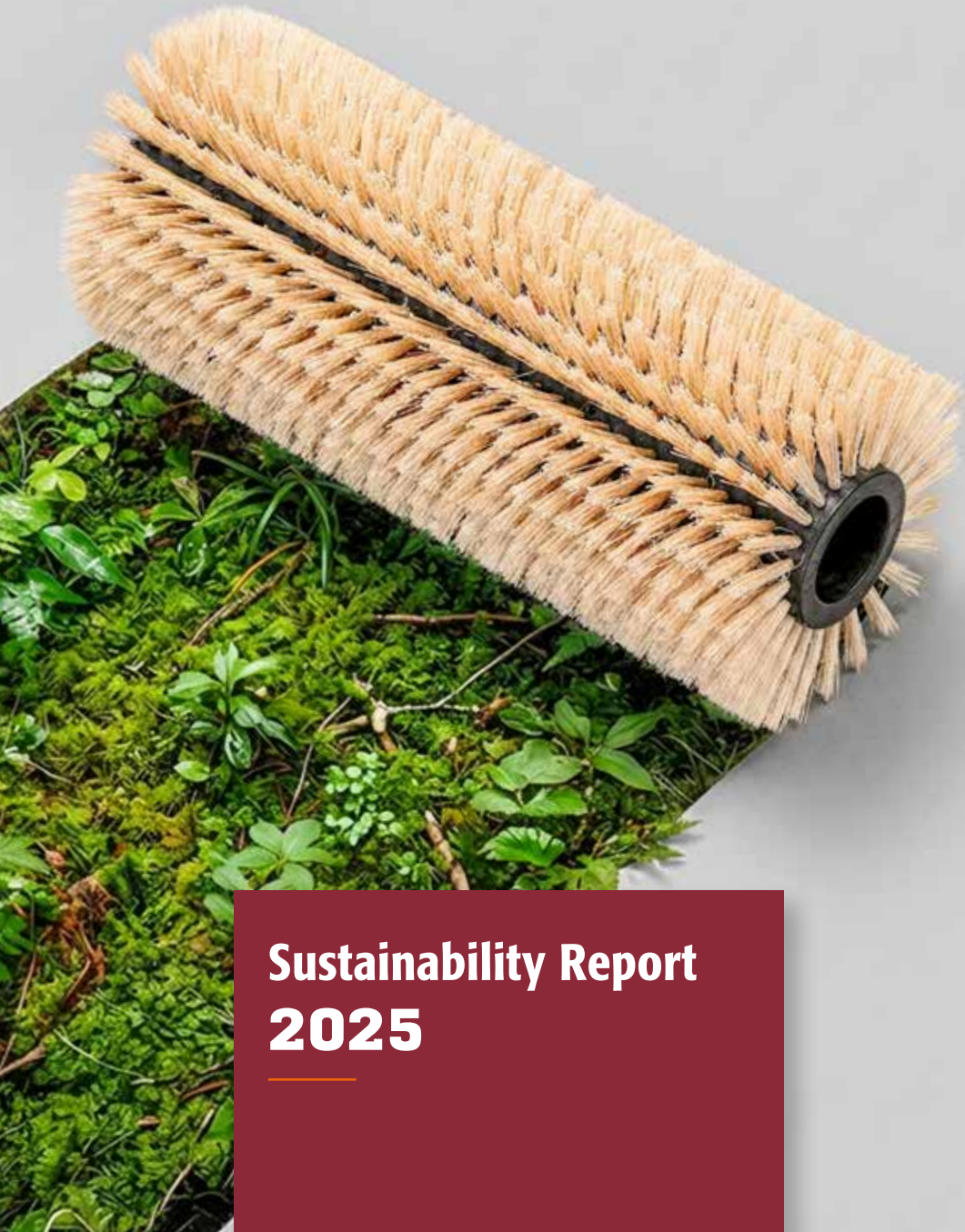
Mink Bürsten®



Sustainability Report 2025



August Mink GmbH & Co. KG

Since 1845, Mink Brushes has stood for innovative solutions in filament and brush technology. Today, we are among the world's leading producers – with more than 14,000 active customers from over 60 industrial sectors annually.

Our brushes are used wherever precision, durability and flexibility are required – from mechanical and plant engineering to industrial manufacturing. In five state-of-the-art factories at our Göppingen site, we produce millions of brushes annually in over 250,000 variants.

What sets Mink Brushes apart? A team that lives quality. State-of-the-art technology. And a clear promise: customised solutions, delivered reliably and on time – including bespoke designs.

With sales offices in Denmark, England, France, Italy and the Netherlands, as well as field representatives in Austria, Poland, Switzerland, Spain and the Czech Republic, we are close to our customers worldwide – not just as a supplier, but as a partner on equal footing.

Mink Brushes Sustainability Report 2025

Based on the German Sustainability Code (DNK)

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To improve readability, we are not using the simultaneous use of masculine, feminine and diverse (m/f/d) forms. All references to persons apply equally to all genders.

1. Strategy

1.1 International Standards and Objectives

The United Nations' **Sustainable Development Goals (SDGs)** from 2015 and the **Paris Climate Agreement** signed in April 2016 form the foundation of international commitment to combating the climate crisis and achieving a socio-ecological transformation. Consequently, the European Commission formulated the goal of climate neutrality by 2050, to be achieved through the development of an action plan for a **sustainable financial system (Sustainable Finance Action Plan).** Based on these financial strategies, companies are called upon to create transparency regarding their sustainability performance in order to implement environmental and socio-political objectives alongside economic viability within their business models and thereby promote investments in sustainable development. To this end, the **CSRD (Corporate Sustainability Reporting Directive)**, following the transposition of the European **ESRS (European Sustainability Reporting Standards)** into national law, obliges large and capital market-oriented companies to supplement their management report with a **sustainability report.**

In December 2025, however, the EU Parliament approved the first so-called **"Omnibus" package**, which significantly eases the sustainability reporting obligations under the CSRD. Among other things, the decisive threshold was raised to **1,000 employees** and a **net revenue of €450 million**, thereby exempting Mink Brushes from the statutory reporting obligation going forward. Nevertheless, we have recognised the growing significance of sustainability as a **key competitive factor**. For this reason, Mink Brushes will continue to maintain **voluntary reporting** based on the established standard of the **German Sustainability Code (DNK)**. Furthermore, our sustainability report incorporates the findings of an internal **materiality analysis** and thus reflects a core aspect of the CSRD.



