SIMONA

Sustainability Report 2024

List of Abbreviations

Abbreviation	Definition
ABS	Acrylonitrile-butadiene-styrene
AIB	Association of Issuing Bodies
AktG	German Stock Corporation Act
BGB	German Civil Code
BSC	Balanced Scorecard
CCF	Corporate Carbon Footprint
CO2eq	CO_2 Equivalent
CoC	Code of Conduct
CSRD	Corporate Sustainability Reporting Directive
D	Downstream
DCGK	German Corporate Governance Code
DEFRA	Department for Environment, Food & Rural Affairs
DMA	Double Materiality Assessment
E-CTFE	Ethylene-chlorotrifluoroethylene
ESG	Environmental, Social, and Governance
ESRS	European Sustainability Reporting Standards
FTE	Full-time Equivalent
GHG	Greenhouse Gas
GLEC	Global Logistics Emissions Council
GMT	Global Management Team
IEA	International Energy Agency
IROs	Impacts, Risks, and Opportunities
KPI	Key Performance Indicator
LAP	Long-term Performance
OECD	Organization for Economic Co-operation and Development
OO	Own Operations
PC	Polycarbonate
PE	Polyethylene
PETG	Polyethylene Terephthalate
PFA	Perfluoroalkoxy
PP	Polypropylene
PPA	Power Purchase Agreement
PV	Photovoltaic
PVC	Polyvinyl chloride
PVDF	Polyvinylidene Fluoride
REC	Renewable Energy Certificate
SAI	SIMONA America Industries
SBTi	Science Based Targets initiative
SDGs	Sustainable Development Goals
TPO	Thermoplastic Olefins
U	Upstream
UNGPs	United Nations Guiding Principles on Business and Human Rights
VC	Value Chain
WIR	World Resources Institute
WTW	Well-to-Wheel

Introduction

At SIMONA, sustainability is firmly embedded in our business operations and represents a key driver of long-term value creation. With Environmental, Social, and Governance (ESG) factors playing an increasingly critical role in corporate decision-making and competitive positioning, we have adopted a structured approach to integrating sustainability into our corporate strategy.

While we have previously disclosed non-financial information in compliance with regulatory requirements, we are now taking a significant step forward by voluntarily publishing our first comprehensive Sustainability Report. Through this report, we aim to enhance transparency, strengthen our accountability to stakeholders, and promote continuous improvement in our internal processes. It reflects our commitment to responsible corporate governance and our ambition to actively shape a more sustainable future.

The report is guided by the Corporate Sustainability Reporting Directive (CSRD) and the current set of the European Sustainability Reporting Standards (ESRS), focusing on material topics identified for this reporting period.

This report has not been subject to an external audit. However, it has undergone an internal review process to help ensure the completeness and plausibility of the information presented.

Disclosure Requirements Index

[IRO-2] Disclosure requirements in ESRS covered by the undertaking's sustainability statement

The index below outlines the relevant ESRS 2 disclosures and the five topical standards assessed as material for SIMONA. These standards have guided the structure and content of this Sustainability Report. The index is intended to support readers in locating information related to each disclosure requirement within the report.

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ESRS2- General disclosures

Basis for preparation

[BP-1] General basis for preparation of the sustainability statements
[BP-2] Disclosures in relation to specific circumstances

The data presented in this report pertain to the SIMONA Group, encompassing all subsidiaries that have been identified by company management as having a material positive or negative impact on sustainability. The report is based on the guidelines of the CSRD and the ESRS. However, we explicitly state that these regulations serve solely as a reference framework for our report. Due to legal uncertainties regarding potential regulatory adjustments, we have not yet prepared the report in full compliance with the aforementioned regulations. The scope of inclusion varies depending on the specific data point being reported. For instance, in the case of Scope 3 emissions calculations, as well as waste and water reporting, sales subsidiaries were excluded due to their immateriality. Similarly, non-operating entities were entirely omitted from the sustainability reporting, as their nature precludes any significant influence – positive or negative – on SIMONA's sustainability performance. Associated companies are not included in the consolidated ESG data points.

In preparing the 2024 report, we followed the current set of the ESRS. Wherever feasible and within reasonable effort, we included data from both our upstream and downstream value chain in the reporting process.

This was particularly relevant in the calculation of our Scope 3 emissions, where diverse data sources from both suppliers and customers were incorporated into the analysis. All Greenhouse Gas (GHG) emissions data points (GHG Scopes 1–3) are reported based on the Greenhouse Gas Protocol.

Additionally, the preparation of our double materiality assessment (DMA) involved engagement with various stakeholders across the value chain to ensure a comprehensive and thorough evaluation.

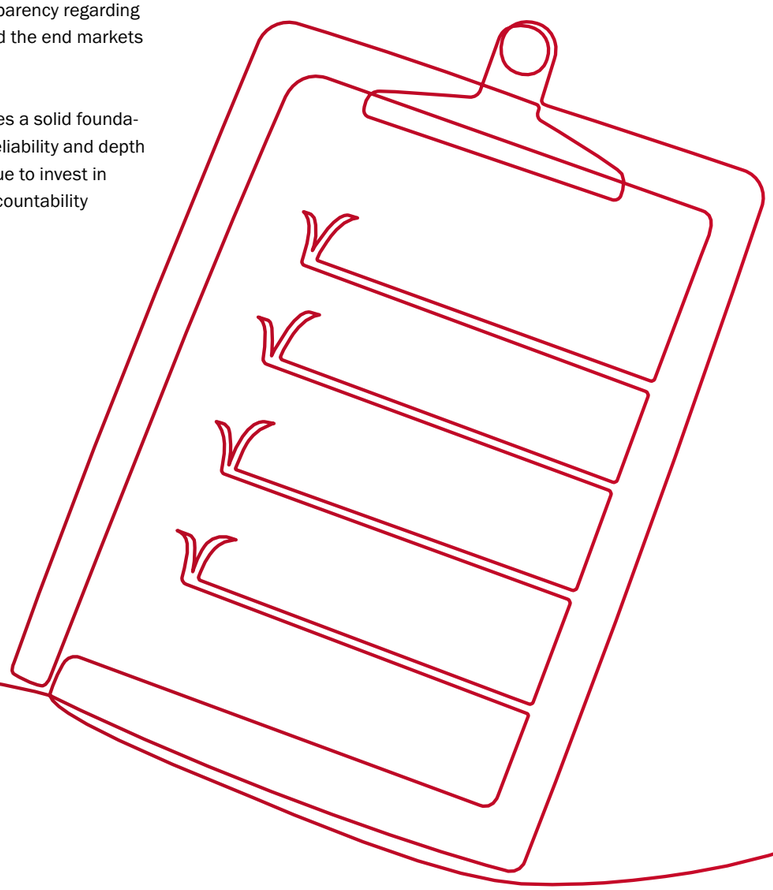
Unless otherwise stated, when referring to medium- and long-term timeframes in our data points, we adhere to the definitions outlined in the ESRS under "6.4 Definition of short-, medium-, and long-term for reporting purposes." In the context of our climate targets, medium-term refers specifically to the year 2030, while long-term denotes the year 2050.

We use estimates for the reporting of selected data points as part of the calculation methodology when data is not readily available. The estimates and judgements are reviewed continuously based on experience, the development of ESRS, and a number of other factors. Various high-quality databases, including for example International Energy Agency (IEA), Association of Issuing Bodies (AIB), Department for Environment, Food & Rural Affairs (DEFRA), Global Logistics Emissions Council (GLEC), and ecoinvent, were utilized to calculate specific quantitative data points.

In addition, we actively engage with our key global suppliers and customers to enhance the availability of primary data. Our efforts are particularly focused on data points that are critical to the assessment of our sustainability performance, with a primary emphasis on the raw materials procured by SIMONA.

Where feasible, we have also integrated information related to the downstream value chain into our data points. However, as a manufacturer of semi-finished products, pipes, and fittings, we face inherent limitations in achieving full transparency regarding the specific downstream processing stages and the end markets where our products create value.

While the current level of data accuracy provides a solid foundation, we see potential to further enhance the reliability and depth of our reporting. To support this, we will continue to invest in data management systems and strengthen accountability throughout our supply chain.



Governance

[GOV-1] The role of the administrative, management and supervisory bodies

Corporate Governance at SIMONA

SIMONA's corporate governance practices are based on the German Stock Corporation Act (AktG) and the recommendations of the German Corporate Governance Code (DCGK). Key governance principles and internal control measures are detailed in the Group Management Report, which is publicly available on the SIMONA website. The governance structure includes a two-tier management system with a Management Board and Supervisory Board, composed of shareholder and employee representatives, in accordance with legal requirements.

As a globally active plastics processing company, SIMONA is aware of its responsibility toward the environment, its stakeholders, and society. Compliance with laws, ethical conduct, and responsible behaviour are binding principles for all employees, including management and the Executive Board. SIMONA's Code of Conduct (CoC) and further information on compliance are available online.

At SIMONA, employee representation is a cornerstone of our commitment to fostering a collaborative and inclusive work environment. In Germany, we have an established works council that plays a vital role in representing the interests of our workforce. The works council serves as a constructive partner to management, contributing to a positive dialogue and ensuring that employee perspectives are consistently integrated into decision-making processes. We are proud to maintain a strong and cooperative relationship between management and employees across all our locations. This relationship is actively nurtured and regarded as a key factor in the success of our operations. At our non-German locations, where no formal works councils exist, we continue to foster the same positive dynamic in employee relations. Open communication and mutual respect ensure strong engagement between management and employees, even without formal representation.

Sustainability Governance at SIMONA

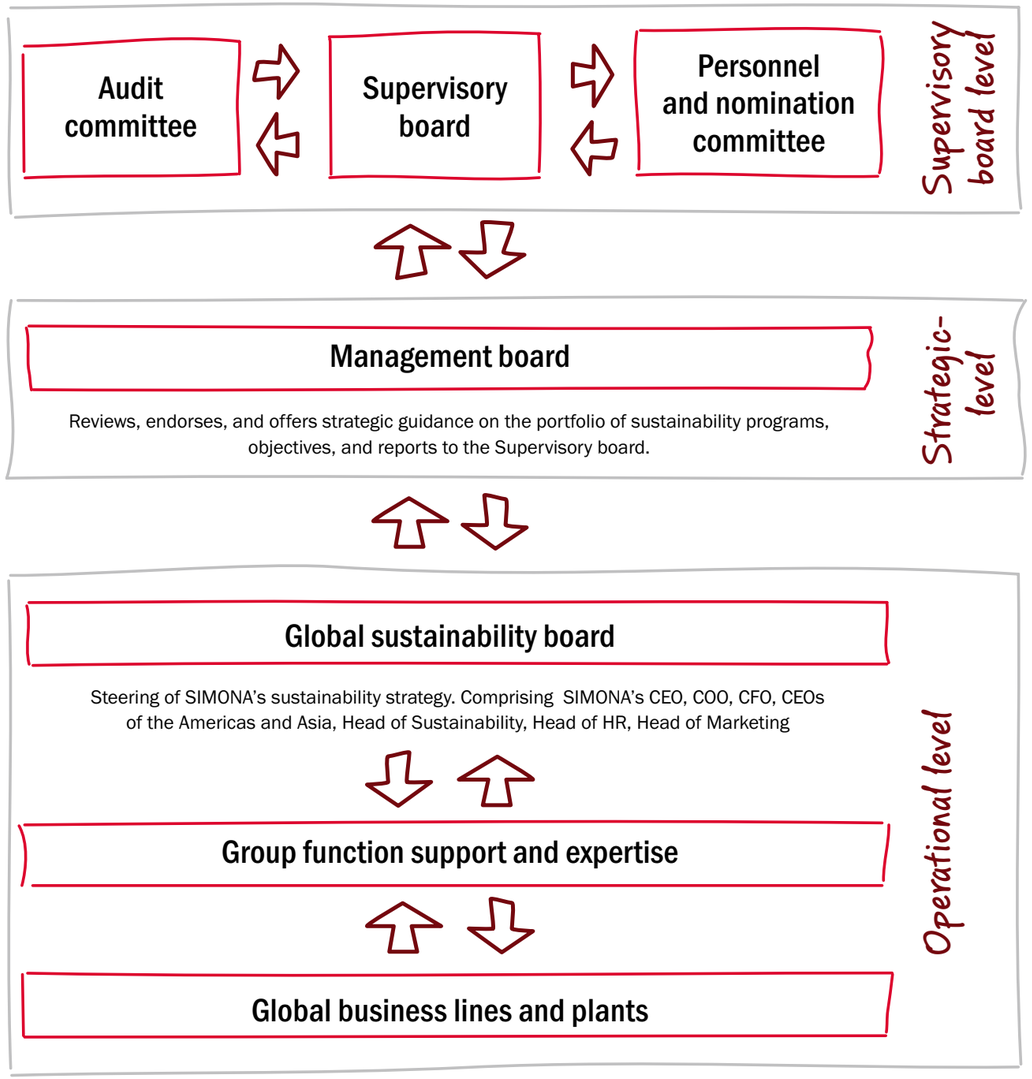
At SIMONA, the implementation of our sustainability strategy is clearly structured and embedded across all levels of the organisation. This governance framework enables us to systematically manage sustainability, ensure effective execution, and integrate it into corporate decision-making and day-to-day operations – from strategic direction to practical implementation. In doing so, we establish sustainability as a lasting component of our corporate culture.

