

Progress with purpose

ESG Review 2025

Our sustainability journey through people,
operations, and solutions.

Foreword



Dr. Guido Faré, Dr. Matteo Dolcera, and Christian Scheller
(from left to right)

Dear readers,

In times of multiple external crises, sustainability is often reassessed, questioned, or pushed down the list of business priorities. From our point of view, however, it remains a key factor for resilient markets, a healthy global community, and long-term environmental stewardship.

At Technoform, sustainability is an attitude, a mindset, and a responsibility deeply rooted in who we are.

Our solutions are designed to enable long-lasting performance, efficient use of resources, and measurable benefits across our customers' value chains. Within Technoform, our employees are highly attuned to the social, environmental, and economic dimensions of sustainability.

To live up to this commitment, we decided to report on and share our Environmental, Social, and Governance progress.

Turning this into action, we embarked on an exciting journey involving Technoform locations around the world. In building a report structure that is both reliable and repeatable, we found ourselves asking important questions:

How do we take a more systematic view of our environmental impact across the entire value chain? How do we act more consistently as a responsible corporate citizen alongside our customers, employees, and partners? Which of our actions truly advance sustainability, meet clear criteria, and shape innovative leadership? How can we turn sustainability requirements into stronger business practices?

We know that the road ahead is still long if we are to meet the ambitious goals we have set ourselves as a company and as a values-driven global community.

This 2025 report and the data it contains mark our starting point. We define our ambitions. We make our strategies transparent. We outline where we are taking action. In 2028, with the next edition of this report, we will show what we have achieved.

ESG will remain an ongoing challenge – and, as you know, we thrive on creating solutions.

We invite you to follow our journey: to see where we stand today and to track our progress in the years ahead. We look forward to sharing what comes next.

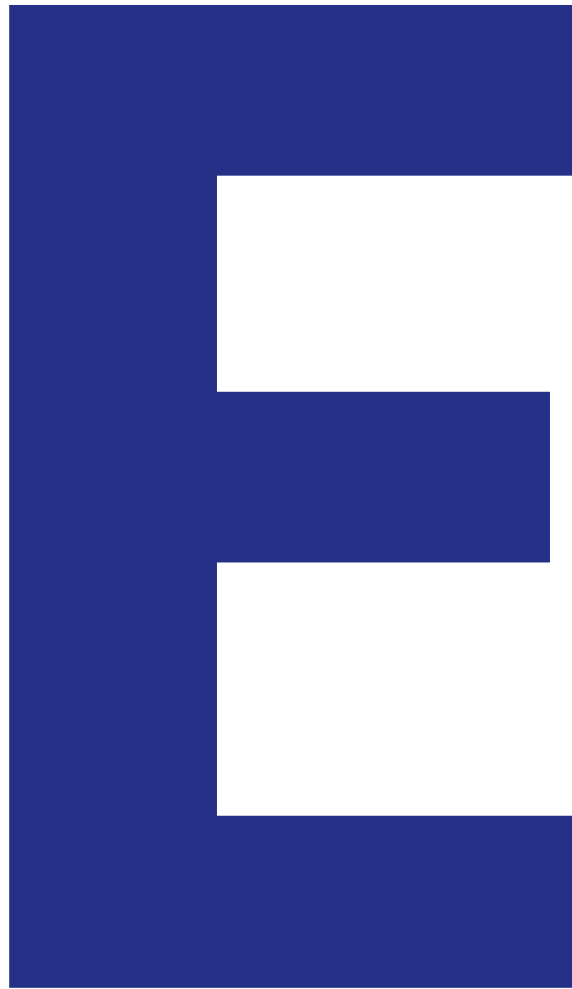
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“Sustainability and Technoform belong together. For us, ecological thinking is an attitude along the entire value chain. It starts in product development and it shapes every decision we make: how we run our sites, use resources and organize our operations. We are committed to ecological innovation through forward-thinking projects and solutions. Yet we know that there is always more to explore and improvements to be made.”

Stipe Puda,
Sustainability Management



Environment

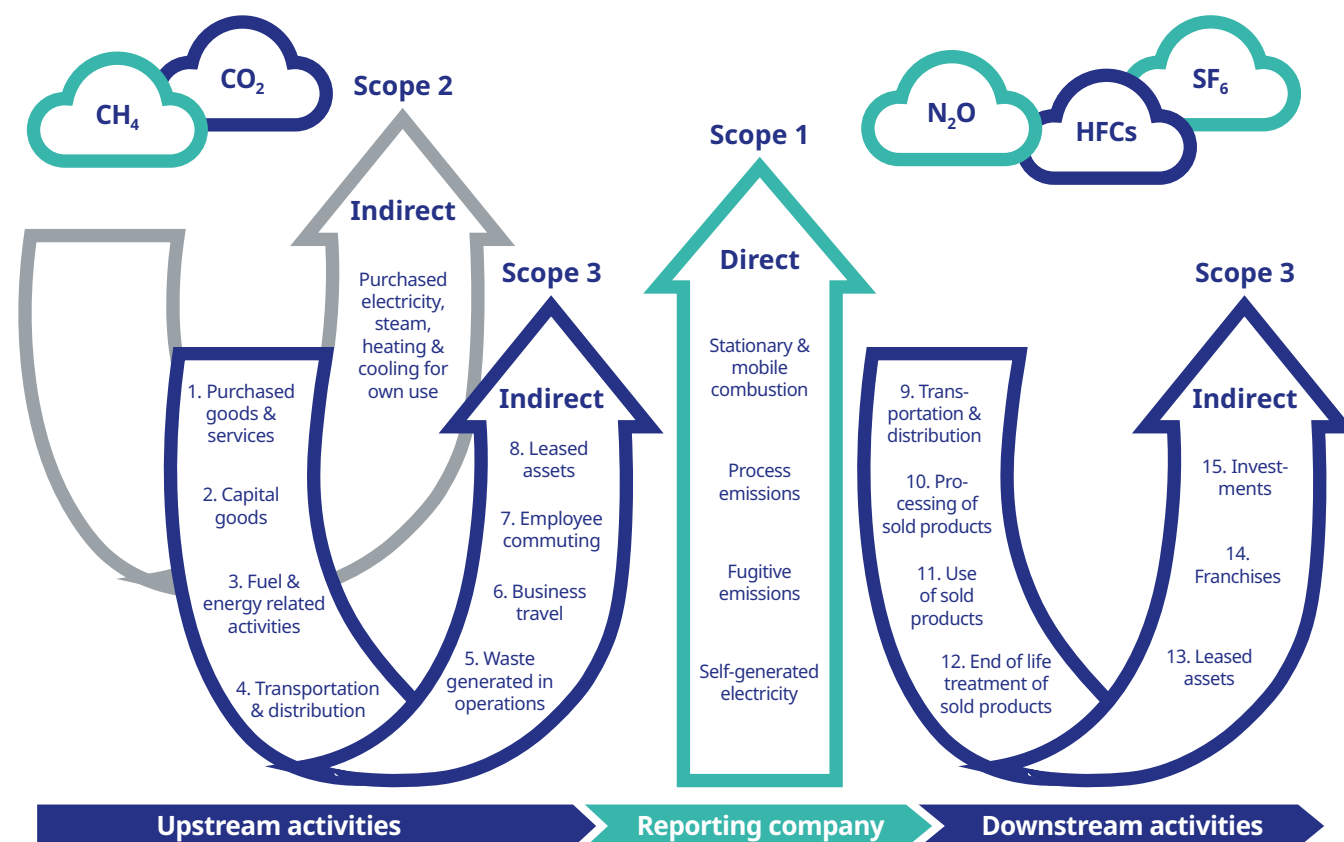
Making emissions measurable

From transparency to reduction

Understanding greenhouse gas (GHG) emissions is the foundation of effective climate change mitigation. Without reliable data, meaningful reduction is not possible. At Technoform, we built a structured approach to measuring our emissions – across our operations and our entire value chain.

A common framework for a complex topic

Greenhouse gas emissions occur at different stages of our activities. To capture them consistently, we follow the internationally recognized GHG Protocol, which distinguishes between three emission scopes.



Scope 1: Direct emissions from sources we own or control, such as production processes or company vehicles

Scope 2: Indirect emissions from purchased energy, such as electricity or heating

Scope 3: All other indirect emissions along the value chain – from raw materials and logistics to product use and end-of-life.

This structure allows us to systematically assess where emissions occur – and where we can take action.

Building on an established global standard

The GHG Protocol provides the foundation for our Corporate Carbon Footprint (CCF) calculation. Based on this internationally recognized framework, we apply the relevant methodologies and requirements to Technoform's specific structures and processes. The framework defines:

- which emission sources are relevant
- how they are measured
- and how results are consolidated across the group

To ensure robustness and comparability, we follow key accounting principles such as relevance, completeness, consistency, transparency, and accuracy.

From data collection to group-wide transparency

Our approach combines standardized calculation methods with local data collection at production sites. Each entity calculates its own emissions based on defined categories – from fuel consumption and electricity use to logistics, waste, and purchased materials. These local results are then consolidated into a group-wide carbon footprint.

For us, a particular focus lies on Scope 3 emissions, which we knew would represent Technoform's largest share. Scope 3 includes emissions from suppliers, transport, and product use and due to the related materiality, we decided to include it in our first corporate carbon footprint communication. Identifying the most relevant categories is a key step in making our footprint both meaningful and actionable. ►►

Continuous improvement as a principle

Measuring emissions is not a one-time exercise. It is an ongoing process. Our concept framework is designed to evolve: emission factors are regularly reviewed and updated, data quality is continuously improved, and additional emission sources are integrated over time. This step-by-step approach ensures that our reporting becomes more precise and more comprehensive with each annual reporting cycle.

From transparency to action

Creating transparency is not the end goal – it is the starting point. By understanding where

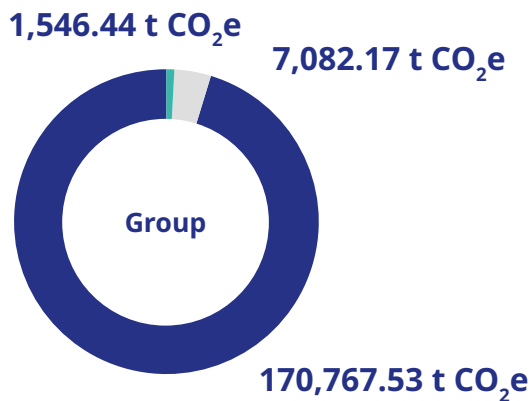
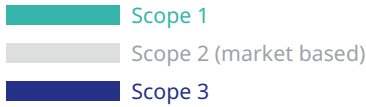
emissions occur and how they are generated, we can define targeted measures to reduce them. Whether in production, energy sourcing, logistics, or material selection, our GHG accounting provides the basis for informed decision-making.

Our ambition

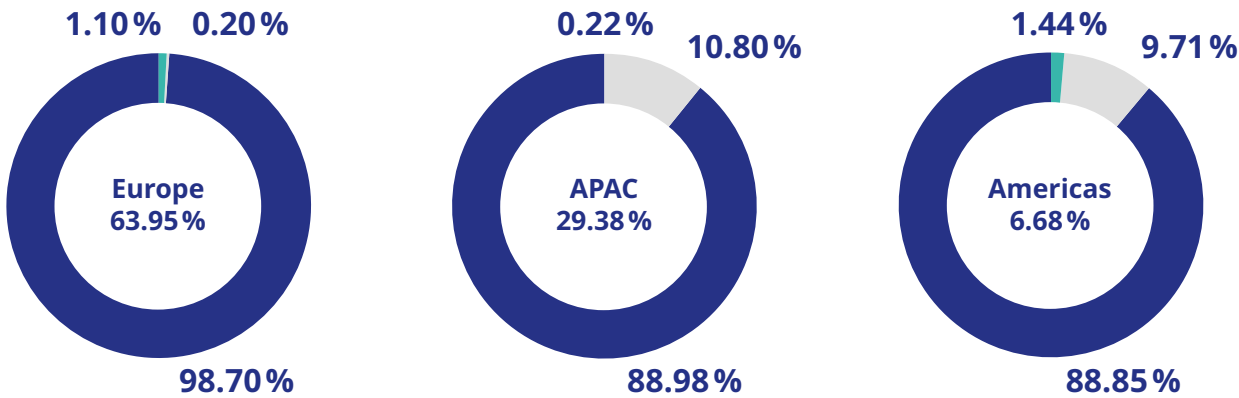
We are still at the beginning of this journey. But with a clear framework and data transparency, we are building the basis for measurable climate action. Because reducing emissions starts with one essential step: making them visible.

Total group emissions*

Market-based
Scope 2: 179,396.14



Emissions by region*



*Data covers production sites only.



Measuring emissions at product level

To move from corporate-level transparency to concrete decision-making, our tailored solutions team in Germany developed an own product carbon footprint calculator. The tool enables us to assess emissions at product level by combining data on raw materials, production processes, and transport. This allows us to identify emission hotspots, compare alternatives, and support more sustainable product development. By linking corporate carbon accounting with product-level insights, we create a stronger foundation for reducing emissions where it matters most. ■



Scan the QR code to learn more about the product carbon footprint calculator.

Tailored engineering plastics solutions

Scaling renewable energy

Scaling clean energy. Reducing impact.

The transition to renewable energy is a key lever in reducing greenhouse gas emissions. For manufacturing companies in particular, energy consumption plays a central role in their environmental footprint. At Technoform, we are actively expanding the use of renewable energy across our global operations – with the goal of reducing emissions, increasing energy efficiency, and strengthening long-term resilience.

From ambition to implementation

One recent milestone is the successful completion of a large-scale solar energy project at our plant in Hong Kong. In collaboration with NEFIN, a leading independent power producer in Asia-Pacific, we implemented a photovoltaic system that delivers clean energy directly on site. This project reflects our commitment to translating sustainability ambitions into concrete actions. The installation is supported by a long-term 23-year power purchase agreement (PPA), ensuring stable and reliable access to renewable energy over time.

*The generated energy is currently being fed into the power grid.



Turning impact into numbers:

Hong Kong solar project

1.3

MWp installed solar capacity

~1,535 MWh

renewable energy generated annually*

600+

tons of CO₂ saved per year

Equivalent to:

~14,000

trees planted

~ 465

households powered annually

These figures demonstrate how targeted investments in renewable energy can create immediate and measurable environmental benefits.

Expanding renewable energy across sites

Beyond large-scale projects, we are also implementing renewable energy solutions at other locations. For example, at one of our German sites a rooftop photovoltaic system with a peak output of approximately 500 kWp has recently gone into operation. Despite structural limitations, the system is expected to cover around 8 % of the site's electricity demand. This shows that even smaller, site-specific solutions can contribute meaningfully to reducing overall energy consumption and emissions.

Building long-term capabilities

Renewable energy is not just about installing infrastructure – it is about building long-term capabilities.

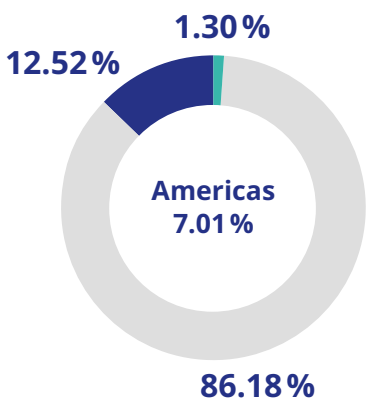
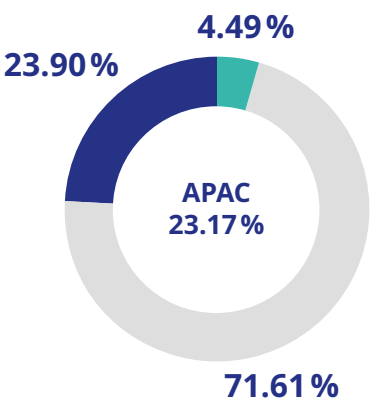
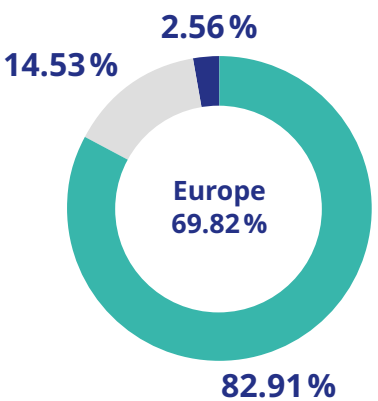
As part of our projects, we focus on:

- ensuring operational safety and system performance
- training local teams for long-term system management
- and integrating renewable energy into our overall energy strategy

This holistic approach ensures that projects deliver lasting value beyond initial implementation.

