

BORBET



08/2026

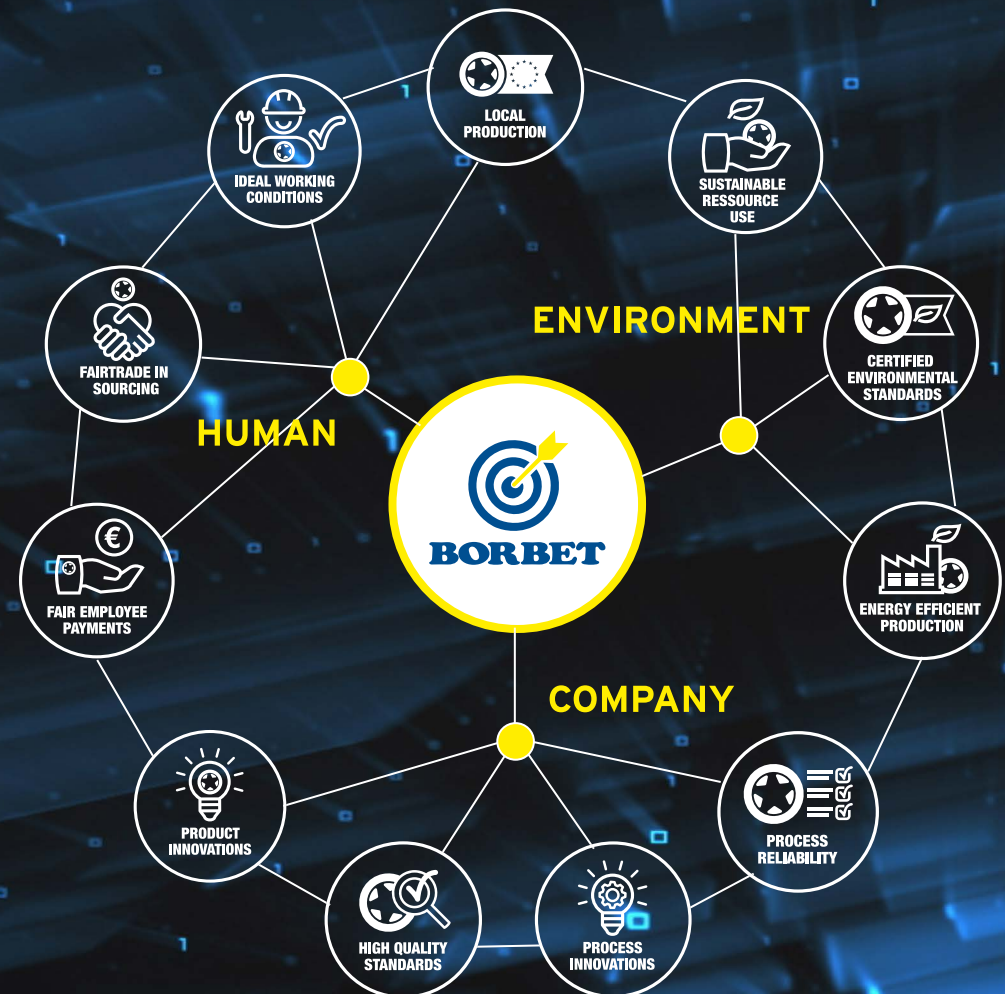
SUSTAINABILITY REPORT

2025

ABOUT THIS REPORT

This report by BORBET was published in August 2026 and once again prepared in accordance with the internationally recognised standards of the Global Reporting Initiative („Core“ option). The report has not been audited externally. However, some information, for example in the areas of environment or occupational safety, is subject to external audits. The statements and data in this report relate to the BORBET production locations in Germany, Austria and South Africa and primarily to the 2025 financial year (01 January to 31 December 2025). Editorial deadline was 31.07.2026.

The next Sustainability Report is scheduled for summer 2027. The report is available in German and English.



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#01



> 14.2 MIO.

Wheels were deposited in 2025.

GENERAL INFORMATION

We are one of the leading manufacturers of light alloy wheels in Europe. Since our foundation in 1881, we have been committed to the design and manufacture of products of the highest quality. As a metalworking company, we are aware of our responsibility and actively address ecological challenges. Our primary goal is to achieve maximum efficiency and productivity without losing sight of the optimal use of resources. But our commitment goes further - we sustainably integrate environmental protection and the health and safety of our employees into all processes. We are pursuing a clear strategy: "Avoid instead of compensate". Our success story is deeply rooted in the values that accompany our family business: Quality, innovation and flexibility in our products - respect, reliability and fairness in action.

FOREWORD

Dear Readers,

the year 2025 was once again shaped by significant changes across the global economy. In particular, the European automotive and supplier industry continued to face substantial challenges.

Despite these market conditions, BORBET remained firmly committed to its strategic direction, making targeted investments in innovation and productivity. A strong focus was placed on the development of new technologies, both in our products and in our manufacturing processes.

We are pleased to report that we were able to significantly improve capacity utilization at several of our production sites compared to the previous year. At the same time, all locations successfully implemented initiatives to increase productivity and optimize the use of resources. The modernization of our Austrian production facility progressed steadily through substantial investments, while planning for the comprehensive modernization of our headquarters plant in Hesborn was successfully completed. In 2026, this site will enter its next important phase of development with the industrialization of new manufacturing technologies and further optimized production processes.

In addition, we continued to strengthen our international partnerships, expanding our global collaboration and further intensifying our activities in India.

Sustainability remains a cornerstone of our corporate strategy. Throughout 2025, we consistently advanced our initiatives to reduce our carbon footprint. Particular emphasis was placed on lowering energy consumption and making more efficient use of existing resources. These measures not only contribute to more sustainable manufacturing but also enhance the long-term competitiveness and resilience of our company.

Finally, we would like to express our sincere gratitude to all our employees and business partners. Their commitment, expertise, and support have been instrumental in achieving these milestones. Together, we will continue on our chosen path, taking responsibility for the environment, society, and the sustainable economic success of BORBET.



Burkhard Plett
CEO BORBET GmbH



BORBET AT A GLANCE



> 140 YEARS

experience as an independent family business.

175.000

tons of aluminium processed.



> 4000

employees contribute to the company's success every day.

> 35 YEARS

a strong brand in the specialist retail business.



7 LOCATIONS

Germany, Austria and South Africa.

> 3000

product types are manufactured for the automotive industry and specialist retailers.



> 35 CUSTOMERS

from the automotive industry.



> 14.2 MIO. WHEELS

were delivered in 2025.

AWARDS



CERTIFIED BY ALUMINIUM STEWARDSHIP INITIATIVE

We have been successfully certified according to the Performance Standard of the Aluminium Stewardship Initiative (ASI) in sustainable production, procurement and management of aluminium with a focus on material responsibility.



ECOVADIS GOLD STATUS

Because we are one of the top five percent in the industry, our sustainability activities were awarded gold status by EvoVadis.



CDP DISCLOSURE INSIGHT ACTION

Once a year, we participate in the survey of the non-profit organisation CDP (formerly Carbon Disclosure Project) to assess our environmental impact on climate change and water. CDP provides an assessment system and classifies companies into the levels Disclosure, Awareness, Management and Leadership. We received a B rating in the areas of climate change and water and an A- for supplier loyalty, with A being the best result and D- the worst.



DRIVE SUSTAINABILITY

Drive Sustainability is a sustainability initiative by car manufacturers aimed at making the supply chain in the automotive industry more sustainable. As a supplier, we must regularly complete the initiative's self assessment questionnaire (SAQ), in which we provide information on topics such as sustainability management, the environment, human rights, ethics, compliance and sustainable procurement. Car manufacturers have defined minimum requirements that must be met by their suppliers and business partners. Once we have submitted our responses and documents, we receive a rating, the so-called degree of fulfilment, for each of our sites. All BORBET locations are at 92 percent.

SUSTAINABILITY AT BORBET



Average CO₂ footprint of a wheel (12 kg)

2023	2024	2025
117 kg CO ₂ e	112 kg CO ₂ e	112 kg CO ₂ e



61 %

of our global electricity demand is created with renewable energy.



100 %

of our sites are certified according to DIN EN ISO 9001, 14001 and 45001.



Our wheels are already made from >45% recycled material.



95 %

of our primary aluminium suppliers are members of the Aluminium Stewardship Initiative.



16.59 %

Proportion of women in management roles



30 LITERS

Water consumption per wheel

Employees from more than **30** nationalities

EVERY 5TH CAR IN EUROPE RUNS ON BORBET WHEELS.

We do our best every day for our customers: With hard work, passion, and a high standard of quality. That is how a small family business in Sauerland became one of the world's leading aluminium wheel manufacturers.

Where we come from ...

Gustav Borbet laid the foundation for the 140-year-old family business in 1881 with his brass foundry in Altena, Westphalia.. Wilhelm Borbet expanded on this in 1928 and began producing aluminium sand casting. His son Peter Wilhelm founded today's main plant in Hesborn in the Sauerland region of Germany in 1962 and produced clutch housings, oil sumps, and roll-off stamps made of light alloy with just five employees. Production of light alloy wheels for customers began in 1977. Global success was achieved in 1987 with the legendary A-wheel, which significantly increased BORBET's name recognition. Due to the increase in demand for light alloy wheels, the company grew steadily through acquisitions, the expansion of existing locations, and the development of new ones. In 2025, BORBET delivered a total of around 14.2 million wheels. On average, this means one in five cars in Europe runs on BORBET wheels.



COMPANY PROFILE

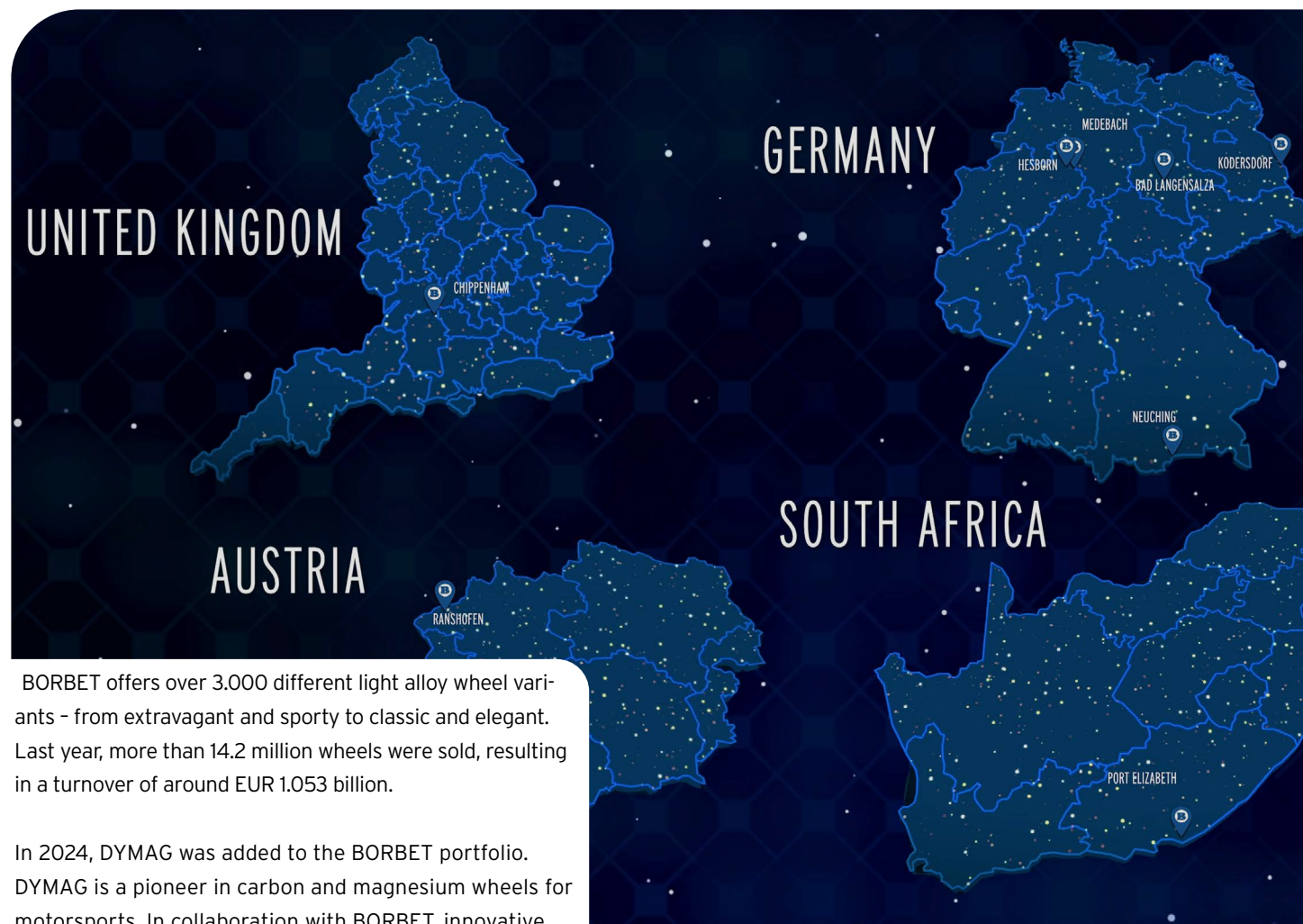
... and where we are today.