The following established initiatives and standards provide guidance for the implementation of our sustainability strategy:

Sustainable Development Goals (SDGs)

Paris Climate Agreement & European Green Deal

International Standard of the Greenhouse Gas (GHG) Protocol

German Sustainability Code (DNK)

Reporting according to ESRS in the context of the CSRD

Core Labour Standards of the International Labour Organization (ILO)

OECD Guidelines for Multinational Enterprises

10 Principles of the UN Global Compact

Quality Management according to DIN EN ISO 9001:2015 certification

Substance compliance (including REACH and POP Regulation, RoHS Directive, TSCA, California Proposition 65, etc.)

1.2 Sustainability Strategy

The Mink sustainability strategy is guided by our internal ESG policy, which describes our structures, processes and content relating to the topics of **Environment, Social and Governance** and is formulated on the basis of material sustainability aspects (see Chapter 2).

Mink Brushes aligns its sustainability-related strategy with **long-term objectives** (see Chapter 3). General guiding principles are summarised in our ESG policy, while plans and measures for achieving objectives in the reporting year 2025 are specified in the subsequent chapters. These key performance indicators serve as a **communication tool**, enabling us to illustrate the implementation of our sustainability strategy in measurable activities to our stakeholders. At the same time, they help us to identify material **risks and opportunities** in order to continuously improve. Overall, our sustainability report demonstrates that we bear corporate responsibility within our industry and business model and communicate this to our stakeholders to ensure information transparency.

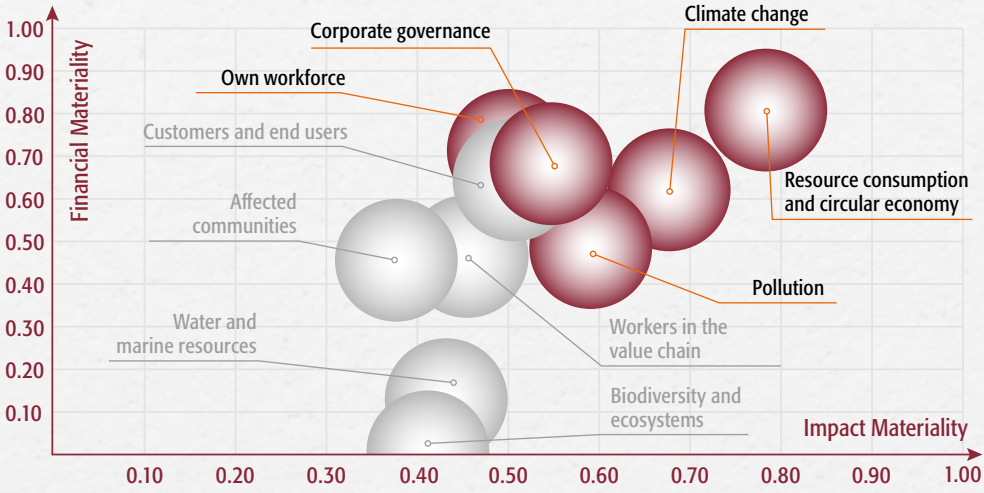
2. Materiality

2.1 Double Materiality Analysis

To identify the relevant topics, a **materiality assessment** based on the CSRD in accordance with ESRS was conducted on a voluntary basis for the fiscal year 2025.

The analysis of key sustainability aspects aims to determine and evaluate the **impacts on people and the environment** associated with business activities, as well as the **risks and opportunities for the company itself. Double materiality** refers, on the one hand, to the ecological and social influence of business activities **(inside-out)** and, on the other hand, to the environmental and societal challenges for the business model **(outside-in)**. Figure 1 shows the results of the materiality analysis for fiscal year 2025.

Figure 1: Materiality Matrix Terminology



Note: *The topics highlighted in red have been identified as essential to Mink Brushes' business activities in the analysis for fiscal year 2025. Independently, our ESG strategy also encompasses affected communities as well as customers and end users. However, the materiality matrix presented provides insight into our focus topics in this report.*

The results of the materiality analysis for fiscal year 2025 reveal the significance of **climate change, resource consumption and circular economy**, as well as **environmental pollution** for Mink Brushes. In addition to these priority topics, the 2025 sustainability report addresses further important aspects regarding our **own workforce and corporate governance**, while also addressing **customers** and the **community**.

2.2 Stakeholder Analysis

The core aspects highlighted in red in Figure 1 were already identified as centrally important during the first **stakeholder analysis** in 2024. As there has been no notable shift in the assessment of material topics for fiscal year 2025, a renewed survey of the key stakeholder groups has not been conducted. Nevertheless, we naturally continue to maintain close **dialogue** with the relevant stakeholder groups.

3. Objectives

3.1 Process for Developing Sustainability Objectives

At Mink Brushes, sustainability is managed at the executive management level. For this reason, the **executive management** defines our overarching ESG policy and sets the long-term objectives of our sustainability strategy.

Taking into account international targets (see Chapter 1), Mink Brushes identifies its sustainability-related strengths and weaknesses in order to leverage opportunities and minimise risks. In the spirit of **sustainability management** and the methodology of continuous improvement, we **continuously develop** our internal objectives.

3.2 Overarching Goals

Our sustainability strategy pursues the following long-term goals:

Environment

- Reduction of thermally recovered waste in favour of material recycling
- Increase in recycling rates through material-specific separation
- Expansion of the use of recycled materials
- Procurement of natural and bio-based raw materials at economically viable prices
- Reduction of energy consumption and improvement of energy efficiency
- Expansion of renewable energy use (green electricity/own solar power system)
- Gradual transition of the vehicle fleet to electric/hybrid drive
- Reduction of transport distances
- In-house research and development, and expansion of cooperation with our partners
- Minimisation of environmental impact through contractual agreements and a local supplier base

Social

- Expansion of training and further education programmes for employee qualification
- Safeguarding human and labour rights through contractual agreements and a local supplier base
- Expansion of supplier audits
- Improvement of the common good through local manufacturing and site loyalty
- Efficiency and effectiveness in customer communication