SIMONA's supervisory board steers the Company's overall strategic direction of sustainability. It is supported by the Audit Committee and the Personnel and Nomination Committee, which address specific ESG-related matters.

Strategic oversight lies with the management board, which reviews, evaluates, and supports to further develop the portfolio of sustainability programmes and objectives. It provides strategic recommendations and serves as a link between the supervisory body and the operational level.

Responsibility for operational steering of SIMONA's global sustainability agenda rests with the Global Sustainability Board, which acts as the Group's central committee for all sustainability-related matters. The Board comprises members of SIMONA's top management – including the CEO, COO, CFO, the regional CEOs of the Americas and Asia, as well as the Head of Sustainability, HR & Legal, and Marketing. It ensures the alignment and coordination of sustainability initiatives across the Group, while the implementation of specific measures is primarily driven by the Sustainability Team.

Implementation is supported by various functional areas and experts within the SIMONA Group, who contribute cross-functional knowledge and provide methodological guidance throughout the sustainability processes.



[GOV-2] Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

The management board bears ultimate responsibility for the oversight and strategic management of sustainability-related matters. We have clearly defined these responsibilities and support them through a comprehensive framework of corporate policies. These policies encompass guidelines for risk assessment and management, as well as directives for addressing ecological and social opportunities and challenges.

Our governing bodies are mandated to regularly evaluate sustainability aspects and their potential implications for the Company's operations. These evaluations are integrated into decision-making processes to ensure alignment with the organization's strategic objectives. Furthermore, the supervisory board and the management board convene on a regular basis to review progress toward sustainability goals and to discuss strategies for their achievement.

Sustainability performance is subject to continuous oversight through our structured reporting mechanisms, Key Performance Indicators (KPIs), and defined accountability structures. The Global Sustainability Board regularly reviews sustainability-related developments, ensuring that regulatory requirements, stakeholder expectations, and corporate sustainability goals are consistently taken into account. To systematically drive ESG performance, SIMONA integrates sustainability objectives into its company-wide Balanced Scorecard (BSC), which is further cascaded down to the departmental level. We regularly define new ESG targets within this framework to ensure that sustainability considerations are embedded in strategic and operational decision-making at all levels of the organization.

Our Global Sustainability Board plays a central role in steering SIMONA's sustainability strategy. The Head of Sustainability provides quarterly briefings to this board, ensuring that material sustainability impacts, risks, and opportunities are continuously and strategically addressed. Beyond operational oversight, the Global Sustainability Board also serves as the key forum for aligning sustainability-related strategic guidelines. In addition, the supervisory board meetings provide a platform for reviewing the effectiveness of sustainability policies, initiatives, and performance against defined ESG targets and key metrics.

[GOV-3] Integration of sustainability-related performance in incentive schemes

By integrating ESG targets into the BSCs, they become an important component of the variable remuneration for eligible employees.

With regard to Executive Board compensation, SIMONA AG's Remuneration System provides that a part of the variable compensation is linked to the achievement of predefined ESG targets over a three-year performance period. Each performance period begins on January 1 of the grant year and ends on December 31 of the second year following the grant year. Similar to the Long-term Performance Plan (LAP), the ESG bonus consists of tranches, each covering one performance period.

Before the start of each financial year, the Supervisory Board sets one or more ESG targets for the respective performance period. Additionally, for each ESG target, the Supervisory Board defines:

- A threshold value, corresponding to 50 % target achievement
- A target value, corresponding to 100 % target achievement

If the threshold value is not met during the respective performance period, the target achievement is considered 0 %. Values between the threshold and target levels, as well as any exceedance beyond the target value, are linearly interpolated or extended accordingly. Retroactive changes to the target values are strictly prohibited. If only one ESG target is defined, its achievement level determines the overall ESG target achievement. If multiple ESG targets are set, the overall target achievement is generally calculated as the average of the individual ESG target achievement levels, unless the Supervisory Board defines a different weighting structure before the start of the respective financial year.

The ESG bonus payout amount is determined using the following formula: Target bonus in EUR × Overall ESG target achievement

The payout is capped at:

- 150 % of the individual target bonus for the CEO
- 130 % of the individual target bonus for other Executive Board members

The ESG bonus becomes payable within ten days after the approval of the SIMONA AG consolidated financial statements for the final year of the respective performance period.

If the executive's employment contract does not cover the full performance period, the ESG bonus payout is adjusted on a pro-rata temporis basis.

If the employment contract is terminated for cause by the company under Section 626 of the German Civil Code (BGB), all outstanding LAP bonus entitlements from ongoing tranches at the time of termination are forfeited. Completed but unpaid tranches will be paid out upon maturity.

[GOV-5] Risk management and internal controls over sustainability reporting

Sustainability in Risk Management and Controls

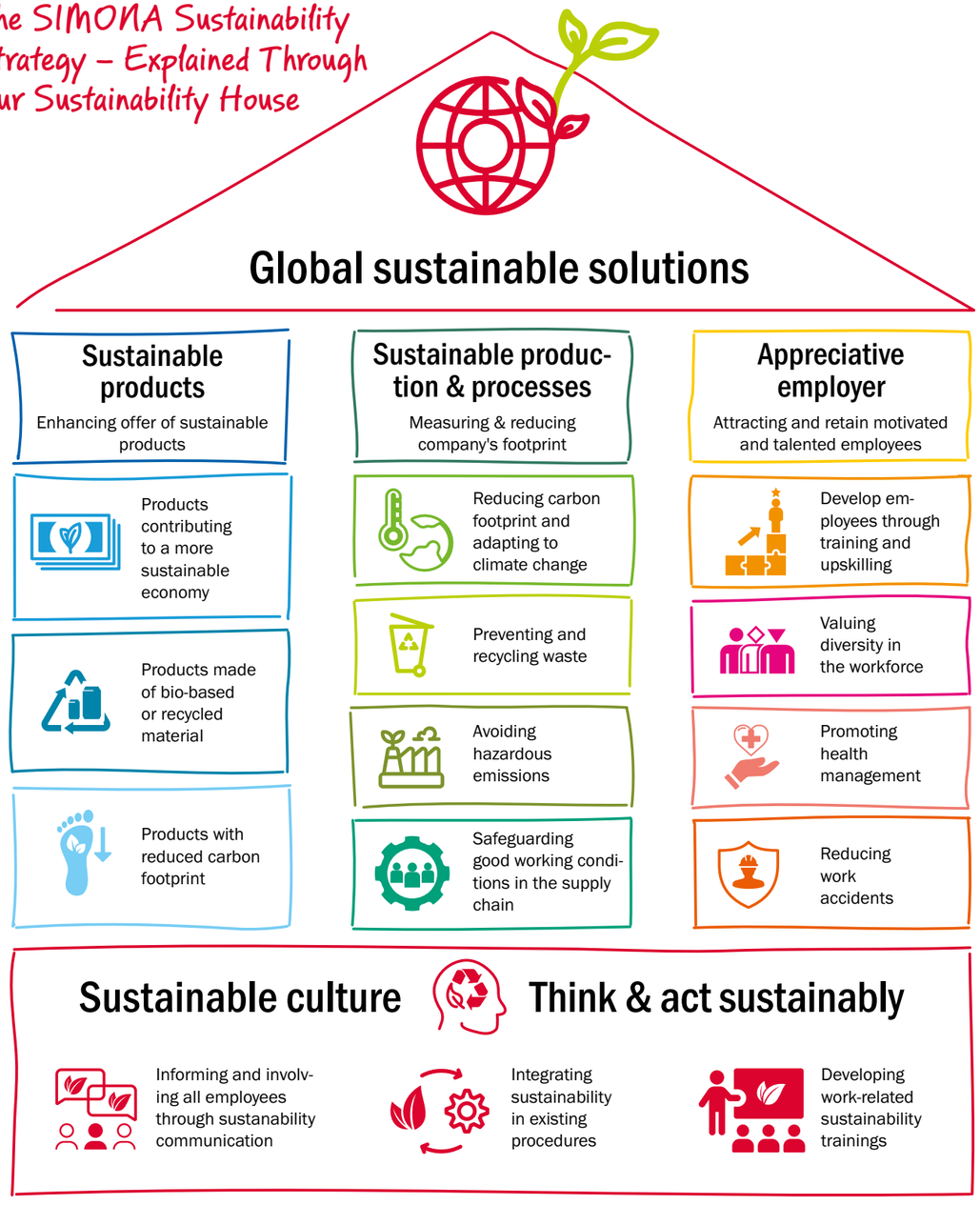
We have integrated the management and oversight of sustainability-related risks, opportunities, and impacts into our company-wide risk management system and internal control framework. The CFO and his team are responsible for overseeing the reporting on risks and control measures. Our Risk Management System defines key measures, processes, systems, and responsibilities for identifying, analyzing, and managing risks and opportunities. This includes the evaluation and integration of sustainability-related factors. The scope covers both internal operations and external influences, such as supplier relationships and market developments.

Sustainability-related risks are identified through a structured early warning system, which captures relevant signals from both internal data and external indicators. Identified risks are assessed, with a focus on their potential impact on sustainability performance. This includes evaluating ESG risks and opportunities in alignment with the company's sustainability goals.

Processes and Systems for Data Collection and Validation

A specific software serves as the central platform for consolidating all sustainability-related data. This system houses application requirements that provide clear instructions for data submission across the organization. Responsible personnel at each SIMONA subsidiary have been thoroughly trained to independently collect and submit data points based on standardized instructions. While not every location has a dedicated sustainability manager, our group companies in the U.S. and Germany each have a designated manager to oversee the process. Each responsible entity provides data following detailed instructions outlined in the software. These instructions specify the required formats, calculations, and reporting metrics. Submitted data is cross-referenced against prior-year figures to identify any unusual deviations. Any anomalies are clarified with the responsible individuals. Once discrepancies are resolved and data is harmonized, the process is considered complete, ensuring accuracy and consistency in reporting. While a moderate share of the data is manually collected, increasing the potential for errors, ongoing efforts are underway to digitize and standardize data collection processes within departments.

The SIMONA Sustainability Strategy – Explained Through Our Sustainability House



Strategy

[SBM-1] Strategy, business model and value chain

Our SIMONA Sustainability House makes our global strategy clear and transparent. It symbolizes our commitment to global sustainable solutions that combine long-term ecological, social, and economic responsibility.

Three core pillars support the Sustainability House:

1. **Sustainable Products** – We are continuously expanding our range of sustainable products that contribute to a more circular economy. This includes products made from bio-circular or recyceled raw materials and those with a reduced carbon footprint.

2. **Sustainable Production and Processes** – We focus on reducing the company's overall carbon footprint by increasing energy efficiency and expanding the use of renewable energy in our production. In addition, we actively work to avoid and recycle waste as part of our commitment to more sustainable operations.

3. **Appreciation for Employees** – Motivated and committed employees are the foundation of our sustainable success. We support talent through targeted training, promote health and safety, and actively recognize the contributions of our teams.

The foundation of the house is our approach to sustainability, which encourages sustainable thinking and action in our daily work. This includes communication formats like our sustainability newsletter, the integration of sustainability into existing processes, and the development of work-related initiatives around this topic.

In doing so, we make it clear: Sustainability is not just a goal – it is an integral part of our corporate strategy and culture.

SIMONA's product sustainability strategy is centered on expanding its portfolio of environmentally friendly and resource-efficient products across all product groups. A key focus lies in the development of bio-circular materials derived from renewable resources. By reducing reliance on fossil fuels and lowering the carbon footprint of our products, SIMONA aims to provide sustainable solutions that align with global environmental goals. To advance the circular economy, we integrate recycled materials into our product lines, reducing waste and conserving valuable resources. This approach not only lowers the environmental impact of SIMONA's products but also supports the broader goal of promoting sustainability throughout the value chain.

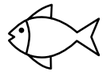
Collaboration is a cornerstone of SIMONA's sustainability approach. We work closely with our customers to understand their specific needs and develop tailored solutions that improve sustainability across the entire value chain. While we are proud of the important progress we have made already, we also view this as the beginning of a long-term transformation. Developing and implementing circular product solutions is a complex and evolving process – one that requires continuous innovation, targeted investment, and close collaboration with all stakeholders.

SIMONA actively supports the achievement of several United Nations Sustainable Development Goals (SDGs) by aligning its product portfolio with the principles of sustainable development. Through a wide range of innovative and resource-efficient applications, we contribute to global efforts in areas such as clean water and sanitation, affordable and clean energy, industry innovation and infrastructure, and responsible consumption and production.

SDGs in Connection with Our Products

“Zero Hunger“ is the second SDG and aims to achieve a world without hunger by promoting food security.

SIMONA products for food production and processing can help to achieve this goal.



