

Tomorrow

in Focus



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Sustainability, as we understand it, is a link between social commitment, ecology and economic viability.

Sustainable management and ecological acting ensure the future viability of our company. This holistic approach determines the sustainability strategy of SSI SCHAEFER.

Foreword by Executive Management

→
Taking responsibility.



Dear employees, customers and business partners,

For the SSI SCHAEFER Group, the fiscal year was characterized by thoroughly positive development. In demanding market conditions, we were able to increase our incoming orders by 8.5% and especially grow in the Business Units Logistics Solutions and Customer Services. This economic strength forms the basis for long-term investments: In our employees as well as in innovative and future-proof solutions for our customers. Through our fifth voluntary Sustainability Report, we provide you with an overview of our goals, concrete measures and the SSI SCHAEFER Group's progress to date.

We are especially happy that we were awarded the EcoVadis Silver medal for the first time in 2025. After two years of the Bronze rating, this step marks an important milestone in the further development of our sustainability management. This ranking among the top 15% of evaluated companies confirms we are on the right track. Our customer projects demonstrate how technological excellence, sustainability and economic value can be effectively combined. Particularly

noteworthy is the distribution center for Coop in Sweden, which is a prime example of highly automated, energy-efficient and sustainable intralogistics. The numerous industry awards in 2025 not only recognize the technical solution, but also the trusting partnership. Many other projects illustrate how we make targeted use of automation to sustainably increase efficiency, ergonomics and process reliability.

Our responsibility does not end with commissioning. Providing ongoing support to our customers throughout the entire life cycle of a system is an integral part of our business operations. Close collaboration between departments such as Health, Safety & Environment and the project organization strengthens our safety and environmental standards – especially in complex international projects.

At the same time, we are looking ahead. Topics such as automation of packaging processes in response to new regulatory requirements or innovations

that conserve materials and resources continue to grow in importance. The evaluation of low-carbon steel grades, our own new developments such as the crossbeam profile for the pallet rack PR 600 as well as collaborations with scientific institutions – such as TU Graz or FH Dortmund – demonstrate how we bridge the gap between research and industrial practice.



Our climate strategy, too, follows a long-term course. The 2025 greenhouse gas inventory confirms that we remain on track to meet our defined targets. Furthermore, we systematically analyze physical climate risks such as heat, heavy rain or flooding at relevant locations. Initial findings from Neunkirchen, Graz and Malaysia form the basis for targeted measures to strengthen our resilience, ensure stable supply chains as well as maintain reliable partnerships with our customers.

This long-term focus is also reflected in our corporate culture. A key focus in 2025 was on the further development of the SSI SCHAEFER Fundamentals. They define how we strengthen customer relationships worldwide, support our employees and ensure sustainable, independent growth. This is complemented by responsible and dialog-oriented corporate governance. On behalf of the shareholders, the Advisory Board actively supports the development of the SSI SCHAEFER Group and maintains regular contact with the executive management on strategic, business as well as governance and sustainability issues.

We would like to thank all employees, shareholders, customers and business partners. Your commitment, your

competence and your trust form the basis for our success as a leading intralogistics provider. Together, we assume responsibility and consistently continue on our path toward sustainable and future-oriented intralogistics.

We hope you find this an engaging read.

Peter Edelmann	Olaf Hedden
CEO	CFO





Company Portrait



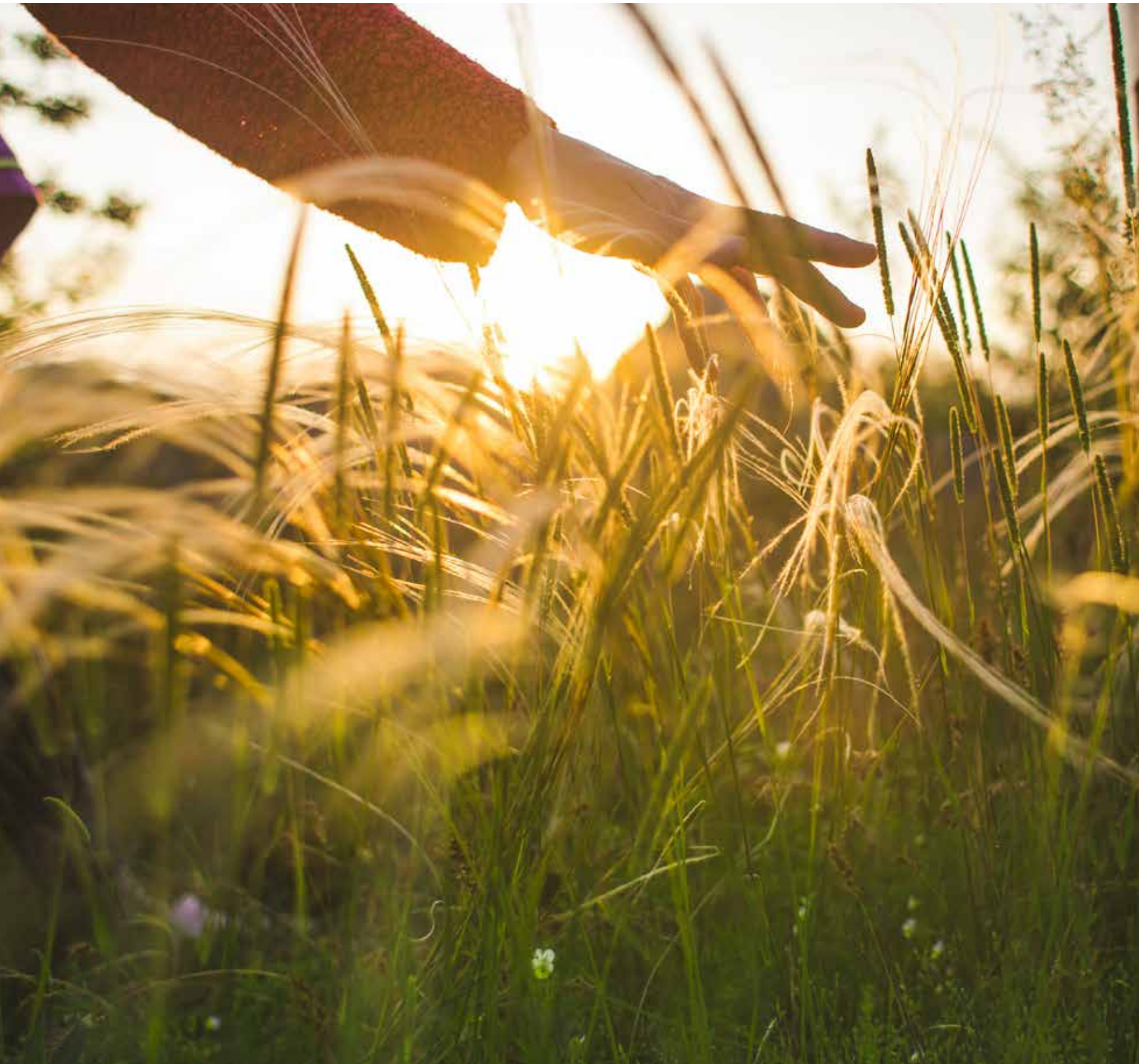
SSI SCHAEFER has been developing solutions globally that make intralogistics more efficient, safer and more sustainable since 1937. Today, the Group operates worldwide through more than 80 operating companies and implements holistic solutions in the Logistics Solutions, Products & Equipment as well as Customer Services Business Units - ranging from manual racks to

highly automated, software-controlled systems. Initiatives to optimize our products and solutions address growing market demands, such as omnichannel concepts, shorter delivery times, energy efficiency or higher quality standards. Project teams from Engineering, IT, Software (WAMAS/SAP) and local service centers work closely with customers, supported by colleagues from our international production sites.

Challenges such as complex temperature zones, traceability of customer products or seasonal peaks are resolved using integrated automation, robotics and smart analytics. Results show measurable efficiency gains, CO₂ reduction thanks to optimized processes and durable systems as well as increased system availability thanks to service concepts such as SSI Resident Maintenance®.

Going forward, SSI SCHAEFER will continue to focus on digitalization, energy-efficient technologies (e.g. the latest generation of electric motors) and sustainable materials (e.g. low-carbon steel) to actively help shape the transformation of global supply chains.

Sustainability at SSI SCHAEFER



For SSI SCHAEFER, sustainability means the interplay of social commitment, ecological responsibility and economic viability. This holistic view forms the basis for our global sustainability strategy and characterizes our actions along the entire value chain. Based on this, we develop solutions that reduce our environmental impact and empower our customers to achieve their own sustainability goals more efficiently - read more about this in the article on our flagship project with Coop on p.17 in this report.

At SSI SCHAEFER, this understanding of sustainability is put into practice through technical, procedural and data-driven measures along the entire value chain. These include, among other things, the targeted application of energy-efficient automation and drive technologies (e.g. through the application of the latest generations of electric motors or non-pneumatic solutions), the reduction of material used through constructive optimization, the increased use of

recycled materials as well as digitally supported solutions for energy, emissions and process monitoring. Additionally, software-based systems provide transparency regarding environmental and key performance indicators and enable fact-based decision-making across multiple locations.

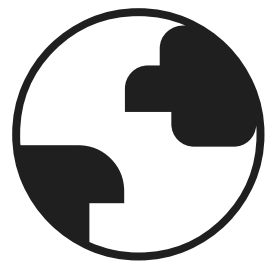
This way, sustainability is not just an abstract concept, but is implemented technically - with quantifiable effects in production, operation and customer solutions and a clear contribution to long-term economic viability.



Toward the future!

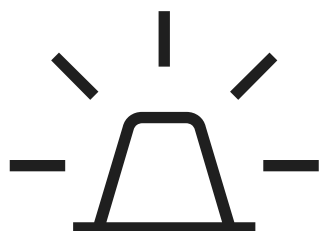


SSI SCHAEFER in Numbers



71

We are represented in 71 countries with around 80 operating companies.



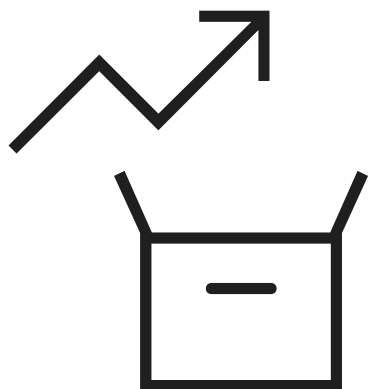
-30%

We were able to further reduce our rate of accidents with lost time in 2025.



-29%

We are on track to reach our climate strategy goals (-40% Scope 1 and 2 emissions by 2030 compared to 2022) and, from 2022 to 2025, were already able to achieve a reduction of approximately 29% in Scope 1 and 2 emissions.



+8.5%

We were able to increase our incoming orders by 8.5% in 2025.



8,800

In 2025, our number of employees amounted to around 8,800.

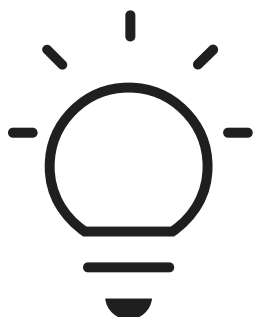


57%

57% of our locations with business-critical processes have already completed a climate risk analysis.



In 2025, we were able to further improve our EcoVadis rating and obtain a Silver medal. Further details at <https://recognition.ecovadis.com/f2Q5Yy44tUOQxnanftVsmA>



13,000 h

In total, our employees completed approximately 13,000 hours of HSE training.

Sustainability Reporting Concept

With the Corporate Sustainability Reporting Directive (CSRD), the EU requires companies to provide more comprehensive and standardized sustainability reporting. SSI SCHAEFER therefore decided to introduce two complementary sustainability reporting formats for 2025 ahead of the mandatory application of these requirements. The catalyst for this was the desire to provide external stakeholders with early, indicative transparency and, at the same time, to systematically prepare our reporting architecture for upcoming requirements.

The first format is a non-financial report based on the VSME standard, a voluntary reporting standard for small and medium-sized enterprises (SMEs). It was developed by the EFRAG, the EU's central advisory body for reporting standards. It is prepared in an objective and fact-based manner. The focus lies on clearly structured disclosures regarding environmental, social and governance issues. Published as part of the Group management report, the VSME report forms the formal core of the sustainability

reporting and, at the same time, serves as a stepping stone towards the future CSRD report for the 2027 financial year, which is expected to be published for the first time in 2028.

Additionally, this sustainability brochure is significantly more comprehensive in terms of its format, tone and design. It provides the company's key performance indicators, introduces the organization, including locations, employees and business activities and highlights operational achievements across all relevant sustainability areas – from resource efficiency and the circular economy to measures related to energy and buildings, as well as social initiatives. Images, graphics and best practice examples make the content easier to grasp and are aimed at an external audience that expects a clear, accessible and inspiring overview.

Among others, the Sustainability, HSE, Finance, HR and Corporate Communications departments as well as regional units are working together on the development of both formats.

