



Sustainability report 2025

AGOFORM GmbH

in accordance with VSME

(Voluntary Sustainability Reporting Standard for non-listed SMEs)



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Preface by the management

AGOFORM is an owner-managed, medium-sized family business. We don't think in terms of reporting periods, but in terms of generations, relationships with customers and industrial stability. That is why sustainability and care for our employees are not just add-ons for us, but firmly rooted in the values we consider part of responsible business management: for a business that is economically viable, socially responsible and ecologically ready for the future. We conserve our resources – both for economic reasons and because we accept our responsibility for future generations. Our independence from the capital market and the strength of our own capital resources offer stakeholders in and around our company long-term security and an extended planning horizon.

As a plastics company, we are part of an industry that some view critically, but one that produces indispensable solutions for long-lived, functional, high-quality products. We aim to make responsible use of the opportunities offered by this material: through long-lived products, efficient processes, closed internal cycles, reduced use of materials and the gradual addition of suitable recycled material.

We voluntarily report according to the VSME standard, the reporting standard suggested by the EU for small and medium companies. Our aim in doing so is to create transparency for customers, employees, banks and rating agencies, suppliers and the general public. We don't intend to write a glossy ad campaign or provide you with an over-abundance of data. Instead, we want to present verifiable indicators, comprehensible decisions and concrete improvements. That is why this report shows not just what we have achieved, but also our key levers, limits and future tasks and objectives. Our report presents a timeline from a review of current figures to our expectations for the coming years.

This first sustainability report provides examples of decisions and investments made from 2019 onward to show that we have been dedicated to sustainability for many years. We are confident that sustainability can only be maintained in small and medium-sized companies if it remains economically reasonable, technically feasible and organisationally controllable. That is why we prioritise measures by effect, controllability and feasibility. Where we have direct responsibility, we take consistent action. Where solutions can only be found together with customers, suppliers or in a changed regulatory framework, we seek out dialogue.

We don't consider this first sustainability report a conclusion, but a controlling tool. It makes those goals visible that we would like to measure ourselves by: long-term stability, efficient use of resources, good, secure employment, clear governance and constant improvement.



Jan Ottensmeyer



Michael Ruprecht

Overview of key statements

AGOFORM views sustainability as a corporate management task: We focus on the levers that we, as a medium-sized plastics processing company, can actively affect, particularly energy, material use, material recycling, our work environment and the management structures required for a resilient company.

Core statements	Contextualisation
<i>SCOPE 1 and 2 are almost fully decarbonised.</i>	Our direct, energy-related emissions were reduced by 95 % in 2025. Next up, management will increasingly focus on energy efficiency, converting our vehicle fleet and peak load management.
<i>Our greatest climate protection lever is material.</i>	93 % of the SCOPE 3 emissions are based on pellets and sheets. That is why we prioritise material reduction, foaming technology and the use of suitable recycled materials that do not impact product properties.
<i>A circular economy approach is a firmly embedded part of our operations.</i>	Strong vertical integration, collection of waste by types and internal recycling allow us to use production waste as a material and minimise waste we cannot reuse internally.
<i>Employee-related matters are managed as a factor for a successful location and general future success.</i>	Long-term employee retention, professional training, employee participation and health measures strengthen our employees' ties to our company. Illness-related absences, the skills shortage and the demographic development remain important topics for management.
<i>Governance is pragmatic, suitable for a medium-sized company and risk-oriented.</i>	ISO 9001 compliant processes, risk management, performance indicators, codes of conduct, requirements for suppliers, a whistleblower system and data privacy management form a framework for reliable, transparent corporate management.

The main progress made in the reporting year is the absolute reduction in emissions in SCOPE 1-3 by 12 %, the almost complete decarbonisation of SCOPE 1 & 2 and a further clarification of our material strategy. This shifts the focus of our sustainability work from our energy supply to product and material transformation. In future, the key lever will be the area where our industrial expertise has the strongest effect: the interaction of extrusion, thermoforming, material efficiency, foaming technology and the use of recycled material.

For our customers this represents a verifiable basis for CO₂-reduced product solutions, for banks and business partners the report shows our ability to invest, our risk awareness and long-term stability, for employees and job applicants it highlights the responsibility we accept as a family-owned company with a strong regional focus and a forward-looking industrial perspective.

General information

Basis for preparation (B1)

Our sustainability report presents all 11 basic modules and 9 comprehensive modules of the VSME (Voluntary Sustainability Reporting Standard for non-listed SMEs). All figures represent the reporting period 01/01/2025 – 31/12/2025.

Our affiliate, tecAGO GmbH, who is affiliated with us according to BAFA criteria, provides us with crucial production volumes as a subcontractor. As our affiliate's physical location is close to ours and in order to increase transparency of our resource flows, we are grouping the resource-relevant indicators for AGOFORM GmbH and tecAGO GmbH in this report. All purely person-specific figures and information refer exclusively to AGOFORM.

	Address	NACE	VAT Id.No.
AGOFORM GmbH www.agoform.de	Gewerbestr. 27, 32584 Löhne, Germany	C - 22.26 Production of other plastic goods	DE811593542
tecAGO GmbH www.tecago.de	Gewerbestr. 13, 32584 Löhne, Germany	C - 22.26 Production of other plastic goods	DE283752910

The physical reporting boundaries encompass the following locations:

	Address	Postcode	Town	Country
AGOFORM GmbH	Gewerbestr. 27	32584	Löhne	Germany
	Gewerbestr. 22	32584	Löhne	Germany
tecAGO GmbH	Gewerbestr. 13	32584	Löhne	Germany
	Gewerbestr. 25	32584	Löhne	Germany

The system boundary approach we have selected is cradle-to-gate. We prioritise consumption of major resources, which we do not just measure but also actively influence. Where downstream stages of value creation are concerned, we focus on dialogue with customers, standardisation and industry-wide solutions. For this reason, we are currently not accounting for transport to our customers or for further processing, use or disposal, as we have no influence on these. Even the packaging, which we take into account, is difficult to influence, as our customers have specific requirements. For this reason, we regard the optimisation of the downstream value chain and its requirements as a joint task undertaken together with our customers. We believe there is still greater potential for reducing environmental impact along the entire value chain and, in particular, for improving the prerequisites for material recycling.

SCOPE 3 only includes the listed emission sources that we can affect. Where precise, quantitative data is available as a result of our own measurements and calculations or through information provided by specific suppliers, we make use of it. If this data is not (yet) available, we use tabular values that are as up-to-date as possible for the affected materials and processes. These are mostly taken from the data sources ecocockpit and GEMIS 5.1. Data collection is an iterative process with the aim of regularly replacing tabular data with more precise, supplier-specific and process-specific data and determining previously unrecordable emission values. To make our data more precise, we take materiality criteria into account. Currently, there is valid emission data for over 99.8 % by weight of the raw materials processed in our products. Factors that we have not listed, e.g. IT capacities used in the Cloud or travel

by employees to and from their workplace do not fall under the principle of materiality or relevant controllability for our company.

