

V//OGELSANG



Sustainability Report 2024 of the Vogelsang Group // Vogelsang GmbH & Co. KG



based on the ESRS



on the basis of

Table of content

ESRS 2 GENERAL DISCLOSURES - BP-1 - GENERAL PRINCIPLES FOR THE PREPARATION OF THE SUSTAINABILITY STATEMENT	5
ESRS 2 GENERAL DISCLOSURES - BP-2 - DISCLOSURES RELATED TO SPECIFIC CIRCUMSTANCES.....	6
ESRS 2 GENERAL DISCLOSURES - GOV-1 - THE ROLE OF MANAGEMENT	8
ESRS 2 GENERAL DISCLOSURES - GOV-2 - INFORMATION AND SUSTAINABILITY ASPECTS ADDRESSED BY THE COMPANY'S MANAGEMENT	10
ESRS 2 GENERAL DISCLOSURES - GOV-3 - INCLUSION OF SUSTAINABILITY-RELATED PERFORMANCE IN INCENTIVE AND REMUNERATION SYSTEMS	11
ESRS 2 GENERAL INFORMATION - GOV-4 - DECLARATION ON DUE DILIGENCE.....	12
ESRS 2 GENERAL DISCLOSURES - GOV-5 - RISK MANAGEMENT AND INTERNAL CONTROLS OVER SUSTAINABILITY REPORTING	13
ESRS 2 GENERAL DISCLOSURES - SBM-1 - STRATEGY, BUSINESS MODEL AND VALUE CHAIN	17
ESRS 2 GENERAL DISCLOSURES - SBM-2 - STAKEHOLDER INTERESTS AND VIEWS.....	23
ESRS 2 GENERAL DISCLOSURES - SBM-3 - SIGNIFICANT IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL	24
ESRS 2 GENERAL DISCLOSURES - IRO-1 - DESCRIPTION OF PROCEDURES FOR IDENTIFYING AND ASSESSING SIGNIFICANT IMPACTS, RISKS AND OPPORTUNITIES	36
ESRS 2 GENERAL DISCLOSURES - IRO-2 - DISCLOSURE REQUIREMENTS IN THE ESRS COVERED BY THE COMPANY'S SUSTAINABILITY STATEMENTS.....	39
E1 CLIMATE CHANGE - E1 GOV-3 - INCLUSION OF SUSTAINABILITY-RELATED PERFORMANCE IN INCENTIVE SYSTEMS.....	40
E1 CLIMATE CHANGE - E1-1 - TRANSITION PLAN FOR CLIMATE PROTECTION	40
E1 CLIMATE CHANGE - E1 SBM-3 - SIGNIFICANT IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL	41
E1 CLIMATE CHANGE - E1 IRO-1 - DESCRIPTION OF PROCEDURES FOR IDENTIFYING AND ASSESSING SIGNIFICANT CLIMATE-RELATED IMPACTS, RISKS AND OPPORTUNITIES	42
E1 CLIMATE CHANGE - E1-2 - STRATEGIES RELATED TO CLIMATE CHANGE MITIGATION AND ADAPTATION ..	44
E1 CLIMATE CHANGE - E1-3, E1-4 - TARGETS, MEASURES AND RESOURCES RELATED TO CLIMATE CHANGE MITIGATION AND ADAPTATION	45
E1 CLIMATE CHANGE - E1-5 - ENERGY CONSUMPTION AND ENERGY MIX.....	49
E1 CLIMATE CHANGE - E1-6 - GROSS GHG EMISSIONS IN SCOPE 1, 2 AND 3 CATEGORIES AND TOTAL GHG EMISSIONS.....	50
E1 CLIMATE CHANGE - E1-7 - REMOVAL OF GREENHOUSE GASES AND PROJECTS TO REDUCE GREENHOUSE GASES FINANCED THROUGH CO ₂ ALLOWANCES	52
E1 CLIMATE CHANGE - E1-8 - INTERNAL CO ₂ PRICING	52
E1 CLIMATE CHANGE - E1-9 - EXPECTED FINANCIAL IMPACT OF SIGNIFICANT PHYSICAL AND TRANSITION RISKS AND POTENTIAL CLIMATE-RELATED OPPORTUNITIES	52
E2 POLLUTION - E2 IRO-1 - DESCRIPTION OF PROCEDURES FOR THE IDENTIFICATION AND ASSESSMENT OF SIGNIFICANT IMPACTS, RISKS AND OPPORTUNITIES RELATED TO POLLUTION.....	53



on the basis of

E3 WATER AND MARINE RESOURCES - E3 IRO-1 - DESCRIPTION OF PROCEDURES FOR THE IDENTIFICATION AND ASSESSMENT OF SIGNIFICANT IMPACTS, RISKS AND OPPORTUNITIES RELATED TO WATER AND MARINE RESOURCES.....	54
E4 BIODIVERSITY AND ECOSYSTEMS - E4 SBM-3 - SIGNIFICANT IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL	56
E4 BIODIVERSITY AND ECOSYSTEMS - E4 IRO-1 - DESCRIPTION OF PROCESSES FOR THE IDENTIFICATION AND ASSESSMENT OF SIGNIFICANT IMPACTS, RISKS, DEPENDENCIES AND OPPORTUNITIES RELATED TO BIODIVERSITY AND ECOSYSTEMS.....	57
E5 RESOURCE USE AND THE CIRCULAR ECONOMY - E5 IRO-1 - DESCRIPTION OF PROCESSES FOR THE IDENTIFICATION AND ASSESSMENT OF SIGNIFICANT IMPACTS, RISKS AND OPPORTUNITIES ASSOCIATED WITH RESOURCE USE AND THE CIRCULAR ECONOMY	59
E5 RESOURCE USE AND THE CIRCULAR ECONOMY - E5-1 - CONCEPTS RELATED TO RESOURCE USE AND THE CIRCULAR ECONOMY	60
E5 RESOURCE USE AND THE CIRCULAR ECONOMY - E5-2, E5-3 - OBJECTIVES, MEASURES AND MEANS RELATED TO RESOURCE USE AND THE CIRCULAR ECONOMY	61
E5 RESOURCE USE AND CIRCULAR ECONOMY - E5-4 - RESOURCE INFLOWS	63
E5 RESOURCE USE AND CIRCULAR ECONOMY - E5-5 - RESOURCE OUTFLOWS	64
E5 RESOURCE USE AND THE CIRCULAR ECONOMY - E5-6 - EXPECTED FINANCIAL EFFECTS OF MATERIAL RISKS AND OPPORTUNITIES RELATED TO RESOURCE USE AND THE CIRCULAR ECONOMY.....	67
S1 WORKFORCE OF THE COMPANY - S1 SBM-2 - STAKEHOLDER INTERESTS AND VIEWPOINTS	67
S1 ORGANIZATION'S WORKFORCE - S1 SBM-3 - SIGNIFICANT IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL	68
S1 ORGANIZATION'S WORKFORCE - S1-1 - CONCEPTS RELATED TO THE ORGANIZATION'S WORKFORCE.....	70
S1 COMPANY WORKFORCE - S1-2 - PROCEDURE FOR INVOLVING THE COMPANY'S WORKFORCE AND EMPLOYEE REPRESENTATIVES IN RELATION TO IMPACTS.....	72
S1 ORGANIZATION'S WORKFORCE - S1-3 - PROCESSES FOR AMELIORATING NEGATIVE IMPACTS AND CHANNELS THROUGH WHICH ORGANIZATION'S WORKFORCE CAN RAISE CONCERNS.....	73
S1 ORGANIZATION'S WORKFORCE - S1-4, S1-5 - OBJECTIVES RELATED TO MANAGING SIGNIFICANT NEGATIVE IMPACTS, ENHANCING POSITIVE IMPACTS AND MANAGING SIGNIFICANT RISKS AND OPPORTUNITIES.....	74
S1 WORKFORCE OF THE COMPANY - S1-6 - CHARACTERISTICS OF THE COMPANY'S EMPLOYEES.....	77
S1 ENTERPRISE WORKFORCE - S1-7 - CHARACTERISTICS OF THE ENTERPRISE'S EXTERNAL WORKFORCE	79
S1 COMPANY WORKFORCE - S1-8 - COLLECTIVE BARGAINING COVERAGE AND SOCIAL DIALOG.....	79
S1 WORKFORCE OF THE COMPANY - S1-9 - DIVERSITY INDICATORS	80
S1 COMPANY WORKFORCE - S1-10 - APPROPRIATE WAGES	81
S1 WORKFORCE OF THE COMPANY - S1-11 - SOCIAL SECURITY	81
S1 WORKFORCE OF THE COMPANY - S1-12 - PEOPLE WITH DISABILITIES	82
S1 COMPANY WORKFORCE - S1-13 - METRICS FOR TRAINING AND SKILLS DEVELOPMENT.....	82
S1 COMPANY WORKFORCE - S1-14 - HEALTH AND SAFETY METRICS.....	83
S1 COMPANY WORKFORCE - S1-15 - KEY FIGURES FOR WORK-LIFE BALANCE	83
S1 WORKFORCE OF THE COMPANY - S1-16 - REMUNERATION INDICATORS (PAY GAP AND TOTAL REMUNERATION).....	84
S1 COMPANY WORKFORCE - S1-17 - INCIDENTS, COMPLAINTS AND SERIOUS IMPACTS RELATED TO HUMAN RIGHTS.....	85



on the basis of

S2 WORKFORCE IN THE VALUE CHAIN - S2 SBM-2 - STAKEHOLDERS' INTERESTS AND VIEWS.....	86
S2 WORKFORCE IN THE VALUE CHAIN - S2 SBM-3 - IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL	86
S2 LABOR IN THE VALUE CHAIN - S2-1 - CONCEPTS RELATED TO LABOR IN THE VALUE CHAIN.....	89
S2 WORKFORCE IN THE VALUE CHAIN - S2-2 - PROCESS FOR ENGAGING THE WORKFORCE IN THE VALUE CHAIN IN RELATION TO IMPACTS.....	90
S2 WORKERS IN THE VALUE CHAIN - S2-3 - PROCESSES FOR IMPROVING NEGATIVE IMPACTS AND CHANNELS THROUGH WHICH WORKERS IN THE VALUE CHAIN CAN RAISE CONCERNS.....	90
S2 WORKFORCE IN THE VALUE CHAIN - S2-4, S2-5 - OBJECTIVES AND ACTIONS RELATED TO ADDRESSING SIGNIFICANT NEGATIVE IMPACTS, ENHANCING POSITIVE IMPACTS, AND MANAGING SIGNIFICANT RISKS AND OPPORTUNITIES.....	92
S3 AFFECTED COMMUNITIES - S3 SBM-2 - STAKEHOLDER INTERESTS AND VIEWS	95
S3 COMMUNITIES AFFECTED - S3 SBM-3 - SIGNIFICANT IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL	96
S4 CONSUMERS AND END USERS - S4 SBM-2 - STAKEHOLDERS' INTERESTS AND VIEWS	97
S4 CONSUMERS AND END USERS - S4 SBM-3 - SIGNIFICANT IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL	97
G1 CORPORATE GOVERNANCE - G1 GOV-1 - THE ROLE OF MANAGEMENT	98
G1 CORPORATE GOVERNANCE - G1 IRO-1 - DESCRIPTION OF PROCEDURES FOR THE IDENTIFICATION AND ASSESSMENT OF SIGNIFICANT IMPACTS, RISKS AND OPPORTUNITIES	99
G1 CORPORATE GOVERNANCE - G1-1 - STRATEGIES RELATING TO CORPORATE POLICY AND CORPORATE CULTURE	99
G1 CORPORATE GOVERNANCE - G1-2 - MANAGEMENT OF RELATIONSHIPS WITH SUPPLIERS	103
G1 CORPORATE GOVERNANCE - G1-6 - PAYMENT PRACTICES.....	105
APPENDIX	106
REPORT INFORMATION / IMPRINT	106



on the basis of

ESRS 2 General disclosures - BP-1 - General principles for the preparation of the sustainability statement

5. a) Consolidated or individual sustainability report:

Our sustainability statement is fundamentally prepared on a consolidated basis. This means that all relevant subsidiaries and business units have been included in the reporting in order to ensure a complete picture of our sustainability performance. However, two smaller companies in the Group, beba Technology GmbH & Co. KG and Prometheus GmbH & Co. KG, could not yet be included in the first-time report for resource-related reasons. These will be included next year.

5. b) For consolidated sustainability statements:

i. We confirm that, except for the two companies mentioned in 5. a), the scope of consolidation is the same as for the annual financial statements. This ensures that our financial and non-financial reports are based on the same consolidated data and are therefore consistent and comparable.

ii. There are no subsidiaries that are exempt from annual or consolidated sustainability reporting in accordance with Article 19a (9) or Article 29a (8) of Directive 2013/34/EU. All relevant subsidiaries except for beba Technology GmbH & Co. KG and Prometheus GmbH & Co. KG are included in this declaration.

The following subsidiaries in the scope of consolidation were included in the sustainability report:

- Head office: Vogelsang GmbH & Co.KG
- Vogelsang Pty Ltd, Sydney (AUS)
- Vogelsang Belgium NV, Torhout (BEL)
- Vogelsang Brasil Ltda, Portão - RS (BRA)
- Vogelsang Mechanical Engineering, Kunshan City Jiangsu Province (CN)
- Vogelsang A/S, Tarm (DK)
- Vogelsang Oy, Vantaa & Helsinki (FIN)
- Vogelsang France S.A.R.L, Montboucher-Sur-Jabron (FRA)
- Vogelsang Hellas Monoprosopi I.K.E., Athens (GRC)
- Vogelsang Ireland Ltd, Galway (IRL)
- Vogelsang Italia S.r.l., Pandino (ITA)
- Vogelsang Middle East FZCo.
- Vogelsang B.V, GS Dordrecht (NLD)
- Vogelsang Norge AS, Nærbø (NOR)
- Vogelsang Austria GmbH, Pyhra (AUT)
- Vogelsang Sp. Z o.o., Rzeplin (POL)
- Vogelsang Romania SRL, Bucharest (ROU)
- Vogelsang Sverige AB, Fjärås (CHE)
- Vogelsang S.L, El Pla de Santa Maria (Tarragona) & Barcelona (ESP)
- Vogelsang Korea Co. Ltd, Namyangju Si. GyeonggiDo (KOR)
- Vogelsang CZ r.s.o, Brno (CZE)
- Vogelsang Ltd, Crewe Cheshire (GBR)
- Vogelsang USA Ltd, Ravenna OH (USA)

5. c) Coverage of the upstream and downstream value chain:

Our sustainability reports cover both the upstream and downstream value chain. In detail, this means Our assessment of the materiality of impacts, risks and opportunities covers both our own activities and the upstream and downstream value chain. This includes our supply chains from our suppliers through to the extraction of raw materials, logistics service providers and the use and disposal phase. Our strategies, measures and targets also take the entire value chain into account. Examples include initiatives to improve sustainability in our supply chain and programs to promote sustainable practices among our business partners. We integrate data from the upstream and downstream value chain into our reporting. This includes information on CO₂e emissions, resource consumption and waste management along the entire value chain.



on the basis of

5. d) Option to omit certain information about intellectual property:

The company has exercised the option to omit certain information relating to intellectual property, know-how or the results of innovation: No.

5. e) Exemption of information on forthcoming developments or matters under negotiation:

The company has made use of the exemption under Article 19a(3) and Article 29a(3) of Directive 2013/34/EU on exemptions from disclosing imminent developments or matters under negotiation: No.

ESRS 2 General disclosures - BP-2 - Disclosures related to specific circumstances

Temporal perspectives

9. a) Definitions of short, medium and long term:

For the purposes of our sustainability reporting, our company uses the following definitions for short, medium and long-term time horizons:

- Short-term: This period covers the same reporting period as our annual financial statements, i.e. one year. We have chosen this definition to ensure consistency and comparability between our financial and non-financial reports.
- Medium-term: This period extends from the end of the short-term period up to five years into the future. This definition enables us to plan strategic initiatives and investments that can be implemented within a reasonable and manageable timeframe.
- Long-term: This period refers to a period of more than five years. In cases where impacts or measures are expected over a period of more than five years, we break this time horizon down further to provide users of our sustainability reports with relevant and differentiated information.

9. b) Reasons for using other definitions of the medium or long-term time horizons:

These definitions largely correspond to the time horizons described in section 6.4 of ESRS 1. We have decided not to make any further adjustments as these time horizons adequately reflect our processes for identifying and managing material impacts, risks and opportunities.

Evaluation of the value chain

10. a) Parameters with upstream and/or downstream value chain data estimated from indirect sources such as sector average data or other approximations:

Our sustainability reporting includes estimates of data. The relevant parameters that we have used for reporting include

- Data on greenhouse gas emissions (Scope 3) and parameters for climate change adaptation
- the parameters in our supply chain, some of which also extend beyond our direct suppliers in terms of water and resource consumption, impacts relating to environmental pollution (air, soil and water) and biodiversity, impacts relating to working conditions and human rights
- Estimated values in our downstream value chain regarding the specific use and disposal of our products, such as service life, energy consumption and efficiency, resource consumption and waste, specific impacts on the environment, biodiversity and climate as well as working conditions, human rights and compliance
- financial risks that do not directly affect us as a company, but directly affect our stakeholders in the value chain



on the basis of

10. b) Basis of preparation of the estimated data:

This data is based on sector average data and other approximate values, as direct surveys are currently not feasible due to the complexity and large number of players along our value chain and some players are not required to report under the ESRS. Accordingly, with the help of scientific sources and industry values, the individual sub-categories and sub-sub-categories of the overall main topics were processed in accordance with list AR. 16 from ESRS 1 Appendix A, expanded to include other material topics, a hot-sweet-spot analysis was carried out and, based on this, the potential and actual impacts, risks and opportunities were assessed. In this respect, the same topic-specific aspects were explained for all material subsidiaries/branches of our Vogelsang Group. To explain this further, the basis is explained using an example:

To determine the effects, risks and opportunities associated with climate change and our geographical locations, various tools and data were analyzed for the individual potential extreme weather events. For example, the Global Climate Risk Index was used to check each relevant country of our subsidiaries using the CRI rank to determine whether and to what extent the country could generally be affected by extreme weather events. The "Water Risk Atlas Aqueduct" was used to identify potential water risks and flooding and was also applied to each relevant country. This approach would be continued for any ESG issues (see evidence, "Summary_Materiality analysis of the scope of consolidation").

10. c) Degree of accuracy of the estimated data:

The degree of accuracy of these estimates is in the medium range, as they are based on recognized industry averages and current sources that are regularly updated.

10. d) Planned measures to improve accuracy in the future:

We plan to continuously improve the accuracy of the data we collect by working more closely with our suppliers and customers, using digital tools to collect and analyze data, and conducting surveys in our value chain and life cycle analyses (LCA).

Uncertainty of results / estimates

11. a) Quantitative parameters and monetary amounts:

There are various quantified parameters and monetary amounts in our sustainability disclosures that are subject to a high degree of measurement uncertainty. These include

- Impacts, risks and opportunities in relation to biodiversity in the upstream and downstream value chain. A high degree of reliable data is required, particularly in the extraction of raw materials.
- The quantitative data of our resource outflows according to ESRS E5, as our products and their service life are very much dependent on the use of the customer and the medium used.

11. b) Sources of estimation and uncertainty of results:

i. The uncertainties in these estimates result from several factors:

1. Dependence on future events: The reduction of greenhouse gas emissions depends heavily on future developments in technology and the legal framework.
2. Measurement techniques: The methods used to record and calculate emissions, and savings are complex and often involve assumptions and approximations.
3. Availability and quality of data: The data that originates from our company's upstream and downstream value chain varies in terms of its availability and quality.
4. Usage influences the service life of our products: Depending on the industry in which our products are used and with which medium, the service life is influenced differently. Uninfluenceable aspects also play a role, such as the condition and use of the products by customers. For this reason, an average value was used for the service lives of the individual product groups.



on the basis of

ii. We used the following assumptions and approximate values as a basis for estimating the quantitative parameters and monetary amounts:

1. Technological advances: We assume that there will be significant technological advances in the next five years that will help to reduce emissions.
2. Economic development: Our financial forecasts are based on a stable economic environment without major market disruptions.
3. Data quality: We have assumed that the quality of the data from our value chain will improve over time.

Changes to sustainability information

13. changes in the preparation or presentation of sustainability information:
There are no changes due to the first-time reporting.

Errors in reporting

14. errors in reporting in previous reporting periods:
Due to the first-time reporting, there is no evidence of previous errors in the reporting.

Further information

15. information required by other legislation:
Information is only provided on the reporting requirements of the ESRS.

Inclusion by reference

16. incorporation of information by reference:
No information has been incorporated by reference.

Application of the provisions for incremental disclosure requirements in accordance with ESRS 1 Appendix C

17. Application of the provisions for incremental disclosure requirements:
Due to the threshold of 750 employees being exceeded, no further disclosures are to be made here, but in the individual ESRSs.

ESRS 2 General Disclosures - GOV-1 - The role of management

Composition of the Management Board

21. a) Number of executive and non-executive members:
Our Management Board currently consists of three executive members. This diversity enables balanced decision-making and promotes different perspectives within the company.

21. b) Representation of employees and other workers:
There are three employee representative bodies in the Vogelsang Group: The Works Council, the Representative Body for Severely Disabled Employees and the Youth and Trainee Representative Body. These representatives ensure that the interests and concerns of our workforce are considered in decision-making processes. Further information on the employee representatives and corresponding channels can be found in several places in the ESRS S1 section.



on the basis of

21. c) Experience relevant to the company's sectors, products and geographical locations:

Our managers have extensive experience in the various sectors in which we operate. This includes expertise in environmental management, social responsibility and governance. They also have in-depth knowledge of the geographical markets in which we operate, which enables us to respond appropriately to regional characteristics and challenges.

Administrative key figures

The Vogelsang Group has no administrative, performance or supervisory bodies. The highest-ranking persons in the Vogelsang Group are the managing directors of Vogelsang GmbH & Co KG, including CEO Harald Vogelsang, CTO Hugo Vogelsang and CSO Michael Brinkmann. Accordingly, the information on the administrative, performance and supervisory bodies and members of the Executive Board has been replaced by the corresponding information on the managing members. For this reason, the wording has also been adjusted throughout the report. The management of the Vogelsang Group is the same management of Vogelsang GmbH & CO. KG. The managing directors of the international subsidiary also report to the CEO, the CTO and the CSO.

	Title	2024	Unit
	Percentage of women in management (GRI 405-1) (ESRS GOV-1) [%]	0	%
	Percentage of male directors (GRI 405-1) (ESRS GOV-1) [%]	100	%
	Persons of diverse gender in management (GRI 405-1) (ESRS GOV-1) [number]	0	Quantity
	Percentage of independent committee members (ESRS GOV-1) [%]	0	%
	Number of executive members (ESRS 2 GOV-1) [number]	3	Quantity
	Number of non-executive members (ESRS 2 GOV-1) [number]	0	Quantity
	Gender diversity in top management (ESRS GOV-1)	0	%

Roles and responsibilities

22. a) Names of management responsible for monitoring impacts, risks and opportunities:

The names of our three managing directors are Harald Vogelsang (CEO), Hugo Vogelsang (CTO) and Michael Brinkmann (CSO).

22 b.) Organizational anchoring of sustainability and appropriate involvement of management:

The topic of sustainability is the responsibility of the management level. The Executive Board therefore monitors the integration of the sustainability strategy into the overall business model and approves key strategic decisions. A sustainability core team, which was newly formed for the implementation of sustainability management, is responsible for steering and further development. To represent each sustainability dimension, various specialist representatives from the sustainability topics are part of the core team. The head of sustainability management is Philipp Meier, head of the quality assurance department, and the sustainability manager, Jane Müller, is responsible for coordination. In addition to the core team, we work together with other departments and colleagues depending on the focus area and topic-specific tasks, so that extended working groups are formed for individual projects where necessary. This promotes interdisciplinary exchange and knowledge transfer between the various departments involved in sustainability issues. The sustainability core team carries out regular assessments of sustainability risks and opportunities and reports directly to the Management Board.

Our management representative, Philipp Meier, is responsible for overseeing the impacts, risks and opportunities relating to sustainability issues at our company.



on the basis of

22. c) Role of management and control mechanisms:

i.) The tasks are delegated to the management officers in the areas of quality, environment and health and safety, among others. In addition to these three management systems, there is also the sustainability core team, which expands the tasks in accordance with the sustainability reporting obligations. There is a compliance committee that meets quarterly and maintains a legal register.

ii.) The sustainability core team passes on information on the reporting obligations to the management and submits the sustainability report.

22. d) Definition and monitoring of sustainability targets:

A structured process is used to set targets in relation to material impacts, risks and opportunities. The sustainability core team works with the specialist departments to develop proposals for sustainability targets. Depending on the topic and objective, these may go beyond the core team and are discussed with other relevant people and departments, resulting in interdisciplinary work. The team provides support both in the further development of Vogelsang's sustainability performance and in the collection of data and information for sustainability reporting. These targets are discussed with the management and submitted for approval. Progress is reviewed on a quarterly basis.

Expertise in sustainability

23. a.) Competence in sustainability:

The necessary sustainability-related expertise is available within the management team. On top of this, advice to the management is ensured through the targeted selection of management representatives and a sustainability manager with a specific sustainability-related background. In addition, the Vogelsang Group received external advice during the initial phase of the sustainability report and the development of sustainability management, and software specifically designed for the implementation of sustainability management and its continuous improvement is used. The management also expands its specialist knowledge, for example by participating in committee and association meetings that focus on sustainability issues, such as the German Engineering Federation (Verband Deutscher Maschinen- und Anlagenbau e.V.).

ESRS 2 General Disclosures - GOV-2 - Information and sustainability aspects addressed by the company's management

Information flow

26. a) Information to the management on material effects, risks and opportunities:

The management of our company is regularly informed about the key aspects of sustainability. The flow of information takes place on the one hand through our daily FlowLean meetings and on the other through regular meetings in accordance with the integrated management system. A comprehensive management review is also conducted annually, in which the entire financial year is discussed and analyzed, including the corresponding risks and opportunities, targets and measures as well as the relevant KPIs. Building on the implemented management system, sustainability management and the corresponding requirements will be integrated into the corporate system.



on the basis of

26. b) Management's consideration of impacts, risks and opportunities when monitoring strategy, decisions on significant transactions and the risk management process:

Our management considers the impacts, risks and opportunities as part of the monitoring of the corporate strategy. This consideration is an integral part of the annual management review. Building on this, the integrated management system is successively expanded to include the risk management process of sustainability management. This process involves the systematic recording and assessment of sustainability risks and opportunities, which are incorporated into strategic decisions. The sustainability core team, consisting of members of the Management Board and those responsible for sustainability, regularly reviews and evaluates the sustainability strategies and measures.

List of significant effects, risks and opportunities

26. c) List of significant impacts, risks and opportunities addressed by management or the relevant committees during the reporting period:

The Management Board dealt more intensively with the following IROs in the 2024 financial year:

- Risk: demographic change
- Risk: Legal violations
- Impact: Positive contribution to employee satisfaction through the possibility of flexible workplace design
- Risk: shortage of skilled workers
- Opportunity: further training and qualification of employees
- Risk: Pandemic aspects
- Risk: data security and cybersecurity
- Impact: Promotion of the (research) network and cooperation with relevant stakeholders, cooperation with universities, etc.
- Risk: Increase in management requirements
- Opportunity: process optimization and resource efficiency through an increase in management requirements

ESRS 2 General disclosures - GOV-3 - Inclusion of sustainability-related performance in incentive and remuneration systems

Sustainability-related incentive and remuneration systems

29. a) Description of the main features of the incentive schemes:

Our employee bonus system, which is managed at the main site of Vogelsang GmbH & Co. KG, is based on KPIs and project targets, some of which include sustainability aspects. Our incentive systems are based on variable remuneration components that are measured based on individual performance and the achievement of company targets. The corporate targets that can be influenced by our employees are summarized in the bonus system and are tracked regularly. Measures to achieve targets are supplemented on a situational basis during day-to-day business.

29. b) Evaluation of performance based on specific sustainability-related targets and/or impacts:

In some cases, performance is assessed against specific sustainability-related targets. These include reducing occupational accidents, increasing quality and productivity, establishing a supplier evaluation system and introducing FlowLean at a further location. Target achievement is evaluated with the relevant department heads and management.



on the basis of

29. c) Consideration of sustainability-related performance parameters as performance benchmarks or in the remuneration policy:

The bonus system is considered a key component of our remuneration policy. The sustainability-related performance parameters referred to in 29 b are incorporated directly into the determination of variable remuneration and have a significant influence on target achievement.

29. d) Share of variable remuneration that is linked to sustainability-related targets and/or impacts:

A significant proportion of variable remuneration is linked to the achievement of sustainability-related targets. The sustainability-related targets mentioned in 29 b account for 29.63% of the total employee bonus system.

29. e) Level of responsibility within the company for approving and updating the incentive systems:

The terms of the incentive systems are approved and regularly reviewed by our management. The projects are proposed by the department heads and the management decides which targets are relevant for the annual bonus system.

Share of sustainability-related remuneration

Title	2024	Unit
Share of sustainability-related remuneration (ESRS GOV-3) [%]	29,63	%

ESRS 2 General information - GOV-4 - Declaration of due diligence

As part of our sustainability strategy, we attach great importance to fulfilling our duty of care in accordance with the United Nations Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises.

32. application of the key aspects and steps of the due diligence process in the sustainability statement:

The application of the key aspects and steps of the due diligence process in the sustainability statement are listed in the table below and show how these are considered in our sustainability statement to present our company's actual practices with regard to due diligence.

Core elements of due diligence and references:

Core elements of due diligence	Reference in this sustainability statement
a) Integration of due diligence into governance, strategy and business model	GOV-2 (p. 11), GOV-3 29 (p. 13), SBM-3 (p. 27-35, 47 f. 64, 79 ff., 100 -103, 112 f., 114 f.)
b) Involvement of affected stakeholders in all key due diligence steps	GOV-2 (p. 11), SBM-2 (p. 25 f., 100, 112, 114), IRO 1 (p. 42 f., 61 f., 67 f., 70), S1-1 (p. 84), S1-2 (p. 84), G1-1 (p. 117 f) and G1-2 (p. 122 ff.).
c) Identification and assessment of negative impacts	IRO-1 (p. 41, 48, 60, 62, 66, 69, 116), SBM-3 (p. 48 f., 65 f., 78 f., 99 ff., 111)
d) Measures to counter these negative effects	E1-3 and E1-4 (p. 50-54), E5-2 and E5-3 (p. 70 ff.), S1-4 and S1-5 (p. 85-88), S2-4 and S2-5(p. 106 - 109), G1-1 (p. 119) and G1-2 (p. 122 ff.)
e) Tracking the effectiveness of these efforts and communication	E1-4, (p. 50-54), E5-3 (p. 70 ff.), S1-4 and S1-5 (p. 85-88), S2-4 and S2-5(p. 106 - 109), GOV-5 (p. 13 f.)

ESRS 2 General disclosures - GOV-5 - Risk management and internal controls over sustainability reporting

Risk management approach

36. a) Scope, main features and components of risk management and internal control procedures:

Our risk management system for sustainability reporting comprises several key components that ensure that we can identify, assess and manage potential risks. These components include

1. Sustainability checks by external service providers: We have commissioned two external service providers to review our sustainability measures and commitment. These service providers offer an independent assessment that helps us to ensure the completeness and integrity of our data.
2. Stakeholder analysis: A detailed analysis of the interests of our key stakeholder groups helps us to incorporate their expectations and concerns into our risk assessments. This is a central component of our risk management strategy. In addition to considering our interested parties in accordance with the standards of our integrated management systems, we have also carried out a stakeholder analysis in collaboration with an external sustainability consultancy.
3. Hot-spot screening (product screening): This measure helps us to identify and assess potential risks within our product lines. It is an important part of our risk assessment as it highlights specific problem areas that require targeted measures.
4. Risk and opportunity analysis according to ISO standards: We have been carrying out a comprehensive risk and opportunity analysis in accordance with the ISO standards DIN EN ISO 9001:2015, 14001:2015 and 45001:2028 for several years now, to which we are certified. These analyses ensure that we comply with international standards and apply a systematic methodology for risk assessment.
5. Establishing a sustainable supply chain: In collaboration with external experts (Integrity Next) in the field of sustainable supplier management, we carry out abstract and concrete risk analyses and impact assessments. This enables us to systematically identify and manage risks and opportunities along our supply chain.
6. Employee survey: Through regular topic-specific surveys of our employees, we record their satisfaction and their assessments of our sustainability performance. This information flows directly into our risk assessment.

36. b) Approach to risk assessment, including the method for prioritizing risks:

Our approach to risk assessment follows a structured methodology that includes the following steps:

1. Identification of risks: We use various measures such as sustainability checks, hot-spot screening, risk and opportunity screening and stakeholder analyses to identify potential risks that could jeopardize our sustainability goals. In addition, a corresponding risk analysis was carried out using the overarching risk management system for compliance with due diligence obligations in accordance with the German Supply Chain Due Diligence Act (LkSG) to determine the human rights and environmental risks in our own business area and at our suppliers.
2. Prioritization of risks: After identification, risks are assessed and prioritized based on their potential impact and probability of occurrence.
3. Risk management: Based on the prioritization, we develop measures to manage the identified risks. This includes continuous monitoring and adjustments to our internal control systems.
4. Continuous monitoring: Our sustainability management consists of a sustainability manager and a sustainability core team with respective ESG experts. They are in constant dialog with the management and continuously monitor risk and control management.

