkirchen and Charlotte (USA), our Information Security Management System is already certified to ISO 27001. Further certifications are in progress (refer to Chapter "High Quality, Safe Products", p. 23).

To further enhance our data protection activities, we use specialized data protection solutions and services that ensure efficient documentation and communication at all times. We regularly monitor recent court rulings, official publications and proposed legislation to stay updated on the latest developments in the area of AI and other aspects of digital legislation. In this context, we also consider and comply with the requirements of the EU AI Act. In addition, we offer our employees regular training on data protection and cyber security and use newsletters to keep them informed of the latest security issues. This is governed by our Information Security Policy, which applies to the entire SSI SCHAEFER Group.

Our achievements in 2024

- In 2024, we advanced the development of innovative software solutions to help our customers proactively and efficiently operate and maintain their equipment. On the one hand, we implemented a prototype of a tool that optimizes the utilization of our SSI LOGIMAT vertical lift module and demonstrated its functionality. We are already planning further improvements of this solution in real operation with selected pilot customers. On the other hand, we added new features to our WAMAS intralogistics software to dynamically adjust the speed of storage and retrieval systems. This permits the reduction of energy requirements during off-peak times with lower system utilization and helps extend maintenance intervals. Overall, this not only results in real cost savings, but also in more sustainable operation of the system.
- In 2024, we launched a project to test the internal use of AI in customer service - focusing on large language models (LLMs) and retrieval augmented generation (RAG) to make methods and knowledge more accessible to our employees.
- Building on the existing Information Security Policy, we published an updated Group-wide data protection policy that emphasizes the importance of protecting personal data and ensures compliance with legal requirements as well as fulfilment of our customers', contractual partners' and employees' rising expectations.
- The modernization of our IT infrastructure to increase cyber security continues to progress. This involved further migrations from local servers to cloud solutions and the implementation of process improvements and harmonization. We also took actions to improve the real-time monitoring of cyber security incidents and reduce the response time to such incidents. The aim is also to integrate the requirements of customers and of the EU NIS2 Directive to maintain cyber security across Europe.
- In addition to the already existing involvement of our Data Protection Officers in IT projects, the organizational measures for strengthening IT security included capacity increases and the structural separation of the IT and Information Security functions to ensure the segregation of duties. The Chief Information Security Officer (CISO) now reports directly to Group management.
- We launched a project on identity management for the identification, authentication and authorization of persons to access applications or systems. The system has already been implemented across about 40% of the Group.
- In 2024, we further expanded our range of training courses on IT security and data protection and made them available on an e-learning platform. The focus was particularly on financial fraud, such as the detection of forged e-mails and invoices and shadow IT to prevent employees from using certain systems or apps without the consent of our IT department.



Outlook

- The internal use of AI in customer service will be evaluated in practice to determine if the technology can be implemented across the Group. In 2025, we will focus on the significance of AI for SSI SCHAEFER and the establishment of professional AI governance.
- The Group-wide development of the data protection organization will focus on transparency and fairness in 2025. Data protection will be further integrated into the SSI SCHAEFER organization through intensive training.
- We continuously monitor changes in European and global cyber security regulations in order to meet regulatory requirements as well as the additional needs of our customers.

Sustainable Innovations

Innovations are key to success: They keep our company up to date, promote sustainable business practices and help tackle the challenges of climate change. For us, innovation means finding new ways to meet the key requirements of our customers.

To enable true innovation at SSI SCHAEFER, it is crucial to closely monitor the market, technological developments and society in order to identify trends early on. We see great potential for the future of intra-logistics in digitalization, robot-based automation, artificial intelligence and resource efficiency throughout the entire supply chain (refer to Chapter “The Future is Digital”, p. 36).

Our strategic approach

Our strategic goal is to build a vibrant innovation ecosystem. To achieve this, we are networking with research and development partners and emerging start-ups. Another important pillar is the cooperation with our customers to initiate joint innovation projects.

SSI SCHAEFER places great importance on actively involving its employees in shaping the future of the company. Our innovation guidelines form the framework for this, as they define our understanding of innovation, give our employees clear guidance and encourage them to submit their own ideas.

To specifically promote innovations that support sustainable transformation, we have introduced a structured innovation process. Going forward, we will add even more sustainability criteria to this process.



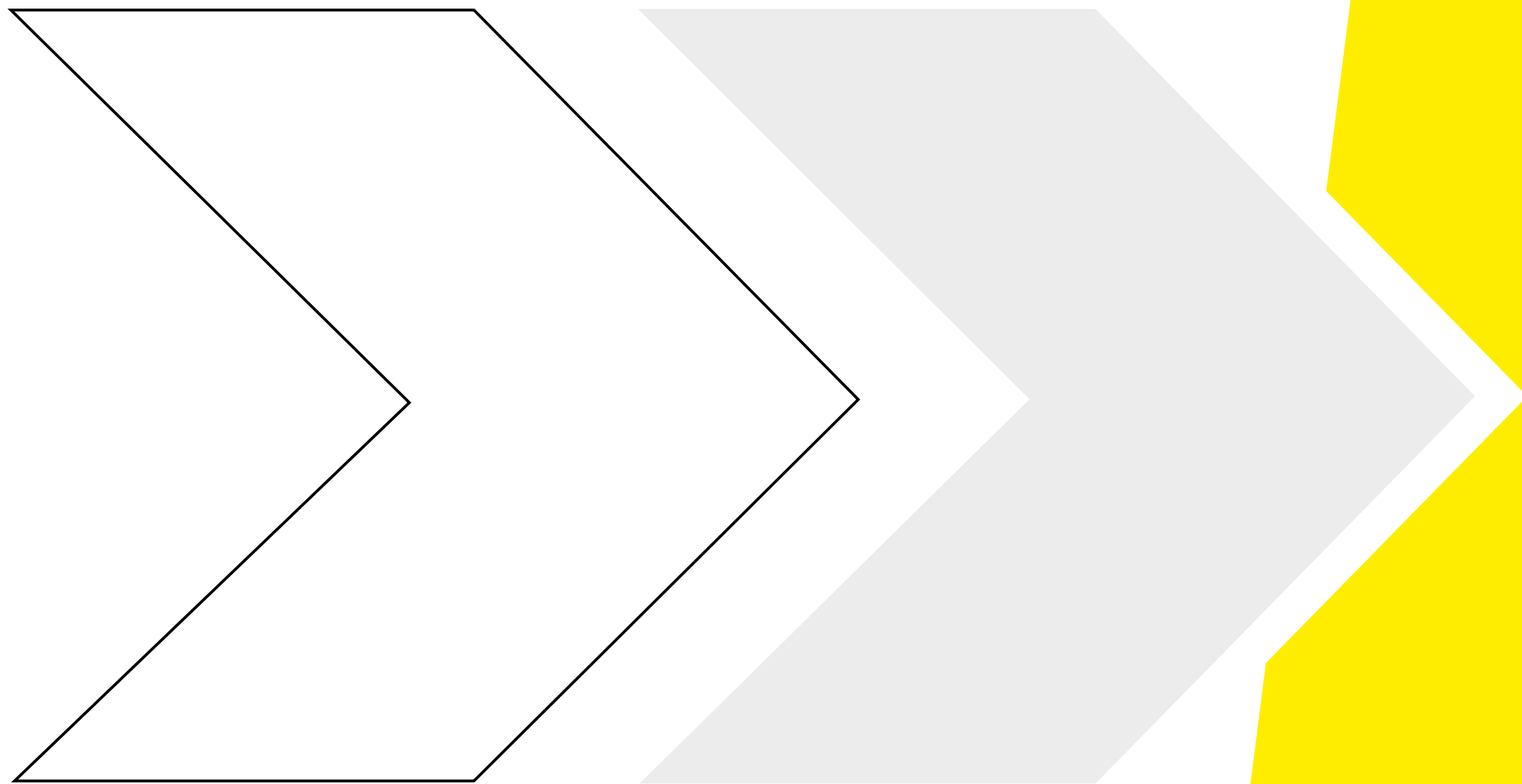
Our achievements in 2024

- In 2024, we launched an extensive project to test the internal use of AI in customer service. The project focuses particularly on large language models (LLMs) and retrieval augmented generation (RAG), which are methods that make knowledge more accessible.
- In 2023, we presented a new robotic system for automated picking of small items. The market launch took place in 2024 at LogiMAT. We have been selling the product since then and are continuously working on its improvement.
- The results of the innovation projects in areas such as digitalization and robotics initiated in 2024 were presented at this year's LogiMAT intralogistics trade fair.
- Our new drive systems offer a resource-efficient alternative to the energy-intensive compressed air technology previously used to convey bins and pallets. Further developments, such as testing the use of energy efficiency class IE5 drives, had to be postponed due to supply bottlenecks, among other factors.
- We also continued to pursue the topic of sustainability through resource efficiency. For specific projects, we are collaborating with our customers on lighter and more material-saving designs, such as for our steel storage platforms. We also increased transparency regarding the carbon efficiency of our products by providing a tool that allows our sales force and customers to calculate the carbon footprint of our products based on the amount of steel used.
- The dialog with research partners on sustainability initiated in the previous year was continued in 2024. Specifically, the future vision of a carbon-neutral warehouse was outlined and corresponding action areas were developed for SSI SCHAEFER. Publication of the results is planned for 2025.
- Since 2022, we have been part of the Maschinenraum network to actively help shape the digital and sustainable transformation of German SMEs. This innovation initiative was founded in Berlin in 2020 and currently has more than 75 member companies. As in the previous year, we participated in the annual Momentum conference as well as in numerous virtual exchange platforms organized by Maschinenraum in 2024.

▪ The participation in 2023 in the “Digital Rockstar” format of SCHAEFER BA, a shared internal organization of SSI SCHAEFER, SCHAEFER WERKE and SCHAEFER SHOP, which gives all employees the opportunity to improve their digitalization and methodological skills, was highly appreciated by all participants. We therefore participated again in 2024 with two projects. In the “Digitalization and Connectivity” category, we presented unique lasered QR codes on trash cans as an entry point for digital services in waste disposal. Especially in the liberal US market, the largest global market in which SSI SCHAEFER Plastics operates, the savings potential in the route planning of waste disposal companies is huge. Efficient route planning reduces both the cost for disposal companies and the carbon footprint. Moreover, we presented a project in the “New Work” category that enables employees to take on another role in addition to their main job by training as video presenters. This has created flexible staff deployment options and opportunities for different units of the SSI SCHAEFER Group to explore new areas and develop outside their own field of expertise.

▪ In 2024, we conducted a pilot run with a start-up that has developed an approach to promote internal entrepreneurship. This aims to further expand our innovation ecosystem in line with our internal innovation guidelines. We developed a concrete idea based on the start-up’s approach and involved the employees who put forward the idea as active, entrepreneurial pursuers of their ideas.





Outlook

- In 2025, we plan to increasingly focus our innovation efforts on digitalization and AI. We aim to continue our project testing the internal use of AI in customer service by evaluating it in practice to determine whether or not the technology can be used across the entire Group.
- In 2025, we want to consolidate the results of our cooperation with the start-up for the expansion of our innovation ecosystem (refer to Chapter “Sustainable Innovations”, p. 42) and decide on how to proceed.
- We will continue to work on a Group-wide catalog of sustainability criteria to be considered in our innovation process. The catalog will cover not only the sustainability of SSI SCHAEFER in the supply chain and production, but also the impact of innovations on our customers’ sustainability when using our solutions.
- We will increasingly consider sustainability aspects such as energy efficiency, durability, reparability, material efficiency, low content of hazardous substances, use of renewable resources and recyclability in both the selection and implementation of development projects. Some business units are already explicitly considering sustainability aspects in the development process.

Stable and Profitable Growth

Our corporate strategy focuses not only on sustainability, customer satisfaction and innovation, but also growth and profitability. Our aim is to build up a business that is successful in the long term, enabling investment, jobs and continued growth. We will keep our focus on the industries

where we already excel - including apparel & fashion, food & beverage, grocery & food retail, retail & wholesale, pharmaceuticals & cosmetics and production logistics. These industries will continue to offer promising opportunities for us in the future. Europe, the US and Asia are

strategically important output markets for us. Our Business Units Logistics Solutions, Products & Equipment and Customer Services as well as the Plastics division work together to further increase the profitability of the SSI SCHAEFER Group.

Logistics Solutions

The Logistics Solutions Business Unit develops customized intralogistics systems for our customers from various industries. Our portfolio includes both straightforward solutions for warehouse automation and complex, highly automated system solutions with a significant proportion of individually configured software products.

The requirements for intralogistics solutions are becoming increasingly complex. The booming online trade is leading to an increasing number of orders, a growing variety of personalized products and an increase in returns. This also heightens the need for smart, scalable and future-proof solutions that can meet the requirements of multiple industries and adapt flexibly to the ever-changing needs of companies and markets. In addition, the shortage of skilled labor in key markets continues to drive demand for fully automated solutions across all sectors.

Our strategic approach

Sustainable and profitable growth can only be achieved in the long term if it is based on fundamental principles such as environmental and social responsibility and respect for human rights. This is especially important in challenging times with constantly changing market conditions. We aim to incorporate and compensate for the impact of our supply chain in our pricing as far as possible.

Our achievements in 2024

- The fluctuations in the core markets intensified in 2024. Regional crises and uncertainties caused by political developments led to considerable delays in investment decisions. Thanks to our global footprint and, in some cases, several years of persistent sales work, the previous year's result was nevertheless significantly exceeded.
- The realization of highly automated logistics centers usually takes several years and involves numerous business units throughout the project. To ensure a balanced order portfolio and even utilization of available resources, our sales activities increasingly focused on smaller and medium-sized projects. The main responsibility for generating corresponding incoming orders lies with the regional units, while structures have been created in the central units to ensure full support in the future.

Outlook

Our main goal for the coming years remains unchanged: We want to increasingly enable our locations around the world to autonomously plan and implement orders with clearly defined complexity. We will continue to expand the supporting structures for this. We will optimize the use of resources in the bidding process through closer integration of sales and order processing. By standardizing contract terms and conditions based on minimum commercial requirements, we can minimize the financial risks for our company.

The increasing use of standardized solution modules will also reduce the risk in the implementation phase. At the same time, resulting synergies will allow us to offer more attractive overall packages, giving our customers a decisive competitive edge due to lower investment costs.

Products & Equipment

The Products & Equipment Business Unit is in charge of developing, distributing and implementing a variety of intralogistics solutions for both manual and semi-automated applications.

Our customers place great importance on reliable, high-quality products. To meet these requirements, we need professional, market-oriented product development.

Our strategic approach

To ensure the long-term growth and profitability of the business unit, we are increasingly relying on standardized product combinations, such as shelving systems and picking solutions. At the same time, we are optimizing our costs by simplifying our product range and improving our end-to-end processes. We are using digital tools to enhance the efficiency of our operations.



Our achievements in 2024

- The Products & Equipment Business Unit was faced with a global reluctance to invest. This difficult market environment led to a decline in incoming orders and sales.
- We have started to make our product portfolio future-ready by further streamlining and standardizing it. For example, we reduced the variety of components for flow racks and pallet racks and decreased the number of modules for platforms.



- To provide our customers with individualized offers more efficiently, we have included various product configurators, such as those for single-level shelving systems, pallet racks and cantilever racks, in the internal digital “Products & Equipment Platform”.
- Over the past year, additional business unit-specific training courses were made available to our sales force and application engineers on the “Planet Learning Platform”, aiming to further increase product-specific expertise in sales.
- The RackBot product line, which combines rack storage and automated, robot-assisted picking and storage, performed very well in 2024, with various projects won in Europe and South America.