About AGOFORM – Our company profile and business model (C1)

AGOFORM creates innovations that last for decades but are constantly refined at the same time. We are a typical medium-sized German family business, now in our third generation of family ownership, located in the down-to-earth region of East Westphalia.

In 1928, August Ottensmeyer laid the foundation for our company. After World War II, when economic activity in Germany recovered, August Ottensmeyer developed the first thermoformed cutlery insert worldwide in 1956. The insert was given the brand name AGOPLASTIC cutlery insert. This is the foundation on the basis of which we have focused on developing and producing thermoformed products ever since.

From 1985 onward, in-house sheet extrusion has supplemented and deepened our value chain. With access to a variety of surface textures and the option of adding various looks, such as stainless steel, wood or high-gloss, to the plastic surface, AGOFORM has the ability to create a wide range of designs and fulfil many different customer desires.

In 1994, we launched our first polystyrene-based non-slip mat, developed in-house. This product, while firmly established in the market for many years, is nevertheless under constant development to add new colours and textures in line with market trends.

Since 1970, our company has been located in the town of Löhne, where you can find our company headquarters, which have since been expanded and modernised multiple times to accommodate our growing business. This town is where we feel right at home. Our entire value chain – from development to production – is built on our foundation in the “world capital of kitchens” in Löhne.

We fund ourselves primarily with our own capital and have been growing gradually and sustainably. This lets us absorb even global crises and remain a strong and reliable partner for our customers, employees and suppliers. We are flexible, have quick decision-making processes and keep adapting our structures to the demands of the market.

Market and product portfolio (C8)

With approx. 5 million drawer inserts and approx. 5 million non-slip mats sold per year, we are the largest European producer of custom-fit non-slip mats and drawer inserts made of plastic for the kitchen furniture industry.

	2024	2025	Δ
<i>External sales</i>	33,276 k€	31,884 k€	-4,2 %
<i>Balance sheet total AGOFORM</i>	10,278 k€	9,776 k€	-4.9 %
<i>Ø employees AGOFORM</i>	158	155	-1,9 %
<i>Ø employees tecAGO</i>	20	19	-5.0 %

*Employees: Average number at the end of the month
incl. management and apprentices*

In addition to our long-lived, top-quality products for the kitchen furniture industry, we also offer strong expertise in plastics processing, providing products to various other industries. For these, we have been producing a wide variety of customised thermoformed parts for several decades – e.g. product carriers (KLT), panelling for caravans, hoods, trays and dashboards up to a size of approx. 3 x

2 m. Our expertise comprises a range of activities from demand-specific design engineering through material selection to thermoforming and preparation using CNC milling units, saws, gluing, welding and assembly.

We have been a reliable partner for decades to many of our customers and suppliers. We supply companies (B2B) in over 60 countries and have an export share of approx. 50 %.

We do not deliver to countries that are under economic sanctions by the EU. None of our products is subject to the EU Dual Use Directive (EU 2021/821) according to their customs tariff number. We do not sell weapons, tobacco, fossil fuels or chemicals.

The environment: We take responsibility

Most of our products are based on polystyrene (PS or HIPS) as a raw material. It goes without saying that the polystyrene types we use are suitable for contact with foodstuffs. Polystyrene can be reused multiple times.

Due to our strong vertical integration as an extrusion and thermoforming company, most of our products start as pellets. In our extruders, we produce high-quality non-slip mats and plastic sheets. Our recipes made of plastic pellets, dye and additives for improving the products are specially adapted to the requirements of the end product. Without external transport, the non-slip mats are then cut to the dimensions required by the customer, while sheets are formed into deep-drawn pieces, e.g. drawer inserts, in a multi-level process and likewise cut to size.

After careful in-house collection and sorting of cut edges, we recycle these without quality impairments or losses and use them to produce new articles. The recycling treatment causes no deterioration of material properties. It turns pellet waste caused by production back into valuable pellets.

The debate about the risk/benefit calculation and environmental balance of plastics has been ongoing ever since this material has become – thanks to its many positive properties – an indispensable part of our modern world. Due to its durability, low weight and the ease with which it can be turned into various shapes, we encounter plastic in practically every part of our life. Improper or even criminal disposal, particularly of non-recyclable plastic products, has led to plastic contaminating rivers and oceans as microplastics and to an accumulation of contaminants. For us, sustainability in this context means creating durable, high-quality products that can be used for decades, thereby justifying the use of resources.

We view optimisation of the downstream value chain and its requirements as well as improvement of the recycling options available at the end of use as a joint task with our customers and their customers along the value chain, or as a task for society as a whole. We believe there is potential to improve, in particular, the prerequisites for material recycling. We rely on dialogue with customers, standardisation and industry-wide solutions.

Our sustainability strategy (B2, C2)

AGOFORM sees itself as a responsible producer of high-quality, long-lived products. We aim to contribute to protecting the environment and conserving our natural resources. That is why we minimise the impact of our actions on the environment by treating resources responsibly and reducing waste and emissions. We systematically reduce our resource consumption, increase use of recycled material and steadily improve the efficiency of our processes in a measurable and transparent manner. Our aim is to systematically minimise use of fossil fuels and only use compensation in SCOPE 1 & 2 as a downstream measure in cases where we consider further reduction to be unreasonable from a technical or economic perspective. As one of the first parties to sign the climate initiative “Gemeinsam klimaneutral 2030” by the Chamber of Industry and Commerce of East Westphalia in Bielefeld, we have voluntarily committed to acting in a sustainable and climate-neutral fashion in SCOPE 1 & 2 until 2030.

Our sustainability strategy is part of our company strategy. Key decision-making criteria and sustainability requirements are integrated in various company processes, which are described in our management system in accordance with DIN ISO 9001. Our sustainability strategy aims to create a balance of three fields of action

- Responsibility for the environment

- Responsibility for our employees
- Corporate responsibility (governance)

Thanks to years of preparatory work and a great number of data points, we have the ability to break down the better part of our in-house resource consumption to the individual workplace and product using a by-cause principle.

