

Voluntary Sustainability Reporting (VSME)

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Standards

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1 Introduction

This report provides an overview of sustainability-related activities and performance within the ANSMANN Group, prepared in reference to the VSME Standard (Voluntary Sustainability Reporting Standard for non-listed small- and medium-sized enterprises) issued by EFRAG in December 2024. As a non-listed company, ANSMANN is not currently subject to reporting obligations under the Corporate Sustainability Reporting Directive (CSRD). The decision to apply the VSME framework reflects a structured approach to transparency and to the increasing sustainability information requirements within the value chain.

In preparing this report, a double materiality assessment (DMA) was conducted. Relevant topics were evaluated from both an impact perspective (effects of business activities on the environment and society) and a financial perspective (risks and opportunities arising from sustainability-related factors). The results of this assessment form the basis for the selection and prioritisation of disclosed topics. The company's sustainability focus is product- and lifecycle-oriented. Key aspects include resource-efficient design, reduction of material intensity, product durability, responsible sourcing, and compliance with environmental and product regulations. Eco-design principles and energy cycle considerations are incorporated into development processes and supplier-related activities. Sustainability is therefore addressed primarily through operational and product-related decision-making.

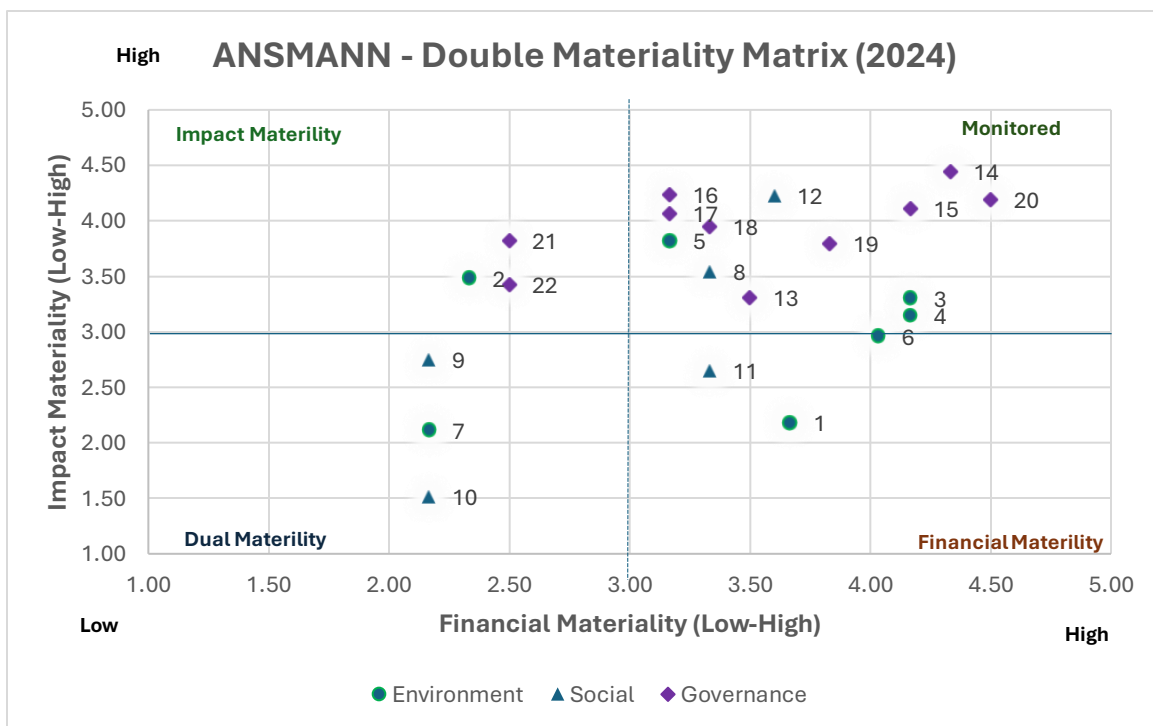
The VSME framework has been used to structure the identification and disclosure of relevant environmental, social, and governance topics. Elements of both the Basic and selected Comprehensive Modules have been considered where appropriate to the company's size, business model, and stakeholder expectations.

This report covers the consolidated scope of ANSMANN AG and its affiliated companies. The disclosed information is based on internally available operational data and established calculation methods where applicable. In line with the VSME provisions, certain company-sensitive information may be limited where justified. It serves as a structured account of current sustainability performance and establishes a basis for further development in alignment with corporate objectives.

2 Double Materiality Assessment | Material Topics Overview

Across 22 Environmental, Social and Governance topics herein referred to as ‘ESG’ covering its own operations and full value chain, the assessment confirms material exposure in areas that connect directly to ANSMANN’s commercial position and the expectations of its customers and supply chain partners. All 22 topics are confirmed as material. Assessment scores (scale 1–5) reflect how consistently each topic is recognised and prioritised across management and stakeholder perspectives: the higher the score, the more firmly the topic is embedded in how ANSMANN and its partners act on it.

Impact Materiality covers ANSMANN’s effects on people, communities, and the environment across its own operations, its supply chain, and the downstream use and end-of-life of its products. **Financial Materiality** looks at where ESG topics become business risks, opportunities, or commercial dependencies over the short, medium, and long term. Read together, the two dimensions show what ANSMANN could disclose and, more usefully, where its sustainability programme is already strengthening its position: with customers, in talent markets, and with stakeholders and procurement partners.



Graph 1: Double Materiality Matrix

Table Reference		ESG Topics	Table Reference		ESG Topics
1	E	Circular product life cycle transparency	12	S	Fair Wages and working hours
2	E	Climate related impacts (energy use, emissions, energy transition)	13	G	Occupational Health and Safety (safe working environment for employees and business partners)
3	E	Innovation and Research	14	G	Compliance with applicable laws and regulations (e.g product safety, environmental laws)
4	E	Product conformity (product and packaging material)	15	G	Risk management and Due diligence
5	E	Resource-efficiency (water, use of raw materials, recycled content, reduction of consumables)	16	G	Anti- Corruption
6	E	Sustainable procurement and Supply chain	17	G	Business ethics and social commitment
7	E	Waste Management	18	G	Whistleblowing
8	S	Ban on child labour and the protection of minors	19	G	Supplier Management
9	S	Ban on Discrimination (integration/equality)	20	G	Information and Product Security
10	S	Culture and Diversity	21	G	Freedom of association and collective bargaining (union representation)
11	S	Employee Training and skill development	22	G	Transparent Sustainability Reporting

Table 1: Double Materiality Assessment - Material Topics

Dual Materiality 3 topics: strong growth potential on both dimensions	Impact Materiality 3 topics: financial position solid; impact story to build out	Financial Materiality 3 topics: impact story strong; financial case to develop	Monitored 13 topics: confirmed material; managed through existing operational processes and tracked
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Table 2: DMA Topic Classification (Dual / Impact / Financial / Monitored)

Assessment conducted through structured management interviews, and engagement with internal and external stakeholders, benchmarked against peer reporting and customer ESG questionnaire data.