Outlook

We aim to continuously expand our global business in the coming years and we are focusing on a number of actions to achieve this:

- Stronger product-specific focus that relates to all internal processes such as product development, product management, distribution and realization.
- Increased selling of intelligent combinations of standard products such as mobile racks and automated guided vehicles.
- Go-to-market optimization in the growth markets of Asia and North America.
- We place particular emphasis on the intensive training of our sales staff and application engineers. This ensures they are always able to provide excellent service and advice to our customers. For 2025, we are planning further product-specific training courses on product combinations and software applications.

Customer Services

The Customer Services Business Unit is responsible for organizing the maintenance, repair and security of our systems at customer sites to ensure trouble-free operation. Sales in this business unit have grown strongly in recent years, while the number of employees has not increased at the same rate.

In 2024, the noticeable slowdown in the economy affected the willingness to invest in expanding or modifying existing systems. By proactively offering our customers retrofits and new concepts for extending the service life of the software solutions used, we were nevertheless able to grow by almost 10%. We will increasingly rely on digital offerings, which are easier to scale, to accelerate sales growth despite limited resources. A dedicated resource for the marketing of predictive maintenance has been appointed and, as a result, this service has already been sold for 20 customer systems. More than 50 customers have shown great interest and will be included in the program next year.

Our strategic approach

As part of the SSI SCHAEFER Maintenance Philosophy (SMP), we offer our customers Remote Services, Field Services as well as the modernization, expansion and retrofitting of existing systems. Our life cycle management and digital services, such as the WAMAS Maintenance Center (WMC), are key components of our service.

To tap into the growth potential of our business unit, each of our corporate customers is assigned a personal service account manager. These managers know both the customers and their systems inside and out, allowing them to identify potential gaps in the system and offer customized solutions. To optimize synergies, we have also established a key account management team to provide even better service to customers who use SSI SCHAEFER technology at multiple locations across different countries and regions.

We reduce the effort and cost of knowledge management by increasingly relying on AI solutions. In addition, we migrate customers to a standardized, modular, modern software platform wherever this offers economic advantages.

Our achievements in 2024

- The Customer Services Business Unit grew in line with the market average of just over 10% in 2024. We extended valuable contracts with existing customers and won major retrofit programs with key accounts.
- More than 140 additional customers opted for one of the modules in our digital service portfolio in 2024. In this context, we would like to highlight that system monitoring services could be sold for more than half of the new systems.
- In 2023, we expanded our WAMAS Maintenance Center software: The planning of our global maintenance activities was switched to a new standardized, globally deployed maintenance tool in 2024, which will be used for the planning of Visited Maintenance (preventive maintenance by service technicians) field service in all regions starting in 2025.
- By relocating our spare parts business from Giebelstadt (Germany) to Hranice (Czechia), we have further optimized our spare parts management. In 2024, spare parts were delivered within two weeks for 53% of orders (2,278 orders), compared to 33% in 2023.

- A security consulting module for existing systems was added to our customer service portfolio. This allows our customers to have our specialists analyze the status of the security technology of old systems. As a result, they receive a report with qualified recommendations for improving the security technology and, if desired, an offer for upgrading the system. Conclusive concepts for the modernization and retrofitting of complete systems or sub-systems round out this service.
- The already established obsolescence management was expanded by including a spare parts life cycle report in the customer web shop. This innovative new feature offers our customers a comprehensive and transparent overview of the current life cycle status of the installed parts and possible replacements for discontinued items, enabling an early response to changes in the availability of spare parts.
- Feedback in the related “Open Ears” customer survey was very positive. The newly designed landing page of our web shop, with the option to make direct inquiries to specialist departments, rounds out the functionality of the web shop.

- To further professionalize our sales activities, 30 of our 100 service account managers (SAMs) have already been trained in the development of strategic customer relationships in two modules. This program will continue in 2025.

Outlook

- We remain committed to achieving our sales targets for digital services in the coming years. To achieve this, we will, for example, target relevant customer groups even more effectively and intensify active customer support. Key steps include further expanding predictive maintenance in 2025 and developing a sustainable business model.
- We have assembled a project team to systematically develop life cycle plans for our customer systems. Combined with an asset management system, by 2025, we will be able to show each customer, over a rolling period of five to seven years from the commissioning of a system, precisely which investments should be planned to ensure the system’s long-term reliability.

- We are continuously working on developing our web shop as a multi-functional platform and on automating and integrating internal interfaces as effectively as possible. The further development of the CMMS (Computerized Maintenance Management System, WAMAS) and web shop interface is planned for 2025. This will lead to significant efficiency gains for the field service teams and also help increase customer satisfaction. In addition, a transport cost module and the visibility of online stock availability in the web shop are planned.
- The further development and networking of digital tools such as WMC, web shop, Open Ears and predictive maintenance on our multi-functional platform will be enhanced by AI-based functions, expanding the range of SSI SCHAEFER services. This will allow systems to be maintained and optimized as required and spare parts to be procured efficiently.
- In 2025, new functions will be integrated into the resource planning tool (RPT), including automatic service e-mails, periodic service planning and risk assessment attachments, to optimize resource planning and productivity. This process integration is expected to improve the data exchange between the sales force and CMMS/RPT and minimize duplicate data entries. This will increase efficiency in customer communication, technician scheduling and invoicing.

SSI SCHAEFER Plastics

The Plastics division focuses on the plastics sector, specifically the production of waste containers, plastic containers for storage systems and customized structural packaging that protects goods during production, storage and transport.

We see considerable growth potential for packaging, as our customers place great importance on ensuring that their products and spare parts remain intact during storage and transport, leading to a strong demand for customized packaging solutions. The trend towards e-mobility, which involves installing sensitive, high-quality components, is also boosting this demand.

Our strategic approach

Our aim is to develop optimal, cutting-edge solutions for the plastics industry to ensure sustainable growth. Through ongoing education and training, our employees are well-equipped with future-proof skills. We use digital solutions to optimize processes and create further added value. Sustainability is a key focus in all areas of the company.

Our achievements in 2024

- With a market share of over two-thirds in containers for lightweight packaging (LWP), we maintained our market leadership in Germany.
- We invested more than ever in innovation and digital solutions, including the development of new vehicle hardware, an advanced software platform and the Smart Bin 2.0. These investments are crucial for ensuring our long-term competitiveness.
- By using more ground material, we increased the recycling rate of our GMT waste container series by 11%, while still meeting the specific technical requirements.
- We exceeded our strategic energy target for the 2023–2024 period of reducing our energy consumption by 1 GWh. We saved over 3.5 GWh of electricity and natural gas by implementing various operational energy efficiency measures.
- In addition, the environmental performance of the Neunkirchen plant in terms of CO₂ emissions improved by 18% in the last reporting period (based on kg CO₂e / kg goods).



Outlook

- The processing of recycled materials is particularly important to us. In the area of waste technology, we successfully increased the recycling rate by more than 10% in 2024. We aim to extend this success to packaging and containers and achieve a double-digit increase in the recycling rate in these areas as well.
- Our new strategic energy target for 2025-2026 is to reduce the electricity consumption in relation to the amount of material used in production (kWh/kg plastic) by 10%. To achieve this, we will invest in new machines and the replacement of existing ones, as well as continuously increase the energy efficiency of water distribution.
- In waste technology and packaging, we are investing in new energy-efficient machines, tools and systems. This will ensure a continuous improvement of our carbon footprint as well as stable growth and the expansion of our market share.
- By combining high-quality waste containers “Made in Germany”, innovative technologies and the powerful DISPONDO container management software solution, we are increasing transparency, simplifying processes and supporting carbon reduction in waste disposal logistics. Our technologies enable the development, establishment and monitoring of effective circular material cycles, thus contributing to a more sustainable use of resources.



Our Strong Brands

The SSI SCHAEFER Group includes the strong brands SupplyBrain, SWAN, RO-BER and DS AUTOMOTION. They all operate under SSI SCHAEFER's sustainability strategy and are involved in strategic and operational sustainability issues.

DS AUTOMOTION GmbH

DS AUTOMOTION has specialized in the development and production of automated guided vehicles and autonomous mobile robotics for 40 years. Our mobile robotics business unit focuses on the following applications:

- Warehouse logistics
- Production logistics
- Picking
- Concatenation of machinery
- Roll container transportation
- Container mixing systems
- Concatenation of areas
- Last mile transportation
- Assembly lines

In addition to the core industries of the SSI SCHAEFER Group, we focus on OEMs, the automotive and automotive supply industry, hospitals and other industries with intralogistics tasks.

Our key regions are Europe as well as North and Central America. In other "spot regions", we work together with the SSI SCHAEFER Group or operate independently under special conditions, like when following our customers or in the event of repeat projects.

Our strategic approach

Our core products are driverless and autonomous mobile robots, along with the associated higher-level fleet management systems and services. The key technologies required for these are deeply embedded in our organization and are continuously developed by us. Focusing on core application areas forms the basis of our strategy and guides the necessary further development of our skills and resources. To secure our growth strategy, we serve the market both indirectly as part of the SSI SCHAEFER Group's complete solutions and directly with independent mobile robotics solutions. Our culture of cooperation and teamwork are key success factors in realizing our strategy.

Our achievements in 2024

- Thanks to the good cooperation of the individual business units and targeted sales and marketing activities, we have continued to achieve our goal of increasing incoming orders by an average of 9%.
- By developing new products like AMY, a robot for transporting small loads of up to 25 kg, continuously optimizing our product range and implementing our annual R&D program, we have positioned ourselves well for the future.
- Our existing management systems and associated ISO 9001, ISO 14001, ISO 45001 and TISAX (information security) certifications ensure the development of our annual improvement programs, enabling us to make a valuable contribution outside the company and contribute to the continuous improvement of the entire value chain.

Outlook

- We place great importance on our newly launched environmental and occupational health and safety programs. We have already taken steps to further improve our occupational health and safety, aiming for zero work accidents. In 2024, our LTIFR was 8.00 (work accidents per 1 million employee hours).
- We aim to drive forward the reduction of CO₂ emissions by taking appropriate environmental actions. One of our key focuses is sourcing electricity from 100% renewable energy sources. In 2024, 45% of our electricity came from renewable sources and we are aiming for 90% by 2025.
- We want to promote the proper sorting of waste by providing suitable containers in the offices and commissioning halls, thereby reducing waste disposal costs by 5%.
- Another focus is the use of reusable cleaning cloths to help cut down on waste.

RO-BER Industrieroboter GmbH

RO-BER Industrieroboter GmbH is part of the Logistics Solutions Business Unit. We create complex robot and material flow systems to automate the logistics chain.

Our strategic approach

In an era of skilled labor shortages, we provide our customers with tailor-made solutions for optimizing their material flow in terms of performance and ergonomics. The creativity, personal commitment and professional expertise of all our employees are the foundation for the company's promising development both nationally and internationally.

Our achievements in 2024

- We maintained our sales and earnings by expanding our range of services. We also plan to increase our sales activities.
- We continued to develop our compact material flow solution, RO-BIN/RO-POUCH, which saves space for our customers and the environment by offering a high degree of automation in the smallest possible space.
- By optimizing robot travel paths, reducing axis lengths and drive sizes and using a new cabinet-free compact control system that can operate without an air conditioning unit, we reduced power consumption by up to 15%.
- The compact system is designed to fit into a shipping container, ensuring that only a single truck is needed for transport.

Outlook

- Our goal is to increase the proportion of women in mechatronics training from 0% to 33%.
- The proportion of hybrid vehicles in the company fleet is to be increased from 20% to 30%.
- Diversify our product range to explore new business areas like end-of-line palletizing. We aim to develop a standardized compact palletizer with a space-saving design and UL certification for the American market. We are also targeting a maximum container size for the system. By using existing RO-BER standard components and a compact control system without a control cabinet and air conditioning unit, we aim to reduce CO₂ emissions by 15% to 20%.
- Introduce a new compact control system that does not require a control cabinet and complex internal wiring, saving space and material.
- Cut the number of travel days for our software commissioning engineers by 20% by increasingly using emulation software (replicating software environments for testing and simulation purposes). This significantly shortens the commissioning phase at the customer site, which reduces travel time and expenses and helps prevent undetected system malfunctions, such as crashes.
- We plan to develop company-wide measures to reduce CO₂ emissions.

SWAN GmbH

As a modern company, SWAN GmbH represents digital change in SAP logistics. We focus on innovative logistics solutions based on the SAP EWM, TM and DM modules. In addition, we offer a broad portfolio of add-on solutions for connecting and controlling automated systems, real-time location systems (RTLS) and SAPUI5 usability.

“We live performance!” At our locations in Augsburg, Dortmund, Giebelstadt, Graz (Austria), Nuremberg, Walldorf and Weiden in the Upper Palatinate, our experts implement user-centered and performance-centered logistics solutions for medium-sized companies and big international players.

Our strategic approach

Our focus in the digital transformation is on individual solutions and strong customer centricity, innovation, transparency and sustainability. We promote a positive working environment and invest in the development of our employees. By integrating feedback and continuously expanding our portfolio, we ensure that current market conditions are considered in our strategy and we offer our customers modern, future-oriented and sustainable solutions.

Our achievements in 2024

- SWAN's employees are actively involved in defining and shaping our corporate values, which are an integral part of our corporate culture: Trust and transparency, flexibility, respect and appreciation as well as team spirit.
- We ensure that communication channels and expectations are always clearly defined and accessible to all employees. In addition to regular feedback within teams with the team managers, we have set up anonymous feedback channels that enable our employees to provide input without having to identify themselves.
- We offer our employees flexible framework conditions, within which they can choose their place of work and their working hours so that private and professional aspects coexist harmoniously. Personal exchange at the office is, nevertheless, an important part of our working culture.
- We offer a comprehensive package of benefits across all countries, from mobility solutions to the promotion of health and a work-life balance.
- We have established the Enabling Services department, which combines the HR, Business Administration, Marketing and IT units under a single management. Our aim is to create a uniform team structure within the company. Within the Enabling Services department, we are pushing ahead with the pilot project for the self-management of teams empowering our employees to independently organize their units and roles.

Outlook

- We want to offer our employees more than just fair pay. Clear and structured career opportunities are also important to us and our employees. We are continuously expanding our already developed measures. We aim to achieve consistently high employee satisfaction and grow our workforce by about 10% through detailed career paths including transparent salary ranges.
- We will intensify our recruiting activities.
- We plan to develop transparent salary structures.
- We will introduce a company health management system to promote the physical and mental health of our employees.



SupplyBrain GmbH

SupplyBrain, the innovation start-up based in Graz, was launched by the SSI SCHAEFER Group to offer data-based software solutions that, in addition to corporate logistics software, optimize core areas of the supply chain, increase efficiency and reduce operating costs.

Our strategic approach

Our aim is to provide our customers with the opportunity to cut costs and boost efficiency through continuous data-driven optimization, such as energy management and predictive maintenance.

Our achievements in 2024

- We optimize maintenance processes through predictive maintenance. By using preventive maintenance, we assess the status of systems and components as needed and efficiently plan activities. This maximizes operating times and actively avoids system downtimes. As a result, there is no need for emergency repairs or temporary solutions, which saves costs, minimizes the workload and ensures needs-based spare parts planning. In addition, unnecessary trips can be avoided.
- We extend the service life of products through data-driven (needs-based) maintenance. With the knowledge gained from product data and active system monitoring, maintenance is performed at the right time. This reduces product wear, minimizes workload and avoids system downtimes. Maintenance is conducted at appropriate intervals based on usage and intensity. Typical products include shuttle systems, motors or other mechanical components used in intralogistics systems.
- In the energy management area, we acquired a pilot customer. In the first phase, energy consumption is recorded and the information is made transparent and usable to develop appropriate optimization strategies. These strategies include a deep sleep mode for shuttle systems or reducing motor power during low load periods.
- We have introduced AI-based staff planning. Historical data and projections of future order volumes are used to adjust staff planning to weekly circumstances. This reduces idle times in operative implementation, saves unnecessary trips and has a direct impact on the operating costs of the system.

