

FRÄNKISCHE

INDUSTRIAL PIPES

SUSTAINABILITY
REPORT



BUSINESS
YEAR
2022/2023

Based on the requirements of the EU Directive 2014/95/EU
Commitment to the UN Global Compact

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1. About This Report

With this Sustainability Report, we are documenting our commitment to the UN Global Compact and the associated requirements regarding sustainable business practices. This report is the continuation of the report of BY 2021/2022.

The report covers the main activities and results of FRÄNKISCHE Industrial Pipes regarding the implementation of the principles of the UN Global Compact and is aligned to the GRI (global reporting initiative) standards regarding the mentioned topics.

An index at the end of the document refers to text passages from the UN's Sustainable Development Goals (SDGs). They are identified by the corresponding UN symbols.

As a non-capital market-oriented company, FRÄNKISCHE is not subject to the statutory requirements for CSR reporting. Thus, in principle, no non-financial statement is to be made in the corporate group management report and also no „separate non-financial report“.

Nevertheless, with this Sustainability Report we would like to present a „separate non-financial report“ on a voluntary basis, which is based on EU Directive 2014/95/EU and is made available to interested parties. We are convinced that, as an owner-managed, internationally positioned family company, we have an indispensable obligation to operate sustainably with regard to the economy, the environment/ecology, society and our employees. In the next years we adapt this report more and more to the CSRD-requirements (Corporate Sustainability Reporting Directive) of the European Union and in 2027 we plan the publication of CSRD compliant report.



2. Introduction

*„SUSTAINABILITY MEANS TO US
THE BALANCE BETWEEN THE GROWTH
OF OUR COMPANY AND OUR SOCIAL
AND ENVIRONMENTAL RESPONSIBILITY.“*

Julius Kirchner, Owner and CEO of FRÄNKISCHE Group SE

Sustainability aspects are playing an increasingly important role in the strategic alignment of business and process development as well as the site and product portfolio. These have therefore been an integral part of our corporate values for many years.

We have defined non-financial as well as financial guard rails for corporate development and strategic corporate alignment. These are regularly reviewed. The regulations on compliance and corporate governance, which apply to our entire Group and are implemented in adapted form in the various countries where necessary, form the common basis of our global business activities. This naturally also includes the overriding issues of customer satisfaction, employee commitment, environmental protection, occupational safety and diversity. And, in addition, group-wide occupational health and safety, information security, quality, energy and environmental protection policies, the implementation of which is ensured by means of locally adapted processes or procedures where necessary.

In addition to all these aspects, it is our duty never to disregard the aspect of economic efficiency. Because only if we decide and act under economically sensible framework conditions is the company competitive, is sustainable corporate development possible and, ultimately, can the viability of the company and the jobs be ensured.

With the help of jointly defined goals, we realize the gradual reduction of our ecological footprint and increase the safety and health of our employees.

Information on these themes and many other measures can be found in this Sustainability Report.

Königsberg, March 2024



Julius Kirchner
Owner and CEO of FRÄNKISCHE Group SE



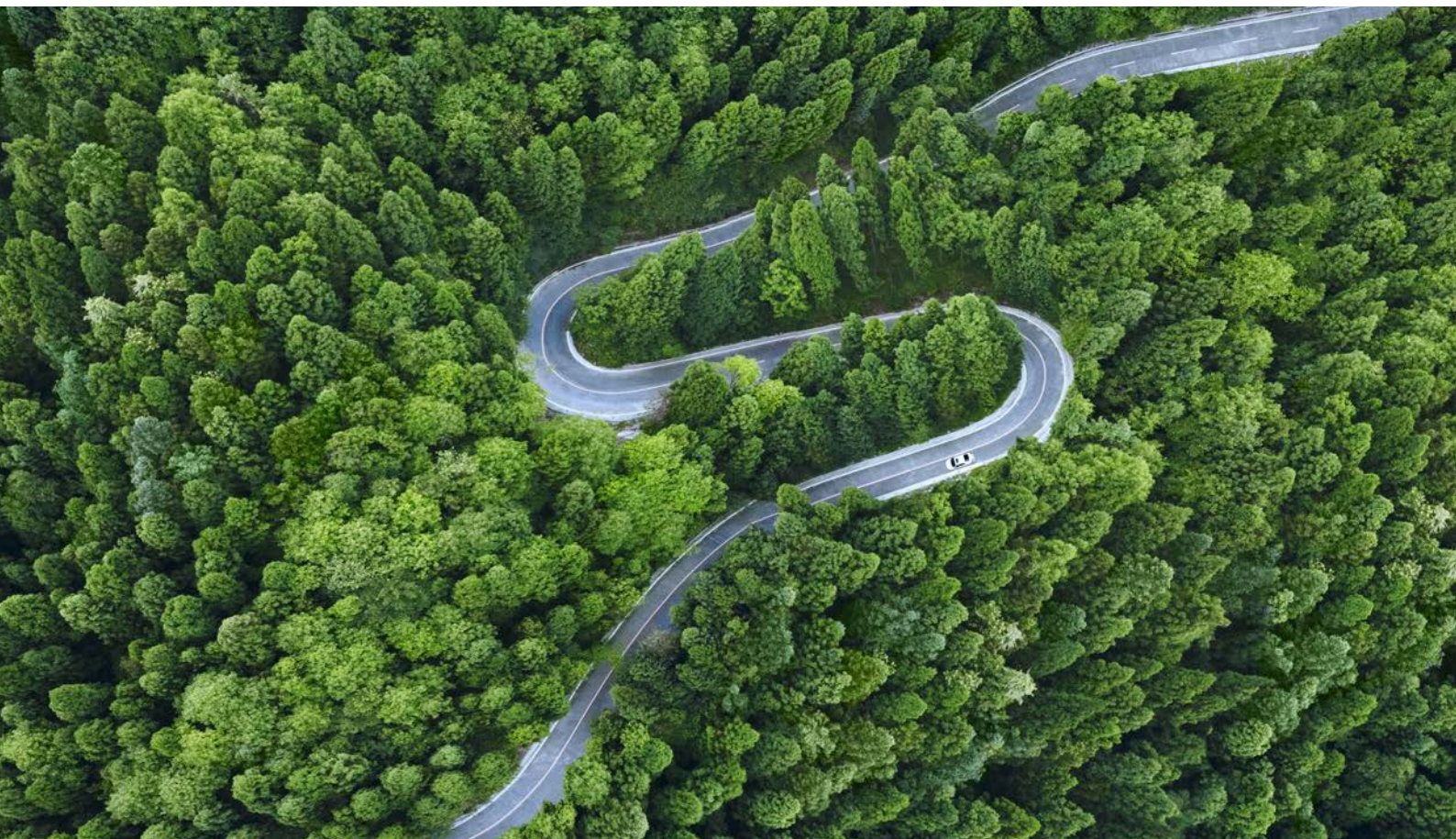
Derrick Zechmair
CEO of FRÄNKISCHE
Industrial Pipes



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COO of FRÄNKISCHE
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Dr. Ulrich Schaarschmidt
CFO of FRÄNKISCHE
Industrial Pipes





3. FRÄNKISCHE Industrial Pipes (FIP) – International Structure

FRÄNKISCHE Industrial Pipes GmbH & Co. KG (FIP) is a 100% subsidiary of the privately owned FRÄNKISCHE Group SE. Founded in 1906, FRÄNKISCHE has been family-owned for generations and is currently headed by Julius Kirchner (Owner and CEO of FRÄNKISCHE Group SE).

FRÄNKISCHE as an overall group of companies is divided into the divisions Building and FIP, has approx. 6,000 employees worldwide and is a leader in the development and manufacture of plastic and metal pipes and systems for building construction, civil engineering, automotive and industry.

The FIP Division is a global solution provider of plastic pipes and systems for the automotive sector, as well as for other industries, including medical technology, household appliances, energy management and railway & transport applications.