The added value is already evident today, as seen in the early structuring of the reporting framework, the targeted communication with different stakeholder groups and the significantly greater alignment with international expectations. Looking ahead to the coming years, both formats will be further refined and harmonized. Thus, SSI SCHAEFER is well-prepared for the transition to CSRD compliance and positioned professionally in terms of communication.



A low-angle, wide shot of a modern glass skyscraper's interior atrium. The space is filled with lush green trees and plants, creating a vibrant, natural environment. People in business attire are walking on a highly reflective, polished floor. The glass walls of the building are visible, reflecting the interior greenery and the bright light coming from above. A large yellow banner with the text "Sustainability Management" is overlaid on the left side of the image. A yellow diagonal graphic element is in the bottom right corner.

Sustainability Management

Sustainability Management



Double materiality analysis

In order to meet the requirements of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS), at the beginning of 2024, SSI SCHAEFER comprehensively updated the double materiality analysis that had already been developed. On the one hand, the analysis considers the impact of SSI SCHAEFER’s business activities on the environment and society (inside-out perspective). On the other hand, it considers which topics are financially

relevant for our own business model (outside-in perspective). A topic is considered material as soon as one of the two perspectives applies; often, both do.

As part of a multi-stage process, internal documents were analyzed, a peer group assessment was conducted and interviews were held with numerous departments. The results formed the basis for a long list of potential impacts, risks and opportunities. These were then evaluated in workshops with experts

and managers and prioritized based on clearly defined materiality thresholds (shortlist).

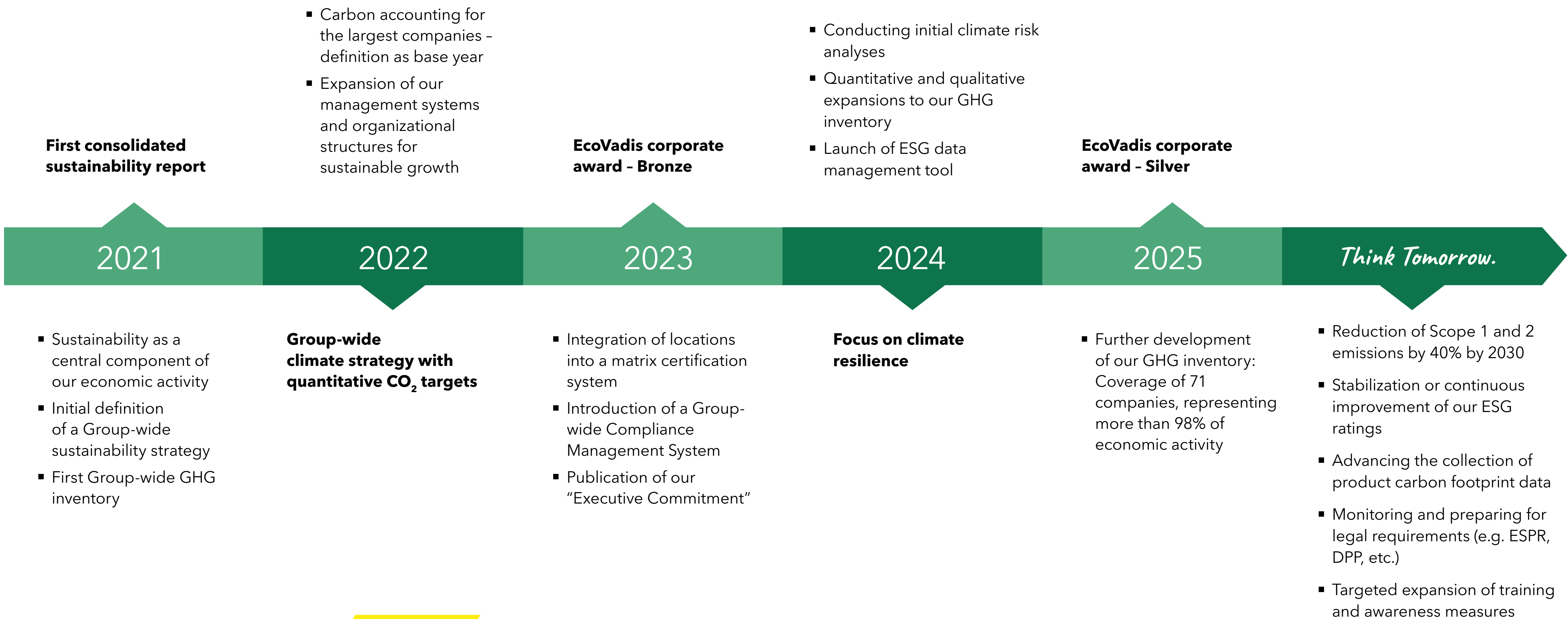
The results were validated and approved by management. They now form the central basis for the further development of our sustainability management and our future CSRD-compliant reporting.

The following topics were identified as material:

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



Our sustainability journey – continuing to grow together



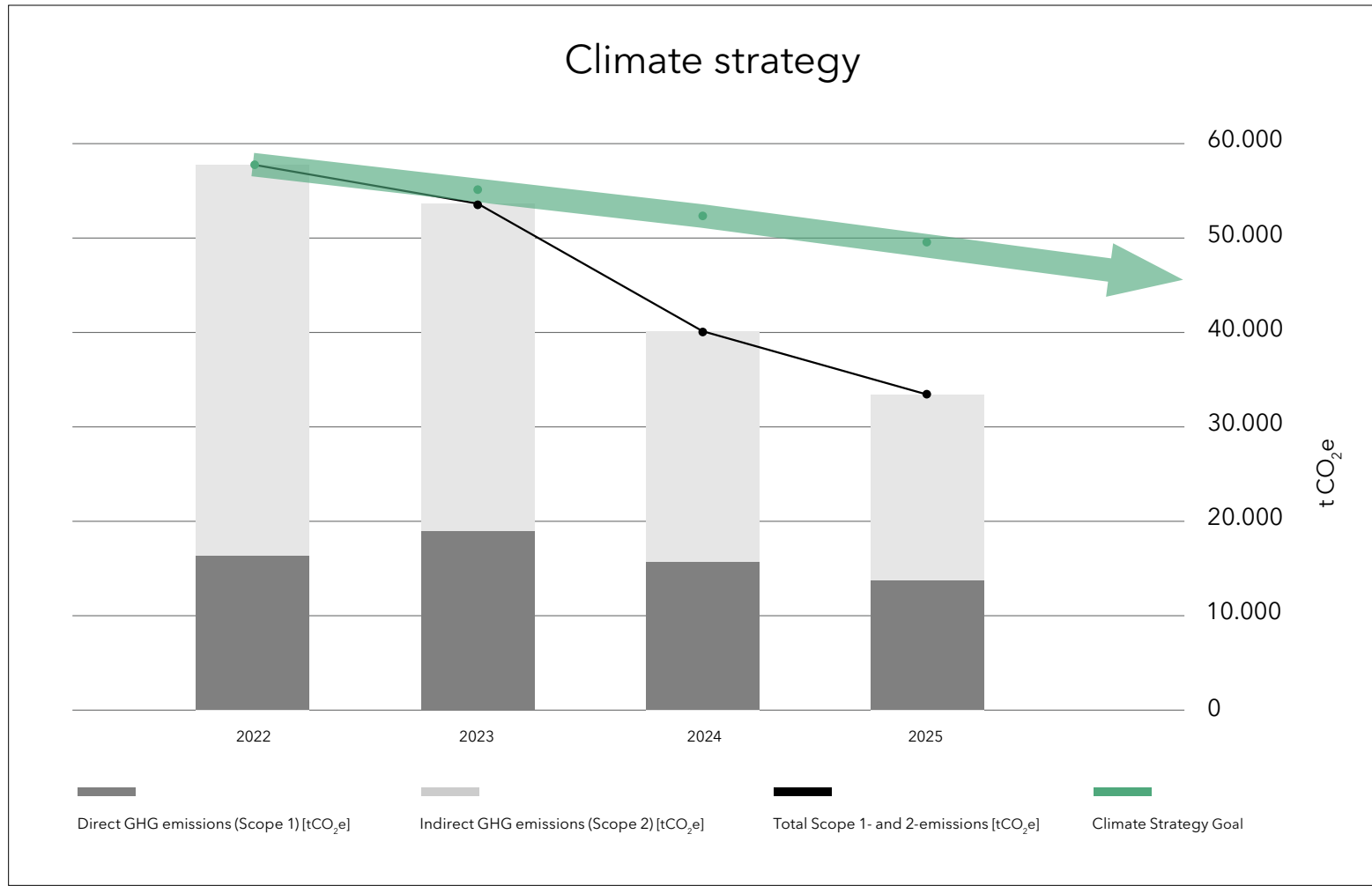
Climate strategy: Clear road map and measurable progress

With its climate strategy, the SSI SCHAEFER Group follows a clearly defined target path for reducing greenhouse gas emissions. Based on the reference year 2022, we have voluntarily committed ourselves to reduce our Scope 1 and 2 emissions by 40% by 2030. At the same time, we are laying the groundwork for a systematic reduction of Scope 3 emissions along the value chain.

Key levers for reducing emissions include the increased use of renewable electricity, the decommissioning of infrastructure and the consolidation of locations, the

relocation of energy-intensive processes as well as measures such as upgrading to intelligent LED lighting in production facilities. At the same time, we are making targeted investments in improving data quality by using primary data.

The 2025 GHG inventory shows the following: We are well on our way to systematically achieving the climate goal we have set for ourselves and laying the groundwork for further reductions – including in Scope 3.



One system, one commitment – matrix certification and audits

In the area of Integrated Management Systems (IMS), SSI SCHAEFER views sustainability as a commitment that is put into practice in day-to-day operations. Our key tool for this is a robust integrated management system that forms the basis of our matrix certification.

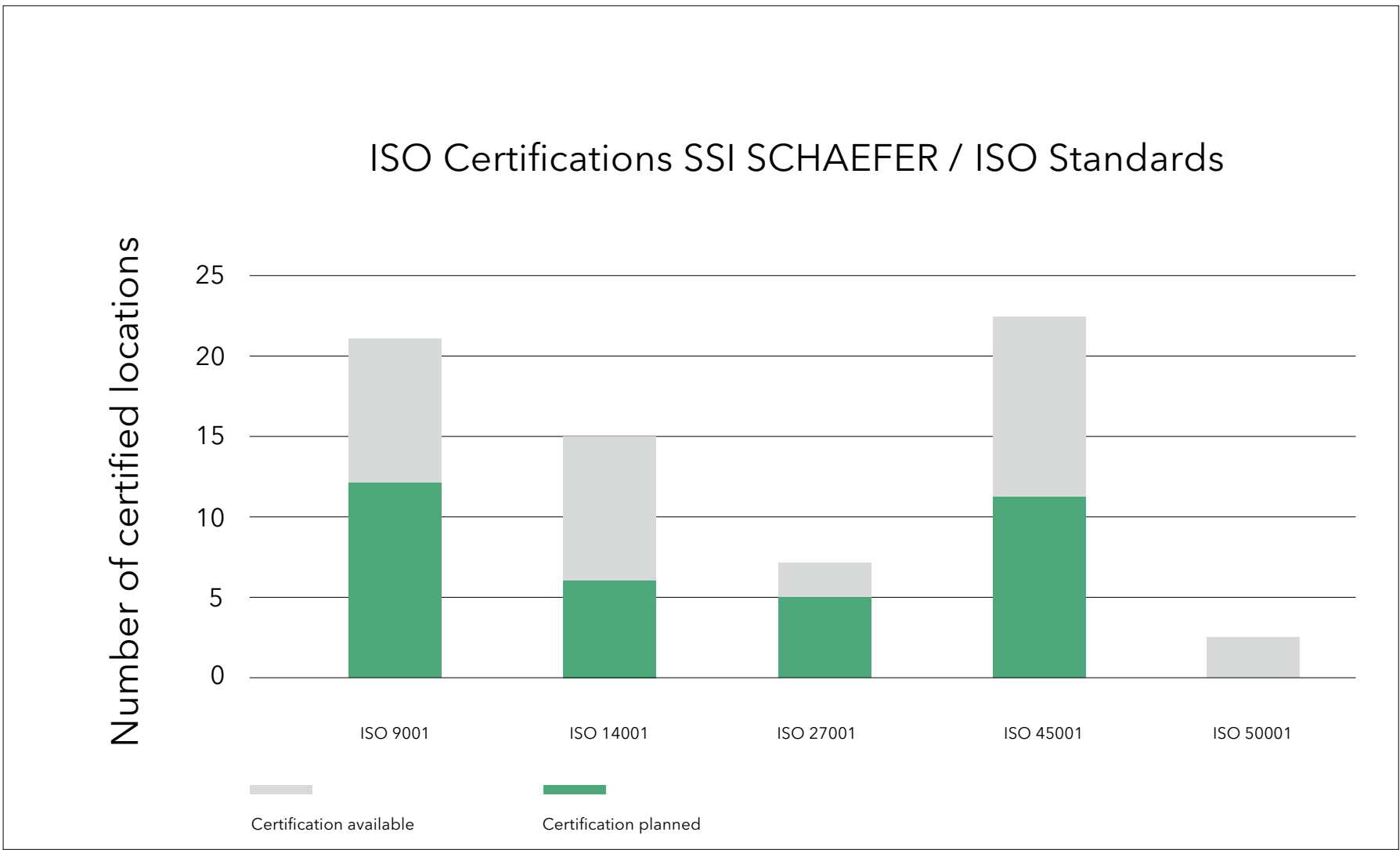
By consolidating relevant ISO standards into a Group-wide framework, we ensure that quality, information security, occupational health and safety and environmental management are implemented according to uniform standards at certified locations. Unlike the separate certification of individual companies, matrix certification allows for the harmonization of key requirements across multiple units. This results in streamlined processes, comparable performance levels and robust management practices – regardless of location. For our customers, this creates reliability; for employees, it fosters a culture in which continuous improvement, safety and responsibility are closely intertwined.

