

Sustainability Statement

**SKT Schwarzwälder Kugel- & Rollentechnik
GmbH & Co.KG**



We, **SKT Schwarzwälder Kugel- & Rollentechnik GmbH & Co. KG**, take our corporate and social responsibility seriously. We are convinced that the sustainable economic success of our company is based on binding values and clear guidelines.

This policy is closely linked to our **Code of Conduct, our business model, and our corporate objectives**, and forms a key pillar of our corporate responsibility. By embedding sustainability into our corporate objectives, we ensure that this principle is consistently implemented and practiced at all levels of SKT.

We articulate our core values across ecological, social, and economic dimensions, clearly and transparently demonstrating SKT's commitment to a responsible and sustainable future. To this end, we have analyzed opportunities and risks, prioritized them based on materiality, and derived clear, realistic goals and commitments. SKT embraces these overarching objectives and pledges to pursue continuous improvement in all the aforementioned areas.

Scope

This policy applies to the entire SKT Schwarzwälder Kugel- & Rollentechnik GmbH & Co. KG as well as to all affiliated and associated companies.

Commitments – Qualitative and quantitative objectives

The qualitative and quantitative objectives, as well as the resulting commitments, are bindingly defined and explained in the following sections.

Assignment of Responsibility

Responsibility for the decision and its implementation lies with the executive management. The underlying content was discussed jointly by the leadership team, and the insights and recommendations gained from these discussions were incorporated into the decision-making process.

Review of the Statement

We continuously take into account societal developments and changing needs in order to keep pace with market changes and the expectations of our stakeholders.

SKT and the Sustainable Development Goals

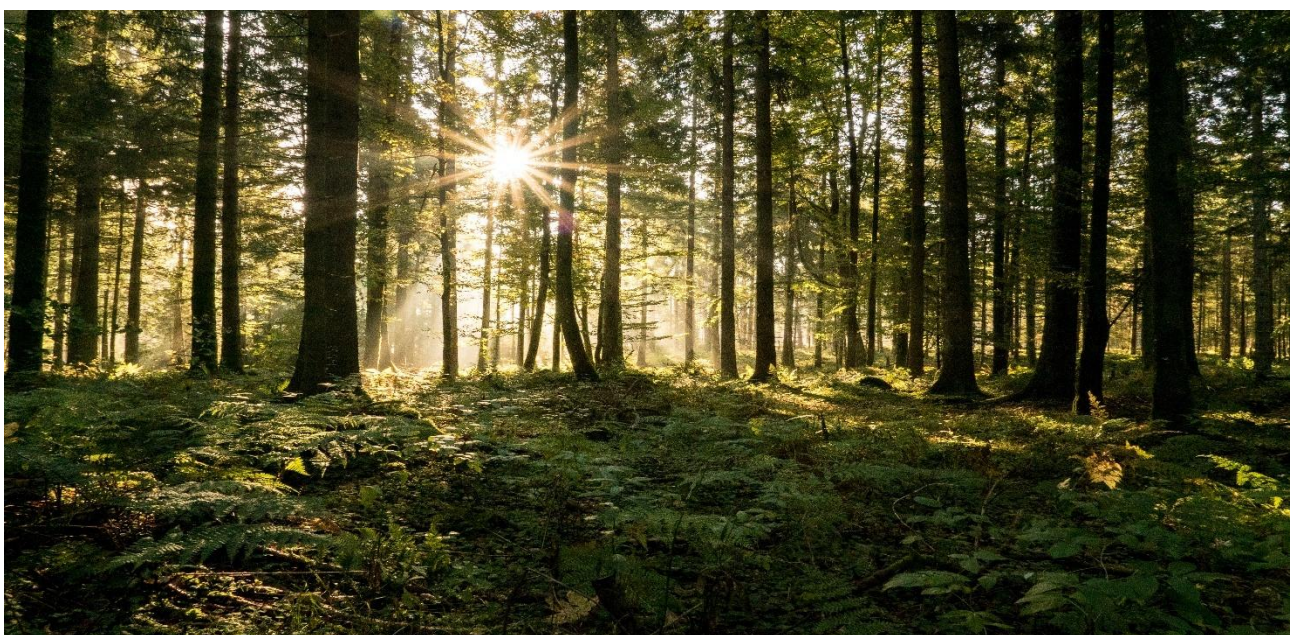
In 2015, the United Nations (UN) adopted the Sustainable Development Goals (SDGs). These comprise 17 sustainability goals with a total of 169 targets and form a global framework for sustainable development.