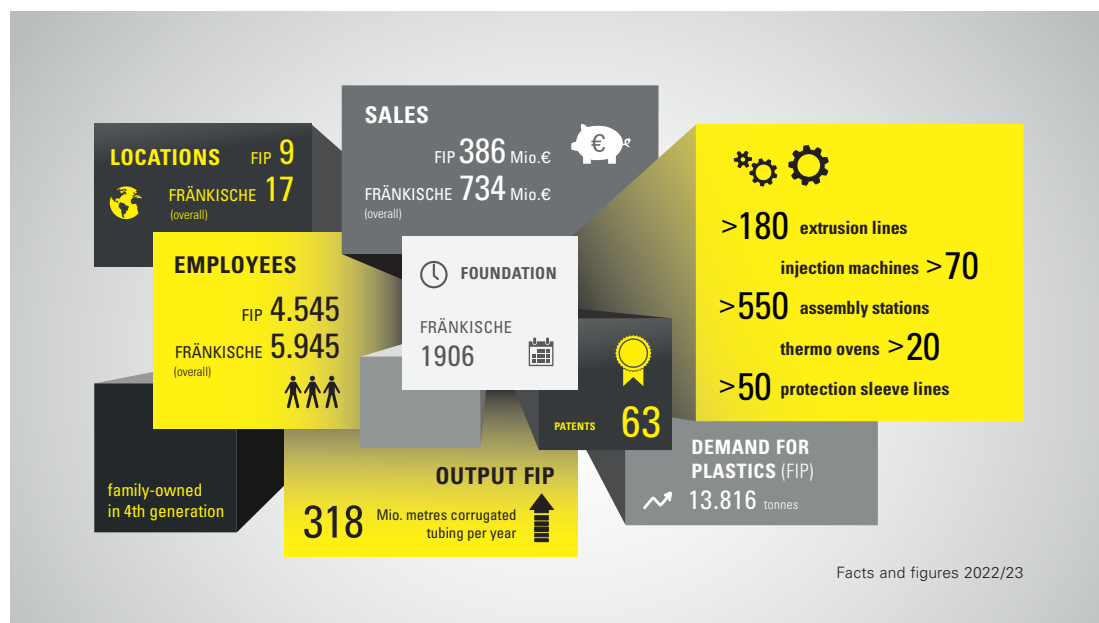
FIP develops and produces customized and standardized products and systems for cable protection and media routing and supplies from locations close to its customers. The scope of the management system relevant for the certifications is the same for all FIP sites and reads:

„Development and production of plastic pipe systems“, with product development.

Based on our many years of experience, which we are continuously developing and rolling out worldwide, we see ourselves as a contact, specialist and problem solver for our customers in automotive and industry with regard to all product and system solutions for cable protection and media routing.

An overview of the FIP product range can be found on our website www.fraenkische-ip.com under Automotive or Industry.

FIP currently employs approximately 4500 people at nine production sites worldwide (status BY 2022/2023). In the business year 2022/23, sales of approximately EUR 389 million were achieved (for comparison: EUR 226 million in 2017/18). The division is fundamentally still in an ongoing growth phase after a slight, Corona-related downturn in the business year 2019/20. This growth is spread across the globe and is reflected in the rapid expansion of sites in Mexico, China and Romania. According to our forecasts, this growth tends to continue.



3.1 Sites and Management Systems

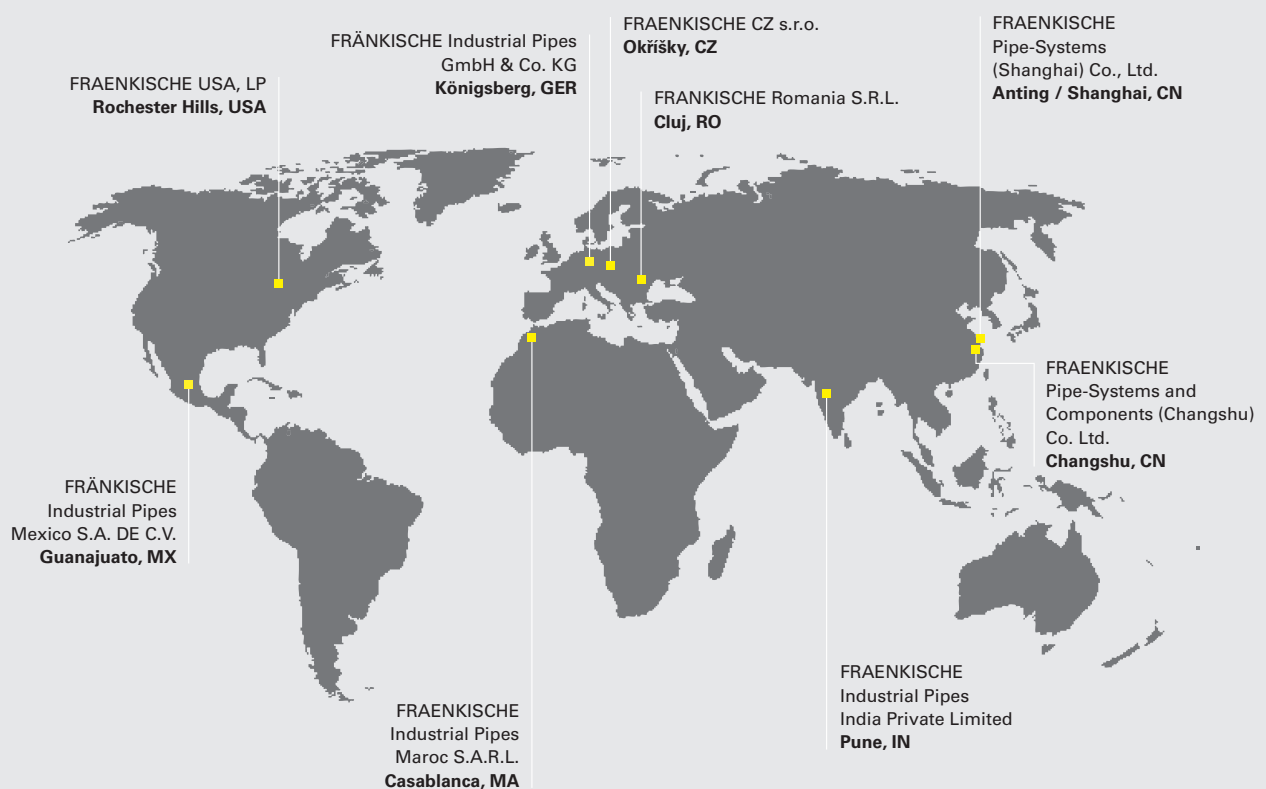
FIP currently has production facilities in Germany (DE), the Czech Republic (CZ), Romania (RO), China (CN), Mexico (MX) and Morocco (MA). As a result, it is close to its customers and markets.

This proximity to customers enables short transport distances and contributes to reducing the energy consumption caused by transport and the associated CO₂ generation.

The following certified management system standards are currently applied at FIP production sites:

- IATF 16949, ISO 9001: all FIP production sites.
- ISO 14001: all FIP production sites (except MA, ISO 14001 certification is planned)
- ISO 50001, ISO/TS 22163: DE
- ISO 45001: CZ, CN
- TISAX label: DE (will be rolled out at all locations in 2024 and 2025)

The FIP headquarters with support function for the other sites is located at Königsberg/DE.



The FIP headquarters with support function for the other sites is located at Königsberg/DE. Thanks to the FIP business unit structure and the products and processes in single and multi-layer technology, we have the organization and the know-how to be able to act close to our customers and their specific needs. With products for thermal management, we can support developments in electric drives or stationary energy storage systems, for example, and establish ourselves in promising business areas. Our product portfolio provides, for example, weight-optimized plastic systems for fluid management.

In particular, the maintenance and further development of the ISO 14001-compliant environmental management system illustrates our commitment to ecological action, which takes place in compliance with the law at all times and in all places, which in turn is governed by our internal rules regarding compliance.

Our ecological and economic orientation is supported by the implemented energy management system according to ISO 50001, which is currently certified in Germany.

The management systems help us to continuously optimize our manufacturing processes, some of which are energy-intensive. To this end, considerable importance is attached to energy-efficient machinery and equipment in the context of new procurements.

In addition, these systems help us to systematically take environmental and energy aspects into account in product and process development, purchasing, manufacturing, and supply and disposal.

3.2 Commitment

Conscious and careful use of raw materials, resources and energy is just as much a matter of course for the group of companies as the examination of possible environmental burdens and hazards. To ensure the effectiveness of the environmental and energy management systems, there are annually updated environmental and energy targets as well as programs formulated for this purpose, the implementation of which is measured. The systematic use of energy-efficient plant technology in production and building services reduces energy consumption and CO₂ emissions.

3.3 Compliance

The long-term corporate goals that the group aims to achieve through appropriate growth and sustainable profitability in all areas are inconceivable without high standards of integrity on the part of the company and its employees. Compliance with international conventions, laws and internal regulations while observing the corporate values of the group is an important prerequisite for achieving these goals.

The topic of compliance is described in more detail under 5.1 (Compliance management and anti-corruption).



4. Corporate Sustainability

4.1 Sustainability strategy

Against the background of our strategic orientation as a global solution provider for cable protection systems or media-carrying systems in the automotive and industrial sectors, the topic of sustainability (corporate sustainability) is becoming increasingly important.

We understand this to mean creating and maintaining a balance between the growth of our company and our social and ecological responsibility. Our aim is to reconcile the requirements arising from these three areas. In this way, we aim to ensure stability, safeguard the future of our company and contribute to the sustainable development of the economy and society.

For us, the term sustainability encompasses three dimensions.

4.2 Economic sustainability

For us, economic sustainability

- means that a company can be operated on a sustainable and long-term basis.
- requires healthy corporate growth.