Regular, critical reviews demonstrate just how effective this system is. In 2025, 31 internal and external audits formed a central basis for the further development of our management systems.

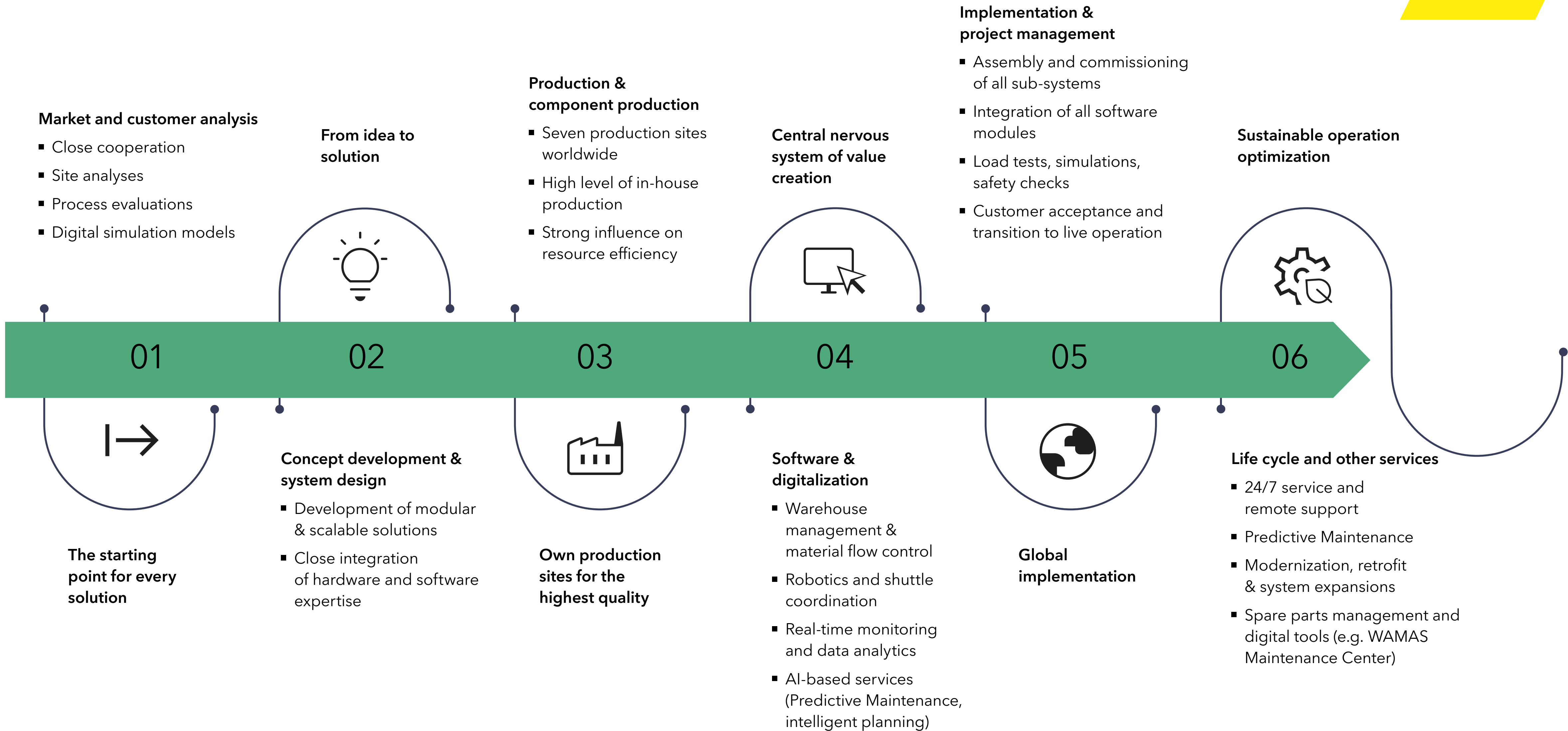
Group-wide system audits at nearly all major locations assessed compliance with the requirements of ISO 9001, ISO 14001 and ISO 45001 as well as related topics such as energy management and IT security. External surveillance and (re-) certification audits confirmed ongoing compliance with the standards, thereby fostering transparency and trust among customers, partners and authorities.

One example of this is the 5 locations that, as of 2025, have achieved matrix certification under ISO 27001.

This matrix certification consolidates our global expertise and is continuously reviewed and further developed through a dense network of audit activities.



SSI SCHAEFER's value chain – from idea to sustainable operation



Environment



Concepts



Automation of packaging processes in response to new regulatory requirements



With the new EU Packaging and Packaging Waste Regulation (PPWR), our customers are facing significantly stricter specifications: Requirements regarding fill rates, empty space, material usage and verifiably recyclable design. These regulations are a key driver behind our efforts in the automation of packaging processes.

We are currently working across departments to analyze potential areas of focus and potential solutions in order to best support our customers as they

implement the new requirements. This includes, among other things, technical potential assessments, process analyses and the evaluation of automated approaches to packaging optimization. One challenge lies in the high complexity of demonstrating compliance with the PPWR – particularly with regard to the methodology for determining empty space ratios and the increasing documentation requirements needed to meet the new specifications.

Research project with Fraunhofer IML: Potentials of wooden construction in intralogistics



Results show the following: Wood is technically suited to many warehouse applications and offers advantages particularly in corrosive environments. Shorter assembly times are also possible, while moisture, hygiene requirements and documentation obligations pose key challenges.

From an ecological perspective, the CO₂ advantage heavily depends on usage and end-of-life concepts.

Against the backdrop of growing demands for climate-friendly construction and logistics solutions, SSI SCHAEFER, in collaboration with the Fraunhofer Institute for Material Flow and Logistics (IML), investigated the use of wood in the construction of storage and rack systems. The goal was to conduct a thorough assessment of environmental, technical and regulatory aspects in comparison with conventional steel.

As part of the project, material properties, planning and assembly times, environmental impacts as well as regulatory requirements such as the Carbon Border Adjustment Mechanism (CBAM) and the EU Deforestation Regulation were included in the analysis.

Net-zero warehouse

For many companies, the path toward lower-emission logistics sites – with the long-term goal of net-zero emissions – is complex. Therefore, SSI SCHAEFER, together with Fraunhofer IML, developed a framework that identifies the largest sources of emissions throughout a warehouse’s entire life cycle and derives potential measures.

Based on the eight areas of action and 48 measures – ranging from automation to building technology to the circular economy – location-specific road maps

can be developed that identify drivers of GHG emissions and prioritize emission reduction pathways.

Practical examples, such as VOG AG’s automated high bay warehouse, already demonstrate the following today: Energy efficiency, digital transparency and extended system life cycles reduce emissions and increase the operational availability of the systems.



A warehouse qualifies as being net-zero (climate-neutral) once all technically and economically feasible greenhouse gas reduction measures have been implemented. Any remaining, unavoidable emissions are offset exclusively through high-quality projects/carbon credits.

Energy and decarbonization concept in Neunkirchen

Rising energy prices, increasing CO₂ costs and new regulatory requirements have prompted the development of a comprehensive energy and decarbonization concept using the Neunkirchen site as a model. Through close collaboration between HSE, Engineering, Facility Management, Purchasing, Plant Management and an external partner, an analysis was conducted to determine how the site can become more energy-efficient, lower in CO₂ emissions and more cost-effective in the future.

The concept assesses, among other things, production facility heating, process heat, PV surfaces, electrification

potential and infrastructure requirements. Initial modeling shows the following: The combined use of PV, heat pumps, efficient stand-by boilers and a heating network can achieve significant carbon savings while also mitigating risks associated with volatile energy costs.

Since this is a preliminary concept, technical reviews, economic feasibility analyses and consultations with internal stakeholders are still pending. The goal remains to find a feasible path that combines climate protection with economic stability in the region.



ReEquip: Potentials of the circular economy in focus

Against the backdrop of growing regulatory requirements, such as those imposed by the EU Ecodesign Regulation, SSI SCHAEFER has evaluated a concept for a digital marketplace for used material flow technology and conveying systems as part of the internal ReEquip project.

The starting point was customer interviews and a growing demand for alternatives that conserve resources and are economically attractive. An interdisciplinary team comprising Product Management, Sustainability Management, Research & Development and Customer Services analyzed application scenarios and benefits. Initial evaluations show the following: Reusing used systems reduces CO₂ emissions and can have a positive impact on project costs and delivery times. For sellers, this also opens up simplified dismantling processes and an alternative way of recovering value from existing technology.

The approach underscores the fundamental strategic principle: Materials are becoming increasingly valuable, while carbon efficiency is emerging as a decisive factor in economic decision-making.

Initiatives



Flagship project: Coop – outstanding performance and sustainable, state-of-the-art logistics

The commissioning of one of the biggest and most advanced distribution centers in Europe, jointly realized by Coop and SSI SCHAEFER, was already covered in the Sustainability Report 2024. Since then, the highly automated location in Eskilstuna, Sweden, has been supplying over 800 stores and set new records for stability and performance in the 2025 reporting year.

This performance was also externally recognized in 2025: The project received the Best of Industry Award in the “Sustainability” category as well as the “Supply Chain Excellence” award from the EHI Retail Institute – together with

SSI SCHAEFER’s recognition as “Top Supplier Retail”. The decisive factors were the high degree of automation, stable material flows and the sustainable operating concept with a fully renewable energy supply. By consolidating chilled and ambient temperature areas in one warehouse, the company requires fewer transport movements and lowers its carbon footprint.

The close partnership of both companies shows how technological innovation, organization and sustainability successfully work together – and forms the basis for further growth from 2026.



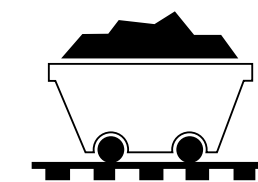
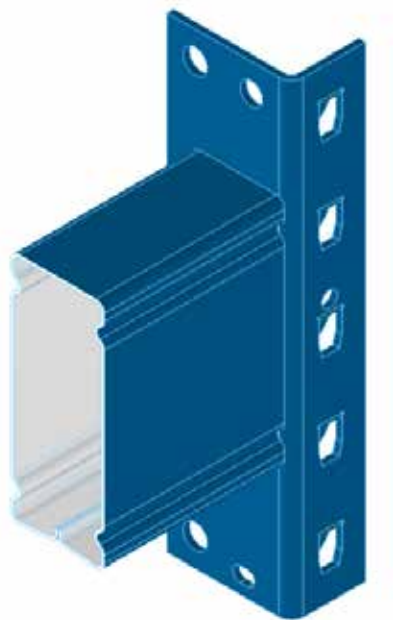
More sustainable design for pallet racks: New crossbeam profile for the pallet rack PR 600

With the development of a new beam variant for the pallet rack system PR 600, SSI SCHAEFER takes another step in the direction of more resource-efficient product solutions in the area of steelwork. The goal of the initiative was to develop a profile which is specially optimized for the storage of Euro pallets and simultaneously reduces material usage, costs and CO₂ emissions.

The starting point for the project was the analysis of the existing product solutions and their material consumption. The analysis revealed that significant efficiency gains can be achieved by specifically adapting the crossbeam profile for typical applications in pallet warehouses. Through close collaboration between Product Management, Product Development and Production, a new profile concept was developed which is optimally tailored to the requirements of these applications. The result: A crossbeam profile that combines stability and performance with a significantly lower use of resources.

Thanks to the design optimization, material usage could be reduced by 10%. In addition to the direct cost

benefits, this reduction also has a positive impact on the product’s carbon footprint as less raw material is required and processed. At the same time, care was taken to ensure that the new beam could be seamlessly integrated into the existing PR 600 product landscape. For customers, this means an economical and more sustainable solution which can be used in new and existing systems without requiring additional modifications.



-10%

10% reduction in material usage thanks to design optimization

Product carbon footprint (PCF) & material composition

The PCF calculation methodology was further developed in 2025 as well. The key driver for this was the growing demand from customers for transparent CO₂ data along the value chain. Together with Group Social Responsibility and Product Management, the material composition of several product groups was determined and prepared for the PCF calculation.