Outlook

- In predictive maintenance, we aim to achieve a high level of scalability by automating the onboarding of new systems. To make this possible, we need to establish a high standard to ensure that no manpower is required for system onboarding.
- We plan to significantly reduce the workload by automating the work planning for resident maintenance systems. Currently, SSI SCHAEFER staff perform resident maintenance on site. Predictive maintenance supports this process by providing knowledge about the product status and will be enhanced by incorporating a planning algorithm.
- We want to introduce a spare parts management system based on AI and predictive maintenance. Our initial approach is to use cell phone photos and image recognition on site to identify spare parts, which will then lead to the automated planning of the spare parts procurement process.
- Data-driven product optimization: The system data we obtain will provide further insights into the products, which can be used, for example, to identify weak points.





Sustainable Intralogistics at VOG AG

By investing in a fully automated, more energy-efficient high bay pallet warehouse and an expanded manual storage area, VOG is taking the efficiency, performance and flexibility of its warehouse logistics to a new level. It is an ideal solution for compensating for staff shortages and rising energy costs.

VOG AG is a traditional Austrian wholesaler with an extensive logistics network in Central Europe. To meet the growing demands for product traceability, efficient resource use, warehouse performance and operational flexibility, VOG opted for a customized intralogistics solution from SSI SCHAEFER.

First step towards automation

SSI SCHAEFER integrated a fully automated high bay pallet warehouse and another manual warehouse, each with 11,000 pallet storage locations.

SSI SCHAEFER's WAMAS logistics software controls and optimizes processes in the new automated warehouse in real time, allowing orders to be assigned to available capacity in the conveying system and picking areas. This enables both rush orders and peak loads to be handled efficiently.

Cost reductions through energy savings

The use of four energy-efficient SSI Exyz storage-retrieval machines contributes to reducing energy consumption. The counterweight integrated into the mast saves energy during lifting. "Our experiences with the automated system in Linz have been overwhelmingly positive ever since it went live", emphasizes Matthias Ritzberger, VOGTRANS' Managing Director. "The system does not have to be run at full capacity round the clock, which saves energy. But thanks to the scalable buffering function created by SSI SCHAEFER, it can be ramped up again in no time to significantly increase its technical performance. This has the advantage that the system is not only capable of handling seasonal peaks, but has the capacity to accommodate future growth as well."

Overall, it is becoming clear that high bay warehouses as self-contained, high-density storage systems can be operated in a much more energy-efficient manner in the medium to long term than manual storage areas with staff and forklift traffic.



Field of action 3

Responsible Management by Reducing Impacts Along Our Value Chain

We want to contribute to a better and more sustainable future, which is why we attach great importance to treating the environment and society responsibly. As a global company, we work hard to act responsibly throughout our value chain.

Treating people with respect is a core principle of our corporate governance. By respecting human rights, we lay the foundation for sustainable supply chains and minimize the negative impacts of our operations.

Through effective sustainability management and trusted collaboration with our suppliers and business partners, we aim to reduce emissions, minimize waste and wastewater and avoid environmental damage.

In this way, we also support the United Nations Sustainable Development Goals:

SDG 2: Zero Hunger,
SDG 7: Affordable and Clean Energy,
SDG 8: Decent Work and Economic Growth,
SDG 12: Responsible Consumption and Production,
and **SDG 13: Climate Action**



Assuming Responsibility, Protecting Human Rights

Companies must ensure that human rights are also respected in their supply chain. This includes strictly rejecting child and forced labor, ensuring fair wages and reasonable working hours, promoting safe and healthy working conditions and protecting against discrimination in the workplace. Each of these aspects plays a critical role for us.

Our strategic approach

Respect for human rights is an integral part of the SSI SCHAEFER Group's corporate culture. This applies to both our own locations worldwide and to the entire supply chain. To achieve this goal, we rely on clear standards, regular audits and effective reporting and complaints management. By signing our Code of Conduct for Business Partners or by submitting equivalent documents, our suppliers undertake to respect human rights in the supply chain.

The SSI SCHAEFER Group has an appropriate and effective human rights compliance program. It comprises a clear organizational structure with defined roles and responsibilities, as well as established processes and structures. As human rights issues affect different areas, we address them in

an interdisciplinary manner and in close coordination between the various functions. In doing so, we take a risk-based approach.

The Legal & Compliance Group Function defines internal policies on human rights and monitors their implementation throughout the Group. The Group Function reports directly to the CEO. The Group Social Responsibility (GSR)/Health, Safety & Environment (HSE) Group Function is responsible for occupational health and safety as well as environmental protection in the organization. The HR Department ensures operational compliance with human rights in the organization, e.g. fair pay for employees and compliance with maximum working hours. Employees may contact the Regulatory Compliance department with their questions at any time. Procurement has the primary responsibility of ensuring a human rights-compliant procurement process and transparency along the supply chain. This includes communicating our requirements to suppliers and assessing supplier risks. Procurement is supported by the GSR/HSE Group Function, the HR department and Regulatory Compliance, which provide technical input on designing and developing the onboarding and supplier qualification process and train Procurement on the respective topics in a risk-based manner.

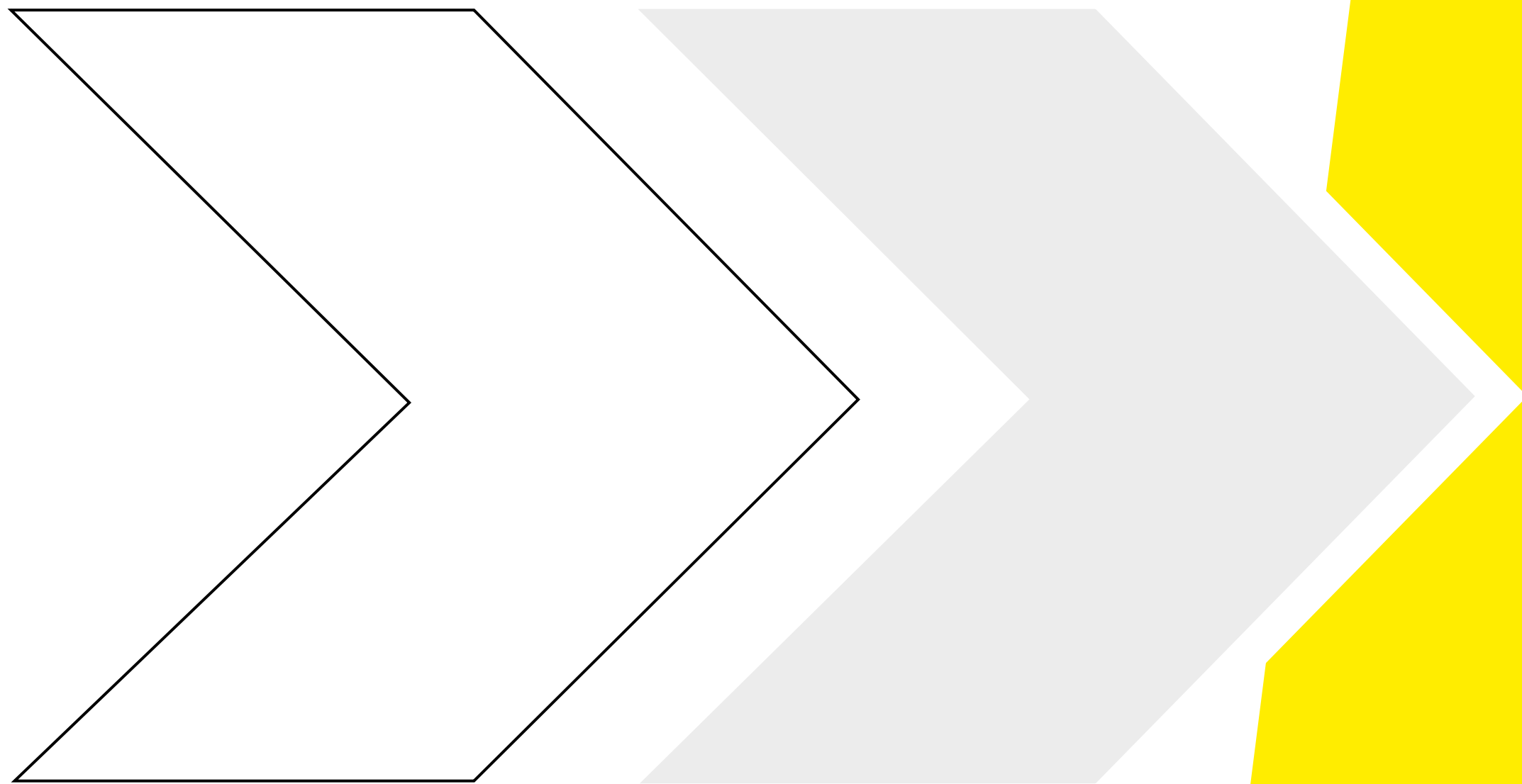


In addition, the SSI SCHAEFER Group has set up a complaints procedure in the form of a company-wide whistleblowing system that is also open to external persons. It may be used to report risks or violations in the context of human rights or environmental matters that are related to the activities of the SSI SCHAEFER Group or a direct supplier. All reports received are investigated and processed by the Central Internal Reporting Office. If required, they are processed by internal investigation specialists from the Legal & Compliance Group Function, sometimes with support from other specialist departments.

A description of the complaints procedure required under the German Supply Chain Due Diligence Act (SCDDA) was initially published in 2023, has since been updated and is available on [our website](#).

Our achievements in 2024

- With effect from January 1, 2024, the Regulatory Compliance department appointed a Compliance Manager to manage and monitor human rights risks, with their focus and tasks defined accordingly.
- Our whistleblowing system, which includes dedicated categories for human rights, environmental violations and corresponding risks, remained fully accessible to our employees, suppliers and other stakeholders in 2024. The Rules of Procedure that describe the complaints procedure on our website were updated in 2024.
- Our human rights and environmental risk analysis along the global supply chain, using the EcoVadis platform, made further progress in 2024. For instance, we completed the initial upload of supplier data as part of the implementation project and defined the necessary processes and mechanisms. Operationally, this allows Procurement to continuously monitor country- and industry-based risks. A risk-based approach was used to invite prioritized suppliers to extended assessments and to define actions where necessary.
- To systematically identify potential human rights risks within our organization and prevent possible violations, we designed and piloted a Human Rights Risk Assessment – HRRA for short – in 2023. This assessment was continued in 2024. We not only evaluated the pilot project and defined follow-up measures, but also conducted further risk assessments in collaboration with local and regional HR officers. When prioritizing national companies, we regularly refer to current human rights-related indices, prioritizing the human rights risk analysis in our own business unit based on current country risks and defined internal factors.



Outlook

- Building on the implementation of the EcoVadis platform, which was completed in 2024 and involved the initial upload of our supplier base and its risk assessment, Procurement will regularly update the database operationally starting in 2025 and carry out extended risk-based assessments. Implementation will be monitored accordingly by the Compliance Manager with a focus on human rights risks.
- We will continue our Human Rights Risk Assessments in 2025 together with HR based on the prioritization developed and implement effective remedial actions where necessary.
- Our published Human Rights Policy Statement will be updated based on the findings of the 2024 HRRAs. In addition, we continue to pursue the goal of establishing a global minimum standard in the form of an internal human rights policy.
- Where there is a corresponding risk exposure, we will conduct Group-wide site and supplier audits if necessary to check compliance with human rights. Our aim is to develop suitable policies and standards for this purpose.

Securing Sustainable Supply Chains Worldwide

Where and under what conditions are products manufactured? Where do the raw materials come from? In a globalized business world, enterprises, customers and end consumers are becoming increasingly aware of sustainable supply chains. By managing our suppliers in a responsible manner, we address environmental and social challenges – while at the same time leveraging opportunities for innovation, efficiency increases and risk mitigation. Sustainability criteria therefore play a key role in the selection of and cooperation with our suppliers around the world. These include environmental standards, fair working conditions and respect for human rights in our suppliers' factories, based on guidelines from the United Nations and the International Labor Organization (ILO).

A reliable supply chain is essential to ensure that we can deliver to our customers at all times. However, global crises such as the COVID pandemic and the Ukraine war have shown that trade flows are vulnerable. Supply issues with computer chips, steel and plastics have been widespread in recent years. It was not until Q3 2023 that the situation began to ease again. But challenges remain, especially because of geopolitical tensions, increasing regulatory requirements and the growing importance of sustainable supply strategies.

To identify and address problems early, it is crucial to continuously monitor the global supply chain and the market. This can only be achieved through trusting, long-term cooperation with our partners and regular information exchange. Additionally, our category management strengthens the global overview and promotes the networking of the production sites.

Our strategic approach

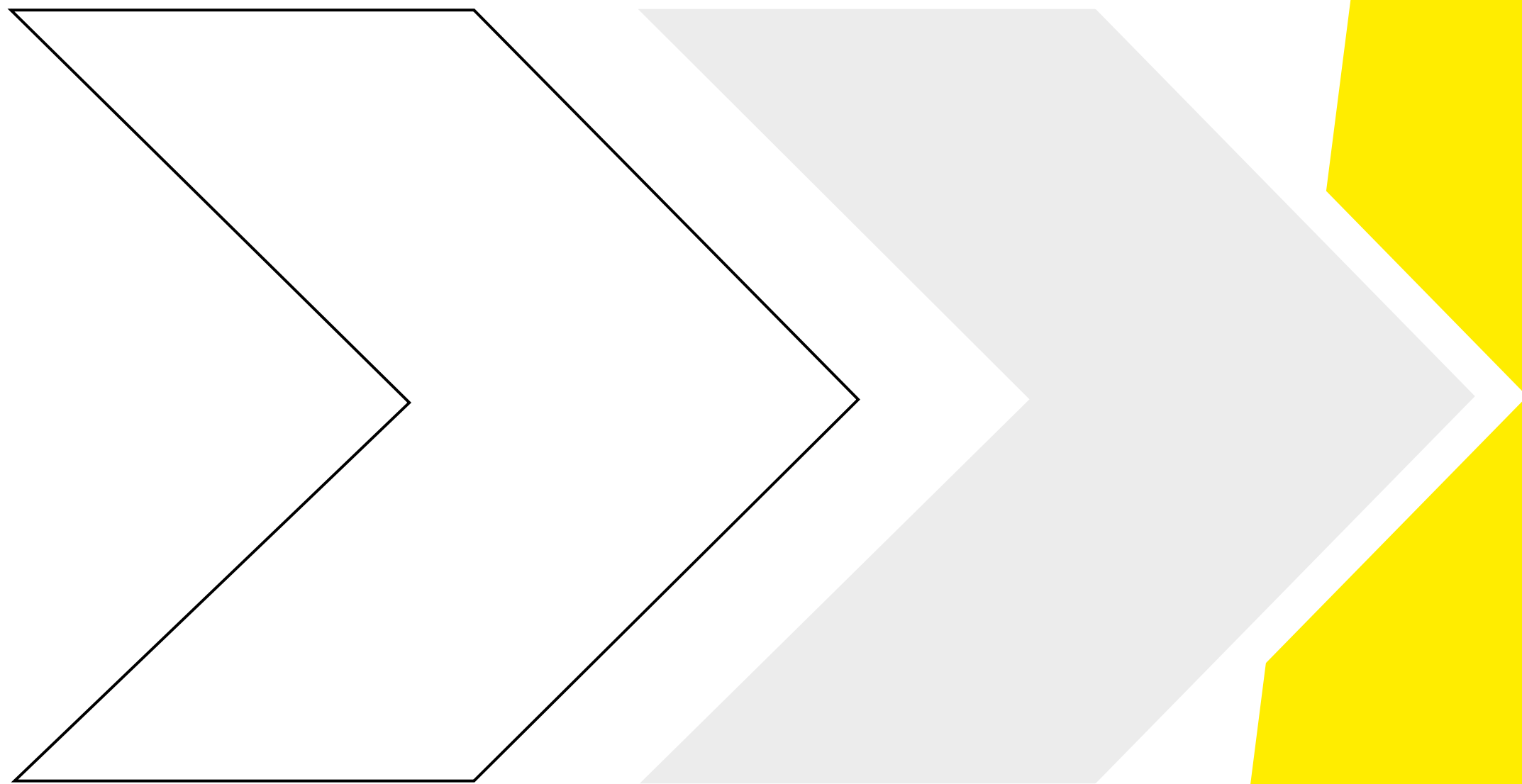
We choose our partners very carefully and visit them on site to get an accurate picture whenever necessary. Regular audits and external certifications help us ensure that they meet our requirements. If they violate laws or social and environmental policies, we initially try to find a solution together. Serious violations will result in us terminating the cooperation.

