SUSTAINABILITY REPORT 2024

Sikla Holding GmbH

Foreword

As an internationally active company with a value-oriented corporate culture, which has been managed primarily by the founding family for three generations, we take responsibility for our employees, society and the environment. Our employees are at the heart of everything we do. We promote fair working conditions, individual development opportunities and a corporate culture based on trust, diversity and appreciation. At the same time, we focus on resource-saving processes and develop solutions for an environmentally friendly future.
In 2024, we established and further developed targeted measures within the Sikla Group to implement our social and environmental responsibility effectively and measurably.

Thank you for your interest – we hope you enjoy reading and discovering!

Founder family, from left to right:
Dieter Klauß (CEO Sikla Holding GmbH),
Isabel Mörtl (Managing Director Sikla Corporate Services Headquarters GmbH),
Patricia Grüner (Director Sikla Corporate Services Headquarters GmbH),
Reiner Klauß (CEO Sikla Holding GmbH)

Dear readers

Our responsibility to ourselves and to future generations obliges us to take measures to do our part to protect our planet.
As an international company, we work closely with our partners and suppliers to achieve our environmental and social responsibility goals.

We published our first sustainability report for the year 2022. Today, we are sharing our latest report for the year 2024 with you.

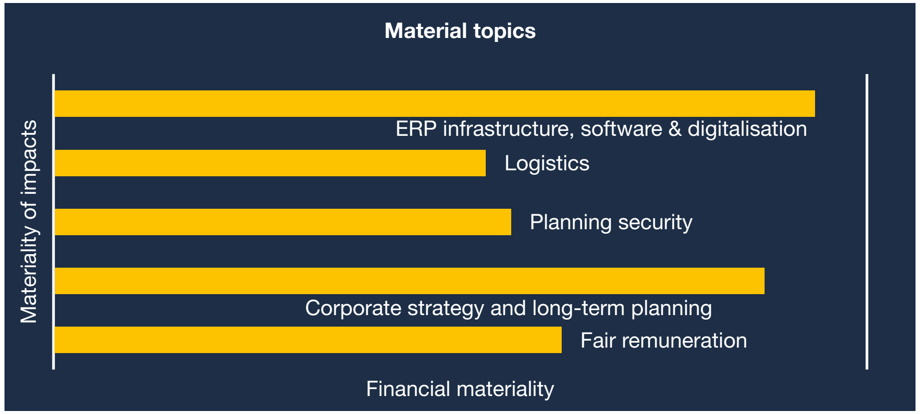
With the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS) adopted by the European Parliament in 2022, the rules for sustainability reporting for larger companies in the EU are becoming more stringent. We are committed to making a responsible contribution worldwide. With this in mind, we publish our sustainability report voluntarily and transparently in accordance with the requirements of the European Sustainability Reporting Standards (ESRS). In addition, we have decided to voluntarily align our reporting with the requirements of the Corporate Sustainability Reporting Directive (CSRD) and strive
the highest possible standard. The European Sustainability Reporting Standards are new and we expect them to change over time. In addition to the required items, we report data and areas that we consider relevant.

An important component, perhaps even the „core" of the CSRD and ESRS, is a double materiality analysis to identify issues that are strategically important. This is done „twice", namely, on the one hand, an assessment of the impact, risks and opportunities that the company has on the outside world („inside-out") and, on the other hand, the risks and opportunities of the issues on the Sikla Group's business results („outside-in").

Our material topics for 2024

As part of our materiality analysis, we have identified key issues that are of particular importance to both our business activities and our sustainability strategy. In accordance with the requirements of the ESRS, the areas of climate change (E1), environmental pollution (E2), resource use and circular economy (E5), own workforce (S1), workers in the value chain (S2), consumers and end users (S4) and corporate policy (G1) were classified as material.

At the same time, we have identified company-specific topics such as ERP infrastructure, software & digitalisation, logistics, planning reliability, corporate strategy & long-term corporate planning, and fair remuneration as particularly relevant to our strategic orientation and operational resilience.



The preparation of our annual sustainability report helps us to identify areas where improvement measures are particularly effective. The sustainability report also helps us to communicate our goals and measures to our stakeholders.

We not only monitor the impact of the measures described in the report internally, but also have them evaluated by external institutions. The entire Sikla Group is assessed annually by EcoVadis, where we were awarded the silver medal in the last and are thus among the top 15% of the companies assessed. Many subsidiaries of the Sikla Group are also members of the Global Compact, a United Nations initiative through which companies commit to contributing to the 10 principles of the Global Compact.

This applies in particular to the protection of human rights, compliance with international labour standards, environmental protection and the fight against corruption. Furthermore, the Sikla Group, with its locations in Germany and Poland, is certified according to ISO14001 and will continue to expand its environmental management systems across the group. The above-mentioned certificates relate to our strategic and day-today business activities. As our products are not included in the CSRD standard, we have also issued Environmental Product Declarations (EPDs) and had them verified externally. An EPD provides qualified environmental information about the life cycle of a product and enables a comparison of the environmental impact of different products.

EPDs

- siMotec Pipe Shoes — View here
- siConnect - Galvanized range — View here
- siConnect - Stainless steel range — View here
- siConnect - HCP range — View here
- siFramo — View here
- siMetrix — View here

Sustainability in terms of ESG

As an internationally active company with a value-based corporate culture, we see the second pillar of ESG, social responsibility, as a central component of our actions.

ESG (Environmental Social Governance)

Our employees form the foundation of our business success. That is why we are committed to good working conditions, fair development opportunities and a good work-life balance. We also promote a corporate culture based on trust, appreciation and diversity. In addition, we value transparency and openness to dialogue. After all, sustainable social development can only be achieved together, through the active participation of all stakeholders inside and outside the company. In order to implement our social responsibility effectively and measurably, we established and further developed a series of targeted measures within the Sikla Group in 2024.

Thank you for your interest. Enjoy reading and discovering!

Contents

Notes

Disclaimer:

The information contained in this report has been compiled to the best of our knowledge and belief. However, no liability can be accepted for the completeness, accuracy or timeliness of the information provided.

Scope of validity:

This report refers to the business activities of the Sikla Group in the 2024 reporting year. Subsidiaries are included and listed in Table 1. When Sikla is mentioned in the text, this always refers to the Sikla Group. The Sikla Group comprises Sikla GmbH, which acts as the parent company, and its subsidiaries, which are listed under Sikla Holding GmbH in Table 1.

Gender-neutral language:

For reasons of better readability, we use the following in the report the grammatically masculine form. In terms of content, we refer to refer to female and diverse genders („generic masculine“).

Artificial intelligence:

The use of artificial intelligence was limited to the linguistic design of individual text passages.

Relationship between key figures:

The sustainability key figures are deliberately based on the number of employees, as this reference value is less susceptible to economic fluctuations and better reflects the different size structures of our national companies. We refer to the actual number of employees and not to full-time equivalents (FTE). This enables the key figures to provide a more meaningful and comparable assessment of our sustainability performance.

In order to comply with the ESRS, we have developed and established a new data system. Due to the new data system and new requirements resulting from changing regulatory requirements, we are refrain from comparing data with previous years in this report.In future, data from the 2024 reporting year will serve as a reference value for future reports.

If you have any questions,
please contact sustainability@sikla.com

General information

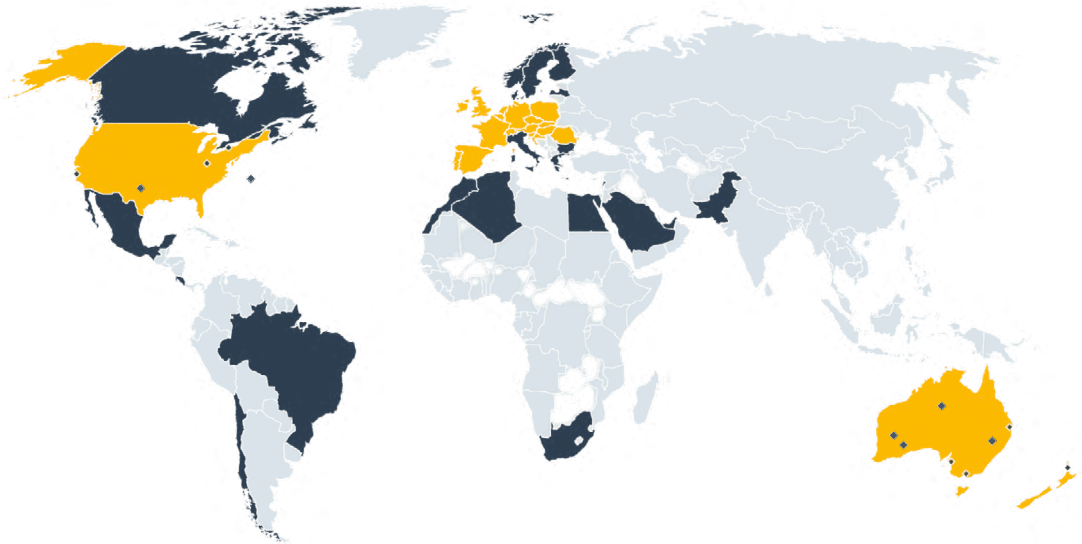
As one of the leading specialists in fastening systems, Sikla is a competent partner for technical building equipment, industrial plant construction and shipbuilding. We develop our products inhouse and have them manufactured by selected suppliers.

