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CSR PROGRESS REPORT

2025

CSR Report 25

Since the company was founded in 1898, sustainability has been an integral part of our corporate social responsibility. For example, even the first machines were powered by electricity generated from hydropower. In the social sphere as well, we set sustainable standards as early as the first years of the 20th century by establishing our own company-run kindergarten and an employee representative body—standards that were further expanded in the years that followed. We are pleased to present the current status to you in this report.

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1. Foreword

Foreword from Management

Dear Readers,
Dear Business Partners,

in an increasingly complex and challenging world, responsible and sustainable business practices are more important than ever for companies today. At ARNOLD UMFORMTECHNIK, we take our responsibility seriously—toward the environment, our employees, our customers, and future generations.

For us, sustainability is not a short-term trend, but has always been an integral part of our corporate social responsibility and our corporate philosophy. This approach has shaped our actions for over 125 years. ARNOLD set social and environmental standards early on—from the use of renewable energy to the establishment of a company-run daycare center.

Today, we approach sustainability systematically and strategically across the entire value chain. Our climate protection measures are assessed annually based on data and evaluated according to international standards. Through our participation in platforms such as EcoVadis, CDP, and IntegrityNext, we ensure transparency regarding our sustainability performance. In addition, we use established tools such as the SAQ 5 as part of the NQC initiative to transparently assess and further develop requirements throughout our supply chain.

A central component of our climate strategy is the continuous reduction of our emissions. Using our CO_2 calculator, we track the product-specific carbon footprint, thereby creating transparency and concrete approaches to reducing emissions.

By signing the Climate Protection Agreement effective January 1, 2025, and setting our goal to achieve net-zero emissions by 2040, we are consistently aligning our actions with the future.



From left to right: Dirk Döllner (CEO), Mario Metzger (CMO), Lukas Schmieg (COO Functional Components), Thorsten Lienhardt-Schuster (COO Fastening Systems), Bernd Weidner (COO Fastening Solutions)

FINANCIAL
ECOLOGICAL
SOCIAL

This report provides insight into our progress and shows how we at ARNOLD combine environmental, economic, and social responsibility to develop sustainable solutions.

We sincerely thank you for your interest and for joining us on this journey.

2. About Us

Product and Service Portfolio

ARNOLD—this name is internationally recognized as a symbol of efficient and sustainable fastening systems of the highest quality.

ARNOLD UMFORMTECHNIK: About Us

Drawing on many years of expertise in the production of smart fasteners and highly complex extruded parts, ARNOLD UMFORMTECHNIK has evolved in recent years into a comprehensive provider and development partner for complex fastening systems.
ARNOLD sets particularly high standards in sustainable product and service development. Combined with the modern ARNOLD production system, this results in high-tech solutions for the fastening technology of tomorrow. This enables continuous growth in all areas of the mobility market as well as in related markets such as the electrical industry. As a globally active company, ARNOLD has subsidiaries in France as well as sister companies in China and the United States. In addition, sales offices in Mexico, Austria, Poland, Romania, Sweden, Spain, South Korea, the Czech Republic, and Hungary ensure the international availability of ARNOLD products and services.
Quality, reliability, and long-term customer satisfaction are the cornerstones of the company's philosophy. To meet these standards, ARNOLD relies on a comprehensive quality management system: Certifications to DIN EN ISO 9001, IATF 16949, ISO 45001, ISO 50001, ISO 14001, CQI-9, and CQI-11 are established standards within the company.
Today, ARNOLD ranks among the world's leading manufacturers of high-quality fasteners, cold extruded parts, and processing technology. The company owes this status above all to the innovative strength and dedication of its 1,455 employees (as of 2025), who take on the challenges of the global market day after day and translate them into complex fastening technology and customer-oriented, intelligent services with great commitment.

Materiality Principle

With this report, we document our sustainability activities in accordance with our CSR guidelines. The report follows the materiality principle. It contains all the information necessary to understand our company's sustainability performance and reflects the significant economic, environmental, and social impacts of our company.

Language Used in This Report

In accordance with our Corporate Social Responsibility Guidelines, we oppose all forms of discrimination and are committed to using forward-looking language that is inclusive of all genders.


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Historical development as a timeline

1898

Sustainable start-up
The first ARNOLD factory uses hydropower to drive the machine – an early use of renewable energies. At the same time, social responsibility is put into practice: works council and daycare center are introduced.

1994

Joining the Würth Group
ARNOLD becomes part of the Würth Group, which enables the strategic expansion of sustainability within the Group.

2014

Membership in the WIN Charter
ARNOLD becomes a founding member of the Economic Initiative Sustainability (WIN) of the state of Baden-Württemberg. Commitment to 12 principles of sustainable corporate governance with annual reporting.

2015

Signing of the Diversity Charter
Commitment to diversity in the company and commitment to equal opportunities and diversity.

2016

Founding of the ARNOLD GROUP with "BlueFastening Systems"
Integration of sustainability into all corporate processes under the new strategic orientation and definition of CSR guidelines.

2021

Introduction of CO_2 balancing
Annual survey of emissions in accordance with the Greenhouse Gas Protocol (Scope 1-3).
Start of the first systematic reduction measures in production.

2023

Strengthening social Sustainability & Energy Efficiency
Presentation of the familyNET 4.0 Award for Official commitment to family-friendly working models. Construction of e-mobility infrastructure, use of recycled materials, introduction of a Employee app.

2024

Launch of the ACO_2 Save initiative
A strategic framework for CO_2 reduction over the entire life cycle of a product. ACO_2 Calis used for evaluation of the Product Carbon Footprint in the design phase.

2025

Signing of the Climate Change Baden-Württemberg agreement
Official commitment to climate neutrality by 2040. 10-year plan with concrete measures.

2040

Target year of climate neutrality
Until then, ARNOLD is to operate as a net-zero company: with CO_2 avoidance, reduction and, where necessary, compensation – including in the supply chain.

3. Guidelines

Our Corporate Social Responsibilty Principles

We are proud to have co-founded the Sustainability Business Initiative (WIN Charter) in 2014 as a first signatory. By signing the WIN Charter, we are committed to our economic, ecological and social responsibility. We also identify with the region in which we operate.

Human Rights, Social and Employee Concerns

Principle 01 – Human and employee rights: "*We respect and protect human and employee rights, secure and promote equal opportunities and prevent any form of discrimination and exploitation in all our business processes.*"

Principle 02 – Employee well-being: "*We respect, protect and promote the well-being and interests of our employees.*"

Principle 03 – Stakeholder groups: "*We take into account and observe all stakeholder groups and their interests in litigation.*"

Environmental concerns

Principle 04 – Resources: "*We increase resource efficiency, increase raw material productivity and reduce the use of natural resources.*"

Principle 05 – Energy and emissions: "*We use renewable energies, increase energy efficiency and reduce greenhouse gas emissions in line with the target or offset them in a climate-neutral manner.*"

Principle 06 – Product responsibility: "*We take responsibility for our services and products by examining the sustainability of the value creation process and the product cycle and creating transparency in this regard.*"

Economic added value

Principle 07 – Corporate success and jobs: "*We ensure the long-term success of the company and offer jobs in the region.*"

Principle 08 – Sustainable innovations: "*We promote innovations for products and services that increase sustainability and underline the innovation potential of Baden-Württemberg's economy.*"

Sustainable and fair finance, anti-corruption

Principle 09 – Financial decisions: "*We act in the spirit of sustainability, especially in the context of financial decisions.*"

Principle 10 – Anti-corruption: "*We prevent, expose and sanction corruption.*"

Regional added value

Principle 11 – Regional added value: "*We generate added value for the region in which we operate.*"

Principle 12 – Incentives to rethink: "*We provide incentives to rethink and act at all levels of the company and involve both our employees and all other stakeholders in an ongoing process to increase corporate sustainability.*"

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Initiatives and reporting – Our sustainability activities in other formats

Secaro	Management and monitoring of climate protection measures.
EcoVadis	The EcoVadis sustainability rating is a comprehensive assessment of a company's sustainability performance within global supply chains.
CDP Report	The Carbon Disclosure Project (CDP) is a nonprofit organization that collects and analyzes data on harmful environmental impacts on an annual basis.
UN Global Compact	Strategic sustainability reporting for companies operating internationally. Based on the United Nations Principles for Sustainable Development.
ESRS	The European Sustainability Reporting Standards (ESRS) specify the sustainability information that companies must report on environmental, social, and governance (ESG) issues under the CSRD.
KLIMAWIN	KlimaWIN is an initiative of the state of Baden-Württemberg aimed at promoting effective climate protection measures in companies through voluntary climate protection agreements with specific reduction targets.
Supplier-Assurance	Supplier Assurance helps companies systematically evaluate suppliers in terms of quality, sustainability, compliance, and risk management; monitor requirements; and ensure adherence to defined standards throughout the supply chain.
CSRD- Reporting	The Corporate Sustainability Reporting Directive (CSRD) is an EU directive on standardized sustainability reporting by companies. It requires companies to report transparently on their environmental, social, and governance impacts.

Commitment to the ten principles of the UN Global Compact

In 2021, ARNOLD signed the Ten Principles of the United Nations Global Compact. In line with our corporate responsibility as a globally active company, we consider it our duty to extend our sustainability policy to an international level.

We are committed to supporting and improving human rights and labor standards, protecting the environment, and combating corruption within the company and for other stakeholders.

In line with our commitment to the Charter of the Business Initiative for Sustainability and the UN Global Compact, ARNOLD integrates these principles, as well as the WIN Guidelines, into our corporate strategy, corporate culture, and day-to-day operations. At ARNOLD, sustainable business practices in this context mean that the social, environmental, and economic footprints left by the company and all its employees in the course of their work are in harmony with one another and thus contribute to securing the long-term future—and have done so for more than 125 years.

1. Protection of international human rights
2. Prevention of human rights violations
3. Recognition of the right to collective bargaining
4. Elimination of all forms of forced labour
5. Abolition of child labour
6. Elimination of discrimination in employment and employment
7. Implementation of the precautionary principle to avoid environmental problems
8. Taking initiatives to promote environmental awareness
9. Development and dissemination of environmentally friendly technologies
10. Combating all forms of corruption, extortion and bribery

WE SUPPORT

The United Nations Global Compact is a global initiative for corporate sustainability. Ten universal principles, the Sustainable Development Goals, serve as the foundation – to ultimately achieve a sustainable global economy.

Sustainable Development Goals

The 2030 Agenda for Sustainable Development

In September 2015, the 2030 Agenda for Sustainable Development was adopted by the heads of state and government of all member states. With the 2030 Agenda, the international community is pursuing the goal of jointly addressing global challenges such as poverty and hunger, climate change and biodiversity loss, and of shaping global development sustainably.

At the heart of the agenda are the 17 Sustainable Development Goals (SDGs). With the SDGs, internationally recognised development goals are based on all three dimensions of sustainability for the first time: ecological, social and economic. The goals themselves can be considered independently of each other and in combination.

Our guiding principles can be very well assigned to these 17 goals.

Reference to CSRD reporting obligation
The performance data collected as part of our sustainability management is transmitted by ARNOLD to the Würth Group. On this basis, the Würth Group prepares the CSRD-compliant Sustainability Report, which is then audited by an independent auditor.

Source: SDGs-UN Sustainable Development Goals Case Law Dossier: 1S. 2, 2S. 2 (BAN-KI MOON)

"We can be the first generation to succeed in eradicating poverty, just as we could be the last to have the chance to save our planet."[2]

SUSTAINABLE DEVELOPMENT GOALS

Commitment to SDGs

		SDG 1 No poverty	SDG 2 No hunger	SDG 3 Health and well-being	SDG 4 High-quality education	SDG 5 Gender Equality	SDG 6 Clean water and sanitation	SDG 7 Affordable and clean energy	SDG 8 Decent Work & Economic Growth	SDG 9 Industry, innovation and infrastructure	SDG 10 Reduced inequalities	SDG 11 Sustainable cities and communities	SDG 12 Responsible. Consumption & Production Patterns	SDG 13 Climate protection measures	SDG 14 Life under water	SDG 15 Life on land	SDG 16 Peace, justice and strong institutions	SDG 17 Partnerships to achieve the goals
Principle 1	Rights of people and employees					■	■		■		■							
Principle 2	Employee well-being			■	■													
Principle 3	Stakeholder groups																■	
Principle 4	Resources		■				■						■			■		
Principle 5	Energy and emissions							■					■	■				
Principle 6	Product stewardship						■						■			■		
Principle 7	Corporate Success & Jobs								■		■							
Principle 8	Sustainable innovation								■	■								
Principle 9	Financial decisions								■							■		■
Principle 10	Anti-corruption																■	
Principle 11	Regional added value								■									■
Principle 12	Incentives to rethink				■								■	■				■

■ Strong correlation
■ Correlation
■ Potential correlation

Figure[3]

Source: Guiding principle dossier SDGs-UN Sustainable Development Goals: [1]S. 2, [2]S. 2 (BAN-KI MOON), [3]S. 4

Strategic Climate Protection Partnership

In January 2025, ARNOLD UMFORMTECHNIK signed a voluntary climate protection agreement with the Baden-Württemberg Ministry of the Environment. As a member of the Baden-Württemberg Climate Alliance, ARNOLD is thus officially committed to active participation in the state's climate goals and makes a transparent, verifiable contribution to CO_2 reduction. This partnership is an expression of our long-standing self-image: to live sustainability strategically and to continuously expand it.



What is Climate Alliance BW?

The Climate Alliance is an initiative of the state government to promote corporate climate protection. Companies that join voluntarily draw up a carbon footprint and an individual action plan to reduce emissions. The goal is to jointly achieve climate neutrality in Baden-Württemberg by 2040 at the latest.

Our commitment – what the agreement means in concrete terms

By signing the agreement, ARNOLD commits itself to implementing concrete steps to reduce corporate emissions over the next ten years. The agreement includes:

- Preparation of a comprehensive operational **CO_2 sheet**
- Development of a science-based **action plan** for emission reduction
- Annual **progress reports** documenting the climate change contribution
- Our vision: **Climate neutrality by 2040 at the latest**

This commitment is based on established standards, such as the Greenhouse Gas Protocol, and complements the measures already anchored in the ARNOLD sustainability strategy.