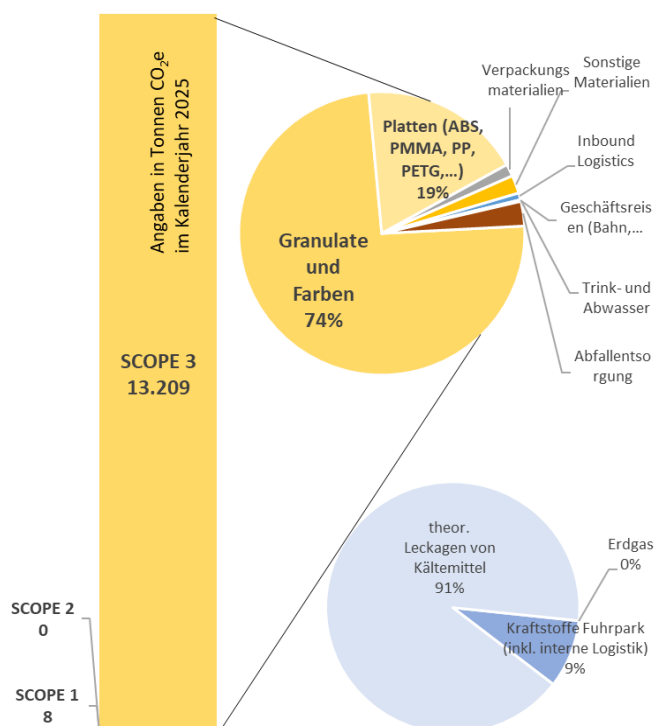
As in our supply chain, we have identified our fields of action and initiatives based on materiality analyses. In accordance with these criteria of controllability and materiality, we are not taking into account the factors related to the downstream value chain so far. For instance, our employees' mobility behaviour is a factor on which we only have very limited direct influence. We provided approx. 25 covered bike parking spots in 2024 and from 2022-2026 we offered subsidised company bike leasing for 4 years. In these 4 years only 10 % of our employees made use of this offer – and only used it to commute to work in rare cases. As we only use our E-lorry for deliveries within the East Westphalia region and otherwise usually operate with the delivery condition “ex works”, we can neither affect nor reliably identify the transport route of our products to our industry customers around the globe, and from them to their end customers. This is another matter about which we enter into conversation with our customers.

The use of our products does not lead to significant resource consumption. If our products are used as intended, their material is fully recyclable. Nevertheless, they are likely to be disposed of with household waste in most cases, as long as no sorted return systems exist throughout multiple stages of value creation. We believe there is potential for improving the conditions for economically feasible material recycling along the value chain through collaborative projects.

Other factors that we have not listed, e.g. IT capacities used in the Cloud do not fall under the principle of materiality or relevant controllability for our company.

Activities and objectives (C3) for reducing energy consumption & greenhouse gas emissions (B3)

We report our emissions by scopes. In the current phase, we are focusing on the major emission drivers we can affect in SCOPE 1-3. We affect SCOPE 1 and SCOPE 2 by making changes to our use and procurement of energy and our vehicle fleet, while our key lever for SCOPE 3 is, first and foremost, the materials purchased and processed in our products. Our detailed data collection helps us prioritise those steps with the greatest impact. Our main objective is the reduction of our PCF (Product Carbon Footprint) through a reduction of energy and material intensity and substitution of new material with recycled material without impacting the properties of our products.



Our activities and objectives in SCOPE 1 & 2:

Our activities aim to reduce our energy consumption and to replace fossil fuels with renewable energy sources.

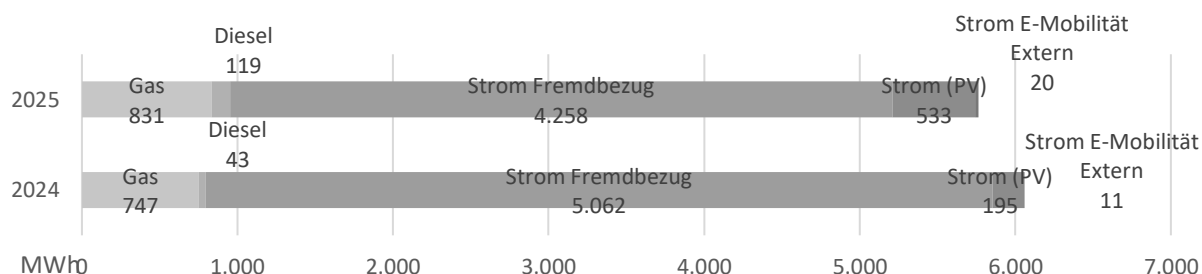
We are reporting SCOPE 2 as 0, as 100 % of our externally procured power since 2019 has been from renewable energy sources, meaning it is certified to be CO₂-neutral including assessment of the upstream chain. Given our annual power consumption, this has increased cost significantly, but we are happy to pay the added cost in order to do the right thing.

On top of that, since 2023 we have installed PV systems on all of our building roofs, utilising the maximum possible capacity, and therefore generated 750 MWh of power locally and without emissions in 2025. As we do not produce on weekends and holidays, 20 % of the power we generate is fed into the grid.

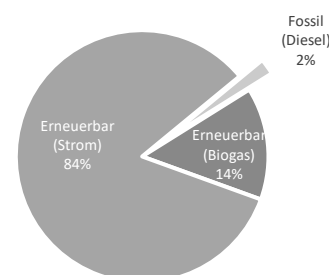
Only 2 % of our energy consumption is from fossil fuels (diesel). The remaining 98 % is from renewable energy sources: 84% from CO₂-neutral power, 14 % from biogas.

Energy consumption	2024	2025	Δ
Electricity procured from third parties (renewable)	5,062 MWh	4,258 MWh	- 16 %
Electricity PV (self-generated, renewable)	195 MWh	533 MWh	+173 %
Electricity, E-mobility (renewable)	(11 MWh)	20 MWh	(+82 %)
Fuel, gas (renewable)	747 MWh	831 MWh	+11 %
Fuel, diesel (non-renewable)	(43 MWh)	119 MWh	(+177 %)

Note: In 2024, the consumption of diesel and external E-mobility power was not fully recorded



Since 2022, we have only bought fully electric company vehicles. At the end of 2025, our BEV rate was 36 %. We have installed 6 charging points with 22 kW each at our company premises. Our to-date only climate compensation measure, which we have been using since 2024, compensates for the emissions of the remaining diesel vehicles by using the fuel card provider DKV with gold standard climate protection projects certified by myclimate Deutschland gGmbH, amounting to 31 t CO₂e in 2025.



In early 2022, we created and filled an additional full-time position for an energy management officer. This officer develops and coordinates the wide range of projects we conduct in this field, many of which have so far not been included in this report as they only contribute little to the overall result.

Since 2023, a Pedelec cargo bike for a EUR pallet has been used to take the load off the car we previously used for in-company transport by the service department between our locations.

Since early 2024, we have been using a fully electric 42t articulated lorry charged almost exclusively with PV power we have generated ourselves to transport goods between our plants and warehouses and to make some deliveries within our region.

In 2023, we renovated some staff rooms and replaced the gas boiler for heating water with an air-water heat pump, which runs with a CoP of 4.8 all year, as it uses the waste heat of machine components.

In 2025, the building gas heater for approx. 12,500 square metres of office and production space was replaced. In the context of our new heating concept, many hot air distributors in our production spaces were replaced, improved and integrated in a comprehensive control system. Since 01/2025 we have exclusively been purchasing climate-neutral biogas, thereby avoiding 150 t of CO₂ emissions.

Replacing the cooling system for our extrusion in 2023/2024 allowed us to reduce our annual power consumption by approx. 80 % or 84 MWh.

