

# FOR AN OPTIMISTIC LOOK INTO THE FUTURE

SUSTAINABILITY REPORT 2024



INNOVATING TOGETHER

 **FREUDENBERG**  
PERFORMANCE MATERIALS

# TABLE OF CONTENTS

## 1. INTRODUCTION

→ Message from the CEO of Freudenberg Performance Materials .....	4
→ Message from the Head of Sustainability at Freudenberg Performance Materials .....	5
→ Purpose, Mission and Values of Freudenberg Performance Materials .....	6
→ Freudenberg Performance Materials Overview (incl. KPI Summary) (Key Highlights of 2024) / Sustainability Performance .....	10

## 2. FACTS & FIGURES (ESG & GRI REPORT)

→ About This Report (Scope, Reporting Period) .....	11
→ Organizational Profile (Freudenberg Performance Materials Core Business Segments), incl. Activities & Value Chain .....	15
→ House of Sustainability .....	18

## 3. SUSTAINABILITY STRATEGY & GOVERNANCE

→ Sustainability as Part of Corporate Responsibility .....	19
→ Governance Structure (Roles of Sustainability Board, Steering Team, and Responsibility Council) .....	22
→ Stakeholder Engagement (Approach, Key Stakeholders, and Communication Channels) .....	25

## 4. IMPORTANT TOPICS & ESG FOCUS

→ Important Topics & ESG Focus (Environmental, Social, Governance) .....	26
→ Alignment with UN Sustainable Development Goals (SDGs) .....	29

## 5. ESG DATA

<b>Environment</b> .....	32
→ Corporate citizenship in practice .....	33
→ Scope 1 & 2 Emissions .....	40
→ Scope 3 Emissions .....	43
→ Waste .....	45

<b>Social</b> .....	48
→ Employment & Labor Management .....	49
→ Safe & Healthy Work Environment / Occupational Health and Safety .....	51
→ Training & Education .....	55
→ Diversity & Inclusion .....	59
→ Ethical & Responsible Work Environment (incl. Supply Chain) .....	63

<b>Governance &amp; Supply Chain</b> .....	65
→ Compliance (Ethical, HSE Compliance) & Integrity (Anti-Corruption Measures, Non-discrimination etc.) .....	66
→ Sustainable Procurement .....	69
→ Site Certification .....	72
→ Risk Management .....	74

<b>6. OUTLOOK</b> .....	77
-------------------------	----

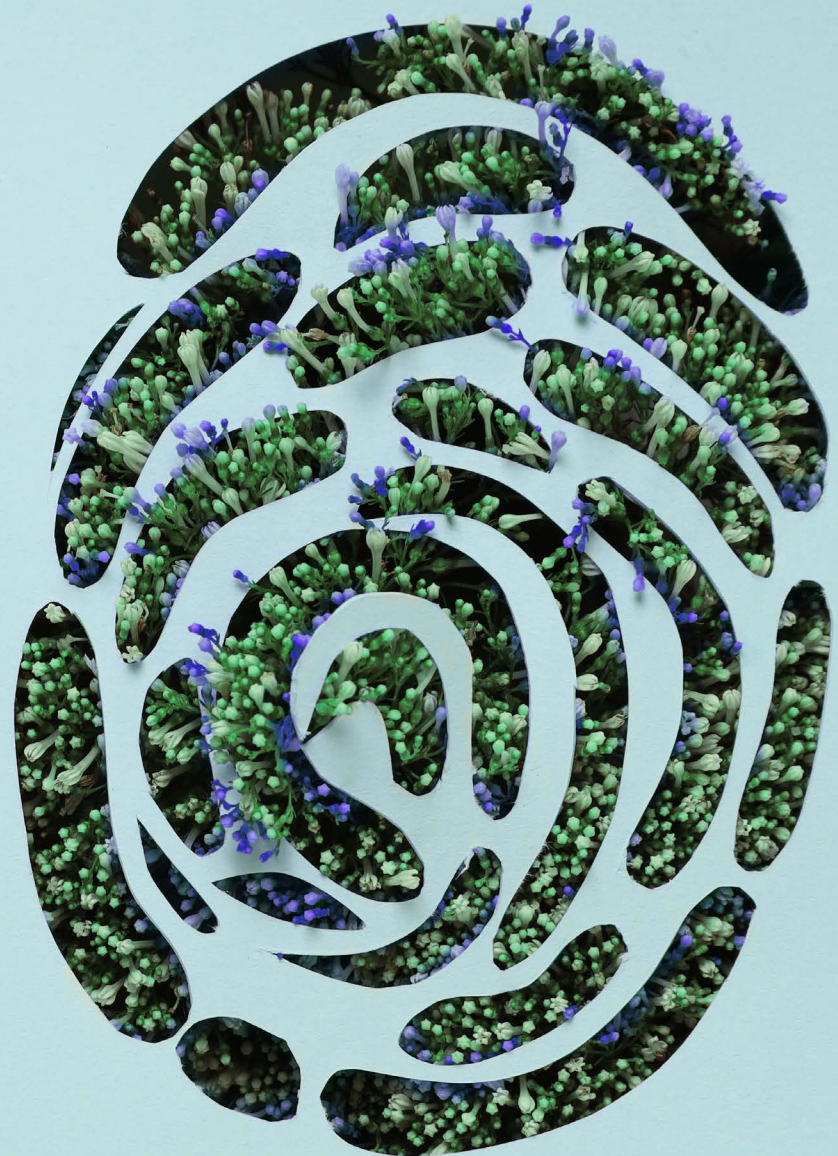
<b>7. APPENDIX</b> .....	79
--------------------------	----



# 1.

INTRODUCTION

# TOGETHER FOR A SUSTAINABLE FUTURE



## MESSAGE FROM THE CEO OF FREUDENBERG PERFORMANCE MATERIALS



Our first Sustainability Report is an important milestone for Freudenberg Performance Materials. It provides the public with an overview of our sustainability goals and our efforts to achieve them. Our commitment to sustainability is more than just a strategic necessity. Sustainability is firmly anchored in our more than 175-year tradition and reflects our core values and our vision for the future. At Freudenberg Performance Materials we have defined sustainability in line with the UN Brundtland definition. Consequently, our goal is to generate as little waste and emissions as possible, while minimizing our use of energy, materials and water. By 2045, Freudenberg Performance Materials aims to achieve CO<sub>2</sub> neutrality across all its sites (Scope 1 and 2 emissions) and to be recognized as a sustainability leader in the nonwovens industry. Freudenberg Performance Materials will serve global markets, supplying carbon-neutral, circular, and environmentally friendly products and services while helping customers meet their own sustainability responsibilities.

### Progress and achievements

We made good progress in 2024 and achieved several important goals. A few highlights to be mentioned here: We reduced CO<sub>2</sub> emissions (Scope 1 & 2) by a further 3%, taking the total decrease compared to 2020 to 29%. Despite higher production levels, we improved our energy efficiency by 10%. Furthermore, 30% of all purchased electricity came from renewable sources, enabling us to operate at least 25 production lines with green electricity. Our total green energy ratio has increased by 26% to 13.5%. The biggest gas-fired asset of Freudenberg Performance Materials (and the Freudenberg Group) has been replaced by wet scrubber technology, thus reducing carbon emissions by about 4kt.

“We have addressed a key issue by developing a sustainable portfolio.”

We have aligned our medium- and long-term goals and ambitions to create guidelines for short-term planning and decision-making. These apply to the supply chain, waste, energy, emissions and other areas. In preparation for the upcoming European Ecodesign for Sustainable Products Regulation (ESPR) and in view of customer requirements, we have started to introduce software for calculating the Product Carbon Footprint (PCF) as part of the Life Cycle Assessment (LCA) and have begun rollout. We have addressed a key issue by developing a sustainable portfolio.

### Looking Ahead

While we have made significant progress, we acknowledge that sustainability is an ongoing journey. We therefore remain dedicated and ambitious as regards continuous improvement, innovation, and collaboration with our stakeholders to achieve our sustainability goals. I would like to thank all our employees, customers, and partners for their commitment and support. Together, we are proving that performance and sustainability are not only compatible, but inseparably linked.

**Dr. Andreas Raps**  
CEO Freudenberg Performance Materials





## MESSAGE FROM THE HEAD OF SUSTAINABILITY AT FREUDENBERG PERFORMANCE MATERIALS

For Freudenberg Performance Materials, remaining competitive in a rapidly changing global marketplace is of the utmost importance. Responsibility and Sustainability are the key elements to secure our future. Our goal, therefore, is to stay successful while transitioning to become a more sustainable and environmentally-friendly company.

This transformation is not without challenges. Our industry, our customers, and our operations are being reshaped by sweeping regulatory frameworks. Customer expectations are evolving, and market dynamics are accelerating. In parallel, we are facing persistent supply chain disruptions triggered by changing geopolitical conditions that are deeply influencing our daily business operations. Until now, our efforts have largely focused on energy reduction and carbon neutrality, enabling us to respond rapidly and successfully to these crises. However, sustainability today demands broader, systemic action. We are therefore working on other emerging topics, addressed in the **Freudenberg Performance Materials House of Sustainability**.

“Customer expectations are evolving,  
and market dynamics are accelerating

Our upcoming **Sustainability Strategy 2030** not only reflects evolving customer expectations and regulatory pressures, but also mirrors our commitment to advancing topics such as carbon emission reduction, responsible resource usage, waste reduction and recycling. Sustainability is not just about innovation in products; it is also about how we produce, source and reuse or recycle these products. We believe that with smart solutions and a clear commitment on the part of Freudenberg Performance Materials, together we can drive meaningful change and make this transformation a reality.



**Christian Frevel**  
*Global Head of Sustainability,  
Freudenberg Performance Materials*



At Freudenberg Performance Materials, our purpose – “Solutions that enable a better tomorrow” – defines our long-term commitment to positive change. It reflects our ambition to contribute to a more sustainable, innovative, and resilient world through the performance materials we produce and the way we conduct business. This purpose underpins our strategic decisions and inspires our people to go beyond compliance and conventional industry standards.

# PURPOSE & MISSION



## OUR MISSION

**We are passionate about creating value for customers by innovating together and manufacturing superior performance materials of excellent quality. Committed to shaping a sustainable future through innovative and resource-saving products and services, we take responsibility for people, society, and the planet. Customer-centric – since 1849.**

Our legacy as a customer-focused organization spans more than 175 years. Today, that spirit drives our sustainability efforts, ensuring that the innovations we deliver not only serve immediate market needs, but also help shape a more sustainable future.

## GUIDED BY THIS MISSION, WE AIM TO:

**1.** Develop and manufacture materials & services that are resource-efficient, recyclable, durable, and forward-looking.

---

Strengthen our position  
as a trusted partner in  
co-innovation across the  
value chain. **2.**

---

**3.** Minimize our environmental footprint while maximizing societal impact.

---

Take responsibility for the  
well-being of people, society,  
and the planet. **4.**



## OUR CORE VALUES

**As a family-owned company with a history of almost 180 years, Freudenberg's continued existence is in part attributable to nine management and business principles and core values, including our six Guiding Principles. Strong corporate values are the basis for Freudenberg's entrepreneurial activity. Freudenberg employees interact responsibly with customers, business partners, neighbors and the environment.**

These global values and principles have been part of our Group since Freudenberg was founded in 1849 and still shape the company's daily actions today. The Guiding Principles and Business Principles help unite employees from 60 countries to become one Freudenberg family.

Freudenberg has always been family-owned. This financial independence allows the company to think and act long-term. The Group is pro-active, commercially prudent and maintains long-term, values-based relationships with customers and partners.



## OUR GUIDING PRINCIPLES

### VALUE FOR CUSTOMERS

Our commitment is to anticipate, understand and meet our customers' needs and expectations. As a conscientious supplier with a passion for detail, we give our customers the support they need to be successful. We provide superior value through dedication to quality, service, reliability and our global presence.

### LEADERSHIP

Entrepreneurship is our heritage. It is the foundation of our success. We are continuing this tradition by delegating responsibility and promoting freedom of action and personal accountability. We believe in an inclusive and respectful leadership style. It relies on personal example, humility, trust in people and the promotion of a team spirit. We want to develop our future leaders within the Freudenberg Group.

### RESPONSIBILITY

We are committed to the highest standards of personal behavior. Fairness and integrity guide our actions within the company and in the communities where we operate. These values govern our behavior towards customers, suppliers and other business partners. We are committed to sustainability and responsible behavior in all the countries and communities where we operate. We are dedicated to workplace and product safety.

### INNOVATION

Groundbreaking technological innovation of our processes, products, materials and services provides solutions to our customers' challenges. Continuous innovation and a willingness to change are our tradition and are essential to our long-term success. We are leaders in continuous improvement and operational excellence. Our culture encourages and rewards the creativity and initiative of all our employees.

### PEOPLE

As a family-owned company, we are committed to the well-being and personal development of our employees. We reject all forms of discrimination and harassment and treat each other with understanding and respect. We foster a multicultural environment where employees work together in global teams to enrich our culture and contribute to our collective success. We believe in the value of lasting relationships with customers, suppliers and industry partners.

### LONG-TERM ORIENTATION

Since Freudenberg was founded in 1849, we have constantly adapted to changing conditions, resulting in a successful and diversified company. Being a family-owned company gives us stability. We firmly believe that our long-term business orientation is a major strength which benefits our shareholders, customers, employees and partners. Financial prudence, sound risk management, innovation, sustainability, long-term partnerships and profitability will continue to set the direction and pace of our strategic development.



## LONG-TERM AMBITIONS

Decarbonization upstream  
supply chain by**80%**

by 2045

Regionalized supply chain 100% by 2045

Implement at least

**5** CIRCULAR  
BUSINESS MODELS

by 2030

**> 50%**of sales made with  
"sustainability contributor" product is  
in 2030Energy efficiency  
**-5%** MWH  
PER T  
output by 2030**CO<sub>2</sub> NEUTRALITY  
(SCOPE 1&2) IN 2045**  
(milestone: 2025: -25%; 2030: -45%)

Reduce packaging

**20%**

by 2030

No more  
landfilling  
by 2035Increase recycled raw material  
share to**60%**

by 2035

Reduce fresh water  
consumption by 10% in 2030Waste reduction  
by 20%  
in 2030Reduce  
disposed waste-  
water volumes  
by 15%  
in 2030





# 2.

FACTS & FIGURES

## **CREATIVE TECHNICAL SOLUTIONS**



## ABOUT THIS REPORT

The inaugural Sustainability Report from Freudenberg Performance Materials reflects our strategic commitment to transparency, responsible growth, and environmental and social stewardship in an increasingly complex and resource-constrained world. As we navigate rising stakeholder expectations and evolving ESG standards, this report serves as a foundation for open dialogue and long-term accountability. It offers a clear view of our global operations, corporate culture, and core sustainability initiatives, supporting data-driven decision-making and regulatory preparedness. By disclosing both achievements and areas for improvement, we invite our stakeholders to join us in advancing sustainable progress across our value chain.

### What is Covered?

This report presents a comprehensive overview of Freudenberg Performance Materials' environmental, social, and governance (ESG) performance. It has been prepared with reference to the Global Reporting Initiative (GRI) Universal Standards 2021 and takes into account the 10 Principles of the UN Global Compact, the UN Sustainable Development Goals (SDGs), the International Labor Organization (ILO) Core Conventions, and the Greenhouse Gas Protocol for emissions and energy reporting.

## KEY FOCUS AREAS INCLUDE:

- Energy consumption and efficiency
- Greenhouse gas (GHG) emissions (Scope 1, 2, and 3)
- Fair & ethical labor management
- Occupational health and safety
- Sustainable procurement
- Governance, ethics, and compliance





## FREUDENBERG PERFORMANCE MATERIALS

Production sites

33

in 15 countries

Over

1000

applications

R&amp;D employees

250

global

Sales

1,432.1

million €

Employee Total

5,400

colback®  
comfortemp®  
enka®solutions  
evolon®  
filtura®

lutradur®  
terbond®  
texbond®  
DR!PSTOP®  
SoundTex®

MehlerHeytex

a brand of FREUDENBERG

vlieseline®

a brand of FREUDENBERG

F I L C

a company of FREUDENBERG

## ORGANIZATIONAL &amp; OPERATIONAL SCOPE

The report includes data and initiatives from the following operational units:

- **Production Sites:** 33 (by 2025: 36 sites)
- **Administrative Sites:** Freudenberg Performance Materials Holding, Freudenberg Performance Materials Service GmbH in Weinheim and Braşov (no environmental data available for these three administrative sites)

## Exclusions:

- Sales sites (peripheral to operational impact) \*
- Heytex sites (will be included in reporting from 2025 onward)

*\*Sales offices are considered peripheral and are excluded from core reporting in this cycle due to their minimal environmental footprint (less than 1% of total energy use).*



### Reporting Period and Methodology

The reporting period covers January 1, 2024, to December 31, 2024. In addition, Freudenberg Performance Materials gives information on actual trends by providing data for 2025 (where available). Freudenberg Performance Materials therefore follows an annual reporting cycle, with updates planned to reflect ongoing progress and evolving targets. Where applicable, key figures are normalized based on production volumes and hours worked to improve comparability.

To ensure consistency, we use 2020 as our base year for energy and CO<sub>2</sub> equivalence, and 2022 as our base year for waste, water and similar topics. We adjust prior-year figures only if variances exceed 10%. It should be noted that reporting comparability before 2021 is limited due to the expansion of Freudenberg Performance Materials with the acquisition of Low & Bonar and Filc in the USA, Europe, and Asia-Pacific.

We use direct and indirect energy consumption as the basis for calculating Scope 1 and 2 emissions. In 2022, reporting of Scope 1& 2 energies and emissions was enhanced through the implementation of a dedicated, professional reporting software, enabling a two-tier validation process to improve energy data quality. Scope 3 upstream Company Carbon Footprint (CCF) accounting began in 2022 with the standard calculation undertaken by an external consultancy. Data for 2023 and 2024 were calculated internally.

Our Scope 1, 2, and 3 GHG emissions have been determined in alignment with the GHG Protocol Corporate Standard.

### Governance and Report Assurance

The assessments and conclusions described in this report only reflect the views of Freudenberg Performance Materials and are not related in any way to CSRD/ESRS or to any potentially related obligations of the Freudenberg Group. No conclusions can therefore be drawn with regard to Freudenberg Group results, topics and activities.

