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PROFIT

For us acting responsibly is the basis for lasting economic success. We therefore take social, ethical and ecological aspects into account in all our business activities. Our economic strength and our consistent success are based on a fair and reliable relationship with our customers.

In order to achieve our economic goals, we want to expand our market position in individual country markets by analysing and taking into account market and country-specific characteristics. Dedicated local sales strategies ensure customer proximity for each country. In future, the focus will be on utilising synergies between our companies, for example in the development of logistics concepts, compliance or the management of local and group-wide risks. Investments and the optimization of production sites are also at the heart of group-wide considerations. Markets of particular relevance are our so called core and growth markets, which in addition to Germany are the Netherlands, Switzerland, USA, France and UK.

The group-wide goal is to achieve sales of more than EUR 550 million across all companies and brands by the end of 2025. Furthermore, our profit (measured by the EBIT margin) should account for more than 8 % of sales.

ECONOMIC SUSTAINABILITY

Economic sustainability means squaring commercial success and investments with social and ecological responsibility. The ability to plan investments in advance is required here.

Integrating economic, social and environmental responsibility is essential for sustainable business success and continuous corporate growth. Our strategy to ensure competitiveness includes forward-looking action and proactive measures to counter current global challenges. In the face of geopolitical uncertainties, fluctuations in the energy markets and supply chain interruptions, the focus on innovation in product development and customized solutions remains our key to success. We are strengthening our market position through innovative ideas, first-class service, strong networks and the expansion and improvement of our production facilities.

Strategic investments and the development of efficient logistics strategies are at the heart of our planning in order to be able to react flexibly to market changes. In a dynamically growing environment, the continuous adaptation of internal structures

and communication channels is of great importance. Through early and close coordination, we integrate local perspectives into an overarching overall strategy. We also promote the exchange of experience, the application of best practices and interdisciplinary collaboration in order to share knowledge across the company and drive innovations.

This holistic approach not only ensures our ability to adapt to rapidly changing market conditions, but also strengthens our ability to remain successful and competitive in the long term.

Earnings and financial figures

The following tables provide an overview of our key earnings and financial figures. For more comprehensive insights and detailed analyses refer to our Annual Report please (add link).

| Key figures Uzin Utz Group (in accordance with IFRS; in EUR million) | 2023 | 2022 | 2021 |
|--|-------------|-------------|-------------|
| Sales revenue | 479.3 | 487.1 | 440.1 |
| Sales revenue growth compared to the previous year in % | -1.6 | 10.7 | 14.7 |
| EBIT | 34.5 | 36.3 | 47.5 |
| Net income for the year* | 22.6 | 25.3 | 32.9 |
| Investments | 20.4 | 41.1 | 35.8 |
| Depreciation | 18.7 | 17.2 | 15.6 |
| Cash flow from ordinary activities | 48.7 | 7.2 | 42.4 |
| Balance sheet total | 420.0 | 412.6 | 365.4 |
| Equity (including third parties) | 257.3 | 244.0 | 223.5 |
| Personnel (average)** | 1,480 | 1,466 | 1,395 |

* Not applicable to shareholders of the parent company.

** The number of employees (permanent positions and short-term contracts) has been converted to full-time equivalent employees. Part-time employees are proportionally represented here based on their contractual working hours.

| Key figures Uzin Utz SE, Ulm (in accordance with HGB; in EUR million) | 2023 | 2022 | 2021 |
|---|-------------|-------------|-------------|
| Sales revenue | 175.2 | 179.1 | 157.8 |
| EBIT | 4.7 | 1.6 | 7.5 |
| Net income for the year | 17.1 | 16.6 | 22.6 |

CUSTOMER LOYALTY AND STRONG PARTNERSHIPS

Customer loyalty means there is an ongoing and successful business relationship between the company and customers. Alongside this, we rely on strong partnerships with our stakeholders.

Our goal is to be a reliable and strong partner for our customers by building and maintaining long-term and successful business relationships. We place great importance on close partnerships with all our stakeholders, including communication with employees and cooperation with customers and suppliers. Our commitment is focused on developing and providing technically advanced products and customized system solutions for the installation, refurbishment and maintenance of floor coverings to fully meet the requirements of our professional trade customers.