Our policy on the use of external staff under service, work and temporary employment contracts provides all SSI SCHAEFER business units with clear guidance on processes and responsibilities in using external staff. The policy also raises awareness of risks and liability-related consequences.



Our achievements in 2024

- The sustainability performance of our suppliers is systematically analyzed using the EcoVadis platform. So far, around 70% of our partner network has been covered and assessed for its risk potential in the supply chain. About 11% of the suppliers assessed have been classified as medium-high risk, with 1.5% showing a high or very high risk. These companies were then subjected to individual audits.
- 20% of the steel we use is made from recycled materials. We also increasingly focus on materials of European origin: 90-95% of our standard materials come from Europe. This strengthens regional suppliers and supports competitive production. 80% of our steel is purchased through EMW Steel Service, a company of the SCHAEFER WERKE Group which implements targeted sustainability measures. Together, we are working to expand the use of steel from “green production” and maintain close contact with our suppliers to achieve this.
- In 2022, we integrated a bonus / malus scheme into our Company Car Policy for Germany and Austria to promote climate protection. This scheme is based on the CO₂ emissions of vehicles with combustion engines: For cars with emissions of up to 120 g / km, SSI SCHAEFER pays a subsidy on the the monthly available leasing rate, while no subsidy is paid for cars with emissions between 120 and 140 g / km. For vehicles with emissions of more than 141 g / km, the monthly leasing rate is reduced. The upper limit for company cars is 165 g / km CO₂ emissions. At 168 vehicles, the share of company cars with CO₂ emissions of less than 120 g / km according to the manufacturers’ specifications increased from 45% in 2023 to 58% in 2024.



Outlook

- A new process for supplier onboarding will be implemented at the beginning of 2025. It ensures that suppliers systematically go through an extended documentation process required for regulatory reasons. This process covers aspects such as sustainability, data protection and cyber risks. All new suppliers must undergo this process, regardless of the necessity and relevance of the specific requirements.
- Our digitalization projects in Procurement will kick off in February 2025. Introducing a supplier relationship solution will, for the first time, allow us to record and evaluate supplier data centrally. Many process steps along the supplier life cycle will gradually be integrated into the system. The overarching goal is to provide a 360° view of all procurement activities, covering all relevant process steps and making data available more quickly and comprehensively.
- After having been postponed for a year for budgetary and capacity reasons, we began the preparatory phase for our global Travel Program in 2024. The plan is to start with a pilot group and to have completed the rollout for all locations in Germany by the end of 2025, followed by a gradual launch in Austria. With this program, we are establishing a uniform, global travel policy which was already created in 2023 and will be implemented in the digital solution for travel bookings and billing. This software not only facilitates more efficient administration, but also displays the CO₂ emissions of planned trips and helps travelers consciously make more sustainable decisions.

Combating Climate Change

Climate change is not only a threat to the environment, people and animals across the globe, but also entails considerable economic risks. Counteracting this challenge is one of the most urgent tasks of our time. Industrial enterprises both contribute to and are affected by climate change, so they play a crucial role in reducing greenhouse gas emissions and adapting to new environmental conditions. SSI SCHAEFER is aware of its responsibility for climate protection and is continuously reducing greenhouse gas emissions along its value chain wherever this is possible and economically viable.

More than 80% of our carbon footprint comes from our upstream supply chain, with the feedstock used to produce steel and plastics making up the largest portion. Our suppliers are already taking actions to reduce the CO₂ emissions from the production of materials and our customers are also increasingly interested in products made from carbon-efficient recycled materials. We actively support this trend and are making joint efforts to promote it (refer to Chapter "Securing Sustainable Supply Chains Worldwide", p. 62).

We are also continuously improving our carbon footprint within our direct sphere of influence. We see significant potential for reducing CO₂ emissions primarily in our energy consumption, steel purchasing, business travel, transportation and product development.

Our strategic approach

To further reduce our greenhouse gas emissions, we published a climate strategy in 2023 as part of our sustainability strategy and have pursued it since then. These are the key points:

- First, we focus on reducing our own CO₂ emissions (Scope 1 and 2) and do everything we can to buy energy from renewable sources and generate our own energy from sustainable technologies, such as photovoltaics and wind power. **Based on our emissions in 2021, our goal is to reduce Scope 1 and 2 CO₂ emissions by 40% by 2030.**
- A relevant portion of the emissions in our supply chain (Scope 3) is caused by the purchase of steel. We are confident that the development of sustainable steel production will allow us to also reduce our Scope 3 CO₂ emissions noticeably by 2030.

The actions below are part of our current climate strategy aimed at reducing Scope 1 and 2 CO₂ emissions:

- Check every major investment for its sustainability potential, especially possibilities to save energy.
- For every construction investment, the analysis of internally generated, renewable energy (e.g. photovoltaics, wind, etc.) will be incorporated.
- Frequent exchange with the local procurement departments on the procurement of renewable energy.
- Refinement of data for Scope 1 and 2 CO₂ emissions.
- Raise awareness of energy savings and useful ideas for reducing the carbon footprint through training, information and initiatives for employees.

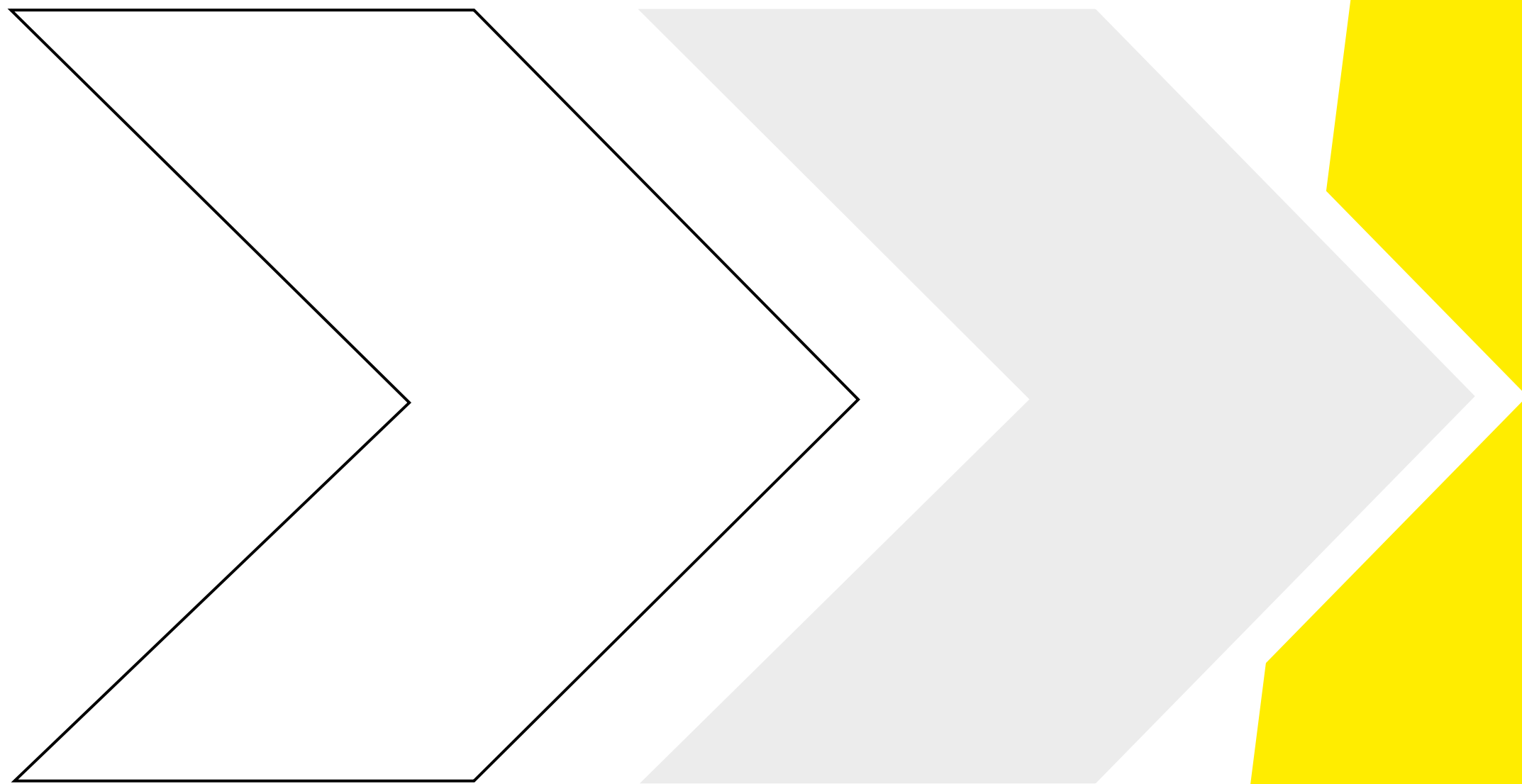
Our achievements in 2024*

The actions below are part of our current climate strategy aimed at reducing Scope 3 CO₂ emissions:

- Implementation of IT systems for Procurement to involve and support the supply chain partners in terms of sustainability and/or energy and CO₂ emissions savings.
- Training of procurement staff in sustainability approaches, especially actions to reduce emissions in our supply chain.
- Refinement of the data for Scope 3 emissions, also by supporting the above IT systems for Procurement.
- Calculation of the PCF upon request.
- Ongoing market evaluation and discussions with customers about using low-emission steel products and/or increasing the proportion of recycled materials.
- Monitoring and analysis of steel producers' green steel initiatives.
- The climate strategy signed and published by management in 2023 was reviewed for continued relevance in 2024. Since its relevance was successfully confirmed, we continue to pursue the goals defined in it. Our overall strategy, which includes our climate strategy, was also reaffirmed.
- The energy transformation concept for the Neunkirchen site, which is part of the Net Zero Factory project, continues to serve as an important basis for future improvements in our carbon footprint at other locations as well. Initial measures were analyzed at our sites in Graz, Hranice and Malaysia to determine how they can contribute to achieving the reduction targets.
- The carbon footprint of SSI SCHAEFER's legal entities for the 2024 Sustainability Report was already calculated in accordance with the CSRD and the requirements of the GHG Protocol. We used our software suite for CSRD, taxonomy and carbon reporting for this calculation.
- The method sheets we developed in 2023 to calculate our PCF were used for a specific customer project in 2024 to calculate the PCF based on ISO 14067. Together with our cooperation partner, we used the findings from the calculation to further develop future PCF calculations for our customers.
- Several SSI SCHAEFER sites already offer our employees the opportunity to lease company bicycles. A total of 90 leases were signed at our Neunkirchen, Friesach, Graz and Wels locations in 2024. In view of the growing number of e-bikes, a total of six e-charging stations with two charging spots each were installed at our Austrian sites.
- We also support our employees in Austria who commute to work using public transport by sponsoring the purchase of their tickets. A total of 86 tickets were sponsored in 2024.

GRI 3-3

* The Net Zero Factory project at the Neunkirchen site is intended to make production as low in carbon as possible. The CO₂ emissions that remain, despite our efforts, could be offset, for example.



Outlook

- We continue to derive reduction targets and actions for our local sites from our global target of reducing our Scope 1 and 2 CO₂ emissions by 40% by 2030 compared to the 2021 base year.
- We continued to analyze our Scope 3 emissions and will dive even deeper into the respective categories in 2025. We have already included new Scope 3 categories for the 2024 carbon footprint; these are Category 3: Fuel- and energy-related activities, Category 5: Waste, Category 7: Employees commuting and Category 11: Use of sold products (refer to Chapter "Facts and Figures", p. 79); this will be continued in 2025.
- In the coming years, we plan to install solar panels on our new buildings to generate our own electricity and heating energy. We also use alternative heating systems such as heat pumps, biomethane boilers or electric boilers operated with green electricity.
- The energy transformation concept for the Neunkirchen site developed as part of the Net Zero Factory project serves as the basis for future investments in our sites - with the aim of realizing carbon-neutral production locally.
- We will use the experience gained from the process of calculating our carbon footprint to enhance the collection and processing of data for our future CS-RD-compliant Sustainability Report.
- We are looking for suitable calculation solutions to generate PCFs from our existing systems as automatically as possible. In this way, we aim to increase the carbon efficiency of our products in the future.

Improving Environmental Performance

We rely on an environmental management system to promote and manage the environmental sustainability of our company. This enables us to effectively organize our processes and responsibilities to meet not only our high standards for environmentally conscious action, but also the expectations of our customers and society.

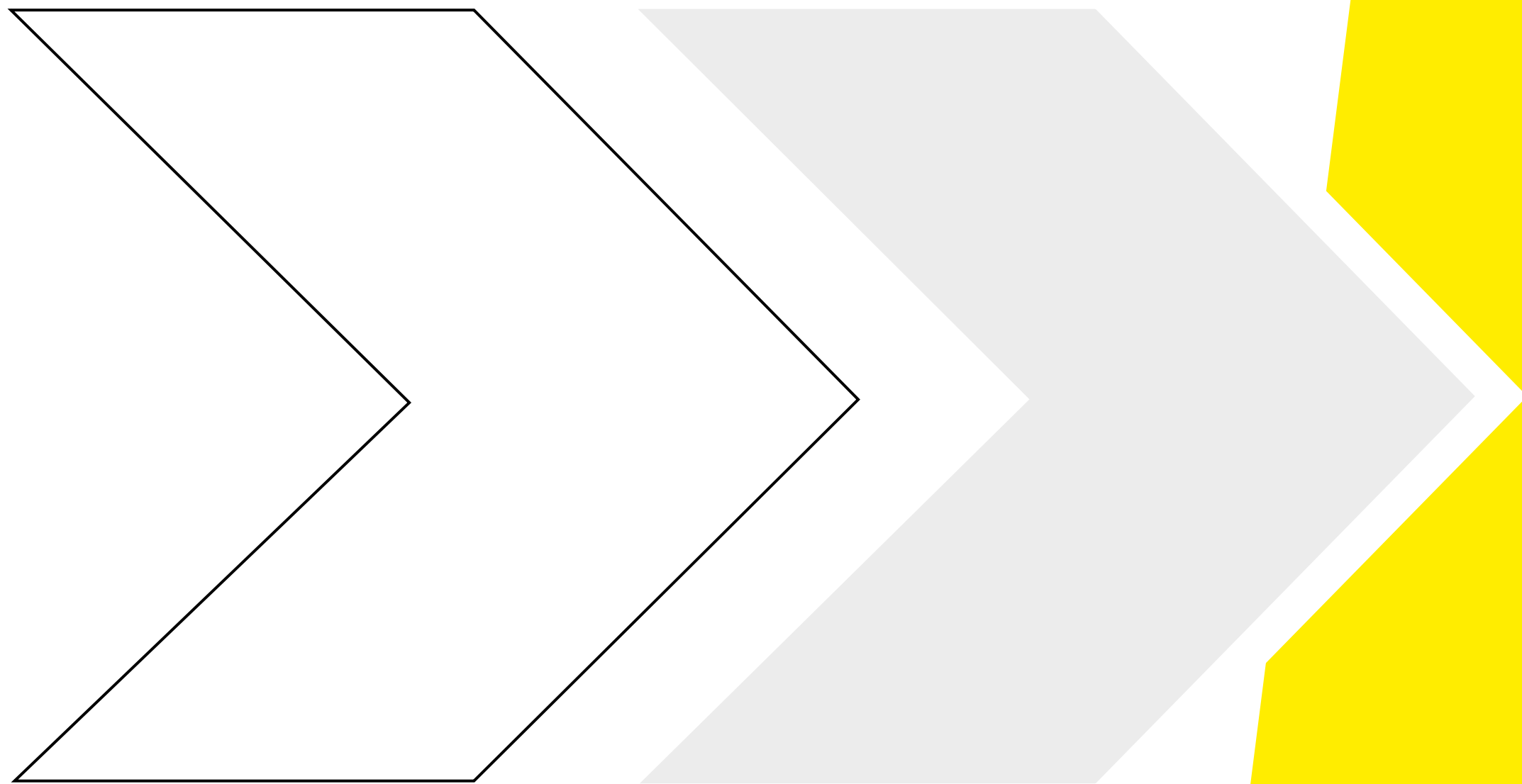
Our strategic approach

We have developed a Group-wide Global Environmental Policy to ensure that our environmental management activities are standardized worldwide. In addition, all of the Group's production sites are certified to the ISO 14001 environmental standard (refer to Chapter "High Quality, Safe Products", p. 23).