BORBET designs, crafts, and manufactures light alloy wheels with the highest quality standards. From market research and design, to construction and right up to the finished painted wheel, everything is created under one roof. What sets us apart: state-of-the-art production processes, patented and innovative production technologies, an uncompromising quality assurance system and, last but not least, our dedicated employees.

Over the decades, BORBET has developed into a globally recognised and competent partner of the automotive industry and specialist retailers. The basis for these successes are the values that have been with the family business since its foundation in 1881: Quality, innovation and flexibility in our products as well as humility, reliability, and fairness in action. These values are the maxims of what we do – both among ourselves as well as with customers, partners, and society.

BORBET is a supplier to more than 35 automobile manufacturers and their factories. The alloy wheel is more than a business for us. It is a passion, which connects around 4,000 employees to one another at eight locations in Germany, Austria and South Africa. Manufacturing takes place at seven of the eight locations, while one – BORBET Vertriebs GmbH in Neuching – incorporates the specialist retail business.

Locally connected through seven locations - internationally present



BORBET offers over 3.000 different light alloy wheel variants – from extravagant and sporty to classic and elegant. Last year, more than 14.2 million wheels were sold, resulting in a turnover of around EUR 1.053 billion.

In 2024, DYMAG was added to the BORBET portfolio. DYMAG is a pioneer in carbon and magnesium wheels for motorsports. In collaboration with BORBET, innovative hybrid wheels are being developed that combine maximum performance with minimum weight.

KEY FIGURES



% of all operational sites where a formal environmental management system has been implemented	100
% of all operational sites where a formal energy management system has been implemented	100
% of all operational sites where a formal health and safety management system has been implemented	100
local & accidental pollution cases	0
investment in employee education and training	1.57 Mio. EUR
% of total workforce at all locations represented by a formal employee and management occupational health and safety committee	100
number of whistleblower reports	23
% of targeted suppliers with contracts containing clauses on environmental, labour and human rights	99
% targeted suppliers who have gone through CSR assessment	99
number of corruption cases	0
number of reportable occupational accidents (OA)	159
reduction of upstream Scope 3 emissions per tonne of ready-to-ship production (%)	1
reduction in Scope 2 emissions (electricity) compared to the previous year (in %)	0

#02



STRATEGY

Our corporate philosophy is based on our commitment to people's well-being. We regard it as an essential part of our identity not only to act in an economically and ecologically sustainable way, but also to assume social responsibility. As an internationally active company, we are part of this world, which we proactively protect and preserve beyond our legal obligation.

SUSTAINABILITY GOALS

Added Value

- Strengthen competitiveness and increase innovative strength
- Responsible procurement: transparency & Increase resource efficiency in the supply chain
- Increase the proportion of suppliers who have signed the Code of Conduct
- Commitment to anti-corruption

Environment

- Reduce water and energy consumption by 20 percent by 2030
- 100 percent electricity from renewable energies by 2030 (at all European locations)
- Reduce CO₂ emissions by 50 percent by 2030
- Climate neutrality by 2045 (Transformation plans for our German locations to achieve climate neutrality have largely been developed)
- Reduction of production-specific waste by 3 percent by 2028
- Increased use of recycled materials in production

People

- Further increase the number of training hours per employer
- Reduce occupational accident rate by an average of 10 percent by 2028
- Reduce the sickness rate at all locations
- Commitment to fight human rights violations



SUSTAINABILITY TARGETS

Our sustainability work comprises clear objectives in four focus areas: strategy, value creation, environment and people. We are guided by the results of our materiality analysis.

The base year for our medium and long-term targets is 2019. Our targets are not verified by the Science Based Target Initiative (SBTi), but are based on its standard.

According to the SBTi criteria V5.0, companies must set 1.5°C targets for Scope 1 and 2. Companies may not exclude more than 5% of total Scope 1 and 2 emissions from the target limits.

In order to achieve the 1.5°C target, the SBTi has defined a cross-sectoral absolute reduction target of 4.2% per year. In addition, there is a cross-sectoral absolute reduction target for Scope 3 emissions, which supports the 'Well below 2°C ambition'. This is 2.5% per year. We have set ourselves targets that are in line with the 1.5°C target. We want to reduce our Scope 1 and 2 emissions by 50% by 2030. Over the years 2019 to 2030, this results in an annual reduction of 4.5%. Furthermore, SBTi has defined criteria for the procurement of renewable energy: Procurement of electricity from renewable energy on a scale compatible with 1.5°C scenarios. The threshold values stated there are: 80% renewable electricity procurement by 2025 and 100% by 2030.

Projects or measures that contribute to the SDGs are presented in the SDG Index on page 59 with page references. The SDGs form the basis of the 2030 Agenda, a global action plan for sustainable development.



SUSTAINABLE CORPORATE MANAGEMENT

At BORBET, we think in generations - we are now in the fourth, looking to the fifth. In doing so, we attach great importance to orienting continuous growth to the needs of our customers. At the same time, we treat our employees fairly and protect our environment.

Management structure

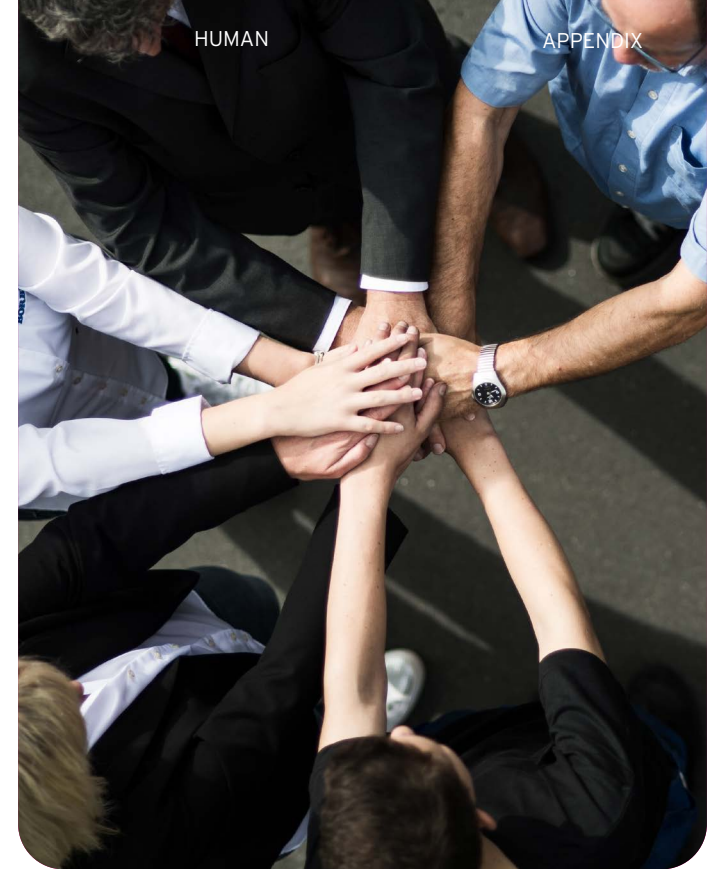
BORBET GmbH, based in Hallenberg-Hesborn, has seven locations in Germany and abroad. Each location is managed independently by a managing director. In 2015, BORBET GmbH was converted into a family foundation. The purpose of this foundation is to preserve, promote, and further develop BORBET as a medium-sized group of companies in the hands of the Borbet family. Strategic decisions are made by the Board of Trustees. The central bodies are the Executive Board and the Board of Trustees..

Our Values

The basis of our business activities is formed by all relevant legal requirements, which we adhere to without exception. The BORBET Code of Conduct clearly sets out our anti-corruption policy and rules of conduct: bribery and anti-competitive behavior are prohibited, intellectual property must be protected, and data security must be maintained. We also expect all employees to behave correctly and in a legally compliant manner when dealing with public authorities. The acceptance and granting of gifts is also defined in our Code of Conduct. Communication regarding our Code of Conduct is also particularly important to us. We make every employee, business partner, and supplier aware of it through a

variety of channels. For our employees, we primarily rely on annual training sessions and notices. In addition, every new employee at BORBET receives a copy of the Code of Conduct when they start their job. In addition to the Code of Conduct for our employees, we have also published a Code of Conduct for our suppliers and business partners. We require them to adhere to the rules set out therein to the same extent. Since 2021, suppliers must also confirm this with their signature. We also expect our suppliers to have established a code of conduct within their own companies and to enforce it with their own suppliers. For verification purposes, we require our suppliers to submit their code of conduct to us as part of the self-disclosure process. We conduct regular compliance risk analyses and audits at all locations. Based on the results, we derive preventive measures such as training courses on antitrust or anti-corruption topics.

We make sure that we treat our employees with the utmost respect and give everyone the same opportunities - regardless of age, origin, gender, religion or other factors. Furthermore, we are committed to internationally recognised human rights. We do not tolerate child or forced labour and are opposed to any form of discrimination



(zero tolerance principle). In fact, BORBET endeavours to positively influence respect for human rights within the scope of its activities. If national laws do not adequately protect people's fundamental rights, we are committed to ensuring that globally recognised minimum social standards are applied. We expect our business partners to honour our values. To this end, we have defined a suitable selection process for our suppliers. We have published our policy statement on respecting human rights on our website. Furthermore, every employment contract contains an anti-discrimination clause, which every employee agrees to when signing the contract.

COMPLIANCE AND INTEGRITY

We are also committed to conducting human rights due diligence. In this way, we want to find out whether the business activities of BORBET or its affiliated companies have a negative impact on human rights. If this is the case, we endeavour to rectify the situation as quickly as possible and take preventative action against similar incidents.

It is important to us to prevent any damage to BORBET and our employees, suppliers and business partners. To achieve this, it is essential to identify, analyse and remedy misconduct at an early stage. This is only possible if everyone involved is vigilant and reports possible breaches of the rules immediately. The South Africa site has been using a whistleblowing procedure since 2011, which was also introduced at all other sites in 2020. We offer anyone the opportunity to report information about violations or breaches of human rights or other concerns to us. The whistleblower can decide for themselves which medium they feel most comfortable using.

Since 2024, all BORBET locations have been TISAX® certified. This verification and exchange procedure is based on the ISO 27001 standard and was developed by the German Association of the Automotive Industry (VDA) to ensure the security of sensitive data, such as prototypes and technical specifications, in the automotive manufacturers' supply chain.