4.3 Ecological sustainability

For us, ecological sustainability

- means that natural resources are only used to the extent that they can be regenerated.
- is the basic prerequisite for economic and social stability.
- is certified in accordance with ISO 14001 by external inspection bodies at all production sites (except MA, ISO 14001 certification is planned)
- is certified in accordance with ISO 50001 in Germany

4.4 Social sustainability

For us, social sustainability

- means constant commitment to society.
- includes, among other things, fair working conditions and a secure basic income.
- offers interesting opportunities for further training.
- includes the maintenance and care of occupational safety at all sites.
- means supporting employees or their families who are in need through no fault of their own through our employee foundation (Königsberg/DE site).

4.5 Standards and guidelines

Our corporate sustainability management is based on various sets of rules that are available to all employees in our internal network. The external framework that shapes our social and ecological responsibility is provided by the principles of the UN Global Compact (UNGC), a worldwide initiative of the United Nations for responsible corporate governance and global justice. We also align our actions with other international agreements, such as the outcomes of the UN Climate Change Conferences or the UN Sustainable Development Goals (SDGs), which have clear relevance for our business. FIP currently contributes to 14 of these 17 SDGs.

SDG „Sustainable Development“



SDG „Environmental Responsibility“



SDG „Social Responsibility“



FRÄNKISCHE's main compliance regulations, which apply throughout the company group, include the following:

- Guidelines on management and cooperation
- Code of conduct
- Guideline on conduct in competition
- Guideline on gifts, other favors and anti-corruption
- Guideline on the prevention of money laundering and terrorist financing
- Guideline on information security, data protection and media
- Corporate responsibility with energy policy, declaration on principles of occupational safety, quality policy and environmental policy

Corporate processes are safeguarded by group-wide governance regulations, e.g.

- Contract management,
- financial policies,
- procurement guidelines,
- quality management standards

as well as through a comprehensively documented internal control and risk management system.

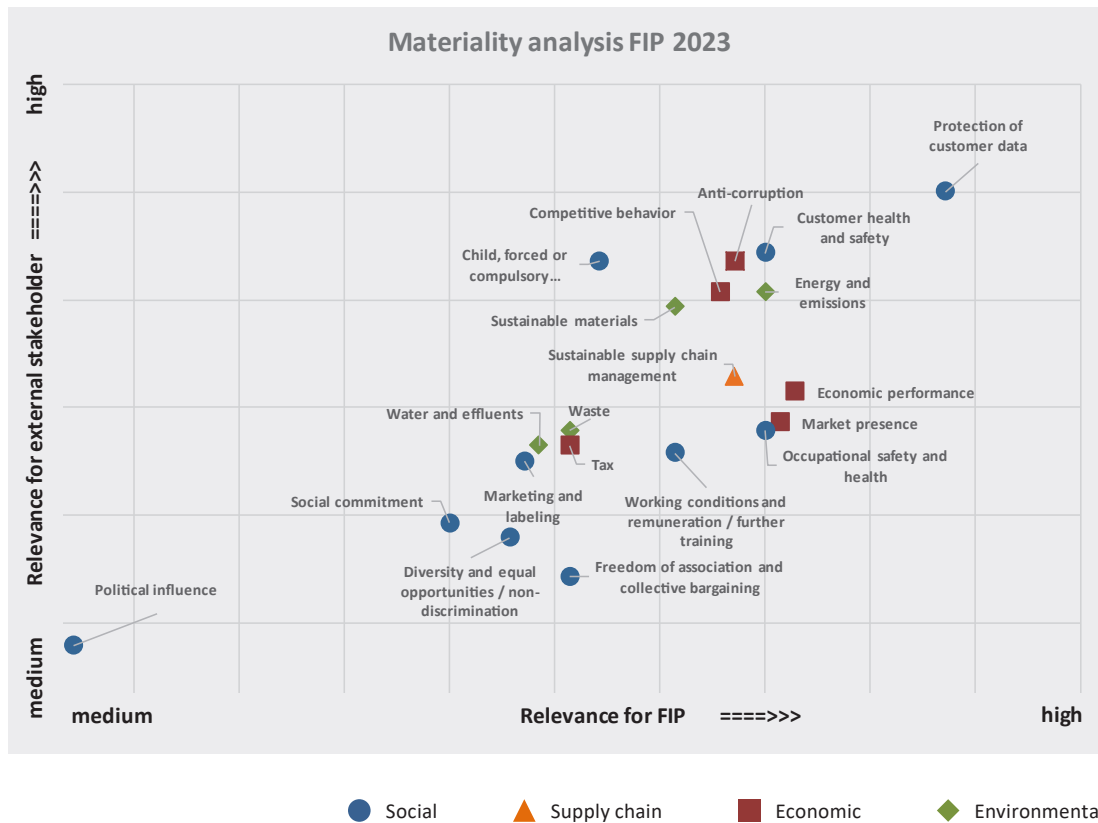
Together, these policies and regulations form our governance, risk and compliance management system.

4.6 Stakeholders and key sustainability drivers

FIP's global activities have an impact on various external and internal stakeholders. These include, in particular, our customers, employees, owners, suppliers and business partners, as well as legislators and authorities in the countries in which we operate. Our interested parties and groups are identified and analyzed, and their essential needs and requirements were summarized in a matrix. The respective opportunities and risks of the interested parties were identified and are regularly monitored.

Their interests were taken into account when determining the material sustainability factors for FIP. FIP management team carries out corresponding materiality analyses. In doing so, we are guided by the Global Reporting Initiative (GRI) standards to prioritize their relevance and impact on our business activities. The following matrix shows the results of our updated materiality analysis from the business year 2022/23.

GRI standards with very low relevance for FIP and therefore not visible in the graphic: Biodiversity, indirect economic impacts and rights of indigenous people.



4.7 Reporting

Reporting on sustainable processes and indicators is currently largely the responsibility of local management.

Data on environmental performance and energy consumption are collected at the FIP plants, reported to headquarter, summarized there and reported to management. This is done, for example, as part of environmental and energy management reviews.

Measurable indicators for other aspects, particularly in the area of social and employee-related compliance, are currently recorded on a decentralized basis. Suitable indicators and procedures will be identified here in 2024 and introduced on a globally uniform basis.

5. Economic Sustainability

Within the topic of „Economic Sustainability,“ our activities are presented with regard to SDGs 1, 2, 3, 7, 8, 9, 11 and 17.



GRI: Anti-corruption (GRI 206), anti-competitive behaviour (GRI 206), economic performance (GRI 201), market presence (GRI 202), tax (207)

For FRÄNKISCHE, sustainable growth includes solidly increasing the value of the company, maintaining high standards of governance and compliance, and creating the greatest possible customer value through sustainable and high-quality products and solutions. The basis for increasing the value of the company is a positive economic development of the company. We have made important progress in this regard in recent years: despite the ongoing Corona pandemic, FIP's international growth continued to gain momentum in the business year 2020/21 with sales of around EUR 265 million. Earnings were also satisfactory against the backdrop of the Corona situation. In the business year 2021/22, sales increased again to approximately EUR 288 million and in business year 2022/23, sales of approximately EUR 389 million were achieved.

It should be expressly pointed out once again that FRÄNKISCHE, as an owner-managed company, focuses on healthy, sustainable and balanced growth that will benefit the company, its employees and society in the long term. (SDG8, SDG9, SDG17)

International growth is also illustrated by the increase in the number of employees at FRÄNKISCHE's workforce. This rose from 3,519 in April 2017 to approximately 6,000 employees (as of the business year 2022/23). Of these, approximately 4500 are employed by FIP. This growth is driven in particular by the sites in Mexico, China and Romania (SDG8, SDG9, SDG17). Here we have to master the challenges associated with the integration of many new employees into the processes and rules of FIP. In these growth processes, too, we are guided by partnership-based approaches and goals for the benefit of the company, its employees and society.

By building and further developing our globally distributed production sites according to „state of the art“ design specifications, we promote the internationality of our company, create jobs locally, in cooperation with the local authorities and in strict compliance with the laws in force there as well as with FRÄNKISCHE compliance rules. Further information on the economic development of FRÄNKISCHE can be found in the company group financial statements with integrated company group management report in the Federal Gazette.

5.1 Compliance management and combating corruption

FRÄNKISCHE requires all employees to act responsibly and with integrity. We ensure that all laws are complied with and that corruption does not occur. Our employees must always act in accordance with company regulations and legal requirements.

To ensure compliance with legal and ethical requirements throughout the group, work began on establishing a compliance system for the corporate group in business year 2015/16. This is a key element of the governance, risk and compliance management system resolved by the management and to be implemented step by step. Compliance activities are based on the Code of Conduct, in which the external and internal requirements are summarized taking into account the existing corporate values and guidelines and communicated throughout the company. In line with the GRC program, further groupwide compliance guidelines were adopted and implemented in the business year 2017/18 to address key issues in greater depth. In addition, annual training courses were introduced for employees and managers. Mandatory, recurring training is now increasingly carried out in the form of e-learning with performance reviews.

