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Sustainability Goals - Roadmap to 2030

At ANSMANN, we recognize our responsibility in contributing to the global effort to reduce greenhouse gas emissions (GHG), mitigate climate change and environmental degradation. Our sustainability roadmap through 2030 is aligned with international frameworks such as the Paris Agreement, targeting the limitation of global temperature rise, and the UN Sustainable Development Goals (SDGs), particularly SDGs 3,7,8,9,12 and 13.

Our strategic focus builds on the environmental and social priorities embedded in our company's mission of shaping a sustainable future. Guided by the principles of our founder Edgar Ansmann, who believed that ***“employees are a company's true asset”***, we view sustainability not only as an environmental responsibility but also as a social commitment. The people who power our company - employees, trading partners, and communities- are integral to the success of our ambitions.

We aim to foster a culture of empowerment, ensuring access to resources, education and tools that strengthen understanding sustainability at every level of our organization. This multidimensional focus ensures that the impact we create is both meaningful and measurable.

Our targets are centered around:

1. Reduction of CO2 emissions - cut operation emissions (Scopes 1-3).
2. Recycling and reduction of residual waste - increase recovery and eliminate avoidable waste across production lines.
3. Sustainable Value Chain Integration - integrate sustainability across value chain aligning subsidiaries, suppliers, partners and customers through both upstream and downstream pathways
4. Sustainable Operations and Resource Efficiency - improve energy, water and material efficiency in production and logistics to strengthen operational resilience
5. Audit and transparency in the global supply chain - Adopt human rights due-diligence policies and product compliance across the supply chain.
6. Digitalization and transformation of processes - Leverage digital systems to enhance traceability, efficiency, and data driven sustainability performance.
7. Continuous sustainability performance review and improved employee wellbeing - Integrate ESG into management cycles while advancing health, safety, and engagement.
8. Product Optimization and improvement - Design safe, durable, repairable products that reduce lifecycle impacts.
9. Investment in sustainable research and innovation - Advance R&D and partnerships focused on low-carbon technologies, circular materials and sustainable product design.

These priorities form the basis of our seven core targets, each supported by interconnected measures, with progressive Key Performance Indicators (KPIs) starting from a 2023 baseline. Our approach is designed to reduce environmental impact, decouple resource consumption from growth, and ensure long-term business resilience.

Together, the targets, measures, objectives, and indicators form a structured framework that bridges our strategic ambitions with practical implementation. Each target defines what we aim to achieve and reflects our long-term commitment to sustainable growth. The measures translate these ambitions into clear actions through focused programs, operational improvements, and management systems. Objectives define the specific outcomes that demonstrate progress, while indicators provide the evidence through measurable data.

The framework outlines how these elements interact to ensure traceability, and measurable progress across all outcomes.

Targets: Targets define what we aim to achieve by 2030 within our sustainability strategy. They represent specific focus areas and long-term ambitions that guide environmental, social, and governance performance. Each target addresses a material sustainability priority such as **Product optimization and improvement** and is anchored in measurable objectives and indicators.

Measures: The measures define how each target will be achieved. They represent the operational levers, management systems, and improvement programs that enable progress toward the targets. Each measure supports one or more targets and translates strategic intent into practical implementation, from process optimization and supplier due diligence to innovation and digital transformation. Performance under each measure is tracked through KPIs to ensure transparency, accountability, and continuous improvement.

Objectives: What is intended to be achieved. They link budget and strategic priorities to risk and opportunities, defining the qualitative and quantitative milestones that demonstrate progress over time.

Indicators: Indicators provide quantified performance metrics to monitor, evaluate, and verify the progress of objectives against the 2023 baseline and interim targets; providing data-driven foundation for decision making, and reporting. Each indicator is defined with a clear unit of measurement and calculation method linked to an identified source. Over time, indicators will include coverage, data-quality validations and assurance levels to strengthen consistency and transparency across the framework.

Strategic targets	Measures
T1	M5, M7
T2	M2, M6
T3	M1, M4
T4	M4, M5

T5	M1, M6, M7
T6	M3
T7	M1, M7
T8	M2, M3, M4
T9	M2, M5

This roadmap represents our operational commitment to climate action, multidimensional circularity, and responsible innovation.

Key Measure defined:

M1 Sustainable Corporate Culture & Stakeholder Engagement

- Create a deeply embedded sustainability culture that engages every employee and stakeholder.

M2 Future-Proof Product Innovation

- Design and deliver products and packaging that are sustainable, durable, and aligned with circular principles.

M3 Digital Transformation & Product Development Efficiency

- Strengthening product development by integrating sustainability, compliance, and performance requirements early in the concept phase, supported by digital tools that improve accuracy, efficiency, and alignment across teams.

M4 Circular Economy & Life Cycle Transparency

- Build a product lifecycle framework that prioritizes reuse, repair, and environmental accountability.

M5 Renewable & Efficient Energy Management

- Operate all sites with renewable energy and optimized energy performance design modular, upgradable products that support long-term use and circularity.

M6 Sustainable & Responsible Procurement

- Integrate sustainability and due diligence requirements across purchasing activities and supplier relationship.

M7 Transparent Sustainability Management & Performance Disclosure

- Promote transparency, accountability, and environmental responsibility across the business.