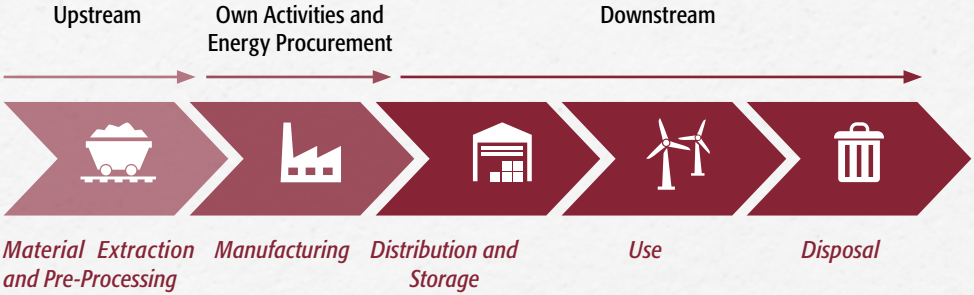
Governance

- Clear objective-setting and quantification of KPIs for monitoring goal achievement
- Transparency and increasing integration of suppliers and customers into the sustainability strategy
- Regularity in the communication of our goals and requirements
- Contractual obligations along the value chain to uphold our standards
- Internal communication of our objectives and clear commitment of all employees

4. Value Chain Depth

As illustrated in Figure 2, our value chain encompasses all processes from raw material extraction and pre-processing through our own manufacturing to distribution, storage, use and disposal.

Figure 2: Mink Brushes Value Chain



Note: Transport activities take place across the entire value chain

4.1 Raw Material Extraction and Pre-Processing

The upstream value chain includes, among other things, the **extraction** of raw materials, the **manufacture** of semi-finished products, the **procurement** of materials and resources, and their **transport** to the production site.

Mink Brushes primarily processes **plastics**. For the manufacture of our products, extruded filaments, sheets and profiles are procured alongside granulates for injection moulding. In addition, **animal and plant-based** bristles are used, and **metals and woods** are also sourced and processed. In procurement logistics, we consistently rely on **reusable** transport packaging and transport frames. With the aim of formally ensuring our standards along the upstream value chain, we have developed a comprehensive **quality and compliance agreement**. Moreover, we prioritise a **local supplier** base for **short transport distances** and to maintain **local standards**. To further reduce long distances and complex intermediate stages in material procurement, Mink Brushes successfully shortened its value chain in 2025 through a strategic shift from trade intermediaries to direct deliveries from manufacturers for key production materials. This additionally saves emissions from transport and distribution.

To **minimise procurement risks**, Mink Brushes pursues, among other measures, a **multi-supplier strategy** as well as **strategically and economically viable stockholding**. We continuously monitor market changes and analyse potential risks in order to remain **responsive and adaptable** at all times.

4.2 Manufacturing

Every year, we produce **millions of brushes** from a range of well over **250,000 variants** in currently **five production plants** in Göppingen. The continuous expansion of this site and the most modern machinery in the industry enable the manufacture of brushes of the **highest quality**, including **custom designs**.

Due to our business model and external influences in a constantly changing environment, the topics of climate change, resource consumption, circular economy and environmental pollution have been identified as essential for Mink Brushes (see Chapter 2). Through numerous individual measures and comprehensive projects in the areas of **energy efficiency and material flow optimisation, emissions are reduced, resources are conserved and climate protection is promoted**. These specific activities of Mink Brushes for fiscal year 2025 are explained in greater detail in Chapters 11, 12 and 13.

4.3 Distribution, Storage, Use and Disposal

The downstream value chain is primarily concerned with the **distribution, use and final disposal** of the manufactured Mink brushes.

We generally manufacture to order and with a **95 percent on-time delivery rate**. With regard to distribution and transport, we offer our customers mesh containers and Euro pallets as well as individually requested **reusable** packaging. Our high-quality products not only have a **long service life** to reduce waste, but can also, depending on the intended use, be manufactured from (partially) **recyclable or renewable materials**. A key, yet often overlooked advantage of our innovative solutions lies in the **efficiency improvement** and **life extension** of numerous downstream applications through brush-based **cleaning, sealing, fixing and conveying**.

These versatile applications **optimise process workflows, protect products and reduce production** rejects. This reduces **greenhouse gas emissions, resource consumption and waste volumes**, thereby actively counteracting climate change.



A noteworthy application is the **Mink Clean-Touch-System** *for enhancing the performance of oil skimmers. Here, oil is efficiently separated from the water surface.*



Our brushes perform an extraordinary function in the construction of locks in the form of so-called **fish ladders**. *The bristles of our brushes reduce strong currents, thereby supporting river inhabitants in swimming against the strong lock currents.*



Our products also offer resource conservation potential for use in waterways. For example, ships require less propulsion energy thanks to a special ***brush for hull cleaning.***

These are just a few of the numerous applications that demonstrate that our brushes make a central contribution to **environmental protection**.

5. Responsibility

The **executive management** sets the long-term goals of the sustainability strategy and communicates the required measures within the company as well as to partners and suppliers. The executive management is supported in setting short- and medium-term goals and in the operational implementation of goal achievement by **senior managers** from sales, procurement, production and quality management. A dedicated **sustainability management** function oversees individual projects, collects the necessary data and supports other departments in implementing agreed measures and goals.

6. Rules and Processes

Mink Brushes respects and requires **compliance with applicable laws** within its workforce and along its value chain. Methods based on the **continuous improvement process (CIP/Lean Management)** serve to identify and optimise wasteful processes. Through the use of modern manufacturing technologies and efficient process solutions, continuous improvement is pursued. Furthermore, managers are expected to **actively promote and demand sustainability** within their areas of responsibility.

The defined sustainability goals are an integral part of the operational activities of the specialist departments and are pursued through defined **individual measures** within their processes. The **effectiveness** of the measures initiated is regularly analysed and discussed at the highest level with the executive management.

7. Monitoring

Mink Brushes has a comprehensive **KPI system** at its disposal, which is regularly reviewed and evaluated by management and senior staff. In addition to purely monetary **Key Performance Indicators (KPIs)**, qualitative information is also recorded. Performance review is carried out, among other things, on the basis of the following data points for fiscal year 2025:



8. Incentive Systems

Our remuneration system does not include direct criteria for assessing the achievement of sustainability goals. However, positive developments in the area of sustainability are recorded and communicated to the workforce. Particularly positive employee engagement is published by name in our **Mink Magazine**, thereby fostering the incentive to independently contribute to sustainability-related improvements.