OVERVIEW OF KEY FIGURES

% of total workforce across all sites trained to prevent discrimination and human rights violations	100
% of all permanent establishments where human rights assessments or human rights impact assessments have been carried out	100
% of total workforce trained on business ethics issues	100
number of whistleblower reports	29
number of cases of discrimination or harassment	13
number of confirmed incidents or reported litigation	25
known cases of human rights violations caused by BORBET's activities (directly and indirectly)	0
% of all permanent establishments that have conducted an internal audit on business ethics issues	100
% of all facilities with a certified information security system	100
number of corruption cases	0
number of confirmed information security incidents	0

COMPLIANCE AND INTEGRITY

For example, reports can be sent to the Compliance Officer via a hotline, an online form, by e-mail or post. This can also be done anonymously. Further information on this can be found on our homepage (www.borbet.de). All reports are treated confidentially and processed by the Compliance Officers in accordance with the deadlines. Confidentiality and whistleblower protection are our top priority. As far as possible and within our sphere of influence, we ensure that whistleblowers are protected from discrimination and penalisation in connection with the reports and complaints they submit. We have defined, documented and communicated processes for the whistleblower system. The corresponding guidelines are available to all employees on our intranet and can also be found on our website for all other interested parties. The effectiveness of our complaints procedure is reviewed regularly, at least once a year, and on an ad hoc basis. In addition, dealing with complaints and the knowledge gained from them enables us to continuously improve our human rights due diligence processes.

Our customers rightly expect flawless and efficient products. To achieve this, we rely on qualified employees - and support them accordingly. We recognise and promote the performance of our employees with effective occupational health and safety, fair and performance-related re-

muneration and investments in training and further education. We also take their individual needs into account and utilise their skills in a targeted manner.

Our aim is to work together with the players in the value chain through various measures and processes to prevent potentially detrimental effects and promote long-term positive development through joint approaches.

OVERVIEW OF KEYFIGURES

% of operating sites assessed for their impact on/risks to human rights:	100
% of high-risk business partners subject to due diligence with regard to corruption or information security:	100

Zu diesen Maßnahmen und Prozessen zählen unter anderem:

- Building long-term supplier partnerships
- Continuous further development of our sustainable procurement and purchasing practices
- Minimum requirements for our value chain
- BORBET Code of Conduct (CoC) for suppliers: Compliance with this Compliance must be confirmed with a signature
- Certified standards and management systems at the locations of our suppliers (ISO 9001, ISO 14001, EMAS, ISO 45001, ASI, etc.)
- Organisation of training courses on environmental and human rights issues
- Risk-based verification of compliance with the CoC through audits

No fines or non-monetary sanctions were imposed on any BORBET location in the reporting year for non-compliance with environmental laws or regulations. There were also no violations in the area of legal compliance or incidents of corruption.



OPPORTUNITIES AND RISKS

We see challenges such as climate change, digitalisation and e-mobility as opportunities - and our process and product innovations help us to seize them. As a result, we are convinced that sustainable business and good governance will also lead to improved competitiveness. Our approach to opportunities and risks is designed to preserve what has already been achieved and to utilise long-term opportunities. Our risk management system therefore relies on flat hierarchies and short decision-making channels. At BORBET, risks have always been identified, analyzed and evaluated in the integrated management system. In order to comprehensively identify the risks in our supply chain, we rely on external support in the form of a software solution. Based on this, we derive measures to prevent, minimize or eliminate environmental and human rights risks. Effectiveness tests are carried out regularly in order to continuously improve our processes.

BORBET is committed to respecting human rights and promoting fair working conditions - this applies in particular to our dealings with our own employees and direct suppliers. As far as possible, we are committed to implementing these principles with indirect suppliers and other business partners.

We expect all interested parties to comply with applicable laws and human rights conventions and to avoid negative impacts. Violations are not tolerated and are consistently pursued.

However, we do not only look at the risks and opportunities in the immediate vicinity of our plants, but also those of the entire supply chain. Here, we pay particular attention to ecological and social risks.

The table shows a simplified overview of some risk areas of our supply chain, more specifically the life cycle of our wheels. Depending on how likely it is that a particular risk will occur, we assign it to a specific level: Lighter fields represent a lower probability of occurrence, darker fields a higher probability. The basis of this analysis is the amount of risks in the sectors and countries from which we source raw materials. (For this purpose, we use the CSR risk check of the Agency for Economic Affairs and Development.) Social and ecological risks with a high probability of occurrence occur, especially in the upstream supply chain. This also applies to emissions, which are usually generated by our aluminium suppliers, but

also in the later use phase of our wheels. For this reason, the area of „Air Emissions & Energy“ has the highest risks in the “Processing” and “Use” phases. Potential risks in our supply chain are analysed and evaluated in Procurement and measures are derived if necessary.

	Raw material extraction	Processing	Transport	BORBET Group	Use phase	Recycling
High air emissions & energy consumption						
Water shortage						
High waste generation						
Use of conflict minerals						
Poor working conditions & unfair wages						
Forced & child labour						
Discrimination						
No freedom of association						
Corruption						
No measures on biodiversity						

very low low medium high very high

#03

ADDED VALUE

Today, BORBET stands for high quality, innovative technologies, reliability, and pioneering design worldwide. We have built this reputation as a family-owned and traditional company over many years. That's why we care about what we have achieved and what unites us - with hard work, loyalty, and passion for our work.



We integrate environmental protection, energy efficiency, safety and health into all processes and also convey a high sense of responsibility to our business partners with regard to environmentally oriented and energy-efficient corporate management.

SUSTAINABILITY MANAGEMENT

As a family business with a long tradition, we regard sustainability as a management task. This puts the primary responsibility for the subject in the hands of management. Among these, we have put in place structures to adequately manage the issues we and our stakeholders consider important. The Sustainability team consists of members from all major divisions of the business. These include: Development, Production, HR, Controlling, Purchasing, Environmental, Energy, and Occupational Safety Management, Sales and Marketing. All sustainability activities are bundled in the team and regular progress reports are provided to senior management. Discussions are also held here about the planning and implementation of individual overarching projects. The Sustainability team also follows the maintenance and completion of the various customer portals on the subject of sustainability such as EcoVadis and NQC. In addition, since 2020 there has been a person responsible for sustainability at BORBET, who processes and promotes all sustainability issues centrally.



Burkhard Plett
CEO BORBET GmbH



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Nicole Prestele
Sustainability management



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Carola Scheikel
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Carolin Mittermaier
HR



Marcel Karpf
Energy management



Steve Niggemann- Occupational
health and safety

SUSTAINABILITY MANAGEMENT

Involvement of stakeholders

We have regular exchanges with our stakeholders through different channels. In our location regions, we contact them either personally or centrally via the authorities. We also maintain the relationship with business partners such as customers, suppliers, and donors. We communicate directly with our employees and works councils. To this end, we use various internal media as part of our daily work. Depending on requirements, we organise events with special areas of focus.

We have established the following formats to promote effective communication with relevant stakeholders: See the table below.

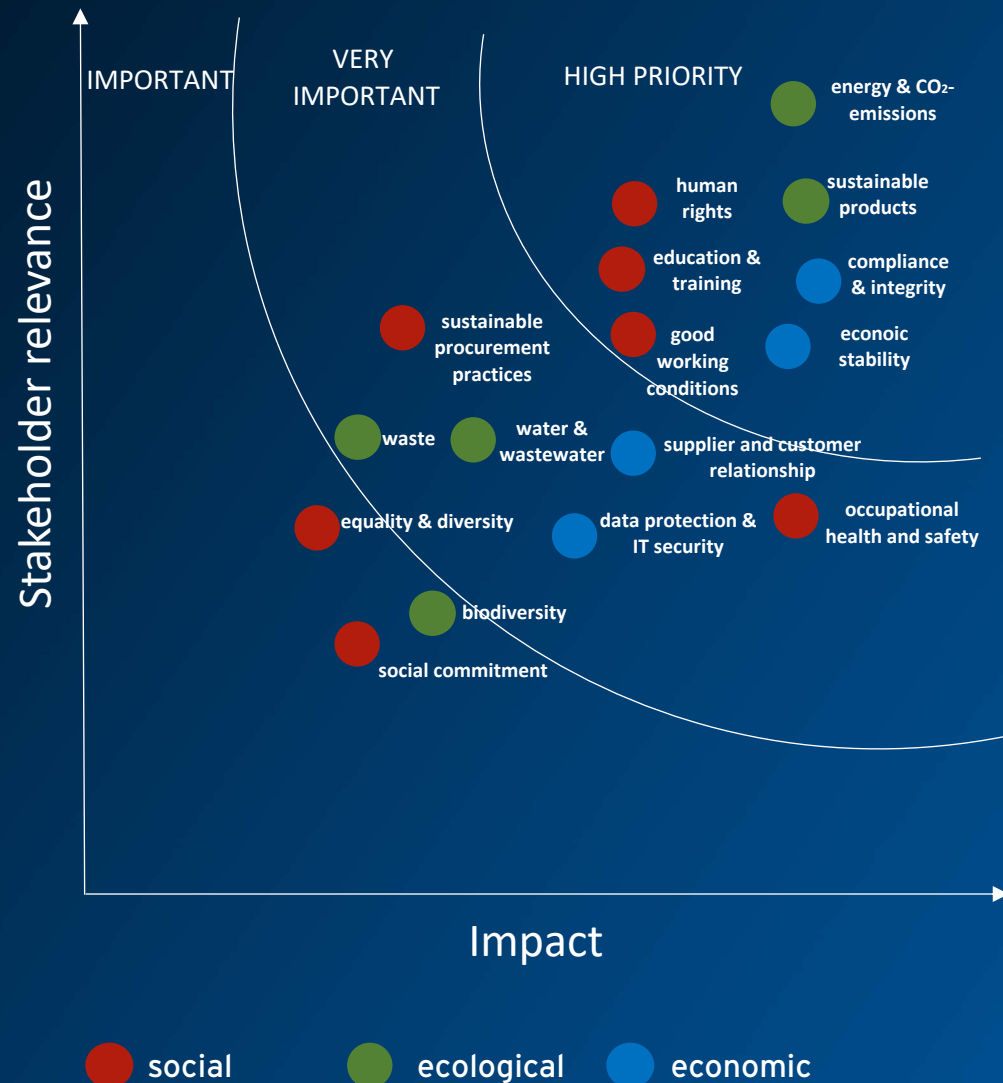
STAKEHOLDER GROUP COMMUNICATION FORMATS	
employee	internal communication, employee surveys, infopoints, app, intranet, blackboard, website, social networks, company magazine, by post
potential employee	career fairs, cooperation with universities, ad placements, website, social networks, sponsorships, cooperation with local (recruiting-) portals
former employee	company magazine, website, by post
customer	website, newsletter, Key Account Management, ad placements, brochures, company magazine, TechDays/customer events, trade fair appearances, social networks, sponsorship
end customer	website, ad placements, brochures, trade fair appearances, social networks, influencers, sponsorship
suppliers and partners	annual report, website, ads, image brochures, company magazine, trade fair appearances, social networks, personal
press and media	press releases and mailings, press conferences at trade fairs, in-house events, face-to-face conversations
politics, connections, interest groups	annual report, website, face-to-face conversations, image brochures, company magazine
educational institutions	cooperations, regional events, website, face-to-face conversations, brochures
local authorities	website, face-to-face conversations, image brochures, company magazine, regional events, sponsorship, social networks
local residents in the respective location regions	citizens' representatives, local PR, sponsorship
Banks	annual report, sustainability report, personal discussions Board of Trustees: internal communication, annual report, sustainability report

Identifying key issues

It is important for us to identify the key topics on which we focus as part of our sustainability management system and on which we regularly report. For this reason, we carried out another materiality analysis in 2025. Based on the criteria of the Global Reporting Initiative (GRI), we have identified those topics that are either highly relevant for our stakeholders or have a significant impact on the environment and society. The result is shown in the materiality matrix on the next page. The top right area contains the most relevant topics for BORBET, such as „sustainable products“, „energy & CO2 emissions“, “compliance & integrity” and „human rights“. The matrix makes it clear what priorities we need to focus on in our sustainability work. A double materiality matrix is planned for next year.