2.1 Strategic Implications

ANSMANN has been building its sustainability foundations for several years. What the DMA does is make that work visible in the form that markets, regulators, and institutional partners can assess and rely on. Across all three ESG pillars, the sections below show where ANSMANN's existing strengths already translate into market advantage, and where the next phase of investment will take that further.

E Environmental

ANSMANN is a battery and electronics company at the center of the circular economy transition. The EU Battery Regulation, Ecodesign requirements, etc., are redefining what product leadership looks like in this sector. ANSMANN is building the capability to be at the front of that shift. The GreenPack system, an interoperable exchangeable battery platform developed with Borealis, is a concrete example: designing for circularity at the product level, with standardised interfaces that allow the same battery to run across multiple devices and producers. Circular product lifecycle transparency, covering materials, energy inputs, and end-of-life outcomes across the product range, is becoming a market-access condition for major retail, industrial, and institutional customers. Financial stakeholders already recognise this clearly.

Resource efficiency and product conformity are areas of established strength, well recognised across both assessment dimensions. Performance on materials sourcing, recycled content integration, and packaging under the Ecodesign for Sustainable Products Regulation (ESPR) supports ANSMANN's position in quality-conscious and compliance-driven segments. These requirements will only become more demanding as ESPR expands across product categories, and early investment here puts it in a strong starting position.

Management of climate change, sustainable procurement, and waste management are the environmental growth frontier. ANSMANN's larger customers in industrial and institutional segments are increasingly subject to CSRD themselves, which requires them to account for Scope 3 emissions and supply chain environmental conduct. ANSMANN's ability to measure and report on these topics is directly useful to those customers as they build out their own supply chain disclosures. Investment here serves the company's own environmental performance and strengthens the commercial relationship with the customers who are beginning to ask for it.

S Social

Fair wages, working conditions, and occupational health and safety came through as the highest-recognition topics in the social assessment. Management and employees are aligned on these topics, which reflects a workforce that sees these issues as well-managed and worth prioritising. Customers in Business-to-Business (B2B) and institutional markets ask about workforce practices when assessing suppliers.

ANSMANN's supply chain conduct standards, grounded in its Compliance Handbook (CoC) and supplier engagement procedures, carry that same approach into the supply base. The child labour ban, freedom of association, and human rights standards in ANSMANN's supply chain are central to what the Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettensorgfaltspflichtengesetz, LkSG) requires. ANSMANN's CoC and Code of Conduct for Business Partners (SCoC) already address these requirements directly. Strengthening and documenting this work is what responsible procurement teams and stakeholders look for when they examine supply chain conduct.

A company's culture is visible in how it performs under pressure, how quickly it can bring new people up to speed, and whether its sustainability commitments hold at the operational level where they actually matter. For ANSMANN, investment in employee development, inclusion, and a shared sense of direction are already part of how the business runs. ANSMANN already has the foundations to build on. Structured learning programmes, inclusive hiring practices, and measurable development outcomes are the internal capabilities that VSME reporting captures and communicates externally. Where these programmes exist and are documented, they become part of the sustainability story ANSMANN tells customers and stakeholders who assess workforce quality as part of their own criteria. ANSMANN's investment in its people is the foundation on which its product quality, sustainability commitments, and capacity for growth all depend.

G Governance: Compliance, Ethics and Controls

Governance topics score consistently across both dimensions, reflecting practices that have developed over time in compliance, ethics, and controls. For customers in industrial, Original Equipment Manufacturer (OEM), and enterprise segments, governance is increasingly part of

the supplier qualification process: audits, questionnaires, and procurement criteria now regularly cover anti-corruption policy, internal reporting channels, risk management, and product compliance. ANSMANN's approach to these areas is documented and operational.

Regulatory compliance and product security are the most consistently recognised topics across the full assessment. For a company whose products sit in connected devices and safety-critical applications, this reflects a practical reality: customers need to know that ANSMANN's products meet the relevant standards and that the organisation stays current with them. High recognition on both dimensions indicates that this is well understood across management and the workforce alike.

Risk management, anti-corruption, and business ethics, alongside whistleblowing and supplier management, form the internal control structure that underpins ANSMANN's obligations under LkSG. The DMA's role here is to document and test what is already in place, so that it holds up when audited or reviewed by customers and procurement teams.

Sustainability reporting is increasingly part of what commercial partners expect from suppliers in ANSMANN's sector. This report documents what was assessed, how it was done, and what the findings mean for how the business is managed.

3 Applicable VSME-Modules

This report has been prepared in accordance with the VSME Standard published by EFRAG in December 2024. As a first step in preparing the report, ANSMANN AG conducted a structured double materiality assessment on the group level (if applicable) to identify which sustainability topics and modules are relevant for disclosure.

The assessment applied a double materiality approach presented in Section 2. This report covers the VSME Basic Module (B) and the Comprehensive Module (C). The table below lists all applicable disclosure sections and their coverage.

Module	Section / Topic	Coverage	VSME ref.
B1	Fundamentals for Preparation	Full	§ 6.1
B2	Practices, Strategies & Future Initiatives	Full	§ 6.2
B3	Energy & Greenhouse Gas Emissions	Full	§ 7.1
B4	Pollution of Air, Water and Soil	Partial	§ 7.4
B5	Biodiversity	Partial	§ 7.5
B6	Water	Full	§ 7.6
B7	Resource Use, Circular Economy & Waste	Partial	§ 7.7
B8	Labour Force – General Characteristics	Full	§ 8.1
B9	Labour Force – Health and Safety	Full	§ 8.3
B10	Remuneration, Collective Bargaining & Training	Full	§ 8.4
B11	Convictions and Fines for Corruption & Bribery	Full	§ 9.1
C1	Strategy – Business Model & Sustainability Initiatives	Full	§ 6.3
C2	Practices, Strategies & Future Initiatives (C)	Full	§ 6.4
C3	GHG Reduction Targets & Climate Change	Full	§ 7.2
C5	Additional Workforce Characteristics	Partial	§ 8.2
C6	Human Rights Policy & Processes	Full	§ 8.5
C7	Serious Negative Human Rights Incidents	Full	§ 8.6
C8	Revenue from Certain Sectors	Full	§ 9.2
C9	Gender Diversity on Boards	Full	§ 9.3

Table 3: Applicable VSME Modules

In line with the standard's guidelines and additionally to the DMA outcome, we applied the "if-applicable" principle as required by VSME to determine the content of our disclosures. This ensures that our sustainability reporting remains concise, transparent, and strictly focused on the

information that truly matters to our business partners and the environment. The scope of the assessment reflected ANSMANN's position as industry player in batteries and energy solutions. Customer expectations were also considered, particularly B2B and OEM partners who are increasingly subject to their own CSRD reporting obligations and require ESG data from their supply chain.

All 22 ESG topics assessed were confirmed as material. Both the Basic Module and selected Comprehensive Module disclosures have been addressed where the relevance of the topic to ANSMANN's business warranted the additional depth.