Identified risks

36. c) The main risks identified and the mitigation strategies and associated controls:

As a mechanical engineering company, we are subject to various ESG risks that could affect and negatively impact our Group. These risks must be identified, assessed and controlled through appropriate mitigation strategies to ensure the long-term stability and success of the Vogelsang Group. The most important risks for us and possible mitigation strategies are

Physical risks due to climate change:

- Heatwaves will potentially affect us both internally and externally. Internally, this means for us: heat-related loss of employee productivity (especially among industrial employees), overheating of buildings and a decline in the efficiency of machines and systems (lower production figures due to temperature fluctuations) can lead to internal costs, order backlogs, rising production costs due to production downtime, limited usability and employee injuries/absence. Externally, both our supply chain and downstream value chain may suffer, meaning that we may have to contend with rising production costs and a decline in sales due to procurement problems, for example.
- Some of our branches are already and/or will be more affected by heavy rainfall and flooding in the future. This can lead to power outages, damage to equipment, moisture penetration and damage to the building fabric as well as lower employee productivity. Among other things, this would result in increased production costs due to low efficiency, infrastructure investments in backup generators, production downtime, higher energy costs for short-term purchases and rising insurance and personnel costs. Our value chain may also be affected, meaning that there is also an external risk (see heatwave).

Transitory risks or transition risks arising from the effects of (political) measures to mitigate climate change:

- Global warming can lead to higher personnel costs, rising costs for air conditioning systems and the expansion of infrastructure, as well as higher costs due to quality defects.
- Regulatory requirements: Political incentives to transition to a low-carbon economy, expand renewable energies and tighten emissions standards can have negative effects. Regulatory requirements and the scarcity of resources are accompanied by rising raw material prices and stricter access to limited materials. Financial risks therefore include rising energy and manufacturing costs, rising overhead costs for energy due to additional levies etc. and rising costs for regulation and compliance. This risk affects the entire value chain.

To mitigate our climate-related risks, we want to expand our analyses in the future to identify physical risks more specifically and quickly. We want to draw up a CO₂e reduction plan and continue to invest in climate-friendly technologies and processes so that we can reduce our internal greenhouse gases and thus not only minimize our impact on the climate, but also minimize our transitory risks, such as CO₂e taxes. To control our risks, we aim to carry out regular risk assessments and calculate our CO₂e corporate carbon footprint annually.

Circular economy and resource utilization:

Further legal requirements for the circular economy increase operating and production costs. Non-compliance can result in fines, legal consequences and loss of image. This risk affects the entire value chain.

To counter this risk, we continue to research and develop our product portfolio so that we can constantly design new and existing products to be more environmentally and climate friendly. The reparability of our products and the replacement of spare parts significantly extends the life cycle of our products and saves resources. The risk is further minimized through the strategic anchoring and the focus area "circular economy and use of resources". We control, monitor and reduce these risks through our environmental management and the collection of corresponding quantitative key figures in accordance with ESRS E5.

Corporate policy and reputation:

A corporate policy that places little or no emphasis on sustainability can lead to unethical and environmentally harmful actions, which in turn can result in financial risks such as loss of reputation and sales as well as damage to the trust of key stakeholders. At the same time, marketing and communication costs increase to improve the company's image through public relations work.



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With the help of our corporate mission statement and our management policies, we present our guidelines transparently, which all employees can view and comply with at any time. The implementation and promotion of sustainability management promotes an environmentally friendly and ethical corporate culture as well as responsible conduct in all areas of the company. By implementing ESG guidelines, such as the Code of Conduct, we aim to ensure and monitor compliance.

Legal violations:

If legal violations occur due to non-compliance with environmental regulations, compliance, human rights and labor laws, our personnel costs increase, external costs such as lawyers and court proceedings rise, we suffer reputational damage and, in addition to fines, there are also legal consequences.

To minimize the risk, a core team meets regularly to discuss new laws, regulations, guidelines and standards as well as changes to the existing legal framework. In addition, the legal register, including the register of obligations, is kept and maintained on an ongoing basis. We had our legal register checked for completeness by means of a compliance audit in the 2024 financial year.

Supplier management and value chain:

Unsustainable supplier management can have various financial consequences, such as jeopardizing production and delivery capability, claims for damages from customers in the event of delivery delays, personnel requirements in production and goods logistics that are difficult to assess, environmental damage, human rights violations / ethical concerns and loss of quality. Poor working conditions and labor disputes within our supply chain can have an impact on Vogelsang's operating processes. Inadequate monitoring and control of our supply chain can result in a loss of production and delivery capability, reputational damage and cost- and resource-intensive audits and compliance systems.

To minimize risk, the second source strategy is being pursued and expanded. The aim is to examine whether orders can be triggered earlier. On top of this, we are currently establishing and implementing a sustainable supplier management system to analyze and evaluate risks in our supply chain and develop appropriate measures together with our suppliers. By monitoring supplier performance and conducting regular audits, we aim to ensure quality and reliability and constantly review our suppliers' ESG commitment.

Data security and cybersecurity:

The loss of control of electronic process flows, customer and company data can lead to claims for damages from customers and legal problems, increased personnel costs in IT and cost increases.

We minimize the risk through various cybersecurity measures such as firewalls, encryption and access controls as well as employee training and awareness-raising. The key requirements and guidelines are set out in the IT manual, which also serves as a control medium. In addition, IT security management monitors our systems and data access in real time.

Increase in management requirements:

The increase in management requirements demands more human and financial resources to meet the requirements and stay informed about the legal situation. This increases our administrative costs and increases our expenditure on high-performance software and consulting services. On top of this, the increase in stakeholder requirements can lead to higher costs.

The expansion of structured risk management and strategic planning enables a more intensive examination of requirements. We use our management processes, annual management reviews and audits to review the implementation of management strategies and requirements.

Personnel risks:

1) Pandemic:

Future pandemics may result in higher personnel costs, longer employee absences, additional workloads for colleagues, higher procurement costs if supply chains collapse and higher production costs, which in turn may lead to production stoppages, order backlogs, breach of contract with customers, etc.



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2) Demographic change:

The increasing ageing workforce and the shortage of skilled workers at middle professional level can lead to increased personnel costs for recruitment, lower productivity and quality due to overtime for employees and a lack of diversity.

3) Shortage of skilled workers:

The intensive search for qualified specialists can result in high personnel costs for recruiting as well as a loss of quality and competitive disadvantages.

4) Fluctuation:

High staff turnover is a drain on resources and carries with it financial costs and the loss of expertise, skills and know-how, especially among valuable and committed employees and specialists. It can also contribute to a decline in employer attractiveness and damage to reputation.

5) Occupational safety:

Accidents at work and injuries/illnesses can range from minor to the worst case scenario, death. This can result in high financial sickness and training costs, long-term absence and legal consequences in the event of (very) serious accidents/injuries.

As a mitigation strategy for these five personnel risks, we invest in training and continuous professional development. We are constantly expanding our in-house training system, the Vogelsang Academy. On the other hand, we are improving working conditions, for example by offering and further expanding flexible working time models. Through our occupational safety management and occupational health management, we identify job-specific risks and issues relating to occupational safety and health and implement measures to reduce the risk. We monitor lost days, accidents at work and annual training figures.

Risk management

36. d) Integration of the results of the risk assessment and internal controls into the relevant internal functions and processes related to the sustainability reporting process:

Due to the first-time sustainability reporting and the corresponding comprehensive risk assessment, the implementation of the sustainability assessment in internal functions and processes has not yet been completed. As a first step, the results of our risk assessments and internal controls have been integrated into our internal functions and processes to the extent that the materiality analysis and the assessment of impacts, risks and opportunities have been presented to the Executive Board. This report therefore contains the results of the detailed analyses and recommendations based on the sustainability checks, risk analyses and stakeholder surveys carried out.

Linking risks to specific measures: The identified risks are directly translated into specific, measurable and verifiable measures that are to be implemented in the future. As already exists in our integrated management system for the corresponding risks and opportunities screening, we will also ensure in future that these measures are documented and tracked within the internal control system for the sustainability risks identified.

As part of regular risk reporting, this reporting is subject to the usual risk management control mechanisms. This includes, among other things, the preparation of the report pages in accordance with the dual control principle.



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ESRS 2 General disclosures - SBM-1 - Strategy, business model and value chain

Core elements of the general strategy

40. a) i. Significant groups of products and/or services offered:

The Vogelsang Group, headquartered in Essen (Oldenburg), is an internationally active mechanical engineering company that specializes in the development, production and sale of sophisticated machines, systems and components. The company offers customized solutions in several key areas:

- Spreading technology: spreading booms, filling aids, tillage systems, precision distributors and slurry acidification systems
- Disintegration technology: (energy-efficient) mechanical disintegration
- Solids dosing
- Pumps: Rotary lobe pumps, progressive cavity pumps and pump systems
- Separation technology
- Foreign matter management systems: Systems to protect against heavy material
- Supply and disposal systems: Solutions for water disposal and supply for trains, boats and buses
- Shredders: Solids shredders and wet shredders

40. a) ii. Significant markets and/or customer groups

Vogelsang serves a wide range of markets and customer groups:

- Agricultural operations: farmers and agricultural service providers requiring solutions for manure spreading and other agronomic applications, such as shredding and separation of foreign matter.
- Biogas plant operators: Companies that operate or plan biogas plants benefit from the technologies for optimizing and retrofitting biogas plants.
- Industrial companies: Companies in the chemical industry, ceramics industry, food and beverage industry, logistics industry, recycling industry and oil and gas industry that require specialized pump and shredding technology.
- Waste water disposal companies: Companies seeking solutions for wastewater treatment in mobile applications, sewer systems, pumping stations and sewage treatment plants.
- Transportation companies: Rail, marine and bus transportation operations that require vacuum wastewater disposal systems.

By providing specialized products and services in these areas, Vogelsang has established itself as a leading supplier in these markets.

Revenue by major ESRS sectors

The annual financial statements of the Vogelsang Group do not contain any segment reporting. There is no breakdown of total income by ESRS sector.

	Title	2024	Unit
	Employees by geographical area (ESRS SBM-1) [number]	1.275	Quantity
	Number of banned products / services (incl. possible bans) [number]	0	Quantity
	Total turnover (ESRS SBM-1) [€]	185.077.000	€

Vogelsang GmbH & Co KG: 973 employees
 Australia: 9 employees
 Asia: 26 employees
 Europe (except DE): 210 employees
 North America: 38 employees
 South America: 19 employees



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Additional ESRS sectors (1)

40. c) List of additional relevant ESRS sectors:
No breakdown by additional ESRS sectors is available.

Additional ESRS sectors (2)

The company is not active in the fossil fuels sector, the production of chemicals or in the field of controversial weapons.

Title	2024	Unit
Gains from investments in fossil fuel-related activities (ESRS SBM-1) [€]	0	€
Gains from the investment in activities related to chemical production (ESRS SBM-1) [€]	0	€
Gains from participation in activities related to controversial weapons (ESRS SBM-1) [€]	0	€
Profits from participation in activities related to the cultivation and production of tobacco (ESRS SBM-1) [€]	0	€
Breakdown of total revenue by ESRS sector (ESRS SBM-1) [€]	0	€
Revenue from coal (ESRS SBM-1) [€]	0	€
Revenue from oil (ESRS SBM-1) [€]	0	€
Revenue from gas (ESRS SBM-1) [€]	0	€
Revenue from taxonomic economic activities related to fossil gases (ESRS SBM-1) [€]	0	€

Sustainability-related targets

40. e) Sustainability targets in relation to product and service groups, customer categories, geographical areas and relationships with stakeholders:

The company's most important stakeholders include our customers, employees, suppliers, managers and owners / shareholders as well as all those interested in the sustainable actions of the Vogelsang Group in politics, business and society.

To reduce our internal gas consumption and thus reduce our emissions, which has a significant positive impact on the environment and society, a heat pump was installed as part of the construction of the new M2 hall. To reduce the proportion of energy used from non-renewable sources, geothermal probes were installed prior to the construction of another hall, which can replace a third of our own gas requirements with a central geothermal heat pump. We have also set ourselves the goal of putting a battery storage system into operation in 2024 to increase our own consumption of PV electricity.

To increase customer satisfaction and improve quality, we have set ourselves corresponding targets for 2024. On the one hand, we have recorded complaints worldwide via a UI, initiate corrective measures and evaluate them regularly. Secondly, we wanted to create and increase quality awareness among our employees in a targeted manner, which we are now doing by means of worker training for sensitization. Establishing a dual control principle was another quality objective, which we have also achieved and are implementing the corresponding measures.

In the area of employee health, we would like to expand our training systems in occupational safety, so we wanted to introduce targeted online training via Quentic in 2024 and evaluate the risk assessments in Quentic and implement measures. These goals were not fully achieved, which is why they will be addressed further next year.



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40. f) Evaluation of the most important products, services, markets and customer groups regarding own sustainability targets:

Principles of product development:

As stated in our corporate mission statement, "we are committed to complying with statutory and legal regulations and to the consistently conscious and sustainable use of resources. [...] We take our social obligations to future generations very seriously and align our company with future requirements and sustainable goal achievement through strategic decisions."

Two strategic goals of our sustainability strategy are the reduction of greenhouse gases and the efficient use of resources so that resource consumption is reduced. Vogelsang offers solutions that reduce the consumption of energy and resources and thus the customers' emissions.

- For example, mechanical disintegration with the DisRuptor enables more efficient biogas production, which reduces in-house electricity consumption and increases the gas yield. More specifically, the DisRuptor is a device used in biogas technology to efficiently disintegrate substrates (such as liquid manure or organic waste). This improves fermentation and increases biogas production. Optimizing biogas production promotes the use of renewable energy, which reduces CO₂ emissions compared to fossil fuels.
- For agriculture, we offer various products for spreading technology, which also make a significant contribution to climate protection. Vogelsang products enable more precise and efficient fertilization. This reduces the use of chemical fertilizers and reduces the environmental impact. Targeted fertilization leads to better use of resources and reduces the CO₂ emissions that would result from excessive fertilizer use.
- Potential energy savings through pumps and metering systems: Vogelsang's pump and dosing systems are known for their high efficiency and help to reduce energy consumption when processing liquids and solids. Lower energy intensity leads to a reduction in CO₂ emissions during operation.

Sustainability strategy

40. g) Elements of the company's strategy:

The Vogelsang Group pursues a corporate strategy that is geared towards sustainability. The company takes both ecological and social aspects into account to offer environmentally friendly and resource-conserving production and innovative solutions for its customers in the long term. To further embed holistic sustainability in the company, we developed and formulated a sustainability strategy in 2024. The individual aspects of the strategy and additions are described below.

What do we mean by sustainability?

As a family-owned company, the keyword "grandchild suitability" is even more important, meaning that sustainability is particularly important to Vogelsang. At Vogelsang, we do sustainable business for our employees, for the environment and for all future generations.

Our understanding of sustainability follows the definition of the Brundtland Report "Our Common Future" (1987), which is regarded as one of the first major milestones in sustainability policy: "Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs [...]". (WCED 1987, translated by Hauff)

What do we mean by the term "sustainability?" (definition)

We take a holistic view of sustainability and therefore include the ecological, social and economic dimensions, whereby no one area of responsibility predominates.

The three areas

- Environment,
- Social (Social) and
- economy (governance) (ESG for short)

are further subdivided into different subject areas, whereby a wide range of topics are assigned to sustainability.



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Vogelsang has already implemented a wide range of measures from the three dimensions of sustainability. In addition, the sustainability strategy and the focus on these key topics further promote and strive for more sustainable business practices.

Our commitment to sustainability:

Along the three dimensions - environmental, social and economic - we design our business processes and products to be sustainable. We create high-quality innovations that are recyclable and conserve resources. We consider the guiding principle of holistic sustainability along our value chain and therefore attach great importance to working in partnership with our stakeholders.

We are aware of our sense of responsibility towards current and future generations, which is why we strive to operate sustainably for people and the environment.

Key focus areas:

The following topics have emerged from the comprehensive materiality analysis as material for us, for which we have formulated corresponding strategic guidelines:

- Climate & energy: We actively promote climate protection, reduce our greenhouse gas emissions and use energy efficiently.
- Resource utilization & circular economy: We attach great importance to circularity in our production and our products and use resources sparingly.
- Occupational health and safety: We reduce accidents at work and make an important contribution to the health of our employees.
- Human rights & equal treatment: We fully respect and uphold fundamental human rights and treat all people equally.
- Data protection & security: We ensure the protection of company data and the data of our stakeholders.
- Sustainable procurement: We take responsibility for our supply chain
- Compliance: We comply with the applicable laws, rules and regulations of the countries in which business activities are carried out.
- Quality & innovation: We manufacture innovative and sustainable products of high quality.

Upcoming challenges and projects:

One challenge is our own CO₂e footprint. On the one hand, one challenge is to further increase the proportion of renewable energy and at the same time make operating processes efficient to reduce emissions across the entire supply chain. On the other hand, another challenge is to determine concrete and real process-based data for our entire Scope 3 categories. In line with this, we would like to tackle future projects such as life cycle assessments (LCA) and surveys so that we can collect concrete data in the life cycle phases of use and disposal. In addition, we would like to expand our database in the upstream value chain so that we can work in partnership with our suppliers and conduct surveys so that we can determine the initial product carbon footprints of our purchased goods.

In terms of resource use, the challenge is to continuously optimize production processes to further reduce resource use and establish a fully circular economy. To promote this, a pilot project is to be launched to see how we can increase the proportion of recycled materials, and we would also like to carry out further training and awareness-raising measures on waste management to raise awareness of resource conservation.

On a social level, one challenge is to establish a culture of sustainability and occupational safety through continuous training and awareness-raising measures and to involve employees in sustainable change. Planned solutions include the expansion of the training system, creative action weeks to raise awareness of sustainable business practices and the implementation of technological solutions to monitor and optimize occupational safety standards.

In addition, we would like to substantiate our database for the social ESRS, which also represents a challenge in terms of obtaining truthful and concrete information along the value chain that goes beyond the direct supplier to the origin of the raw materials. Here, too, we would like to use life cycle analyses in the future to expand our database.



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Business model and value chain

42. description of business model and value chain:

Our business model and value chain are geared towards providing sustainable solutions for our customers and other stakeholders. The Vogelsang Group's business model is based on the development, production and distribution of specialized machinery and equipment. The company addresses a wide range of industries, including agriculture, wastewater treatment, biogas production, recycling and various industrial applications.

The company focuses on:

- Product innovation: through continuous research and development, new technologies and solutions are developed to meet customers' needs.
- Market focus: Vogelsang primarily serves industries that rely on efficient, sustainable solutions.
- Globalization: With subsidiaries and partners worldwide, the company ensures that its products can be used globally.
- Customized solutions: The focus is also on customized solutions for specific customer needs.

42. a) Inputs and procurement approach:

Purchasing goods and services is essential for the manufacture of our products and commercial activities. The purchase of production materials, such as metals, plastics and motors, also includes other materials, such as capital goods and goods for office equipment, food and beverages. Also essential inputs are services, such as energy supply, building and housing services, human health services, repairs/installations and business consulting. With the help of external experts, such as Integrity Next, we carry out regular risk analyses and impact assessments to ensure that our suppliers comply with high environmental and social standards. Raw materials and components are procured through a carefully selected supply chain that pays attention to quality and sustainability aspects.

42. b) Outputs and results:

Vogelsang's outputs include a variety of technologically advanced products and services that support various industries. The most important outputs include:

- Machines and equipment: Vogelsang produces high-quality machines such as grinders, pumps, dosing systems and application technology. These machines are designed to optimize processes in agricultural technology, wastewater treatment, biogas, industry and transport technology.
- Customized solutions: The company offers customized solutions for complex processes, often by developing specific systems or machines that meet customers' individual needs.
- Innovative technologies: Vogelsang continuously invests in research and development to achieve technological breakthroughs in areas such as energy efficiency, sustainability and process optimization.
- Service and maintenance: In addition to the products, the company offers a comprehensive after-sales service that guarantees high machine availability and a long service life. The service offering includes regular maintenance, repairs and spare parts.

The results of the business model relate to the long-term impact that Vogelsang's products and services have on its stakeholders. These results can be viewed in several dimensions:

A. Benefits for customers:

- Increased efficiency: Vogelsang's machines and solutions enable customers to make their processes more efficient. In agriculture, this is achieved through more precise and resource-saving applications such as the distribution of liquid manure. In wastewater treatment, this leads to better water treatment and less energy consumption.
- Sustainability: By using advanced technology, Vogelsang's products help to reduce waste and emissions. This is achieved primarily through efficient biogas production and environmentally friendly waste water treatment.
- Cost reduction: The improved machines and processes lead to a reduction in operating costs, whether by increasing machine efficiency, reducing energy consumption or making better use of resources.
- Reliability and longevity: The high quality and durability of the products ensure that the machines work reliably in the long term and reduce the total cost of ownership for customers.



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B. Employee benefits:

- Occupational safety and health promotion: Vogelsang offers its employees a safe working environment and supports ergonomic working with various aids. In addition, various measures are implemented through the "VFit" occupational health management program to promote awareness, knowledge and motivation for a balanced diet and a healthy lifestyle.

- (Further) education: The Vogelsang Academy offers continuous development opportunities for the entire workforce. In addition to mandatory training for all employees, such as initial instructions, there are also thematic mandatory training courses depending on the department and activity, as well as various voluntary training courses, such as language lessons and the basics of sustainability.

This contributes to employee satisfaction and loyalty.

C. Benefits for other stakeholders:

- Suppliers: Close cooperation with suppliers and partners ensures a stable supply chain. Suppliers benefit from a long-term partnership with an innovative company. We maintain strong relationships with our suppliers to promote continuous improvement and innovation.

- Society and environment: Vogelsang contributes to overcoming environmental challenges through sustainable product solutions and innovative technologies, e.g. by promoting resource management and waste recycling. The company plays an active role in social responsibility and supports the reduction of environmental pollution. In addition, the Vogelsang Foundation has been in existence since 2009. In the following years, the foundation, which started with an initial capital of 200,000 euros, has supported numerous small and large projects. The purpose of the foundation is to promote sport, education, research and science, charity and the promotion of art and culture, nature conservation, youth and elderly care and crime prevention.

42. c) Key characteristics of the upstream and downstream value chain:

The value chain at Vogelsang can be divided into different stages:

- Raw material procurement and suppliers: Vogelsang procures materials such as stainless steel, aluminum and plastic from various suppliers. The choice of raw materials and suppliers is crucial for the quality and durability of the products. We work closely with our suppliers to ensure that the materials and components meet our high quality and sustainability requirements. In addition to the LkSG and in line with the CSRD and ESRS, the consideration of our upstream value chain includes raw material extraction at the source, raw material processing at our suppliers and the corresponding upstream logistics.

- Research and development (R&D): Continuous research and development is an important part of the value chain. In this area, we work on new technologies and solutions to drive product efficiency and innovation. R&D is aimed at further developing existing machines and creating new machines for new applications.

- Production: Most of the machines are manufactured at our own plant in Essen and at other production sites. State-of-the-art production technologies and quality controls ensure that the machines meet high industrial standards.

- Assembly and integration: Precise assembly of the machines is another important step in the value chain. Vogelsang also offers integration and adaptation of machines into existing systems.

- Sales and marketing: The company sells its products globally through a network of subsidiaries, sales representatives and partners. The distribution channels are designed to deliver our products to customers in an effective and timely manner, while continuously gathering feedback and making improvements. Marketing activities focus on the targeted approach for specific industries, based on the company's awareness and brand positioning in innovation and quality.

- After-sales service: Vogelsang offers comprehensive service and maintenance services to ensure that the machines function reliably for years to come. Customer satisfaction is increased by fast response times in the event of problems and a high quality of service.



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- Logistics: Both in-house logistics and the use of logistics service providers represent a relevant value-added phase of our company. (Inter)national freight forwarders, parcel services and specialized carriers are necessary to ship our machines and systems, some of which require specialized handling.

- Use and disposal phase: Our analyses consider both the use and disposal of our products as further key components of our value chain.

ESRS 2 General information - SBM-2 - Stakeholder interests and views

In our company, considering the interests and views of our stakeholders is at the heart of our strategy and our business model. Through targeted measures and the involvement of our stakeholders, we strive for sustainable corporate development that reconciles economic, environmental and social aspects. In the following, we explain how we implement the requirements for stakeholder involvement and what measures we have taken to this end.

45. a) Stakeholder engagement:

i. The company's most important stakeholders include our customers, employees, suppliers, managers and owners / shareholders as well as all those interested in the Vogelsang Group's sustainable actions in politics, business and society.

ii. Consideration of the interests and viewpoints of our stakeholders is a key component of our sustainability strategy. Stakeholder involvement takes place on a regular basis, which varies depending on the stakeholder, and includes the above-mentioned categories of stakeholders.

iii. This engagement is organized through various methods such as stakeholder surveys, employee surveys, workshops and regular meetings with our suppliers and customers. Customers are also asked for brief feedback at the end of a meeting so that the feedback can be recorded directly, and written surveys are not constantly carried out. We have been engaging more intensively with our key stakeholders and their requirements since the implementation of our management systems and beyond. In addition, we consider the interests and perspectives of important stakeholder groups as part of our stakeholder analysis based on the CSRD and ESRS. To this end, we first identify important stakeholder groups (corresponding to the interested parties in our management systems) and their interests in our sustainability management software leadity.

Through targeted measures and regular stakeholder involvement, we ensure that their concerns are incorporated into our strategic decisions and thus contribute to sustainable corporate development. We strive to continuously improve this process and further intensify cooperation with our stakeholders.

iv. The purpose of this involvement is to identify the key interests and needs of our stakeholders and incorporate them into our strategic decisions. We want to use the findings to further develop our sustainability activities in line with requirements and thus not only meet the needs of our stakeholders, but also continuously increase satisfaction.

v. The results of this involvement are systematically analyzed and integrated into our integrated management systems and sustainability strategy. This is done, for example, by carrying out materiality analyses and creating a materiality matrix. Customer surveys enable us to find out which topics are particularly important to our customers so that we can integrate their needs into our processes and offer customer-specific solutions.

45. b) Consideration of interests and viewpoints in the strategy and business model:

The interests and viewpoints of our key stakeholders are analyzed as part of our due diligence and materiality assessment. These findings flow directly into the design of our strategy and business model. Conducting employee and stakeholder surveys helps us to better understand the needs and expectations of our stakeholders and to act accordingly.



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45. c) Changes to the strategy and/or business model:

i. To take account of the interests and views of our stakeholders, we have planned to further develop our CSR strategy and formulate specific targets and measures for all material topics.

ii. Other planned steps include the continuous implementation of SWOT analyses and the performance of environmental and social assessments. The timeframe for the project launch of these measures is set for the next two years.

iii. We expect that the relationship with our stakeholders will continue to change positively because of these steps, as their concerns and interests will flow more strongly into our strategic decisions.

45. d) Informing the management:

Our management is regularly informed about the views and interests of the affected stakeholders regarding the sustainability-related impacts of our company. This is done, for example, through regular reports and presentations at the monthly sustainability core team meetings. The interests of our stakeholders are also an integral part of the annual management review.

ESRS 2 General disclosures - SBM-3 - Significant impacts, risks and opportunities and their interaction with strategy and business model

Topic	Type	Source	Description
E1 Climate change			
Adaptation to climate change	Risk	Risk topic: Heatwave	
Adaptation to climate change	Risk	Risk topic: Heatwave	
Adaptation to climate change	Risk	Risk topic: Heavy rainfall & flooding	
Adaptation to climate change	Risk	Risk topic: global warming	
Adaptation to climate change	Risk	Risk topic: Heavy rainfall & flooding	
Climate protection	Interest	Municipalities/authorities	emissions, as Vogelsang is part of the municipality's Scope 3 emissions.
Climate protection	Interest	Employees	Climate protection
Climate protection	Interest	Certifier	Comply with standardized processes (environment)
Climate protection	Negative impact	Rotary lobe pump "GL series" Climate E1	significant indirect environmental aspect according to ISO 14001 - product transportation: emissions are generated, enormous impact on air quality and the health of the people affected:
Climate protection	Positive impact	Shredding & processing "RotaCut" Climate E1	low GHG emissions: The use of the product in a climate-friendly sector (biogas technology) has a positive impact on the environment (global warming, air quality) and the health of the people concerned. The use of the product in the biogas plant generates renewable energy, which does not cause any GHGs during use.
Climate protection	Interest	Customers (operating companies and end consumers)	Emission values per product (product footprints) or information for recording Scope 3 emissions
Energy	Interest	Owner / Shareholder	Self-sufficient and sustainable energy supply

Energy	Positive impact	Rotary lobe pump "GL series" Energy E1	Promoting the expansion of renewable energies, reducing energy dependencies on non-renewable resources such as coal, oil, natural gas and foreign energy sources and reducing the impact on the environment (global warming, air quality) and people (health) through, for example, in-house PV systems (surplus goes into the public grid), geothermal heat pumps and energy recovery. This improves the GHG balance.
Energy	Risk	Risk topic: Energy shortage (artificial)	
Energy	Risk	Risk topic: Energy shortage (artificial)	
Energy	Negative impact	Rotary lobe pump "GL series" Energy E1	Production and transportation of purchased goods: environmental (global warming, air quality) and social (health) impacts due to high energy demand/consumption and use of fossil fuels
Energy	Interest	Managers	Energy
Energy	Negative impact	Rotary lobe pump "GL series" Energy E1	(significant) environmental aspects in accordance with ISO 14001 - energy use: emissions have an impact on the environment (global warming, deterioration in air quality) and people (adverse effects on health) > Office workplaces, development workshop, production, material logistics, service, painting, welding, repairs & cleaning, high-pressure and washing area
Energy	Negative impact	Rotary lobe pump "GL series" Energy E1	significant indirect environmental aspect according to ISO 14001 - energy use: GHG emissions cause environmental (global warming, air quality) and social (health) impacts
Energy	Negative impact	Rotary lobe pump "GL series" Energy E1	significant indirect environmental aspect according to ISO 14001 - service (repairs, cleaning, high pressure and washing area) and wear and tear: energy use generates GHG emissions that have a negative impact on the environment (global warming, air quality) and people (health)
Energy	Negative impact	Rotary lobe pump "GL series" Energy E1	significant indirect environmental aspect according to ISO 14001 - waste (hazardous waste disposed of / recycled: Energy use causes GHG emissions, which in turn cause negative impacts on the environment and people.
E2 Environmental pollution			
E3 Water and marine resources			
E4 Biodiversity and ecosystems			
E5 Resource utilization and circular economy			
Resource inflows and utilization	Positive impact	Rotary lobe pump "GL series" Resource inflow & utilization E5	High recyclability, promotion of resource utilization: metals can be recycled again and again; largely circular
Resource inflows and utilization	Risk	Risk topic: Circular economy and use of resources	
Resource inflows and utilization	Risk	Risk topic: Circular economy and use of resources	

Resource inflows and utilization	Positive impact	Rotary lobe pump "GL series" waste E5	Recyclability/ promotion of the circular economy: Waste rate (sorting rate) Essen: 95% Rothenschirmbach: 98% South Korea: 80%
Recyclable products and services	Interest	Employees	Sustainable packaging
Recyclable products and services	Positive impact	Shredding & processing "RotaCut" waste E5	Promotion of the circular economy, conservation of resources: Materials are separated by type and can be disposed of properly: > Metals > Electrical components > Plastic components > Gear oil, hydraulic oil
Recyclable products and services	Negative impact	Rotary lobe pump "GL series" waste E5	No recycling of waste/ consumption of resources - plastic components must be disposed of with residual waste according to the operating instructions (therefore no further recycling)
Recyclable products and services	Positive impact	Rotary lobe pump "GL series" Resource inflow & utilization E5	All subsidiaries - Circular products and resource conservation: Circular product design is an aspect that is promoted within design and development as well as by GF, e.g. disassembly, reparability, recyclability. As a result, valuable resources are built in such a way that the life cycle of the entire product is as long as possible.
Recyclable products and services	Positive impact	Rotary lobe pump "GL series" Resource inflow & utilization E5	Extending service life, promoting the use of resources: spare parts and repair service
Waste	Negative impact	Rotary lobe pump "GL series" waste E5	significant environmental aspects according to ISO 14001 - hazardous waste collection & temporary storage: Contamination can lead to health hazards for employees and soil contamination.
Waste	Negative impact	Rotary lobe pump "GL series" waste E5	significant indirect environmental aspect according to ISO 14001 - resource consumption and soil emissions: by disposing of hazardous waste / recycling the end of the service life of our products is accompanied by a high volume of waste. This requires proper disposal or separation by type to enable recycling. This makes it possible to reduce the environmental impact.
Waste	Interest	Neighbors	Smart waste disposal solutions (construction sites)
S1 Workforce of the company			
Working conditions	Interest	Managers	Integration/personal contribution
Working conditions	Interest	Managers	Culture of dialog
Working conditions	Interest	Owner / Shareholder	Employee satisfaction
Working conditions	Positive impact	Rotary lobe pump "GL series"	Restriction of operating hours: Minimization of night work, weekend work
Working conditions	Positive impact	Rotary lobe pump "GL series"	(Attractive) break rooms
Working conditions	Positive impact	Rotary lobe pump "GL series"	Free drinks: water, coffee specialties, tea, cocoa
Working conditions	Negative impact	Rotary lobe pump "GL series"	One-sided workloads, e.g. in production: little job rotation