SUSTAINABILITY MANAGEMENT

materiality analysis



SUSTAINABILITY MANAGEMENT

In dialogue with others

BORBET complies with the core labour standards of the International Labour Organisation (ILO), the content of the German Corporate Governance Code and the OECD Guidelines for Multinational Enterprises.

We participate in industry-related organisations on the basis of dialogue and discussion on an equal footing. On the one hand, we want to safeguard our interests and, on the other, we want to take an active part in knowledge sharing, so that we can work together to develop long-term sustainable solutions.



The following list includes our most important memberships:

- Gesamtverband der Aluminiumindustrie e.V. (GDA)
- Aluminium Stewardship Initiative (ASI)
- Bundesverband Reifenhandel und Vulkaniseur-Handwerk e.V. (BRV)
- Association of European Wheel Manufacturers (EUWA)
- Industrie- und Handelskammer (IHK)
- Deutsche Gesellschaft für Zerstörungsfreie Prüfung e.V. (DGZfP)
- DEKRA e.V.
- Bundesverband der Deutschen Gießerei-Industrie e.V. (BDG)
- Deutsches Rotes Kreuz e.V. (DRK)
- Deutscher Verband für Materialforschung und -prüfung e.V. (DVM)
- Verband der Automobil Tuner e.V. (VDAT)
- Aluminium Federation of South Africa (AFSA)
- Nelson Mandela Bay Business Chamber (NMBBC)
- Steel and Engineering Industries Federation of Southern Africa (SEIFSA)
- Energieeffizienz Netzwerk Oberlausitz
- Thüringer Landesamt für Umwelt, Bergbau und Naturschutz (TLUBN)
- Verband für Sicherheit, Gesundheit und Umweltschutz bei der Arbeit e.V. (VDSI)
- Bundesverband der Energieabnehmer e.V. (VEA)
- Automotive Thüringen e.V. (AT)
- Allgemeiner Arbeitgeberverband Thüringen e.V. (AGVT)
- Wirtschaft für Südwestfalen e.V.
- EcoVadis
- Wirtschaftskammer Österreich WKO
- Automobil Cluster
- Industriellenvereinigung

SUSTAINABLE PROCUREMENT

We want to offer our customers high quality products and at the same time meet our own demands for ecological and social standards. To achieve this, it is essential that we work professionally and in a spirit of trust with all our suppliers.

The basis for this cooperation are the General Terms and Conditions of Purchase, with which our suppliers and service providers also undertake to comply with our Code of Conduct. In addition, since 2020 we have expected our suppliers to confirm their compliance with the Code of Conduct for Suppliers by having their management sign it. If suppliers have not established their own Code of Conduct within the company, they confirm with their signature that they encourage their employees to comply with our Code of Conduct. This includes, among other things, the prohibition of child and forced labor and the protection of health and the environment. We also expect our business partners to commit to upholding our Code of Conduct or comparable values in their supply chain. In addition, a risk assessment was carried out for all our suppliers with regard to human and environmental rights. First, all suppliers are classified into risk groups using a software solution based on their country and product risks. Suppliers with a high or very high risk are then subjected to a more detailed assessment. Questionnaires, supporting documents and audits are used for this purpose.

Set and comply with standards

The procurement process follows the „Management Policy“. Specifically, it is governed by the „Sustainability requirements in the supply chain“ guideline and supplementary procedural instructions. These are reviewed annually and revised and supplemented as necessary. In the reporting year, we again formulated new requirements and added them to the existing catalog of requirements.

Preference is given to suppliers who are audited according to ISO 9001 and ISO 14001 or a comparable system and who increasingly use environmentally friendly materials.

In the area of the environment, we carefully check the existing management system. For example, suppliers may have to provide evidence of REACH registration. When sourcing aluminium, we make sure to buy from producers who strive to keep their carbon footprint as low as possible. We also favour suppliers with certification according to the Aluminium Stewardship Initiative standard. If the qualification process is positive, the purchasing department approves the supplier, taking all aspects into account.

During the course of 2025, all new suppliers answered questions about the sustainability criteria we have defined as part of the self-disclosure process. No indications of

violations of our principles in the areas of environmental protection, human rights, labour practices, forced labour, child labour or freedom of association were identified. We also use the instrument of self-disclosure with existing suppliers and request corresponding evidence that meets our sustainability requirements. For this purpose, we evaluate certificates, documentation, codes of conduct and sustainability reports, among other things.

When sourcing aluminium, we make sure to only buy from producers who, in turn, strive to keep their carbon footprint as low as possible.



SUSTAINABLE PROCUREMENT

We also encourage our suppliers not to use conflict materials that are affected by embargoes and other import restrictions. Conflict materials are raw materials such as tin, tantalum, tungsten and gold that are mined in conflict regions and whose procurement indirectly and whose procurement indirectly finances armed groups. Suppliers are therefore obliged to identify these raw materials in manufactured products in the products in the supply chain and to disclose the origin and sources of the raw materials they use.

Educate and sensitise

We train our suppliers on specific topics according to need and occasion. But we also want to sensitise our employees in purchasing to sustainability-related issues and expand their knowledge in this area. They therefore regularly take part in training on topics such as environmental protection, health and safety, occupational health and safety, but also antitrust law, human rights and anti-corruption. For specific topics such as antitrust law, we also invite experts to conduct the trainings.

KEY FIGURES

% of targeted suppliers who signed the Sustainable Procurement Charter/CoC	75
% of targeted suppliers with contracts containing clauses on environmental, labour and human rights	100
% of targeted suppliers who have gone through CSR assessment	100
% of buyers trained in sustainable sourcing	100
% of primary aluminium suppliers who are members of the Aluminium Stewardship Initiative	95



SUSTAINABLE PRODUCTION

In order to continuously improve our environmental performance, all of all BORBET manufacturing sites are certified to the international environmental management standard ISO 14001:2015.

As a supplier to almost all of the world's major automotive manufacturers, we place great emphasis on quality and reliability. At BORBET, the health and safety of our customers is our top priority. For us, this means above all that we adhere to the highest quality standards for our products. From the initial design idea to the finished wheel, we rely on continuous quality planning and control. In doing so, we benefit from our many years of experience in wheel development. Using modern simulation techniques, we identify potential improvements at an early stage.

To ensure that our wheels meet all functional and operational requirements, we check the quality of the design and products throughout the entire development process using clearly defined criteria. We use our own laboratories with state-of-the-art testing technology for this purpose. During production, important quality characteristics are checked, in some cases fully automatically, for example by means of X-ray, balancing, and leak tests. In addition, our specialists monitor the quality of the wheels in our modern testing laboratories.

The quality of the purchased post-consumer aluminum is also carefully checked in the same way as our primary aluminum.

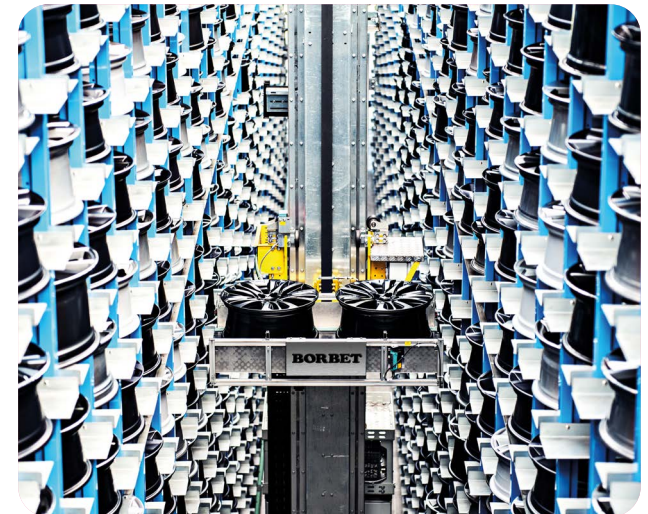
We already use more than 61% green electricity in our production worldwide. The aluminium chips that accumulate in our production are cleaned and then melted in a separate furnace. Reject wheels that have not yet been painted are also recycled internally. Painted wheels are sent to an external company, where paint is removed for us. We then return these wheels to the circuit and melt them down.

BORBET has relied on a consistent quality management

system in accordance with DIN EN ISO 9001 - with relevant representatives at all locations - for many years. All manufacturing facilities are certified according to the automotive industry standard IATF 16949. These certificates are documented and verified annually as part of a monitoring audit. A recognised certification company regularly carries out a corresponding audit - every 3 years at the latest. Car manufacturers are also subject to periodic approval procedures. All wheels are designed from the start to meet legal requirements and customer specifications. Later, serial monitoring ensures that all requirements are met during series production.



Aluminiumspäne-Recycling



Hochregallager

SUSTAINABLE PRODUCTION

We work with our suppliers on an ongoing basis to select processes and materials that are safe for people and the environment. For example, ingredients are documented and approved via the IMDS entry.

The IMDS is a globally standardised exchange and management system for material data in the automotive industry. In the reporting year, there were no violations in connection with the impact of products and services on health and safety.

In the reporting year, there were no violations in connection with product and service information or labelling requirements. All BORBET branded products are protected by design patents at the European Union Intellectual Property Office (EUIPO). At the same time, we actively monitor the market to protect our brand and take legal action against attempts at plagiarism.



We are already utilising waste heat in our own production and, for example, heat an entire hall at the Kodersdorf site using only waste heat.

However, the huge potential in this area has not yet been exhausted, which is why we are currently working with an external company that will analyse the potential and measures in the individual areas and then show us how to make our production even more energy-efficient.

PRODUCED WHEELS

2023	2024	2025
14.7 Mio.	13.2 Mio.	13.7 Mio.

#04

ENVIRONMENT

With our products, we combine the intention to bring high quality and attractive design into line with our ecological requirements. As a metal processing company, we take our responsibility seriously and want to make use of our potential for further improved environmental protection, both in terms of products and manufacturing.

ENERGY EFFICIENCY

The production and processing of metal is complex and sometimes energy-intensive. Natural gas and electricity are the most important energy sources. They are needed in our smelters, foundries, heat treatment plants, paint shops, and mechanical processing facilities, among others. For us, the efficient use of energy is a question of both ecological responsibility and economic necessity. As such, we have introduced energy management systems at all BORBET locations. Our German locations are also certified according to DIN EN ISO 50001. We regularly review the management systems through internal and external audits.

During the reporting period, all BORBET locations initiated projects to further reduce energy consumption.

Since June 2025, **BORBET South Africa** has been operating a photovoltaic system with an installed capacity of 2,225 kWp on the rooftops of its facility. The system is expected to generate approximately 2,892,500 kWh of renewable electricity annually. In addition, a battery energy storage system with a capacity of 4 MW has been installed to optimize self-consumption and enhance energy availability.

Currently, the photovoltaic system covers around 5% of the site's electricity demand. Extrapolated to a full year of operation, this results in a potential reduction of approximately 3,000 tonnes of CO₂ emissions annually. With this

investment, BORBET South Africa is making a significant contribution to reducing energy consumption from fossil sources and supporting the sustainable transformation of the site's energy supply.

At the Ranshofen site, significant energy savings were also achieved in 2025 through the further optimization of heat recovery systems. This measure results in an annual reduction of more than 400 tonnes of CO₂ emissions.

Across the Sauerland sites, numerous energy efficiency projects were implemented in 2025. In addition to the ongoing replacement of conventional lighting systems with energy-efficient LED technology, several production process optimizations were

carried out. These measures resulted in energy savings of approximately 1,100 MWh per year. Furthermore, the heating system was modernized, enabling additional annual energy savings of more than 3,000 MWh in the future.

The Bad Langensalza site also successfully implemented several energy efficiency measures in 2025. These included the optimization of heat recovery from the annealing zone and improvements to a burner in the coating area. Together, these projects achieved energy savings of more than 3,000 MWh.