Compilation of this report is the responsibility of the Leaders of the House of Sustainability (HoS) and Strategic Milestone Program (SMP) at Freudenberg Performance Materials. As a voluntary initiative, the content has not been externally assured; however, robust internal validation processes have been applied to ensure data accuracy and completeness.



#### Contact

For further information or feedback regarding this report, please contact:

**Christian Frevel**  
Global Head of Sustainability  
[sustainability@freudenberg-pm.com](mailto:sustainability@freudenberg-pm.com)

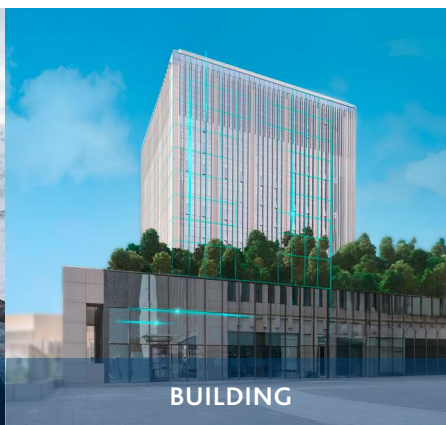
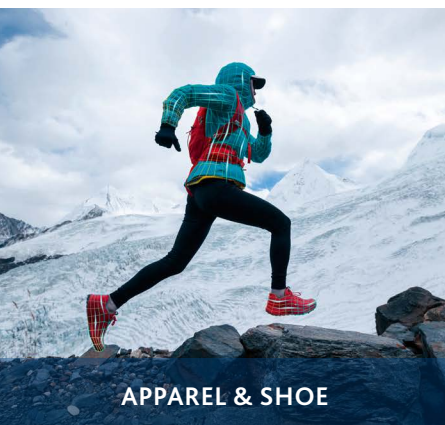




## ORGANIZATIONAL PROFILE

Freudenberg Performance Materials is a leading global supplier of innovative technical textiles for a broad range of markets and applications such as apparel & shoe, building, civil engineering, energy, filter media, healthcare, household & living, industrial & manufacturing, mobility & transport, as well as coated technical textiles. As of 2024, the company operated 33 production sites in 15 countries. As of 2025, Freudenberg Performance Materials operates 36 production sites in 15 countries. These manufacturing and R&D facilities are in key regions across Europe, North America and Asia – for example,

in Germany, France, Italy, the UK, the USA, China, India, South Africa and other countries – ensuring proximity to customers and local markets. The Freudenberg Performance Materials portfolio includes **nonwoven fabrics, spunbond textiles, composites, and functional foams**, with renowned brands such as **Filtura®**, **Evolon®**, **Colback®**, and **Vlieseline®**. Solutions are customized through advanced textile processing and surface technologies.





## THE STRENGTHS OF FREUDENBERG PERFORMANCE MATERIALS

### Global position –

A global presence ensures the company is always exactly where it is needed.

### Innovative –

A pioneer in the technological development of technical textiles, modern materials, solutions and textile manufacturing processes.

### Comprehensive technology portfolio –

Extensive know-how and long-standing experience of all relevant technologies, such as technical textiles, ensures partners' requirements are fully met.

### Tailor-made solutions

Together with internationally active customers, diverse teams work on tailor-made solutions.

## FREUDENBERG PERFORMANCE MATERIALS GLOBAL ORGANIZATION



### Value chain of the company & Core Business Segments

Freudenberg Performance Materials is a global manufacturer and innovative pioneer in the field of technical textiles, nonwovens and fibers, and manufactures high-performance technical textiles and nonwovens for a wide range of applications. Smart textiles, fibers, and nonwoven fabrics by Freudenberg Performance Materials are suited to a range of technical applications. Freudenberg Performance Materials' high-quality smart textiles and fabrics are perfect for many sectors of industry.

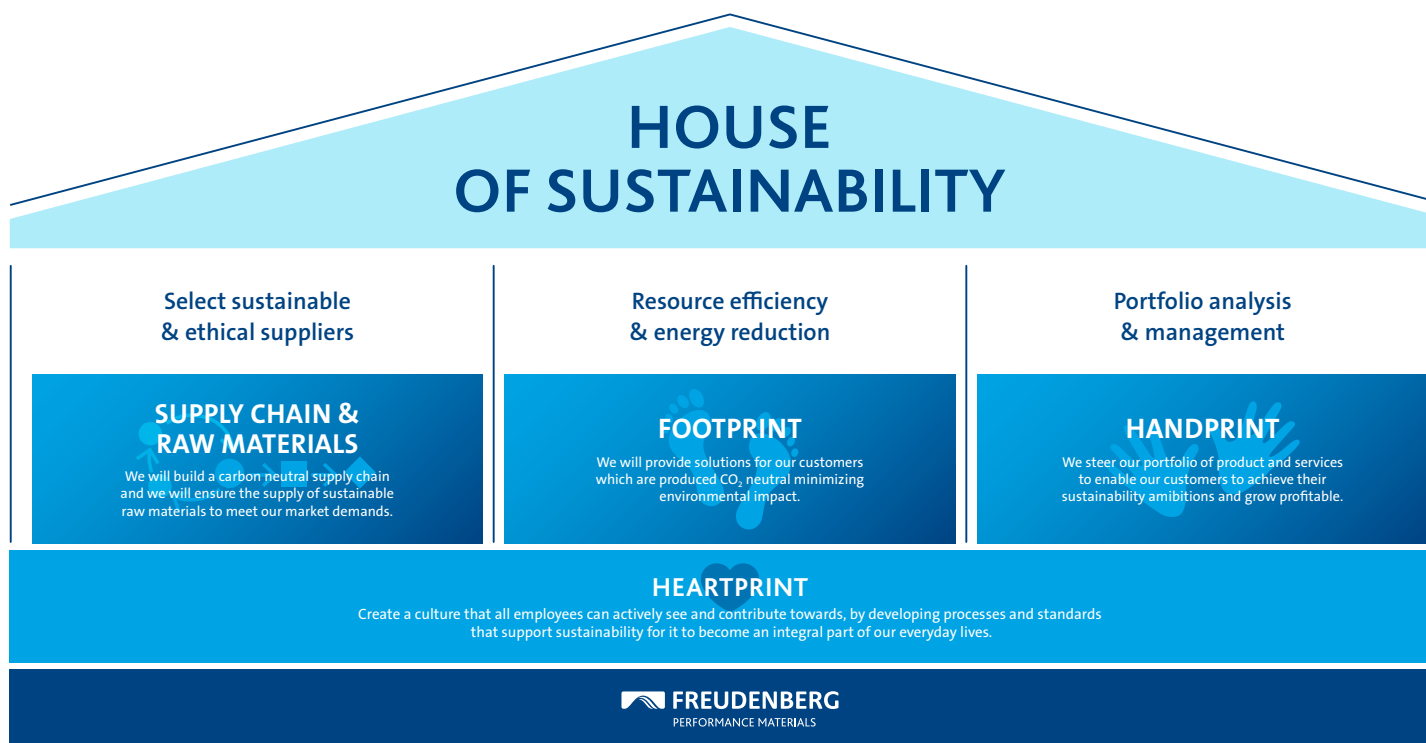
The technological expertise in textiles, nonwoven fabrics, fibers and smart textiles innovations includes coatings for material finishes and innovative bonding process.

Our broad know-how and innovative processes in the manufacture of technical textiles, nonwovens and fabrics enable the production of individual textile solutions for our customers. Our customers include international companies in all sectors of industry. Typical customers of textiles from Freudenberg Performance Materials include automotive, building materials, apparel and healthcare manufacturers. Additionally, Freudenberg offers textile components for shoes, leather goods and other niche markets.

### Innovation & Strategy

As a Freudenberg Group company, Freudenberg Performance Materials sets great store by co-innovation with customers, investing in R&D to develop high-performance, resource-efficient solutions. Its full value-chain integration – from raw material to final textile – ensures quality, customization, and sustainability.





## HOUSE OF SUSTAINABILITY

Our goal with the House of Sustainability (HoS) is to be able to react flexibly and efficiently to emerging legal and market requirements and changes, but also to highlight the main areas where Freudenberg Performance Materials is committed to responding to emerging topics. The concept aims to demonstrate the transparent way we do business and underscores our commitment to sustainability. Our House of Sustainability is made up of the four pillars of Sustainability which identify the four main focus areas where Freudenberg Performance Materials contributes to greater sustainable development for the environment and society.

The **Sustainable Supply Chain** pillar is an essential part of the House of Sustainability. It takes account of the value chain starting with the supply of sustainable raw material from ethical and sustainable suppliers. Supply Chain & Raw Materials forms the basis of our sustainability ambitions. We aim for nearshoring and optimization of CO<sub>2</sub> emissions

along the upstream supply chain – from sourcing to supplying our markets, and CO<sub>2</sub> footprint reduction on the raw material supplier side, along with enhancing the share of recycled and biodegradable materials. All relevant divisions implement the software tool selected for the calculation of PCF, LCA and EPD data in 2025.

Considering the value chain starting with the supply of sustainable raw material from ethical and sustainable supplier, the Pillar Sustainable Supply Chain is an essential part of the House of Sustainability.

The **Footprint** pillar represents our operational transformation. We are committed to taking all relevant meaningful measures to minimize our footprint by using energy, fresh water and materials efficiently. The goal is to significantly reduce our use of energy and materials, and to continuously reduce waste, wastewater, scrap and emissions. The Handprint pillar reflects

our customer-centric approach to sustainability. By providing more sustainable products and services, we enable our customers to be more sustainable, too, and reduce the impact of their products on the environment. A further clear target is to reduce or even eliminate any risks related to the use of our products, and any potential health impact of our products for clients.

Finally, the **Heartprint** is the cultural engine driving this transformation, thus forming the foundation for the three other pillars described above. It fosters a company culture in which all employees actively engage with sustainability. This involves training, employee well-being, and empowering staff to embed eco-friendly practices in daily work. Together, these pillars align the Freudenberg Performance Materials roadmap with sustainable supply chain management, energy/resource efficiency, greener products, and strong employee engagement.







# 3.

SUSTAINABILITY STRATEGY & GOVERNANCE

# CLIMATE PROTECTION IN EVERY FIBER



## SUSTAINABILITY AS PART OF CORPORATE RESPONSIBILITY

Freudenberg is a family-owned company where responsibility and trust form part of Management and Guiding Principles for all employees worldwide. For this reason, and as a values-based company, the Freudenberg Group has anchored sustainability in its strategy. At Freudenberg Performance Materials, the ESG (environmental, social, and governance) principles are embedded in the broader framework of "corporate responsibility" - a foundational value for us as a Freudenberg company. Our commitment to corporate responsibility is rooted in the "Values and Principles" of our parent company, the Freudenberg Group. These values shape our approach across five strategic dimensions: sustainability; health, safety and environmental protection; corporate citizenship; compliance; and employee engagement, including diversity and inclusion.

Through Freudenberg's participation in the UN Global Compact, we embrace the Ten Principles on human rights, labor standards, environmental stewardship, and anti-corruption set out in the Global Compact. These principles are fully embedded in our Code of Conduct and operationalized through our governance and sustainability programs, ensuring alignment between global frameworks and our company's ethical foundation.





Freudenberg Performance Materials has established a dedicated Sustainability Team, complemented by the House of Sustainability (HoS) and extended in the Strategic Milestone Program (SMP) Sustainability. These governance structures collectively drive the alignment of sustainability priorities, oversee progress, and ensure transparency for customers and other key stakeholders.

These internal structures – HoS and Strategic Milestone Program (SMP) – help to align our sustainability efforts with key industry regulations such as ESG and other regulations under the European Green Deal to place greater emphasis on manufacturers' environmental responsibility. As a member of EDANA, we support meaningful sector-wide collaboration and responsible innovation in the nonwovens industry. We also engage in circular economy initiatives through memberships in Plastic Recyclers Europe, Corepla, the Italian National Consortium for Plastic Packaging Recycling, and Assorimap, demonstrating our commitment to advancing sustainable plastics management across the value chain. In addition, there are partnerships with companies to purchase recycled raw materials.



## GOVERNANCE STRUCTURE

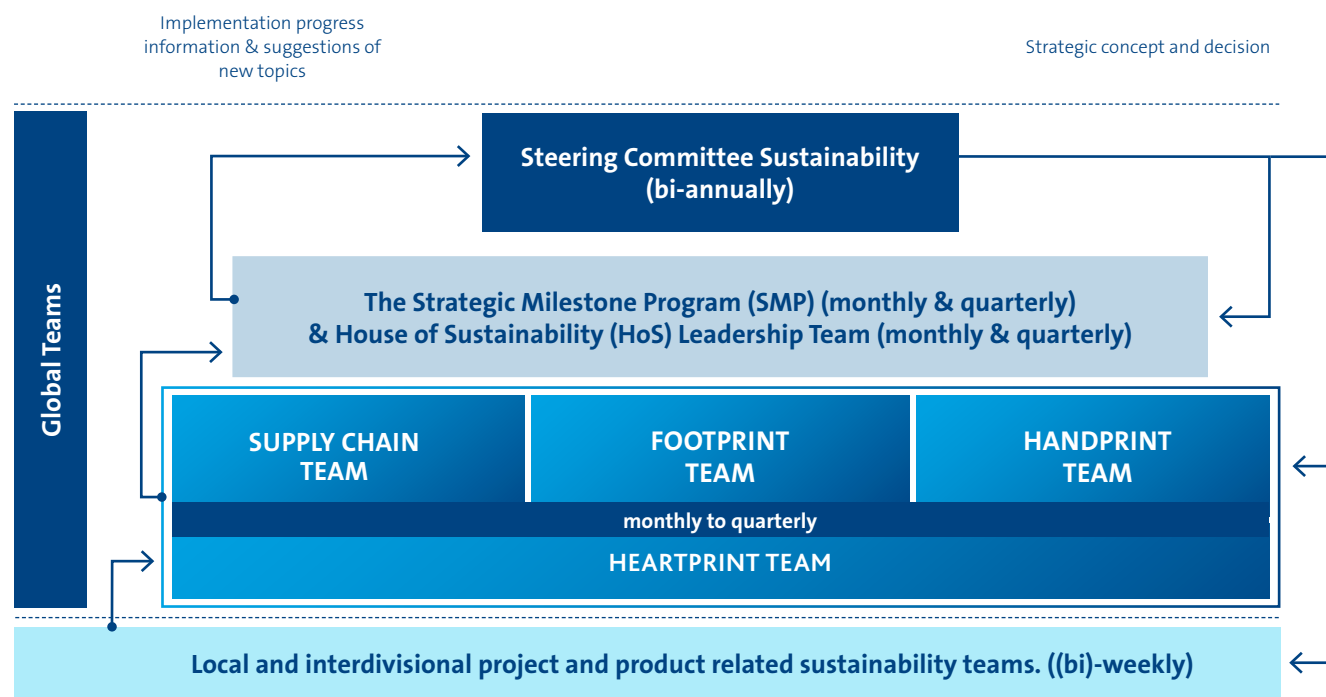
### Strategic Oversight of Sustainability Impacts

At Freudenberg Performance Materials, sustainability governance is embedded at the highest levels of the organization. The Board of Management bears ultimate responsibility for overseeing important environmental, social, and governance (ESG) impacts and ensuring alignment with international frameworks and corporate standards. Strategic sustainability goals and programs are developed by the House of Sustainability (HoS) and the Strategic Milestone Program (SMP) Sustainability, approved by the Board of Management, and monitored by designated workstream heads, e.g. for Footprint and Handprint.

Operational oversight and implementation are delegated to the SMP Sustainability Steering Team, composed of experts from cross-functional departments. This team provides technical guidance, monitors progress and reports to the Board of Management during biannual review meetings on the status of relevant KPIs and projects. It is empowered to propose new measures and escalate critical sustainability concerns when needed, also outside of the planned meetings. Divisional and regional supply chain, Footprint and Handprint Coordinators ensure that global strategies are translated into divisional and/or local action and that site-level insights are reflected in the strategic direction.



*Roles of Sustainability Board, Steering Team, and Responsibility Council*



The Global Leadership Team, consisting of all Senior Vice Presidents of all Corporate Functions (such as Global Manufacturing, supply chain management (SCM), HR, HSE, etc.) and General Managers of Freudenberg Performance Materials divisions, acts as a sounding board for sustainability strategies and key decisions, enabling a cohesive and informed leadership approach.

The General Managers from Freudenberg Performance Materials divisions are ultimately responsible for the progress of sustainability within their sphere of responsibility, i.e. their division and their respective sites.

The sustainability function at Freudenberg Performance Materials is part of the company's global HSE function, strengthening integration across corporate priorities, via the HSE network and annual meetings with all global site general managers and site HSE managers (e.g. during annual HSE Steering Team Meetings); HSE and sustainability relevant information, goals, best practices and urgent issues are also discussed and exchanged.

Freudenberg Performance Materials benefits from knowledge exchange and strategic alignment with central functions of our parent company, the Freudenberg Group. This collaboration extends across Freudenberg Business Groups and includes contributions to shared sustainability goals, standards, and initiatives.

As part of SMP, the Corporate Communications function supports consistent, transparent engagement with internal and external stakeholders, fostering a well-structured communication flow around the complex topic of sustainability.



In the final  
Freudenberg Award  
ceremony in June 2025,  
Freudenberg Performance  
Materials Weinheim won  
2nd prize with the project  
LOTO GEN2.

## GLOBAL SOCIAL COMMITMENT

At Freudenberg Performance Materials, we recognise our social responsibility in every country where we operate. In addition to our own local initiatives, we actively participate in programs led by our parent company, the Freudenberg Group. One such initiative is the e<sup>2</sup> program - focussing on education and the environment - which supports community projects across all Freudenberg locations. Our employees contribute to and benefit from this platform, which encourages meaningful engagement. Furthermore, the Group-wide "We all take

care" (WATC) initiative is an employee-driven initiative that empowers everyone within the company to actively contribute to **health, safety, environmental protection, sustainability**, and **site safety** projects. This initiative has been running since 2002 and is one of the most active programs within the Freudenberg Group and Freudenberg Performance Materials, with over 300 projects submitted by all Business Groups each year. Several initiatives from teams at Freudenberg Performance Materials have been recognised through these awards.

