Sustainability Report 2025

in accordance with the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME)

Pütz GmbH + Co. Folien KG
As of July: 07.07.2026

This sustainability report was created using the DNK platform. A DNK validity check was not performed.

Deutscher Nachhaltigkeits Kodex

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General

Basics of Preparation (B1)

Key Company and Reporting Metrics (VSME Paragraph 24)

The VSME Sustainability Report consists of the Basic Module and the Supplementary Module.

The following information has been omitted because it is considered confidential or classified:

- B7 - Resource Use, Circular Economy, and Waste Management

Further Information

B-Aspect 2 (VSME para. 38 c): The annual mass flow of the relevant materials used is not disclosed. Disclosure of this information would allow inferences to be drawn regarding production volumes, material usage, capacities, and other competitively sensitive business metrics. The information is therefore classified as confidential business information. The VSME Sustainability Report was prepared on the following basis: Individual.

Legal form: Limited liability company

NACE sector classification code(s):

- C - 20.16 Manufacture of plastics in primary forms

Total Assets: 10.800.000 EUR - €

Sales revenue: 19.400.000 EUR - €

Our company has 69 employees. The number of employees was calculated as an average for the reporting period. This figure represents the number of employees.

The country where our primary business activities take place and where our significant assets are located is Germany.

The geographic locations of our owned, leased, or managed sites are shown in the following table:

List of Locations	Location Address	ZIP code of the location	City of the Location	Country of Location	Country of Location
Taunusstein	Obere Waldstraße 26+26a	65232	Taunusstein	Germany	Latitude: 50.150909 Longitude: 8.201827

Sustainability Certifications (VSME, para. 25)

Further Information

Our company was awarded the Bronze Medal in EcoVadis' international sustainability rating in 2025. The assessment covers the areas of environment, labor and human rights, ethics, and sustainable procurement, and is based on recognized international standards such as the UN Global Compact, ISO 26000, and GRI. We are currently undergoing a re-evaluation to further develop and improve our sustainability performance.

As part of the ÖKOPROFIT 2025/2026 environmental program, we are implementing targeted measures to improve our energy and resource efficiency. The program helps us reduce emissions, waste, and operating costs, and supports the continuous improvement of our environmental management system.

Gender Diversity on the Governing Body (C9)

Gender Diversity on the Management and/or Supervisory Board (VSME, para. 65)

The gender ratio on the governing body is 1 (women-to-men ratio).

Additional Information

The executive board consists of one woman and one man. This results in a balanced female-to-male ratio of 1.0.

Strategy: Business Model and Sustainability – Related Initiatives (C1)

Strategy: Business Model and Sustainability – Related Initiatives (VSME, para. 47)

Major product and/or service categories: We process and fabricate plastic films in the form of rolls, sheet cuts, and custom formats. Our services are aimed exclusively at business customers (B2B).

We operate nationally and internationally and supply, in particular, companies in the pharmaceutical, healthcare, electrical and electronics, furniture, and graphic arts industries.

We source our materials from leading film manufacturers and sell primarily directly to industrial customers. We address sustainability considerations through efficient use of materials and our participation in EcoVadis and ÖKOPROFIT.

Key Markets: We operate in the B2B sector and distribute our products both domestically and internationally. We serve customers of all sizes, from micro-enterprises and small-to-medium-sized businesses to large international corporations.

Our products are used in numerous industries, including the automotive industry, the construction and building materials industry, government agencies, education and research, the office and printing industry, the chemical industry and materials management, medical technology and diagnostics, electrical engineering and electronics, energy and environmental technology, the food and consumer goods industry, art, culture, and design, packaging and logistics, mechanical and plant engineering, furniture and interior design, pharmaceuticals and cosmetics, sports, leisure, and toys, the textile, leather, and apparel industries, transportation and aviation, as well as retail and services.

Key Business Relationships: We work with leading manufacturers of plastic films, from whom we source high-quality raw materials. Our customers are primarily industrial companies from various industries. Sales are primarily made directly to business customers (B2B) and through long-term business relationships with existing customers.

In addition, the strategy includes the following key elements that relate to or impact sustainability issues: Sustainability is a central component of our corporate strategy. We are continuously working to optimize our use of resources and energy and to recycle production waste into closed-loop systems. Through our EcoVadis certification and participation in the ÖKOPROFIT environmental program, we are systematically advancing our environmental and sustainability performance and implementing targeted measures to continuously improve our ecological and operational processes.