4 Company Introduction

ANSMANN Group is a family-owned manufacturer and distributor of mobile energy solutions, founded in 1991 by Edgar Ansmann and headquartered in Assamstadt, Germany. It develops, produces and sells standardized and customized batteries, power supplies, charging systems, and lighting technology across two business divisions: Consumer and Industrial.

The Consumer division serves the retail market with household batteries, chargers, lighting, and small appliances. The Industrial division delivers tailored energy and drive solutions for applications including e-mobility, power tools, medical devices, garden equipment, and warehouse logistics. A UN Transport Test Centre located in Assamstadt enables in-house certification of lithium battery transport safety.

With 436 employees worldwide, 267 of them based at the headquarters, the company combines German engineering with global sourcing and distribution capacity. Turnover in 2024 was €70.14 million, with active presence in markets across Europe, Asia, and North America. Further information on management certificates and be further found in Table 10.

General Information

Company Information	Details
Legal name	ANSMANN AG
Founded	1991
Founder	Edgar Ansmann
Legal form	Aktiengesellschaft (AG) – Stock Corporation
NACE-Code	C 26.40 Manufacture of consumer electronics
Headquarters	Industriestraße 10, D-97959 Assamstadt, Germany
Website	www.ansmann.de
Reporting year	01 January 2024 – 31 December 2024
Total employees (2024)	436 worldwide
Turnover (2024)	€ 70.14 million
Balance sheet total (2024)	€ 31.52 million
Number of subsidiaries	8
Certifications	ISO 9001 · ISO 14001 · SA8000
ESG rating	EcoVadis Silver – 73/100 points (2025)
Primary markets	Consumer Electronics, Industrial/OEM, E-Mobility
VSME report type	Basic Module (B) + Comprehensive Module (C)

Table 4: Company Overview

Global Subsidiaries

The following table provides the geographical coordinates of all operational sites owned, leased, or managed by the ANSMANN Group, as required under §24(e)(vii) of the VSME standard.

Subsidiary	Registered address	Post Code	Town	Country	Latitude	Longitude	Site type
ANSMANN AG (AAG)	Industriestraße 10	97959	Assamstadt	Germany	49.42617° N	9.70138° E	HQ & manufacturing
ANSMANN Energy France SARL (AEF)	Carré Haussmann 2, 10/12 Allée de la Connaissance	F-77127	Lieusaint	France	48.6213° N	2.5389° E	office
ANSMANN Energy International Ltd. (AEHK)	Unit 3117-18, 31/F, Tower 1, Millennium City 1, 388 Kwun Tong Road, Hong Kong	000000	Hong Kong	Hong Kong	22.3060° N	114.2203° E	office
ANSMANN Nordic AB	Postbox 17006, 16717 Bromma, Sweden	17006	Bromma	Sweden	59.3440° N	17.9440° E	office
ANSMANN UK Ltd. (AEUK)	Units 11-12, R024, Harlow Business Park, Harlow	CM19 5QB	Essex	United Kingdom	51.76943° N	0.05660° E	office/distribution
ANSMANN Electronics Co. Ltd. (AEHZ)	Da Lian Industrial Park, Rengtu, Ruhu Town, Huicheng District	516169	Huizhou	China	23.1815° N	114.5738° E	manufacturing
ANSMANN Trading Co. Ltd. (AEHZ)	Da Lian Industrial Park, Rengtu, Ruhu Town, Huicheng District	516169	Huizhou	China	23.1815° N	114.5738° E	manufacturing
HYCELL GmbH	Industriestraße 10	97959	Assamstadt	Germany	49.42617° N	9.70138° E	Sales
Mobile Energy GmbH	Industriestraße 10	97959	Assamstadt	Germany	49.42617° N	9.70138° E	Sales

Table 5: Group Entities and Site Coordinates

5 Corporate Carbon Footprint

ANSMANN's Corporate Carbon Footprint for 2024 (Version 2.0) was prepared in accordance with the Green House Gas (GHG) Protocol Corporate Accounting and Reporting Standard and the GHG Protocol Scope 2 Guidance. All six Kyoto Protocol greenhouse gases (CO₂, CH₄, N₂O, HFCs, PFCs, SF₆) plus NF₃ were considered and converted to CO₂ equivalents (tCO₂e). Biogenic CO₂ emissions are disclosed separately. The reporting boundary applies the financial control consolidation approach, covering ANSMANN AG and all eight subsidiaries. The reporting year is 1 January to 31 December 2024 and compared to base year 2023.

Reporting boundary and exclusions

All subsidiaries and sites are included in the consolidated scope. The following exclusions and assumptions apply:

- **ANSMANN (DE):** No distinction is made between ANSMANN AG, HYCELL GmbH, and Mobile Energy GmbH, which share the site. Geothermal heating at the site could not be quantified and is excluded.
- **ANSMANN Electronics Co. Ltd. (CN):** Waste gas tower emissions are excluded due to absent composition data. Vehicle fuel type was unspecified; gasoline was assumed. Emissions of ANSMANN Trading Co. Ltd. are consolidated with ANSMANN Electronics Co. Ltd.
- **ANSMANN Energy France SARL (FR):** Heating and cooling are paid as part of occupancy costs; no consumption data was available, and these are excluded.
- **ANSMANN Energy International Ltd. (HK):** Server room air conditioning billed by the hour; no consumption data available and excluded.
- **ANSMANN Nordic AB (SE):** Home-office structure only; no Scope 1 or 2 emissions attributable.
- **ANSMANN UK Ltd. (GB):** Seven vehicles are provisionally retained in Scope 1 as their operating lease status could not be confirmed. If confirmed as operating leases, these (~6.3 tCO₂e) will be reclassified to Scope 3 Category 8 in a future update.

Scope 1 – Direct Emissions

Scope 1 emissions remained essentially flat year-on-year. The recalculated 2023 figure removes the leased vehicle fleet from Scope 1 for like-for-like comparability in line with the financial control consolidation approach methodology. Remaining sources in both years are stationary combustion at Assamstadt and Harlow, plus AEUK vehicles provisionally retained in Scope 1.

Emission source	*2023 (tCO ₂ e)	2024 (tCO ₂ e)	Δ
Stationary combustion	145.1	144.7	-0.4
Mobile combustion	6.6	6.3	-0.3
Process emissions	–	–	–
Fugitive emissions	–	–	–
Total Scope 1	151.7	151.0	-0.7

Table 6: Scope 1 Emissions by Source (2023–2024)

Site	*2023 (tCO ₂ e)	2024 (tCO ₂ e)	Δ
Assamstadt, Germany	108.8	108.0	-0.8
Harlow, United Kingdom	43.0	43.1	+0.1
All other sites	0.0	0.0	–
Total Scope 1	151.7	151.0	-0.7

Table 7: Scope 1 Emissions by Site (2023–2024)

Scope 2 – Purchased Energy Emissions

Total purchased energy increased from 1,378.9 MWh in 2023 to 1,830.2 MWh in 2024 (+33%), driven by higher electricity consumption. On a location-based basis, Scope 2 emissions rose by 225.1 tCO₂e (+36%), driven by two compounding factors: higher electricity consumption across the group and an updated German grid emission factor (UBA 2025: 0.372 kgCO₂/kWh, vs. EEA 2023: 0.329 kgCO₂/kWh - a 13% increase).