With a qualified field service team and technical support by telephone from our application technicians, we offer comprehensive advice and excellent service. In addition through our group-wide key account management team, we provide targeted support to architects and planners as well as the flooring industry to meet their specific needs. Our offering includes flooring expertise, experience sharing and knowledge transfer on legal and marketing-related topics, which our customers particularly appreciate.

We also actively support the development of young professionals in the trade and offer tailor-made training courses to train specialists in flooring, parquet, screed and tile laying as well as in the interior design trade. These training courses cover new techniques, installation products and machines, which enables us to strengthen and develop professionalism in the trade.

Exchange with stakeholders

Our stakeholders, including customers, employees, suppliers, investors and members of associations, the environmental and social sectors, have specific expectations of our company. We best understand the wishes, needs and concerns of our stakeholders through active dialog. We promote this dialogue through personal discussions, surveys, the use of our sales force, the involvement of various specialist departments and our training program. In particular, our key account management at UZIN UTZ ensures direct communication with customers, architects and planners in collaboration with the sales and technical team. In addition we maintain productive collaboration with cooperation partners, the flooring industry and various trade associations and strengthen close contacts with various players in the field of sustainable building, politics, business and through our customer advisory board. This enables us to identify and address relevant topics.

Know-how for customers: Training and trade fairs

A major focus in 2023 was on the BAU trade fair in Munich. There we were able to present many new products and highlights from our six brands UZIN, WOLFF, PALLMANN, Arturo, codex and Pajarito. The topic of sustainability plays a major role for us, but also in the construction industry in general. We were able to make our contribution here with our new cross-brand sustainability label ECO₂ CHOICE as well as with many product innovations. Another highlight was the stand party to celebrate the 100th anniversary of our Pajarito brand. In the evening we welcomed around 350 customers and business partners to the official celebration at our joint stand.

In addition we again offered customer training courses at our headquarters in Ulm throughout the year. We were able to increase the number of training days to 70 in 2023 (37 in 2022). In total we welcomed almost 1,000 customers to Ulm, including international guests, who came to us for training purposes.

UZIN.TV

UZIN.TV is our innovative live video format that enriches our range of consulting services with a focus on the professional installation of screed, floor coverings and parquet. In our short informative episodes customers and those interested in flooring receive in-depth insights into the proper application of UZIN products, including adhesives, primers and leveling compounds. Our experienced application technicians not only demonstrate everyday installation work, but also explain special applications

and offer valuable practical tips. This offer is an ideal complement to our telephone advice and the personal service provided by our technicians and field staff. The broadcasts are made directly from our in-house studio in Ulm and are available on YouTube and on our website at www.uzin.tv.

Networks and partnerships

"Netzwerk Boden"

The "Netzwerk Boden" is a unique association of Germany's leading flooring specialists. With around 75 professional and certified craft businesses it offers comprehensive specialist expertise and many years of experience in the implementation of various projects - from private living spaces to commercial and public buildings. This network represents an unrivalled cooperation between trade and industry in the flooring sector. It aims to offer all members ongoing training opportunities in their specialist areas, to integrate innovative approaches into company management and to make the most of the benefits of digitalization for their business. In addition, young talent is supported through a wide range of seminars and practical experience in the trainee and construction assistant CAMP. In close cooperation with architects and renowned industry partners, the network guarantees the highest quality standards, coordinates all project work, ensures reliable planning and creates lasting value.