Total renewable energy*

Self-generated: 2,142 MWh



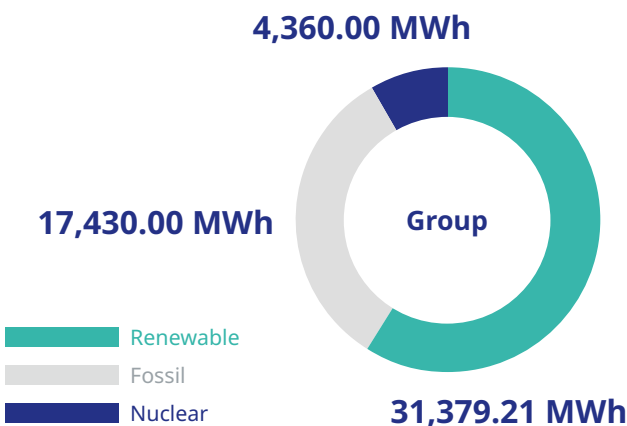
*Data covers production sites only.

Our approach

At Technoform, we see renewable energy as a key component of our broader sustainability strategy. By combining large-scale projects, local initiatives, and long-term partnerships, we are continuously increasing the share of clean energy in our operations. Our ambition is to expand these solutions wherever it is feasible – across regions, technologies, and applications – and to further reduce our carbon footprint over time. ■

Total energy consumption*

53,169.21 MWh



One circular economy. Two paths to get there.

A circle is more than a perfect shape. It is a promise: value does not end, but is carried forward. That is exactly what the circular economy is about. Across Europe, circularity, recycling, and the use of high-quality recyclates are becoming significant market drivers – shaping regulations, customer expectations, and the future competitiveness of construction products. For Technoform, circularity is both an ideal and an ambitious goal. For decades now, we have been returning our production plastic waste from the extrusion process to our own production cycle – as ground material or regranulate. But our journey toward zero waste does not only begin with in-house recycling. We are also advancing two further paths toward a circular economy: post-industrial recycling and post-consumer recycling.

Both follow the same ambition: to keep resources in use and reduce the need for virgin materials. Yet they start at different points in the material cycle.

Post-industrial recycling (PIR) focuses on production-related material streams. Post-consumer recycling (PCR) starts later in the product life cycle. It looks at materials that have already been installed, used, and recovered.

Post-industrial recycling: Where waste becomes value.

Hardly any production process is entirely free of waste. But waste does not have to mean loss. Especially when the material is technically valuable and its origin is known, it can become a resource for new products. That is the principle behind post-industrial recycling.

Recycling often reaches its limits when recovered material cannot meet the standards required for high-performance products. That is why we work closely with our customers to identify suitable material streams, preserve their value, and return them to the production cycle in a controlled way.

Surplus quantities and production offcuts supplied by Technoform can be taken back from customers and returned to the extrusion process. This helps close material loops, avoids unnecessary disposal, and supports the growing demand for high-quality recycled raw materials.

In the final profile, recycled polyamides prove their value: strong environmental performance, less waste, reduced fossil fuel consumption, and lower CO₂ emissions.

For insulating profiles, recycled polyamide PA 66 GF25 already demonstrates what is possible.

PA 66 GF25 material is suitable for high-precision applications and offers the required mechanical performance: high stability, heat resistance, and reliable processing. Its decisive advantage lies in its environmental performance. By using recycled resources, waste can be reduced, fossil resources conserved, and CO₂ emissions lowered.

Post-industrial and pre-consumer PA 66 is also used as an additional source of high-quality recycle. Since available quantities are limited, quality and traceability are crucial. Technoform therefore relies on premium-grade material from reliable compounders, including proof of origin and complete quality documentation.

The spacer recycling program: Partnering with purpose

The same principle is now being applied to other solutions: warm edge spacers for insulating glass. In the production of spacer frames, offcuts are inevitably generated. These offcuts consist of

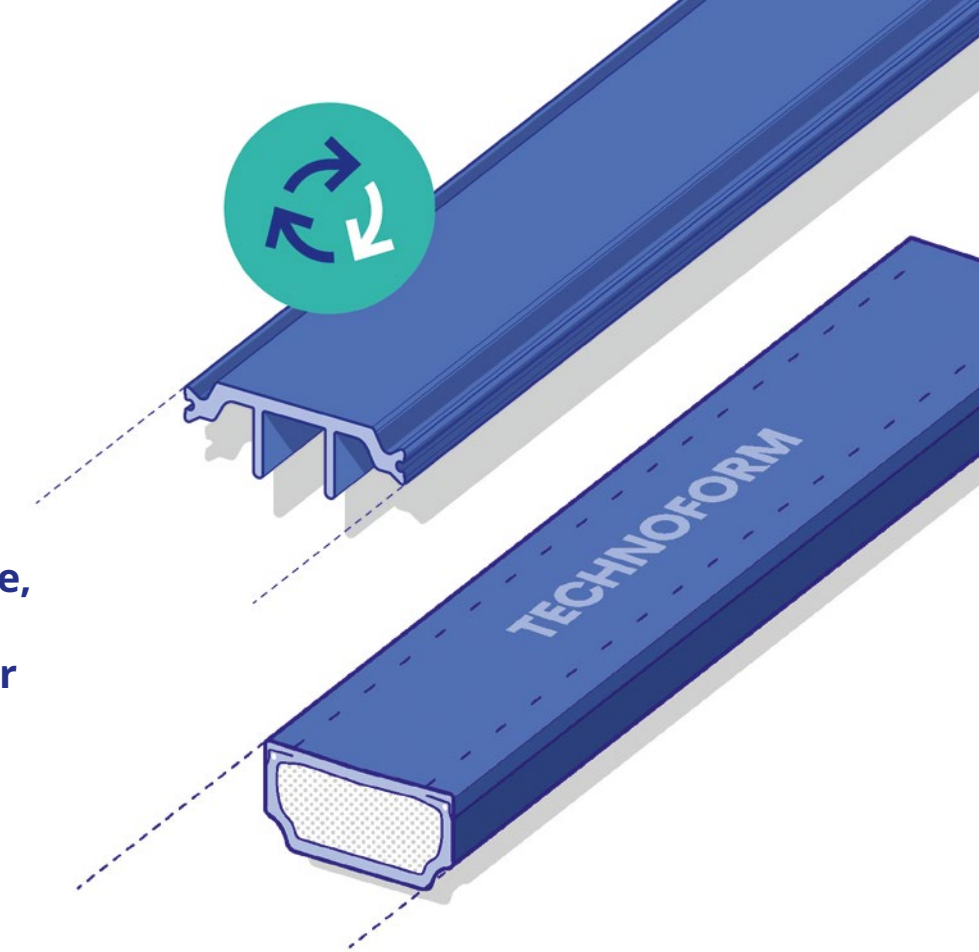
valuable materials. In the past, they often ended up as waste or were incinerated.

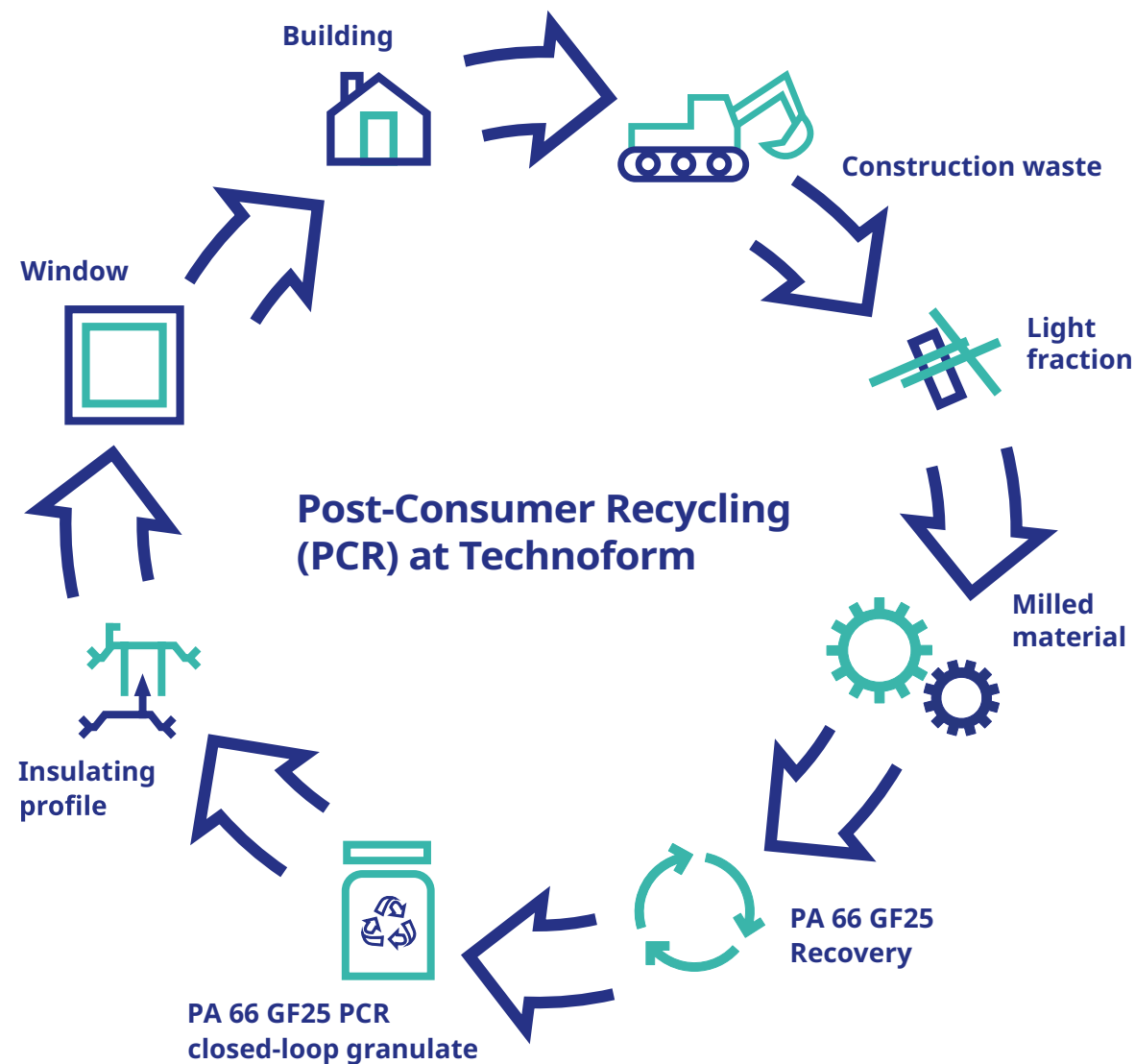
Technoform's spacer recycling program addresses exactly this point. Together with selected customers, spacer offcuts are collected and sorted by a specialized partner. Polypropylene, stainless steel, and steel are precisely separated. The recovered polypropylene is particularly interesting for us.

In addition to the recycling program, extensive research and development has enabled us to produce spacers with 75 percent or even higher shares of recycled polypropylene without compromising quality or visual appearance.

Our goal: a spacer made entirely from recycled material.

For customers, this creates value on several levels. Offcuts no longer have to be treated as waste. Materials are not sent for incineration or downcycling. Instead, they remain in a controlled material flow and can contribute to a lower product carbon footprint from the very beginning of the value chain. ►►





Post-consumer recycling: Imagine resources are all around us.

61.2% average reduction of embodied carbon between our purchased virgin PA66 GF50 and recycled PA66 GF50 (PIR; not weighted by purchase volume).

Post-consumer recycling is a less established path – but also one with significant potential. It is based on the idea that every building is a source of raw materials and cities are anthropogenic stores of tomorrow's resources. This is what urban mining means.

Windows, doors, and facades often remain in use for decades. When they are renovated, deconstructed, or demolished, valuable materials can be recovered from existing buildings and returned to the cycle – conserving finite resources and reducing landfill or incineration.

For Technoform, post-consumer recycling is more than a future vision.

We have been working with partners from industry, science, and the recycling sector to find solutions how plastic from scrapped aluminum windows, doors, and facades can be recovered and reused in insulating profiles. The material obtained from scrap is processed by a partner company and then tested for extrusion, processing behavior, and thermal and mechanical properties.

Making future material flows visible

Post-consumer recycling depends on collaboration across the entire value chain. Materials must be identified, documented, recovered, sorted, and reintroduced into production. Digital tools such as Building Information Modeling and material or circularity passports can make future material flows more transparent.

Because buildings have long life cycles, the impact of decisions made today may only become visible decades from now. That is why our work has to start today.

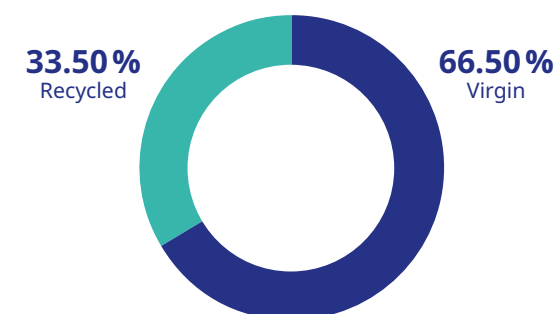
Two paths, one direction

Post-industrial recycling makes immediate use of high-quality materials from production and processing. Post-consumer recycling opens the door to a more ambitious future. One path is already integrated into our production processes. The other means intensifying partnerships, developing new systems, and thinking long term. Both are necessary. ■

One circular economy. Two paths to get there. And more to explore.

Raw material split

Throughout all production sites worldwide



Today, recyclates already account for 33.50% of our raw materials – primarily from PIR. We are working to increase this share even further. Recyclates are used exclusively in Europe.



From awareness to action

Microplastics – Taking steps toward zero pellet loss

Each year, around 1.3 million tons of microplastics enter the world's oceans, infiltrating the food chain, harming marine life, and ultimately reaching the human body. While carbon emissions dominate the environmental debate, microplastic pollution remains underrepresented. We are committed to helping protect the environment and addressing this challenge responsibly.

Microplastics may be small in size, but their impact is significant. They persist in the environment and can carry harmful substances, making them a widespread and long-lasting threat to ecosystems and health.

Small particles. Big responsibility.

At Technoform, microplastics are part of our daily reality – by the very nature of what we do. As a company working with extrusion processes, we handle plastic in its smallest forms every day. What is commonly defined as particles smaller than 5 millimeters is also the form in which we process our raw material. This makes the topic not only relevant, but inherent to our operations. It also creates a clear responsibility: to prevent microplastics from entering the environment and to move step by step toward our long-term ambition of zero pellet loss.

Where risks occur

Awareness is the essential starting point. Before effective measures can be implemented, risks first need to be understood, recognized, and made visible across the organization. That is why we took a closer look at our operations. A risk assessment across all our production processes helped us identify where microplastic losses can occur – from raw material handling to extrusion, finishing, and waste management. Typical risk areas include handling and storage of plastic pellets, dust generated during processing, as well as cutting, milling, and transport processes. Even small losses – pellets, flakes, or dust – can become relevant if they are not properly contained. ►►



Microplastics are defined as solid, insoluble plastic particles ranging in size from 0.1 μm to 5 mm. By this definition, most of our plastic-based raw material qualifies as microplastic. A clear call to engage with the issue more consciously.



Our ambition

We are still at the beginning of this journey – but the direction is clear: make impacts measurable, prevent microplastics from entering the environment, and continuously reduce emissions. Step by step. Site by site. Because real progress does not start with perfection, but with understanding, transparency, and the commitment to improve. ■

Turning insight into action

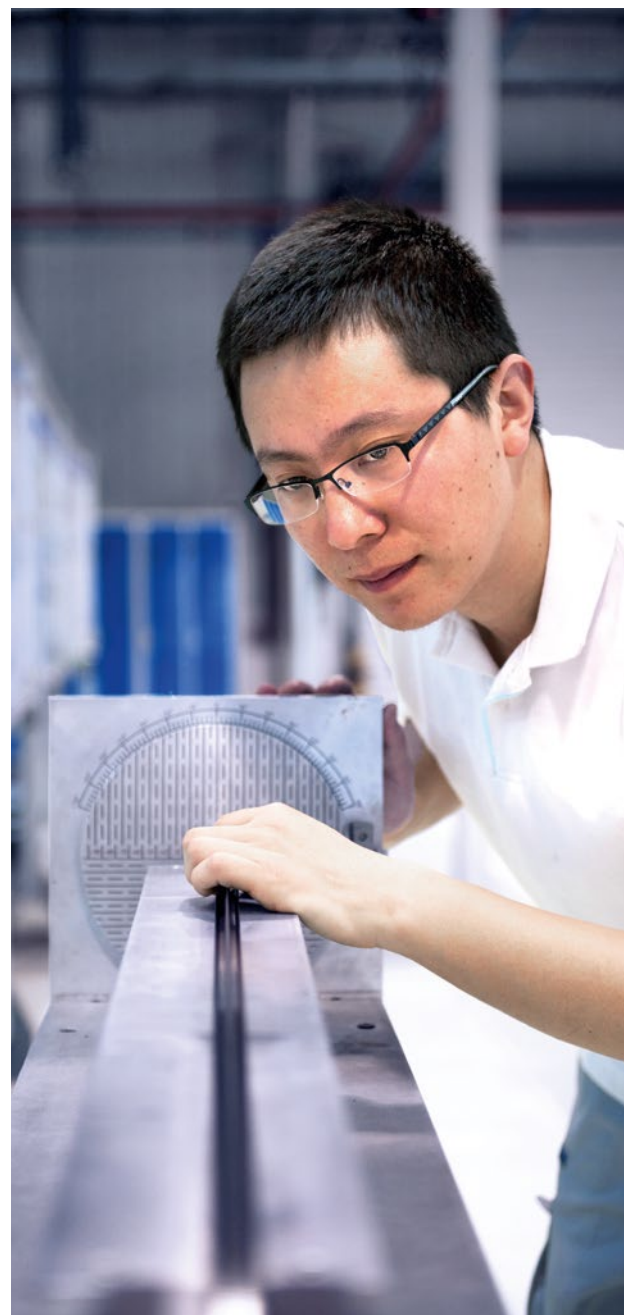
Based on this analysis, we defined clear best practices to prevent microplastic emissions in everyday operations which will be implemented iteratively in our production sites. These include covering drains and sensitive areas, collecting sawdust and production residues, using extraction and filtration systems, and ensuring closed containers and controlled handling processes. Regular inspection of equipment and infrastructure is equally essential.