Working conditions	Negative impact	Rotary lobe pump "GL series" working conditions S1&2	Negative impacts on working conditions due to no right to freedom of association and violations of rights: > TG USA, Brazil, India and China: ILO core labor standard does not ratify the right to freedom of association and collective bargaining > No existence of a works council or other employee representation: beba, Spain, Italy, USA; India, China and South Korea - among other things due to the small number of employees > TG USA, Brazil, India, China and South Korea: according to the ITUC Global Rights Index, the countries were rated a 4 or 5, which means there are systematic rights violations or there is no guarantee of rights
Working conditions	Positive impact	Rotary lobe pump "GL series" Human rights S1&2	Promoting compliance with human rights and interaction with one another: CoC includes compliance with all basic human rights - based on internationally recognized standards and conventions. Working under humane working conditions enormously reduces physical and psychological consequences and promotes well-being.
Working conditions	Positive impact	Rotary lobe pump "GL series" working conditions S1&2	A modern corporate culture regarding working conditions makes a positive contribution to employee satisfaction. The possibility of flexible working hours can promote the health of employees and a positive working atmosphere. Promotion of work-life balance through the option of working from home and flexible working hours (commercial employees): > Home office TG: Essen, RSH, beba, Spain, Italy, USA, Brazil, China (and South Korea) > Flexible working time models TG: Essen, RSH, beba, Spain, Italy (and if necessary / urgent South Korea)
Working conditions	Positive impact	Rotary lobe pump "GL series" working conditions S1&2	Promotion of social dialog, employee involvement and trust - Integration & social dialog: bulletin board and VShare (intranet), employee surveys and annual feedback meeting, annual meeting with the management, works council and grievance mechanisms (anonymous mailboxes and internal reporting points, transparency about innovations)
Working conditions	Negative impact	Spreading technology - Slurry booms working conditions S1&2	Long working hours, including weekends / public holidays depending on the season and harvest time
Working conditions	Interest	Employees	Work/life balance (flexible workplace design)
Working conditions	Risk	Risk topic: Fluctuation	
Working conditions	Risk	Risk topic: Fluctuation	
Appropriate remuneration	Positive impact	Rotary lobe pump "GL series" Appropriate remuneration S1&2	TG Essen and RSH - Compliance with and promotion of fair pay supports the well-being and health of employees, through: > adoption of the collectively agreed wages of the "Landesverband Metall Niedersachsen/Bremen und Sachsen" > shift allowances > statutory requirements (night/sunday/holiday bonuses) > company pension scheme/metal pension > deferred

			compensation offers for employees (fitness, fuel voucher, bike leasing, etc.) > uniform annual bonuses according to target agreements incl. sustainability topics: Quality (reduction in complaints), environment (expansion of renewable energies, energy reduction), social (reduction in accidents at work)
Appropriate remuneration	Positive impact	Rotary lobe pump "GL series"	Bike Leasing
Appropriate remuneration	Negative impact	Spreading technology - slurry booms Appropriate remuneration S1&2	Low(er) wages compared to other sectors
Health protection and (occupational) safety	Interest	Certifier	Comply with standard-compliant processes (occupational safety)
Health protection and (occupational) safety	Positive impact	Rotary lobe pump "GL series"	Company doctor incl. occupational health examinations: e.g. eye tests, hearing tests
Health protection and (occupational) safety	Positive impact	Rotary lobe pump "GL series"	Occupational health management: ergonomic workstations (height-adjustable desks, treadmills for offices, handrails, skeletons, lifting aids, etc.), health prevention in cooperation with a health insurance company (HKK), return-to-work interviews
Health protection and (occupational) safety	Positive impact	Rotary lobe pump "GL series"	Provision of personal protective equipment (legal requirements)
Health protection and (occupational) safety	Negative impact	Rotary lobe pump "GL series"	Risk assessments without psychological factors (stress exposure)
Health protection and (occupational) safety	Negative impact	Rotary lobe pump "GL series"	High noise emissions during operation
Health protection and (occupational) safety	Interest	Employees	Occupational safety & health management
Health protection and (occupational) safety	Positive impact	Rotary lobe pump "GL series"	Company doctor, fire safety officer, first aider, occupational safety specialist (SiFa)
Health protection and (occupational) safety	Interest	Managers	Occupational safety
Health protection and (occupational) safety	Positive impact	Rotary lobe pump "GL series"	Occupational health management: ergonomic workstations, health prevention in cooperation with a health insurance company (HKK), return-to-work interviews
Health protection and (occupational) safety	Negative impact	Rotary lobe pump "GL series" Health and safety S1, 2 & 4	Negative impact on health and safety: TG USA, Brazil, India and China: ILO core labor standard "Occupational health and safety" not applied
Health protection and (occupational) safety	Risk	Risk topic: Increase in absences due to illness	
Health protection and (occupational) safety	Opportunity	Risk topic: occupational health and safety and employee health	
Health protection and (occupational) safety	Risk	Risk topic: occupational health and safety and employee health	
Equal treatment and equal opportunities	Interest	Employees	Training & further education

Equal treatment and equal opportunities	Interest	Managers	Education/learning culture
Equal treatment and equal opportunities	Risk	Risk topic: data security and cybersecurity	
Equal treatment and equal opportunities	Negative impact	Rotary lobe pump "GL series" Equal treatment S1&2	Negative impact on the promotion of equal opportunities for women: Very low proportion of women at management level, only 2 female department heads and no female management
Equal treatment and equal opportunities	Negative impact	Rotary lobe pump "GL series" Equal treatment S1&2	Gender equality and equal pay for equal work: > TG beba, USA and South Korea: no equal pay (sometimes difficult to compare due to different activities) > TG USA and Brazil: ILO "Equal Remuneration" convention not ratified
Equal treatment and equal opportunities	Negative impact	Rotary lobe pump "GL series" Equal treatment S1&2	Branches USA and Brazil: The two countries have not ratified the ILO Convention on Discrimination in Employment and Occupation, which can lead to disadvantages and discrimination
Equal treatment and equal opportunities	Risk	Risk topic: Demographic change	
Equal treatment and equal opportunities	Positive impact	Rotary lobe pump "GL series"	Promotion of a balanced age structure: > Various apprenticeships and dual study courses (a total of 9 options at VGS) > Support for trainees by a trainee coordinator > Partial retirement scheme for employees > Company pension scheme/metal pension > Cooperation with universities/(technical) colleges and schools: Dual studies, final theses, internships, future day > Framework collective agreement: demographic transformation qualification
Equal treatment and equal opportunities	Positive impact	Rotary lobe pump "GL series" advanced training S1&2	Promotion of personnel development: > Establishment of the Vogelsang Academy: (in-house training system) Learning & development programs/ training and skills development
Equal treatment and equal opportunities	Positive impact		Promoting an understanding of sustainability among the workforce: > Training for all employees on the basics of sustainability and sustainable management, background information on why sustainable action is necessary/current and future risks and how each individual can make a positive contribution to sustainability both professionally and privately > Development of sustainability ambassadors: trainee workshop on sustainability & biodiversity, theoretical input and practical relevance including the construction of insect hotels and nesting boxes
Equal treatment and equal opportunities	Risk	Risk topic: Further training of employees & specialists	
Equal treatment and equal opportunities	Opportunity	Risk topic: Further training of employees & specialists	
Human rights	Negative impact	Rotary lobe pump "GL series" Human rights S1&2	Risk potential for child labor: > TG USA and Brazil: ILO core labor standard "Minimum age (prohibition of child labor)" not ratified
Human rights	Negative impact	Rotary lobe pump "GL series" Human rights S1&2	Risk potential for forced labor: > TG USA and Brazil: ILO core labor standard "Prohibition of forced labor" not ratified > TG USA, Brazil, India, China and South Korea: Countries

			rated 4 or 5 on the Global Right Index, which means that compliance with the law prohibiting forced labor is systematically violated or no guarantee exists
S2 Workforce in the value chain			
Working conditions - external	Negative impact	Rotary lobe pump "GL series"	Massive job cuts lead to additional physical and mental stress/overload for the remaining workforce
Working conditions - external	Opportunity	Risk topic: Supply and value chain	
Working conditions - external	Risk	Risk topic: Supply and value chain	
Working conditions - external	Risk	Risk topic: Supply and value chain	
Health protection and (occupational) safety - external	Negative impact	Rotary lobe pump "GL series"	Extreme dust exposure underground: chronic and fatal illnesses as a result
Health protection and (occupational) safety - external	Negative impact	Rotary lobe pump "GL series"	Extremely hot temperatures (steel industry)
Health protection and (occupational) safety - external	Positive impact	Rotary lobe pump "GL series"	Depending on the size of the company, occupational health and safety is ensured by management levels
Health protection and (occupational) safety - external	Positive impact	Rotary lobe pump "GL series"	Nehlsen AG: Occupational health and safety according to ISO 45001
Health protection and (occupational) safety - external	Negative impact	Rotary lobe pump "GL series" Health and safety S1, 2 & 4	Cobalt mining: (sometimes fatal) accidents and negligence Operators can (severely) impair the health of employees, sometimes resulting in death, which has financial consequences and reputational damage (see German Mineral Resources Agency)
Health protection and (occupational) safety - external	Risk	Risk topic: occupational health and safety and employee health	
Equal treatment and equal opportunities - external	Risk	Risk topic: data security and cybersecurity	
Equal treatment and equal opportunities - external	Negative impact	Rotary lobe pump "GL series" Equal treatment S1&2	Male-dominated industry: proportion of women at 8.9
Equal treatment and equal opportunities - external	Risk	Risk topic: Demographic change	
Equal treatment and equal opportunities - external	Risk	Risk topic: Further training of employees & specialists	
Human rights - external	Risk	Risk topic: Armed conflicts	
Human rights - external	Interest	Suppliers	Implementation of the LkSG as part of the supplier's supply chain
Human rights - external	Interest	Employees	Human rights in the supply chain
Human rights - external	Interest	Neighbors	Avoid social impairments
Human rights - external	Negative impact	Rotary lobe pump "GL series" Human rights S1&2	Cobalt mining: Child labor leads to health risks and loss of educational opportunities; in some cases, even violations of the worst form of child labor according to the ILO definition is observed, whereby the health, safety or morals of children are harmed (see German Mineral Resources Agency)

S3 Communities concerned			
S4 Consumers and end users			
G1 Corporate management			
Corporate culture	Interest	Insurance & employers' liability insurance association	Take precautions, comply with contracts
Corporate culture	Risk	Risk topic: Increase in management requirements	
Corporate culture	Risk	Risk topic: Reputational risks	
Corporate culture	Risk	Risk topic: Increase in management requirements	
Corporate culture	Risk	Risk topic: Financing risks	
Corporate culture	Risk	Risk topic: Financing risks	
Corporate culture	Risk	Risk topic: Increase in management requirements	
Corporate culture	Interest	Customers (operating companies and end consumers)	Perception of CSR (environment and SGA)
Corporate culture	Interest	Employees	Sustainable employer: company philosophy
Corporate culture	Interest	Media	Perception of corporate responsibility (CSR)
Corporate culture	Interest	Purchasing companies	Comply with product & service specifications
Corporate culture	Interest	Owner / Shareholder	Q U Comply with SGA policies and VSG mission statement
Corporate culture	Interest	Municipalities/authorities	Comply with legal requirements
Corporate culture	Interest	Certifier	Comply with standardized processes (legal conformity)
Corporate culture	Positive impact	Rotary lobe pump "GL series" Compliance G1	Promotion of compliance and adherence to business integrity through a code of conduct for suppliers (contract)
Corporate culture	Positive impact	Rotary lobe pump "GL series" Compliance G1	Involving our stakeholders promotes compliance with/observance of the relevant requirements, risks and opportunities: > "Interested parties" in accordance with the IMS and ISO standards 9001, 14001 and 45001 > Carrying out a stakeholder analysis for sustainability management
Corporate culture	Positive impact	Rotary lobe pump "GL series" Corporate culture G1	Impact on the environment, occupational health and safety and quality: The formulation of, compliance with and promotion of our corporate policies on quality, the environment and occupational health and safety have a significant impact on the environment and the people concerned. Negative impacts can be minimized and positive impacts promoted by adhering to stricter standards and implementing environmentally and socially friendly practices.
Corporate culture	Interest	Owner / Shareholder	Solid, economically successful company
Corporate culture	Interest	Customers (operating companies and end consumers)	Adherence to delivery dates
Corporate culture	Positive impact	Rotary lobe pump "GL series" quality	Promotion of quality, customer satisfaction and profitability > Promotion of employee knowledge in quality through regular training > Promotion of a structured and orderly way of working using the 5-S principle
Corporate culture	Interest	Customers (operating companies and end consumers)	Flawless provision of products & services [Q & U] (without damage, safe for the environment, ...)
Corporate culture	Interest	Managers	Innovation
Protection of whistleblowers	Risk	Risk topic: Legal violations	

Protection of whistleblowers	Risk	Risk topic: Legal violations	
Management of relationships with suppliers	Positive impact	Rotary lobe pump "GL series" Compliance G1	Promotion of compliance through the internal code of conduct for employees and continuous maintenance of the legal register (environmental online), which influences fair competition.
Management of relationships with suppliers	Interest	Suppliers	Long-term & cooperative partnership
Management of relationships with suppliers	Positive impact	Rotary lobe pump "GL series" Supplier relationships G1	The implementation and promotion of sustainable supplier management not only ensures the ongoing security of raw materials and materials but also improves the impact on the environment and the working conditions of workers within our supply chains. Intensifying and maintaining supplier relationships promotes cooperation with each other, the quality of the finished products through transparent communication and can bring financial benefits: in some cases, long-term contracts and partnerships with suppliers (>20 years)
Management of relationships with suppliers	Interest	Employees	Sustainable procurement
Management of relationships with suppliers	Interest	Managers	Sustainable procurement
Management of relationships with suppliers	Risk	Risk topic: Supplier management & procurement difficulties	
Management of relationships with suppliers	Risk	Risk topic: Supplier management & procurement difficulties	
Management of relationships with suppliers	Interest	Suppliers	Fair remuneration (or cooperation in the event of cost increases) (price and payment terms)

Material impacts

48. a) Brief explanation of the material impacts:

The material impacts of our company include environmental, economic and social aspects. These impacts are mainly concentrated in the areas of our value chain associated with the procurement of raw materials and the production and distribution of our products. Geographically, the material impacts are particularly strong in the regions where our main suppliers are located and where we sell our products.

48. b) Disclosures on material impacts:

i. Impacts on people and the environment:

Our material negative impacts primarily affect the environment through CO₂e emissions, energy consumption and the use of resources in production. The processes along our value chain result in greenhouse gas emissions, which can have a negative impact on both air quality and the health of people in the surrounding areas. The high consumption of resources can lead to a shortage of resources and has a negative impact on the climate. Our supply chain consists of very complex sectors/industries and is highly branched; in some cases, unethical and environmentally harmful business activities can occur in developing countries right from the start, which can, for example, damage health and lead to human rights violations.

On the other hand, our efforts to promote renewable energy, climate-friendly technologies and recyclable products, which in turn have a positive impact on the climate, air quality and people's health, have a positive impact.



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Our ethical and environmentally friendly corporate policy ensures our compliance and can also promote occupational safety, motivation, quality and innovation. The implementation and promotion of sustainable supplier management not only secures our goods purchasing on an ongoing basis but also increases fair working conditions in the supply chain and a partnership-based relationship with our suppliers. Further positive effects are the creation of fair working conditions and the promotion of diversity and inclusion in our company.

ii. Link to strategy and business model:

These impacts result directly from our strategy to develop and market sustainable products. Our business model, which is based on a global supply chain, increases both opportunities and risks in sustainability.

iii. Expected time horizons:

Significant impacts are evident in the short, medium and long term. Negative environmental impacts will be caused by production processes in the short term as well as having a medium and long-term impact on the climate and resources, while positive social and economic impacts will be achieved through long-term employee development programs.

iv. Share of significant impacts:

Our company has a significant share in the impacts described through its activities and business relationships. For example, our production processes and cooperation with suppliers contribute significantly to the environmental impact. Our internal processes, on the other hand, promote the working conditions of our own employees, as well as the working conditions of workers in our value chain.

48. c) Description of impacts under ESRS and company-specific disclosures:

The environmental, economic and social impacts caused by our business activities fall under the disclosure requirements of the ESRS. Additional company-specific disclosures include detailed measures to promote employee satisfaction and improve supply chain transparency.

Significant risks and opportunities

Risks & opportunities:

Climate change - heatwave:

- Risk: Heatwaves will potentially affect us internally and externally. Internally, this means for us: heat-related loss of employee productivity (especially among industrial employees), overheating of buildings and a decline in the efficiency of machines and systems (lower production figures due to temperature fluctuations) can lead to internal costs, order backlogs, rising production costs due to production downtime, limited usability and employee injuries / absences. Externally, both our supply chain and downstream value chain may suffer, meaning that we may have to contend with rising production costs and a decline in sales due to procurement problems, for example.

Climate change - heavy rainfall & flooding:

- Risk: Some of our branches are already and/or will be more affected by heavy rainfall and flooding in the future. This can lead to power outages, damage to equipment, moisture penetration and damage to the building fabric as well as lower employee productivity. Among other things, this would result in increased production costs due to low efficiency, infrastructure investments in backup generators, production downtime, higher energy costs for short-term purchases and rising insurance and personnel costs. Our value chain may also be affected, meaning that there is also an external risk (see heatwave).

- Opportunity: Increased demand in certain business areas, e.g. Vogelsang Pumps and Pump Systems. We also act in such extreme weather conditions with the help of our emergency response products and provide voluntary support. This can result in increased revenue in certain business areas and an enhanced reputation due to the rapid support provided in the event of flooding/emergency situations.

Climate change - global warming:

- Risk: Global warming may result in higher personnel costs, rising costs for air conditioning systems and the expansion of infrastructure as well as higher costs due to quality defects.



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CO₂e transformation:

- Risk: Regulatory requirements: Political incentives to transition to a low-carbon economy, expand renewable energies and tighten emissions standards can have negative effects. Regulatory requirements and resource scarcity are accompanied by rising commodity prices and stricter access to limited materials. Financial risks therefore include rising energy and manufacturing costs, rising overhead costs for energy due to additional levies etc. and rising costs for regulation and compliance. This risk affects the entire value chain.
- Opportunity: Increased revenue and sales growth due to rising demand for environmentally friendly products as well as financial savings for customers by increasing energy efficiency and reducing energy consumption represent significant financial opportunities for us. At the same time, we can reduce energy and investment costs at our branches by using energy and resources efficiently.

Circular economy and resource utilization:

- Risk: Further legal requirements for the circular economy increase operating and production costs. Non-compliance can result in fines, legal consequences and loss of image. This risk affects the entire value chain.
- Opportunity: Promoting the circular economy leads to a reduction in material and operating costs, long-term financial savings, increased customer satisfaction and the retention of long-term customers and new customers.

Corporate policy:

- Risk: A corporate policy that places little or no emphasis on sustainability, can lead to unethical and environmentally harmful actions, which in turn can result in financial risks such as loss of reputation and sales as well as damage to the trust of key stakeholders.
- Opportunity: On the other hand, an ethical, environmentally friendly and positive corporate policy can lead to an enhanced corporate image and increased acceptance among key stakeholders.

Reputation:

- Risk: An unethical and/or negligent corporate policy can damage reputation and demand and lead to a decline in sales. At the same time, marketing and communication costs increase to improve the company's image through public relations work.
- Opportunity: As a sustainable or "climate-fit" company, we have opportunities to raise our profile. On the one hand, an enhanced employer brand and better recruitment could further improve our reputation as a good employer and attract more talented and qualified employees. In addition, a good reputation increases customer trust and loyalty to the company.

Planned projects:

- Opportunities: Detailed planning creates a clear idea of what is to be achieved in the project, how it will be implemented and what resources are required. This provides good orientation for everyone involved. This creates financial opportunities such as cost reduction and faster time to market due to precise planning, efficient project processes and appropriate use of resources.

Legal violations:

- Risk: If legal violations occur due to non-compliance with environmental regulations, compliance, human rights and labor laws, our personnel costs increase, external costs such as lawyers and court proceedings rise, we suffer reputational damage and, in addition to fines, there are also legal consequences.
- Opportunity: Companies that comply with legal regulations protect themselves from legal problems such as lawsuits, penalties or fines. They minimize the risk of legal disputes, which leads to a more stable business foundation. We increase access to new markets and customers as well as long-term profitability and market stability.

Supplier management:

- Risk: Unsustainable supplier management can have various financial consequences, such as jeopardizing production and delivery capability, claims for damages from customers in the event of delivery delays, difficult-to-estimate personnel requirements in production and goods logistics, environmental damage, human rights violations / ethical concerns and loss of quality.



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- Opportunity: On the other hand, the development and implementation of a sustainable supplier management system has a positive impact on Vogelsang's processes and products, which in turn can lead to the following financial opportunities: Promoting on-time delivery, promoting partnership and transparent communication, reducing environmental impact and human rights violations and promoting reputation through an ethical company policy.

Data security and cybersecurity:

- Risk: Loss of control of electronic process flows, customer and company data can lead to claims for damages from customers and legal problems, increased IT staffing requirements and cost increases.

Increase in management requirements:

- Risk: The increase in management requirements demands more human and financial resources to meet the requirements and stay informed about the legal situation. This causes our administrative costs to rise and increases our expenditure on high-performance software and consulting services. On top of this, the increase in stakeholder requirements can lead to higher costs.

- Opportunity: When management requirements increase, processes need to be better organized and optimized. This can lead to a more efficient use of resources, better workflows and overall higher productivity in the company. Tighter and more efficient management leads to lower costs and higher profitability. It can also create a competitive advantage.

Financing:

- Opportunity: With good and transparently communicated or proven sustainability performance, the company's rating can increase, which can lead to the opportunity of higher lending from stakeholders, an increase in reputation and a reduction in CO₂e tax.

Pandemic:

- Risk: Future pandemics may result in higher personnel costs, longer employee absences, additional workloads for colleagues, higher procurement costs if supply chains collapse and higher production costs, which in turn may trigger production stoppages, order backlogs, breach of contract with customers, etc.

Demographic change:

- Risk: The increasing ageing workforce and the shortage of skilled workers at mid-professional level can lead to increased personnel costs for recruitment, lower productivity and quality due to overtime for employees and a lack of diversity.

Further training of employees & specialists:

- Risk: lack of skilled workers: The intensive search for qualified specialists can lead to high personnel costs for recruiting as well as a loss of quality and competitive disadvantages.

- Opportunity: Investing in diverse and continuous employee training and qualification can lead to an increase in the productivity and quality of our products and promote employee satisfaction. In addition, employees can gain a competitive advantage by independently contributing new ideas and promoting and developing new products.

Occupational health and safety:

- Risk: Accidents at work and injuries/illnesses can range from minor to the worst-case scenario, death. This can result in high financial sickness and training costs, long-term absences and legal consequences in the event of (very) serious accidents/injuries.

Staff turnover:

- Risk: A high turnover in the workforce involves many resources and carries with it financial costs and the loss of expertise, skills and know-how, especially among valuable and committed employees and specialists. It can also contribute to a decline in employer attractiveness and damage to reputation.

- Opportunity: Increased employee loyalty and motivation as well as a stable and valuable corporate culture saves costs and resources for recruitment, induction and training for new recruits. It can also contribute to increased productivity and performance



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Supply and value chain:

- Risk: Poor working conditions and labor disputes within our supply chain can have an impact on Vogelsang's operational processes. Inadequate monitoring and control of our supply chain can result in a loss of production and delivery capability, reputational damage and cost- and resource-intensive audits and compliance systems.
- Opportunity: By complying with and tightening up environmentally friendly and social standards and sustainability requirements, we can increase efficiency and improve working conditions in the supply chain. This would also promote the partnership with suppliers and the company's reputation.

Impact on decision-making

48. b) Influence of material impacts, risks and opportunities on the business model, value chain, strategy and value chain, strategy and decision-making:

We currently have and will continue to have influence on the material negative and positive impacts, risks and opportunities that emanate directly from our company or directly affect our branches. These therefore relate to our business model, our strategy and our decision-making as well as the associated objectives and measures. We also have an indirect influence on our direct suppliers and the use and disposal phase of our products, meaning that we can also influence the corresponding effects, risks and opportunities to a certain extent. However, we have no authority here, as the suppliers decide on business processes and products and our customers have a free hand with the products they purchase.

The measures for dealing with the corresponding impacts, risks and opportunities are listed and explained below in the individual topic-specific chapters.

Financial effects

48. d) Current financial impact of the company's material risks and opportunities on its financial position:

The material financial effects are documented in the respective sections on environmental aspects (ESRS E1 and E5), social aspects (ESRS S1 and S2) and governance aspects (ESRS G1).

48. e) The expected short-, medium- and long-term financial impact of the company's material risks and opportunities on its financial position:

See 48. d)

Changes in materiality

48. g) There are no changes as there was no previous report.

ESRS 2 General disclosures - IRO-1 - Description of procedures for the identification and assessment of significant impacts, risks and opportunities

Procedure for determining significant effects

51. a) A description of the methods and assumptions used in the processes described:

To record our impact on people and the environment along our entire value chain, we carry out product screenings. Accordingly, we analyze the positive and negative impacts in the life cycle phases of primary production / material extraction, business operations, logistics / transport, use and the end-of-life phase, i.e. dismantling / recycling and disposal. We look at three different products. Using the so-called "hot and sweet spot analysis", we identify negative and positive impacts, both potential and actual, which we accordingly refer to as either "hot spots" or "sweet spots".



on the basis of

51. b) Overview of the process for identifying, assessing and prioritizing our potential and actual impacts:

i. Focus on specific activities, business relationships, geographical factors or other factors:

We have considered our entire value chain so that all necessary life cycle stages are included, including activities and corresponding sectors, so that we could collect all relevant impacts. To fully analyze our internal and direct activities, we considered our production sites, as these have the greatest environmental, social and economic impact. We have also covered all continents and most geographical locations where the Vogelsang Group operates. The following geographical locations and subsidiaries were considered intensively in our materiality analysis:

- Vogelsang Group headquarters, Vogelsang GmbH & Co. KG Essen (Old.), Germany
- Vogelsang GmbH & Co KG Branch East, Germany
- Vogelsang S.L, Spain
- Vogelsang Italia S.r.l., Italy
- Vogelsang USA Ltd, United States of America
- Vogelsang Brasil Ltda, Brazil
- Vogelsang India Pvt. Ltd, India
- Vogelsang Mechanical Engineering, China
- Vogelsang Korea Co. Ltd, South Korea

As our main site in Essen (Oldenburg) accounts for the majority of our global production and workforce, we have focused our analysis here. We have therefore not concentrated solely on specific activities, business relationships, geographical circumstances or other factors.

ii. Impacts in which we are involved through our activities or business relationships:

By looking at the entire value chain, cradle to grave, with our stakeholders along each life cycle stage, we have considered all impacts in which we are involved through our activities and business relationships.

In order to fully assess the impacts, risks and opportunities of our upstream and downstream value chain, the consideration of all necessary sectors plays a decisive role. As a result, a sector and country-specific risk analysis is integrated into the risk analysis. Risks from the sectors of the upstream chain are considered, such as the extraction of metals or minerals, the extraction of raw materials, the manufacture of electrical appliances and computers, electronic and optical products, the manufacture of rubber and plastic products, but also from the downstream chain, such as logistics service providers and waste disposal companies.

iv. Prioritization of impacts based on severity and likelihood:

We assessed the negative impacts based on the likelihood of occurrence, severity (scope, extent and irreversibility) and the time horizon (short, medium or long term) in which they may occur. In contrast, the positive effects were assessed by means of the positive impact instead of the severity. The positive and negative impacts identified are therefore part of our materiality analysis and are therefore included in the determination of our material topics.

Procedure for determining material risks and opportunities

53. a) Methods and assumptions Risk screening:

We carry out risk screening to determine our risks. We consider both physical risks, such as the consequences of climate change, and transition risks resulting from investment costs due to legal requirements or new technologies. Overall, we look at various external drivers, their impact chains and the resulting consequences for our company. These risks are assessed according to their potential financial damage and their probability of occurrence to determine an expected loss value.



on the basis of

53 c.) Procedures for identifying, assessing, prioritizing and monitoring risks:

i. Interrelationships between the impact of our risks and opportunities:

In our understanding, sustainability risks are events or conditions from the areas of environment, social affairs and corporate governance, the occurrence of which could have an actual or potential negative impact on the net assets, financial position and results of operations as well as the reputation of a supervised company. Opportunities can therefore have a positive impact. Our financial risks relate not only to our internal business processes, but also to business relationships. We use the results of our risk screening within our risk management so that we consider the interrelationships between the effects and outcomes of our risks and opportunities.

ii. Assessment of the likelihood, extent and nature of the risks and opportunities identified:

We calculate the materiality of our risks using loss and probability. The impact of damage is classified as 1) very low: € 50,000, 2) low: € 500,000, 3) medium: € 5,000,000, 4) high: € 25,000,000 and 5) existence-threatening: € 25,000,000. In contrast, the impact of opportunities is considered using the same classification. Accordingly, we consider risks and opportunities to be material in accordance with ESRS 1 49. if the risks and opportunities have a financial impact on the company within short, medium and long-term time horizons.

iii. Prioritization of sustainability risks:

As part of our risk management strategy, identified risks are incorporated into the definition of our material topics for the sustainability strategy. Particularly critical risks are considered at a strategic level. Our sustainability management software enables us to identify potential opportunities and solutions at various levels of critical consideration of our impacts and risks so that these can be directly converted into measures. We do not prioritize the identified risks and opportunities in comparison to other types of risks, but rather include these risks and opportunities equally in our risk management.

Involvement of stakeholders

iii. Scope of consultations with affected stakeholders:

We consult differently depending on the stakeholder. At the beginning of the implementation phase of our sustainability management, we were supported by two management consultancies on different topics. With their help, we conducted extensive sustainability checks, employee and management surveys and a comprehensive meeting with the management on the results of the sustainability checks. To take the perspectives of our employees into account, we conduct comprehensive stakeholder analyses and topic-related surveys. We engage in multiple exchanges with our suppliers through various measures, such as direct discussions, supplier audits and assessments as well as sustainability surveys. During our annual audit, we also discussed the topic of sustainability management in detail with our auditors and included the interests of these stakeholders. Further consultations with stakeholders are planned to be able to analyze the downstream effects even better, for example.

Integration of the processes

53. d) Description of the decision-making process and internal control procedures:

Our decision-making process for determining material impacts, risks and opportunities is based on a structured dual materiality analysis. This comprises the following steps:

1. stakeholder analysis: identifying the interests of our stakeholders
2. impact screening: identification of the material impacts
3. risk screening: identification of material risks and opportunities
4. finalization of the materiality matrix

Within the individual elaborations, topic-specific sustainability aspects are developed and the impacts, risks and opportunities are evaluated and weighted. The final clustering of the topics in the "double materiality" software module calculates the importance of the topics and creates a materiality matrix according to double materiality. This gives us an overview of the impact of our business activities (inside-out) and the financial risks and opportunities (outside-in) categorized by low, medium, high and very high, as well as the thematic relevance from the point of view of our stakeholders.



on the basis of

Our internal control procedures include regular reviews of the materiality analysis, which in future will be reviewed in full annually and revised, if necessary, audits by external service providers who review our management systems and include aspects of sustainability management, sustainability checks by external management consultants and internal employee surveys. We would like to further expand these control procedures in the future.

53. e) Inclusion in the risk management process:

The procedures for identifying and assessing impacts and risks are fully integrated into our general risk management. First, the double materiality analysis is carried out in accordance with the sub-steps described above. The material impacts, risks and opportunities are then integrated into our risk management system, which we manage in accordance with the three management systems of quality, environmental and occupational health and safety management, so that we manage the corresponding impacts, risks and opportunities in accordance with our general risk processes. The integrated management system is based on the DIN EN ISO standards 9001:2015, 14001:2015 and 45001:2015 / 2023, according to which we regularly review relevant aspects, risks and opportunities, formulate objectives and develop measures, carry out comprehensive annual audits and continuously improve the systems. Issue-specific impacts, risks and opportunities that cannot be directly assigned to any of these three management systems are managed directly with the relevant departments, with the majority being covered by the integrated management system.

53. g) Input parameters used:

The data sources for the materiality analysis are based both on existing internal data and company knowledge as well as on publicly available scientific data and tools and, to a small extent, on assumptions that are not specifically available due to the branched value chain. In addition to the self-evident information about our business operations and their impact, we are also responsible for providing information about our suppliers and their suppliers. With the help of our service provider Integrity Next, we carry out ESG analyses in our supply chain so that we can perform country and sector-specific risk analyses and survey and evaluate our suppliers' ESG behavior. In addition, the impacts of primary production / building material extraction are partly based on the analysis results of Integrity Next, but also on publicly available scientific data and tools, such as Climate Solutions Explorer, Water Risk Atlas "Aqueduct" or Working Time Statistics of the ILO, or to a lesser extent on assumptions and estimates.

53. h) Changes compared to the previous reporting period:

We are not aware of any changes, as this Sustainability Report is the very first report of the Vogelsang Group.

