

2025 Group Sustainability Report

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ABOUT THIS REPORT

Welcome to UZIN UTZ's online Sustainability Report for the 2025 financial year!

In this report, we present the most important economic, environmental, and social developments of the Uzin Utz Group through December 31, 2025. We provide our stakeholders with comprehensive information about UZIN UTZ's sustainability strategy and our progress toward achieving our sustainability goals. Details on our financial performance can be found in the Annual Report. The content of this report is based on ISO 26000—the International Standard on Social Responsibility.

Unless otherwise noted, the content of this report refers to the Uzin Utz Group (UZIN UTZ). In accordance with the German CSR Directive Implementation Act, the Uzin Utz Group has published a non-financial statement at the Group level, which can be found here for this reporting year.

This report is available exclusively online in German and English. Use the navigation bar at the top of the page to explore main and subchapters, or scroll through the chapters page by page using the arrows at the bottom of the page.

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Business model of the UZIN UTZ Group

UZIN UTZ, headquartered in Ulm, Germany, is a global company distinguished by its high level of innovation as a system partner, offering its customers a comprehensive, coordinated product portfolio for the installation, renovation, and maintenance of floors. As a market leader in the development and manufacture of products and machinery for screed, flooring, tiles, and wood, UZIN UTZ offers the broadest range of state-of-the-art solutions. With the brands UZIN, WOLFF, PALLMANN, Arturo, codex, and Pajarito, we provide a diverse and needs-based product range. We develop, produce, and distribute nearly all of our products and systems ourselves to ensure the highest quality standards and to continuously expand our technological expertise, particularly in environmentally friendly, low-emission products. With approximately 1,600 employees, the Uzin Utz Group is present in 53 countries, including through its own production and sales subsidiaries in 21 countries. Our main

business areas are in Germany and other European markets, although the Group is also active in North America, Asia, and the South Pacific region. The Group companies are divided into production, service, and sales companies depending on their function. Further details on the individual companies of the Group, as well as additional information, can be found in the 2025 Annual Report.

A review of the PASSION 2025 strategy

The PASSION 2025 corporate strategy, introduced in 2020, has served as a key guiding framework for sustainable growth and the success of our Group in recent years. Developed in close collaboration with our employees, PASSION 2025 was based on four central and equally important areas of focus:

PROFIT, PRODUCTS & SERVICES, PLANET, and PEOPLE.

The insights gained from the PASSION strategy serve as a strategic impetus for the upcoming GROW BIGGER strategy cycle starting in 2026, with the clear goal of further strengthening competitiveness and systematically tapping into growth potential.

Fields of action and key topics

Our key topics, which were integrated into the PASSION 2025 corporate strategy, were identified through a comprehensive stakeholder dialogue. These topics reflected the significant economic, environmental, and social impacts of our company and were critical to our stakeholders' assessments and decisions.

They are aligned with the four main pillars of our strategy: **PROFIT, PRODUCTS & SERVICES, PLANET, and PEOPLE.**

Highlights of the PASSION Strategy

Ambitious, clearly defined goals were formulated for each of the four strategic focus areas (**PROFIT, PRODUCTS & SERVICES, PLANET, and PEOPLE**) to systematically

strengthen UZIN UTZ's long-term competitiveness and sustainability. As part of our strategic concept, each year focused on one of the four key areas. After the PROFIT key area took centre stage in 2024, the year 2025 was themed "POWER 4 PASSION." It marked the final PASSION year of the corporate strategy and brought together the success stories of all strategic focus areas. Looking back, a unique success story can be written for each of the action areas:

In the **PROFIT** action area, UZIN UTZ has evolved from a primarily domestic provider with international product distribution into a globally active company headquartered in Ulm. The corporate group has grown closer together both organisationally and culturally. Standardised processes, coordinated strategic guidelines, and a shared understanding of values and culture now form the foundation for more efficient collaboration and accelerated decision-making processes across company boundaries.

In the **PRODUCTS & SERVICES** area, significant progress has been made in automation and digitalisation. These include, among other things, the further development of automated production processes and the successful launch of the U-Club app. These initiatives strengthen operational performance, increase customer proximity, and create a resilient foundation for future growth. The introduction of the UZIN UTZ umbrella brand and the relaunch of the group-wide corporate design contributed significantly to achieving the strategic objectives.

The **PLANET** focus area was characterised by targeted measures to increase energy efficiency, expand renewable energy, and optimise logistics processes. As a result, direct and energy-related indirect greenhouse gas emissions in the Group's defined core and growth markets were reduced by 24.9% by 2025 compared to the base year 2019. In this way, UZIN UTZ is making a measurable contribution to achieving its own sustainability goals.

In the **PEOPLE** focus area, UZIN UTZ was able to maintain a consistently high level of performance throughout the entire PASSION cycle. This is particularly evident in a very high employee recommendation rate (89%) as well as in the strong commitment within the teams.

Klimawin BW

Since signing the WIN Charter in 2016 as part of Baden-Württemberg's Business Initiative for Sustainability (WIN), we have been committed to upholding the 12 sustainability principles outlined therein. In 2024, the WIN Charter was transitioned to "KLIMAWIN BW". Our focus within these principles lies on the areas of employee rights and well-being, climate protection, product responsibility, as well as corporate success and jobs. These areas reflect the key pillars (PROFIT, PRODUCTS & SERVICES, PLANET, and PEOPLE) of our PASSION 2025 strategy. Since 2016, we have supported the local, non-profit "Grünfinder" project as part of the Klimawin BW initiative. The project teaches children from socially disadvantaged families about the importance of nature and the environment. We report on our progress annually in a Klimawin BW report. You can download this [report](#) and further information from the Klimawin BW website.

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.

The company-wide goal of the PASSION strategy was to achieve sales of more than 550 million euros across all companies and brands by the end of 2025. Furthermore, profit (measured by the EBIT margin) should account for more than 8% of sales.

With sales of 505.1 million euros and EBIT of 40.4 million euros, we were able to confirm our performance. This was mainly due to our broad international positioning, targeted efficiency increases, optimised use of materials and improvements in logistics.

Economic sustainability

Economic sustainability means squaring economic 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 disruptions, focusing on innovation in product development and customised 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 to enable flexible responses 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 innovation.

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.

Financial figures

The following table provides an overview of UZIN UTZ's key earnings and financial figures. For more comprehensive insights and detailed analyses, please refer to our **Annual Report**.

Key figures Uzin Utz Group (in accordance with IFRS; in millions of EUR)	2025	2024
Sales revenue	505.1	476.0
Sales comparison (in % compared to previous year)	6.1	-0.7
Operating Income (EBIT)	40.4	42.8
Investments	21.1	14.7
Depreciation and amortization	21.0	21.5
Cash flow from ordinary activities	33.9	53.1
Balance sheet total	448.2	431.0

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Growth and vision

We focus on sustainable growth globally, which is characterised by careful planning and strategic investments in new locations and buildings. These investments are substantial and demonstrate our long-term commitment. In the 2025 reporting year, we took important steps to expand our locations. For example, with the acquisition of BIOFA Naturprodukte W. Hahn GmbH by our subsidiary Pallmann GmbH and a stake in ConBotics GmbH by UZIN UTZ, we made strategic investments in the future to drive innovation and open up new business areas.

BIOFA Naturprodukte W. Hahn GmbH

BIOFA specialises in the manufacture and distribution of natural paints, natural varnishes, as well as oils and soaps for wooden and cork floors. The acquisition is

intended to strengthen UZIN UTZ's market presence in the field of sustainable construction chemicals. The integration of BIOFA products into our portfolio will enable us to tap into new market segments. In addition, the production capacities of Pallmann GmbH will be expanded. BIOFA's research laboratory and training rooms offer ideal conditions for product training and further education. There is significant potential for synergy here, particularly for our subsidiary PALLMANN.

ConBotics GmbH

Uzin Utz SE is entering into a strategic and innovative partnership by acquiring a stake in the Berlin robotics start-up ConBotics. ConBotics sets new standards for the trade with AI-supported robotics solutions. With our brands Pajarito, a specialist for tools in the painting and drywall construction trade and WOLFF, a manufacturer of innovative machines for substrate preparation, Uzin Utz SE brings technological and application-oriented expertise as well as a strong international network to the cooperation. Together with ConBotics, forward-looking solutions and new standards for the industry are to be developed in the areas of robotics, automation and software control. Modern robotics can thus be integrated into the skilled trades and drive forward digitalisation in the construction industry.

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Customer loyalty and strong partnerships

Customer loyalty means an ongoing, successful business relationship between the company and its 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 emphasis 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 customised 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 sales team and technical support by telephone from our application engineers, we offer comprehensive advice and excellent service. In addition, through our group-wide key account management team, we provide targeted support to architects and specifiers as well as the flooring industry to meet their specific needs. Our range of services includes specialist knowledge in the field of floor coverings as well as the exchange of experience 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 develop specialists in flooring, wood, screed, and tile laying, as well as interior design. These training courses cover new techniques, installation products and machines, enabling us to strengthen and develop professionalism in the trade.