At the same time, we focus strongly on one key factor: people. Raising employee awareness and providing the right equipment – from cleaning tools to collection systems – is essential to prevent losses before they occur.

A structured path forward

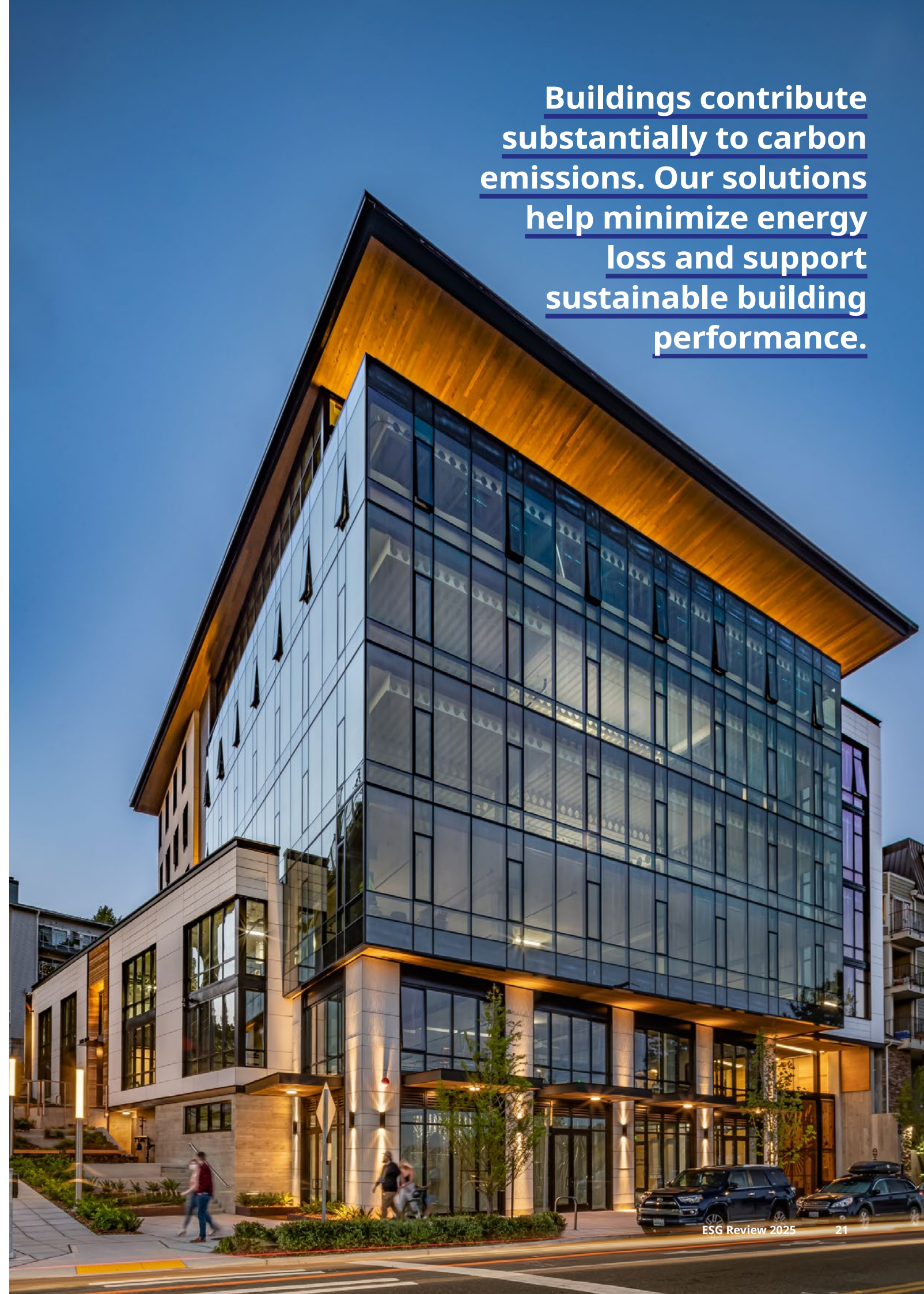
Our goal is clear: to make microplastic emissions measurable across all sites. We have tasked our production entities with collecting data, identifying local risks, and implementing defined best practices. Over time, this will enable us to create transparency, compare performance across sites, and track progress through measurable trends.

Our approach is closely aligned with upcoming regulatory developments. New EU legislation will require companies handling plastic pellets to implement risk assessments, preventive measures, and reporting systems. At the same time, we are evaluating certification schemes that promote standardized practices for preventing pellet loss across the industry.



Microplastics are inevitably generated during production. Minimizing and capturing them is a shared ambition across the entire company.

Buildings contribute substantially to carbon emissions. Our solutions help minimize energy loss and support sustainable building performance.



Proof for progress

Environmental Product Declarations become a group-wide focus.

In everything we do, we aim to have sustainability in mind. For us, this means more than complying with legal requirements. Wherever possible, we want to set benchmarks. To turn ambition into evidence, we made Environmental Product Declarations, or EPDs, a group-wide priority.

For a long time, sustainability in relation to our products was mainly associated with the U-value of windows. Today, the focus is increasingly shifting towards CO₂ emissions and Global Warming Potential. This is why we started certifying our insulation solutions with EPDs as early as 2016. Since 2024, we have also been publishing EPDs for our spacer bars.

Now, we are taking the next step: a broad initiative to certify more and more products across insulation solutions, edge bond solutions, and tailored solutions.

Objective criteria for sustainable decisions

EPDs are much more than legal proof for construction-related requirements. They provide essential environmental data on:

- resource use,
- energy consumption,
- CO₂ emissions,
- waste generation, and
- the Global Warming Potential.

For architects and building owners, EPDs provide important information about the environmental impact of our products across their entire life cycle. They make it possible to compare and select products consciously, based on objective ecological criteria.

EPDs are particularly important for buildings seeking sustainability certifications such as DGNB, BREEAM or LEED. But they are also valuable for building owners and companies that want to promote sustainable construction beyond formal certification systems. In both cases, EPDs provide a solid basis for informed decisions.

A group-wide commitment to greater transparency

Technoform had insulation profiles certified by ift in Germany since 2016. In addition, profiles made in Hong Kong and China have also been certified.

The first EPDs for spacer bars were initiated by Singapore. Today, our EPDs also cover spacers produced in our Italian, German and Polish plants. In the future, a dedicated EPD certificate will also be issued for the US site.

In 2026, Edge Bond Solutions and Insulation Solutions will extend certification to further product groups. While insulating profiles made from PA 66 GF25 and Low Lambda PA 66 GF25 are already undergoing recertification, insulating profiles based on post-consumer recylate (PCR) will also be included in the certification process. Further certifications and recertifications will follow in 2027. Although Tailored Solutions does not have an EPD, its own product carbon footprint calculator provides an assessment of CO₂ emissions (see page 11). ▶▶



EPD in a nutshell

An Environmental Product Declaration, or EPD, presents the environmentally relevant properties of a specific product in the form of neutral, objective data. The data describe the potential environmental impacts of a product and, ideally, consider its entire life cycle.

Verified and issued by independent external institutes, EPDs are not self-declarations but the result of a standardized and independently verified process, making them a reliable source of objective environmental information.

In the construction industry, EPDs provide experts with an essential basis for planning and evaluating buildings holistically.

Consistently advancing EPDs

Since 2016, product transparency has increasingly moved into strategic focus.



Let's get econstructive.

With EPDs, we provide our customers with an objective basis for making environmentally conscious decisions. We invite them to use this opportunity to plan more sustainability into buildings from the very beginning. The buildings and construction sector accounts for around 34 % of global energy-related CO₂ emissions.

This makes it one of the key areas for global decarbonization.

Together, we can help reduce this impact – with transparent data, better decisions and product solutions designed for more sustainable construction. ■



One figure for climate impact: GWP

The **Global Warming Potential**, or **GWP**, shows how strongly a product contributes to global warming across its life cycle. Expressed in **CO₂ equivalents**, it translates different greenhouse gas emissions into one comparable value – and makes climate impact easier to understand, assess and compare. Products with recycled content often perform particularly well in this respect, as they can reduce the need for primary raw materials.

Our Environmental Product Declarations at a glance

		Available	 GWP-t in kgCO ₂ eq/m	Planned
Insulation solutions	Europe	Insulating bars made of PA 66 GF25	7.20	2026 Insulating bars made of PA 66 GF25 PCR closed-loop
		Insulating bars made of low lambda PA 66 GF25	7.17	Insulating bars made of low lambda PA 66 GF25 PCR closed-loop
		Insulating bars made of recycled PA 66 GF25	1.82	Insulating bars made of PA 66 GF25
		Insulating bars made of low lambda recycling PA 66 GF25	1.92	Insulating bars made of low lambda PA 66 GF25
		Insulating bars made of PBT GF30	3.39	2027 Insulating bars made of recycled PA 66 GF25
	Asia	Insulating bars made of PA 66 GF25 (Hong Kong)	8.74	Insulating bars made of low lambda recycling PA 66 GF25
		Insulating bars made of PA 66 GF25 (China)	7.94	Insulating bars made of PBT GF30
		Connecting rod for windows and doors made of PA 66 GF40 (China)	7.79	Insulating bars made of recycled PBT GF30
	North America	-	-	Insulating profiles made of PA 66 GF25
		-	-	-
Edge bond solutions	Europe	Hybrid warm edge spacers SP14, SP18	0.118	-
		Hybrid warm edge spacers SP27, SP28	0.149	-
		Hybrid warm edge spacer SP24	0.147	-
	Asia	Hybrid warm edge spacers SP12, SP13, SP14 (Singapore)	0.220	-
	North America	LCA for hybrid warm edge spacers	0.187	-
Tailored solutions	Europe	Product carbon footprint calculations for various products	-	-

From road to rail – putting sustainability on track



Rethinking logistics. Reducing emissions.

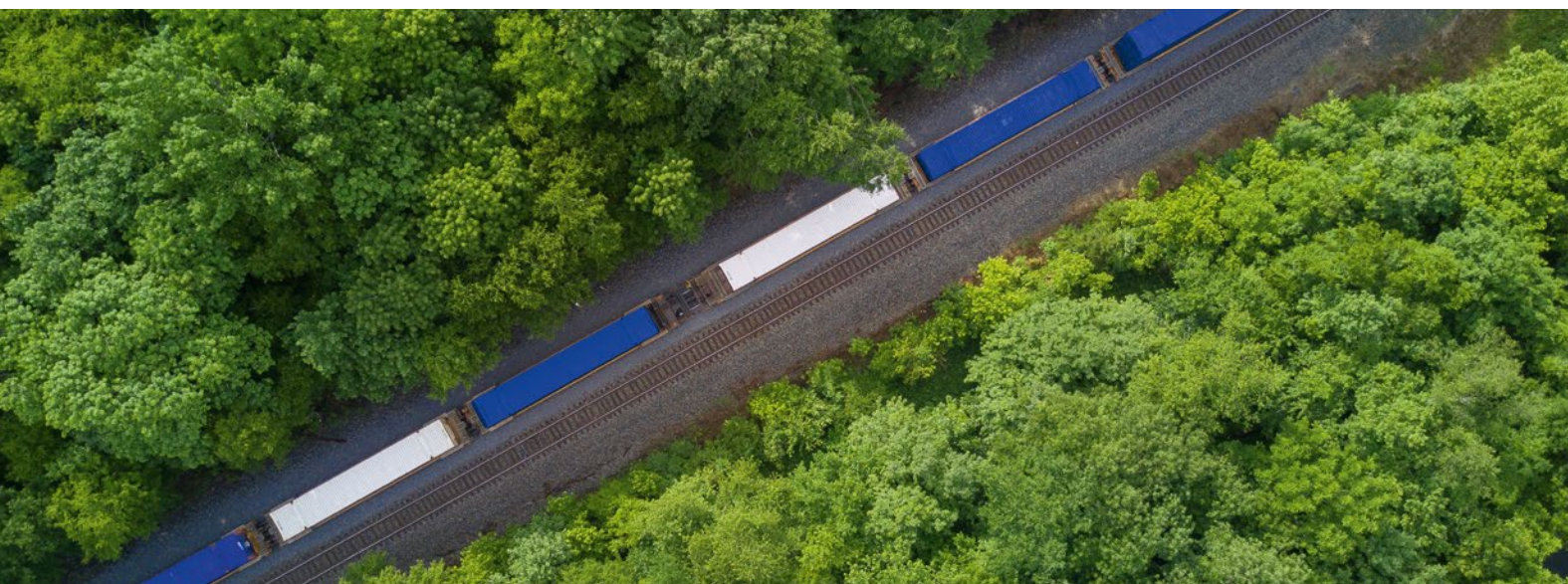


With over 4% of total emissions, transport plays a key role in our GHG footprint. While production processes are often in focus, logistics offers significant – and often untapped – potential to reduce emissions. At Technoform, we are actively exploring more sustainable transport solutions. One important step: shifting from conventional road transport to a combined rail-road approach.

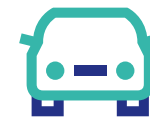
A smarter way to transport



Since 2024, we have been using a combined rail-road solution to deliver goods from our production site in Belgium to customers in Southern France. Instead of relying solely on trucks, the main distance is covered by rail – while the first and last miles are handled by trucks powered by lower-emission fuels such as CNG (Compressed Natural Gas). This approach allows us to combine the flexibility of road transport with the significantly lower emissions of rail.



Measurable project impact 33 tons of CO₂ saved in six months



equivalent to around
185,000 km
driven by a petrol car



comparable to around
20
round trips between
Paris and New York



or the CO₂ absorption
capacity of approximately
2,500
trees

Even a single rail-road transport can reduce emissions by approximately 1 ton of CO₂ compared to conventional road transport. These figures show that logistics decisions can make a real difference.

Collaboration as a success factor



This initiative is built on strong partnerships. Together with our logistics partner TAB, a specialist in rail-road transport solutions, we have developed a concept that connects our production site in Belgium with key destinations in Southern France. The collaboration demonstrates that sustainability and operational performance can go hand in hand – not only reducing emissions, but also ensuring reliable and efficient delivery.

Our ambition is to expand this approach wherever it is feasible – starting with key transport routes and gradually scaling across regions. At the same time, we are integrating CO₂ reduction into our logistics KPIs to make progress measurable and comparable over time.

Our perspective

Sustainable logistics is not about a single solution, but about continuous improvement. By rethinking transport routes, leveraging partnerships, and combining different modes of transport, we can significantly reduce environmental impact. At Technoform, we see rail-road transport as one important step on this journey – toward more sustainable, efficient, and future-oriented logistics. ■

Scaling sustainable logistics

Rail-road transport is not a one-off project. It is part of a broader effort to systematically reduce our carbon footprint across the value chain.

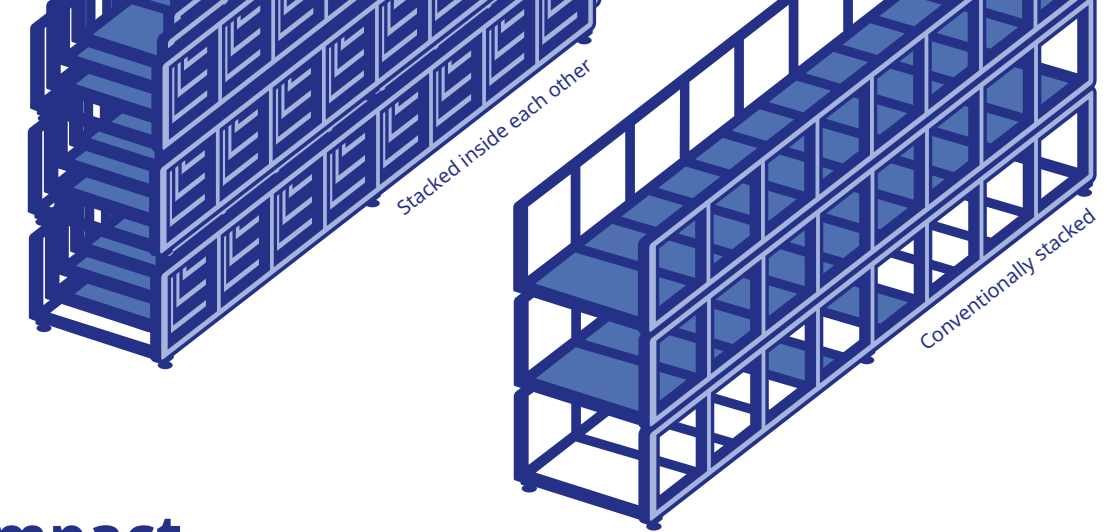
Ecological pallet design

Challenge accepted. Impact delivered.