Find out more at: www.netzwerk-boden.de

UZIN: BOD - The floor designers

"BOD - Die Bodengestalter" represents an exclusive customer network of professional flooring contractors, supported by the UZIN brand. The network members, all certified specialists, are characterized by their outstanding technical expertise and maintain an intensive exchange of knowledge among themselves. The main objective of this network is to provide professional support to flooring contractors in the effective communication and marketing of their services to end customers. BOD is based on four fundamental pillars: personal qualification, network & exchange, marketing & communication and exclusive experience packages.

codex: Tiler in the "Netzwerk der Besten"

The codex network offers professional tilers and natural stone layers practical support in all areas of their work. As an association of the country's leading professionals, this network brings together around 1,600 members who benefit from the central pillars of marketing, knowledge and networking. Members enjoy the advantage of personal exchange as well as access to advanced knowledge about finance, construction law, current industry trends and the latest technical developments in the field of codex products. The online platform "SYSTEM X" makes it easier for members to access relevant content and products and improves personal service. The annual codex network event enriches members with specialist lectures and seminars as well as a diverse supporting program that promotes exchange and networking among participants.

Find out more at: www.netzwerkderbesten.com

PALLMANN: Parkettprofi

For over 10 years, Parkettprofi has been the marketing offensive for parquet layers in Germany. "More success and less effort. Time to concentrate on the essentials: Laying parquet!" This is how the network describes itself in a nutshell. The platform also defines itself through the continuous expansion and improvement of its services. Parkettprofi takes on the essential, often neglected aspects such as marketing, active sales promotion, online presence and professional training for craft businesses. The approximately 350 affiliated member companies enjoy benefits such as exclusive seminars, personalized work clothing and various advertising materials, including large-format posters. They also receive exclusive rights to use the registered Parkettprofi brand. End customers can find comprehensive information about wood flooring on the website and via social media channels. A key aim of the initiative is to bring the benefits of natural wood flooring closer to consumers. Thanks to a sophisticated search function on the website interested parties can easily find qualified parquet laying specialists in their area.

Find out more at: www.parkettprofi.de

Membership in associations and organizations

Our commitment is aimed at shaping and promoting the future and progress in the construction industry. We are actively involved in a large number of associations and organizations, with a particular focus on the areas of emissions and health, quality assurance and promoting young talent. This close cooperation enables us to quickly gain important insights into trends and developments in the industry. This enables us to react promptly to changes and play a positive role in shaping future trends. We are also able to inform our customers immediately about relevant information and announcements from the associations. We are active in the following important industry and trade associations, among others: Adhesives Industry Association, (Industrieverband Klebstoffe, IVK), German Construction Chemicals Association (Deutsche Bauchemie e. V.), Federal Association for Parquet and Floor Technology (Bundesverband Parkett- und Fußbodentechnik, BVPF), the German Federal Association of Screed and Floor Covering (Bundesverband Estrich und Belag, BEB), the German Interior Decoration Association (Zentralverband Raum und Ausstattung, ZVR), the German Tile and Natural Stone Association (Fachverband Fliesen und Naturstein), the Association of Resilient Floor Coverings Manufacturers (Fachverband der Hersteller elastischer Bodenbeläge e.V., FEB), and the German Association of Sworn Experts for Interior Decoration (Bundesverband der vereidigten Sachverständigen für Raum und Ausstattung e. V., BSR).

Promoting young talent in the skilled trades

The increasing shortage of skilled workers and young talent is a growing challenge for the floor-laying trade. As part of our membership of the Federal Association of Parquet and Flooring Technology we provide both financial support and active contributions to its advisory board in order to promote the "Das ist Bodenhandwerk" training initiative, which has been running since 2014. This initiative aims to attract young people to professions such as floor layers, parquet layers, screed layers and interior decorators and to connect them with apprenticeships and internships in trade businesses. Another aim is to raise the profile and recognition of these professions in society. We also offer financial and non-material support to master craftsmen's schools in Germany and Austria, for example by providing speakers, products, premises for training courses or organizing company tours.

Growth and vision

We focus on sustainable growth globally, characterized by careful planning and strategic investments in new locations and buildings. These investments are substantial and demonstrate our long-term commitment. In the 2023 reporting year we took important steps to expand our locations. Some examples of these are listed below.