9. Stakeholder Engagement

The foundation for the successful **integration of diverse stakeholder groups** into our Mink sustainability strategy is regular exchange as well as transparent and open communication. We discuss our sustainability activities with our stakeholders and seek the opinions of various stakeholder groups in order to derive improvement potential and measures. While we are in **regular exchange** with our suppliers and partners on current sustainability-related developments, our employees are encouraged to take their **own initiative**. As part of the quality and compliance agreement, the importance of stakeholder engagement is made binding for our contractors. Furthermore, we take into account the opinions of our **customers, suppliers and employees** as part of a renewed stakeholder analysis (see Chapter 2.2), should the priority topics shift notably as a result of the materiality analysis (see Chapter 2.1).

10. Innovation and Product Management

Quality leadership defines the strategic direction of Mink Brushes. The requirements for technical brushes from our customers across more than 60 different industries are highly diverse. Some industries are subject to continuous change, which brings corresponding impacts on markets and business models. To ensure our own **adaptability**, it is therefore of strategic importance to continuously expand in-depth knowledge of technology and market developments, regulation and policy changes, and to maintain the corresponding capacities.

In this turbulent environment, our own **innovative strength** represents a decisive competitive advantage. Mink Brushes stands for successful developments and product innovations. Our Mink Slide-Brush was awarded the **Innovation Prize 2025** by the District of Göppingen. A focus on sustainable research and product development also fosters **cooperations and synergies** that can create entirely new application possibilities and specifically counteract climate change. The continuous **expansion of our site** in Göppingen and the most modern machinery in the industry enable the manufacture of **durable brushes of the highest quality**. Together with our partners, we regularly assess the development status of new, sustainable materials, such as bio-based or industrially biodegradable plastics, and drive innovations forward. Through the development of innovative brush solutions and custom designs, Mink Brushes supports sustainable industries and promotes the **efficiency** of numerous applications.

Mink Lubrication-Brush

- Optimisation of lubricant consumption through precise and uniform distribution
- Maximisation of chain service life
- Reduction of operating noise
- Significantly more durable than other systems
- Product contamination is minimised
- Bristles adapt perfectly
- Low energy consumption

Thanks to specially developed bristles and an integrated lubrication system, controlled dispensing with reduced friction is enabled, thereby increasing the longevity and efficiency of the application. This not only lowers operating costs but also promotes the sustainable use of resources.



11. Use of Natural Resources

A look at the materiality matrix (Figure 1) reveals the relevance of **resource consumption** for Mink Brushes. On the one hand, this results in a significant impact of the company on its environment. On the other hand, it also demonstrates considerable importance for the business model itself. The recording of key consumption figures is therefore of fundamental importance in order to improve resource utilisation and avoid waste.

We document our production-related **water consumption and energy requirements**. A further key figure is the waste volume, which provides information about our disposal and recycling activities (see Chapter 12).

The following values were recorded for 2025:



Energy and gas requirements:
3,428,526 (kWh electricity) and
1,168,123 (kWh natural gas)



Water consumption:
4,592 m³



Waste balance:
915.6 t

In order to interpret the utilisation of the above-mentioned resources in relation to company growth, the individual **requirements are set in relation to Mink Brushes' total revenue**. Compared to the previous year 2024, the electricity intensity increased marginally from **4.83%** (kWh/revenue) to **4.87%** (kWh/revenue) in 2025. The intensity of gas consumption (kWh/revenue) increased by **0.09 percentage points**. Water requirements measured against total revenue recorded a decrease from **6.83%** (litres/revenue) to **6.54%** (litres/revenue). In addition, it was possible to keep the waste intensity constant at **1.30%** (kg/revenue). Despite increasing absolute values, the ratios demonstrate that resource consumption has remained stable overall amid growing economic output.

12. Resource Management

12.1 Material and Circular Economy

In the spirit of responsible **resource inflow**, Mink Brushes places great emphasis on providing (partially) **renewable raw materials and natural materials** such as wood, animal hair and plant fibres. In addition, depending on the intended use of the brush, we already assess the usability of **recycled materials or regenerated materials** during product design. Due to the sometimes significant differences in purchase price and material properties, the processing of virgin materials is still mostly prioritised. A decisive criterion for the use of sustainable raw materials is the functionality of the application and the price consciousness of our customers, as circular-compatible materials are often associated with higher costs and inconsistent material quality. However, our primary objective is to design brushes of the highest quality with an application-oriented design. This not only reduces rejects at our customers' facilities but also supports the longevity of an application and thereby effectively reduces resource outflows.

During processing as well, we ensure optimal **resource utilisation** and the best possible material separation. Materials that can be separated by type are consistently sent for **recycling**. In administration, paperless processes minimise waste. With regard to **circularity** of packaging materials used, we use recyclable paper cushioning instead of bubble wrap. In addition to mesh containers, we also offer Euro pallets and reusable packaging solutions (see Chapter 4.3). Furthermore, our internal department for **continuous improvement processes** promotes efficient workplace design and structured value stream analysis based on the principles of **Lean Management**, in order to optimise **material flow** in production.

A major challenge, however, is to embed a sustainable approach to resource use in our employees' mindset and to motivate them to act responsibly. Since, unfortunately, a large portion of the plastic waste generated cannot be sorted by material type and thus recycled (see Figure 4), this report is also intended as a call to our employees to consistently avoid waste and strive for proactive improvements to reduce disposal volumes. Against the backdrop of this objective, Mink Bürsten implemented a comprehensive project to **optimize waste management** in fiscal year 2025. By expanding specialized partnerships and working closely with specialized waste management companies, Mink Bürsten aims to prevent and reduce waste, increase the recycling rate, and reduce disposal costs.

