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## PLANET

We do not just support protecting the environment and conserving resources in our operations but throughout our products' entire value chain. The careful use of raw materials, the continuous optimization of processes, and the use of market-leading technologies ensure an efficient use of resources and contribute to improving our ecological footprint.

In addition to protecting the environment and resources, we are also particularly devoted to reducing harmful greenhouse gases. We want to create successive corporate carbon footprints for individual subsidiaries. Measures to reduce CO<sub>2</sub> emissions have been introduced based on the current situation. Our superordinate goal is to reduce harmful emissions by 25 % throughout the company by 2025.

We want to take social responsibility, especially in the local areas where we do business, for example by funding environmental, social, cultural, or sports organizations. At the same time, we want to act as a role model and motivate others to get involved.

## OCCUPATIONAL ENVIRONMENTAL PROTECTION

**We want all our production and sales facilities to be operated efficiently and in an environmentally and climate-friendly manner. This includes saving energy and water, reducing waste, and not polluting the soil, water, and air.**

### Protected the environment, resources and climate

With the climate catastrophe mankind is confronted with a major global challenge. Entire ecosystems are severely impaired and threatened, extreme weather events are becoming more frequent and irreversible tipping points in the climate system are threatening to be reached. The changes have increasing consequences for our livelihoods and pose a growing risk to economic stability.

We want to take responsibility for climate and environmental protection. This is why environmental sustainability is an integral part of our PASSION 2025 corporate strategy and plays a key role in our business processes. We want to continuously improve UZIN UTZ's ecological footprint through responsible and efficient use of the

environment and resources and continuously reduce our corporate greenhouse gas emissions as part of our environmental and climate management.

We have set ourselves the clear goal of reducing our direct emissions from business activities and our indirect emissions from energy supply by 25 % by 2025 (with reference to the base year 2019). Despite our growth we want to reduce our emissions in absolute terms in order to be able to achieve our climate targets in the long term. We also want to prepare for future business-relevant developments and increasing regulatory requirements, such as the Green Deal or the European Union's CSRD reporting obligation. As part of our environmental data management dedicated sustainability officers have been established in the subsidiaries in the core and growth countries. We have been recording individual corporate carbon footprints for these locations every year since 2019. In order to assess the achievement of our company-wide reduction target, we prepare an annual projection of our estimated greenhouse gas emissions in the target year, taking into account our corporate growth and all measures already implemented or planned. This enables us to identify important reduction levers and introduce any further reduction measures that may be necessary. Corresponding catalogs of measures have already been developed to reduce greenhouse gas emissions and their implementation is in full swing. 90 % of our subsidiaries in core and growth countries use green electricity. Thanks to the use of 100 % renewable energy two production sites are already completely CO<sub>2</sub>-neutral. In addition two new photovoltaic systems and six extensions to existing systems have been installed across the group. Further investments in photovoltaic systems are planned at various locations over the next few years. To reduce vehicle fleet emissions further measures have been introduced to electrify the fleet and numerous company vehicles have already been replaced by electric or hybrid vehicles. Many locations have put their own on-site charging stations and wall boxes at employees' homes into operation. In addition to our direct and indirect energy-related emissions, we determine the emissions of our purchased raw materials as part of a group-wide Scope 3 project in order to record our main corporate emissions. With this comprehensive environmental and climate management system we want to make our contribution to climate protection and support the achievement of the EU Green Deal targets.

### **Over 1,000 solar panels for Sifloor AG**

Just in time for the PLANET year, a new 2,000 m<sup>2</sup> photovoltaic system was installed on the roof of Sifloor AG's logistics hall in cooperation with the local electricity provider. The system can cover almost half of the electricity consumption of the production and logistics hall as well as the office wing and the charging stations.

## **Expansion of CO<sub>2</sub>-neutral energy supply at Uzin Utz Nederland bv**

200 PVT and 80 PV modules were installed on the roof and facade of the new warehouse in Haaksbergen to generate electricity and heat water. With a nominal output of almost 115 kWp, more than 85,000 kWh of electricity has been generated since May 2023. The installation of these systems is an ideal addition to the "green factory" and further expands the CO<sub>2</sub>-neutral energy supply.