Joining Climate Alliance is a logical step on our path to continuous improvement. ARNOLD is already relying on resource-saving processes such as cold forming, which can save up to 45 % CO_2 compared to machining. The use of renewable energies, especially from our own hydropower plant, is also an integral part of our energy and environmental management system in accordance with ISO 50001.

The structures established within the framework of the WIN Charter and the EcoVadis rating already provide us with a reliable basis for effective climate protection measures. With the new agreement, we are now creating additional transparency and commitment.

> "The Baden-Württemberg Climate Protection Agreement is a further step for ARNOLD to assume its responsibility towards the environment and society"
>
> *Bernd Weidner, COO ARNOLD UMFORMTECHNIK.*
> *Excerpt from the press release, January 2025*



4. CSR Development 2025

Three dimensions, one goal

Sustainability in the context of corporate social responsibility is not just a trend for ARNOLD, but a lived reality – for over 125 years. Our actions are based on a holistic understanding of responsibility: economic, ecological and social. These three pillars form the foundation of our sustainability strategy and are reflected in numerous projects, partnerships and investments. With innovative technologies, entrepreneurial foresight and the commitment of our employees, we are actively shaping a future worth living in – for our region and far beyond.



Economic – Sustainable success through innovation

For us, sustainability also means economic stability and innovative strength. We focus on long-term perspectives, technological advancement, and responsible corporate governance. This is how we create lasting value—for our customers, partners, and employees.



Ecological – the future needs environmental awareness

We take responsibility for the preservation of our natural resources. ARNOLD focuses on resource conservation, energy efficiency and environmentally friendly processes. In doing so, we consider environmental aspects along our entire value chain and continuously work to minimize our ecological impact.



Social responsibility for people

People are at the heart of everything we do – both internally and externally. We promote an open corporate culture, create fair and sustainable working conditions, and are actively involved in our region. Diversity, participation, and mutual respect characterize the way we work together at ARNOLD.


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Guiding principle: Resources

"We increase resource efficiency, increase reduce the productivity of raw materials and reduce the use of natural resources."



Project: ARNOLD's environmental management system was consistently further developed and systematically managed during the reporting year.

The goal is to continuously increase resource efficiency, reduce environmental impacts, and ensure robust governance for all environmentally relevant processes. This is based on the established management systems in accordance with ISO 14001 and ISO 45001, whose requirements were once again fully met during the reporting year.

Implementation period:
Reporting year 2025

SDG 6
Clean water and sanitation

SDG 12
Responsible consumption and production patterns

SDG 13
Climate protection measures

ECOLOGICAL

Description

1. Further Development of the Integrated Environmental Management System
The environmental management system was reviewed, maintained, and further expanded across all sites. The focus was on internal audits, reviewing existing environmental goals, and ensuring external certification.

2. Systematic Management of Targets and Key Performance Indicators
To enhance transparency, all environmentally relevant key performance indicators were monitored monthly, and site-specific targets were set. The results were published internally at each site. Particular emphasis was placed on energy, water, and resource efficiency.

3. External Certification & Compliance
During the reporting year, the company was successfully audited by external auditors. Compliance with the standards of ISO 14001 and ISO 45001 was fully confirmed.

4. Modernization of the Legal Registry
The digital legal registry was comprehensively revised. It now covers a significantly broader range of legal requirements and provides greater transparency as well as improved management capabilities in environmental law.

5. Contribution to Sustainability & Governance
Environmental management was closely integrated into the company's sustainability framework. This included, among other things:

- Participation in the sustainability team
- Support for data collection for GRI reporting
- Publication of a company-wide policy on the environment, occupational safety, and human rights

Overview of Environmental Performance

The development of environmental indicators was documented on a monthly basis. Overall, there has been a positive trend in energy efficiency, while individual areas—such as water and compressed air—continue to be analyzed in depth and optimized.

This continuous data collection enables transparent, reliable management and forms an important foundation for the long-term environmental strategy.

Challenges

Key challenges during the reporting year included:

- Rising consumption of certain resources due to new technical equipment
- Complexity in implementing the expanded legal register
- Need for in-depth analysis of water and compressed air consumption

These challenges will be specifically addressed in the coming years.

Contribution to Sustainability Goals

The environmental management system strengthens the company's environmental responsibility in several ways:

- Systematic management of all significant environmental aspects
- A foundation for continuous improvement through transparent metrics
- Strengthening of governance through harmonized processes and guidelines
- Support for the goal of climate-conscious and resource-efficient production

OUTLOOK

Actions in 2026:

- Continuing education for environmental officers
- Updated internal training programs
- Integration of ISO 14001 processes into the Corporate Workflow Architecture (CWA)
- More in-depth life cycle assessments
- Further optimization of the environmental team to enhance management involvement

Project: Waste Management at All Locations

Implementation Period:
Reporting Year 2025

This topic is an integral part of the integrated environmental management system and is systematically managed through regular monitoring of key performance indicators, audits, and process improvements.

Description:

1. Systematic Management of Waste Streams
Waste generation was analyzed on a monthly basis—both in absolute terms and relative to production. Particular attention was paid to emulsions, used oil, and commercial waste, with a focus on reducing waste and separating waste fractions more efficiently.

2. Process Improvement
Improvements to waste disposal and collection systems were implemented at the sites. These included optimized workflows, improved documentation processes, and measures to raise employee awareness of proper waste separation and labeling.



SDG 6
Clean water and sanitation

SDG 12
Responsible consumption and production patterns

SDG 13
Climate protection measures

ECOLOGICAL

3. Internal Audits and Site Inspections
To ensure compliance with legal requirements, site-specific inspections with an audit character were conducted. Nonconformities, such as inadequate labeling or incorrect waste disposal, were documented and corrected immediately.

4. Legal Certainty & Compliance
All relevant legal requirements were reviewed (e.g., Used Oil Ordinance, Commercial Waste Ordinance, Circular Economy Act). The waste disposal plan was updated every six months, waste disposal contractor certificates were verified, and record-keeping was maintained without any identified deficiencies.

Trends in Waste Generation

Overall, total waste generation was slightly reduced. Individual sites showed positive trends, while plant-related increases were observed at other locations. In-depth analyses and appropriate countermeasures have already been initiated in these cases.

Challenges

Key challenges during the reporting year included:

- Rising volumes of emulsions in certain areas
- Process-related increases in waste generation at hardening plants
- Need for optimization in the labeling and purity of individual waste fractions

These issues are being specifically addressed to reduce future volumes and further standardize processes.

Contribution to Sustainability Goals

Waste management supports the company's sustainability strategy by:

- Reducing waste generation
- Strengthening operational resource efficiency
- Ensuring legally compliant disposal and documentation
- Promoting responsible handling of operating resources and material flows throughout the company

Continuity & Governance

This topic is firmly anchored in environmental management for the long term through:

- Semi-annual updates to the waste disposal plan
- Monthly updates to the communication system for standards and obligations
- Annual review of environmental goals

OUTLOOK

Planned steps for the coming year include:

- Optimizing waste labeling at individual locations
- Raising awareness about improper waste disposal
- Evaluating additional waste categories for more efficient or cost-effective disposal methods
- Expanding single-material collection to improve returns to suppliers
- Providing further training for the waste management officer

These activities help to further strengthen our environmental responsibility and continuously improve waste management processes.

SDG 6
Clean water and sanitation

SDG 12
Responsible consumption and production patterns

SDG 13
Climate protection measures



Project: Hazardous Substance Management at All Locations

The goal is to ensure the safe handling of hazardous substances, minimize health and environmental risks, and comply with legal requirements at all times. These measures are an integral part of the existing environmental and occupational safety management system and support responsible, risk-aware corporate governance.

Implementation Period:
Reporting Year 2025

Description

1. Systematic Review of Hazardous Substance Management
The existing system was systematically evaluated, further developed, and its effectiveness verified through regular inspections. This included, among other things, storage requirements, labeling, internal transport, and the availability of up-to-date safety data sheets.

ECOLOGICAL

2. Guided Workplace Inspections
Several inspections were conducted at all locations to verify compliance with legal requirements and internal standards. During these inspections, both known issues were addressed and new opportunities for improvement were identified.

3. Review of Key Safety and Compliance Elements
The inspections focused on, among other things: the safe storage and proper labeling of hazardous substances; compliance with relevant regulations (e.g., TRGS, ADR), the completeness and up-to-date status of training records and operating instructions, and the use of appropriate personal protective equipment.

4. Training and Documentation
Managers and employees received training on hazardous substances and dangerous goods. Documentation—e.g., training records and safety data sheets—was updated and systematically reviewed.

Objectives

Hazardous substance management pursues the following overarching objectives:

- Ensuring the legally compliant handling of hazardous substances
- Protecting employees, the environment, and facilities
- Consistent implementation and effectiveness monitoring of training
- Continuous improvement of internal processes

Challenges

During the reporting period, opportunities for optimization were identified, including:

- Isolated improvements to labeling
- Updating individual operating instructions
- A need for clearer PPE regulations in specific areas

These points have been noted and will be incorporated into further system improvements.

Contribution to Sustainability Goals

A structured hazardous substances management system makes a significant contribution to:

- Increased workplace safety
- Prevention of environmental and health risks
- Compliance with legal requirements and internal standards
- Strengthening of operational governance

As a result, this initiative directly contributes to sustainable and safe operational management.

Sustainability

The measures are firmly embedded in the management system for the long term, including through:

- regular workplace inspections
- systematic follow-up on outstanding measures
- documented and recurring training sessions
- integration into environmental and occupational safety management

OUTLOOK

Further steps are planned for the coming year, including:

- a review of all measures that have been implemented
- continuation of regular training sessions
- assessment of new facilities (e.g. electroplating) for compliance with hazardous substance requirements

These activities support the continuous improvement of hazardous substance management.

Guiding principle: Energy and emissions

"We use renewable energies, increase energy efficiency and reduce greenhouse gas emissions in line with our targets or offset them in a climate-neutral manner."

Project: Cross-site Further Development of the Energy Management System in Accordance with ISO 50001:2018

Implementation Period:
Reporting Year 2025

In 2025, we consistently further developed and more closely integrated our cross-site energy management system. The goal is not only to track energy consumption but also to actively manage and continuously optimize it—as a central component of our journey toward more climate-friendly production.

1. Development of Energy Key Figures for 2025

Dörzbach Site (DOE)

- Electricity consumption +16.81% to 157.45 kWh/t

Cause: Commissioning of the new hardening line, including peripheral equipment, and inclusion of construction-related electricity consumption.

- Heating energy +2% to 69.5 kWh/m²

Note: Heat recovery system in Hall 2 remains out of service.

- Compressed air +11.97% to 228.31 m³/t

Increase despite leak repairs, particularly in Halls 2 and 4; root cause analysis underway.

Ernsbach site (including Rauhbusch)

- Electricity consumption -3.2% to 366 kWh/t

Savings achieved through Eco-Stop and employee awareness campaigns (Energy Week, IdeePlus).

- Heating energy: -16.3% to 100 kWh/m²

Optimizations to the heating network, reduction of flow temperatures, separation of process and building systems.

- Compressed air: -2.1% to 280 m³/t

Leaks repaired; energy audits are showing results.



ECOLOGICAL

2. Systematic Measures & Governance

Description

The focus was on how to make energy flows more transparent and use them more efficiently. By expanding digital monitoring solutions such as GridVis, we can increasingly track consumption in real time and derive targeted measures. At the same time, we are driving forward the modernization of our infrastructure, integrating new equipment into energy-efficient systems, and further developing site-specific energy concepts.

Objective

In the long term, our goal is to continuously reduce our energy consumption, minimize peak loads, and significantly increase the share of renewable energy. At the same time, improved data transparency lays the foundation for informed decisions and sustainable management of our energy flows.

Challenges

This ongoing development is not without challenges: New facilities and increasing production capacities sometimes lead to higher energy demand, while technical optimizations take time to take full effect. This makes a holistic approach—one that combines technical measures, clear processes, and employee involvement—all the more important.

Contribution to Sustainability Goals

Our energy management system forms the foundation for systematically integrating energy efficiency into our processes and making progress measurable. At the same time, we actively contribute to reducing greenhouse gas emissions by expanding renewable energy sources and continuously optimizing our infrastructure.

Sustainability

We ensure long-term sustainability through integration into existing management systems, the continuous development of our energy strategies, and the expansion of data-driven analyses. In this way, we ensure that energy efficiency remains a permanent part of our daily decision-making.

SDG 7

Affordable, clean energy

SDG 12

Responsible consumption and production patterns

OUTLOOK

Going forward, we will continue to advance digitalization, expand renewable energy, and deploy new technologies to analyze and manage energy consumption in an even more targeted manner.

SDG 5

Gender Equality

SDG 8

Decent Work and Economic Growth

Project: Sustainable Fleet Development – E-Mobility as a Strategic Contribution to the Carbon Footprint

Implementation Period:
Ongoing initiative / 2025

With the clear goal of reducing operational CO_2 emissions while simultaneously increasing the appeal of mobility options for employees, ARNOLD has made significant progress in the area of **sustainable fleet development** by 2025.

"With fully electric vehicles accounting for around 40% of our fleet, we are demonstrating that we are successfully implementing concrete measures and combining environmental responsibility with sound business practices." Adrian Kraka, Fleet Management

Various measures were implemented to achieve both environmental and economic benefits—for employees, the company, and the environment.



ECOLOGICAL

Objectives

- **Decarbonization of the vehicle fleet** in line with the sustainability strategy
- **Promotion of e-mobility** through attractive offers and infrastructure
- **Reduction of internal combustion engine vehicles** in favor of fully electric alternatives
- **Raising employee awareness** of climate-friendly mobility
- **Power supply via in-house PV systems** to increase the share of self-generated electricity used for charging

Measures & Developments for 2025

- **By 2025, 40% of the fleet will already be fully electric**
- ↘ **2025: 107 out of a total of 263 vehicles** (approx. 27%) will be all-electric (compared to the previous year: 68 out of 249 vehicles = 27.3%)
- **Clear upward trend in e-mobility:** Number of electric vehicles nearly doubled compared to the previous year
- **Reduction in conventional internal combustion engine vehicles** from 171 (2024) to 156 (2025)
- **The Car Policy** has been expanded—employees now have a wider selection of electric models
- **Introduction of a fully electric trainee car** as a flagship project for young skilled workers
- **Gradual electrification of fleet vehicles** in sales, service, and administration
- **Wallbox hardware available free of charge** to employees to promote the use of personal electric vehicles
- **Charging power from the company's own PV system,** integrated into the sustainable energy concept

MEANING & IMPACT

With its comprehensive move into e-mobility, ARNOLD 2025 is sending a strong signal in favor of **climate-conscious corporate mobility**. The systematic overhaul of the vehicle fleet has a direct impact on the company's carbon footprint while also promoting acceptance of **sustainable forms of mobility** among the workforce.
The combination of incentive programs (e.g., free wall boxes), an expanded vehicle lineup, and in-house electricity generation from solar panels makes the transition tangible and practical—a clear example of sustainability in action in everyday work life.