Our sustainability strategy takes a holistic approach that focuses on economic, social, and environmental aspects, integrating the United Nations Sustainable Development Goals (SDGs) and the EU Green Deal as guiding principles.

Among other things, we make significant contributions to SDG 7 “Affordable and Clean Energy,” SDG 8 “Decent Work and Economic Growth,” SDG 12 “Responsible Consumption and Production,” and SDG 13 “Climate Action.”

This is particularly evident in our efforts to optimize energy and resource use, promote sustainable production processes, and continuously improve our environmental performance.

Our sustainability strategy is an ongoing process based on responsibility and innovation. We will continuously monitor, evaluate, and adapt our efforts toward sustainable development to ensure that we make a positive contribution to society, the environment, and the global community.

Revenue from Certain Activities and Exceptions to EU Benchmarks (C8)

Revenue from Certain Sectors (VSME, para. 63)

Additional Information

Our company does not operate in any of the sectors mentioned. Therefore, there are no reportable revenues in this regard.

Exclusion from EU Reference Values (VSME, para. 64)

The company is excluded from EU benchmarks that are consistent with the Paris Agreement (Articles 12.1 and 12.2 of Delegated Regulation (EU) 2020/1818): No

Additional Information

Our company does not generate revenue from the activities specified in the Delegated Regulation in the areas of coal, crude oil, gaseous fuels, or emission-intensive electricity generation. Therefore, there is no exclusion from the EU benchmarks.

Policies, guidelines, and future initiatives for the transition to a more sustainable economy (B2)

Procedures, Guidelines, and Future Initiatives (VSME, para. 26)

We have implemented procedures, guidelines, or future initiatives related to the following sustainability topics to support the transition to a more sustainable economy:

- Climate change
- Circular economy
- Our own workforce
- Workers in the value chain
- Corporate governance

Are these publicly available? Yes

We have defined goals to monitor the implementation of the guidelines and our progress toward achieving these goals: Yes

Description of procedures, guidelines, and future initiatives for the transition to a more sustainable economy (C2)

Description of procedures, guidelines, and future initiatives for the transition to a more sustainable economy (VSME, para. 48)

We describe our practices, concepts, and/or future initiatives as follows: We are implementing various measures to continuously improve our environmental and sustainability performance. These include the efficient use of materials and the reduction of waste generated during plastic processing by returning it to closed-loop recycling systems. Using state-of-the-art machinery, we are optimizing our production processes while simultaneously reducing energy and resource consumption.

We are already collaborating with a partner company to use our baler to bundle film scraps and send them for recycling. We plan to expand this collaboration to include additional partners in the future. In addition, we plan to retrofit four machines with electric systems to reduce electricity consumption and further improve energy efficiency.

In addition, we have gradually switched our lighting to energy-efficient LED technology. By integrating our systems with machinery and implementing SharePoint, we have also been able to reduce paper-based processes and digitize internal information exchange, resulting in significant paper savings. Furthermore, we are actively committed to offsetting emissions and protecting natural resources through reforestation efforts.

We are also implementing measures to address climate change, particularly by reducing our energy consumption, improving energy efficiency, and setting GHG reduction targets for Scope 1, Scope 2, and Scope 3.

In the area of “Our Workforce,” we prioritize a safe and healthy work environment, fostering respectful interactions, and ensuring the long-term retention and development of our employees.

Throughout the value chain, we also ensure responsible collaboration with partners and service providers and take sustainability and quality considerations into account when selecting our business partners.

In the area of corporate governance, we are guided by transparent and responsible business processes. Sustainability is being gradually integrated into our internal operations and strategic decisions. We describe the associated goals as follows: Starting from the base year 2022, with greenhouse gas emissions of 112.6 tCO_2e (Scope 1) and 100 tCO_2e (Scope 2), our company aims to reduce these emissions to 95.0 tCO_2e (Scope 1) and 90.0 tCO_2e (Scope 2) by 2030.

This corresponds to an absolute reduction of approximately 15% for Scope 1 and approximately 20% for Scope 2. Overall, combined emissions from Scope 1 and Scope 2 are to be reduced from 225.9 tCO_2e in 2022 to 185.0 tCO_2e by 2030.