Exchange with stakeholders

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Our stakeholders, including customers, employees, suppliers, investors and members of associations, have specific expectations of our company. We best understand the wishes, needs and concerns of our stakeholders through active dialogue. 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, and business, through our customer advisory board. This enables us to identify and address relevant topics.

Know-how for customers: Training courses and trade fairs

In 2025, there was a strong focus on the UZIN UTZ Campus, which took place in Ulm on September 19, 2025. Under the motto "Workshops. Knowledge. Get ahead." the UZIN UTZ Campus combines specialist knowledge with direct application: In practical workshops, experts imparted in-depth know-how on innovations and challenges in the flooring industry. In addition to the transfer of technical knowledge, the focus was on personal exchange on specialist topics. Renowned speakers also provided insights into forward-looking topics. In total, we welcomed around 600 customers to Ulm and can look back on a very successful event at the Donauhalle in Ulm.

In 2025, we also once again offered an extensive range of customer training courses at our main location as well as open seminars throughout Germany. In 2025, we were able to offer 85 training days at the Ulm site alone. In total, we welcomed over 1,000 customers to training courses and seminars (outside the UZIN UTZ Campus).

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Customer day in the Netherlands

In July, Uzin Utz Nederland B.V. hosted its annual Customer Day. This is a networking event that focuses on personal exchange with our customers and the partners of INTR. B.V. partners. The event brought together professionals from the flooring industry and provided a platform for meeting, exchanging experiences and strengthening long-term partnerships.

Networks and partnerships

UZIN: Netzwerk Boden

The "Netzwerk Boden" is a unique association of Germany's leading flooring specialists. With over 75 locations, the service community is one of the largest networks of professional and certified trade businesses. The many years of experience in the implementation of various projects, from private living spaces to commercial buildings, is unique in the industry. The network aims to offer all

members ongoing training opportunities, integrate innovative approaches into company management and make the most of the benefits of digitalisation. The "Next Generation" working group also focuses on the next generation. A wide range of seminars and practical experience as a trainee and construction assistant at the CAMP are part of the offer for apprentices.

Click [here](#) for more information

codex: Netzwerk der Besten

The codex "Netzwerk der Besten" offers professional tile 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 1,700 members who benefit from the central pillars of marketing, knowledge and networking. Members enjoy the benefits of networking 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 networking event enriches members with specialist presentations and seminars, as well as a diverse supporting program that promotes exchange and networking among participants.

Click [here](#) for more information

PALLMANN: Parkettprofi

For over 10 years, "Parkettprofi" has been the marketing club for wood flooring installers in Germany with more success, less effort and concentrating on the essentials of installing wood! Parkettprofi helps support the often neglected aspects such as marketing, active sales promotion, online presence and professional training for businesses. The approximately 330 affiliated member companies enjoy benefits such as personalised work clothing, various advertising materials, legal advice and many other tools in the area of marketing support. They also receive exclusive rights to use the registered Parkettprofi brand. End users can find comprehensive information

about wood flooring on the website and via social media channels. A key aim of the initiative is to raise consumer awareness of the benefits of natural wood flooring.

Click [here](#) for more information

Membership in associations and organizations

Our commitment is to shape and promote the future and progress of the construction industry. We are actively involved in a large number of associations and organisations, with a particular focus on emissions and health, quality assurance and the promotion of 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 can also 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: Industrieverband Klebstoffe e.V. (IVK), Deutsche Bauchemie e. V., Bundesverband Parkett und Fußbodentechnik (BVPF), Bundesverband Estrich und Belag e. V. (BEB), Zentralverband Raum und Ausstattung (ZVR), Fachverband Fliesen und Naturstein, Fachverband der Hersteller elastischer Bodenbeläge e. V. (FEB) and 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 flooring trade. As part of our membership of the Bundesverband Parkett und Fußbodentechnik (BVPF), 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 flooring and wood installers, screed layers and interior decorators and to connect them with apprenticeships and internships in 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 organising company tours.

Compliance

We maintain fair, quality and cost-optimized business relationships with our suppliers and unlock potential together. In addition to economic 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 emphasise the importance of preventing corruption and complying with antitrust regulations.

In order 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. In addition, there is a separate gift policy that sets out clear guidelines for dealing with gifts and benefits in order to ensure transparency and integrity in our business relationships.

Whistleblower system

The Whistleblower Protection Act came into force in Germany on July 02, 2023. UZIN UTZ had already proactively implemented a Group-wide whistleblower system, which

was introduced at the end of 2021 to guarantee the highest possible transparency and security. This system makes it possible to submit information on potential compliance violations to an independent ombudsman, who then forwards it to the internal compliance office. The whistleblower system has been established throughout the Group and is available to our own employees and external third parties to report potential violations of legal requirements or ethical standards, for example in the area of corruption or bribery, confidentially and anonymously if desired. Reports can be submitted in writing, electronically or by telephone. All reports are carefully examined and processed by the ombudsman to ensure an objective and fair investigation. The protection of whistleblowers has the highest priority. Clear regulations guarantee confidentiality and expressly exclude any disadvantages or reprisals. The Uzin Utz Group undertakes to investigate all incoming information with due diligence and to ensure that whistleblowers do not have to fear any negative consequences. The design of the system complies with the requirements of the EU Whistleblower Directive. The rules of procedure for the whistleblower system are transparent and can be viewed on the company website.

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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 labour, respect human rights and the protection of personal data, actively fight 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 handled via a project management tool and is an integral part of management. Globally defined "risk owners" enter their risks and the measures derived from them into this system. The respective risks are approved by the Managing Directors of the company and the Risk Manager after review.

Risk management at Uzin Utz SE comprises four steps:

Risk identification: First, potential risks that could affect the company are identified using brainstorming, financial data analysis, surveys and other techniques.

Risk assessment: Identified risks are assessed in terms of their impact and probability of occurrence.

Risk reduction: Based on the assessment, measures are implemented to minimise risks while maximising opportunities.

Risk monitoring: The measures implemented are constantly monitored to ensure their effectiveness and adjusted if necessary.

A constantly updated risk catalogue supports all risk owners 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.

PRODUCTS AND SERVICES

UZIN UTZ stands for high technical performance and innovative strength across all six of our brands. We always take health and environmental aspects into account

when developing our products. We respond to the needs of our customers with services and new business models. To this end, we analyse the specific customer needs in our core and growth markets.

UZIN

Installation systems for screed, flooring and wood.

[Learn more about UZIN](#)

WOLFF

Machines and special tools for substrate preparation and floor covering installation.

[Learn more about WOLFF](#)

PALLMANN

Complete range for new installations, renovations and maintaining the value of wood flooring.

[Learn more about Pallmann](#)

Arturo

Resin and cementitious floor finishes combining performance and design.

[Learn more about Arturo](#)

codex

Installation systems for tiles and natural stone.

[Learn more about codex](#)

Pajarito

High-quality painting, plastering and drywall tools.

[Learn more about Pajarito](#)

Innovations

We define innovation as visionary and pioneering product developments. We also include process innovations, such as those in production and logistics, in our understanding of innovation.

Innovative ideas and advanced technologies are shaping the future. Our corporate culture promotes this development by providing creative freedom to research, evaluate and consistently implement a wide range of innovation approaches. In view of changing market conditions and customer requirements, as well as new challenges, the Innovation and Technology Management department plays a decisive role. For UZIN UTZ, it performs important groundwork for innovations and identifies future trends within the Uzin Utz Group.

The combination of sustainability and innovation leads to valuable synergies. Thanks to our strength in innovation, we develop products that not only meet the highest technical standards, but also take into account the health of the user and ecological concerns.

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Research and Development

At UZIN UTZ, research and development are at the heart of our efforts to always be one step ahead and proactively respond to future market requirements and customer needs. This leads to the development of products that not only meet the highest quality standards, but also fulfil strict requirements for occupational health and safety and healthy living. Our products are also a key element in the realisation of ecological sustainability goals. We attach great importance to product innovation and actively promote the continuous development of our diverse brand portfolio.

In 2025, the UZIN UTZ Group invested around 15.3 million euros in research and development. On average, 145 employees worked in this area, contributing significantly to a Group-wide product innovation rate of 23.7%. The novelty rate refers to products with innovative or significantly improved properties that were

launched on the market within the last five years. The calculation is based on the ratio of sales from these products to total sales of all in-house developed products.

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. To ensure environmentally and health-friendly solutions, we take a holistic view of our products throughout their life cycle.

PALLMANN Magic Oil Change

"PALLMANN MAGIC OIL CHANGE" is a surface treatment for wooden floors that is based on up to 90% renewable raw materials. The products consist of an oil-wax combination that uses cold-pressed hemp oil from organic farming. This composition enables easy application and fast drying. Compared to previous products, the CO₂ footprint was reduced by around 60%, due to regional cultivation and gentle production of hemp oil.