Further information about FRÄNKISCHE, e.g. on risk management and the financial situation, is contained in the Group financial statements with integrated group management report in the Federal Gazette.

Additionally, we do not pursue any aggressive tax planning activities and pay taxes where we create value.

By implementing compliance management in conjunction with corporate guidelines (governance) and embedding it in local conditions and requirements, we also contribute to SDGs 5 and 11.

5.2 FRÄNKISCHE Code of Conduct

A significant project to improve the perception of compliance was the introduction of the Code of Conduct. The Code of Conduct describes responsible and legally compliant actions at FRÄNKISCHE and takes into account the company's self-image.

Based on the corporate values and objectives and in compliance with international conventions and laws, FRÄNKISCHE, as a family-run company, wants the principles of the „principle of the honorable businessman“ to be upheld and implemented in all areas of the company and in all activities.

For the early detection of misconduct, FRÄNKISCHE introduced a company-wide whistleblower system in 2016, which gives employees the opportunity to point out possible compliance violations. In this way, any undesirable developments can be counteracted in good time. A multilingual, digital, internet-based whistleblowing system has been introduced which also allows completely anonymous reports. We hope this will reduce the inhibition threshold for reports.

Reporting on possible cases of corruption is carried out via defined communication channels that ensure the involvement of specialist departments and several management levels up to the management of the corporate group.



5.3 Risk management system

Significant risks are considered in the course of the semi-annual early risk identification process as well as the operational risk reporting system. Whereas, according to our assessment at the time, we did not see any highly probable risks with serious consequences until the end of 2019, we had to correct ourselves in this respect in 2020 and 2021.

The Corona pandemic required completely new risk assessments and evaluations as well as weightings and resulting measures as quickly as possible. The pandemic and the associated health risk prompted significant changes in business, work and communication processes. These changes were efficiently implemented with the help of the entire workforce through the development and application of health concepts, which ensured the survival of the entire company.

In March 2021, FRÄNKISCHE was the victim of a hacker attack that led to massive disruptions of almost all IT systems. Many systems had to be taken offline for a longer period of time. Almost all IT-supported workflows and processes at all sites came to a standstill, particularly in production, logistics and administration. It took enormous efforts within IT and throughout the entire workforce to implement the various emergency solutions. Ultimately, the entire IT landscape was gradually rebuilt. Improved security concepts and contingency plans were and continue to be developed and implemented with the support of external service providers.

This event has shown us how vulnerable and business-critical our IT-based structures and processes are. For this reason, our IT risk management is continuously put to the test, improved, and adapted to changing threats.

An Internal Audit staff unit was established at the start of the business year 2015/16. Internal Audit provides independent and objective auditing and consulting services aimed at creating added value and improving business processes. It supports the organization in achieving its objectives by taking a systematic and targeted approach to assessing the effectiveness of risk management, controls, and management and monitoring processes and helping to improve them. The risk management system, the internal controls over accounting-relevant processes, and the control, management and monitoring processes are key audit objects for Internal Auditing.

Opportunities and risks are also summarized in the group management report in the consolidated financial statements, which is available to the public via the Federal Gazette.

FIP sees an opportunity with regard to new products and markets in electromobility and in the field of autonomous driving, as well as in industrial thermal management. Battery storage systems must not get too hot or too cold in order to provide long-lasting efficient service. In the applications for this future market, comparatively complex, sophisticated protection systems and cable packages are increasingly required, which we can ideally serve with our flexible, lightweight and high-strength plastic pipe systems and braided hoses (SDG7, SDG8, SDG9).





5.4 Sustainable product development

Future-oriented and environmentally friendly innovations that benefit our customers are a fundamental element for FIP's sustainable growth. We are therefore implementing a high-performance, internationally oriented innovation organization. The goal is to develop demand-driven solutions for new global trends as well as sustainable, environmentally friendly products, technologies and processes (SDG8, SDG9).

With our many years of experience in the development and manufacture of corrugated and smooth plastic tubing in single- and multilayer designs, combined with a wide range of connecting and joining elements as well as crash and heat protection applications, we have the product and process know-how to be able to implement such complex applications in an ecologically justifiable and economical manner (SDG8, SDG9).

5.5 Applications

Fluid Management Systems

Almost all of the media-carrying systems in our Fluid Management Systems division are tailor-made solutions developed individually to meet the needs of our customers. From the fuel system and windshield washer system to battery venting, brake vacuum line and cooling system: The functionality of entire engines and aggregates, but also of thermal management systems of energy storage systems, charging stations, battery and hybrid vehicles is based on the quality, tightness and resistance of the lines and pipes.

That is why corrugated and smooth tubes, braided and knitted hoses, and connectors with integrated functional technology must meet the highest standards. Depending on the application, they must be heat- or cold-resistant, flexible or rigid, acid- and lubricant-resistant.

Protection Systems

Cables in automotive and industrial applications are exposed to extreme stresses such as heat and cold, humidity, moisture, abrasion and impact or other chemical and mechanical influences. The products of our Protection Systems division protect, guide and bundle these cables and wires and are developed precisely to meet the requirements of our customers.

An overview of the FIP product range can be found on our website www.fraenkische-ip.com under Automotive or Industry.

5.6 Technology concept

With our flexible, robust and lightweight plastic pipe systems, we have been replacing metal and rubber applications for some time. In this way, our system solutions contribute to more energy-efficient and resource-saving management, reduced emissions and lower environmental impact, and thus promote SDG7.

Cable protection systems extend the life of products, reducing the need to replace them and conserving resources. Lightweight piping systems for fluid or thermal management reduce vehicle weight and help reduce fuel consumption and associated emissions. In the case of electric vehicles, plastic pipes also reduce weight, which ultimately leads to lower environmental impact once again.

In principle, plastic products are „problematic“ at the end of a product's life, as they hardly decompose completely. Rather, there is a risk that if they are not disposed of properly, minute plastic particles could accumulate in nature and enter the food cycle right up to humans. The potential effects on ecology, animals and humans are currently being increasingly portrayed in the international press.

It is imperative to avoid the accumulation of particle residues in nature by disposing of plastic products properly or recycling them. Under no circumstances should they be carelessly „disposed of“ in nature or in bodies of water.

Wherever possible, we label our products so clearly that they can be disposed of, separated or even recycled appropriately at the end of the product's life.

Through modern manufacturing processes, we keep the use of materials as low as possible while maintaining the product requirements. Where permitted and technically feasible, we use regranulates for the manufacture of construction or industrial products or recycle manufacturing scrap into the production process in order to conserve resources.

6. Environmental Sustainability

Within the topic of „Environmental Sustainability“, our activities are presented with regard to SDGs 3, 6, 7, 11, 12, 13.



GRI: Sustainable materials (GRI 301), energy (GRI 302)

FIP pursues a clear growth strategy, which in principle initially goes hand in hand with a growing ecological footprint and rising emissions. At the same time, we accept our responsibility and regard environmental protection as an important corporate objective in our globally structured company. Our environmental management is geared to minimizing the impact of all processes on nature. In accordance with the UN Global Compact, we support the protection of the environment through a precautionary approach.

6.1 Policy Statement

Based on the existing guidelines and policies as well as the goals and measures for occupational health and safety and environmental protection, the following principle applies to us: „With the goal of sustainable corporate development, we harmonize economic, ecological and social requirements and face up to our responsibility by complying with our Code of Conduct. We offer our customers reliable, high-quality and environmentally compatible products that are manufactured in compliance with applicable occupational health and safety regulations. We are committed to environmental and health protection as well as to the continuous improvement of measures that contribute to strengthening our social and ecological commitment.“

In the area of environmental sustainability, the following guidelines apply:

- ongoing measures to increase environmental protection as part of our certified environmental management system
- reduction of environmental impacts through our products and processes within the framework of economic efficiency and technical feasibility
- efficient use of environmental resources and energy
- efficient use of water in our cooling water-intensive processes
- waste avoidance takes precedence over waste separation and disposal
- Compliance with all legal obligations regarding environmental protection, occupational safety and other requirements (The applicable national standards are here our minimum requirements).

6.2 Key Performance Indicators (KPIs)

Key environmental protection indicators at FIP are water and energy consumption as well as waste generation and CO₂ emissions. These indicators are tracked and reported by all relevant FIP production sites.