However, these savings were partially offset by investments in new and additional production and plant tech-



20.1% of our total energy consumption came from renewable energy.



nologies, which are associated with an increased energy demand. As a result, the reductions achieved through the efficiency measures are not directly reflected in the overall energy consumption figures across the sites. Despite the implementation of numerous energy-saving projects, total energy consumption in 2025 was slightly higher than in the previous year. While the realized efficiency gains were able to partially compensate for the additional energy requirements of the newly installed equipment, they did not fully offset them.

208,785 MWh of our total energy consumption (1,058,853 MWh) came from renewable energies

ENERGY CONSUMPTION IN GWH

	2023	2024	2025
electricity	334.03	335.81	334.82
natural gas	699.81	691.59	714.03
total	1.033.84	1.027.40	1.058.85
MWh/tonne*	5.9	6.2	6.1

*MWh per tonne ready-to-ship production

EMISSIONS

Our production creates emissions including CO₂, carbon monoxide and air pollutants such as dust and nitrogen oxides. We are aware of our ecological responsibility and focus on sustainable production. Installations subject to approval are subject to strict limit values, which are regularly checked by the authorities. Accredited measurement institutes carry out measurements, the results of which are reported to the approval authorities

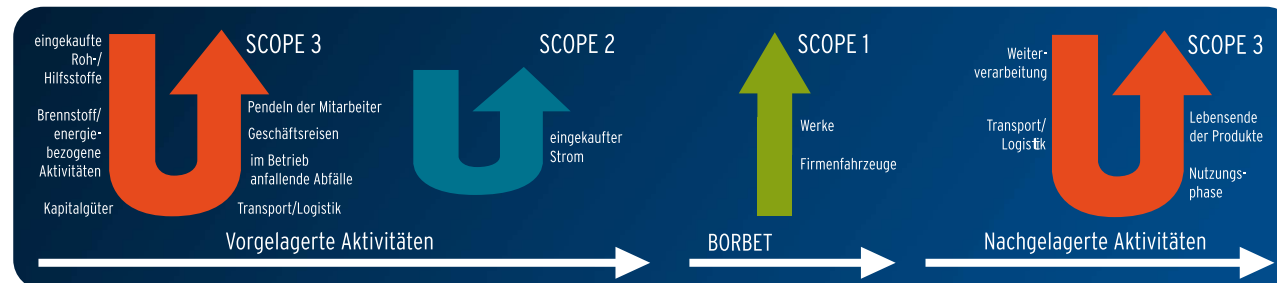
In order to reduce CO₂ emissions, we are focusing primarily on the following measures:

- More efficient use of energy in all production processes
- Resource-efficient handling of raw materials, especially aluminium
- Increasing the share of renewable energies in the electricity mix used
- Consideration of the carbon footprint of suppliers when purchasing essential raw materials and auxiliary and operating materials

Since the beginning of 2020, we have not only calculated our Scope 1 and Scope 2 emissions, but also the Scope 3 emissions. Scope 3 emissions are accounted for in accordance with the GHG Protocol. Emissions from the upstream and downstream supply chain are divided into 15 categories – although not all of them apply to BORBET or are relevant to us.

In addition, the GHG Protocol defines various options for calculating emissions:

- Specific supplier method: Use of data from suppliers
- Hybrid method: Combination of supplier data and secondary data from different databases
- Average method: Estimation of emissions based on average values
- Average expenditure-based method: Estimation of emissions by collecting data on the economic value of goods



SCOPE 1 direct

emissions from the use of fossil fuels (natural gas, diesel, petrol, etc.) for the vehicle fleet and production, e.g. in the foundry



SCOPE 3 expands

Emissions from upstream and downstream activities (e.g. aluminium procurement, transport, waste and employee mobility)

SCOPE 2 indirect
Emissions generated in the production of the purchased electricity from our electricity suppliers

EMISSIONS

In addition to emissions from our own production (Scope 1 and 2), we are increasingly focusing on emissions from the upstream supply chain, not on the downstream supply chain – as in the table below. This will help us to better compare our CO₂ reduction measures over the next few years. Otherwise, the progress of the automotive industry in reducing downstream Scope 3 emissions would be noticeable in our calculations, but not our own measures.

We were able to slightly reduce our Scope 1 emissions through energy efficiency measures. However, Scope 2 emissions rose slightly due to the poorer electricity mix at our sites. Our plant in Austria has a 100% green electricity contract. BORBET Thüringen has invested in a Power Purchase Agreement (PPA).

We were also able to achieve a reduction in Scope 3 emissions (from the upstream supply chain). By increasing our use of low-carbon aluminum (<5kg CO₂e/kg aluminum), we have been able to reduce the average carbon footprint of primary aluminum by 32% since 2019.

CO₂e EMISSIONS IN TONNES

	2023	2024	2025
CO ₂ e electricity	111.119	112.540	120.405
CO ₂ e natural gas	137.692	135.946	140.523
CO ₂ e Diesel for forklifts	716	798	563
CO ₂ e Gas for forklifts	403	408	408
CO ₂ e company cars	282	374	241
Scope 1	139.246	137.526	141.754
Scope 2	111.119	112.540	120.407
Scope 3 (upstream)	1.425.627	1.329.363	1.368.462
total (Scope 1+2)	250.365	250.066	262.211
CO ₂ (Scope 1+2)/tonne*	1.43	1.50	1.50
Upstream supply chain (Scope 3)/tonne*	8.21	7.90	7.90

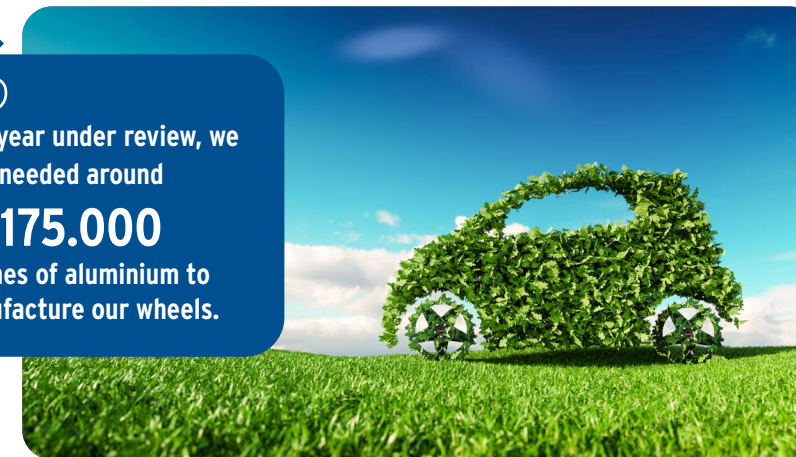
*CO₂ per tonne of ready-to-ship production

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In the year under review, we needed around

175.000

tonnes of aluminium to manufacture our wheels.



SCOPE 3 EMISSIONS

Scope 3 Emissionen: 2.907.981 t



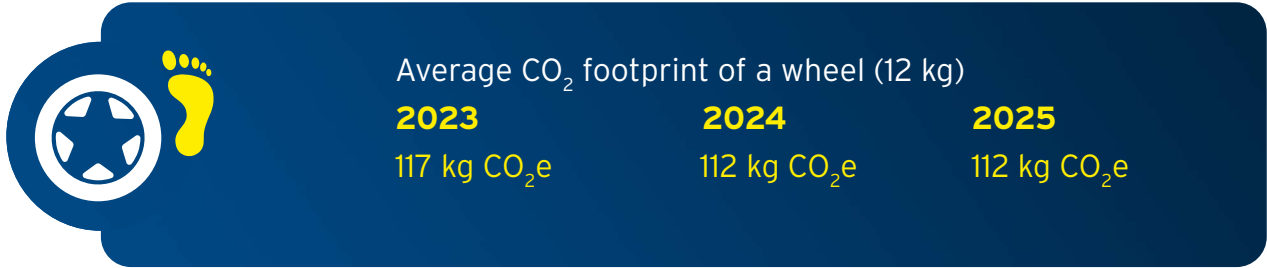
Scope 1
Scope 2

Scope 3 upstream
Scope 3 downstream

LIFE CYCLE ANALYSIS OF OUR WHEELS

Since 2019, we have been calculating the CO2 footprint of our wheels. In 2019, this was done with the software Umberto LCA+ and an external company. Today, we calculate our life cycle assessment with Sphera's LCA for experts software. In addition to the change in software, the observation period has also changed, moving away from Cradle to Grave and towards Cradle to Gate in order to better meet the requirements of our customers.

Cradle to Gate means we look at the path from raw material extraction to processing and production in our plants to our factory gate.



An average BORBET wheel in Europe (12 kg) generated 112 kg of CO2e in 2025. Calculated down to one kilogram of wheel, this is approx. 9.3 kg of CO2e. Compared to the previous year, we were able to reduce the wheel's CO2 footprint by a further 4%. This is mainly due to the increased use of low carbon aluminum and the use of recycled materials.

In order to present a comparison of greenhouse gas emissions in relation to a complete vehicle, the following data basis was selected:

- Approximately 7,000 kg CO2e per mid-range vehicle (combustion engine) according to UBA (Federal Environment Agency)
- 112 kg CO2e per aluminium wheel

This corresponds to a share of approx. 6.5 percent of the complete vehicle.



STRATEGY FOR LESS CO₂

Environmental sustainability is playing an increasingly important role for BORBET. We see a major lever for positive changes, especially in the reduction of CO₂ emissions.

In relation to Scope 3 emissions, our Scope 1 and 2 emissions are rather low. However, they are still important to us, as we have the greatest influence on them. We have set concrete targets for their reduction. By 2030 at the latest, we want to source 100 percent electricity from renewable energies at our locations in Europe. Our site in Austria has been using hydroelectric power since 2021.

By sourcing renewable electricity and implementing a range of emission reduction measures in our production processes, we aimed to reduce our Scope 1 and Scope 2 emissions by 30% by 2025 compared with the 2019 base year. Unfortunately, this target was not achieved.

Although numerous energy efficiency measures were successfully implemented across our sites, external developments had an adverse impact on our emissions performance. In particular, the carbon intensity of grid electricity increased in 2025. While the share of renewable energy in the electricity mix remained largely unchanged, energy providers increasingly relied on fossil fuels such as coal and natural gas following the phase-out of nuclear power. As a result, indirect emissions from purchased electricity increased despite the efficiency improvements

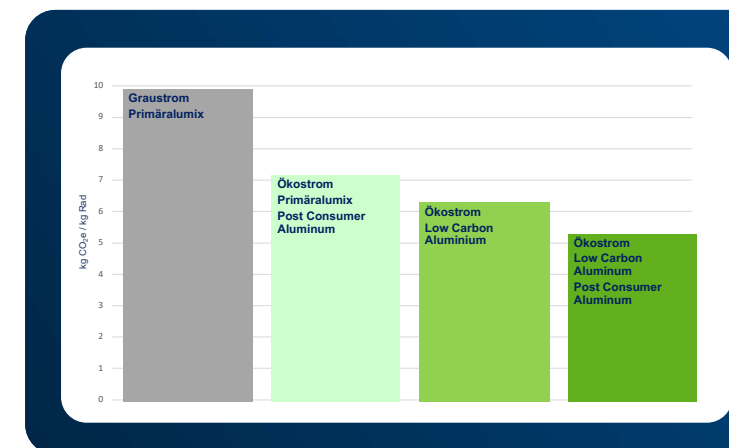
implemented. Looking ahead, we remain committed to our target of reducing Scope 1 and Scope 2 emissions by 50% by 2030 compared with the 2019 base year. In addition, we have set ourselves the goal of achieving fully climate-neutral production at our European sites by 2045.

The type of aluminium purchased has the greatest influence on CO₂ emissions in our upstream supply chain. In order to reduce emissions when purchasing aluminium, in the future we will increasingly purchase aluminium which uses renewable energy for electrolysis. This allows us to reduce the environmental footprint of our wheels, while meeting the requirements of our customers.