Arturo Release Floor

The "Arturo ReleaseFloor" is an innovative solution for sustainable flooring systems. In contrast to traditionally applied, permanently adhering resin coatings, the special release system allows the PU resin coating to be easily and completely removed from the substrate. This not only allows the subfloor to be reused without costly renovation, but also enables the removed resin to be recycled into a new floor.

UZIN Easy Lift Primer

The "UZIN Easylift Primer" makes it easier to change resilient floor coverings. The primer can be applied after subfloor preparation and before the floor covering is installed with UZIN KE 66 HT adhesive. It enables simplified residue-free removal up to three times at the end of the floor covering's service life. As no mineral residues remain on the floor covering when it is removed, the old floor covering can be recycled.

UZIN FusionTec

UZIN FusionTec technology marks a significant advance in the development of smoothing compounds and combines outstanding technical properties with a clear focus on sustainability. This innovative binder technology allows better workability, rapid readiness for covering and high strength, but also produces a reduced ecological footprint. Compared to conventional cement-based fillers, using FusionTec products can reduce global warming potential (GWP) by up to 39%.

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Product stewardship and customer health

Customer health and safety phases of products are crucial to us: for example, by avoiding harmful ingredients, solvents, and emissions into the interior.

At UZIN UTZ, protecting the health of product users and end consumers is a key focus. This approach is not only reflected in the fulfilment of legal requirements, but is also an expression of our own commitment to develop products that are both environmentally friendly and safe in the application and use phase. This commitment is a central component of our development and quality processes and is implemented consistently and with foresight at all our production sites and across all brands.

In the manufacture of construction chemical products, the use of certain ingredients, which may be subject to labelling requirements, is often unavoidable. Close cooperation between the product development teams and the regulatory specialists in our product safety department enables us to identify potentially problematic

ingredients at an early stage and substitute them if necessary. This strategy not only enables us to continuously improve the safety and health of our customers, but also to fulfil our responsibility towards the environment. Furthermore, our efforts are not limited to product development, but also include comprehensive training and information programs for our customers and employees. These measures ensure that everyone involved is fully informed about the safe and effective use of our products.

Focus on healthy living and sustainability

While the absence of labelling or, at best, only minor hazard labelling of building products is an important aspect for installers, it is crucial for the end user that the installation of these products in the living area is completely safe and harmless. For example, volatile (harmful) substances (VOC emissions) must not be emitted from the products into the interior or formed and released by secondary chemical reactions either during or after processing. The development of installation materials that meet these strict requirements has been a basic requirement for our development teams at all locations for many years.

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ECO₂ CHOICE label

The cross-brand sustainability label from UZIN UTZ

The brands UZIN, PALLMANN, Arturo and codex have selected products with formulations that represent sustainable solutions for floor installation in a specific area. Via the QR code on the packaging or via the overview page on our [website](#), the user or customer immediately receives all relevant information on the CO₂ footprint of the product. In addition, all background information and the CO₂ savings can be read.

Only products with more sustainable raw materials, for example, regional products or those produced using biomass balance raw materials are considered. "With the new sustainability label, we want to make it easier to choose construction products that generate less CO₂," explains Board Member Julian Utz. "Users can choose for

themselves whether they want to give preference to a more sustainable product variant in the range."

Sustainable construction and building certification systems

Sustainable construction means focusing on protecting the environment and resources, as well as the benefits for people and society, during the planning, construction and lifecycle of a building. Economic potential should also be exploited in sustainable construction. Sustainable building certification systems implement the principles of sustainable construction in an overall concept and quantitatively assess the ecological, social and economic quality of buildings. The most common building certification systems include the assessment system of the German Sustainable Building Council (DGNB), the American system LEED (Leadership in Energy and Environmental Design) and the British building certification system BREEAM (Building Research Establishment Environmental Assessment Method).

What all systems have in common is that they require a series of defined ecological, economic and social aspects. The more criteria are met, the higher the overall score achieved by the building and the better the award for the building.

The building products used in particular also make a relevant contribution to the assessment of the building. For installation materials, emissions into the interior generally play a decisive role in building certification. Products with EMICODE EC 1 Plus or the Blue Angel qualify for all common building certification systems.

Product information and safety data sheets

UZIN UTZ provides comprehensive product information such as technical data sheets and safety data sheets to ensure our products are used correctly. Around 8,000 safety data sheets are managed across all brands in up to 20 different languages and kept up to date on our websites and in various product databases. In addition, a range of other documents for our products are made available on our brand websites. In addition to evidence required by regulations, these include emission certificates (e.g.

EMICODE EC 1 Plus, Blue Angel, M1, building authority approvals), as well as increasingly important environmental product information such as environmental product declarations (EPDs) and sustainability data sheets. These documents can be downloaded from our brand homepages for the respective product by all interested parties without prior registration.

Redesign of our sustainability data sheets

In order to make it easier for customers and partners to evaluate products for sustainable construction projects, the provision of sustainability information was improved in the year. The sustainability data sheets (SDS) were completely revised and are now presented in a new, clear design that matches the company's corporate design.

One major improvement is the focus on the key content. For example, the suitability of a product for common building certification systems can now be seen at a glance. Furthermore, this key sustainability information has also been integrated directly into the regular product data sheets (PDS). This step increases transparency and efficiency, as customers can find all relevant data for their project planning in one place.

Digitalisation

Our overarching goal is to use the digital transformation to our advantage. Our processes are digitalised and therefore highly structured. Automation makes work easier in many areas and allows our employees and customers to focus more on their core tasks.

Digital services for our customers

Through progressive digitalisation and efficient data management, we not only achieve added value for our company, but also for our customers. Our focus is on

supporting our customers and partners with questions about our products and providing practical help on construction sites. We develop customer-oriented, digital solutions and services that help dealers and tradespeople in their day-to-day work. At UZIN UTZ, we strive to tailor our products, services and business models even better to the local needs of our customers and to create additional added value through digital solutions.

In the reporting year, we launched our new U-Club app alongside our already established UZIN UTZ go app. Both applications are designed to provide tradespeople with practical assistance through digital services.

UZIN UTZ go

With the UZIN UTZ go app, UZIN UTZ bundles its brand world and digital services in a compact, mobile toolbox. The offer is supplemented by the wholesaler and contact search, as well as news, seminars and YouTube content. This allows us to speed up work processes, increase service quality and enable further training on site.

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U-Club

U-Club gives users easy access to all customer benefits. Invoices can be uploaded by photo or PDF. The app automatically recognises which products were purchased from UZIN UTZ on the invoice and awards points for the sales. These can be exchanged for rewards from a rewards catalogue.

Tender texts of all brands for floor planning

In the construction industry, invitations to tender are of crucial importance for construction planners, architects and engineers. UZIN UTZ supports professionals with a comprehensive range of tender specifications covering all segments of the Group. These include rapid and lightweight screeds, systems for damp-proofing, installation systems for carpet, resilient and wood flooring, waterproofing, solutions for tile and natural stone installation and products for surface restoration. The specifications are available in all standard formats, can be accessed via our [website](#)

and can be tailored to individual requirements to provide optimum support for planning work.

Digital working world

In recent years, it has become clear how essential digitalisation has become for our work processes. We therefore use our intranet "Quako" for internal communication, which is based on the "Confluence" tool and serves as a central platform for knowledge sharing and collaboration within the Group. Quako allows us to create and manage information pages across companies and locations, which considerably simplifies coordination between internal departments and communication across different locations.

We use the "Jira" system to support task and project management. This tool proves extremely beneficial, especially for cross-departmental and international projects in a dynamic work environment. With the integration of Jira into our intranet, this project management tool is now available throughout the Group, allowing all project members to keep track of who is working on which task at all times. Tasks can be clearly assigned and process steps can be made transparent so that the planning and implementation of projects is comprehensible for everyone involved.

Use of artificial intelligence

The implementation of artificial intelligence (AI) is a central building block in the future direction of UZIN UTZ. It enables us to reduce costs, tap into new customer groups and proactively counteract the shortage of skilled workers.

One core project is the company-wide "UZIN UTZ AI Cockpit". A platform that already bundles over 130 AI assistants for use cases such as image design, material analysis, sophisticated translations and text generation and analysis. Six different AI models from Google, Anthropic and OpenAI are available as the "engine" for these assistants. The aim is to provide all employees with easy and secure access to generative AI, thereby increasing efficiency at all levels and ultimately opening up the organisation for even larger future AI projects.

We also use AI to optimise our logistics processes. An intelligent "thermal transport agent" analyses delivery and weather data to minimise the need for cost-intensive thermal transport for temperature-sensitive products. The system makes recommendations about the shipping method and thus contributes significantly to cost savings. Another exciting use case is the lip-synchronous translation of application videos to provide our customers around the world with easier access to our expertise with installing our products.

We are also driving forward the development of AI-controlled robotic solutions to counter the growing shortage of skilled workers in the skilled trades. In collaboration with industrial partners, we are developing compact, battery-powered devices that relieve tradespeople of ergonomically demanding tasks (e.g. sanding down floor coverings). This allows skilled workers to concentrate on the more exciting special cases and thus increases the attractiveness of the profession.