As part of the project to optimise waste management, the following measures will be implemented in the 2025 financial year:

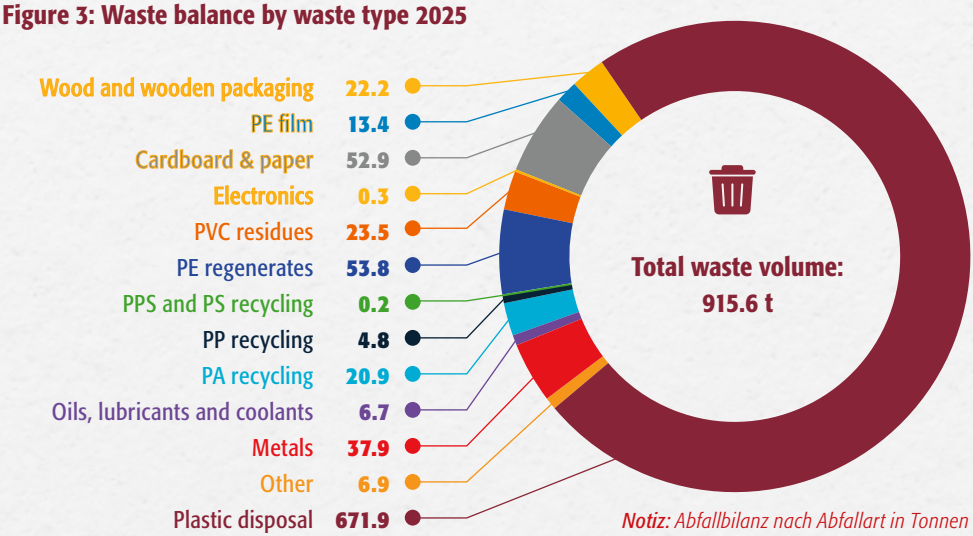
Introduction of a waste wood container for improved material separation

Expansion of single-type collection stations for plastic residues to increase the recycling rate

Collection of waste directly at the production facility for immediate material separation

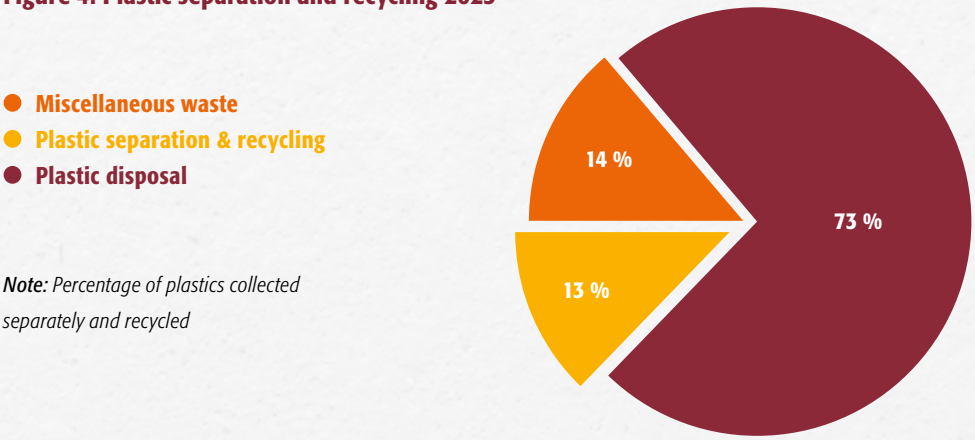
Implementation of various projects for the further reduction of resource outflows

Figure 3: Waste balance by waste type 2025



Notiz: Abfallbilanz nach Abfallart in Tonnen

Figure 4: Plastic separation and recycling 2025



Note: Percentage of plastics collected separately and recycled

Despite the increasing commitment of Mink Brushes in the area of **circular economy**, the waste balance (Figure 3) reveals the downsides of economic growth. The total waste volume increased by approximately 6% compared to the previous year. However, the proportion of single-type separated and recycled plastics also increased by 3.68% in fiscal year 2025, rising to 116.7 tonnes. This figure serves as motivation for us to continue increasing our **recycling rate** in the long term and to save even more plastic waste from final disposal in the future.

12.2 Energy Management

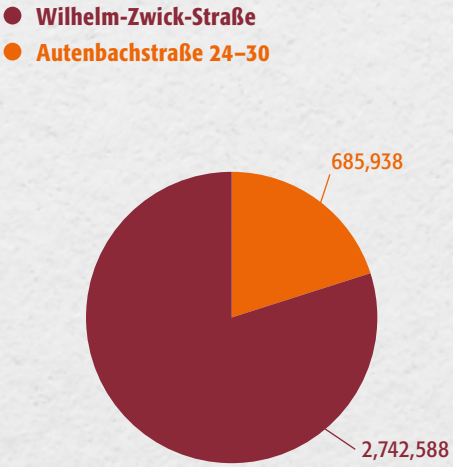
To meet the goal of climate neutrality, Mink Brushes follows a transformation concept for **energy savings** developed in 2021. To this end, Mink Brushes continues to make numerous investments in fiscal year 2025 for more **climate-friendly production facilities** and a more **energy-efficient machinery fleet**. In Plant 1, the replacement of gas heating with a heat pump with central building management technology provides improved building heating. In addition, new LED light panels replace the old lighting strips. In Plant 2, the construction of a solar power system creates further potential for in-house energy supply and feed-in to the surrounding grid. Furthermore, an additional roof renovation improves the insulation of the entire Plant 2 production site. In Plant 3 as well, new LED light panels replace the old fluorescent tubes and lead to improved energy efficiency. Moreover, the replacement of some windows in parts of production achieves better insulation, which also makes an important contribution to sustainable energy management. Last but not least, it should

be mentioned that our newest production facility Plant 5 was already equipped with a solar power system and its own heat pump during construction, with a focus on renewable energy and efficient heating and cooling systems. In fiscal year 2025, this energy system produced 179,794 kWh of energy for in-house electricity supply and additionally enabled the feed-in of 53,335 kWh into the grid.

In addition to the five production plants, our extensive machinery fleet also requires constant investments in new or replacement acquisitions to **increase productivity and improve energy efficiency**. Specifically, in fiscal year 2025, this includes the purchase of new cutting and machining tools as well as additional equipment in the area of injection moulding. However, Mink Brushes relies not only on technological innovations to reduce energy consumption, but also on hybrid automobiles and electrically powered vehicles and logistics equipment.