In 2024, the following projects from Freudenberg Performance Materials have been selected for the internal Jury meeting:

Weinheim	LOTO GEN2 – Making LOTO attractive, engaging, easy to implement, easy to use
B.V. Arnhem	Fleece Edge Waste Reduction and Standardization
Sant'Omero	Fresh Water Saving
Parets	Binder reuse: waste and raw materials reduction in WWTP
Yang-Mei	Low Carbon Transformation Project





## STAKEHOLDER ENGAGEMENT

### APPROACH, KEY STAKEHOLDERS, AND COMMUNICATION CHANNELS

At Freudenberg Performance Materials, stakeholder engagement is an essential component of our sustainability strategy. We engage with five core stakeholder groups: employees, customers, family shareholders & Board of Management, suppliers, and society at large. These stakeholders have been identified through internal analyses of projects and strategic alignment and planning as well as operational impact evaluations. The relevance of each group is determined on the basis of their influence on, and interest in, our operations, as well as the extent to which the relevant groups are affected by our activities.

Engagement channels range from quarterly meetings with supply chain management (SCM), Footprint or Handprint colleagues worldwide, to biannual Steering Committee meetings with the Board of Management, annual meetings with all site General Managers and HSE colleagues, to strategic talks and workshops with customers and suppliers on sustainable target alignment, and co-development workshops on product innovation. The purpose of stakeholder engagement at Freudenberg Performance Materials is to build transparent, trust-based relationships, understand stakeholder expectations and concerns, and integrate their insights into strategic decisions. This ensures that our sustainability goals align with both stakeholder needs and broader societal priorities.

#### Meaningful Engagement in Practice

Our stakeholder engagement efforts aim to foster ongoing communication and ensure a mutual exchange of relevant information - such as new programs, targets or achievements as well as regulatory updates or internal changes. Engaging with the affected stakeholders in particular entails seeking input and feedback to understand the concerns and the evidence of impact on people and the environment connected with the relevant undertaking. Through regular dialogue and joint initiatives, Freudenberg Performance Materials integrates diverse perspectives into its sustainability strategy and decision-making processes. Beyond this, it is essential to involve employees in program development and target setting, and share news on achievement to motivate them and gradually form a spirit of “togetherness”, and thus a shared sustainability culture.

#### Feedback and Responsiveness

Freudenberg Performance Materials has established a structured feedback mechanism through the **Freudenberg Corporate Ethics Office**, that allows stakeholders to raise concerns, make suggestions, and influence the direction of our sustainability programs. For example:

- Employees can voice ideas or concerns via internal networks, meetings, or through their HSE, SCM, Handprint or Footprint representatives.
- Supplier assessments include feedback loops on performance and expectations related to ESG compliance.
- Customers are involved in product development workshops to ensure that sustainability innovations align with market needs. And they invite Freudenberg Performance Materials to share their ambitions and programs and give us “heads-up” on programs to follow-up.
- Social platforms & media help Freudenberg Performance Materials to receive multiple feedback from diverse stakeholders.
- Furthermore, feedback is gathered via fairs and exhibitions, where Freudenberg Materials presents its sustainable mission and products, as well as via our direct contacts with customers, suppliers or external third parties (such as agencies/authorities).

#### OUR KEY STEAKHOLDERS:

**CUSTOMERS**

**SUPPLIERS**

**FAMILY SHAREHOLDER**

**EMPLOYEES**

**BOARD OF  
MANAGEMENT**



# 4.

IMPORTANT TOPICS & ESG FOCUS

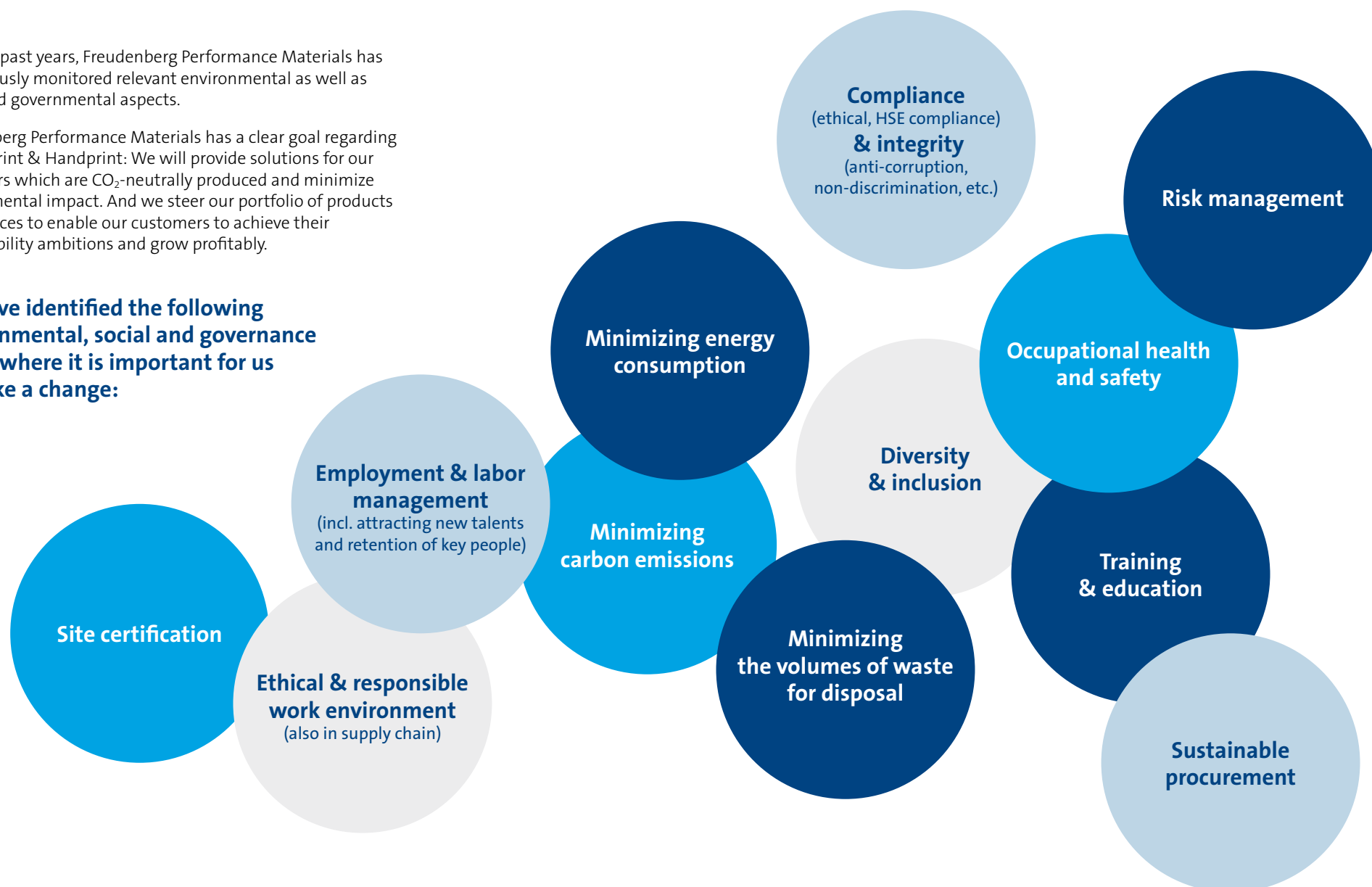
## WHERE INNOVATION MEETS RESPONSIBILITY



Over the past years, Freudenberg Performance Materials has continuously monitored relevant environmental as well as social and governmental aspects.

Freudenberg Performance Materials has a clear goal regarding its Footprint & Handprint: We will provide solutions for our customers which are CO<sub>2</sub>-neutrally produced and minimize environmental impact. And we steer our portfolio of products and services to enable our customers to achieve their sustainability ambitions and grow profitably.

**We have identified the following environmental, social and governance topics where it is important for us to make a change:**





Freudenberg Performance Materials is tackling core processes and utilities to achieve a continuous reduction in these areas. More information can be found in the relevant sections in the following chapters on Environment, Social and Governance & Supply Chain. Besides the identified topics of crucial importance, Freudenberg Performance Materials also manages additional topics to further foster more environmentally-friendly production processes.

We recognize that sustainable growth requires acknowledging and proactively managing those issues which are most important to the long-term sustainability of our business, our environment and the communities in which we operate.

Subsequent to several customer interviews, we were obliged to acknowledge that Freudenberg Performance Materials is in general seen as follower on sustainability topics and only a few customers perceive us as Leaders. Thus, we hope this report demonstrates Freudenberg Performance Materials' commitment to gradually becoming a leader in sustainability within nonwoven markets.



## ALIGNMENT WITH UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGS)

By aligning with the UN Global Compact and the Sustainable Development Goals, we reinforce our dedication to sustainable practices, corporate responsibility, and the creation of long-term value for our business, stakeholders, and the global community. The Freudenberg Group, and thus also Freudenberg Performance Materials, has reviewed the UN SDGs and identified nine SDGs where the Group and Freudenberg Performance Materials can make important contributions.

**Commentaries on these nine prioritized SDGs can be found on next page.**





### Occupational health and safety are top priorities at Freudenberg.

Health care is a standard offering for our employees. In addition to the prevention of common diseases, Freudenberg Performance Materials place particular importance on ergonomic workplaces, healthy nutrition, offerings for sport activities and the mental well-being of our workforce.



### Diversity is embedded in the values and principles of the Freudenberg Group.

Through various initiatives, Freudenberg supports a working environment where everyone is valued, respected, and heard. Particular attention is given to achieving a balanced gender distribution, enabling women to pursue targeted career development toward top leadership positions.



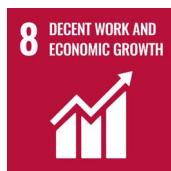
### We have a social responsibility toward all our employees.

However, this depends on the laws, customs, needs, and opportunities in each country. Discrimination and exclusion of vulnerable individuals have no place in our company.



### We support access to education through community-driven initiatives and employee engagement.

Freudenberg Performance Materials drives programs for children and youth, focusing on educational integration, vocational training, and social inclusion. Internally, we foster lifelong learning via health and safety training, mentorship programs, and leadership development, ensuring a skilled, inclusive workforce.



### We strive to ensure access to reliable, modern, and affordable energy at all our sites.

Conditions for obtaining green energy vary greatly across regions. Where possible, we enter long-term contracts that guarantee a supply of green energy. In addition, we foster the harvesting of own green electricity at our plants and in their surroundings.



### The value of resilient infrastructure is self-evident for an industrial company.

We promote sustainable industrialization through ongoing investments in existing and new facilities. Our products are used in major infrastructure projects.



### We uphold a zero tolerance policy against discrimination as an active participant of UN Global Compact since 2014.

At Freudenberg Performance Materials, we are dedicated to fostering an inclusive and equitable environment that promotes equal opportunities for all individuals, irrespective of their background.



### We use only as many resources for our business as can be preserved for future generations.

The use of recyclable raw materials and components is prioritized, as is avoiding plastic in packaging. Our employees are trained to adopt a sustainable working approach, which is measured through performance indicators.



### The industrial sector accounts for a significant share of global greenhouse gas emissions.

We aim to be climate-neutral in Scope 1 and 2 emissions by 2045 at the latest. To achieve this, we are taking important steps: First, maximizing energy efficiency and reducing energy consumption. Second, transitioning our energy supply to electricity. Third, using green electricity and green gases. And fourth, offsetting unavoidable CO<sub>2</sub> emissions.







# 5.

ENVIRONMENTAL SOCIAL GOVERNANCE DATA

# RESPONSIBILITY – THE COMMON THREAD OF OUR FUTURE





# ENVIRONMENT





SUCCESS  
STORY**Protecting Our Shores: Coastal Cleanup and Algal Reef Tour**

Our colleagues from Freudenberg Performance Materials in Ta-Yuan, collaborated with the Yongxing Community in Xinwu to organize a Coastal Cleanup and Algal Reef Eco-Tour. The event brought together over 60 colleagues and their families, offering them a chance to learn about the importance of algal reefs for marine biodiversity and explore unique species in the mangrove areas. Participants also took part in environmental cleanup activities, highlighting our collective responsibility to protect the planet.

The event aimed to instill a sense of environmental protection, especially in the younger generation, fostering a commitment to positive change. Freudenberg Performance Materials continues to take meaningful steps towards a sustainable future for generations to come.

## CORPORATE CITIZENSHIP IN PRACTICE ENVIRONMENT



# 50%

Total share of green electricity  
by 2030

# 2%

Decrease of waste and  
waste water vs previous year (2024)

# 29.7%

share of purchase renewable electricity  
for all electricity sourced worldwide

# 25

production lines with green electricity

# 80%

of all energy consumption covered  
by digital energy at all sites  
globally until 2026

# 65%

Reduction of total fossil based  
energy consumption until 2045

20% reduction of total  
energy consumption  
until 2045

## OUR TARGET

At Freudenberg Performance Materials, we recognize that energy efficiency and climate action are critical to reducing our environmental footprint while ensuring long-term business resilience. Our strategies are considering the requirements of the Paris Agreement, UN GHG protocol and UN Sustainable Development Goals (SDGs 7, 12, 13). Our commitment is to optimize energy consumption, reduce greenhouse gas emissions, and transition towards renewable direct and indirect energy sources, thereby contributing to global climate action goals. Furthermore, energy efficiency will be enhanced through process improvements to reduce energy intensity by 5% per ton of output by 2030.

In 2024, Freudenberg Performance Materials achieved a 29.7% share of purchased renewable electricity for all electricity sourced worldwide, demonstrating solid progress toward our long-term energy transition goals. Sites in Germany, Spain, UK and Italy can source 100% of green electricity, enabling us to operate at least 25 production lines with green electricity. Based on established divisional roadmaps and ongoing sourcing efforts, this share is expected to further increase to ≥35% by 2026, supporting our commitment to reach 50% green electricity by 2030. The challenge is to source sufficient green energy in North America and Asia.

Furthermore, energy efficiency will be enhanced through process improvements to reduce energy intensity by 5% per ton of output by 2030. By 2045, Freudenberg Performance Materials aims to reduce its total energy consumption by a minimum of 20% and its fossil-based energy consumption by at least 65% compared to the 2020 baseline. These long-term ambitions are supported by interim targets and strategic planning across all divisions. But Freudenberg Performance Materials also pushes for annual improvements on these KPI, as shown, for example, by the HSE objectives for 2025. The ratio of low-emission or emission-free electricity reached 53% of all sourced electricity worldwide in 2024. It includes all green and renewable electricity plus electricity from nuclear power plants. We plan to boost it to ≥70% by 2030.



## OUR APPROACH

In line with our energy efficiency and climate goals, Freudenberg Performance Materials has launched a broad portfolio of measures across all major operational areas. These include targeted upgrades in energy-intensive processes, renewable energy expansion, electrification of assets, and enhanced digital energy monitoring. Collectively, these initiatives are expected to deliver significant energy and carbon savings – **up to 10-20 GWh/a** of energy and **10 KT/a** of CO<sub>2</sub> reductions – with an annual investment of **€10–15 million within the next years** for sustainable technologies and solutions. The measures are designed not only to cut emissions, but also to strengthen operational resilience, reduce fixed costs, and support future decarbonization programs.

Within Freudenberg Performance Materials, we have identified two divisions (Building & Construction and Carpet, Filtration & Shoes) which are the key players, contributing about 75 % to Freudenberg Performance Materials global energy consumption. These sites, together with two sites from other divisions, form the **13 key sites** contributing 80% to Freudenberg Performance Materials' energy consumption. As a consequence, Freudenberg Performance Materials is focusing on challenging and supporting these key players within the company.



CATEGORY	TOP FOOTPRINT PROJECTS	FURTHER BENEFITS
<b>Be Energy Efficient (BEE)</b>	BEE Advanced analysis and implementation of findings (resource intensive)	Lighthouse projects to be rolled out
	BEE basic analyses and BEE Assist programs for technological upgrades (resource intensive)	Lighthouse projects to be rolled out
<b>Core processes</b>	Following benchmark analyses upgrade of core technologies	Find Best Available Technology
<b>Harvest</b>	New Photovoltaic (PV) projects (owned or third party)	Independency
	Evaluate options for other green energy partnerships	Independency
<b>Buildings</b>	Test collaboration with Freudenberg Real Estate (FRE) & evaluate potential joint programs (addressing buildings & related infrastructure)	
<b>Process &amp; Operational Excellence (OE)</b>	Lifting synergies with OE in training, process optimization and projects leading to material & energy efficiency	Reducing fix costs
<b>Electrification</b>	Asset management and functional demand analyses for around 200 gas fired assets, focusing on Significant Energy Users (SEUs)	
<b>Others</b>	Periodic energy audits at all sites	
	Purchase green electricity and green gas (PPA)	
	Implementation of digital energy monitoring systems	Base for programs & for LCA/PCF

Freudenberg Performance Materials is advancing energy efficiency through a comprehensive set of measures across its operations. The **BEE (Be Energy Efficient)** program and Freudenberg Performance Material's Global Innovation and Technology (GIT) team respectively drive detailed energy analyses and support technological upgrades (electrification, heat recovery, substitution of old assets with state-of-the-art technology, more efficient piping/network/motors, adequate capacity, etc.).

In parallel, **benchmarking** has led to targeted improvements in core production processes. Efforts to expand renewable energy include new PV projects, and green energy partnerships, alongside pilot programs to enhance energy storage and exploratory programs on energy-efficient infrastructure. Collaboration with Operational Excellence supports energy and material savings through training and process optimization. Electrification initiatives focus on assessing gas-fired assets and identifying efficiency gains.