Guiding principle: Business success and jobs

"We ensure the long-term success of the company and offer secure jobs"



Project: Corporate Success and Jobs – Shaping Growth Responsibly

Implementation Period:
2025

At ARNOLD, the guiding principle "Ensuring corporate success – creating jobs" is firmly anchored in the company's strategy. In 2025, the company will continue to implement targeted measures to combine economic stability with sustainable growth, technological advancement, and social responsibility.

A key focus is on consistent customer orientation and the expansion of international activities. Through new dialogue formats, targeted new business development, and the expansion of global markets, ARNOLD is strengthening its position as a reliable partner to the industry.

Objectives

- Long-term economic stability despite market fluctuations
- Sustainable growth through innovation, digitalization, and internationalization
- Securing and expanding jobs at all locations
- Strengthening customer focus and global competitiveness
  Training and professional development of employees

ECONOMICAL

Measures & Developments 2025

Economy & Investments

- Revenue 2025: approx. €276 million
- Investments 2025: €27.7 million
- Targeted investments in digitalization, automation, and future technologies
- Expansion of international markets, particularly North America
- Further development of strategic business areas and customer solutions
- New Surface Treatment Center (2024–2026): €24.0 million

Technology & Innovation

- Expansion of technological expertise in cold forming at the Rauhbusch site
- Further development of innovative joining technologies (e.g., iFast)
- Focus on future markets such as electromobility and electrical screw connections
- Close integration of development, simulation, and manufacturing to boost innovation

Sustainability & Infrastructure

- Construction of a new, energy-efficient electroplating plant to reduce emissions and resource consumption
- Use of modern water treatment and closed-loop systems
- Further development of material substitution and circular economy

MEANING & IMPACT

The initiatives undertaken in 2025 clearly demonstrate that ARNOLD consistently combines economic success with sustainable development and social responsibility. By investing in customer focus, technology, sustainability, and employees, the company is able to secure its long-term competitiveness while creating sustainable jobs.

ARNOLD does not view corporate success as an end in itself, but rather as the foundation for sustainable, responsible growth throughout the entire value chain.

- Planning of a new logistics center to strengthen supply security

Digitalization & the Workplace

- Expansion of automated and digitally networked production systems (“Fastener Intelligence”)
- Use of innovative technologies such as RemoteTechn for greater process reliability and efficiency
- Training of employees as part of the digital transformation
- Further development of modern work models and work environments

Training & Young Talent

- A total of 82 young professionals (including 14 DHBW students and 68 apprentices)
- Participation in 20 regional career fairs
- 235 high school students attended the ARNOLD Career Information Day for career orientation Collaborations with schools, DHBW Mosbach, and other universities

Jobs & Training

- Number of employees in 2025: approx. 1,455 (ARNOLD GROUP)
- Securing and expanding jobs through investment and growth
- Continuous professional development and skills building in production and administration
- Promoting interdisciplinary collaboration and a culture of innovation

Guiding principle: Product responsibility

> We take responsibility for our services and products by adapting the value creation process and product cycle for sustainability and creating transparency in this regard.



Project: Roadshow 2025 – Dialogue on Innovative Fastening Solutions

Implementation Period:
May 6–23, 2025

On-Site Customer Dialogue and Product Solutions

In 2025, ARNOLD held its first international roadshow under the title "European Innovation Tour – Fastening the Challenges of Tomorrow." The goal of the event series was to present innovative fastening solutions and the latest developments in fastening technology directly on-site to customers and partners and to jointly discuss future requirements.

The roadshow took place from May 6 to 23, 2025, and included stops in nine European countries. A total of 14 customer sites were visited. The events were primarily held directly at customer sites, thereby facilitating an in-depth technical exchange with users from the automotive and supplier industries.

During the tour, 491 contacts were established, including 174 qualified professional contacts who may be relevant for future projects and collaborations.

Presentation of Technologies and Applications

A central component of the roadshow was a mobile show truck that served as a platform for presentations and dialogue. Within this framework, ARNOLD presented current product solutions and technological deve-

ECONOMICAL

lopments. In addition, various product and application examples were exhibited, providing participants with practical insights into innovative joining technologies.

A special highlight of the roadshow was the presentation of an energy-efficient electric vehicle developed by students at the Technical University of Munich. This exhibit highlighted future challenges in mobility and served as a starting point for discussing requirements for modern joining technologies.

Discussion on Future Requirements

The events were supported by subject matter experts from various business units, sales staff, and representatives of senior management. Thanks to this interdisciplinary participation, participants' technical questions could be answered directly on-site, and potential solutions could be discussed collaboratively.

The roadshow was deliberately designed as a dialogue format. Presentations were tailored to the respective customer requirements and provided an opportunity to discuss specific applications as well as future developments in connection technology. This allowed both existing requirements to be clarified and new potential for future projects to be identified.

Contribution to Product Responsibility

With the roadshow, ARNOLD strengthened direct communication with users and development partners along the value chain. Personal dialogue makes it possible to understand requirements from various industries at an early stage and incorporate them into the further development of products and solutions.

In this way, the format helps to specifically align innovative joining solutions with future technical and sustainability-related requirements and to further develop them in collaboration with customers.



INFO

European Innovation Tour 2025

Dates: May 6–23, 2025

Tour duration: 16 days

Stops: 14 customer sites in 9 European countries

Participants & Contacts: 491 contacts in total & 174 qualified industry contacts

Dialogue & Exchange: Direct technical exchange with customers and development partners

SDG 9
Industry, Innovation, and Infrastructure

SDG 12
Responsible consumption and production patterns

SDG 13
Climate protection measures

Guiding principle: Sustainable innovations

"We promote innovations for products and services that increase sustainability underline the innovation potential of Baden-Württemberg's economy."

Project: Sustainable Product Innovation: Life Cycle Thinking in Fastening Technology

Sustainability is firmly embedded in product development at ARNOLD. Our goal is not to view technical innovations in isolation, but to assess their environmental and economic impact throughout their entire life cycle—from raw material extraction through production and use to repair and recycling.

Against the backdrop of global challenges such as climate change, resource scarcity, and increasing demands for a circular economy, we develop solutions that enable a measurable reduction in material use, energy consumption, and CO_2 emissions. One example of this approach is the further development of our Flowform® Plus technology.

Flowform® Plus: Resource Efficiency Throughout the Entire Life Cycle

Flowform® Plus is a thermomechanical joining process that enables single-sided processing without predrilling while simultaneously creating detachable joints. This not only reduces the number of process steps but also opens up new possibilities for reparability and recycling.

A key sustainability benefit lies in the ability to design smaller fasteners without compromising performance. This leads to a reduction in material usage and contributes to lowering CO_2 emissions during the use phase, particularly in the mobility sector.

Furthermore, the detachable connection enables an extended product lifespan as well as improved material recycling—a significant contribution in line with modern ecodesign requirements.

Life Cycle Analysis: Energy Efficiency in the Big Picture

The sustainability impact of joining technologies is particularly evident when all life cycle phases are considered holistically. A comparison between Flowform® and the established punch rivet illustrates this:

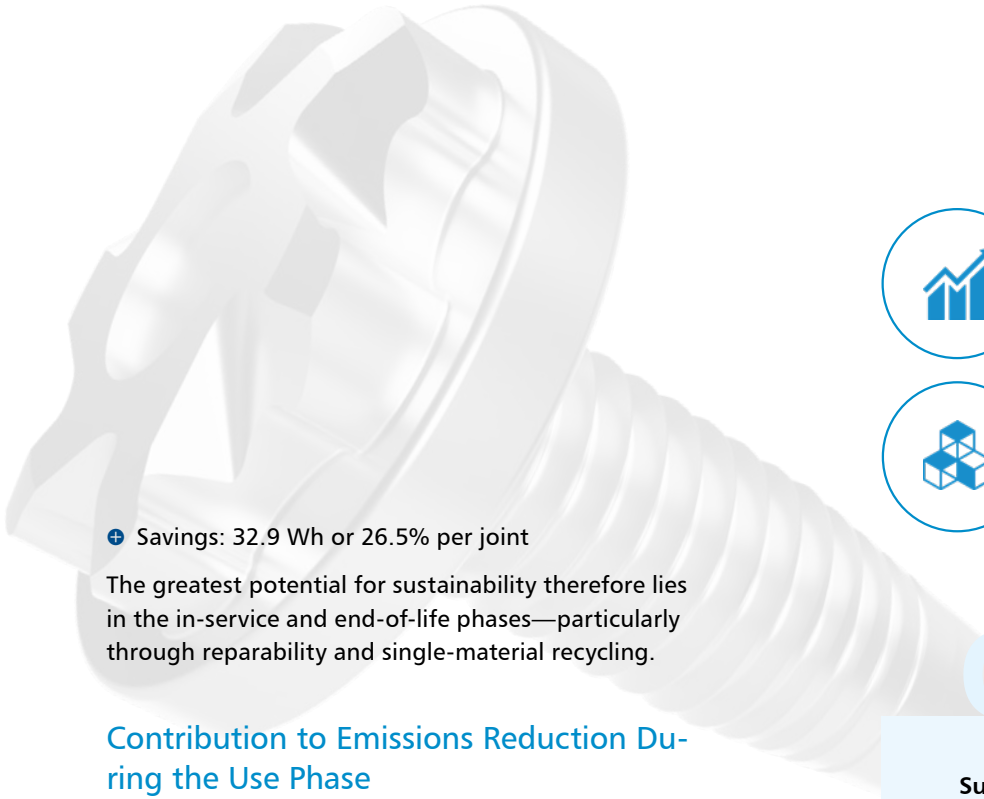
While Flowform® requires more energy in the raw material (62 Wh) and during the joining process (15 Wh) than the punch rivet (46.5 Wh and 7.5 Wh, respectively), the opposite effect is observed in the downstream phases:

- Repair: 6 Wh (Flowform®) vs. 41.3 Wh (punch rivet)
- Recycling: 5 Wh (Flowform®) vs. 26.3 Wh (punched rivet)

Overall, this results in:

- Flowform®: 91.0 Wh
- Punched rivet: 123.9 Wh

ECONOMICAL



- Savings: 32.9 Wh or 26.5% per joint

The greatest potential for sustainability therefore lies in the in-service and end-of-life phases—particularly through reparability and single-material recycling.

Contribution to Emissions Reduction During the Use Phase

In addition to process and material efficiency, Flowform® Plus also makes an important contribution to reducing emissions during operation. The more compact design and lower mass of the fasteners reduce the total weight of components.

In a specific OEM application, this resulted in CO_2 savings of approximately 140 metric tons across 180,000 battery systems produced.

These savings demonstrate that sustainable product development has an impact far beyond our own production and directly influences our customers' environmental footprint.

SDG 8

Decent Work and Economic Growth

SDG 9

Industry, Innovation, and Infrastructure

OVERALL

Sustainability Through Holistic Engineering

The analysis underscores ARNOLD's approach:

It is not individual process steps that are decisive, but rather the overall impact of a product throughout its entire life cycle.

With Flowform® Plus, we combine:

- reduced material and energy consumption
- improved repairability and maintainability
- greater recyclability and circularity
- measurable CO_2 reduction during the use phase

In this way, our connection solutions make a tangible contribution to sustainable product designs and support our customers in their transition to products that are more resource-efficient and longer-lasting.

Guiding principle for financial decisions:

"We act in the spirit of sustainability, especially in the context of financial decisions."

SDG 8

Decent Work and Economic Growth

Project: Taxonomy-Compliant Investments

Implementation Period:
Reporting Year 2025

ARNOLD systematically integrates sustainability criteria into strategic investment decisions. The goal is to strategically align investments so that they make a measurable contribution to environmental goals while ensuring long-term economic stability. As part of its sustainability-oriented financial decisions, selected projects were evaluated for their taxonomy eligibility in accordance with the EU Taxonomy.

The following project profiles illustrate how ARNOLD contributes to the decarbonization of industrial processes through technological innovation, energy efficiency, and resource conservation. Both investments meet the criteria for making a significant contribution to environmental and energy goals and are also in line with the "Do No Significant Harm" principle.

Project Profile 1

New Surface Treatment Center (Electroplating)

Project Name: New Surface Treatment Center / In-House Electroplating (Zinc-Nickel)

Location: Dörzbach (Germany)

Investment Volume: approx. 30 million EUR

Project Timeline:

- Preliminary Planning: 2017
- Permits: 2021
- Construction & Installation: since 11/2024
- Completion & Acceptance: planned for 07/2026

Project Description

With the construction of the new Surface Treatment Center, ARNOLD is expanding its in-house expertise in zinc-nickel plating. The goal is to increase supply

ECONOMICAL

reliability, reduce dependence on external service providers, and simultaneously establish highly automated, energy-efficient production processes. The facility enables full traceability of components even with high manufacturing variability.

Strategic Objectives

- Securing production capacity and delivery capability
- Increasing flexibility and responsiveness
- Reducing dependencies in the supply chain
- Enhancing quality and process stability through automation

Contribution to Sustainability
Climate protection & emissions reduction

- Reducing transportation emissions through in-house manufacturing
- Energy-efficient production processes

Resource Conservation &
Environmental Sustainability

- Elimination of environmentally harmful substances
- Reduction of waste
- Sustainable building technology with lower energy consumption

Value Chain & Transparency

- Full traceability of components
- Contribution to sustainable coating solutions for customers

EU TAXONOMY ASSESSMENT

The project was classified as EU taxonomy-compliant.