Five of our seven production sites have already been certified: FRITZ SCHÄFER GmbH and SSI SCHÄFER Plastics GmbH in Neunkirchen (Germany) as well as our production sites in Graz (Austria), Hranice (Czechia) and Simpang Renggam (Malaysia). Our progress is reviewed in annual audits, management assessments and external certifications. In this way, we are continuously improving our environmental management.

Our achievements in 2024

- All existing ISO 14001 certificates have been renewed. We also pushed ahead with the certification of further sites and our plant in Malaysia was certified as planned in 2024.
- Training sessions on our Environmental Policy were held in 2024.
- In Graz, poster campaigns were used to raise awareness about energy saving potential in day-to-day work. In addition, a poster exhibition on climate change ("CLIMATE CRISIS - WE ACT NOW!") was set up in Graz and Friesach. 20 posters highlighted the scientific fundamentals of the climate crisis, presenting solutions and examples to encourage people to take action.
- To present environmental product declarations (EPDs) that are based on the same assumptions and rules in the market, a VDMA Committee for intralogistics machines and systems has been established. This Committee defines corresponding product category rules (PCRs) and lays the basis for further evaluation. Once the results of this working group are available, the intralogistics industry will be able to create "neutral" and similar EPDs. This ensures genuine comparability of the individual products and solutions regarding their life cycle impact.
- Local environmental targets were derived from our climate strategy and pursued at our ISO 14001-certified locations in 2024. All other sites are also developing local action plans to achieve the climate goals.



Outlook

- We will continue the ISO 14001 certification of our sites in the coming years. The UK site will be included in Group certification in 2025. All existing certifications will be audited in accordance with the matrix certification. For 2026, we are planning certification of the sites in Singapore, Norway, Denmark and Poland and the inclusion of the Hranice (Czechia) site in Group certification.
- We continuously review the possibility of using renewable energy at our sites taking economic and environmental aspects into account.
- To emphasize the importance of sustainability and the environment, we are planning to organize awareness training sessions for our trainees and apprentices in 2025. We will start in Graz and then expand the concept and content to other locations and target groups.

Reducing Emissions

Industrial enterprises share responsibility for environmental pollution such as greenhouse gases, waste-water and waste. While complete avoidance is not always possible, there are many ways to reduce emissions. SSI SCHAEFER is continuously working to lower its emissions and minimize the impact of its business activities on the climate, nature and society (refer to Chapter “Improving Environmental Performance”, p. 68).

At SSI SCHAEFER, greenhouse gas emissions are primarily generated along the global supply chain, especially by the resource-intensive production of steel and plastics. Within the company, energy consumption and transport are the main sources of greenhouse gas emissions. Some of our company vehicles still use combustion engines, which emit carbon monoxide, nitrogen oxides and particulate matter. In addition, waste, wastewater and welding fumes are generated.

Our strategic approach

In 2023, we published our climate strategy with reduction targets to cut greenhouse gas emissions in the company and along the global supply chain (refer to Chapter “Combating Climate Change”, p. 65).

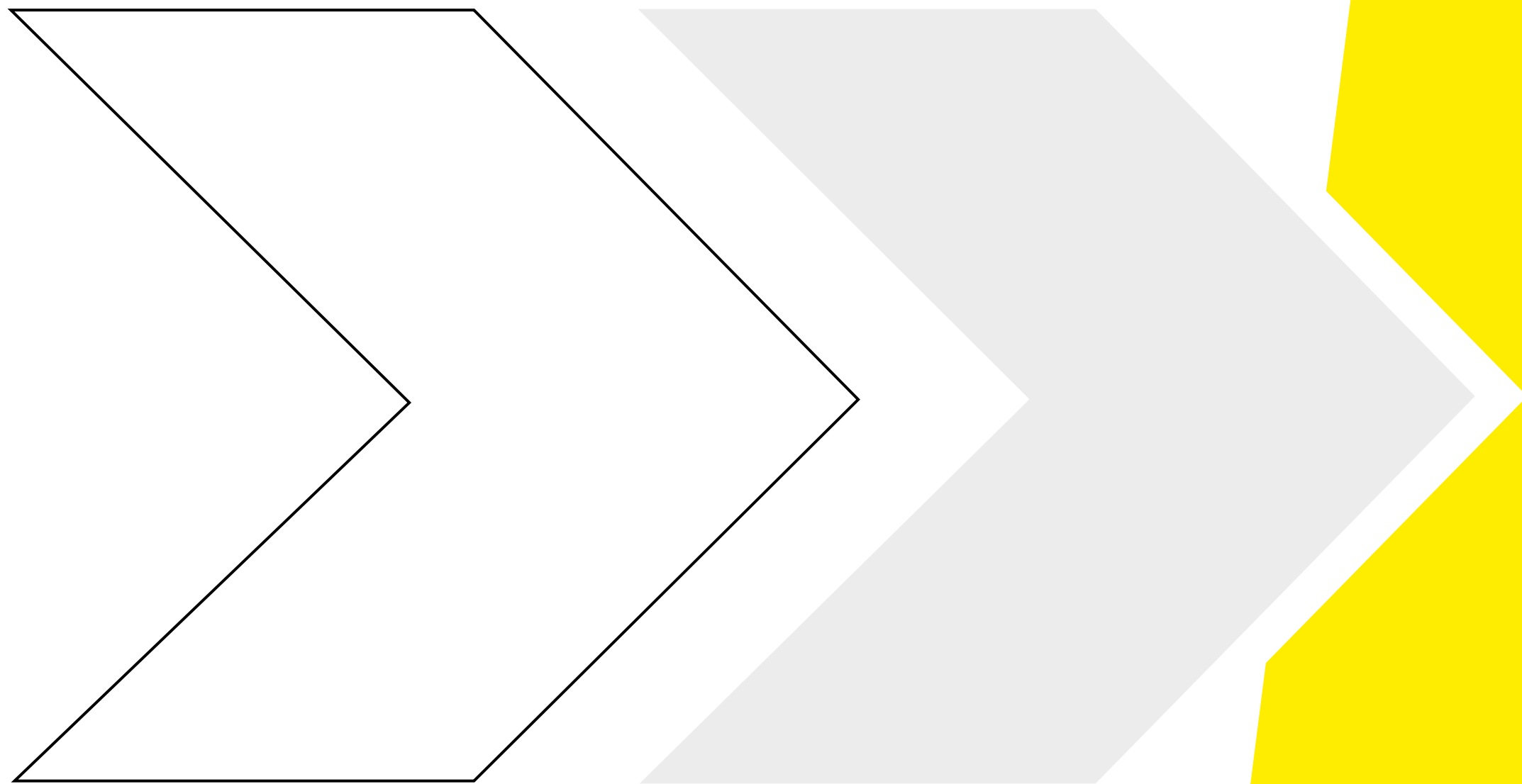
The climate strategy will be implemented gradually. The emission of other pollutants is controlled using our environmental management system (refer to Chapter “Improving Environmental Performance”, p. 68). We use state-of-the-art technologies and processes right from the development and design stage of our products and solutions to keep emissions as low as possible during both manufacture and subsequent use by our customers.

Our achievements in 2024

- The energy transformation concept for the Neunkirchen site continues to be used as the basis for investments in our SSI SCHAEFER infrastructure. In 2024, it was, for example, decided to switch the lighting in the halls of Plant 3 in Graz to LEDs and to install daylight-dependent dimmers and motion detectors. This will be implemented in 2025. The lighting system in the R&D workshop in Graz was already converted to LEDs in 2024.
- In 2024, our sites in Malaysia and Hranice started evaluating various reduction measures based on the concept, such as using solar power, electricity storage, heat pumps or purchasing green resources. Specifically, the possibility to use a gas turbine to generate electricity and heat is being reviewed in Hranice. In Malaysia, on the other hand, the purchase of a PV system and the conversion of the

powder coating plant to a gas system with lower emissions is being considered.

- In consultation with our customers, we incorporate the latest, most energy-efficient motor generations (e.g. IE5) (electric motors and pneumatics) into our automation solutions, thereby reducing emissions. We have already reduced the proportion of pneumatics in both pallet (pallet conveying systems, PCS) and bin (carton and bin conveying systems, BCS) conveying systems. For PCS, we have achieved a pneumatic component ratio of approximately 5%. In accordance with the Sustainability Roadmap (refer to Chapter “Mindful Use of Resources”, p. 26), we are on track to implement individual components (e.g. electric stoppers or roller switch diverters) without pneumatics in BCS.
- To manage the sustainability of our supply chain more transparently, we have used the EcoVadis platform since 2023.



Outlook

- The energy transformation concept for the Neunkirchen site, which was developed as part of the Net Zero Factory project in 2023, will successively be used in the context of potential future investments.
- In the coming years, we will further reduce our greenhouse gas emissions based on our global climate strategy. We are closely monitoring developments in the green steel sector so that we can offer our customers steel with a lower carbon footprint if desired. Currently, this is possible through certificate trading and the increased use of recycled steel. Taking into account product properties and costs, we also continue to aim to reduce our PCF by using appropriate materials.
- Probably starting 2026, we will prepare LCAs for our products and derive reduction measures from them.
- We will optimize the planning of business trips in the future and reduce greenhouse gas emissions in the process. For this purpose, we will introduce a travel management tool that includes a carbon calculator in 2025.
- We also plan to reduce the pneumatics share in our products to cut energy consumption and hence emissions at our customers.



Sustainable Intralogistics at Coop Logistics AB

Coop's new ultra-modern distribution center enables Sweden's leading food retailer to efficiently, sustainably and ergonomically supply over 800 of its own stores.

SSI SCHAEFER assisted Coop in opening one of the largest automated distribution centers in Europe. The new 77,000 sqm central facility is now fully operational following an intensive implementation phase. Here, 95% of picking processes are automated, from the delivery and storage of goods to their palletization for distribution to stores.

State-of-the-art technology and maximum efficiency

In the distribution center, intelligent robotics and smart software increase productivity and improve workplace ergonomics and safety. They also ensure consistently high process reliability and delivery quality.

Thanks to SSI SCHAEFER's many years of experience in complex retail projects and its technological, software and service expertise, a future-proof, customized solution was developed from the existing modules.

Sustainability as an integral element

The distribution center also makes an important contribution to the company's sustainability strategy:

- Electric trains for goods transport significantly reduce CO₂ emissions.
- One of Sweden's largest roof-mounted photovoltaic systems covers an estimated 30% of the distribution center's electricity needs, also reducing its carbon footprint. Other renewable energy sources meet the remaining electricity demand.
- Ergonomic work stations promote employee health and create a safe working environment.

Ulf Axelsson, Managing Director at Coop Terminals, emphasizes the importance of the project and summarizes: "By automating key processes, we increase our overall productivity, ensure high and consistent quality, and improve our ability to deliver on time. At the same time, we reduce our environmental impact: With a higher fill rate on our pallets compared to a manual warehouse, the solution lowers our transport costs and our total environmental impact. We are very satisfied with the results and the collaborative partnership with SSI SCHAEFER."



Focus on Employees - People Matter

Sustainable change can only be achieved together. That is why we foster a corporate culture in which sustainability plays a central role and contribute to a responsible corporate philosophy by communicating values and effectively developing our people. We support our employees on this path, assist them in their professional and personal development and provide them with the knowledge and tools they need to imbue our corporate culture into their day-to-day work. We use diverse and varied methods of knowledge transfer to create the best possible learning environment.



Initiating Cultural Change

A comprehensive culture change was initiated in 2024 and the results were shared with all employees at the end of the year. This change is based on the guiding principle: "It is not about being, it is about becoming."

This philosophy stands for our ongoing development process and our focus on the future and change. Our SSI SCHAEFER "Fundamentals" provide a clear framework in which this change takes place and shapes our corporate culture. It forms the basis for our strategy, mission and vision, guiding us and helping us set the course for the future.

Our Fundamentals:

The core of our corporate culture

Responsibility and continuous progress

We take responsibility as owners, managers, executives and employees – not just economically, but also for society and our environment. Our goal is not only to ensure the company's progress, but also to make a sustainable contribution.

Diversity as a strength

Diversity is a core value of our corporate culture. We foster an inclusive work environment where different perspectives and traditions are valued. By embracing this diversity, we create room for innovation and creativity that propel our company forward.

Entrepreneurship and agility

We are driven by the spirit of small and medium-sized enterprises: With short decision paths and high agility, we adapt flexibly to change. Partnership-based cooperation and a strong corporate culture are key drivers of our success.

Value-based leadership and open communication

Our leadership is grounded on trust, loyalty and shared values. We rely on open and direct communication, avoid bureaucracy and promote a culture of modesty and honesty focused on cooperation and respect.

Our vision and mission

Our vision and mission are the foundation of our strategic positioning and guide our daily actions:

Vision

To be an attractive company that consistently creates added value for customers, employees and owner family.

Mission

We deliver outstanding customer benefits, foster a workplace where employees flourish and achieve sustainable profits to ensure the independence as a family-owned company.

Our mission is built on three core pillars that guide us:

Customers and business partners

We build trust, loyalty and long-term success through close cooperation, reliability and innovation.

Employees

We cultivate a respectful environment defined by trust, growth and teamwork where all employees feel valued.

Shareholders

We ensure the independence and long-term success of our family business through integrity, profitability and continuity.

Our values and behavioral principles

Our values are at the core of our company. They inspire us and guide us on our journey of continuous development and success.

Trust

We foster an environment of confidence, ensuring stability and reliability in all we do.

Professionalism

We approach every task with competence, dedication and a commitment to lifelong mastery.

Respect

We treat everyone with dignity, ensuring a thoughtful and caring interaction and inclusion.

Collegiality

We ensure a supportive culture, focusing on collaboration and serving the "whole".

Result orientation

We show dedication, assume responsibility, work hard and exceed expectations.