ESRS 2 General disclosures - IRO-2 - Disclosure requirements in the ESRS that are covered by the company's sustainability statements

56 List of disclosure requirements followed:

The internal materiality analysis and assessment, see the corresponding procedure in ESRS 2 IRO-1, results in the list of disclosure requirements covered by this sustainability statement. A corresponding list of disclosure requirements is equivalent to the table of contents. In addition, the materiality matrix below provides a clearer and simplified presentation of the topics and standards that have been developed. The figure classifies the topics according to low, medium, high and very high materiality and illustrates the corresponding relevance of the topics from the perspective of the stakeholder groups.

The materiality analysis resulted in corresponding topics that were assessed as not material from a short and medium-term perspective within our value chain:

- ESRS E2 - Environmental pollution: We have been using our environmental management system to record our direct and indirect environmental aspects for years, carry out analyses and assessments, take appropriate measures and formulate objectives. Joint topics, such as hazardous substances, are dealt with in cooperation with occupational safety management. As a result, we were unable to identify any significant impacts, risks or opportunities in this reporting year.



on the basis of

- ESRS E3 - Water and marine resources: Water consumption at the main site in Essen is recorded on an ongoing basis. On the one hand, internal water consumption is low compared to other sectors and companies; on the other hand, no acute water shortages have been identified at the Vogelsang branches in the foreseeable future. Since Vogelsang neither discharges water into the oceans nor extracts and uses marine resources, this standard including (sub-)subtopics is not material.
- ESRS E-4 - Biodiversity and ecosystems: Despite the strong links between the climate and biodiversity crises and the sharp decline in biodiversity, no direct impacts, risks and opportunities along the value chain were identified during this reporting year. No direct influence on the extinction or population of certain species or invasive alien species was identified. Furthermore, no high relevance was identified on the part of the stakeholders.
- ESRS S3 - Affected Communities: Using our risk analysis in accordance with the LkSG, we work with suppliers where the risk of non-compliance with social and cultural rights, fundamental labor and human rights, and civil and political rights of communities is low. The hot and sweet spot analysis along the entire value chain revealed a similar picture. Furthermore, no significant impacts on indigenous peoples to whom we have a direct connection were identified.
- ESRS S4 - Consumers and end users: Data protection, freedom of expression and access to (high-quality) information are guaranteed for all our consumers/end users. Personal safety and health are fully ensured through CE conformity and strategic operational orientation. The products do not encounter children, as they are machines and systems for companies and not privately purchased products. No consumers are deliberately excluded, so that there is non-discrimination and open access to our products and services. Fair competition is firmly anchored in our compliance, which also includes responsible marketing practices. No significant impacts, risks or opportunities were identified in this materiality analysis.

E1 Climate change - E1 GOV-3 - Inclusion of sustainability-related performance in incentive systems

Integration of sustainability-related benefits into incentive systems

At present, we do not operate any incentive systems that are linked to climate-related aspects.

Title	2024	Unit
Share of recognized remuneration linked to climate-related aspects (E1 GOV-3) [%]	0	%

E1 Climate change - E1-1 - Transition plan for climate protection

Transition plan for climate protection

16. a) Compatibility of targets with limiting global warming to 1.5°C in line with the Paris Agreement: As already written in our corporate mission statement, we take our social obligations to the next generations very seriously and align our company with future requirements and sustainable target achievement through strategic decisions. To further emphasize this, we have anchored the "Climate & Energy" field of action in our sustainability strategy.

Our company supports the Paris Climate Agreement and the associated goal of keeping global warming below 1.5°C. As part of our sustainability strategy, we have developed comprehensive targets and measures to align our business activities with the goals of the Paris Agreement.



on the basis of

The Vogelsang Group's overarching overall decarbonization target is to achieve "net zero climate" by 2045 in order to support the limitation of global warming to 1.5°C. This considers the Science Based Targets. This is being done in line with the Science Based Targets initiative. At this point, we are working together with the company Cozero, which is supporting us on the decarbonization path. The company's software and reduction measures comply with international and scientific standards such as the CDP, Greenhouse Gas Protocol, Science Based Targets Initiative, GLEC and ISO.

16. b) Decarbonization levers and key actions:

To achieve our GHG emission reduction targets, we have identified the following internal decarbonization levers: Increasing energy efficiency, further conversion to renewable energies and the introduction of further climate-friendly technologies. Our key measures within Scope 1 and 2 include the complete switch to renewable energy in all branches and the implementation of further energy-efficient machines.

As our top emission categories according to the GHG Protocol are by far within Scope 3, cooperation with key stakeholders is essential. On the one hand, we want to work with our suppliers to make our supply chain more climate-friendly in the future and significantly reduce emissions within our upstream and downstream transportation. At this point, we need to enter discussions and would like to jointly develop and implement effective and efficient measures. Secondly, we rely on the cooperation of our employees and customers, as employee commuting as well as the use and disposal of our products are other key categories. To enable a corresponding reduction in greenhouse gases, we will carry out life cycle analyses (LCA) as key measures in addition to surveys, training and awareness-raising.

16. c) Investments and financial resources:

We are unable to provide any information on investments and financial resources at this stage.

16. d) Assessment of potential included greenhouse gas emissions:

We have not been able to prepare a qualitative assessment of potential included greenhouse gas emissions related to our key assets and products due to resource constraints but will do so in the future.

16. e) Adjustment to the EU Taxonomy Regulation:

According to the EU Omnibus Regulation (as of March 2025), we are not subject to the EU Taxonomy Regulation.

16. g) Exemption from the EU benchmarks agreed in Paris:

Our company is not exempt from the EU benchmarks under the Paris Agreement and meets all relevant criteria.

16. h) Integration into business strategy and financial planning:

Once the transition plan and decarbonization measures are finalized, the transition plan will be embedded in the business strategy and financial planning.

17) As part of the operationalization of the Vogelsang Group's overarching decarbonization target, the detailed development of transition pathways will take place in 2025.

E1 Climate change - E1 SBM-3 - Significant impacts, risks and opportunities and their interaction with strategy and business model

18 In accordance with the requirements, we have identified and categorized the following material climate-related risks, as already described in ESRS E2 SBM-3 48. a):



on the basis of

1. physical risks:

- Increasing periods of hot weather, which could affect the efficiency of our production facilities.
- Extreme weather events such as floods and storms, which could jeopardize our supply chains and infrastructure.

2. transition risks:

- Changes in legislation and regulation that could lead to increased costs for CO₂e emissions.
- Changes in consumer behavior towards more sustainable products that require adjustments to our product portfolio.

We have taken the following measures to assess the resilience of our strategy and business models in relation to climate change:

19. a) Scope of the resilience analysis:

We analyzed our entire operations and value chain, thus all geographical locations of all consolidated Vogelsang subsidiaries were included, as well as our upstream and downstream value chain, although certain supply chain segments and specific geographical locations may not have been covered due to limited available data or low relevance to our operations.

19. b) Performance of the resilience analysis:

The resilience analysis was conducted based on a comprehensive framework that considers the impact of climate change on our business activities and models. We used climate scenarios and time horizons to analyze various future climate scenarios and their potential impact on our business activities. We refer to our own business activities and consider the following physical risks such as sea level rise, increasing cold and hot spells, drought and water scarcity, storms, lightning, hail, heavy precipitation and flooding as well as CO₂e transformation. We have made critical assumptions about the transition to a lower-carbon economy, including the impact on macro-economic trends, energy consumption and energy mix, and technology adoption. The potential financial impact of the material risks and mitigating actions and resources were included in the analysis.

19. c) Results of the resilience analysis:

We have assessed our company's ability to adapt our business model in the future so that we minimize our climate-related risks. Based on the analysis, we will develop adaptation strategies to strengthen our resilience. These include, for example, the construction of flood protection systems or protection against flooding and investments in additional air conditioning systems. We will also implement further measures in monitoring and evaluation.

E1 Climate change - E1 IRO-1 - Description of procedures for identifying and assessing significant climate-related impacts, risks and opportunities

Procedure for determining significant impacts

E1 20. a) Impacts on climate change:

As written in ESRS E2 SBM-3, our significant negative impacts on the environment are mainly due to CO₂e emissions, energy consumption and resource consumption in production. Using our hot and sweet spot analysis and our product screening, as also described in ESRS 2 IRO-1, we have thus identified many greenhouses gas (GHG) emissions along our entire value chain that we cause directly or indirectly.



on the basis of

To identify significant sources of GHGs, we have calculated our corporate carbon footprint for the first time. We use the Cozero software to calculate the GHG emissions in Scope 1, 2 and 3 of our business division. We first calculated the main site in Essen. In the next accounting process, we will also record the greenhouse gases of all major branches of the Vogelsang Group so that we have the entire corporate balance sheet available. The first-time calculation of the entire Vogelsang Group will also serve as the base year for all our targets and forecasts. As the main site accounts for most of our business processes and production, we have already covered most of the accounting. When recording the sources of emissions, we are guided by the procedure in accordance with the GHG Protocol.

Ultimately, all GHG emissions reported as part of the carbon footprint (see ESRS E1-6) have a negative impact on the climate and the environment. In addition, GHGs can have a negative impact on air quality and the health of the people affected.

Procedure for identifying material risks and opportunities

E1 20. b) i. Identification of climate-related hazards:

See E1 SBM-3

1. physical risks:

- Increasing periods of hot weather that could affect the efficiency of our production facilities.
- Extreme weather events such as floods and storms that could jeopardize our supply chains and infrastructure.

E1 20. b) ii. Assessment of the extent to which assets and operations may be exposed to these climate-related hazards in terms of gross physical risks:

- We estimate the risk of heat waves to have a medium loss value, meaning that €500,000 - €5,000,000 can be expected.
- We also estimate the risk of heavy precipitation and flooding with an average loss value of €500,000 - €5,000,000.

E1 20. c) i. Determination of climate-related transitional events:

See E1 SBM-3

2. transition risks:

- Changes in legislation and regulation that could lead to increased costs for CO₂e emissions.
- Changes in consumer behavior towards more sustainable products that require adjustments to our product portfolio.

E1 20. c) ii. Assessment of the extent to which the assets and operations could be vulnerable to these climate-related risks in terms of gross transition risk:

- We also estimate the CO₂e-transformation risk to have a medium loss value, meaning that €500,000 - €5,000,000 can be expected.

E1 21 Use of the climate-related scenario analysis:

Within the climate-related scenario analysis, we assessed the impact of potential climate risks according to possible temperature increases of 1.2°C to 3.5°C. We also looked at forecasts for the years 2030 and 2050 and analyzed the corresponding risks for the Vogelsang Group. Further development of internal stress tests and scenario analyses are planned for the coming years.



on the basis of

E1 Climate change - E1-2 - Strategies related to climate change mitigation and adaptation

25 To what extent do the strategies take climate-related aspects into account?

Our company has developed comprehensive strategies to address the key impacts, risks and opportunities related to climate change mitigation and adaptation. These strategies are formulated in accordance with the minimum requirements for strategies in ESRS 2 and cover the following areas. As already stated in chapter ESRS 2 SBM-1, we are aware of our responsibility towards future generations and the focus area "Climate & Energy" is a key component of our strategic business activities. Our guiding principle is as follows: "We actively promote climate protection, reduce our greenhouse gas emissions and use energy efficiently."

25. a) Climate protection:

Our climate protection strategy focuses on the management of greenhouse gas emissions and the reduction of greenhouse gases. We have set ourselves the strategic goal of continuously reducing emissions from our products and branches. We have introduced measures to increase the energy efficiency of our production processes and promote the use of renewable energies. We also continuously optimize our operational processes to minimize emissions. Another component of our climate protection strategy is training our employees to raise awareness of the importance of climate protection and to enable them to actively contribute to reducing emissions. In addition, we want to engage with key stakeholders along our Scope 3 categories and work in partnership to reduce our indirect GHG emissions.

25. b) Adaptation to climate change:

Our adaptation strategy aims to manage the physical climate risks and transition risks associated with climate change. We are developing and implementing measures to adapt our infrastructure to make it more resilient to extreme weather events. This includes investments in improving the building structure and implementing emergency plans to respond effectively to climate disasters. We also carry out regular risk assessments in order to identify potential threats at an early stage and take appropriate countermeasures. We would like to further specify and expand these risk assessments in the future.

25. c) Energy efficiency:

Improving energy efficiency is a central component of our sustainability strategy. For this reason, energy efficiency is also part of our sustainability strategy and is firmly anchored in the Climate & Energy focus area. We have already implemented several initiatives in the past to reduce energy consumption in our facilities. These include the modernization of machines and systems, the introduction of energy-saving technologies and the optimization of production processes. These measures not only help to reduce operating costs, but also to reduce our environmental footprint.

25. d) Use of renewable energies:

Our company is increasingly relying on renewable energy to reduce dependence on fossil fuels and cut greenhouse gas emissions. We are continuously investing in the expansion of our own capacities for solar and other climate technology systems, such as a heat pump in 2024. This enables us to cover a greater proportion of our energy requirements from sustainable sources and achieve our climate targets. As a result, the use and promotion of renewable energy is a strategic goal within our sustainability strategy.

25. e) Other:

In addition to the areas mentioned above, our sustainability strategy also includes other measures that indirectly contribute to mitigating and adapting to climate change. These include strategies in procurement, where we emphasize sustainable supply chains, as well as investments in research and development for environmentally friendly products and technologies. We also rely on comprehensive training strategies to promote awareness of sustainability among our employees and strengthen their skills in this area.

E1 Climate change - E1-3, E1-4 - Targets, measures and resources related to climate change mitigation and adaptation

Targets and measures

26. - 29 Climate protection measures and adaptation to climate change

1) Commissioning of heat pump - A heat pump was installed as part of the construction of the new M2 2024 hall to reduce gas consumption:

To reduce the proportion of energy use from non-renewable sources, geothermal probes were installed before the construction of another hall, which can replace a third of our own gas requirements with a central geothermal heat pump. We had a heating energy requirement of 300,000 cbm of gas per year, i.e. 3 GWh of heat. With 87 geothermal probes installed 100 meters deep in the ground, we can replace 100,000 cbm of gas (1 GWh of gas with 250 MWh of electricity).

On top of this, the geothermal probes also give us the opportunity to push waste heat from the halls, the machines and the hardening plant back into the ground in summer. A collection network is installed for this purpose, which collects the approx. 30 degrees from the machines (recooling of the cooling lubricant). Warm outside air from the hall can also be cooled down with the water from the floor, which is around ten degrees cold. According to the simulation, this brings an additional potential of another 40,000 cubic meters of gas that we can extract from the ground in the form of additional heat without cooling it to an unacceptably low temperature. This will probably reduce our gas requirement from 300,000 cbm to 160,000 cbm. With the now installed collection network for waste machine heat, we want to try to feed waste machine heat to the heat pump in winter as well.

2) Commissioning of energy storage - A battery storage system was put into operation in 2024 to increase self-consumption of PV electricity:

Since 2006, photovoltaic systems (PV systems) have been installed on the roofs of Vogelsang's main site in Essen (Oldenburg), with which we generate over 25% of our own electricity requirements in Essen ourselves. A total of 1MW peak solar is installed on the company's own roofs. The average yield is 900 kWh per kW peak, which equates to around 900 MWh of PV production per year, most of which is consumed directly. Surpluses are fed into the grid. Around 10 MWh is required per working day at the Essen site (power peaks between 900 and 1000 KW). With 200 working days, that is 45 percent of the electricity we generate ourselves. However, there are also the 165 weekends and public holidays, on which we consume a good 2 MWh each, which is an additional 330 MWh. So out of a total of 2330 MWh of estimated electricity consumption, we generate 900 MWh ourselves here at the main site (excluding the heat pump). Now, we often find ourselves in a situation where PV power is disconnected by the grid operator due to grid overload. We feed the surplus into the grid, especially on sunny days and at weekends. On top of that, 250 KW from one of our PV systems is fed into the grid at full capacity.

We are currently commissioning a 1.3 MWh battery storage system which, together with a load management system, is primarily intended to optimize our own electricity consumption, reduce peak loads and, if possible, enable further savings through trading and atypical grid usage. We have our own medium-voltage grid, which we could easily use to expand our battery storage.

Together with heat recovery from the halls in summer, the value of self-generated electricity in Essen is increased to almost 50 percent. With PV electricity and geothermal energy, Vogelsang can supply all halls at the main site with sustainable heating energy and electricity.

Another planned measure is the construction of a wind turbine. However, this measure is currently failing for formal reasons. As soon as this obstacle no longer exists, the planning and implementation of a wind turbine, which can also sustainably cover our electricity requirements in winter, will be continued.



on the basis of

3) First-time corporate accounting Scope 1 - 3:

The measure of the Vogelsang Group preparing its CO₂e-balance sheet for Scope 1, 2 and 3 for the first time is an important step towards climate-friendly corporate management and climate protection strategy. This involves recording and evaluating the greenhouse gas emissions caused directly and indirectly by the company.

The results of this assessment were used to formulate targeted measures that are to be tackled in the 2025 financial year. These include, for example, extending the CO₂e-balancing tool to the Vogelsang Group's main branches, reducing direct GHGs in Scope 1 and 2 and working in partnership with key stakeholders to reduce indirect Scope 3 emissions.

4) Planned further measures (control and process optimization):

- Raising employee awareness and training: Employees are to be made aware of sustainability issues through training courses and workshops. Through various inputs and media, employees should gradually gain an insight into what Vogelsang is already doing in terms of climate protection, energy efficiency and renewable energies and what measures are being planned. In addition, employees should understand our company's carbon footprint and become aware of where emissions are (un)consciously generated and what impact direct and indirect company actions have on climate change.
- Ideas competition for sustainability measures: A suggestion scheme is to be set up to promote innovative ideas. The implementation of this measure has not yet started.

5) Promoting employee engagement: Company volunteering programs are intended to motivate employees to get actively involved. This measure is planned.

The measures we implemented in the 2024 financial year, the previous measures that are being implemented on an ongoing basis and our future planned measures have the following decarbonization levers:

- Energy efficiency: modernization of our facilities and replacement of inefficient machines
- Electrification: the vehicle fleet is gradually being converted to electric vehicles
- Renewable energies: Expanding the use of renewable electricity and installing a heat pump
- Product change and continuous improvement of our product portfolio: We are developing sustainable product alternatives and optimizing our procurement processes

2. results of the measures:

Due to the first-time corporate accounting and the introduction of our energy management software in this financial year, we are unable to provide specific reduction figures at this time, but we would like to work these out.

3. financial investments:

Within this report, the calculation of financial investments is not to be reported, as the figures could not be calculated at this time for resource-related reasons.

30. climate-related targets:

As already stated in E1-1, the overarching overall house goal for decarbonization of the Vogelsang Group is to achieve net zero climate by 2045 to support the limitation of global warming to 1.5°C. This is being done in line with the Science Based Targets initiative. At this point, we are working together with the company Cozero, which is supporting us on the decarbonization path. The company's software and reduction measures comply with international and scientific standards such as the CDP, Greenhouse Gas Protocol, Science Based Targets Initiative, GLEC and ISO. We want to use this to determine not only scientifically sound targets in the 2025 financial year, but also absolute reduction targets and a transition plan so that we can ensure net-zero climate by 2045 at the latest. We are taking future developments such as changes in sales volumes and regulatory factors into account.



on the basis of

We have set the following targets:

1) Expansion of our CO₂e-balancing tool to the entire subsidiaries:

- Project planning: structuring and setting up the involvement by creating a project plan and the most important milestones, working out the subsidiaries to be considered
- Communication and project meetings: First of all, those responsible at the subsidiaries should be trained on the topic of CO₂e accounting and understand the different categories of Scope 1 - 3. With the focus on Scope 1, we would like to work with the subsidiaries to develop how they can collect the necessary data for Scope 1.

Integration into the CO₂e-balancing software Cozero: The data collected is to be uploaded to our balancing tool. To this end, those responsible at the subsidiaries are to receive an introduction to the tool so that they can work with it independently.

2) GHG reduction of our purchased logistics services

- Indicator: Scope 3.4 GHG emissions (upstream transportation and distribution) (ESRS E1- 6)
- Use "green" logistics offers: Together with our logistics department, we would like to enter into an exchange with our service providers. First of all, we would like to carry out a price-performance analysis and analyze which service provider we can use most efficiently and effectively to reduce emissions, which is economically feasible for us as a company so that we do not gain a competitive advantage.
- Cooperation, communication and transparency regarding emissions: We would like to have regular discussions with our logistics service providers about transportation emissions. Joint targets for the reduction of CO₂e can help to implement concrete measures.
- Training and awareness-raising - in connection with ESRS E5 Resource use: In order to raise awareness of the relevance of logistics in the area of climate change and climate protection as well as resource use and the circular economy with regard to packaging materials, we would like to train all key stakeholders on the topic and sustainable practices.

3) GHG reduction of Vogelsang business travel

- Indicator: Scope 3.6 GHG emissions (business travel) (ESRS E1-6)
- Optimization of hotel accommodation - choose sustainable accommodation: We encourage the choice of hotels that use environmentally friendly practices, such as energy-saving measures, waste reduction and the use of sustainable materials. We look for sustainability certifications or other recognized seals.

4) GHG reduction of employee commuting

- Indicator: Scope 3.7 GHG emissions (employee commuting) (ESRS E1-6)
- Development and analysis of realistic measures together with HR and the works council: In order to implement effective measures, it is necessary to jointly develop more environmentally friendly alternatives, as the connections in rural areas at the Essen site are quite modest. Possible measures include, for example, promoting carpooling, offering buses if necessary, subsidizing public transport / subsidizing job tickets, setting up additional covered bicycle stands and providing e-charging stations.
- Training and awareness-raising: Raise awareness of employee commuting and the impact on the climate. Demonstrate that every employee contributes to greenhouse gas emissions in this category, regardless of whether this is negative or positive. Put employee commuting in comparison to the other categories and show how comparatively high this category is. Clarify the differences between the modes of transportation, not only focusing on CO₂e values, but also on aspects such as time benefit and travel time.

4) GHG reduction in our supply chain

- Indicator: Scope 3.1 GHG emissions (Purchased goods and services) (ESRS E1-6)
- Automation of Cozero data mapping: In order to facilitate CO₂e-balancing for Scope 3.1 and 3.2, we would like to implement the goods and services using the existing mapping according to the Cozero categories in ProAlpha after the complete collection of the first company balance sheet, so that the corresponding Cozero mapping is anchored behind each good or service and the next balancing is facilitated by greatly reducing the mapping process.
- Supplier questionnaire on product carbon footprints: Using our supplier management software Integrity Next, we would first like to determine from our suppliers via a questionnaire whether product carbon footprints already exist for individual purchased goods. This should substantiate our CO₂e-balancing in the upstream value chain and thus go beyond "spend-based data" and average "activity-based data".



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- Supplier questionnaire on whether suppliers can provide evidence of scientifically sound climate reduction targets: By determining whether our suppliers are aiming to reduce their own greenhouse gases, we can gain insight into our potential emissions reductions. If it becomes clear that suppliers are actively resisting the reduction of climate-damaging gases, an exchange and possibly cooperation is initially necessary. If this is also not successful, we should consider replacing this supplier in the medium and long term to achieve the German (by 2045) and European (by 2050) climate target of net zero emissions.

- Training and awareness raising - In connection with ESRS E5 Resource use & circular economy and S2 Workforce along the value chain: Train knowledge about the relevance of the supply chain regarding environmental and social issues so that an awareness of sustainable supplier management is created and promoted.

5) GHG calculation of the use and disposal phase of our products:

- Indicator: Scope 3.12 GHG emissions (handling of products sold at the end of their life cycle) (ESRS E1-6)
- Data collection for balancing: The data required for balancing is collected in collaboration with the development and design departments. The following aspects are relevant for the use phase: the average number of hours that our products are actively in use, the energy consumption per hour and the number of products. To calculate the disposal phase, we need the weight of the entire product, the percentage of the respective material that is disposed of at the end of its service life and the number of products sold.
- Customer survey: In order to obtain more precise and realistic information about the service life of our products, we will ask customers directly and/or by means of a survey about the use of Vogelsang products.
- Complete life cycle assessment: Conduct life cycle assessments (LCA) for the most important Vogelsang products to evaluate the environmental impact over the entire life cycle (from production to transportation to disposal) and identify potential reduction measures.

6) To promote understanding and knowledge of climate change and climate protection among employees, we want to use various measures to raise awareness and motivate employees to participate in the climate reduction plan.

- Communication: Communicate the annual CO₂e balance including energy consumption and show where CO₂e has been saved and where employees can actively and independently influence and reduce GHGs.
- Workshop with third parties to clarify the relevance: For further training in the area of climate change and climate protection, we will conduct training sessions with external parties to increase interest in training and thus increase knowledge uptake.
- Mandatory training in the onboarding process on climate and environmental protection: In order to guide employees towards lower-emission and more environmentally friendly behaviour, relevant behaviours should be part of the onboarding process, such as the correct use of energy conservation and efficiency - (e.g. shutting down laptops, machines and other work equipment after work or when not in use), tips for heating, cooling and ventilation Mandatory aspects and business integrity with a focus on our environmental management

Due to the first-time accounting of our greenhouse gas emissions in all three categories, we have not yet had the resources to consolidate the targets on the basis of absolute reduction figures and thus in accordance with Article E1 34, applicable according to ESRS MDR-T, but we will tackle this in the following financial year.

Key figures

Due to the first-time GHG accounting and thus the formation of the base year for Vogelsang GmbH & Co. KG, no information on these key figures can be provided this year.



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E1 Climate change - E1-5 - Energy consumption and energy mix

Consumption of non-renewable energy

Within the key figures relating to energy consumption, energy generation and energy intensity, the total value of all energy consumption of the consolidated subsidiaries is shown. Since the company is active in at least one climate-intensive sector, energy consumption from fossil sources must be reported in more detail. As not all subsidiaries have specific information from the energy suppliers on the composition of electricity, scientific data was used and average values for the respective countries were used (for verification, see document "E1-5 Calculation of energy consumption and mix").

Due to the markets in which we operate, all our net income is subject to activities in climate-intensive sectors. Accordingly, the key figure for net revenue from activities in climate-intensive sectors is € 139,120,000. We have no net revenue in non-climate-intensive sectors.

Title	2024		
	Total	Vogelsang GmbH & Co KG	Unit
Total energy consumption from fossil sources (ESRS E1-5) [MWh]	3.764,389	3.189,386	MWh
Fuel consumption from coal and coal products (ESRS E1-5) [MWh]	993,201	882,827	MWh
Total energy consumption from non-renewable sources (ESRS E1-5) [MWh]	3.764,389	3.189,386	MWh
Fuel consumption from natural gas (ESRS E1-5) [MWh]	2.738,771	2.306,558	MWh
Total energy consumption from nuclear energy (ESRS E1-5) [MWh]	143,005	49,046	MWh
Consumption of purchased or acquired electricity, heat, steam and cooling from non-renewable energy sources (ESRS E1-5) [MWh]	0	0	MWh
Consumption of fuels from other non-renewable energy sources (ESRS E1-5) [MWh]	0	0	MWh
Fuel consumption from crude oil and petroleum products (ESRS E1-5) [MWh]	1,86	0	MWh
Share of energy consumption from nuclear energy in total energy consumption (ESRS E1-5) [%]	2,26	0,909	%

Consumption of renewable energy

Title	2024		
	Total	Vogelsang GmbH & Co KG	Unit
Total energy consumption from renewable sources (ESRS E1-5) [MWh]	2.391,402	2.112,029	MWh
Consumption of renewable fuels (ESRS E1-5) [MWh]	17,009	0	MWh
Consumption of purchased or acquired electricity, heat, steam and cooling from renewable energy sources (ESRS E1-5) [MWh]	1.320,227	1.091,273	MWh
Consumption of self-generated renewable energy (not from fuels) (ESRS E1-5) [MWh]	1.054,166	1.020,756	MWh
Share of renewable energies in total energy consumption (ESRS E1-5) [%]	37.799	39,133	%



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Power generation

Title	2024		
	Total	Vogelsang GmbH & Co KG	Unit
Generation of renewable energies (ESRS E1-5) [MWh]	1.054,166	1.020,756	MWh
Non-renewable energy generation (ESRS E1-5) [MWh]	0	0	MWh

Energy intensity

Title	2024		
	Total	Vogelsang GmbH & Co KG	Unit
Energy intensity from activities in sectors with a high climate impact [MWh/ €1m] (ESRS E1-5) [MWh/€]	46,082	38,794	MWh/€
Total energy consumption from activities in sectors with a high climate impact (ESRS E1-5) [MWh]	6.326,707	5.397,054	MWh

Total energy consumption

Title	2024		
	Total	Vogelsang GmbH & Co KG	Unit
Total energy consumption in own operation (ESRS E1-5) [MWh]	6.326,707	5.397,054	MWh

E1 Climate change - E1-6 - Gross GHG emissions in Scope 1, 2 and 3 categories and total GHG emissions

GHG emissions

For the first time, a complete greenhouse gas balance was carried out for all three scopes. We want to determine this annually to analyze and specifically reduce climate-related impacts. The quantification is based on primary data. All of the key figures that we are able to provide in this assessment in accordance with Scope 3 also correspond to primary data, with a high proportion being spend-based. It should be noted that the unaccounted categories are not included in this percentage.

The GHG emissions are only the emissions of the main site in Essen (Oldenburg), i.e. Vogelsang GmbH & Co. KG. Due to a lack of resources, it has not yet been possible to calculate the emissions of the other subsidiaries; this will be adjusted in the next report. We would like to carry out a complete company balance sheet as soon as possible and determine the transition plan on this basis.

The following categories could not be calculated within this reporting year due to a lack of resources:

- Scope 3.11
- Scope 3.12

The following categories are considered immaterial as they either do not apply to the Vogelsang Group or are only of minor relevance:

- Scope 3.8
- Scope 3.10
- Scope 3.13
- Scope 3.14
- Scope 3.15



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Title	2024	Unit
GHG emissions Scope 1 (GRI 305-1) (ESRS E1-6) [t CO ₂ e]	844,112	t CO ₂ e
Share of Scope 1 GHG emissions under regulated emissions trading schemes (ESRS E1-6) [%]	0	%
Scope 2 GHG emissions (location-based) (ESRS E1-6) [t CO ₂ e]	888,023	t CO ₂ e
Scope 2 GHG emissions (market-based) (ESRS E1-6) [t CO ₂ e]	1.123,436	t CO ₂ e
GHG emissions Scope 3 (GRI 305-3) (ESRS E1-6) [t CO ₂ e]	64.560,75	t CO ₂ e
Scope 3.1 GHG emissions (Purchased goods and services) (ESRS E1-6) [t CO ₂ e]	54.572,709	t CO ₂ e
Scope 3.2 GHG emissions (capital goods) (ESRS E1-6) [t CO ₂ e]	1.285,108	t CO ₂ e
Scope 3.3 GHG emissions (fuel and energy-related activities) (ESRS E1-6) [t CO ₂ e]	372,191	t CO ₂ e
Scope 3.4 GHG emissions (upstream transportation and distribution) (ESRS E1-6) [t CO ₂ e]	791,710	t CO ₂ e
Scope 3.5 GHG emissions (waste) (ESRS E1-6) [t CO ₂ e]	138,790	t CO ₂ e
Scope 3.6 GHG emissions (business travel) (ESRS E1-6) [t CO ₂ e]	64,565	t CO ₂ e
Scope 3.7 GHG emissions (commuting of own employees) (ESRS E1-6) [t CO ₂ e]	2.783,737	t CO ₂ e
Scope 3.9 GHG emissions (downstream transportation and distribution) (ESRS E1-6) [t CO ₂ e]	4.551,939	t CO ₂ e
Scope 3.11 GHG emissions (use of products sold) (ESRS E1-6) [t CO ₂ e]	n.a.	t CO ₂ e
Scope 3.12 GHG emissions (handling of sold products at the end of their life cycle) (ESRS E1-6) [t CO ₂ e]	n.a.	t CO ₂ e
GHG emissions absolute [t CO ₂ e]	67.174,36	t CO ₂ e
Total GHG emissions (market-based) (ESRS E1-6) [t CO ₂ e]	66.528,298	t CO ₂ e
Total GHG emissions (location-based) (ESRS E1-6) [t CO ₂ e]	66.292,885	t CO ₂ e

GHG intensity

The greenhouse gas intensity was calculated in accordance with the reported greenhouse gas emissions, considering the net revenue according to the financial reporting of Vogelsang GmbH & Co. KG in the 2024 financial year.

Title	2024	Unit
GHG intensity - market-based (per net sales) (ESRS E1-6) [t CO ₂ e / € million sales]	478,206	t CO ₂ e / million €
GHG intensity - location-based (per net sales) (ESRS E1-6) [t CO ₂ e / million€ sales]	476,514	t CO ₂ e / million €
Net sales (ESRS E1-6) [€]	139.120.000	€
Net sales used to calculate greenhouse gas intensity (ESRS E1-6) [€]	139.120.000	€
Net sales not used to calculate greenhouse gas intensity (ESRS E1-6) [€]	0	€



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E1 Climate change - E1-7 - Removal of greenhouse gases and projects to reduce greenhouse gases financed via CO₂ allowances

GHG removal and storage

56 Due to the first-time CO₂e accounting of the Scope 1 - 3 categories, whereby the 2024 financial year is the base year for the Essen site, no reduction is recorded in this year.

Emission credits

56 Up to the current point in time and within the 2024 financial year, we have not implemented any carbon credits through certified climate protection projects. By formulating and implementing our transition plan, emission credits will be considered in the future.