In addition to quality and generic sustainability aspects, we pay particular attention to short delivery routes for shorter delivery times and reduced environmental impact.
In addition, we offer our customers support with project planning and product installation, if required.

Our products are used in over 65 countries worldwide. We are represented in almost all European countries either through our own subsidiaries or through distribution partners. Sikla was founded in 1967 by Sighart Klauß.

Today, the internationally active group of companies employs around 900 people and is largely managed by the third generation of the founding family.

This sustainability report has been prepared on a consolidated basis and includes the sustainability performance, values and goals of all Sikla subsidiaries.



- Sikla Holding GmbH
- Sikla GmbH
- Sikla Austria GesmbH
- Sikla Bohemia s.r.o.
- Sikla BV
- Sikla France S.A.R.L.
- Sikla Hispania, S.L.U.
- Sikla Hungária Kft.
- Sikla Polska Sp.z.o.o.
- Sikla Lusa, Lda.
- Sikla Rômania S.R.L.
- Sikla Schweiz AG
- Sikla Slovenia d.o.o.
- Sikla Slovensko s.r.o.
- Sikla UK Limited
- Sikla USA Inc.
- Sikla Oceania Pty Limited.
- Sikla Sprinklerelemente GmbH
- Sikla Drain GmbH

Basics for creation

General principles for preparing the BP-1 sustainability statement.

This report contains information on ESG and sustainability at Sikla and its subsidiaries for the year 2024 (see Table 1), hereinafter referred to as Sikla. The time period corresponds to that of the annual report. This is already Sikla's third sustainability report. The first sustainability report in 2022, in accordance with the German Sustainability Code (DNK), was limited to Sikla Germany, while the second, also in accordance with the DNK, covered the international Sikla Group for the first time. The third sustainability report is now structured in accordance with ESRS and focuses on the impacts, risks and opportunities of the areas relevant to Sikla.

Sikla is not obliged to comply with the ESGD, but does so voluntarily in line with its commitment to one of the strictest reporting guidelines in order to emphasise its commitment to and the importance of sustainability within the Group. We plan to report annually in accordance with ESRS, unless the specified standards change significantly from a regulatory perspective. The ESRS reporting requirements are fully met as of August 2025, and no exemptions have been made with regard to intellectual property or individual subsidiaries. The report includes Scope 3 emissions, insofar as these have been recorded. The report has not been audited by an auditor, as Sikla is not a public-interest entity.

Information relating to specific circumstances BP-2

Sources for estimates
All data has been recorded for the specified period (see BP-1), with no exceptions. Supporting documentation is available for the climate data in Scope 1 and 2; no estimates have been made. Emissions emissions in Scope 3 have been accurately recorded, insofar as the data was available. Where this was not the case, estimates were made using the BWIHK-Ecocockpit climate accounting tool for Sikla. This is the data system used by the Baden-Württemberg Chambers of Industry and Commerce.

The companies that employ the largest proportion of employees are based in Baden-Württemberg. Due to the number of employees, they account for the largest share of Scope 3 emissions at Sikla. As already explained in BP-1, parts of the value chain have been excluded because we do not have any data available for them and because this report focuses on Sikla and many companies in the upstream and downstream value chain produce their own reports. This exclusion avoids double counting.

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

Strategic responsibility for sustainability within the Sikla Group lies with the management of Sikla Holding GmbH. The administrative, management and supervisory bodies play a central role in the strategic management and monitoring of sustainability activities. The operational coordination and implementation of group-wide ESG initiatives is carried out by the sustainability department of Sikla Corporate Services Headquarters GmbH (SHQ), which has been established as the central functional unit for sustainability issues. This department reports directly to the management. The positions are anchored in the official organisational chart of the group and have their own annual budget for the implementation of strategic ESG measures.

To ensure consistent implementation within the Sikla Group, sustainability contact persons have been appointed in all subsidiaries. These act as local interfaces to the central sustainability department and coordinate independent initiatives that complement the group-wide strategy.
The sustainability department is responsible for the group-wide management of the following aspects:

Regulatory requirements:
Implementation of ESGD, CSDDD, CBAM and other ESGrelated requirements

Reporting & evaluation:
Coordination of sustainability ratings such as EcoVadis, preparation of EPDs and other voluntary initiatives

Strategic integration:
Supporting management in integrating ESG aspects into decision-making processes and corporate strategy.

Reporting is synchronised with the annual report period. The sustainability department informs management about progress, risks and regulatory developments.

To promote sustainability awareness within the company, an e-learning module has been introduced for all employees. This module teaches the basics of ESG topics and raises awareness of sustainable practices in everyday work. Employees are encouraged to participate in sustainability initiatives.

The subsidiaries of the Sikla Group pursue their own sustainability initiatives tailored to local conditions and market requirements. These complement the centrally managed measures of the SHQ and contribute to the Group‘s overall ESG performance.

Information and sustainability aspects addressed by the company‘s administrative, management and supervisory bodies GOV-2

Sikla has a formally adopted sustainability strategy and a supplementary sustainability policy, both of which have been authorised by the management.

The central goal of this strategic orientation is to operate in a climate-neutral manner by 2030. The sustainability strategy was updated in the 2024 reporting year and sets out measurable annual targets for 2024, 2025 and 2026 in the following six areas of action.

Strategic fields of action

- Environment & Climate
- Social
- Governance & Reporting
- Products & Technology, IT
- Transport & Logistics
- Procurement

To manage and monitor the sustainability strategy, regular meetings are held by the Sustainability Steering Committee with representatives from the six areas of action at Sikla Corporate Services Headquarters GmbH (SHQ) and representatives from Sikla Holding GmbH.
These meetings serve to coordinate, monitor progress and continuously develop the measures. The steering committee is coordinated by the SHQ sustainability department and the results are coordinated with the reporting system.

Progress in implementing the climate targets is assessed on the basis of greenhouse gas emissions in accordance with Scope 1, 2 and 3, as well as the environmental indicators in the Environmental Product Declarations (EPDs) for the products.

Sikla‘s administrative, management and supervisory bodies regularly and systematically address relevant sustainability issues to ensure responsible corporate governance. The information flows and content priorities are structured as follows.

Thematic priorities

At the beginning of 2024, a detailed sustainability strategy was developed, which provided important impetus for the integration of ESG criteria into our business processes. In the course of further implementation, we recognised that greater flexibility is required to meet the dynamic requirements of the formal and operational sustainability landscape. With regard to environmental sustainability, we plan to realign our strategy in line with the principles of science-based targets.
flexibility is needed to meet the dynamic requirements of the formal and operational sustainability landscape. With regard to environmental sustainability, we plan to realign our strategy in line with the principles of the Science Based Targets Initiative (SBTi).

We are currently focusing on the following topics:

Energy efficiency:
Discussion of CO2reduction targets, energy consumption and decarbonisation measures.

Resource conservation and circular economy:
Evaluation of material efficiency, recycling rates and product design in line with the circular economy.

Supply chain responsibility:
Assessment of human rights and environmental risks along the supply chain, particularly in the context of the Supply Chain Due Diligence Act. As well as assessment of risks in the value chain with regard to supply security.

Employee development and diversity:
Monitoring of key figures on occupational safety, further training and equality.

Governance and compliance:
Ensuring ethical behaviour, corruption prevention and compliance with legal requirements.

Integration into decision-making processes

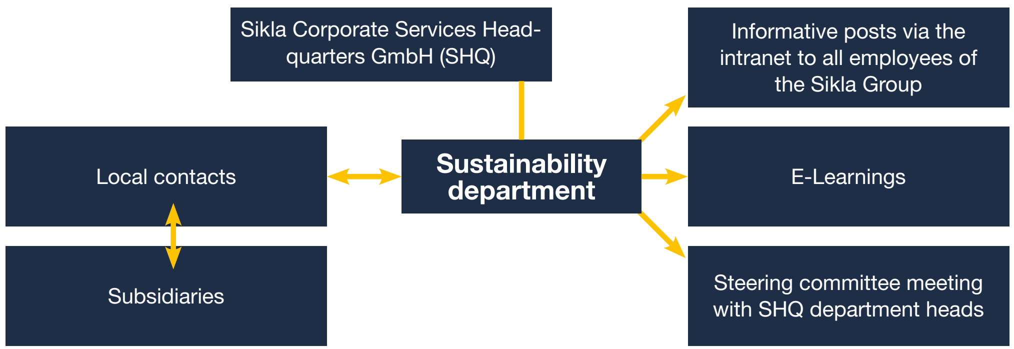
Sustainability aspects are incorporated into strategic decisions, particularly through regular steering committee meetings, but also beyond these – for example, in investments, product developments or location issues. The governing bodies do not view sustainability as an isolated issue, but as an integral part of corporate management.