The SDGs outline the key areas for action required to create a global community by 2030 that operates in an economically, socially, and ecologically sustainable manner.



Achieving these ambitious goals requires the involvement of all societal actors—from the general public, the scientific community, and industry to national governments, local authorities, and the private sector.

SKT GmbH is **committed to the United Nations' 17 Sustainable Development Goals**. We play our part in promoting these goals and actively supporting sustainable development. In doing so, we have identified five goals where we have the greatest influence and can make the most impactful contribution to sustainable development:



SKT and the ESG principle



Aligning with the principles of **Environment, Social & Governance** (ESG) helps us make sustainable and responsible decisions.

We have structured the areas of Environment, Social & Governance around our priority action areas and linked them to concrete goals.

Enviromental

Our goal is to conserve resources that are becoming increasingly scarce worldwide, and thereby contribute to curbing climate change.

CO₂ Neutrality – Reduction of Greenhouse Gas Emissions

We are implementing an **energy-related renovation strategy** in which we identify opportunities to reduce energy demand and implement targeted measures to realize them.

SKT tracks and documents its **carbon footprint** in accordance with Scope 1 (direct greenhouse gas emissions from the company) and Scope 2 (indirect emissions). At our customers' request, we are also able to calculate and transparently report the carbon footprint of our products.



The source of our energy is another key priority for us. We already meet more than 50% of our electricity needs using **renewable energy**. Our medium-term goal is to source 100% of our total energy requirements from renewable sources by 2030.

We regularly track, monitor, and document our energy consumption. Based on this data, we analyze potential savings and implement targeted measures to continuously improve our energy efficiency.

„We minimize our CO₂ emissions through continuous improvements, innovative technologies, and the responsible use of energy and resources.“

Abfälle & Abfallmanagement



SKT GmbH aims to continuously reduce waste generation, promote environmentally sound waste management, and ensure the transparent recording and analysis of relevant waste data. Through targeted measures, negative impacts on the environment and climate are minimized, and compliance with all legal requirements is ensured at all times.

Our company strives to continuously increase the recycling rate and sustainably reduce the total volume of waste. In doing so, SKT Schwarzwälder Kugel- & Rollentechnik GmbH adheres to the principle of prioritizing waste prevention and reducing unavoidable waste to the absolute minimum.

Key focus areas include:

- **Reducing production scrap and material losses**
- **Optimizing manufacturing processes to lower resource consumption**
- **Raising employee awareness and providing training on the resource-efficient use of operating materials**
- **Reducing packaging and using recycled packaging materials**

Waste Management

The company ensures that all generated waste is collected, separated, stored, and disposed of in accordance with applicable legal regulations.

To this end, the following measures are implemented:

- Consistent separation of waste into recyclable materials, residual waste, and hazardous waste
- Provision of suitable collection and storage containers at all relevant locations
- Cooperation exclusively with certified waste disposal and recovery companies
- Documentation of all relevant disposal processes and records
- Visual representation of the collection system and training of all relevant employees

Hazardous waste is handled separately, labeled, and stored and disposed of in compliance with legal requirements. Furthermore, we are committed to reducing such waste through the use of environmentally friendly raw materials - wherever feasible.