Here, the obvious goal for some years now has been to improve the key figures of each individual site by implementing appropriate measures. Performance-based targets have not been set at this time. The basic mission for the sites and their management is:

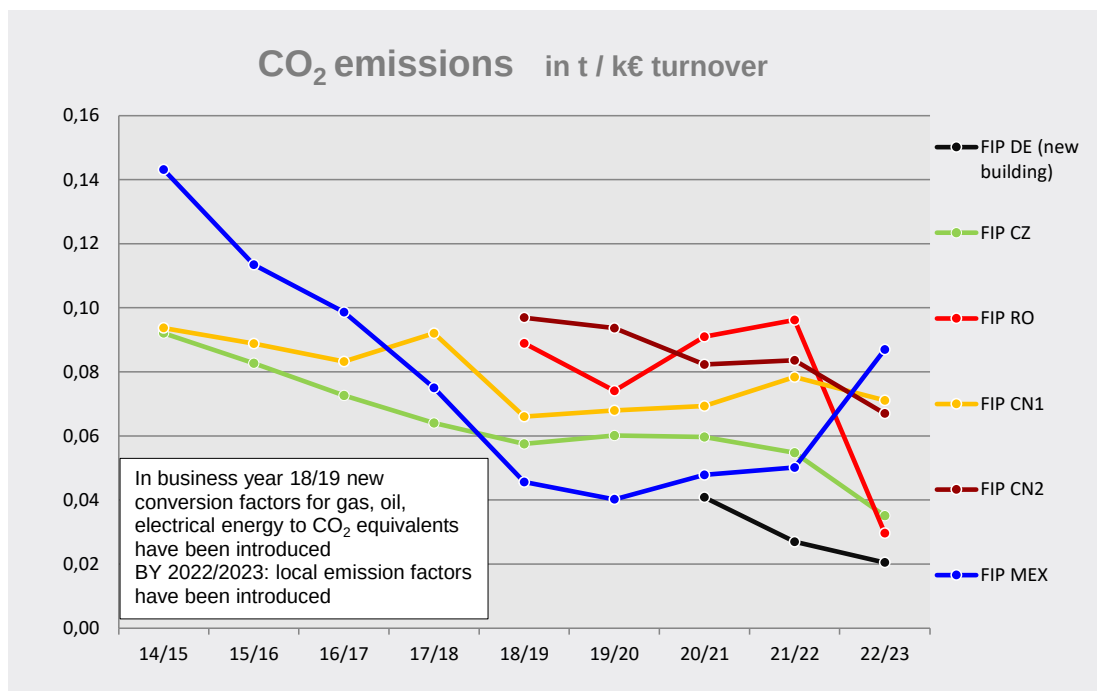
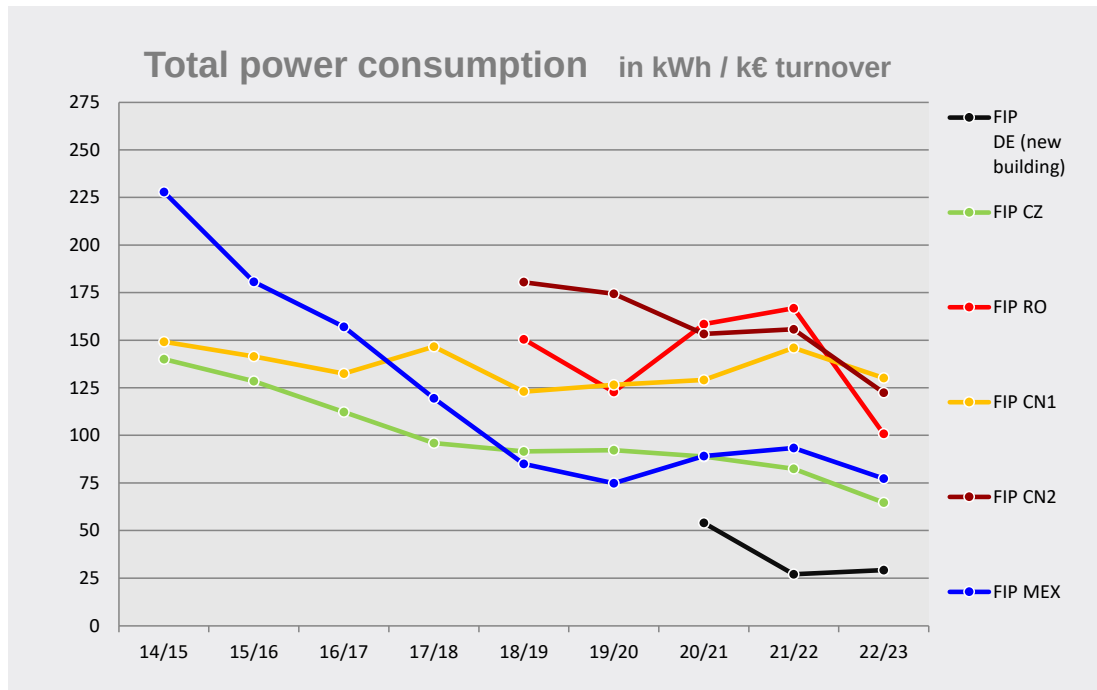
- Saving energy, water, and CO₂ in relation to sales by implementing measures at all production sites and their representation in key performance indicators
- Reduction of the relative volume of waste.

Investments made by the plants must always be coordinated with the headquarters in Königsberg/DE. Where possible and appropriate, the local plants are supported in planning and implementing measures. In doing so, the plants can each define and implement one or more projects for achieving these targets in order to take into account the different orientations and infrastructural characteristics of the individual production sites.

To expand our capacities in Königsberg/DE, a new production hall with logistics center and offices was completed and put into operation in 2019/20. The investment sum of more than EUR 20 million shows our willingness and belief in products and processes to invest in modern manufacturing and logistics environments as well as in people and the region. With the new hall, our products can be manufactured and stored in a more environmentally friendly and protected manner. In addition, the internal transport routes will be shorter, so that we also contribute to environmental protection. With state-of-the-art ventilation, extraction and lighting technology, we have created a modern, safe and pleasant working environment with these new buildings, which contributes to employee satisfaction and motivation.

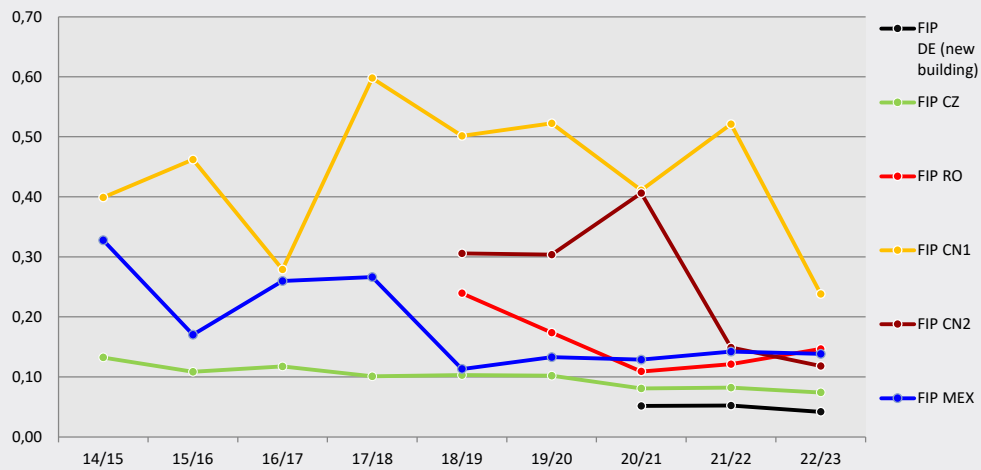
As part of our environmental management system, the plants formulate annual programs and measures to improve environmental performance. This enables us to achieve improvements in small but continuous steps. These programs, measures and environmental performance are monitored and evaluated at least annually as part of management reviews.

6.3 Graphics on the Environmental Key Indicators

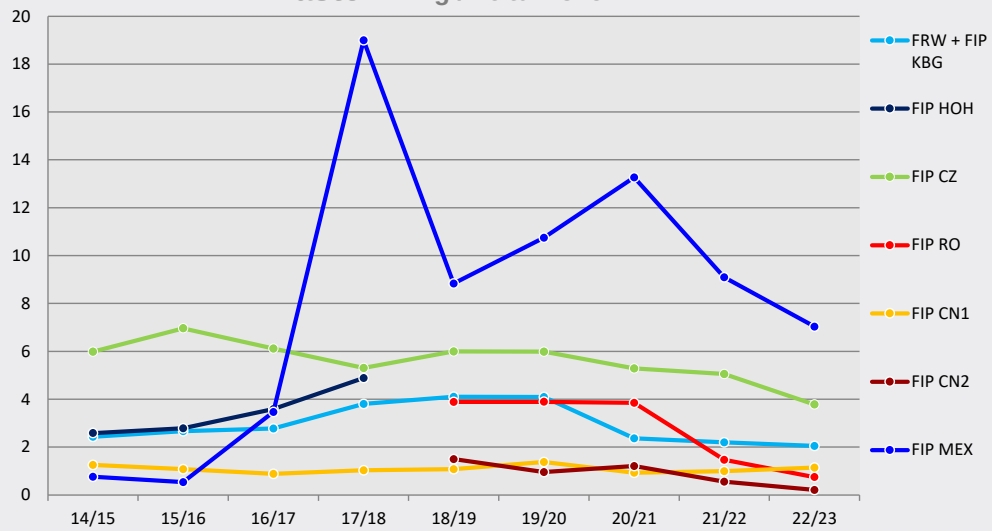


MX: The rise of CO₂ emissions can be attributed to the expansion of the calculation, which now includes natural gas consumption.