Inclusion of sustainability-related performance in incentive systems GOV-3

Responsibility for the operational implementation of the groupwide sustainability strategy lies with the sustainability department of Sikla Corporate Services Headquarters GmbH (SHQ). This department reports directly to the management. The positions are anchored in the official organisational chart of the group and have their own annual budget for the implementation of strategic ESG measures.

The sustainability department and the management team coordinate on a weekly basis in structured meetings. In addition, regular steering committee meetings are held with the department heads of SHQ (Sikla Corporate Services Headquarters GmbH) to discuss progress, challenges and strategic adjustments.

This clear allocation of roles, responsibilities and resources ensures effective management and implementation of the sustainability strategy throughout the entire group of companies.



Sikla currently has no financial incentive system directly linked to sustainability-related performance. Nevertheless, sustainability issues are integrated into management and control processes. Responsibility for ESG targets is clearly defined and is regularly discussed in management circles. Sustainability performance is indirectly incorporated into the evaluation of projects, investments and strategic decisions. Employee awareness and motivation are achieved through transparent communication, training and involvement in specific sustainability measures, not through monetary incentives.

Statement on due diligence GOV-4

Sikla pursues a responsible management approach to ensure sustainable corporate growth, legal compliance and innovative product development. For example, Sikla has already published two voluntary sustainability reports in the interests of greater transparency and introduced the structures described under GOV-1 in order to best fulfil its duty of care in all areas of the company. Sikla is also working worldwide to optimise (ISO) management systems for risk prevention while increasing transparency and efficiency.

Financial due diligence
The individual subsidiaries and the controlling team at SHQ monitor planned values, analyse deviations and, if necessary, initiate appropriate measures to achieve targets. The annual financial statements are audited in accordance with the law by an auditing company in accordance with the law.

Legal due diligence
Monitored by designated representatives. Country-specific legal registers are in use, as well as individual persons who implement legal changes within the company and are responsible for their implementation. In particular, we monitor our own patents and EU-wide laws regarding the use of materials, customs and sustainability.

Commercial due diligence
In principle, all companies in the Sikla Group are financed from their operating cash flow. In addition, Sikla Holding GmbH assumes a central financing function and provides external capital, in particular through intra-group loans to affiliated companies of the Sikla Group.

Risk management and internal controls for sustainability reporting GOV-5

Sikla SHQ has structured processes in place for the regular monitoring and evaluation of sustainability performance. The central sustainability department coordinates data collection and evaluation in close cooperation with the sustainability officers of the subsidiaries. In order to optimise data quality, a financial planning tool was used for data collection. This made it possible to track which person provided which data and minimised errors in data transfer. The comparability between subsidiaries allows for a certain degree of data validation and monitoring of atypical data.

This systematic control ensures that sustainability is not only formulated as a strategic goal, but is also implemented in a measurable and controllable manner.

Strategy

Strategy, business model and value chain SBM-1

Sikla pursues a long-term corporate strategy that views environmental and social sustainability as an integral part of value creation. As an international provider of fastening systems for technical building equipment and industrial applications, Sikla strives to develop innovative solutions that are both functional and resource-efficient.

The sustainability strategy is regularly reviewed by the management and the central sustainability department and further developed with the support of the sustainability steering committee. It forms the basis for group-wide ESG reporting. For further information on the sustainability strategy, see GOV-2.

Stakeholder interests and views SBM-2

Sikla recognises the importance of active and transparent stakeholder dialogue for the successful implementation of its sustainability strategy. The interests and expectations of key stakeholder groups are systematically recorded, evaluated and integrated into strategic decisions.

Key stakeholder groups:

Customers:
Expectations for sustainable product solutions, transparent environmental information (e.g. EPDs) and climate-neutral supply chains.

Employees:
Interest in meaningful work, further training in sustainability and opportunities to get involved.

Suppliers:
Focus on ESG-compliant cooperation, fair contract terms and joint innovation projects.

Society:
Expectations of responsible business practices, resource conservation and CO2reduction.

Regulatory institutions:
Requirements for ESG reporting, taxonomy compliance and adherence to legal standards.

Engagement methods:

Regular customer surveys on sustainability issues and product requirements.

Internal workshops and training courses to promote ESG awareness and employee engagement.

Supplier audits and ESG self-disclosures to assess sustainability performance along the supply chain.

Participation in industry initiatives and membership in professional associations to identify social expectations and regulatory developments at an early stage.

Direct communication with authorities and institutions particularly in the context of reporting obligations and certifications.

The insights gained are incorporated into strategic planning, product development and group-wide sustainability reporting. The stakeholder perspective is a central component of ESG governance at Sikla.

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

As part of its materiality analysis (see IRO-1), Sikla has identified a number of sustainability issues that have a significant impact on the environment and society and at the same time represent strategic risks and opportunities for the company. These issues are closely linked to the business model and long-term corporate strategy.

1. Significant impacts Climate impact of products:
The manufacture and use of fastening systems causes CO_2 emissions, particularly through the use of steel. Sikla counteracts this impact by developing resource-saving product designs and creating EPDs.

Impact on supply chains:
The selection and management of suppliers has a direct impact on working conditions, environmental standards and human rights along the value chain.

Resource consumption:
The use of materials in production influences the environmental balance. Sikla focuses on increasing efficiency and recycling strategies.

2. Significant risks

Regulatory risks:
New ESG requirements (e.g. EU taxonomy, supply chain law) can lead to pressure to adapt and a need for investment.

Reputational risks:
Insufficient ESG transparency or negative environmental impacts could undermine the trust of customers and partners.

Physical climate risks:
Extreme weather events can disrupt production and delivery processes.

3. Significant opportunities

Market opportunities through sustainable products:
The growing demand for climate-friendly fastening systems is opening up new areas of business. Efficiency gains through digitalisation: ESG data management and automated processes improve control and reduce costs.

Strengthening the employer brand:
ESG positioning increases attractiveness for qualified professionals.

4. Interaction with strategy and business model

The identified impacts, risks and opportunities are an integral part of strategic planning:
The **climate neutrality strategy for 2030** addresses both impacts and opportunities in the area of climate.

Supplier evaluation according to ESG criteria is directly linked to risk management.

Product development is guided by environmental indicators and customer requirements.

The **digitalisation strategy** supports the implementation and monitoring of ESG targets.

These issues are regularly analysed by the sustainability department and translated into strategic decisions in consultation with the management.

Management of impacts, risks and opportunities

Description of the process for identifying and assessing material impacts, risks and opportunities IRO-1

In the reporting year, Sikla carried out a comprehensive materiality analysis process based on the requirements of ESRS 1 and ESRS 2. The aim was to systematically record and assess both the impact of business activities on the environment and society (inside-out) and the impact of sustainability issues on the company (outside-in).

1. **Methodological approach**

Kick-off and governance:
The process was initiated by a kick-off meeting with the management, the sustainability department and external auditors (Mondsee Treuhand).

Definition of thresholds:
To assess the impact dimension, thresholds were defined based on employee numbers, regional population density and national relevance.

Double materiality:
The analysis took into account both actual and potential impacts, opportunities and risks in two ways:

- **Impact dimension („outside-in"):** extent, scope, irreversibility
- **Financial dimension („inside-out"):** probability of occurrence, temporal impact, monetary relevance

2. **Stakeholder involvement**

Stakeholder interviews:
Representatives of key groups (including management, sales, purchasing, HR, customers, suppliers, authorities) were interviewed on relevant sustainability topics.

Issue identification:
The interviews were used to derive specific ESG issues, which were linked to EFRAG codes and then evaluated.

3. Evaluation system

Scaling:
Issues were rated on a scale of 1 (very low) to 5 (very high) in terms of their environmental and social impact as well as their financial relevance.

Categorisation::
The results were divided into four groups:
- Financially material
- Impact-related material
- Financially and impact-related material
- Not material

4. Results and integration

Key topics for 2024/2025:
The identified priorities include product safety, fair remuneration, work-life balance, further training, delivery reliability, corporate strategy, digitalisation and correct supply chain processes.

Strategic anchoring:
The results will be incorporated into the future corporate and sustainability strategy, risk management and the prioritisation of measures.