At the same time, the rollout of a new product data management (PDM) system began, and will continue throughout 2026. Our vision: automated analysis of bills of materials and direct matching of each material against its CO₂ equivalent.

In the future, the resulting PCF should provide specific starting points for identifying high-emission materials, optimizing material usage and reducing product-related CO₂ emissions.

Data quality along the supply chain remains a key challenge, particularly with

regard to CO₂ information for purchased parts and components. Therefore, we will continue to further develop our methodology, incorporate additional product groups and establish a company-wide PCF governance process.

Cooperation with TU Graz

As part of its commitment to sustainability, SSI SCHAEFER donated its technical equipment to the Graz University of Technology (TU Graz). The donation supports the Institute of Logistics Engineering (ITL) in expanding their research and teaching infrastructure, and combines responsible use of resources with the promotion of education and innovation.

By reusing conveying systems, high-quality technical equipment is put to good use and its product life cycle is extended. At the same time, students and researchers benefit from practical applications in fields relevant to the future, such as digitalization, automation and modern logistics. Furthermore, the partnership enhances SSI SCHAEFER's visibility in academic circles: Students are exposed to our technology early on, which helps us build valuable connections with highly qualified young talent and potential future employees.

Domenik Kaefer, Head of the Institute of Logistics Engineering at TU Graz, emphasizes the added value of the donation: "Thanks to this donation, the

conveying system is given a new lease of life and TU Graz is gaining a versatile testing environment for research and our students are getting hands-on experience with material flow technology as a natural complement to our courses at the Institute of Logistics Engineering."



Green steel

To promote the decarbonization of our steel products, SSI SCHAEFER has been systematically evaluating developments in the area of “green steel” since 2024 – the production of this kind of steel causes significantly lower CO₂ emissions than conventional methods, for example through the use of hydrogen from renewable energy sources. This effort is driven by our own climate strategy as well as increasing demands from customer markets and EU regulations. Together with Product Management, Purchasing and Sustainability, technologies, suppliers and costs are analyzed across the entire road map – from mass-balanced

low-carbon steel to direct reduction using gray hydrogen (produced from natural gas) to fully green hydrogen.

The biggest challenge: Availability and costs. While mass-balanced low-carbon steel is becoming increasingly available, many direct reduction plants, which would be necessary to achieve substantial carbon savings, are still under construction or even in the planning stages. Relevant quantities of low-carbon steel are not expected until 2030 at the earliest.



Climate risk analysis

To ensure long-term delivery capability and performance, SSI SCHAEFER is currently carrying out a comprehensive climate risk analysis for locations with business-critical processes as well as strategically important parts of the supply chain. This is in response to increasing customer expectations regarding robust and climate-resilient business processes. The analysis is based on the specifications of the EU Taxonomy and the CSRD and assesses both current and future physical climate risks – such as heat, heavy rain or flooding.

Initial analyses, including those conducted at the Neunkirchen, Graz and Malaysia sites, are providing valuable insights and demonstrating how climate risks can influence production processes and critical infrastructure. Together with local experts, weak points are systematically identified and specific adaptation measures are derived as needed. For SSI SCHAEFER’s customers, this means greater resilience and stable supply chains – and a partner that identifies risks early on and proactively minimizes them.

The next steps include expanding the analysis to other locations and closely integrating it with Purchasing and business continuity management.

“Climate risks are no longer an abstract issue of the future, but a real factor affecting production capability and supply chains. With the climate risk analysis, we provide transparency regarding these risks and lay the foundations for systematically making our locations more resilient and future-proof.”

Christian Peinhaupt,
Project Manager Global
Sustainability

Regional Progress & Training Courses



Training courses for Plastics division

Regular training courses encourage sustainable behavior. The SSI SCHAEFER PLASTICS division holds a mandatory training course once a year for all employees with a PC workstation. This refreshes their knowledge, raises awareness of sustainability and provides practical tips for their day-to-day work.

In the reporting year, 98 employees took part in the regular training course; an additional 35 employees were reached through an extra training session. This made it possible to train nearly all employees working in the office. In addition, the training materials are permanently available on the intranet, so that the content can be reviewed at any time.

The training course covers practical topics – ranging from environmentally

conscious behavior in the workplace to energy-efficient use of IT and buildings (e.g. no standby mode, correct ventilation) to waste separation and waste management. An overview of the Integrated Management System (IMS) rounds out the program and reinforces shared responsibility for sustainability.

Regranulate as lever for circular economy in the Plastics division



The consistent use of recycled materials is a key component of the sustainability strategy of SSI SCHÄFER Plastics GmbH. In 2025, approximately 3,100 t of regrind were processed, of which 1,372 t came from its own take-back program and 1,742 t from external sources, supplemented by 4,445 t of recycling compound. Compared with the 13,513 t of virgin material used, the share of regrind will continue to increase gradually.

An important milestone is the investment in a new 4,000 t injection molding machine that consumes about two thirds

less energy during operation than comparable machines of this size.

At the same time, the container take-back program was further expanded to ensure that high-quality material flows are specifically returned to the production cycle. The goal is to offer a reganulate content of nearly 100% in the field of waste technology (container bodies) in the future.

SCHAEFER PLASTICS NORTH AMERICA LLC is also consistently advancing the circular economy. Through a take-back and recycling program, used containers are collected, cleaned and reganulated both in-house and through a network of 25 certified recycling partners. More than 19 million pounds (≈ 8,600 t) of recycling material are incorporated into new 100% recyclable waste containers each year.

Moreover, optimized product designs increase transport capacity per truck by 20-30% and thus further reduce

emissions and costs. Both locations demonstrate how closed-loop material flows, resource efficiency and economic scaling can work hand-in-hand and make the transition to a circular plastics economy a tangible reality.



Thermal renovation Block A in Friesach (Austria)

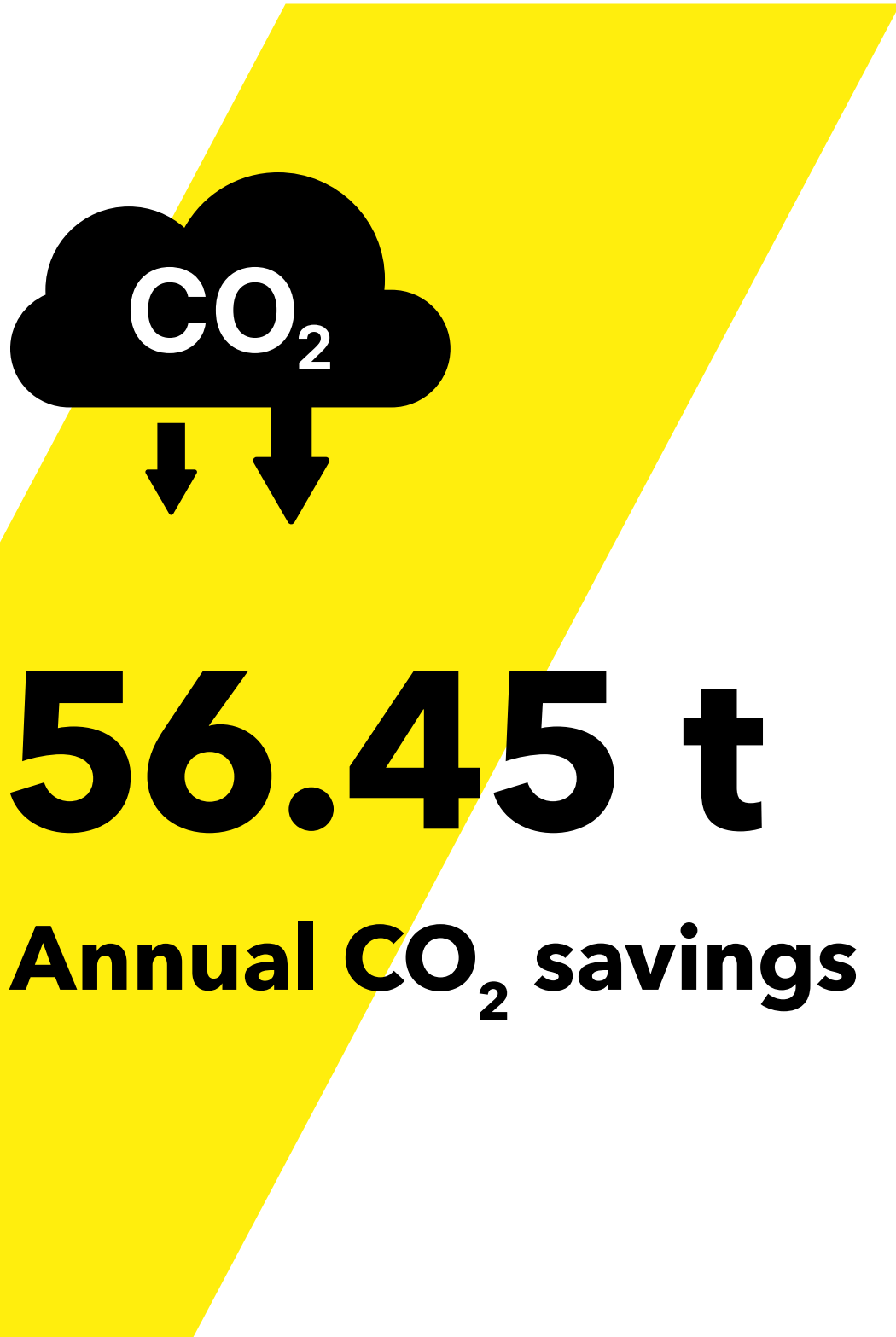
In 2025, the comprehensive thermal renovation of Block A at the Friesach site was successfully completed. This measure represents a meaningful step in the further development of the site infrastructure and simultaneously makes a significant contribution to the company-wide sustainability goals in the area of energy efficiency and emission reduction. The initiative was prompted by the urgent need to modernize the existing building both structurally and in terms of energy efficiency.

The project was led by Friesach’s Facility Management team and realized in collaboration with an external architect. Thanks to the close collaboration, technical requirements and operational needs were optimally aligned.

Several unexpected challenges arose during the renovation project: More extensive structural damage than anticipated, logistical challenges due to ongoing operations and a delay in the processing of funding. Thanks to flexible, well-coordinated planning, these challenges were successfully overcome.

The thermal renovation led to an improvement in the work environment and

a significant increase in energy efficiency. The annual CO₂ reduction is 56.45 t and thus makes a direct contribution to the company’s sustainability goals.



Social Aspects

Health & Safety



Creating structure to strengthen collaboration



In 2025, Health & Safety strengthened its role as a proactive support function within the SSI SCHAEFER Group – supported by a clear framework, more intensive cross-functional collaboration and concrete implementation results.

The global HSE process map launched in 2022 was around 95% complete by the end of 2025, with input from the regional HSE management teams. It includes management processes for strategic guidance, operational processes such as permits to work, risk assessment method statement (RAMS) or lockout, tagout, tryout (LoToTo) as well as centrally maintained process documents.

The biggest challenge – global harmonization – is now a clear source of added value: Consistency, transparency and a significantly stronger integration of HSE into day-to-day work.

A key driver for the further development in the direction of a proactive support function was the need to more closely integrate project implementation and occupational health and safety. In March, the first cross-functional HSE workshop was held with Logistics Solutions, Products & Equipment and Customer Services. The key areas defined – ranging from safe project planning to clearer interfaces – were then explored in greater depth during several online sessions. Initial results are evident in improved processes and greater safety awareness.

The second global HSE workshop took place in June 2025 in Giebelstadt (Germany). Representatives from various countries worked on project support, global software harmonization, training concepts and contractor management.

Among other things, the following were successfully completed: Safety principles, accident cost analysis and improvements to global accident reporting. In addition, the participants visited the Technology Center in Giebelstadt and the production site in Neunkirchen where peer-to-peer HSE consultations also took place. Initiatives such as the

“Life & Health Saving Rules”, a global set of rules and a training strategy, form the basis for consistent HSE management worldwide. This format will continue in 2026 – supplemented by more intensive HSE assistance visits directly to the projects.



“Following the global HSE workshop, we are all speaking the same language.”

Heiko Stötzel, Head of Global HSE

Initiatives



Flagship project: Fresh Servant – ergonomically designed logistics for freshness and growth

The continuous growth of Fresh Servant and the rising demand for ready-to-eat salads posed new challenges for logistics in Edsevö (Finland). The goal: A high-performance, scalable solution that improves efficiency, process reliability and working conditions across the board. Together with SSI SCHAEFER, a highly automated storage solution with a shuttle system, Pick by Light picking and WAMAS software was implemented.

A central component of the project is ergonomically designed picking areas that are flexibly laid out and enable structured workflows. Visual guidance supports precise work in the chilled environment and helps reduce picking errors. In addition to significantly increasing productivity, the system also enhances workplace quality.