## **Successful completion of KlimaWirtschaft project**

Together with other companies from Baden-Württemberg, we as Uzin Utz SE participated in the KlimaWirtschaft project from April 2022 to September 2023. In various workshops, we exchanged ideas on the topics of climate protection and greenhouse gas reduction. In the workshop series, important steps and valuable best practice examples for the creation of climate protection targets and the implementation of climate protection measures were conveyed. In addition, the exchange of experiences with other companies was very valuable and opened up new insights and approaches for climate protection.

You can find out more about the KlimaWirtschaft project at: <https://klimaschutz-wirtschaft.de/das-projekt/> and <https://klimaschutz-wirtschaft.de/>

## **Every square meter counts**

In order to continue the nature-oriented plant design on the Uzin Utz SE site, some employees took part in the one-day workshop of Klima Connect Donautal on the topics of climate adaptation and biodiversity. Here, the connections between climate change, climate adaptation, biodiversity and species diversity were highlighted and ideas, concepts and action derivations for the Uzin Utz SE site were jointly developed. In order to preserve biodiversity, our employees created a 20 m<sup>2</sup> lean site using shovels and hoes. On the newly created area, many animal species find a suitable and unfortunately hardly existing habitat - whether in the sandarium, deadwood pile, rock pile or in the beetle cellar. The "mini-wilderness" signage makes the ecological value of the area recognizable from the perspective of the animal species. We are proud to have transformed the previously unused area into a wild biotope and to have actively made a visible contribution to environmental and climate protection in the PLANET year.

### **Mini wilderness - small hotspots for more biodiversity**

The initiative is committed to the preservation of wild natural areas, called ruderal areas, and aims to create more awareness of these ecologically indispensable areas - for the preservation of native biodiversity. You can find out more at [www.miniwildnis.de](http://www.miniwildnis.de) and [www.dastunwir.de](http://www.dastunwir.de)

### **Parquet professional ID.Buzz combines sustainability and parquet**

Since last year, the all-electric ID.Buzz Cargo has been in use in Pallmann sales throughout Germany with the message "Love, Peace & Parquet - wooden floors that make you happy". The cargo area is equipped with all important PALLMANN machines including accessories, which means that the bus will be active as a roadshow vehicle over the next few years. Interested parquet professional companies can also take it on a test drive to the next construction site and bring the topics of parquet and sustainability on the road.

### **All-electric vehicle fleet at Uzin Utz Nederland bv**

70 % of the Dutch fleet already consists of electric or hybrid vehicles. Since the PLANET year, all new leased vehicles in the fleet will also be electric by default, with the aim of having a 100 % fully electric fleet by 2025.

### **Green fleet at Uzin Utz Belgie nv**

In order to make a contribution to ecological sustainability as a sales organization, the vehicle fleet is the biggest factor. With the conversion to fully electric vehicles so far, the CO<sub>2</sub> emissions of the fleet have already been reduced by 50 % in the past year. In the future, no more vehicles with combustion engines will be added and the sales company's fleet will be fully electric by 2025.

*"Fast charging on the road has become the perfect break. I have a coffee and a toilet break, and within 20 to 25 minutes I'm back on the road."*

**Bart Leen**  
**Produktmanager Uzin Utz Belgie nv**

## **Holistic product development**

Customers expect not only high technical quality from interior flooring materials, but also environmental compatibility and health protection. The indoor air must not be polluted by solvents or other harmful substances. We meet these requirements by developing products that are solvent-free, low in pollutants and low in emissions. In order to guarantee environmentally and health-friendly solutions, we take a holistic view of our products throughout their entire life cycle. We use life cycle assessments to analyse the environmental impact of our products at all stages, from the extraction of raw materials to production, use and disposal. In this way, we ensure that our products actually contribute to a reduction in environmental impact and that negative environmental effects are not shifted to other phases of the product life cycle.

## **Life cycle assessments**

Internally we prepare life cycle assessments as a basis for environmental comparisons, decisions and targets. For example we use the results as the basis for our climate protection targets in the area of raw materials and packaging. Life cycle assessment (LCA) is used as a method for quantifying the potential environmental impact of products and services throughout their entire life cycle. It is based on the general international standards ISO 14040 and ISO 14044 and can be divided into a total of four phases. The first phase of our analysis focuses on defining the objectives and scope. We then record all material and energy inputs and outputs that occur in the life cycle of our products. Inputs include the raw materials used and the quantities of energy and water consumed. Outputs include waste and emissions that arise both in the upstream value chain and during production, use and at the end of the life cycle. Based on this data the impact analysis is carried out and key figures such as the global warming potential (GWP), also known as the carbon footprint or CO<sub>2</sub> balance are created. In the final phase we evaluate the results: We identify potential for more efficient use of energy and raw materials and recognize environmental impacts such as pollutant emissions and waste generation. These findings enable us to develop measures to minimize the environmental impact.