New INTR. POINT

In June 2023 the official opening of the INTR. Point took place in the central industrial area 'De Veldkamp' in Hengelo, the Netherlands. This event attracted over 100 interior design professionals who experienced the new store at its grand opening. Jan Bos, manager of the INTR. Point branch, and Gerard Gerrits, deputy mayor of the municipality of Hengelo, jointly performed the symbolic ribbon-cutting ceremony to mark the launch of the new INTR. Points.

Update from Waco, Texas

After an extensive phase of planning, construction and installation our new plant in Waco, Texas was successfully commissioned in April 2023. It has two production lines for manufacturing and filling our products. On April 20 the first production unit of NC 150 was successfully filled. In the same year we also introduced the warehouse management system (LFS), which will be extended to other locations in North America in the future.

The commissioning of this dry mortar plant in Waco marks an important step in the expansion of our business in the growth market of the USA. It not only opens up additional expansion opportunities for us, but also helps to optimize the supply chains to our customers.

COMPLIANCE

We maintain fair, quality- and cost-optimized business relationships with our suppliers and unlock potential together. In addition to commercial criteria, environmental and social standards are also pertinent to us during procurement.

We want to ensure a high level of supply security for raw materials and packaging for all our production sites.

UZIN UTZ is committed to actions that are not limited to compliance with legal regulations, but are also based on ethical principles and a shared understanding of values. This attitude serves as the cornerstone for the trust placed in us by our employees, customers, shareholders and other stakeholders. UZIN UTZ's compliance guidelines contain essential and binding requirements for the conduct of all company employees and in interactions with business partners, shareholders and the wider community. In particular they emphasize the importance of preventing corruption and complying with antitrust regulations.

To ensure that employees are fully aware of these guidelines, they are communicated via a variety of information channels. The central compliance guidelines are also available to all interested parties on the UZIN UTZ website. The implementation of a central contact point for compliance ensures that all stakeholders have a competent contact person. Strict adherence to the aforementioned guideline is continuously monitored by a supporting reporting tool, the "Compliance Checker".

The Whistleblower Protection Act came into force in Germany on July 2, 2023. UZIN UTZ had already proactively implemented a whistleblower system, which was introduced at the end of 2021, to guarantee the highest possible transparency and security. This system makes it possible to report potential compliance violations - anonymously if desired - via an ombudsman, who then forwards them to the internal compliance office. The whistleblower system is established throughout the group and is also available to external third parties.

Supplier Code of Conduct

With the introduction of our compliance guideline, UZIN UTZ is committed to fundamental standards of conduct, responsible action and sustainable business practices. We attach great importance to ensuring that our business partners also share our corporate values and act accordingly. For this reason we have developed a detailed Code of Conduct for suppliers and service providers, which serves as a central component of our compliance guidelines and sets out essential minimum standards. This code of conduct is a key element of our business relationships and plays a decisive role in the selection and evaluation of our suppliers. It requires our partners not only to comply with legal regulations, but also to firmly reject child labor, respect human rights and the protection of personal data, actively combat corruption, ensure product safety and meet the highest possible standards in environmental protection. A considerable number of our A-suppliers and also some B-suppliers have

already signed this code, which underlines our commitment to ethics and sustainability in the supply chain.

Risk management

The risk management process at UZIN UTZ is carried out using a project management tool and is a central component of corporate management. Globally responsible "Risk Owner" record risks and corresponding measures in this system. The Management Board and the Risk Manager review and approve these entries.

Risk management at UZIN UTZ comprises four steps:

1. **Risk identification:** First potential risks that could affect the company are identified using brainstorming, financial data analysis, surveys and other techniques.
2. **Risk assessment:** Identified risks are evaluated in terms of their impact and probability of occurrence.
3. **Risk mitigation:** Based on the assessment, measures are implemented to minimize risks while maximizing opportunities.
4. **Risk monitoring and supervision:** The measures implemented are constantly monitored to ensure their effectiveness and adjusted if necessary.

A constantly updated risk catalog supports all "Risk Owner" at UZIN UTZ by ensuring that each company identifies certain core risks and takes appropriate measures. The risk management process is dynamic and is regularly reviewed and adapted to ensure that all UZIN UTZ companies can respond to potential risks and adapt to changing conditions.