Information contained in the ESRS and covered by the company's sustainability statement IRO-2

As part of its materiality analysis, Sikla has identified the following topics as material in accordance with ESRS standards. These topics are addressed in the company's sustainability statement and have been assessed in terms of their impact on the environment and society as well as their financial relevance.

Material topics according to ESRS

- E1 Climate Change
- E2 Pollution
- E5 Resource Use & Circular Economy
- Economy
- S1 Own Workforce
- S2 Workers in the Value Chain
- S4 Consumers and End Users
- G1 Business Conduct
- ESRS 2 General Disclosures

Integration into the Sustainability Statement

All topics mentioned on the previous page are covered in Sikla‘s sustainability statement. The presentation follows the ESRS structure and takes into account:

- The dual materiality („inside-out“ and „outside-in“)
- The connection to strategic goals and operational measures
- The involvement of relevant stakeholder groups
- Planned further developments and time frames

Disclosure is based on the requirements of ESRS 1, ESRS 2 and the topic-specific standards E, S and G.


ENVIRONMENT

As part of its group-wide sustainability strategy, Sikla Holding GmbH has set itself the goal to become climate neutral by 2030 and describes concrete measures to mitigate climate change in a transition plan.

We focus on recyclable materials, avoid unnecessary transport through market-oriented production and design our products to be durable and resource-efficient.
We are also continuously developing our buildings, mobility and energy supply in the direction of environmental compatibility.

Climate change E1

Climate change refers to the long-term change in the global climate, in particular global warming caused by man-made greenhouse gas emissions. This development has far-reaching consequences for the environment, society and the economy.

Strategy

Sikla is pursuing the goal of becoming climate neutral by 2030 and has developed a transition plan for this purpose that includes concrete measures for emission reduction, product optimisation and supply chain management.

When accounting for our greenhouse gas emissions, we follow recognised standards such as the Greenhouse Gas Protocol and are working to transparently record, reduce and, where necessary, offset our greenhouse gas emissions. Our goal is to take responsibility and contribute to the conservation of natural resources.

Through energy-efficient processes, recyclable materials and the reduction of emissions along the entire value chain, the company contributes to climate protection and limiting global warming.

Transition plan for climate protection E1-1

The transition plan for mitigating climate change describes the specific steps to be taken to achieve this goal.

Structure of the transition plan

1. **Objectives and timeframe**

- Climate neutrality by 2030 for Scope 1 and 2
- Reduction of Scope 3 emissions through supply chain management and product optimisationg

Key measures include switching to green electricity, electrifying the vehicle fleet, integration of CO_2 key figures into product data, and ESG assessment of suppliers. Progress is regularly monitored using defined KPIs and group-wide ESG reporting. As our national subsidiaries partly own their own buildings and partly use rented space, the environmental measures implemented vary depending on the location and the powers granted.

Management of impacts, risks and opportunities

Concepts related to climate protection and adaptation to climate change E1-2

Sikla pursues a holistic approach to mitigating climate change and adapting to its consequences.
In addition to measures to reduce emissions, Sikla relies on a second-source strategy to ensure delivery capability even in the event of climate-related disruptions such as natural disasters. Procurement is preferably carried out close to the market in order to minimise transport routes and improve the CO_2 footprint. A binding supplier code defines environmental and social standards that all partners must meet. These concepts not only strengthen the resilience of the supply chain, but also promote climate protection along the entire value chain.

Measures and resources in connection with climate concepts E1-3

Sikla uses targeted measures and resources to achieve its climate goals. In addition to switching completely to certified green electricity, the company is investing in its own photovoltaic systems for decentralised energy generation at several locations. The electrification of the vehicle fleet, the second-source strategy to safeguard against climate-related delivery failures, and market-oriented procurement to reduce transport emissions complement the package of measures. The supplier code serves as a central control instrument for environmental and social standards, while digital monitoring tools and ESG indicators ensure progress is monitored.

Targets related to climate protection and adaptation to climate change E1-4

Sikla is pursuing the goal of becoming climate neutral by 2030 at the latest. In addition, a continuous reduction in Scope 3 emissions, in particular by optimising supply chains and product design.
To adapt to climate-related risks, Sikla is pursuing a secondsource strategy to ensure security of supply in the event of natural disasters. Further goals include the expansion of its own photovoltaic systems, increasing energy efficiency in production and administration, and compliance with and further development of environmental standards within the framework of the supplier code. The achievement of these goals is reviewed annually in ESG reporting and made measurable through specific KPIs.

Energy consumption and energy mix E1-5

Sikla is committed to an increasingly sustainable energy mix in order to achieve its climate targets. Electricity consumption at its main locations is already largely covered by certified green electricity. In addition, Sikla is investing in the expansion of its own photovoltaic systems in order to continuously increase the proportion of renewable energy it generates itself. Total energy consumption is regularly recorded and analysed, with efficiency potential being identified and exploited through technical measures such as modern building technology and energyoptimised production processes. The aim is to gradually reduce energy consumption while increasing the proportion of renewable energies.

Energy consumption	
Total electricity consumption	1204059 kWh
Share of renewable energy	485654 kWh
Self-generated energy	111700 kWh
Natural gas	1301672 kWh
Liquefied petroleum gas	9178 kWh

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

GHG emissions		
Scope 1	Vehicle fleet	1840,025 t CO2e
	Energy consumption	556,250 t CO2e
Scope 2	Provision of energy from external sources	262,936 t CO2e
Scope 3	Goods	71537,86 t CO2e
	Waste	356,205 t CO2e
	Business travel	105,589 t CO2e
	Other	18,236 t CO2e
Emissions per employee		87,342 t CO2
Total emissions		74677,102 t CO2e

*Other includes recorded emissions that are so insignificant in individual cases that they have been combined in the calculation.
*Goods transport accounts for a large proportion of Scope 3 emissions. Due to our collaboration with many small logistics companies, we do not have CO2 balances for the transport of our products, as the effort required to create them is not feasible for small companies. We are working on including these in the future.
*The emissions data for goods does not include data from two subsidiaries, as they are not connected to the central data system. das zentrale Datensystem angeschlossen sind.

Greenhouse gas reduction and greenhouse gas reduction projects financed by CO2 credits E1-7

Sikla is not currently pursuing an approach to offset greenhouse gas emissions via CO2credits. Instead, the focus is on the actual reduction of emissions along its own value chain. Priority is given to measures such as the switch to renewable energies, expanding its own photovoltaic systems, electrifying its vehicle fleet and optimising logistics and supply chains. Compensation projects are only considered once all technically and economically feasible reduction potential has been exhausted.

Internal CO2 pricing E1-8

Sikla does not currently apply internal CO_2pricing. The focus is on directly reducing emissions through concrete measures in the areas of energy efficiency, mobility and renewable energies. Internal CO2 pricing is not currently used as a control instrument, as the priority is on implementing physical emission reductions.

Expected financial impact of significant physical risks and transition risks, as well as potential climate-related opportunities E1-9

Sikla regularly assesses potential risks and opportunities related to climate change.
No significant financial impacts from physical risks (e.g. extreme weather events, temperature changes) or transition risks (e.g. regulatory changes, market changes) have been identified that would significantly affect business operations. At the same time, climate-related opportunities arise, in particular through:

Expansion of renewable energies:
Own photovoltaic systems reduce energy costs in the long term and increase security of supply.

Increased efficiency in logistics and mobility:
Electrification of the vehicle fleet and optimised transport routes reduce emissions and operating costs.

Sustainable product development:
The growing demand for climate-friendly construction and assembly solutions opens up new market potential.
These opportunities are taken into account in strategic planning and incorporated into investment decisions.

Environmental pollution E2

Strategies related to environmental pollution E2-1

Sikla recognises environmental pollution – especially air pollution – as a key issue along its own supply and transport chain. Since a significant proportion of goods movements are carried out by external logistics companies, the strategic focus is on the sustainable selection and evaluation of these service providers. Environmental criteria such as emission avoidance, the use of alternative drive systems and efficiency measures are systematically taken into account. The aim is to minimise the indirect environmental impact of its own business operations through targeted partnerships with sustainabilityoriented logistics companies.

Measures and resources related to environmental pollution E2-2

Sikla implements the following measures to reduce air pollution caused by transport:

Sustainability assessment of logistics service providers: Service providers are regularly reviewed in terms of their environmental performance.

Promotion of low-emission transport solutions:
Preference is given to companies that focus on e-mobility, alternative fuels or intermodal transport solutions.

Optimisation of internal logistics processes:
Transport routes between subsidiaries and to customers are continuously analysed and made more efficient in order to avoid unnecessary emissions.

These measures are supported by internal sustainability guidelines and continuous monitoring.

Targets related to environmental pollution E2-3

Sikla pursues the goal of measurably reducing the environmental impact caused by logistics-related air pollution. Specific objectives include:

Increasing the proportion of sustainably certified logistics partners by 2030.