A wide range of other measures also contribute to the overall result, e.g.

- optimisation of the compressed air supply as the most expensive energy consumer through
 - reduction of compressed air leaks,
 - reduction of the compressed air strength in multiple stages from 8 to 7.1 bar,
- recovery of process heat,
- high-speed doors for frequently used outer doors,
- investment in energy-efficient systems and infrastructure (e.g. LED lighting with motion sensors)

In total, we achieved a reduction of CO₂ emissions in SCOPE 1 and 2 by 95 % in 2025 compared to the previous year. Specifically, this means reducing these emissions from 170 t to 8 t a year. The remaining emissions are merely theoretical standard leakage losses of coolant systems that must be accounted for.

		2024 [kg CO ₂ e]	2025 [kg CO ₂ e]	Δ	
SCOPE 1	Direct emissions	169,303	8,230	-161,073	-95%
	Gas	150,214	0	-150,214	-100%
	Fuels, vehicle fleet, diesel (incl. internal logistics)	11,538	722	-10,816	-94%
	Theor. leakage of coolants	7,551	7,508	-43	-1%
SCOPE 2	Indirect emissions	0	0	0	0%
	Current	0	0	0	0%

Despite extensive measures, our energy intensity remains practically unchanged, as a high percentage of our energy consumption in production is determined by the enthalpy of the processed material. In extrusion, a process temperature of over 220°C has to be reached to heat the pellets from room temperature to the required flowing temperature of approx. 200°C, then the material has to be cooled down again. Even just this closed (in the heating phase) process with an assumed efficiency of 50 % generates an energy demand of over 0.16 kWh/kg and that does not include cooling using cooled calender rolls. During thermoforming, the sheet material is heated in an open process using radiation heating from room temperature to the forming temperature of over 160°C, then cooled down again. An assumed total efficiency (radiator + geometry + absorption) of 30 % leads to further energy demand

of approx. 0.20 kWh/kg without the cooling phase. We currently have no assumptions or measurements for the cooling process, but even just heating the material in the process steps of extrusion and thermoforming requires a material-specific theoretical energy intensity of approx. 0.36 kWh/kg (approx. 25 % of our total energy intensity) due to the enthalpy of polystyrene. As of 2026, our energy management system includes machine-specific power consumption measurement. This, in conjunction with the respective production volumes, will allow us to compare the energy consumption of each process step between machine types in 2026.

<i>Energy and CO₂e intensity (SCOPE 1 & 2)</i>	<i>2024</i>	<i>2025</i>	<i>Δ</i>
<i>kWh / kg</i>	1.43	1.42	-0,9 %
<i>kWh / €</i>	0.18	0.18	+0.4 %
<i>CO₂e / kg</i>	0.03998	0.00201	-95.0 %
<i>CO₂e / €</i>	0.00513	0.00026	-94.9 %

The reference value for weights and values are article sales

Our next objectives and measures regarding SCOPE 1 & 2 (C3):

	<i>Short-term goal</i>	<i>Medium-/long-term goal</i>
<i>New redundant 75 kW compressed air generation system (compressor)</i>	Yearly reduction by 90 MWh of power as of 2026 (compared with 2025)	Controlled operation with reduction of compressed air level to 7.0 bar
<i>Addition of a heat recovery and storage concept to the compressor</i>	Concept in 2026, implementation in 2027	Operation of gas heater only in winter at the start of the week. Yearly reduction of gas consumption by 500 MWh as of heating period 2027/2028 (compared with 2025)
<i>Launch of an EMS with separate measurement at all relevant consumers</i>	Monitoring of consumers	Preparation for load peak management & battery storage. Reduction of peak load current by 10 % by 2028 (compared with 2025)
<i>Analysis of individual energy consumption levels</i>	Allocation of energy consumption values to production volumes for each process step	Detailed analysis of process energy efficiency and parameters that could potentially be influenced
<i>Acquisition of 5 BEVs</i>	BEV rate of vehicle fleet > 60% from 2026 onward	> 90% BEV rate in vehicle fleet by end of 2028. Yearly reduction of diesel consumption by 80 MWh by end of 2028 (compared with 2025)

Our activities and objectives in SCOPE 3:

As a leading innovator, particularly in the production of drawer inserts and non-slip mats, we use our great technical expertise and vertical integration to reduce the CO₂ footprint of our main products by volume.

93 % of CO₂ emissions in SCOPE 3 are based on plastic pellets and sheets purchased as upstream product.

		2024 [t CO ₂ e]	2025 [t CO ₂ e]	Proportion	Δ	
SCOPE 3	Emission sources that are not under our direct control	14,854	13,209	100 %	-1,645	-11%
	Pellets and dyes	11,096	9,823	93 %	-1,273	-11%
	Sheets (ABS, PMMA, PP, PETG,...)	2,840	2,432		-408	-14%
	Packaging materials	191	184	1 %	-7	-4%
	Other materials	133	273	2 %	+139	+104%
	Auxiliary substances and consumables	n.a.	n.a.			
	Inbound Logistics	200	102	1 %	-98	-49%
	Business travel (train, aircraft)	41	25	0 %	-16	-39%
	Drinking water and waste water	0.7	0.6	0 %	-0.059	-9%
	Waste disposal	351	370	3 %	+18	+5%

For this reason, in 2024 we added a foaming system to one of our sheet extruders in a pilot project. This foaming system foams up the bottom layer of the extruded sheets with gas, thereby substituting plastic material with gas bubbles. This allowed us to reduce the specific material use by approx. 8 % without affecting the properties of the product.

In a project supported as a measure for optimising the energy consumption of systems and processes (BAFA module 4 premium), we expanded our largest extruder with a foaming system and high-capacity filters in 2025. This has allowed us to reduce the specific material use by approx. 11 % without affecting the properties of the product. On top of that, once we have converted all products produced using these systems to the new version in coordination with our customers, we will be able to replace approx. 500 t of new polystyrene material with recycled material (PCR) and reduce our material consumption by 260 t as of 2027.

Our next objectives and measures regarding SCOPE 3 (C3):

	Short-term goal	Medium-/long-term goal
Substitution of new PS material with PCR without loss of quality	New material rate of the converted extruder < 60% in 2026	New material rate of all technically suitable items < 50 %. Yearly reduction by 2,000 t CO ₂ from 2027 (compared with 2025)
Reduction of specific material use through foaming	Conversion of all technically suitable articles in 2026	Yearly reduction of emissions by 500 t CO ₂ from 2027 (compared with 2025)

Overview SCOPE 1-3 (C3):

In 2025, we reduced our total emissions in SCOPE 1-3 by 12 % = 1,806 t CO₂.