Installations for landbased aquaculture

Lining of food silos

Chain guides and conveyor belts in the food and beverage industry

Extruder screws made from SIMONA solid rods for the production of foodstuffs

The ultimate aim of SDG 3, “Good health and well-being“, is to ensure healthy lives and promote well-being for all. In this context, the availability of high-quality medical products and technologies plays a crucial role.

The SIMOLIFE product group features plastic products that help to improve healthcare relating to prosthetics and orthotics.

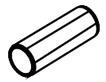
Manufacture of orthoses

SIMONA plastics for the design of prostheses

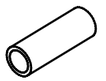
Housings for medical devices, such as CT scanners

SDG 6, “Clean water and sanitation“, aims to ensure access to clean water and promote sustainable water management.

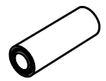
SIMONA can build on a pedigree of excellence in the field of water and wastewater treatment, desalination and drinking water production – centred around the development of technologically advanced plastic products that promote efficient water use. Plastics deployed in water infrastructure installations provide the basis for durable solutions when it comes to reliable drinking water supply and wastewater treatment. Innovative monitoring technologies help to minimise water loss and conserve resources through early detection of leaks, while our double-containment pipes offer additional safety.



Housings for medical devices, such as CT scanners



Pipes and fittings for the desalination of seawater



Double-containment pipe systems for environmental protection zones

Double pipe systems for transport of aggressive and environmentally hazardous substances

The seventh SDG, “Affordable and clean energy“, is about ensuring access to affordable, reliable, sustainable and modern energy for all. SIMONA supports this goal by manufacturing intermediate products designed for the utilisation of renewable energy.

The use of plastics in the manufacture of renewable energy technologies helps to boost the efficiency of these systems and extend their service life.

Innovative cable ducts for wind farms

Plastic pipes for low-ex heating applications

Plastic pipes for district heating applications

SDG 9, “Industries, Innovation and Infrastructure“, seeks to build more resilient infrastructure, promote sustainable industrialisation and foster innovation. Semi-finished products and piping systems for the chemical process industry and infrastructure form an integral part of SIMONA’s core business. Offering excellent chemical resistance, SIMONA products are used in safety-critical and environmentally relevant industrial and infrastructure applications.

Thanks to their superior corrosion resistance, the materials guarantee the longest possible service life while at the same time utilising efficient and climate-friendly production technology.

In addition, the company is committed to process innovation in order to make not only the product itself but also its downstream processing more environmentally friendly. A prime example of this is the trenchless installation method, which minimises the environmental impact.

Metal surface treatment and corrosion protection in industrial applications

Products for the manufacture of chemicals and primary commodities

Drainage pipes for the drainage of railway tracks

Products for the manufacture of semiconductors and battery cell production for the automotive industry

The eleventh of the seventeen SDGs, “Sustainable Cities and Communities“, is about making cities and human settlements inclusive, safe, resilient and sustainable. Among other things, SIMONA manufactures products that can be integrated into low-emission transport development.

Battery housings for e-mobility applications

Research into alternative propulsion systems, e.g. hydrogen tanks

Equipment for public transport

Products for urban farming und urban gardening

The focus of the twelfth SDG, “Responsible consumption and production“, is on improving efficiency in the use of resources, reducing waste and thus minimising the environmental impact. SIMONA has initiated extensive changes to make its production more sustainable and manufacture products with greater sustainability in mind. Thus, it plays a key role in realising the above-mentioned goal. The company is not only working on new processes and technologies for the production of plastics that are more environmentally friendly, energy efficient and resource-saving but is also integrating other aspects such as the development of a closed-loop system. This includes partnerships with recy-cling companies such as Prezero in Germany, take-back and reworking for customers at its plant in China and the use of more sustainable commodities such as ISCC-certified materials.

SIMONA's Value Chain

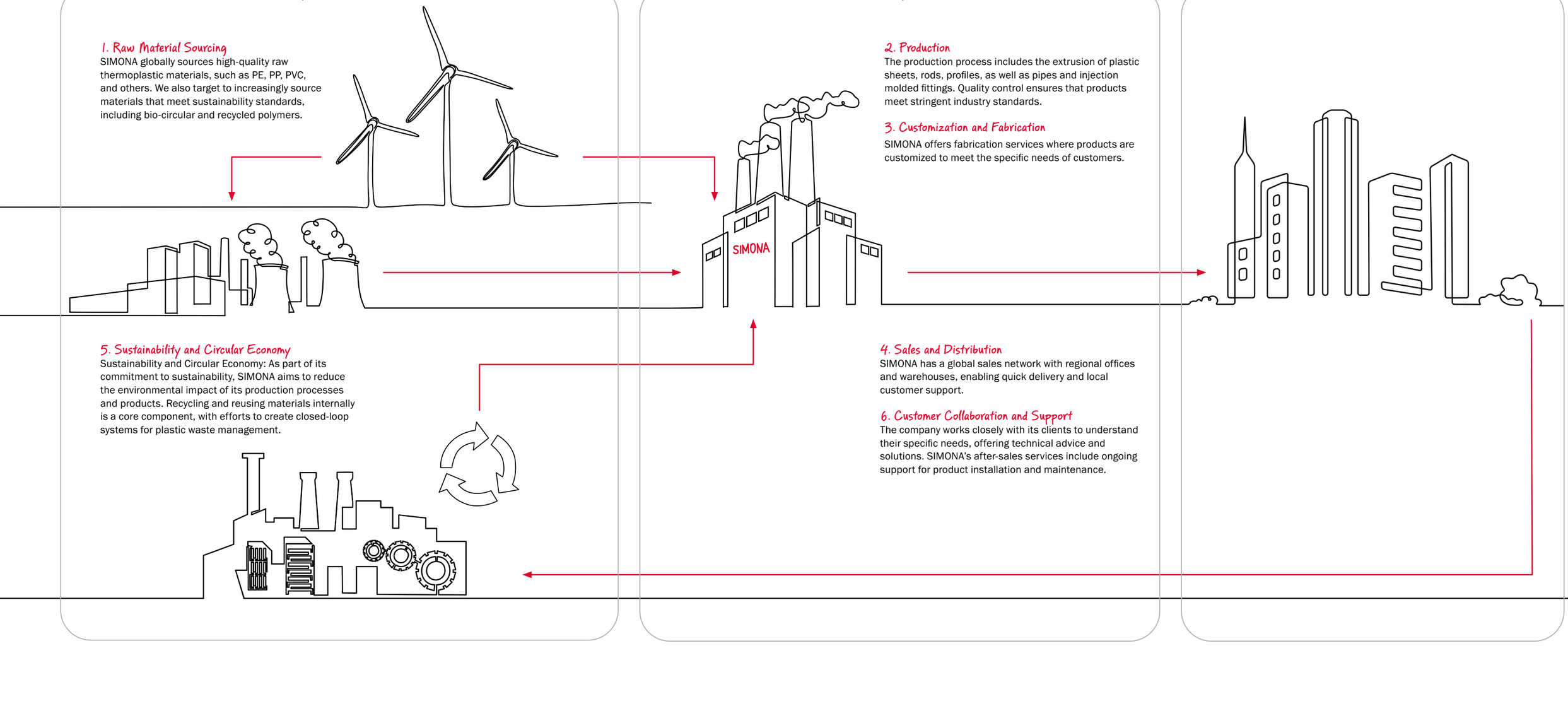
We develop, produce, and market thermoplastic semi-finished products, pipes, fittings, and profiles. The materials used include Polyethylene (PE), Polypropylene (PP), Polyvinyl Chloride (PVC), Polyethylene Terephthalate (PETG), Polyvinylidene Fluoride (PVDF), Ethylene-chlorotrifluoroethylene (E-CTFE), Perfluoroalkoxy (PFA), Thermoplastic Olefins (TPO), Acrylonitrile-butadiene-styrene (ABS), Polycarbonate (PC), as well as various specialty materials. Production processes employed by the company include extrusion, pressing, injection molding, machining, and the manufacturing of customized special components in its in-house plastic fabrication facilities.

The value chain at SIMONA covers the entire process from raw material sourcing to the delivery of finished products and after-sales support. It can be broken down as follows:

Upstream

1. Raw Material Sourcing

SIMONA globally sources high-quality raw thermoplastic materials, such as PE, PP, PVC, and others. We also target to increasingly source materials that meet sustainability standards, including bio-circular and recycled polymers.



5. Sustainability and Circular Economy

Sustainability and Circular Economy: As part of its commitment to sustainability, SIMONA aims to reduce the environmental impact of its production processes and products. Recycling and reusing materials internally is a core component, with efforts to create closed-loop systems for plastic waste management.

Own Operations

2. Production

The production process includes the extrusion of plastic sheets, rods, profiles, as well as pipes and injection molded fittings. Quality control ensures that products meet stringent industry standards.

3. Customization and Fabrication

SIMONA offers fabrication services where products are customized to meet the specific needs of customers.

4. Sales and Distribution

SIMONA has a global sales network with regional offices and warehouses, enabling quick delivery and local customer support.

6. Customer Collaboration and Support

The company works closely with its clients to understand their specific needs, offering technical advice and solutions. SIMONA's after-sales services include ongoing support for product installation and maintenance.

Downstream

[SBM-2] Interests and views of stakeholders

Regular dialogue with stakeholders is an essential part of our approach to sustainable development. Their views help shape priorities, support decision-making, and inform how we address environmental and social topics. The following table summarises key stakeholder groups, the nature of our engagement with them, and how their interests have been considered in the preparation of this Sustainability Report.

Material stakeholders and their relation with strategy and /or business model	Description	Sub category	Engagement method	Purpose and outcome of the stakeholder engagement
Employees	A crucial asset for SIMONA, contributing to human and intellectual capital.	Employees, Management, Management Board	▪ SIMONA internal communication platform ▪ Regular meetings with managers, including regular updates on accident prevention ▪ Company-wide town hall meetings ▪ Recurring employee satisfaction surveys ▪ Annual discussions between management and employee representatives ▪ Whistleblower system for anonymous reporting ▪ Surveys during DMA	▪ Improving communication between employees and management, both top-down and bottom-up ▪ Increasing employee satisfaction and retention rates ▪ Identification of material sustainability topics
Customers	Distributors, direct customers and end customers that drive our demand	Customers	▪ Regular customer feedback surveys ▪ Face-to-Face and online seminars ▪ Training and educational sessions on product-related topics ▪ Ongoing communication with customers ▪ Whistleblower system for anonymous reporting ▪ Surveys during DMA	▪ Enhancing the technical and sustainability performance of SIMONA products ▪ Meeting customer expectations and reinforcing a strong reputation ▪ Driving innovation and product development through R&D ▪ Identification of material sustainability topics
Suppliers	Stable and economic material supply	Suppliers	▪ Internal assessments of risks, including sustainability factors ▪ Whistleblower system for anonymous reporting ▪ Surveys during DMA	▪ Long-term relations with suppliers ▪ Robust sustainability performance among suppliers ▪ Identification of material sustainability topics
Financial institutions	Investors and banking sector that influence access to financial capital	Banks, investors	▪ Quarterly financial results and annual reports ▪ Surveys during DMA	▪ Ensuring transparency and trust in disclosed financial data ▪ Identification of material sustainability topics
Local communities	Community members, groups, and organisations and educational institutions	Associations, Local communities, Universities, NGOs	▪ Corporate website and social media platforms ▪ Interaction with SIMONA's local offices and factory representatives ▪ Sponsorships, open houses, and collaboration with educational organizations ▪ Surveys during DMA	▪ Contributing to job creation and local economic activity ▪ Strengthening SIMONA's presence and positive impact in local communities ▪ Identification of material sustainability topics

[SBM-3] Material impacts, risks and opportunities and their interaction with strategy and business model

SIMONA conducted its DMA in alignment with the structure of the ESRS, systematically addressing all relevant Topics, Sub-Topics, and Sub-Sub Topics. The assessment covered the entire SIMONA Group, encompassing the full value chain across all major regions in which the company operates.

Materiality was evaluated from both an impact and financial perspective:

- Impact materiality considered actual and potential negative impacts, assessed in terms of their scale, scope, and irremediable nature. Additionally, positive impacts were evaluated based on scale and scope, with potential positive outcomes further examined according to their likelihood.
- Financial materiality involved a qualitative assessment of actual and potential risks and opportunities that may influence SIMONA's financial performance and enterprise value.

To enhance clarity and readability, certain ESRS designations have been grouped into broader, thematically consistent categories. These material topics reflect the expectations and concerns of our key stakeholders, identified through structured engagement and analysis.

Each impact, risk, or opportunity is clearly assigned to its position in the value chain – classified as occurring within Own Operations (OO), Upstream (U), Downstream (D), or spanning the broader Value Chain (VC). Furthermore, each topic is characterized as having either a positive or negative impact.

The identified material topics are presented to the right and in the subsequent sections of this report and further elaborated within the corresponding environmental and social disclosures.