E1 Climate change - E1-8 - Internal CO₂ pricing

62 The Vogelsang Group has no internal CO₂ pricing in the 2024 financial year.

E1 Climate change - E1-9 - Expected financial impact of significant physical and transition risks and potential climate-related opportunities

Expected financial effects of material physical risks and transition risks

64. a) We have not yet been able to collect the key figures for our expected financial effects of material physical risks and our expected financial effects due to transition risks for the 2024 financial year due to resource-related reasons.

Opportunities to exploit key climate-related opportunities

Also not yet disclosed in this report are the expected cost savings due to climate protection measures and expected changes in net revenue from low-carbon products and services or adaptation solutions.

E2 Environmental pollution - E2 IRO-1 - Description of procedures for the identification and assessment of significant impacts, risks and opportunities related to environmental pollution

Processes for assessing significant impacts

E2 11. a) Review of operations and activities with respect to pollution - impacts:

As part of our sustainability strategy, we have implemented comprehensive processes to identify and assess material impacts, risks and opportunities related to pollution. These processes cover our own business activities as well as our upstream and downstream value chain. Our approach is based on the LEAP approach, which includes the following phases:

Phase 1: Identifying the location of the interface with nature

We have carried out a detailed analysis of our subsidiaries to identify the interfaces with nature. This includes:

- Our production sites and warehouses where direct pollution may occur.
- The locations where emissions of water, soil and air pollutants occur.
- Our suppliers and distributors that potentially contribute to pollution.
- Our downstream chain, such as the use and disposal phase of our products.

Phase 2: Assessment of impacts and dependencies

In this phase, we assessed the severity and likelihood of impacts on the environment and human health. This includes:

- The assessment of significant risks and opportunities related to environmental pollution.
- The identification and prioritization of hot spots in our value chain that are particularly vulnerable to pollution.

As already described in 51. a), we analyze our entire value chain for "hot" and "sweet" spots. A holistic view of the issue of environmental pollution therefore includes aspects such as emissions of air pollutants (excluding greenhouse gases), water pollution and soil contamination, pollution of living organisms and food resources as well as substances of (particular) concern and microplastics. According to scientific data and tools as well as the supply chain-related data of our partner Integrity Next, we were able to assess the potential environmental impacts related to our subsidiaries and business activities and determine the severity and likelihood of the impacts.

Procedure for identifying material risks and opportunities

Phase 3: Assessment of material risks and opportunities

As part of our risk screening, we consider water, soil and air pollution and the associated consequences for our company. Risks such as an increased occurrence of pollutants in water, soil and / or air, e.g. due to industrialization, chemical fertilizers, etc., were considered. Other risks and opportunities to be considered included new legislation, sanctions and legal disputes as well as extended reporting obligations and the substitution of products / materials and substances with more environmentally friendly alternatives. We use recognized standards and scientific tools to identify risks, such as the Climate Solutions Explorer and the Ecological Threat Report (ETR). In addition, we use the data we have collected from our environmental management. These risks are assessed according to their probability of occurrence and the potential financial damage. This results in a damage assessment that is included in the mathematical derivation of our materiality matrix.

Phase 4: Preparation and communication of the results of the materiality assessment

The assessment process did not result in any material impacts, risks or opportunities in accordance with the double materiality in ESRS E2 Environmental Pollution



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With the help of our environmental management in accordance with DIN EN ISO 14001:2015, we have already been analyzing our (significant) environmental aspects along our entire value chain for several years, so that we evaluate our various activities and processes according to direct and indirect impacts along the criteria of legal impact, environmental damage, interested parties and influenceability. We also have such a procedure for emergencies so that we can intervene directly if there are any risks. Based on this continuous analysis, we implement various measures to prevent environmental damage. On top of this, our employees learn about our corporate mission statement, including our environmental policy, during the onboarding process, so that an awareness of environmentally friendly behavior is created immediately. Further training and awareness-raising sessions are planned to further inform and educate the workforce on the topic and actively involve employees.

Stakeholder engagement

E2 11. b) Consultations, especially with affected communities:

As part of our sustainability strategy, we attach great importance to involving stakeholders, such as our neighbors, in our materiality analysis process. As part of our stakeholder analysis, we take a close look at their interests and the resulting risks so that we can develop and implement appropriate solutions and measures. This is a central component of our efforts to identify and assess the impacts, risks and opportunities of significant pollution. One aspect to be considered is the interest of our neighbors in nature conservation. As one identified interest of our neighbors is nature conservation, this includes little to no pollution.

We regularly welcome various groups of visitors to our company several times a year, who are given a tour of our production facilities and a presentation of the company as well as information about our environmental management and efforts to protect the environment. We also hold topic-specific events at various intervals, in which the public and affected communities are invited to participate. In November 2024, for example, we held an event entitled "Investing in sustainability" in collaboration with the Oldenburg Chamber of Industry and Commerce, at which the topics of environmental management and pollution were also relevant.

To meet the requirements regarding stakeholder involvement in the materiality analysis, we plan to implement further and more intensive measures to involve local communities in the future. These measures will help us to better understand and assess the impacts, risks and opportunities of material pollution by actively incorporating the perspectives and concerns of the affected communities. The implementation of these measures will be documented and verified in future sustainability reports.

E3 Water and marine resources - E3 IRO-1 - Description of procedures for the identification and assessment of significant impacts, risks and opportunities related to water and marine resources

Process for determining material impacts

8. a) Review of operations and activities related to water and marine resources impacts:

We as a company have systematically identified and assessed the material impacts, risks and opportunities related to water and marine resources. In doing so, we have followed the LEAP approach, which comprises the following phases:



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Phase 1: Determining the location of interfaces with nature

In this phase, we identified the interfaces between our operations and our value chain and nature. Our Vogelsang's sites were ranked according to water stress and areas with high water stress and sectors or business areas that interface with water or marine resources were considered. We used the World Resources Institute's "Aqueduct Water Risk Atlas", the WWF's "Water Risk Filter" and the classification of the Ecological Threat Report (ETR) to identify the priority branches. This enabled us to determine the areas affected by water risks and to identify the interfaces with marine resources that could lead to significant impacts and dependencies. The Vogelsang Group has no interfaces with oceans and marine resources, as no discharges to oceans are made and no marine resources are extracted.

Phase 2: Assessment of dependencies and impacts

In the second phase, we used the hot and sweet spot analysis to identify the business processes and activities that lead to significant impacts and dependencies on environmental goods and ecosystem services. This involved examining our own activities as well as upstream and downstream activities along the value chain. We assessed the severity and likelihood of positive and negative impacts on water and marine resources.

Involvement of stakeholders

E3 8. b) Consultation, in particular with affected communities:

As already written in E2 11. b), we include our stakeholders, including interests and risks, in our materiality analysis. The interest of our neighbors in nature conservation also includes life under water, so that environmentally friendly behavior towards marine resources is also required and our buildings and infrastructure do not harm nature.

Due to our wastewater products, the topic is addressed within the relevant sectors. Within our stakeholder dialogues with our neighbors and local communities, the topic of water and marine resources is not an explicitly desired topic or has not emerged as an area of interest within the analysis, as water consumption within the Vogelsang Group is extremely low and no marine resources are used.

Procedure for identifying material risks and opportunities

Phase 3: Assessment of the main risks and opportunities

Based on the results of phases 1 and 2, we assessed the main risks and opportunities. Transition risks and opportunities were identified in categories such as political and legal, technology, market, reputation and systemic risks. We also identified physical risks such as water scarcity and the deterioration of infrastructure as well as the unavailability of raw materials related to marine resources. Opportunities were divided into categories such as resource efficiency, markets, financing, resilience and reputation. We also identified opportunities to diversify business activities and invest in green infrastructure and nature-based solutions.

Phase 4: Preparing and communicating the results of the materiality assessment

The results of our materiality assessment show that we as Vogelsang Group have no material impacts, risks and opportunities within our value chain.

Nevertheless, water consumption is part of our environmental management on a small scale, which means that we are already implementing various measures within the company. For example, we have a water cycle within our test systems for the pumps so that we have low water consumption. We have also set up monitoring systems in 2024 to measure water consumption. As part of the employee training course "Basic training in sustainability", awareness is raised about the careful and efficient use of resources, with water consumption also forming part of this.



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E4 Biodiversity and ecosystems - E4 SBM-3 - Significant impacts, risks and opportunities and their interaction with strategy and business model

E4 16. a) i. Operations with negative impacts in areas of high biodiversity value:

Our production and administrative sites are not located in areas with biodiversity in need of protection, such as nature reserves, which could lead to negative impacts from our company's activities.

E4 16. a) ii. Breakdown of the branches:

The Vogelsang Group currently has 35 branches located in various regions around the world. These branches include both production facilities and administrative offices. Based on the scope of consolidation and the assessment of whether one or more subsidiaries in or near areas of biodiversity conservation concern could have a negative impact, we assessed the most significant subsidiaries, which are 25 subsidiaries.

As part of our initial assessment of impacts on biodiversity and ecosystems, we intensively analyzed our production sites. For the analysis, we used the "Natura 2000 Network" and "GRAS - Global Risk Assessment Services" tools so that we could assess potential impacts and dependencies. The Natura 2000 network is a network of protected areas in the European Union that was established based on the "Birds Directive" (Directive 2009/147/EC) and the "Habitats Directive" (Directive 92/43/EEC). It aims to preserve biodiversity in Europe and protects particularly endangered animal and plant species and their habitats. Natura 2000 now covers around 18 percent of the EU's land area and 6 percent of its marine areas. GRAS - Global Risk Assessment Services is an assessment and analysis tool that helps companies and organizations evaluate risks associated with various aspects of their business, particularly regarding environmental and social factors. The tool can be used to assess and minimize the impact of companies on biodiversity, which is particularly important for companies operating in environmentally sensitive areas or near protected areas such as Natura 2000.

The table in Annex I lists the branches analyzed and their respective impacts (p. 122).

E4 16. a) iii. Affected areas with biodiversity in need of protection:

No Vogelsang Group site is located within an affected area with biodiversity in need of protection.

E4 16. b) Significant negative impacts in terms of land degradation, desertification or soil sealing:

Our analysis has shown that none of our subsidiaries have significant negative impacts on land degradation and desertification. Using the Climate Solutions Explorer, we predicted the potential impact along various climate scenarios, global warming from 1.2 °C to 3.5 °C, whereby we were only able to identify minor impacts for the most part. Soil sealing is unavoidable due to our infrastructure, as our buildings are built on concreted ground. In some cases, this has been in place for several decades and no further soil sealing is planned at most locations, meaning that no significant effects can be identified.

E4 16. c) Activities affecting threatened species:

No activities were identified that have an impact on endangered species. In addition, there is no exploitation of plants and animals and no deliberate import of invasive alien species.

We would like to point out that the analysis may not cover certain parts of our business activities and value chain as well as material physical and transition risks. This includes, for example, certain supply chain segments and specific geographic locations that have been excluded from the analysis due to limited available data or low relevance to our business. We have performed the biodiversity analyses to the best of our knowledge using the data and tools available to us.

E4 Biodiversity and ecosystems - E4 IRO-1 - Description of processes for the identification and assessment of significant impacts, risks, dependencies and opportunities related to biodiversity and ecosystems

Procedure for determining significant impacts

E4 17. a) Process for identifying and assessing actual and potential impacts:

Our procedure for determining the impacts according to the (sub-sub) categories in accordance with ESRS E4 is based on the same system as in the environmental standards climate, pollution and water and marine resources described above. The materiality assessment of the identified risks was determined based on the LEAP approach. Using the hot and sweet spot analysis within our product screening, we analyzed potential impacts before raw material extraction, through processing in our supply chain, transport to our production, use and disposal phase.

Phase 1: Identification of areas in need of protection

As described in E4 SBM-3 E4 16. a), we first analyzed whether our sites are located in or near areas with biodiversity in need of protection. We assessed the geographic locations of our production sites using two tools and determined that none of these sites are located within or near areas of biodiversity conservation concern.

Phase 2: Assessment of impacts and dependencies

Using the hot and sweet spot analysis within our product screening, we analyzed and assessed potential impacts before raw material extraction, through processing in our supply chain, transport to our production, use and disposal phases. To determine the main effects on biodiversity, we also looked at the links with the climate and environmental pollution. Here, we check whether our plant operations have a negative impact on surrounding areas, for example through air pollutants or wastewater. This included identifying business processes and activities that encounter biodiversity and analyzing the size, extent and frequency of impacts.

E4 19. a) Operations in or near areas of high biodiversity value:

- The company has no operations in or near areas of biodiversity conservation concern.
- Activities in connection with these branches have a negative impact on these areas.

E4 19.b) Biodiversity mitigation measures:

- The Vogelsang Group has concluded that no biodiversity mitigation measures need to be taken.

We recognize the importance of protecting biodiversity and ecosystems and understand the dramatic nature of biodiversity loss, which could also have a significant impact on our business. Although the topic did not emerge as material in our materiality analysis, we nevertheless endeavour to include the topic of biodiversity and ecosystems in training and awareness-raising activities as part of our sustainability strategy. For example, we will also create links to biodiversity in measures relating to climate and resource use. continuously work to improve our processes and measures in order to fulfill our environmental responsibility. In the 2024 financial year, we also focused on biodiversity as part of the Sustainability Day for our trainees, dual students and interns and, in addition to theoretical insights, also had a practical focus in which insect and bat boxes were built and regional wildflower seeds were sown on the Vogelsang site.

Procedure for identifying material risks and opportunities

17. c) Identification and assessment of transition risks, physical risks and opportunities:

Phase 3: Assessment of significant risks and opportunities

As part of our risk screening, we consider biodiversity loss and land use changes and the associated consequences for our company. Risks such as climate/extreme weather-related forest dieback and man-made deforestation for private commercial use (e.g. agriculture, mining, etc.) were considered. We use recognized standards and scientific tools to identify risks, such as the Climate Solutions Explorer and the IPCC Sixth



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Assessment Report "Climate Change Impacts and Risks". We also use the data we have collected from our environmental management. These risks are assessed according to their probability of occurrence and the potential financial damage. This results in a damage assessment that is included in the mathematical derivation of our materiality matrix.

Phase 4: Preparation and communication of the results of the materiality assessment

The assessment process did not result in any material impacts, risks or opportunities in accordance with the double materiality in ESRS E4 Biodiversity and Ecosystems

17. d) Consideration of systematic risks:

We have considered systematic risks in the risk assessment and evaluation.

Dependencies

17. b) Assessment of dependencies on biodiversity and ecosystems:

Dependencies on biodiversity and ecosystems have been considered within our product and risk screenings and, according to the hot and sweet spot analysis, the upstream and downstream value chain. We are aware that although we are not directly affected by dependencies, as we do not manufacture or sell animal or plant products, we do have indirect dependencies. There are direct dependencies both in our upstream chain, e.g. through the purchase of metals, and in our downstream chain, e.g. Vogelsang products in the agricultural sector, and intact biodiversity and ecosystem services are essential.

Involvement of stakeholders

E4 17. e) Consultations with affected communities

E4 17. e) i. Identification of sites and raw materials with potential negative impacts:

We have conducted a comprehensive analysis along our value chain, including our operations and sourcing of raw materials, to identify those that could potentially have negative impacts on biodiversity and ecosystems. This analysis included an assessment of the ecological sensitivity of the subsidiaries and raw material supply chains. Within our upstream value chain, extractive activities such as mining (metallurgical ores) and quarrying can cause ecosystem degradation, land degradation and biodiversity disturbance, which could result in landscape alteration and biodiversity loss. Affected communities would also suffer from these consequences as, in addition to the reduction in food sources, the lack of intact ecosystems could also lead to an increase in extreme weather events. Our branches and production processes could have a very minor impact, but we implement various processes and measures through our environmental management to reduce and, in the best case, avoid the impact on the environment. Accordingly, the potential impact would be extremely low. Along our value chain, air emissions for individual production processes and transportation routes could have potentially negative impacts on biodiversity as well as potentially negative impacts on the health of the affected communities.

E4 17. e) ii. Inclusion of affected communities in the materiality assessment:

To ensure that affected communities are included in the assessment of material impacts, we have included our neighbours and their interests in our stakeholder analysis. Our neighbours' interest in nature conservation also includes biodiversity and ecosystems. In the future, in addition to expanding the forms of inclusion, we will also include other affected communities along the value chain in our analysis.

E4 17. e) iii. Avoidance and minimization of negative impacts on ecosystem services:

The Vogelsang Group has not identified any impacts on ecosystem services based on its own activities.



on the basis of

E5 Resource use and the circular economy - E5 IRO-1 - Description of processes for the identification and assessment of significant impacts, risks and opportunities as- sociated with resource use and the circular economy

Procedure for determining significant impacts

E5 11. a) Review of assets and operations related to resource use and the circular economy:

The procedure for identifying significant impacts, risks and opportunities is identical to the system used for the other environmental ESRSs.

Phase 1: Identifying the interface with nature

In accordance with ESRS E5, we also identify the interfaces with nature both in our own operations and within our upstream and downstream value chain. This includes analyzing the inflows and outflows of resources and the waste generated by our products and services. Within each life cycle phase we consider, there are significant impacts in terms of resource use and the circular economy.

Phase 2: Assessment of dependencies and impacts

In this phase, we assess the dependencies and impacts of our business activities on resource use and the circular economy using hot and sweet spot analysis based on various company-related data, data on our supply chain from our partner Integrity Next and scientific data and assumptions. We consider both the direct use of resources and the indirect impact through our supply chain. The use of resources is essential within each life cycle phase we consider, regardless of the assessment of resource use. Our large number of products and spare parts are associated with high resource outflows. There is also a dependency on various types of packaging. Despite our waste management within our environmental management system, it is not possible to avoid waste within our group of companies that has an impact. Using the Environmental Performance Index (EPI) "Waste Management" rankings, we can assess the impact of the waste generated and how it is handled in the respective countries.

Our materiality assessment has thus shown that the following areas are particularly relevant to our resource use and circular economy:

- Resource inflows: In particular, the circularity of our material inflows and the optimization of resource use are of key importance.
- Resource outflows: The impact of our products and services on the environment, particularly with regard to waste, is a key focus.
- Waste management: The management of both hazardous and non-hazardous waste plays a key role in our circular economy strategy.

Procedure for identifying material risks and opportunities

Phase 3: Assessment of material risks and opportunities

We identify and assess the material risks and opportunities in connection with our use of resources and the circular economy as part of our risk screening. This is done by analyzing scenarios that include both remaining in the "business-as-usual" model and the transition to a circular economy. We also looked at risks such as regulatory requirements, which entail increased administrative expenses and costs, resource scarcity and raw material price fluctuations and waste disposal, including costs and legal responsibility. Reducing material and operating costs, innovation and product design as well as reduced personnel and production costs, on the other hand, are opportunities that we have also addressed within the analysis.



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Phase 4: Preparing and communicating the results

The clustering of the materiality analysis shows that there are various significant impacts, risks and opportunities within the Vogelsang Group in resource use and the circular economy.

Stakeholder engagement

E5 11.b) Consultations, particularly with affected communities:

Within our stakeholder analysis, the importance of the topic was also clearly emphasized among our interested parties. Interests, risks and possible solutions were specifically identified. The two topics of waste management and sustainable packaging are requirements of our employees. Along with our customers' and local authorities' desire for climate-friendly products, a connection with the circular use of resources is unavoidable. Included in our neighbors' interest in nature conservation is also the topic of resource use and the circular economy, as a failure to conserve resources has a negative impact on the environment and humanity.

The circular economy plays a relevant role in topic-specific events, networking events, internal audits and dialogs with various institutions such as (technical) colleges and universities, association events and sustainability meetings.

E5 Resource use and the circular economy - E5-1 – Concepts related to resource use and the circular economy

The company is aware that environmentally relevant resources are used in everything from the development, manufacture and distribution of products and systems to the provision of services. In addition to complying with statutory and legal regulations, the Vogelsang Group is committed to the consistent, conscious and sustainable use of resources, which is anchored in the corporate mission statement and environmental protection policy.

E5 15. a) Rejection of the use of primary raw materials:

Moving away from the use of primary raw materials is not currently strategically anchored. However, the promotion of the circular economy is explicitly anchored in the sustainability strategy. As described in the following chapters E5-2 and E5-3, the topic will be given greater focus in future through our planned objectives and measures.

E5 15. b) Sustainable procurement and use of renewable resources:

The Vogelsang Group works in partnership with suppliers. Suppliers are required to comply with sustainability principles and ethical business principles as well as the Vogelsang environmental policy. In the 2024 financial year, the company worked intensively on the further development and implementation of sustainable supplier management. To anchor this strategically, a corresponding incentive system was created and the "Supplier evaluation development" project was included in the employee bonus system. Together with the company Integrity Next and in cooperation with Osnabrück University of Applied Sciences, sustainable procurement as well as risks and opportunities were analyzed and processed more intensively so that systematic processes are strategically anchored in the company. Sustainable procurement is considered a focus area within the company's sustainability strategy.

The use of renewable resources is a focal point within the company, particularly in energy. As already described in E1-2 5. d) Use of renewable energies, the company is increasingly relying on renewable energies. It is continuously investing in the expansion of its own capacities for solar and other climate technology systems. The use and promotion of renewable energies is also anchored as a strategic goal within the Vogelsang sustainability strategy.



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E5 Resource use and the circular economy - E5-2, E5-3 – Objectives, measures and means related to resource use and the circular economy

E5 24. a) Expansion of circular product design:

One strategic goal of the sustainability strategy in the Quality & Innovation focus area is: "We manufacture innovative and sustainable products of high quality." As part of its environmental policy, the Vogelsang Group is committed to paying attention to the necessary use of materials as early as the product development stage and to taking energy consumption into account when operating these products.

These goals are reflected in corresponding measures - E5 20. c) Application of a cycle-oriented design:

The lifetime of Vogelsang products is extended by continuously improving product design. Circular product design is an aspect that is demanded within the management. For example, a design is already developed during the design and development phase to ensure that Vogelsang products are easy to dismantle and easy to repair. In addition to service and maintenance work, spare parts sales are also offered so that the life cycle of the products is maintained and extended. When the product has finally reached the end of its life cycle, disassembly into individual parts offers the possibility of separating most of the materials by type so that the materials can be fed into the recycling process.

E5 24. b) Increase the circular material use rate:

These targets are reflected in corresponding measures - E5 20. a) greater resource efficiency in the use of technical and biological materials, particularly regarding critical raw materials and rare earths.

In order to improve its own data situation, the Vogelsang Group has set itself the goal of recording more specific information on the proportion of recycled and recyclable raw materials used. The company wants to use this data to contribute to the circular economy by increasing these figures in future. To obtain specific data, Vogelsang first needs the most accurate information possible from its suppliers about the goods it purchases. This is to be achieved through a corresponding survey of suppliers regarding the data values. To promote the circular economy and conserve resources, it will also be systematically analyzed in the future whether and how the proportion of recyclable materials in Vogelsang products can be increased. These measures are both to be classified according to E5 20. b).

E5 24. c) Minimization of primary raw materials:

"Avoiding waste and promoting the circular economy" is the Vogelsang Group's strategic sustainability goal within the circular economy and resource use focus area. The efficient use and conservation of resources is anchored in the company's mission statement, which leads to the minimization of primary raw materials.

These objectives are reflected in corresponding existing measures:

- E5 20. d) i. Measures to preserve value:

Connection with ESRS E1 Climate and ESRS E5 Waste - CNC machine: instead of continuously conveying the chips into the chip container as intended by the manufacturer, the chip conveyor at Vogelsang only runs intermittently. Intermittent operation has two advantages: Firstly, the energy consumption of the chip conveyor is significantly reduced, and secondly, the chips remain on the conveyor belt for longer. Even more cooling lubricant drips off and runs back into the machine for reuse.

- E5 20. d) ii. Measures to maximize added value:

Converted machine work area with new tool carrier plate: In the CNC area, a vertical lathe from the manufacturer DMG was converted so that the largest rotary piston cores from the Vogelsang portfolio can be machined in one piece with just one clamping operation. Previously, it was necessary to reclamp the lathe core three times. For this conversion, the tool turret had to be removed to make room for a new tool carrier plate. These measures not only increased productivity, but also made more efficient use of resources. This measure made it possible to continue using this machine in a more efficient way, so that the purchase of another machine could be postponed.



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In accordance with E5 20. a) Higher resource efficiency in the use of technical and biological materials: Reduction of resource consumption - paint shop: the processes of the company's own paint shop were also analyzed and improved regarding environmental concerns. Vogelsang has been using a solvent recovery system for over 20 years to reduce net consumption.

Efficient saving of cast iron: Vogelsang's aim is to produce with as little impact on the environment as possible and to use as few resources as possible. While other companies boast about their heavy pumps, Vogelsang's own goal is to keep pumps as light as possible to save cast iron. Vogelsang wants to minimize primary raw materials as much as possible to use resources as efficiently as possible, but still maintain technical, qualitative innovation.

Avoiding packaging waste through reuse: Where the size of the components allows, reusable transport packaging is used, for example reusable Euro pallets or mesh boxes. Vogelsang's dribble bar linkage, for example, is supplied pre-assembled on a transport frame as an EasyPack. This has a deposit on it, so there is an incentive to return it so that it can be used again for the next Easypack transport. If there is space in a component, another component is placed in it during transportation to save packaging material and loading volume. Wooden pallets that the company receives from suppliers when delivering goods are reused. The existing filling material from previous material deliveries is also reused if possible.

E5 24. e) Waste management:

Strategically anchored in the sustainability strategy is the goal of "reducing (particularly) hazardous waste". In addition, the company aims to achieve an annual sorting rate of 90:10 in accordance with the DIN EN ISO 14001:2015 standard at the German branches in Essen (Oldenburg) and Rothenschirmbach, so that waste is managed almost entirely according to type.

The targets are to be achieved through the following ongoing measures - E5 20. e) Measures to prevent the generation of waste:

As part of its environmental management, the company also classifies its waste volumes, whereby the waste volume, sorting rate and corresponding EFB certificates and evidence are regularly checked in accordance with the German Commercial Waste Ordinance (GewAbfV).

Reduction of hazardous waste: Since 2018, the switch to high-solids paints, the modernization of the spraying system and logistical adjustments have already saved 25% of paint and varnish sludge (hazardous waste) that would otherwise have gone for disposal.

The aforementioned measures under E5 20. a) also resulted in the simultaneous optimization of waste management under E5 20. f), because instead of disposing of paper and cardboard packaging, the tonnage was reduced by 40% through the consistent reuse of delivered paper and cardboard packaging, among other things.

In the 2024 financial year, the Dante basis for all waste was improved in line with the CSRD and ESRS by collecting the waste volumes of the main foreign subsidiaries in addition to the more specific database of all types of waste at the German production sites.

We also plan to reduce our suppliers' packaging waste (E5 20.e). With the help of the training courses, we want to encourage employees to communicate and participate so that avoidable packaging waste from purchased goods can be reported via the department heads using the waste cards and the sustainability team can then work together with the suppliers on measures to conserve resources.

E5 24. f) Other aspects related to resource use and circular economy:

With the help of life cycle assessments (LCA), the company aims to quantify and evaluate the environmental impact of the most significant products over their entire life cycle in a targeted manner in future. The life cycle covers all phases, from raw material extraction, production, use and disposal through to recycling. The sustainability core team is to receive scientific support to enable the processing and concrete data basis, so that a bachelor student will become part of the team as the first corresponding measures.



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Vogelsang's aim is for employees to gain a comprehensive and necessary understanding of the circular economy and resource conservation to develop a sustainable way of thinking and action skills among the workforce to operate in a more resource-efficient manner and reduce the environmental impact. Future measures will be used to generate positive effects on the environment and at the same time save avoidable company costs through lower and more efficient resource consumption. To this end, the company is planning future training and awareness-raising on waste management and resource use so that the workforce becomes aware of aspects such as separation by type, added value for the circular economy, etc. In line with this, the company would like to create an internal guideline, including visualization, which focuses on resource conservation and emphasizes the waste hierarchy - "Avoid, Reuse, Recycle". In connection with the other environmental topics, the part on the circular economy and resource conservation will be part of a future mandatory training course on environmental protection in the onboarding process. Components of this will be correct handling of resources, waste separation in the commercial and industrial sectors, waste avoidance - guidelines according to the waste hierarchy.

E5 Resource use and circular economy - E5-4 - Resource inflows

Description of resource inflows

E5 30. Description of resource inflows:

The majority of goods purchased are laser, edging and flame-cut parts at just under 18.79%. Followed by engines, gearboxes, spare parts (11.13%) and castings (10.04%), these two groups also account for a high proportion of resource inflows. The resources semi-finished metal products, pistons, rotors and stators as well as electric motors each account for between 8.18% and 9.62%. The following resources are all individually below five percent and account for just under a third (33.11%) of total purchasing: Fasteners, bearings and gears, special parts, hydraulics, automobiles and other vehicles, small parts, technical purchasing, plastic parts, seals, welded assemblies and marketing items.

This information relates only to production materials. Machinery and equipment as well as electrical equipment are treated separately as capital goods. The information relating to the description of resource inflows is based on purchasing data from the main site in Essen (Oldenburg).

Key figures for resource inflows

These figures are based on the main site in Essen (Oldenburg).

The key figure "Percentage of recycled products and their packaging materials" in this report only refers to the packaging materials used. This figure is an estimate. The weight of secondary components, products and materials (including packaging) reused or recycled in the manufacture of products and as part of the company's services will be worked out in the future.

Due to a still rather incomplete database, no information can be provided in this reporting year on the proportion of recycled raw materials used, the total quantity of recycled raw materials used and the proportion of biological materials. This requires a great deal of specific information from our suppliers. The company would like to collect this data for the next reporting year.



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Title	2024	Unit
Total weight of products, technical and biological materials used (GRI 301-1) (ESRS E5-4) [t]	13.277.619	t
Percentage of recycled products and their packaging materials (GRI 301-3) [%]	75	%
Percentage of recycled input materials used - (GRI 301-2) [%]	n.a.	%
Total quantity of recycled input materials used (GRI 301-2) [t]	n.a.	t
Share of biological materials (and biofuels used for non-energy purposes) (ESRS E5-4) [%]	n.a.	%
Proportion of secondary reused or recycled components/intermediate products/materials for the manufacture of products and services (including packaging) (ESRS E5-4) [%]	n.a.	%

E5 Resource use and circular economy - E5-5 – Resource outflows

Products and materials

E5 35. The Vogelsang Group's products are characterized by high efficiency and circularity. A significant part of its portfolio comprises machines and systems that are specially designed to have a long service life, are easy to maintain and repair and whose components can be reused or recycled in an environmentally friendly manner. The circular economy of our products is desired and demanded within the management, and our Chief Technology Officer pays particular attention to this within research, design and development. The example of pumps is used to describe how Vogelsang products are designed according to circular principles.

Vogelsang offers a range of rotary lobe and progressive cavity pumps designed for pumping difficult media such as slurry or sludge. These pumps are characterized by the following circular aspects:

Durability and reparability: on the one hand, care is already taken during the design stage to ensure that as few components as possible encounter the aggressive media, resulting in little wear. For example, our radial protective plates protect the entire inner housing, which measurably extends maintenance intervals. The injection system reduces the load on the rotary piston. On the other hand, there are also pumps that have systems whereby the wear parts are sometimes automatically adjusted. A wear part indicator creates security through predictability and protects other resources. On top of this, the pumps are designed so that they are easy to maintain and can be repaired if necessary. Depending on the product, there are also functions such as the Quick Service cover, which provides quick and easy access to all important components without removing them from the piping and allows foreign bodies to be removed quickly. The increased ease of servicing significantly extends the service life of the products.

Reconditioning: An elementary design allows individual components to be replaced instead of having to change the entire product. Important components such as rotors / stators, cardan shafts and seals are replaceable and can be procured as spare parts after use and reinstalled in the pump. Installing the spare parts in the existing pump also makes a significant contribution to the circular economy.

Dismantling and recyclability: At the end of their service life, most of the products can be dismantled into their individual parts. The necessary information for dismantling and sorting is included in the operating instructions. Most of the pump materials are fully recyclable, which facilitates the return of raw materials to the cycle. Metals such as steel can be recycled with virtually the same quality, so that no downcycling or degraded recycling occurs.



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When it comes to packaging, the focus is also on the circular economy and the waste hierarchy. All packaging materials that are still in good quality condition are also reused to package our goods and products. This includes cardboard offcuts, paper offcuts ("paper sausage"), cardboard packaging of all kinds, wooden pallets and wooden crates as well as general filling material (paper form). In accordance with the waste hierarchy, the most resource-conserving option is therefore used after avoidance.

Recyclable content

Average values for the product groups were used to calculate the recyclable content of Vogelsang products. Most of our products are made from materials that can be fully or almost fully recycled, meaning that the recyclable content of our products is over 90%. The recyclable proportion of products would be even higher if they were unused.

	Title	2024	Unit
	Recyclable content in products (ESRS E5-5) [%]	91,9	%
	Recyclable share of packaging (ESRS E5-5) [%]	86,364	%

Our packaging, which is fully recyclable, includes various materials such as cardboard boxes, wooden pallets and mesh boxes as well as strapping, VCI anti-corrosion bags and our filling material, which is wood based.

The kerosene paper (oiled paper) used must be disposed of due to the kerosene.