Reliability

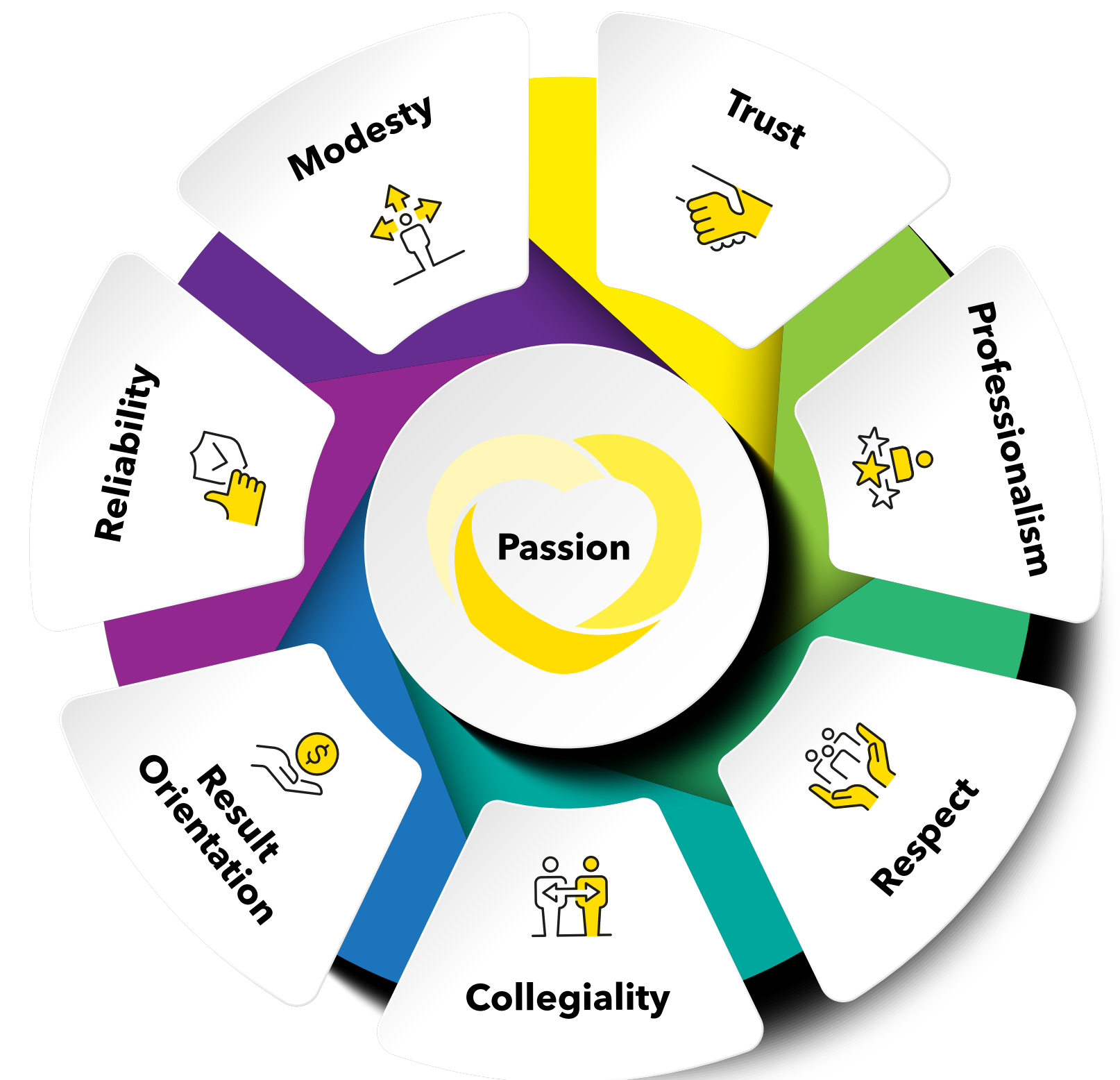
We practice an internal customer orientation, keep commitments and adhere to our Code of Conduct.

Modesty

We avoid self-display and arrogance, stay humble and value actions over words.

Skilled labor shortage as a growing challenge

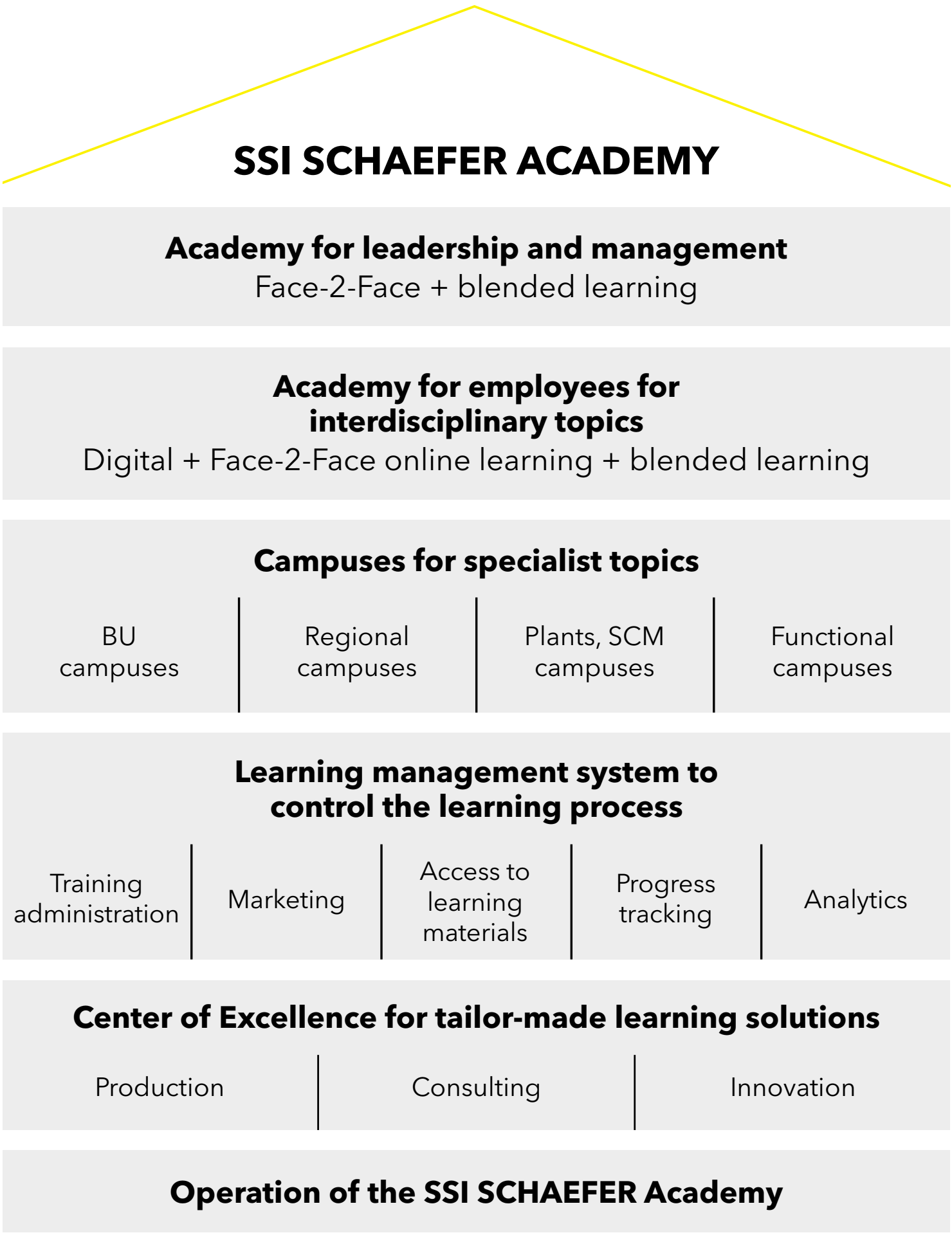
SSI SCHAEFER is committed to establishing a culture of sustainability. This requires not only a cultural change, but also well-trained specialists and executives. They must have the necessary specialist knowledge and the corresponding skills that make SSI SCHAEFER a unique employer. The skilled labor shortage in our industry makes recruiting new employees a challenging task. We therefore focus on increasing our attractiveness as an employer. At the same time, we help our employees expand their skills and advance their careers within the company.



Sustainable continuing education:
The SSI SCHAEFER Academy

The SSI SCHAEFER Academy provides our employees worldwide with the possibility to systematically acquire new skills in a modern, efficient and attractive learning environment. Our extensive range of training courses includes not only classroom sessions, but also online and hybrid courses on various topics - from leadership and project management to specialized skills. Additionally, we offer a global onboarding program to help new employees get started more easily.

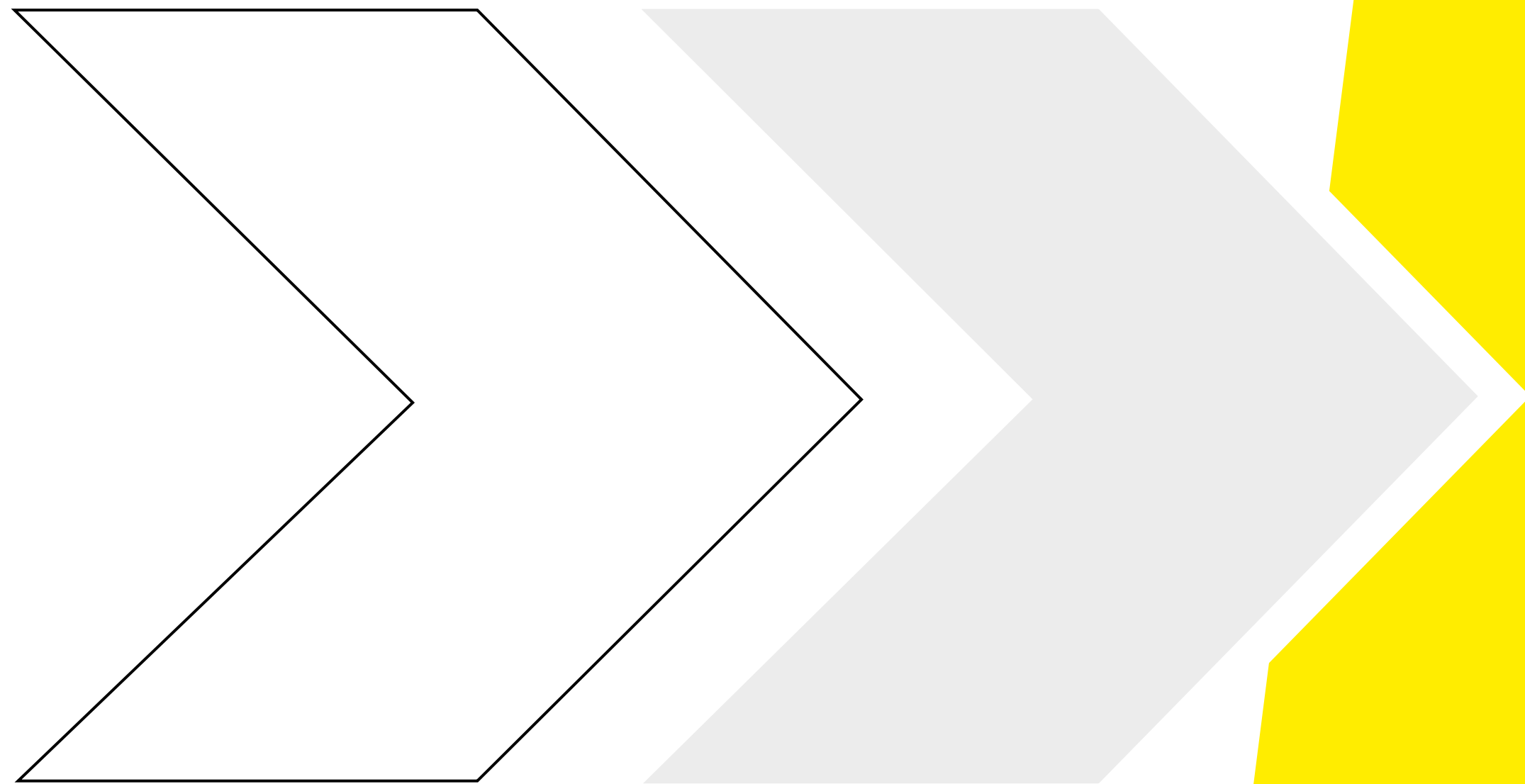
In 2024, our portfolio included a total of 250 digital learning solutions in German and English, as well as 63 interactive online training courses and 106 classroom training courses, covering a broad spectrum of topics. We are continually optimizing and expanding our learning platform to ensure our employees always have access to up-to-date and practical content.



Our achievements in 2024

- As in the previous year, learning progress was documented and certified in our “Planet Learning” management system in 2024. By the end of the year, we recorded 75,000 completed courses and 100,000 learning hours.
- We standardized and optimized the digital registration process for the open course program, enhancing the learning experience by adding banners and a modern tile look. In 2024, we also worked on improving online training management and developed a catalog for the SSI SCHAEFER Academy, which allows the full range of training courses and services to be viewed in one place. This catalog will be published and distributed in 2025.
- Another group of executives participated in the leadership and management program for our topline managers in three 3-day classroom training sessions. Training continued with the 3-day “Change & Transformation” classroom course at the Friesach site, which was successfully completed.
- Our “Movers & Shakers” program continued in 2024 and we launched the first “Professional Interactions” in-depth course. This program is specifically designed for middle and senior management to ensure a common understanding of leadership and management throughout the organization.
- The open training program for all employees worldwide entered its second round. We expanded the course portfolio from 6 to 18 topics and offered these courses in English and German. About 400 participants attended and successfully completed our courses. We are very pleased with the positive feedback we received through automated feedback forms in “Planet Learning”.
- The project management training provided by the SSI SCHAEFER Academy helps plan and implement projects in accordance with the internationally accepted standards of the International Project Management Association (IPMA). In this context, we trained more than 100 project managers in our boot camps in 2024.
- The new digital Global Onboarding Program offers all new employees exciting insights into the world of SSI SCHAEFER. 14 short digital learning units cover the past, present and future of the company. The training supports the onboarding process by providing basic knowledge about the business area, the tools we use and our working methods. In 2024, almost 800 employees completed this program, which has standardized and improved the quality of induction worldwide.





Outlook

- Next year, we will start implementing the SSI SCHAEFER “Fundamentals”, which form the core of our corporate culture. Our ambassadors play a key role in this process. They will help anchor the values and principles of the SSI SCHAEFER “Fundamentals” throughout the organization and will actively drive the cultural transformation.
- 2025 will see us expand our open training program to about 35 topics. Besides online training courses, we are also offering self-study courses for the first time as part of the Open Program, thus enabling even more flexibility and location-independent learning. Additionally, we will provide a special in-depth “Problem Solving Strategies” training course to further strengthen the problem-solving skills and approaches of our project managers. Moreover, the executive training programs will be revised to make them even more successful and customized in 2025.

Facts and Figures

The Sustainability Report 2024 covers the entire scope of consolidation of the SSI SCHAEFER Group, which has around 80 operating subsidiaries. Unless otherwise stated, the performance indicators contained in this chapter refer to the 57 entitites of the SSI SCHAEFER Group, which together account for more than 80% of sales.

For greater clarity, the Sustainability Report 2024 does not include any notes or footnotes on prior year data.