Reducing transport-related NO_x and particulate matter emissions by selecting low-emission means of transport.

Transparent reporting on progress and challenges in the area of logistics-related environmental impacts.

Maintaining existing ISO 14001 certifications

These goals are part of the sustainability strategy and are regularly reviewed and adjusted.

Air, water and soil pollution E2-4

For Sikla, air pollution from logistics-related emissions is the most important relevant aspect within this topic area. For environmental aspects relating to energy consumption, please see E1-5. The business activities do not cause any significant direct emissions into water or soil. Therefore, the focus is on Environmental management focuses on the selection and evaluation of external logistics service providers with regard to their emissions balance and sustainability measures. Measures to reduce NOX and particulate matter emissions are being promoted through the optimisation of transport routes and cooperation with low-emission service providers. Systematic monitoring of water or soil pollution risks is not currently planned due to its low relevance.

Substances of concern and substances of very high concern E2-5

Sikla uses substances of very high concern (SVHC) exclusively in very small quantities and only in specific applications, such as:

Machine maintenance (e.g. lubricants, cleaning agents)

Zinc spray for sealing interfaces on metal components.

These substances are stored, documented and used safely in accordance with the applicable legal regulations (e.g. REACH Regulation). Due to the small quantities and controlled use, there is no significant risk to humans or the environment. A substitution test is carried out regularly as part of environmental and occupational health and safety management in order to identify potential alternatives and further minimise risks.

Expected financial impact of significant risks and opportunities related to environmental pollution E2-6

Sikla does not currently expect any significant financial impact from environmental pollution in its own business operations. The direct risks – particularly in the area of air pollution caused by external logistics service providers – are classified as low and are managed through targeted measures such as sustainable partner selection and transport optimisation. Opportunities arise primarily from cooperation with low-emission service providers, which can contribute to long-term efficiency gains and compliance with regulatory requirements. Regular assessments are carried out as part of ESG risk management.

Resource use and circular economy E5

Policies relating to resource use and circular economy E5-1

Sikla pursues a resource-saving corporate policy that focuses on efficiency, durability and circular economy. The focus is on optimised material use, waste reduction and extending product life cycles.
Recyclable materials and modular designs are taken into account as early as the product development stage.
Packaging is reduced as much as possible or replaced by reusable solutions.
Production waste is collected separately and, where possible, recycled. The selection of suppliers takes into account environmental aspects such as material efficiency and returnability. The aim is to minimise environmental impact along the entire value chain while exploiting economic potential through circular approaches.

Measures and resources relating to resource use and circular economy E5-2

To implement its circular economy policy, Sikla uses targeted measures and resources that support both ecological and economic goals:

Concrete measures

Product design based on the principle of „design for disassembly“:
Product design based on the principle of „design for disassembly“:

Material efficiency programmes:
Optimisation of cutting, reduction of waste and use of secondary materials.

Recycling and take-back systems:
Introduction of take-back programmes for used products and packaging.

Digital monitoring systems:
Use of software to record material flows and identify potential savings.

Internal environmental teams:
Specialist departments for sustainability and resource efficiency coordinate measures and training courses.

Investments in research and development:
Focus on innovative materials, modular systems and recyclingfriendly product solutions.

Training programmes for employees:
Raising awareness of resource-saving behaviour and sustainable production processes.

Certifications and audits:
Use of external testing agencies to ensure compliance with environmental standards, in particular the DIN EN ISO 14001:2015 environmental management system.

Targets relating to resource use and circular economy E5-3

Sikla pursues ambitious, measurable goals to promote resource-efficient and circular value creation. These goals are an integral part of the sustainability strategy and are regularly reviewed and further developed.

Strategic objectives

Reduction of material usage through optimised designs and digital planning tools.

Increase the recycling rate in product manufacturing.

Increase the proportion of recycled packaging and reduce the use of packaging materials.

Promotion of secondary materials.
Produktlebensdauer verlängern durch modulare Bauweise und Reparaturfähigkeit.

Resource inflows E5-4

Sikla manages resource inflows in a targeted manner through a binding supplier code of conduct and a market-oriented procurement strategy. The aim is to ensure ecological and social responsibility along the supply chain while minimising transport routes and external dependencies.

Sikla's goods purchases	38 940 tonnes of goods

Control instruments

Supplier code of conduct:
Contains clear requirements regarding environmental standards, resource efficiency, recyclability and ethical business practices.

Market-oriented procurement:
Preference given to regional and European suppliers to reduce CO_2 emissions and strengthen local value creation.

Material transparency:
Suppliers are required to disclose sustainability data upon request.

Partnership-based cooperation:
Long-term relationships with suppliers promote innovation exchange and shared sustainability goals.

Impact on resource use

Reduced transport emissions through shorter delivery routes

Higher material quality through transparent origin and controlled production conditions

Greater control over environmental standards along the supply chain

Resource outflows E5-5

The Sikla Group systematically records and controls resource outflows as part of its environmental and waste management. Production-related waste is collected separately, documented and, where possible, recycled. Non-recyclable materials are disposed of in accordance with legal requirements. By-products such as metal scraps or packaging materials are preferably reused or sent for external recycling. The aim is to continuously reduce the amount of non-recyclable waste and maximise its return to the recycling cycle.

Sikla's goods sales	35768,92876 tonnes of goods

Expected financial impact of resource use and Impacts, risks and opportunities of the circular economy E5-6

The use of resources has direct and indirect financial implications for Sikla. Rising raw material prices, particularly for metals and plastics, lead to increased production costs. At the same time, energy prices and legal requirements for CO2 pricing also have an impact on operating costs. To counter these risks, Sikla is focusing on increasing efficiency, substituting materials and optimising production processes.

The circular economy offers considerable opportunities in this regard:

Cost reduction through the reuse of materials and recycling of production waste

Competitive advantages through sustainable product design and resource conservation

Reputation gains through meeting customer requirements and regulatory standards

Reputationsgewinn durch Erfüllung von Kundenanforderungen und regulatorischen Standards

At the same time, there are challenges, such as investments in new recycling technologies or the conversion of existing processes. In the long term, however, Sikla expects positive financial effects from integrating circular economy principles into the entire value chain.


SOCIAL

Social commitment at Sikla

Sikla is committed to fair, safe and respectful working conditions for all directly affected employees – including permanent staff, trainees, interns and external service providers. Operational responsibility lies with the HR departments of the subsidiaries, while the central HR department strategically drives forward issues such as employer attractiveness, recruiting and personnel development. In addition, Sikla actively shapes central social aspects such as digitalisation, employee retention, training and organisational development in a forward-looking manner.

Workforce of the company S1

Employees of the companies	
Sikla Holding GmbH	7
Sikla Corporate Services Headquarters GmbH	75
Sikla GmbH	293
Sikla Austria Ges.m.b.H	73
Sikla Bohemia s.r.o.	15
Sikla (Benelux) BV	3
Sikla France S.A.R.L.	25
Sikla Hispania, S.L.U.	45
Sikla Hungária Kft.	13
Sikla Polska Sp.z.o.o.	95
Sikla Lusa, Lda.	41
Sikla Rômania S.R.L.	15
Sikla Schweiz AG	37
Sikla Slovenia d.o.o.	18
Sikla Slovensko s.r.o.	20
Sikla UK Limited	34
Sikla USA Inc.	11
Sikla Oceania Pty Limited.	8
Sikla Sprinklerelemente GmbH	12
Sikla Drain GmbH	15

Management of impacts, risks & opportunities

Concepts relating to the workforce of the company S1-1

Sikla takes into account all employees who can be directly influenced by the company. This includes permanent employees as well as trainees, interns and external service providers. Sikla pursues a holistic concept to promote fair, safe and respectful working conditions.
Operational responsibility for human resources lies with the respective HR departments of the subsidiaries listed in Table 1.

The HR department at Sikla Corporate Services Headquarters GmbH provides strategic support in the areas of employer attractiveness, recruiting, personnel development and junior staff.

Key issues such as digitalisation, employee retention, training and organisational development are also strategically managed.

Risks
- Accident and health risks in everyday work and in the warehouse
- Skilled labour shortage
- Challenges in balancing work and private life

Opportunities
- Employee development Digitalisation
- Employer branding
- Job security
- Social dialogue

Potential negative effects on employees are a key risk for Sikla. These risks are actively monitored and appropriate preventive measures are implemented.
There are regular opportunities to register for occupational health check-ups or consultations, and great care is taken to ensure that regulations such as the wearing of safety shoes are observed.

The shortage of skilled workers poses a risk that no employees can be found for certain positions. This is always taken into account by placing a high priority on attractiveness as an employer in the human resources department. Sikla is also a trainer and promotes young talent in order to counteract the shortage of skilled workers.