We do not currently have information from the suppliers about two other packaging materials, which is why we are therefore expecting zero percent so as not to embellish the value. It can be assumed that the recyclable proportion of our packaging will increase when the data is completed.

It should be noted that the value of the packaging does not correspond to the quantity used. As we do not have data on how much weight of each packaging material was used, the recyclable content of each packaging material was divided by the total number of different packaging materials.

Total amount of waste

The following waste is accounted for: 1) paper, cardboard and cardboard, 2) glass, 3) plastics, 4) metals, 5) wood, 6) textiles, 7) biowaste, 8) other commercial and industrial waste, 9) waste that is not collected separately. Since 2024, electronic waste has also been included in the waste volume.

Due to materiality, the waste volumes only relate to the two German branches, Essen (Oldenburg) and Rothenschirmbach, as well as Spain (identical in the following for the other key figures on waste). The Essen (Oldenburg) site accounts for most of the total waste. This figure is 2,062.574 tons. Due to the percentage distribution, the subdivision into the two branches is null and void.

	Title	2024	Unit
	Total weight of waste generated - excl. wastewater (GRI 306-3) (ESRS E5-5) [t]	2.137,849	t

Waste by recovery process type

Most of our waste is kept in circulation by means of recovery, thus conserving valuable resources. Of all our waste, just under 5% is directly reused and 89% is recycled.

	Title	2024	Unit
	Waste (non-hazardous) by recovery method (ESRS E5-5) [t]	2.008,228	t



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Waste by treatment type

	Title	2024	Unit
	Waste for recycling [t]	1.988,947	t
	Waste for recycling (recycling rate) [%]	93,520	%
	Waste for energy recovery [t]	148,824	t
	Waste for energy recovery [%]	6,997	%

We have been recording the recycling rate as part of our environmental management for several years, but the rate for energy recovery for the first time since 2024, which is why no comparison can be made here.

Non-recycled waste

As most of our waste is either reused or recovered/recycled, the amount of waste disposed of is very low compared to the total amount of waste. In addition, the absolute and percentage key figures correspond to the key figure for energy recovery, as we only have an extremely low amount of waste that is landfilled or otherwise disposed of.

	Title	2024	Unit
	Amount of non-recycled waste (ESRS E5-5) [t]	148,952	t
	Proportion of non-recycled waste (ESRS E5-5) [%]	6,997	%

Hazardous and radioactive waste

Hazardous waste includes various types of waste. This includes electronic waste, paint and varnish waste, gases containing hazardous substances in pressurized containers, absorbent and filter mats, packaging containing residues of hazardous substances, cooling lubricants (halogen-free machining emulsions and solutions) and waste oil. Most of this waste (87.875 tons) is processed to generate energy. A small amount (8.013 tons) is recycled after processing. The remainder (0.007 t) falls under other disposal methods (thermal, chemical and physical).

	Title	2024	Unit
	Total amount of hazardous waste (GRI 306-2) (ESRS E5-5) [t]	95,844	t
	Total amount of hazardous waste (GRI 306-2) (ESRS E5-5) [%]	4,483	%
	Total amount of radioactive waste (ESRS E5-5) [t]	0	t

Durability

Vogelsang products are used in different industries and with different media, all of which have a different effect on durability / service life. The calculation of this value is therefore based on average values. The expected shelf life of the products marketed by Vogelsang corresponds at least to the industry average for each product group.

	Title	2024	Unit
	Expected shelf life of products launched on the market in relation to the industry average for each product group (ESRS E5-5) [%]	100	%



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E5 Resource use and the circular economy - E5-6 - Expected financial effects of material risks and opportunities related to resource use and the circular economy

It is not yet possible to provide information on the financial effects of the main risks and opportunities in this reporting year.

S1 Workforce of the company - S1 SBM-2 - Stakeholder interests and viewpoints

The views of employees are incorporated into the Vogelsang Group's strategies, decisions and actions through various established dialog formats.

- Internal forms of dialog: General news and department-related news, upcoming events and visitors are communicated and announced via the intranet "VShare" and the bulletin board. Each department has its own main page on which relevant information, such as location and job assignments, is written down alongside the employees. In addition, there are various help desks and open reporting points where the entire workforce can receive help and information on certain aspects, but also to provide input and ideas.
- Employee surveys: Topic-specific surveys are conducted on a regular basis. These cover topics such as satisfaction with company health management and general health, employee commuting and the sustainability check.
- Annual feedback meeting: To gain an understanding of the self-image from the employee's perspective and the external image from the manager's perspective, annual appraisal interviews are held between employees and managers. In addition to well-being and motivation, this also covers performance, communication skills, teamwork and appreciation by the manager. Targets and measures for the future are also discussed and formulated.
- Works meetings: The works council organizes and leads the works meetings and invites the management and union representatives, among others. All three parties have their say and present current topics. Depending on the focus area of the works meeting, employees also present special topics. Questions from employees to the management and, if applicable, to the trade union are an integral part of the works meetings.
- Complaints mechanisms: Employees can report interests, points of view and any indications of unlawful actions via various reporting systems. There are anonymous mailboxes and an internal reporting office in accordance with the Whistleblower Protection Act (HinSchG). Of course, employees can also report to the employee representatives at any time.
- Regular exchanges, consultations and negotiations between the management and the works council: Current issues, upcoming events and other relevant topics are discussed between the works council and management within the meetings.
- Stakeholder analysis: Employees are among the company's most important stakeholder groups, which is why their interests and potential risks are considered and analyzed annually as part of the stakeholder analysis.



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S1 Organization's workforce - S1 SBM-3 - Significant impacts, risks and opportunities and their interaction with strategy and business model

Material effects

S1 13.a) Material effects in connection with the corporate strategy:

i. The corporate strategy and business models have a direct impact on the company's own workforce. One example of this is the strategic decision to focus more on flexible working hours and working time models. The option of flexible working hours makes a positive contribution to employee satisfaction. A modern corporate culture can promote employee health and a positive working atmosphere. An increase in employee confidence is promoted through involvement in company processes, personal responsibility and transparent communication between employees, managers and directors.

ii. At the same time, the process of influencing is also the other way around. The risk of injury, near misses and accidents not only lead to financial risks but also have a negative impact on the workforce. For example, many absences can lead to overtime, stress and fatigue, which significantly reduces employee motivation and satisfaction.

S1 14 Scope of disclosure:

We consider all employees, both Vogelsang employees and temporary workers.

S1. 14. a) Types of employees:

Vogelsang's business activities have an impact on different types of employees. In addition to its own permanent employees, contractors and third-party providers are also hired, depending on the order situation and urgency. One example of this is temporary workers in logistics or production. The employees receive the same occupational safety protection as Vogelsang's own workforce. For example, initial personal instruction, clothing and the organization of personal protective equipment are carried out first. All training and information relevant to the activities also apply to the temporary workers. There is also the possibility of hiring, so that certain temporary workers receive an employment contract directly with the Vogelsang Group.

S1. 14. b) Systematic or individual effects:

i. There are no systematic effects that are based on the company and the corporate strategy. In individual countries of our subsidiaries, the respective policy is not based on all internationally recognized standards, such as signing and complying with ILO core labor standards. However, this is prevented by the company, or the Vogelsang Group complies with general human rights in all subsidiaries and demands this within its own supply chain, so that there is no systematic impact here.

ii. Accordingly, only individual impacts, such as unequal gender distribution in management and leadership levels as well as discrimination against marginalized groups and risks to employee health due to a lack of or non-existent protective clothing during raw material extraction and at the beginning of the supply chain.

iii. Social dialog is promoted, and the involvement and trust of employees is fostered through transparent communication. Occupational health and safety is promoted through the occupational safety system and the corresponding measures. Disclosure of the sustainability strategy and the Code of Conduct for employees implemented in 2025 can potentially lead to a non-discriminatory corporate culture and increase mutual appreciation. The orientation towards collectively agreed wages and transparent grouping of employees ensures equal salaries on the one hand and that all persons with the same/similar activities are paid equally on the other. The implementation of the Vogelsang Academy promotes personnel development, ideas and creativity among the workforce. Transparent communication, the involvement of employees in sustainable management and the implementation of a sustainability strategy contribute to a sustainable understanding, which in turn has a positive impact on various ESG issues. A balanced age structure and mixed teams strengthen team spirit, a diverse corporate culture and make a positive contribution to well-being. The flexible working time models and the orientation towards collective bargaining conditions also promote well-being, as the structure is family friendly.



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The positive effects apply to all own employees and temporary workers, insofar as this is not restricted by the contract of the temporary employment agency.

Risks and opportunities

S1 14. d) Risks and opportunities based on impacts and dependencies:

Demographic change:

- A major risk for the company is the shortage of skilled workers. In some areas, Vogelsang is dependent on highly specialized employees. Failure to fill vacancies can result in a loss of expertise.
- In addition, the high proportion of trainees, interns, dual students and young employees means that there is a clash between different generations. This can lead to increased personnel costs for
- Recruitment, lower productivity/quality due to overtime for employees and a lack of diversity, job losses if positions are not filled and employees leave the company, as well as a loss of orders and sales.
- If, on the other hand, talent development for employee retention / employee development for other positions takes place, technological innovations (e.g. artificial intelligence, 3D printing) are used and production / service processes are changed, this can lead to opportunities. If the working conditions for older employees are good, they will remain with the company for longer, e.g. as consultants, and an exchange of knowledge and experience between the generations can expand the product range. This can promote the following opportunities: Reduced personnel and production costs, increased revenue, increased diversity, network expansion and knowledge transfer can increase sales and reputation and competitive advantage in the labor market.

Further training:

- Regulatory framework conditions require constant and comprehensive further training. If employees are not trained and educated accordingly, this can result in high costs and a lot of lost time for the company.
- If investments are made in diverse and continuous further training and qualification of employees as well as the promotion of innovation, qualified, motivated employees who identify with the company provide innovative impetus and actively support the implementation and improvement of management systems. On top of this, this not only increases the productivity and quality of products and employee satisfaction but also promotes new products and the further development of existing products.

Occupational safety and employee health:

- Accidents at work and injuries/illnesses can range from minor to the worst-case scenario - death. In addition, there is an increase and intensification of legal requirements in health and safety at work. Failure to do so results in high financial medical costs, long-term absence in the event of (very) serious accidents/injuries, legal consequences in the event of serious accidents and extensive costs for compliance with legal requirements, such as training and personal protective equipment (PPE).
- By creating and promoting workplace safety through safe working conditions and high safety standards, as well as promoting employee health, financial opportunities can arise for the company, such as a reduction in accident costs and legal liability, a reduction in sick days and related costs, and a boost in productivity.

Fluctuation:

- High staff turnover is a drain on resources and carries financial costs, especially for valuable and committed employees and specialists. Increased personnel costs for recruitment, declining employer attractiveness and damage to reputation, loss of valuable expertise, skills and know-how, loss of quality and efficiency as well as unstable relationships with stakeholders, such as customers, represent corresponding financial risks.
- Low staff turnover means that employees stay with the company for longer. This encourages greater commitment and motivation, as employees have a greater interest in contributing to the long-term success of the company. Low staff turnover is also promoted by a stable corporate culture, knowledge transfer and experience. This results in the following financial opportunities: cost savings in recruitment, increased productivity and performance, better financial planning and predictability



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and a vibrant corporate culture.

Risk of child forced and compulsory labor

S1 14. f). significant risk of incidents of forced labor:

There is no risk of forced labor within the company's own workforce.

S1 14. f). Significant risk of incidents of child labor:

Child labor does not pose a risk within the company's own workforce.

S1 Organization's workforce - S1-1 - Concepts related to the organization's workforce

Strategies

S1-1 17. The following strategies are anchored within the corporate mission statement and corporate policies in accordance with the material impacts, risks and opportunities.

Corporate mission statement:

"Qualified and motivated employees form the basis for our business success. The promotion of their skills and a working atmosphere characterized by openness and mutual trust characterize the social commitment of our company."

Quality policy:

"Our managers take their role as role models very seriously to create an atmosphere of high-quality conduct among the workforce on a daily basis. Our company sees training and further education as a very important component of continuous improvement and promotes this on an ongoing basis."

Health and safety policy:

"Our workforce and their health and safety in day-to-day business is at the forefront of the S & G policy at Hugo Vogelsang Maschinenbau GmbH [the Vogelsang Group]. Occupational safety is therefore an integral part of all operational processes.

Our company is committed to complying with all relevant occupational health and safety laws, ordinances and regulations. In addition, we endeavor to equip all workplaces in such a way that the risk of accidents or the risk of endangering the health of the workforce is reduced to a minimum.

We see health and safety as a management task at all levels of the company. Equipping workplaces on the one hand, and constantly raising awareness of risks and hazards on the other, is intended to alert and protect our workforce.

The preventive avoidance of risks and hazards is our claim, which we implement through a continuous risk analysis and the measures derived from it.

In addition, we encourage our employees to take active measures to maintain their health.

We carry out an appropriate investigation of incidents relating to occupational health and safety and derive the necessary measures.

To meet this requirement throughout the company, we will consistently apply our S & G management and develop it further in the interests of continuous improvement. The management continuously monitors the company's S & G performance and derives measurable targets for the respective financial years."



on the basis of

The following strategies have been established based on the results of the materiality analysis, the corporate mission statement and the corporate strategy:

- Human rights & equality: "We fully respect and uphold fundamental human rights and regard all people equally."
- Health & safety: "We reduce accidents at work and make an important contribution to the health of our employees."
- Data protection & security: We ensure the protection of company data and the data of our stakeholders."

The strategies apply to the entire workforce; no employees are excluded.

Strategies (information from other EU legislation)

S1-1 20. a) Respect for human rights, including labor rights, of people in its own workforce:

Vogelsang respects internationally recognized human and labor rights. The applicable laws, rules and regulations of the countries in which business activities are carried out are complied with. This includes the corresponding national labor laws.

The company is guided by ethical values and principles, in particular integrity and honesty as well as respect for human dignity, as set out in the principles of the United Nations Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, the core labor standards of the International Labour Organization (ILO) and the United Nations Guiding Principles on Business and Human Rights. In the Code of Conduct, the company refers to compliance with human rights. This applies to all activities along the value chain, regardless of geographical location or affected interest groups.

Vogelsang's sustainability policy in human and employee rights aims to protect the dignity and rights of its own employees and ensure that they can work under fair and safe working conditions. The policy includes compliance with internationally recognized human rights standards, protection against discrimination and the promotion of equal opportunities as well as measures for health and safety in the workplace.

S1-1 20. b) Inclusion of people in the workforce:

The procedures outlined in S1-2 for engaging own workforce and employee representatives on impacts can also be used by employees to address and discuss human rights issues with Vogelsang.

S1-1 20. c) Measures to remedy and/or facilitate remediation of human rights impacts:

The procedures outlined in S1-3 for remediation of adverse impacts and channels through which own workforce can raise concerns can also be used, where appropriate, to provide remediation for impacts on employees' human rights.

S1-1 21. align policies with relevant internationally recognized instruments, including the United Nations Guiding Principles on Business and Human Rights:

As already written in S1-1 20. a), the company is guided by the following internationally recognized instruments:

- Principles of the United Nations Universal Declaration of Human Rights
- OECD Guidelines for Multinational Enterprises
- Core labor standards of the International Labor Organization (ILO)
- United Nations Guiding Principles on Business and Human Rights

S1-1 22. inclusion of the issues of human trafficking, forced labor and child labor in strategies:

The company's strategies in relation to its workforce include the issues of human trafficking, forced labor and child labor.

S1-1 22. policies or management systems related to the prevention of occupational accidents:

The company has both policies and a management system in accordance with ISO 45001 relating to the prevention of occupational accidents.



on the basis of

S1-1 24. a) Specific policies to eliminate discrimination, promote equal opportunity or other opportunities to promote diversity and inclusion:

Vogelsang has policies and guidelines aimed at eliminating discrimination, promoting equal opportunity and other opportunities to promote diversity and inclusion.

S1-1 24. b) Recording grounds for discrimination:

The grounds for discrimination are explicitly captured by the policies.

S1-1 24. c) Specific policy commitments on inclusion or affirmative action:

The company is obliged under § 154 SGB IX to employ severely disabled people in at least five percent of jobs.

S1-1 24. d) Implementation of the strategies within the framework of specific procedures:

On the one hand, employees and managers are sensitized and trained on the topic. The voluntary training course "Fundamentals of sustainability" provides the workforce with an initial but comprehensive insight into the topic of sustainability, including diversity and equal opportunities. On the other hand, compliance with the Code of Conduct will be mandatory for employees after implementation in 2025, for which appropriate training will also be provided soon.

S1 Company workforce - S1-2 - Procedures for involving the company's workforce and employee representatives in relation to impacts

S1-2 27. a) Involvement of own employees or employee representatives:

The involvement of the company's own workforce takes place directly and, within the German branches, also through employee representatives. In Germany, occupational health and safety committees are required by law, so all employees are represented by such committees.

S1-2 27. b) Phases, nature and frequency of involvement:

See S1 SBM-2, p. 79.

S1-2 27. c) Function and highest-ranking position with operational responsibility for inclusion:

The highest-ranking position within the company with operational responsibility for inclusion and for ensuring that the results are incorporated into the corporate concept is the management of the Vogelsang Group.

S1-2 27. d) Agreements with employee representatives:

Company agreements are negotiated and concluded between the Vogelsang Group as the employer and the Works Council as the representative of the employees' interests, so that the views and interests of the employees are incorporated into these. In addition to monitoring compliance with employee rights, regulations and accident prevention regulations, the works council works closely with the management to promote working conditions outside of the applicable collective bargaining conditions, such as special payments and the organization of flexible working hours. Several works' agreements contain regulations on health protection, social and additional benefits, working hours and occupational health and safety as well as demographics, for example. These company agreements therefore contain significant aspects of general human rights.

S1-2 27. e) Evaluation of the effectiveness of inclusion

Within the company, we found the dialog formats mentioned under S1-2 27. b) to be effective instruments for including the views and interests of the company's own workforce in decisions. With the help of various surveys, the possibility of complaints mechanisms and employee representatives, employees have various opportunities to express their own opinions, and this is also used.

S1 Organization's workforce - S1-3 - Processes for ameliorating negative impacts and channels through which organization's workforce can raise concerns

S1-3 32. a) General approach and procedures for taking or participating in corrective actions:

The dialogue formats, as described in S1 SBM-2, serve as effective procedures at Vogelsang for identifying potential negative effects on individuals in its own workforce and initiating appropriate remedial measures. On the one hand, appreciative and respectful communication between managers and employees is highly relevant. The works council, youth and trainee representatives and representatives for the severely disabled provide further opportunities for the entire workforce to open in a more accessible space if they see the need. The youth and trainee representatives act as a mouthpiece for all trainees and dual students and are therefore a link between the trainees, the works council and the management. Employees can also use the various surveys to express negative aspects, which provides information about potential for improvement.

S1-3 32. b) Specific channels through which employees can express their concerns or needs and have them examined:

Employees can express their concerns and needs through various channels and dialog formats:

- Exchange with your own manager
- Direct exchange with the employee representatives, the works council, the youth and trainee representatives and / or the representatives for severely disabled employees
- Indirect exchange with the works council via internal mailboxes
- Participation in employee surveys

S1-3 32. c) Procedure for handling grievances related to employee matters:

The company has a procedure for handling grievances related to employee matters.

S1-3 32. d) Procedures that the company uses to support the availability of such channels in the workplace of its own employees:

The channels and dialog formats, see S1-3 32. a) and b), are freely available to the entire workforce. This also ensures that employees have access to channels at their workplace.

S1-3 32. e) Tracking and monitoring the issues addressed and the effectiveness of the channels:

Depending on how the channels are used, there are different processes for dealing with concerns. For example, the annual feedback meeting between employees and managers is documented and takes various topics into account. This is discussed in detail and good and less good aspects are communicated openly so that there is transparency on both sides. Since the second meeting, the previous meetings can and should be taken up again so that the target and action planning can be considered, and it can be seen directly at which points there is still a need for action, and at which points it may not yet be fully effective. As soon as issues have been brought to the attention of the employee representatives via the internal mailboxes, they are discussed and dealt with within the relevant employee representative body. If there are further needs, the issue is also discussed in the regular meetings between the works council and management.

According to our assessment, the channels through which employees can express their concerns and needs are effective, as they are firmly established and well known.

S1-3 33. employees' knowledge of and confidence in the structures or procedures:

The works council regularly draws attention to the possibility of contacting the works council and the other two employee representatives at any time and with any concerns. In addition, it is always requested before works meetings and communicated via the intranet that employees ask questions and express their concerns. The company considers these procedures to be sufficient, as concerns are also regularly received via these channels. The company has strategies in place to protect individuals against retaliation; this is described in more detail in ESRS G1-1.



on the basis of

S1 Organization's workforce - S1-4, S1-5 - Objectives related to managing significant negative impacts, enhancing positive impacts and managing significant risks and opportunities

S1-4 38. a) Measures to prevent, mitigate or remedy significant negative impacts on its own workforce: Individual subsidiaries of the Vogelsang Group are located in countries where the ILO core labor standards have not been ratified. Human and labor rights are hardly guaranteed in these countries or are significantly lower than German working conditions. To mitigate these negative effects, a clearly defined code of conduct is currently being implemented and will soon be firmly anchored so that responsibility for human rights and fair working conditions, including equal opportunities, working hours and fair pay, health and safety, environmental protection and climate protection, is firmly implemented in our corporate structure throughout the Vogelsang Group. In addition, there should be training courses for all employees to explain the content of the Code of Conduct in an understandable way and to demonstrate its importance for day-to-day activities. The creation of information materials (e.g. visualizations and posters) that regularly remind employees of the Code of Conduct and its key points is also being planned. The Code of Conduct should be easily accessible to all employees, e.g. on VShare and roXtra, or available as a printed document in the break rooms. New employees should receive an introduction to the Code of Conduct during the onboarding process and confirm their understanding and commitment to comply with it.

Despite the comprehensive occupational health and safety measures already in place, the potential for injuries and accidents remains. Accordingly, the following measures will be continued on an ongoing basis. An internal safety coordinator and an external occupational safety specialist, the provision of a company doctor and company first aiders, fire safety assistants and a fire safety officer are relevant roles in occupational safety management at Vogelsang. Operating instructions on working procedures, hazards, hazardous substances and machinery as well as personal protective equipment are used to regulate various aspects of employee protection. Warning and escape signs, prohibitions and instructions as well as signposts on the floor indicate potential hazards and must be observed by employees. In addition, annual safety instructions, special instructions, training courses and staff appraisals are mandatory for all employees, as well as production documentation and safety inspections. Sources of danger and accidents are avoided by means of safety instructions, lean management and 5S inspections. Online instruction via Quentic was introduced in the 2024 financial year. There were also plans to evaluate the risk assessments in Quentic and implement measures. This measure has not yet been fully implemented and will be addressed further in the coming financial year.

The high gender imbalance at management level has a negative impact on diversity and equal opportunities. On the one hand, the Code of Conduct for employees is to be finally put into effect, which will provide firm guidelines on equal opportunities and diversity. In future, other diversity topics will also form part of employees' annual appraisals, so that employees are continuously checked to see whether they are complying with the Code of Conduct. If this is the case, further measures must follow. In order to put the diversity policy into practice, managers should receive explicit training and act as role models. The topic of diversity should therefore be anchored in the Vogelsang Academy. In order to promote diversity and equal opportunities, the company would like to align itself with the Diversity Charter and sign it in the medium term. By signing it, we are making a voluntary commitment to implement the guidelines of the Diversity Charter within the company organization. The aim of implementing the "Diversity Charter" in our organization is to create a respectful working environment for all employees - regardless of age, ethnic origin and nationality, gender and gender identity, physical and mental abilities, religion and ideology, sexual orientation and social background. The recognition and promotion of diverse potential creates economic benefits for our organization.

S1-4 38. b) Actions taken to remediate:
See S1-4 38. a).



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S1-4 38. c) Additional measures or initiatives taken to positively impact the organization's own workforce:

A positive contribution to employee satisfaction is made by a modern corporate culture regarding working conditions. The possibility of flexible working hours can promote the health of employees and a positive working atmosphere. Flexible working time models, such as flexitime with few core working hours and part-time work, have a positive impact on the workforce, allowing employees to organize their working hours flexibly according to their individual and family needs. To enable mobile working, all commercial employees are equipped with mobile devices.

The various dialog formats, such as VShare (intranet), employee surveys, annual feedback meetings, works meetings, etc., promote social dialog and the involvement and trust of employees. The further expansion of the VShare intranet should also strengthen this. Constantly obtaining feedback through employee surveys and other forms of dialog can promote employee well-being, a sense of belonging to the company and low staff turnover.

Occupational health management has a positive impact on the health, well-being, motivation and quality of employees. By means of various measures, such as cooperation with the health insurance company HKK, continuous expansion of ergonomic workstations, holding health days, weekly free fruit delivery and daily free water and coffee specialties. Since 2024, we have also been offering massages within company premises, which reduces obstacles such as time- and resource-intensive aspects. We have also introduced internal competitions including prizes to motivate people to exercise more, e.g. the step challenge. In addition, a new survey to record employee health and well-being with a focus on psychological health is planned for the 2025 financial year. Based on this, possible measures will be identified within the company health management system and implemented starting in the 2025 financial year.

The orientation towards the applicable collective agreements and wages according to the mechanical engineering trade in Lower Saxony and Saxony and the remuneration paid on top by Vogelsang have positive aspects in terms of fair remuneration. In addition to statutory requirements, such as shift allowances for special working hours, a company pension scheme is offered and various deferred compensation options are available to employees, such as Hansefit, Bike Leasing and TicketPlus Card / Edenred. In addition to the special Christmas and vacation bonuses, employees are also paid a standard annual bonus once they have achieved their targets. Classification in collective wage groups also ensures equal pay, as employees receive the same remuneration for the same or similar work. Fair pay relieves employees of psychological stress and supports their well-being and sense of belonging to the company.

Personnel development at Vogelsang is concerned with the promotion and development of employees. The aim is to recognize potential, promote it accordingly and foster an attractive learning environment for the workforce. To make this possible, the company's own training system, the Vogelsang Academy, was implemented and further expanded in 2024, promoting learning and development programs, training courses and skills development. Various training and development courses are offered in a kind of learning library, which employees can attend either voluntarily or for compulsory training. This includes both classroom training and e-learning. Training is available for soft and hard skills. In addition to specialist mandatory and voluntary training, there are language courses in English, basic software training, basic training in sustainability and sustainable management, basic project management, "Effective time management and self-organization", training for managers and AI training. Vogelsang trainees take part in various training courses during their training, such as work organization and time management, etiquette training, communication training and telephone training, sustainability day and some of them spend time in foreign subsidiaries to expand their skills. In the future, we would like to expand the trainees' soft skills to include the topic of "Correct handling of finances and insurance". A corresponding training course is to be included as part of the mandatory training for trainees once it has been implemented.



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There are various aspects within the company that have a positive impact on a balanced age structure and therefore, contribute to diversity. On the one hand, there are nine different apprenticeships, five dual study programs and the possibility of internships including / excluding final theses at Vogelsang. Trainees and students receive intensive support from an in-house trainee coordinator. The trainee coordinator is also constantly at job fairs with Vogelsang trainees to generate new talent. On the other hand, part-time work for older employees, a company pension scheme/metal pension and a framework collective agreement "Demographic Transformation Qualification" are offered, which are also specifically aimed at the end of the company career. Cooperation with universities/(technical) colleges and schools outside of training programs also promotes the consideration of different generations and age structures. The flexible working time models already mentioned also make a positive contribution to the attractiveness of jobs in terms of family-friendly and age-appropriate working hours. In the future, we plan to set up a mentoring program in which trained mentors (mentor) support new employees (mentee) in their start at our company. To make this possible, employees from various departments are being trained for a mentoring program and are setting up a corresponding system together with the Vogelsang Academy.

S1-4 38. d) Evaluation of the effectiveness of these measures:

The effectiveness of the measures and initiatives is tracked and evaluated by various departments and systems at Vogelsang. On the one hand, occupational safety management and the safety coordinator analyze the effects and measures relating to occupational health and safety. Employee health is also dealt with by the company health management core team. Human Resources deals with the topics of further training, working conditions and diversity. On top of this, feedback is also received by the employee representatives, which is passed on to the relevant person/work groups as required. In our opinion, the initiatives and measures described above under 38. a) to c) are effective.

S1-4 39. process for identifying actions for specific actual or potential negative impacts on its own workforce
In accordance with our occupational safety management system as per ISO 45001, we carry out annual analyses to review existing and potential new sources of danger.

S1-4 40. a) Measures to mitigate the significant risks arising from impacts and dependencies associated with its own workforce:

The external risk from pandemics and the increase in sickness-related absences and the corresponding measures are described under ESRS G1 Company policy in the area of supplier management. See the explanation in S1-4 38. a).

S1-4 40. b) Measures to take advantage of significant opportunities relating to its own workforce:

See the explanation in S1-4 38. c).

S1-4 46. objectives for managing significant impacts, risks and opportunities for its own workforce:

In accordance with our corporate mission statement and policies, the Vogelsang Group's overriding objective is to have qualified, motivated and healthy employees in the company, as they are the basis for our business success. This means that support in a wide range of areas is essential. We want to ensure a qualitatively and quantitatively competitive personnel structure in the long term.

The following objectives have been drawn up in line with the main effects, risks and opportunities:

- By promoting diversity, we make a positive contribution to a diverse and trusting corporate culture. We create a climate of mutual respect and trust. We aim to implement and develop diversity management in our HR department by means of the following measures. The corresponding measures, as listed in S1-4 38.a) to d), are to be implemented by December 2026.
- The aim of a mentoring program within our company is to promote the exchange of knowledge, experience and skills between an experienced employee (mentor) and a less experienced employee (mentee). This can be beneficial in a number of ways, such as knowledge transfer, career development, talent development, cultural integration, motivation and engagement, and strengthening leadership skills. Mentoring programs open up new perspectives. For example, programs that bring older and younger managers together are successful. The corresponding measures, as listed in S1-4 38. c), are to be implemented by June 2026.

- In addition to specialist knowledge, our trainees are also trained in soft skills. Furthermore, we would like to promote the correct handling of finances and insurance in the future, which should apply to both private and professional monetary resources. The corresponding measures, as listed in S1-4 38. c), are to be implemented by December 2025.
- To fully promote the health of our employees, we would also like to take a closer look at the psychological aspects of people in future, introduce a supportive approach to these issues and implement preventive measures. In doing so, we aim to increase employee well-being, strengthen employee loyalty, promote a positive working atmosphere, increase productivity and reduce absenteeism by avoiding burnout and other mental illnesses. The corresponding measures, as listed in S1-4 38. c), are to be implemented by June 2026.

S1-4 47. a) Collaboration with the workforce in setting objectives:

Refer to the disclosures in ESRS S1-2 Procedures for involving the organization's own workforce and employee representatives in relation to impacts.

S1-4 47. b) Collaborating with the workforce to monitor performance against those objectives:

Refer to the disclosures in ESRS S1-2 Procedures for engaging with its workforce and employee representatives regarding impacts.

S1-4 47. c) Working with its workforce to identify lessons learned or opportunities for improvement:

Refer to the disclosures in ESRS S1-2 Procedures for engaging with own workforce and employee representatives regarding impacts.

S1 Workforce of the company - S1-6 - Characteristics of the company's employees

Number of employees by gender

The majority of our employees are based at our headquarters in Essen (Oldenburg).

Title	2024		
	Total	Vogelsang GmbH & Co KG	Unit
Total employees (ESRS S1-6) [number]	1.275	973	Quantity
Employees of which women (ESRS S1-6) [number]	239	160	Quantity
Employees of which men (ESRS S1-6) [number]	1.036	813	Quantity
Employees of which diverse (ESRS S1-6) [number]	0	0	Quantity
Average number of employees (ESRS S1-6) [number]	1.275	973	Quantity

Number of employees by country (>50 employees)

Only the main location in Essen (Oldenburg) has the minimum number of 50 employees per country, meaning that all other subsidiaries have fewer than 50 employees. Furthermore, most employees, 973 people, are based in Essen. The remaining number of employees at the consolidated subsidiaries is 302. In the foreign subsidiaries, the USA is the largest location in terms of employees with 38 people, followed by Italy and Spain with 32 employees each.



on the basis of

Due to the varying number of employees between the main location and the other consolidated subsidiaries, calculating the average number of employees by country would distort the true picture at Vogelsang. As a result, we differentiate between Germany and the subsidiaries located outside Germany in the following key figures. For a breakdown by continent, see ESRS 2, p. 18.

Title	2024	Unit
Number of employees by country (Germany) (ESRS S1-6) [number]	973	Quantity
Number of employees by country (except Germany) (ESRS S1-6) [number]	302	Quantity
Average number of employees by country (excluding Germany) (ESRS S1-6) [number]	13,13	Quantity

Employees by contract type (gender)

The following information relates to a reporting date evaluation as at the end of the financial year on 31.12.2024. Full-time employees work 37 or more hours per week, part-time employees 36 hours per week or less.

The information on full-time and part-time work was not collected this year; this will be reported from next year. As a result, the information by contract type and region cannot be provided this year either.