**A key enabler is the rollout of digital energy monitoring systems across all sites by 2026 at the latest, forming the backbone of future reduction projects and transparent energy management.**



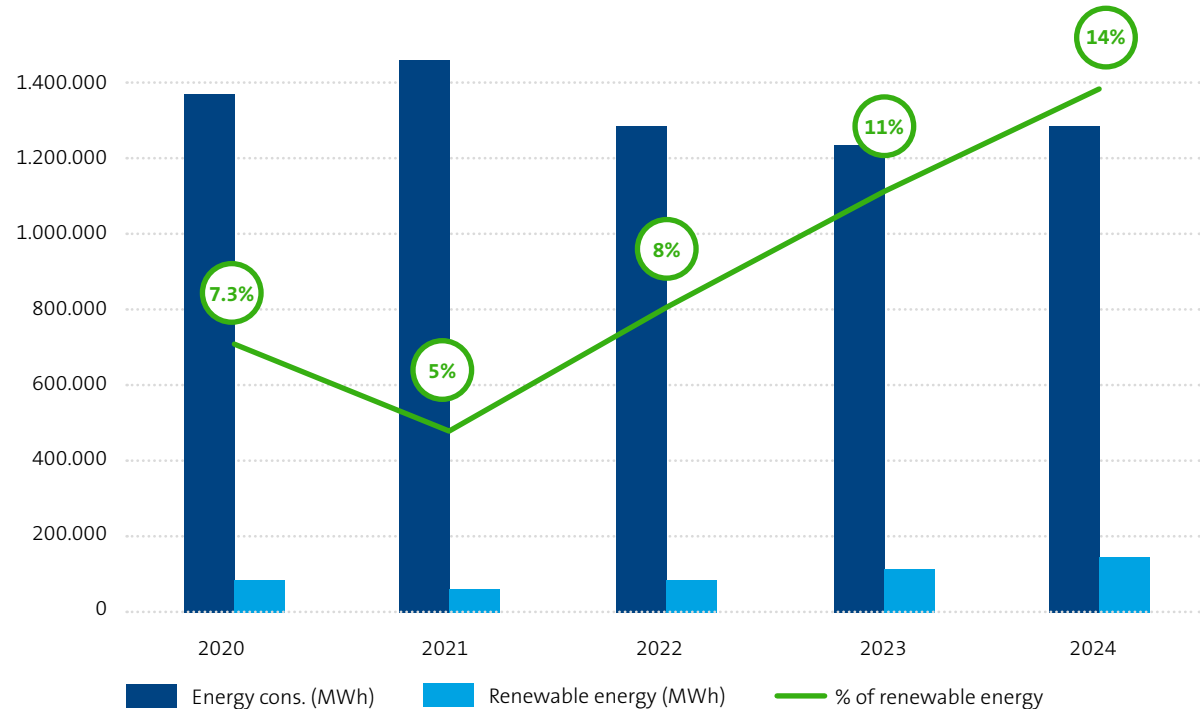


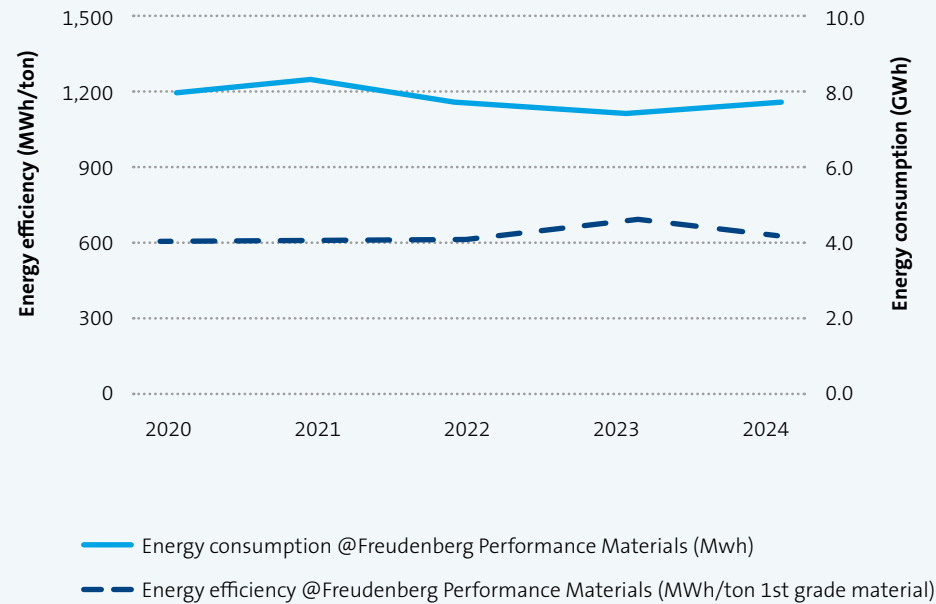
## RESULTS AND FURTHER ACTIONS

In 2024, Freudenberg Performance Materials, assisted by Freudenberg Business Services, increased its share of green energy to 13.5%. The majority (97%) was sourced externally via Power Purchase Agreements (PPAs) or green electricity certificates. Freudenberg Performance Materials generated 3% of its green electricity through five on-site photovoltaic systems, primarily at Asian locations. With regard to all purchased electricity, the ratio of renewable, green electricity rose to 30% in 2024.

In 2024, Freudenberg Performance Materials' total energy consumption rose by 2.4%, primarily due to elevated production levels in the first half of the year driven by stronger market demand. Despite this increase, energy efficiency (MWh/t 1st grade material) improved by 10% to 4.32 MWh/ton. This improvement resulted from operational enhancements, including the implementation of larger production batches and the scaling of energy efficiency measures during periods of higher production.

METRIC	2020	2021	2022	2023	2024	2025 TRENDS
Energy direct (MWh)	551.337	569.995	516.782	511.885	520.285	↘
Energy indirect (MWh)	617.318	672.413	613.236	589.479	607.179	→
Total Energy consumption (GWh)	1,168,7	1,242	1,130	1,101	1,127	↘
Energy intensity (KWh/€)	0,972	0,941	0,719	0,771	0,787	→
Energy Efficiency (MWh/tons)	4,21	3,99	4,36	4,78	4,32	↘
Renewable Energy (MWh)	85.311	62.120	90.063	117.625	152.520	↗
% of renewable energy	7.3%	5%	8,0%	10,7%	13,5%	↗
% of purchased renewable electricity	9,1%	8,1%	17,9%	23,5%	29,7%	↗





While transitioning to green electricity is an important step, replacing other direct fossil energy sources such as natural gas and fuel oil remains significantly more challenging. To achieve a meaningful reduction in our overall energy-related emissions, we are not only focusing on electrification but also prioritizing improvements in energy efficiency and advancing technological upgrades across our operations, such as the replacing a thermal afterburner (20GWh gas/year) by wet scrubber technology.

This was in fact the biggest gas-fired asset within the Freudenberg Group. Together with OPEX (Operational Excellence) colleagues, we are working on efficiency gains and the implementation of best practice exchange. In parallel, we strive for midterm sustainable energy supply concepts for our sites in the different regions.



SUCCESS  
STORY

The Kaiserslautern (Germany) site has achieved significant gas savings equivalent to the annual requirements of over 78 single-family homes. This milestone in sustainable energy supply and CO<sub>2</sub> reduction was reached by installing a modern, energy-efficient heating system on one production line. The new heating system replaced outdated gas burners, leading to a 57% increase in heating efficiency and substantial energy savings.

Additionally, the project enhanced operational and occupational safety by reducing the system's operating pressure. The success of this initiative has garnered interest from other Freudenberg Performance Materials locations for similar upgrades and will be used as an internal best practice project.

## SUSTAINABLE ENERGY SUPPLY ENVIRONMENT



## SCOPE 1 & 2 EMISSION REDUCTION

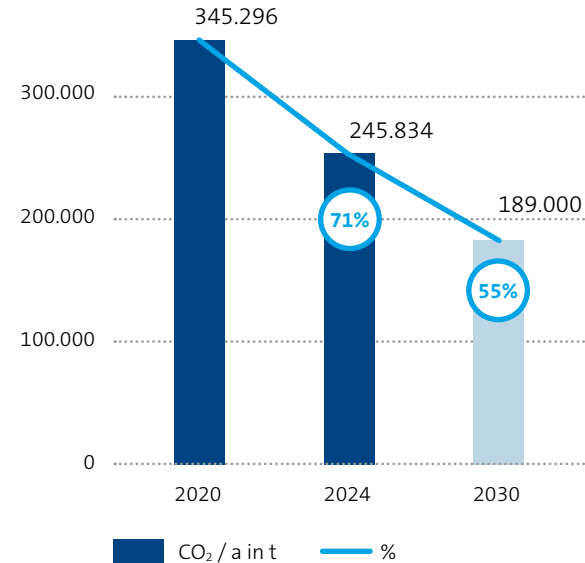
### OUR TARGETS

As the impacts of climate change intensify and reshape the global landscape, Freudenberg Performance Materials remains committed to integrating sustainability across all aspects of our operations. Aligned with the GHG Protocol, we rigorously measure and manage our Scope 1 and Scope 2 emissions to reduce our environmental footprint. To drive measurable progress, we have set clear climate goals. Freudenberg Performance Materials is targeting **CO<sub>2</sub> neutrality (Scope 1 and 2) by 2045**, with interim emission reduction targets of **25% by 2025** and **45% by 2030**, compared to our 2020 baseline. All Freudenberg Performance Materials divisions have developed detailed carbon footprint roadmaps looking towards 2030, which outline specific decarbonization pathways and are supported by individual and **detailed site footprint roadmaps**, describing their initiatives and plans to decarbonize their operations.

These initiatives emphasize process electrification, transition to renewable energy, and the integration of green electricity and green gas into our energy mix. The divisions are asked to drive the plans to fulfill their divisional targets, contributing to the above-mentioned group target. The Board of Management reviews the results during the annual business and biannual operational reviews. Sourcing green gas (hydrogen, biogas) in the different regions will be a challenge, because volumes and quality are still inadequate.

To support these efforts, **Freudenberg Performance Materials has adopted ISO 14001-certified environmental management systems** across most (>80%) locations, reinforcing our commitment to responsible resource management and continual environmental improvement. European sites in particular have additionally been certified in accordance with **ISO 50001** (see chapter on certificates).

Freudenberg Performance Materials ambitious plan to reduce its scope 1 & 2 emissions by 2030:

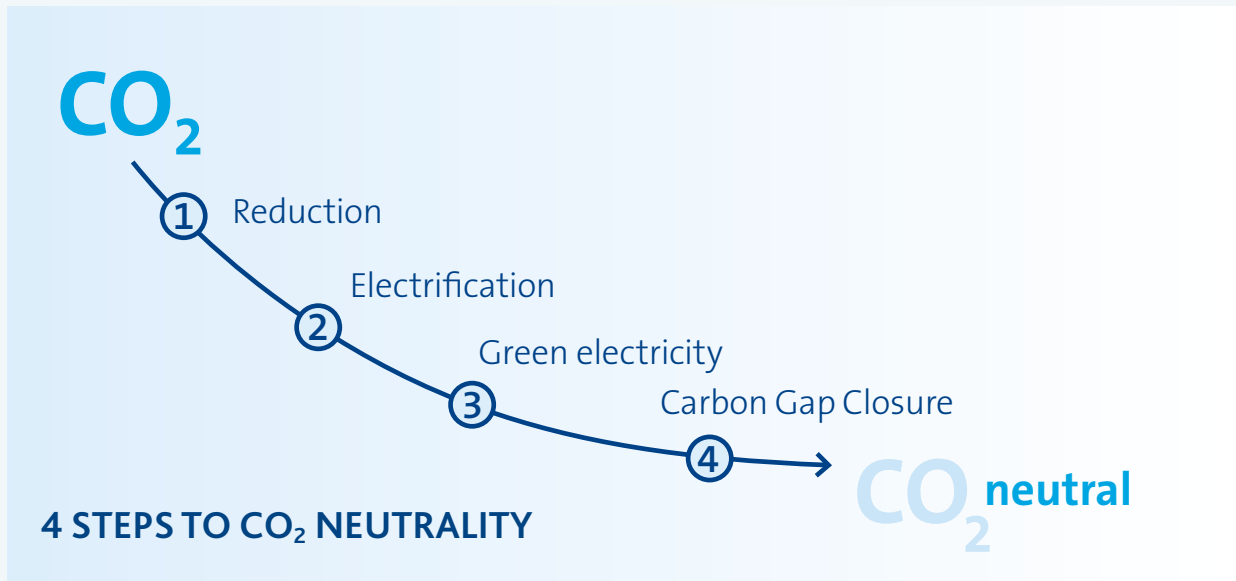


## CO<sub>2</sub> NEUTRALITY by 2045

**All Freudenberg Performance Materials sites have developed detailed carbon footprint roadmaps looking towards 2030**



## SCOPE 1 & 2 EMISSION REDUCTION



## OUR APPROACH

To advance our commitment to achieving CO<sub>2</sub> neutrality by 2045, Freudenberg Performance Materials has initiated a comprehensive range of decarbonization actions across its operations. These measures focus on energy transformation, process optimization and efficient use of energy (incl. heat recovery, optimization of piping, reduction of capacities, etc.), and green technology integration, forming the cornerstone of our emissions reduction strategy.

Triggered by in-depth internal analysis, site colleagues have identified approximately 300 targeted projects designed to collectively reduce emissions by 80 kilotons of CO<sub>2</sub> during the next decade. These initiatives span core operations and address key emission drivers, with a strong emphasis on energy and electricity mix optimization.

Simultaneously, we are developing a **green electricity roadmap** to accelerate the shift from fossil energy to renewables, reinforcing our move towards electrification. In addition, Freudenberg Performance Materials production sites are working on suitable energy supply concepts, considering efficiency in terms of processes and infrastructure, green energy sources, market flexibility, e.g. via energy storage technologies, prices and supply security.

These combined measures are driving steady reductions in our Scope 1 and 2 emissions and form the backbone of our long-term decarbonization strategy.



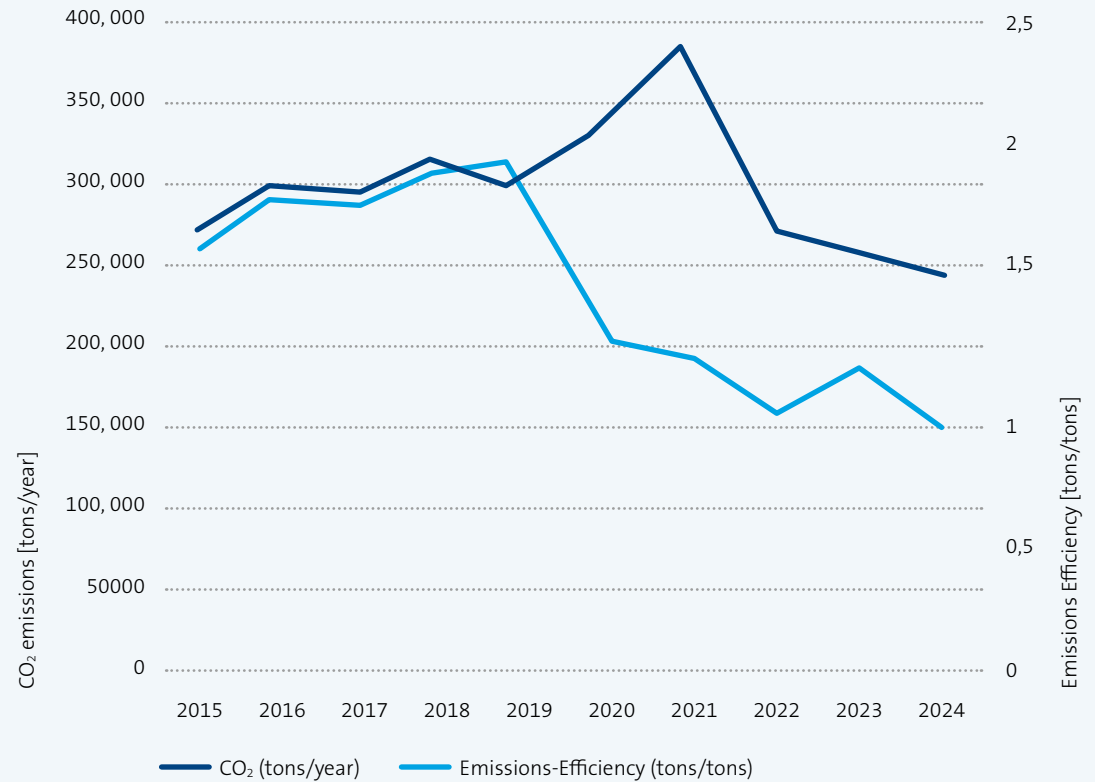
## SCOPE 1 & 2 EMISSION REDUCTION

### RESULTS AND FURTHER ACTIONS

In 2024, Freudenberg Performance Materials successfully sustained its emissions reduction milestone, maintaining a decrease of over 25% compared to 2020 levels, thereby achieving its 2025 target ahead of schedule for the second consecutive year. By 2024, Freudenberg Performance Materials had reduced its scope 1 & 2 emissions to 245,834 tons, which equals a 29% reduction of total emissions (scope 1&2) in 2024 versus 2020. While total emissions decreased by 3.6% year-on-year (2023/24), this was offset by a notable 15% improvement in emissions efficiency [ton GHG emissions / ton output], reflecting enhanced operational productivity relative to emissions output.

However, to advance beyond this plateau and achieve deeper decarbonization, further progress cannot rely solely on increasing the share of green electricity. Significant investments in process optimization, energy efficiency, and technological upgrades are planned, especially in emission-intensive operations. A substantial share of our Scope 1 emissions originates from approximately 200 gas-fired assets, underscoring the need for targeted decarbonization measures in this area. A strategic CAPEX commitment (approx. €10-15 million/year) has been set to accelerate transformative improvements across sites and divisions. Changes in energy consumption and emissions were also influenced by acquisitions in 2020, 2021 and 2024, as well as broader market developments during the reporting period.

We have reduced our Scope 1 and 2 emissions by over 25 % since 2020, achieving our 2025 interim target ahead of schedule, and are on track to meet our carbon neutrality goal by 2045. For 2025, we have targeted a further reduction in our total scope 1 & 2 emissions of an additional ≥3%.



METRIC	2020	2021	2022	2023	2024	2025 TRENDS
Scope 1 emissions [tons]	111,708	115,416	105,420	104,465	105,834	➔
Scope 2 market-based emissions [tons]	233,588	269,668	162,637	150,421	140,000	⬇️
Scope 2 location-based emissions [tons]	250,451	266,196	182,512	190,736	194,120	⬆️
Total scope 1 & 2 emissions market-based [tons]	345,296	381,613	268,057	254,886	245,834	⬇️
Emissions per 1st grade output [t/t]	1.29	1.23	1.03	1.11	0.94	⬇️





## SCOPE 3

## OUR TARGETS

Reducing Scope 3 emissions is another important responsibility for Freudenberg Performance Materials beyond addressing the climate impact of its own operations and creating a more resilient, low-carbon value chain. As a significant portion of our emissions occurs outside our direct operations, particularly from purchased goods and services in the upstream supply chain, close collaboration with suppliers and logistics partners is essential to achieve long-term climate neutrality.

Our long-term ambition is to achieve 80% decarbonization of the upstream supply chain and fully transition to a regionalized supply chain by 2045. Our goals for 2025 are to expand our supplier sustainability program and to complete baseline carbon footprint assessments for Tier 1 raw material suppliers and key logistics partners in Europe. By 2030, we are targeting sourcing at least 30% of critical raw materials from low-carbon or recycled content and introducing mandatory annual carbon reporting for all key suppliers. Beyond 2030, our focus will be on accelerating supplier adoption of renewable energy, low-emission transport, and advanced carbon monitoring systems to progressively drive deeper reductions across our supply chain.