We promise to think sustainability along the entire value chain. And we invite our customers and other stakeholders to challenge us. One of our high-volume customers took us at our word. His challenge: how can return steel pallet shipments be made more efficient – economically and ecologically at the same time?

Challenge accepted.

Together with a long-time partner in the pallet industry, we developed a smart logistics solution: the new P-60 steel pallet. When empty, P-60 pallets can be stacked inside each other like picnic cups. Up to four pallets fit into the space previously needed for one. The impact on logistics and ecology is significant.



Triple impact.

1. Less storage space.

Our customer saves storage space for empty pallets. Three conventionally stacked pallets take up as much floor space as twelve P-60 pallets stacked inside each other.

2. Lower transport costs.

Return transport costs can be reduced by up to 75 %.

3. Reduced CO₂ emissions.

CO₂ emissions caused by transport are reduced by about 53 %.

75 %

fewer empty runs

72

steel pallets can be carried on one truck instead of the previous 18

53 %

CO₂ savings per year

Compared with conventional P-21 pallets, the P-60 can achieve CO₂ savings of up to 76.8 t per year – roughly equivalent to driving a new passenger car more than 700,000 kilometers.

1,700 kg

payload

Admittedly, at 236 kg, a P-60 pallet weighs about 50 kg more than a conventional steel pallet. However, this negative impact on the carbon footprint is offset by its higher payload of 1,700 kg.

Do you have a challenge for us?

Let's develop a sustainable solution for your pallet management together



From left to right: Andreas Pankraz, Process Manager; Tillman Berger, Managing Director; Akmal Hidayat, Project and Energy Manager.
© Wirtschaftsförderung Region Kassel.

A project with sustainable impact – in every sense

How to save 20% energy consumption

Technoform Insulation Solutions Tooling GmbH in Kassel-Waldau specializes in the production of extrusion tools. The company manufactures several hundred individual prototype and series tools every year, exclusively for the Technoform Group. Whatever they do, they do it with great ambition. In 2023, the company's expertise in toolmaking was recognized with first place in the "Excellence in Production"

industry award, an annual competition organized by the Laboratory for Machine Tools and Production Engineering (WZL) of RWTH Aachen University and the Fraunhofer Institute for Production Technology (IPT). Now, they had set a new target. This time in reducing the company's energy consumption. Tillman Berger, Akmal Hidayat, and Andreas Pankraz, explain how they succeeded in saving 20% of annual energy consumption.

How did the energy-saving initiative come about?

Tillman Berger: Sustainability has always been an essential factor in all our strategic decisions. But when the energy crisis began, prices rose dramatically and energy costs were forecast to increase tenfold, quick action was required. That is when we gave the topic particular priority.

How do you explain the success of the initiative?

Andreas Pankraz: The key was to approach the project holistically, with a broad mix of measures. This included long-term strategic approaches as well as technical innovations and optimizations that could be implemented at short notice. It was also very important to get employees on board quickly.

Saving 20% of annual energy consumption is remarkable.

Why was that so important?

Tillman Berger: On the one hand, ownership is an important principle for us. When employees are involved from the very beginning, they can identify much more strongly with the goals. And especially with this topic, it is important that everyone contributes their ideas and pays attention. It starts with switching off the lights when leaving a room and extends to ideas for optimizing production processes from an energy perspective.

In fact, raising awareness within the team was one of the most important measures – also in terms of ensuring lasting success. This was clearly shown by our energy monitoring.

Energy monitoring?

Akmal Hidayat: We introduced an energy monitoring system. It allows us to record and analyze the consumption of the largest energy consumers in real time. This transparency enables us to make well-founded decisions to increase efficiency. By evaluating the data and actively exchanging ideas with employees, we were able to identify and use short-term savings potential. ►►



Excellence in Production Award ceremony, Aachen, 2023

Everyone at the site
played their part.

20 % less energy.

100 % team effort.

Which measures did you implement in detail?

Andreas Pankraz: First, we optimized the compressed air system by reducing pressure and by regularly detecting and repairing leaks. We also adjusted the temperature of the central cooling water supply. Machines and systems were switched off after production instead of being left in standby mode. In general, we established a more consistent practice of switching off lighting, machines, instantaneous water heaters and air conditioning units. The landlord also invested in energy-efficient heat generation, building insulation and new windows, which also contributed to energy savings.

In the future, we plan to make even greater use of heat recovery in order to tap into further savings potential.

Were there also optimization suggestions from employees?

Akmal Hidayat: Absolutely. The entire team was very committed. We regularly discuss energy-related topics so that ideas can be reviewed and implemented quickly. And there were many ideas.

For example, by adapting new machining strategies on our wire EDM machines, we were able to significantly reduce processing times and thus save energy. Through direct exchange at the



machines, inefficient energy consumption was quickly identified and remedied.

Also based on an employee initiative, we now coordinate more closely between production and planning. This has led to higher machine utilization and more efficient use of resources.

So far, we have talked about production. What about other areas?

Akmal Hidayat: One building block of our energy-saving initiative is logistics and transport. In our vehicle fleet, we rely on hybrid and fully electric vehicles.

Since 2021, we have invested in charging infrastructure at our Kassel-Waldau site and currently operate five charging points with a

total output of 66 kW. As the vehicles are usually parked for longer periods, the charging capacity is sufficient. To avoid peak loads, we mainly charge our pool vehicles at night.

Andreas Pankraz: Our employees can also charge their private vehicles free of charge at our site. By now, more than 10% of our employees have switched to electric vehicles.

The industrial park where your company is based also has its own sustainability ambitions.

Tillman Berger: That is true. Our company is located in the Kassel-Waldau industrial park, where the City of Kassel, research institutions, companies and other project partners have launched the "Transformation Plan for Climate Neutrality." The aim is to achieve climate

neutrality through measures such as the use of renewable energy, waste heat recovery, district heating connections and sustainable mobility. For us, this creates a valuable network of partners with a strong awareness of sustainability – and enables synergies that support our own ambitions.

Is investing in energy savings economically sustainable?

Tillman Berger: Indeed. That is why we invest in energy-efficient production systems and manufacturing methods across the entire Technoform Group. For us, sustainability is not only an ecological responsibility, but also an economic success factor. Using energy and resources consciously creates long-term value – for our customers and for the environment. ■

S

“At Technoform, people are at the heart of everything we do. Our success is built on strong relationships with our employees, customers, partners, and communities. Across different countries, cultures, and backgrounds, we share a common commitment to respect, openness, and collaboration. These values shape how we work together and how we create lasting value for those around us.”

Amos Seah,
General Management



Social

How inclusion and openness enrich work

Let's value our differences.



"We foster an open mindset." This is one of the defining beliefs in our corporate culture and ethical principles. We are open to other nations, cultures, and languages; to new markets and business areas; to new technologies and forms of organization, new partners and new ideas. We are open to diversity and firmly opposed to division. Inclusive collaboration is therefore a natural part of who we are, even as we continue to learn and develop along the way.

Equal participation is already part of everyday life at Technoform. One example is one of our sites in Kassel, Germany, where we continuously work to create an environment in which people with and without disabilities can work together as a matter of course.

Apart? No. A part. Of us.

We work closely with Sozialgruppe Kassel e.V. – an organization that helps people with disabilities participate in social life and assists companies in making inclusion work smoothly for everyone involved. And it works.

For 20 years, this site has been proving what inclusive work can make possible: when people trust one another, believe in each other's abilities, and share responsibility, everyone benefits.

For seven years, the same five colleagues with disabilities have been an integral part of the team. They wear the same workwear as everyone, participate in our corporate events, and take responsibility for the tasks entrusted to them. At Technoform, they are true colleagues in every sense. Their presence is not just about acceptance or appreciation. It is about belonging.

Win-win

The five colleagues enrich the way the team works together – personally and professionally. Their contribution is essential. In some shifts, they make up 30 percent of the team, taking on their tasks with precision, confidence, and a strong sense of responsibility.

"Many people assume that working with people with disabilities means a lot of consideration and even compromising on quality or efficiency. In fact, our experience has been quite the opposite. These colleagues have an outstanding sense of quality and are highly motivated team players: helpful, committed, and engaged," says Marius Rose, who leads an integral part of the local production team.

Thanks to Sozialgruppe Kassel e.V., the production team has become experienced and committed when it comes to adapting the working environment to make it suitable for people with individual support needs.

We believe diversity makes every team stronger.

Understanding without hearing?

At Technoform, we try to create conditions that work for our colleagues – and we have learned that this is often easier than people might think.

"Take deafness, for example: of course, it raises many questions, especially when it comes to occupational safety. Acoustic warning signals from vehicles and machines can usually be complemented by visual signals with relatively little effort. Instructions can be written down. Communication works on many levels. You just have to be willing to make it work."

For the colleagues in Kassel, this has become an important learning: people are often limited less by disability itself than by environments that fail to meet their individual needs.

Diversity is our pattern

"We aim to unleash the full potential of people and their ideas." This, too, is part of our corporate culture. It matters to us that people at Technoform can play to their strengths.

In terms of inclusion, this means creating an environment that responds to a range of abilities, perspectives, and requirements – and fostering a mindset that recognizes the value of differences.

Belonging is not an abstract principle. It becomes real in everyday moments: in shared tasks, mutual support, patience, trust, and the willingness to talk solutions – whatever language that may take. ■

Balance meets business

Mental health at Technoform

Creating a healthy work environment has long meant structuring working hours, providing protective equipment, and designing ergonomic workplaces. Only gradually has awareness grown that psychological and social factors are just as important to well-being as physical ones. Increasing complexity, ever shorter innovation cycles, and growing work intensity make it more important than ever to create conditions that support mental health.

At Technoform, we see it as our responsibility to contribute to a work environment that fosters mental health. Each of our locations approaches this in its own way, shaped by local needs and cultures. The following selection of examples illustrate how mental health is actively supported at a regional level, while we globally believe that balance and business support each other.

Employee Assistance Program

The mind won't switch off – running scene after scene, 24/7 – leaving little room for anything else. What can I do? How do I cope with this crisis? Who can help? When problems become overwhelming, it is not only the individual who suffers, but often their performance at work as well.

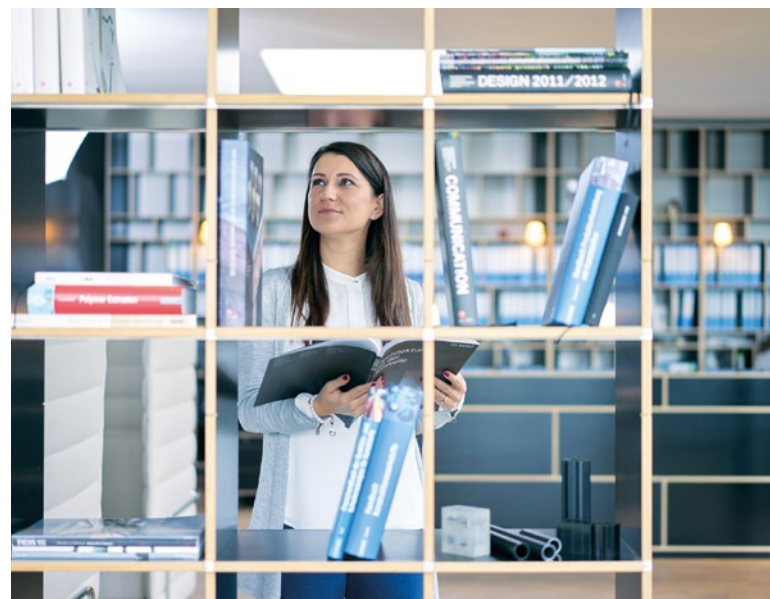
Our colleagues in Germany are committed to ensuring that no one has to face such challenges alone.

Through the Employee Assistance Program (EAP), they offer all employees free and confidential support for a wide range of professional and personal issues.

Whether it is the feeling of being bullied, the strain of work becoming too much, challenges with children, a close relative suddenly falling ill or requiring care, financial distress, addiction, or complex legal concerns – employees can reach out to the EAP team online or by phone. EAP managers then connect them with the right experts, providing medical, legal, or financial guidance, and continue to support them until the noise settles, the mind clears, and the right solution is found.

Together with EAP, our German team sends a clear message:

Let's talk solutions.



In Dubai, colleagues learned how to find mental clarity through meditation.

Vipassana – Creating clarity. Cultivating calm.

“Vipassana” originates from India and means to see things clearly, as they really are. It is also one of the country's oldest meditation techniques, taught more than 2,500 years ago as a universal remedy for universal challenges – an art of living.

To support employee well-being and foster mindfulness at work, the Human Resources team of our colleagues in the United Arab Emirates hosted a Vipassana session at their office in Dubai. The session introduced participants to the core principles of this meditation practice – centered on deep self-awareness and mental clarity – and included a guided meditation segment.

Colleagues who attended described the session as a refreshing pause from their daily routines and a valuable tool for managing stress and cultivating inner calm. So more meaningful wellness initiatives will follow.

Health & Safety Days – A holistic approach to well-being

As part of our commitment to responsible corporate citizenship, our colleagues in Italy hosted their first Health & Safety Days – three days dedicated to strengthening awareness of both mental and physical well-being.

Recognizing that health extends beyond the physical, mental resilience was a key focus. In the “Attention Laboratory,” employees explored how stress affects perception and decision-making, and how to maintain clarity in demanding situations. This reflects our broader ambition to create working environments that actively support mental health.

At the same time, practical measures addressed physical well-being – from nutrition and shift-based eating strategies to first aid training and cardiovascular screening.

The initiative highlights our holistic understanding of health and safety: not only as compliance, but as an integral part of a sustainable and responsible workplace culture. ■

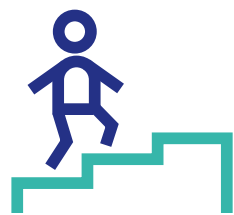


Health always involves both body and mind. Our colleagues in Italy took a closer look at this delicate interplay.

Where curiosity meets the shop floor

We know that inspiring young talent doesn't happen in theory. It happens through real experiences, real people, and real responsibility. That's why Technoform North America actively invests in early career opportunities, opening its doors to interns. Last summer, three students joined the company through the MAGNET internship program, an initiative designed to spark early interest in careers across the industry.

From day one, the interns were embedded in the daily rhythm of production, where they experienced firsthand what modern manufacturing looks like: dynamic, precise, and continuously evolving.



Shelby, Jaiden, and Iris are seizing the opportunity to experience our company firsthand – and to explore what a career in manufacturing really entails.

Immersion creates connection

We don't just show interns what we do – we let them experience who we are. The program offers an immersive environment where participants become part of the culture from day one. Open, collaborative, and hands-on, it's an experience that invites participation rather than observation.

Investing in tomorrow's workforce

For Technoform, the internship is more than a seasonal initiative. It's a deliberate investment in future skills and perspectives. And by the end of the program, one question quietly lingers: if everything aligns – could your future become part of ours? ■



A one-day event for all employees
at insulation solutions in Italy

One company. One journey.

At Technoform, we believe that strong companies are built by people who understand where they come from, where they are headed and how they contribute to the bigger picture. Our first "Technoform Day" at insulation solutions in Italy was created with exactly this idea in mind. Together, our colleagues went on a journey through the company – exploring our company culture and discovered new paths towards our common goals. Each participant started with a personal passport, a symbol of identity, access, movement and belonging.

Staging a company event as a journey may sound unusual at first. Yet every journey creates distance from daily routines and opens up new perspectives. From a different point of view, things often appear clearer. And perhaps our travel self is a little more curious, more exploratory, and more willing to embrace the unknown. This mindset unfolded throughout Technoform Day as well.

Throughout the day, employees moved across different perspectives on Technoform: our corporate history, culture, responsibilities, processes, and future direction. The format made visible how every function contributes to the bigger picture – and to the quality, reliability and long-term value we create for our customers.

A shared lunch offered a relaxed setting for informal exchange among colleagues. It was prepared and served by a local partner committed to creating professional opportunities for people with autism.

Later in the day, employee feedback took center stage. Teams turned improvement ideas into short creative sketches, combining strategic work with entertainment.

At the end of the day, every participant received a small souvenir. And just like after a real journey, people returned with new impressions, shared memories, and a broader perspective – including fresh inspiration for where we want to go next. ■



Let's connect.

Creating togetherness worldwide.

We believe in the power of people who feel connected by a sense of belonging – sharing not only rooms or screens, but goals, values, and a common culture. Alongside our international team events, each subsidiary cultivates its own rituals and organizes special activities that strengthen team spirit. Here are some examples of how we create and grow togetherness.