Energy and Scope 2 summary	2023 *	2024	Δ
Electricity purchased from grid (MWh)	1,020.3	1,468.4	+448.1
Heat / district heating purchased (MWh)	358.6	356.0	-2.6
Cooling (purchased)	-	5.8	0

Total purchased energy (MWh)	1,378.9	1,830.2	+451.3
PV generation – AAG, exported to grid (MWh)	284.2	286.6	+2.4
Scope 2 – location-based (tCO₂e)	623.2	848.3	+225.1
Scope 2 – market-based (tCO₂e)	529.7	741.6	+211.9

Table 8: Energy Consumption and Scope 2 Emissions (2023–2024)

Scope 3 Category 8 – Upstream Leased Assets

The German fleet grew from 39 to 55 vehicles, but emissions fell by 19.0 tCO₂e, reflecting lower per-vehicle emissions through natural fleet renewal. The French fleet (2 vehicles, 9.0 tCO₂e) was added in 2024. The Chinese fleet (3 vehicles) saw a reduction of 6.1 tCO₂e. Overall Scope 3 Category 8 decreased by 16.0 tCO₂e (–9%) year-on-year.

Total emissions and KPIs

Scope / KPI	2023 *	2024	Δ	Unit
Scope 1	151.7	151.0	–0.7	tCO ₂ e
Scope 2 – location-based (LB)	623.2	848.3	+225.1	tCO ₂ e
Scope 2 – market-based	529.7	741.6	+211.9	tCO ₂ e
Scope 3 Cat. 8 – upstream leased assets	173.2	157.2	–16.0	tCO ₂ e
Total S1 + S2 – location-based	774.9	999.3	+224.4	tCO ₂ e
Total S1 + S2 – market-based	681.4	892.6	+211.2	tCO ₂ e
Total S1 + S2 + S3 – location-based	948.2	1,156.5	+208.3	tCO ₂ e
Total S1 + S2 + S3 – market-based	854.7	1,049.8	+195.1	tCO ₂ e
Employees (reporting year)	443	436	–7	-
Turnover	74.5M	€70.14M	–5.8%	€
GHG intensity – (S1+2+3 LB)	2.14	2.65	+0.51	tCO ₂ e / employee
GHG intensity – (S1+2+3 LB)	12.73	16.5	+3.77	tCO ₂ e / €M turnover

Table 9: Group GHG Emissions and Intensity (2023–2024)

6 General Information

6.1 Fundamentals of Preparation ^{B1}

Reporting basis

This report has been prepared on a consolidated basis, covering AAG and all eight subsidiaries as listed in Table 4. The scope of consolidation is fully consistent with the financial reporting boundary, applying the financial control approach. Relevant sustainability information, (where available), on environment, social, and governance practices, has been collected and assessed across the group.

Reporting period and publication

The reporting period is from 1 January to 31 December 2024. This is the first VSME-structured sustainability report. Annual publication is planned going forward, with the next report covering the 2025 financial year.

Standards applied

This report has been prepared in accordance with the VSME Standard issued by EFRAG in December 2024. The GHG data is prepared as described in Section 5. Financial data is presented in euros (EUR). The DMA was conducted in accordance with the materiality guidance set out in the VSME Standard. This report covers the VSME Basic Module (B) and the Comprehensive Module (C).

Omissions

Where specific data is noted as pending collection or not yet systematically recorded, this is indicated transparently in the relevant section. No commercially sensitive material has been omitted without explanation. The ESG data management platform currently under development is expected to close the majority of remaining data gaps in future reporting cycle.

6.2 Practices, Strategies and Future initiatives ^{B2}

The company's approach to sustainability reflects both its founding principles and the regulatory, market, and societal expectations that come with operating in the global battery and energy systems sector. The following section sets out current practices, the strategic framework, and the initiatives underway.

Current practices

- **Energy and renewables:** The headquarters operates a photovoltaic system generating 286.6 MWh in 2024, with all output exported to the grid. From 2025, AAG is transitioning to full renewable electricity coverage through contractual green tariffs. Energy monitoring across the site is underway to identify and reduce consumption hotspots.
- **Carbon transparency:** The company has completed two consecutive CCFs (2023 and 2024), in accordance with the GHG Protocol, enabling year-on-year comparison. This baseline is now the foundation for the emissions reduction strategy.
- **Supplier engagement:** Sustainability onboarding for suppliers has begun, aligned with the Code of Conduct for Business Partners, providing a structured basis for compliance with data exchange and requirements alignment.
- **Partnerships:** ANSMANN is involved in industry initiatives and working groups to develop solutions towards material efficiency, hazardous materials alternatives and circular innovative designs.
- **Workforce and culture:** Employee mental health is a key priority. All employees have access to Nilo, a confidential digital mental health support platform. ESG topics are integrated into employee onboarding and continuing development.
- **Compliance and governance:** ANSMANN maintains a structured framework of management system certifications across its operating entities, as summarised in table 10 below. ESG performance data is reported to customers and trading partners on request.
- **ESG performance benchmarking:** In 2025, the ANSMANN Group (consolidated) was awarded an EcoVadis Silver rating (73 points), placing it among the top 15% of all companies assessed globally, based on industry-adjusted ESG criteria.

Standard	Scope	Certification Body	Sites
ISO 9001 - Quality Management System	Quality management	DQS	AAG, AEUK, AEHZ
ISO 14001 - Environmental Management System	Environmental management	DQS, Bureau Veritas	AAG, AEUK, AEHZ
SA8000 - Social Accountability	Social responsibility and labour standards	Bureau Veritas	AEHZ

Table 10: Management System Certifications

Policies

The **Code of Conduct for business partners** is available on the Ansmann.de website, which covers the external stakeholders in the supply chain. A compliance handbook is available internally for all employees. Compliance with the requirements is constantly monitored. Policy and assurance are further guided by the management certifications, covering environment (ISO 14001), social and governance (SA8000) aspects. In respect to Table 8 on sustainability topics covered by the policies, environmental topics are covered by ANSMANN's Environmental Policy, which is publicly available. Governance topics like Business Conduct are covered by the Compliance Handbook. Social topics that deal with upstream supply chain are covered by the Code of Conduct for business partners.

Future initiatives

- **Scope 3 emissions:** The 2024 CCF covers Scope 1, Scope 2, and partial Scope 3 Category 8 (upstream leased assets). Broader Scope 3 mapping covering additional categories -- purchased goods, inbound logistics from Asia, and downstream product use -- is targeted for future reporting cycle.
- **Digital Product Passport (DPP):** The DPP for battery categories is currently in development, ahead of the EU Battery Regulation mandatory market access deadline. Progressive extension to other product groups will follow.
- **Supply chain risk assessment:** A formal supplier sustainability assessment, covering material ESG components is planned, providing a structured basis for risk classification and improvement engagement across the supplier base. Supplier audits will further include social compliance.
- **ESG data platform:** The integrated ESG data management platform is planned for implementation, enabling systematic reporting of all VSME indicators, KPI tracking across departments, and preparation for GRI-aligned disclosure.