## OUR APPROACH

To address Scope 3 emissions, Freudenberg Performance Materials is advancing several targeted measures across the supply chain. Freudenberg Performance Materials is extending its supplier sustainability program by collaborating with selected key partners. We are implementing systematic baseline carbon footprint assessments across all Tier 1 raw material suppliers and key logistics partners in Europe.

A comprehensive supply chain risk assessment is planned for 2026 to identify high-emission areas and inform improvement actions. Parallel to these efforts, we also plan to develop and roll out standardized frameworks for supplier CO<sub>2</sub> reporting, potentially leveraging specialized software tools. By 2028, we intend to engage with 30% of suppliers (by emissions) to commit to CO<sub>2</sub> reduction targets and launch improvement projects with selected key suppliers. Beyond 2030, our roadmap includes the use of AI tools for supplier emissions tracking, transitioning suppliers to renewable energy, expanding low-emission freight, and ensuring ≥50% of key suppliers adopt carbon monitoring systems.

As we approach 2040, our measures will focus on supporting energy-intensive suppliers in adopting zero-emission manufacturing technologies, ensuring all critical inputs shift to low-carbon materials. Through these efforts, we will work progressively toward our interim goal of a 20% reduction in upstream Scope 3 emissions by 2030, leading to 80% decarbonization by 2045 (base year: 2022).



## SCOPE 3

## RESULTS AND FURTHER ACTIONS

Progress toward decarbonizing the upstream supply chain is progressing in 2025, with 35% of Tier 1 raw material suppliers having completed carbon footprint assessments and 51% of Tier 1 suppliers included in the Sustainability Engagement Program. Freudenberg Performance Materials has not yet adopted a tool for the calculation of its Company Carbon Footprint (CCF, e.g. in accordance with ISO 14064).

The plan is to use its Product Carbon Footprint (PCF) calculation software in the midterm as well to calculate its scope 3 emissions, i.e. CCF, at a later stage, when sufficient data coverage is achieved. A baseline assessment was performed by an external partner in 2022. The calculation resulted in a first understanding of Freudenberg Performance Materials' scope 3 emissions and the CCF in 2022. For 2023, Freudenberg Performance Materials completed in-depth calculation for three categories (3.1, 3.3 and 3.6) and used the basic figures from the 2022 assessment for the other categories. The data for 2024 are still under evaluation.

**The roll-out of a PCF/LCA & EPD calculation software within five out of eight Freudenberg Performance Materials divisions in 2025 will successively trigger changes in the supply chain (regionalization and raw materials) by making scope 3 emissions transparent at product level, and thus support the above-mentioned plans.**

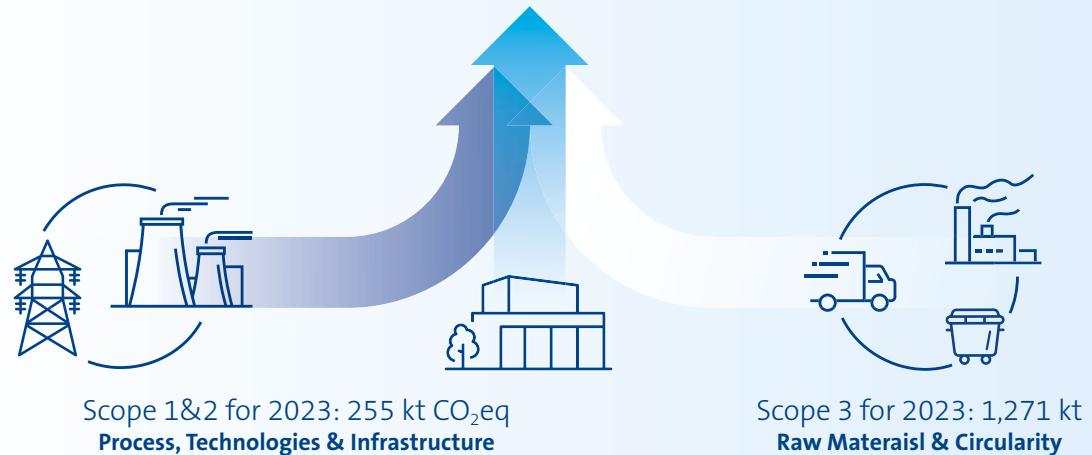
51%

of Tier 1 suppliers included in the Sustainability Engagement Program

31%

of Tier 1 raw suppliers having completed carbon footprint assessments

Total Freudenberg Performance Materials Group's Emissions for 2023: 1,526 kt CO<sub>2</sub>eq





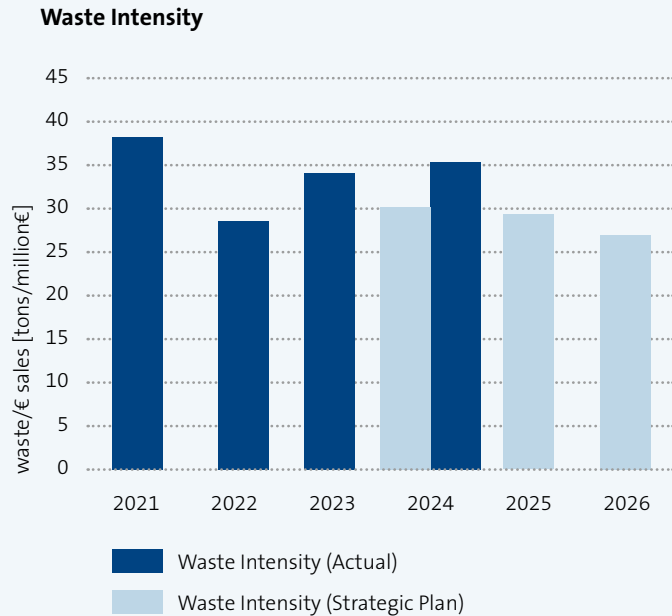
**WASTE  
ENVIRONMENT**





## OUR TARGETS

Freudenberg Performance Materials is committed to minimizing its environmental footprint by managing waste generation responsibly. With regard to waste management, Freudenberg Performance Materials aims to achieve a 20% reduction in total waste generation by 2030 and to fully eliminate landfilling by 2035, supporting a transition towards a circular economy. This is a challenge, given that the raw material quality of recycled waste in certain streams is deteriorating.



## OUR APPROACH

In waste management, we are working to significantly reduce waste volumes, increasing material efficiency, and fostering circularity across operations. Site-level identification of engineered waste streams is underway to refine waste strategies and enhance production efficiencies. Through detailed analyses of waste compounds and categories, experts evaluate options for internal or external reuse or recycling. First best practice exchanges are established and the identification of lighthouse initiatives for modern waste treatment and circular solutions rolled out. General balance sheet evaluations are requested from every site to further identify options for efficiencies.

**Freudenberg Performance Materials is pursuing waste reduction through four key approaches:**

1. adopting more efficient raw materials,
2. optimizing production processes,
3. increasing internal (& external) recycling and reuse of internal engineered waste.
4. implementing customer take-back programs for post-industrial waste to be reintegrated into our processes.

Freudenberg Performance Materials' waste reduction strategy is guided by the Freudenberg HSE Policy, which emphasizes waste prevention, responsible use of resources, and continuous improvement in environmental performance. As part of this, Freudenberg Performance Materials has set a target for all divisions to submit at least one "good or best practice" project under the We all take care (WATC) program focused on waste prevention and reduction or internal recycling of engineered waste. Best practice initiatives are summarized in the table below, including our Waste to Circular category of the WATC 2024 program:

These initiatives collectively contributed to waste reduction of 242.1 tons and approximately 750 tons diverted from landfill to recycling processes. This corresponds to a **reduction of approximately 0.5% in total Freudenberg Performance Materials waste and a 1.5% reduction in waste sent to landfill**, highlighting the tangible outcomes of site-level initiatives.

SITE	PROJECT	% WASTE REDUCTION
Colmar	Nonwoven wastes recycling	1.5 % waste reduction to landfill & thermal recovery
Neuenburg	Waste reduction due to product re-design	50 % engineered waste reduction
Parets	Binder reuse: waste and raw materials reduction in waste water treatment plant (WWTP)	47.5% sludge waste
Sant'Omero	Waste water treatment (WWT) plant footprint wredution	46% disposed sludge waste
Obernburg	Packaging reduction	36% waste reduction
Durham	Waste to worth: An advanced recycling PET project	25% waste reduction to landfill
Arnhem	Fleece edge waste reduction and standardization	17.5% waste reduction
Colmar	Cardboard waste container replacement by metal containers	1% reduction in packaging materials



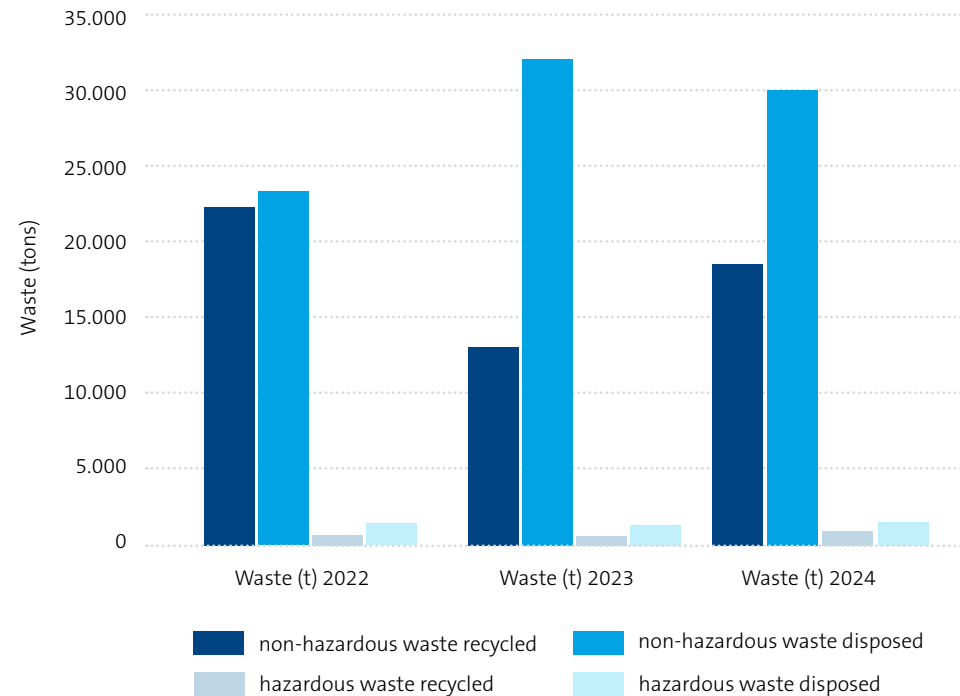
## RESULTS AND FURTHER ACTIONS

In 2024, total waste generation increased by 4% from **48,285 ton in 2023 to 50,322 ton in 2024**, mainly due to increased production. A significant observation is the relative increase in the non-hazardous waste streams to recycling by 32% (from 13,974 tons to 18,424 tons, i.e. +8% compared to the total waste volumes 2023/2024). In parallel, we recorded lower non-hazardous waste streams to landfill (-44%). Similar trends are visible for hazardous waste: increased recycling stream (>100%) and lowered landfilled stream (-16%). Total waste efficiency was improved by 8% to 0.193 tons per ton 1st grade yield compared to 0.209 t/t in 2023 (see table below), underscoring the continued importance of improving material efficiency and advancing circular practices and waste minimization.

The total volume of externally recycled waste increased by 34% (2024 vs 2023), while the total volume of landfilled waste was reduced by an impressive 33%. The volume of internally recycled engineered waste material is not calculated, but is continuously contributing to the decrease in externally handled waste. The KPI waste in tons per million € sales (t/million €) increased by 4% in 2024 to 35.1t/million€ (2023: 33.8t/million €). Hazardous waste volumes remained negligible, comprising only **4% of total waste**, with consistent recycling and disposal practices. The differences in recycled waste in 2022 and 2023 was due to different interpretations of country definitions regarding thermal recuperation during incineration being classified as recycling or not. These definitions have been aligned under general European waste definitions groupwide since 2023.

In 2024, Freudenberg Performance Materials directed 31,307 metric tons of waste to disposal, including incineration (21,376 t) and landfill (9,932 t). This was mainly non-hazardous waste (30,068 t), with incineration as the preferred method (20,645 t). Hazardous waste disposal totaled 1,239 t, and was managed according to strict compliance protocols. These figures reflect our ongoing efforts to prioritize recycling, which is represented by the sum of 18,424 t of non-hazardous waste and 591 t of hazardous waste having been recycled and thus diverted from disposal streams.

Waste 2022 – 2024 [tons]



### 2024 Detailed Data

WASTE CATEGORY	RECYCLED (T)	INCINERATED (T)	LANDFILLED (T)	TOTAL DISPOSED (T)	TOTAL WASTE [T]
Non-hazardous waste	18,424	20,645	9,423	30,068	48,492
Hazardous waste	591	731	508	1,239	1,830
TOTAL	19,015	21,376	9,932	31,307	50,322





# SOCIAL







# EMPLOYMENT & LABOR MANAGEMENT SOCIAL





## OUR TARGETS

At Freudenberg Performance Materials, we strive to foster a work culture rooted in trust, respect, and long-term responsibility. Led by our six Guiding Principles — people, leadership, innovation, customer focus, responsibility, and long-term orientation — we cultivate an inclusive and empowering environment where every employee is valued and heard.

- **Our ethics are shaped by a strong sense of social responsibility, fairness, and sustainability, reflecting our identity as a family-owned company.**
- **We are committed to employee well-being through continuous development opportunities, a safe and diverse workplace, paying market adequate living wages and meaningful contributions to society and the environment**
- **Together, we innovate with purpose and grow with integrity.**

At Freudenberg Performance Materials, trustful collaboration with employee representative bodies is a cornerstone of our corporate culture. We fully respect the right of every employee to freely join or form a union or employee representation of their choice — without fear of discrimination, intimidation, or retaliation. This commitment extends across all levels of our organization — locally, at Group level in Germany with the Group Works Council, or at European level with the European Works Council, ensuring dialogue and cooperation embedded in our decision-making processes according to local legislation.

## OUR APPROACH

The Freudenberg Group provides a comprehensive range of employee benefits, which are continuously enhanced to attract new talent and retain existing employees. As a foundational principle within Freudenberg Performance Materials, we ensure that compensation exceeds the legal minimum wage in every country where we operate. Our approach is to offer market-appropriate remuneration for each position, guaranteeing all employees a living wage. This commitment is validated through annual analyses that consistently confirm the effectiveness of our compensation strategy.

Specific offerings may vary by region and site, but in the main go well beyond the statutory minimum requirements for the respective countries and include medical, dental and vision insurances, pension schemes (e.g. 401K), corporate benefit programs, canteen services, health programs (e.g. gym on campus), a psychological counselling service, and much more. We also provide maternity protection, parental leave and support in other (critical) circumstances of life (e.g. death of a close family member, long-term sickness, disability). Under the talent management program, the Freudenberg Group supports the continuous further development of its employees through numerous vocational trainings, described in detail in the section on Training & Education.

All full-time employees are entitled to parental leave in accordance with national legislation, covering both maternity and paternity leave. The company supports reintegration into the workplace through flexible working models, individualized return-to-work arrangements, and internal HR support programs. As part of our ongoing commitment to future-ready workforce development, we are expanding the Technical Career Ladder to additional disciplines, with a focus on engineering, to strengthen development paths for technical experts. In parallel, we are actively working on site-specific age structure analyses as part of our strategic workforce planning to enable proactive demographic management over time.

## RESULTS AND FURTHER ACTIONS

In 2024, Freudenberg Performance Materials welcomed 486 new employees, with 37% of hires being female and 63% male. This marks a meaningful improvement in gender diversity compared to 2023, when 24% of 565 new hires were female and 76% male. The total number of new employees declined by 14% year-over-year, reflecting industry trends driven by post-pandemic normalization, a stabilizing labor market, and strengthened talent retention efforts. The (voluntary) employee turnover rate decreased to 5.1% (from 5.4% in 2023).

The highest number of voluntary leavers came from the United States and Germany, both countries with a large workforce. The headcount slightly declined from 5,228 at the end of 2023 to 5,157 at the end of 2024. Germany saw the largest drop in headcount (from 1,647 to 1,555), mainly due to retirement and redeployment of employees / workplaces. In 2024, voluntary termination among direct employees decreased by 15% as a result of targeted improvement measures, such as more effective onboarding and training of new colleagues. A total of **3,158 employees** across various operating sites were entitled to parental leave benefits in 2024, including **2,508 men** and **650 women**. Of these, **79 employees** took parental leave during the year, including **42 men** and **37 women** and all returned to work, resulting in a 100% retention rate.

This reflects the Freudenberg Performance Materials' inclusive parental leave policies and continued support for the work-life balance. Freudenberg Performance Materials also remains committed to transparent communication and responsible transition planning in the face of operational changes. We comply with the applicable national labor laws and collective bargaining agreements that define minimum notice periods. In many cases, we go beyond these minimum requirements, particularly for managerial and domain expertise positions, to ensure transparent communication and fair labor practices.





**OCCUPATIONAL HEALTH AND SAFETY  
SOCIAL**



## OUR TARGETS

Freudenberg Performance Materials, safeguarding the health and safety of all employees, contractors, and partners remains a central tenet of our operational strategy. Our objective is clear: to foster a zero-accident culture by embedding safety deeply into everyday behaviors, processes, and decision-making. Every employee should return safe and sound to their home at the end of each day and the end of work-life respectively. Consistent with the Freudenberg Group's long-standing "Zero Accidents" vision, we aim to reduce the Work Related Incident Frequency Rate (WRIFR) to below 4.5 in 2025 (see diagram in the section on Training & Education), with no serious incidents, and a continued focus on improving safety awareness and accountability. Despite the target of <4.5 for 2025, Freudenberg Performance Materials is still targeting the "Zero Accidents" status for its own operations, but this is a long-term goal given the strong dependence on break-through windows in safety culture and the constant changes in workforce, requiring constant re-starts.

We are committed to full compliance with relevant legal stipulations and international standards such as **ISO 45001** and the implementation of a globally-aligned HSE management system. This includes enhancing central standards, such as risk assessments, expanding internal audit coverage, and strengthening our proactive safety programs such as **"Good Catch!"**, which empowers employees to identify, report and act on near misses and unsafe conditions. A solid basis is set by the Freudenberg Safety Standards, which define one yardstick level worldwide for the main topics, such as risk assessment, machine safety, contractors, log-out, tag-out, try out (LOTOTO), forklifts, personal protective equipment (PPE), residual energies, handling of chemical substances, etc.