PLANET

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We are committed to protecting the environment and conserving resources not only within our own operations but also throughout the entire value chain of our products. The responsible use of raw materials, the continuous optimisation of processes, and the adoption of market-leading technologies ensure efficient resource utilisation and help improve our environmental footprint.

In addition to environmental and resource protection, we are particularly dedicated to reducing climate-damaging greenhouse gases. With our PASSION 2025 strategy, we set ourselves the goal of tracking our corporate greenhouse gas footprint and reducing greenhouse gas emissions (GHG emissions) caused by our business activities by 25% by 2025, compared to 2019, in our core and growth markets.

As a result of targeted measures to increase energy efficiency, expand renewable energy, and optimise logistics processes, direct and energy-related indirect GHG emissions in defined core and growth markets were reduced by 24.9% by 2025 compared to the base year 2019.

Within the regional context of our business activities, we also assume social responsibility, for example by supporting environmental, social, cultural, or sports-related organisations. At the same time, we aim to serve 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 reducing our direct and energy-related indirect greenhouse gas emissions.

Protecting the environment, resources, and climate

Climate change presents humanity with an enormous global challenge. Entire ecosystems are severely impacted and threatened, extreme weather events are becoming more frequent, and the climate system is at risk of reaching irreversible tipping points. These changes are having an increasing impact on the foundations of our lives and pose an ever-greater risk to economic stability.

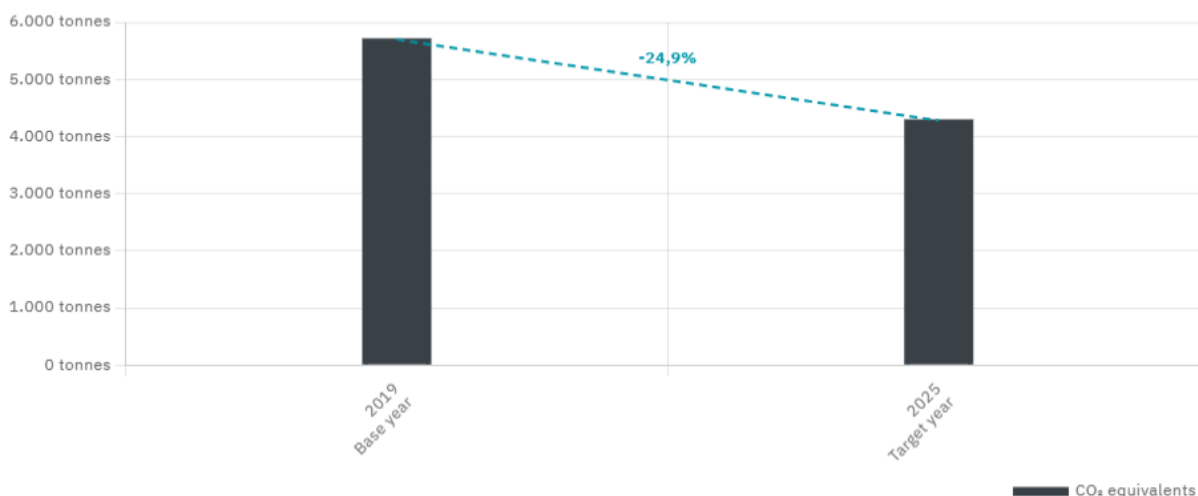
Environmental and climate protection, therefore, also play a key role in our business processes. As part of our environmental data management, dedicated sustainability officers have been appointed at our subsidiaries in core and growth markets. For these locations, we have been recording individual corporate carbon footprints annually since 2019. To assess progress toward our company-wide reduction target of up to 25%, we have prepared an annual projection of our greenhouse gas emissions for the target year, taking into account our business growth and all measures already implemented or planned. As a result, we have been able to identify key levers for reduction in recent years and can continue to implement further necessary reduction measures as needed in the future.

PLANET Goal 2025

As part of the PASSION 2025 strategy, we set a goal to reduce Scope 1 and Scope 2 emissions in our core and growth markets by 25% compared to the base year of 2019 by 2025. Our 25% reduction target was deliberately defined as an absolute target, not linked to sales or production volumes. The GHG reduction was thus pursued independently of our company's growth: Since 2019, we have successfully expanded our business, commissioned new sites, and significantly increased both revenue and production volumes. This meant that growth-related GHG emissions had to be offset through corresponding measures.

Despite this development and our growth, we have succeeded in reducing absolute Scope 1 and Scope 2 GHG emissions by 24.9%, thereby achieving our target. The following figure illustrates the trend in our Scope 1 and Scope 2 emissions from the base year 2019 through the target year 2025.

COMPARISON OF SCOPE 1 AND SCOPE 2 EMISSIONS: BASE YEAR 2019 AND TARGET YEAR 2025

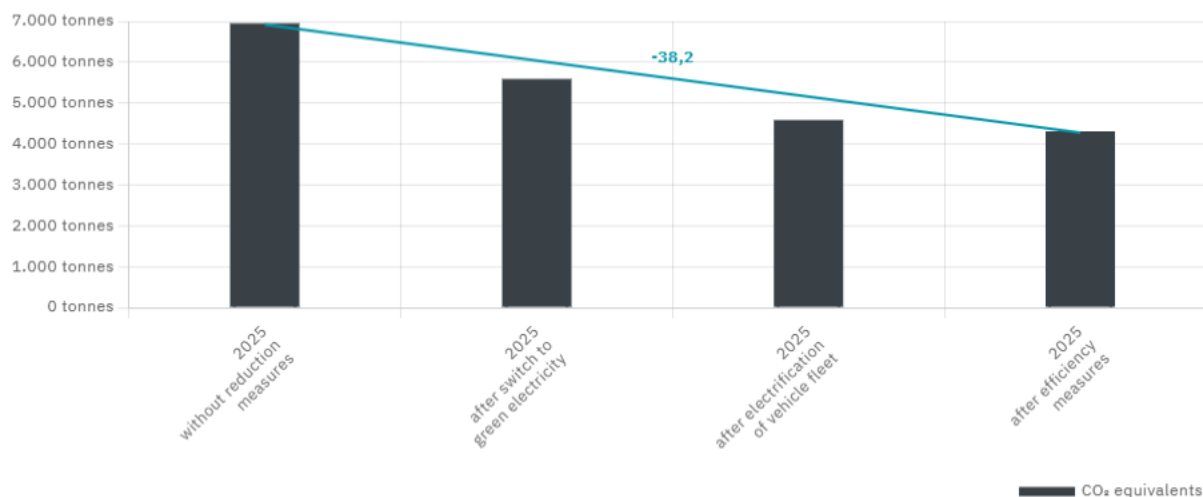


To illustrate the reduction measures, a scenario was calculated in an additional chart for the target year 2025 that shows GHG emissions without taking the implemented reduction measures into account. This is shown on the very left. On the very right are the actual GHG emissions calculated for 2025 following the implementation of our measures.

It also shows how the emissions reduction in the target year 2025 is distributed across our most significant levers: the switch to green electricity, the electrification of the vehicle fleet, and other efficiency measures.

The graph shows that in 2025, we were able to reduce GHG emissions by a total of 38.2% compared to the scenario without measures. The difference from the communicated reduction of 24.9% shown in the figure above essentially represents the offset component in the target year that was additionally required to offset our growth.

BREAKDOWN OF SCOPE 1 AND SCOPE 2 EMISSION REDUCTIONS IN 2025 BY KEY REDUCTION MEASURES



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Corporate Carbon Footprint

During the reporting year, we calculated the Group-wide Corporate Carbon Footprint (CCF) for all Group companies in accordance with the Greenhouse Gas Protocol (GHG Protocol). It includes company-wide Scope 1 and Scope 2 emissions, which have already served as the basis for our reduction target in our core and growth markets. In addition, the CCF also captures material Scope 3 emissions along the value chain. This creates a new, comprehensive data foundation for our climate management and the further development of our reduction strategy. The transparency gained regarding

all GHG emission sources helps us identify where we stand today and which areas of action we must prioritise in the future.

Scope 1 emissions are direct emissions from our own sources, such as the combustion of fuels for heating systems or the fuel consumption of our own or leased vehicle fleet. At UZIN UTZ, there are no direct emissions from chemical or physical processes that exceed the emissions resulting from the direct combustion of fossil fuels. Scope 2 emissions include indirect emissions from purchased electricity and heat. Both location-based and market-based calculation methods are applied here: The location-based methodology is based on the average electricity mix of a specific region, while the market-based methodology also takes into account contractual instruments, such as the purchase of green electricity with guarantees of origin. Scope 3 emissions encompass upstream and downstream GHG emissions along the value chain that are not included in either Scope 1 or Scope 2. For UZIN UTZ, the key Scope 3 categories “Purchased Goods and Services,” “Downstream Transportation,” and “End-of-Life Treatment of Sold Products” are captured.