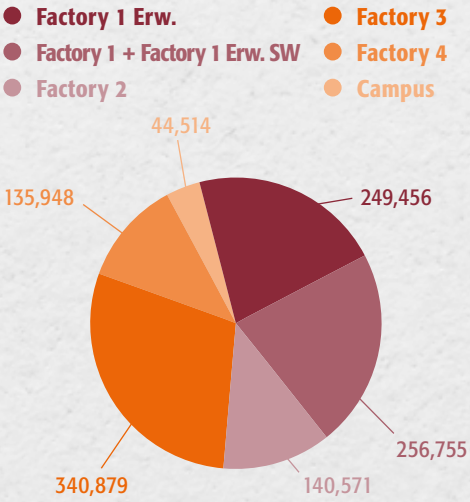
The following consumption figures for electricity and gas apply for the 2025 fiscal year:

Figure 5:
Electricity consumption in 2025 in kWh



Note: *Electricity consumption at the Autenbachstraße and Wilhelm-Zwick-Straße sites in kilowatt-hours*

Figure 6:
Gas usage in 2025 in kWh



Note: *Gas usage at the administrative and production sites (excluding Plant 5) in kilowatt-hours*

13. Climate-Relevant Emissions

With regard to the double materiality analysis, Figure 1 shows the significance of **climate change** from a company perspective. In addition to the influence of business activities on the environment, the outside-in perspective plays a central role. In the interests of climate protection and **adaptation to climate change**, the recording of relevant emissions is of fundamental importance in order to identify **savings potential** and pursue **improvement**.

13.1 Air Emissions

In fiscal year 2025, Mink Brushes sources over 90% of the materials used from suppliers based in Germany. The **regional supply chain** ensures compliance with high environmental standards and reduces transport distances. These aspects have a direct positive impact on the environmental balance. The guaranteed **durability** of Mink brushes makes a significant contribution to saving emissions from waste. The transition from natural gas to renewable heat energy sources and the **improvement of electrical energy efficiency** further reduce emissions from the consumption of fossil fuels. A green roof on Plant 5 additionally provides **natural CO_2 reduction**.



GHG Balance 2025

For the financial year 2025, the following CO_2 greenhouse gas balance is to be reported:

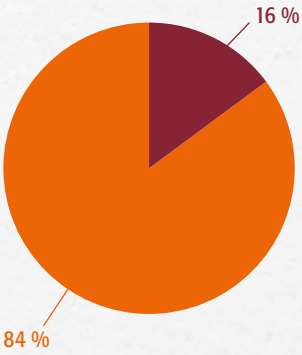
- **Scope 1: 235 tonnes CO_2**
  (direct emissions from own business activities)
- **Scope 2: 1,227 tonnes CO_2**
  (direct emissions from purchased energy)

Base year 2021:

- **Scope 1: 302 tonnes CO_2**
  (direct emissions from own business activities)
- **Scope 2: 1,276 tonnes CO_2**
  (direct emissions from purchased energy)

Figure 7: Greenhouse gas balance 2025

Proportion of Scope 1 and Scope 2 emissions as part of the greenhouse gas balance (2025)



Note: Proportion of Scope 1 and 2 emissions in per cent

Compared to the base year, we succeeded in 2025 in reducing the CO_2 volumes associated with our **own business activities** by 22.6% and simultaneously lowering **Scope 2** emissions by 3.8%. The expansion and optimised use of our solar power systems open up further potential by enabling the use of self-generated electricity from renewable sources. This will allow **greenhouse gas emissions** to be continuously minimised in the future.

To determine **Scope 3** (indirect emissions from the upstream and downstream value chain), Mink Brushes continuously collects information for calculating CO_2 emissions. The following activities are taken into account:

Transport and distribution
CO_2 volumes as reported by logistics partners



Purchased raw materials, auxiliary materials, operating supplies and packaging
Approximate calculation of CO_2 volumes



Operationally generated waste
CO_2 volumes as reported by waste management partners



Business travel
Defined as CO_2 volumes for air travel



Commuter traffic
Etimated CO_2 volumes from public transport and car journeys (incl. emissions from company vehicles)

The greatest challenge currently lies in determining the CO_2 volumes of purchased raw materials, auxiliary materials and operating supplies, as these must be calculated manually. In fiscal year 2025, a central task for estimating greenhouse gas emissions is the recording of the weights of production materials used. On this basis, Scope 3 is to be estimated prospectively as the product of the quantity procured and the corresponding CO_2 equivalent.

13.2 Soil Contamination

The creation of new production sites inevitably results in land sealing. Mink Brushes therefore focuses on **multi-storey construction** and implements the creation of **compensatory green areas**.

13.3 Hazardous Substances

In fiscal year 2025, the expansion of the **substance compliance and certification** department through additional specialist staff and new processes enables improved **information transparency** regarding the conformity, restriction and declaration of substances of concern.

14. Employee Rights

In line with our **corporate philosophy**, our own workforce holds special importance. Our employees represent our most **important resource**, which is why **long-term commitment** is close to our hearts.

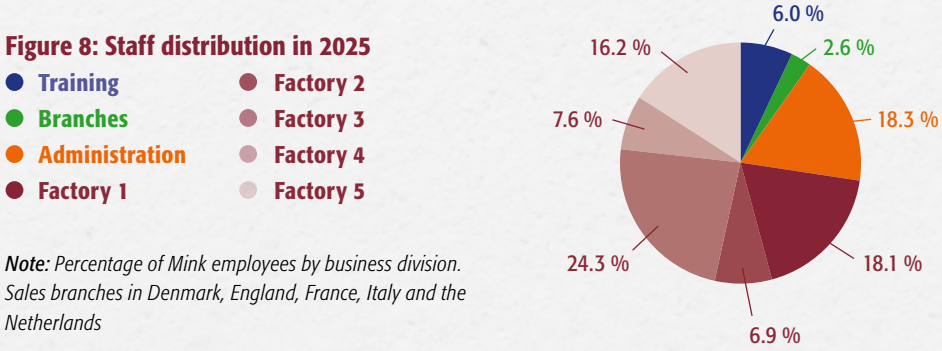
14.1 Working Hours and Remuneration

Mink Brushes uses temporary staff only to a very limited extent, with their share accounting for just 5% of the workforce in fiscal year 2025. Mink Brushes strictly observes the laws on the **protection of young workers**. Employees under 18 do not carry out any activities that could endanger their health, safety or training. For the well-being of our employees, we place great emphasis on **fair working conditions.** These include, in particular, compliance with statutory regulations on working and break times as well as the right to **adequate remuneration**, which is based on the statutory minimum wage and the applicable collective agreements of IG Metall. We also ensure the punctual payment of all contractually agreed salaries and benefits. **Contractual benefits** include both holiday and Christmas bonuses as well as subsidised canteen prices and work clothing. Additionally, our employees have the option to lease bicycles at attractive conditions for private and professional use through the JobRad scheme. Non-monetary benefits include **joint activities** that promote team cohesion. As part of our 180th anniversary activities, Mink Brushes invested in 2025 in water dispensers, softshell jackets and high-quality drinking bottles for the workforce. Free tickets for FRISCH AUF! Göppingen, a summer after-work party and the legendary Mink year-end celebration are further examples of the numerous extras that Mink Brushes offers its employees. A **flexitime model** also provides more flexibility in everyday life.