Waste Statistics and Monitoring

To evaluate and continuously improve our environmental performance, all relevant waste **data are systematically recorded and analyzed.**

Waste statistics cover, in particular:

- Total annual volume of waste generated
- Volumes by waste type
- Recycling and separate collection rates
- Proportion of hazardous waste
- Waste volume in relation to production output

The recorded data are regularly analyzed to identify trends and opportunities for improvement, and to derive appropriate measures.

„Avoiding waste, conserving resources, and keeping valuable materials in the loop – for sustainable and responsible industrial production.“

Water consumption

Water is a valuable natural resource and an essential component of many industrial processes. Our company is committed to the responsible and sustainable use of water. Our goal is to systematically **track water consumption, analyze the data transparently, and continuously reduce usage through appropriate measures.**

By continuously monitoring and optimizing water consumption, the company actively contributes to the conservation of natural resources and to sustainable development.



Determination of Water Consumption

To manage and optimize water consumption, all relevant water flows within the company are recorded and regularly analyzed. Consumption data is documented based on water meters, utility bills, or suitable metering systems.

Measures to Reduce Water Consumption

The company aims to continuously reduce specific water consumption. To this end, the following measures are being implemented, among others:

- Optimization of water-intensive production processes
- Use of closed-loop systems, wherever technically and economically feasible
- Regular maintenance of piping and supply systems to prevent water loss
- Raising employee awareness and providing training on the economical use of water

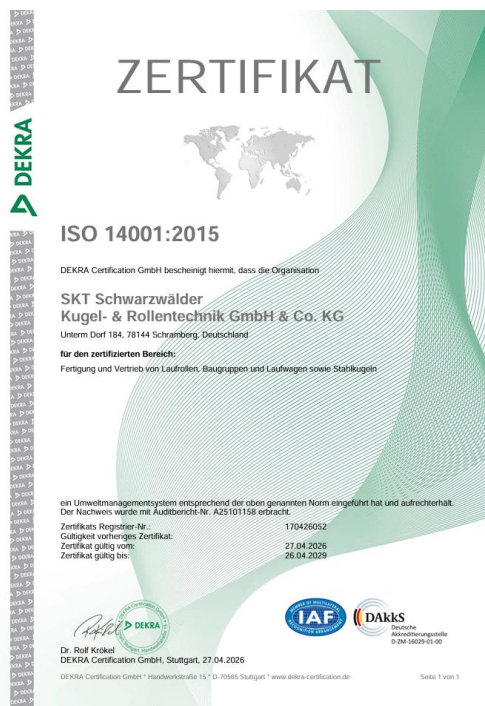
Monitoring and Improvement

Recorded consumption data are regularly analyzed and compared against established environmental targets. Deviations are evaluated, and appropriate improvement measures are initiated. Results are documented and reported to company management as part of the environmental management system.

Regular monitoring enables the identification of potential savings as well as the early detection of leaks and malfunctions.

„Use water responsibly, track consumption transparently, and protect resources sustainably for future generations.“

Environmental management system



We have been certified to the **ISO 14001 environmental standard** since 2026. By implementing and auditing this environmental management system, we have taken a significant step toward systematically managed and monitored environmental protection and the continuous improvement of our environmental performance.

Our goal is to maintain this management system on a long-term basis and to continuously develop it further.

REACH and SCIP Compliance



As a downstream user under the REACH Regulation (EC No. 1907/2006), we fulfill our obligations primarily through **transparent communication along the supply chain**. Our suppliers are required to inform us of any Substances of Very High Concern (SVHCs) present in concentrations **exceeding 0.1% by weight (w/w)**.

We **ensure compliance with statutory information and notification requirements** and inform our customers without delay if our products contain such SVHCs. Furthermore, where required, we fulfill our notification obligations regarding ECHA's SCIP database.

RoHS-Konformität

The products we supply do **not contain substances in concentrations or applications** the marketing of which is restricted or prohibited under applicable legal requirements, or which are subject to specific labeling or declaration obligations. This applies even after the expiration of the relevant exemptions in categories 6a, 6b, and 6c.