Title	2024		
	Total	Vogelsang GmbH & Co KG	Unit
Permanent employees (ESRS S1-6) [FTE]	1.084	793	FTE
Permanent employees of which women (ESRS S1-6) [FTE]	206	131	FTE
Permanent employees of which men (ESRS S1-6) [FTE]	878	662	FTE
Employees without guaranteed working hours (ESRS S1-6) [FTE]	2	0	FTE
Employees without guaranteed working hours of which women (ESRS S1-6) [FTE]	0	0	FTE
Employees without guaranteed working hours of which men (ESRS S1-6) [FTE]	2	0	FTE
Temporary employees (ESRS S1-6) [FTE]	190	180	FTE
Temporary employees of which women (ESRS S1-6) [FTE]	33	29	FTE
Temporary employees of which men (ESRS S1-6) [FTE]	157	151	FTE
Number of non-employees (ESRS S1-7) [FTE]	32	22	FTE
Full-time employees (ESRS S1-6) [FTE]	n.a.	n.a.	FTE
Full-time employees of which women (ESRS S1-6) [FTE]	n.a.	n.a.	FTE
Full-time employees of which men (ESRS S1-6) [FTE]	n.a.	n.a.	FTE
Part-time employees (ESRS S1-6) [FTE]	n.a.	n.a.	FTE
Part-time employees of which women (ESRS S1-6) [FTE]	n.a.	n.a.	FTE
Part-time employees of which men (ESRS S1-6) [FTE]	n.a.	n.a.	FTE
Average number of employees by contract type and gender (ESRS S1-6) [number]	n.a.	n.a.	Quantity



on the basis of

Employee turnover

Title	2024		
	Total	Vogelsang GmbH & Co KG	Unit
Fluctuation rate (ESRS S1-6) [%]	19,036	18,62	%
Number of employees leaving the company (ESRS S1-6) [number]	243	182	Quantity

S1 Enterprise workforce - S1-7 - Characteristics of the enterprise's external workforce

To react flexibly to operational requirements and cover special activities, external personnel (e.g. temporary workers) are used. The external workers receive the same working conditions as the company's own employees, which means that the external personnel employed work under fair conditions and comply with the applicable labor law and legal requirements and regulations

S1 Company workforce - S1-8 - Collective bargaining coverage and social dialog

Collective bargaining

Fair and attractive working and employment conditions are based, among other things, on existing collective agreements. These include not only working hours, but also regulations on vacation entitlements and pay. The two German branches are covered by collective agreements, meaning that the rate within these two branches is 95.74%. This means that most employees (932 employees) are already subject to collective bargaining conditions through the two branches.

In addition to the German branches, the following employees in the EEA are subject to collective bargaining conditions, depending on the country:

Belgium: 7

France: 28

Italy: 32

Austria: 11

Spain: 32

According to the percentage distribution, the proportion of employees covered by collective agreements by country within the EEA area is: 88.081 percent.

Outside the EEA, only one subsidiary has collective bargaining conditions:

Brazil: 19

According to the percentage distribution, the proportion of employees covered by collective bargaining agreements by country outside the EEA is: 20.652 percent.



on the basis of

Title	2024		
	Total	Vogelsang GmbH & Co KG	Unit
Proportion of employees with collective bargaining agreements (GRI 2-30) (ESRS S1-8) [%]	83,216	932	%
Proportion of employees covered by collective agreements by country (in the EEA) (ESRS S1-8) [%]	88.081	95,74	%
Percentage of employees covered by collective bargaining agreements (outside the EEA) (ESRS S1-8) [%]	20.652	/	%

Social dialog

Social dialog and exchange with internal employee representatives is encouraged at Vogelsang, so that the majority of Vogelsang employees are subject to employee representation. One reason why not all employees are affected by this is that many of the small subsidiaries only have a small number of employees. Apart from the main site in Essen, all subsidiaries have fewer than 50 employees, which is why employee representation is not essential and the workforce can ensure a fair and social dialog with each other.

Title	2024		
	Total	Vogelsang GmbH & Co KG	Unit
Employee representation (ESRS S1-8) [%]	78,118	100	%

S1 Workforce of the company - S1-9 - Diversity indicators

Gender distribution at management level

In addition to the Management Board, the figures include all management positions.

Title	2024		
	Total	Vogelsang GmbH & Co KG	Unit
Management positions [number]	139	89	Quantity
Management positions of which women (ESRS S1-9) [number]	23	10	Quantity
Management positions of which men (ESRS S1-9) [number]	116	79	Quantity
Management positions of which diverse (ESRS S1-9) [number]	0	0	Quantity
Proportion of women in management positions (ESRS S1-9) [%]	16,547	11,240	%
Proportion of men in management positions (ESRS S1-9) [%]	83,453	88,764	%
Proportion of diverse persons in management positions (ESRS S1-9) [%]	0	0	%



on the basis of

Age distribution of employees

Title	2024		
	Total	Vogelsang GmbH & Co KG	Unit
Employees in the age group <30 years (ESRS S1-9) [number]	342	284	Quantity
Employees in the 30-50 age group (ESRS S1-9) [number]	649	477	Quantity
Employees in the age group > 50 years (ESRS S1-9) [number]	283	212	Quantity
Proportion of employees in the age group < 30 years (ESRS S1-9) [%]	26,824	29,188	%
Proportion of employees in the 30-50 age group (ESRS S1-9) [%]	50,902	49,024	%
Proportion of employees in the age group > 50 years (ESRS S1-9) [%]	22,196	21,788	%

S1 Company workforce - S1-10 - Appropriate wages

The Vogelsang Group attaches great importance to appropriate remuneration to recognize the achievements of its employees and create a motivating working environment. The company offers competitive salaries and considers the qualifications and experience of its employees. In the subsidiaries covered by collective agreements, this is ensured through strict compliance with the collective agreements. In the subsidiaries not bound by collective agreements, this is made possible on the one hand by strict compliance with the respective statutory minimum wage, if this is available in the country, and on the other hand by an appropriate and transparent remuneration system of Fima Vogelsang. Additional benefits such as company pension schemes; health promotion and development programs are also offered to support employees in the long term and promote their satisfaction. Fair and transparent remuneration is a central component of the corporate culture.

Inadequate wages

Title	2024	Unit
Countries in which employees earn below the applicable appropriate wage benchmark (ESRS S1-10) [%]	0	%

S1 Workforce of the company - S1-11 - Social security

The Vogelsang Group attaches great importance to the social protection of its employees and offers comprehensive cover in various areas of life. This includes solid health insurance, support in the event of accidents at work and a company pension scheme that contributes to security in retirement. The company also provides flexible solutions regarding parental leave, enabling a good work-life balance. These measures help to offer employees security and support in various life situations.

In Germany, social protection is also comprehensively secured by labor law. Due to the corporate culture and systems, the employees of the other subsidiaries are also subject to this social protection.



on the basis of

S1 Company workforce - S1-12 - People with disabilities

The breakdown of the proportion of employees with disabilities by gender will be presented in the next reporting year.

Title	2024		
	Total	Vogelsang GmbH & Co KG	Unit
Proportion of employees with disabilities (ESRS S1-12) [%]	0,235	2,88	%
Proportion of employees with disabilities of which diverse (ESRS S1-12) [%]	n.a.	n.a.	%
Proportion of employees with disabilities of which women (ESRS S1-12) [%]	n.a.	n.a.	%
Proportion of employees with disabilities of which men (ESRS S1-12) [%]	n.a.	n.a.	%

S1 Company workforce - S1-13 - Metrics for training and skills development

The percentage of non-employees who took part in regular performance and career development reviews this year relates only to the main site in Essen (Oldenburg). The number of training hours could not be determined in this report due to a lack of resources. With the help of the Vogelsang Academy structure, we will determine the number of training hours in future and communicate this in the next reports.

Title	2024		
	Total	Vogelsang GmbH & Co KG	Unit
Average number of training hours of which women (GRI 404-1) (ESRS S1-13) [hours]	n.a.	n.a.	Hours
Average number of training hours of which men (GRI 404-1) (ESRS S1-13) [hours]	n.a.	n.a.	Hours
Average number of training hours of which diverse (GRI 404-1) (ESRS S1-13) [hours]	n.a.	n.a.	Hours
Percentage coverage of employees with annual appraisals per year (ESRS S1-13) [%]	90,902	100	%
Percentage of employees who have participated in regular performance and career development reviews (men) (ESRS S1-13) [%]	81,881	83,556	%
Percentage of employees who have participated in regular performance and career development reviews (women) (ESRS S1-13) [%]	18,119	16,444	%
Percentage of employees who have participated in regular performance and career development reviews (Divers) (ESRS S1-13) [%]	0	0	%
Average number of employees who participated in regular performance and career development reviews by employee category (ESRS S1-13) [number]	1.159	973	Quantity
Percentage of non-employees who have participated in regular performance and career development reviews (ESRS S1-13) [%]	n.a.	n.a.	%



on the basis of

S1 Company workforce - S1-14 - Health and safety metrics

Health and safety management system

The two German branches as well as Italy and India operate under DIN ISO 45001:2015 /2023, which means that the majority of the company's own workforce is covered by a certified health and safety management system that is reviewed annually by an internal and external audit.

Title	2024		
	Total	Vogelsang GmbH & Co KG	Unit
Percentage of own workforce covered by a health and safety management system based on legal requirements and (or) recognized standards or guidelines that has been audited internally and (or) audited or certified by an external party (ESRS S1-14) [%]	96,701	100	%

S1 Company workforce - S1-15 - Key figures for work-life balance

Fatalities, work-related accidents and damage to health

Title	2024		
	Total	Vogelsang GmbH & Co KG	Unit
Number of fatalities from work-related injuries - Employees (GRI 403-9) (ESRS S1-14) [Number]	0	0	Quantity
Number of reportable occupational accidents - employees (GRI 403-9) (ESRS S1-14) [number]	8	1	Quantity
Number of fatalities due to work-related diseases - Employees (GRI 403-10) (ESRS S1-14) [number]	0	0	Quantity
Reportable work-related illnesses - employees (GRI 403-10) (ESRS S1-14) [number]	4	0	Quantity
Days lost due to work-related injury or illness - Salaried employees (ESRS S1-14) [d]	1.037	977	d
Rate of reportable occupational accidents - white-collar workers (ESRS S1-14) [number / 1,000,000 hours].	35,62	29,62	Number / 1,000,000 hours
Number of fatalities from work-related injuries and illnesses - non-employees (GRI 403-9) (ESRS S1-14) [number]	0	0	Quantity
Days lost due to work-related injury or illness - Non-employees (ESRS S1-14) [d]	283	283	d
Notifiable work-related illnesses in the former workforce (ESRS S1-14) [number]	2	2	Quantity
Number of cases of reportable work-related illnesses of non-employees (ESRS S1-14) [%]	1	1	%



on the basis of

Vogelsang complies with the legal requirements regarding leave for family reasons and supports its employees in this regard. This includes, for example, the right to special leave in the case of events such as the birth of a child, maternity and paternity leave, caring for family members or other family emergencies. In such cases, the company grants its employees additional time off in accordance with the statutory regulations to give them the time they need to deal with family obligations. Care is taken to ensure fair and flexible handling to promote a balance between work and private life. On top of this, flexible working hours and the option of working from home further promote work-life balance.

In this reporting year, the information on the right to leave for family reasons only corresponds to the key figures for the two German branches. The key figures for the other branches will be included next year.

	Title	2024	Unit
	Parental leave rate [%]	5,65	%
	Parental leave rate, proportion of women who have taken leave for family reasons (ESRS S1-15[%])	0,62	%
	Parental leave rate, proportion of men who took leave for family reasons (ESRS S1-15) [%]	5,03	%
	Proportion of employees with the right to leave for family reasons (ESRS S1-15) [%]	100	%

S1 Workforce of the company - S1-16 - Remuneration indicators (pay gap and total remuneration)

The Vogelsang Group attaches great importance to equal opportunities and fair remuneration for all employees, regardless of social or ethnic origin/affiliation, skin color, religion, gender, sexual orientation, age, physical ability, health status, political views, nationality, trade union membership, marital status or other personal characteristics. As a globally active company, we base our remuneration structures on both a standardized, position-related evaluation system and local market conditions. Salaries consider national legal requirements, tax conditions, the local cost of living and labor market-specific differences. In this way, we ensure that our employees at each location are remunerated fairly, competitively and in line with their local circumstances. The company ensures that remuneration is based on gender equality. All employees receive fair and performance-related pay based on their qualifications and experience, which promotes fair and equal treatment within the company. Remuneration is based on collective agreements and pay group classifications to ensure equal pay for similar work. As a globally active group of companies, there are salary differences in the various branches, some of which are due to the different national pay scales.

Due to the significantly higher proportion of men in management positions, who are paid more because of the management positions and the corresponding activities, responsibilities, expertise and experience, there is automatically a very high gender pay gap. The Vogelsang Group would like to make it clear that this has absolutely nothing to do with gender or is due to other personal characteristics and traits.

	Title	2024		
		Total	Vogelsang GmbH & Co KG	Unit
	Ratio of annual total remuneration (GRI 2-21) (ESRS S1-16)	2,568	8,02	-
	Gender pay gap (ESRS S1-16) [%]	26,001	0	%



on the basis of

S1 Company workforce - S1-17 - Incidents, complaints and serious impacts related to human rights

Incidents of discrimination

Vogelsang is actively committed to upholding human rights and combating discrimination in the workplace. The company promotes a respectful and inclusive corporate culture in which all employees are treated equally regardless of gender, origin, religion, sexual orientation or other personal characteristics. There are clear guidelines that prohibit discrimination and harassment of any kind, as well as measures to promote diversity and equal opportunities. Through training and awareness-raising, Vogelsang creates a working environment that respects human rights and actively combats discrimination. The only incident of discrimination was recorded at our site in the Netherlands.

Title	2024	Unit
Incidents of discrimination (GRI 406-1) (ESRS S1-17) [number]	1	Quantity

Incidents in connection with social issues

Title	2024	Unit
Number of serious human rights abuses and incidents involving own employees that are violations of the UN Guiding Principles and the OECD Guidelines for Multinational Enterprises (ESRS S1-17) [number]	0	Quantity
Complaints submitted to the OECD National Contact Points for Multinational Enterprises (ESRS S1-17) [number]	0	Quantity
Number of serious human rights violations and incidents involving own employees (ESRS S1-17) [number]	0	Quantity

Fines, penalties and compensation

Title	2024	Unit
Fines for breaches of social and human rights factors (ESRS S1-17) [€]	0	€

Serious human rights violations

Title	2024	Unit
Total amount of fines for serious incidents related to human rights (ESRS S1-17) [€]	0	€
Ensuring remediation for those affected in relation to serious incidents (ESRS S1-17) [number]	0	Quantity



on the basis of

S2 Workforce in the value chain - S2 SBM-2 - Stakeholders' interests and views

Duty to pay in relation to ESRS 2 SBM-2 - Stakeholder interests and views

S2 9. interests, views and rights of workers in the value chain:

In purchasing and procurement, a primary focus is on regionality where economically viable. Where possible, most goods and products are purchased from surrounding regions and local small and medium-sized enterprises. Overall, we prefer business partners from the local area, both suppliers and service providers, such as hall builders or electricians.

The identification of interests, points of view and rights takes place through different processes that build on each other.

During onboarding for new suppliers, various information is obtained, and the relevant requirements are discussed on both sides. All suppliers are obliged to sign the Code of Conduct for Suppliers and comply with the guidelines contained therein. Annual meetings are held with our strategic suppliers. On the one hand, there is transparent communication about the evaluation of the supplier and, on the other hand, there is the opportunity to discuss necessary changes and adjustments. Regular weekly meetings are held with critical suppliers. There is also a constant exchange of interests and staff points during regular audits. The aim is to achieve a partnership-based cooperation with positive supplier development.

With the help of our partner Integrity Next, we record our supply chain and analyze ESG risks. A profile of our suppliers is created, relevant environmental, economic and social issues are assessed in accordance with the German Supply Chain Due Diligence Act and ESRS, and corresponding questionnaires are sent to the suppliers.

Vogelsang's suppliers represent a key stakeholder group for the company. Accordingly, suppliers are also considered as stakeholders within the analysis. An essential part is the analysis of important stakeholder groups, including determining the interests of the various stakeholders and assessing potential risks for our company. The probability of occurrence and the serious potential risks were listed (expected loss value). We also consider supplier interests within our integrated management systems. By clustering the key points from the stakeholder group and the product screening into related topics, the most important topics were highlighted. This means that the most relevant supplier interests are also integrated into our sustainability management.

S2 Workforce in the value chain - S2 SBM-3 - Impacts, risks and opportunities and their interaction with strategy and business model

Significant effects

Disclosure requirements related to ESRS 2 SBM-3 Impacts, risks and opportunities and their interaction with strategy and business model

S2 10. a.) Influencing and adapting the strategy and business model related to actual and potential impacts on labor in the value chain

i. There are no known negative impacts resulting from Vogelsang's strategy or business model.

ii. However, Vogelsang is affected by risks and will need to adapt. For example, demographic change also affects our suppliers, which could lead to reductions in production and a loss of quality due to a lack of cooperation with other generations, or a complete loss due to a lack of young talent, which in turn could have a major impact on us as a company. The loss of production and delivery capabilities and poor social conditions can not only harm our supplier, but also the Vogelsang company if insufficient risk analysis and appropriate measures have been carried out in accordance with the LkSG. Within S2, the effects of our sustainable supplier management are not considered, but in G1, hence the imbalance.



on the basis of

S2 11 All workers in the value chain who are likely to be affected by significant impacts are covered by the disclosures in accordance with ESRS 2:

All workers in the value chain who are likely to be affected by significant impacts are covered by ESRS 2 disclosures.

S2 11. a) i. Workers who work at the company's site but are not part of the company's own workforce, who are primarily engaged in the placement and leasing of workers:

Workers who work at the company's site but are not part of the company's own workforce, i.e. agency workers, may be impacted. This has already been written down in S1 SBM-3, as these persons are nevertheless introduced under our general company structures and processes and can therefore have the same effects as for our own workforce.

S2 11. a) ii. Workers who work for companies in the company's upstream value chain:

Workers working for companies in the company's upstream value chain may be materially affected. This includes all workers from raw material extraction to production, including transportation, until the value chain reaches our direct suppliers. This includes people involved in the extraction of metals or minerals, the extraction of raw materials, the manufacture of electrical appliances and computers, electronic and optical products, the manufacture of rubber and plastic products, etc. Due to our highly branched supply chain, the most innocuous workers in the upstream chain are those who could be affected.

Integrity Next's risk screening not only provides us with specific ESG assessments of our direct suppliers, but also gives us an insight into the industries and sectors where we can anticipate potential impacts and affected workers.

S2 11. a) iii. Workforce working for companies in the company's downstream value chain:

Workers working for the company downstream in the value chain are working within and for logistics companies. Within our product and risk screening, we did not identify any material impacts that affect our downstream value chain workforce.

S2 11. a) iv. Workers employed in the operation of a joint venture or special purpose entity in which the reporting company has an interest:

There are no known workers along the value chain in this category for the company. The materiality analysis did not identify any impacts related to workers employed in the operations of a joint venture or special purpose entity in which Vogelsang holds an interest.

S2 11. a) v. Workers in the value chain that are particularly vulnerable to negative impacts due to inherent characteristics or special circumstances:

Workers in our value chain with certain inherent characteristics or special context include, for example, trade unionists, women or young workers. No impacts were identified within the materiality analysis that relate only to workers who are particularly vulnerable to negative impacts due to their inherent characteristics or circumstances.

S2 11. c) Widespread or systemic significant negative impacts on workers in the value chain in the contexts in which the company operates or has sourcing or other business relationships:

i. The risk analysis carried out in the reporting period for the company's own business area and suppliers in accordance with the LkSG identified 45 suppliers with a risk in the area of labor rights. In accordance with the LkSG, we are working together with our suppliers on measures to minimize or eliminate the risks. If there is no change, more drastic measures will follow, and a change of supplier will have to be considered. In addition, certain sectors of our value chain may be subject to risk, see S2 11. b).

ii. There is a possibility of individual incidents occurring within the value chain, see S2 14. b) i.



on the basis of

S2 11. d) Positive effects on the value chain:

With the establishment of sustainable supplier management, including the comprehensive risk analyses and extended assessment criteria, formulation of targets and measures, as well as the newly issued and comprehensive code of conduct for suppliers, which includes aspects such as equal opportunities and fair pay in addition to fair working conditions and compliance with human rights, a positive impact on workers along the value chain is made possible. Further aspects in this regard are described in more detail in ESRS G1 - 2 Supplier Relationship Management.

Risks and opportunities

S2 10. b) Relationship between material risks and opportunities and strategy and business model in relation to actual and potential impacts on labor in the value chain:

More risks were identified arising from the dependency with our labor along the value chain than risks and opportunities arising from our strategy. The risks and opportunities arising from our sustainable supplier management are not considered within S2, but in G1, hence the imbalance.

S2 11. e) Significant risks and opportunities associated with labor in the value chain:

One risk relates to dependence on temporary workers who may not have access to sufficient healthcare, particularly in times of crisis, such as a pandemic or high levels of sickness absence. This significantly increases the risk of production downtime and supply chain disruptions. There is also an increased risk to our reputation and business opportunities if low-skilled, low-skilled, low-skilled and low-paid workers are exploited in regions with minimal protection, which can lead to negative publicity and a loss of trust among our customers. In addition, this can have resource and cost-intensive consequences, such as audits, compliance systems and training. Non-compliance with the LkSG can also have legal consequences, such as penalties and fines.

S2 13. impact on certain groups of workers in the value chain:

The risks and opportunities in S2 11. e) do not consistently relate to specific groups of workers. On the one hand, it concerns temporary workers who potentially work under worse conditions due to the temporary agency and the corresponding contract. On the other hand, there are risks that can generally occur among workers along the value chain.

Risk of child labor, forced labor and compulsory labor

S2 11. b) Geographical areas or raw materials with significant risk of child labor or forced labor for workers in the supply chain:

Using the abstract risk analysis at Integrity Next, we can look into industries and sectors that are part of our supply chain. In addition to our concrete risk data on our suppliers, we can also view assumptions based on various research and scientific data from Integrity Next. Significant risks for child and forced labor can be found within our supply chain in textile production. It should be noted that the textiles industry only accounts for an extremely small proportion of our supply chain. In the other sectors affected by us, there is a medium risk (no identified risk, but should be noted) of child and forced labor, such as the manufacture of metal products (excluding machinery and equipment), the manufacture of electrical appliances, computers, electronic and optical products, the manufacture of rubber and plastic products, the manufacture of chemicals, etc.

S2 Labor in the value chain - S2-1 - Concepts related to labor in the value chain

Strategies

S2 16. Strategies for labor in the value chain:

As enshrined in Vogelsang's corporate mission statement, "[...] we work in partnership with suppliers and require them to comply with quality standards, sustainability principles and ethical principles." The principles have been further deepened in the sustainability strategy so that we fully respect and uphold fundamental human rights and treat all people equally. This strategic guiding principle also applies along our value chain. On the other hand, we are committed to taking responsibility for our supply chain. Through our membership of the VDMA's Blue Competence Initiative, we are committed to respecting human rights and preventing any violations in our supply chain

All our suppliers are required to sign our Code of Conduct. This is based on internationally recognized standards, such as the UN Guiding Principles on Business and Human Rights. Violations of the CoC Violations constitute a zero-tolerance violation.

In order to assess supplier risks and the sustainability performance of our suppliers, we prepare comprehensive risk analyses together with Integrity Next on an annual basis. We have also expanded our internal purchasing categories to include sustainability, whereby fundamental human rights are integrated in accordance with the LkSG. Accordingly, relevant human rights issues are reviewed and assessed during audits.

S2 17. a) Respect for human rights, including labor rights, of workers:

As an internationally operating company, the Vogelsang Group is aware of its responsibility within the value chain. By complying with the Code of Conduct, business success should be achieved in harmony with legislation, people and the environment. As already described in S1-1 20. a), Vogelsang respects internationally recognized human and labor rights. The applicable laws, rules and regulations of the countries in which business activities are carried out are complied with. This includes the corresponding national labor laws. Part of this agreement is the consideration of the company's own value chain.

The company is guided by ethical values and principles, in particular integrity and honesty as well as respect for human dignity, as set out in the principles of the United Nations Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, the core labor standards of the International Labor Organization (ILO) and the United Nations Guiding Principles on Business and Human Rights. In the Code of Conduct, the company refers to compliance with human rights. This applies to all activities along the value chain, regardless of geographical location or affected interest groups.

Compliance with sustainability principles and ethical principles is therefore not only an obligation to us, but also to our suppliers and service providers along our value chain. With the application and implementation of the LkSG since January 1, 2023, respect for human rights, including workers' rights, of workers in the value chain is also the subject of human rights-related due diligence obligations in accordance with the LkSG and is therefore included in supplier risk management and regular risk analyses, among other things.

S2 17. b) Inclusion of workers in the value chain

As already described in ESRS 2 SBM-2 S2 9, the following measures are used to involve suppliers: Onboarding of new suppliers, strategic annual meetings, weekly regular meetings with critical suppliers, audits and stakeholder analyses. ESG surveys are carried out using Integrity Next and appropriate measures are developed in partnership with the suppliers on this basis. Assessments and necessary changes are discussed with suppliers via various communication channels to minimize ESG risks in a targeted manner and maintain a positive supplier relationship. In accordance with the LkSG, workers in the value chain are included in the human rights and environmental due diligence obligations:



on the basis of

S2 17. c) Measures to remedy and/or enable remediation of human rights impacts:

Wherever the Vogelsang Group identifies potential or actual human rights violations during its activities or business relationships, it immediately takes appropriate measures to mitigate or, if possible, completely prevent them within the scope of its possibilities. To systematically prevent or counteract violations, Vogelsang has also established various channels through which customers, business partners and employees in the supply chains as well as all other stakeholder groups can report irregular behavior, problems, suspected cases or other concerns. Other channels, such as a general complaints management system with a direct link to the Vogelsang website, are to be expanded soon.

Vogelsang carries out risk analyses, audits and spot checks to verify compliance with the agreements made to uphold the Code of Conduct, including internationally recognized human and labor rights. If suppliers or service providers violate agreements made or legal requirements, the Vogelsang Group gives them the opportunity to rectify the weaknesses, for example in the form of specific, jointly drawn up action plans. In the event of a permanent violation of the obligations imposed in the agreement to respect human and labor rights, Vogelsang reserves the right to terminate the business relationship for cause.

S2 18 Consideration of the issues of human trafficking, forced labor and child labor in the strategies:

Strategies related to labor in the value chain include basic human rights, with the issues of human trafficking, forced labor and child labor explicitly written into the Code of Conduct.

Vogelsang has a code of conduct for suppliers.

S2 19. compliance with internationally recognized standards:

The company's strategies are in line with internationally recognized standards, including the United Nations Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises

The initial risk analysis in accordance with the LkSG has identified risks in human and labor rights. Appropriate measures are formulated and implemented jointly with the suppliers. Specifically, no cases of non-compliance with the United Nations Guiding Principles on Human and Peoples' Rights, the ILO Declaration on Fundamental Principles and Rights at Work or the OECD Guidelines for Multinational Enterprises involving workers in the value chain were not identified and therefore not reported.

S2 Workforce in the value chain - S2-2 - Process for engaging the workforce in the value chain in relation to impacts

S2 24. there is currently no general procedure for working with the workforce to manage the actual and potential impact on the workforce in the value chain. Due to the first-time reporting under the LkSG, we are currently in the middle of implementing the relevant requirements. In this regard, complaints management and the involvement of workers in the value chain are being continuously expanded.

S2 Workers in the value chain - S2-3 - Processes to ameliorate negative impacts and channels through which workers in the value chain can raise concerns

S2 27. a) General approach and procedures for implementing or participating in corrective actions:

As part of the implementation of the Supply Chain Due Diligence Act (LkSG), Vogelsang has established a comprehensive risk management system in which an abstract risk analysis is followed by a concrete risk analysis including validation. This involves analyzing and evaluating various relevant social, ecological and economic issues. General human and labor rights are included in the social issues. The abstract analysis is based on country- and sector-specific ESG indicators. The rating scales range from very low, low, medium, high and very high. Internationally recognized tools and databases such as United Nations, UNICEF, Transparency International, OECD and Freedom House are used to identify country-specific risks. The industrial risks are determined based on the NACE



on the basis of

codes, scientific data and tools such as MVO, Federal Ministry of Labor and Security, Business & Human Rights Resource Centre and SASB standards. To calculate an overall score, the country and sector-specific scores are aggregated. Finally, there are three rating colors:

- Red: At least one ESG risk for which the rating scale is very low (worst)
- yellow: 50 percent or less green indicators and no red indicators, rating scale is low to medium (second and third worst rating)
- green: more than 50 percent green indicators and no red indicators, rating scale is high to very high (second and first highest rating)

Based on the risk analysis, an adequacy analysis is carried out. This is followed by preventive and corrective measures, which are implemented in cooperation with the suppliers. Sustainable supplier management is currently at this point, meaning that no further information on corrective measures can be communicated in this report.

In future, an accessible complaints procedure is to be set up via the Vogelsang homepage with a code of procedure in accordance with the requirements of the LkSG. Workers in the value chain who feel that their rights are affected can also use this to submit information for the purpose of taking remedial action. The relevant facts and any remedial measures to be taken will be discussed with the whistleblowers in future. So far, we consider the current steps to be effective and look forward to the subsequent implementation of measures.

27. b) Specific channels through which workers in the value chain can express their concerns or needs and have them reviewed:

Currently, people can contact their business partners directly or get in touch via the homepage using the contact form or by telephone. It is also possible to enter in dialog and express concerns at public events, such as trade fairs. Under the HinSchG, it is also possible to report information and violations to the Federal Office of Justice via the federal government's external reporting office.

In accordance with the LkSG, a general complaints system is to be implemented on the Vogelsang website in the 2025 financial year. The complaints procedure is intended to enable individuals and workers in the value chain to report human rights and environmental risks and violations of related obligations that have arisen because of the business activities of the Vogelsang Group in its own business area or a direct supplier.

S2 27. c) Procedures to support or require the availability of such channels in the workplace of workers in the value chain:

Current reporting procedures are publicly available to all workers in the value chain. Information on the LkSG complaints procedure shall be publicly available on the Vogelsang website and can be shared with suppliers along the supply chain as needed.

S2 27. d) Tracking and monitoring of issues addressed and effectiveness of channels:

Due to the first-time reporting in accordance with the LkSG and the corresponding implementation of the requirements and measures, some of which are still outstanding, no corresponding information on the tracking and monitoring of the issues addressed and effectiveness of the channels can be provided in this first-time report in accordance with ESRS S2. This information will be provided in the next report.

In addition, we would like to use surveys, feedback mechanisms and dialog with workers in the value chain to gather their assessments and opinions to ensure that the channels are known and trusted.

S2 28. knowledge and confidence of value chain workers in the structures or processes:

The company has policies in place to protect individuals from retaliation, they ESRS G1. In accordance with the provisions of the LkSG and the Rules of Procedure for the LkSG Complaints Procedure, the LkSG Complaints Procedure and the Vogelsang Group maintains the confidentiality of identity and ensures effective protection against retaliation or punishment based on a complaint.

S2 Workforce in the value chain - S2-4, S2-5 - Objectives and actions related to addressing significant negative impacts, enhancing positive impacts, and managing significant risks and opportunities

Objectives and measures

S2 32. a) Measures to prevent, mitigate or remedy significant negative impacts on workers in the value chain: A key measure for compliance with human rights and human rights due diligence obligations is the implementation of sustainable supplier management and the new edition of the Code of Conduct for Suppliers. Within management, we are committed not only to analyzing and evaluating relevant risks and suppliers, but also to implementing effective measures that ensure a sustainable improvement in our supply chain and lay the foundation for compliance with and promotion of the general human rights of workers in our value chain. In addition to internal guidelines, the Code of Conduct will be based on external regulations such as the ILO standards and the OECD Guidelines for Multinational Enterprises. Compliance with fundamental human and labor rights are integrated into Vogelsang's supplier management through contractual agreements.

Contractual measures:

By signing the Code of Conduct, suppliers undertake not only to take note of the guidelines of the CoC, but also to be aware of all relevant laws and regulations of the countries in which the supplier operates and to report to Vogelsang any significant suspected cases of violations of the CoC. Our suppliers inform their own employees, suppliers, subcontractors and in turn their suppliers and ensure that the provisions set out in the Code of Conduct is complied with. This includes the substantive requirements for respecting human and employee rights.

General human rights and compliance with minimum wages, which must be observed, are also enshrined in the works contracts.

New supplier evaluation:

A new supplier evaluation was developed in 2024 as part of a project with Osnabrück University of Applied Sciences. One focus was the embedding of sustainability and, above all, the evaluation criteria in accordance with the human rights risks pursuant to Section 2 (2) of the LkSG. The topics included are:

- Child labor
- Forced labor
- Disregard for occupational health and safety
- Disregard for freedom of association, freedom of association and the right to collective bargaining
- Violation of the prohibition of unequal treatment in employment
- Violation of the prohibition of withholding a fair wage
- Destruction of the natural basis of life by environmental organizations
- Unlawful violations of land rights
- Interference from private/public security forces
- Impairment of other human rights

The K.O. criteria are violations of child labor, forced labor and other human rights. As soon as a supplier fails to comply with one of these assessment criteria or achieves zero points, the Vogelsang Group cannot and does not wish to continue working with this supplier.