Reasoning

- Significant contribution to environmental goals, particularly through energy efficiency and emissions reduction
- Compliance with the DNSH principle through the avoidance of environmentally harmful substances



SDG 8

Decent Work and Economic Growth

Project Profile 2

Dörzbach Utility Center – Renewable Heating and Cooling Supply

Project Name: Utility Center for Renewable Heating and Cooling Generation

Location: Dörzbach (Germany)

Investment Volume: Internal figure / eligible for funding (external publication only upon approval)

Project Duration: Planning & implementation in phases

Project Description

With this technical center, ARNOLD is investing in a central energy infrastructure to supply industrial processes with heating and cooling from renewable energy sources. At the heart of the facility are high-performance large-scale heat pumps combined with photovoltaic power. The technology is gradually replacing fossil fuels and laying the foundation for an efficient, climate-



ECONOMICAL

friendly energy supply at the site.

“With the technical center, we are laying the groundwork to meet our heating and cooling needs step by step using renewable energy—efficiently, in a space-saving manner, and with enough flexibility to integrate future technologies as well.”

Tobias Irouschek, Managing Director of Maintenance, Dörzbach

Strategic Objectives

- Decarbonization of the heating and cooling supply
- Reduction in the use of fossil fuels
- Increased energy efficiency through centralized generation
- Development of a modular, future-proof energy infrastructure

Contribution to Sustainability
Climate Protection & Emissions Reduction

- Generation of process heat and cooling from renewable energy sources
- Replacement of natural gas with heat pump technology

Energy Efficiency & Resource Utilization

- Use of large, high-efficiency central heat pumps
- Utilization of ambient heat and photovoltaic electricity
- Ability to store excess renewable energy

Environmentally Friendly Technology

- Use of a natural refrigerant
- Space-efficient implementation by utilizing already sealed surfaces
- Scalability for future technologies

EU TAXONOMY ASSESSMENT

The project has been classified as eligible for the EU taxonomy.

Reasoning:

- Significant contribution to climate protection through renewable heating and cooling
- Compliance with the DNSH principle without significant negative impacts on other environmental objectives
- Eligibility for funding under the federal program for renewable process heat

Guiding principle: Regional added value

"We generate added value for the region in which we operate."

Project: Joining the "Modell Hohenlohe" Network

Collaboration for Sustainable Business Practices in the Region

In 2025, ARNOLD joined the "Modell Hohenlohe – Network for Corporate Environmental Protection and Sustainable Business Practices e. V." With this step, the company is strengthening its collaboration with regional businesses and organizations on topics such as resource efficiency, energy conservation, and sustainable business practices.

Modell Hohenlohe is a nonprofit business network that has been connecting companies from industry, commerce, and the service sector for more than 30 years. Its goal is to combine ecological and economic aspects and to jointly develop solutions to sustainability challenges. More than 130 companies are active in the network, sharing their experiences, learning from one another, and implementing joint projects.

Sharing Knowledge and Learning from One Another

Through its membership, ARNOLD gains access to working groups, events, and collaborative projects focused on topics such as energy efficiency, resource conservation, and sustainable production processes. At the same time, the company contributes its own experience and expertise to work with other network partners on developing practical solutions for sustainable economic development.

The exchange within the network also offers the opportunity to gain new inspiration for sustainable innovations and to further develop existing measures. In this way, ARNOLD, together with other companies, contributes to promoting sustainable economic structures in the Hohenlohe region.

Goal of Membership

Strengthening regional exchange on sustainable business practices and developing innovative solutions together with network partners.

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INFO

Network: Modell Hohenlohe – Network for Corporate Environmental Protection and Sustainable Business Practices e. V.

Member since: 2025

Network Structure: Over 130 companies from industry, commerce, and the service sector

Founded: Active for more than 30 years

Network Focus Areas:

- Energy efficiency and resource conservation
- Environmental management and sustainable business practices
- Exchange of best practices among companies
- Development of joint projects and solutions

Modell Hohenlohe
Netzwerk betrieblicher Umweltschutz und nachhaltiges Wirtschaften e.V.

SDG 17

Partnerships to Achieve the Goals

SDG 8

Decent Work and Economic Growth

Project: Water Protection – Commitment to a Clean Environment

At ARNOLD UMFORMTECHNIK, sustainability is also reflected in concrete, on-the-ground initiatives. As part of an environmental campaign, a company sports group worked together to clear trash from the banks of the Kocher River, thereby making a direct contribution to the protection of regional ecosystems.

Equipped with gloves and trash bags, the employees collected various types of waste, such as plastic, barrels, and other debris. The initiative highlighted how quickly pollution can impact natural habitats and the difference that collective action can make.

This project exemplifies ARNOLD's approach to not only strategically embedding sustainability but also actively living it in everyday life. At the same time, it raises employees' awareness of the responsible use of resources and motivates them to advocate for environmental and nature conservation even beyond the workplace.

Through such initiatives, ARNOLD helps raise awareness of environmental issues and encourages its employees to actively participate in sustainable measures.

SDG 17

Partnerships to Achieve the Goals

SDG 8

Decent Work and Economic Growth





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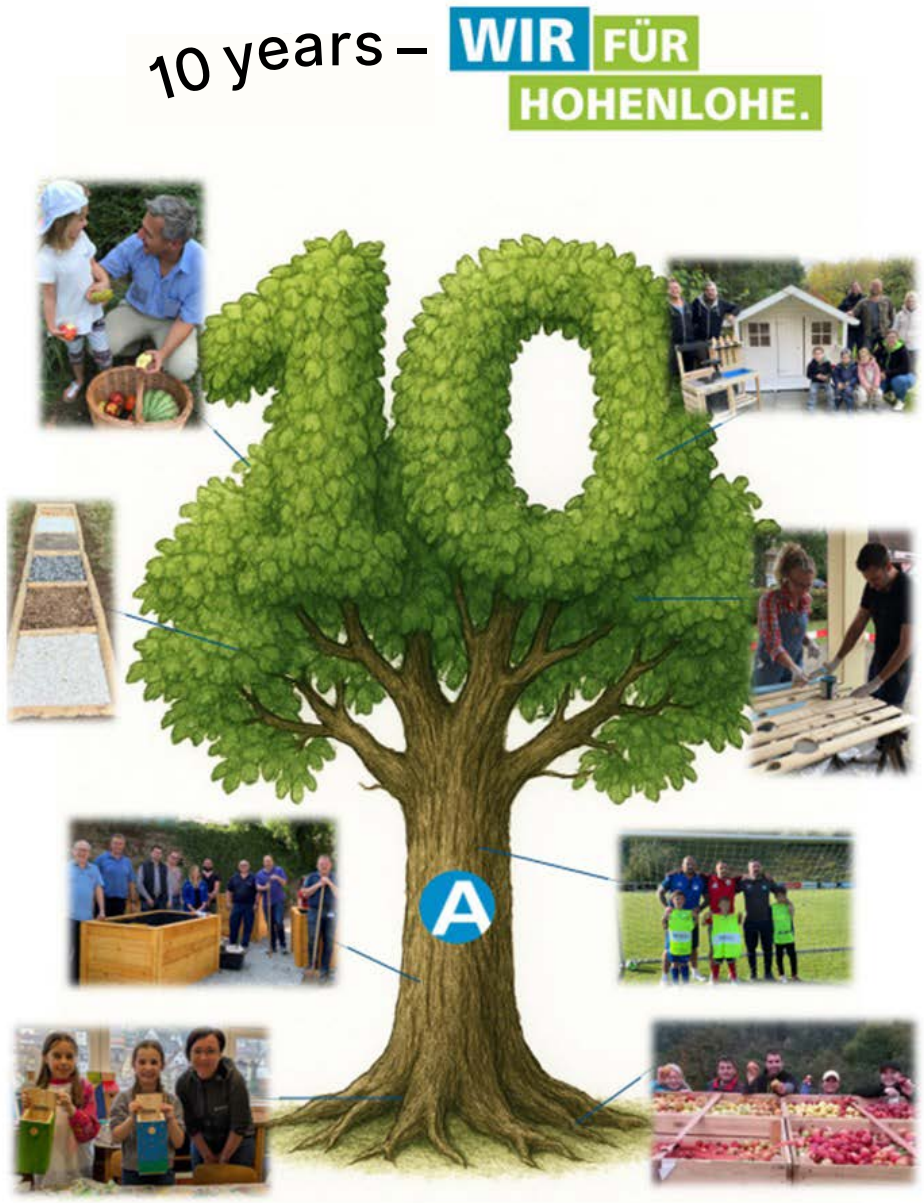

ARNOLD®
BlueFastening Systems
25

Project: 10 Years of "WIR für Hohenlohe" – Working Together for Our Region

Commitment to the Region

For ten years, ARNOLD has been supporting social, environmental, and community projects in the region through the "WIR für Hohenlohe" initiative. The initiative's goal is to work together with employees, local organizations, and associations to make a tangible contribution to strengthening the regional community.

In 2025, the initiative celebrated its tenth anniversary. ARNOLD used this special occasion to launch a social media campaign looking back on the diverse projects and activities of the past years and to highlight the employees' commitment. To accompany this, an anniversary poster was released, featuring the initiative's key projects and symbolizing the shared commitment to the region.



ECONOMICAL

A Look Back at Ten Years of Shared Commitment

Since the initiative's launch in 2015, ARNOLD employees have carried out numerous projects—ranging from environmental campaigns and social initiatives to educational projects for children and young people.

Among the early projects was, for example, an apple-picking campaign in orchard meadows, during which employees harvested apples together. The harvest was turned into natural apple juice, which was then distributed to kindergartens in the region.

Craft projects were also carried out, such as the construction of a wheelchair ramp for an equine therapy facility to make it easier for people with limited mobility to access therapeutic services.

In the years that followed, numerous other projects were launched, including:

- the renovation of a playground at a kindergarten,
- raised flower beds and educational projects at schools,
- cooking workshops with elementary school children,
- tree-planting initiatives and nature projects,
- as well as support for regional sports clubs through in-kind donations or equipment.

These activities demonstrate the diversity of our employees' commitment and the various ways in which these projects can contribute to community life in the region.

Highlighting Engagement

The anniversary campaign focused on the people behind the projects. In social media posts and interviews, employees shared their experiences and what their commitment to the region means to them.

At the same time, the campaign provided an opportunity to gather new ideas and further develop the initiative. Employees and the community were invited to submit their own suggestions for future projects and thus actively participate in shaping additional regional initiatives.

A Project Close to Our Hearts for the Region

"WIR für Hohenlohe" is more than just a single campaign for ARNOLD. The initiative combines employee engagement with regional responsibility and strengthens collaboration with local organizations, clubs, and educational institutions.

The tenth-anniversary celebration demonstrates how sustainable engagement can grow over many years—driven by employees who contribute their time, ideas, and skills to collectively make a positive impact on the Hohenlohe region.

INFO

Initiative: "WIR für Hohenlohe"

Start: 2015

Anniversary: 10 years of commitment in 2025

Project Focus Areas:

- Social projects and support for regional organizations
- Environmental and nature initiatives
- Educational projects for children and youth
- Support for clubs and volunteer work

2025 Anniversary Campaign: Social media campaign and anniversary poster celebrating "10 Years of WIR für Hohenlohe."

Project: We for Hohenlohe – Regional Commitment to Community and Sustainability

Through the "We for Hohenlohe" initiative, ARNOLD UMFORMTECHNIK is consolidating its regional commitment and implementing targeted projects to promote education, environmental awareness, and social cohesion. Together with employees and local partners, the company is carrying out initiatives that create direct added value for the region.

In 2025, the following projects were successfully carried out as part of the initiative:

- Weißbach Elementary School: Construction and design of birdhouses together with students to promote environmental awareness and protect native bird species
- SV Wachbach: Support for the F-Youth tournament by providing training jerseys to strengthen team spirit and athletic development
- Ernsbach Elementary School: Conducting a cooking project on the topic of "Healthy Eating" with a focus on balanced meals suitable for everyday use
- Forchtenberg Elementary School: Implementing another cooking project to teach practical nutrition knowledge and how to handle fresh foods

SDG 17

Partnerships to Achieve the Goals

SDG 8

Decent Work and Economic Growth

ECONOMICAL





INFO

With "Wir für Hohenlohe," ARNOLD aims to:

- Strengthen the region and give something back directly to the local community
- Promote education, nature, and community
- Actively involve employees and strengthen their connection to the region
- Show that economic success and social engagement can go hand in hand

Guiding principle: Human and employee rights

We respect and protect human and employee rights, secure and promote equal opportunities, and prevent all forms of discrimination and exploitation in all our business processes.



Project: Ensuring and Further Developing the Company's First Aid System at All Locations

Implementation Period:
Reporting Year 2025

In the 2025 reporting year, the company's first-aid structure was reviewed and further developed across all locations. The focus was on regularly inspecting first-aid facilities, digitizing documentation, and optimizing emergency equipment

1. Workplace Inspections & Checks

Inspections conducted to review first aid facilities:

- Ernsbach: 8
- Dörzbach: 11
- Neu Kupfer: 1
- Rauhbusch: 3

SOCIAL

SDG 5

Gender Equality

SDG 8

Decent Work and Economic Growth

During the inspections, existing first-aid supplies were checked for completeness and usability, and used bandages were replenished.

2. Inspection Intervals & Technical Equipment

- AED (Automated External Defibrillator) – safety inspection (STK) every 2 years
- ↘ Last inspection: 2024
- ↘ Next inspection: September 2026

3. Measures Implemented in 2025

- Procurement of prescription medications through a pharmacy (prescription request form with scanned prescription; prescription handed over upon pickup) – completed
- Removal of mailboxes used for documenting first aid services due to the introduction of a digital first aid log – completed
- Renewal of the cyanide poisoning emergency kit (emergency medications, oxygen, resuscitation bag) – completed
- Conversion of first-aid kits to a case-based solution – in progress (phased implementation by 2027)

Objectives

- Ensuring the availability of first-aid supplies at all times
- Optimizing the mobility and operational readiness of emergency equipment
- Digitizing and streamlining documentation processes
- Compliance with all occupational safety and health association requirements

Contribution to sustainability goals

- Protecting the health and lives of employees
- Increasing responsiveness in emergencies
- Strengthening the culture of prevention
- Digital process optimization in occupational safety

The occupational safety and health association's requirements regarding the distance to and availability of first-aid supplies (max. 100 m or one floor) are met very well

Continuity

- Regular inspections and supply checks
- Continuous updating of emergency equipment
- Training on specific hazard areas
- Integration into the digital first-aid logbook

OUTLOOK

- Continuation of the transition to the suitcase solution (prioritized by distance / exterior doors)
- Training on specific key topics (e.g., fire department, electroplating) – in preparation

SDG 5

Gender Equality

SDG 8

Decent Work and Economic Growth

Project: Strategic Development of Diversity & Inclusion (D+I) at ARNOLD

Implementation Period:
Reporting Year 2025

In the 2025 reporting year, diversity management was systematically further developed. The focus was on integrating D+I into GRI sustainability reporting, the "10 Years of the Diversity Charter" anniversary campaign, raising awareness among executives, and embedding D+I structurally throughout the entire "Diversity Journey."