Companies (GRI 2-1)

Region: CENTRAL EUROPE	Company: FRITZ SCHÄFER GMBH	Country: GERMANY (NEUNKIRCHEN)	Company: SSI SCHÄFER AUTOMATION GMBH	Country: GERMANY (GIEBELSTADT)	Company: SSI SCHÄFER IT SOLUTIONS GMBH	Country: GERMANY (GIEBELSTADT)	Company: SWAN GMBH	Country: GERMANY	Company: W. LANGER INDUSTRIE- MONTAGEN GMBH	Country: GERMANY	Company: RO-BER INDUSTRIEROBOTER GMBH	Country: GERMANY	Company: "SSI" SCHÄFER GESELLSCHAFT M.B.H.	Country: AUSTRIA (WELS)
	Company: SSI SCHÄFER GMBH & CO KG	Country: GERMANY (NEUNKIRCHEN)	Company: SSI SCHÄFER PLASTICS GMBH	Country: GERMANY	Company: SCHÄFER GMBH	Country: AUSTRIA	Company: DS AUTOMOTION GMBH	Country: AUSTRIA	Company: SUPPLYBRAIN GMBH	Country: AUSTRIA	Company: SWAN AT GMBH	Country: AUSTRIA	Company: SSI SCHÄFER SOFTWARE DEVELOPMENT GMBH	Country: AUSTRIA
	Company: SSI SCHÄFER HOLDING GMBH	Country: AUSTRIA	Company: SSI SCHÄFER AUTOMATION GMBH	Country: AUSTRIA (GRAZ)	Company: SSI SCHÄFER IT SOLUTIONS GMBH	Country: AUSTRIA (FRIESACH)	Company: SSI SCHÄFER AG	Country: SWITZERLAND	Company: SSI SCHÄFER HOLDING INT. GMBH	Country: GERMANY				
Region: NORTHERN EUROPE	Company: SSI SCHAEFER LTD.	Country: GREAT BRITAIN	Company: SSI SCHÄFER B.V.	Country: NETHERLANDS	Company: SSI SCHÄFER NV	Country: BELGIUM	Company: SSI SCHÄFER SYSTEM INT. AB	Country: SWEDEN	Company: SSI SCHÄFER A/S	Country: DENMARK	Company: SSI SCHAEFER SIA	Country: LATVIA	Company: SSI SCHÄFER OY	Country: FINLAND
	Company: SSI SCHÄFER S.R.O.	Country: CZECHIA (HRANICE)	Company: SSI SCHÄFER SYSTEMS INT. S.R.O.	Country: CZECHIA	Company: SSI SCHÄFER SP.ZO.O	Country: POLAND	Company: SSI SCHAEFER S.A.S.	Country: FRANCE	Company: SSI SCHÄFER PLASTICS FRANCE	Country: FRANCE	Company: DS AUTOMOTION SARL	Country: FRANCE	Company: SCHAEFER SISTEMAS INTERNACIONAL, S.L.	Country: SPAIN
Region: SOUTHERN EUROPE	Company: INCAS S.P.A.	Country: ITALY	Company: SSI SCHÄFER SYSTEMS INT. KFT.	Country: HUNGARY	Company: SSI SCHAEFER SRL	Country: ROMANIA	Company: SSI SCHAEFER ENGINEERING S.R.L.	Country: ROMANIA	Company: SSI SCHAEFER D.O.O.	Country: SLOVENIA	Company: SSI SCHAEFER INTRALOJIS- TIK SIS. TIC. LTD. STI.	Country: TURKEY		
	Company: SCHAEFER SYSTEMS INTERNATIONAL PTE. LTD.	Country: SINGAPORE	Company: SCHAEFER PLASTICS SINGAPORE PTE. LTD	Country: SINGAPORE	Company: SCHAEFER SYSTEMS INT. SDN. BHD.	Country: MALAYSIA	Company: SSI SCHAEFER SYSTEMS (MALAYSIA) SDN. BHD.	Country: MALAYSIA	Company: SCHAEFER WASTE TECHNOLOGY SDN. BHD.	Country: MALAYSIA	Company: SSI SCHAEFER SYSTEMS INT. CO., LTD.	Country: THAILAND	Company: PT. SISTIM SOLUSINDO INTERNASIONAL	Country: INDONESIA
Region: APAC & MEA	Company: SSI SCHAEFER L.L.C.	Country: UNITED ARAB EMIRATES	Company: SSI SCHAEFER SYSTEMS INT. DWC L.L.C.	Country: UNITED ARAB EMIRATES	Company: SCHAEFER SYSTEMS INTER- NATIONAL PTY. LTD.	Country: AUSTRALIA	Company: SCHAEFER SYSTEMS INTER- NATIONAL CO. LTD.	Country: SOUTH KOREA	Company: SSI SCHAEFER (L.L.C.) KINGDOM OF SAUDI ARABIA BRANCH	Country: SAUDI ARABIA	Company: SSI SCHAEFER SYSTEM INT. (KUNSHAN) CO., LTD.	Country: CHINA		
	Company: SSI SCHAEFER SYSTEMS INTERNATIONAL INC.	Country: USA	Company: SCHAEFER PLASTICS NORTH AMERICA LLC	Country: USA										
Region: NORTHERN AMERICA														
Region: LATIN AMERIKA	Company: SSI SCHAEFER LTDA.	Country: BRAZIL	Company: SSI SCHAEFER LTDA. BRANCH COLOMBIA	Country: COLOMBIA	Company: SSI SCHAEFER LTDA. BRANCH PERU	Country: PERU								



Material consumption* (GRI 301-1)

Chemicals	Unit	2024	2023	2022
Argon	kg	274,560	281,409	451,103
Carbonic acid	kg	–*	1,050,624	1,083,047
Oxygen	kg	137,368	61,655	77,738
Nitrogen	kg	1,215,678	1,048,467	1,132,717

Metals	Unit	2024	2023	2022
Steel	kg	143,527,629	103,931,336	117,899,954

Plastics	Unit	2024	2023	2022
Polypropylene	kg	50,746,774	74,201,250	96,990,312
High-density polyethylene	kg			
Recycled polypropylene	kg			
Recycled high-density polyethylene	kg			

Wood / paper / cardboard	Unit	2024	2023	2022
Wood (pallets)	kg	4,405,702	4,757,299	6,719,059
Paper and cardboard (unbleached)	kg	364,880	334,244	682,325

Coating materials	Unit	2024	2023	2022
Powder for powder coating	kg	512,732	–**	–**

* No data has been recorded for the fiscal year 2024.
** Due to the first-time recording, no prior year data were considered.



Occupational Health and Safety (GRI 403)

The collection of occupational health and safety indicators for the entire SSI SCHAEFER Group was introduced in 2023. The expansion of the scope of reporting to include additional entities in 2024 resulted in a corresponding increase in the number of hours worked and the associated indicators.

Work-related injuries (GRI 403-9)

For all employees	2024*	2023*
Number of fatalities as a result of work-related injuries	0	0
Number of accidents at work with lost time > 3 calendar days	114	94
Number of accidents at work with lost time 1-3 calendar days	38	67
Number of accidents at work with lost time < 1 calendar day	108	82
Number of hours worked	15,455,642	14,266,996
Lost Time Injury Frequency Rate (LTIFR number of accidents with lost time >=1 calendar day in relation to hours worked per 1 million hours worked)	9.83	11.28

* The key figures determined here for 2024 and 2023 take SSI SCHAEFER Plastics into account. However, SSI SCHAEFER Plastics was not included in the 2023 Sustainability Report for the determination of these key figures.

For workers who are not employees but whose workplace is controlled by the organization:	2024*	2023	2022
Number of fatalities as a result of work-related injuries	0	0	0
Number of high-consequence work-related injuries (excluding fatalities), with lost time > 3 calendar days	7	3	4
Number of recordable work-related injuries, with lost time 1-3 calendar days	7	9	6
Number of hours worked	435,709	1,186,432	679,535
Rate (recordable injuries per 1 million hours worked)	16.07	7.59	8.83

* Excluding data from FRITZ SCHÄFER GmbH.

Work-related ill health (GRI 403-10)

For all employees:	2024	2023	2022
Number of fatalities as a result of work-related ill health	0	0	0
Number of cases of recordable work-related ill health	-*	4	5

* Data gap in 2024.

For workers who are not employees but whose workplace is controlled by the organization:	2024	2023	2022
Number of fatalities as a result of work-related ill health	0	0	0
Number of cases of recordable work-related ill health	0	4	0

Energy & Emissions

Preliminary remarks on the methods and conversion factors used to calculate CO₂ emissions

Greenhouse gas emissions were measured and calculated in accordance with the principles of the Greenhouse Gas Protocol of the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) "A Corporate Accounting and Reporting Standard - Revised Edition" (GHG Protocol) and the supplementary "Corporate Value Chain (Scope 3) Accounting and Reporting Standard". The calculations refer to the greenhouse gas carbon dioxide (CO₂). The emissions are indicated in metric tons of CO₂.

Due to the ongoing expansion of the reporting scope as well as the inclusion of new activities in Scope 3 GHG emissions, comparing the emission data across different reporting years is only possible to a limited extent. The aim of this report is to ensure transparency with regard to our emissions and to continuously increase it.

Included activities

Scope 1 and 2 emissions:

- Scope 1 and 2 emissions include all relevant emission sources for SSI SCHAEFER, including electricity, district heating, district cooling, fuels, bioenergy and refrigerants.
- Due to higher granularity of the data, we can now include 57 companies of the SSI SCHAEFER Group in the report. Primary data (such as kWh of electricity or kg of refilled refrigerant) were hence collected for 57 locations within the scope of consolidation of SSI SCHÄFER GMBH & CO KG. The reported emissions represent at least 80% (in terms of sales) of the economic activities of the scope of consolidation and account for at least around 80% of the Scope 1 and 2 emissions.
- To calculate Scope 1 and 2 emissions, the number of companies included was increased and the consumption of refrigerants was taken into account for the first time. Despite this expansion of the reporting scope, Scope 1 emissions declined due to the decrease in diesel fuel consumption from 2023 to 2024. The use of more accurate emission factors has led to a decline in Scope 2 emissions over the same period.

Scope 3 emissions:

- For Scope 3 emissions, activity data were not collected for all categories of the GHG Protocol. Further improvements could nevertheless be made here as well by expanding the scope of our analysis compared to previous reports.
- In Category 1 (purchased goods and services), the quantities for argon, oxygen, nitrogen, steel, polypropylene, HDPE, wood (pallets) as well as paper and cardboard were recorded. For the first time, the amount of powder used for powder coating was also taken into account in this category.

In addition, the data in Category 4 (upstream transportation) were recorded for the means of transport ocean-going vessels, airplanes and trucks and in Category 6 (business travel) for national and international air travel as well as hybrid cars and train travel. Transportation distances were partly determined from transportation costs and with the help of Internet-based navigation programs (Google Maps, luftlinie.org).

The following Scope 3 categories were added compared to previous reports:

- Category 3: Fuel- and energy-related activities (not included in Scope 1 or Scope 2). In a first step, we have determined the losses in the transmission of electrical energy on a country-specific basis.
- Category 5: Waste including data on hazardous waste, waste from steel, aluminum, copper, paper and cardboard, plastics, wood, residual and organic waste.
- Category 7: Employee commuting (calculated based on average mobility data, supplemented by specific, local framework conditions such as working hours etc.).
- Category 11: Use of sold products. We have started to determine these emissions based on commissioned systems and assumptions on their service life and operation. These data were supplemented by specific, local energy supply data. In the first instance, this covers systems from our Logistics Solutions Business Unit. A potential carbon-neutral energy supply of the systems by our customers was not taken into account in our calculations.

Emission factors used

The number of emission factors used has increased due to the expansion of the reporting scope both in terms of the number of companies and the activities included. Market-based emission factors were used, where available, to calculate total emissions. If these were not available, the following data sources were mainly used:

Scope 1 and 2

- CO₂ emission factors of the Swiss greenhouse gas inventory, fact sheet, Federal Department of Environment, Transport, Energy and Communications DETEC, Federal Office for the Environment FOEN, Climate Division, January 2025
- Emission factors for greenhouse gas inventories, U.S. Environmental Protection Agency, last modified: June 5, 2024
- Austrian greenhouse gas emission factors, Harmonized Austrian direct and indirect GHG emission factors for relevant energy products and technologies, data status: 2023
- Information sheet CO₂ factors, Federal funding for energy and resource efficiency in industry - grant, version number 3.1

- ÖBB compact 2020/21, Facts & figures
- CCF calculation tool, VDMA, 2024
- Climatiq
- CarbonFootprint.com
- DEFRA

Scope 3

- myclimate.org
- data.worldbank.org
- IEA Emissions Factors 2024

Data gaps

- The extent of influence of different companies on the total carbon inventory was taken into account in the data collection.
- In addition, data gaps for the years 2022 and 2023 result from the fact that certain data were only collected from 2024 onwards.

If you have any questions regarding specific emission factors or additional information on the data collection, please contact us at GroupSocialResponsibility@ssi-schaefer.com.

Energy consumption within the organization (GRI 302-1)

Consumption data		2024	2023	2022
Total energy consumption				
Direct energy consumption				
Diesel	l	1,033,168	1,550,105	1,373,681
Gasoline	l	292,587	267,815	119,500
Heating oil	l	106,695	85,000	119,000
Natural gas	kWh	37,767,222	37,987,640	59,962,113
Biomass	MWh	852	0	905
Biogas	kg	0	0	940
Liquid gas	kg	927,683	1,043,014	6,360
Volatile substances				
R-22	kg	3	–*	–*
R-32	kg	5	–*	–*
R-134a	kg	14	–*	–*
R-407c	kg	4	–*	–*
R-410a	kg	173	–*	–*
R-744	kg	0	–*	–*
Indirect energy consumption				
Electrical energy from renewable sources	kWh	0**	0	0
Electrical energy	kWh	96,560,848	87,475,440	106,436,892
District heating	kWh	10,088,619	6,124,801	8,256,199
District cooling	kWh	0	0	0

Activity data		2024	2023	2022
Business travel				
Business travel – international flights	km	17,013,431***	18,276,461	20,038,330
Business travel – domestic flights	km	9,747,847***	231,275	453,666
Business travel – rail	km	280,318	–*	–*
Business travel – hybrid cars	km	146,047	–*	–*
Transport of the material to the construction site		43,658,374	40,057,065	36,515,109
by container ship	tkm	29,445,361	23,977,826	22,193,640
by air freight (international)	tkm	7,636,221	4,956,851	812,730
by truck	tkm	6,576,792	11,122,388	13,508,739

* Due to the first-time recording, no prior year data were considered.

** The SSI SCHAEFER Group does not produce its own renewable energy, but purchases green electricity from energy suppliers. Specific consumption data is not available, but market-based emission factors are used for Scope 2 emissions (see GRI 305-2).

*** For the figures, a distinction was made between long-haul and short-haul flights in 2024. This, together with the increased number of legal entities included, has led to an increase in flight kilometres.

Greenhouse Gas Emissions in t CO₂ (GRI 305)

	2024**	2023	2022
Total greenhouse gas emissions (not comparable with 2023 and 2022)	914,670	_***	_***
Total greenhouse gas emissions (comparable with 2023 and 2022)	411,608	440,789	522,276
Direct greenhouse gas emissions (GRI 305-1)	12,068	19,199	16,335
Energy indirect greenhouse gas emissions (GRI 305-2)	25,769	34,448	41,447
Other indirect greenhouse gas emissions (GRI 305-3) (not comparable with 2023 and 2022)	876,833	_***	_***
Other indirect greenhouse gas emissions (GRI 305-3) (comparable with 2023 and 2022)	373,771	387,142	464,493

Detailed presentation of Scope 3 emissions (GRI 305-3)

	2024**	2023	2022
Total Scope 3 in t CO₂ (not comparable with 2023 and 2022)	876,833	_***	_***
Total Scope 3 in t CO₂ (comparable with 2023 and 2022)	373,771	387,142	464,493
Cat. 1 – Materials	356,811	369,070	445,714
Cat. 3 – Electricity distribution losses	1,076	_***	_***
Cat. 4 – Transport and distribution (upstream)*	11,668	14,721	14,988
Cat. 5 – Waste	2,918	_***	_***
Cat. 6 – Business travel	5,292	3,350	3,790
Cat. 7 – Employees commuting	8,541	_***	_***
Cat. 11 – Use of sold products	490,527	_***	_***

* This entry has been corrected; the calculations relate to upstream activities (Category 4). In the Sustainability Report 2023, the calculation was erroneously reported as category 9 (downstream activities).

** As already mentioned in the introduction, Scope 3 emissions in the Categories 3, 5, 7 and 11 were recorded for the first time for the fiscal year 2024. In particular, carbon emissions in Category 11 (Use of sold products) were comparatively high. In order to ensure comparability with the years 2023 and 2022, a comparable and a not comparable value is given for total Scope 3 emissions and total greenhouse gas emissions.

*** Due to the first-time recording, no prior year data were considered.

Environment

For environmental data, both manufacturing and nonmanufacturing sites have been included for the year 2024. The largest production sites are located in Germany (Neunkirchen) and Czechia (Hranice), followed by Austria (Graz), the USA and Malaysia.