As part of our long-term goals, each site is expected to maintain and update a comprehensive training matrix, and conduct risk analyses, furthermore each site must perform safety culture self-assessments at least once per year, as well as maintaining a legal register to keep the required green compliance status. These initiatives are reinforced by strong site leadership supported by our HSE Community and cross-functional collaboration. Through these collective efforts, we aim not only to comply with regulatory requirements, but also to cultivate a workplace where health and safety are seen as shared responsibilities — cornerstones of both individual well-being and organizational resilience.

**Mission Statement:**  
**HSE provides support and supervision to secure a safe working environment, the well-being of employees and long-term success of Freudenberg Performance Materials, minimizes environmental impacts and mitigates company and reputation risks.**





## OUR APPROACH

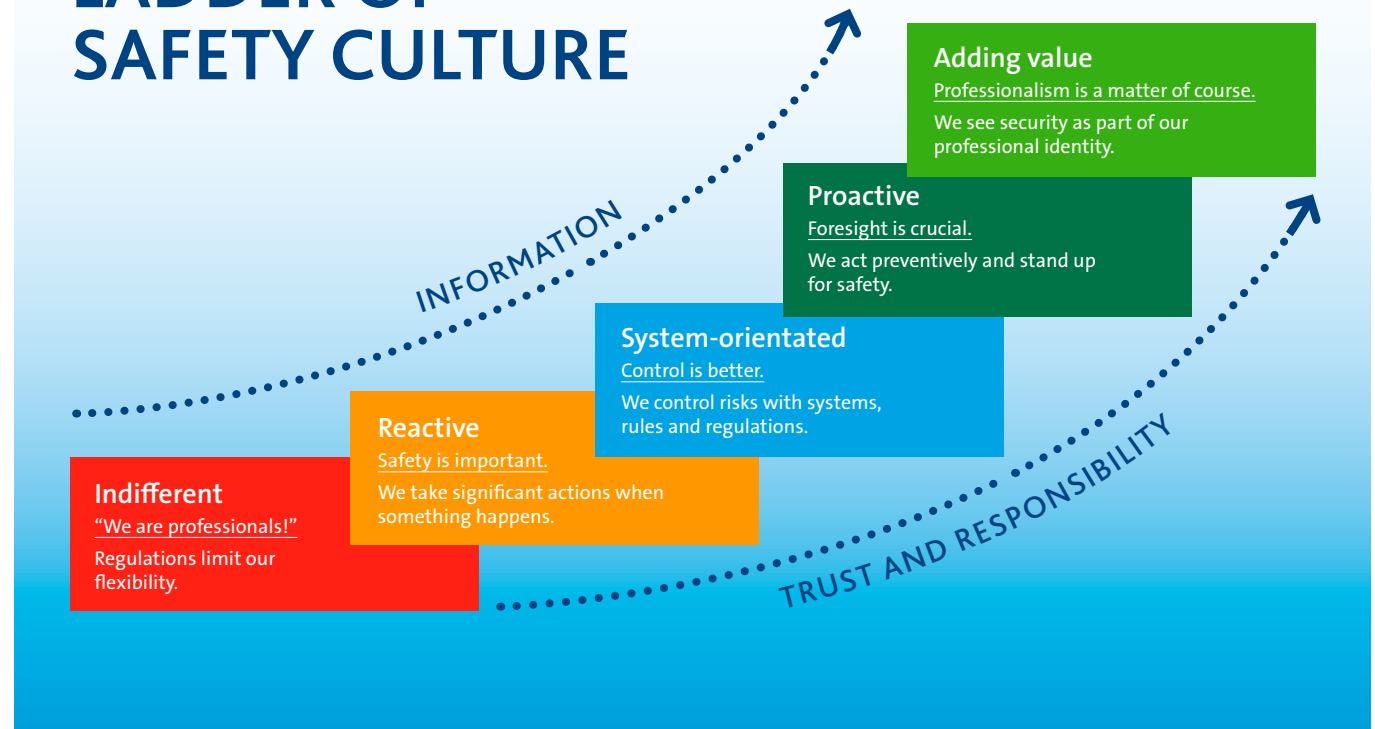
As part of our corporate HSE Management System, all Freudenberg Performance Materials sites are required to conduct systematic risk assessments – covering workplace, machinery and chemical substances, as well as psychological risks– aimed at proactively identifying hazards and implementing effective mitigation measures. This approach ensures that potential safety & health risks are addressed before incidents or work related illnesses occur, supporting a culture of prevention and continuous improvement. One of our core strategies involves pushing sites to fully implement and supplement the Integrated Management System, with the main focus on ISO 14001 & ISO 45001 (as well as ISO 9001, ISO 50001 and other related standards). To drive local accountability and action, we have requested that sites introduce workability programs in 2024, focusing on improving ergonomics, mental health and nutrition, and individual support for personal challenges.

In 2024, seventeen Freudenberg Performance Materials sites actively developed such programs, with two submitting them as formal WATC projects. The "We all take care" (WATC) initiative launched back in 2002 has helped to advance site-specific programs in the focus areas of Occupational Health Management and Safety at Work. Ergonomics has been a consistent part of our HSE Objectives since 2012, especially regarding weightlifting tasks, but also adapting workplaces to ageing personnel at almost all sites worldwide. In addition, Freudenberg Performance Materials ensures that all employees have access to healthcare services and benefits in line with applicable legal frameworks, ensuring occupational health insurance where legally available and supporting non-occupational health through insurance coverage, e.g. by the Freudenberg BKK (company health insurance scheme) in Germany.

< 4.5 Work related  
injuries frequency rate

**ZERO**  
Serious accidents

## LADDER OF SAFETY CULTURE



The “Titanic Analysis” methodology was introduced and expanded in training sessions to facilitate structured learning from incidents. This is supported by a streamlined communication approach for serious accidents and High-Risk Potential (HRP) incidents across sites and Business Groups to promote cross-learning. Compliance with Freudenberg Safety Standards (FSS), the Freudenberg Crisis Prevention Standard (FCPS) and Freudenberg Environmental Standards (FES) is monitored via the annual HSE self-assessment performed by the sites themselves, cross-site audits, and corporate audits by Freudenberg Performance Materials and F&Co.

The interaction between employee health and operational performance is also emphasized in Steering Team Meetings through workshops and presentations by company doctors and the Occupational Health Team in Weinheim. To ensure all levels of the organization are equipped to meet evolving safety requirements, Freudenberg Performance Materials continues to offer tiered safety, risk assessment, LOTOTO and machine safety trainings and others following FSS, FCPS and FES requirements. Recognizing the high risks related to machinery, we have implemented a compliance matrix for assessing machinery

or machine parts and safety concepts at machine level, in particular for concatenated machinery, which is a standard at Freudenberg Performance Materials. Together, these measures are helping to shift safety from a compliance-driven process to a culture of prevention, participation, and continuous

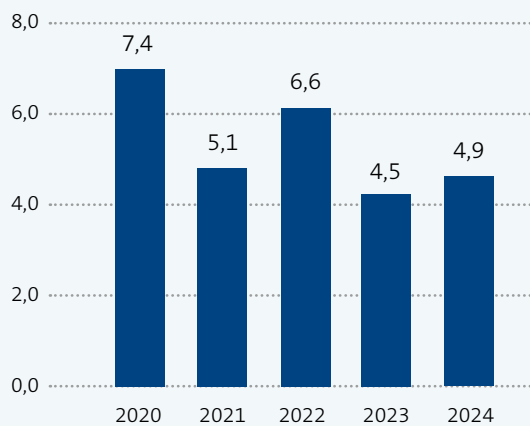
## RESULTS AND FURTHER ACTIONS

Freudenberg Performance Materials uses the WRIFR (Work Related Incident Frequency Rate) as an occupational safety key performance indicator for its own employees as well as leased employees working at our premises. Notably, one serious accident occurred in 2024, a reduction from the three cases reported in 2023, with a total of **26 Lost Day Incidents** (LDIs), alongside **24 Medical Treatment Cases** (MTCs) – a slight decrease compared to **27 MTCs in the previous year**.

The **Work Related Incident Frequency Rate (WRIFR)** stood at **4.9**, while the **Lost Day Incident Frequency Rate (LDIFR)** was **2.5**, calculated per one million hours worked. Primary root causes for these incidents were linked to **falling objects, missing safety**

**concepts, non-adherence to procedures, and equipment design shortcomings.** It is important to note that Freudenberg Performance Materials is still working on the integration of the Low & Bonar and Filc sites in respect of HSE Standards and other related requirements as well as safety culture. Furthermore, commuting accidents decreased significantly from 32 to 23 cases, reflecting improved off-site safety awareness. Although HSE performance has improved in some areas, these trends underscore the need for continuous improvement in machine safety, preventive measures, risk awareness and other training, and cross-site safety audits as well as best practice exchange. To mitigate these risks, Freudenberg Performance Materials promotes the “**Good Catch**” initiative, which led to the reporting of 4,453 unsafe conditions or situations reported globally in 2024, up from 4,039 the previous year, reflecting an increase in proactive hazard recognition and employee participation in safety practices. Moreover, actions have been initiated to address **occupational ill health risks**, such as **heat stress** policies at affected sites and mitigating risks from **hazardous building materials**. In this context, the efforts of recent years to intensify safety culture awareness must be continued.

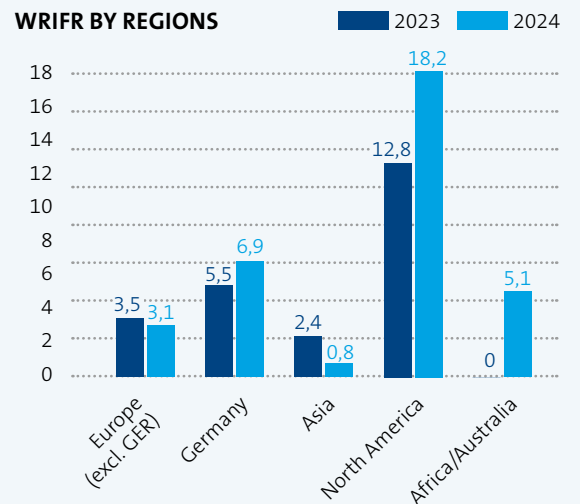
SAFETY WRIFR



Occupational Safety – Values and Targets:

FIGURES	2023	2024	Δ	TARGET 2025
Serious Accidents	3	1	-2	0
Lost Day Incidents	19	26	+36.8%	42
Medical Treatment Cases	27	24	-11.1%	
LDI Frequency Rate	1.88	2.53	+34.6%	
WRI (LDI+MTC) Frequency Rate	4.54	4.98	+9.7%	<4.5
High-Risk Potential(HRP)	5	14	+9	
Commuting Accidents	32	23	-28.1%	
Contractor LDI Accidents	6	8	+2	0

WRIFR BY REGIONS





**TRAINING AND EDUCATION  
SOCIAL**





## OUR TARGETS

At Freudenberg Performance Materials, we view learning and development as a strategic enabler for long-term success. Our ambition extends beyond fulfilling legal training requirements, and embraces the steady training and education of employees at all hierarchical levels. By investing in internal leadership development in close collaboration not only with internal trainers, but also external top training providers and business schools in Europe, the US and Asia, we ensure continuity, retain institutional knowledge, and enable smooth transitions as senior employees retire.

To push the sites, one objective for 2025 is that all Freudenberg Performance Materials “sites must have a qualification/skill/training matrix of their employees as a living document”.

The Freudenberg Group’s Leadership Framework provides a structured path for leadership development across all Business Groups, identifying success factors and competencies tailored to each management level. Talent development goals are embedded in performance management and succession planning through the twice-yearly talent review process using Workday.





## OUR APPROACH

Global HSE at Freudenberg Performance Materials offers tailor-made trainings regarding machine safety, safety concepts, chemical safety and environmental protection for the Freudenberg Performance Materials production sites. Where feasible, these trainings are also on offer for employees of other Business Groups. Regarding data protection and information security, for example, employees are asked to complete training courses within a specified time span. Such training courses and hundreds of others in multiple languages are available via the Freudenberg Learning Management system (LMS).

Building on this momentum, the Compliance Trainings Global e-Learning Law Pilot, concluded in December 2024, showcased exceptional engagement, with completion rates exceeding 95 % for Compliance Basics, Anti-Corruption, Anti-Money Laundering, and Anti-Trust, reflecting Freudenberg Performance Materials' commitment to building a culture of integrity across its workforce. It is the company's clear target to train almost 100% of all employees on these topics. Any employee with a computer / laptop can complete the desired trainings at any time (except for mandatory trainings that are due on a certain date). Employees without their own computer, for example production employees, have the possibility to use a centrally accessible computer for the trainings. The courses are available in many languages. Regarding site-specific training (e.g. forklift truck training), the sites organize these on their own initiative.







### e<sup>2</sup> – Education and environmental protection initiative

As an additional measure that blends learning with social responsibility, the Freudenberg Group launched a new, Group-wide initiative called e<sup>2</sup> in 2015. It encourages all Freudenberg employees across globe to initiate and contribute to non-profit projects related to education and environmental protection and supports these projects through funding – even over the course of several years. From the Business Groups through to individual employees – anyone from within the Freudenberg Group can submit an application for project funding. The aim of e<sup>2</sup> is to make a difference together at Freudenberg – for our communities and neighbors at all Freudenberg sites worldwide.

## RESULTS AND FURTHER ACTIONS

Freudenberg Performance Materials provides an average of **five training days per employee per year**, reinforcing our commitment to continuous learning and professional development. For all mandatory trainings, data on participation and successful completion are systematically recorded. To support scalable and multilingual learning, the **Freudenberg Learning Management System (LMS)** has now been fully implemented, offering access to over **24,000 digital training modules** covering more than **30 topics in 24 languages**, in addition to classroom-based sessions. Looking ahead, the company is set to introduce advanced e-learning modules and establish new processes to further strengthen its compliance framework in 2025.







# **DIVERSITY & INCLUSION SOCIAL**





## diversity & inclusion innovating together

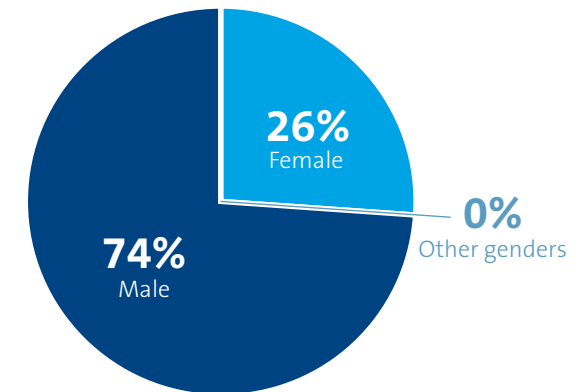
### OUR TARGETS

As a company within the Freudenberg Group, Freudenberg Performance Materials is guided by the Group's principles of mutual respect, integrity, and responsibility. We reject all forms of discrimination and harassment, and we foster an inclusive, multicultural environment where diverse perspectives strengthen our corporate culture and capabilities. We are committed to creating a workplace where every individual is valued, empowered, and encouraged to contribute to our shared success. Our goal is to create a workplace where every individual, regardless of gender, age, nationality, religion, or sexual orientation, is empowered to grow, contribute, and succeed.

Another important objective is to create lasting structures that enable equal participation of all, especially in management and decision-making roles. Diversity is not seen as a social obligation but as a strategic factor that contributes to resilience, creativity, and long-term success. A key goal is to ensure an inclusive and respectful work environment by upholding human rights, preventing discrimination, and maintaining safe and healthy working conditions across our operations and supply chain. All employees regardless of their role or location are expected to act lawfully, ethically and in alignment with these principles at all times.

At Freudenberg Performance Materials, we are committed to ensuring equal pay for equal work. As part of our broader dedication to diversity, equity, and inclusion, we strive to create a workplace where compensation is based solely on qualifications, performance, and responsibilities. Our policies explicitly prohibit discrimination based on gender identity or expression, and we continuously review our compensation structures to uphold fairness and transparency.

This commitment reflects our core values of respect and responsibility, ensuring that all employees feel valued and empowered to thrive.



Global workforce of Freudenberg Performance Materials, according to survey



## OUR APPROACH

Freudenberg Performance Materials' approach to diversity and inclusion is anchored on a strong foundation that combines structural policy, leadership commitment, and inclusive development initiatives. Our global Code of Conduct explicitly prohibits discrimination and harassment, while its leadership principles emphasize fairness, respect, and equal opportunity for all employees. These principles are reinforced through onboarding processes, leadership trainings, and internal guidelines.

Diversity is also embedded in operational practices through international collaboration across culturally diverse teams, enabling employees to gain broader perspectives and foster cross-functional cooperation. To strengthen inclusion and individual development, Freudenberg Performance Materials ensures equal access to training, mentoring, and career advancement opportunities, regardless of gender, age, ethnicity, or background. In 2023 we launched the seven-week "Creating a Culture of Inclusion" e-learning program. This program invites participants to explore behaviors that influence inclusive workplace culture and is supported by a practical implementation toolkit designed to maximize learning outcomes. As part of this initiative, employees are encouraged to participate in peer groups and come together to reflect and discuss on the content with a view to deepening collective learning.

We also promote a culture of accountability and openness through the "Speak-up/Listen-up" initiative that enables employees and external stakeholders to confidentially report potential violations to internal or regional Ethics Offices. Workplace health and safety are actively promoted through programs such as "We all take care" and strict compliance with safety regulations.

These systems help ensure fair treatment, protect whistleblowers, and align with national and international equality standards. Furthermore, programs such as "We All Take Care" reinforce inclusive well-being and a safe and respectful workplace culture. To further enhance leadership capabilities and foster a culture of inclusion at all levels, Freudenberg Performance Materials is continuing and scaling up leadership development initiatives such as the Shop Floor Leadership Development Program (SLDP) and the Change Catalyst Program.

These programs support our strong push to embed diversity, equity, and inclusion into everyday leadership behaviors and decision-making.

At Freudenberg, diversity is not confined to a single aspect; rather, it encompasses six essential dimensions ranging from gender and age to cultural background, physical/mental abilities, religion and sexual orientation each contributing to a truly inclusive and empowering workplace culture.