More than just a team

Some moments at work stay with us – not because of milestones, but because they remind us what real teamwork feels like. Our German and UK colleagues created such a moment during a shared team event: a chance to step away from daily routines, reconnect and experience the strength of trust, openness and mutual support. Especially in times of change, this sense of belonging matters.



Together to the top

Our colleagues in Poland traded desks and uniforms for hiking boots and took on the climb to Ćwilin, one of the scenic peaks of the Beskid Wyspowy mountain range. A day filled with fresh air, shared effort and breathtaking views – and a reminder of how valuable it is to step outside daily routines. Finally, sitting around the bonfire and sharing stories empowered the team to reach new heights together.



People, pets, and picnic pleasure

Our colleagues in the US recently came together for a summer picnic in the park – a day filled with sunshine, laughter, fine food, and great company. Families, children and even a few pets joined the celebration, while activities like cornhole and volleyball brought out plenty of team spirit. A joyful and memorable day that brought people together. ■

Making a difference – beyond business

With our products and solutions, we aim to make a difference. For us, responsibility goes further – it is reflected in how we act, how we engage, and how we see our role as a corporate citizen.

Our Corporate Social Responsibility approach is as decentralized as our organization itself. We believe that real impact is created where people take ownership – in everyday actions, in local initiatives, and in the willingness to contribute beyond business. Across all

locations, our teams take initiative in projects that matter to their communities – shaped by local needs, driven by personal commitment, and united by a shared sense of responsibility. The stories presented here offer just a selection of these initiatives.

In this way, many small actions across the Technoform world come together – each making a difference for society, the environment, and the people around us, as well as for our own employees.

Poland

Technoform's heartbeat for little hearts in need. Running for a greater cause.

Our colleagues in Poland took part in a charity run supporting a foundation for children with severe heart defects. Every mile helps provide hope, care, and new perspectives for young lives – a cause the team is deeply committed to.



Spain

Shine a light on young talent and their journey ahead.

For over a decade, our team in Spain has hosted the Academic Excellence Awards, honoring outstanding students from local schools. The awards celebrate talent and perseverance – and underline a long-term commitment to education and community development.

United States

A team strong enough to move mountains – or even pull a plane.

In 2025, our team in the United States was proud to sponsor and participate in Special Olympics Ohio's Plane Pull again. With a strong team effort, the team achieved 7th place out of 14 and contributed to a total of \$65,000 raised for Special Olympics Northeast Ohio – supporting inclusion, determination, and equal opportunities through sport.



Germany

A moment of home – for those who have none.

Soziale Hilfe Panama e.V. supports homeless people and former prisoners with warm meals, shelter, and access to basic medical care. With dedication, team spirit, and genuine openness, trainees from one of our German sites helped prepare and serve meals. An experience that provided support where it is needed most – and not only enriched the guests, but also left a lasting impression on our young colleagues.

Spain

A cleaner environment. A stronger neighborhood.

In Tordesillas, our team organized a community initiative to clean up the natural surroundings. Together with volunteers from schools, local businesses, and the community, waste was collected in the Valdegalindo area – a joint effort for a cleaner environment and stronger local ties. Donations raised during the initiative supported two local organizations. ■



What is working at Technoform like?

We believe that being part of Technoform is more than just signing a contract. It's an attitude – a sense of belonging, team spirit, and trust. Here's what our employees have to say about it.

Curious about life at Technoform?



Hear from our employees firsthand and discover our work environment. Scan the QR code to watch the video.



"From the beginning I felt like Technoform allows you to be **creative** in your thinking and be allowed to push the boundaries and come up with new ideas."

Betsy Covington,
United States



"From day one that I arrived there was a lot of **openness** and **willingness** to change and bring ideas really into work."

Martin de Grom,
Belgium



"It's a way of thinking. Technoform is a **way of thinking**."

Alex Dantziguan,
United Arab Emirates



"**Humans** with humans and this is a good feeling also in business, because everything we do is for humans, not for systems."

Holger Hofmeister,
Germany



"People that work with **passion**. People **enjoy** what they are doing, they are very passionate about it."

Alex Fernández,
Spain



"I'm really glad to work here just because of the **internationality** and the **environment**."

Elisa Mezzasalma,
Germany



"It is really to be part of something where you can influence by yourself, also again with other **people together**, and make the world a little bit better."

Felix Burhenne,
Germany

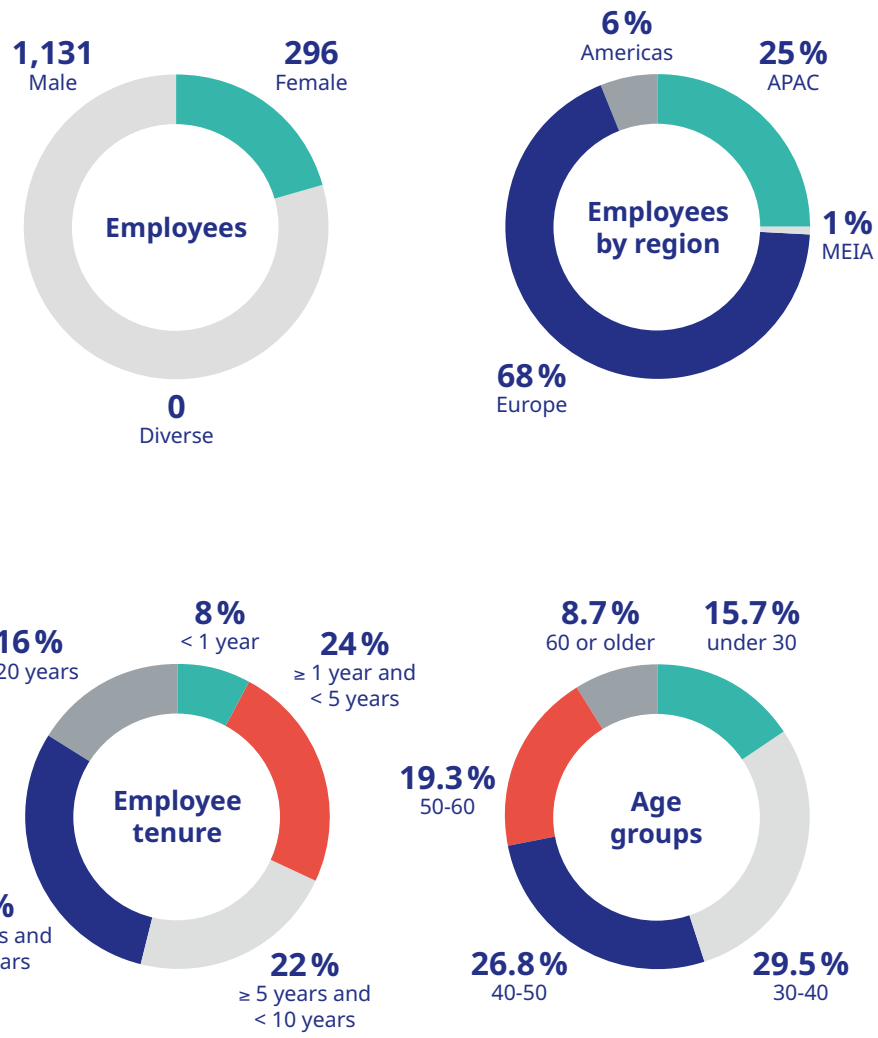


"What I also like is that you can take the **responsibility**, and you can move with the company, you can develop the company, so you don't have this kind of box thinking. It is more that you can be a part of the business and you can create **opportunities**."

Petra Sommer,
Germany

Our workforce at a glance

We recognize the gender imbalance within our workforce. While we are committed to fostering diversity and equal opportunities, we are working to better understand the underlying reasons for this imbalance and to identify opportunities for improvement. We acknowledge that achieving a more balanced gender distribution will require continued long-term effort. ■



121 colleagues took parental leave in 2025





“Our decentralized, process-driven organizational structure has always been the foundation of our success and of who we are today. It enables us to remain flexible, customer-focused, and innovative. At the same time, it requires a reasonable level of governance to foster our common beliefs, and to ensure that we continue to evolve in the same direction as a company. This report gives some insights on how we run and govern our business, how we think and act.”

Bianca Miller,
Compliance Management



Governance



Developing the ESG project

Turning obligation into opportunity ...

Let us be candid: most companies do not begin ESG reporting out of pure enthusiasm. The same is true for us. We likely would not have embarked on this report – or building the data structure behind it – had it not become apparent that formal CSRD reporting requirements were becoming inevitable.

However, sustainability is firmly anchored in our identity – from solutions that reduce energy consumption to employees who are highly attuned to its environmental, social, and economic dimensions.

As we delved deeper into the topics required for a formal ESG report, our curiosity and commitment continued to grow. And when it became clear that we would not be required to produce a mandatory report, we were already deeply engaged in these questions. So we decided to continue ... Max Breiding and Raffaella Galli share insights into the background and development of the ESG report.

There is no legal obligation for Technoform to publish an ESG report. Why are you doing it anyway?

Max Breiding: For us, ESG reporting is far more than a regulatory exercise. Of course, legislative requirements are one reason why companies are increasingly dealing with ESG topics. But we see it primarily as an opportunity to better understand our own impact as a company, define priorities, and create transparency – both internally and externally.

What do you mean by saying that it helps you better understand these topics?

Raffaella Galli: The process helped us identify which ESG topics are most relevant for Technoform. Based on our business model and product portfolio, climate and circular economy emerged as key priorities, while social and governance topics are equally important given our global operations and workforce.

Do you also see growing customer interest in sustainability-related topics? Or is that interest fading in light of the currently very challenging global economy?

Max Breiding: Actually, we see the opposite. Our customers and partners increasingly expect reliable information about sustainability-related topics. Transparency and credible data have become essential in business relationships. That is why we want the report to create value beyond reporting itself – by building structures, improving processes, and developing a clearer understanding of where we can make a meaningful contribution as a company. ►►



Raffaella Galli
Quality Management

What were the most important steps in the process?

Raffaella Galli: The first key step was identifying which ESG topics matter most for Technoform. To do so, we conducted interviews across the group and carried out a materiality analysis.

Based on these findings, we established reporting structures, defined responsibilities, and started building the processes required for reliable data collection. At the same time, dedicated working groups developed group-wide approaches for key topics such as greenhouse gas emissions and microplastics.

Overall, the process was about building a long-term ESG framework for the entire organization.

What were the biggest challenges from the first meeting to the final report?

Max Breiding: One of the biggest challenges was certainly the complexity of the topic itself. ESG affects almost every area of the company.

Another major challenge was building the necessary structures and processes for data collection and reporting. Much of the required information had never been gathered in a consolidated or standardized way before. So we had to establish long-term processes, responsibilities, and governance structures across the group. The project became a shared learning process across the organization.

What are the biggest learnings for Technoform – and for you personally?

Max Breiding: The project showed us how important it is to create shared structures, common definitions, and transparent processes – but also how much potential lies in working together globally.

Another important realization was that sustainability-related topics are often far more connected to the core business than many people initially assume. Questions around climate, circular economy, governance, or social responsibility increasingly influence customer expectations, market requirements, and long-term business resilience.

For me personally, one of the most valuable experiences was seeing how much knowledge and commitment already existed within the organization.

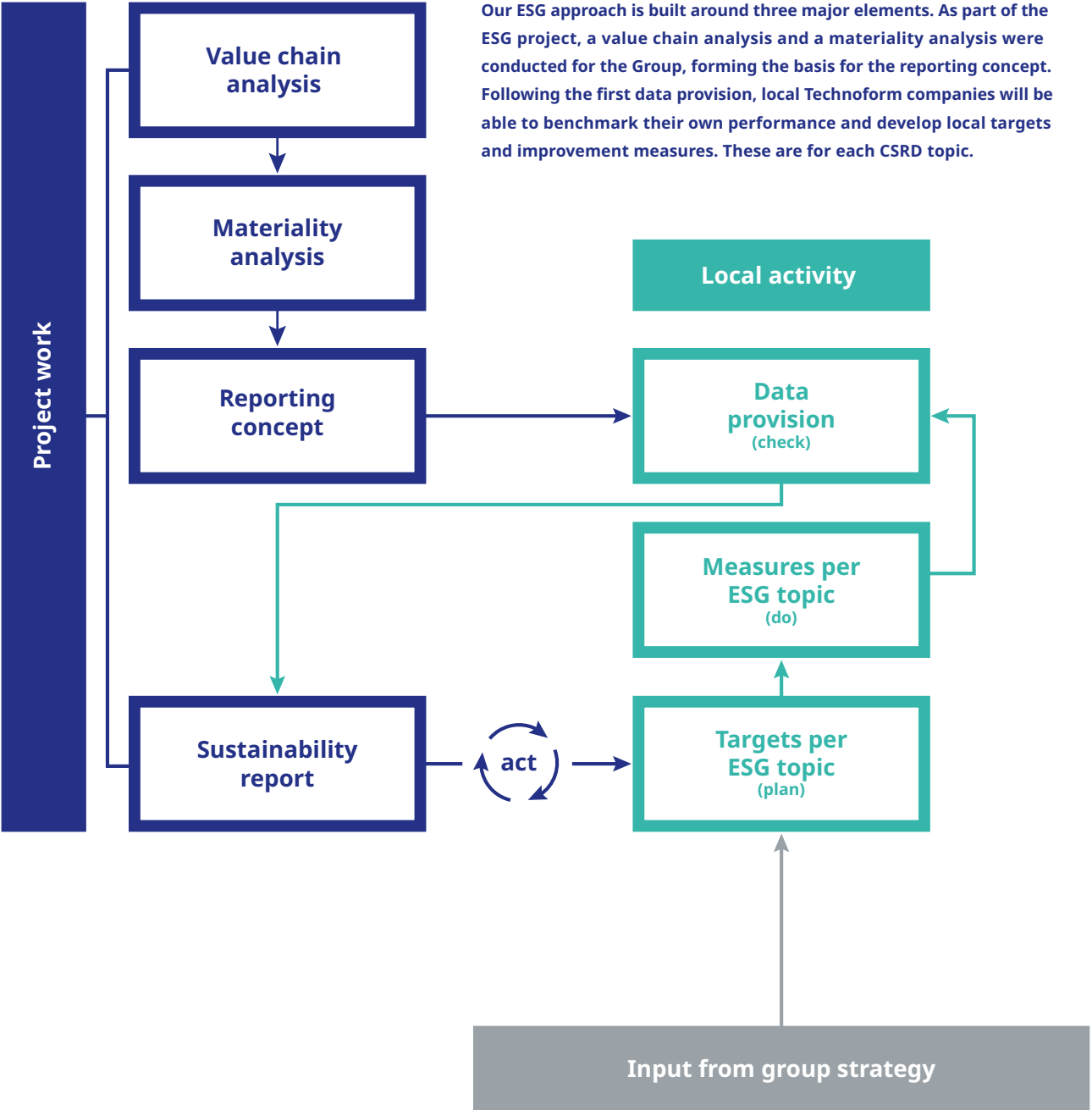
What does the ESG report mean to you personally?

Raffaella Galli: The project reinforced our understanding that ESG is not about perfection from day one. It is not a claim, but a commitment to transparency, responsibility, continuous learning, and ongoing improvement. To me, this report shows how what initially seemed like an obligation became an opportunity to turn insight into action. At Technoform, we say: “Let’s talk solutions.” This report is not a solution in itself. It is the outcome of the Technoform ESG process which helps us identify where solutions are needed – and how we can develop them. ■



Max Breiding
Team Management

Technoform ESG process



Our Code of Conduct – Built on shared beliefs

Business ethics is not a new topic at Technoform. The attitude of doing what's right has always been part of the company culture. Yet in a highly evolving environment, it is important to clearly define what truly matters. Intentionally organized in a decentralized way, Technoform handles many matters locally – while remaining united under one shared roof. When it came to the Code of Conduct as a fundamental framework, the goal was therefore to define, on a global level, the beliefs and commitments that unite the company across countries, sites, and roles.

Many companies would probably have approached such a project primarily from a legal perspective. Technoform chose a different path: collaborative, international, and decentralized. An interdisciplinary working group closely supported the development process from the very beginning.

Why did you decide to establish a global Code of Conduct?



Jana Schmidt:

The expectations placed on companies have become significantly more complex in recent years – both from a regulatory and a social perspective. That is why we wanted to create a shared understanding of what ethical and responsible conduct actually means for us as a company.

The Code of Conduct articulates our vision, philosophy, and beliefs, linking them to our expectations of ethical and compliant business conduct.

What priorities guided your work on the Code of Conduct?



Bianca Miller: From a formal perspective, it was important that the document could be applied globally while still leaving room for local requirements. We consulted colleagues across the entire

Technoform Group to bring together their different perspectives, experiences, and cultural viewpoints.

The Code of Conduct was never intended to become a centrally imposed set of rules defined by the headquarters or a small leadership circle – in fact, we do not even use the term “headquarters” at Technoform. Instead, the aim was to create a collaboratively developed framework that works globally while being lived locally.