## **Use of more sustainable and bio-based raw materials**

As part of PLANET we want to reduce the ecological footprint of our products and further develop resource-saving packaging and products. The use of more sustainable and bio-based raw materials makes an important contribution to this. For over three years we have been sourcing biomass balance raw materials, which have a significantly lower carbon footprint compared to fossil-based raw materials, despite having identical chemical properties. This enabled us to reduce our greenhouse gas emissions by around 3,500 tons on the raw material side in 2023. In addition by using renewable and regional raw materials for our oils, we were able to reduce our carbon footprint by almost two thirds compared to previous parquet oils. With our ECO<sub>2</sub> CHOICE label we continue to focus on improving the CO<sub>2</sub> footprint and are constantly optimizing the products of our UZIN, PALLMANN, codex and Arturo brands.

## **Management systems and responsibilities**

Our integrated 'management system for responsible action' at Uzin Utz SE is based on the internationally recognized standards DIN EN ISO 9001 and DIN EN ISO 14001. This system structures responsibilities and operational processes, serving as a foundation for continuous improvements in the area of environmental protection. The Environmental Committee is responsible for all environmental matters at our company. This committee meets regularly to discuss current environmental legislation and relevant issues. Its members include experts in the fields of environmental management, hazardous substances, waste management, energy and water management, fire protection, occupational safety and sustainability.

## **Energy**

For over eleven years 100 % of the electricity required at our head office has been covered by green electricity, which underlines our focus on ecological sustainability. We rely on district heating as the primary energy source for heating our main buildings. In addition we use a combination of pellets and heating oil in a separately acquired building that is not connected to the district heating network. We only use gas for specific production processes and not as a heating medium. Our efficient energy management has enabled us to identify and exploit even the smallest potential savings in energy consumption in recent years. We constantly review our energy consumption and try to further increase energy efficiency at the site. In the reporting year total energy consumption fell, which is partly due to lower production



volumes and more favorable weather conditions. To further reduce electricity consumption a further part of the lighting was converted to LED. In order to promote the expansion of renewable energies, a photovoltaic system was installed on several roofs, which will provide a total output of almost 250 kWp in the future.

<b>Energy, Uzin Utz SE (in MWh)</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Electricity	3,839	4,164	4,173
District heating	2,423	2,462	2,684
Gas	56	64	70
Fuel	39	36	42
Pellets	219	227	263
<b>Total energy</b>	<b>6,575</b>	<b>6,954</b>	<b>7,233</b>

## Climate trainees

The 'Climate Trainees' training project teaches trainees about the connections between climate protection and their own actions in their private and professional lives. The event was organized and carried out in 2023 by the Ulm-based 'Initiativkreis nachhaltige Wirtschaftsentwicklung e. V.'. Five trainees from Uzin Utz SE were among the 15 participants. On a total of six project days lectures, excursions and workshops were held on the topics of sustainability in everyday life, nutrition, mobility, energy and biodiversity. This gave the participants a better understanding of ecological relationships, an awareness of the need for sustainable development and impetus for their own initiatives. In order to subsequently promote the topic of sustainability within their own company, our trainees launched an internal eBay platform that supports the extension of product life cycles and contributes to the reduction of CO<sub>2</sub> emissions by minimizing travel distances.

## Water

At our headquarter water consumption is mainly due to its use in sanitary facilities, as washing water for production facilities and as an ingredient in our products. The regular cleaning of our facilities, due to our diverse range of liquid products, is a key

factor here. In order to reduce water consumption and waste, we optimize the production sequence, which minimizes the need for cleaning processes. By using a cistern, some of the sanitary facilities are fed with rainwater. Water consumption continued to fall in 2023 compared to the previous year, partly due to the lower production volume of liquid products.