In addition to our internal pre-consumer aluminum (e.g., aluminum chips) and external pre-consumer material, we also use post-consumer aluminum in our production. Currently, post-consumer aluminum accounts for 1.2% of the total volume. This percentage will continue to rise in the coming years. Our goal is to replace 30% of our purchased primary aluminum with post-consumer aluminum by 2045.



In our case, post-consumer aluminium means old wheels. The main priority remains to be the quality of the wheels and thus also the quality of the material used. Only when our required quality is available on the market, will we use post-consumer aluminium.



WATER AND WASTE WATER

Careful use of water resources is an important environmental objective. BORBET has already implemented many measures in recent years and we are constantly looking for further opportunities for optimisation. This is particularly true for the Port Elizabeth (South Africa) site, which is located in a water stress zone. This means that in this region more than 20 percent of the available water is extracted and consumed.

Once a year, we take part in the survey of the non-profit organisation CDP and also report on the subject of water. We also assess our sites annually in terms of water scarcity, droughts and the general water risk. For this purpose, we use the “Water Risk Filter” of WWF – an online tool for checking water risks – and are in communication with the authorities. For the South Africa site, which has a medium water risk, we have set ourselves the goal of reducing water consumption by at least one percent per year.

Water Consumption

We mainly use fresh water from public pipe systems to operate our sites and for manufacturing processes, while in Ranshofen (Austria) we also use well water. In 2025, BORBET needed 390.330 m³ of water for wheel production. Most of the fresh water is consumed by our paint systems at 50 percent of the total consumption. We primarily use water there for rinsing or preparing aqueous dilutions.

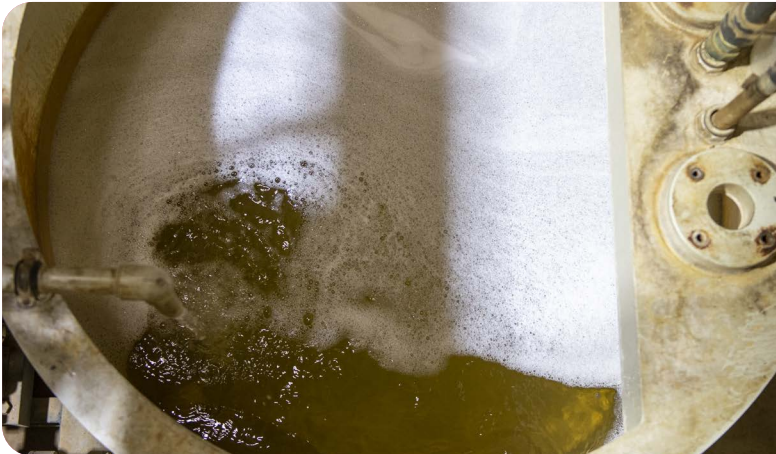
In order to reduce fresh water consumption, we are both improving our existing processes and implementing new technical procedures. In particular, we are focusing on reusing process water that has already been used, as well as improving the drains in the paint shops and wastewater treatment plants.

Around 30 percent of the fresh water is used to quench wheels in the foundry and heat treatment plants. In order to use the water as efficiently as possible, we have now established a water cycle at all locations: For this purpose, we divert the heated water from the quenching basins into recooling systems, cool it there and then pump it back into the basins. The quenching of the wheels results in evaporation losses, which are compensated with fresh water in a process that does not chemically change the water.

Around 20 per cent of fresh water is used in the operation of sanitary facilities and for other production purposes. With the implementation of the circulation cooling systems (foundry and tempering) in Ranshofen in 2020, it was possible to reduce the consumption of process water by approx. 70 percent.

WATER USE IN M³			
	2023	2024	2025
fresh water	259.693	262.121	270.529
well water	174.236	163.500	119.801
total	2,49	2,56	2,23
water consumption/tonne*	433.929	425.621	390.330

Among other measures, the replacement of an old refrigeration system in Ranshofen resulted in a significant reduction in well water consumption.



WATER AND WASTE WATER

Waste water volume

Much of the waste water is generated in the paint shops. We first treat this waste water in our own waste water treatment plants and then discharge it into the public sewage system. In doing so, we adhere to the specified limit values of the respective discharge approvals and check the parameters regularly (waste water quality assessment). In order to avoid wastewater at this point, we use some of the process wastewater several times and regularly adapt the wastewater treatment plants to comply with the latest technological standards. The waste water from sanitary facilities can normally be discharged to the public sewage system without further treatment.



MATERIALS AND WASTE

Many raw materials and resources around the world are becoming scarcer and more expensive. It is therefore all the more important to use them efficiently. At the same time, materials must meet our high expectations for quality and safety as well as meet certain environmental and social standards. We also rely on environmental management in accordance with ISO 14001 in order to continuously reduce waste or return it to circulation.

Resource use

As a manufacturing company, the procurement of raw materials and consumables, including aluminium, paints, and packaging, accounts for a large part of our expenditures. In the year under review, we required approximately 175.000 tonnes of aluminium to produce our wheels.

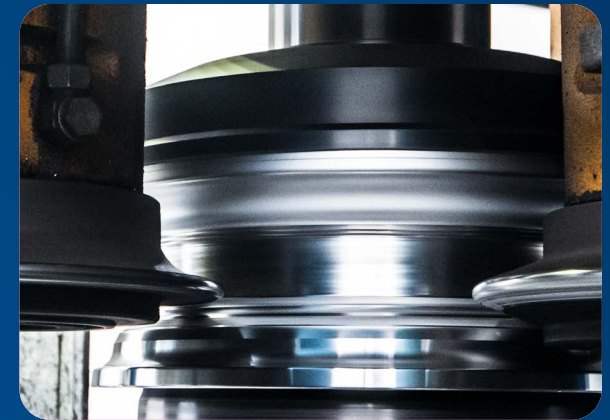
We recycle our aluminium so that we can make effective use of existing resources. Compared to other raw materials, aluminium can be recycled without compromising quality. Because of this, only about a tenth of the energy is needed for raw production. The recycling process returns aluminium swarf created during production into circulation via melting. This also applies to wheels that do not meet our quality requirements.

In order to avoid waste from the outset, we continuously improve our processes and technical procedures. For example, we use the flow forming press-rolling process to achieve greater strength while saving material.

There is currently a trend in the industry towards larger wheel diameters. Depending on the wheel design, this often leads to increased weight and therefore to increased CO2 emissions in the usage phase. To reduce these emissions, BORBET is developing and using innovative production technologies such as “ **Flowforming**”¹, “ **Performance Rim**”² and “ **Undercut**”³.

With regard to paint removal, our expertise and processes at our own site in **Bad Langensalza** (Thuringia) have proven effective. The advantage: short communication paths, targeted processing of the wheels and no transport damage. We also use the „soft paint stripping“ process, which is particularly gentle on materials.

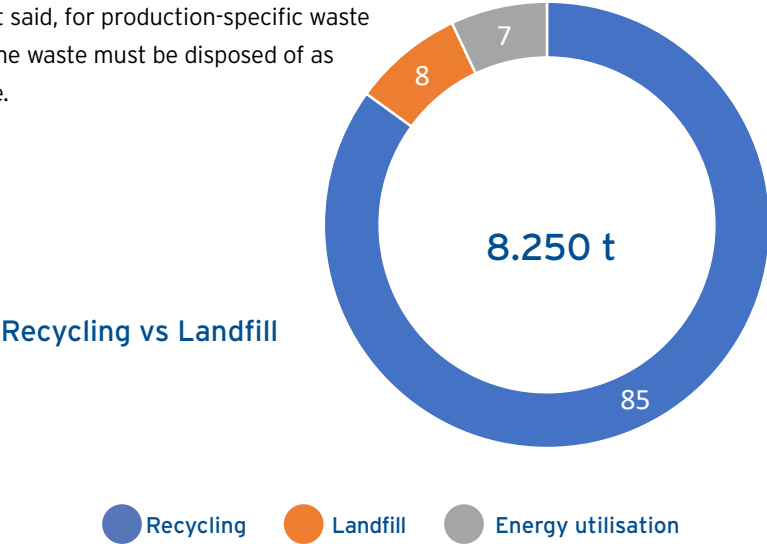
Despite all our reduction measures and recycling efforts, waste cannot be completely avoided. It consists of waste similar to household waste (e.g. paper/cardboard, plastic waste, wood) and on the other hand from production-specific waste (e.g. polishing chips, used machining emulsions, paint sludge).



- 1) Flowforming: Compression of the rim well by pressure rollers leads to greater stability and slimmer rim well thickness.
- 2) Performance Rim: This procedure reduces the wall thickness of the rim well and thus the weight of the wheel. This is made possible by an intelligent tool concept and special cooling during the casting process.
- 3) Undercut: All non-load-bearing areas of the rim well are mechanically removed by this automated technology. The removed material is then immediately returned to the integrated recycling process. This facilitates achievement of a lower wheel weight and optimal and sustainable use of the raw material.

MATERIALS AND WASTE

For new waste, we first check whether we need to recycle the material internally or externally. If this is not the case, we aim for a different form of recycling (e.g. thermal recycling). We will only dispose of waste if this is not suitable. The majority of waste can be disposed of as non-hazardous waste. That said, for production-specific waste in particular, some waste must be disposed of as hazardous waste.



WASTE QUANTITY IN TONNES				
	Unit	2023	2024	2025
hazardous waste	in t	4.426	4.712	4.306
non-hazardous waste	in t	4.614	4.933	3.944
total amount of waste*	in t	9.040	9.645	8.250
amount of waste/piece**	in kg	52	58	47

*without metal waste (aluminium residue, aluminium chips sprues and polishing chips)
**waste quantity per tonne of production ready-to-ship production

KEY FIGURES

% of all operative sites for which an environmental impact assessment has been performed	100
% of all operative sites where a formal environmental management system has been implemented	100
% of all operative sites where a formal energy management system has been implemented	100
local & accidental pollution cases	0



BIODIVERSITY

For BORBET, the preservation of habitats and ecosystems is very important. Since our company was founded more than 140 years ago, we have ensured that there are sufficient green spaces around our sites. We want to make sure that different plants and animal species live there and that the employees can spend their breaks in the green areas. At the same time, we are aware that living spaces had to make way for our business activities and the construction of new locations.

”
Protecting and promoting nature at our sites has always been our top priority.



We analysed our locations and the surrounding area with the help of an assessment tool for biodiversity (variety of species). The aim was to compare our sites in terms of biodiversity in order to plan joint projects in the future and to manage the topic centrally. A procedure that has already proven itself in dealing with water stress zones.

The result shows that many of our sites are adjacent to protected areas or focus areas with high biodiversity. Examples are the Inn in Austria or the Swartkop River in South Africa.

The Hesborn and Medebach sites are even located in two protected areas - a terrestrial area and a focus area with high biodiversity. Part of this focus area in Medebach is a bird sanctuary.

So far, however, we have not seen any impact of our plant on the birds. Various bird species even nest on the factory premises. Nevertheless, the analysis shows: Due to the location of many of our sites, it is particularly important to protect the adjacent nature as far as possible. In order to maintain and increase biodiversity around our factory premises, we have implemented several projects. There has been a bird bath in Medebach since 2022, and since

2024, a bee colony has been living on the flower meadow.

In Kodersdorf, we have maintained a beehive since 2022, along with wildflower meadows that provide a food source for various insect species.

OVERVIEW OF KEY FIGURES

Planned measures to increase biodiversity over the next two years	3
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#05

HUMAN BEINGS

We know that the worldwide success of BORBET GmbH and its subsidiaries is mainly due to our employees. This is why we have created an environment where we can work with shared responsibility for all company goals.

OUR EMPLOYEES

As a traditional family company rooted in the region, we value being close to people. BORBET therefore wants to be a good neighbour to the local community and an attractive employer for all employees. We are aware that we have only grown over our 140-year history because we have always been able to rely on a dedicated, motivated, and loyal workforce.