Modular automation forms a stable basis for further growth and supports Fresh Servant in ensuring consistently high standards of freshness and quality.



Flagship project: Kokkikartano – efficient material flow with a focus on workplace ergonomics

The sharp increase in demand for convenience foods prompted Kokkikartano to reassess its existing storage processes in Kerava (Finland). The goal was to increase capacity and efficiency and simultaneously future-proof the processes. Together with SSI SCHAEFER, a highly automated shuttle storage system was implemented which seamlessly combines production, picking and shipping.

By directly connecting palletizing processes and automating the transport of full bins, the system significantly reduces manual activities. CEO Tommy Snellman emphasizes: “We wanted to ensure that employees do not have to carry out

heavy work. With the introduction of this automation system, the full bins are diverted directly to the palletizing station without any manual labor.”

In addition to significant productivity gains, the solution also improves workplace ergonomics. The increased space efficiency and scalability form a stable basis for further growth.

Employee Dialog as a platform for mutual feedback and continuous development



The Employee Dialog was launched in order to create a structured framework for the continuous development and constructive exchange between employees and managers across functions and locations. The initiative was launched to address the growing need for better alignment between individual skills, career prospects and feedback as well as the organization’s requirements.

A standardized process ensures that development goals and the resulting measures, among other things, are discussed and documented. The Employee Dialog is documented in our internal Integrated Management System and thereby establishes a common frame of reference as well as clear responsibilities within the entire organization.

To support the high-quality implementation of the process, informational materials and short video tutorials are available on the management platform for employees and managers. Following successful pilot projects in several countries, the Employee Dialog has become an integral part of SSI SCHAEFER’s staff development approach.

In 2025, the foundations for a broad international rollout were laid. This included the harmonization of processes, the technical preparation of the systems, targeted training courses for HR departments and measures to support the organizational change. We are proud that the Employee Dialog will have been rolled out in most countries by 2026, which will further embed the process within the organization.

Focus on human rights: Our global HRRA 2025

In 2025, SSI SCHAEFER expanded its Group-wide human rights risk assessment (HRRA) for its own business operations to include eleven additional operating companies in a risk-based approach. This means that approximately 20% of all active units and the global workforce are included in the risk analysis.

A brief overview of our risk-based approach: Based on abstract risk indicators at the country level, individual companies are prioritized and then assessed using structured questionnaires. This approach ensures that key human rights risks are identified systematically and in a comparable manner.

In the second step, in-depth workshops are run with local and regional HR representatives – accompanied by Group Human Resources and Group Social Responsibility as validation partners. Together, we derive appropriate and effective measures, thereby strengthening our global human rights risk management.

The HRRA creates transparency, enables targeted prioritization and forms a solid

basis for the implementation of statutory standards of care. Despite the risk-based approach, our road map aims to gradually cover all companies in the Group – to ensure the sustainable and effective protection of human rights in our own business operations.

SSI Fundamentals: Bringing values to life, strengthening collaboration



At the end of 2024, SSI SCHAEFER launched the SSI Fundamentals: A common cultural basis for collaboration across the entire Group. The Group-wide rollout took place throughout 2025.

The goal of the initiative is to make the cultural principles visible and tangible in day-to-day work and to foster a shared understanding of how teams collaborate across functions and regions.

To ensure consistent global implementation that still meets the needs of each region, SSI SCHAEFER relies on trained ambassadors.

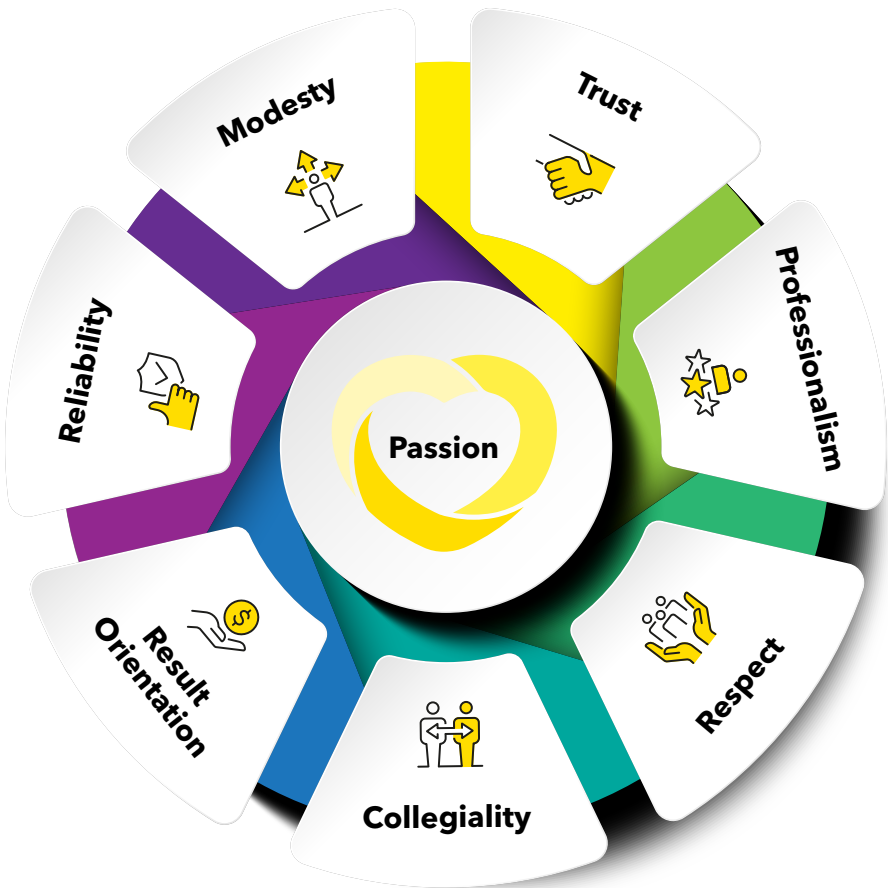
Following the “train the trainer” principle, Lead Ambassadors and Ambassadors share their knowledge within the teams. In this way, the regions design their own workshops, adapt the sessions to the local situation and embed the Fundamentals in the places where people work every day. Our shared direction remains clear.

Guided by the principles “United by Passion” and “It is not about being, it is about becoming”, employees are encouraged to reflect, actively discuss values and take joint responsibility for the corporate culture.

By the end of 2025, around 70% of employees had participated in at least one

activity related to the SSI Fundamentals. A lived, shared culture is the foundation that enables teams to make decisions more quickly and shape change together. The SSI Fundamentals make this tangible in everyday life.

With digital learning content, appropriate communication formats and practical tools, SSI SCHAEFER is continuing the initiative in 2026 and further strengthening cohesion and shared responsibility within the organization.



70%

By the end of 2025, around 70% of employees had taken part in at least one activity as part of the SSI Fundamentals initiative



Cooperation with FH Dortmund: Research for sustainable intralogistics



The increasing demands for efficient and sustainable intralogistics solutions were the driver for a new cooperation with the Fachhochschule Dortmund – University of Applied Sciences and Arts. As part of the project, three automated guided vehicle systems of type WEASEL® were handed over to the university and integrated into its new Logistics Innovation Lab.

In addition to professors and research assistants at FH Dortmund, students are

also involved and actively participate in research and pilot projects. On the part of SSI SCHAEFER, the collaboration is overseen by Global Technology.

The university's goal is to conduct research on new automation concepts, design processes that conserve resources and test innovations in a practical setting.

SSI SCHAEFER contributes by providing the vehicles and offering technical support. This collaboration particularly



strengthens students' practical intralogistics training and encourages exchange between the university and industry. Looking ahead, plans are in place to deepen the collaboration with the university, for example through thesis supervision or guest lectures.



Regional Progress & Training Courses



Local success stories in Malaysia: Promotion of inclusion, health and team spirit

The SSI SCHAEFER plant in Simpang Renggam (Malaysia) is characterized by a workforce that brings together different cultures, nationalities and religions. This diversity is actively embraced throughout the year and fostered through inclusive social events. These include Chinese New Year, Hari Raya, Deepavali, Christmas and New Year’s celebrations in which all employees, including foreign workers, can participate.

With the support of the Manufacturing Director, the Sport & Recreation Club (SRC) committee plays an important role in strengthening working relationships, fostering a sense of belonging and improving informal communication between employees and management. Sports and leisure activities such as badminton, bowling, hiking, fishing contests and joint excursions promote teamwork,

trust and cross-functional collaboration. At the same time, they contribute to the health and well-being of employees.

In addition, health and awareness programs – including specialist lectures on mental health and ENT-related topics – reinforce SSI SCHAEFER’s commitment to employee health, high employee retention as well as a positive and inclusive working environment at the local level.

Working safely at heights: In-house training facility

Together with a customer, SSI SCHAEFER developed a partnership with the local fire brigade. This collaboration led to a joint rescue drill in March 2025, during which both teams had the opportunity to train under real-life conditions directly on site.

The drill proved to be extremely valuable: It increased the teams’ confidence in their own abilities and their level of commitment, while also highlighting areas for improvement in equipment and training procedures.

Against this backdrop, a joint decision was made to invest in an in-house training facility for working at heights. This enables both training for everyday work situations and realistic rescue drills under conditions that closely resemble actual emergency scenarios.

The facility was installed in August 2025 and enables the simultaneous training of several employees. This reduces reliance on external training facilities, while

at the same time making training more cost-effective and better aligned with the actual requirements of the working environment.



Corporate

Governance

AI GENERATED

Corporate Governance



Steering together: Governance, strategy and transparent communication



Responsible corporate governance thrives on sound governance, structured strategic work and transparent communication. At SSI SCHAEFER, these three levels are intertwined and ensure that sustainability is managed not as an isolated issue, but as an integral part of corporate governance.

The shareholders actively guide the SSI SCHAEFER Group’s long-term strategy and have established an advisory board that advises and oversees the Management Board on matters of governance, strategy and sustainability. At the operational management level, the Global Sustainability Council (GSC)

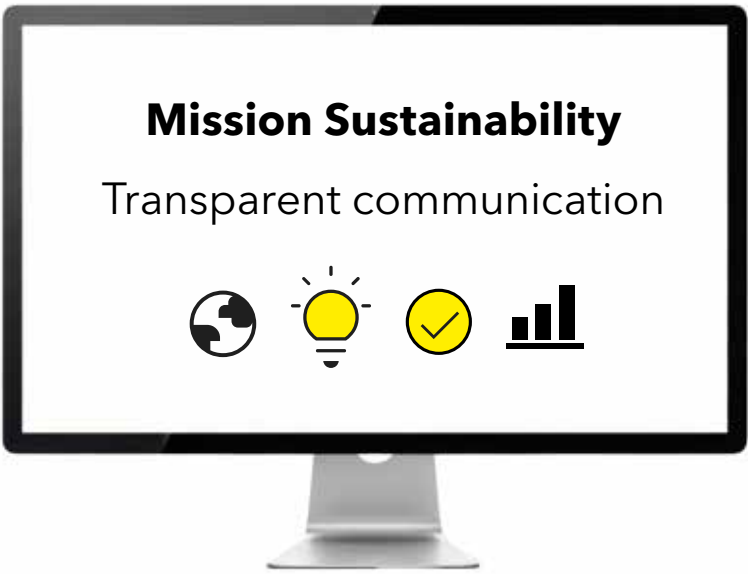
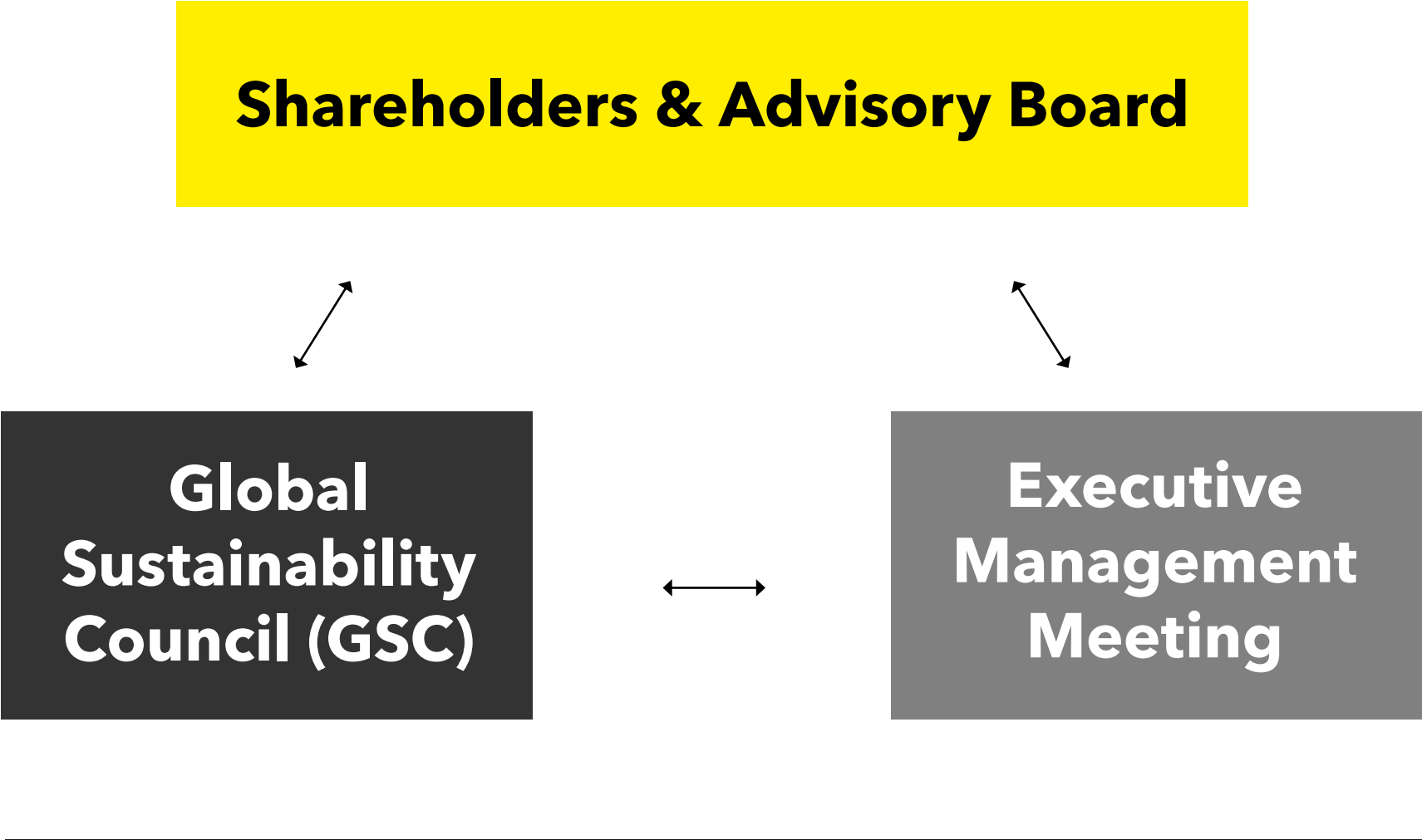
acts as the central forum: Regional managers, business unit heads, heads of Group functions and members of the Management Board discuss progress, set priorities and oversee the implementation of the sustainability strategy. Twice a year, the Executive Management Meeting is used by the Management Board as a steering forum. The focus is on budgetary and strategic goals, regional growth priorities, new business areas and the Group-wide IT road map – supplemented by a structured review of the previous year’s goal attainment. Goals are further developed, prioritized and formally adopted in moderated workshops.