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Measures for Occupational Environmental Protection (Scope 1&2)

When it comes to environmental protection in our operations, we continue to focus on energy efficiency and renewable energy. Across the Group, over 70% of our locations obtain electricity from renewable sources or have installed additional photovoltaic systems for power generation. In total, photovoltaic systems with an installed capacity of over 1,850 kWp are in operation at our locations. In 2025, our electricity consumption was 10,719 MWh, 93% of which came from renewable energy sources.

A comprehensive overview of the Uzin Utz Group’s energy consumption is provided below:

Energy, Uzin Utz Group (in MWh)	2025
Electricity	10,719.0
District heating	2,832.4

Gas (propane, natural gas, and offset gas)	4,178.0
Heating oil	413.2
Pellets	511.0
Other	58.0
Total Energy	18,711.7

RECs at our locations in the US

Since 2025, Uzin Utz North America, Inc. has been purchasing Renewable Energy Certificates (RECs) for its facilities in Waco, Dover, and Aurora in the United States. RECs are recognised, tradable certificates of origin in the United States that serve as proof of the purchase of renewable electricity. One REC corresponds to one MWh of electricity from renewable sources such as wind, solar, or biomass. The targeted use of RECs supports our strategy to decarbonise our sites in the U.S.

Two new Geothermal Heat Pumps

At the Uzin Utz Schweiz AG site in Buochs, the oil-fired heating system has been replaced by a geothermal heat pump. A new geothermal heat pump is also in use at the Uzin Utz Nederland B.V. site in Haaksbergen. Geothermal energy is a renewable energy source that utilises heat from the earth's interior and is therefore continuously and reliably available. By using a geothermal heat pump, energy is extracted from the ground to heat buildings and provide hot water.

Expansion of PV Systems in the UK

In 2024, a new photovoltaic system with a capacity of approximately 24 kWp was commissioned at the Rugby site of Uzin Utz United Kingdom Ltd. In addition to the office space in Rugby, the training centre in Stafford has also been powered by solar

panels for some time now. This means that we are increasingly able to rely on solar energy at both of our locations in England.

Electric vehicle fleet

As part of our efforts to optimise our logistics processes and reduce our group-wide GHG emissions, we are actively pursuing the electrification of our vehicle fleet. Currently, 36% of our group-wide fleet consists of electric and hybrid vehicles. In the 2025 reporting year alone, we increased the number of electric vehicles across the group by 29%.

Key Scope 3 Categories and Measures

The Group-wide CCF also covers the key Scope 3 categories along the value chain. For UZIN UTZ, the key Scope 3 categories “Purchased Goods and Services,” “Downstream Transportation,” and “End-of-Life Treatment of Sold Products” are tracked. We placed particular emphasis on these categories during the reporting year and implemented measures that either facilitate the tracking of GHG emissions or reduce them.

Category 3.1

Category 3.1 refers to “Purchased Goods and Services” and includes GHG emissions from the raw materials we purchase, such as cement and dispersions. It represents the largest source of GHG emissions within our Scope 3 categories. Due to this high proportion, we are placing a special focus on this area and have implemented a variety of measures during the reporting year, such as the development of UZIN FusionTec technology and the increased use of bio-based raw materials using the biomass balance method.

Category 3.9

Category 3.9 refers to “Downstream Transportation.” This encompasses GHG emissions from downstream logistics processes that arise from the transport of our products after they leave our facilities. This includes, in particular, transport by truck, rail, and ship to our customers. To track these GHG emissions, logistics processes have been optimised, such as the development of an internal logistics tool and the launch of a pilot project using an electric truck to electrify the supply chain.

Category 3.12

Category 3.12 refers to the “End-of-Life Treatment of Sold Products” and includes GHG emissions generated during the disposal of our products after their useful life. This includes, in particular, disposal in landfills or waste incineration, as well as recycling processes. It represents the second-largest Scope 3 category for UZIN UTZ. To reduce these GHG emissions, we rely, among other things, on products manufactured using the biomass balance method.

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The summary table of GHG emissions presented below refers to the reporting year 2025 and covers all significant activities and companies of the Uzin Utz Group in accordance with the operational control approach. The calculation of the CCF is based on the methodology of the Greenhouse Gas Protocol (GHG Protocol) Corporate Standard, which categorises GHG emissions into the three scopes described. All relevant greenhouse gases (CO₂, CH₄, N₂O, HFCs/PFCs, SF₆, NF₃) are converted into CO₂ equivalents (CO₂e) as part of the calculation using the corresponding global warming potentials. The GWP values are based on the latest IPCC publications and refer to a 100 year period. An exception is Scope 2 emissions from European sites. In this case, CO₂ emission factors are used instead of CO₂e emission factors, as the AIB database does not provide CO₂e emission factors.

CCF, Uzin Utz Group (in tonnes of CO ₂ equivalents)	2025
Scope 1 GHG emissions	5,348.3
Gross Scope 1 GHG emissions*	5,348.3
Scope 2 GHG emissions	1,323.7
Site-based Scope 2 gross GHG emissions*	3,724.8
Market-based Scope 2 gross GHG emissions*	1,323.7
Scope 3 GHG emissions	204,520.2
Purchased Goods and Services	147,345.8
Downstream Transportation	23,226.4
End-of-Life Treatment of Sold Products	33,948.0
Total GHG emissions	211,192.3

**The reported gross Scope 1 and Scope 2 GHG emissions include all greenhouse gas emissions within the respective scopes as defined by the GHG Protocol, prior to the deduction of any offsets, credits, or CO₂ removals. At UZIN UTZ, gross GHG emissions correspond to the reported Scope 1 and Scope 2 GHG emissions, as no mitigation measures (e.g., offsets, credits, or CO₂ removals) were implemented during the reporting period.*

Nature-oriented plant grounds at the Ulm site

Protecting regional biodiversity is a key priority for UZIN UTZ. Based on a consultation with the “UnternehmensNatur” project team from NABU Baden-Württemberg in 2021, a modular action plan was developed for the nature-oriented design of the approximately 38,000 m² factory grounds at the Uzin Utz SE site in Ulm. Various areas

with potential for regeneration and nature-oriented design were identified. Since then, we have implemented various modules for nature-oriented plant design, such as the creation of a wildflower meadow, a wildlife habitat, and greenery on facades and fences. To continue the nature-oriented design of the Uzin Utz SE site, gravel areas at the entrance between Plant 1 and the administrative building on Dieselstraße were converted into ecologically valuable perennial beds in May 2025 as part of an employee initiative. Under the expert guidance of a landscaping company, perennial shrubs, climbing plants on fences, various grasses, and an apple tree (Toringo) were planted. The initiative raised employees' awareness of ecological interdependencies and contributes locally to improving the microclimate and promoting biodiversity. In addition, new bird strike protection films were installed in 2025 at the passageway between Plant 1 and the administration building in Ulm, complementing the existing protection films at the entrance to the research and development building. Installing these films helps reduce bird mortality rates and supports biodiversity conservation.

Recently, our nature-oriented plant grounds have also become interactive. Information signs with QR codes are located at the various modules on the grounds. The code can be scanned with a smartphone and leads directly to the new website "[Nature-Oriented Plant Grounds in Ulm.](#)" Here you will find all the modules implemented to date as part of the action plan for nature-oriented plant design.

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Life cycle assessment and sustainable raw materials

Life cycle assessment

Internally, we conduct life cycle assessments as a basis for environmental comparisons, decisions, and goal-setting. We use the results, for example, as the basis for our climate protection goals in the areas of raw materials and packaging. Here, life cycle assessment (LCA) serves as a method for quantifying the potential environmental impacts 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. Subsequently, all material and energy inputs and outputs occurring throughout the life cycle of our products are recorded. Inputs

include, among other things, the raw materials used, as well as the amounts of energy and water consumed. Outputs include waste and emissions generated both in the upstream value chain and during manufacturing, use, and at the end of the life cycle. Based on this data, the impact analysis is conducted, and metrics such as the Global Warming Potential (GWP), also known as the carbon footprint or CO₂ balance, are calculated. In the final phase, we evaluate the results: We identify opportunities for more efficient use of energy and raw materials and pinpoint environmental impacts such as pollutant emissions and waste generation. These insights enable us to develop measures to minimise environmental impacts.

Use of more sustainable and bio-based raw materials

Since 2021, UZIN UTZ has been sourcing biomass-balance raw materials, which have a significantly lower carbon footprint than fossil-based raw materials, despite being chemically identical. In the 2025 reporting year, a total of 2,918 tonnes of biomass balance raw materials were purchased. In addition, by using renewable and regional raw materials in our oils, we were able to reduce our carbon footprint by nearly two-thirds compared to previous wood oils. With our ECO₂ CHOICE label, we continue to focus on improving our carbon footprint and are constantly optimising the products of our UZIN, PALLMANN, codex, and Arturo brands.