As part of our sustainability and climate strategy, we have established a guideline for reducing greenhouse gas (GHG) emissions for Scope 1, Scope 2, and Scope 3. This includes measures to continuously reduce our direct and indirect emissions throughout the entire value chain.

These goals are supported by specific measures to improve energy efficiency and by the increased use of lower-emission energy sources. Our defined goals and measures are disclosed as part of the EcoVadis assessment, among other initiatives, and are reviewed on a regular basis.

Responsible Management Level (VSME, para. 49)

Executive Level: Responsibility for implementing sustainability guidelines and measures lies with the Corporate Development department. Dennis Pütz is in charge.

Environment

Energy and Greenhouse Gas Emissions (B3)

Energy Consumption (VSME, para. 29)

Total energy consumption amounts to 781,471 kWh.

Our energy consumption is broken down into renewable and non-renewable sources as shown in the following table:

Breakdown of Energy Consumption	Electricity	Self-generated electricity	Fuels
Renewable Energy	270,071 kWh	0 kWh	0 kWh
Non-renewable energy	0 kWh	0 kWh	511,4 kWh

Greenhouse gas emissions (VSME, para. 30)

The estimated gross GHG emissions in metric tons of CO_2 equivalent (tCO_2e), calculated in accordance with the guidelines of the GHG Protocol (2004 version), amount to the following for the reporting period:

Estimated Greenhouse Gas Emissions	Scope 1	Scope 2 location-based	Scope 2 market-based	Total amount (Scope 1 + Scope 2 by location)	Total Emissions (Scope 1 + Scope 2 market-based)
Currently listed	119,6 tCO2e	94,9 tCO2e	0 tCO2e	214,5 tCO2e	119,6 tCO2e

Additional Information

Since we purchase 100% renewable electricity, there are no market-based Scope 2 emissions.

Considerations from the supplementary module regarding the reporting of greenhouse gas emissions (VSME, para. 50)

The estimated gross GHG emissions in metric tons of CO_2 equivalent (tCO_2e), calculated in accordance with the guidelines of the GHG Protocol (2004 version), amount to the following for the reporting period:

Estimated Greenhouse Gas Emissions	Scope 3	Total amount (Scope 1 + Scope 2 by location + Scope 3)	Total Amount (Scope 1 + Scope 2 (market-based) + Scope 3)
Currently listed	38,36 tCO2e	252,86 tCO2e	157,96 tCO2e

Greenhouse Gas Intensity (GHG Intensity) (VSME, para. 31)

Site-based Scope 1 and Scope 2 greenhouse gas emissions:

0.00001105670103 tCO2e / EUR - €

Market-based Scope 1 and Scope 2 greenhouse gas emissions:
0.000006164948454 tCO2e / EUR - €

Total intensity of site-specific greenhouse gas emissions:

0.00001303402062 tCO2e / EUR - €

Total intensity of market-based greenhouse gas emissions:

0.000008142268041 tCO2e / EUR - €

GHG Reduction Targets and the Transition to Climate Protection (C3)

GHG Reduction Targets (VSME, para. 54)

We have set 2030 as the target year for achieving our GHG reduction goals.

2022 was used as the base year for these goals.

The target values and the baseline values from the base year are shown in the following table:

Estimated Greenhouse Gas Emissions	Scope 1	Scope 2 location-based	Scope 2 market-based	Total amount (Scope 1 + Scope 2 by location)	Total Emissions (Scope 1 + Scope 2 market-based)	Scope 3	Total amount (Scope 1 + Scope 2 by location + Scope 3)	Total Amount (Scope 1 + Scope 2 (market-based) + Scope 3)
Base year	112,61 tCO2e	113,3 tCO2e	113,3 tCO2e	225,91 tCO2e	225,91 tCO2e	26,96 tCO2e	252,87 tCO2e	252,87 tCO2e
Target Year	100 tCO2e	90 tCO2e	0 tCO2e	190 tCO2e	100 tCO2e	20 tCO2e	210 tCO2e	120 tCO2e

Planned Measures: To achieve our climate goals, we plan to implement additional measures to improve energy efficiency and reduce our CO_2 emissions. One important step is the installation of a photovoltaic system on the roof of the HG Hall to cover part of our electricity needs with renewable energy in the future.