We want our employees to be satisfied and enjoy working for us in the long term. Therefore, a declared aim of our management policy is to recognise the performance of our employees and to further increase employee satisfaction. At the same time, our HR work focuses on filling vacancies with new, talented employees. Our transparent recruitment process takes place by means of the softgarden software. There, the candidate can create an account to track the status of their application in real time. And last but not least, we are committed to developing the strengths of our workforce in a targeted manner. Our locations largely operate independently in order to meet the respective challenges on site.

With the Code of Conduct, we have created a central document to give employees clear guidance for their daily activities.



All employees are encouraged to report any concerns about incidents in the company via our whistleblowing procedure.

The good relationship between BORBET as an employer and its staff is also evident in the type of employment contracts: The share of permanent employment is around 90 percent. Staff turnover at BORBET has risen slightly to 1.67 percent compared to the to the previous year (1,52 percent in 2024).

STAFF TURNOVER* IN PERCENT

	2023	2024	2025
Germany	0.47	0.42	0.22
Austria	0.40	0.09	0.14
South Africa	7.50	7.35	9.00

**due to resignation*

ATTRACTIVE WORKING CONDITIONS

The BORBET management team attaches great importance to good cooperation with the works councils. Elected employee representatives are available at all European locations. We provide employees with timely information on current developments via the Intranet or notices on the “Black Board”. In doing so, we comply with all statutory provisions on the right of notification and co-determination. In addition, we conduct site-specific employee surveys at irregular intervals to answer questions about the health or satisfaction of employees and to react accordingly. For us, a respectful approach with one another also includes letting employees share in the success of the company.



The following list shows a selection of our additional services, which may vary depending on the site/national subsidiary.

- Pension provision
- Holiday and Christmas bonus
- Asset-creating benefits
- Bonuses
- Vacation entitlement above legal minimum requirements
- Regular salary increases
- Travel allowance for trainees
- Bike leasing
- BORBET employee card

Currently, only employees at the Austrian site (80% of the workforce there) receive regular performance reviews.

Our employees in Europe also have the opportunity to take parental leave. All employees returned to work following parental leave and continued to work part-time or full-time. Commercial employees have the opportunity to work from home one day a week (home office). Overtime can be compensated by flexitime.



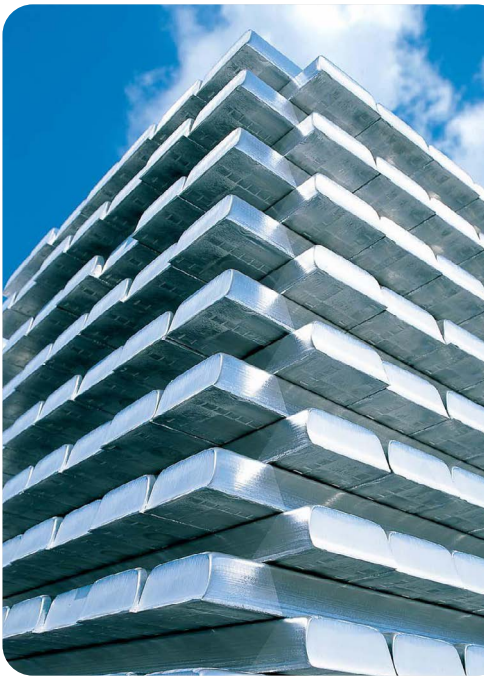
OVERVIEW OF KEY FIGURES

% of total workforce covered by collective bargaining agreements on working conditions	0
% of total workforce receiving a regular performance reviews	20
training hours per employee	5
% of total workforce at all sites that have received training or education on environmental issues	100
% of all operational sites where a formal OH&S management system has been implemented	100
% of total workforce at all locations represented by a formal employee and management occupational health and safety committee	100
% of all operational sites where a health and safety risk analysis has been performed	100
% of total workforce at all locations represented by formally elected employee representatives	85
% Gender Pay Gap:	0
% of employees who have received competence-related training:	24
% of employees who have received training on diversity, discrimination, and harassment:	100

LIVING WAGES ALONG THE ENTIRE SUPPLY CHAIN

BORBET is committed to ensuring that the manufacture of wheels and the raw materials required for this are carried out with respect for human rights. All BORBET business partners are contractually obliged to comply with minimum requirements such as internationally and nationally applicable laws and the core labor standards of the International Labor Organization (ILO). The Code of Conduct for Suppliers describes the minimum human rights and environmental standards that suppliers must respect and comply with. Suppliers are obliged not to violate human rights obligations and to ensure this in their own business area. The right of all employees to adequate remuneration that is sufficient to enable them and their families to live in dignity must also be respected. A distinction is made between minimum wage and a living wage. A living wage should cover the costs of basic needs, preserve the dignity of the employee and their family, and allow for some savings, while the minimum wage is a legally prescribed lower limit.

In an initial risk analysis, the BORBET locations were examined in more detail. In Germany, the minimum wage is currently higher than the benchmark for living wages (source: WageIndicator). In South Africa, on the other hand, the minimum wage is below the living wage. At BORBET South Africa, employees receive a fair salary that is above the living wage. In Austria, there is no statutory minimum wage, but most industries have collective agreements that set minimum wages (source: Austrian Chamber of Commerce). As a family-owned company, BORBET attaches great importance to fair remuneration for its employees, which is why salaries at all locations are significantly above the living wage. Transparency in the supply chain is more difficult. Countries where the minimum wage is above the living wage pose less risk than countries that do not have a minimum wage. BORBET has been using software support for several years to identify human rights and environmental risks in our supply chain. Country and raw material risks are recorded for each supplier. If a supplier presents a high or very high risk in the area of “fair wages,” we check whether the supplier has confirmed in writing that it complies with our Code of Conduct and whether it has its own Code of Conduct for suppliers that requires living wages. The Code of Conduct defines a binding framework for business relationships with contractual partners.



OVERVIEW OF KEY FIGURES

% of employees included in a benchmark analysis of living wages:	100
% of employees (both internal and external) earning less than a living wage:	0

DIVERSITY AND INCLUSION

We believe that diversity enriches our company. This is why we care about treating all genders equally and oppose any kind of discrimination. Currently, employees with around thirty different nationalities are working together at BORBET to great success.

We are also looking at demographic changes and regularly evaluate the age structure of our company. The average age is currently around 40 years. We employ sufficient numbers of trainees to ensure a balanced ratio between younger and older employees. We are increasingly striving to offer older workers a workplace that is suited to their age and performance wherever possible. This applies in particular to our employees on shift work and is carried out in close consultation with the works councils.

“We are convinced that diversity enriches our company.”

The proportion of female employees at BORBET is low. As is customary in the industry, the number of female trainees in technical apprenticeships is still very low. BORBET therefore participates in the annual “Girls’ Day” to inspire more girls to choose technical careers. In addition, BORBET is present at events such as the “Day of Training” or various career days and supports various initiatives, such as “No graduation without connections” – a project of the State of North Rhine-Westphalia.

PROPORTION OF WOMAN IN MANAGEMENT ROLES		
2023	2024	2025
18.76 %	15.15 %	16.59 %

GENDER DISTURBUTION IN PERCENT						
region	2023		2024		2025	
	female	male	female	male	female	male
Germany	6.87	93.13	7.08	92.92	4.11	95.89
Austria	6.01	93.99	6.00	94.00	6.00	94.00
South Africa	16.00	84.00	17.86	82.14	20.00	80.00



EDUCATION WITH A VISION

BORBET has always placed great importance on training. This is also reflected in our investments into related programmes. Young professionals of all genders can choose between the following apprenticeships:

Technical professions:

- Electronics technician
- Industrial mechanic
- Machine and system operator
- Process engineer
- Tool mechanic
- Cutting machine operator

Commercial professions:

- Industrial clerk
- IT specialist
- Marketing communications agent
- Technical product designer

The selection process is based on needs, so that the young people can then be offered the prospect of being taken on afterwards. As part of its training programme, BORBET also offers the opportunity to take part in a dual course of study in medium-sized business management and technical subjects at our partner university. We have also established an integrated trainee programme, offering up to two positions each year at each of our European locations.

We also provide our trainees with an e-learning system that allows them to train online - anywhere, anytime. For this purpose, all departments are equipped with appropri-

ately set up laptops. In addition to various content related to occupational health and safety, employees can also use the system to find information that will help improve their intercultural skills.

Aside from this web-based training platform, employees also have access to internal and external training formats as well as numerous co-operations. This programme is based on training plans that are drawn up using a qualification matrix following the annual employee and shift discussions. The training programme also serves to monitor relevant legal and political developments and to incorporate these into the company.



SAFETY IN THE WORKPLACE

Activities in wheel production are associated with hazards common to the industry. The main sources of danger in production are in the following areas:

- **melting/foundry:** Handling liquid aluminium, hot surfaces, risk of injury and physical strain from handling wheels, forklift operation, heat, noise
- **machining:** Risk of injury from machines, handling coolants, risk of injury and physical strain from handling wheels, forklift operation, noise
- **paint shop:** Handling hazardous substances (chemicals, paints), risk of fire and explosion from paints, risk of injury and physical strain from handling wheels, forklift operation

Our goal is to constantly improve the safety of our employees. For this purpose, management systems for occupational safety and health protection have been introduced at all BORBET sites (DIN EN ISO 45001).

To prevent accidents, we constantly analyse the potential

hazards in the departments and carry out safety inspections. We also organise regular occupational safety committees. For further prevention, we carry out the legally required safety briefings every year. At the German sites we use a digital training and instruction system, which covers topics such as occupational safety and environmental protection, as well as compliance and IT security. Among other things, the system also includes an electronic first-aid book in which every employee must document an injury or accident at work.

It also enables those responsible to investigate the accident and initiate preventative measures. In order to further reduce the number of accidents at work in the long term, we want to further optimise the occupational health and safety management system at all sites.

To further reduce the number of workplace accidents over the long term, we aim to continue optimizing our occupational health and safety management system across all sites. BORBET's strategic goal was to reduce the workplace accident rate by an average of 10% by 2025 compared with the average for the period 2019-2022. This target was not achieved; across the group, the reduction amounted to only 4%.

OCCUPATIONAL ACCIDENT RATE AT BORBET

	2023	2024	2025
number of reportable occupational accidents (OA)	197	174	159
number of lost days as a result of reportable occupational accidents	2.385	2349	3216
occupational accident rate*	28,4	25,5	23,1
accident severity (number of lost days in relation to OA (> 1 day))	12,2	13,8	23,9
number of OAs with >30 lost days (severe OAs)	17	14	26
work-related fatalities	0	0	0
number of workplace inspections carried out	576	639	675
sickness rate**	6,0	5,9	5,4
actions/action days implemented to protect occupational health and safety	52	42	53
number of reported cases of suspected occupational illness***	4	3	5

* Number of occupational accidents with lost time ≥ 1 days per 1 million hours worked

** Proportion of employees absent due to illness as a percentage of the total workforce

*** Occupational illnesses associated with activities at the BORBET sites

SOCIAL COMMITMENT



Education and science

The new cross-location donation and sponsorship guidelines introduced in 2023 ensure that only targeted measures are implemented. For example, payments to organizations or initiatives that do not serve the common good or are not compatible with our values are excluded. The marketing department centrally controls and monitors the allocation of donations and sponsorship services. During the reporting period, no location donated money directly or indirectly to a political party.

As a family-owned company, we see it as our responsibility to show young people career prospects. At all our locations, we regularly visit regional training exchanges and career fairs. In addition, our trainers visit schools to present various professions and possible internships and provide application training. Our training workshops guarantee practical learning under optimal conditions.

At our locations, we support events such as Girls' Day, Kein Abschluss ohne Anschluss (No Degree Without a Connection), and the ProBE school project, which has been running for more than ten years and allows students to try out different career paths.