	2024 [t CO ₂ e]	2025 [t CO ₂ e]	Δ	
SCOPE 1	169	8	-161	-95 %
SCOPE 2	0	0	0	
SCOPE 3	14,854	13,209	-1,645	-11 %
SCOPE 1-3	15,023	13,217	-1,806	-12 %

We have taken a variety of measures and have reduced our average PCF in SCOPE 1-3 by approx. 9 % by weight. Due to strong fluctuations of raw material prices, and therefore sales prices, a turnover-based analysis would be faulty.

Energy and CO ₂ e intensity (SCOPE 1-3)	2024	2025	Δ
CO ₂ e / kg	3.55	3.22	-9.1 %
CO ₂ e / €	(0.46)	(0.42)	(-7.9 %)

The reference value for weights and values are article sales

Pollution of air, water and ground (B4)

In the context of our processes certified in accordance with DIN ISO 9001, we regularly conduct a risk assessment of the environmental impact of our business activity. Moreover, a noise survey has been conducted for our largest location. All evaluations show that we are maintaining all limit values for air, water or soil pollution as well as noise immission values within and outside the building.

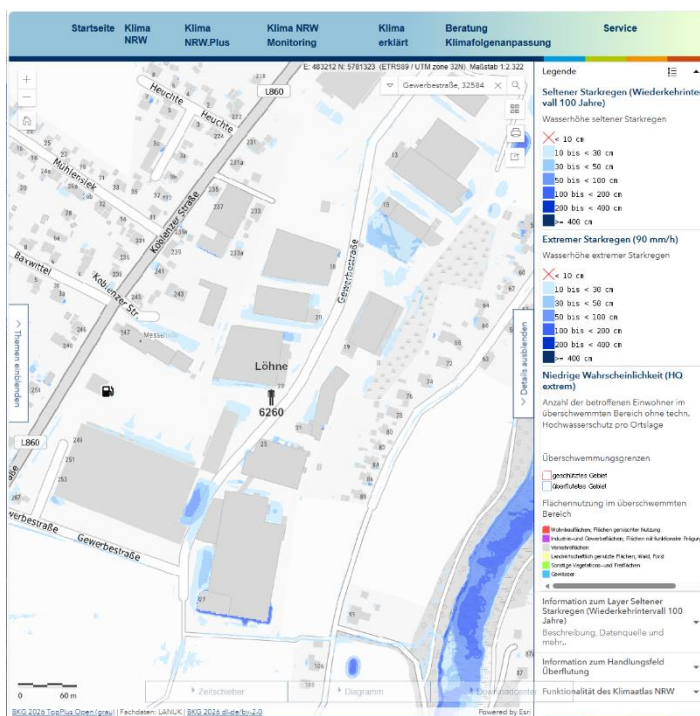
We store all hazard materials and materials that are harmful to the environment, e.g. the low volumes of solvents or oils we use, properly and have them recycled or disposed of by an external service provider after the end of use. We reduce the low risk of unintended release within our building through suitable measures such as the use of collection containers.

Climate risks (C4)

According to the [LANUK climate atlas for North-Rhine Westphalia](#) our buildings are not located in areas with significant risk of flooding, even in the event of heavy rain. The areas of our premises marked in the climate atlas are cellar areas, whose rarely used gates we protect against the ingress of water with mobile approx. 25 cm high barriers.

Our rainwater retention basin reduces the impact on the public sewer system of heavy rain events over our sealed surfaces.

We have so far not addressed other climate risks, as we cannot detect any significant and specific climate risks or effects on our company or the value chain until 2030.



Use of water (B6)

According to the “Aqueduct Water Risk Atlas” our buildings are in an area of “Low-Medium (1-2) Overall Water Risk”. Our cooling and heating systems in Production and Administration contain approx. 20 m² of water in closed circuits. Except for initial filling and maintenance, there is no significant fresh water use during normal operation. Only on days with outdoor temperatures of over 36°C, it may become necessary to add approx. 3 to 5 m³/day of fresh water for additional cooling. We have reduced water consumption during tool changes of tools connected to the cooling system by retrofitting the system with self-locking quick couplings.

According to our calculations, 56 % of our tap water use is due to the usual water consumption of sanitary facilities and office kitchens for the employees of AGOFORM and tecAGO, which is why we consider the remaining water consumption to be insignificant. We reduced the use of water for hygiene purposes 10 years back by switching to water-free urinals.

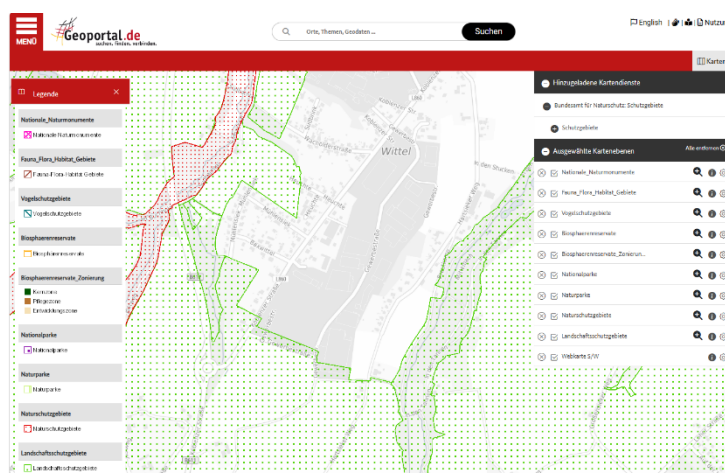
Use of water	2024	2025	Δ
Use of tap water	1,420 m ³	1,300 m ³	-8.5 %
Water drainage into sewer system	1,275 m ³	1,160 m ³	-9.0 %
Water drainage as surface water	145 m ³	140 m ³	-0.3 %
Calc. hygiene water consumption (0.025 m ³ /8 work hours)	762 m ³	729 m ³	-3.2 %

We have taken technical measures to noticeably reduce water drainage as surface water in 2026.

Preservation of biodiversity (B5)

Our buildings are located in an area classified as an industrial area, adjacent to a protected landscape used for agricultural purposes according to www.geoportal.de. They are not immediately adjacent to areas with high significance for biodiversity, as the nearest nature reserve is located approx. 0.5 km away.

Our plastic products currently contain no agriculturally grown primary products whose cultivation has effects of which we are aware on the biodiversity in the production area.