This dialog-oriented approach fosters a sense of responsibility, cross-functional collaboration and the embedding of long-term sustainable corporate goals.

To ensure that sustainability has an impact beyond the council level, SSI SCHAEFER created the SharePoint intranet page “Mission Sustainability”.

It functions as a central hub which provides employees with transparent access to strategies, projects, key performance indicators and current developments.

This creates a continuous interplay of oversight, management and communication – the basis for value-based, forward-looking corporate governance.



Compliance – from executive commitment to whistleblowers

Compliance at SSI SCHAEFER operates on three levels: Clear signals from top management, a binding set of rules and safe channels for raising concerns. In 2025, all three levels were strengthened in a targeted manner.

Through the “Executive Commitment”, the Group Management Board reaffirms its commitment to integrity, fairness and compliance with the law on an annual basis. First published in 2023, the Commitment was reaffirmed and communicated again in 2025 – with one clear expectation: Zero tolerance for corruption, violations of competition laws and any form of misconduct. To strengthen the compliance organization, the Group Management Board also established a Compliance Committee in 2025, which includes the Group Management Board, the General Counsel and the CHRO. They oversee the company’s framework for compliance, ethics and regulatory risk management.

On this basis, SSI SCHAEFER further strengthened the level of maturity of its Compliance Management System in 2025 through targeted measures: In addition to formalizing internal investigations, three additional globally

applicable policies were finalized and prepared for global rollout starting in Q1 2026: Gifts and Entertainment (clear criteria and red flags), Conflicts of Interest (disclosure and decision-making mechanisms) and Anti-Money Laundering (standards for detecting suspicious activities). These policies provide guidance in situations where misconduct poses significant reputation and liability risks. Accompanying FAQs, practical examples and new video content facilitate the integration of these policies into day-to-day work.

With the new Whistleblowing Policy and the supplementary policy on internal investigations, our modern, globally available reporting system has been further strengthened. Employees and external partners have access at all times to secure, multilingual reporting channels – also anonymously upon request.

The Central Internal Reporting Office (CIRO), embedded in the compliance organization, ensures that all reports are reviewed in a professional, fair and independent manner. Clear safeguards protect whistleblowers from retaliation. In 2026, SSI SCHAEFER will continue to expand its compliance activities – with a focus on the global rollout of policies

and further embedding the whistleblower system into day-to-day work.

“A strong ‘speak up’ culture can only develop when people feel safe and are encouraged to openly voice their concerns. We see each report as an opportunity to improve.”

Michael Ghaffar, General Counsel



Initiatives



Business continuity management, resilience & risk management

Business continuity management (BCM) ensures that SSI SCHAEFER remains operational even in the event of crises or unforeseen circumstances. Increasing external risks, such as climate events, geopolitical uncertainties and cyber threats, require targeted adjustments and strengthening of BCM.

BCM is an integral part of a holistic approach to resilience and risk management at SSI SCHAEFER and operates at the strategic, operational and regulatory levels. The key tool is the business impact analysis (BIA), which is conducted regularly and as circumstances require to assess business-critical processes, potential downtime scenarios and recovery times across the entire Group. The locations and functions are coordinated through central risk and BCM management.

The results are used to develop preventive measures and emergency plans and are regularly reviewed using drills. The goal is clearly defined:

Be prepared for various emergency scenarios.

To date, business impact analyses have already been carried out in 18 countries and 42 emergency plans have been derived, which were validated in seven emergency drills in 2025. This way, BCM strengthens business continuity, stakeholder trust and the long-term sustainable development of the company.

kiresult & Mercanis: Digitalization as the foundation for transparent and responsible purchasing

With the introduction of the digital solutions Mercanis and kiresult Data Analytics, in 2025, SSI SCHAEFER took a further step towards a data-driven, transparent and integrated purchasing process. The Mercanis supplier platform enables globally standardized supplier and contract management – from digital onboarding and evaluation to centralized certificate and document storage. The successful rollout of the sourcing functionality in the fourth quarter and the launch of the supplier management portal marked important milestones for data migration, compliance and a fully digitized supplier life cycle.

At the same time, kiresult Data Analytics was implemented to provide an updated Group-wide spend analysis covering 98% of the global purchasing volume. The harmonized supplier view and automated data processing reduce manual effort by approximately 90%. This is complemented by the ActionLog savings module, which enables end-to-end, digital savings tracking. Together, these two tools form a central foundation for improved governance, compliance with regulatory requirements and Group-wide sustainability and compliance reporting in Purchasing.



Opera and Symphony programs

In 2025, SSI SCHAEFER further developed its information security governance using the programs Opera and Symphony. The goal was to implement growing regulatory requirements such as ISO/IEC 27001, NIS2, CRA and IEC 62443 and increasing customer requirements for information and product security in a structured manner.

With Opera, a Group-wide, standardized ISMS was established; five companies achieved ISO/IEC 27001 certification using a matrix approach. At the same time, Symphony laid the foundations for strengthening product and operational technology security.

Petra Schlör (CISO) emphasizes: “The implementation of the NIS2 Directive and the Cyber Resilience Act (CRA) represents an important milestone in the further development of our cybersecurity strategy.”

The result is a scalable governance framework that strengthens resilience, enables secure innovation and builds customer trust.

Regional Progress & Training Courses



Roadshow & global compliance training initiative

Also in 2025, the global compliance roadshow continued successfully – and played a key role in enhancing knowledge and awareness of compliance issues within the company. The interactive sessions “Building Trust” and “Compliance Matters” were in high demand worldwide, especially in APAC and MEA.

With 23 live training sessions – of which 12 were “Building Trust” workshops, 7 were basic training sessions and 4 were special training sessions on topics such as government contracts – the roadshow reached 422 employees and included a total of 51 hours of instructor-led training. Practical scenarios, open discussions

and regional adaptations ensured the effectiveness of the training. A key success factor here is personal interaction.

The program was supplemented by target-group-specific e-learning courses, including topics such as money laundering, export controls, fair competition and, for the first time, human rights. Thus, in 2025, an important step toward a strong, globally rooted compliance mindset was achieved.

“Compliance only comes to life when we talk to each other – about different perspectives, cultural nuances and what we can learn from one another.”

Annika Keßler, Compliance Manager

Training courses in Purchasing: Targeted development of sustainability, compliance and digital expertise

To firmly embed sustainability and responsible business practices in Purchasing, SSI SCHAEFER made a targeted effort in 2025 to implement structured training and further training measures. The focus was particularly on the qualification for digital purchasing tools such as Mercanis and kiresult, which form the central basis for transparency, data quality and sustainable supplier and risk management. Accompanying training courses promoted user acceptance and ensured uniform standards.

Furthermore, training courses were run on supplier self-assessments, credit assessments, savings reporting and on the evaluation of compliance and sustainability risks along the supply chain. The newly established Procurement Masterclass promotes methodological expertise and supports the implementation of regulatory requirements, such as those arising from EU regulations and from the Act on Corporate Due Diligence Obligations in Supply Chains (LkSG), which governs human rights and environmental due diligence obligations in the supply chain.

The program was supplemented by workshops and internal discussion

sessions designed to strengthen knowledge transfer and further professionalize sustainable purchasing practices. In this way, the training concept makes a significant contribution to anchoring sustainability in Purchasing over the long term.



Information security training courses



rescheduled to prioritize immediately necessary ISMS measures. Despite the challenge of ensuring consistently high participation, awareness of information security within the organization increased significantly.

This reduces risks caused by human factors and strengthens the resilience of the organization. The next steps include expanding role-based training courses and the full rollout of the new training platform.

To promote a security-conscious corporate culture, SSI SCHAEFER carried out organization-wide, targeted training and awareness measures in the area of information security. These activities support the rollout of the Information Security Management System (ISMS) and placed a particular focus on policy training courses, including the global rollout of the new “Information Security for Employees” policy in November 2025.

The policy defines clear guidelines for the secure handling of information and

emphasizes that information security is a shared responsibility encompassing organizational, technical and behavioral aspects across the board. Accompanying training courses and awareness campaigns translated these requirements into concrete recommendations for day-to-day work. Topics such as phishing, password security and the reporting of security incidents were covered.

At the same time, the rollout of a new global training platform was initiated. Its implementation was, however,

Secure software development and Security Champions

In order to increase product security and promote Secure by Design solutions, SSI SCHAEFER further strengthened security practices across the entire software development life cycle. Security aspects are already considered in early design phases and consistently integrated throughout implementation, testing and validation. This is supported by risk assessments, mandatory standards for secure programming and regular audits.

A fundamental measure was the rollout of the Security Champions program. Here, selected team members serve as local contact persons for security-related issues.

The Security Champions act as a key liaison between the development teams and the central information security organization. They promote security awareness within the teams and help identify potential risks early on.

The implementation of the initiative required close cooperation between Software Development, product managers responsible for security and Information Security, as well as targeted training measures and the coordination of processes. A particular challenge was to consistently instill a sense of

responsibility for security across distributed teams.

Thanks to this approach, vulnerabilities can be identified earlier and the reliability of the products is further enhanced. This contributes to sustainability by creating resilient and future-proof solutions and strengthening long-term customer trust. The program will be further developed through additional training courses and the continued establishment of proven security practices.



Facts and Figures

Facts and Figures



Material consumption* (GRI 301- 1)

Chemicals	Unit	2025	2024	2023
Acetylene	kg	5,200	_**	_**
Argon	kg	243,710	274,560	281,409
Biocide	kg	500	_**	_**
Distilled water	kg	2,669	_**	_**
Carbonic acid	kg	9,467	_*	1,050,624
Propane gas (cylinders)	kg	0	_**	_**
Oxygen	kg	212,241	137,418	61,655
Nitrogen	kg	1,030,900	1,215,728	1,048,467
Sodium hydroxide (caustic soda) NaOH 35%	kg	0	_**	_**
Sodium hydroxide (caustic soda) NaOH 45%	kg	625	_**	_**
Hydraulic oil	kg	85,793	_**	_**
Metals	Unit	2025	2024	2023
Steel	kg	95,202,802	101,448,907	103,931,336

Plastics	Unit	2025	2024	2023
Polypropylene	kg	8,340,281	50,746,774	74,201,250
High-density polyethylene	kg	28,740,342		
Recycled polypropylene	kg	2,666,713		
Recycled high-density polyethylene	kg	14,241,076		
Polystyrene	kg	0	_**	_**
Wood/paper/cardboard	Unit	2025	2024	2023
Wood (pallets)	kg	6,046,571	4,405,702	4,757,299
Paper and cardboard (unbleached)	kg	305,153	364,880	334,244
Coating materials	Unit	2025	2024	2023
Powder for powder coating	kg	605,239	512,732	_**
Wet paint	kg	95,000	_**	_**

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

Occupational Health and Safety (GRI 403)

The collection of key performance indicators for occupational health and safety for the entire SSI SCHAEFER Group was introduced in 2023. As a result of expanding the scope of the report to include additional companies in 2024, the number of hours worked and related key performance indicators increased accordingly.