ESRS standard	Material impacts, risks and / or opportunities	Classification	Time horizon	Location in value chain	Description and interaction with business model and / or strategy
E1 Climate Change	Ecological footprint of our products	Negative impacts and risks	Medium-term	VC	The transition to more sustainable raw material alternatives with lower carbon emissions remains a challenge, requiring further customer acceptance, innovation, investment. Enhancing material efficiency, expanding the use of recycled content, and exploring alternative raw materials (e.g. ISCC PLUS) are essential
	Energy consumption and CO_2 emissions within SIMONA	Negative impacts and risks	Short-term	OO	Failure to reduce emissions could lead to higher operating costs, regulatory constraints, and a decline in competitiveness. Addressing these risks through energy efficiency measures and increased use of renewable energy is crucial to maintaining customer trust, investor confidence, and compliance with evolving regulations
E2 Pollution	Microplastics necessary for the production of our goods	Negative impacts and risks	Short-term	U and OO	Almost all raw materials used for production at SIMONA fall under the definition of microplastics. Due to incidental leakage in our own operations, SIMONA contributes to a potential negative impact on the environment as microplastics could be emitted into nature. Regulatory restrictions on microplastics may require adjustments in raw material sourcing and product development to ensure compliance and maintain market position. As a certified member of Operation Clean Sweep and related dedicated measures, SIMONA limits the exposure of micro plastics to the environment
E3 Water and marine resources	Water use	Negative impacts and risks	Medium-term	OO	Water is used in plastic extrusion processes, mainly to cool the products. Access to water in water-stressed areas could lead to an operational risk by limiting production capacity and negatively impacting the environment. These risks can be mitigated by investing in water efficiency measures and implementing closed-loop water systems to minimize consumption
	Solutions for water management	Positive impacts and opportunities	Short-term	D	SIMONA contributes to the safe water supply with its portfolio of solutions for efficient and effective water management. By providing durable and high-quality products for water infrastructure, SIMONA supports sustainable resource management, enhances resilience against water scarcity, and strengthens its market position in infrastructure markets
E5 Resource use and circular economy	Generation of waste in production	Negative impact and risks	Short-term	OO	SIMONA's production processes generate non-reusable waste, contributing to a negative environmental impact. Reducing waste through process optimization, increased material efficiency, and recycling initiatives is essential to minimize ecological footprint
	Expanding circular economy activities	Positive impacts and opportunities	Short-term and medium-term	VC	Continuous improvement of internal processes and closing material cycles, including collaboration with customers, enhances resource efficiency and reduces waste. A stronger focus on the circular economy lowers reliance on virgin materials, decreases disposal costs, and creates potential cost savings. Additionally, an expanded circular-based product portfolio meets growing demand for sustainable solutions, strengthens SIMONA's market position, and improves its reputation as a responsible industry leader
S1 Own Workforce	Respectful and appreciative treatment to enhance employee satisfaction and well-being as well as fostering improved decision-making	Positive impacts and opportunities	Short-term	OO	A positive, diversified work environment strengthens employee retention, productivity, and decision-making quality, contributing to business stability and long-term success. However, balancing gender representation in manufacturing is challenging due to working conditions, which may limit diversity
	Contribution to workforce qualification through vocational training and employee development	Positive impacts and opportunities	Short-term	OO	Investing in employee qualification and development enhances workforce skills, supports internal career growth, and strengthens operational efficiency. This contributes to long-term business success by securing key competencies, improving employee retention, and reinforcing SIMONA's position as an attractive employer
	Shaping of working conditions	Positive impacts and opportunities	Short-term	OO	Providing fair, safe, and supportive working conditions enhances employee well-being, motivation, and productivity. It strengthens workforce retention, reduces absenteeism, and improves overall company performance while reinforcing SIMONA's reputation as a responsible employer
	Fair and competitive compensation	Positive impacts and opportunities	Short-term	OO	Ensuring fair compensation and attractive benefits strengthens SIMONA's position as an employer, facilitating recruitment and retention of skilled employees

Impact, risk and opportunity management

[IRO-1] Description of the processes to identify and assess material impacts, risks and opportunities

SIMONA conducted its first DMA in 2023, which was updated in 2024 to reflect recent developments. The DMA is carried out in alignment with the CSRD principles and is embedded in a structured, multi-layered process designed to identify material sustainability Impacts, Risks, and Opportunities (IROs) from both an impact and financial perspective. This process is reviewed annually and updated as necessary to reflect significant changes in SIMONA's strategic direction, regulatory landscape, or stakeholder expectations.

The identification of IROs begins with an in-depth assessment of SIMONA's business model, industry context, and regulatory environment. This includes evaluating supply chain dependencies, monitoring developments in relevant markets, and conducting peer benchmarking. The analysis serves as a foundation for understanding the external and internal factors that may influence SIMONA's sustainability performance.

In the DMA, two complementary perspectives are taken into account: the outward impact of our business activities on sustainability aspects, and the inward financial implications of sustainability factors on our company.

- **Impact materiality** considers how our operations affect the environment, society, and the economy. In our assessment, we examined both actual and potential negative impacts, taking into account their scale, scope, and the extent to which they are irreversible. Positive impacts were also evaluated based on their scale and scope, with potential positive impacts additionally assessed in terms of their likelihood.

- **Financial materiality** focuses on how sustainability-related risks and opportunities may influence SIMONA's financial performance and enterprise value. We conducted qualitative assessments to identify and evaluate current and potential risks and opportunities that could affect our long-term success.

Engaging with our stakeholders is a central element of our sustainability strategy and materiality assessment process. We actively involve a broad spectrum of internal and external stakeholder groups – including employees, customers, suppliers, investors, and representatives of local communities – in the identification and prioritization of IROs.

This structured and inclusive approach ensures that a wide range of perspectives is taken into account, reflecting both business priorities and societal expectations. Through surveys, interviews, and ongoing dialogue, we gather valuable insights that help us assess what matters most to those directly or indirectly affected by our operations.

We take a comprehensive approach to risk assessment by evaluating IROs across our entire value chain. This value chain-based perspective ensures that sustainability-related risks are not viewed in isolation but in the context of interconnected business activities and relationships. The assessment is structured into three main categories:

- **Upstream risks:** These include issues such as the responsible sourcing of raw materials, supplier compliance with environmental and social standards, and potential exposure to geopolitical instability. We pay particular attention to supplier due diligence and traceability, as early-stage decisions often have significant downstream effects.

- **Operational risks:** This category covers risks that arise within our own operations, such as climate-related risks (e.g. extreme weather events, transition risks), energy consumption, emissions, and compliance with evolving environmental regulations. We also assess risks related to operational efficiency, technological innovation, and workforce health and safety.

- **Downstream risks:** These involve aspects related to the use phase of our products, customer expectations regarding sustainable performance, recyclability, and the end-of-life treatment of materials. Product stewardship and the circularity of materials play a key role in this area.

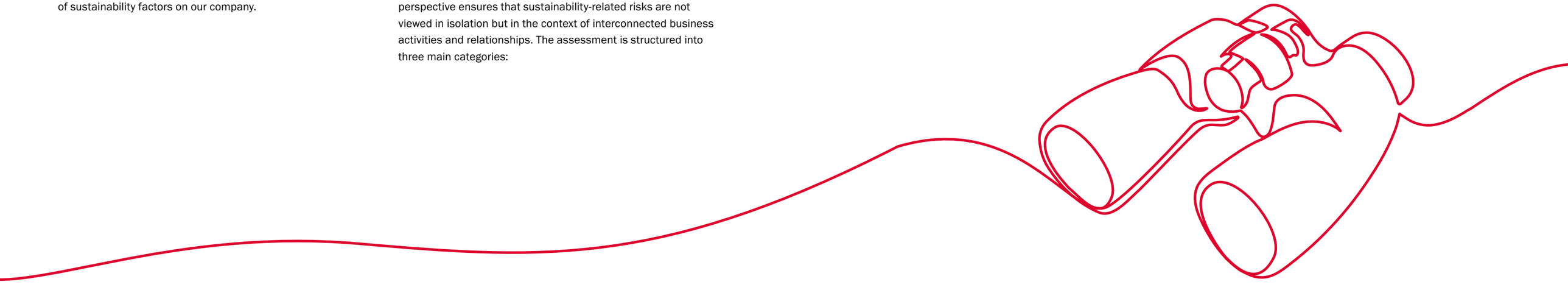
Each category is examined to capture both direct and indirect sustainability impacts, taking into account the likelihood, severity, and potential long-term consequences of each identified risk.

Materiality of impacts is assessed using a structured scoring methodology. Four dimensions are considered:
- Scale, Scope, and Irremediability, each rated on a scale of 1 to 5
- Probability, rated on a scale of 0 to 5

To ensure the accuracy and relevance of our assessments, SIMONA regularly reviews the underlying assumptions and relevant contextual factors, such as climate risks, market trends, and regulatory changes. We aim to ensure that our IRO assessment remains up-to-date and responsive to the evolving challenges of sustainability.

The entire IRO identification and assessment process is overseen by our Global Sustainability Board. The Board plays a critical role in validating key findings and ensuring that significant topics are integrated into the overall corporate strategy and risk management processes.

Each identified impact, risk, or opportunity is categorized according to its position within the value chain and then marked as either positive or negative.



Environmental & Social

E1 - Climate change

SIMONA's thermoplastic products are designed for long-lasting and efficient use across a wide range of applications. Our production generates GHG emissions and we are actively working to better understand and reduce our climate impact. Our goal is clear: we aim to be part of the solution to climate change by aligning our products and processes with the requirements of a low-carbon future.

[SMB-3] Material impacts, risks and opportunities and their interaction with strategy and business model

SIMONA operates in a sector where production processes are inherently energy-intensive and associated with GHG emissions. These environmental impacts are influencing our strategic and operational priorities. We are taking steps to reduce resource consumption and emissions by optimizing production processes, improving material efficiency, expanding the use of recycled content, and integrating sustainability considerations into procurement and investment decisions. These measures contribute to managing transition-related risks, meeting stakeholder expectations, and supporting the company's long-term competitiveness.

Material impacts, risks and/or opportunities	**Classification**	**Time horizon**	**Location in value chain**	**Description and interaction with business model and /or strategy**
Ecological footprint of our products	Negative impacts and risks	Medium-term	VC	The transition to more sustainable raw material alternatives with lower carbon emissions remains a challenge, requiring further customer acceptance, innovation, investment. Enhancing material efficiency, expanding the use of recycled content, and exploring raw materials (e.g. ISCC PLUS) are essential.
Energy consumption and CO_2 emissions within SIMONA	Negative impacts and risks	Short-term	OO	Failure to reduce emissions could lead to higher operating costs, regulatory constraints, and a decline in competitiveness. Addressing these risks through energy efficiency measures and increased use of renewable energy is crucial to maintaining customer trust, investor confidence, and compliance with evolving regulations

[E1-1] Transition plan for climate change mitigation

The transition plan and the objectives related to climate change mitigation relate to the global SIMONA production sites. They are approved by the Management Board, strategically managed by the Energy and Sustainability department and operationally implemented by the production site managers.

The targets set by SIMONA are in line with the Paris Climate Agreement and are compatible with limiting of global warming to one and half degrees Celsius.

In 2024 we joined the Science Based Targets initiative (SBTi) and committed to a CO_2 reduction plan which is in line with the Paris Climate Agreement. At the beginning of 2025, our climate targets were validated by the SBTi.

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

SIMONA's transition plan for climate mitigation
The largest share of SIMONA's Corporate Carbon Footprint (CCF) is attributed to the raw materials used, accounting for approximately 73.4 % of total emissions (in 2024). To contribute to climate protection, we have set the goal of reducing Scope 3.1 emissions (purchased raw materials) by 51.6 % per kg of product produced by 2030 compared to 2022. We plan to achieve our target through close collaboration across the entire value chain and by increasing the use of bio-circular and recycled raw materials. In addition, we aim to reduce our Scope 1 and Scope 2 emissions by 42 % by 2030 compared to 2022.

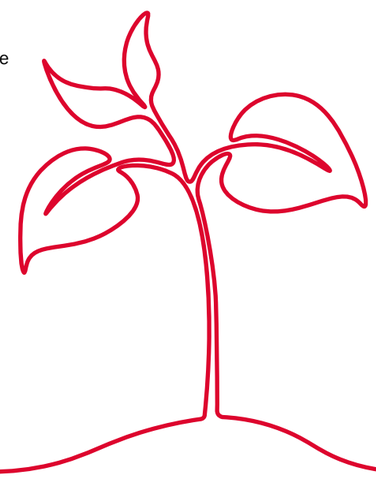
As a globally operating company with currently 11 production sites worldwide, we are committed to implementing these climate targets across all locations and continuously expanding our efforts to reduce greenhouse gas emissions.

To reduce emissions from our own operations, we have implemented comprehensive energy management systems in accordance with ISO 50001 at our production facilities in Germany and the Czech Republic. These systems support the continuous improvement of energy efficiency in our manufacturing processes. In parallel, we are actively promoting and expanding the use of renewable energies at all our sites.

In addition, environmental management systems in accordance with ISO 14001 are in place at our sites in Germany, the Czech Republic, Turkey, and at SIMONA Boltaron in the United States. These certifications support the structured identification, monitoring, and reduction of environmental impacts across our operations.