Through **long-term contract design, economic growth and site loyalty**, Mink Brushes positions itself as a secure and significant employer in the region for approximately 530 employees.

For the year 2025, these are distributed across our business divisions as follows:

Figure 8: Staff distribution in 2025



Note: *Percentage of Mink employees by business division. Sales branches in Denmark, England, France, Italy and the Netherlands*

14.2 Health and Safety

Creating a healthy and safe working environment for all employees is a central concern for us. We are committed to identifying risks to which employees may be exposed and reducing these to a minimum through appropriate measures. As a German company, Mink Brushes observes the nationally applicable **standards and laws on working conditions**, the protection of **trade union and information rights, health protection and occupational safety**. Internal safety officers support the implementation of occupational health and accident prevention measures. In 2025, based on a total of 536 employees, 19 reportable workplace accidents were recorded. With an average of 16.8 sick days per employee, the sickness statistics at Mink Brushes are also significantly below the recorded absence rate of 19.5 according to the DAK health insurance. Through **continuous improvement processes**, we create ergonomic, needs-oriented and safe workplaces. Beyond the occupational health requirements of the employers' liability insurance association, we also want to keep our workforce healthy and fit. We therefore promote the health of our employees through various activities. In cooperation with **AOK and Ärzte am Werk GmbH**, Mink Brushes implemented a health week for stress management and balance improvement in fiscal year 2025. For particularly sports-minded employees, activities such as the 21-day Stadtradeln cycling challenge, the AOK company run or the 36th Heisenberg Triathlon offer new challenges. **Team building and health engagement** always take centre stage.

15. Equal Opportunities

15.1 Equality

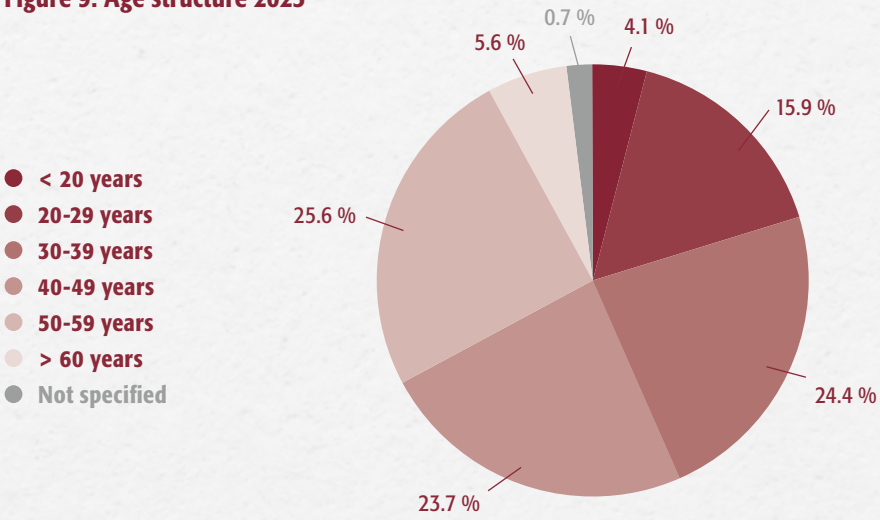
Mink Brushes places great emphasis on a **diverse workforce** and employs a wide **variety of people** of different ages and genders from diverse cultural backgrounds. Mink thus unites over 31 different nationalities (Figure 11) with a female share of over 36%. Our age structure is also broadly diversified (Figure 9) and, in conjunction with our anniversary statistics (Figure 10), provides a comprehensive impression of the special importance of long-term employment relationships and employee retention. The decisive criterion for employment at Mink Brushes is a **qualification and motivation** suitable for the intended role. People with disabilities are offered workplaces and suitable assembly tasks adapted to their abilities. In 2025, 8 employees with a disability are registered. Beyond legally mandated compensatory payments, Mink Brushes voluntarily supports the Lebenshilfe Göppingen and regularly awards contracts that benefit disadvantaged people. Furthermore, Mink Brushes employs one person hired through the Lebenshilfe in its own production facilities and in 2025

also deepened its cooperation with the Staufen Arbeits- und Beschäftigungsförderung gGmbH for the inclusion of people in the labour market.

15.2 Social Dialogue

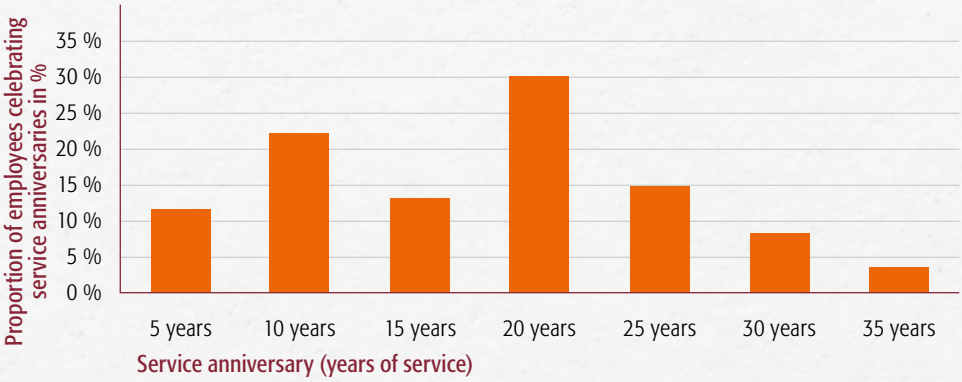
An open and constructive working relationship is important to us. An **open-door culture** is maintained across all management levels. To promote social dialogue, Mink Brushes continues to expand its annual employee and probationary period reviews in fiscal year 2025. We raise awareness among our workforce against discrimination, violence and harassment in the workplace and also provide a whistleblower platform for anonymous complaint management.