Work-related injuries (GRI 403-9)

For all employees:	2025*	2024*	2023*
Number of fatalities as a result of work-related injuries	0	0	0
Number of accidents at work with lost time >3 calendar days	83	114	94
Number of accidents at work with lost time 1–3 calendar days	26	38	67
Number of accidents at work with lost time <1 calendar day	100	108	82
Number of hours worked	16,241,121	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)	6.71	9.83	11.28

* The key performance indicators determined here for 2024 and 2023 take SSI SCHAEFER PLASTICS into account. In the Sustainability Report 2023, SSI SCHAEFER PLASTICS was, however, not taken into account for the determination of these key performance indicators.

For workers who are not employees, but whose workplace is controlled by the organization:	2025*	2024*	2023	2022
Number of fatalities as a result of work-related injuries	0	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

*Data gap in 2025.

Work-related ill health (GRI 403-10)

For all employees:	2025	2024	2023	2022
Number of fatalities as a result of work-related ill health	0	0	0	0
Number of cases of recordable work-related ill health	0	–*	4	5

*Data gap in 2024.

For workers who are not employees, but whose workplace is controlled by the organization:	2025	2024	2023	2022
Number of fatalities as a result of work-related ill health	0	0	0	0
Number of cases of recordable work-related ill health	0	0	4	0

Energy & emissions

Preliminary remark 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 emissions, comparing the emission data across different reporting years is only possible to a limited extent. The aim of this report is to ensure – and continuously increase – transparency with regard to our emissions.

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.
- The data required to calculate greenhouse gas emissions was collected for 71 locations within the scope of consolidation of SSI SCHÄFER GmbH & Co. KG. As a result, the reported emissions cover approximately 98% of economic activities (in terms of sales revenues) as well as Scope 1 and Scope 2 emissions.
- To calculate Scope 1 and 2 emissions, both the number of companies included and the scope of the consumption data collected were expanded (e.g. welding gases). Despite this expansion of the reporting scope, Scope 1 emissions have gone down – especially due to the decrease in liquid gas consumption from 2024 to 2025. Scope 2 emissions could also be reduced over the

same period thanks to the increased number of market-based emission factors and reduced energy consumption.

Scope 3 emissions:

- Not all categories of the GHG Protocol were fully accounted for in the Scope 3 emissions. Nevertheless, the scope of the analysis was once again expanded compared to previous years.
- Additional Scope 3 categories and consumption types were considered compared to previous reports:
 - Category 5: Waste Electrical and Electronic Equipment (WEEE)
 - Category 11: Use of sold products.

To this end, emissions were calculated for the first time based on the systems commissioned in the reporting year. The calculation is based on assumptions regarding the service life and operation of the systems and was supplemented by specific local data on energy supply. In addition, the scope of the analysis was expanded: In addition to systems from Business Unit LS, realized projects from Business Unit PE are now also taken into

account, in particular mobile racks and SSI LOGIMAT®. A potential carbon-neutral energy supply by the customers was not taken into account in the calculations.

- The data set was also expanded within categories that had already been considered. In Category 1 (purchased goods and services), wet paint, acetylene, biocides, distilled water, propane gas, sodium hydroxide, hydraulic oil and polystyrene were included for the first time.
- Furthermore, data was collected in Category 6 (business travel) for national and international air travel, (hybrid) cars and train travel. Transportation distances were partly determined from transportation costs and with the help of Internet-based navigation programs (e.g. Google Maps, luftlinie.org).
- As part of quality assurance, methodological inconsistencies regarding calculation approaches and potential overlaps were identified in Category 4. To ensure consistent and reliable

reporting, the results are therefore not being reported in the current reporting year.

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 the Environment, Transport, Energy and Communications (DETEC), Federal Office for the Environment (FOEN), Climate sector, 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

- As part of the data collection process, all companies within the Group were surveyed regarding the relevant key performance indicators. Since the completeness of the responses varied depending on the key performance indicator, data was not available for all companies with respect to all key performance indicators. The report is therefore based on the available responses.

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

Sustainable mobility options



Our employees in Austria acquired 120 bicycles through leasemybike



Our employees in Germany acquired 75 bicycles through business bike



In Austria, the subsidy for public transportation tickets was awarded to employees 75 times

Energy consumption within the organization (GRI 302-1)

Consumption data	Unit	2025	2024	2023
Total energy consumption				
Direct energy consumption				
Diesel	l	1,300,973	1,068,624	1,550,105
Gasoline	l	543,804	474,208	267,815
Heating oil	l	112,038	69,169	85,000
Natural gas	kWh	40,031,439	38,242,973	37,987,640
Biomass	MWh	842	852	0
Biogas	kg	0	0	0
Liquid gas	kg	411,060	1,069,443	1,043,014
Volatile substances				
R-22	kg	45	3	–*
R-32	kg	2	5	–*
R-134a	kg	11	14	–*
R-407c	kg	0	4	–*
R-410a	kg	173	173	–*
R-744	kg	0	0	–*
Welding gas	kg	18	–*	–*
Indirect energy consumption				
Electrical energy from renewable sources	kWh	0**	0**	0
Electrical energy	kWh	90,913,150	96,785,641	87,475,440
District heating	kWh	9,218,032	9,385,757	6,124,801
District cooling	kWh	0	0	0

Activity data	Unit	2025	2024***	2023
Business travel				
Business travel – international flights	km	30,435,759	16,978,839	18,276,461
Business travel – domestic flights	km	3,486,503	9,747,839	231,275
Business travel – rail	km	1,458,117	280,318	–*
Business travel – hybrid cars	km	345,108	135,562	–*

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

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

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

Greenhouse gas emissions in t CO₂ (GRI 305)

	2025*	2024*	2023	2022
Total greenhouse gas emissions (not comparable with 2023 and 2022)	760,900	907,800	_**	_**
Total greenhouse gas emissions (comparable with 2023 and 2022)	411,730	417,273	426,068	507,288
Direct greenhouse gas emissions (GRI 305-1)	14,838	15,878	19,199	16,335
Energy indirect greenhouse gas emissions (GRI 305-2)	18,577	24,258	34,448	41,447
Other indirect greenhouse gas emissions (GRI 305-3) (not comparable with 2023 and 2022)	727,485	867,664	_**	_**
Other indirect greenhouse gas emissions (GRI 305-3) (comparable with 2023 and 2022)	378,315	377,137	372,420	449,505

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

	2025*	2024*	2023	2022
Total Scope 3 in t CO₂ (not comparable with 2023 and 2022)	727,485	867,664	_**	_**
Total Scope 3 in t CO₂ (comparable with 2023 and 2022)	378,315	377,137	387,142	464,493
Cat. 1 – Materials	356,833	356,811	372,420	449,505
Cat. 3 – Electricity distribution losses	1,012	1,085	_**	_**
Cat. 4 – Transportation and distribution (upstream)*	_***	_***	_***	_***
Cat. 5 – Waste	2,560	3,002	_**	_**
Cat. 6 – Business travel	9,627	7,697	3,350	3,790
Cat. 7 – Employee commuting	8,283	8,541	_**	_**
Cat. 11 – Use of sold products	349,170	490,527	_**	_**

* 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 financial year 2024. In particular, CO₂ emissions in Category 11 (use of sold products) were comparatively high. In order to ensure comparability with 2023 and 2022, a comparable and a non-comparable value is given for total Scope 3 emissions and total greenhouse gas emissions.

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

***As part of quality assurance, methodological inconsistencies regarding calculation approaches and potential overlaps were identified in Category 4. To ensure consistent and reliable reporting, the results are therefore not being reported in the current reporting year.

Environment

(GRI 303, 306)

For environmental data, both production sites and non-production sites have been included for 2025. The largest production sites are located in Germany (Neunkirchen) and the Czech Republic (Hranice), followed by Austria (Graz), the USA and Malaysia. The number of non-production sites included in the analysis was significantly increased, particularly for the collection of key performance indicators for water and effluents. The increase in the reported key performance indicators for water and effluents compared to previous years is therefore largely attributable to the expanded data acquisition.

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:	Unit	2025	2024	2023
Surface water	m³	19,354	25,420	131,500
Groundwater	m³	59,236	_*	_*
Seawater	m³	0	0	0
Produced water	m³	265	0	0
Third-party water (utilities/neighbors, etc.)	m³	78,712	49,992	61,075

*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:	Unit	2025	2024	2023
Surface water**	m³	17,419	25,104	118,350
Groundwater	m³	53,046	_*	_*
Seawater	m³	0	0	0
Produced water	m³	0	0	0
Third-party water (utilities/neighbors, etc.)	m³	71,066	44,992	54,967

*Data gap in 2023 and 2024.

**For the calculated water discharge values, 10% evaporation was assumed.

Waste (GRI 306)

Waste generated (GRI 306-3)

Total weight of waste generated in metric tons, and a breakdown of this total by:	Unit	2025	2024	2023
Metal	t	10,279	11,440	11,931
Paper and cardboard	t	354	253	1,300
Plastics	t	286	541	164
Other (rest, mixed)	t	704	1,227	2,593
Biodegradable	t	30	10	67
Glass	t	0	_**	1
Wood	t	478	1,166	_***

* The validation of the 2024 data based on improved data sets, particularly updated supplier-specific primary data, resulted in moderate adjustments to the previously reported figures.

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

	Unit	2025	2024	2023
Total weight of hazardous waste generated	t	773	329	_***
Waste Electrical and Electronic Equipment (WEEE)	t	22	_***	_***

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

Employees

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

i. By employment contract and gender*

	2025	2024	2023
Men	6,664	6,515	6,545
Permanent contract	6,396	6,252	6,243
Temporary contract	268	263	302
Women	1,551	1,523	1,517
Permanent contract	1,482	1,462	1,461
Temporary contract	69	61	56
Gender not known/not declared	2	3	4
Permanent contract	2	3	4
Temporary contract	0	0	0
Total	8,217	8,041	8,066

* 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**

	2025	2024	2023
Men	6,664	6,515	6,545
Full-time	6,319	6,179	6,171
Part-time	345	336	374
Women	1,551	1,523	1,517
Full-time	1,209	1,198	1,192
Part-time	342	325	325
Gender not known/not declared	2	3	4
Full-time	2	3	4
Part-time	0	0	0
Total	8,217	8,041	8,066

** 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***

	2025	2024	2023
Men	6,664	6,515	6,545
≤30 years	1,419	1,468	1,550
>30 and ≤50 years	3,685	3,584	3,537
>50 years	1,560	1,463	1,458
Women	1,551	1,523	1,517
≤30 years	285	322	342
>30 and ≤50 years	958	923	902
>50 years	308	278	273
Gender not known/not declared	2	3	4
≤30 years	0	1	1
>30 and ≤50 years	1	1	2
>50 years	1	1	1
Total	8,217	8,041	8,066

*** 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)

	2025	2024	2023
Total number of workers who are not employees and whose work is controlled by the organization*	286	271	245

*Temporary production workers performing manual labor are the most common type of employee.
The data was collected as of December 31, 2025 (average headcount over twelve months).
Excluding data from SSI SCHAEFER PLASTICS, DS AUTOMOTION

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

i. By gender and age*

	2025					
	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	742	605	143	157	2.00%	7.76%
≤30 years	301	179	59	33	0.42%	2.30%
>30 and ≤50 years	351	310	71	73	0.93%	3.98%
>50 years	90	116	13	51	0.65%	1.49%
Women	134	114	28	42	0.53%	1.46%
≤30 years	44	32	12	9	0.11%	0.41%
>30 and ≤50 years	76	61	16	22	0.28%	0.78%
>50 years	14	21	0	11	0.14%	0.27%
Total	876	720	171	199	2.53%	9.24%

*) 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 the fourth quarter/average number of employees in the fourth quarter) * 100

**Calculation: (Number of employees who left in 2025/average number of employees in 2025) * 100

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

In hours	2025	2024	2023
Total number of training hours	154,133.3	100,327	98,000
Men	127,199.7	82,683	84,868
Women	26,899.9	17,070	13,095
Average hours of training and education per employee	18.8	11.2	10.9
Men	19.1	11.5	11.7
Women	17.3	10.3	7.8

* Data for the entire SSI SCHAEFER organization except PLASTICS, RO-BER, SWAN, DS AUTOMOTION

In hours	2025	2024	2023
Average hours of training and education per employee (manager level)	18.5	17.9	18.5
Average hours of training and education (Employees to whom at least one person reports)	9.9	10.2	9.9

Diversity and equal opportunity (GRI 405-1)

Top management positions*	2025		2024		2023	
	Absolute	Percentage	Absolute	Percentage	Absolute	Percentage
Men	138	89%	133	88%	120	88%
≤30 years	1	1%	0	0%	0	0%
>30 and ≤50 years	74	48%	83	55%	77	57%
>50 years	63	41%	50	33%	43	32%
Women	17	11%	18	12%	16	12%
≤30 years	0	0%	0	0%	1	1%
>30 and ≤50 years	12	8%	13	9%	10	7%
>50 years	5	3%	5	3%	5	4%
Total	155	100%	151	100%	136	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*	2025		2024		2023	
	Absolute	Percentage	Absolute	Percentage	Absolute	Percentage
Men	986	84%	960	85%	927	85%
≤30 years	31	3%	38	3%	43	4%
>30 and ≤50 years	669	57%	661	58%	643	59%
>50 years	286	24%	261	23%	241	22%
Women	187	16%	170	15%	163	15%
≤30 years	9	1%	10	1%	9	1%
>30 and ≤50 years	136	12%	122	11%	113	10%
>50 years	42	4%	38	3%	41	4%
Total	1,173	100%	1,130	100%	1,090	100%

* Data for the entire SSI SCHAEFER organization except PLASTICS and DS AUTOMOTION. Anyone who supervises employees.