1. Resources & Effort

- **2025 Budget**: €5,800
- **Total Work Hours**: 94 hours

2. GRI Sustainability Audit

Diversity data was collected as part of GRI sustainability reporting. The goal is to meet international standards for sustainable corporate governance and to enhance transparency toward stakeholders

Employee Structure (as of December 31, 2025):

- Total: 1,120
- Of whom male: 928
- Of whom female: 192
- Of whom diverse: 0

3. "10 Years of the Diversity Charter" Anniversary Campaign

- Social media posts
- Internal and external communications

SOCIAL



- Supporting measures (e.g., SharePoint posts, internal presentations)

The goal was to highlight diversity as an integral part of the company's culture.

4. 2025 Management Congress

"Excellence Through Diversity – Diversity at ARNOLD"

Diversity was positioned as a strategic success factor:

- Competitive advantage
- Resource for innovation & creativity
- Contribution to employer attractiveness and corporate success

5. Diversity Journey – Systematic Integration

Diversity is incorporated throughout the entire employee lifecycle

- Gender-neutral job postings
- Awareness-raising on unconscious biases (Unconscious Bias Training)
- Mentoring programs (e.g., women's mentoring)
- Inclusive language in communication
- Training and development initiatives
- Networks (e.g., Diversity Charter, Women and Careers, D+I Network Würth Group)

6. Pit Stop for Managers (D+I)

Key Topics

- The Importance of Diversity for ARNOLD
- (In)tolerance in Everyday Life
- Microaggressions and Unconscious Bias

The goal is to raise managers' awareness of an inclusive corporate culture.

Objectives

- Strategically embedding diversity as a success factor
- Increasing transparency through GRI reporting
- Raising awareness among executives
- Promoting an inclusive corporate culture
- Integration of D+I throughout the entire "Diversity Journey"

Contribution to Sustainability Goals

- Promoting equal opportunity and non-discrimination
- Strengthening employer attractiveness
- Contributing to innovation, leadership, and sustainable business success
- Compliance with international reporting standards (GRI)

Sustainability

Diversity is viewed as a strategic management approach rather than a one-off measure. Structural integration is achieved through:

- Recruiting processes
- Leadership development
- Training programs
- Internal communication
- Networking within the Würth Group

OUTLOOK

Planned Initiatives

- German Diversity Day
- Continuation of "Excellence Through Diversity" (Pit Stop)
- Strengthening D+I in Recruiting
- Expanding Social Media Posts
- SharePoint Page on the Topic
- Professional Development & Networking

Project: Site-Wide Further Development of the Occupational Health and Safety Management System in Accordance with ISO 45001

Implementation Period:
Reporting Year 2025

In the reporting year 2025, the occupational health and safety management system at all sites (Ernsbach, Dörzbach, Rauhbusch, Neu Kupfer) was systematically monitored, audited, and further developed. The focus was on reducing workplace accidents, conducting internal and external audits, updating risk assessments, training safety officers, and improving technical protective measures.

Description

Occupational safety was systematically monitored, audited, and further developed during the reporting year. Regular audits and meetings of the occupational safety committees ensured the effectiveness of the system.

At the same time, numerous workplace inspections were conducted and risk assessments were updated to minimize risks in a targeted manner.

In addition, the following measures were a focus:

- Training and development of safety officers and first aid responders
- Implementation of technical improvements, e.g., to reduce noise and dust exposure
- Ensuring machine clearances and safe working conditions
- Preventive measures such as accident analyses, a digital first-aid log, and driver safety training

Objectives

The goal is to continuously reduce workplace accidents and create a safe work environment. At the same time, the safety level is to be maintained consistently below the industry average and further strengthened through qualified structures.

Challenges

Despite positive developments, challenges remain. These include, in particular, the complete prevention of reportable workplace accidents and the further development of specific technical measures, such as slip-resistant flooring solutions.

Contribution to Sustainability Goals

Occupational safety management strengthens social sustainability within the company and ensures safe working conditions. Particularly relevant are:

- structured implementation of ISO 45001 requirements
- continuous improvement of safety measures
- a high level of qualification for safety-related roles

OUTLOOK

Going forward, the focus will be on further reducing workplace accidents, expanding training programs, and introducing additional preventive and digital solutions in occupational safety.

SOCIAL


ISO
45001

Guiding principle: the well-being of our employees

"We respect, protect and promote the well-being and interests of our employees."

Project: Further Development of Workplace Health Management (WHM) to Promote Physical and Mental Health

Implementation Period:
Reporting Year 2025

In the reporting year 2025, health promotion measures were implemented across all locations. The focus was on health promotion initiatives, collaboration with health insurance providers, and the structural development of addiction prevention efforts.

1. Organization & Structure

- Four OHM meetings were held in 2025 at various locations
- Workplace inspections were not necessary at any location
- There were no facilities subject to mandatory inspection within the area of responsibility

2. Health Report & Transparency

- The AOK health report was presented; the key findings were shared with senior management

This strengthens the data-driven management of the workplace health management program.

3. Workplace Health Promotion Measures Implemented in 2025

- **Apple campaign** (3 campaigns carried out)
- **Yogurt campaign** (December 2025)
- **Active Lunch Break** (AOK program published and promoted)
- **Four workplace health management** (BGM) meetings held as scheduled

All of the measures listed were successfully completed.

Objectives

- Promoting a health-conscious corporate culture
- Low-barrier programs to encourage healthy eating and physical activity
- Raising awareness of addiction prevention and mental health
- Stronger collaboration with health insurance providers

Contribution to sustainability goals

- Promoting employees' physical health
- Strengthening preventive health programs
- Transparency through the AOK health report
- Integrating health promotion into the corporate structure

Sustainability

The workplace health management program is firmly established within the organization and is regularly further developed through meetings and collaborations with health insurance providers.

SOCIAL



SDG 3

Health and Well-Being

SDG 4

High-Quality Education

OUTLOOK

- Reorientation of the "Addiction Contact Person" role (top priority)
- Four Workplace Health Management (BGM) meetings in 2026 (already approved)
- Apple Campaign 2026
- Review of the introduction of a "Ginger Shot" campaign
- Request financial support for workplace health promotion measures from health insurance providers
- Heatstroke prevention & skin cancer prevention (part of the "Wir für Hohenlohe" partnership)
- Health report with AOK
- Renewed presentation of the EGYM Wellpass
- Measures to maintain mental health
- AOK programs "Fit for Spring" and "Fit for Fall"

SDG 3
Health and Well-Being

SDG 4
High-Quality Education



Project: Ensuring preventive and reactive fire protection by the plant fire department at the Ernsbach and Dörzbach sites

Implementation period:
Reporting year 2025

In the 2025 reporting year, the plant fire department ensured operational readiness, training, and technical equipment to guarantee fire protection, technical rescue, and hazard mitigation at both locations.

1. Personnel Structure & Operational Readiness

Staff strength (target: 27 per plant)

- Ernsbach: Actual 35
- Dörzbach: Actual 33

Total (as of Dec. 31, 2024):

- 49 male firefighters
- 5 female firefighters
- 54 active members

Additionally:

- 14 members working at both plants
- 11 retired firefighters

Thus, the staffing level exceeds the defined target structure.

2. Drills & Training

Drills conducted in 2025:

- Ernsbach: 26 (Target: 25), including special drills (command group / fall protection)
- Dörzbach: 20 (Target: 20)
- Joint special drills ERN + DOE: 3

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2025 Plant Fire Department Annual Report
Training:
District Level:

- 2 x radio training
- 2 x fire engine operator

Annual Report of the Plant Fire Department 2025
LFS Bruchsal:

- 1 x squad leader
- 1 x unit commander (via Heilbronn District)

Annual Report of the Plant Fire Department 2025

3. Operations & Alarms

In 2025, there were a total of 8 emergency calls

- 5 x technical assistance
- 0 x fire response (small fires)
- 3 x fire alarm system

4. Investments in 2025

Investments for ERN and DOE (excerpt):

- MICROCAFS® MC6SP10
- 16 compressed air cylinders
- 8 compressed-air breathing apparatus units
- 8 Bodyguard units
- Standing pipe with underground hydrant
- Hose reel baskets C
- Adalit flashlights

These investments strengthen technical operational capability, particularly in the areas of respiratory protection and fire suppression.

5. Technical Inspections

- Vehicles inspected by TÜV
- Firefighting equipment checked by equipment maintenance personnel
- Documentation maintained in the relevant departments

6. Measures Implemented in 2025

- Switch to digital radio

Since April 10, 2025, the plant fire department has been using digital radio exclusively

Objectives

- Ensuring the plant fire department is ready for action at all times
- Maintaining defined crew sizes
- Regular drills exceeding minimum requirements
- Continuous modernization of technical equipment
- Ensuring inspections and documentation comply with standards

Contribution to sustainability goals

- Protection of employees, the environment, and infrastructure
- Preventive and reactive fire protection
- Reduction of potential incidents
- Contribution to operational safety and risk minimization

The plant fire department is stable in terms of organization and staffing; there are currently no issues of extreme urgency

OUTLOOK

Planned Measures

- Ernsbach Plant Warehouse (purchase/expansion in cooperation with the municipality)
- Procurement of chemical protection suits for the electroplating department (DOE)

Guiding principle: Stakeholder groups

> We take into account and observe all stakeholder groups and their interests in lawsuits.

Project: Girls' Day – Promoting Women in Technical Careers

Implementation Period:
Reporting Year 2025

During the reporting year, ARNOLD UMFORMTECHNIK participated in the nationwide Girls' Day to inspire female students to pursue technical careers at an early age and provide them with insights into the working world.

At the Ernsbach and Dörzbach locations, participants gained insights into the company through a hands-on program. In addition to a company presentation and

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plant tours, the focus was particularly on practical experiences. In the training workshop, the students were able to actively participate in screw production and experience technical processes firsthand.

In addition, technical concepts were clearly explained in the research and development department. Interactive activities made it possible to understand, in a fun way, how a fastener is created from a piece of metal. The event concluded with a demonstration by the company's fire department, which provided additional insights into safety and emergency procedures.

SDG 16

Peace, Justice,
and Strong Institutions

SDG 17

Partnerships to
Achieve the Goals

ASPIRATION

By participating in Girls' Day, ARNOLD makes an important contribution to promoting equal opportunity and specifically supports the recruitment of young talent in the technical field. At the same time, the company fosters young people's interest in STEM careers and helps secure a long-term supply of skilled workers.



Project: Supporting Young Talent and Career Guidance

Implementation Period:
Reporting Year 2025

During the reporting year, ARNOLD UMFORMTECHNIK implemented various measures to support young talent and provide career guidance. In total, ARNOLD participated in 20 regional career fairs in 2025, including the "IM PARK" fair in Öhringen. There, students were able to obtain comprehensive information about apprenticeship and degree programs and engage directly with the company.
In addition, ARNOLD organized its own information days, during which a total of 235 students gained insights into the company. Alongside company presentations and plant tours, hands-on activities were offered that allowed participants to experience teamwork and technical concepts firsthand.

Through these initiatives, ARNOLD is specifically strengthening its dialogue with young people, fostering early interest in technical careers, and positioning itself as an attractive employer in the region.

SDG 16

Peace, Justice, and Strong Institutions

SDG 17

Partnerships to Achieve the Goals



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BlueFastening Systems
Mit Dir wird's was Großes!
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BlueFastening Systems

Project: Sustainable Procurement & Supplier Assessment (IntegrityNext)

Implementation Period:
ongoing

Objective:

The goal of the project is to systematically identify, transparently assess, and manage environmental and social risks along the supply chain. This supports compliance with due diligence obligations under the Supply Chain Due Diligence Act and further strengthens sustainable procurement.

Current Situation:

Sustainability performance in the area of sustainable procurement is regularly assessed by an external body. In the 2025 EcoVadis assessment, ARNOLD scored 71 out of 100 points in the area of sustainable procurement.

ARNOLD UMFORMTECHNIK GMBH & CO. KG is thus among the top 1% of companies assessed by EcoVadis in the "Manufacture of other metal products n.e.c." sector.

Action

Identification and assessment of suppliers via the IntegrityNext platform to supplement existing risk management regarding suppliers' environmental and social risks in accordance with the requirements of the Supply Chain Due Diligence Act.

Description & Implementation

- All suppliers are updated annually based on sales volume and relevance.
- Supplier data is transmitted to the Sustainability Department in a group-wide standardized format and uploaded to the IntegrityNext platform.
- IntegrityNext is used as an external service provider to identify industry-specific and social risks associated with suppliers.
- The goal is to map sustainability within the supply chain in a transparent, structured, and traceable manner.
- In addition, comprehensive guidelines for sustainable procurement exist that take environmental and social aspects into account.
- A CSR Code of Conduct for suppliers has been established, as has the integration of social and environmental requirements into supplier contracts.
- Suppliers are regularly assessed, and on-site audits

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are also conducted.

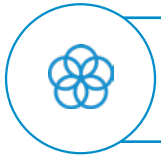
Results & Impact

- According to the EcoVadis assessment, the sustainable procurement measures demonstrate high coverage within the supplier base.
- The structured supplier assessment supports preventive risk identification and the implementation of due diligence obligations throughout the supply chain.
- Sustainable procurement is an integral part of regular sustainability reporting and is supplemented by a materiality analysis.



SDG 16

Peace, Justice,
and Strong Institutions



SDG 17

Partnerships to
Achieve the Goals

POTENTIAL

To further strengthen sustainable procurement, the following areas for development were identified:

- Further development of systematic risk assessment of negative sustainability impacts in the supply chain.
- Expansion of capacity-building and improvement measures for suppliers, particularly in high-risk areas.
- Examination of incentive and development approaches for suppliers based on their sustainability performance.
- In the long term, greater alignment of reporting with recognized standards, as well as external verification.