Continuous improvement within the supply chain and establishing further policies that strengthen the company's procurement strategy is planned.

6.3 Strategy: Business Model and Sustainability ^{C1}

Products and services

ANSMANN develops, produces, and distributes mobile energy solutions for consumer and industrial markets. The core product portfolio includes standardised and customised rechargeable batteries, power supply units, battery chargers and drive systems, portable lighting, and custom

OEM energy packs for applications including e-bikes, power tools, medical devices, garden machinery, and warehouse logistics systems. All products are designed and specified in Germany; component manufacturing is primarily handled through AEHZ, China, with assembly and quality testing at Assamstadt.

Markets and business relationships

The business operates globally with a primary focus on European markets. Business-to-Customers (B2C) distribution runs through specialist electrical retailers, online channels, and trade partners. B2B and OEM relationships are direct, serving industrial customers who integrate battery and drive solutions into their own manufactured products. Key customer markets are Germany, the UK, France, Sweden, and international export destinations. Supply relationships are managed globally: battery cells are sourced from Asia, primarily through the group's Hong Kong (AEHK) and Huizhou (AEHZ) entities; electronic components and packaging predominantly from Asia and European suppliers.

Supplier category	Estimated number	Primary geographies
Battery cells and electrochemical components	~ 12	Asia, EU
Electronic components and PCBs	~10	Asia, EU
Packaging materials	~7	Asia, EU
Services and indirect materials	~170	Asia, EU
Total (estimated active suppliers)	~200-250	Global

Table 11: Estimated Supplier Base by Category

Sustainability as a strategic element

Sustainability has moved from a compliance exercise to a market differentiator. The core product, the rechargeable battery, is itself a climate-aligned solution: every rechargeable replacing a single-use battery cell could reduce material waste and extend product life. The strategic opportunity is to extend that logic further into operations and the supply chain. ANSMANN's sustainability strategy is aligned with the Paris Agreement and the United Nations Sustainable Development Goals (SDGs), particularly SDGs 3, 7, 8, 9, 12 and 13. Three priorities define this:

- **Product circularity and lifecycle extension:** Designing batteries that last longer, are easier to repair, and are made with higher recycled content could reduce material impact

and total cost of ownership for customers. Incorporation of circular principles drives growth to closing the loop, and essentially using less resources, linking commercial performance directly to sustainability outcomes.

- **Supply chain transparency and responsibility:** With most of the component manufacturing in China and raw material extraction in geologically and politically complex supply regions, responsible sourcing is both an ethical obligation and a business risk management necessity. The Code of Conduct for Business Partners is the driving policy.
- **Staying ahead of the market:** Regulations like the EU Battery Regulation, ESPR, Packaging and Packaging Waste Regulation (PPWR), LkSG, General Product Safety Regulation (GPSR), and the Empowering Consumers for the Green Transition Directive (EmpCo) establish a binding compliance timeline that shapes the product, marketing, and purchasing strategy. Customers and retail partner requirements around product transparency, material composition, and supply chain conduct are tightening faster than legislation in many cases. Together they raise the bar on product safety, anti-greenwashing, reparability, and supply chain due diligence simultaneously.

6.4 Sustainability Strategy, Practices and Future Initiatives ^{C2}

The table below summarises key sustainability topics, the practices and initiatives in place, the directional objectives attached to each, and the management level responsible for delivery.

Sustainability topics	Practices / Policies / Initiatives	Objectives	Responsible
Climate Change	renewable energy contracts; on-site PV generation; energy monitoring and efficiency projects	Progressive Scope 1+2+3 reduction; transition toward full renewable electricity in AAG; Annual CCF	Management / Sustainability
Biodiversity and ecosystems	no active extractive operations	Not defined	-
Hazardous materials and pollution	Systematic material compliance; licensed hazardous waste contractors	Eliminate hazardous substances from core product lines on a progressive basis	Product Management / R&D/ Waste Management
Water and marine resources	compliance with local water protection requirements	Reduce water consumption where possible	-

Circular economy	Sustainable paper packaging; eco-design principles applied in innovation	Integrate circular design as a standard design requirement; build PCF coverage across the portfolio; increase FSC-certified packaging share	Product Development and Management / Purchasing
Own workforce	ESG-integrated onboarding; sustainability training; flexible working arrangements	Full ESG training integration; continuous improvement of employee's health	HR / Management
Supply chain responsibility	Code of Conduct for Business Partners (SCoC)	Supply chain conduct covering SCoC, LkSG due diligence, supplier onboarding, and risk classification	Purchasing / Compliance / QA
Product transparency	Compliance statements on products conformity	Launch DPP for battery categories; extend to other product groups progressively	Product Management / Compliance / Innovation
Sustainable R&D and innovation	Annual innovation investment commitment, sustainability requirements integrated at concept phase	Maintain consistent innovation investment allocation; ensure all new product development starts with sustainability and compliance requirements defined	Management/ Innovation
Consumers and end-users	Product safety, reliability, and energy efficiency as core design requirements	ensure full GPSR and CE compliance across all product categories	Compliance / Product Management
Business conduct	Integrated management systems (ISO 9001, ISO 14001); internal CoC binding on all employees; SCoC for external stakeholder (supply chain); ESG policies governing environmental, social, and ethical standards	Maintain full management system certification compliance; extend CoC compliance across the full stakeholder base	Management / Compliance
Reporting and governance	EcoVadis assessment	Maintain and improve EcoVadis rating; Transparent sustainability reporting	Management / Sustainability

Table 12: Sustainability Practices, Policies and Objectives

Responsibility for the delivery of these measures sits at management level (CEO and Board), supported by a cross-functional sustainability team. Operational ownership is distributed across the departments with direct authority over the relevant processes.

7 Environment

This section presents the company's environmental performance for the 2024 reporting year. Data on greenhouse gas emissions (Scope 1 and 2), energy consumption, and related KPIs is drawn directly from the CCF (see Section 5). Resource use, waste management, water, biodiversity, and pollution are addressed in accordance with VSME B and C Module requirements.

7.1 Energy and Greenhouse Gas Emissions ^{B3}

All energy and GHG data below are drawn from the 2024 Corporate Carbon Footprint (Version 2.0). Full methodology, site-level breakdowns, Scope 3 Category 8 fleet data, and year-on-year comparison are presented in Section 5.

Energy consumption

Energy carrier	Renewable [MWh]	Non-renewable [MWh]	Total [MWh]	Share renewable
Electricity Purchased	0	1,468.6	1,468.6	19.5%
Electricity (Own Production)	0	0	0	0
Heat	0	356.0	356.0	0%
Cooling	0	5.8	5.8	0%
Total energy consumption	0	1,830.4	1,830.4	15.7%

Table 13: Energy Consumption by Carrier (2024)

In the table above, energy consumption for the renewable energy share is null, as the photovoltaic energy produced inhouse is directly exported to the grid and not used by the company.