Water and Effluents (GRI 303)
Water withdrawal (GRI 303-3)

Total water withdrawal from all areas in m³, and a breakdown of this total by the following sources, if applicable:		2024	2023	2022
Surface water	m³	25,420	131,500	148,500
Groundwater	m³	–*	–*	3,028
Seawater	m³	0	0	0
Produced water	m³	0	0	0
Third-party water (utilities / neighbors, etc.)	m³	49,992	61,075	55,907

* Data gap in 2023 and 2024.

Water discharge (GRI 303-4)

Total water discharge to all areas in m³, and if applicable, a breakdown of this total by the following types of destination:		2024	2023	2022
Surface water**	m³	25,104	118,350	133,500
Groundwater	m³	–*	–*	0
Seawater	m³	0	0	0
Produced water	m³	0	0	0
Third-party water (utilities / neighbors, etc.)	m³	44,992	54,967	56,110

* Data gap in 2023 and 2024.

** 10% evaporation was assumed in the calculation.

Waste (GRI 306)
Waste generated (GRI 306-3)

Total weight of waste generated in metric tons and a breakdown of this total by:		2024	2023	2022
Metals	t	9,570	11,931	14,711
Paper and cardboard	t	314	1,300	750
Plastics	t	541	164	163
Other (rest, mixed)	t	1,227	2,593	1,083
Biodegradable	t	10	67	40
Glass	t	–*	1	4
Wood	t	1,166	–**	–**

* Data gap in 2024.

** Due to the first-time recording, no prior year data were considered.

		2024	2023	2022
Total weight of hazardous waste generated	t	329	–**	–**

** Due to the first-time recording, no prior year data were considered.

Employees

Information on employees and other workers (GRI 2-7)

i. By employment contract and gender*

	2024	2023	2022
Men	6,515	6,545	5,453
Permanent contract	6,252	6,243	5,194
Temporary contract	263	302	259
Women	1,523	1,517	1,265
Permanent contract	1,462	1,461	1,179
Temporary contract	61	56	86
Gender not known / not declared	3	4	
Permanent contract	3	4	
Temporary contract	0	0	
Total	8,041	8,066	6,718

* Collected as of December 31 of each year.
Data for the entire SSI SCHAEFER organization except Plastics and DS AUTOMOTION.

ii. By employment relationship and gender**

	2024	2023	2022
Men	6,515	6,545	5,462
Full-time	6,179	6,171	5,198
Part-time	336	374	264
Women	1,523	1,517	1,265
Full-time	1,198	1,192	969
Part-time	325	325	296
Gender not known / not declared	3	4	
Full-time	3	4	
Part-time	0	0	
Total	8,041	8,066	6,727

** Collected as of December 31 of each year.
Data for the entire SSI SCHAEFER organization except Plastics and DS AUTOMOTION.
Full-time: FTE ≥ 1
Part-time: FTE < 1

iii. By age***

	2024	2023	2022
Men	6,515	6,545	5,453
≤ 30 years	1,468	1,550	1,307
> 30 and ≤ 50 years	3,584	3,537	2,840
> 50 years	1,463	1,458	1,306
Women	1,523	1,517	1,265
≤ 30 years	322	342	93
> 30 and ≤ 50 years	923	902	596
> 50 years	278	273	576
Gender not known / not declared	3	4	
≤ 30 years	1	1	
> 30 and ≤ 50 years	1	2	
> 50 years	1	1	
Total	8,041	8,066	6,718

*** Collected as of December 31 of each year.
Data for the entire SSI SCHAEFER organization except Plastics and DS AUTOMOTION.

Workers who are not employees (GRI 2-8)

	2024	2023	2022
Total number of workers who are not employees and whose work is controlled by the organization*	271	245	314

* Temporary production workers performing manual labor are the most common type of employee.
The data were collected as of December 31, 2024 (average headcount over twelve months).
Excluding data from SSI SCHAEFER Plastics, DS AUTOMOTION, SSD, IT Sol AT, SSI RM BV, SSI-NO, SSI-S.

New employee hires and employee turnover (GRI 401-1)

i. By gender and age*

	2024					
	Total number of new employees	Total number of employees who left	Number of new employees in Q4	Number of employees who left in Q4	Employee turnover in Q4**	Total turnover rate***
Men	662	640	163	127	1.66%	8%
< 30 years	290	169	75	41	0.54%	2%
> 30 and < 50 years	317	353	78	58	0.76%	5%
> 50 years	55	118	10	28	0.37%	2%
Women	138	134	29	31	0.41%	2%
< 30 years	57	37	9	11	0.14%	0%
> 30 and < 50 years	77	79	18	15	0.20%	1%
> 50 years	4	18	2	5	0.07%	0%
Total	800	775*	192	158	2.07%	10.17%

*) In addition, one employee with gender not known / not declared left.

* Excluding apprentices and trainees, external employees, interns, working students, fixed-term contracts, internal transfers, retirements and deaths.
Excluding data from SSI SCHAEFER Plastics and DS AUTOMOTION.

** Calculation: (number of employees who left in Q4 ÷ average headcount in Q4) × 100

*** Calculation: (number of employees who left in 2024 ÷ average headcount in 2024) × 100

Training and Education (404-1)
Average hours of training per year per employee*

In hours	2024	2023	2022
Total number of training hours	100,327	98,000	83,086
Men	82,683	84,868	Not collected
Women	17,070	13,095	
Average hours of training per employee	11.2	10.9	10.2
Men	11.5	11.7	Not collected
Women	10.3	7.8	

* Data for the entire SSI SCHAEFER organization except Plastics, RO-BER, SWAN, DS AUTOMATION, FRITZ SCHÄFER GmbH.

In hours	2024	2023	2022
Average hours of training per employee (manager level)	17.9	18.5	Not collected
Average hours of training per employee (employees with at least one direct report)	10.2	9.9	Not collected

Diversity and Equal Opportunity (GRI 405-1)

Top management positions*	2024		2023		2022	
	absolute	percentage	absolute	percentage	absolute	percentage
Men	133	88%	120	88%	131	91%
≤ 30 years	0	0%	0	0%	0	0%
> 30 and ≤ 50 years	83	55%	77	57%	75	52%
> 50 years	50	33%	43	32%	56	39%
Women	18	12%	16	12%	13	9%
≤ 30 years	0	0%	1	1%	4	3%
> 30 and ≤ 50 years	13	9%	10	7%	6	4%
> 50 years	5	3%	5	4%	6	4%
Total	151	100%	136	100%	144	100%

* Data for the entire SSI SCHAEFER organization except Plastics and DS AUTOMOTION.
Top management includes
C-level
L2-L4 functions in the business units
L2 and L3 of the Region Management
L2 and L3 functions of the Group functions
Managing Directors and Country Managers

Management positions*	2024		2023		2022	
	absolute	percentage	absolute	percentage	absolute	percentage
Men	960	85%	927	85%	975	85%
≤ 30 years	38	3%	43	4%	40	3%
> 30 and ≤ 50 years	661	58%	643	59%	652	57%
> 50 years	261	23%	241	22%	283	25%
Women	170	15%	163	15%	169	15%
≤ 30 years	10	1%	9	1%	7	1%
> 30 and ≤ 50 years	122	11%	113	10%	116	10%
> 50 years	38	3%	41	4%	46	4%
Total	1,130	100%	1,090	100%	1,144	100%

* Data for the entire SSI SCHAEFER organization except Plastics and DS AUTOMOTION.

Incidents of discrimination and corrective actions taken (GRI 406-1)

	2024	2023	2022
Total number of incidents of discrimination during the reporting period.	0	1	1
Status of the incidents and actions taken with reference to the following:			
i. Incident reviewed by the organization	0	1	1
ii. Remediation plans being implemented	0	1	0
Men	0	0	0
Women	0	1	0



GRI-Index

Statement of use

SSI SCHAEFER has reported the information cited in this GRI content index for the period 01.01.2024 to 31.12.2024 with reference to the GRI Standards.

GRI 1 used: GRI 1: Foundation 2021

GRI Standard	Disclosure	Location	Comments
GRI 2: General Disclosures 2021			
2-1	Organizational details	pp. 5-7, 79	
2-2	Entities included in the organization's sustainability reporting	p. 94	
2-3	Reporting period, frequency and contact point	p. 94	
2-4	Restatements of information		The key figures in the chapter "Facts and Figures" refer to the 57 companies of the SSI SCHAEFER Group, which together account for more than 80% of sales. All companies included can be found on page 79. The table "Detailed breakdown of Scope 3 emissions" in the "Facts and Figures" section had to be corrected. Our calculations include category 4 "Transport and distribution (upstream)" and not category 9 "Transport and distribution (downstream)" as shown in the 2023 Sustainability Report. The LTIFR value has been corrected for 2023 in both the 'A Safe Workplace for All' and 'Facts and Figures' sections. The value in the 2023 Sustainability Report differs as it is based on 200,000 working hours and does not take SSI SCHAEFER Plastics into account.
2-5	External assurance	p. 94	
2-6	Activities, value chain and other business relationships	pp. 9-10, 62	
2-7	Employees	pp. 8, 87	
2-8	Workers who are not employees	p. 88	

GRI Standard	Disclosure	Location	Comments
2-9	Governance structure and composition	p. 6	
2-22	Statement on sustainable development strategy	pp. 3-4	
2-23	Policy commitments	pp. 19, 59-60, 62	The SSI SCHAEFER Group commits to human rights in its Declaration of Principles and affirms its commitment to promote the company's own human rights strategy and to pursue the goal of strengthening human rights and preventing any violations. Further information on our Codes of Conduct and Declaration of Principles on Human Rights can be found here: https://www.ssi-schaefer.com/en-gb/about-us/compliance
2-24	Embedding policy commitments	pp. 19, 59-60, 62	
2-25	Processes to remediate negative impacts	pp. 59-60	
2-26	Mechanisms for seeking advice and raising concerns	p. 60	
2-28	Membership associations	p. 11	
2-30	Collective bargaining agreements		In all countries in which the SSI SCHAEFER Group operates and in which there are legal regulations or collective agreements, we comply with them.
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	pp. 13-15	
3-2	List of material topics	p. 15	

GRI Standard	Disclosure	Location	Comments
GRI 201: Economic Performance 2016			
3-3	Management of material topics	pp. 44-49, 51-55	
201-1	Direct economic value generated and distributed		Please refer to the 2023 consolidated financial statements of FRITZ SCHÄFER GMBH & CO KG (Consolidated income statement) https://www.unternehmensregister.de ; The 2024 consolidated financial statements have been completed in June 2025.
GRI 203: Indirect Economic Impacts 2016			
3-3	Management of material topics	pp. 37-38, 40-42	
GRI 204: Procurement Practices 2016			
3-3	Management of material topics	pp. 59-60, 62-63	
GRI 205: Anti-corruption 2016			
3-3	Management of material topics	pp. 19-21	
GRI 301: Materials 2016			
3-3	Management of material topics	p. 26	
301-1	Materials used by weight or volume	p. 80	
GRI 302: Energy 2016			
3-3	Management of material topics	pp. 26, 65-66, 70	
302-1	Energy consumption within the organization	p. 84	
302-4	Reduction of energy consumption	pp. 26, 65	
302-5	Reductions in energy requirements of products and services	pp. 41, 52, 70	

GRI Standard	Disclosure	Location	Comments
GRI 303: Water and Effluents 2018			
303-3	Water withdrawal	p. 86	
303-4	Water discharge	p. 86	
GRI 305: Emissions 2016			
3-3	Management of material topics	pp. 26, 65-66, 70	
305-1	Direct (Scope 1) GHG emissions	p. 85	
305-2	Energy indirect (Scope 2) GHG emissions	p. 85	
305-3	Other indirect (Scope 3) GHG emissions	p. 85	
GRI 306: Waste 2020			
3-3	Management of material topics		In the upcoming fiscal years, we're aiming for the big goal of getting all the production companies in the SSI SCHAEFER Group certified under various ISO standards. Thereby, we're focusing on environmental management (ISO 14001). We're expanding our certifications in line with our group certification strategy.
306-3	Waste generated	p. 86	
GRI 308: Supplier Environmental Assessment 2016			
3-3	Management of material topics	pp. 62-63	
GRI 401: Employment 2016			
3-3	Management of material topics	pp. 28-29	
401-1	New employee hires and employee turnover	p. 88	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		In many countries in which the SSI SCHAEFER Group operates, there are legal regulations or collective agreements with which we comply.

GRI Standard	Disclosure	Location	Comments
GRI 403: Occupational Health and Safety 2018			
3-3	Management of material topics	pp. 31-32	
403-1	Occupational health and safety management system	pp. 31-32	
403-2	Hazard identification, risk assessment, and incident investigation	pp. 31-32	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	pp. 31-32	
403-9	Work-related injuries	p. 81	
403-10	Work-related ill health	p. 81	
GRI 404: Training and Education 2016			
3-3	Management of material topics	pp. 28-29	
404-1	Average hours of training per year per employee	p. 89	
404-2	Programs for upgrading employee skills and transition assistance programs	pp. 76-77	At present, the different data are not yet uniformly recorded across all companies. This is being developed.
404-3	Percentage of employees receiving regular performance and career development reviews		
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	p. 89	
GRI 406: Non-discrimination 2016			
406-1	Incidents of discrimination and corrective actions taken	p. 90	

GRI Standard	Disclosure	Location	Comments
GRI 414: Supplier Social Assessment 2016			
3-3	Management of material topics	pp. 62-63	
GRI 415: Public Policy 2016			
415-1	Political contributions		Political parties or similar interest groups are not supported. This figure is therefore not recorded.
GRI 416: Customer Health and Safety 2016			
3-3	Management of material topics	pp. 23-24	
GRI 418: Customer Privacy 2016			
3-3	Management of material topics	pp. 37-38	

About This Report

This is the fourth year in a row that the SSI SCHAEFER Group has presented a sustainability report on a voluntary basis. The present report refers to fiscal year 2024 (January 1, 2024, to December 31, 2024) and additionally includes selected information from the first months of the fiscal year 2025.

The editorial deadline for the Sustainability Report 2024 was July 31, 2025.

The report for fiscal year 2025 is expected to be published in mid-2026.

The Sustainability Report 2024 covers the entire scope of consolidation of the SSI SCHAEFER Group, which includes around 80 operating subsidiaries. Unless otherwise stated, the performance indicators contained in this report refer to 57 entities of the SSI SCHAEFER Group, which together account for more than 80% of sales. In the context of mandatory CSRD reporting, the metrics of the entire scope of consolidation will be included in the Sustainability Report. According to the current status, SSI SCHAEFER will start reporting in accordance with CSRD in 2028 at the latest, i.e. on fiscal year 2027.

The present Sustainability Report has not been audited by an independent external body. Going forward, the management of the SSI SCHAEFER Group

will decide on the need for an external audit on an annual basis.

This Sustainability Report is available in German and English. In case of deviations, the German version shall apply.

Rounding note

When using rounded amounts and percentages, minor deviations may occur due to commercial rounding.

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Forward-looking statements

This Sustainability Report contains certain forward-looking statements relating to the future development of the SSI SCHAEFER Group and its entities as well as to economic and political developments. These statements represent estimates that we have made based on all the information available to us at the time the report was prepared. Should the underlying assumptions fail to materialize or further risks occur, the actual results, developments and performance of the Group may differ from the estimates presented. Even if the actual results of the SSI SCHAEFER Group, including its financial position and profitability as well as the economic and regulatory framework conditions, are in line with the forward-looking statements in this Sustainability Report, no guarantee can be given that this will continue to be the case in the future. The SSI SCHAEFER Group therefore assumes no liability for the forward-looking statements presented in this report.

Your feedback

We want to continuously improve and develop our sustainability efforts. We therefore welcome your feedback on our Sustainability Report. You can send us your comments directly online to the above e-mail address.

Further reporting

For further information on the SSI SCHAEFER Group and its commitment to sustainability, please visit our corporate website at ssi-schaefer.com.

Think Tomorrow.

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