Project: Children's Summer Program – Early Insights into the Working World

Implementation Period:
Reporting Year 2025

In the reporting year 2025, ARNOLD UMFORMTECHNIK participated in the regional children's summer program and gave children ages 6 to 12 their first insights into the company.

SDG 16

Peace, Justice, and Strong Institutions

SDG 17

Partnerships to Achieve the Goals

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On several occasions at the Ernsbach and Dörzbach locations, participants had the opportunity to get to know the company in a playful way. In addition to child-friendly production tours, the focus was on creative and interactive activities that made technology and industrial processes understandable and tangible.

The program combined knowledge transfer with hands-on experiences and fostered an early interest in technical topics. At the same time, through such initiatives, ARNOLD strengthens its ties to the region and contributes to the early development of young talent.

OUTLOOK

The children's vacation program is an integral part of ARNOLD's social commitment. It fosters a sense of identification with the employer, promotes a balance between work and family life, and sparks an early interest in technology and industry. The program will continue to be developed in the future—for example, with creative workshops, small hands-on activities, or parent-child days. The apprentices will continue to play a central role in planning and implementation—as strong ambassadors for team spirit, initiative, and corporate culture.

SDG 16

Peace, Justice, and Strong Institutions

SDG 17

Partnerships to Achieve the Goals



from left to right: Thorsten Lienhardt-Schuster (COO Fastening Systems, ARNOLD UMFORMTECHNIK), Bernd Weidner (COO Fastening Solutions, ARNOLD UMFORMTECHNIK, Ralph Lang (Team Leader Customer Quality Engineering, ARNOLD UMFORMTECHNIK), Zdeněk Kolářský (Supplier Technical Assistance Manager at Ford Motor Company), Uwe Wolfarth (Senior Director Research & Development / Licensing, ARNOLD UMFORMTECHNIK)

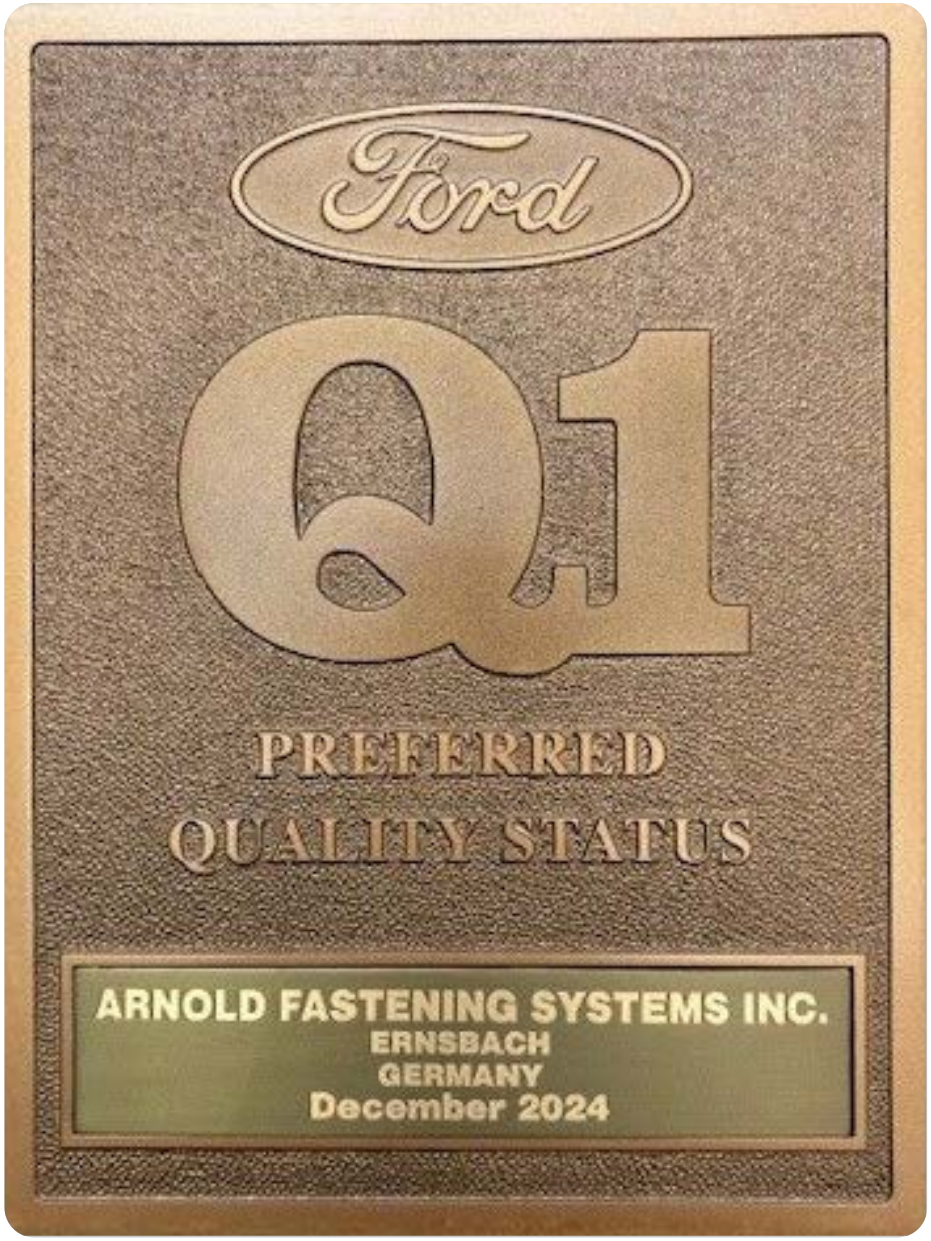
Project: Ford Q1 Award – Recognition for Quality and Collaborative Partnerships

During the reporting year, ARNOLD UMFORMTECHNIK was honored with the prestigious Q1 Award from Ford Motor Company. The award is recognized worldwide for outstanding performance in the areas of quality, on-time delivery, and customer focus, and is presented only to select suppliers.

ARNOLD supplies Ford with the Flowform® and Rivtex® joining technologies, which are used in particular in modern lightweight construction and e-mobility applications. The award confirms the company's high level of performance across the entire value chain—from development through production to logistics.

The Q1 Award underscores the importance of long-term, trust-based customer relationships as an essential component of sustainable business practices. At the same time, it demonstrates that ARNOLD is making a significant contribution to the transformation of the automotive industry with its innovative solutions.

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Ford USA has honored ARNOLD UMFORMTECHNIK with the prestigious Q1 Award for supply quality in Flowform® and Rivtex®.

OUTLOOK

Recognition from a leading global OEM such as Ford encourages ARNOLD to continuously improve its quality and sustainability standards and to work with customers to develop sustainable solutions.

Project: EcoVadis Silver Medal – Recognition of Our Sustainability Performance

Implementation Period:
Reporting Year 2025

During the reporting year, ARNOLD UMFORMTECHNIK was awarded the Silver Medal by EcoVadis, a leading global platform for assessing sustainability performance. This places ARNOLD among the top 15% of the companies evaluated.

The assessment covers the key areas of the environment, labor and human rights, ethics, and sustainable procurement. ARNOLD achieved particularly strong results in the areas of environmental and social responsibility. Key factors contributing to this included systematic energy and CO_2 accounting, measures to optimize material usage, and established management systems compliant with ISO 14001, ISO 50001, and ISO 45001.

In the area of social responsibility as well, ARNOLD stands out for its high standards in occupational safety, employee development, and diversity. Sustainability is firmly anchored in the company's strategy and is understood as a continuous improvement process under the guiding principle of "BlueFastening Systems."

SDG 16

Peace, Justice, and Strong Institutions

SDG 17

Partnerships to Achieve the Goals

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OUTLOOK

The EcoVadis award serves as an important guide for ARNOLD in further developing its own sustainability initiatives—from resource-efficient production and fair working conditions to responsible supply chains.

Project: Expert Forums and Dialogue Formats for Sustainable Transformation

Implementation Period:
Reporting Year 2025

ARNOLD UMFORMTECHNIK actively promotes dialogue with relevant stakeholders from industry, politics, and academia. Through its own expert forums and event formats, the company creates targeted platforms for knowledge exchange, networking, and the joint development of solutions for key future issues. The goal is to drive innovation, actively shape transformation processes, and support sustainable development along the entire value chain.

SDG 16

Peace, Justice,
and Strong Institutions

SDG 17

Partnerships to
Achieve the Goals

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In the 2025 reporting year, ARNOLD organized or supported several events focusing on various topics:

↘ Hydrogen Infrastructure and Sustainable Energy Supply (January 2025)

In discussions with political representatives, the importance of a high-performance hydrogen infrastructure for industrial transformation was addressed. ARNOLD presented concrete approaches for transitioning energy-intensive processes and emphasized the importance of reliable framework conditions for investments in climate-neutral technologies.

↘ Expert Forum "Automation & Digitalization in Production" (June 2025)

Together with partners from industry and research, ARNOLD discussed key issues related to digital transformation. The focus was on topics such as artificial intelligence, digital twins, and smart logistics. Interactive formats fostered practical exchanges and the development of joint solutions.

↘ Transformation Workshop "Scope 3 Emissions" (October 2025)

In collaboration with the Baden-Württemberg Ministry of the Environment, the workshop centered on reducing indirect emissions along the supply chain. The workshop highlighted the importance of transparency, material innovations, and collaborative partnerships for climate-friendly value chains.

↘ Expert Forum on Energy and Energy-Saving Week (November 2025)

As part of a company-wide Energy Conservation Week, employees were made aware of the importance of using energy responsibly and were actively involved in the sustainability process. The week concluded with an expert forum on energy, where internal and external experts discussed current developments, energy-efficient processes, and future supply concepts. The event fostered professional exchange and highlighted concrete approaches for further improving energy efficiency within the company.

Through these initiatives, ARNOLD strengthens its ongoing dialogue with its stakeholders and actively contributes to the sustainable transformation of the industry.





SDG 10
Fewer Inequalities

SDG 16
Peace, Justice, and Strong Institutions

Guiding principle: Anti-corruption

We prevent, expose and sanction corruption.



Project: Further Development and Operational Management of the Compliance Management System at ARNOLD

Implementation Period:
Reporting Year 2025

In the 2025 reporting year, the Compliance Management System (CMS) underwent structural enhancements, received operational support, and was adapted to meet group-wide requirements. The focus was on case management, training, reporting, customer requirements (CoCs), and the further development of internal reporting structures

1. Organizational Structure & Governance

The compliance organization has a multi-tiered structure

- CCO (Group Legal)
- GCO (Group Compliance Officer)
- BUCO (Business Unit Compliance Officer)
- CoCO (Company Compliance Officer – ARNOLD)

The internal reporting channels for case management are clearly defined

1. Report (Whistleblower / BKMS / Manager)
2. Internal Reporting Office (CoCO) – Receipt, Confidentiality, Review
3. Coordination between CoCO and BUCO
4. Decision by Management
5. Notification to the EVP for Group-wide Issues

This ensures transparency, confidentiality, and clarity regarding escalation procedures.

2. Activities by Time Spent in 2025

Time spent in 2025 was distributed primarily across

- Appointment of Compliance Officers
- Case Management

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- Customer CoCs
- Compliance Management Training
- Compliance Measures & Training
- Reporting & Audits
- Inquiries

In 2025, the focus was particularly on training, reporting/audits, and structural compliance issues.

3. Activities by Topic (Number in 2025)

- Inquiries: 4
- Reported cases: 4
- Customer CoCs: 25
- Compliance measures: 2
- Training sessions: 0

This highlights the high relevance of external customer requirements in the area of the Code of Conduct.

4. Measures Implemented in 2025

- Training Focus in 2025: Process for Compliance Reports
- Training for reception staff and assistants – how to respond to official searches
- Rollout of a short video on the anti-discrimination policy
- Completion of Compliance Manager training
- Revision of the Compliance SharePoint
- Alignment of the existing Würth Compliance Management System with ISO 37301 to identify potential gaps and explore the possibility of a supplementary certifiable CMS for ARNOLD

Objectives

- Ensuring actions comply with laws and guidelines
- Transparent, confidential reporting structures
- Raising employee awareness of compliance issues
- Alignment with international standards (ISO 37301)
- Meeting increasing customer requirements (CoCs)

Contribution to sustainability goals

- Ensuring responsible corporate governance (Good Governance)
- Prevention of legal and reputational risks
- Strengthening the whistleblower culture
- Support for human rights and anti-discrimination
- Transparent reporting and escalation channels

Sustainability

The compliance system is organizationally established and embedded in the corporate structure.
The internal reporting office and defined escalation processes ensure systematic case handling

OUTLOOK

- Training on Würth's "Dawn Raid" Policy (Reception Staff & Assistants)
- Development of a supplementary web-based training (WBT) course on the Dawn Raid Policy
- Compliance training as part of ARNOLD kompakt

SDG 10
Fewer Inequalities

SDG 16
Peace, Justice, and Strong Institutions



Project: Further Development and Effectiveness Assessment of the Information Security Management System (ISMS) in accordance with TISAX®

Implementation Period:
Reporting Year 2025

In the 2025 reporting year, the Information Security Management System (ISMS) was assessed across all locations and further developed in a targeted manner. The goal is to ensure effective protection of company and customer data, as well as the continuous improvement of information security within the company.

Description

Key priorities during the reporting year included conducting internal and external audits in accordance with TISAX® and fully resolving identified nonconformities. The maturity level achieved is high, confirming the effectiveness of the system.

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In addition, business continuity management was further developed and strengthened through contingency plans, tests, and crisis drills to ensure the availability of critical processes. At the same time, measures were implemented in the areas of IT security and incident management, enabling the company to fend off cyberattacks and security-related incidents without impacting business operations.

Another focus was on systematic risk analysis. Identified risks are assessed in a structured manner and managed through appropriate measures to continuously improve information security. In parallel, employee awareness was further enhanced through mandatory training and phishing tests.

Objectives

The goal is to ensure an effective information security management system and to protect the confidentiality, integrity, and availability of information. In addition, the project aims to minimize cyber and operational risks and to comply with international security standards.

Contribution to Sustainability Goals

The project strengthens good corporate governance by ensuring the protection of sensitive data, reducing risks, and supporting trustworthy business relationships.