In cases where individual components are not RoHS-compliant—for technical or other valid reasons—we fully comply with the resulting information and reporting obligations.



Social

Acting responsibly towards people is a core component of our sustainability strategy. The "Social" aspect encompasses the **promotion of fair working conditions, respect for human rights, and the creation of a safe, respectful, and inclusive work environment**. Our employees are the foundation of our long-term success. We therefore place great importance on **equal opportunities, health and safety, professional development**, and the active involvement of our staff in the company's development.

Our goal is to continuously develop and improve these aspects in order to create a work environment where our employees can thrive, reach their full potential, and feel at ease.

Furthermore, we assume responsibility across our entire **value chain**. We foster an open corporate culture characterized by mutual respect, diversity, and collaboration, and we expect our business partners to uphold these same principles. Through ongoing measures and clear standards, we help strengthen social responsibility and make a positive contribution to our employees, customers, partners, and society as a whole.



Our Philosophy

At SKT, we foster a collegial, **respectful, and appreciative** working environment at all levels. Our corporate culture is defined by openness, enthusiasm, and trust. As a medium-sized company, we benefit from short decision-making paths, close collaboration, and **open communication**.

Fair and equitable compensation, as well as **equal opportunities**, are a matter of course for us and an integral part of our responsibility toward our employees.

Human Rights, Discrimination, and Education

Respecting, consistently implementing, and promoting human rights is of fundamental importance to our company. We actively **oppose all forms of discrimination**—particularly those based on nationality, origin, worldview, sexual orientation, belief, gender, age, or disability. **Ethical principles** are our top priority and form the foundation of our daily actions. Treating all employees, business partners, and other stakeholders with **respect and appreciation** is a matter of course for us.

We firmly reject **forced labor and child labor** in any form and advocate for fair, safe, and healthy working conditions. Furthermore, we promote **equal opportunities** and support our employees in their professional development based on their skills, qualifications, and potential. The continuous **training and further education** of our workforce is an integral part of our corporate culture and is actively encouraged.

„Wir übernehmen Verantwortung – für unsere Mitarbeitenden, unsere Gesellschaft und eine nachhaltige Zukunft.“

Benefits for our employees

Our people are at the heart of everything we do; they are our greatest asset and, with their individual strengths, form the foundation of our successful team.

We offer our employees attractive additional benefits, such as bike leasing, company health insurance, and professional company pension schemes. Furthermore, we continuously review and expand our benefits - particularly **health-promoting initiatives**, which we are pleased to offer on a regular basis.

Occupational Safety



The safety and health of our employees are our top priority. Through targeted measures **to prevent** workplace accidents and health risks, we create safe and healthy working conditions. Occupational safety is an integral part of our corporate responsibility, contributing equally to the well-being of our workforce and the sustainable performance of our company. Driven by **clear processes, regular training, and an active safety culture**, we

continuously work toward our goal of minimizing risks and steadily improving working conditions.

One example of this is the regular **safety training** provided to employees, covering potential workplace hazards, the safe use of equipment, and appropriate conduct **during emergencies**. Through these measures, we foster safety awareness and make a significant contribution to preventing workplace accidents.

These principles are put into practice through numerous **concrete measures** within our company. We ensure the safety and health of our employees through, among other things, regular occupational safety committee meetings, support from our occupational safety specialist, workplace fire safety measures, occupational health services provided by the company physician, and the active fulfillment of occupational safety responsibilities by our management team. These efforts are further supported by trained first aiders.

The preparation and regular updating of risk assessments and standard operating procedures form a solid foundation for our efforts.

Furthermore, we place great importance on **avoiding the use of hazardous substances**. Where their use is unavoidable, the strictest safety precautions and mandatory operating instructions apply to ensure the safe handling of hazardous materials.