## Diversity dimensions for Freudenberg

### AGE

### GENDER

### RACE/ ETHNICITY/CULTURE

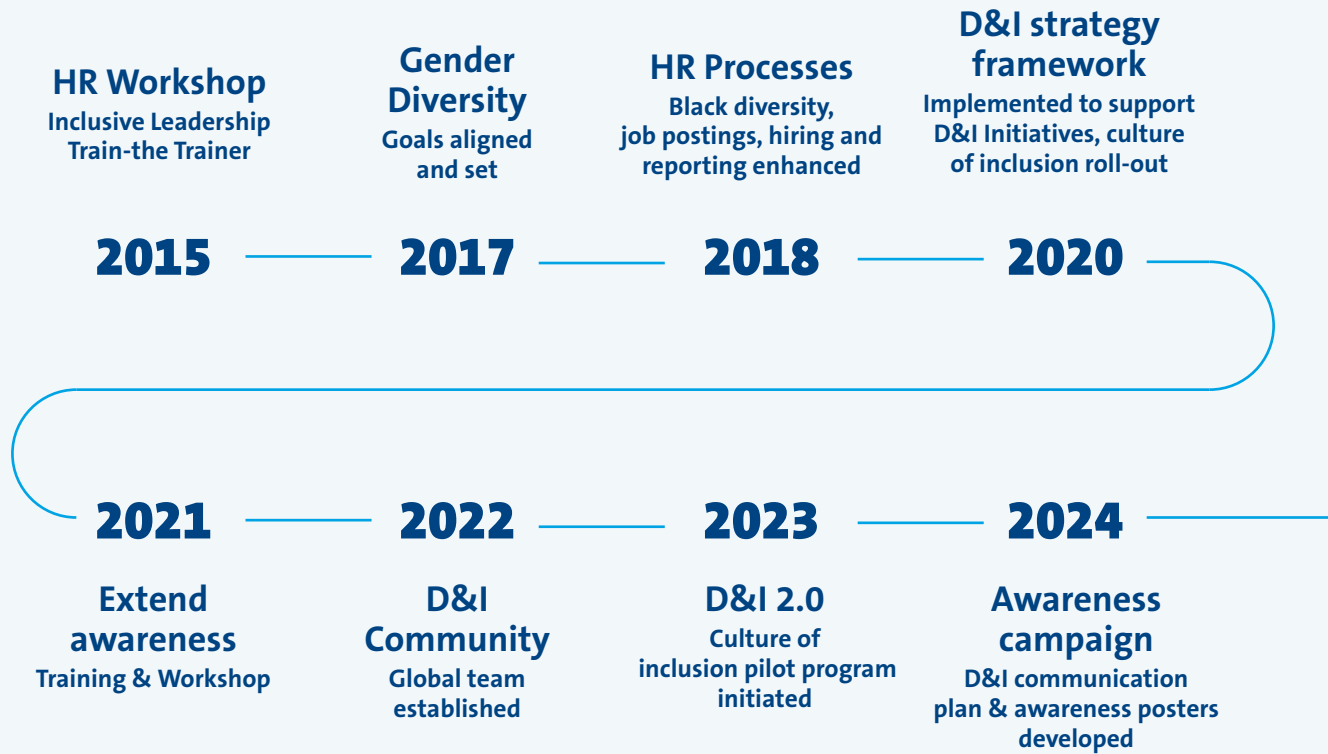
### MENTAL/ PHYSICAL ABILITY

### SEXUAL ORIENTATION

### RELIGION







## RESULTS AND FURTHER ACTIONS

Freudenberg Performance Materials' global workforce is composed of **26% women and 74% men**. No other identity has been disclosed. The company is working to improve gender balance, particularly in leadership positions and succession planning pools. Freudenberg Performance Materials promotes an inclusive, respectful, and non-discriminatory work environment across all its global locations. In 2024, all 33 production sites reported zero incidents of discrimination based on race, color, nationality, social origin, or caste as defined by International Labour Organization (ILO), reflecting broad adherence to Freudenberg Performance Materials' Code of Conduct. There were three incidents globally which have since been closed.

In line with its commitment to the UN Global Compact, the Freudenberg Group also actively contributes to the global advancement of equality, decent work, and non-discrimination across its entire value chain.





**ETHICAL & RESPONSIBLE WORK ENVIRONMENT**  
**SOCIAL**





## OUR TARGETS

Freudenberg Performance Materials is committed to upholding internationally recognized human rights and explicitly rejects all forms of child labor, forced labor, or modern slavery. The company's objective is to ensure that all forms of employment, both within its own operations and throughout the supply chain, are based on free will and conducted under fair and lawful conditions. The commitment is underpinned by the Freudenberg Group's membership in the UN Global Compact network since 2014 (Freudenberg Group | UN Global Compact).

## OUR APPROACH

The Freudenberg Group's Code of Conduct (Freudenberg Group: Compliance) serves as the binding foundation for upholding ethical labor practices. It explicitly prohibits forced labor and child labor and emphasizes that all employment relationships must be based on the voluntary will of the employee. No worker should be forced to work through threats, debt, retention of personal documents, or any form of coercion. The Code also guarantees that employees have the right to terminate their employment freely. To prevent and detect risks related to forced or compulsory labor, the Freudenberg Group maintains internal risk control mechanisms and grievance systems that allow employees to report violations confidentially.

These mechanisms are part of a broader commitment to responsible conduct and ethical business practices across all regions in which the company operates. Awareness of labor rights is further promoted through internal communication, mandatory training, and leadership accountability. Employees are regularly reminded of their rights and the company's expectations regarding fair labor conditions.

## RESULTS AND FURTHER ACTIONS

The measures described contribute to creating working conditions on a clearly voluntary and humane basis. Through binding standards of conduct and a zero-tolerance approach to child and forced labor, the Freudenberg Group creates an environment that protects the rights of employees and actively minimizes human rights risks. As of now, no operations or suppliers have been identified as posing a significant risk for incidents of forced or compulsory labor. Nevertheless, the Freudenberg Group continues to monitor potential risks through internal assessments, binding standards, and established reporting mechanisms. If any concerns are identified, escalation procedures are in place to ensure timely and appropriate action.





# GOVERNANCE AND SUPPLY CHAIN

A man wearing a white hard hat and a bright yellow high-visibility safety vest is shown from the side, looking down at a tablet computer he is holding. He is standing in front of a large port at night, with a large cargo ship and several brightly lit cranes visible in the background. The scene is illuminated by the warm lights of the port, creating a strong contrast with the dark sky. The text "GOVERNANCE AND SUPPLY CHAIN" is overlaid in large, white, bold capital letters across the center of the image.

A close-up photograph of two hands shaking in a firm grip. The hand on the left is wearing a dark blue suit sleeve, while the hand on the right is wearing a white shirt cuff. In the background, a woman with glasses and a blue shirt is smiling, looking up. The scene is set in a professional office environment with blurred background elements like a laptop and office furniture.

## **COMPLIANCE & INTEGRITY GOVERNANCE AND SUPPLY CHAIN**



## OUR TARGETS

Freudenberg Performance Materials strives to uphold the highest standards of integrity and ethical conduct across all business operations. Anchored in the Freudenberg Group's nine Business Principles, our aim is to ensure that every decision we make complies with internal policies, international laws, and regulatory expectations. One principle stipulates that Freudenberg acts with the highest level of integrity and ethical standards. The Group does not permit illegal or unethical business activities. A core objective remains zero significant non-compliance cases and full adherence to global standards such as anti-corruption, data protection, export control, and fair competition practices. Thus, Freudenberg Performance Materials is fully committed to the business ethics and compliance strategy of the Freudenberg Group (Freudenberg Group: Compliance).

## HSE COMPLIANCE

To enhance Health, Safety, and Environmental (HSE) compliance across our operations, Freudenberg Performance Materials implements a global strategy that integrates advanced digital tools. Currently, Freudenberg Performance Materials' external party compliance tool is operational at 14 of our sites, with plans to expand its use company-wide by the end of 2025. The tool provides comprehensive Environmental, Health, and Safety (EHS) regulatory intelligence, enabling the HSE team to identify applicable legal requirements, monitor regulatory changes, and standardize compliance reporting across all sites.

Freudenberg Performance Materials' external chemical management software supports the digital handling of hazardous substances and their associated legal obligations. It allows central documentation and enables automated generation of safety instructions and risk assessments. Freudenberg Performance Materials is expanding the use of both software tools (chemical and HSE compliance) by integrating them to streamline compliance tracking.

KE	NAME	RELATED STANDARD	AVERAGE 2024
KE1	Leadership	Guiding Principles; FS1	85,5%
KE2	Health	FS1	84,4%
KE3	Training & Qualification	FS1	84,7%
KE4	FSS 1	Control of hazardous energy	79,0%
KE5	FSS 3	Safe working with industrial trucks	81,3%
KE6	FSS 4	Personal protective equipment	87,4%
KE7	FSS 5	Safety of machines & production lines	73,0%
KE8	FSS 7	Avoidance of hazardous substances	85,6%
KE9	FSS 8	Contractor Management	81,7%
KE10	FSS 9	Permit to Work guideline	80,6%
KE11	FSS 10	Risk Assessment	81,4%
KE12	FES 1	Fundamental requirements for environmental protection	84,7%
KE13	FES 2	Prevention of env. pollution – technical requirements	83,7%
KE14	FCPS 4	Fire protection	81,8%
KE15	FCPS 5	Explosion Protection	82,1%
KE16	–	House keeping	81,8%
KE17	FCPS 2	Site Security	76,0%

The goal is to ensure that at least 50% of all active chemical substances in the chemical software are covered by risk assessments and system-generated work instructions relating to critical areas such as environmental protection, air and water emissions, waste and chemical management, hazardous materials, occupational health and safety, technical safety, and emergency preparedness. All Freudenberg Performance Materials sites are expected to define and validate the applicability of relevant laws and regulatory requirements by the end of 2025.

In addition, Freudenberg Performance Materials conducts annual checks to confirm compliance with Freudenberg Safety and Environmental as well as Crises Prevention (incl. Fire & Explosion Protection) Standards. The **Freudenberg HSE Assessment** is conducted by internal audits, cross-site audits (Freudenberg Performance Materials or other Business Group), Freudenberg Performance Materials Corporate HSE or audits by Freudenberg Group HSE. Given that the standards mirror European legislation and ISO 14001/45001 standards, the results are a good indication of the status at the various sites regarding different topics. All sites must report their results on an annual basis, and a positive year-after-year trend is expected.





## OUR APPROACH

The compliance framework at Freudenberg Performance Materials takes its orientation from the Freudenberg Guiding Principles and implemented through its Global Governance, Risk Management, and Compliance (GRC) function. We align with the Freudenberg Group's Code of Conduct which was revised in 2022 and rolled out globally in 2023 – covering ethical business practices, anti-bribery and anti-corruption, climate responsibility, and conflicts of interest that could compromise ethical decision-making. It is available to employees worldwide in 27 languages. The updated version provides further details on key topics such as human rights and climate protection and includes new provisions addressing cooperation with business partners and the prohibition of money laundering. The online training programs on various compliance topics such as Anti-Trust, Anti-Corruption, Data Protection and Information Security and Management (ISMS) are updated regularly and made available to the Business Groups. E-learning courses are provided for many individual topics, giving employees from defined fields and areas of responsibility the opportunity to raise their awareness of specific compliance subject areas. Other key compliance activities include tracking and reporting compliance breaches, data protection issues, and audit findings through an incident management system.

Freudenberg Performance Materials encourages all employees and external stakeholders to report suspected violations of the Code of Conduct to the Freudenberg Corporate Ethics Office. This reporting mechanism supports compliance with the Act on Corporate Due Diligence in Supply Chains as well as the Whistleblowing Directive and the Whistleblower Protection Act. Further guidance is available at [www.freudenberg.com](http://www.freudenberg.com). In addition to ethical and legal violations, whistleblowers can also report risks and breaches related to human rights and environmental obligations. This applies to violations arising from Freudenberg Performance Materials' own operations as well as from those of direct or indirect suppliers. All reports are handled with diligence and in accordance with applicable confidentiality and data protection standards.

## RESULTS AND FURTHER ACTIONS

In 2024, Freudenberg Performance Materials demonstrated strong performance in its operative targets, achieving zero incidents of major compliance breaches and information security issues, while exceeding training participation goals with 95% for ISMS and 96% for compliance. Monitoring systems, such as the Internal Control System (ICS), ensured early detection and mitigation of potential violations. Any incident in the area of Global Governance, Risk Management & Compliance (GRC), such as fraud, data leaks, or export control issues, is evaluated in due time and addressed centrally by the GRC function.

The Corporate Audit Team supports the ongoing effectiveness of the Internal Control System while also evaluating the economic efficiency and performance of Freudenberg Performance Materials' organizational structures and processes.

Freudenberg Performance Materials' structured remediation tracking system, integrated into the Business Group's Governance, Risk Management, & Compliance (GRC) tools, further strengthens transparency and control by centrally documenting audit findings and ensuring timely resolution of identified issues. Continued emphasis is placed on risk-based training rollouts, system upgrades, and stakeholder awareness across all sites. Looking ahead, the company is set to introduce advanced e-learning modules and establish new processes to further strengthen its compliance framework in 2025. Building on this momentum, the Compliance Trainings Global e-Learning Law Pilot, concluded in December 2024, showcased exceptional engagement, with completion rates exceeding 95 %, as reported above in the section on Training & Education.

### GRC KEY PERFORMANCE OVERVIEW

Operative Targets	2024
KPI 1: Incidents of major compliance breaches	0
KPI 2: Incidents of major information Security topics	0
KPI 3: Training ISMS participation	95%
KPI 4: Training compliance participation	96%
Major achievements	Actions / Next steps
No major compliance incidents (e.g. Anti-Trust, Anti-Corruption)	New Data Protection self-assessment for all legal entities in 2025
No successful phishing attacks in 2024	ISMS e-learning SoSafe introduced and further 15 short modules planned for 2025
Global Customs & Export Control Policy further developed	
Global Data Protection Policy further developed	





**SUSTAINABLE PROCUREMENT  
GOVERNANCE AND SUPPLY CHAIN**





## OUR TARGETS

We aim to strengthen supply chain transparency and resilience by systematically identifying, assessing, and mitigating risks associated with high-risk suppliers. Our long-term ambition includes the **80% decarbonization of the upstream supply chain by 2045** and achieving a **fully regionalized supply chain by 2045**, thereby minimizing environmental impact and improving supply chain agility. Furthermore, steps are taken to ensure that ethical and social values and guidelines are enforced through the supplier assessment.

Freudenberg Performance Materials will strengthen its engagement and collaboration with both key and the more sustainable suppliers step-by-step during coming years – to share Freudenberg Performance Materials' ambitions and take them on board regarding significantly lower emissions and establishing sustainable raw materials.

# 80%

**decarbonization of the  
upstream supply chain by 2045**

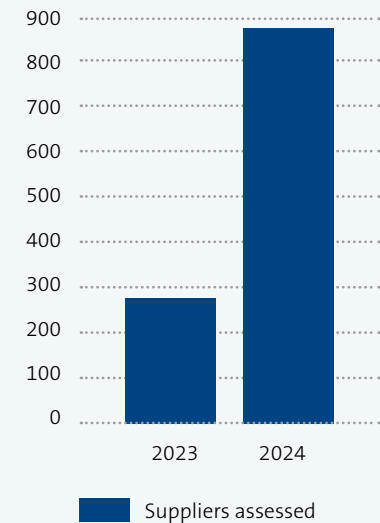
## OUR APPROACH

We collaborate with an external partner to assess, monitor, and evaluate supplier ESG performance through independent data verification. Mandatory questionnaires cover the key topics of Environmental Protection, Human Rights & Labor, Anti-Bribery & Anti-Corruption, Health & Safety, Supply Chain Responsibility. As a fundamental element of our sustainable procurement approach, the Freudenberg Performance Materials Supplier Code of Conduct is globally applicable to all manufacturing and service providers. It outlines clear expectations regarding compliance with local laws and adherence to internationally recognized ESG standards. These principles are integrated into supplier onboarding, selection, and evaluation processes, promoting continuous improvement in sustainability performance across the supply chain. For identified high-risk suppliers who may be unwilling to engage with our preventive action plans, we are currently considering a range of possible responses.

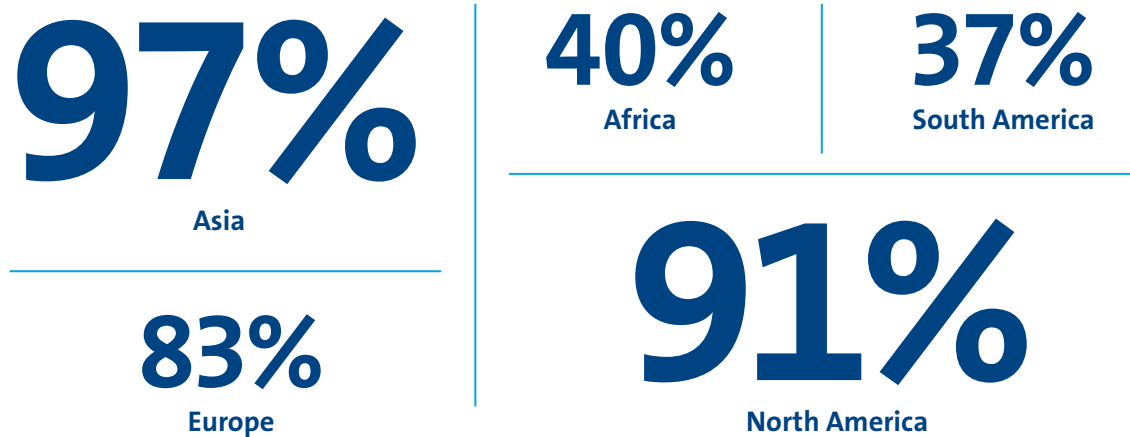
These could include reduced volume allocation, more frequent or intensive audits, or, if necessary, the potential termination of the business relationship. As part of its strategic roadmap, clear targets for the Supply Chain and Raw Materials workstream were defined to guide responsible sourcing practices. The newly launched Supplier Collaboration Program for Sustainability engages selected key partners, marking the beginning of a structured dialogue to align sustainability ambitions across the value chain. In parallel, Freudenberg Performance Materials initiated preparations to assess the Carbon Maturity Level of tier 1 raw material supplier, aiming to drive low-carbon transformation and transparency upstream.