<b>Water, Uzin Utz SE (in m<sup>3</sup>)</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Fresh water consumption	4,880	5,676	5,905

## **Waste**

Waste avoidance is our top priority in waste management. To achieve this, we rely on in-depth process knowledge to precisely identify the generation of waste. Our quality assurance checks incoming raw materials and products carefully before filling to avoid faulty batches. If waste is unavoidable, we focus on recycling and proper disposal, always aiming for a high recycling rate. Where possible product residues are fed back into the production process and packaging materials such as plastic containers, paper bags and films are recycled. The volume of waste in the reporting year was similar to the previous year. In order to further reduce the remaining amount of waste and increase the potential amount that can be used in production, internal efforts are being made to improve the separation of product fractions. In order to reduce not only waste residues in production, but also the amount of waste disposed of in the entire operating process, we provide all employees with annual mandatory training on the topics of waste separation and avoidance. A waste disposal manual supports the correct disposal of waste. In addition we at Uzin Utz SE work exclusively with certified and regional waste management companies in order to meet our high standards.

<b>Waste, Uzin Utz SE (in t)</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Waste amount	1,904	1,873	2,014

## **Emissions to water, air and soil**

Our head office has not produced any products containing solvents for over a decade, which has enabled us to successfully eliminate solvent emissions. Although the processing of powdered raw materials and the manufacture of powdered products generates minor dust emissions, our modern filter systems ensure that these emissions remain well below the legally prescribed limits. Regular maintenance of these filter systems by external specialists guarantees the long-term efficiency and functionality of our dedusting systems. Checking and compliance with the emission limits is not only ensured by our internal measurements, but also by regular emission tests carried out by TÜV.

*“The great thing is to be able to actively shape and establish an awareness of sustainability within the company. The big challenge is to integrate this awareness among colleagues as an integral part of the decision-making processes in their daily work.”*

**Jochen Röck**

**Application Technology Manager & Co-Sustainability Manager Pallmann GmbH**

## **TRANSPARENT AND SUSTAINABLE VALUE CHAIN**

**Our ‘Transparent and sustainable value chain’ key issue means we also want to have a positive impact on our upstream and downstream value chain and promote protection of the climate and environment there. To do this, we establish fair, trust-based, and constructive business relations with our suppliers and customers.**

### **Supplier management**

To ensure a comprehensive evaluation of our business relationships with the top 50 suppliers, we carry out a detailed annual assessment. We award points for criteria such as delivery and quantity reliability, product quality, pricing and reliability. These scores are weighted and combined to produce an overall result. If we fall short of the minimum number of points set, we work with the suppliers concerned to develop strategies to achieve the targets. This approach enables us to continuously maintain the quality of our supplier relationships at a high level and monitor costs at the same time. In recent years we have also integrated ecological and social aspects into our

evaluation criteria. A particular focus here is on the innovative strength of suppliers in terms of green technologies and reducing the carbon footprint, which enables us to promote sustainable values in our supply chains.

## **Resource-efficient packaging**

To increase resource efficiency and protect the climate, we use alternative packaging and packaging materials to reduce packaging waste both at our plant and on construction sites.

Since 2014 we have been offering 'Cube-It-Simple' packaging in our range of liquid products. This environmentally friendly solution consists of a recycled outer carton and a plastic bag inside. The bag-in-box packaging saves up to 85 % plastic compared to conventional canisters and can be disposed of separately. As this type of packaging is not suitable for all applications on construction sites, we are constantly working on new solutions to replace conventional plastic canisters with more environmentally friendly materials.

Two years ago we successfully changed the material of our shrink film, which is used to secure our products on pallets. The new film contains 30 % recycled material. We are also using a 50 % reduction in film thickness as an inner lining in paper bags for some of our powder products, which enables us to halve our plastic consumption without compromising the storage stability of the products. The switch to a thinner film thickness for other product bags is still under review.

## **Canister and lid made of recycled plastic**

After successfully completing the conversion of our canister packaging from new plastic to post-consumer recyclate (PCR) in 2021, we had to switch back to new material in some cases from mid-2022 due to isolated leaks in some plastic canisters. To ensure the quality and safety of our products, we carry out strict quality controls, whereby only fault-free canisters are used for filling. Before switching back to recycled plastic, all canisters are subjected to intensive testing. Our long-term goal is to convert all canister packaging back to PCR. The lids made from PCR material, which we have been using for two years, are still in use.