Resource use, circular economy and waste management (B7)

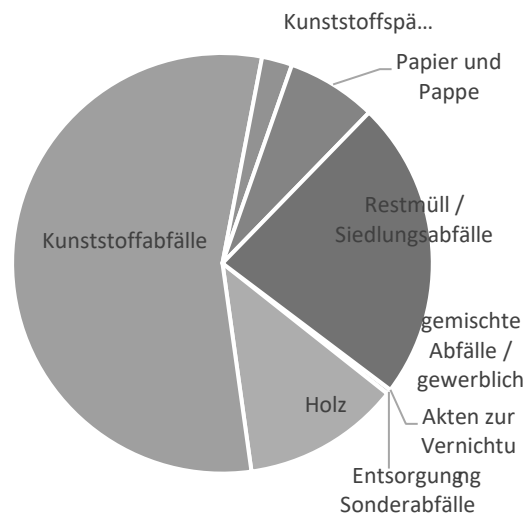
Our value chain from pellets to finished plastic components allows us to collect waste generated during our processes, separated by types, recycle it largely in-house and reuse it. This reduces waste and the required transport distances and protects resources. If established exchange systems exist in the countries we deliver to, we ship our goods on exchangeable EUR pallets. Due to a lack of standards for reusable packaging for pellet materials in bags, we receive significant volumes of single-use pallets and film material together with these goods. With a rate of only 8.6 % of article sales being waste that is not recyclable internally (incl. municipal waste and pallets), we regard our waste ratio as very low for the industry. The majority of waste generated in our company is directly related to the production of our products or their packaging.

Amount of waste	Hazardous	Recyclable	2024	2025	Δ
Plastic waste and chips	No	Yes	179.0 t	204.9 t	+14.5 %
Wood	No	Yes	51.7 t	43.2 t	-16.4 %
Paper and cardboard	No	Yes	25.9 t	24.6 t	-5.0 %
Municipal waste	No	Yes	81.6 t	81.9 t	+0.4 %
Oil & emulsions, spray cans	Yes	Yes	1.2 t	1.4 t	+ 17 %

We collect the following types of waste separately:

- paper and cardboard,
- wooden pallets,
- plastic chips we cannot process,
- mixed plastic waste,
- plastic packaging film material,
- metal and electronic scrap,
- municipal waste,
- hazardous waste such as oils, emulsions, spray cans and other empty containers of chemicals

and hand these over to waste recycling facilities.



Hazardous materials such as various categories of oils, emulsions and spray cans, are primarily generated by maintenance work at machines according to our maintenance schedule and are collected, treated and disposed of in an environmentally friendly manner in accordance with legal requirements by certified disposal companies:

- Spray cans are rendered harmless in a furnace, their contents burned at high temperatures. The metal of the spray can is later recycled.
- Waste oil is re-refined, generating reusable oil. Hazardous materials and impurities are extracted in this process and then burned, rendering them harmless.
- Emulsions are treated in a CP treatment plant. Hazardous materials are filtered out and burned. The liquid that remains is drained into sewage treatment plants.

Social issues: We assume responsibility for our employees (B8, C5)

We are a partner our employees can count on. Together we feel committed to the quality claim that “Made in Germany” represents. We produce exclusively in Löhne, at the heart of the East Westphalia region, creating secure jobs there - this also means that we do not employ or commission self-employed people without staff of their own who work exclusively for our company.

<i>Employee structure</i>	<i>2024</i>	<i>2025</i>	<i>Δ</i>
<i>Permanent</i>	120	123	+2.5 %
<i>Fixed term</i>	31	18	-41.9 %
<i>Apprentices</i>	13	12	-7.7 %
<i>Ø Number of fixed term employees FTE</i>	5.8	1.4	-75.9 %
<i>male</i>	133	125	-6.0 %
<i>female</i>	31	28	-9.7 %
<i>other</i>	0	0	0 %
<i>Gender ratio (f/m)</i>	0.23	0.22	-4.3 %

Unless otherwise specified: Figures on cutoff date 31 December

Reference: AGOFORM

Workers' rights and employee participation

It goes without saying that we adhere to national workers' rights and all applicable ILO conventions, particularly with regard to labour conditions, health and safety, fair payment, the ban on discrimination of any kind and rights to information and participation.

AGOFORM has a union-supported workers' council in accordance with the German Works Constitution Act. Our employees make extensive use of their rights to participation. Major topics of participation include work hours, salaries, health and safety and other staff matters. The company management and HR management are in regular dialogue with employee representatives regarding all participation-relevant topics. Additional committees such as the economic committee or the occupational safety committee are a forum for multifaceted interchange and weighing of interests.

Appealing work environment

Our aim is to accompany and support our employees from their professional training to their retirement. The appreciation we show our employees throughout decades promotes trust and a desire to shape continuous change together.

AGOFORM's and tecAGO's over 170 employees come from our home region and some of them are the second generation working for our company. Typically, production companies operating in multi-shift operation have a relatively high percentage of male employees. As our employees frequently remain with our company for decades, the gender ratio in our company has remained relatively stable despite a wide variety of measures we have taken to make professional training/work in plastics processing appealing to women.

We take a wide variety of measures to create an appealing work environment that promotes motivation and fosters the potential of our employees. We invest in qualification and provide attractive social benefits. Our full-time employees get 30 days of paid annual leave, holiday and Christmas pay, and attractive corporate benefits such as employee benefits (Edenred Ticket-Card) or employee discounts. For our administrative positions, there are agreements regarding flexible work hours (+60, -20 hours); for our production positions we are currently only testing this in a single pilot project at tecAGO, as the shift system with continuously running machines or multi-machine operation

complicates this kind of flexibility. The option of working from home 1-2 days a week is limited to our administrative positions.

We balance a reliable organisational structure with flat hierarchies and short decision-making processes to promote independent initiative and keep processes predictable. In Production, work safety, clear processes and continuous improvement are our top priorities.

To map out our employees' views and mood, AGOFORM conducted an anonymous employee satisfaction survey (Puls-Check) in May 2024. This survey and subsequent workshops in all departments and with all employees were used to discover various aspects and criticism, which we are now working hard to improve. We have already implemented changes in our hierarchy structure based on the above. The systematic optimisation of processes that have developed over time will be conducted in multiple projects accompanied by external consultants in the period from 2025 to likely 2027. We will conduct a second satisfaction survey in 2027 to determine how our employees view the changes they are aware of.

The general skills shortage in our industry-heavy region and general job market conditions are external factors we cannot affect but that relevantly affect our fluctuation. Nevertheless we view the two KPIs fluctuation rate and employee resignation rate as indicators of employee satisfaction and the quality of our recruiting processes.

<i>Fluctuation</i>	<i>2024</i>	<i>2025</i>
<i>Employee resignations</i>	2.5 %	1.9 %
<i>Fluctuation rate</i>	17.1 %	13.5 %

*Fluctuation rate: Number of employees that left our company in the reporting year /
Average monthly number of employees during the reporting year*
Reference: AGOFORM

We consider a long period of remaining with our company an expression of employee satisfaction and job security:

<i>Ø Period of employment [years]</i>	<i>2024</i>	<i>2025</i>
<i>Administration</i>	10.7	11.7
<i>Production</i>	13.1	14.0
<i>Total</i>	12.4	13.3

On cutoff date 31 December
Reference: AGOFORM

Health and safety (B9)

As in any industrial environment, the employees in the production environment of a plastics processing company are exposed to certain accident risks. The materials we process do not pose particular risks of accidents, but potential contact with hot surfaces of products, machines and tools, contact with sharp edges and burrs during cutting to size and the material transport pose risks if they are handled incorrectly.