Figure 9: Age structure 2025

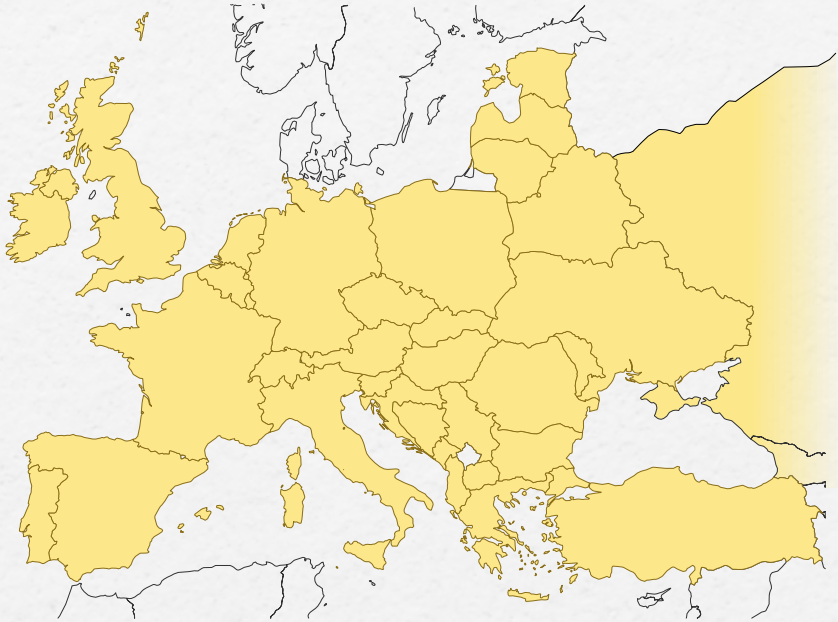


Note: *Percentage of Mink employees per age group (in years). The majority of the workforce is aged between 30 and 59*

Figure 10: Service anniversary statistics 2025



Note: *Percentage distribution of employees celebrating service anniversaries by anniversary (length of service in years). Over 50% of employees celebrating an anniversary have been with Mink Bürsten for at least 20 years*



Note: *Representation of the 31 nationalities of our workforce, generated using AI (claude.ai), 2026*



16. Qualification

Since 2007, Mink Brushes has maintained an in-house **academy for employee qualification**. Since then, the academy has developed into an important building block of our long-term growth strategy. Specially trained instructors ensure the selection of **relevant topics** and their **didactically appropriate delivery**. A broad spectrum is offered, ranging from training-supplementary events to specialist topics through to leadership training. The aim of each event is not only to convey specialist knowledge, but also to generate concrete improvement suggestions for daily work processes that can be implemented promptly. With a training rate of more than 6% of the workforce in 2025, a partnership with the Baden-Württemberg Cooperative State University (DHBW) and a broad offering of more than 50 internal seminars and workshops annually, our employees receive the best possible qualification. Through regular **instruction sessions, training courses and apprentice events**, we continue to drive our **Mink Academy** forward in 2025.

17. Human Rights

Mink Brushes is a German company with a largely European supplier structure, which ensures **compliance with local legal frameworks**. The obligation to comply with labour and human rights is contractually required of every supplier. Accordingly, our suppliers explicitly commit to compliance with national and international laws and regulations, to safeguarding **equal opportunities**, **to the prohibition of modern slavery, child and forced labour, and to non-discrimination**. We are in continuous exchange with our partners and regularly gain personal impressions on site.

18. Community Engagement

18.1 Economy

As one of the largest employers in the region, Mink Brushes makes an important contribution to the **economic prosperity** of the local community. As a visible sign for customers and future employees, Mink Brushes was awarded **1st place as the strongest large enterprise** in the "Heldenwahl" (hero award) in the District of Göppingen in 2025. Furthermore, we hold the **5th place as the most crisis-proof company in Germany**. With **donations** of €7,500 each for the Staufen Arbeits- und Beschäftigungsförderung gGmbH and the NWZ "Gute Taten" campaign, we support local initiatives in 2025. Moreover, we strengthen existing partnerships and create new cooperations. In addition to joint activities with the **IHK** (Chamber of Industry and Commerce) and **regional economic development agencies**, Mink Brushes has also supported the **Staufen Arbeits- und Beschäftigungsförderung gGmbH** since 2025. The aim is to integrate unemployed and hard-to-place individuals into the labour market.

18.2 Education

As part of the "**Nacht der Ausbildung**" (Night of Apprenticeships) in September 2025, Mink Brushes presented itself alongside 30 other companies from the Göppingen area to interested young people about to make their career choices.

18.3 Sponsoring

In 2025, Mink Brushes supports the men's and women's teams of **FRISCH AUF! Göppingen**, the Göppinger Sportverein, the Süßen endurance sports team, various youth sports clubs, the Göppingen Youth Symphony Orchestra and the Staufer Festival.

19. Political Influence

Mink Brushes fundamentally refrains from political influence and donations to political parties. Likewise, we are not members of any committees, associations or political organisations. We maintain a **partnership-based and fair relationship** with our business partners.

20. Legal and Regulatory Compliance

Mink Brushes ensures compliance with **national and international laws and regulations** and expects the same from partners along its value chain. Mink Brushes supports **fair competition**. We reject any form of bribery for the purpose of gaining advantages vis-à-vis Mink Brushes. Decision-making processes must not be influenced by undue benefits such as cash, gifts or invitations to entertainment events. Employees are obliged to report any such offers or attempts at influence to the management. Should a personal conflict of interest exist, the employee may disclose this without suffering any disadvantage.

Disclaimer

The sustainability report of August Mink GmbH & Co. KG for fiscal year 2025 presented in this document reflects the company's current and planned objectives, strategies and measures based on the German Sustainability Code (DNK). It serves exclusively to inform internal and external stakeholders and is not to be understood as a binding assurance or guarantee in a legal sense. The information contained herein has not been independently verified. Likewise, there is no obligation to report. Despite careful review, the company assumes no liability for the accuracy, completeness, correctness, timeliness or ongoing validity of the statements contained herein. Changes resulting from new legal requirements, external developments or internal strategic adjustments are possible at any time. It is expressly noted that the strategies, measures and goals described in this document do not establish legally binding obligations towards third parties. Legal liability for indirect or direct damages arising from the use of or reliance on the contents of this document is excluded. The company is aware that sustainability represents a dynamic and complex field of action. The content described may be influenced by a variety of factors. Likewise, there are inherent uncertainties and risks with regard to forward-looking statements, estimates, forecasts, data quality, measurement methods as well as underlying assumptions and applied indicators. Any adjustments are made to the best of our knowledge and belief.

Göppingen, 31 March 2026



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Think Mink!®