Sustainability

Information security is firmly embedded in the company for the long term, through measures such as regular audits, management reviews, continuous risk monitoring, and recurring training sessions and tests.

OUTLOOK

Plans for the coming year include further expansion of the ISMS and the implementation of additional measures to strengthen IT security. These include, in particular, the introduction of enhanced access control systems and the ongoing development of employee awareness initiatives.

Guiding principle: Incentives to rethink

We provide incentives to rethink and act at all levels of the company and involve both our employees and all other stakeholders in a constant process to increase corporate sustainability.

INFO

Project: Energy Efficiency Action Week

Dates: November 10–14, 2025

Participants: Over 100 employees

Digital Energy Quiz: 90 participants

Weekly Activities:

- Energy quiz to promote awareness
- Individual energy consultations provided by the Hohenlohekreis Climate Center
- Information booths at the various locations
- Ideas and suggestions for improvement via the company suggestion program

Closing event: "Energy" expert forum on November 27, 2025, in Dörzbach

Energy Conservation Week 2025 – Raising Employee Awareness of Energy Efficiency Inspiration for Sustainable Practices in Everyday Work Life

From November 10 to 14, 2025, ARNOLD held a company-wide Energy Conservation Week at all its locations. The goal of the campaign week was to raise employee awareness about using energy more consciously and to provide concrete ideas for greater energy efficiency in both professional and personal daily life.

As part of the initiative, various interactive activities were offered, including information booths, individual energy consultations, and a digital knowledge quiz. In total, over 100 employees participated in the activities. A particular focus was placed on providing practical information about energy-saving potential and sustainable action options.

Sharing knowledge and highlighting action options

A central element of the Energy-Saving Week was a digital energy quiz in which 90 employees participated. The quiz addressed questions related to electricity consumption, energy efficiency, and the sustainable use of resources in a playful manner. The goal was to raise awareness of individual energy consumption and encourage reflection on potential savings.

SDG 5

Gender Equality

SDG 8

Decent Work and Economic Growth

SOCIAL



In addition, the Hohenlohekreis Climate Center offered individual energy consultations for employees. During brief one-on-one sessions, participants received specific guidance on topics such as heating habits, insulation measures, photovoltaics, and current funding opportunities. The one-on-one consultations made it possible to address individual questions and discuss practical solutions.

Employee Participation

In addition to informational sessions and consultations, the company's suggestion program was also actively incorporated. Employees took advantage of the opportunity to contribute their own ideas and suggestions for energy savings. These suggestions will be reviewed in the coming months and integrated into existing energy management processes.

Another milestone in 2025 was the successful energy audit in accordance with DIN EN ISO 50001, which confirms that ARNOLD systematically tracks its energy consumption and continuously works on measures to increase energy efficiency.

Exchange on Sustainable Energy Solutions

Energy Saving Week concluded with an expert forum on energy, held on November 27, 2025, in Dörzbach. In brief technical presentations, internal and external speakers introduced current developments and practical approaches for energy-efficient processes and future supply concepts.

The event provided a platform for professional exchange, networking, and discussions on possible measures to further improve energy efficiency in day-to-day business operations.

With Energy Saving Week, ARNOLD once again demonstrated its commitment to actively involving employees in the sustainability process and creating incentives for sustainable behavior within the company.

Achievements

Energy Audit DIN EN ISO 50001

77%

Rate of implementation of ideas

154

Number of ideas in 2025

IDEEplus 2025:

Implementation period: 2025

Current situation: Defective Euro pallets are currently sorted out and disposed of in a scrap wood container. The container is emptied by an external service provider for a fee.

Employee's suggestion for improvement: In the future, damaged Euro pallets should be picked up by an external service provider, professionally repaired, and then returned to our company.

Examples from the year 2025:

- 1036 - Reduction of paper waste
- 1139 – Waste wood disposal
- 1141 – Energy-saving measures and wear prevention for forklift chargers

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Specific Goals:

The goal of the repair concept is to significantly reduce disposal costs for defective Euro pallets, lower the need for new purchases, and at the same time make an active contribution to resource conservation and sustainability. In addition, the aim is to establish a more efficient material cycle within the company.

Activities Implemented:

Defective Euro pallets are no longer disposed of but are systematically collected and picked up by an external service provider. This provider handles the professional repair and returns the repaired pallets to the company. At the same time, the disposal process was adjusted so that fewer waste wood containers are needed.

Resources used:

To implement this, organizational adjustments were made in the warehouse and logistics areas, and a partnership with an external repair service provider was established. In addition, internal capacities were utilized for sorting and preparing the defective pallets.

Measurable metrics:

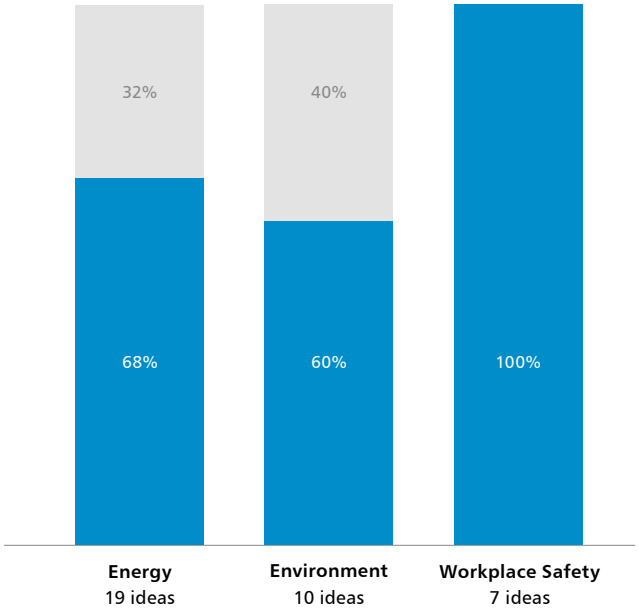
Approximately 800 pallets were repaired within one year. This resulted in savings of over 4,000 euros. Furthermore, the number of times the waste wood container needed to be emptied was reduced, resulting in additional cost savings.

Challenges:

Initially, coordination was needed to organize the collection, storage, and pickup of the defective pallets. It was also necessary to ensure that the repaired pallets met quality requirements and could be smoothly reintegrated into circulation.

Contribution to Sustainability Goals:

The project contributes to reducing waste and conserving natural resources by keeping wood in the cycle. At the same time, CO_2 emissions are reduced due to lower demand for new production and disposal. Thus, the measure actively supports the company's commitment to sustainability.



Support for External Standards/Certifications:

The concept aligns with general principles of the circular economy and can contribute to supporting environmental and sustainability standards (e.g., within the framework of environmental management systems such as ISO 14001).

Long-Term Strategy:

The repair concept is intended to be firmly integrated into operational processes in the long term and continuously expanded. Looking ahead, the plan is to further increase the percentage of repaired pallets, optimize processes, and tap into additional savings and sustainability potential.

In 2025, 154 ideas were submitted via IDEEplus@ ARNOLD. The main areas of focus were cost savings (23%), process optimization (21%), and environment/energy (19%). In the area of energy, 68% of the ideas were implemented; in the area of the environment, 60%; and in the area of occupational safety, 100%. The proposed pallet repair concept falls squarely within the environment/ energy category.

5. Climate Protection

2025 Carbon Footprint

In addition to the points outlined above, we also place a special focus on corporate climate protection. Our goal is to reduce greenhouse gas (GHG) emissions and energy consumption within the company.

↘ Data collection and targets for reducing GHG emissions

		Base Year: 2018	Current: 2025	Plan: 2030	Plan: 2035	Vision: 2040
Scope 1	t CO_2e	2,674	4,478,4	1,326	765	0
Scope 2	t CO_2e	8,354	98,9	0	0	0
Scope 3	t CO_2e	97,114	68,608,0	48,169	27,775	0
Total Emissions	t CO_2e	108,142	73,185,3	49,495	28,540	0

*The electricity we purchase comes from verifiably renewable sources. Scope 2 emissions result exclusively from charging the electric vehicles in our fleet at public or private charging stations outside the company. As a result, we cannot guarantee that 100% of our electricity comes from renewable sources.

Our Starting Point

Reducing our environmental impact at all levels: As demonstrated, among other things, by our report's focus on "Energy and Emissions," this is a fundamental priority of ARNOLD's corporate strategy. In particular, the topics of "climate protection" and "climate neutrality" are becoming increasingly important to us and our customers.

To underpin our climate protection efforts with reliable data, we have begun compiling regular CO_2 inventories. The first of these was produced in 2020 (for the year 2018) in collaboration with KlimAktiv Consulting GmbH. Starting in 2021, we will compile these inventories annually.

Data for all three relevant scopes (upstream activities, internal company activities, and downstream activities) is determined based on the Greenhouse Gas Protocol. This means that the entire value chain is examined and analyzed in terms of energy requirements and consumption, as well as potential areas for optimization.

To assess the environmental impacts of our products, we track emissions using the cradle-to-gate approach—that is, from raw material extraction through material production to the point where products leave our factory gates. This focus on upstream stages of the value

chain is crucial, as they account for the largest share of our total emissions. The analysis forms the basis for the Product Carbon Footprint (PCF) and enables us to derive targeted measures—such as CO_2-optimized materials, efficient production processes, and optimized logistics—and to transparently track their impact as part of our annual GHG reporting.

Data for Scope 3 (upstream activities) is collected through primary data collection wherever possible. Where this is not possible, we rely on secondary data available on the market and verified by Klimaktiv Consulting GmbH.

Measures Taken, Results, and Developments

The goal was to identify the status quo regarding the achievement of targets and the degree to which measures taken had met those targets. How were measures implemented, and to what extent were they successful? In this step, barriers were identified and overcome (see the results and developments from our Guiding Principle 5).

We created a quantitative overview of the overall GHG reduction, broken down by individual scopes or by the specific reduction results per measure. In this way, we collected the data and laid the foundation for taking an important step toward the planned establishment of reduction targets.

The results of the individual CO_2e inventories can be found in the table on page 74.

The indirectly procured energy (Scope 2) that ARNOLD requires for its operations is certified as energy from renewable sources through Guarantees of Origin.

Outlook

Climate protection will remain a key issue in our sustainability efforts in the long term. This is clearly reflected in ARNOLD's business activities—through an expansion of the measures outlined in Guiding Principle 5 and through new strategies specifically focused on climate protection.

We intend to stay the course on our climate protection goals and work consistently toward their implementation. In doing so, we will formulate concrete measures and targets. To this end, we will again prepare a CO_2 balance sheet for the year 2026 in 2027. We also intend to place greater emphasis on goals that have not yet been achieved and seek new measures that will enable us to meet these goals on schedule and over the long term.

With the detailed CO_2 footprint for 2018, we achieved our first goal: to create a database for systematic climate protection measures. The report serves as a basis for presenting future developments using a defined data set, comparing them with the figures collected annually, and setting explicit targets for reducing greenhouse gas emissions in the future.

Reduction targets are to be set in metric tons of CO_2e and compared to the baseline GHG inventory as well as the respective previous year's inventory (see the table above). Furthermore, we categorize our reporting areas into Scope 1 (direct GHG emissions), Scope 2 (indirect GHG emissions), and Scope 3 (upstream activities). We define a timeframe for achieving the targets, as well as interim targets where applicable, and a target achievement rate.

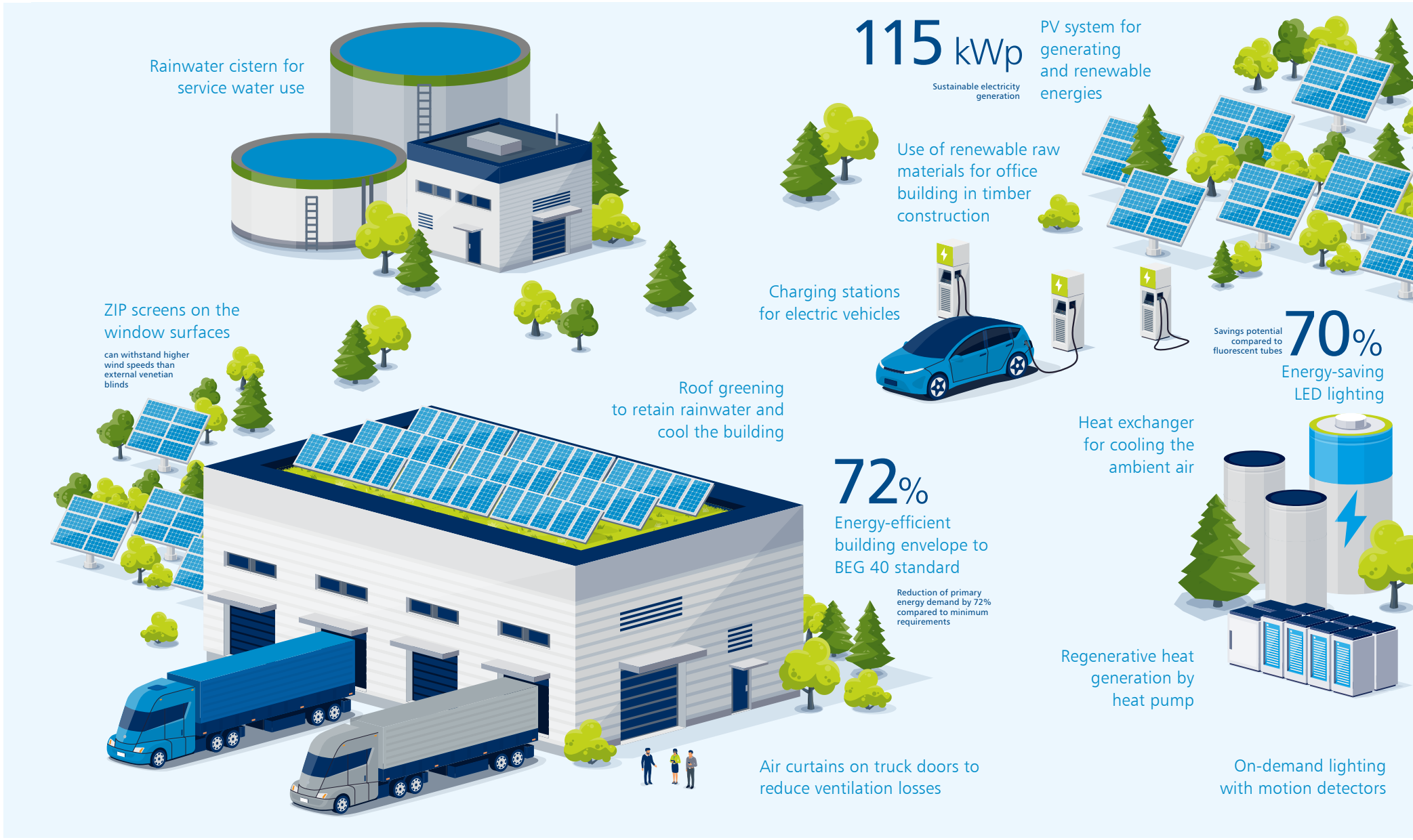


Rauhbusch Location

The grand opening ceremony for the new location took place on December 12, 2023. Sustainability was a key focus during construction.