The third identified risk is work-life balance. Various measures, such as flexible working hours and active warnings when certain working hours are exceeded, help to support employees in achieving a good work-life balance.

The positive effects and opportunities for Sikla are characterised by Sikla's commitment to fair working conditions, equality and social protection.

Sikla offers secure jobs, company pension schemes and comprehensive social benefits. Through flexible working time models and home office options, Sikla enables a better work-life balance.
Sikla promotes social dialogue and ensures that every employee has someone to talk to about any concerns they may have.

There are additional benefits in the subsidiaries that promote employee satisfaction.
These vary due to the different contexts and priorities of the subsidiaries. Benefits include sports programmes through Hanse fit, bike leasing options, the constant availability of various beverages, various bonuses, special leave days and professional development opportunities.

Job satisfaction is also an important issue, which is strongly promoted through digitalisation projects
not only to simplify everyday processes such as daily clocking in, but also to optimise internal processes.

These concepts are regularly reviewed and further developed to meet the changing requirements of the workforce and the labour market.

Procedures for involving the company‘s workforce and employee representatives with regard to impacts S1-2

Sikla attaches great importance to involving its employees and their representatives in decision-making processes, especially on issues with social and environmental impacts. This involvement is structured, transparent and continuous.

Staff meetings are held regularly. At these meetings, management and other company representatives communicate information about strategic developments within the company. Employees are given time off to attend; the time spent attending is counted as working time.

Continuous exchange and consultation between management and the Human Resources department.

Regular employee surveys at regular intervals The survey provides insights into topics such as the workplace, cooperation, leadership, mental health and corporate culture.

The results serve as the basis for a structured dialogue between managers and employees in the respective areas.

Ensuring that every employee has a direct contact person for concerns or issues, which can also be reported anonymously via an external whistleblower portal.

These procedures not only strengthen the trust and satisfaction of the workforce, but also promote the acceptance and effectiveness of corporate measures with social and environmental impacts.

Procedures for improving negative impacts and channels through which the company‘s workforce can express concerns S1-3

Sikla takes a proactive approach to identifying and mitigating negative social and environmental impacts. The proactive approach to negative impacts and risks is described in more detail in S1-1.

Employees always have the opportunity to talk to their manager or a member of the human resources department.

An established whistleblower system allows both employees and external stakeholders to report concerns anonymously – for example human rights violations, discrimination, environmental violations or compliance violations. The platform is available around the clock and guarantees confidentiality and protection against reprisals. Everything reported in this way is investigated within the company. In addition, there are regular employee appraisals and employee surveys, which are further opportunities to express concerns.

Taking action on material impacts on the company‘s workforce and approaches to managing material risks and realising material opportunities related to the company‘s workforce and the effectiveness of these measures S1-4

Sikla takes a holistic approach to assessing and managing material impacts on its workforce. The focus is on both minimising risks and exploiting opportunities in order to create a sustainable and resilient working environment.

The opportunities and risks are identified by the human resources department, as they can act as stakeholder representatives for employees. Many employees approach the human resources department directly to suggest ideas or express concerns. In addition, the human resources department is in contact with the company‘s managers and also learns about ideas and concerns from employees who do not approach the HR department directly, and they evaluate employee surveys, which are also helpful in making success measurable. The identified opportunities and risks, as well as their management, are listed in S1-1.

Objectives relating to the management of significant negative impacts, the promotion of positive impacts and the management of significant risks and opportunities S1-5

Sikla aims to be an attractive employer. We are continuously working to establish an attractive working environment and a supportive corporate culture. There are opportunities for flexible working hours and home office days to promote work-life balance for employees.

The subsidiaries have their own initiatives to minimise potential negative impacts on employees, including social and health initiatives and projects. These are inspired by proactive employee suggestions and the results of employee surveys.

Characteristics of the company‘s employees S1-6

The workforce is characterised by a high level of professional competence, long-term service and a strong identification with the company. Employees work in various functional areas. A special feature of Sikla‘s workforce is the high number of trainees and dual students.

Employee characteristics	
Total number of employees	888
FTE Full-time equivalent employees	845
Average length of service	7.33 years
Average vacancy period for a position	79 days
Newly created positions	79

The workforce has a wide range of qualifications – from industrial and technical specialists to commercial employees, trainees and managers. Continuous professional development is supported by internal training programmes and external training opportunities. Sikla promotes a diverse and inclusive corporate culture. Employees of different origins, age groups and lifestyles work together in an appreciative environment.

Characteristics of external workers S1-7

Sikla employs external workers. It has contractual relationships with temporary employment agencies, contract companies and other external personnel service providers for the regular provision of work within its operational processes. The workers mentioned here are treated and remunerated fairly in accordance with our corporate values and management culture; all legal requirements are fully complied with.

Collective agreement coverage and social dialogue S1-8

Sikla is not bound by collective agreements. Employment relationships are governed by individual employment contracts. The company is guided by market standards and attaches particular importance to fair, transparent and competitive remuneration structures.

Social dialogue

Sikla proactively promotes social dialogue within the company. This is achieved through regular exchanges with employees and managers, as well as in the form of employee surveys. Further details on social dialogue at Sikla were explained in previous data points in S1.

Objective

Sikla aims to create a working environment characterised by trust, appreciation and shared responsibility through direct communication and participatory formats.

Diversity indicators S1-9

Sikla sees diversity as a core value for sustainable corporate success. Diversity is not only considered a demographic indicator, but also a lived culture of openness, equal opportunities and mutual appreciation. Discrimination against employees on the basis of their ethnic origin, gender, religion or worldview, disability, age or sexual identity is categorically rejected. abgelehnt.

Diversity figures	
Employees under 18 years of age	4 FTE
Employees under 30 years of age	174 FTE
Employees under 50 years of age	653 FTE
Employees over 50 years of age	216 FTE
Employees with severe disabilities	6.33 FTE
Percentage of women in management positions (team lead position or higher)	37 FTE

Fair remuneration S1-10

Sikla pursues a remuneration policy based on fairness, transparency and market conditions. The aim is to to reward employees‘ performance appropriately while creating an attractive, competitive working environment.

Social security S1-11

Sikla guarantees comprehensive social security for all employees that exceeds the minimum legal standards. These vary between the subsidiaries, as these are located in different countries and different levels of cover are appropriate. The aim is to create a stable and reliable working environment that offers security in different life situations. Simultaneously with protecting jobs, Sikla strives to make it easier for employees to combine their professional and private lives.

People with disabilities S1-12

Sikla is committed to the inclusion and equality of people with disabilities. The aim is to break down barriers, promote equal opportunities and create a working environment that values and supports diversity.

Key figures for further training and skills development S1-13

The continuous further training and skills development of employees is a central component of Sikla‘s human resources strategy. The aim is to ensure longterm employability, promote innovation and support individual development.

Training	
Number of training courses offered	235
Training hours completed	7713.91

Strategic measures

Individual career planning:
Personal goals are discussed and development opportunities are explored in regular employee appraisals.

Management development:
Special programmes to promote leadership skills.

Technical and professional qualifications:
Focus on current market requirements and digital transformation.

Cooperation with educational institutions:
Collaboration with universities and academies to promote young talent.

Key figures for health and safety S1-14

The health and safety of our employees is our top priority. We firmly believe that sustainable corporate success is only possible if a safe and healthy working environment is guaranteed. That is why we rely on a holistic occupational health and safety management system at our sites, which includes both preventive measures and continuous improvement processes.

Our measures are based on national and international standards as well as the requirements of our management systems. These include regular risk assessments, training and instruction, ergonomic workplace design and the promotion of health-conscious behaviour. In addition, we cultivate an open safety culture in which potential risks can be identified and reported at an early stage. In the largest companies, the Occupational Health and Safety Committee meets four times a year, and external specialists are on hand to support the best possible implementation of health and safety measures.
In the other subsidiaries, the relevant legal regulations are followed and improvement measures are continuously implemented.

During the reporting period, targeted preventive measures reduced the number of reportable accidents at work. In addition, the physical and mental health of our employees is promoted through company health programmes, such as corporate fitness, employee catering, preventive medical check-ups and counselling services. The workplace is ergonomically designed and personal protective equipment is provided to employees. In the warehouse, new procedures for the ergonomic lifting and carrying of loads have been introduced, e.g. in magnet handling systems or new storage technology, which also significantly reduces the potential risk of injury.

The aim is to strengthen the long-term health and well-being of employees and to create a safe working environment for everyone.

Accidents at Sikla			
Accidents at work	32	Commuting accidents	5
Reportable Accidents	4	Reportable Accidents	2
613.5 Days lost due to accidents			

Key figures on work-life balance S1-15

Sikla promotes work-life balance through flexible working models, family-friendly offers and a corporate culture based on trust and personal responsibility. The aim is to improve the quality of life of employees and promote long-term loyalty.