Jana Schmidt: From a content perspective, it was essential for us that the Code of Conduct emerged directly from Technoform's philosophy. Its structure is based on our beliefs and our vision, philosophy, and guiding principles, our “How we think and act”. Every employee is familiar with these beliefs.



Fabio Späth: We also did not want the Code of Conduct to feel like an imposed legal document designed to create fear of making mistakes. Instead, it should serve as an ethical compass.

This also includes fostering an environment in which people collaborate respectfully, take responsibility, and openly address problems. A strong speak-up culture and transparency were therefore key aspects for us.

How did you approach the development process?

Fabio Späth: The Code of Conduct is an integral part of our group-wide Compliance Management

Framework. This framework defines standards, processes, and responsibilities across the entire group and is aligned with ISO 37301 for Compliance Management Systems.

Collaboration within the international team played a central role throughout the process. Many participants described the exchange as especially valuable because solutions were developed jointly, and experiences were shared across locations. As a result, the outcome was not a theoretical concept, but a practical guidance for day-to-day business activities. ►►



Scan the QR code to read our Code of Conduct.



How did you launch the Code of Conduct?

Bianca Miller: The launch was deliberately not designed as a one-time publication, but as a long-term pillar of our vivid business culture and learning process. Alongside the release, we developed training materials and initiated an internal communication campaign.

The responsible persons on local level play a key role in this process. They introduce the Code of Conduct at the local sites, raise awareness for compliance-related topics, and support colleagues in adapting the beliefs into their day-to-day work.

In addition, several language versions were provided, and a dedicated compliance section on technoform.com was created to make the content accessible for all interested parties.

What was the feedback after the rollout?

Jana Schmidt: The feedback from the international teams was very positive. Many considered it a major benefit to have next to the Compliance Management Framework. In particular, the joint work and the open exchange between locations and the opportunity to learn from one another were highly appreciated.

Colleagues working within our network described how the collaboration helped them gain new perspectives and further develop their local processes. At the same time, a strong network emerged that shares knowledge and develops solutions together.

Fabio Späth: The initiative also had a strong cultural impact. Many see it as an example of how global collaboration can work at Technoform – pragmatic, collaborative, and built on a shared understanding of vision and beliefs.

What does the Code of Conduct say about Technoform? What can customers learn about you from it?

Jana Schmidt: The Code of Conduct shows how Technoform thinks and acts. Customers can see that topics such as fairness, integrity, transparency, sustainability, and respect are not abstract concepts for us, but concrete expectations that shape everyday business conduct.

Ultimately, it is about building trust – internally as well as externally. It is more than a policy; it is a reflection of who we are and what we stand for as a company, regardless of where we work or what position we hold.

In this sense, customers, business partners, and potential employees can also understand whether we share the same beliefs and the same mindset – whether we stand for the same principles and the same way of working together.

Code of Conduct: A reflection of who we are



Vision

We are developing our company with sustainability and **future generations** in mind.

We bring the interests of customers, the company, and our employees **into alignment**.

We are **open minded**.

We maintain our entrepreneurial and financial **independence**.

Philosophy

Our **customers** are our employers.

Beliefs

We think and act **entrepreneurially**.

We trust in **people**.

We foster an **open mindset**.

We focus on the **long term**.

To uphold our principles, we provide several reporting channels, including a Group-wide whistleblowing platform. These channels help us maintain an ethical workplace and make it safe to raise concerns when something does not feel right. By rolling out this platform globally, we have gone beyond legal requirements and created a reliable way to speak up. ■

Sustainable supply chain management

Building resilience through responsibility

Global supply chains are becoming increasingly complex. Regulatory requirements are evolving, stakeholder expectations are rising, and environmental and social risks are gaining greater relevance across industries. At the same time, resilient supply chains are becoming a key success factor for long-term business stability and sustainable growth. For Technoform, sustainable supply chain management (SSCM) is therefore not only a compliance topic, but an important element of strengthening transparency, collaboration, and long-term resilience throughout the value chain.

Understanding risks across the value chain

Our products and solutions rely on international supply chains and long-standing supplier relationships. As a company working with raw materials such as polyamide, polypropylene, and stainless steel, we recognize that environmental and social impacts can occur far beyond our own operations.



A dedicated workshop on sustainable supply chain management helped us identify ESG-related risks and opportunities across procurement and supplier management processes.

- The analysis focused on raw material sourcing and addressed topics such as:
- supply chain visibility and traceability
 - supplier qualification and audits
 - environmental and human rights risks
 - governance structures and ESG criteria
 - future regulatory requirements

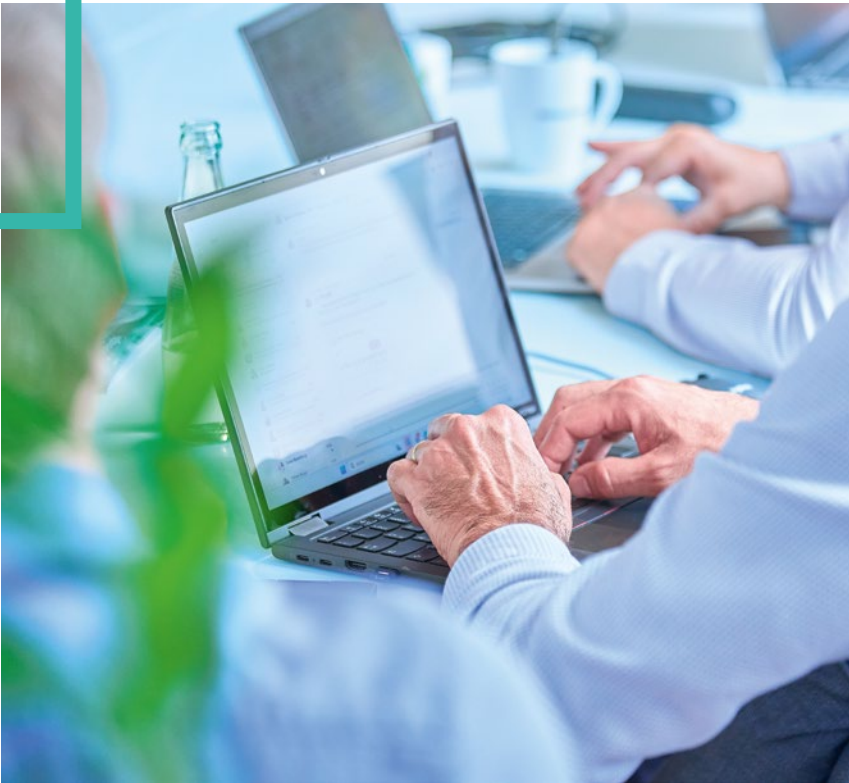


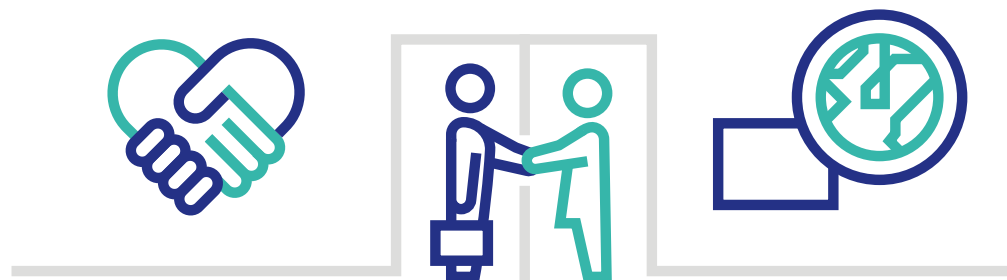
From supply security to sustainable procurement

Traditionally, procurement processes mainly focus on quality, availability, and pricing. For us, additional factors play a key role – including carbon footprints, recycled material content, responsible sourcing, and supply chain transparency. Within Technoform, ESG criteria are already part of our supplier discussions and qualification processes. Certifications such as EcoVadis, Cradle-to-Cradle Certificates, and

ISO standards are already requested in supplier evaluation and onboarding processes in several business areas.

At the same time, we are working to further standardize and strengthen sustainability-related requirements across supplier qualification, audits, and procurement processes. This includes clearer evaluation criteria, stronger documentation, and a more structured integration of ESG topics into sourcing decisions. ►►





Creating transparency and strengthening collaboration

One important aspect of sustainable supply chain management is visibility beyond direct suppliers. While transparency is often strong at Tier-1 level, gaining insight further upstream can become more limited. Increasing traceability across the value chain helps identify risks earlier and supports more resilient sourcing decisions. To address this, we are continuously strengthening collaboration with suppliers and expanding dialogue on sustainability-related topics. Long-term partnerships, shared learning, and open exchange are important foundations for driving improvements together.

Our Supplier Code of Conduct defines clear expectations regarding ethical business conduct, environmental protection, human rights, occupational safety, and responsible sourcing practices throughout the value chain. It also emphasizes expectations regarding environmental management systems, carbon footprint transparency, compliance with international standards, and responsible labor practices.



Preparing for future requirements

Sustainable supply chain management is also becoming increasingly important from a regulatory perspective. New frameworks such as the Corporate Sustainability Due Diligence Directive (CSDDD), CSRD, CBAM, and the Ecodesign for Sustainable Products Regulation (ESPR) are expanding expectations regarding transparency, risk management, and reporting throughout supply chains. Besides compliance, our approach focuses on building structures that support long-term resilience, responsible sourcing, and continuous improvement.

Our perspective

We see sustainable supply chain management as an ongoing process. By improving transparency, strengthening supplier collaboration, integrating ESG criteria into procurement processes, and building common standards across the organization, we aim to create supply chains that are not only efficient – but also resilient and responsible. Because long-term business success depends not only on what we produce, but also on how we work together across the entire value chain. ■

1,400+



dedicated innovators work for you, worldwide

55+



sites ensure continuous supply

1



shared commitment to responsible business

Global collaboration

Driving progress through shared expertise

Collaboration across locations, teams, and markets is an essential part of how we work at Technoform. As an international group, we believe that sustainable progress is driven not only by technology and processes, but also by the exchange of knowledge, perspectives, and experience. Across the organization, colleagues regularly come together in cross-functional networks, project teams, and strategic workshops to align priorities, share expertise, and develop common solutions.

Building relationships across borders

Throughout the year, international meetings and network formats bring together employees from different countries, business areas, and disciplines. These exchanges help create a shared understanding of challenges, opportunities, and strategic priorities across the group.

Examples include a European marketing meeting in Krakow, where colleagues from Poland, Italy, France, Great Britain, and Germany aligned on future communication and market priorities for edge bond solutions. Other initiatives, such as the Tool Manager Network meeting in Spain, focused on technical collaboration, standardization, and the exchange of best practices across production and tooling teams from Europe and the United States.



Marketing meeting in Poland

Learning from different perspectives

These meetings are more than operational updates. They provide a platform for open dialogue, interdisciplinary learning, and collective problem-solving. Whether discussing automation, recycling solutions, AI applications, or product innovations, the aim is to combine expertise from different areas and turn ideas into practical improvements. Personal interaction also strengthens relationships between teams and supports a broader understanding of customer and market needs.



Tool Manager Network meeting in Spain



Enabling innovation across the organization

International cooperation also plays an important role in developing future-oriented solutions. Technoform's global Tables provide a structured framework for this: representatives from different locations and market organizations collaborate across regions and, where relevant, across business fields. Each Table focuses on a specific topic and helps combine decentralized expertise with global alignment.

The relaunch of the global IT Table, for example, created a platform for colleagues worldwide to discuss strategic IT topics, governance, cybersecurity, and the responsible use of AI tools. Dedicated working groups were formed to



TP1 Table meeting in Belgium

advance key topics at a global level. Operational roundtables and plant visits additionally help connect strategic discussions with practical insights from production and customer applications. In this way, the Table structure strengthens collaboration while preserving the advantages of Technoform's decentralized organization.

Our approach

At Technoform, global collaboration is more than coordination between locations. It is an important part of how we innovate, solve challenges, and continue developing as one group. Because long-term progress is built through trust, dialogue, and the willingness to learn from one another. ■

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“What do we mean when we say “Let’s talk solutions!”? It is an invitation to challenge us. Every meaningful innovation starts with a challenge: a human need, a technical gap, an ecological demand. Creating value beyond commercial purpose defines our market leadership. And leadership means inspiring others to follow – especially where new solutions can create meaningful change.”

Helen Sanders,
General Management



Market leadership

How plastics can outperform metal.

Together with our customers, we continuously refine our processes, materials and products to meet highly specific requirements.

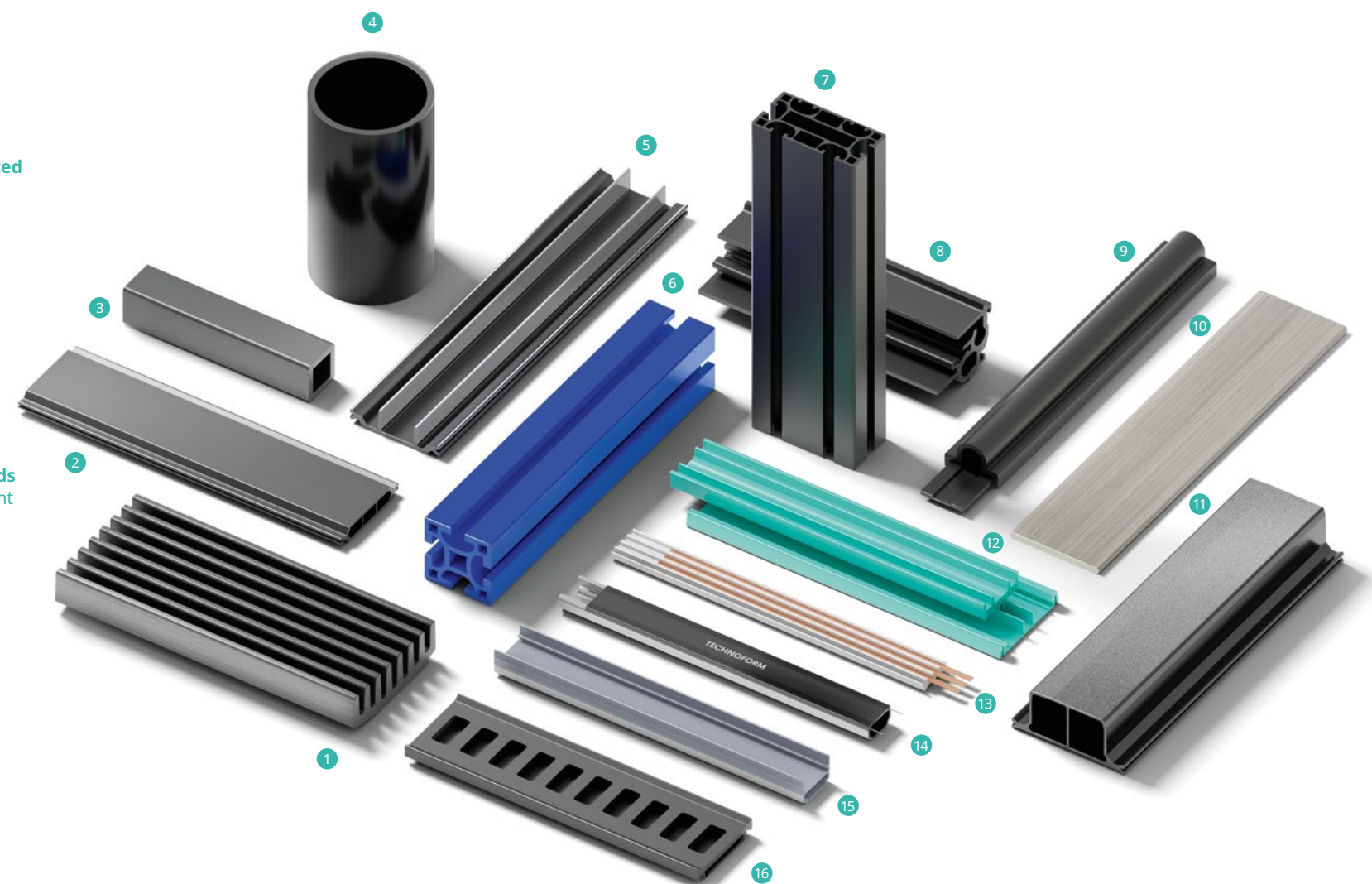
This enables us to create plastic solutions that challenge expectations: with exceptionally smooth surfaces, sharp contours, precise tolerances, high dimensional accuracy and tailor-made material properties.

Reducing the overall depth of aluminium systems with lower lambda? Improving paint adhesion for a more refined visual appearance? Creating reliable heat transfer, even in demanding environments? Where metal reaches its limits, we see opportunities for innovation – and develop superior plastic solutions for specific applications. ■

Where metal starts to corrode, high-performance plastics reveal what they are made for: resilience, flexibility and lasting stability.