Another focus is on making better use of existing energy potential. For example, waste heat from production processes will be used to heat the warehouse in the

future. In addition, regular inspections of the machinery will be conducted to check for possible imbalances, ensuring more efficient operation and avoiding unnecessary energy consumption.

In addition, we plan to apply a reflective film to the windows to reduce heat gain in the buildings during the summer months and thereby lower the energy required for cooling. Furthermore, we are already climate-neutral in Scope 2, as we have been using only green electricity since 2025. As a result, there are no longer any accounted CO_2 emissions in this area.

Transition Plan (VSME, para. 55)

Additional Information

Since we are solely a processing company, we do not fall under the definition of a climate-intensive sector.

Climate-related risks (C4)

Climate-related hazards and transitional events (VSME, para. 57)

Generally speaking, our temperate climate zone experiences fewer climate-related hazards and events than other regions. Our company is located near a forest, which means there may be an increased risk of wildfires during prolonged dry spells. However, this risk is minimized by maintaining a sufficient safety distance between buildings and adjacent vegetation, as well as by regularly maintaining the green spaces. In addition, fire drills are conducted at regular intervals on our company grounds to ensure we can respond quickly and effectively in an emergency.

Vulnerability to Climate Risks: The exposure and vulnerability of our assets, operations, and value chain to climate-related hazards and transition events are currently assessed as very low.

Time Horizons: Generally speaking, our temperate climate zone experiences fewer climate-related hazards and events than other regions.

In the short term (1 year), we currently do not see any significant climate-related risks to our business location. In the medium term (2–5 years), prolonged periods of heat and drought could lead to an increased risk of wildfires, as our location is near a forest. In the long term (more than 5 years), increasing climate change—such as rising temperatures or more frequent extreme weather events—could impact operational processes and infrastructure.

We view increasing regulatory requirements in the areas of sustainability, energy efficiency, and emissions reduction, in particular, as transition events, and we are preparing for them through continuous improvement measures and investments.

Measures have been taken to adapt to climate change in response to these hazards and transition events: Yes

Yes, measures have been implemented to adapt to climate-related risks. These include, in particular, regular fire drills and preventive measures to ensure sufficient distance between buildings and surrounding vegetation in order to minimize the risk of wildfires.

Potential negative impacts of climate risks (VSME, para. 58)

Potential climate-related risks to our company arise in particular from increasing extreme weather events such as prolonged periods of drought, heat waves, or regional wildfire risks due to our location near a forest. In extreme cases, these could lead to disruptions in our operational processes, damage to infrastructure, or short-term disruptions to the supply chain.

Furthermore, rising energy prices or regulatory requirements related to climate protection could affect our cost structure in the long term.

Given our geographic location in a temperate climate zone and the preventive and safety measures we have already implemented, we currently assess the potential overall impact as low.

Water (B6)

Water Withdrawal (VSME, para. 35)

Our company's total water withdrawal amounts to 8,803 m³.

Additional Information

The water figures provided refer to the year 2024, as the data for 2025 will not be available until mid-year.

Furthermore, our location is not in an area with severe water scarcity. Therefore, no water withdrawals are recorded in such regions.

Significant water consumption (VSME, para. 36)

Additional Information

No water-intensive production processes are carried out. Therefore, there is no significant water consumption as defined by this statement.

Biodiversity (B5)

Areas with Biodiversity in Need of Protection (VSME, para. 33)

Our sites located in or near an area with biodiversity in need of protection are:

Sites in Areas with Biodiversity in Need of Protection	Area of the site located within or near an area with biodiversity in need of protection	Location in an area with biodiversity in need of protection	Site located near an area with biodiversity in need of protection
Taunusstein	0 ha	No	No

Land use

Total land use: 6,736 m²

Total impervious area: 6,252 m²

Total near-natural area at our site: 0 m²

Total near-natural area outside our site: 0 m²

Resource Use, Circular Economy, and Waste Management (B7)

Circular Economy (VSME, para. 37)

Does our company apply the principles of the circular economy? Yes. We implement various measures to promote the circular economy and reduce waste. Through the targeted collection and recycling of our production scraps, we have once again sent 47.2 metric tons of film scraps for recycling this year. In addition, we are continuously optimizing the sorting of our film scraps to enable high-quality recycling.