Scope 1 and Scope 2 emissions

Scope	2024 [tCO ₂ e]
Scope 1 – Direct	151.0
Scope 2 – Location-based	848.3
Scope 2 – Market-based	741.6
Total Scope 1 + 2 (location-based)	999.3
Total Scope 1 + 2 (market-based)	892.6
GHG intensity (S1+2 Location-based, per employee)	2.29 /employee
GHG intensity (S1+2 Location-based, per €M turnover)	14.2 / €M turnover

Table 14: GHG Emissions Summary (2024)

7.2 GHG Reduction Targets ^{C3}

The emissions reduction strategy is anchored in the Sustainability Roadmap to 2030. The target year is 2030, with the 2023 CCF baseline serving as the reference point for all subsequent tracking.

Target parameter	Detail
Target year	2030 (20% cumulative reduction at 154.98 tCO ₂ e)
Base year	2023 (774.9 tCO ₂ e S1 +S2 Location based)
Overall Target	5% yearly reduction against base year 774.9 tCO ₂ e
Scope 1 target	Progressive annual reduction (-5 % per year, aligned with overall group target)
Scope 2 target	100% renewable electricity at AAG by 2030
Scope 3 target	Category 8 included in 2024 baseline; broader Scope 3 categories targeted by 2027
Units	tCO ₂ e per year

Table 15: GHG Reduction Targets to 2030

Near-term priorities

- Progressive transition to renewable electricity at AAG through power purchase agreements and green tariff contracts.
- Scope 3 expansion: Partial Scope 3 Category 8 (upstream leased assets) is already included in the 2024 CCF. Broader Scope 3 coverage is planned.
- Annual CCF publication: maintaining the GHG Protocol-based Corporate Carbon Footprint as the primary emissions performance tracking tool for the business.

Additionally, Climate-related risks analysis is planned for future integration into working system to identify potential climate risks along the entire value chain. Nevertheless, strategic investments in renewable energy, product compliance infrastructure, and supply chain transparency are the current primary risk mitigation mechanisms.

7.3 Pollution of Air, Water and Soil ^{B4}

Production at ANSMANN Group involves battery assembly, and central logistics. ANSMANN AG

is not subject to mandatory reporting of pollutant emissions to competent authorities under applicable law (BImSchG, IED). However, as part of its Environmental Management System in accordance with ISO 14001, ANSMANN conducts regular maintenance checks on the air conditioning areas used for battery cooling, storage, and server services. No emissions to air, water, or soil above regulatory notification thresholds were recorded at AAG in 2024.

The production processes mentioned above involve controlled use of chemical substances (adhesives, solvents, plastics), which are managed in compliance with other material and substance regulations. Hazardous production waste – including battery components and chemical residues – is handled exclusively through licensed specialist disposal contractors.

For AEHZ, the equivalent obligations are governed by Chinese environmental legislations; AEHZ operates a waste gas treatment tower; due to the absence of data on waste gas composition, pollutant-specific air emissions could not be quantified for the 2024 reporting period and are therefore not disclosed. This will be addressed in future reporting cycles.

The strategic priority of eliminating hazardous materials from product lines, and safe handling of hazardous substances within production are the primary mechanism for reducing pollution risk at source, by preventing hazardous substances from entering the product lifecycle and waste stream in the first place.

7.4 Biodiversity ^{B5}

The primary assembly and logistics site in Assamstadt, Baden-Württemberg, is located in an industrial zone within a small rural municipality. It does not lie in or immediately adjacent to any area designated as sensitive to biodiversity under national or international criteria. Other sites will be documented for the next reporting cycle.

B5 - Biodiversity - Land-use	
Land-use type	Area (ha)
Total sealed area	1.19
Total nature-oriented area on-site	0.40
Total nature-oriented area off-site	0.00
Total use of land	1.59

Table 17: Biodiversity (AAG) - Land-use (in hectares)

ANSMANN does not operate extractive or land-intensive activities. Biodiversity impact from own operations is assessed as low.

7.5 Water ^{B6}

Water is sourced from municipal supply networks at all operating sites. Total consolidated water withdrawal in 2024 was 3,548 m³, covering ANSMANN Germany: 1,180 m³, AEHZ R&D and operations facilities (China: 2,210 m³), and AEUK office units (158 m³). The French subsidiary operates from a shared multi-tenant office complex; no dedicated water meter is available, and volumetric consumption is not separately measurable. The Swedish entity operates mainly as a home-office structure; water consumption is attributable to private residential use and is therefore excluded from the consolidated reporting scope.

B6 - Water Withdrawal	
Total amount of water withdrawn from all sites (cubic meters, m ³)	3548.00
Amount of water withdrawn at sites located in areas of high water-stress (cubic meters, m ³)	0.00

Table 18: Water Withdrawal by Site (2024)

Neither omission is material to the overall water footprint.

AAG is not located in an area classified as high water-stress under WRI Aqueduct criteria. A verification of the AEHZ site is planned for the next reporting cycle; if reclassification is required, the figure for high-stress sites will be updated accordingly.

Water withdrawal at high water-stress sites: 0 m³.

7.6 Resource Use, Circular Economy and Waste Management ^{B7}

Circular economy principles

As a battery manufacturer, the core product is inherently circular in principle: every rechargeable battery replacing a single-use alkaline cell could reduce material throughput and potential emissions. The objective is to extend this logic systematically into product design, packaging, and material recovery. Take-back and recycling programmes are operated in compliance with Waste Electrical and Electronic Equipment (WEEE) and the EU Battery Regulation, covering responsible end-of-life handling of returned batteries. FSC-certified and mono-material packaging is being progressively introduced across consumer product lines. PCF is underway across the portfolio, building the data foundation for Digital Product Passport compliance.

Waste generated in operations (2024)

Total waste generated by operations in 2024 (AAG) amounted to 1,086.5 tonnes. Hazardous waste accounted for 77 kg (0.007% of total), mostly represents residual process chemicals consisting of paint, inks, adhesives, and resins containing dangerous substances, directed exclusively to licensed specialist disposal contractors. Non-hazardous waste streams are segregated at source and directed to recycling or recovery in line with the waste hierarchy under §6 KrWG. The separate collection rate achieved in 2024 was 90.94%, meeting the threshold required under the German Commercial Waste Regulation (GewAbfV). The overall recovery rate is expected to exceed 90%.

Waste type	Classification	EWC code	Unit	Recovered / Recycled	Disposal
Batteries and accumulators	Non-Hazardous	200134	kg	692,370	0
Mixed municipal waste		200301	kg	90850	0
Other components – discarded equipment		160216	kg	151,020	0
Paper and cardboard packaging		150101	kg	130,200	0
Plastic packaging		150102	kg	9,631	0
Wooden packaging		150103	kg	12390	0
Paint, inks, adhesives, resins	Hazardous	200127	kg	0	77

Table 19: Waste generated in operations

The dominant waste stream by volume is batteries and accumulators (692 tonnes, 63.7% of total), handled entirely through the GRS take-back and recycling systems. Packaging waste (paper, cardboard, plastic, wood) is routed entirely to recycling. Discarded equipment is directed to the specialist recycling via licensed contractors. Progressively, data will be collected for the subsidiaries for the next reporting cycles.