Work-life balance at Sikla	
Number of hours worked	1046600
Number of overtime hours paid	1988,37
Holiday days	20132

Measures to promote work-life balance

Flexible working time models:
Individual options for adapting to different stages of life.

Special leave and time off:
Sikla offers special leave for special circumstances, which, like other leave, can be requested via the respective subsidiary's personnel management tool.

Culture of mindfulness:
If the maximum daily working time is exceeded, the employee receives a corresponding notification from the HR department and is reminded.

Remuneration indicators (earnings differences and total remuneration) S1-16

Sikla pursues a fair remuneration policy based on performance, responsibility and market standards. The aim is to ensure fair remuneration and systematically eliminate gender-specific and structural differences.

Remuneration structure and transparency

Subsidiary-specific remuneration structure:
Different remuneration models apply depending on location and function, in line with the relevant labour market.

Regular market comparisons:
External benchmarks to ensure competitive salaries.

Equal treatment:
Measures to prevent discrimination in salary and career development.

Incidents, complaints and serious implications in relation to human rights S1-17

Sikla is fully committed to respecting internationally recognised human rights throughout its entire value chain. This commitment is an integral part of the company‘s ethics and is supported by internal guidelines, supplier requirements and training measures.

Status report for the 2024 reporting year

Known incidents:
No incidents related to human rights violations within the organisation or among direct business partners have been reported.

Complaints:
No formal or informal complaints regarding human rights issues were received.

Serious impacts:
Serious impacts:
No serious negative impacts on human rights have been identified.

Preventive measures and governance

Code of Conduct:
The company-wide Code of Conduct contains clear guidelines on respect for human rights.

Supplier assessment:
Suppliers are required to sign Sikla's Supplier Code of Conduct.

Whistleblower system:
Employees and external stakeholders can anonymously report possible violations.

Training:
Raising awareness among employees to human rights risks.

Objective

Sikla aims to further systematise its human rights due diligence. The zero-tolerance policy towards human rights violations remains unchanged.

Overview of incidents	
Number of incidents of discrimination	0
Number of complaints submitted through channels that allow employees to express their concerns	0
Amount of fines, penalties and 0 damages awarded due to incidents of discrimination, including harassment and complaints filed	0
Number of serious human rights violations and incidents related to the company's own operations	0
Human rights violations and incidents involving its own workforce that did not comply with the UN Guiding Principles and the OECD Guidelines for Multinational Enterprises	0
Amount of fines, penalties and compensation for serious human rights violations and incidents involving the own workforce	0

Workers in the value chain S2

Strategies relating to workers in the value chain S2-1

The well-being of employees in the value chain is an important concern for Sikla. For this reason
Sikla has drawn up a code of conduct for suppliers. This document is sent to suppliers for signature, and they are required to pass on this document and the principles contained therein to their suppliers.
The principles are as follows:

- Prohibition of forced labour
- Prohibition of child labour
- Fair remuneration and working hours
- Freedom of association
- Prohibition of discrimination
- Health and safety at work
- Complaint mechanisms
- Dealing with conflict minerals

We also procure our goods locally from an environmental perspective, which means that over 65% of our goods are procured in Germany and over 90% are procured in Europe. In these countries, the risk to employees in terms of occupational safety, health protection, etc. is considered to be low.

Procedure for involving the workforce in the value chain with regard to impacts S2-2

Sikla is committed to securing the jobs of its employees. For this reason, long-term contracts are agreed with suppliers to support planning and security for suppliers.

Procedures for addressing negative impacts and channels through which workers in the value chain can raise concerns S2-3

All stakeholders (current and former employees, applicants, customers, suppliers, vendors) are free to report concerns or complaints via the whistleblower portal.

Taking action on material impacts on workers in the value chain and approaches to managing material risks and taking action on material impacts on workers in the value chain and approaches to managing material risks and taking advantage of material opportunities related to workers in the value chain, and the effectiveness of these actions S2-4

Our suppliers are required to sign our Supplier Code of Conduct, which also covers health and safety in the workplace. If our purchasing and quality assurance departments raise concerns about workplace safety during visits to suppliers, these are addressed directly on site. In the event that a workplace is assessed as seriously unsafe, measures will be taken that are individually adapted to the context. To date, this situation has not arisen.

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

S2-5 is listed for the completeness of ESRS data points. For information on this point, please see the description for S2-4.

Consumers and end users S4

Management of impacts, risks and opportunities

Concepts related to consumers and end users S4-1

Sikla pursues a holistic approach to ensuring product safety and minimising potential negative effects on consumers and end users.
Responsibility towards the people who work with the products or are in close proximity to them is at the heart of the „siklasicher“ corporate strategy.

Basic principles of the concept

Safety-oriented product design:
Risks are systematically identified during the development phase and eliminated or minimised through design measures.

Compliance with standards and certifications:
All products comply with relevant national and international safety standards and are certified accordingly.

Quality assurance (QA):
Our own QA department monitors compliance with defined quality criteria along the value chain through regular supplier audits and inspections of incoming goods.

Risk management:
Potential hazards for end users are identified at an early stage through structured risk analyses and addressed through preventive measures.

Specific measures

Stress tests and simulations:
Products are tested under realistic conditions to rule out structural weaknesses. The limits of the products are tested in a two-stage process.

Training and information materials:
Customers and end users receive comprehensive technical documentation, safety instructions and, if necessary, training on correct installation.

Procedures for involving consumers and end users with regard to impacts S4-2

Sikla considers the involvement of consumers and end users to be a key component of responsible product management.
Feedback from the market provides valuable information on the potential impact of products and enables continuous improvement in further product developments.

Results orientation

The procedures for involving consumers and end users are designed to understand the actual impact of products in the field and to respond to it in a targeted manner. This not only increases product safety, but also strengthens innovative power.

Procedures for improving negative impacts and channels through which consumers and end users can express their concerns S4-3

The whistleblower portal, which has been mentioned several times, is also available to our customers and end users.

Furthermore, customers have appropriate contact persons in the sales and service departments of the subsidiaries to whom they can turn in each case.

Taking measures in relation to significant impacts on consumers and end users and approaches to managing material risks and to seize material opportunities relating to consumers and end users, as well as the effectiveness of these measures S4-4

Sikla addresses the material impacts of its products on customers and end users with a structured package of measures.

Technical inspections and stress tests:
Products are tested under extreme conditions to rule out structural weaknesses.

Assembly instructions and training:
Users receive clear, understandable information on safe use.

Internal audits and continuous improvement:
The QA department regularly checks manufacturing-related processes for weaknesses.

The involvement of end users opens up opportunities in the following areas:

Product innovation:
Feedback from practical experience provides valuable impetus for new solutions.

Brand loyalty:
Transparent communication and high safety standards strengthen trust in the Sikla brand, which carries the slogan „siklasicher“ (sikla-safe) in all areas of the company.

Competitive advantages:
Certifications and verifiable safety measures increase the appeal for demanding customer segments. Brand identification with safety supports trust in the brand and the company.


GOVERNANCE

Corporate governance G1

Sikla understands corporate governance as value-oriented responsibility towards its stakeholders (see SBM-1). Clear governance structures and an open, participatory management culture promote sustainable growth and entrepreneurial resilience.

Management of impacts, risks & opportunities

Sikla pursues a systematic ESG risk management approach: it involves the company structure and value chain, employees, national authorities, customers and end customers, as well as the management. Opportunities for improvement are exploited through partnership-based dialogue and digital monitoring tools in order to promote sustainability and the Strengthening and continuously improving social interaction.

Corporate culture and concepts for corporate governance G1-1

Sikla understands corporate governance not only as strategic management, but also as a lived responsibility towards employees, customers, partners and society. The corporate culture is shaped by the values of a family business that thinks long-term, communicates openly and involves its employees in its development, as the founding family is heavily involved in the company.

Value-based management

The management attaches great importance to the central role of values in corporate governance. The following values form the basis for decisions and shape our daily interactions:

Trust and openness:
Transparent communication at all levels promotes trust and personal responsibility.

Reliability and continuity:
Sikla stands for stability and long-term partnerships.

Responsibility and participation:
Employees are involved in decision-making processes and encouraged to participate.

Management structure and governance concepts

The company‘s management is based on clear structures and a modern understanding of leadership:

Strategic management by the holding company:
Sikla Holding GmbH is responsible for long-term orientation, succession planning and value-oriented corporate policy.

Decentralised responsibility:
Operational management is carried out by SHQ, which provides centralised services for all subsidiaries.

Functional organisation:
The management structure is functionally oriented and enables efficient decision-making processes.

Management culture concepts

Empowerment and enablement:
Managers receive targeted training to encourage employees and strengthen their ability to act independently.

Feedback and dialogue culture:
Regular meetings, workshops and employee surveys create space for exchange and further development.