## **Bucket made from used plastic**

We have already replaced the virgin material granulate in most of our buckets with recycled material in various proportions. Since 2016 we have been using sustainable containers made from post-consumer recyclates (PCR) and post-industrial recyclates (PIR). Since 2021 we have been offering variants for selected products that consist of almost 100 % PCR. However due to technical requirements, the lids of these buckets are still made of new plastic material.

## **Improved bucket design of the codex brand**

The codex FG 370 and codex X-Fusion buckets have been converted to in-mold labeling (IML). With this technology the labels are shrink-wrapped directly into the buckets during production, which means that the bucket can be fully recycled together with the label. The IML container also enables an excellent print image and the full-surface display of the codex brand color.

## **PCR containers at the Haaksbergen plant**

In order to make packaging more sustainable, Uzin Utz Nederland bv has switched all adhesive buckets, canisters and B-component bottles to material made from post-consumer recycled material (PCR). The material has the same properties as virgin granulate and is used to produce recycled packaging for the Haaksbergen plant for the UZIN, PALLMANN and Arturo brands. This means that fewer fossil raw materials are required for production, which contributes to a reduction in CO<sub>2</sub> emissions.

## **Planting trees to offset packaging waste**

Since 2021 Uzin Utz North America Inc. has partnered with the National Forest Foundation (NFF) to help preserve national forests. As part of this cooperation we plant as many trees as are needed for the production of our corrugated packaging. Since the beginning of the partnership almost 10,000 new trees have been planted to date, which represents a significant contribution to the reforestation of national forests and at the same time counteracts the environmental impact of our cardboard packaging. Additionally we partner with Green Bay Packaging Inc. to ensure that our packaging fiber materials come from responsible sources. Our packaging resulting

from this collaboration is labeled with the Sustainable Forestry Initiative<sup>®</sup> label, which is the leading seal for responsible fiber sourcing in the United States.

## SOCIALLY RESPONSIBLE BUSINESS

**We want to make a positive impact on our local environment, too. We ask ourselves how we can prompt local improvements to environmental protection and how we can motivate people to play their part. We want to act as a role model for other companies and be proactively involved in various local projects. Environmental, social, cultural, and sports initiatives are all equally important here.**

### Social responsibility

As a family business we attach great importance to supporting the work of local, non-profit initiatives in the areas of culture, sport, education, environmental protection and social commitment. Clubs that are characterized by voluntary commitment in particular achieve outstanding results. We recognize that the regular income of sports clubs, such as membership fees and ticket sales, is often not enough to make the necessary investments. As a family business it is important to us to strengthen the activities of these clubs as a reliable partner through donations and sponsorship. This support enables us to help clubs and organizations and at the same time offer our employees special activities. It also increases our visibility in the region as a company and employer. In times of economic uncertainty, it is particularly important for us to actively fulfill our social responsibility in the region. With a commitment of over EUR 500,000 in the form of donations and sponsorship we would like to be a supportive partner. Below you will find a selection of the projects that we and our subsidiaries support.

<b>Uzin Utz SE (in EUR)</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Donations and sponsoring	568,801	625,549	398,550

## **Grünfinder**

Since 2017 we have been reinforcing our commitment to the region by supporting the 'Grünfinder' project, an initiative of the Ulm/Donau-Iller Children's Foundation that was developed specifically for disadvantaged children. The project is based on a nature education concept and aims to give children from socially disadvantaged families a basic understanding of nature and the environment and to encourage them to spend their free time actively. In line with our commitment to the 'WIN Charta' we make an annual contribution of EUR 5,000 to support the 'Grünfinder' and their valuable work. Last year Julian Utz presented the donation certificate at the big anniversary and congratulated the children's foundation on its 10th anniversary.