Water consumption in m³ / k€ turnover



Waste in kg / k€ turnover



6.4 Certified environmental management system

To provide a suitable basis for the implementation of our environmental objectives and to be able to monitor the environmental impact of our activities, we maintain an environmental management system at our production sites in accordance with the internationally recognized ISO 14001 standard.

At the end of 2018, six out of ten production sites were certified to ISO 14001:2015 in a multisite system. Two sites, the one in Romania and a new plant in China, were first certified under the multisite system in 2019. After a small plant in DE-Hofheim was dissolved and integrated into the new halls in Königsberg, seven of nine FIP plants are now certified. These plants have a stable environmental management system, which was confirmed by the successful re-certification in 2021. Environmental management certification is currently under construction at our plant in Morocco, so that all plants will be certified according ISO 14001 (our plant in Tunisia was closed in 2023).

In 2020, the FIP management set out the regulations for the multisite system in writing and updated them in 2021. In particular, this commits the respective local management to compliance with the regulations of the environmental management system.

6.5 Consumption of raw materials

We mainly need plastics for our products and solutions. Through various projects, we are helping to reduce material consumption, for example through thin-walled single-layer and multi-layer systems or by replacing heavier or more ecologically questionable materials with our plastic solutions. Furthermore, we are increasingly trying to use renewable raw materials such as PA 11 or PA 6.10, which are essentially based on renewable castor oil.

6.6 Projects on the Conservation of Resources and Reduction of Climate-Relevant Emissions

The summarized sustainability initiatives across different locations are as follows:

Königsberg, Germany:

- FRÄNKISCHE banned already company cars emitting over 200 g CO₂/km, reducing it further to 125 g CO₂/km by 2026.
- Company car guideline was updated to install full electrical vehicles in the car park
- Installation of charging stations for electrical vehicles in and outside the company parking zones.
- Installs photovoltaic systems on unused areas/roofs and invests in a new, modern production hall with a logistics center.
- Operates two combined heat and power plants for efficient energy generation, utilizing electricity and heat for various purposes.
- Installs energy-efficient LED lighting with motion detectors in warehouses and offices.

Shanghai, China:

- Focuses on technology to repurpose products, reduce raw material usage, and minimize waste generation.
- Insulates heating systems in production facilities to decrease energy consumption.

Changshu, China:

- Implements lighting time controllers to reduce electricity consumption.
- Develops processes to handle abnormalities, reducing defects.
- Engages in recycling and processing of waste materials.

Morocco:

- Utilizes LED lighting to improve illumination and decrease energy consumption.
- Undertakes recycling and waste processing efforts.

Silao, Mexico:

- Emphasizes segregation and correct disposal of waste, particularly special management waste.
- Transitions from fluorescent to LED lighting.

**Romania:**

- Optimizes extruder equipment with thermal protections to reduce electricity consumption.
- Introduces reground material back into the process and supports selective waste collection.

Czech Republic:

- Focuses on energy savings by replacing old lighting with LED technology.
- Gradually replaces disposable one-way packaging with multi-way packaging to reduce waste.
- Focus on decreasing CO₂ emissions is leading our company to changing of our car fleet to electric cars. So far 29 cars involved in the company, 1/3 is electric already.
- Recuperation of heating from technologies in production halls.

7. Social Sustainability

Within the topic of „Social Sustainability“, our activities are presented with regard to SDGs 1, 3, 4, 5, 8 and 10.



GRI: Customer privacy (Protection of customer data) (GRI 418), customer health and safety (GRI 415), child (GRI 408), forced or compulsory labor (GRI 409), occupational safety and health (GRI 403), Employment (GRI 401), labor management relations (GRI 402), security practices (GRI 410) (working conditions and remuneration) / training and education (further training) (GRI 404), marketing and labeling (GRI 417), freedom of association and collective bargaining (GRI 407), diversity and equal opportunities (GRI 405) / non-discrimination (GRI 406), local communities (GRI 413)(social commitment), public policy (GRI 414), political influence)

In the business year 2022/23, FRÄNKISCHE employed around 6,000 people worldwide. Of these, approximately 4500 were employed by FIP. Our employees are our number one success factor. Therefore, we support and encourage their professional training and personal development. We offer interesting tasks with a high degree of personal responsibility in a motivating, supportive and constructive environment. It is our goal to comply with internationally recognized labor standards throughout the group, to meet high standards of occupational health and safety, to increase diversity within our workforce, and to promote our employees through systematic talent management and interesting training opportunities.

Actively promoting young talent is an important part of securing our future. The many employees who have remained loyal to the company for 25, 40 or even 50 years show that this concept is working. Our goal is to be the employer of choice for our employees. We ensure a pleasant working atmosphere, good working conditions and fair pay. Different working time models make it easier to combine career and family. We contribute to employee health through offers such as running and fitness courses, back school or seminars on smoking cessation.

Social sustainability is practiced at FRÄNKISCHE through, for example:

- Open communication channels: Utilization of employee apps, magazines, and newsletters for transparent communication (worldwide).
- Feedback mechanisms: Implementation of silent mailboxes and surveys to gather employee input.
- Employee events and team-building activities: Organizing open houses, Christmas parties, and team-building exercises like plant fire department participation and running teams.

- Shanghai/CN: Special theme months like safety, fire, and quality months, fostering active participation from all employees.
- Changshu/CN: Internal and external skill and management training sessions to boost motivation.
- Silao/MX: Calendar of HR-led events for various holidays, including toy donations and themed celebrations. Regular work environment and satisfaction surveys are conducted, accompanied by ongoing training on safety, environmental, and job-specific topics.
- Romania: Offering productivity and quality bonuses, along with training courses and seasonal celebrations. Encouraging employee development based on individual involvement.
- Czech Republic: Providing a comprehensive benefits package, tailored training programs, language support, ongoing safety training, and individualized development plans for all employees.



7.1 Standards of Labor and Conduct

FRÄNKISCHE strives to create a working environment for all employees worldwide that is free of discrimination both during recruitment and employment. In addition, freedom of association and the right to collective bargaining are to be ensured. These principles are anchored in the Compliance Rules, in particular „Guidelines and Mission Statement“, and in the FRÄNKISCHE Code of Conduct.

The Declaration of Principles on Occupational Safety formulates FRÄNKISCHE's claims and obligations for health and occupational safety of all people working in and for the company. In addition, we fully comply with local regulations on preventive health care and occupational safety inspections. A management guideline drawn up at FIP in 2020 defines the minimum requirements to be implemented by local management at all sites with regard to occupational safety management.

We support the qualification of our employees and are committed to complying with the respective national standards regarding remuneration and minimum wage, occupational health and safety, and working and vacation times.

The compliance requirements have been communicated and trained more intensively with the help of e-learning since January 2019. All employees and managers in functions that touch on the above-mentioned key areas are required to take part. In addition, face-to-face training sessions led by external specialists were held on particularly relevant requirements, e.g. EU GDPR.

Monitoring compliance with the Code of Conduct is the responsibility of the company's management. It is advised in this regard by specialist attorneys and by Internal Audit, which can also be commissioned to carry out corresponding effectiveness checks. In order to identify possible undesirable developments at an early stage, in addition to the conventional internal reporting channels (direct contact, e-mail), since 2016 all employees have had the opportunity to report matters to an external law firm, anonymously if they wish. The process implemented for the internal handling of these reports ensures the involvement of specialist departments and several management levels, including the management of the group. In anticipation of the EU Whistleblower Directive and due to existing regulatory requirements, the internal bodies responsible for the further development of the governance, risk and compliance management system introduced a digital whistleblower system in September 2021, which can also be used to make anonymous reports. As a matter of principle, all significant personnel measures are coordinated in a spirit of trust between the company management and the General Works Council in Germany as well as the local employee representatives - with whom formal agreements exist in each case. This applies to agreements on collective bargaining arrangements as well as talent management.

In Germany, FIP employees can take advantage of a range of flexible working time models such as part-time, flexitime, trust-based working hours and home office. In this way, we want to help our employees achieve a better work-life balance. In recent years, we have made working hours at various sites more flexible and introduced more employee-friendly shift models. In addition, we offer vacation care for employees' children at the Königsberg/DE site, for example.