Integrity and compliance:
Compliance with legal and ethical standards is an integral part of the management culture.

Objective

The corporate culture should not only reflect Sikla's identity, but also form the basis for sustainable growth and resilience. The management pursues the goal of establishing a culture that combines innovation, responsibility and humanity.

Management of supplier relationships G1-2

Sikla pursues responsible and cooperative supplier management based on transparency, fairness and sustainability. Relationships with suppliers are a central component of corporate management and are shaped by clear standards, continuous communication and systematic control.

Basis: Supplier Code of Conduct

The company-wide code of conduct for suppliers defines binding requirements in the following areas:

Human rights and working conditions
Prohibition of child and forced labour, protection of freedom of association, fair remuneration and safe working conditions.

Environmental responsibility
Conservation of resources, prevention of environmental pollution, handling of microplastics and compliance with environmental standards.

Integrity and compliance
Zero tolerance for corruption and bribery, transparent business practices, protection of whistleblowers.

Passing on standards
Suppliers are required to pass on the requirements to subcontractors and downstream partners.

Management and cooperation

Audits and self-assessments
Suppliers are regularly reviewed – either through external audits or structured self-assessments.

Partnership-based dialogue
Sikla focuses on long-term relationships and promotes open exchange on ESG issues, risks and potential for improvement.

Payment practices
The company management ensures fair payment terms and reliable processing in order to support the economic stability of its partners.

Risk management and escalation

Risk-based assessment
Suppliers are classified according to risk and treated as a priority, or asked for more detailed information.

Measures in the event of violations
If standards are not met, corrective measures are initiated – in extreme cases, the business relationship may be terminated.

Whistleblower system
External workers in the supply chain can also express concerns anonymously via the whistleblower system.

Objective

Sikla aims to improve the ESG rating of all strategic suppliers by 2027 and to support compliance with the code through digital monitoring tools. Supplier relationships should not only be economically efficient, but also ethically and ecologically responsible.

Prevention and detection of corruption and bribery G1-3

Sikla is committed to ethical and legally compliant business practices. Corruption and bribery not only jeopardise the integrity of the company, but also the trust of business partners, employees and the public. Sikla therefore pursues a zerotolerance policy towards any form of unfair behaviour.

Principles and internal guidelines

Acceptance of gifts and invitations
Employees may not accept gifts or invitations with a value of more than €50 without the prior written consent of their direct manager. This rule also applies to benefits in kind, vouchers, travel or hospitality. If stricter guidelines exist for individual subsidiaries, these must be observed.

Transparency obligation
All monetary benefits must be documented and, if necessary, registered. Suspicious cases must be reported immediately.

Prohibition of bribery
Any form of bribery – whether active or passive – is prohibited. This applies to public authorities as well as private business partners.

Avoidance of conflicts of interest
Employees are obliged to disclose potential conflicts of interest, e.g. in the case of family or financial ties with suppliers or customers.

Prevention and control

Training and awareness
Regular training on compliance and ethical behaviour is provided for relevant functions, particularly in purchasing and management.

Internal control systems
The governance structure includes a multi-level control system for monitoring payments, contract conclusions and approval processes.

Whistleblower system
Violations of anti-corruption guidelines can be reported via the anonymous whistleblower system – including by external stakeholders.

Audits and spot checks
Internal auditors and external auditors conduct regular checks to ensure compliance with the guidelines.

Response to violations

Investigation and sanctions
Every reported suspected case is investigated. Confirmed violations may result in consequences under labour law, including dismissal and criminal charges.

Corrective measures
In addition to sanctions, processes are adapted to prevent recurrence. Findings are incorporated into the further development of the compliance strategy.

Key figures & targets

Cases of corruption and bribery G1-4

Sikla is committed to the highest ethical standards and a consistent anti-corruption policy. Within the framework of the governance structure and company-wide compliance measures, corruption is prevented, controlled and sanctioned.

Known cases of corruption and bribery	0
Suspected cases of corruption or bribery	0

Status report

No known or suspected cases
No cases of corruption or bribery were identified or reported during the reporting period. There are no grounds for suspicion of unfair conduct.

Effectiveness of preventive measures
The zero-tolerance strategy, combined with clear guidelines and a functioning whistleblower system, is proving effective.

Outlook

Sikla will continue to strengthen existing control mechanisms and promote ongoing awareness among employees. The aim is to continue to create an environment in which there is no room for corruption – neither internally nor in the supply chain or among business partners.

Political influence and lobbying activities G1-5

Sikla stands for corporate responsibility that is clearly distinct from party political influence. Aware that Sikla benefits from a democratic environment and that this is worth protecting, we nevertheless maintain a neutral stance towards political institutions and refrain from any form of lobbying or political influence.

Status report

No lobbying activities
No direct or indirect lobbying activities were carried out during the reporting period. There are no memberships in political interest groups, no commissions from lobbying agencies and no participation in political campaigns.

No political donations or contributions
Sikla has not made any financial contributions to political parties, organisations or elected representatives.

No influence on legislative processes
The company has not participated in consultations, statements or legislative initiatives.

Basic stance

Sikla sees itself as an economically active company that is guided by ethical, legal and entrepreneurial principles.
Sikla operates in an international environment characterised by democratic values and benefits from open markets and stable conditions, such as the free movement of goods within the EU.

Payment practices G1-6

Sikla attaches great importance to fair and reliable payment practices towards business partners and suppliers. Trust-based cooperation is founded not only on quality and communication, but also on compliance with agreed financial obligations.

Principles

Timely payment of invoices:
Invoices are always paid on time and in accordance with the contractually agreed payment terms. This applies to both strategic suppliers and smaller service providers.

Avoiding late payments:
Efficient internal processes and digital invoice verification ensure that payment delays are avoided. Compliance with payment deadlines is part of the internal control mechanisms.

Fair payment terms:
Sikla ensures that payment terms are neither unilaterally burdensome nor unusual for the market. The aim is to achieve a balanced partnership that also takes into account the liquidity needs of suppliers.

Transparent communication:
In the event of queries or uncertainties regarding invoices, proactive and solution-oriented communication is maintained with the respective partners.

Impact

Consistent adherence to fair payment practices strengthens Sikla‘s reputation as a reliable business partner and contributes to the stability of the supply chain. At the same time, it supports ESG goals in the areas of governance and social responsibility.

Further commitment

In 2024, the Sikla Group also demonstrated its commitment to sustainability through non-mandatory initiatives. This section presents the most significant voluntary initiatives.

Tree planting campaign in the Südkurier newspaper forest

As part of our environmental campaign, we planted 850 trees in the Südkurier newspaper forest – one tree for each of our employees. Some employees from headquarters were there in person to actively help with the planting. The Zeitungswald is a regional reforestation project in cooperation with the forestry administration and local partners, readers and companies. By donating trees and helping with the planting, the aim is to permanently bind CO_2, promote biodiversity and at the same time raise environmental awareness.

Cycling to work – promoting health and climate protection in one

In 2024, Sikla Corporate Services GmbH and Sikla GmbH took part in the AOK's nationwide „Cycle to work" campaign. The aim of the campaign is to motivate commuters to regularly use their bikes to get to work, thereby promoting their health and contributing to climate protection.
This year, 28 employees actively participated in the campaign. Together, they covered a total of 2,797 kilometres in 255 days. This saved around 550 kg of CO_2 compared to travelling by car. With the aim of continuing to promote the health and environmental awareness of our employees, we will be participating in the campaign every year from now on.

IHK energy scouts

In 2024, two trainees qualified as energy scouts as part of the IHK project. The initiative enables young employees to identify energy-saving potential in the company and initiate concrete energy efficiency measures.

This year, the energy scouts checked the condition of the solar system – with the pleasing result that the system is working perfectly and reliably contributing to a sustainable power supply.

In order to continue to strengthen environmental awareness during training, at least two trainees will participate in the initiative each year from 2024 onwards.

First group-wide sustainability report published in accordance with DNK

We have been publishing an annual sustainability report since 2023. The first report covered the sustainability performance of Sikla GmbH. A significant milestone in 2024 was the publication of the first group-wide sustainability report in accordance with the criteria of the German Sustainability Code (DNK).

The DNK is a nationally recognised standard for transparent reporting on the sustainability performance of companies.
In the individual national companies have local sustainability initiatives that are not mentioned here because the head office was not involved and the results are not quantifiable.

Sustainability Report 2024

Published on 07 November 2025

Publisher:

Sikla Holding GmbH
Ägydiplatz 3,
4600 Thalheim bei Wels,
Österreich

Responsible for content:
Marlene Karpa
Doreen Volz

If you have any questions, please contact:
sustainability@sikla.com

Sikla Holding GmbH
Ägydiplatz 3,
4600 Thalheim bei Wels,
Österreich

sustainability@sikla.com

www.sikla.com