## **Support for housing construction for low-income families**

In the U.S. low-income families are struggling to find affordable housing as local housing prices continue to rise and affordable housing options become more limited. For a sustainable community it is necessary to be involved in the community and care for the common good beyond one's own needs. That's why a team of volunteers, consisting of our employees from Uzin Utz North America Inc. in Waco, joined together on a Saturday in the workshop of the non-profit organization 'Waco Habitat for Humanity' to help an American family build an affordable home. They were able to build 42 frames for doors and windows. Our employees showed great teamwork and craftsmanship. You can find more information about the organization here: <https://www.habitat.org/>

## **Volunteering for the UHCW charity organization**

At the end of December 2023 dedicated employees of Uzin Utz United Kingdom Ltd. collected donations for the charity University Hospital Coventry and Warwickshire (UHCW) at the University Hospital Coventry. The organization supports various healthcare projects to improve the wellbeing of patients, staff and relatives. In a Christmas atmosphere, thanks to the volunteer efforts of our staff, vital donations were collected and a contribution to a better and healthier future was made. The hospital entrance was transformed into a festive stage and the sound of Christmas carols put the entire hospital environment in a festive mood. We look forward to continuing our commitment to the community in the years to come.

## **Tree planting campaign of Uzin Utz South Pacific Ltd. in New Zealand**

As a complete flooring systems supplier in New Zealand, Uzin Utz South Pacific Ltd. is aware of our responsibility to the environment. We are therefore delighted that we have been able to actively support a greener future by promoting local biodiversity. Working with a local scout group, our team at Uzin Utz South Pacific Ltd. planted 1,000 native trees in Aotearoa, New Zealand. This partnership commitment not only has a positive impact on the climate and the local ecosystem, but also on the local community.

## **Donations**

### **Christmas donation to the Ulm Vesperkirche**

Our CEO Julian Utz presented this year's Christmas donation of EUR 5,000 to Pastor Peter Heiter from the Ulm Vesperkirche. This initiative by the Evangelical Church of St. Paul provides needy and lonely people with hot meals and take-away snack bags during the cold winter months. We are happy to be able to provide encounters at eye level and a community with other people through this support.

### **„Saved“ euros for people in need**

To mark the company's 111th anniversary in 2022, the U-MOVE Challenge involved collecting training minutes from sports-loving employees. For every "MOVER" who reached the target of 111 minutes in 11 different sports, 11 euros were to be added to the donation pot. In the year under review the amount achieved was converted into a donation and donated to the charitable project 'Tafelladen' in Ulm. The volunteers gratefully accepted our donations, which included essential staple foods and urgently needed hygiene products.



## Partnerships

### **UZIN UTZ continues its partnership with SSV Ulm 1846 soccer in the 3rd league**

UZIN UTZ has been supporting the traditional SSV Ulm 1846 soccer club for many years. In June 2023 the Ulm soccer players finally achieved the long-awaited promotion to the third division - this had to be celebrated, also at UZIN UTZ! The Management Board quickly invited all colleagues for a stadium sausage during the lunch break. UZIN UTZ continues to stand behind SSV as a loyal partner and literally supports the team with its logo on the jersey. Thanks to a fixed ticket contingent, all colleagues regularly have the opportunity to watch SSV's home games at the Donaustadion.

### **UZIN UTZ and ratiopharm ulm celebrate German basketball championship**

Loyalty pays off! UZIN UTZ has been sponsoring the Ulm basketball team ratiopharm ulm since 2014. The long-standing partnership cannot be overlooked in the ratiopharm arena thanks to the LED perimeter advertising, the 'Wischerkids' and the fans' own lodge. In June 2023 the team from Ulm achieved something unexpected and caused a sensation for the first time since the club was founded: ratiopharm ulm won the German Basketball Championship. The whole of Ulm celebrated with the team, including UZIN UTZ. Cup-winning photos were taken at the ice cream van and photo box at the Ulm site. In addition, after a long coronavirus break, ratiopharm ulm hosted the 'CompanyCup' corporate basketball competition, in which various companies competed against each other. The UZIN UTZ team achieved a proud third place.

### **UZIN UTZ in running fever at the Ulm Einstein Runs**

UZIN UTZ has been supporting the Ulm Einstein Runs as a sponsoring partner since the beginning of 2022. The running events in Ulm have now become an important part of our regional commitment. Thanks to the UZIN UTZ carpet mats in the start and finish areas of the runs, UZIN UTZ cannot be overlooked as a partner. At the tenth Ulm Women's Run in July 2023 around 40 running enthusiasts took to the starting line, after which they celebrated together at the UZIN UTZ stand on Münsterplatz. Around 40 employees also took part in the various running disciplines at the Einstein Marathon in the fall. Delicious refreshments awaited the UZIN UTZ running team in

the finish area and all finishers were able to take a souvenir photo in the photo box at the stand.