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Management systems and responsibilities

Our integrated “Management System for Responsible Business Practices” is based on the internationally recognised standards DIN EN ISO 9001 and DIN EN ISO 14001. This system defines responsibilities and operational processes, serving as the foundation for continuous improvement in environmental protection. The Environmental Committee is responsible for all environmental matters at our company. This committee meets regularly to discuss current environmental laws and relevant topics. Its members include experts in the fields of environmental management, hazardous substances, waste management, energy and water management, fire safety, occupational safety, and sustainability.

Both Uzin Utz SE and Sifloor AG received certifications in accordance with DIN ISO 9001 and DIN ISO 14001 as part of a certification audit. In addition, Uzin Utz Tools GmbH & Co. KG is also certified in accordance with DIN ISO 9001. The goal of this systematic quality management system is the continuous improvement of corporate performance, as attested by the audited companies.

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 chains and promote the protection of the climate and environment there. To do this, we establish fair, trust-based, and constructive business relationships with our suppliers and customers.

Supplier Management

To ensure a comprehensive evaluation of our business relationships, we conduct an annual supplier evaluation at several companies within the Uzin Utz Group. These include Uzin Utz SE, codex GmbH & Co. KG, Sifloor AG, Uzin Utz Schweiz AG, Uzin Utz Nederland B.V., and INTR. B.V.

For example, as part of the evaluations at Uzin Utz SE and codex GmbH & Co. KG, we award points for criteria such as adherence to delivery schedules and quantities, product quality, pricing, and reliability. The individual criteria are weighted and combined into an overall score. If a supplier falls below the established minimum score, we work together with the affected supplier to develop strategies for meeting the targets. This approach enables us to maintain the quality of our supplier relationships at a consistently high level while simultaneously monitoring costs. In recent years, we have also integrated environmental and social aspects into our evaluation criteria. A particular focus is placed on suppliers’ innovative capabilities regarding green technologies and the reduction of the carbon footprint, thereby promoting sustainable values in our supply chains.

The central purchasing department at Uzin Utz SE also qualifies as many raw materials as possible from different suppliers. Through this multi-supplier strategy, the Group reduces its vulnerability to locally limited disruptions and extreme weather events. In addition to Uzin Utz SE, other subsidiaries also pursue a multi-supplier strategy for selected raw materials to deliberately avoid dependence on individual suppliers: These include, among others, Uzin Utz Nederland B.V., Uzin Utz North America, Inc., Uzin Utz Schweiz AG, and Uzin Polska Produkty Budowlane Sp. z o.o.

Resource-efficient packaging

To improve resource efficiency and protect the climate, we rely on alternative packaging and packaging materials, which helps us reduce packaging waste both at our plant and on construction sites.

Since 2014, we have offered “Cube-It-Simple” packaging in our range of liquid products. This eco-friendly solution consists of a recycled outer carton containing a plastic bag. Compared to conventional canisters, this bag-in-box packaging reduces plastic use by up to 85% and can be disposed of separately. Since this type of packaging is not suitable for all applications on construction sites, we are continuously working on new solutions to replace standard plastic canisters with more environmentally friendly materials.

Two years ago, we successfully switched the material of our shrink wrap, which is used to secure our products on pallets. The new film contains 30% recycled material. Additionally, for some of our powder products, we use a film with a 50% thinner inner lining in paper bags, which allows us to cut plastic consumption in half without compromising the products’ storage stability. The switch to a thinner film for additional product bags is still under consideration.

Use of recycled plastic

Since 2016, we have been consistently committed to more sustainable packaging solutions and are increasingly using post-consumer recycled materials (PCR) and

post-industrial recycled materials (PIR) for our containers. In 2021, we successfully switched many of our canister packaging items from virgin plastic to PCR.

Starting in mid-2022, there were isolated instances of leakage in some plastic canisters, which is why we had to temporarily switch back to virgin material in certain cases. Before proceeding with another comprehensive switch to PCR, all affected canisters will be thoroughly inspected and put back into use only after successful testing. Our long-term goal remains unchanged: the complete transition of all canister packaging to PCR material. Lids made from PCR material are still in use.

UZIN IQSeal – new sealing film

In October 2025, the UZIN brand introduced a new, reusable sealing film for STP adhesives in containers. The film reliably seals the edge of the lid and prevents the adhesive from hardening, allowing opened containers to be used for longer without any loss of product quality. This significantly reduces the disposal of leftover adhesive. At the same time, it eliminates the need for previously required additional packaging and protective elements such as insert sheets, desiccant bags, air cushion tubes, and replacement sheets.

Further information on UZIN IQSeal and its application can be found on [YouTube](#).

Return system in the Netherlands

Uzin Utz Nederland B.V. and the wholesaler INTR. B.V. launched a recycling service for plastic packaging in the Netherlands in early 2024. In collaboration with our suppliers, customers can return their empty buckets and canisters for 100% recycling and drop them off at INTR. Points. Since then, over 6,000 kg of CO₂ have been saved in 2025. The calculation of CO₂ savings is based on the methodology of BlueTerra (2025).

Uzin Utz Nederland B.V.: 3,176 kg CO₂

INTR. B.V.: 3,285 kg CO₂

Initiative to electrify the supply chain in the Netherlands – Pilot project with electric trucks

In collaboration with HST, a long-standing regional transport partner based in Enschede, measures to electrify the supply chain were initiated as part of a pilot project. In 2025, an electric truck was specially configured for Uzin Utz Nederland B.V. and INTR. B.V. and put into service. The vehicle has a range of approximately 350 kilometres and will initially be deployed in the eastern Netherlands (Twente). The project tests low-emission transport solutions and lays the foundation for the gradual expansion of electric transport in the Netherlands.

Socially responsible business

We want to make a positive impact on our local environment, too. We ask ourselves how we can promote local improvements in environmental protection and 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.

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Social responsibility

As a family-owned business, we place great importance on supporting the work of local, non-profit initiatives in the areas of culture, sports, education, environmental protection, and social engagement. Clubs that stand out for their volunteer efforts, in particular, do outstanding work. We recognise that the regular revenue streams of sports clubs—such as membership fees and ticket sales—are often insufficient to cover necessary investments. As a family-owned business, it is important to us to act as a reliable partner, strengthening the activities of these clubs through donations and sponsorship. This support enables us to help clubs and organisations while also offering our employees special activities. Additionally, it increases our visibility in the region as a company and employer. In times of economic uncertainty, it is particularly important to us to actively fulfil our social responsibility in the region.

With a group-wide commitment of over 740,000 euros in donations and sponsorships, we aim to stand by them as a supportive partner. Below is a selection of the projects supported by Uzin Utz SE and its subsidiaries.

Uzin Utz Group (in EUR)	2025	2024
Donations and Sponsorship	743,596.4	787,904.9

Grünfinder

Since 2017, Uzin Utz SE has been reinforcing its social commitment in the region by supporting the “Grünfinder” project, an initiative of the Ulm/Donau-Iller Children’s Foundation designed specifically for disadvantaged children. The project is based on a nature education concept and aims to provide children from socially disadvantaged families with a basic understanding of nature and the environment and to encourage them to engage in active leisure activities. In line with our commitment to Klimawin BW, we make an annual contribution of 5,000 euros to support Grünfinder and its valuable work. As part of the donation handover in October, our board member Julian Utz visited a Grünfinder group at the Neu-Ulm Stadtmitte Elementary School. “As a company with deep regional roots, it is important to us to promote equal opportunities for children growing up in the region. The Grünfinder’s nature education work makes an important contribution to this,” said Julian Utz.

Sustainability projects with students from Bertha-von-Suttner High School

Uzin Utz SE has been successfully collaborating with the Bertha-von-Suttner-Gymnasium in Neu-Ulm/Pfuhl for several years. The partnership originally emerged from two projects during the 2023–2024 school year. In this context, the company supported two seminars for 11th-grade students—“SMART DATA: Prerequisites for a Habitable Planet” and “Urban Gardening”—and organised a presentation afternoon followed by a factory tour that focused on corporate biodiversity measures. Building on the activities of the “Urban Gardening” seminar, a cross-class elective course on

this topic was offered and supported for the first time during the 2024/2025 school year. Students created raised beds, planted vegetables, and tended existing green spaces. This contributes to practical environmental education and fosters a sense of responsibility. The course will continue in the coming school year.

Cleanup events in Ulm and Haaksbergen

This spring, several employees at the Ulm site took part in the annual “spring cleanup” organised by the City of Ulm’s waste management department and worked together to collect trash in the area surrounding the site. In the Netherlands, too, numerous colleagues gathered during their lunch break to clear litter from the grounds around the Haaksbergen site. Equipped with gloves, trash bags, and a great deal of dedication, they cleaned green spaces, removed litter, and made the surroundings of both company sites cleaner and more inviting.