Triggered by the Corona virus and the measures required to protect all employees, we supported and introduced home office options. Considerable IT efforts were required to quickly implement the appropriate infrastructure at all FIP locations. Many employees had to change their work quickly, learn to communicate efficiently with modern tools and still realized excellent results for our company. This global emergency situation ultimately also meant that our company had to implement development steps more quickly and did so successfully. We consider this as a positive experience and will look at how we can apply this to our international work environment in the future to be more efficient, cost effective and faster.

Here are some examples from our foreign locations:

- MX: Committed to regional free trade agreements.
- RO: Conducts collective negotiations every two years, granting all employees the right to make proposals.
- CZ: Presence of Trade Union OS KOVO on-site.



7.2 Staff Training and Development

Our employees are crucial to the success and progress of our company. Having the right people in the right place at the right time is essential to achieving our goals. A core element of employee development is the trusting exchange of views between employees and managers. Another core element of talent management is the currently voluntary development review, in which employees and managers discuss in detail the performance and potential of employees, their learning needs, and also possible development and career steps. The results of these discussions form the basis for local and global employee development reviews, in which succession planning for key positions is identified. In this way, we aim on the one hand to ensure that critical positions are consistently filled and to reduce corporate risk. At the same time, with the help of a personal plan, we enable our employees to develop individually and prepare for their next career steps in a goal-oriented manner.

FRÄNKISCHE promotes professional, leadership and management competencies, soft skills as well as knowledge in project management, IT, foreign languages and mental health through a wide range of training programs. If required, additional external seminars are offered, especially to build up technical and methodological skills. Our differentiated training and continuing education programs give all employees the opportunity to develop their professional and interdisciplinary skills.

As already mentioned, the Corona pandemic meant that many classroom training courses had to and could be replaced by efficient online courses. This reduced travel expenses, which are associated with time and CO₂ expenditures. Nevertheless, the effectiveness and efficiency of the training courses were maintained. This development push in the area of further training will remain with us and FIP will offer online and classroom training in a balanced ratio in the future.

7.3 Diversity

We uphold a commitment to equal opportunity and treatment for all employees, respecting their dignity and privacy while promoting and protecting human rights. Discrimination based on gender, age, race, disability, or any other factor is strictly prohibited. Employees are urged to combat discrimination and harassment within the framework of applicable laws. Any form of harassment, whether physical or verbal, is strictly prohibited and constitutes a violation of the employment contract. Our hiring, compensation, and promotion decisions are based solely on skills and qualifications, as outlined in our compensation policy. For instance, wage rates for blue-collar roles are determined without regard to gender, age, or other factors, guided by our Code of Conduct.

7.4 Occupational Safety and Health Protection

The promotion of occupational health and safety and compliance with corresponding standards are a key objective of our documented policies. The concrete principles of action for these topics contained therein are:

- Occupational safety, health and environmental protection are part of every management responsibility.
- We avoid injuries, illnesses and hazards to our employees through preventive risk reduction and hazard prevention.
- We comply with legal obligations regarding environmental protection, occupational safety and other requirements. The minimum requirements here are the applicable national standards.

To ensure the safety and health of our employees, we follow the internationally recognized standards of ISO 45001. This management system was introduced and certified as a pilot project at our subsidiary in the Czech Republic and was now extended to our production sites in China. There are currently no plans for end-to-end certification to this standard, but FIP sites are encouraged to align their systems with ISO 45001.

As part of management reporting, we monitor the development of sickness rates and occupational accidents at all sites.

Targets for this are defined in our FIP targets. In the event of deviations, improvement measures are initiated and continuously followed up.

In addition, all health and safety activities at the sites are recorded, including in particular the number of occupational accidents and sickness rates. Locally adapted methods are used in a continuous effort to reduce these. Our aim is to continuously improve occupational health and safety at all sites through further individual measures.

7.5 Customer health and safety / customer data

Basically the entire FIP-management system, including structural and procedural organization, and all applying process flow descriptions, procedures, work and inspection instructions is designed to bring error-free, failsafe/secure products into the market by means of appropriate development, production and delivery. The absence of errors/defects also includes compliance with legal, customer-specific or internal product safety requirements. In order to be able to realize product safety, it is generally necessary to know the planned applications and operating conditions but also the uses and operating conditions to be expected according to the state of the art.

In case of customer specific products such uses/applications and conditions are defined and agreed in the inquiry and offer phase. In case of internal, non-customer-specific developments for the "market" it is task of the FIP-organization to define and successfully implement the necessary development, verification, validation and assurance measures, and to proof that the product conforms to the state of the art product safety requirements. In today's digital landscape, safeguarding customer data is essential. By adhering to EU data protection laws, such as the General Data Protection Regulation (GDPR), FIP ensures that customer data is handled with the highest respect and compliance. This commitment not only safeguards sensitive information but also reflects our proactive approach to respecting individual privacy rights, reinforcing the trust customers place in the organization. Furthermore, FIP committed to information security through the implementation of a robust information security management system accredited with the esteemed TISAX (Trusted information security exchange) certification. Currently we have the TISAX label for our headquarter in Germany, further locations will be included in 2024 and 2025. This acknowledgement underscores our dedication to maintaining the highest standards in safeguarding sensitive data, ensuring the trust and confidence of our valued stakeholders.

In ensuring customer safety, the company implements strict confidentiality measures across different locations, here are some examples:

- Changshu/CN: Adheres to customer confidentiality policies and prohibits the filming of customer products and logos to safeguard their privacy and intellectual property.
- MX: Enforces non-disclosure agreements signed by commercial area or plant directors, ensuring the protection of sensitive information and trade secrets.
- RO: Enhances security measures by equipping all production areas with RFID access equipment and video monitoring, ensuring comprehensive surveillance to safeguard customer data and assets.



7.6 Respect for Human Rights

FRÄNKISCHE supports and respects the protection of internationally recognized human rights within its sphere of influence and ensures that the company is not complicit in human rights abuses, especially forced and child labor.

The avoidance and outlawing of slavery and human trafficking is a matter of course for us. We explicitly declare that we do not tolerate human rights violations and that violations will be unequivocally sanctioned. To prevent modern slavery and human trafficking in our business activities, we hold our entire management, all employees and our supply chain accountable.

These are some local projects as examples:

- Shanghai/CN: Implemented protection system for female workers and minors.
- MX: Enforced policy against hiring minors under 18 years old.

7.7 Social Commitment

As a family-owned company, we also see our responsibility in strengthening our surroundings to make them even more livable for everyone. The focus is on increasing the attractiveness of the respective region, promoting education, culture and sports, and social commitment. This commitment benefits not only society, but ultimately also the company. FRÄNKISCHE strengthens the social environment and can thus help shape the framework conditions that have an important influence on the sustainable success of the company. In this type of sponsorship, a long-term and trusting partnership as well as a sustainable effect of our commitment are important to us. That is why we provide targeted support for individual projects over several years.

Our social commitment includes:

- Cash and In-Kind Donations: Support provided to social and charitable institutions, organizations, and projects, demonstrating a commitment to community welfare (CN, DE, CZ)
- Education Engagement: Collaboration with local educational institutions through company visits, practical technical sessions, internships, and employment opportunities, fostering skill development and knowledge sharing (DE, CZ)
- Blood Donation Campaigns: Participation in blood donation campaigns to contribute to local healthcare systems and address critical medical needs (CN)
- Support for Social Causes: Involvement in diverse social causes such as providing food donations during natural disasters and distributing toys to homes and hospitals, demonstrating a commitment to societal well-being (MX, CZ)

7.8 Organizations and Associations

FRÄNKISCHE does not support any political organizations or parties. We are involved in some associations and societies representing the interests of various industrial sectors. However, FRÄNKISCHE is not represented in the respective political working groups, so no direct political influence is exerted through membership.

We are members of the following associations and organizations, among others:

- bayme vbm – Bayerischer Unternehmensverband Metall und Elektro e.V./Verband der Bayerischen Metall- und Elektroindustrie e.V. (Bavarian Metal and Electrical Industry Association)
- Beirat der Wirtschaft e.V. (Advisory Board of Economy)
- DIN – Deutsches Institut für Normung e.V. (German Institute for Standardization)
- FSKZ – Fördergemeinschaft für das Süddeutsche Kunststoff-Zentrum e.V. (Association for the Promotion of the Southern German Plastics Center)
- IGU – Interessengemeinschaft der Unternehmer kleiner und mittlerer Betriebe e.V. (Interest Group of Small and Medium-Sized Businesses)
- IHK – Industrie- und Handelskammer (Chamber of Commerce and Industry)
- ISU – Interessengemeinschaft Süddeutscher Unternehmer e.V. (Interest Group of Southern German Businesses)
- Kunststoff-Netzwerk Franken e.V. (Regional Plastics Network of Franconia)
- Kunststoffrohrverband e.V. (Association of the Plastic Pipe Industry)
- VDA – Verband der Deutschen Automobilindustrie (German Association of the Automotive Industry)
- ZVEI – Zentralverband Elektrotechnik- und Elektronikindustrie e.V. (German Electrical and Electronic Manufacturers' Association)



8. Sustainability in the Supply Chain

Within the topic of „Sustainability in the Supply Chain,“ our activities are presented with regard to SDGs 16 and 17.