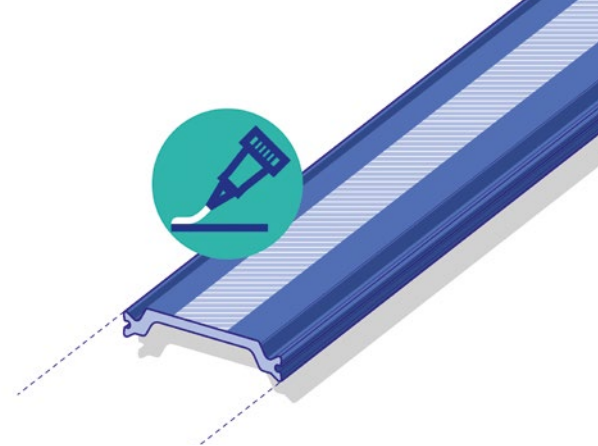
- 1 **Cooling element for LED light element**
Thermally conductive, electrically insulating
- 2 **Insulating profile for (aluminum) windows, doors, and facades**
Thermal break and mechanical stability
- 3 **Electrically conductive profile**
Suitable for low-voltage applications
- 4 **Heat transfer solutions for corrosive environments**
- 5 **Low-E-Foil profile**
Thermal improvement, reduction of the U-value
- 6 **ESD-neutral structural profile**
High filler content (> 50 %)
- 7 **Frame profile in machine construction**
Internally calibrated hollow chambers
- 8 **Blind rail for sunscreen in automobile**
Low tolerances (+/- 0,05 mm)
- 9 **Sliding profile for automobile sunroof**
Smooth surface, good sliding properties

- 10 **Pultrusion profile – continuous-fiber-reinforced thermoplastic profile**
High load capacity and strength
- 11 **Adhesion prime solutions**
Optimized adhesion to the surface
- 12 **Holder and cover profile for switch cabinets**
Optimized for V-0 fire protection
- 13 **Guide rail for a shelf system**
Metal-inlays-for electrical conductivity
- 14 **Hybrid warm edge spacer**
Cold bendable, low conductivity of 0.22 W/mK
- 15 **Hybrid warm edge spacer for integrated blinds**
Conceals mechanical elements and prevents light from entering
- 16 **Anti-bi-metal profile for door systems**
Reduced deflection



> Discover more: www.technoform.com/en/solutions

Adhesion Prime. Enabling the impossible.



Adhesion Prime and RPET foam are the result of international collaboration across our organization.

We love to innovate. And we are proud that, time and again, we make it happen. Adhesion Prime is a perfect example: a groundbreaking Technoform development that enables silicones and sealants to adhere directly and durably to thermoplastic profiles for windows, doors, and facades – without the use of chemical primers. Our Italian market team colleague Gianluca Frascini explains what it is all about.

What is fundamentally new?

Gianluca Frascini: Thermoplastic profiles have long been valued for excellent thermal separation. But structural bonding and durable sealing directly on plastic were considered almost impossible – especially without chemical primers. Adhesion Prime changes that. It gives polyamide profiles a functional surface that allows sealants to adhere directly and reliably. This turns an insulating profile into a multifunctional component for facade systems.



What problems does it solve?

Gianluca Frascini: Modern facades have to do more with less: insulate, seal, protect, last – and still support efficient installation, sustainability, and design freedom. Adhesion Prime helps meet these demands in one solution. It enables primerfree bonding, durable weatherproof sealing and structural applications on thermoplastic profiles.

How does it work?

Gianluca Frascini: Adhesion Prime is based on patented Particle Spray Technology. Aluminum powder particles and their oxides are applied to the polyamide surface under high pressure. They penetrate the plastic surface and become part of the profile.

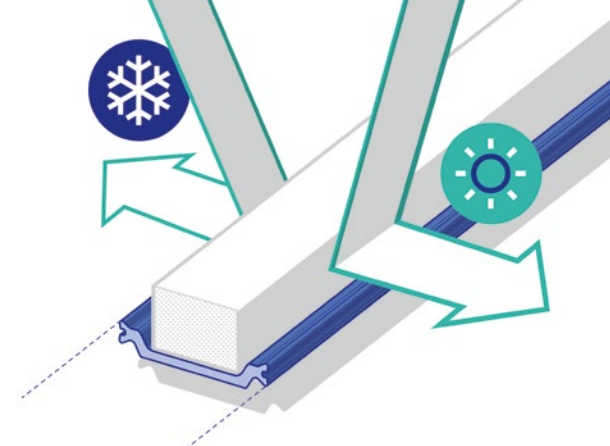
This creates a unique surface texture with an exceptionally strong mechanical bond. Sealants adhere to this functionalized surface – while the profile retains its excellent insulating properties.

What does it make possible?

Gianluca Frascini: Adhesion Prime creates new freedom for the building envelope. It can help reduce visible interruptions in glass facades, support slimmer frame designs and bring more daylight into buildings.

For system developers, it opens up new ways to combine aesthetics, performance, and sustainability. For Technoform, it shows what happens when we refuse to accept material limits as final. ■

RPET foam. Soft on process. Strong on performance.



Sustainable development is where we excel. RPET foam is a perfect example: a closed-cell insulating foam made from recycled PET bottles and applied directly to thermal break profiles. It improves thermal performance – without changing established production processes. Alice Torricelli from one of our market teams in Italy explains why this foam can make a real difference.

What is fundamentally new?

Alice Torricelli: Insulating foams are common. Making them work efficiently in industrial window and facade production is not. Many solutions require manual processing, additional steps or expensive technologies.

RPET foam changes that. Applied directly to the thermal break profile, it becomes part of a ready-to-use component – compatible with processes such as powder coating and anodizing, and easy to handle, process, and cut.



What problems does it solve?

Alice Torricelli: Modern aluminium systems need better insulation without added complexity. Cavities between insulating strips can allow convective heat flow and reduce overall system efficiency. RPET foam helps close this gap. Its low thermal conductivity and custom dimensions make it possible to fill cavities precisely – improving insulation without changing system design or production workflows.

How does it work?

Alice Torricelli: RPET foam has a compact, rigid closed-cell structure with low water absorption and excellent dimensional stability. With a thermal conductivity of 0.030 W/mK, it helps reduce heat transfer inside the cavity.

The foam can be applied to standard insulating profiles as well as special geometries, including thresholds, transoms and oversized cross-sections. Secure adhesion supports easy handling, processing and cutting.

What does it make possible?

Alice Torricelli: RPET foam gives system developers a simple way to increase thermal performance while keeping production efficient. Made from post-consumer recycled PET bottles, it also supports aluminium window, door and facade systems with a reduced environmental impact.

With RPET foam we prove that sustainable progress does not have to complicate the process. Sometimes, it simply fits right in. ■

Making every edge count

How thermally optimized edge bond solutions for insulating glass support more sustainable buildings

Improving building efficiency is one of the most practical ways for customers to reduce emissions and support climate goals. In insulating glass units, the edge bond plays a critical role: thermally optimized solutions help reduce heat transfer, improve indoor comfort, and enhance the overall performance of windows and facades.

Technoform's warm edge solutions for insulating glass applications give customers the flexibility to choose the best fit for their application, performance targets, and production needs. This includes proven standard spacer solutions, for example spacer SP14, as well as specialized options for demanding applications, such as spacer SP24.

Meeting the demands of modern construction

Modern construction requires a combination of energy efficiency, comfort, durability, design flexibility, and efficient manufacturing. The edge bond of insulating glass units therefore needs to meet thermal, processing, and design requirements without compromising reliable performance.

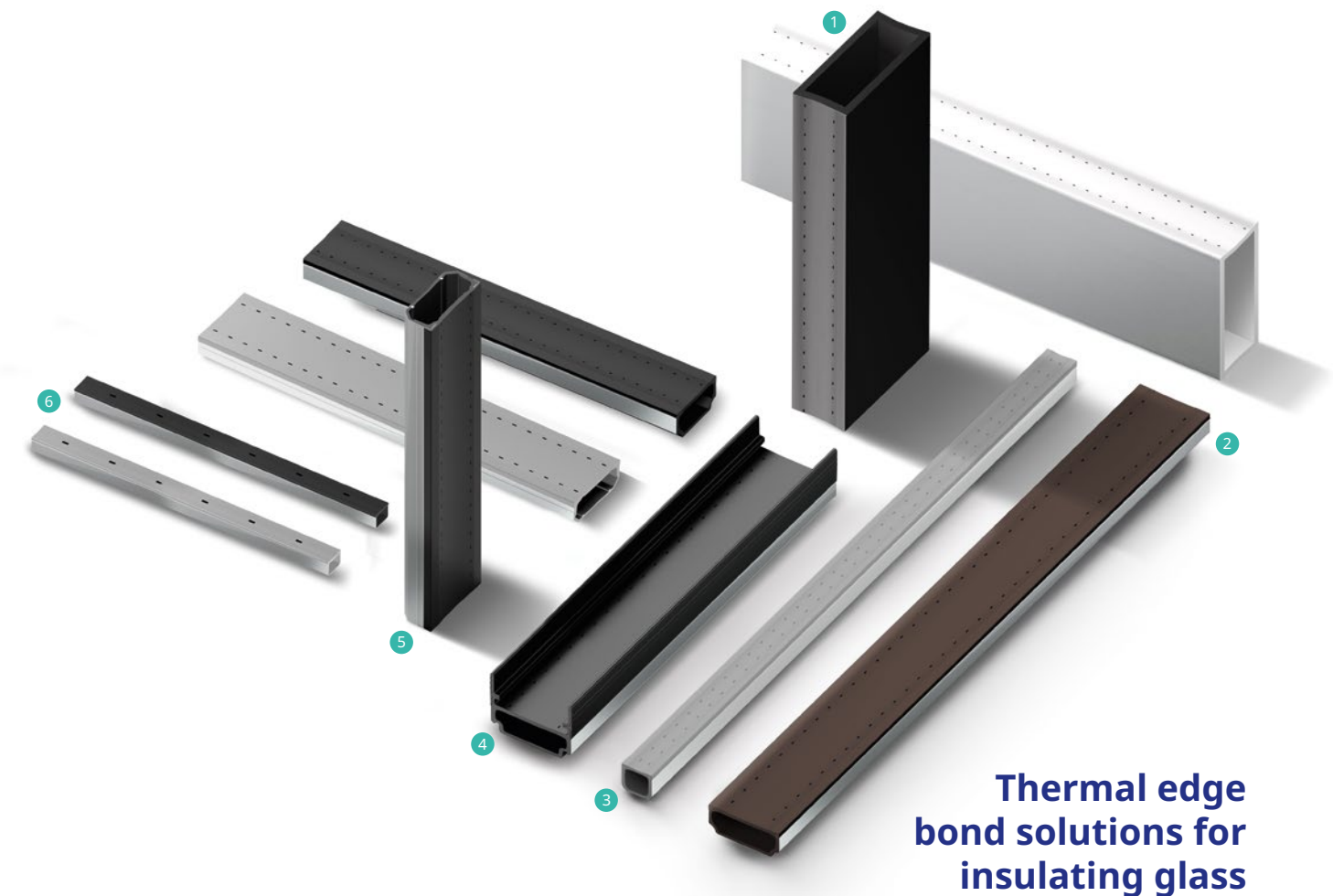
In addition to their thermal function, spacers between the glass panes have become an important design element of modern windows. Matching muntin bars (MU10) or customer-specific spacer configurations, such as black side walls (for example SP37), can further enhance the visual appearance of insulating glass units.

Buildings must perform in every season

As climate conditions continue to change, glazing systems must help buildings remain energy efficient and comfortable in both winter and summer. Thermally optimized spacer solutions help reduce unwanted heat transfer, supporting lower heating demand in winter and more efficient cooling in summer. Especially Technoform's high thermal performance solutions (SP24) help maintain energy efficiency and comfort across all climate zones.

Preserving the past while improving the future

Customers working with existing, historic, or listed buildings often need to improve energy performance while preserving architectural heritage. Technoform developed a very thin



spacer for these applications (SP34), helping upgrade historic single-glazed windows with insulating glass while maintaining their original appearance.

By reducing heat loss, improving comfort, and helping prevent condensation, Technoform supports the continued use of existing buildings and helps extend their functional value.

Our perspective

At Technoform, we believe that high-performance edge bond solutions are a key contributor to more energy-efficient, comfortable, and sustainable buildings. ■

- 1 MU10 – Muntin bar in the space between the panes
- 2 SP14 – Standard warm edge
- 3 SP12 – For retrofitting in old buildings with high thermal performance
- 4 SP15 – Integrated installation and guide elements for internal blinds
- 5 SP24 – For highest thermal performance
- 6 SP34 – For heritage and listed buildings



Pultrusion line with endless glass fiber rovings.

Thermoplastic pultrusion for unique challenges

How customized engineering supports efficiency, durability, and innovation across industries.

No two applications are exactly alike. Different industries, operating environments, and technical challenges require approaches that go beyond standard products. At Technoform, we combine engineering expertise, material knowledge, and advanced manufacturing capabilities to develop application-specific profiles tailored to customer needs.

Starting with the challenge

Whether customers are looking to reduce weight, improve thermal insulation, increase durability, or optimize resource efficiency, the starting point is always the same: understanding the challenge. Close collaboration enables us to translate

technical requirements into concepts designed to perform reliably under demanding conditions.

Combining materials and expertise

One of the technologies supporting our tailored solutions approach is thermoplastic pultrusion. This manufacturing process enables the production of fiber-reinforced composite profiles with exceptional tensile strength and consistent quality.

Pultruded profiles can be used as reinforcement inserts in injection-moulded or compression-moulded components. Owing to their high tensile strength, they can effectively replace metal reinforcements in a wide range of applications. Furthermore, using the same material for both the moulded component and the reinforcement insert supports a mono-material design approach, enhancing recyclability and contributing to more sustainable products.

Creating value through engineering

Sustainability starts in the design phase. Considering material choices, recyclability, and mono-material concepts early in product development helps create solutions that use resources efficiently and support circularity. Combined with durable designs and long service life, this contributes to reducing environmental impacts throughout the product lifecycle.

What drives us

At Technoform, we believe innovation starts where others see limitations. Whether in thermoplastic pultrusion or heat exchanger technology, we continuously explore new combinations of materials and functions to create solutions that expand what is possible in the market. ■

Ningbo Center

Ningbo, Zhejiang, China

Architect: Skidmore, Owings & Merrill (SOM)

Consultant: SuP Ingenieure GmbH

Facade fabricator: Jangho

Glass fabricator: Kibing

Technoform solution: Insulating profiles for thermal break and hybrid warm edge spacers



Showcasing impact: recent references

At Technoform, we take great pride in developing solutions for outstanding projects. Our products are found in, for example, postmodern buildings around the world – many of them recognized with leading environmental certifications to which we have contributed. We are equally proud of our flagship projects in a variety of other industries, such as industrial applications or heat transfer solutions. We have compiled selection of projects here.

The Esplanade

Melbourne, Australia

Developer: SC Land

Architect: Wood Marsh & Christine Conix

Investor: Minicon Construction

Facade maker: Reynaers Aluminium

Glass maker: 808 Design Glass

Window fabricator: 360 Windows

Technoform solution: Insulating profiles for thermal break



Plastic profile for harsh environments

Technoform and VAHLE jointly developed a high-rigidity plastic support profile for a magnetic positioning system. Designed for automated industrial applications, it ensures precise, reliable positioning in harsh environments – combining conductor rails with a robust, flexible profile for higher loads and performance.



Curious to learn more?

Scan the QR code for full insights.

JNR Offices

Istanbul, Türkiye

Architect: Çamoğlu Architects

Investor: JNRtekstil

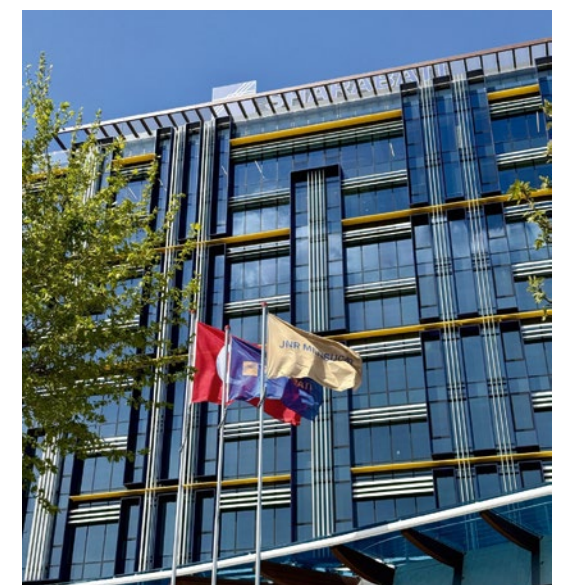
Facade consultant: Guvendiksoy
Facade Engineering and
Consultancy GFEC

Facade consultancy & facade system:
Kleidco IK

Facade cladder: Aksoy Aluminium

Glass processor: Temka Cam

Technoform solution: Hybrid warm edge spacers



Pall Mall Press

Liverpool, United Kingdom

Developer: Metal Technology Limited
Window systems: Thermal System
5-35 Hi+ Tilt and Turn Window
Technoform solution: Insulating
profiles for thermal break



MNK Enerji's economizer upgrade

Technoform and MNK Enerji retrofitted a 4.6 MW economizer in a paper waste incineration plant with corrosion-resistant PPS-GR tubes. The solution enables efficient heat recovery below the acid dew point, ensuring reliable performance in highly corrosive flue gas conditions.