### Environmental impact

Number of suppliers assessed

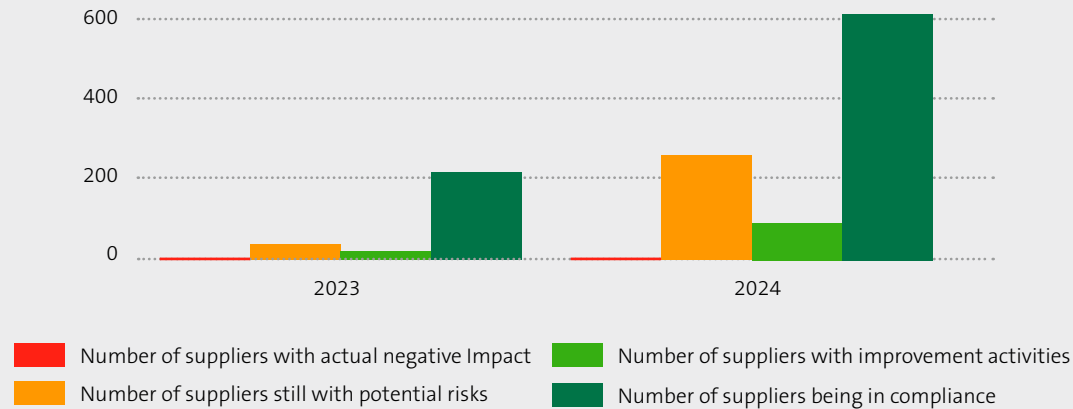






### % of Local Supplier spend by Freudenberg Performance Materials

#### Number of suppliers with Significant Environmental Impact and Agreed Improvements



## RESULTS AND FURTHER ACTIONS

In 2024, Freudenberg Performance Materials strengthened its sustainable procurement framework through the successful rollout of its Supplier ESG Risk Assessment, covering over 15,600 suppliers via the external partner platform. Freudenberg Performance Materials significantly advanced its sustainable procurement practices in 2024 by assessing **890 suppliers for environmental impacts**, more than tripling the number from 2023. **Improvement measures were agreed with 104 of these suppliers**, representing **39% of those flagged**, while all compliant suppliers totaled 620. In consequence, we are intensifying discussions with those 270 suppliers assessed but not taking actions yet. In parallel, Freudenberg Performance Materials also assessed **853 suppliers for social impacts** in 2024, reflecting a growing emphasis on ethical, labor, and human rights considerations across global operations. For suppliers classified with medium to high risks, preventive actions were recommended (e.g. requesting certifications, improvement plans, third-party audits). Out of the 853 suppliers, Freudenberg Performance Materials also monitored the extent of procurement of **raw materials, packaging, and merchandise** from local suppliers across its main operating regions. In this context, local refers to suppliers within the same operating region.

These figures highlight Freudenberg Performance Materials' strong regional sourcing in Europe, Asia and North America, while also reflecting potential for increasing local supplier engagement in other regions as well. As a result, regionalized inbound supply chains now already account for an outstanding 85% of Freudenberg Performance Materials' total procured volume, demonstrating our commitment to resilient, lower-emission, and locally-engaged sourcing.



**SITE CERTIFICATION  
GOVERNANCE AND SUPPLY CHAIN**



## OUR TARGET

At Freudenberg Performance Materials, maintaining robust environmental and occupational safety standards is central to our sustainability strategy. Certification to internationally recognized standards, verified through third-party audits, ensures that our sites meet high benchmarks in health, safety, and environmental (HSE) management while driving continuous improvement across our global operations.

**Our key goal is to achieve 85% certification of production sites under ISO 14001 (Environmental Management) and ISO 45001 (Occupational Health & Safety) by 2025 and reach 90 % by 2026.** Expanding certification coverage to additional ISO standards such as ISO 9001, ISO 50001, ISO 13485, and IATF 16949 is part of an integrated sustainability and quality management strategy.



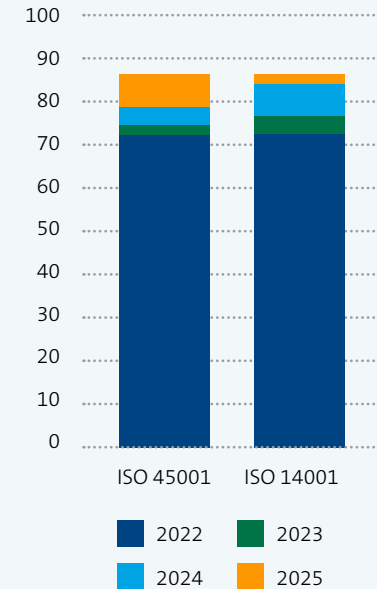
## OUR APPROACH

To ensure uniformity and quality across all production facilities, Freudenberg Performance Materials launched the "One Certification Body" initiative in 2024. This program focuses primarily on ISO 14001 (Environmental Management) and ISO 45001 (Occupational Health & Safety), while also laying the groundwork for ISO 9001 (Quality Management), as well as for certifications under ISO 50001 (Energy Management), ISO 13485 (Medical Devices), and IATF 16949 (Automotive Quality). The initiative is supported by the development of a unified HSE Management Handbook, complemented by ISO-specific appendices tailored to Freudenberg Performance Materials operations. During site audits, HSE assessments are now aligned with the certification requirements to support calibration, performance evaluation, and compliance.

## RESULTS AND FURTHER ACTIONS

As of 2024, 82% of Freudenberg Performance Materials production sites (27 of 33) are certified to the ISO 14001 standard and 79% to the ISO 45001 standard. Furthermore, 36% of production sites are certified to the ISO 50001 and 100% to the ISO 9001 and/or IATF 13485. This marks a substantial increase over previous years, up from 72% in 2022 and 76% in 2023, highlighting our ongoing commitment to implementing systematic and accountable environmental and safety practices across our network. Due to acquisitions, achieving 100% certification across all sites may not be fully attainable; however, we are driving acquired sites to achieve compliance with ISO 14001 and ISO 45001 within two years post-acquisition to ensure continued progress toward our sustainability goals.

Certification status globally







## **RISK MANAGEMENT GOVERNANCE AND SUPPLY CHAIN**



## OUR TARGET

Freudenberg Performance Materials defines risks as all future developments, events or actions that could have a negative effect on the targets and strategies of the company. The objective of the Freudenberg Performance Materials risk management approach is to systematically identify, evaluate, manage and mitigate significant risks that could negatively affect the company's business continuity, financial performance, sustainability objectives, or stakeholder trust – particularly those with a potential damage threshold above €1 million.

## OUR APPROACH

Freudenberg Performance Materials operates a **decentralized risk management** system aligned with Freudenberg Group policies. In 2024, a comprehensive risk assessment was conducted involving 21 designated Risk Owners, including eight Divisional General Managers and 13 Corporate Function leaders. This was aligned with the newly established global organizational structure. The low, medium, and high thresholds were established by assessing potential effects on operating expenses, profitability, anti-corruption, rising raw material costs, and supply chain disruptions. Mitigating measures included crisis management strategies, cash and cost control, supply chain resilience, talent retention programs, and cybersecurity improvements.

Scenario planning and data-driven forecasting tools supported decision-making, while risk evaluations defined both short-term operational responses and long-term strategy development. The risk management strategy is derived from the Freudenberg Group's overall business strategy and is continuously refined.

### Qualified risks in the risk management 2024

#### Regulatory and political risks

Political instability  
Political unrest  
Political embargos

#### Operational risks associated with products & services

Business interruptions  
(incl. production interruption)  
Material price development  
Procurement risks  
Dependence on suppliers

#### Macroeconomic risks

Overall global macroeconomic condition  
Overall macroeconomic condition in Asia  
Overall macroeconomic condition in Europe

#### Competition

Competition in markets  
(e.g. general industry)

#### Elementary risks

Fire  
Flooding (new)

#### HR risks

Staff shortages  
Inability to attract, develop and retain talents

#### Strategic risks

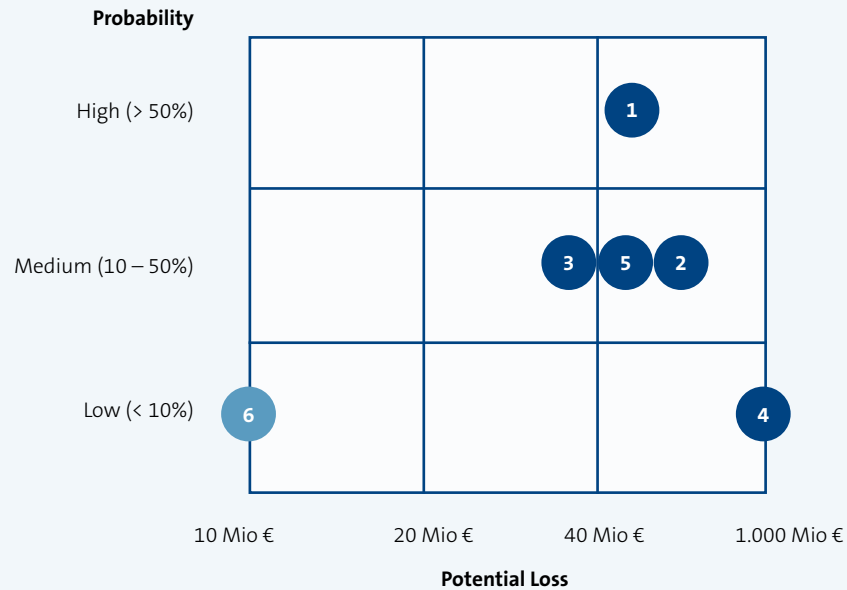
Dependence on customers  
Dependence on suppliers

#### Information security risks

Information security risks in general  
Loss of availability-limitation or unavailability  
of data access



## Risk evaluation > 10 Million Euro



### 5 Risks > 15 mill €:

- 1 Pandemic, global diseases
- 2 Sales decrease / Slow down of economy
- 3 ISMS / IT security
- 4 Violation of Anti Trust law
- 5 Political instability

### 1 Risks 10 - ≤15 mill €:

- 6 Product Liability

## RESULTS AND FURTHER ACTIONS

In 2024, a total of **105 risks were classified across 14 chapters**, including 8 unique risk areas. Risks are assessed not only for their financial effects but also for their **reputational and regulatory consequences**, enabling a holistic view across operational and strategic dimensions. Compared to the 2023 risk assessment, where 28 risks were qualified including six confirmed as 'Top Risks' (e.g. major site damage, procurement risks), the number decreased to 18 qualified risks in 2024.

In 2024, the Freudenberg Performance Materials Board again identified six top risks with a potential loss  $\geq 10$  million €, as highlighted in the risk inventory assessment, including pandemic/global diseases, Information Security and Management (ISMS)/IT security, and product liability. However, new challenges such as flooding, macroeconomic risks as well as geopolitical instability have emerged, underscoring the need for ongoing resilience strategies.

These changes reflect a more resilient risk environment, supported by proactive mitigation and monitoring. To further strengthen resilience, a continued focus on emerging environmental and geopolitical risks, as well as maintaining agility in supply chain and talent strategies is recommended.





A close-up photograph showing several hands of different skin tones working together to assemble large, colorful plastic gears. The gears are in shades of yellow, orange, red, teal, and blue. The hands are positioned around the gears, some holding them in place while others are in the process of fitting them together. The background is dark and out of focus, emphasizing the hands and the gears.

# 6.

OUTLOOK

# **WORKING TOGETHER FOR A BETTER FUTURE**



Having so many talented and engaged colleagues at Freudenberg Performance Materials who are dedicated to the company, our planet and the people, the journey towards Freudenberg Performance Materials 2030 & beyond will be constructive and successful.

Freudenberg Performance Materials made substantial progress in 2024 in becoming a more resilient, efficient, innovative, diverse, ethical and sustainable company that provides exceptional support to its customers and partners along the value chain. Nevertheless, we acknowledge that we still have a long journey ahead of us and the challenge is to not lose focus, grip and commitment at all levels, given the difficult economic conditions.

Having so many talented and engaged colleagues at Freudenberg Performance Materials who are dedicated to the company, our planet and the people, the journey towards Freudenberg Performance Materials 2030 & beyond will be constructive and successful.

For 2025, we can already see some positive signals regarding the energy, emissions and waste KPIs. The trends for 2025, as indicated in the chapters on energy, emissions and waste, give an indication of current expectations regarding further development. However, in light of the unstable economic and political situation in a volatile, uncertain and ambiguous world, it will still be a challenge to meet all the targets set for 2025.

We look forward to your constructive feedback on where Freudenberg Performance Materials can improve as a sustainable partner for you as our customer, supplier or partner in the value chain.

## FORWARD LOOKING STATEMENT

This report contains forward-looking statements reflecting Freudenberg Performance Materials' current intentions, expectations, and assumptions regarding future performance, sustainability initiatives, and strategic goals.

Words such as “aim,” “intend,” “expect,” “plan,” “believe,” and similar expressions are used to identify such statements. These statements are based on information available at the time of publication and reflect Freudenberg Performance Materials' good-faith expectations. However, actual outcomes may differ materially due to various risks, uncertainties, and external factors, including changes in regulations, market dynamics, and technological developments. Freudenberg Performance Materials does not undertake any obligation to revise or update forward-looking statements except as required by law.

## THANKS

**This is Freudenberg Performance Materials' first sustainability report, and it has been a very intense endeavor. But it has also been a project shaped by real teamwork from a large number of dedicated colleagues within Freudenberg Performance Materials. We would therefore like to say a special thank you to**

*Dr. Andreas Raps, John McNabb, Ismet Kutay, Soumya Verma, Martin Musselmann, Gina Precup, Dr. Klaus I. Wagner, Nico Münter, Elham Mehripashaki, Angelika Lämmle, Ingeborg Heiler, Katrin Böttcher, Polina Deko, Sabine Duttonhofer, Albert Hammerschmied, Rainer Riedmüller, Rodolfo Richter, Nathalie Walter, Jens Zillmann, Lorenzo Sala, Annalena Wahlig, Alexandra Petrar*





# 7.

## APPENDIX





GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosure 2021	2-1 Organizational details	2. Facts & Figures > Organizational Profile
	2-2 Entities included in the organization's sustainability reporting	2. Facts & Figures > Core Business Segments
	2-3 Reporting period, frequency and contact point	2. Facts & Figures > About This Report
	2-6 Activities, value chain and other business relationships	2. Facts & Figures > Organizational Profile
	2-7 Employees	2. Facts & Figures > Organizational Profile
	2-9 Governance structure and composition	3. Strategy & Governance > Governance Structure
	2-12 Role of the highest governance body in overseeing the management of impacts	3. Strategy & Governance > Governance Structure
	2-13 Delegation of responsibility for managing impacts	3. Strategy & Governance > Governance Structure
	2-14 Role of the highest governance body in sustainability reporting	3. Strategy & Governance > Governance Structure
	2-16 Communication of critical concerns	3. Sustainability Strategy & Governance > Governance Structure
	2-17 Collective knowledge of the highest governance body	3. Sustainability Strategy & Governance > Governance Structure
	2-22 Statement on sustainable development strategy	1. Introduction > Message from the CEO
	2-23 Policy commitments	5. Governance > Compliance & Integrity> ESG Data> Governance & Supply Chain > Sustainable Procurement
	2-24 Embedding policy commitments	5. Governance > Compliance & Integrity ESG Data> Governance & Supply Chain > Sustainable Procurement
	2-25 Processes to remediate negative impacts	Outlined in the "Our Approach" section to each topic
	2-26 Mechanisms for seeking advice and raising concerns	5. Governance > Compliance & Integrity
	2-27 Compliance with laws and regulations	5. Governance > Compliance & Integrity
	2-28 Membership associations	3.Sustainability Strategy & Governance> Sustainability as Part of Corporate Responsibility
	2-29 Approach to stakeholder engagement	3.Sustainability Strategy & Governance> Stakeholder Engagement

GRI STANDARD	DISCLOSURE	LOCATION
GRI 3: Material Topics 2021	3-2 List of material topics	4. Important Topics & ESG Focus
	3-3 Management of material topics	In each specific ESG topic
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Sales value mentioned
	201-2 Financial implications and other risks and opportunities due to climate change	5. ESG Data> Environment > Energy Efficiency & Climate Action
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	5. ESG Data> Governance & Supply Chain > Sustainable Procurement
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	5. ESG Data> Compliance & Integrity
GRI 302: Energy 2016	302-1 Energy consumption within the organization	5. ESG Data> Environment > Energy Efficiency & Climate Action
	302-3 Energy intensity	
	302-4 Reduction of energy consumption	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	5. ESG Data> Environment > Scope 1 & 2 Emissions Reduction
	305-2 Energy indirect (Scope 2) GHG emissions	
	305-3 Other indirect (Scope 3) GHG emissions	
	305-4 GHG emissions intensity	
	305-5 Reduction of GHG emissions	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	5. ESG Data> Environment > Waste
	306-2 Management of significant waste-related impacts	
	306-3 Waste generated	
	306-4 Waste diverted from disposal	
	306-5 Waste directed to disposal	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	5. ESG Data> Governance & Supply Chain> Sustainable Procurement
	308-2 Negative environmental impacts in the supply chain and actions taken	



GRI STANDARD	DISCLOSURE	LOCATION
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	5. ESG Data> Employment & Labor Management
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	5. ESG Data> Employment & Labor Management
	401-3 Parental leave	5. ESG Data> Employment & Labor Management
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	5. ESG Data> Employment & Labor Management
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	5. ESG Data> Social > Occupational Health and Safety
	403-2 Hazard identification, risk assessment, and incident investigation	
	403-3 Occupational health services	
	403-4 Worker participation, consultation, and communication on occupational health and safety	
	403-5 Worker training on occupational health and safety	
	403-6 Promotion of worker health	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
	403-8 Workers covered by an occupational health and safety management system	
	403-9 Work-related injuries	
	403-10 Work-related ill health	

GRI STANDARD	DISCLOSURE	LOCATION
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	5. ESG Data> Training & Education
	404-2 Programs for upgrading employee skills and transition assistance programs	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	5. ESG Data> Diversity & Inclusion
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	5. ESG Data> Diversity & Inclusion
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	5. ESG Data> Ethical & Responsible Work Environment
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	5. ESG Data> Ethical & Responsible Work Environment
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	5. ESG Data> Governance & Supply Chain> Sustainable Procurement



Editorial Information

Freudenberg Performance Materials Holding GmbH  
Höhnerweg 2-4  
69469 Weinheim  
Germany

[info@freudenberg-pm.com](mailto:info@freudenberg-pm.com)  
[www.freudenberg-pm.com](http://www.freudenberg-pm.com)

August 2025