GRI: Supplier environmental assessment (GRI 308) ; procurement practices (GRI 204) ; supplier social assessment (GRI 413) (sustainable supply chain)

The requirement for efficient energy use is part of the purchasing conditions and is taken into account in procurement decisions, especially for machinery, equipment and buildings, in order to support our energy and CO₂ targets.

FIP requires suppliers to comply with the requirements of the RoHS and REACH regulations in the purchasing conditions. Asbestos, biocides and radioactive materials are explicitly prohibited in packaging materials. In this way, we promote the reduction of hazardous substances, increase occupational safety and health protection for our employees, and reduce the risk for customers and consumers.

Our general terms and conditions require all suppliers to comply with the Social Charter or the principles of the UN Global Compact. These explicitly require compliance with humane working conditions through appropriate limitation of working hours, observance of minimum wages and health protection, and in particular that sellers (suppliers) take measures against child and forced labor.

Our suppliers are required to integrate and maintain an environmental management system. Furthermore, they are obliged to comply with the legal regulations for the protection of the environment and to take measures in this regard. Packaging must be carried out in compliance with relevant environmental protection requirements. Taking ecological aspects into account, an environmentally compatible form of packaging and the use of reusable packaging must always be selected.

We are significantly dependent on high-quality and secured, reliable plastic raw material supplies and their problem-free processing. We have therefore focused on the TOP 10 raw material suppliers. These suppliers have either provided an environmental management certificate or concrete measures for sustainability or emissions as part of their sustainability concepts- which they generally also publish. Evidence of the top 10 suppliers is stored in the supplier certificate folders and is regularly checked to ensure that it is up to date.

8.1 Handling of Conflict Minerals

FRÄNKISCHE is also committed to the requirements of the „U.S. Dodd Frank Wall Street and Consumer Protection Act“. With regard to the named conflict materials (gold, tantalum, tin, tungsten, columbite) from the Democratic Republic of the Congo or its neighboring countries, we inform interested customers that, according to human judgement, no such materials can be used in our products.

We use to a large extent various plastics for the pipe systems, connectors and joints, as well as a few metallic materials in small quantities in the connecting elements or joints, in which the mentioned elements are not part of the alloy. Rubber products are used as sealing elements, where the mentioned elements are also not part of the mixture.

Suppliers are obliged via the purchasing conditions not to use minerals in their products that originate from the Democratic Republic of the Congo or its neighboring states.

9. Outlook

For the future, we continue to set the following priorities in order to further develop the topics of sustainability and corporate social responsibility and to anchor them even more deeply in the company. We have committed to implementing an ESG (environmental, social, governance) management system, which is based on the requirements of the European Union (which can be compared to the global reporting Standards (GRI)).

This project includes:

- Developing, refining and communicating the sustainability strategy.
- Defining and tracking more measurable targets in the area of sustainability
- Inclusion of further CO₂ aspects in reporting, e.g. air travel, business travel/fuel, eMobility for company cars, logistics transport
- Publication of CSRD compliant report in 2027.



10. UN Global Compact Index

As stipulated in our code of conduct, FRÄNKISCHE commits itself to the ten principles of the UN Global Compact:

Figure from: FRÄNKISCHE Code of Conduct

In what follows, the ten principles of the UN Global Compact are listed in an index, and their implementation at FRÄNKISCHE is presented.

UN Global Compact Principles UN Global Compact Index		Implementation at FRÄNKISCHE	References, notes
Human Rights			
1	Enterprises shall support and respect the protection of the internationally acknowledged human rights within the range of their influence.	We condemn any kind of discrimination, bullying and harassment, and stand up for ethical and moral behavior. This is set out in the code of conduct (CoC) and in guidelines. The CoC is present in the entire company and is conveyed as a mandatory module in training sessions by means of new group-wide e-learning. The CoC features annexes with relevant international conventions for conduct. General terms and conditions of purchase	- CoC page 4 - FRÄNKISCHE guidelines - CoC page 10 "Expectations towards Suppliers"
2	Enterprises must make sure that they are not complicit in human rights abuses.	In addition to the laws and regulations, we also observe and respect the cultural aspects and assume responsibility for our employees, the respective region and the environment. Wrongdoing can be anonymously and confidentially reported by any staff member to a neutral third-party whistleblowing unit. FRW General terms and conditions of purchase	- See item 1 - Whistleblowing guideline (presently under review by the legal department and commercial executives while considering a digital whistleblower system)

Occupational Standards			
3	Enterprises shall ensure freedom of association and effective acknowledgment of the right to collective bargaining.	Collective bargaining coverage of the Bavarian metal and electrical industry. Maintaining an employee representation (works council with full-time members, youth & training representation and representation of severely disabled persons) according to the Works Constitution regulations. Commitment to constructive communication and negotiation structures between employer and employee representatives.	- CoC page 5 - Company agreements - Management manual (employee representation) - Employment contracts of employees under the collective agreement - CoC page 5 "Dealing with Employee Representations" - CoC page 10 "Expectations towards Suppliers"
4	Enterprises shall take action against all types of forced labor.	Rejection of all types of forced labor. Whistleblowing unit (see also item 2)	- See CoC page 4 f. (see also item 2) - CoC page 4 "Fair Working Conditions" - Page 10 "Expectations towards Suppliers"
5	Enterprises shall stand up for the abolition of child labor.	FRÄNKISCHE particularly undertakes to observe convention 138 of the International Labor Organization concerning the minimum age for admission to employment as well as convention 182 of the ILO for the elimination of the worst forms of child labor.	- See CoC page 5 (see also item 2) - CoC page 4 "Fair Working Conditions" - CoC page 10 "Expectations towards Suppliers"
6	Enterprises shall take action against discrimination both during recruitment and employment.	It is exclusively the qualification and aptitude of an employee that are considered for their employment, remuneration and promotion. Whistleblowing unit (see also item 2).	- See CoC page 4 (see also item 2) - CoC page 4 "Discrimination" - CoC page 10 "Expectations towards Suppliers"
Environmental Protection			
7	Enterprises shall support handling environmental issues with a precautionary approach.	Adherence to the respectively applicable national environmental laws, regulations and standards in all business activities. Appointing an environmental management officer responsible directly to the business management. Regular ISO certifications by an independent third party (e.g., Dekra), among others, according to the ISO 50001 standard on energy management and ISO 14001 standard on environmental management	- See CoC page 5 - Environmental protection - Management manual - Our environmental policy - Our energy policy - Safety/security policy - Procedural instruction I 22.2 Determination of Environmental Aspects - I 22.5 Corrective and Preventive Action in Environmental Protection - I 22.7 Environmental Aspects in Product Life Cycle

8	Enterprises shall pro-actively promote greater awareness in terms of environmental responsibility.	Expectations towards suppliers that they will also do their best to reduce the environmental burden and risks to a minimum, and to continuously improve environmental protection. Regular certifications by an independent accredited third party according to the ISO 50001 standard on energy and ISO 14001 standard on environmental management systems.	- See CoC page 5 Environmental protection - Our environmental policy - Our energy policy - I 22.2 Determination of Environmental Aspects - I 22.5 Corrective and Preventive Action in Environmental Protection - I 22.7 Environmental Aspects in Product Life Cycle
9	Enterprises shall support the development and expansion of environmentally compatible technologies.	Precautionary approach in all business activities (see items 7 and 8).	- See CoC page 5 Environmental protection - Our environmental policy - Our energy policy - Declaration on principles of occupational safety - I 22.2 Determination of Environmental Aspects - I 22.5 Corrective and Preventive Action in Environmental Protection - I 22.7 Environmental Aspects in Product Life Cycle
Anti-Corruption Activity			
10	Enterprises shall take action against all kinds of corruption, including blackmailing and bribery.	Prohibition of corruption according to the CoC. Prevention of any form of corruption and bribery according to the guideline. This topic is also a module in the new group-wide e-learning. Whistleblowing unit (see also item 2).	- See CoC page 7, prohibition of corruption, "Conduct in Competition" and "Donations and Sponsoring" - Our guidelines - Guideline "Gifts, Other Favors and Anti-Corruption" - Guideline "Prevention of Money Laundering and Terrorist Financing"

SUSTAINABILITY REPORT

BUSINESS
YEAR
2022/2023

FRÄNKISCHE
INDUSTRIAL PIPES

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