Annual material mass-flow (manufacturing sector)

As a manufacturer classified under NACE C 26.40, ANSMANN is required to disclose the annual mass-flow of relevant materials used in operations. Primary material inputs at AAG and AEHZ comprise battery cells and packs (lithium-ion, NiMH, alkaline), electronic components, plastics for

product casings and packaging, metals, and paper/cardboard packaging. Systematic tracking of total material input by category is planned for future reporting cycles.

Material category	Volume (tonnes)	Recycled content	Note
Battery cells and packs (Li-ion, NiMH, alkaline)	Data collection in progress	Under assessment	Primary input at Huizhou; sourced from Asia
Plastics – product casings and housings	Data collection in progress	Under assessment	Assamstadt and Huizhou
Paper and cardboard packaging	~130 t	Unknown	Based on waste recycling volumes (proxy)
Plastic packaging	~10 t	Unknown	Based on waste recycling volumes (proxy)
Wooden packaging	~12 t	Unknown	Based on waste recycling volumes (proxy)
Electronic components / PCBs	Data collection in progress	N/A	Sourced from Asia and Europe

Table 20: Material Input by Category

8 Social

8.1 Labour force - General characteristics ^{B8}

(a) Employment contracts

Permanent employment is the predominant contract model, accounting for 395 of 436 employees (90.6%). Fixed-term contracts represent 9.4% of the workforce (41 employees), used primarily in production and logistics roles where operational demand fluctuates.

Contract type	Number of employees
Permanent (indefinite) contracts	395
Fixed-term contracts	41
Total	436

Table 21: Employees by Contract Type

(b) By gender

Female employees make up the majority of the workforce at 54.1% (236 employees), with male employees representing 45.9% (200 employees). The overall workforce gender balance at management level is described in Section C5 on Additional workforce.

Gender	Number of employees	Share
Female	236	54.1%
Male	200	45.9%
Other	0	–
Total	436	100%

Table 22: Employees by Gender

(c) By country of employment

The workforce is distributed across five countries, with Germany and China together accounting for 93% of total headcount. The concentration of manufacturing operations in Huizhou (32% of the workforce) is a defining feature of the group's employment footprint and carries specific implications for labour standards management, as disclosed in Section B10 in the context of collective bargaining and worker representation.

Country / Entity	Number of employees	Share
Germany (Assamstadt HQ)	267	61.2%
China – Huizhou (AEHZ)	141	32.3%

United Kingdom (AUK)	16	3.7%
Hong Kong (AEHK)	10	2.3%
France (AEF)	2	0.5%
Total	436	100%

Table 23: Employees by country of Employment

Employee turnover

36 employees left the group during the 2024 reporting period, against a beginning-of-year headcount of 439. This gives an employee turnover rate of 8.3% for 2024.

Employee turnover rate (2024): 8.3%.

8.2 Additional Workforce Characteristics ^{C5}

In addition to its directly employed staff, the group employs a small number of workers through non-standard arrangements. Four temporary workers are provided by employment agencies, and no self-employed individuals work exclusively for the group.

Category	Number	Comment
Permanent employees (direct contracts)	395	Indefinite employment
Self-employed without staff	0	None engaged exclusively for the group
Temporary agency workers	4	-

Table 24: Non-Standard Workforce

Gender composition at management level (1st and 2nd level) in 2024: 7 female (25%) and 21 male (75%), giving a female-to-male ratio of 1:3. At board level, both positions are held by male members. The overall workforce is majority female (54.1%), but that balance is not yet reflected in leadership composition.

Female-to-male ratio (1st & 2nd management level, 2024): 25% female (7 of 28 managers) | Board level: 0% female

8.3 Labour force - Health and safety ^{B9}

In AAG, occupational health and safety is further managed in accordance with applicable German law, including the Arbeitsschutzgesetz (ArbSchG) and the relevant BGV regulations. AAG

also operates a UN Transport Test Centre for lithium battery transport certification, a function that requires demonstrably rigorous handling and safety protocols as a condition of accreditation.

H&S Metric	2024
Recordable work-related accidents	8
Accident rate (per 200,000 hours worked)	2.03
Work-related fatalities	0
Work-related absence days	37.6
Total hours worked in the reporting period	788,880
Employees covered by formal H&S management	100%

Table 25: Occupational Health and Safety Metrics

Eight recordable workplace accidents were recorded in 2024, yielding an accident rate of 2.03 per 200,000 hours worked across a total of 788,880 hours worked in the period. No work-related fatalities occurred. Total absence attributable to work-related injuries was 37.6 days across the reporting period.

8.4 Remuneration, collective bargaining and training ^{B10}

(a) Minimum wage

All employees across the group receive remuneration at or above the applicable statutory minimum wage in their country of employment. In Germany, this means compliance with the Mindestlohngesetz. For international entities, local statutory minimum applies. Minimum wage compliance is monitored through payroll processes and confirmed on an annual basis.

Employees paid below national minimum wage: 0%

(b) Gender pay gap

The unadjusted gender pay gap for 2024 is 31.3%. This represents the gap between the average gross remuneration of male and female employees across the group, without adjustment for role, seniority, or location. The unadjusted figure does not in itself establish pay inequity, as it also reflects structural factors including the current under-representation of women in senior management positions and the distribution of roles across entities.

Unadjusted gender pay gap (2024): 31.3% | Employees below minimum wage: 0%

(c) Collective bargaining

The group is not party to collective bargaining agreements. Individual employment contracts govern the relationship across all subsidiaries.

The Betriebsverfassungsgesetz (BetrVG) provides the legal framework under which employees at AAG have the right to elect a works council; no works council is currently established. The absence of a formalised group position on collective bargaining does not reduce the need for deliberate management of labour relations.

Collective bargaining coverage: 0%

(d) Training

Average annual training hours per employee in 2024 were 5.4 hours, equally distributed across male and female employees. 100% of employees completed Business Ethics training covering the CoC and its application to business partner relationships, HR conduct, and leadership. 82% of employees held an annual performance and development meeting with their team-lead during the reporting period.

Training metric	2024	Note
Average training hours per employee	5.4 hrs	Equal for male and female
Average training hours – female employees	5.4 hrs	236 female employees
Average training hours – male employees	5.4 hrs	200 male employees
Internal training hours target	5.0 hrs	Target exceeded
Business Ethics training coverage	100%	All employees
Annual performance meetings with team lead	82%	First reported baseline

Table 26: Training metrics

8.5 Human rights policy and processes ^{C6}

The Compliance Handbook is mandatory for all employees, and the Code of Conduct for Business Partners is binding for all business partners. It establishes the group's expectations across the full range of fundamental human rights and labour standards. All required areas under the VSME Comprehensive Module are covered.