Further emission reductions are achieved by integrating bio-circular and recycled raw materials into our production processes. This approach helps to lower the environmental impact along the entire value chain and supports the development of more sustainable product solutions. Additionally, at multiple SIMONA plants, we actively take back production waste from our customers, ensuring that valuable materials are recycled and reintegrated into our manufacturing processes, further contributing to a circular economy.

These measures are part of an ongoing transformation process. In the coming years, we will continue to drive our climate initiatives forward to achieve our targets and strengthen our contribution to global decarbonization.



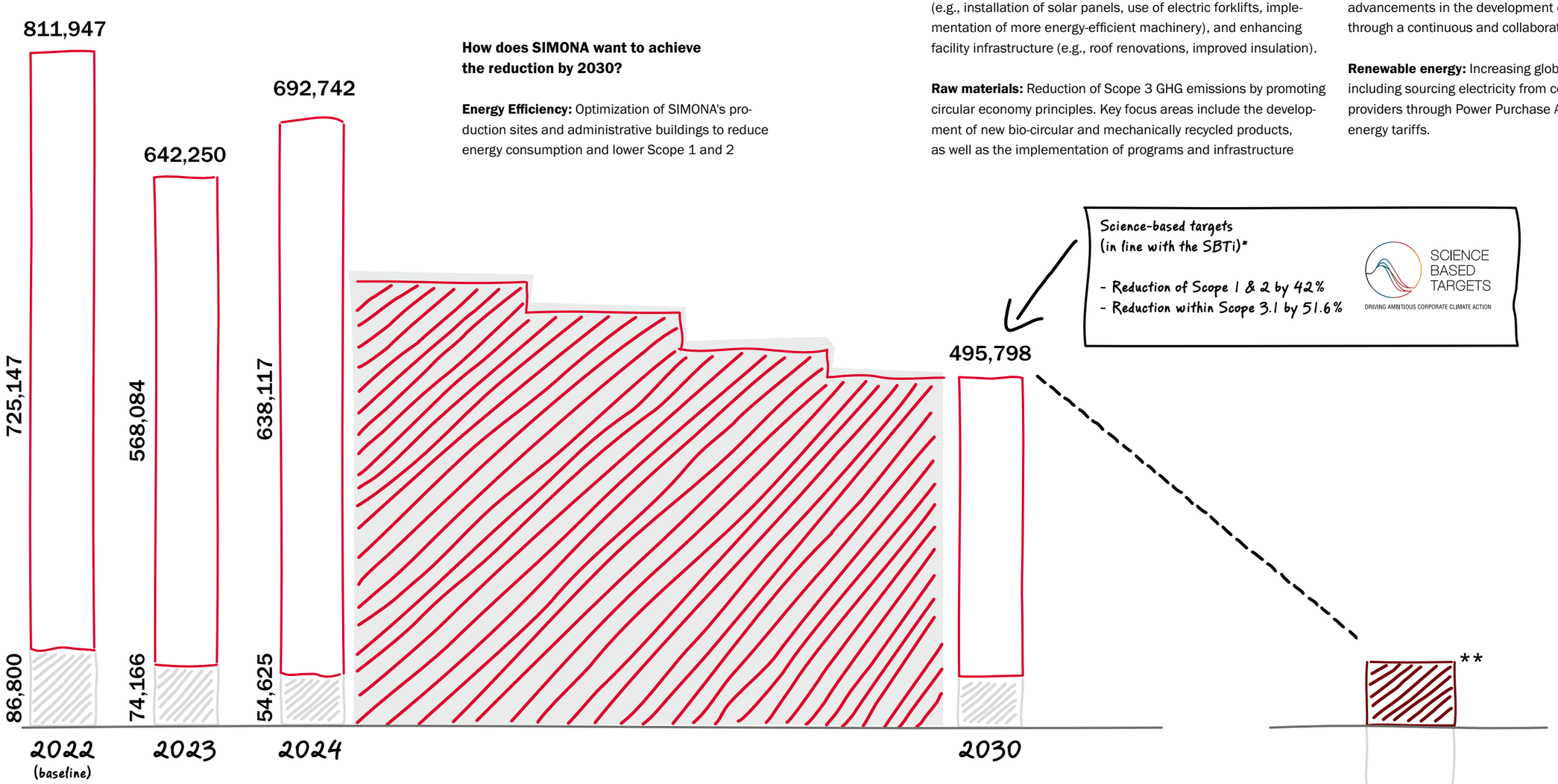
SIMONA's Transition plan

How does SIMONA want to achieve the reduction by 2030?

Energy Efficiency: Optimization of SIMONA's production sites and administrative buildings to reduce energy consumption and lower Scope 1 and 2 GHG emissions. This includes improving production processes (e.g., preventing leakages, heat recovery), upgrading equipment (e.g., installation of solar panels, use of electric forklifts, implementation of more energy-efficient machinery), and enhancing facility infrastructure (e.g., roof renovations, improved insulation).

Raw materials: Reduction of Scope 3 GHG emissions by promoting circular economy principles. Key focus areas include the development of new bio-circular and mechanically recycled products, as well as the implementation of programs and infrastructure to reclaim waste from SIMONA customers for reintegration into production processes. We actively advocate for the necessary advancements in the development of lower-carbon raw materials through a continuous and collaborative dialogue with our suppliers.

Renewable energy: Increasing global renewable energy supply, including sourcing electricity from certified renewable energy providers through Power Purchase Agreements (PPAs) or green energy tariffs.



In tCO2eq (market-based)

* - Scope 1 and 2 emissions are subject to an absolute reduction target, although the target is expressed as a percentage.
- Our Scope 3 target is formulated as an intensity-based target. The calculation of the required reduction is therefore based on the assumption that production volumes remain at the same level as in the base year 2022.

** Residual emission will be neutralized in accordance with the net-zero criteria of the SBTi.

[E1-3] Action and resources in relation to climate change policies

Progress on the Climate Transition Plan
We are committed to reducing emissions and achieving net zero by no later than 2050. As part of our climate transition plan, we have already taken significant steps in our defined key areas of energy efficiency, the use of renewable energy, and the integration of sustainable raw materials.

Energy Efficiency in Operations
A comprehensive transformation concept was developed at our German sites to systematically assess potential improvements in energy efficiency within our production processes. The objective was to identify concrete measures to reduce energy consumption and emissions, and to align operations with our long-term net-zero goals. The results of this initiative were shared across all sites and departments. These transition plans have since been established at all our production sites worldwide. Based on these findings, a set of measures was defined for implementation through to 2030. To ensure continuous improvement, these measures are regularly reviewed and updated by our Energy Management department, with additional actions introduced as necessary to further enhance energy efficiency and reduce environmental impact.

Promotion of Renewable Energy
In 2024, we expanded our use of renewable energy by investing in Photovoltaic (PV) systems at our production site in China. The systems in China generated 191 MWh of electricity during the year, all of which was used on-site. At the beginning of 2025, SIMONA extended its PV initiative to its U.S. facility, SIMONA America Industries (SAI), where the system is expected to cover approximately 11–14 % of the site's electricity needs. Further installations are also planned in the Czech Republic.

Use of Sustainable Raw Materials
At SIMONA Group, we are placing increasing emphasis on sustainable and circular raw materials. In the EMEA region, we have been taking back customer production waste as part of specific customer projects for more than ten years. Building on this experience, we have now established a structured system in Germany: the SIMOCYCLE take-back system. This initiative enables our customers to return production waste, which is then mechanically recycled and processed into new products under the name EcoplastIQ recycled. These products are characterized by a significantly reduced carbon footprint and support a functioning circular economy.

In the U.S., we are currently expanding our in-house recycling capacities with a dedicated recycling center to process and reuse production waste that was previously not recyclable in-house. Additionally, PMC in the U.S. also operates a take-back system, allowing us to collect and recycle production waste from our customers there.

Furthermore, our sites in Kirn, Ringsheim, and Turkey are ISCC PLUS certified. This allows us to use bio-circular raw materials sourced in accordance with ISCC standards. Products manufactured from these materials are marketed under the EcoplastIQ bio-circular label and offer a significantly lower CO_2 footprint compared to conventional product alternatives.

Collaboration Along the Value Chain
Achieving our climate goals is only possible in close cooperation with our partners throughout the value chain. For this reason, we are engaged in ongoing dialogue with our suppliers, who have likewise committed to ambitious climate targets. We are committed to long-term, trusted partnerships and actively foster cross-company collaboration – essential foundations for a successful transition to a climate-neutral economy.

[E1-4] Targets related to climate change mitigation and adaption

SIMONA's targets related to climate change mitigation:

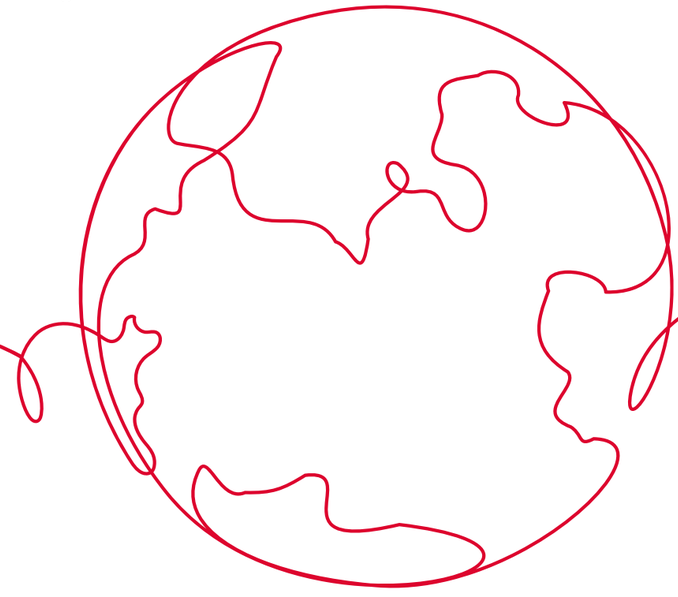
- By 2030, reduce by 42 percent CO_2 absolute GHG emission (CO2eq) in Scope 1 and 2 (baseline 2022)

- By 2030, reduce by 51.6 percent absolute GHG emission (CO2eq) in Scope 3 category 3.1 (baseline 2022)

Since early 2025, SIMONA Group has been a validated member of the SBTi, committing to scientifically based climate targets. SIMONA aims to significantly reduce CO_2 emissions across its entire value chain and make a measurable contribution to limiting global warming.

We apply energy-efficient production processes, make greater use of recycled and bio-based materials, and work toward more sustainable supply chains in order to meet our climate targets. These efforts are intended to contribute to climate protection and support the transition toward a more resource-efficient future.

With regard to Scope 1 and 2 emissions, we recorded a 37 % reduction in 2024 compared to our 2022 baseline. This development indicates that we are broadly in line with our planned reduction pathway. We will continue working to maintain this trajectory over the coming years.



[E1-5] Energy consumption and mix

As our operations fall within a so-called high climate impact sector, we disclose energy and GHG intensity relative to net revenue. High climate impact sectors are defined as those listed in NACE Sections A to H and Section L, which include, for example, agriculture, manufacturing, and construction. The manufacture of plastic products is classified under Section C: Manufacturing, and therefore falls within this category.

Energy consumption and mix	**UNIT**	**2024**
From non-renewable sources		
Fuel consumption from coal and coal products	MWh	0
Fuel consumption from crude oil and petroleum products	MWh	3,932
Fuel consumption from natural gas	MWh	35,767
Fuel consumption from other fossil sources	MWh	0
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	MWh	113,437
Total consumption from fossil sources	MWh	153,136
Share of fossil sources in total energy consumption	%	87
Total consumption from nuclear sources	**MWh**	**–**
Share of consumption from nuclear sources in total energy consumption	%	–
From renewable sources		
Fuel consumption for renewable sources, including biomass	MWh	0
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	MWh	23,630
Consumption of self-generated non-fuel renewable energy	MWh	191
Total renewable energy consumption	**MWh**	**23,821**
Share of renewable sources in total energy consumption	%	13
Total energy consumption	**MWh**	**176,958**

Accounting policies

Energy Consumption
Energy consumption is calculated based on utility invoices received. The reporting period covered by the invoices includes the full calendar year 2024.

Non-renewable energy includes all energy sources that cannot be clearly identified as originating from renewable resources. Nuclear energy is delivered via the public electricity grid; however, we are currently unable to determine the exact share of nuclear energy at each individual production site.

With regard to renewable energy, we account for volumes acquired through Renewable Energy Certificates (RECs) for our production sites in Turkey, Norway and Czech Republic, as well as volumes secured through PPAs with wind energy providers for our sites in Germany. Additionally, on-site renewable energy generation is considered, such as the electricity produced by the photovoltaic system installed at our production site in China.

As our operations fall within a so-called high climate impact sector, we disclose energy and GHG intensity relative to net revenue. High climate impact sectors are defined as those listed in NACE Sections A to H and Section L, which include, for example, agriculture, manufacturing, and construction. The manufacture of plastic products is classified under Section C: Manufacturing, and therefore falls within this category.