**"With our commitment,
we want to contribute on a daily
basis to realising not only cars
but also dreams of life."**



HEALTH AND SOCIAL AFFAIRS

Health and social issues

At its **Kodersdorf site (Saxony)**, BORBET provides financial support to various social projects and institutions. These include, for example, the small residential group of Kinderarche Sachsen e.V. at Katzschwitzer Hof, a daycare center, the PSV and RV Kemnitz riding clubs, and the funfair in Kodersdorf. This year, sponsorship went to Zittau University, the Niesky ice skating club, and the ice rink in Görlitz.

The **Bad Langensalza site (Thuringia)** once again made several small donations this year. Under the motto "Donate to your favorite projects," 20 employees were able to suggest projects, schools, daycare centers, or clubs, which then received a €200 donation.

Every year, **BORBET GmbH** organizes a Christmas raffle in which gifts from business partners are raffled off. The proceeds from the raffle go to social projects in the Hochsauerland district.

Since April 2021, BORBET employees have had the opportunity to lease either a high-quality e-bike or a normal bicycle. The offer also applies to family members. The aim of bike leasing is not only to promote health, but also to reduce the burden on the environment.

This is because our employees' commutes to and from work also have an impact on our carbon footprint - albeit only to a small extent.

BORBET South Africa has been working with the Eku-phumleni retirement home in the township of Zwide, 5 km from the BORBET site, for 7 years. The facility provides institutional care for 60 formerly disadvantaged and vulnerable elderly people aged between 70 and 95. This year, BORBET supported the facility with a financial donation.



SOCIAL COMMITMENT

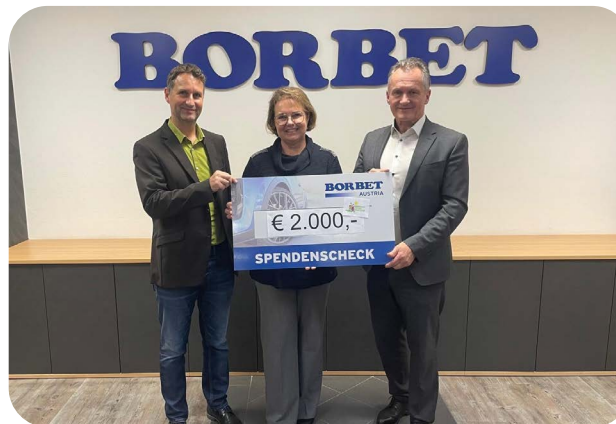
Furthermore, the BORBET South Africa site is actively involved in the Perseverance Association's clean-up project to keep the environment in our community clean and livable. Another important project is the participation in the establishment of a consultation room at the KwaDwesi Clinic to improve local medical care. In addition, BORBET has contributed to the installation of 11 license plate recognition cameras on all major roads in Perseverance. These cameras are monitored from an external control room and can alert emergency services when necessary to increase security in the region.



Under the motto
"Together for the region",
BORBET and its employees
are involved in several clubs
and institutions

BORBET South Africa supports a nutrition program at Garret Primary School in Zwide, which ensures that students receive adequate nutrition for their general well-being. Thanks to the support and nutrition provided at the school, the number of students has increased every year. The meal that the children receive at school is sometimes the only meal they eat for the rest of the day.

The **Ranshofen site (Austria)** supports events organized by the Lions Club and Rotary Club in Braunau, which are used for charitable purposes in the region. This year's raffle proceeds from the family festival were donated to the Innviertel Child Protection Center.



In addition, various sports clubs in the areas of soccer, cycling, and tennis were supported. BORBET Austria has entered into a special event partnership with the GUGG cultural center. Through volunteer work, a stage of international renown has been established, which has become an asset to the city of Braunau.



Trainees plant 150 trees

Our industrial and technical trainees at the HSK site planted 150 seedlings in the Hesborn church forest - a valuable contribution to the regional forest. After an expert introduction to forest edges and the tree species red oak, walnut, and chestnut, the teams set to work planting with tools and technology. The campaign was financed by the sale of honey from our own BORBET beehive in Medebach - a genuine project "from nature for nature."

SOCIAL COMMITMENT

Sports and culture

BORBET attaches great importance to supporting regional clubs in the areas where we operate. In the **Hochsauerland region**, at our headquarters in Hesborn and also in Medebach, we support soccer clubs, shooting clubs, youth fire brigades, and wheel and equestrian events. In addition, BORBET has been a committed partner of the Winterberg bobsleigh track and a sponsor of bobsleigh and skeleton athletes for more than three decades. The focus here is on young talent. The road to success requires hard work and passionate commitment, and with our long-standing partnership, we offer young athletes a platform on which they can develop their talent. The bobsleigh track is not only a crowd puller in the region, but also an important center for the development of young athletes. In Thuringia, BORBET has been sponsoring the THC Erfurt women's handball team since it moved to **Bad Langensalza**.

The club is an integral part of the region and stands for athletic performance, community, and cohesion. BORBET Thuringia is also committed to promoting youth sports in the region and actively supports VfL Mühlhausen and other clubs.

At our **Kodersdorf site (Saxony)**, we are constantly expanding our social commitment, thereby contributing to the cultural life of our local community. Among other things, we are currently supporting a young kart racer, the son of one of our employees. We also sponsor local horse shows and regional soccer clubs, as well as initiatives such as the "Tour of Hope," where BORBET employees pedaled hard at the Niesky fitness club to raise money for children with cancer.



As part of its social commitment, the **Ranshofen site (Austria)** supports cultural and social institutions in the region. BORBET Austria supports regional cycling, among other things, and sponsors employee teams and local cycling events. This partnership in cycling not only underlines our local commitment, but also our efforts to support and maintain the health and well-being of our employees.



#06

GLOBAL REPORTING INITIATIVE

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GENERAL INFORMATION		PAGE	COMMENTS
GRI 101	foundation		
GRI 102	general disclosures		
	organizational profile		
GRI 102-1	name of the organization	9f	
GRI 102-2	activities, brands, products and services	9f	
GRI 102-3	location of headquarters	9f	
GRI 102-4	location of operations	10	
GRI 102-5	ownership and legal form	10	
GRI 102-6	markets served	10	
GRI 102-7	scale of the organisation	10	
GRI 102-8	information on employees and other workers	40ff	
GRI 102-9	supply chain	24f	
GRI 102-10	significant changes to the organization and its supply chain	5	
GRI 102-11	precautionary principle or approach	14	
GRI 102-12	external initiatives	7,22	
GRI 102-13	membership of associations	22	
	strategy		
GRI 102-14	statement from senior decision-maker	13	
GRI 102-15	key impacts, risks and opportunities	18	
	ethics and integrity		
GRI 102-16	values, principles, standards and norms of behaviour	16	
GRI 102-17	mechanisms for advice and concerns about ethics	16f	

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GRI 102-40	list of stakeholder groups	21	
GRI 102-41	collective bargaining agreements	42	
GRI 102-42	identifying and selecting stakeholders	21	
GRI 102-43	approach to stakeholder engagement	21	
GRI 102-44	important topics and concerns raised	21	
reporting practices			
GRI 102-45	entities included in the consolidated financial statements	2	
GRI 102-46	defining report content and topic boundaries	22f	
GRI 102-47	list of material topics	22f	
GRI 102-48	restatements of information	2	No changes.
GRI 102-49	changes in reporting	2	
GRI 102-50	reporting period	2	31.08.25
GRI 102-51	date of most recent report	2	
GRI 102-52	reporting cycle	2	
GRI 102-53	contact person for questions on the report	62	
GRI 102-54	claims of reporting in accordance with the GRI standards	2	
GRI 102-55	GRI Content Index	52	
GRI 102-56	external assurance		no extern audit

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KEY TOPICS		PAGE	COMMENTS
GRI 201	economic performance		
GRI 201-1	Direct economic value generated and distributed	20	
GRI 201-4	Financial support from the public sector	20	
GRI 204	procurement practices		
GRI 204-1	proportion of spending on local suppliers		No information available. The share of local suppliers for Germany and Austria is around 35 percent.
GRI 205	anti-corruption		
GRI 205-2	communication and training about anti-corruption policies and procedures	11,14	
GRI 205-3	confirmed incidents of corruption and actions taken	11	No incidents were reported in the reporting year.
GRI 206	anti-competitive behavior		
GRI 206-1	legal actions for anti-competitive behavior, anti-trust and monopoly practices	11	There were no legal proceedings with regard to anti-competitive behavior in the reporting year.

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KEY TOPICS		PAGE	COMMENTS
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GRI 301-3	reclaimed products and their packaging materials	24, 33	
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GRI 302-4	reduction of energy consumption	29	
GRI 302-5	reductions in energy requirements for products and services	29	
GRI 303	water and effluents		
GRI 303-1	interactions with water as a shared resource	34f	
GRI 303-2	management of waterdischarge-related impacts	34f	
GRI 303-3	water withdrawal	34f	
GRI 303-4	water discharge	34f	
GRI 303-5	water consumption	34f	
GRI 304	biodiversity		
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GRI 305	emissions		
GRI 305-1	direct GHG emissions (Scope 1)	31	
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GRI 305-4	GHG emissions intensity	31	
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GRI 306-2	waste by type and disposal method	36	
GRI 307	environmental compliance		
GRI 307-1	non-compliance with environmental laws and regulations		No fine or non-monetary sanction was imposed on any location in the reporting year for non-compliance with environmental laws or regulations.
GRI 308	supplier environmental assessment		
GRI 308-1	new suppliers that were screened using environmental criteria	25	
GRI 401	employment		
GRI 401-1	new employee hires and employee turnover	43	
GRI 401-2	benefits provided to full-time employees only	42	
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GRI 403-1	representation of employees in formal employer - employee committees for occupational health and safety	42	
GRI 403-2	types and rates of injuries, occupational illnesses, lost working days and absences, and number of work-related fatalities	45	

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GRI 404	training and education		
GRI 404-1	average hours of training per year per employee	11	
GRI 404-2	programs for upgrading employee skills and transition assistance programs	44	
GRI 404-3	percentage of employees receiving regular performance and career development reviews	11	
GRI 405	diversity and equal opportunities		
GRI 405-1	diversity of governance bodies and employees	43	
GRI 406	non-discrimination		
GRI 406-1	incidents of discrimination and corrective actions taken	11	
GRI 407	freedom of association and collective bargaining		
GRI 407-1	operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	11	No threats were identified in the reporting year.
GRI 408	child labor		
GRI 408-1	operations and suppliers at significant risk for incidents of child labor	18	
GRI 409	forced or compulsory labor		
GRI 409-1	operations and suppliers at significant risk for incidents of forced or compulsory labor	18	

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KEY TOPICS		PAGE	COMMENTS
GRI 410	security practices		
GRI 410-1	security personnel trained in human rights policies or procedures	11	
GRI 412	human rights assessment		
GRI 412-1	operations that have been subject to human rights reviews or impact assessments	11	
GRI 412-2	employee training on human rights policies and procedures	11	
GRI 412-3	significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	11	
GRI 413	Local communities		
GRI 413-1	operations with local community engagement, impact assessments and development programs	47ff	
GRI 414	supplier social assessment		
GRI 414-1	new suppliers that were screened using social criteria	25	
GRI 415	Public policy		
GRI 415-1	political contributions	46	

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KEY TOPICS		PAGE	COMMENTS
GRI 416	customer health and safety		
GRI 416-1	assessment of the health and safety impact of product and service categories	26	
GRI 417	marketing and labeling		
GRI 417-2	incidents of non-compliance concerning product and service information and labeling		No incidents were reported in the reporting year.
GRI 418	customer privacy		
GRI 418-1	substantiated complaints concerning breaches of customer privacy and losses of customer data		No incidents were reported in the reporting year.
GRI 419	socio-economic compliance		
GRI 419-1	non-compliance with laws and regulations in the social and economic area		No incidents were reported in the reporting year.

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