Want to learn more?
Scan the QR code
for full details.

Zan Tower

Ankara, Türkiye

Architect: Fernas Şirketler
Grubu Facade maker:
Angora Aluminum
Glass fabricator:
Arven Cam
Technoform solution:
Hybrid warm edge spacers



Retrofit at waste-to-energy plant

Burgkirchen, Germany

Technoform solution:
Heat transfer solution



Curious to learn more?
Scan the QR code to
discover the story
behind the project.



Northlake Commons

Seattle, Washington, USA

Architect: Weber Thompson
Glass maker: Guardian Glass
Glazier: Mission Glass LLC
Glass manufacturer: Guardian Glass
Window fabricator: Garibaldi Glass
Green building certifications:
 LEED Core & Shell v4.0 Platinum-certified
Technoform solution:
 Hybrid warm edge spacers



Address Sky View

Dubai, United Arab Emirates

Developer: Emaar
Architect: Skidmore, Owings & Merrill (SOM)
Consultant: NORR Group
Facade maker: Arabian Construction Co.
Glass maker: Guardian Glass Middle East & Africa
Technoform solution: Insulating profiles for thermal break



66 Galen Street

Watertown, Massachusetts, USA

Architect: Elkus Manfredi
Glass maker: Guardian Glass
Glazier: Sunrise Erectors
Window fabricator: Press Glass
Green building certifications:
 LEED v4 Gold Certification
Technoform solution: Hybrid warm edge spacers

Reiwa Offices

Saint-Ouen-sur-Seine, France

Developer: Nexity
Architect: Brenac & Gonzalez & Associés
Facade maker: Goyer
Green building certifications: HQE®, BREEAM, BBC Effinergie, E+C
Technoform solution: Insulating profiles for thermal break



Karin kampus

Rauma, Finland

Developer: Purso Oy
Architect: Verstas Arkkitehdit Oy
Metal builder: Ovitek Oy
Technoform solution: Insulating profiles for thermal break



Diamond of Skopje

Skopje, North Macedonia

Facade maker: Angora Aluminum
Glass fabricator: Arven Cam
Technoform solution: Hybrid warm edge spacers ■

Industry association partnerships

Australia & New Zealand

- AGGA – Australian Glass and Glazing Association
- Australian Window Association
- Window Association of New Zealand

Belgium

- FAC – Federatie Aluminium Constructeurs

China

- CAIGA – China Architectural and Industrial Glass Assn.
- CCMSA – China Construction Metal Structure Assn.
- National Committee of Standardization for Non-ferrous Metals

Europe

- Federation of European Window and Curtain Wall Manufacturers' Associations

France

- Bureau Veritas
- CEBTP – Centre d'Expertise du Bâtiment et des Travaux Publics
- CSTB – Centre Scientifique et Technique du Bâtiment
- FFPV – Fédération Française des Professionnels du Verre
- Glassalia
- SNFA – Syndicat National de la Construction des Fenêtres, Façades et Activités Associées

Germany

- A/U/F – Aluminium und Umwelt im Fenster- und Fassadenbau
- Bundesverband Flachglas e.V.: “Warm Edge” working committee
- DGNB – Deutsche Gesellschaft für Nachhaltiges Bauen
- EPEA Internationale Umweltforschung GmbH
- FIW-München – Forschungsinstitut für Wärmeschutz e. V.
- IFT-Rosenheim – Institut für Fenstertechnik e. V.
- IFZ – Informationszentrum Fenster Türen Fassaden e. V.
- Passive House Institute
- VFF – Verband der Fenster + Fassade

Great Britain

- BFRC – British Fenestration Rating Council
- CAB – Council for Aluminium in Building

Italy

- AITAL / QUALITAL – Associazione Italiana Trattamenti superficiali Alluminio / Organismo di Certificazione
- SSV – Stazione Sperimentale del Vetro
- UNI – Ente Italiano di Normazione
- UNICMI – Unione nazionale delle Industrie delle Costruzioni Metalliche dell’Involucro e dei Serramenti

Korea

- KAFA – Korea Architectural Facade Association

Portugal

- APAL – Associação Portuguesa do Alumínio
- ANFAJE – Associação Nacional dos Fabricantes de Janelas Eficientes

Singapore

- BCA – Building and Construction Authority of Singapore
- ESI – Energy Studies Institute – National University of Singapore
- SGBC – Singapore Green Building Council

South America

- Brasil AFEAL – Associação Nacional de Fabricantes de Esquadrias de Alumínio
- CAIAMA – Cámara Argentina de la Industria del Aluminio y Metales Afines

Spain

- AEA – Asociación Española del Aluminio y Tratamientos de Superficie
- ASEFAVE – Asociación Española de Fabricantes de Fachadas Ligeras y Ventanas
- ENSATEC – Laboratorio de Ensayos Tecnológicos
- Tecnalia Research & Innovation

USA

- AEC – Aluminum Extruders Council
- AIA – American Institute of Architects
- FGIA – Fenestration & Glazing Industry Alliance
- FTI – Façade Tectonics Institute
- GICC – Glazing Industry Code Committee
- NGA – National Glass Association with GANA

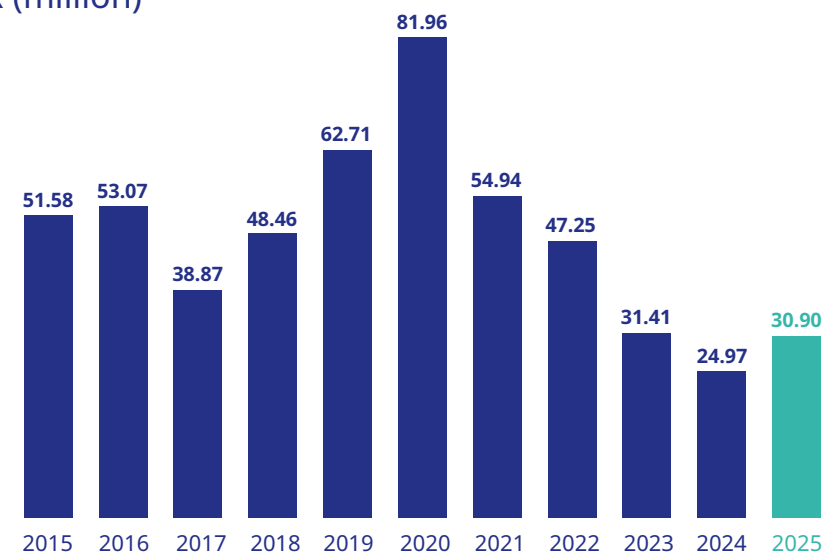
Certifications

ISO 9001: 2015	Technoform Bautec (Suzhou) Thermal Insulation Materials Co. Ltd.	Technoform Glass Insulation Italia S.r.l. Succursale France
	Technoform Bautec Hongkong Ltd.	Technoform Insulation Solutions Belgium S.A.
	Technoform Bautec Ibérica S.L.U.	Technoform Insulation Solutions Kassel GmbH
	Technoform Bautec Italia S.p.A.	Technoform Insulation Solutions Tooling GmbH
	Technoform Bautec Kunststoffprodukte GmbH	Technoform Kunststoffprofile GmbH
	Technoform Edge Bond Solutions Poland Sp. z o.o.	Technoform Middle East FZCO
	Technoform Glass Insulation GmbH	Technoform North America Inc.
ISO 14001:2015	Technoform Glass Insulation Italia S.r.l.	
	Technoform Bautec (Suzhou) Thermal Insulation Materials Co. Ltd.	Technoform Glass Insulation GmbH
	Technoform Bautec Hongkong Ltd.	Technoform Insulation Solutions Kassel GmbH
	Technoform Bautec Italia S.p.A.	Technoform Kunststoffprofile GmbH
ISO 50001:2018	Technoform Bautec Kunststoffprodukte GmbH	Technoform Insulation Solutions Kassel GmbH
	Technoform Glass Insulation GmbH	Technoform Kunststoffprofile GmbH
ISO 45001:2018	Technoform Bautec Hongkong Ltd.	Technoform Glass Insulation Italia S.r.l.
	Technoform Bautec Italia S.p.A.	Technoform Kunststoffprofile GmbH
	Technoform Glass Insulation GmbH	
ISO 45001:2023	Technoform Bautec (Suzhou) Thermal Insulation Materials Co. Ltd.	Technoform Insulation Solutions Kassel GmbH
	Technoform Bautec Kunststoffprodukte GmbH	
Ecovadis BRONZE	Technoform Glass Insulation GmbH	
C2C Certified® Material Health Certificate GOLD LEVEL	Technoform Bautec (Suzhou) Thermal Insulation Materials Co. Ltd.	Technoform Bautec Kunststoffprodukte GmbH
	Technoform Bautec Hongkong Ltd.	Technoform Insulation Solutions Belgium S.A.
	Technoform Bautec Ibérica S.L.U.	Technoform Insulation Solutions Kassel GmbH
	Technoform Bautec Italia S.p.A.	Technoform North America Inc.
Work and Family / Audit Beruf und Familie	Technoform Bautec Kunststoffprodukte GmbH	Technoform Insulation Solutions Kassel GmbH
	Technoform Caprano + Brunnhofer GmbH	Technoform Insulation Solutions Tooling GmbH
	Technoform Glass Insulation GmbH	Technoform Kunststoffprofile GmbH

Financial development

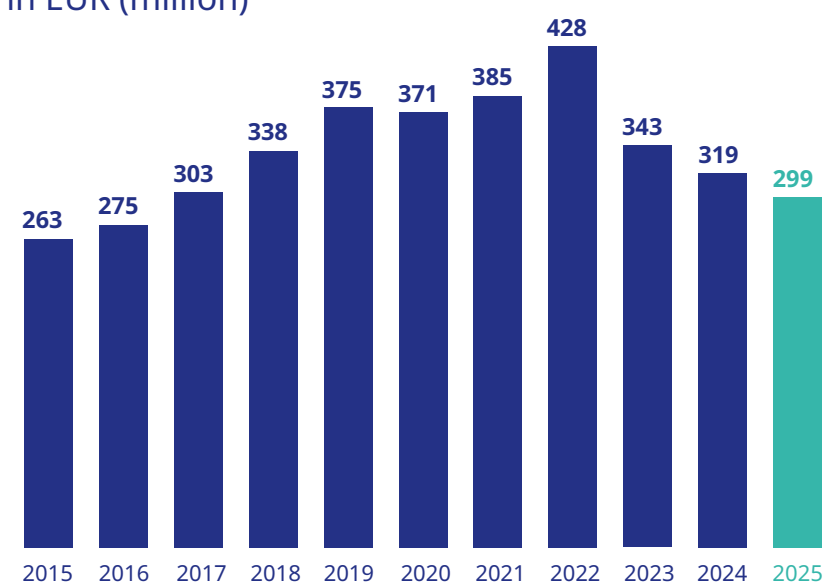
EBITDA development

EBITDA in EUR (million)



Sales development

Sales per year in EUR (million)



The first ESG report? A promise to progress.

This report marks an important milestone in Technoform’s sustainability journey. To us, ESG is an ongoing challenge and a responsibility we consciously take on. By sharing this document and selected results of our sustainability reporting process, we are taking a first important step towards making transparent where we stand, what goals we have set ourselves and how we are working to achieve them.

This report was made possible by many people across Technoform. Colleagues from our locations around the world have contributed cross-disciplinary knowledge, data, and commitment. We are grateful for this collaboration.

It fills us with pride to see how our products and solutions create value for our customers. At the same time, we take responsibility for our own impact by openly addressing the environmental, social and governance dimensions of our business.

What’s next?

With this report, we have laid the foundation. Not all data points from the ESRS disclosure standards that are material to our operations are included yet (see table below). Building on our existing reporting framework, we plan to broaden the scope of information disclosed in our 2027 report (to be released in 2028) and include additional data.

Future reports will be measured against the baseline established in this first publication – making our commitment visible in measurable improvements.

This is our promise: to progress. With every new report. ■

Environment

E1 Climate	Climate change adaptation
	Climate change mitigation
	Energy
E2 Pollution	Pollution of air, water, and soil
	Microplastics
E4 Biodiversity and ecosystems	Direct impact drivers of biodiversity loss
E5 Resource use and circular economy	Resources inflows, including resource use
	Resource outflows related to products and services

Social

S1 Own workforce	Working conditions
	Equal treatment and opportunities for all

Governance

G1 Business conduct	Corporate culture
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Glossary

Term	Definition	Mentions
Business ethics	Principles and standards that guide responsible, honest, and lawful behavior in business activities and decision-making.	p. 56
Carbon footprint	The total amount of greenhouse gas (GHG) emissions caused directly and indirectly by an organization, product, or activity, expressed as CO ₂ equivalents (CO ₂ e).	p. 9, 13, 27, 28, 61, 62
CCF (Corporate Carbon Footprint)	A measure of all greenhouse gas emissions generated by a company's operations and value chain during a specific reporting period.	p. 9
Circular economy	An economic model that aims to eliminate waste and keep products, materials, and resources in use for as long as possible through reuse, repair, refurbishment, and recycling.	p. 14, 17, 53, 54, 85
CO ₂ e (Carbon Dioxide Equivalent)	A standardized unit used to express the climate impact of different greenhouse gases by converting them into the equivalent amount of carbon dioxide based on their global warming potential.	p. 10, 25
Code of Conduct	The Code of Conduct defines expectations of ethical and compliant business conduct, i.e. a collective understanding of what is right and what constitutes an ethical decision.	p. 56, 57, 58, 59, 62
Compliance management framework	A systematic compilation of group-wide standards, procedures, and controls for compliance management across Technoform.	p. 57, 58
Corporate governance	The system of rules, practices, and processes by which a company is directed, controlled, and held accountable.	p. 50
CSR (Corporate Social Responsibility)	A company's commitment to conducting business responsibly by considering its economic, environmental, and social impacts on stakeholders and society.	p. 44
CSRD (Corporate Sustainability Reporting Directive)	European Union legislation requiring companies to disclose standardized information on environmental, social, and governance (ESG) matters.	p. 85, 62, 52
Decarbonization	The process of reducing greenhouse gas emissions associated with business operations, products, and value chains to support climate goals.	p. 24
ESRS (European Sustainability Reporting Standards)	The reporting standards developed under the CSRD that specify sustainability disclosure requirements for companies operating in the EU.	p. 85
GHG (Greenhouse Gases)	Gases that trap heat in the atmosphere and contribute to climate change, including carbon dioxide (CO ₂), methane (CH ₄), nitrous oxide (N ₂ O), and others.	p. 8, 10, 26
GHG Protocol	The globally recognized standard for measuring, managing, and reporting greenhouse gas (GHG) emissions from organizations, value chains, and products.	p. 8, 9

Term	Definition	Mentions
Global Warming Potential (GWP)	A measure that compares the climate impact of different greenhouse gases by expressing their warming effect relative to carbon dioxide over a defined period of time.	p. 22
Local site / local company	An individual production facility, office, sales organization, or legal entity operating within a specific country or region as part of the Technoform group.	p. 58
Microplastics	Solid, insoluble plastic particles ranging in size from 0.1 µm to 5 mm that can originate from the breakdown of plastic products or be intentionally manufactured for commercial use.	p. 18, 19, 20, 54, 85
PCF (Product Carbon Footprint)	The total greenhouse gas emissions associated with a product throughout its life cycle, from raw material extraction and production to distribution, use, and disposal.	p. 11, 15, 23, 25
PCR (Post-Consumer Recycling)	The recovery and recycling of materials from products that have been used and discarded by consumers or end users.	p. 14, 16, 17, 25
PIR (Post-Industrial Recycling)	The recovery and recycling of materials generated as waste during manufacturing and production processes before they reach the end user.	p. 14, 17
Scope 1 Emissions	Direct GHG emissions from sources owned or controlled by the company, such as company facilities and vehicles.	p. 9, 10
Scope 2 Emissions	Indirect GHG emissions resulting from the generation of purchased electricity, heating, cooling, or steam consumed by the company. In our report we focus on market-based numbers for Scope 2.	p. 9, 10
Scope 3 Emissions	All other indirect GHG emissions occurring throughout the value chain, including emissions from suppliers, transportation, business travel, product use, and end-of-life treatment.	p. 9, 10
SSCM (Sustainable Supply Chain Management)	The integration of environmental, social, and governance considerations into the management of supply chains to promote responsible sourcing and long-term sustainability.	p. 60, 61, 62
Technoform	A leading provider of plastic-based, high value-added solutions. Our global network of people and ideas creates scalable, market-oriented and sustainable businesses.	
Tier-1 supplier	A supplier that provides goods or services directly to a company and has a direct contractual relationship with that company.	p. 62
Virgin material	Raw material that has not previously been used, processed, or recycled and is sourced directly from natural resources.	p. 14

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