Our multi-level protection concept addresses these risks thoroughly:

We employ two external safety experts. These regularly conduct inspections of our premises (including fire protection inspections), develop workplace-specific risk assessments, check measures that may be required, advise employees and supervisors and organise optional and mandatory examinations by the company medical centre we commission.

Workplace-specific risk assessments are conducted when machines are newly acquired. They are also conducted if relevant changes are made to existing machines or process sequences.

An occupational safety committee exists and meets 4x a year. The safety committee consists of a representative of the company management, the works council, a representative of the company medical centre, the safety officer and the two safety experts.

We make sure that at least 10 % of our employees are trained first aid providers at any given time. We offer a first aid refresher course to these employees every two years.

The rate of accidents has been decreasing:

<i>Accidents at work</i>	<i>2024</i>	<i>2025</i>
<i>Quantity</i>	4	3
<i>Accident rate</i>		
Accidents at work requiring mandatory reporting / 100 full-time employee work hours	0.00185	0.00146
<i>Accident rate (employer's liability insurance)</i>		
Accidents at work requiring mandatory reporting / 1000 full-time employees	28.05	22.47

Reference: AGOFORM

In the history of our company, there have been 0 fatal injuries at work.

Despite the low rate of accidents, the rate of absences due to illness has increased in the past years.

<i>Rate of absences due to illness</i>	<i>2024</i>	<i>2025</i>
<i>Administration</i>	5.9 %	7.6 %
<i>Production</i>	13.9 %	14.7 %
<i>Total</i>	11.4 %	12.5 %

Reference: AGOFORM

The reasons for this include the expanded availability of absences due to a child's illness, a rise of illness-related absences across Germany and the increasing average age of our employees:

<i>Average age</i>	<i>2024</i>	<i>2025</i>
<i>Administration</i>	45.0	44.8
<i>Production</i>	45.8	46.0
<i>Total</i>	45.6	45.7

On cutoff date 31 December

Reference: AGOFORM

Systematic preventative health measures, among them occupational preventative examinations (e.g. G20 noise, G37 monitor-based workplace) promote our employees' well-being in the long term and minimise workplace-related health risks.

Examples of general health-promoting steps we have taken:

- Most desks in Administration are height-adjustable
- Free filtered and carbonated water
- Air-conditioned offices and break rooms
- Bright illumination with neutral light
- Protection from direct sunlight
- Autonomous transport systems to reduce walking distances
- Collaborating robots and handling aids to reduce physical strain while lifting

For individual prevention, AGOFORM offers all employees paid participation in preventative measures in the context of a health day. In the past years, we offered not just blood pressure and resting heart

rate measurements on this day, but also, for instance, coaching in relaxation techniques, sleep analysis (pupillography) and exercises to compensate for sedentary work (Pixformance training).

In Production, we largely operate in a shift system of 2-3 shifts without work on weekends. Any overtime beyond that is exclusively voluntary and only occurs in exceptional cases. We ensure that the shift assignments are equally distributed, take into account individual people's specific situations and ensure that our employees can view and have a say in the shift assignments at least 2 weeks beforehand.

Job security, remuneration and qualification (B10)

We respect equal opportunity, equal treatment and fair pay. Our gender pay gap (adjusted for company management and executive managers) is 4.7 %.

All employees in our established staff (without temporary personnel, marginally employed personnel, retirees, apprentices) received wages in 2025 that were at least 13 % above the German minimum wage of 12.82 € without accounting for legally mandated or individually agreed bonuses. In general, our employees' wages are adjusted once a year in a general pay increase to compensate for inflation.

The majority (80 %) of our employees work in permanent employment with the associated extensive social security. The distribution on the cutoff date 31 December was as follows:

Employment type	2024		2025	
<i>Permanent</i>	120	73 %	123	80 %
<i>Fixed term</i>	30	18 %	17	11 %
<i>Apprenticeship</i>	13	8 %	12	8 %
<i>Marginally employed</i>	1	1 %	1	1 %
Total	164	100 %	153	100 %

Reference: AGOFORM

Our qualification concept is based on a structured combination of theoretical teaching and practical application in everyday work routines. Systematic familiarisation plans and the opportunity to learn about the work of multiple departments ensure that our employees develop comprehensive expertise. This is supplemented by regular feedback discussions and training opportunities adapted to the individual employee's needs. We are not currently systematically recording training times for statistical purposes.

The apprenticeships we offer to, on average, 12 apprentices comprise 3 industrial and commercial apprenticeship positions: Industrial management assistant, plastics and rubber technology specialist, machine and plant operator. This shows that we offer diverse options allowing apprentices to enter a variety of fields. Our aim is to give young people thorough, practical qualifications and help them develop into well-qualified experts for our company in the long term. In addition to the systematic theoretical/practical training in each department and attendance at a vocational school, multi-company training measures and, in some cases, stays abroad complement the development of field expertise and social competence. Intensive internal and external exam preparation and close support by qualified instructors top off our apprenticeship program. If an apprentice's performance is sufficient and they are personally suitable, our aim is to establish a long-term employment relationship.

Professional training	2024		2025	
<i>Administration</i>	4	8.3 %	3	6.4 %
<i>Production</i>	9	6.7 %	9	7.3 %
Total	13	7.1 %	12	7.1 %

Reference: AGOFORM

Corporate responsibility (governance) (B11)

We are aware of the trust that employees, customers, suppliers and the general public put in us. As a company directly subject to European and German legislation, we are subject to a variety of laws, regulations, directives and regulatory requirements. We are committed to responsible, sustainable governance and to behaviour that conforms to the law and is ethically correct. We adhere to all recognised environmental, social and corporate governance standards [ESG]. We implement transparent processes and communicate our values along those parts of the supply chain we can reach.

Structure and composition of the management level (C5 & C9)

Beyond ad-hoc exchange of information, our management structure supports regular, cross-departmental and cross-hierarchy exchange:

Management level	Number of people	Gender ratio	Ø Time at our company	Regular consultation
Company management / partner	2	0	> 25 years	Weekly
Management team	3	0.5	> 10 years	Weekly
Department/division head	9	0.13	> 10 years	Weekly
Shop floor				Weekly
Steering committee	8 (incl. external personnel)	0.25	> 15 years	Monthly

Gender ratio: Number of women / number of men
Reference: AGOFORM

The relatively low gender diversification at our management levels is a result of the historically imbalanced technically-oriented environment. As there is little fluctuation and people generally stay with our company for long periods of time at the company management to department leadership levels, there is rarely an opportunity to change the gender ratio by filling a position with a new person. Moreover, there are still few female candidates available to us with the required qualifications in the technical environment.

Our flat hierarchy (3-4 levels), promotion of the ability to respond positively to criticism and to take responsibility, project organisation and a reliable foundation of data creates the organisational framework for quick and well-founded decisions.