Fundraising campaigns

Below is a list of the fundraising campaigns we carried out during the reporting year:

Donation to the Burgholz Children’s Hospice

This year, Uzin Utz Tools (WOLFF and Pajarito) is making a conscious gesture of solidarity. Instead of sending Christmas gifts to customers and business partners, the company donated 6,000 euros to the Burgholz Children’s Hospice in Wuppertal. Since its opening in March 2015, the Burgholz Children’s Hospice has been supporting critically ill children and their families. Nearly ten years after its inception, it ranks among the most important facilities for paediatric palliative care in the Bergisches Land region. Through its services, the hospice provides protection, relief, and, above all, precious time together during particularly challenging life situations.

Christmas Campaign for the Ulm Animal shelter

As part of an internal Christmas campaign, employees of Uzin Utz SE were able to fulfil the wishes of the animals at the Ulm Animal Shelter. The shelter cares for

approximately 1,200 to 1,300 animals each year. The “Wish Tree” campaign resulted in numerous in-kind donations, including pet beds, food, toys, and small animal houses. In total, more than 40 wishes were fulfilled. The donations were personally handed over to the management of the Ulm Animal Shelter in December 2025.

Christmas Donation to the Hospiz Ulm e. V.

This year’s Christmas donation from our in-house trainee company went to Hospiz Ulm e. V. Uzin Utz SE matched the amount as a company, bringing the total donation to 10,000 euros. With their donation, the trainees demonstrate their special connection to the region and support an organisation that accompanies seriously ill and dying people in the final stages of their lives, as well as their families. JuzinIOR, the “company within the company,” is entirely organised and run by the trainees.

Parkettprofi runs for a good cause

At the end of May, 23 runners from the Parkettprofi running team took part in the Würzburg Marathon. Under the motto “With POWER for a good cause,” they collectively covered a total of 361 kilometres. For every kilometre run, 1 euro was donated to the “Regenbogen” pediatric cancer ward in Würzburg. To celebrate the anniversary of PALLMANN GmbH, the total was ultimately rounded up to 1,250 euros. The Pallmann GmbH trainee company additionally increased the donation by 200 euros.

Partnerships

Partnership with SSV Ulm 1846

UZIN UTZ has been supporting the long-established soccer club SSV Ulm 1846 for many years and will continue this partnership in 2025. As a loyal partner, UZIN UTZ stands behind SSV and literally has their back, as shown by the logo on the team’s jerseys. At the Donaustadion in Ulm, the players also walk onto the field across our UZIN UTZ carpets, and the mascot Albert fires a prize-giving jersey cannon at every

home game. Through a fixed ticket allocation, employees regularly have the opportunity to watch home games at the Donaustadion.

UZIN UTZ and ratiopharm ulm

Loyalty pays off! UZIN UTZ has been sponsoring the Ulm basketball team, ratiopharm ulm, since 2013. At the ratiopharm arena, this long-standing partnership is impossible to miss, thanks to LED perimeter advertising, the “Wischerkids,” and the company’s own suite. In June 2025, the Uuulmers narrowly missed out on another German championship title and were thus unfortunately unable to build on their success from 2023.

In addition, the “CompanyCup” corporate basketball tournament took place again at ratiopharm ulm in July. A strong group of basketball-loving colleagues represented UZIN UTZ in the competition. The team finished in seventh place.

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UZIN UTZ in Running Fever at the Ulm Einstein Runs

Since early 2022, UZIN UTZ has been supporting the Ulm Einstein Runs as a sponsoring partner. These running events in Ulm have now become an important part of our regional involvement. With UZIN UTZ carpet mats in the start and finish areas of the races and a promotional booth at the events on-site, UZIN UTZ is impossible to miss as a partner. At the twelfth Ulm Women’s Run in July 2025, approximately 50 running-enthusiast colleagues took to the starting line, followed by celebrations on Münsterplatz. On September 28, 2025, at the Einstein Marathon, approximately 65 runners (including additional participants) took part in the various running disciplines. Delicious refreshments awaited the UZIN UTZ running team at the finish.

PEOPLE

One of our most important factors for success is our dedicated and qualified workforce. That is why we invest in our employees’ training, professional

development, and well-being. We treat them with respect and aim to be a responsible and attractive employer for both our current and prospective employees. A positive corporate culture grounded in a strong set of values provides us with a clear framework for action.

We aim to foster our culture of trust and innovation, based on our sense of direction, our core values, and our principles, as well as open communication. Transparent processes and the exchange of knowledge across countries and brand companies are particularly essential for increasingly international teams.

As part of our PASSION 2025 strategy, we conducted regular employee surveys to gain a well-founded understanding of our employees' satisfaction and commitment. Our goal was to achieve a recommendation rate of at least 90% among respondents through continuous engagement.

In the 2025 survey, we achieved a 89% rate, placing us just slightly below our ambitious target. Since 2020 (85%), this metric has shown a steady increase. We view this result as confirmation of our efforts to date to enhance our employer appeal and as an incentive to consistently continue and further expand our initiatives.

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Culture and Values

Our culture of trust and open communication is the foundation for a passionate and performance-driven workforce that makes us a top employer.

Our success is based on a shared commitment to core values and principles. These values are not only the foundation of our collaborative work environment but also key factors in our success. They define our standards and benchmarks for our actions. They are binding for everyone in our company, regardless of location, whether in Germany or anywhere else in the world where UZIN UTZ is present. Our identity is expressed in our sense of direction, our core values, and the principles by which we operate.

Our common purpose

The North Star symbolises our shared sense of direction. It guides us not only to PASSION 2025, but also beyond to new heights. Together, we have defined how we intend to address the comprehensive economic and social challenges we face.

For us, working environments are living environments, in which people grow continuously, develop their potential and thereby actively write our common history.

Our declared goal is to achieve even better, sustainable use of the planet and its resources for the generations to come.

Our shared core values

These core values are key success factors that make us strong and guide our actions and decisions.

Reliable in togetherness.

We communicate clearly, act responsibly and sincerely. This creates the basis for reliable relationships.

Passionate in shaping the future.

For us, challenges are an opportunity to learn and achieve something new. We are proud of and driven by the success of our employees and customers.

Competent for success.

We act professionally and make decisions with care. Our uncomplicated cooperation makes us a preferred partner.

Our common principles

To make our core values more tangible in our day-to-day work, we have supplemented them with principles. These principles serve as a guide for our behaviour and collaboration. This is how we foster a sense of community.

Employees

UZIN UTZ's success is built on the dedication and expertise of our employees. At UZIN UTZ, we place great emphasis on a culture of appreciation and the ongoing development of our teams. These elements are crucial for a dynamic and motivating work environment. One indicator of this is the average length of service of our employees. In the reporting year, this stood at 9.2 years. We aim to be a reliable employer, which is why we hire as many employees as possible on permanent contracts. In 2025, 91% of all employees at UZIN UTZ were on permanent contracts.

To ensure we can offer long-term security, we plan our staffing needs with foresight so that no layoffs due to business reasons are necessary, even during economic downturns. We also invest in the next generation by offering a variety of apprenticeship and dual study programs. Our training programs are constantly updated to adapt to the changing demands of the market. In the reporting year, we supported 43 young talents in their professional futures. In this way, we proactively address challenges such as the shortage of skilled workers and demographic change.

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Employees, Uzin Utz Group	2025
Percentage of women in the company (as of Dec. 31)	27.8%
Permanent employment contracts (as of Dec. 31)	91.2%
Personnel expenses (EUR million)	141.5
Average age of employees (as of Dec. 31)	44

Celebrate Successes!

Every success we celebrate together shows us that dedication and teamwork lead to results. These successes are not only a reason to celebrate, but also a motivation to

continually improve and strive for new goals. They remind us that significant progress is possible through joint efforts and consistent work.

UZIN UTZ Campus and Oktoberfest

As part of the UZIN UTZ Campus on September 19, 2025, at the Ulm Exhibition Centre, around 600 customers gathered under the motto “Workshops. Knowledge. Moving Forward.” In hands-on workshops and expert presentations, specialists shared in-depth expertise on innovations and challenges in the flooring industry.

In the evening, over 1,100 guests, customers, and employees from all German locations celebrated together at the Oktoberfest. The event fostered exchange, strengthened partnerships, and contributed to the growth of both internal and external networks. The commitment of numerous colleagues from all brands was essential to the event’s success: the organisation and execution of the event were an outstanding team effort.

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A Gift for All Employees: The UZIN UTZ Suitcase

To mark the official launch of the new corporate strategy, GROW BIGGER, the Executive Board presented all employees across the Group with a branded UZIN UTZ suitcase in December 2025. The initiative served as a token of appreciation for their contributions during the previous PASSION 2025 strategy cycle and as a symbolic kick-off to the upcoming GROW BIGGER growth phase. The distribution of the cases reflects our commitment to celebrating successes together and actively involving the workforce in the company’s continued development.

Occupational Safety and Health

Ensuring the health and safety of our employees in the workplace is our top priority. To this end, we have implemented a range of protective and safety measures. These range from occupational safety assessments of workstations to the development of

operating procedures for hazardous substances, as well as for machinery and equipment. A key aspect of our commitment to occupational health and safety is regular, comprehensive training. These training sessions cover fundamental areas such as occupational safety, fire safety, and waste disposal, and are supplemented by additional instruction tailored to specific needs or areas. The effectiveness of these measures is evident in the consistently low number of reportable workplace accidents, which stood at 33 in the reporting year.