Energy intensity per net revenue	**UNIT**	**2024**
Total energy consumption from activities in high climate impact sectors per net revenue	MWh/MEUR	305

GHG intensity per net revenue	**UNIT**	**2024**
Total GHG emissions (location-based) per net revenue	tCO2eq/MEUR	1,206
Total GHG emissions (market-based) per net revenue	tCO2eq/MEUR	1,192

Accounting policies

Energy intensity
Energy intensity per net revenue was calculated by dividing total energy consumption in MWh by net revenue in MEUR.

Revenue refers to the total revenue reported in the Consolidated Financial Statements.

GHG Intensity
GHG intensity (location-based) per net revenue was determined by dividing total location-based GHG emissions in tons by net revenue in MEUR.

GHG intensity (market-based) per net revenue was calculated in the same way: total market-based GHG emissions in tons were divided by net revenue in MEUR.

tCO2eq (tonnes of CO_2 equivalent) is a standard unit that expresses the climate impact of all greenhouse gases in terms of the amount of CO_2 that would cause the same warming effect.

[E1-6] Gross Scope 1, 2, 3 and total GHG emissions

		Retrospective				Milestones and target years	
	Unit	2022 (Base year)	2023	2024	% vs. Base year	2030	Annual % target/ Base year
Scope 1 GHG emissions							
Gross Scope 1 GHG emissions	tCO2eq	12,196	8,779	8,427	-31 %	7,073	-5 %
Percentage of Scope 1 from regulated emission trading schemes	%						
Scope 2 GHG emissions							
Gross location-based Scope 2 GHG emissions	tCO2eq	52,640	52,153	54,106	3 %		
Gross market-based Scope 2 GHG emissions	tCO2eq	74,605	65,387	46,198	-38 %	43,271	-5 %
Significant scope 3 GHG emissions							
Gross Scope 3 GHG emissions	tCO2eq	725,147	568,084	638,117	-12 %		
Category 1: Purchased goods and services	tCO2eq	542,040	408,629	468,640	-14 %	262,348	-6 %*
Category 2: Capital goods	tCO2eq	4,056	7,995	6,069			
Category 3: Fuel- and energy-related activities (not included in Scope1 or Scope 2)	tCO2eq	13,410	11,198	12,753			
Category 4: Upstream transportation and distribution	tCO2eq	9,960	7,878	8,751			
Category 5: Waste generated in operations	tCO2eq	825	2,091	1,531			
Category 6: Business travel	tCO2eq	214	384	708			
Category 7: Employee commuting	tCO2eq	1,523	1,619	1,597			
Category 9: Downstream transportation	tCO2eq	27,080	21,230	24,899			
Category 10: Processing of sold products	tCO2eq	119,507	101,165	107,084			
Category 12: End-of-life treatment of sold products	tCO2eq	6,531	5,895	6,086			
Total GHG emissions							
Total GHG emissions location-based	tCO2eq	789,982	629,017	700,651	-11 %		
Total GHG emissions market-based	tCO2eq	811,947	642,250	692,742	-15 %		

*Our Scope 3 target is formulated as an intensity-based target. The calculation of the required reduction is therefore based on the assumption that production volumes remain at the same level as in the base year 2022.

Accounting policies

Scope 1 and 2

Scope 1 and 2 emissions are calculated for all production sites worldwide, covering direct emissions from fuel combustion (Scope 1) and indirect emissions from purchased electricity and heat (Scope 2). Distribution sites with only office operations are excluded, as they fall well below the materiality threshold of 5 %.

To ensure accuracy and consistency in the reporting of Scope 1 emissions, we use the most current, market-standard database values available at the time of calculation.

Scope 2 emissions are calculated using both the location-based and market-based approaches. The market-based method includes purchased electricity contracts, such as our PPA in Germany, to reflect actual energy sourcing.

Scope 3

For our Scope 3 calculation, the focus was limited to the categories that are relevant to SIMONA within the 15 defined categories.

Within the Scope 3 calculation, the primary focus was placed on emissions from our production sites. Only for category 3.9 (Downstream Transportation and Distribution) the largest national and international warehouses were included in the assessment as well.

Scope 3.1 – Purchased Goods and Services

We calculated emissions by analyzing all upstream emissions from purchased goods and services, covering both production-related and non-production-related items. Where possible, we used supplier-specific emission factors; in other cases, we relied on average data from recognized databases or applied spend-based approaches when detailed input data was not available.

Scope 3.2 – Capital Goods

Emissions were assessed for upstream activities related to purchased capital goods, which are long-term assets used in manufacturing, services, or logistics. The calculation followed a spend-based approach, multiplying the economic value of capital goods purchased during the reporting year by relevant emission factors. Emissions from leased assets were excluded, as their energy consumption is already accounted for under Scope 1 and 2.

Scope 3.3 – Fuel- and Energy-related Activities (not Included in Scope 1 or Scope 2)

This category covers emissions from the production of purchased fuels and energy not included in Scope 1 or 2. Data was collected as part of the GHG inventory process for Scope 1 and 2. Since direct fuel combustion and electricity consumption are already reported in those scopes, Scope 3.3 only includes upstream emissions related to fuel and energy production, calculated using corresponding emission factors.

Scope 3.4 – Upstream Transportation and Distribution

SIMONA assessed emissions from the transportation and distribution of purchased goods between Tier 1 suppliers and company sites as part of Scope 3.4, considering the distance traveled and the modes of transport used. Emissions were calculated using a weight- and distance-based methodology. Tonne-kilometres were derived from supplier transport distances and purchase volumes, serving as the basis for emission estimates across transport modes including ship, rail, and truck.

Scope 3.5 – Waste Generated in Operations

Emissions from the disposal and treatment of operational waste, including solid waste and wastewater, were assessed. Waste was categorized by type, with specific treatment methods applied for all site wherever data was available. When such information was not available, statistical data was used to make an estimate. Emission factors were assigned per treatment method and country, considering recycling, incineration (with and without energy recovery), and landfill.

Scope 3.6 – Business Travel

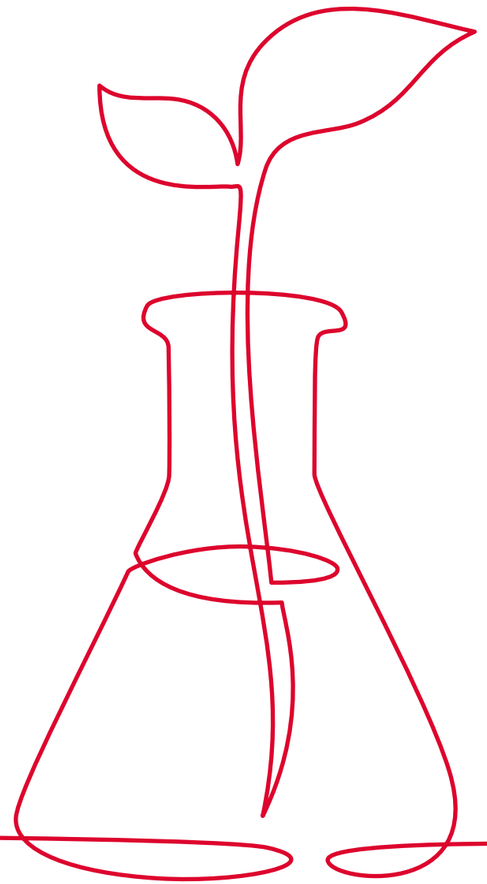
Emissions from business travel using third-party transportation were calculated based on flight data from SIMONA AG. Flights were categorized into short-haul (under 3,500 km) and long-haul (over 3,500 km) and multiplied by Well-to-Wheel (WTW) emission factors from DEFRA. For other locations, emissions were estimated using an intensity factor based on SIMONA AG's air travel emissions per Full-time Equivalent (FTE) employee, extrapolated to white-collar employees at other sites. Other travel modes were excluded due to data limitations.

Scope 3.7 – Employee Commuting
Emissions from employee commuting were calculated based on statistical data on commuting distances, workdays, and transportation modes. White-collar employees were assumed to work from home 50 % of the time, while blue-collar employees worked fully on-site. Emissions were determined based on commuting distances and transport modes, with home-office emissions calculated separately.

Scope 3.9 – Downstream Transportation and Distribution
Emissions from transporting sold products to customers were assessed. Distances from SIMONA sites to customers were calculated, with missing data extrapolated. Emissions were determined separately for different transport modes using WTW emission factors from the GLEC framework.

Scope 3.10 – Processing of Sold Products
Emissions from the further processing of SIMONA's sold intermediate products by third parties were included. All sold products were classified as intermediate products. Major subsequent processing steps such as thermoforming, welding, and gluing were estimated based on sold quantities, with emissions calculated using ecoinvent emission factors. Where specific data was unavailable, assumptions were made.

Scope 3.12 – End-of-Life Treatment of Sold Products
Emissions from the disposal and treatment of sold products at the end of their life cycle were assessed. Products were categorized by type, and regional statistics were used to determine the share of recycling, incineration, and landfill. Emissions were calculated by multiplying product quantities with the respective emission factors from ecoinvent database.



E2 - Pollution

The use of polymer-based raw materials in plastic production brings with it the potential for environmental pollution, particularly through microplastics. As regulatory frameworks evolve at both European and international levels, pollution has been identified as a material topic for SIMONA. This specifically includes the unintentional release of microplastics during production and handling processes. As a certified member of Operation Clean Sweep, SIMONA takes extensive care to minimise the release of microplastics into the environment and continuously strengthens its preventive measures.

[SMB-3] Material impacts, risks and opportunities and their interaction with strategy and business model

Microplastics can unintentionally enter the environment through incidental release during the handling and processing of materials. At SIMONA, we are committed to preventing such emissions by implementing targeted operational measures. The table below summarizes the results of our analysis, highlighting key aspects of microplastics management as well as the associated risks and opportunities.

Material impacts, risks and / or opportunities	Classification	Time horizon	Location in value chain	Description and interaction with business model and / or strategy
Microplastics necessary for the production of our goods	Negative impacts and risks	Short-term	U and OO	Almost all raw materials used for production at SIMONA fall under the definition of microplastics. Due to incidental leakage in our own operations, SIMONA contributes to a potential negative impact on the environment as microplastics could be emitted into nature. Regulatory restrictions on microplastics may require adjustments in raw material sourcing and product development to ensure compliance and maintain market position. As a certified member of Operation Clean Sweep and related dedicated measures, SIMONA limits the exposure of micro plastics to the environment

[E2-4] Pollution of air, water and soil

During the reporting year, SIMONA conducted its first comprehensive assessment of the volume of microplastics used in production. Around 145,000 metric tons of microplastic-based raw materials – primarily granules – were procured for manufacturing purposes in 2024. We assess microplastics emissions from production to remain very low and are considered negligible in relation to total volumes processed. This is supported by established process controls and a strong focus on careful material handling throughout operations.

Accounting policies

To account for microplastic use, all raw material inputs are systematically reviewed against the EU definition of microplastics (<5 mm, insoluble, synthetic polymers). Data is sourced from procurement records and verified using material specifications. Quantities are consolidated across all SIMONA factories under operational control.

E3 – Water and marine resources

SIMONA's manufacturing processes require water, primarily for cooling purposes. At the same time, our products contribute to ensuring reliable water supply in various applications.

[SBM-3] Material impacts, risks and opportunities and their interaction with strategy and business model

Water plays a critical role in SIMONA's production processes, particularly for cooling purposes. In this context, the impacts, risks, and opportunities related to water are of significant importance. In the following section, we examine how water-related challenges impact the Company and how our products can play a role in supporting effective water management. The table below outlines our analysis, focusing on key areas to highlight how we manage and optimize water consumption while addressing potential risks and opportunities.

Material impacts, risks and/ or opportunities	Classification	Time horizon	Location in value chain	Description and interaction with business model and /or strategy
Water use	Negative impacts and risks	Medium-term	OO	Water is used in plastic extrusion processes, mainly to cool our products. Access to water in water-stressed areas could lead to an operational risk by limiting production capacity and negatively impacting the environment. These risks can be mitigated by investing in water efficiency measures and implementing closed-loop water systems to minimize consumption
Solutions for water management	Positive impacts and opportunities	Short-term	D	SIMONA contributes to the safe water supply with its portfolio of solutions for efficient and effective water management. By providing durable and high-quality products for water infrastructure, SIMONA supports sustainable resource management, enhances resilience against water scarcity, and strengthens its position in infrastructure markets

[E3-4] Water consumption

Water consumption from own operations	Unit	2024
Total water consumption in areas at water risk, including areas of high-water stress	m^3	–
Total water recycled and reused	m^3	4,536,300
Total water stored and changes in storage	m^3	–
Water intensity	m^3/MEUR	8,096
Total water consumption	**m^3**	**4,703,539**

Accounting policies

Water Consumption
Water consumption is defined as the total volume of water withdrawn from all sources, including both towns water and process water. While towns water is metered and recorded across all sites, process water from alternative sources is either calculated based on pump capacity or estimated, depending on the site-specific circumstances.