Subject area	Covered in Compliance Handbook
Child labour	YES
Forced labour	YES
Trafficking in human beings	YES
Discrimination	YES
Accident prevention and occupational safety	YES
Equal treatment and fair working environment	YES

Table 27: Code of Conduct Coverage

ANSMANN's CoC is aligned with applicable national law and international standards, including ILO core labour conventions. The complaint and reporting process is operational: employees can report concerns confidentially to their line manager or to HR. A whistleblower process aligned with the EU Whistleblower Directive (2019/1937) is in place. Zero cases were reported through either channel in the 2024 reporting period. Together, these mechanisms provide accessible channels for employees and business partners to raise concerns at any level.

Complaint procedure in place: YES | Whistleblower process in place: YES | Cases reported (2024): 0

8.6 Serious negative incidents in the field of human rights ^{C7}

In the 2024 reporting period, no confirmed incidents related to human rights violations were recorded within the workforce or the immediate value chain. This applies across all subject areas covered by the CoC and extends to confirmed incidents involving workers in the value chain, affected communities, consumers, and end-users.

Subject area	Confirmed incidents (2024)
Child labour	0
Forced labour	0
Trafficking in human beings	0
Discrimination	0
Other	0
Value chain / external stakeholder incidents	0

Table 28: Confirmed Human Rights Incidents

In the absence of confirmed incidents, no corrective actions were required in 2024. Zero confirmed incident in the first reporting year is the expected baseline given the policy

infrastructure in place; it does not constitute evidence of full compliance across the supply chain, where systematic monitoring is still being built

9 Business Policy and Governance

9.1 Convictions and Fines for Corruption and Bribery ^{B11}

In the 2024 reporting period, no legally binding convictions and no officially imposed fines were recorded at ANSMANN AG or any of its subsidiaries in connection with violations of anti-corruption or anti-bribery laws.

The company operates a zero-tolerance policy toward corruption, bribery, and dishonest conduct. This is embedded in the CoC, which is mandatory for all employees and binding for business partners. Compliance awareness is reinforced through onboarding and periodic training. Fair competition and adherence to applicable law are integral to the corporate culture.

Number of convictions: 0. Total amount of fines: €0.

9.2 Revenue from Certain Sectors and EU Benchmark Exclusions ^{C8}

The group is not active in any of the following sectors and derives no revenue from them:

- Controversial weapons (anti-personnel mines, cluster munitions, chemical, biological, or nuclear weapons)
- Cultivation and production of tobacco
- Fossil fuels – coal, oil, and gas sector (exploration, extraction, processing, transport, trading)
- Production of pesticides and other agrochemical products

Business activities are focused exclusively on the development, production, and distribution of mobile energy solutions (batteries, chargers, drive systems, lighting) for consumer and industrial applications. The product range actively supports energy transition by replacing primary single use batteries with rechargeable alternatives and enabling electrification of systems.

EU benchmark exclusion (Paris Agreement-aligned benchmarks): The company is not listed on a regulated stock exchange and is therefore not directly subject to benchmark exclusion criteria under EU Regulation 2018/1999. Should public listing be pursued in future, this topic will be assessed accordingly.

Exclusion from EU Paris-aligned benchmarks: NOT APPLICABLE (non-listed company)

9.3 Gender diversity on boards ^{C9}

The management body as constituted in 2024 comprises the members of the Board and executive management responsible for company-wide strategic and operational decisions. At board level, both positions are held by male members. At the 1st and 2nd management level, 7 of 28 managers are female (25%). The overall workforce is majority female at 54.1%, meaning the current management gender composition does not reflect the workforce it leads.

The DMA (Section 2) confirmed Culture and Diversity as a dual material topic: independent analysis establishes it as materially significant for talent attraction, retention, and employer brand, even while employees do not currently raise it prominently in daily operations

10 Conclusion

Publishing a first sustainability report is the beginning of a commitment to measuring what matters and being accountable for it year on year. ANSMANN is a company that has always taken quality and responsibility seriously at the product level. Extending that same rigour to environmental performance, supply chain conduct, and workforce development is the next logical step, and one the regulatory environment now makes unavoidable.

ANSMANN understands the need for transparency and governance in reporting. We acknowledge that we have more work to do and further gaps to close. In line with this, progressively, data and information which have not been stated here will be updated for the future reporting cycles where applicable.

The VSME framework provided the structure for that in a way that is proportionate to the company's current scale. What this report shows is a business with solid foundations and identifiable gaps. The gaps define the work ahead: reducing emissions, building a fully assessed supplier base, closing the gender balance, and getting the ESG data infrastructure to a point where reporting is systematic rather than effortful.

11 Disclaimer

This sustainability report has been prepared with the greatest care and is based on the data available at the time of publication as well as current plans and assessments. As the inaugural report prepared in accordance with the EFRAG VSME Standard, it includes certain forward-looking statements regarding sustainability goals, strategic measures, and expected developments. Such statements are based on current assumptions and projections made by management and are inherently subject to various risks, uncertainties, and external factors that could cause actual results or performance to differ materially from those expressed or implied herein.

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This report was subject to a high-level review by EurA AG. EurA provided feedback and comments on plausibility, consistency and completeness of the VSME report, the CCF and the DMA. Their review was limited in scope and does not constitute a full critical review, third-party audit, verification, or assurance engagement.

12 Appendix

Abbreviations

AAG	ANSMANN AG
AEHK	ANSMANN Energy International Ltd. (Hong Kong)
AEUK	ANSMANN UK Ltd.
AEHZ	ANSMANN Electronics Co. Ltd. (Huizhou)
AEF	ANSMANN Energy France SARL
B2B	Business-to-Business
B2C	Business-to-Customers
BImSchG	Bundes-Immissionsschutzgesetz (German Federal Immission Control Act)
BGV	Berufsgenossenschaftliche Vorschriften (German Employers' Liability Insurance Association Regulations)
CCF	Corporate Carbon Footprint
CoC	Compliance Handbook
CSRD	Corporate Sustainability Reporting Directive
DMA	Double Materiality Assessment
DPP	Digital Product Passport
DQS	Deutsche Gesellschaft zur Zertifizierung von Managementsystemen
EEA	European Environment Agency
EFRAG	European Financial Reporting Advisory Group
EmpCo	Empowering Consumers for the Green Transition Directive
ESG	Environmental, Social, and Governance
ESPR	Ecodesign for Sustainable Products Regulation
EU	European Union
FSC	Forest Stewardship Council
GHG	Greenhouse Gas
GPSR	General Product Safety Regulation
IED	Industrial Emissions Directive
ILO	International Labour Organization
KPIs	Key Performance Indicators
LkSG	Lieferkettensorgfaltspflichtengesetz (German Supply Chain Due Diligence Act)

NiMH	Nickel-metal Hydride
OEM	Original Equipment Manufacturer
PCBs	Printed Circuit Boards
PCF	Product Carbon Footprint
PPWR	Packaging and Packaging Waste Regulation
SCoC	Code of Conduct for Business Partners
UBA	Umweltbundesamt (German Environment Agency)
VSME	Voluntary Sustainability Reporting Standard for non-listed small- and medium-sized enterprises
WEEE	Waste Electrical and Electronic Equipment
WRI	World Resources Institute