E-Learning

E-learning is transforming how learning content is made accessible by enabling users to access it anytime, from anywhere. This flexibility is a key advantage of the format. Users can select learning materials based on their personal needs and work through them at their own pace. For years, we have relied on a digital training tool to provide our employees with comprehensive, legally compliant instruction in occupational safety and health. The training content is illustrated through presentations and short videos, and what has been learned is reinforced through comprehension questions. Managers have the ability to monitor training progress and identify any gaps. In collaboration with PINKTUM, an innovative and multi-award-winning e-learning provider, we have introduced a digital continuing education program for all our German subsidiaries. The focus is on the didactic development and high-quality production of video-based, interactive training media. This program expands the existing training opportunities of our Horizonte program, particularly in the area of soft skills. It enables the supplementation of traditional in-person sessions with digital learning content, thereby promoting an inclusive learning experience.

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Training and cooperation

Our range of apprenticeships and dual degree programs provides a solid foundation for entering the professional world and enables a practical start to one's career. We place great importance on supporting young people in their professional development, as this is crucial for both their future and ours and ensures sustainable

workforce development. Through our in-house training programs and dual study programs, we aim to ensure that we continue to have well-trained and dedicated employees in the future. In the reporting year, a total of 43 young people began an apprenticeship at UZIN UTZ.

At the start of the apprenticeship, we organise orientation days to help new apprentices settle in well and strengthen team spirit. These include tours of our production facilities, introductions to the teams, presentations of our products, training sessions on various topics, and initial group activities.

We also support future skilled workers. For many years, Uzin Utz SE has been a proud partner of the Germany Scholarship, through which we support students at the University of Ulm and the University of Applied Sciences Neu-Ulm.

In addition, we maintain partnerships with schools and universities and offer high school and college students the opportunity to gain valuable practical experience through internships, work-study positions, or by writing their theses at our company.

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JuzinIOR at Uzin Utz SE

With the junior company JuzinIOR, Uzin Utz SE has been offering its young talent a valuable learning platform since 1996. In this “company within a company,” apprentices and dual-track students independently manage real business processes, from purchasing and marketing to accounting.

They develop innovative business ideas, implement projects for employees, and represent the company at events. This not only fosters technical skills but also strengthens entrepreneurial thinking and team spirit. The social aspect is also firmly anchored: JuzinIOR donates 50% of its profits to charitable causes, while the other half is reinvested in team-building activities.

Personnel development and health management

Professional qualifications and interpersonal skills create the ideal conditions for our employees to drive our company's goals forward in a self-directed, responsible, and determined manner. That is why we implement numerous initiatives to develop and support our employees. Furthermore, the health of our employees is a top priority. We promote this through a wide range of programs.

Horizonte

Our employees' professional skills and personal strengths are essential to our company's success. To increase productivity and maintain our innovative strength, continuous professional development opportunities are indispensable. Through our in-house academy, "Horizonte," we offer a comprehensive professional development program that enables our employees to expand their skills in a wide range of areas. The focus is on enhancing personal skills, particularly in areas such as communication, stress and time management, leadership, coaching, and digitalisation. We offer both digital and in-person events to enable virtual training for employees at other German locations as well as in Switzerland, Austria, and the Netherlands. With a growing selection of digital courses, we are expanding our location-specific offerings to include cross-location training opportunities. A central component of the cross-location offering is the "Working Efficiently with..." series. This is a training program on how to use frequently used software. Here, we offer expert sessions approximately 50 times a year at various skill levels (Bronze, Silver, Gold).

Workplace Health Management (WHM)

The health of our employees is very important to us. Our Workplace Health Management (WHM) program is designed to actively promote the well-being and health of our workforce. Through targeted measures and offerings within the BGM framework, we raise our employees' awareness of health issues and provide support in various life situations. We seamlessly integrate health-promoting projects into our daily work and corporate structure and are constantly developing them further. One

example of this is the sports facilities at our locations in Ulm and Würzburg, where employees can use fitness equipment to improve their health.

Work-Life-Balance

Employee well-being and performance are crucial to the success of the entire Group. We recognise the vital importance of a healthy work-life balance and therefore create the conditions for flexible work arrangements across the Group. A variety of work-time models make it possible to reconcile professional demands with different stages of personal life. The fact that these options are actively utilised is also evident in the fact that, in 2025, 114 men and 82 women across the Group took leave for family reasons. This figure includes not only employees on caregiving or parental leave, but also employees working part-time during parental leave, as well as employees granted special or other leave for family reasons.

In addition, Uzin Utz SE and codex GmbH & Co. KG offer their employees an additional tool in the form of a lifetime working time account. It allows employees to save up time or monetary credits to finance longer, planned periods of leave, for example, a sabbatical, further education, or caring for relatives. Both companies additionally support the accumulation of these credits through an annual contribution.

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Cariwork at Uzin Utz SE

Uzin Utz SE also supports its employees by offering workplace social counselling. In cooperation with counselling Cariwork, an external service of Caritas Ulm-Alb-Donau, employees have access to a professional and independent counselling team.

The experienced, interdisciplinary team of educators, psychologists, and addiction counsellors provides confidential support for a wide range of professional and personal challenges, from health issues and relationship conflicts to workplace concerns. Counselling can be accessed flexibly by phone, online, or in person and aims to collaboratively develop new perspectives and solutions.

Employee satisfaction and responsibility

To help our employees reach their full potential, we create a work environment characterised by mutual respect. We actively support our employees' professional development through regular performance reviews. These reviews provide valuable guidance for personal and professional growth and enable us to plan customised training programs that are tailored to both the company's needs and the individual skills of our employees. We are convinced that continuous, transparent feedback on performance and development opportunities is crucial for professional success.

Employee Satisfaction, Uzin Utz Group	2025
Average Length of Service (Years)	9.2
Percentage of Employees Who Voluntarily Left, Were Laid Off, or Retired	10.2%

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Employee surveys

A strong corporate culture and employee satisfaction are crucial to our continued growth. The annual employee survey serves as a key tool in this regard, showing us how our performance is perceived and where there is room for improvement. The survey also provided valuable feedback on key topics such as work atmosphere, leadership culture, and the PASSION 2025 strategy.

The most recent employee survey was conducted company-wide in 2025 (with the exception of China and Singapore). The key finding is the employer recommendation rate, which stands at 89%. This result underscores the high level of employee identification with the company and is thus in line with our target of 90%.

Separately, the health ratio was determined. At 95.4%, it remained consistently high in 2025, reflecting a healthy work environment and effective health measures.

Open Communication

To us, open and transparent communication means keeping all stakeholders (customers, the public, the local community, the industry, and employees) informed with complete, credible, understandable, and timely information about our company's activities.

Internal Communication

Our “Open Communication” approach serves as the foundation for a transparent exchange of information throughout the entire company. A key element of this was the annual kick-off event, during which the Executive Board provided updates on strategic topics and played a significant role in communicating the milestones of the concluded PASSION 2025 strategy. A particular focus of internal communication in 2025 was also on transparently supporting the group-wide major projects TOM (Target Operating Model) and S4U (the transition to SAP S/4HANA) to make their significance and implications clear to all employees. The transformation of UZIN UTZ in conjunction with the new strategic goals and major projects was also a key focus of internal communication.

As the central digital platform, our intranet “Quako” is firmly established in our daily work. It serves not only as the primary information channel but also as a comprehensive work and collaboration tool. Interactive formats, such as blogs and a 360° magazine-style news section, ensure that relevant information reaches employees worldwide quickly, before it reaches the external public. In addition, Quako actively promotes collaboration and knowledge sharing through specific project pages and integrated tools. In this way, the company grows closer together through an improved flow of information.

External Communications

Our Investor Relations department, in coordination with Corporate Communications, communicates effectively through ad hoc announcements, quarterly reports, the annual report, investor days, and the Annual General Meeting. These measures are designed to provide investors and shareholders with detailed information on the company's performance and key financial metrics. In addition, press releases on all relevant topics concerning UZIN UTZ are published and can be viewed in the [press section](#) of our website. Inquiries from the business and regional press are promptly answered by the Executive Board to strengthen our external communication. Furthermore, at the brand level, numerous expert articles, new product launches, and brand-specific topics are communicated in the relevant trade media. Press events for UZIN UTZ and its brands round out our external communications. We are increasingly utilising online communication as an effective channel to reach our target groups, such as job seekers, customers, and investors.

To further improve our digital communication, we rely on sending newsletters and maintaining a presence on social media platforms such as Facebook, LinkedIn, Instagram, YouTube, and TikTok. For years, these platforms have served to inform our target groups, connect with them, and offer them opportunities for interaction. On our brand websites, we also showcase our extensive product range, supplemented by data sheets, safety instructions, and application guidelines.

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