Certifications

AGOFORM has been certified according to DIN ISO 9001 successfully and without interruption since 1996. No deviations from the standard have been detected by the yearly audits since 2015.

Risk management

Good corporate governance is, among other things, the result of the company management handling risks responsibly. We use the mechanisms for risk management mandated by ISO 9001. We analyse and limit risks, e.g. of our product groups, suppliers and possible administrative, operative and financial threats. In an operative context, we regularly make use of e.g. liquidity planning, controlling of relevant KPIs in all company segments, commercial credit insurances and credit agencies for informing us of payment and default risks (Coface, Creditreform) in the supply chain. Our internal audits are supplemented by regular external audits and inspections by auditors, inspection bodies and regulatory agencies. We always keep our IT systems up to date and free of any known security vulnerabilities.

All relevant risks are covered by insurance contracts, e.g. commercial general liability and product liability, cybersecurity, electronics, fire and interruption of operation, legal protection, transport.

The strategic risk assessments are updated as required or on an annual basis during the management review. A regular interchange with various stakeholders provides extensive information and allows us to respond quickly. The “requirements of interested parties” are also re-evaluated yearly.

From a product perspective, our in-house quality lab gives us the option to use digital microscopy, melt flow index analysis or colour analysis to inspect the materials used and our products. A device for long-term stress tests of cutlery inserts is also available. We regularly make use of accredited laboratories for detailed chemical analysis and certification of specific product properties.

Responsibility in the supply chain (C6)

In 2023 we put our guidelines and values into writing for our employees in a Code of Conduct ([AGOFORM GmbH Code of Conduct](#)). The Code of Conduct is intended to obligate all of our employees to meet requirements and expectations, and to act as a road map. Our own Code of Conduct and our supplier Code of Conduct are based on German law, internationally recognised principles based on the United Nations Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights and the Core International Labour Standards of the International Labour Organisation (ILO).

AGOFORM is committed to the principles defined in our Code of Conduct and obligates suppliers to adhere to and implement these or similar principles in the same manner. In light of our responsibilities and economic aspects, we only purchase goods from domestic and European suppliers. This simplifies our annually updated risk assessment.

Moreover, we expect from our suppliers that their suppliers and service providers that provide products or services to AGOFORM directly or indirectly also adhere to these or comparable principles. The suppliers must impart the requirements laid down in this Code of Conduct to their suppliers in a suitable manner and take measures to implement them in their own supply chain. By taking the measures specified above, we adhere to the German Supply Chain Act and therefore ensure that risks to human rights and the environment in our suppliers’ supply chain are discovered and avoided and help our suppliers correct problems. At this point, we have obligated the suppliers of 28 % of our purchasing volume to commit to the [AGOFORM Code of Conduct for Suppliers](#). The suppliers of a further 15 % of our purchasing volume have documented that they are committed to their own equivalent supplier code of conduct. Accordingly, adherence to supplier duty of care beyond adherence to European law is documented for 43 % of our supply chain by volume.

Compliance (B11, C6, C7)

In the event that employees, business partners or external third parties detect a violation of law or our Code of Conduct by our company or its employees and do not wish to report it to a supervisor, the company management or other suitable personnel in the company, we have made an independently operated [whistleblower system](#) available for anonymous reporting. The whistleblower system can, in particular, be used to report violations of human rights, environmental protection or labour law obligations or violations of anti-corruption or anti-money-laundering legislation. We have received no reports through our whistleblower system since 2023.

In 2025, personal misconduct by employees lead to a written warning or further labour law sanctions in 5 cases.

In the past 5 years there were no incidents or proceedings related to corruption or money laundering. All audits by social insurance agencies concluded without complaints. With the exception of valuation issues, all audits by financial authorities concluded without complaints.

Incentive systems

Below the company management level, AGOFORM does not regularly make use of variable salary components that connect specific objectives to remuneration and reward the achievement of specific objectives. Although these elements are widespread, particularly in sales, we make no use of them to avoid a one-sided focus on goals with a monetary incentive. This also applies to objectives and measures related to sustainable action.

Data protection management

AGOFORM has introduced a data protection management systems based on the EU General Data Protection Regulation and keeps this system up to date. According to GDPR, the following violations of the protection of personal data were detected and reported to supervisory bodies:

<i>Violations of data protection</i>	<i>2024</i>	<i>2025</i>
<i>High risk</i>	0	0
<i>Risk</i>	1	0
<i>No or low risk</i>	0	0
<i>Total</i>	1	0

Reference: AGOFORM

All reports – including those of past years not listed here – were closed on receipt of the report by the state representative for data protection and freedom of information for North-Rhine Westphalia due to insignificance.

Our conceptual framework for ensuring redundancy and data security includes suitable structures, authorisation management and backup concepts. We provide regular training regarding data protection and protection against cyberattacks such as phishing to maintain employee awareness. Recurring simulated phishing campaigns and internal and external penetration tests are used to measure the success of our measures and identify further steps to take.

No exertion of political influence

AGOFORM is an active member of the local Chamber of Industry and Commerce. Our managing director Jan Ottensmeyer has been chairman of the industry committee and a member of the general assembly for years. Our company management and executive employees are active members e.g. of the Association of Family-Owned Companies, local business associations, industry associations, the employers' association and apprenticeship networks. We do not promote any lobbying activities separately or outside of these associations and do not support political initiatives or parties.

Legal information

AGOFORM considers sustainability to be a continuous improvement throughout its own effective levers. This sustainability report therefore contains information and specifications regarding ecological, social and corporate (ESG) topics as well as objectives, expectations and measures planned by AGOFORM GmbH.

The information in this report is partially based on assumptions, estimates and internal surveys. Differing methods and a lack of uniform standards may limit comparability. In particular, information about upstream and downstream stages of value creation is partially based on external data sources, supplier declarations and external or internal estimates and therefore subject to uncertainty.

Despite careful compilation and review, we cannot assume liability for completeness, correctness and currentness of the information contained in this report. In some segments, uncertainty remains regarding data availability, methods and the evaluation system. This is apparent due to deviations when comparing data from different origins, which we, however, consider to be negligible or only eliminable in future.

This report may contain “future-oriented statements”. These are based on the company management’s current assessments and expectations and are subject to known and unknown risks and uncertainties. The actual developments and results may differ significantly from the expectations presented here.

The objectives, strategies and measures presented do not represent legally binding obligations. In particular, no guarantee is made that any sustainability goals set here will be achieved fully or within the periods stated.

Terms such as “sustainable”, “climate-friendly”, “climate neutral”, “emission-free”, “CO₂-neutral”, “environment-friendly” or similar sustainability statements only refer to the specific contents of this report and must not be generalised without further contextualisation.

This report is only intended for information purposes and is not a quotation, warranty or guarantee in a legal sense. To the degree this is legally permissible, we assume no liability for decisions made on the basis of this report.

The regulatory requirements for sustainability remain under development. Future changes may lead to adjustments in our reporting and evaluation.