Social commitment

Our commitment to the community is reflected, among other things, in our long-standing and trusting collaboration with the sheltered **workshop for people with disabilities** run by the St. Franziskus Foundation in Heiligenbronn. Furthermore, by supporting **local clubs and charitable initiatives**, we actively contribute to fostering social cohesion in our region.



Governance

Responsible corporate governance is a fundamental basis for sustainable business operations. In the area of governance, we establish the framework for **transparent and long-term successful corporate development**. In doing so, we are guided by applicable legal requirements, ethical principles, and recognized standards of corporate governance.

Our governance approach encompasses clearly defined **responsibilities, effective control and risk management systems, and measures to ensure compliance and business ethics**. Through responsible leadership, we foster trust among our employees, customers, business partners, and other stakeholders.

The continuous refinement of our governance structures helps us identify risks at an early stage, seize opportunities responsibly, and secure the long-term sustainable development of our company.

„Good governance forms a foundation for our sustainable actions. We foster transparency, integrity, and compliance in order to combine economic success with social responsibility and long-term value creation.“

Andreas Schwarzwälder
Managing Director SKT



Corporate Governance, Risk Management & Internal Control

Corporate management is based on a **responsible, transparent, and sustainable approach** to all business activities, taking into account the interests and expectations of all relevant stakeholders.

A key element is **systematic risk management**, designed to identify potential opportunities and risks at an early stage, assess them, and determine appropriate measures. Material opportunities and risks are regularly analyzed and transparently presented in the management report.

Compliance with all relevant **legal, regulatory, and internal requirements** is ensured. Furthermore, **data protection and IT security** are accorded high priority in order to guarantee the confidentiality, integrity, and availability of information, as well as the protection of personal data.

The company pursues **fair and transparent payment practices** with business partners and suppliers, placing great importance on reliable and clearly defined payment terms. Responsible conduct is grounded in the Code of Conduct, which establishes **binding standards** of behavior for all employees and partners.

Clear and transparent regulations regarding **authority and responsibilities** ensure that decisions are made in a traceable manner and processes are managed efficiently. This supports an effective internal control system and fosters responsible corporate governance.

Ethically sound business conduct



The company is committed to ethical and responsible business conduct. Integrity, transparency, and compliance with applicable laws and internal policies form the foundation of all business activities and relationships.

Particular emphasis is placed on the **consistent prevention of corruption and bribery**. Corrupt behavior is not tolerated in any form. Clear codes of conduct and awareness-raising measures ensure that business decisions are based exclusively on factual and objective criteria.

Furthermore, the company is committed to **fair competition** and to respectful, partnership-based relationships with suppliers, service providers, and other business partners. Business relationships are built on fairness, transparency, reliability, and mutual trust.

SKT and its supply chain

We place great importance on adherence to sustainable principles throughout our **entire supply chain**. In doing so, we expect our suppliers and business partners to observe the **environmental, social, and ethical standards** detailed in our Code of Conduct.



By carefully selecting our partners, integrating these principles throughout the entire value chain, maintaining an open dialogue, and conducting regular reviews, we foster responsible conduct and continuous improvement in sustainability performance. Our goal is to work with all stakeholders to make a positive contribution to the environment, society, and long-term, responsible value creation.

SKT and participation in sustainability programs

The company actively participates in recognized sustainability programs such as **EcoVadis** and **IntegrityNext**. Regular assessment and documentation of relevant sustainability criteria ensure effective and transparent sustainability management. Participation in these platforms makes it possible to present the company's sustainability performance transparently and to provide customers and other business partners with reliable information regarding environmental, social, and corporate standards.

Furthermore, the programs help to **systematically identify areas for improvement** and **continuously develop** sustainable measures within the company. This not only contributes to meeting customer requirements and regulatory expectations but also fosters internal process efficiency and the resource-efficient use of materials and energy. Thus, the sustainability programs make a significant contribution to enhancing operational efficiency and ensuring the company's long-term competitiveness.