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

	2025	2024	2023
Total number of incidents of discrimination during the reporting period.	2	0	1
Status of the incidents and actions taken with reference to the following:			
i. Incident reviewed by the organization	2	0	1
ii. Remediation plans being implemented	2	0	1
Men	2	0	0
Women	0	0	1



GRI Index

Statement of use

SSI SCHAEFER has reported the information cited in this GRI content index for the period from January 1, 2025, to December 31, 2025, 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, 51	
2-2	Entities included in the organization's sustainability reporting	p.51	
2-3	Reporting period, frequency and contact point	p.51	
2-4	Restatements of information	pp.37, 41, 42, 51	Unless otherwise stated, the key performance indicators contained in Chapter "Facts and Figures" refer to 57 companies of the SSI SCHAEFER Group, which together account for more than 80% of sales revenues. For Scope 3 Category 4, "Transportation and distribution (upstream)", methodological inconsistencies regarding calculation approaches and potential overlaps were identified as part of quality assurance. To ensure consistent and reliable reporting, the results are not being reported in the current reporting year. The key performance indicators for waste for 2024 were validated based on improved data sets – in particular, updated supplier-specific primary data. This led to moderate adjustments to the previously reported figures. The key performance indicators for occupational health and safety for 2024 and 2023 take SSI SCHAEFER Plastics into account. In the Sustainability Report 2023, SSI SCHAEFER Plastics was not taken into account for the determination of these key performance indicators.
2-5	External assurance	p.51	
2-6	Activities, value chain and other business relationships	pp.5, 13	

GRI standard	Disclosure	Location	Comments
2-6	Activities, Value Chain, and Other Business Relationships	p. 5, 13	
2-7	Employees	pp.7, 43	
2-8	Workers who are not employees	p.44	
2-9	Governance structure and composition	p.30	
2-12	Role of the highest governance body in overseeing the management of impacts	p.30	
2-13	Delegation of responsibility for managing impacts	p.30	
2-22	Statement on sustainable development strategy	pp.3-4	
2-23	Policy commitments	pp.26, 31	In its policy statement, the SSI SCHAEFER Group affirms its commitment to human rights and reaffirms their commitment to advancing their own human rights strategy and pursuing the goal of strengthening human rights and preventing any violations. Further information on our Code of Conduct and Human Rights Policy Statement can be found here: https://www.ssi-schaefer.com/en-us/about-us/compliance
2-24	Embedding policy commitments	pp.25, 26, 31, 33	
2-25	Processes to remediate negative impacts	pp.25, 31	
2-26	Mechanisms for seeking advice and raising concerns	p.31	
2-30	Collective bargaining agreements		In all countries in which the SSI SCHAEFER Group is active, and where there are legal provisions or collective bargaining agreements, we comply with them.

GRI standard	Disclosure	Location	Comments
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	p.10	
3-2	List of material topics	p.10	
GRI 201: Economic Performance 2016			
201-1	Direct economic value generated and distributed		Please refer to the 2024 consolidated financial statements of SSI SCHÄFER GMBH & CO KG (consolidated income statement) https://www.unternehmensregister.de . The 2025 consolidated financial statements were completed in June 2026.
3-3	Management of material topics	pp.5-7	
201-2	Financial implications and other risks and opportunities due to climate change	pp.7, 19	
GRI 203: Indirect Economic Impacts 2016			
3-3	Management of material topics	pp.15-18, 27	
GRI 204: Procurement Practices 2016			
3-3	Management of material topics	pp.32-33	
GRI 205: Anti-corruption 2016			
3-3	Management of material topics	pp.31, 33	
205-2	Communication and training about anti-corruption policies and procedures	pp.31, 33	
GRI 301: Materials 2016			
3-3	Management of material topics	pp.15-18, 20	
301-1	Materials used by weight or volume	pp.20, 36	
GRI 302: Energy 2016			
3-3	Management of material topics	pp.12,16, 20-21	
302-1	Energy consumption within the organization	p.40	
302-4	Reduction of energy consumption	pp.12, 20, 21	
GRI 303: Water and Effluents 2018			

GRI standard	Disclosure	Location	Comments
303-3	Water withdrawal	p.42	
303-4	Water discharge	p.42	
GRI 305: Emissions 2016			
3-3	Management of material topics	pp.12, 16, 18-19, 21	
305-1	Direct (Scope 1) GHG emissions	pp.38-39, 41	
305-2	Energy indirect (Scope 2) GHG emissions	pp.38-39, 41	
305-3	Other indirect (Scope 3) GHG emissions	pp.38-39, 41	
305-5	Reduction of GHG emissions	pp.7, 12, 21	
GRI 306: Waste 2020			
3-3	Management of material topics	pp.16,20	In the coming financial years, our overarching goal is to ensure that all production sites within the SSI SCHAEFER Group are certified according to various ISO standards. Among other things, our focus is on environmental management (ISO 14001). We are expanding our certifications in line with our Group certification strategy.
306-3	Waste generated	p.42	
GRI 308: Supplier Environmental Assessment 2016			
3-3	Management of material topics	pp.32-33	
GRI 401: Employment 2016			
3-3	Management of material topics	pp.25-26, 28	
401-1	New employee hires and employee turnover	p.44	
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 is active, there are legal provisions or collective bargaining agreements with which we comply.

GRI standard	Disclosure	Location	Comments
GRI 403: Occupational Health and Safety 2018			
3-3	Management of material topics	pp.23-24, 28	
403-1	Occupational health and safety management system	pp.12, 23	
403-2	Hazard identification, risk assessment and incident investigation	p.23	
403-5	Worker training on occupational health and safety	pp.7, 28	
403-6	Promotion of worker health	p.28	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	pp.23-24, 28	
403-8	Workers covered by an occupational health and safety management system	p.12	
403-9	Work-related injuries	pp.7, 37	
403-10	Work-related ill health	p.37	
GRI 404: Training and Education 2016			
3-3	Management of material topics	pp.20, 25-26, 33-34	
404-1	Average hours of training per year per employee	p.45	
404-2	Programs for upgrading employee skills and transition assistance programs	pp.25, 33	At present, there is no uniform collection of data on all companies. This is currently being developed.
404-3	Percentage of employees receiving regular performance and career development reviews		At present, there is no uniform collection of data on all companies. This is currently being developed.
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	p.45	

GRI standard	Disclosure	Location	Comments
GRI 406: Non-discrimination 2016			
406-1	Incidents of discrimination and corrective actions	p.46	
GRI 412: Human Rights Assessment 2016			
3-3	Management of material topics	pp.25, 31, 33	
412-1	Operations that have been subject to human rights reviews or impact assessments	p.25	
412-2	Employee training on human rights policies or procedures	p.33	
GRI 414: Supplier Social Assessment 2016			
3-3	Management of material topics	pp.32-33	
GRI 415: Public Policy 2016			
415-1	Political contributions		Political parties or similar interest groups are not supported. This key performance indicator is therefore not collected.
GRI 416: Customer Health and Safety 2016			
3-3	Management of material topics	pp.12-13, 34	
GRI 418: Customer Privacy 2016			
3-3	Management of material topics	pp.12, 32, 34	

Appendix



About this Report



This is the fifth year in a row that the SSI SCHAEFER Group has presented a sustainability report on a voluntary basis. The present report refers to the financial year 2025 (January 1, 2025, to December 31, 2025) and additionally includes selected information from the first months of the financial year 2026.

The editorial deadline for the Sustainability Report 2025 was July 31, 2026.

The report for the financial year 2026 is expected to be published in mid-2027.

The Sustainability Report 2025 covers the entire scope of consolidation of the SSI SCHAEFER Group with its approximately 80 operating subsidiaries. Unless otherwise stated, the key performance indicators contained in this report refer to 71 companies of the SSI SCHAEFER Group, which together account for more than 80% of sales revenues. In the context of mandatory CSRD reporting, the key performance indicators of the potential entire scope of consolidation will be included in the Sustainability Report. Based on the current status, SSI SCHAEFER will start reporting on the financial year 2027 in accordance with CSRD by 2028 at the latest.

The present Sustainability Report has not been audited by an independent external entity. Going forward, the Management Board 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.

Further information on the EcoVadis medal and the rating methodology can be found on the recognition page at <https://recognition.ecovadis.com/f2Q5Yy44tUOQxnanftVsmA>

Rounding note

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

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Concept, editing and coordination

SSI SCHAEFER with support from
IR.on AG, Cologne
www.ir-on.com

Picture credits

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Copilot: AI-Modified

Forward-looking statements

This Sustainability Report contains certain forward-looking statements relating to the future development of the SSI SCHAEFER Group and their companies 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 our commitment to sustainability, please visit our corporate website at ssi-schaefer.com.

List of Abbreviations



This list contains the abbreviations and acronyms used in the SSI SCHAEFER Group’s Sustainability Report 2025, arranged in alphabetical order.

Abbreviation	Meaning
APAC	Asia Pacific (region)
BCM	Business continuity management
BIA	Business impact analysis
CBAM	Carbon Border Adjustment Mechanism (EU)
CCF	Corporate Carbon Footprint (VDMA)
CIRO	Central Internal Reporting Office
CO ₂	Carbon dioxide
CO ₂ e	Carbon dioxide equivalent
CRA	Cyber Resilience Act
CSRD	Corporate Sustainability Reporting Directive
DEFRA	Department for Environment, Food & Rural Affairs (environmental agency of the United Kingdom)
DETEC	Federal Department of the Environment, Transport, Energy and Communications (Switzerland)
DPP	Digital product passport
EHI	EHI Retail Institute (formerly EuroHandelsinstitut)
ENT	Ear, nose and throat
ESG	Environmental, social, and governance
ESPR	Ecodesign for Sustainable Products Regulation (EU)
ESRS	European Sustainability Reporting Standards
EUDR	EU Deforestation Regulation
FOEN	Federal Office for the Environment (Switzerland)
FTE	Full-time equivalent

Abbreviation	Meaning
GHG	Greenhouse gas
GHG Protocol	Greenhouse Gas Protocol
GRI	Global Reporting Initiative
GSC	Global Sustainability Council
HRRA	Human rights risk assessment
HSE	Health, Safety & Environment
IEA	International Energy Agency
IEC	International Electrotechnical Commission
IML	Institute for Material Flow and Logistics (Fraunhofer)
IMS	Integrated Management System
ISMS	Information Security Management System
ISO	International Organization for Standardization
ITL	Institute of Logistics Engineering (TU Graz)
LED	Light Emitting Diode
LkSG	Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettensorgfaltspflichtengesetz)
LoToTo	Lockout, tagout, tryout
LS	Logistics Solutions (Business Unit)
LTIFR	Lost Time Injury Frequency Rate
MEA	Middle East and Africa (region)
NaOH	Sodium hydroxide (caustic soda)
NIS2	Network and Information Security Directive 2 (EU)
ÖBB	Austrian Federal Railways (Österreichische Bundesbahnen)

Abbreviation	Meaning
PCF	Product carbon footprint
PDM	Product data management (system)
PE	Products & Equipment (Business Unit)
PPWR	Packaging and Packaging Waste Regulation (EU)
PV	Photovoltaics
RAMS	Risk Assessment Method Statement
SRC	Sport & Recreation Club
VDMA	Machinery and Equipment Manufacturers Association (Verband Deutscher Maschinen- und Anlagenbau)
VSME	Voluntary Sustainability Reporting Standard for Non-listed SMEs
WAMAS	Warehouse Management System (SSI SCHAEFER's warehouse management software)
WBCSD	World Business Council for Sustainable Development
WEEE	Waste of Electrical and Electronic Equipment
WRI	World Resources Institute

Think Tomorrow.

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