Comprehensive risk analyses:

As already described in ESRS S2-3, a key measure in the 2024 financial year was the first-time implementation of a comprehensive risk analysis in accordance with the requirements of the LkSG. With the help of the service provider Integrity Next and the software platform, we were not only able to analyze, evaluate and monitor our suppliers according to various ESG risks using five comprehensive steps, but also fully meet the requirements of the LkSG and thus ensure our compliance management for our supply chain. In this way, we aim to ensure compliance with human rights, raise awareness of critical areas and reduce risks.



on the basis of

- Step 1: Conducting an abstract risk analysis: We began by conducting an automated analysis of our suppliers regarding general country- and sector-specific ESG risks. These include topics ranging from greenhouse gas emissions and environmental pollution, human rights and general working conditions to corruption and bribery. The risks are measured using KPIs based on internationally recognized institutions and scientific data (banks).
- Step 2: Concrete risk analysis & validation: In the next step, our suppliers were asked to fill out a questionnaire in accordance with the ESG risks, resulting in a concrete value from the assessment of the abstract risk analysis and the values of the questionnaire.
- Step 3: Appropriateness analysis: Selected suppliers and business units were chosen based on four appropriateness criteria and assessed according to the severity and calculation of the ESG risk, focusing on the yellow and red suppliers and business units. Vogelsang's contribution to causation and its ability to exert influence are evaluated.

Steps 4 and 5 are currently still being implemented:

- Step 4: preventive and corrective measures: Building on the analyses and ESG risks, measures are being developed to strengthen our suppliers.
- Step 5 - final reporting in accordance with the LkSG: All analyses, risks, key figures, lists and the description of the methodology are included in the BAFA report.

In the future, further measures are planned which, in addition to improving working conditions and the complaints system, are also intended to increase the awareness of Vogelsang's purchasers to minimize the impact on workers in the value chain.

Firstly, the introduction of internationally recognized social audits is planned to protect workers in our value chain from unsafe conditions, overwork, discrimination, low pay and forced labor. In addition to checking compliance with the Vogelsang Code of Conduct, the factory will be inspected and assessed based on various aspects. If the Vogelsang criteria are not met, the audit is used to develop corrective measures together with our suppliers to help minimize the risks and improve performance in the respective areas. Our suppliers are then audited again after an improvement phase. The result shows whether the relationship will be expanded and strengthened in the long term or terminated due to non-performance.

On the one hand, we would like to set up training courses together with the Vogelsang Academy so that we can carry out internal training courses and incorporate appropriate training into the onboarding process for new employees in purchasing and, on the other hand, take part in external training courses to expand our knowledge, such as human rights officers from TÜV.

We have already set up an internal reporting office for the HinSchG. We would like to restructure this page into a general complaints office so that, in principle, all relevant stakeholders and therefore workers in the value chain can report there. To fully comply with the LkSG, we are also establishing the option of submitting complaints to an external reporting office.

S2 32. b) Measures taken to remedy or facilitate remediation:

Since we are currently in the middle of implementation, there are hardly any measures that can be named at this point. At this point, the suppliers who have refused the assessment have been contacted so that we have a concrete ESG assessment picture to enforce further measures. As a result, no information is currently available on 32. c) and d.).

S2 33. a) Process for determining the measures for specific actual or potential negative impacts on workers in the value chain:

Through risk analysis, we evaluate our own suppliers and our supply chain in accordance with the LkSG to identify, assess and prioritize human rights and environmental risks. Through our LkSG partner Integrity Next, we identify tools to derive and monitor preventive and corrective measures on the one hand and recommend improvement measures on the other. In addition, we implement internal measures or control measures depending on the impact.



on the basis of

S2 33. b) Approach for taking action on significant negative impacts on workers in the value chain:
As described in S2 33. a), the type of measures is first determined based on the risk analysis. The impact and severity of the risk is decisive for this. Due to the current implementation of the measures and the related initial reporting, no further information is available at this point. The approach will be explained in more detail in the next reporting year.

S2 33. c) Ensuring the effectiveness of procedures:
See S2 33. b).

S2 34. a) Measures to mitigate significant risks to the company:
To mitigate the risk of dependency on temporary workers who may not have access to adequate healthcare, particularly in times of crisis such as a pandemic or high levels of sickness absence (see S2 11. a) i.), Vogelsang has been integrating temporary workers into existing occupational health and safety systems since the beginning. Accordingly, the regulations and measures relating to occupational health and safety management apply not only to the company's own workforce, but also to temporary workers. This minimizes the risk of occupational accidents and sick days in the company's own operations. The same conditions also apply to further training. All training courses required for the job are also available to temporary workers and are part of the onboarding process.

The comprehensive risk analysis, the Code of Conduct for Vogelsang Suppliers and the new edition of the supplier evaluations were also carried out to minimize the risk of an antisocial and environmentally harmful supply and value chain and thus a lack of raw material and material supply, reputational damage as well as monetary and legal consequences, see S2 32. a).

S2 34. a) Measures to take advantage of significant opportunities for the company:
No opportunities in human and labor rights for workers in the value chain were identified within the risk screening.

ESRS S2-5 Objectives related to managing significant negative impacts, enhancing positive impacts and addressing significant risks and opportunities

S2 41 Objectives for managing significant impacts, risks and opportunities for workers in the value chain:
Social audits are used to verify our suppliers' compliance with requirements relating to labor rights, occupational health and safety and business ethics. An audit would provide us with a credible and reliable tool for assessing and monitoring ethical standards in our supply chain. By the end of the 2028 financial year, the processes for social audits should be in place and most suppliers audited.

Understanding social and environmental aspects in the supply chain requires a corresponding understanding of the issues, which we want to train all employees in procurement in the future. The target is set for December 2026.

By implementing a complaints system, we aim to improve communication and risk management, increase quality and efficiency and ultimately promote customer satisfaction, in addition to ensuring legal safeguards and business integrity. The target is set for December 2025.

S2 42. a) Definition of objectives:
The objectives were formulated and established with the employees responsible for supply chain compliance, the purchasing executive and the sustainability manager. Beyond this, no credible representatives of the workforce along the value chain were involved. We would like to take this into account in the future.

S2 42. b) Tracking performance against these objectives:
We will track the targets within the regular meetings and with the help of the LkSG software.

S2 42. c) Identify lessons learned or opportunities for improvement arising from the organization's performance:
Refer to the disclosure in S2 42. b).



on the basis of

Procedures

S2 35. Ensuring that practices do not have a significant negative impact on workers in the value chain:

Human rights and environmental due diligence has been embedded into the company's business operations and processes through comprehensive risk management and corresponding internal policies. By implementing a strict procurement process, we ensure that suppliers and business partners respect human rights and offer fair working conditions. We carry out regular audits and inspections of our most important suppliers to ensure that they comply with the agreed standards. For critical suppliers, the number of meetings is increased to a weekly base. As described, we have revised the supplier assessments and added sustainability-related aspects. As a result, we have defined strict criteria for selecting suppliers who take social responsibility and sustainability into account in their business practices.

The employees responsible for supply chain compliance and legal management at Vogelsang will monitor the impacts, risks and opportunities as well as measures and, if necessary, adapt, revise and develop further measures.

Incidents of serious human rights violations

S2 36. Serious problems and incidents related to human rights:

As we are still in the middle of implementing the reporting obligation under the LkSG for the first time, no serious problems or incidents relating to human rights within our upstream value chain have been reported to date. We are currently implementing measures so that our suppliers can minimize any serious risks by taking appropriate measures first.

We have not identified any serious problems or incidents relating to human rights within our downstream value chains, meaning that no reporting is required.

S3 Affected communities - S3 SBM-2 - Stakeholder interests and views

S3 7 Interests, views and rights of affected communities:

Within our stakeholder analysis, we analyzed our key stakeholders along the value chain by interests, which includes affected communities. Various social and environmental interests were identified. In addition, risks for the company and opportunities/solutions were formulated based on the interests. Damage and probability were determined for the individual interests.

The interests of our neighbors are already taken into account in the analysis of interested parties through the integrated management system. In addition, the company considers the rights of the affected communities within the two management systems environmental management according to DIN EN ISO 14001:2015 and occupational safety according to 45001:2015 / 2023, so that the affected communities are hardly or not at all affected by environmental and social impacts. In addition, the rights of the affected communities are also part of the legal register

There is no direct link between the Vogelsang company and indigenous peoples in our value chain.



on the basis of

S3 Communities affected - S3 SBM-3 - Significant impacts, risks and opportunities and their interaction with strategy and business model

Significant impacts

S3 9. a) Description of the types of affected communities affected by significant impacts of its operations or its upstream and downstream value chain:

i. Communities living or working in the vicinity of the operational sites, factories, facilities or other physical activities:

No significant impacts could be identified. Relevant communities are neighbors of our production and administrative sites. In the case of the production sites, these are other companies, as the buildings are in industrial areas and not in the middle of settlements.

ii. Communities along the company's value chain:

No significant impacts could be identified. Potential communities are communities that could be affected by the operation of our suppliers' facilities and along our supply chain, as well as by the activities of our logistics service providers.

iii. Communities at one or both ends of the value chain:

No significant impacts could be identified. Potential communities are communities that live where our source raw materials and materials are extracted. Due to the diversity of materials, these can be different geographical locations, such as near ore mines, other mines and extraction sites of fossil fuels needed to produce metals, plastics, electrical appliances, etc.

iv. Communities of indigenous peoples:

No significant impacts could be identified. No potential indigenous peoples along our value chain could be identified.

Risks and opportunities

S3 9. d) Significant risks and opportunities for the company arising from impacts and dependencies associated with affected communities:

No material risks and opportunities arising from impacts and dependencies related to affected communities could be identified.



on the basis of

S4 Consumers and end users - S4 SBM-2 - Stakeholders' interests and views

S4 8. interests, views and rights of consumers and/or end-users:

Within our consecutive processes for identifying material topics, the interests of actually or potentially affected consumers and end users are considered in several steps. Firstly, the risks and opportunities and possible solutions were analyzed in accordance with the ecological, social and economic interests. For the interests of this stakeholder group, the probability of occurrence and the severity of potential risks were listed (expected loss value). Secondly, the effects of our products and services on consumers and end users were included in the product screening. Negative and positive effects were assessed and rated according to relevance. The points identified as relevant would be included in the determination of material topics. However, no significant effects were identified.

Vogelsang is in contact with its customers via various channels and forms of dialog, which allows further interests and viewpoints of consumers and end users to be incorporated into the strategy:

- Personal telephone contact
- Use of the contact form on the homepage
- Trade fairs and other events, internal and external
- Webinars / product training
- Services
- We survey our customers at regular intervals on aspects such as quality and customer service.

Customer orientation and exceeding the expectations of our customers are at the heart of our corporate mission statement. The interests of our consumers and end users are strategically anchored within the integrated management systems. For example, our quality policy focuses on customer satisfaction and sees customer feedback from practical applications as an opportunity to improve the quality of our products and processes.

S4 Consumers and end users - S4 SBM-3 - Significant impacts, risks and opportunities and their interaction with strategy and business model

Significant effects

S3 9. a) Description of the types of affected communities affected by significant impacts of its operations or its upstream and downstream value chain:

i. The impacts on our customers are based on the corporate strategy. In addition to the consistently high quality of our products, we focus on product safety. One of the highest priorities for our products is safety for consumers and end users, so that possible accidents during use are avoided. By complying with CE conformity, services and operating instructions, the company ensures the safe handling of Vogelsang products and thus the health and safety of consumers. The transparent communication and availability of information about products and the company is a conscious strategic decision. Vogelsang wants to secure the trust of its customers through fair and safe competition. The company does not intentionally discriminate and provides access to products for all interested consumers and markets.

ii. At the same time, there are also effects that influence the corporate strategy. National and international guidelines, such as the Advertising and Marketing Communications Code of the ICC Code, require a constant review of legally clean and fair marketing communications. Data security and data protection laws require strict handling of customer data.

The materiality analysis has not identified any material impacts on consumers and end users in terms of information-related impacts, personal safety and social inclusion for/of consumers and/or end users.



on the basis of

Risks and opportunities

S3 9. b) The relationship between the material risks and opportunities arising from impacts and dependencies related to consumers and/or end users:

The materiality analysis did not reveal any material risks and opportunities for consumers and end users in terms of information-related impacts, personal safety and social inclusion for/of consumers and/ or end users.

Accordingly, no relationship between opportunities and risks can be specified at this point.

S4. 10. a) Types of consumers and end-users that may be affected by the organization's significant impacts

i. The company has no consumers and/or end users of products that are harmful to humans and/or increase the risk of chronic disease.

ii. The company does not have consumers and/or end-users of services that may negatively impact their right to privacy, protection of their personal data, freedom of expression and non-discrimination.

iii. The Company has consumers and end-users who rely on accurate and accessible product or service-related information, such as manuals and product labels, to avoid potentially harmful use of a product.

iv. The company has no consumers and/or end users who are particularly vulnerable to health or privacy impacts or to impacts from marketing and sales strategies, such as children or financially vulnerable individuals.

No significant impacts have been identified for any of these consumer/end user types.

G1 Corporate governance - G1 GOV-1 - The role of management

G1 5. a) Role of management in relation to company policy:

Our Executive Board leads the Vogelsang Group and is responsible for formulating and approving company policy and establishing guidelines to ensure that our company acts ethically, complies with anti-corruption and anti-bribery standards and ensures whistleblower protection. A key part of their role is to monitor the implementation of these guidelines throughout the company. In doing so, they ensure that all employees and business partners understand and comply with these standards. In the event of violations, appropriate measures are taken to ensure compliance with company policy.

G1 5. b) Management's expertise in aspects of company policy:

Our management has extensive expertise in various areas of corporate policy. They have a wide range of experience and qualifications that enable them to make informed decisions and manage company policy effectively.

To ensure that their skills are always up to date, they regularly take part in training and development programs. These programs are designed to provide them with the latest developments and best practices in business conduct and corporate governance. This enables them to adapt company policy to constantly changing requirements and expectations.

G1 Corporate governance - G1 IRO-1 - Description of procedures for the identification and assessment of significant impacts, risks and opportunities

G1 6. description of the process for identifying material impacts, risks and opportunities associated with the corporate policy:

As described in ESRS 2 51. b.) i., we have performed the materiality analysis along our entire value chain, including consideration of the most material sectors and geographical locations. To identify the most significant impacts, risks and opportunities in relation to corporate policy, we considered relevant governance topics such as the Corruption Perceptions Index, control of corruption, government effectiveness and quality of government in the abstract country risk screening as part of our comprehensive risk analysis in accordance with the LkSG. On the other hand, our suppliers had to complete questionnaires in accordance with the LkSG and provide corresponding governance information, e.g. on anti-corruption & anti-bribery and responsibility in the supply chain.

In order to also analyze financial risks for the company, the topics of corporate policy and legal violations were included in the risk screening. The expected severity of these two risks was assessed based on probability and damage, resulting in a materiality rating for both.

G1 Corporate governance - G1-1 - Strategies relating to corporate policy and corporate culture

Corporate culture

G1 9. justification, development, promotion and evaluation of the corporate culture:

Corporate mission statement and corporate policies:

The Vogelsang Group's mission statement and corporate policies form the orientation framework for the strategic direction of the company and the actions of its employees. The mission statement and policies were approved by the management. This is the version from January 2020.

In addition to a brief introduction and description of the company's history, Vogelsang's products and the market sectors they serve are presented within the mission statement. The mission statement focuses on application knowledge and customer orientation, innovative ideas and customer-oriented products. In addition, the company is committed to compliance and a consistently conscious and sustainable use of resources. Qualified and motivated employees are the key to business success, which is why the company strives for an open corporate climate characterized by mutual trust in addition to promoting skills. The company is committed to working in partnership with our stakeholders and complying with quality standards, sustainability principles and fundamental ethical principles along the value chain.

The three corporate policies, in accordance with the certified management system, intensify the anchoring of the topics.

- Quality policy:

The focus is on satisfied customers. We strive for continuous improvement by means of quality management in accordance with DIN ISO 9001, the PDCA cycle, feedback from customers and exemplary behavior on the part of managers, as well as training and further education for the workforce.

High-quality products, systems and services are always a joint effort, which is why we work proactively with our stakeholders.



on the basis of

- Environmental protection policy:
Conservation of resources and efficient use as well as compliance with environmental laws and regulations form the basis of environmental management. Employees are actively involved in the process of environmental protection and awareness is raised. In product development, design and production, the focus is on the efficient use of resources and energy consumption. In accordance with DIN ISO 14001 environmental management, we constantly analyze our environmental impact along our value chain and involve the relevant stakeholders in the process.
- Health and safety policy:
Our workforce and their health and safety in day-to-day business is at the forefront of S & G's policy. Occupational safety is therefore an integral part of all operational processes. In addition to complying with all legal requirements, accidents and hazards are reduced to a minimum. Managers respect and value the management system so that health is considered throughout activities and risks and hazards are analyzed. Appropriate training and awareness-raising for all company employees are an integral part of this.

Code of Conduct:

Our strategy for promoting corporate culture is based, among other things, on an internal code of conduct that sets out our values, principles and standards of behavior. This code covers topics such as anti-corruption, ethics, anti-competitive practices, taking advantage, money laundering, fraud and information security. All employees are obliged to sign this code and to attend regular training courses (the training courses are currently being prepared).

The Vogelsang Group's Code of Conduct is based on a fundamental understanding of socially responsible corporate governance. These basic rules apply equally to all of us: management, executives and employees. In addition, this CoC also sets out our requirements for our business partners (see CoC for suppliers, which has already been implemented). Care is taken to ensure that compliance with these guidelines does not result in any disadvantages, neither for employees nor for business partners.

Our actions are in accordance with legal regulations. We are guided by ethical values and principles, in particular integrity and honesty as well as respect for human dignity, as set out in the principles of the United Nations Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, the core labor standards of the International Labor Organization (ILO) and the United Nations Guiding Principles on Business and Human Rights.

Promotion of corporate culture:

On the one hand, the corporate guidelines promote the corporate culture. The corporate mission statement, policies and code of conduct play an important role in the corporate culture, as they define clear guidelines and values that guide employee behavior. It promotes a positive working environment by emphasizing ethical and environmentally friendly behavior, integrity and respectful interaction. The guidelines ensure that all employees have a common understanding of the company's expectations, which contributes to harmonious cooperation and stronger collaboration.

In addition, the future internal code of conduct is intended to strengthen trust within the company, both among the workforce and with external partners and customers. It serves as an instrument for preventing misconduct and promotes transparency and responsibility. Ultimately, the Code of Conduct contributes to the creation of a culture characterized by respect, fairness and responsibility, which supports the company's reputation and success in the long term.

Secondly, the corporate culture is strongly influenced by the way in which employees are treated and the working conditions under which they work. As described in S1 13.a) i., the strategic decision to focus more on flexible working hours and working time models can have a positive impact on a positive working atmosphere. The option of flexible working hours makes a positive contribution to employee satisfaction. An increase in employee confidence is promoted through involvement in company processes, personal responsibility and transparent communication between employees, managers and directors. The opportunities mentioned in S1 14. d) relating to further training, occupational safety and health promotion also make a significant contribution to increasing employee well-being.



on the basis of

Our company management plays a central role in promoting the corporate culture. Managers act as role models and actively exemplify our values. They encourage employees to actively participate in shaping the culture and contribute their ideas.

Evaluation:

The results of our strategy to promote corporate culture are regularly assessed using various methods. The various forms of dialog between employees, managers, management and employee representatives are explained in S1 SBM-2. Through the various, firmly established dialog formats, the views of employees are incorporated into the strategies, decisions and actions of the Vogelsang Group. For example, we conduct employee surveys to measure satisfaction and the company's sustainability performance and have regular staff meetings and feedback discussions.

Mechanisms for dealing with unlawful conduct

G1 10. a) Identifying, reporting and investigating concerns about unlawful conduct or conduct that is inconsistent with the Code of Conduct or similar internal rules:

The "Business Integrity and Compliance" chapter within the Supplier Code of Conduct forms the basis of our anti-corruption policy. Corresponding chapters on this topic are as follows:

- a. Compliance with legal regulations: The applicable laws, rules and regulations of the countries in which business activities are carried out are complied with.
- b. Anti-corruption: Corruption, bribery, extortion or embezzlement in any form are unacceptable and will neither be practiced nor tolerated. Advantages or funds may not be offered or accepted to obtain
- c. benefits in an unfair or improper manner. Impermissible advantages may include, for example, benefits such as cash payments, gifts in kind, pleasure trips or services. In principle, benefits may only be granted within a framework that is customary and appropriate. This is the case if the benefits are in line with social and customary business practices.
- d. Export control and compliance with the Embargo Regulation: The Vogelsang Group and its suppliers undertake to comply with the relevant legal standards for export control - in particular licensing
- e. requirements, export and assistance bans - when transferring and exporting our goods. This includes compliance with the European Embargo Regulation. The embargoes on foreign trade with certain
- f. countries (see embargo countries BAFA) are fully complied with.
- g. Avoidance of conflicts of interest: Conflicts of interest that affect the credibility of the company, a third party or the trust of external parties must be ruled out. Illegitimate business relationships must be avoided. If this is not possible, these conflicts must be disclosed.
- h. Free and fair competition: Compliance with antitrust and competition laws is mandatory, which ensures free competition. This means that no business activities may be carried out that could be classified as distorting or restricting competition. Such business activities may include, for example, price or submission agreements between several companies that lead to excessive prices for the end customer, or the division of purchasing or sales markets and bid rigging.
- i. Prevention of money laundering: Money laundering activities are prohibited in every respect. The company does not engage in transactions that serve to conceal or integrate criminal or illegally acquired assets. All applicable anti-money laundering laws and regulations must be complied with, and complete financial records must be kept. Any suspicion of money laundering activities must be followed by action and a review by the responsible finance or legal department.

On the one hand, there is the Compliance Team to synchronize compliant conduct requirements. The members meet regularly to discuss current and new laws/guidelines and maintain the legal register and the corresponding specifications. Depending on the law, the team is also responsible for communicating/ disseminating new relevant laws to the departments and activities concerned. Compliance with these legal requirements is demanded and monitored by managers. In the 2024 financial year, we had our legal register checked for completeness by means of a compliance audit. Furthermore, the introduction of the Code of Conduct is intended to anchor the values in the minds of the entire workforce and managers. In addition to the Code of Conduct, corresponding Code of Conduct training is currently being implemented to raise employee awareness. The Code of Conduct for employees will also become part of the onboarding process.



on the basis of

G1 10. b) Strategy to combat corruption or bribery in line with the United Nations Convention against Corruption:

Germany ratified the United Nations Convention against Corruption on November 12, 2014, so that the Convention entered into force for Germany on December 12, 2014. In addition, the Code of Conduct and the corresponding guidelines are based on the United Nations Guiding Principles on Business and Human Rights, among others. The company therefore has corresponding strategies in place.

Protection of whistleblowers

G1 10. c) i. Internal reporting channels for whistleblowers:

i. Establishment of internal reporting channels:

We have set up an internal reporting office in accordance with the Whistleblower Protection Act, which enables employees to report incidents anonymously. This reporting office is supplemented by anonymous mailboxes provided by the Works Council, which offer additional security and confidentiality.

To ensure the effectiveness of these channels and to strengthen the trust of our workforce, we plan to introduce regular training and awareness-raising in sustainability and ethical behavior. In addition to the Code of Conduct for Suppliers, which is already in force, an internal Code of Conduct for employees will follow, which includes comprehensive values, principles and standards of conduct such as anti-corruption, ethics and anti-competitive practices. This code has already been drawn up and is currently being implemented and employees trained accordingly. The Code is to be signed by all employees and supported by training and awareness-raising.

10. c) ii. Measures to protect against retaliation by own employees who are whistleblowers:

We have introduced a Whistleblower Protection Policy to protect whistleblowers from any retaliation. This policy ensures that no unfavorable labor law measures or discrimination are taken against employees who report incidents. These measures are in line with the applicable legislation implementing Directive (EU) 2019/1937 and are continuously monitored and adapted.

The intranet information on the whistleblower system, which is accessible to all employees, also refers to the possibility of contacting external reporting offices (whistleblowing offices of BaFin or the Federal Office of Justice). The information also clarifies that whistleblowers can submit reports while maintaining confidentiality and names various possible - also anonymous - contact channels.

This serves to protect whistleblowers from retaliation and harassment in the workplace: In accordance with the process description for processing whistleblowing reports, the reports are to be used for further processing, research and elimination of the reported facts in anonymized and, if possible, generalized form. As long as the whistleblowing system is not misused, a whistleblower will not face any consequences under employment law as a result of the report. In addition, the person will be protected from negative influences (e.g. bullying, public exposure, etc.).

10. d) Strategies for the protection of whistleblowers:

The company has appropriate strategies in place to protect whistleblowers. Vogelsang is subject to the applicable legislation implementing Directive (EU) 2019/1937.

10. e) Procedures for following up on whistleblower reports and investigating incidents related to company policy:

The company has no other procedures in place to promptly, independently and objectively investigate incidents related to corporate culture.



on the basis of

Training on company policy

G1 10. g) Strategies for internal training on company policy:

Within the employee onboarding process, training is provided on the company's mission statement and policies. Furthermore, employees are regularly sensitized to correct behavior in the workplace, ethical decision-making and environmentally friendly actions. In accordance with occupational safety regulations, all employees receive the necessary initial training, training on specific activities if required and regular follow-up training and awareness-raising on occupational safety and employee health.

In future, compliance with the Code of Conduct will become more binding for employees of the Vogelsang Group as soon as it has been communicated for the first time and has finally come into force in the company. In addition, regular training is planned for all employees to explain the content of the Code of Conduct in an understandable way and to demonstrate its importance for day-to-day activities. Special workshops/training courses are to be held for managers to clarify their responsibility and role model function in implementing the Code of Conduct. Managers should recognize when violations of the Code occur and know how to act. Communication and information campaigns should take place (e.g. visualizations and posters) to regularly remind employees of the Code of Conduct and its key points. Internal communication channels such as the intranet, newsletters or social media should be used to provide continuous information about the importance of the Code of Conduct. New employees should receive a binding introduction to the Code of Conduct during the onboarding process, confirm their understanding and commitment to comply with it.

G1 10 f.) Functions within the company that are most at risk regarding corruption and bribery:

The company has not defined any high-risk functions at the current time. The investigation/assessment should be carried out promptly and appropriate training provided in relation to the increased risk.

It is assumed that there is an increased risk of corruption and bribery in the sales, purchasing, finance and accounting departments.

Measures for animal welfare

G1 10. f) Strategies with regard to animal welfare:

The company has no relation to animals along the value chain. However, the company is committed to the protection of bee colonies and cooperates with the project "2028 - An initiative of hectares of nectar".

G1 Corporate governance - G1-2 - Management of relationships with suppliers

G1 15. a) Relationships with suppliers, considering the risks associated with the supply chain and the impact on sustainability aspects:

Vogelsang attaches great importance to working in partnership with suppliers. Compliance with sustainability principles and ethical business principles in the supply chain is anchored in Vogelsang's corporate mission statement. The environmental protection policy actively encourages our suppliers to comply with our environmental policy, whereby we aim to minimize negative environmental aspects and risks along our supply chain. The ethical principles have been further deepened in the sustainability strategy so that we fully respect and uphold fundamental human rights and treat all people equally. Through our membership of the VDMA's Blue Competence Initiative, we are committed to respecting human rights and preventing any violations in our supply chain.

In order to ensure human rights and environmental due diligence and minimize risks in the supply chain, comprehensive risk analyses of our suppliers are carried out - see ESRS S2-3 and S2-4. To this end, suppliers are asked to complete the questionnaires transparently and honestly in accordance with our risk analysis under the LkSG. Suppliers are classified based on the results of the risk analysis. Depending on the risk, we actively work with the suppliers on measures to minimize the risks. In the event of non-compliance with the measures or perpetuation of the improvement, cooperation with the supplier is excluded.



on the basis of

All our suppliers are required to sign our Code of Conduct. This is based on internationally recognized standards, such as the UN Guiding Principles on Business and Human Rights. Violations of the CoC constitute a zero-tolerance violation. By signing the Code of Conduct, suppliers undertake not only to take note of the guidelines of the CoC, but also to be aware of all relevant laws and regulations of the countries in which the supplier operates and to report to Vogelsang all material suspected cases of violations of the CoC. Compliance with sustainability principles and ethical principles is therefore not only an obligation to us, but also to our suppliers and service providers along our value chain.

The risk of supplier management and procurement difficulties was minimized by restructuring the purchasing organization, which separates supply and strategy. Suppliers were further expanded (second source strategy) to secure our raw material and material procurement and make it crisis resistant. The combination of largely Germany-wide and EU-wide purchasing secures the stock of raw materials and materials and risk splitting (security of supply).

Dialogue with our suppliers:

During onboarding for new suppliers, various information is obtained, and the relevant mutual requirements are discussed. Annual meetings are held with our strategic suppliers. On the one hand, this involves transparent communication about the evaluation of the supplier and, on the other, the opportunity to discuss necessary changes and adjustments. Regular weekly meetings are held with critical suppliers. There is also a constant exchange of interests and staff points during regular audits. Further data is obtained via self-disclosures. We then work together on measures to minimize risks and promote opportunities. The aim is to achieve a partnership-based cooperation with a positive supplier development.

15. b) Consideration of social and ecological criteria when selecting suppliers:

Comprehensive risk analyses with sustainability assessment of suppliers:

By complying with our due diligence processes in accordance with the LkSG, we also simultaneously protect our company from environmental, corruption, security and human rights risks. Using the risk analysis described in ESRS S2-3 and S2-4, we consider various environmental and social criteria within the risk screening of our supply chain. The following criteria are analyzed and evaluated in accordance with the ESG topics:

Environment:

- Environmental pollution
- Problematic substances, REACH, RoHS & PBT5
- Waste
- Greenhouse gas emissions
- Environmental protection
- Energy management

Social:

- Human & labor rights: equality & discrimination, forced labor & abuse, child labor, working conditions and wages, freedom of association and collective bargaining, impact on local communities
- Occupational safety
- Diversity, justice and inclusion
- Responsibility in the supply chain
- Living wages
- Conflict minerals
- Cobalt & Mica

Governance:

- Anti-corruption & anti-bribery
- Extended company information
- Financial information
- Conflicts of interest
- Management & owner
- Security of trading partners (evaluation)
- Quality management
- Cyber security



on the basis of

- Data protection (DSGVO)
- Conflict minerals
- Business continuity
- Code of Conduct
- Conflicts of interest
- Customs security programs

Human rights and environmental due diligence obligations:

In addition, a new supplier assessment was developed in a project with Osnabrück University of Applied Sciences. One focus was the embedding of sustainability and the assessment criteria in accordance with the human rights risks pursuant to Section 2 (2) of the LkSG:

- Child labor
- Forced labor
- Disregard for occupational health and safety
- Disregard for freedom of association, freedom of association and the right to collective bargaining
- Violation of the prohibition of unequal treatment in employment
- Violation of the prohibition of withholding a fair wage
- Destruction of the natural basis of life by environmental organizations
- Unlawful violations of land rights
- Interference from private/public security forces
- Impairment of other human rights

The K.O. criteria are violations of child labor, forced labor and other human rights. As soon as a supplier fails to comply with one of these assessment criteria or achieves zero points, the Vogelsang Group cannot and does not wish to continue working with this supplier.

G1 Corporate governance - G1-6 - Payment practices

Payment practices

With regard to suppliers, the Vogelsang Group attaches great importance to fair and transparent payment practices. The company ensures that payments to suppliers are made in accordance with the contractual agreements and within the specified deadlines. Vogelsang also maintains long-term, partnership-based relationships with its suppliers that are based on trust and reliability. By adhering to fair payment terms, the company helps to ensure stable and sustainable cooperation with its suppliers.

	Title	2024		
		Total	Vogelsang GmbH & Co KG	Unit
	Legal proceedings due to late payment (ESRS G1-6) [number]	2	0	Quantity
	Average time to payment (ESRS G1-6) [d]	30,587	30	d



on the basis of

Appendix

Disclosure requirements related to ESRS 2 IRO - 1 - Description of the processes used to identify and assess the significant impacts, risks, dependencies and opportunities associated with biodiversity and ecosystems.

	Is the site located in or near a protected area? If so, what kind of protected area is it and how far away is it?	
	Natura 2000 network	Classification according to the GRAS tool
Stammhaus Vogelsang GmbH & Co. KG Essen (Old.)	Site is not within or near a nature reserve according to the Natura 2000 network	No significant impact on biodiversity
Vogelsang GmbH & Co KG Branch East (Germany)	Site is not within or near a nature reserve according to the Natura 2000 network: Distance to the nearest protected area: FFH area 3.5 km and 5 km	No significant impact on biodiversity
Vogelsang S.L. (Spain)	The site is not located in or near the nature reserve	No significant impact on biodiversity
Vogelsang Italia S.r.l.	The site is not located in or near the nature reserve	No significant impact on biodiversity
Vogelsang USA Ltd.	The site is not located in or near the nature reserve	No significant impact on biodiversity
Vogelsang Brasil Ltda.	The site is not located in or near the nature reserve	No significant impact on biodiversity
Vogelsang India Pvt. Ltd.	The site is not located in or near the nature reserve	No significant impact on biodiversity
Vogelsang Mechanical Engineering (China)	The site is not located directly in a nature reserve	Wetland in the vicinity (moor, swamp), other aspects do not apply
Vogelsang Korea Co Ltd (South Korea)	The site is not located in or near the nature reserve	No significant impact on biodiversity

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