Water Consumption in Areas of Water Stress
Site classification in relation to water stress is based on the Water Risk Atlas published by the World Resources Institute (WRI). According to the assessment, among the 11 SIMONA production sites, the facilities in Kirn (Germany) and Stadpipe (Norway) are situated in areas with the lowest risk category, classified as "low," while the others are located in areas with "low to medium" water stress. Although this does not currently pose a direct risk to operations, SIMONA remains committed to reducing water consumption and conserving this essential natural resource.

Recycled Water
No process wastewater is generated that requires treatment and reuse within SIMONA's production activities. Therefore, actual water recycling as defined by reuse of treated wastewater does not take place. The reported figure under "recycled water" solely refers to the volume of river water withdrawn at the Kirn site, used for cooling purposes, and subsequently returned to the river Nahe in its original condition.

Total Water Stored and Changes in Storage
This metric is not applicable to the SIMONA Group, as no water is stored at any production site. Accordingly, no data is reported under this category.

Performance indicators

Water management performance indicator	Unit	2024
Water usage efficiency including areas of high-water stress	liter/ton	397

Accounting policies

Water usage efficiency
SIMONA defines "liters per ton material produced" [liter/ton] as indicator for efficiency in terms of water usage. "Liters" is towns water input; "ton material produced" describes the quantity of material output fit for sale.

E5 – Resource use and circular economy

SIMONA supports circularity in the plastics industry by offering durable, recyclable products and continuously expanding the use of sustainable raw materials, with the goal of strengthening closed-loop systems across the value chain.

[SBM-3] Material impacts, risks and opportunities and their interaction with strategy and business model

SIMONA manufactures durable thermoplastic products that are largely recyclable and designed for long-term use across a wide range of applications. As part of our commitment to circularity, we are focusing on reducing waste generation in production and on expanding circular economy activities along the value chain. This includes the return and recycling of plastic materials, the use of alternative and sustainable raw materials, and the development of closed-loop systems in cooperation with our customers.

The environmental characteristics of our products – particularly their longevity and recyclability – play a key role in meeting market expectations and reducing our environmental footprint. At the same time, advancing circular economy practices opens up new business opportunities while helping to mitigate regulatory and resource-related risks. The following section outlines the most relevant impacts, risks, and opportunities SIMONA has identified in connection with its resource use and circularity efforts.

Material impacts, risks and/ or opportunities	Classification	Time horizon	Location in value chain	Description and interaction with business model and /or strategy
Generation of waste in production	Negative impact and risks	Short-term	OO	SIMONA's production processes generate non-reusable waste, contributing to a negative environmental impact. Reducing waste through process optimization, increased material efficiency, and recycling initiatives is essential to minimize ecological footprint
Expanding circular economy activities	Positive impacts and opportunities	Short-term and medium-term	VC	Continuous improvement of internal processes and closing material cycles, including collaboration with customers, enhances resource efficiency and reduces waste. A stronger focus on the circular economy lowers reliance on virgin materials, decreases disposal costs, and creates potential cost savings. Additionally, an expanded circular-based product portfolio meets growing demand for sustainable solutions, strengthens SIMONA's market position, and improves its reputation as a responsible industry leader

[E5-4] Resource inflows

Material inflows in 2024 by weight in production	Unit	2024
Total weight of products and materials used	ton	151,615
The weight of reused or recycled components	ton	8,208
% of the total material use	%	5

Accounting policies

Tracking of Sustainable Inflows
At SIMONA Group, sustainable material flows are documented across all production sites. Sustainable inflows encompass various categories, including: External regrind/customer buy-back, bio-circular materials (ISCC PLUS-certified), recycled materials procured from suppliers, and bio-based materials sourced from suppliers. These categories are systematically recorded to ensure comprehensive tracking. Packaging materials are not included in this assessment.

[E5-5] Resource Ouflows

Proportion of recyclable products in the total output of products:

- 98.28 % of the products manufactured by SIMONA are recyclable when they leave the production facility

Accounting policies

Proportion of Recyclable Products
The proportion of recyclable products refers to the share of SIMONA's total production volume that consists of products classified as recyclable at the time they leave the production site.

A product is considered recyclable if its material composition and design enable it to be processed through commonly available recycling technologies, based on current industry standards. The classification is determined using internal product data, material specifications, and available supplier documentation.

The calculation is conducted at the point of product dispatch and does not consider changes in recyclability due to downstream processing, customer usage, or end-of-life treatment. The proportion is updated as needed, in response to changes in product composition, production processes, or recyclability criteria.

Amount of Waste
Efficient resource use is one of SIMONA's key priorities. In addition to conserving valuable raw materials and energy, minimizing waste generation also brings financial benefits – especially in light of rising costs for raw materials and waste disposal.

At SIMONA, preventing waste generation is a fundamental priority. While certain waste streams are unavoidable due to the nature of our manufacturing processes, our second key focus lies in reuse and recycling. To this end, we have established a comprehensive waste management system that enables the systematic separation of waste types, continuous monitoring of waste volumes and quality, and the identification of optimal recycling and disposal pathways. Currently, we differentiate between 52 distinct types of waste, all of which are collected separately. This enables our German production sites to channel up to 95 % of their waste into recycling processes.

Waste generated in 2024		
A. Waste for recovery	**Unit**	**2024**
A.1. Hazardous waste	kg	53,300
A.1.1. Preparation for reuse	kg	0
A.1.2. Recycling	kg	28,195
A.1.3. Other recovery operations	kg	25,105
A.2. Non-hazardous waste	kg	4,105,879
A.2.1 Preparation for reuse	kg	0
A.2.2. Recycling	kg	3,402,455
A.2.3. Other recovery operations	kg	703,364
Total waste for recovery (A.1. + A.2.)	**kg**	**4,159,119**
B. Waste for disposal		
B.1. Hazardous waste	kg	120,035
B.1.1. Incineration	kg	119,835
B.1.2. Waste to landfill	kg	140
B.1.3. Other disposal operations*	kg	60
B.2. Non-hazardous waste	kg	1,491,760
B.2.1. Incineration	kg	107,827
B.2.2. Waste to landfill	kg	1,383,933
B.2.3. Other disposal operations	kg	0
Total waste for disposal (B.1. + B.2.)	**kg**	**1,611,795**
The total amount and percentage of non-recycled waste	%	28
Total amount of waste generated (A.1. + A.2. + B.1. + B.2)	**kg**	**5,770,914**

Accounting policies

SIMONA classifies its waste data in accordance with EU standards. Effective waste management is essential for enhancing resource efficiency and protecting the environment. The following outlines the key methods applied for the treatment and disposal of waste:

1) Disposal by incineration: Waste is burned in specialized facilities to reduce volume and minimize landfill use.

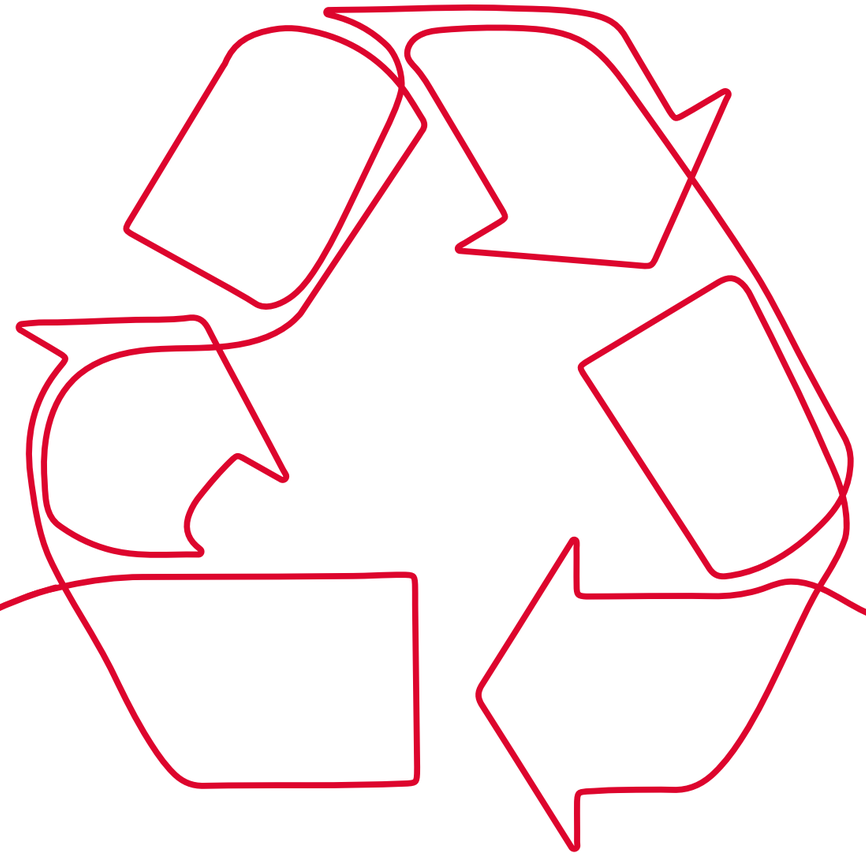
2) Disposal by landfilling: Waste is deposited in designated landfill sites when no recycling or recovery options are available.

3) Disposal, other methods: Includes alternative disposal methods not covered by incineration or landfilling, such as chemical or biological treatment.

4) Preparation for reuse: Waste materials are processed to be used again in their original form without significant alterations.

5) Recycling: Waste materials are reprocessed into new raw materials or products, reducing the need for virgin resources.

6) Recycling, other methods: Includes energy recovery and specialized or advanced recycling techniques that do not fall under conventional material recovery processes.



S1 – Own workforce

As a globally operating company, SIMONA is committed to creating a safe, inclusive, and respectful working environment – true to our guiding principle 'a company like a friend' – where employees are supported in their personal and professional development across all locations. Our corporate culture is shaped by trust, collaboration, and long-term and reliable relationships, forming the foundation for a motivated and resilient workforce.

[SMB-3] Material impacts, risks and opportunities and their interaction with strategy and business model

Our employees are not only the driving force behind SIMONA's operational strength but also a key voice in shaping the company's transformation and sustainability journey. Their interests, concerns, and expectations are integral to how we define and refine our goals – particularly when it comes to social responsibility, innovation, and resilience.

We recognise that long-term business success depends on stable employment relationships, high standards in occupational safety, and mutual trust. These factors contribute significantly to employee satisfaction and retention, while also enhancing SIMONA's adaptability in an evolving regulatory and market environment.

In accordance with ESRS 2, we include all individuals in our workforce who may be materially impacted by the company's operations within the scope of disclosure. This encompasses both employees and non-employees, including white-collar and blue-collar workers. We ensure comprehensive reporting on our workforce, as these individuals may face various material impacts.

Material impacts, risks and / or opportunities	Classification	Time horizon	Location in value chain	Description and interaction with business model and /or strategy
Respectful and appreciative treatment to enhance employee satisfaction and well-being as well as fostering improved decision-making	Positive impacts and opportunities	Short-term	OO	A positive, diversified work environment strengthens employee retention, productivity, and decision-making quality, contributing to business stability and long-term success. However, balancing gender representation in manufacturing is challenging due to working conditions, which may limit diversity
Contribution to workforce qualification through vocational training and employee development	Positive impacts and opportunities	Short-term	OO	Investing in employee qualification and development enhances workforce skills, supports internal career growth, and strengthens operational efficiency. This contributes to long-term business success by securing key competencies, improving employee retention, and reinforcing SIMONA's position as an attractive employer
Shaping of working conditions	Positive impacts and opportunities	Short-term	OO	Providing fair, safe, and supportive working conditions enhances employee well-being, motivation, and productivity. It strengthens workforce retention, reduces absenteeism, and improves overall company performance while reinforcing SIMONA's reputation as a responsible employer
Fair and competitive compensation	Positive impacts and opportunities	Short-term	OO	Ensuring fair compensation and attractive benefits strengthens SIMONA's position as an employer, facilitating recruitment and retention of skilled employees

The following section outlines how SIMONA identifies and evaluates the most relevant impacts, risks, and opportunities related to our workforce – laying the groundwork for responsible and future-oriented human capital management.

[S1-1] Policies related to own workforce

We follow a comprehensive strategy to manage the material impacts, risks, and opportunities related to our own workforce. A central element of this strategy is the Global Risk Policy, which governs the identification, assessment, and management of risks that could potentially impact the workforce. This policy ensures that appropriate measures are taken to mitigate risks. It applies to all employees globally and includes both general measures as well as specific measures for certain groups within the workforce.

In 2024, the Global Risk Policy was completely revised to better address the current challenges and requirements. This change aims to implement a more precise and effective risk management strategy that adequately considers the needs of the workforce while also responding to emerging risks over time.

Another key component of our company policy is the SIMONA Group CoC, which outlines our fundamental commitments to respecting human rights and labor rights within the organization. This code serves as an ethical guide for employee behavior and ensures that all employees are treated fairly and that their rights are fully protected. The CoC emphasizes the importance of respectful behavior, equal opportunities, and the right to a safe and healthy working environment.

To foster open dialogue and strengthen collaboration with our workforce, we conduct a global engagement survey every two years. This survey is designed to measure employee satisfaction and identify potential areas for improvement. Based on the results, concrete measures are initiated and their implementation is monitored to improve working conditions and employee motivation.