In addition, we use recycled strapping in our packaging processes. In our offices, we have implemented measures to reduce waste, including clearly defining waste separation guidelines and eliminating general waste bins in individual offices to increase the recycling rate.

We use a baler to efficiently collect and compact the resulting plastic film scraps. This allows the materials to be bundled, stored in a space-saving manner, and then specifically sent for recycling.

In addition, we have made our internal communication more sustainable, for example by switching to digital Christmas cards instead of printed paper calendars.

In collaboration with our customers and suppliers, as part of our supply chain, we develop joint solutions to close material loops and contribute to a zero-waste approach in the long term.

Resource Use and Waste Management (VSME, para. 38))

Non-hazardous waste (mass): 118 t

Total waste generated (mass): 118 t

The amount of waste sent for recycling or reuse is shown in the following table:

Waste Generated	Waste sent for recycling or reuse (volume)	Waste sent for recycling or reuse (by weight)	Waste Intended for Disposal (Volume)	Waste Intended for Disposal (Mass)	Total waste that is recycled, reused, or destined for disposal (by volume)	Total waste that is recycled, reused, or destined for disposal (mass)
Non-hazardous waste – Plastic waste (excluding packaging)	0 m³	47,2 t	0 m³	70,8 t	0 m³	118 t

Social

Labor Force - General Characteristics (B8)

Number of Employees (VSME, para. 39)

We have 62 permanent employees. Seven people are employed by us on a temporary basis.

Male employees: 48

Female employees: 21 non-binary employees: 0

Employees who did not specify their gender: 0

Employee Turnover (VSME, para. 40)

The turnover rate was 11.43% for the reporting period.

Additional (general) characteristics of the labor force (C5)

Gender Ratio (VSME, para. 59)

The gender ratio at the executive level was 1 (women-to-men ratio) during the reporting period.

Additional Information

The gender ratio at the executive level was 1 (women-to-men ratio) during the reporting period.

Self-Employed Individuals and Temporary Workers (VSME, para. 60)

We employ 0 self-employed individuals who work exclusively for our company and do not have their own staff. The number of temporary workers employed by us is 0.

Workers – Occupational Health and Safety (B9)

Company Employees—Health and Occupational Safety (VSME, Section 41)

During the reporting period, there were 2 reportable workplace accidents. This corresponds to a rate of 2.94 workplace accidents per 100 full-time employees per year.

The number of fatalities resulting from work-related injuries and work-related illnesses is 0.

Additional information about the company's workforce—human rights policies and related processes (C6)

Human Rights-Related Guidelines and Processes (VSME, para. 61)

We have a code of conduct or guidelines on human rights compliance for our workforce: Yes

Our code of conduct covers the following areas:

- Child labor
- Forced labor
- Discrimination
- Prevention of workplace accidents
- Other topics

In addition, other topics are covered: bribery and corruption, data protection, conflicts of interest

We have a grievance mechanism in place for our employees: No

Serious Human Rights Incidents (C7)

Serious negative human rights incidents (VSME, para. 62)

There have been confirmed human rights incidents involving our workforce: No

We are aware of confirmed incidents involving stakeholders outside our own company: No

Workforce - Compensation, Collective Bargaining, and Training (B10)

In-House Workforce – Compensation, Collective Bargaining, and Training (VSME, para. 42)

Our employees receive compensation that is at least equal to the applicable minimum wage under national law: Yes

0% of our employees are covered by collective bargaining agreements.

Average number of annual training hours per male employee: 13

Average number of annual training hours per female employee: 13

Additional Information

Since our company does not currently employ any employees of the opposite sex, we do not have any relevant information on this matter.

Governance

Convictions and Fines for Corruption and Bribery (B11)

Convictions and Fines for Corruption and Bribery (VSME, para. 43)

Additional Information

Our company has not received any convictions or fines for violations of anti-corruption and anti-bribery regulations. Therefore, there is no information on this matter that is subject to disclosure.

Legal Notice

Company Information

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This 2025 Sustainability Report was prepared using the DNK platform, based on the current drafts of the VSME standard issued by EFRAG and the recommendations of the European Commission (for further information, please refer to the DNK checklist). The DNK assumes no liability for the completeness, legal compliance, or accuracy of the information provided.