As part of our human rights commitment, we've established a whistleblower hotline and reporting system that enables both employees and external stakeholders throughout our value chain to anonymously report violations, human rights concerns, or compliance issues. This system serves as a tool to identify potential cases early and act swiftly.

We are also firmly committed to fighting human trafficking, forced labor, and child labor—principles that are clearly stated in our CoC. All employees are required to sign and adhere to this code, ensuring that all working conditions comply with the highest ethical standards and fundamental human rights.

The CoC is especially focusing on Diversity, Equity and Inclusion. It is highlighting that any kind of discrimination on the basis of gender, age, race, ethnic/national origins, religion, ideology, sexual orientation, gender identity, disability status and other factors is not tolerable. We believe that diversity of our staff members promotes creativity and all employees can contribute to the success of SIMONA by respecting the diversity of our company.

To ensure that discrimination is proactively prevented and effectively addressed when detected, all employees at SIMONA Group must sign and adhere to the CoC. We also conduct mandatory annual trainings to raise awareness of inclusion, diversity, and anti-discrimination practices across the company.

Workplace safety is another priority for us. We maintain a robust accident prevention strategy based on ongoing accident reporting, detailed root cause analysis, and the implementation of preventive measures. Reducing workplace accidents is part of our global and regional BSC System and is directly tied to managerial bonuses. We rely on extensive internal safety protocols and continuous training to ensure the highest level of workplace safety.

Through these measures, we aim to create a work environment characterized by respect, fairness, and inclusion, where risks and challenges are proactively addressed.

Group policy	Description	Scope
SIMONA Global Risk Poliy	The Global risk policy ensures that risk management is carried out comprehensively and systematically throughout the organization, identifying, assessing, and managing potential risks across all areas of operation.	This policy of SIMONA AG applies to all global business areas and subsidiaries of the company. The key affected stakeholder groups are the company's own employees, business partners, and local communities. This policy ensures that risk management is carried out comprehensively and systematically throughout the organization, identifying, assessing, and managing potential risks across all areas of operation.
SIMONA Code of Conduct	The CoC sets clear standards for ethical behavior, ensuring that all actions and decisions align our values and legal requirements. The Code is designed to foster a culture of integrity, transparency, and respect across all operations, guiding employees and partners in maintaining the highest standards of professionalism and accountability.	The CoC of SIMONA AG applies to all employees worldwide and business partners.

[S1-2] Processes for engaging with own workers and workers' representatives about impacts

We place great importance on actively engaging our own workforce and their representatives to ensure that the perspectives of employees are integrated into decisions and activities aimed at managing actual and potential impacts. This engagement occurs through various communication and dialogue channels, which are both regular and structured.

A key element of our employee engagement in Germany is the Works Council, which represents the workforce's perspectives also within the Supervisory Board. Additionally, employees have the opportunity to engage directly with the management team through Jour Fixe meetings with the Works Council and Fireside Talks, held quarterly. These informal discussions provide employees with the chance to address issues directly with members of the board in a confidential setting.

Townhall meetings are also an important format for employee engagement and are held globally. Representatives from all SIMONA locations participate to foster communication between management and employees. These meetings are held at least once a year and serve to explain important company developments and receive feedback from the workforce. The global engagement surveys, conducted every two years, allow for broader feedback from employees on various topics, while annual employee talks provide an additional opportunity for individual concerns to be raised.

The responsibility for ensuring these communication processes is handled by the CEO, who, as the chairman of the board, coordinates the strategic direction and operational implementation of employee engagement. The CEO ensures that the results of employee engagement are incorporated into decision-making processes and that these results are continuously used to enhance the company‘s strategy.

In line with our commitment to human rights and ethical standards, we uphold the principles laid out in our SIMONA Group CoC. This code defines our core values and expectations regarding the rights and fair treatment of all employees. It serves as the foundation for our internal policies and provides guidance for behavior across our entire organization.

We monitor the effectiveness of our engagement efforts through regular surveys, comparing results over time to evaluate our progress. This systematic evaluation helps assess the effectiveness of the measures and make necessary adjustments. The measures to improve engagement are tracked globally and the measure fulfillment is part of the BSC on a global basis, therefore linked to the individual bonuses of the managers.

We are committed to continuously considering the perspectives of all employees and actively identifying and addressing potential inequalities.

[S1-3] Processes to remediate negative impacts and channels for own workforce to raise concerns

To support employees in raising concerns or issues, various channels are available. The Whistleblower Hotline is a key part of this system, enabling employees to report issues or concerns anonymously. The hotline is operated by an external service provider, ensuring 100 % anonymity for whistleblowers. Additionally, in locations where a Works Council is established, employees have the opportunity to raise concerns directly through this representative body. Both channels are accessible 24/7, ensuring that employees can raise their concerns in a straightforward and confidential manner.

There is no standardized grievance handling procedure in place, as the nature of complaints can vary greatly and often requires tailored solutions. Complaints made through the Whistleblower Hotline lead to specific actions by the Compliance Officer, who is responsible for addressing the concerns within a set timeframe. The system tracks whether the necessary actions have been taken within the designated time.

The effectiveness of these channels is ensured through the continuous monitoring of incoming complaints and the actions taken. The whistleblower system issues reminders if actions are not taken within the required timeframe, thereby supporting the timely and effective resolution of all reported issues.

To ensure that our employees are aware of and have confidence in the available channels for raising concerns, we have made our Whistleblower Hotline and complaint system easily accessible through our intranet as well as our official SIMONA website. In addition, we regularly inform our teams about these channels during our annual training sessions, reinforcing their availability and our commitment to transparency and accountability.

Although no specific retaliation protection policy is in place for the use of these channels, all complaints can be submitted anonymously, ensuring protection against retaliation. Through this, we aim to create a trusting and safe environment in which employees can raise their concerns without fear of negative consequences.

[S1-6] Characteristics of the untertaking's employees

Overview of SIMONA's employees in headcount broken down by gender, region, and contract type.

Employee headcount by gender	Unit	2024
Male	number	1,529
Female	number	278
Other	number	0
Not reported	number	0
Total		1,807

Employee headcount in countries where SIMONA has at least 50 employees representing at least 10 % of its total number of employees

Country	Unit	2024
Germany	number	878
USA	number	346

Employee headcount by contract type, broken down by gender	Unit	Female	Male	Other	Not reported	Total
Total employees	number	278	1,529	0	0	1,807
Permanent employees	number	267	1,431	0	0	1,698
Temporary employees	number	11	97	0	0	108
Non-guaranteed hours	number	0	1	0	0	1

Accounting policies

Headcount
The headcount is reported as per a specific record date, which corresponds to the last day of the reporting period. The data is generated through the HR systems of the respective companies within SIMONA.

The headcount represents the total number of employees within the company, regardless of their working hours or type of employment. Each individual is counted as one – whether employed full-time, part-time, or on a temporary basis.

[S1-7] Characteristics of non-employees in the undertaking's own workforce

Non-employee headcount by type	Unit	2024
Self-employed workers in own workforce	number	10
People provided workers in own workforce	number	36
Total		46

Accounting policies

Self-employed Workers in Own Workforce
When referring to this category of non-employees in own workforce, we comment on the number of self-employed people and people provided by entities which are primarily engaged in employment activities that are part of our workforce. These individuals directly work for the company but are not classified as traditional employees. It includes freelancers for example. The number of non-employees is reported in headcount and reflects the status as of the end of the reporting period.

People Provided Workers in Own Workforce
This refers to individuals who are employed by an external staffing agency but work temporarily for the company. They are not directly employed but perform tasks under its supervision and within SIMONA's operations for a limited period of time (Temporary Agency Workers).

[S1-9] Diversity metrics

Gender distribution in top management level	Unit	2024
Female	number	13
Female	%	16
Male	number	67
Male	%	84
Other	number	0
Not reported	number	0

Employee headcount by age group	Unit	2024
Under 30 years old	number	302
Under 30 years old	%	17
Between 30 and 50 years old	number	944
Between 30 and 50 years old	%	52
Over 50 years old	number	561
Over 50 years old	%	31

This overview includes a categorization by age groups: under 30 years old, between 30 and 50 years old, and over 50 years old. Reporting on these aspects helps to assess workforce demographics, identify trends, and support diversity and inclusion initiatives.

Accounting policies

Gender Distribution in Top Managment Level
For the purpose of this analysis, "Top Management" includes individuals on the first and second management levels below the Global Management Team (GMT), provided they hold responsibilities with an international scope. Additionally, specialists with international tasks are considered part of this category. Any new inclusion in the Global Executive list requires formal approval by the GMT.

[S1-11] Social protection

Social protection systems vary across the countries in which we operate, reflecting different national policies and frameworks. However, within our company, social protection encompasses comprehensive support for employees during significant life events such as illness, unemployment, workplace injuries or disabilities, parental leave, and retirement. This coverage may be ensured through public social security programs or supplemented by company-provided initiatives, reinforcing our commitment to the well-being and financial security of our workforce.

[S1-14] Health and safety metrics

Health and safety figures	Unit	2024
Own workforce (own employees and non-employees)		
Fatalities in own workforce as result of work-related injuries and work-related ill health	number	0
Recordable work-related accidents for own workforce	number	21
Rate of recordable work-related accidents for own workforce	%	6.6
Own employees		
Cases of recordable work-related ill health of employees	number	0
Days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health related to employees	number	301

Accounting policies

Accidents involving both permanent employees and temporary contractors are documented. Although accidents involving external visitors are not included, they are nevertheless recorded and thoroughly investigated.

Fatalities refer to work-related accidents that result in the death of an employee or contractor. These are the most severe type of incidents and are subject to thorough investigation to prevent recurrence and improve overall safety.

Work-related Ill Health
Work-related ill health refers to any illness or health condition that is caused or aggravated by workplace activities, exposure, or conditions. This includes both physical and mental health issues that develop over time due to occupational hazards, such as exposure to harmful substances, repetitive strain, or work-related stress. Reported cases include illnesses officially recognized as work-related under national health and safety regulations.

Work-related Accidents
We define a reportable accident as an accident that occurs either at the workplace or on the way to work and results in an incapacity to work for more than three consecutive days or, in severe cases, in death. The day of the accident itself is not included in the count of lost workdays.

Rate of Recordable Work-related Accidents for Own Workforce
The rate of recordable work-related accidents is calculated based on the number of cases in relation to the total hours worked by the own workforce, expressed per million hours worked. Total working hours are estimated by multiplying the headcount by an average of 1,720 hours per year, reflecting standard full-time schedules adjusted for vacation, public holidays, and sick leave.

Within the **SIMONA Group**, every reportable accident is systematically documented and analyzed through a structured **quarterly evaluation process**. This evaluation aims to identify potential risks, implement corrective measures, and enhance workplace safety.

[S1-17] Incidents, complaints and severe human rights impacts

Incidents, complaints and severe human rights impacts	Unit	2024
Incidents of discrimination and harassment	number	0
Complaints filed through channels for people in own workforce to raise concerns	number	0
Complaints filed to National Contact Points for OECD Multinational Enterprises	number	0
Amount of material fines, penalties, and compensation for damages as result of violations regarding social and human rights factors	EUR	0
Severe human rights issues and incidents connected to own workforce	number	0
Severe human rights issues and incidents connected to own workforce that are cases of non respect of UN Guiding Principles and OECD Guidelines for Multinational Enterprises	number	0
Amount of material fines, penalties, and compensation for severe human rights issues and incidents connected to own workforce	EUR	0

This category covers work-related incidents, complaints, severe human rights impacts within the workforce, as well as any fines, sanctions, or compensation payments that occurred during the reporting period.

We conducted a thorough review across the entire SIMONA Group and can confirm that no such incidents or violations occurred during the reporting period.

Accounting policies

Incidents of Discrimination and Harassment
No incidents of discrimination or harassment were reported during the period. Any future confirmed cases will be recorded through the SpeakUp Line and reported accordingly.

Complaints Filed
No complaints were filed through the SpeakUp Line or Organization for Economic Co-operation and Development (OECD) National Contact Points. Future complaints will be recorded in the relevant categories such as work environment and health and safety.

Fines, Penalties, and Compensation for Damages
No financial payments for fines, penalties, or compensation related to damages as a result of violations regarding social or human rights factors were made. Any future payments will be recorded and reported.

Confirmed Severe Human Rights Incidents Connected to Own Workforce
No confirmed severe human rights incidents involving employees have been reported. Any future incidents will be assessed for severity and documented.

Severe Human Rights Incidents Connected to Own Workforce and Non-Respect of United Nations Guiding Principles on Business and Human Rights (UNGPs) and OECD Guidelines
No severe human rights incidents involving non-compliance with UNGPs or OECD Guidelines were reported. Any future incidents will be evaluated and included in the report.

Fines, Penalties, and Compensation for Severe Human Rights Incidents Connected to Own Workforce
No financial payments related to severe human rights incidents involving employees were made. Any future payments will be recorded and reported.

Together for a sustainable future.

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