Sustainability Initiatives at the Rauhbusch Site

ARNOLD® BlueFastening Systems

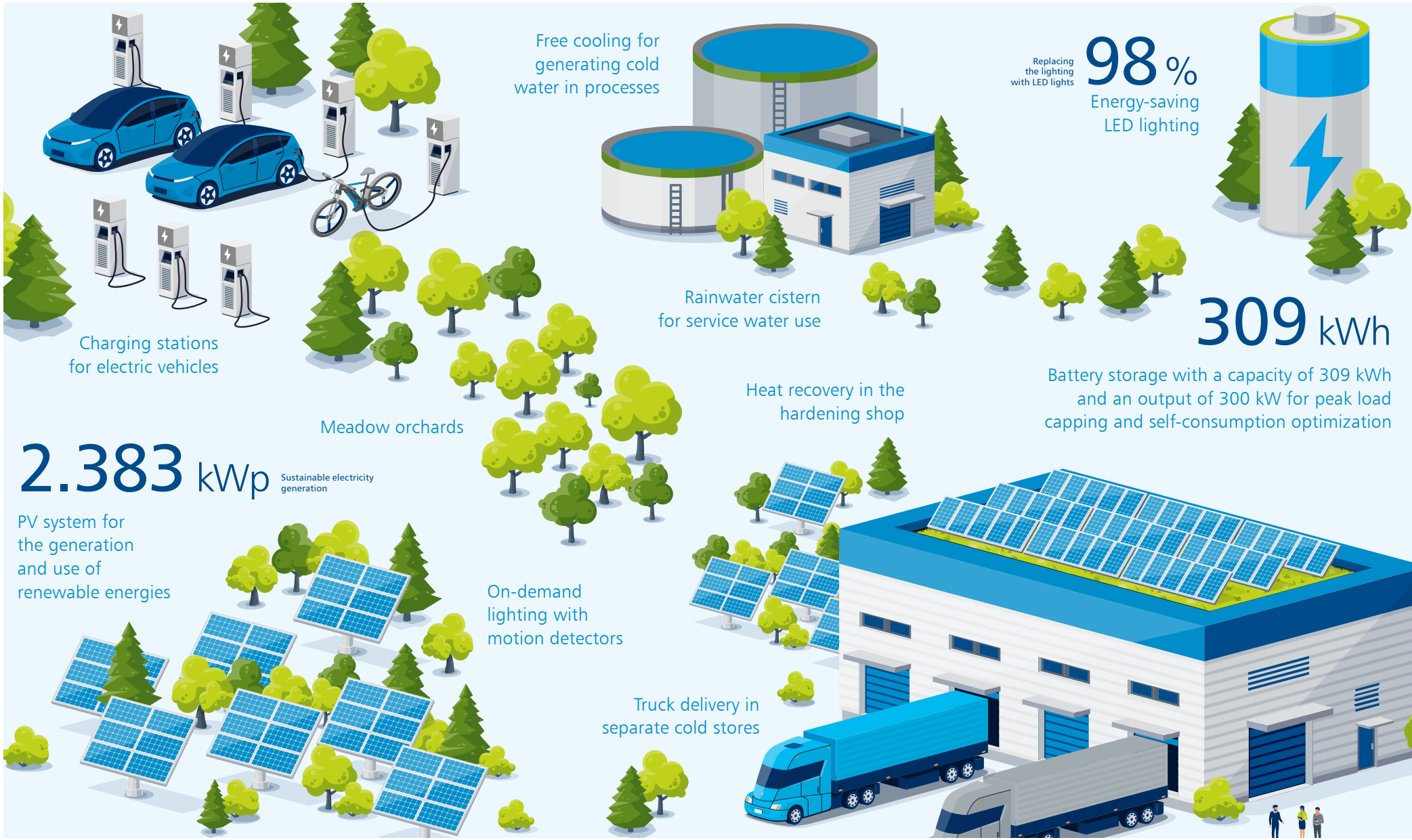




Dörzbach Site

At the Dörzbach site, too, there are a variety of initiatives that contribute to a sustainable future.

Measures for sustainability
Location Dörzbach

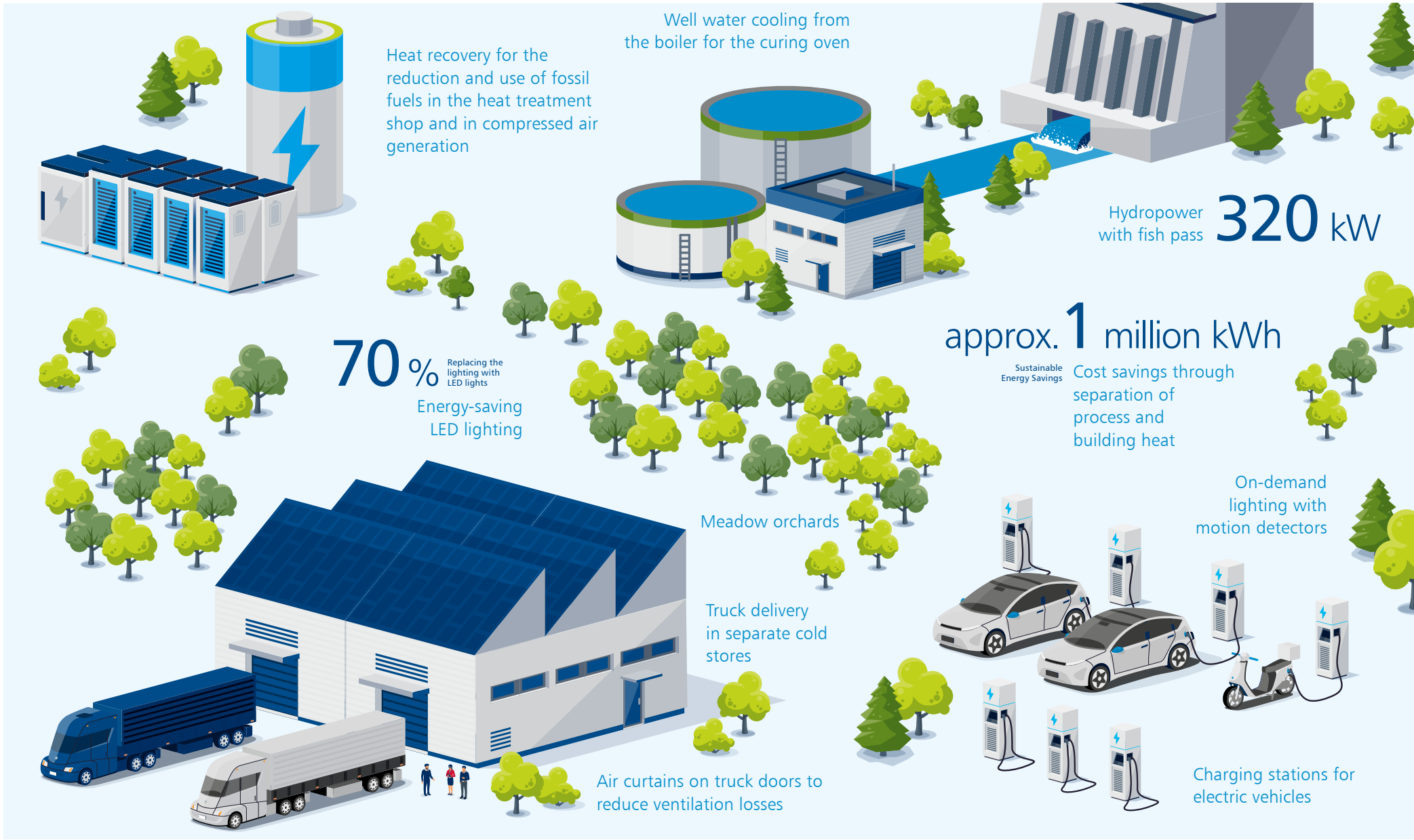




Location Ernsbach

When ARNOLD was founded in 1898, the topics of sustainability and climate protection were already important. The first factory was housed in a mill and used water power to drive the machines.

ARNOLD®
BlueFastening Systems



6. Database

Facts & Figures
Sustainability Performance 2025

Quantifying Sustainability

Here you will find an overview of the key metrics and data that document our progress in the area of sustainability.

Each of these figures represents our company's achievements and efforts to act in an environmentally responsible and socially just manner.

All data is based on a single day to illustrate the impact of our measures in everyday life. These key figures also provide a transparent and quantifiable insight into our sustainability strategy and enable us to precisely communicate our progress and challenges on the path to a more sustainable future.

On the following pages, you will also find a tabular presentation of our data on corporate governance, raw materials and resources, social and environmental standards, as well as a list of our process and quality management systems in 2025.

Here, too, we aim to make the facts tangible by comparing the years 2024 and 2025 and deriving our progress in various areas from this direct comparison.

10.4 t

CO_2e emissions
were emitted that day (Scope 1+2)

9.51 kg

CO_2e emissions
were emitted per day per employee (Scope 1+2)

18.52 g

CO_2e emissions
were emitted per € (Scope 1+2)

6.3 MWh

were generated per day by photovoltaic systems.

41 per year

Employees
were rehired per year

894 kWh

Electricity
flowed into electric vehicles during the day

All figures are averages (ø) calculated by extrapolating the total annual amounts from the 2025 database—which is based on 365 days—to 1 day per year.

752 l

Gasoline and diesel
were refueled daily

1 t

Packaging materials
were used that day

12.7 t

Waste (Resources)
was generated each day

5.5 m³

Water
consumed per day

38.074 kWh

Thermal energy
was needed per day

91 MWh

Electricity
was consumed during the day

561,438 €

Revenue
was generated on that day



Database
Corporate Governance

Employees and diversity

Workforce diversity & employees by gender

	2024	2025
Total employees	1120	1093
Of which male	928	905
Of which female	192	188
Of which diverse	0	0

Diversity in management bodies & proportion of managers

	2024	2025
Total Executives	153	148
Of which male	144	138
Of which female	9	10
Of which diverse	0	0

Variety of new hires

	2024	2025
Total new hires	60	41
Of which male	40	31
Of which female	20	10
Of which diverse	0	0

Large number of part-time employees

	2024	2025
Total part-time employees	106	110
Of which male	27	33
Of which female	79	77
Of which diverse	0	0

Database
Raw materials and resources

Packaging, waste and natural resources

Packaging materials*

	2024 (t)	2025 (t)
Glass	0	0
Paper, cardboard, cardboard	5,620+22,480	5,160+20,640
Ferrous metals	0	0
Aluminium	0	0
Synthetics	18,216	20,490
Other composites	0	0
Textile fabrics	0	0
Wood	353,549	337
Weight	399,865	383,290
Recycled material used	22,480	20,640

Water

	2024 (l)	2025 (l)
Water withdrawal	21.563.000	22.810.000
Water recirculation	19.882.000	20.820.041,6
Water consumption	1.681.000	1.989.958,4

* Total weight of packaging materials used in tons (t)



Database
Social and Environmental Standards

Social standards

Occupational health and safety

	2024	2025
Health rate %	91,71	91,36
Reportable accidents (number)	25	18
Lost days due to accidents	365	257

Work-life balance: Employees on parental leave

	2024	2025
Total employees on parental leave	66	61
Of which male	41	40
Of which female	25	21
Of which diverse	0	0

ARNOLD® BlueFastening Systems

Process and Quality Management Systems 2025

- Standardized Quality Management System **Certified to ISO 9001**
- Standardized Environmental Management System **Certified to ISO 14001**
- Standardized Occupational Safety and Health Protection System **Certified to ISO 45001**
- Standardized Energy Management System **certified to ISO 50001**
- Standardized Quality Management System for the automotive industry **certified to IATF 16949**

Information Security Assessment

- **conducted in accordance with TISAX®** (Trusted Information Security Assessment Exchange)

7. Spotlight production world ARNOLD

Rochester Hills, USA

Sustainability is an integral part of the U.S. subsidiary's operational processes and is guided in particular by structured data collection, regulatory requirements, and internal reporting obligations. The focus is on continuously improving operational efficiency, using resources responsibly, and ensuring stable working conditions.



"Through targeted measures to improve efficiency and structured data collection, we were able to significantly improve our sustainability performance while ensuring stable working conditions for our employees."

Tiffany Cross
Sustainability Manager

34 Employees

12,12 million Revenue (€)

Priorities for 2025:

- Improving operational efficiency
- Reducing overtime through optimized workforce planning
- Managing energy and resource consumption based on defined targets
- Reducing water consumption and waste generation
- Ensuring a stable workforce
- Strengthening governance and data quality in reporting

Key Progress and Results:

Climate Protection and Resource Management:

- Natural gas consumption at 850 MCF, 11% below the target
- Electricity consumption 14% below the defined target
- Reduction in water consumption compared to the previous year (the -10% target has not yet been fully achieved)

Operational Efficiency and Employees:

- Overtime reduced by 67% compared to 2024
- Ensured a stable workforce without layoffs

Resource Efficiency and Waste

- Continuous improvement in waste reduction and resource utilization

Governance and Reporting:

- Systematic collection and monitoring of energy, water, waste, and emissions data
- Improvement of data quality in the context of sustainability reporting

Certifications and Standards:

- Certification to IATF 16949
- Certification to ISO 9001
- Certification to ISO 14001
- Q1 certification

Added value for the ARNOLD Group:

- Increase in operational efficiency
- Reduction of energy, water, and waste costs
- Improvement of data quality and reporting structures
- Increase in productivity and process stability

Impact on Stakeholders:

- Employees: Reduced overtime and greater job security
- Customers: Stable processes and fulfillment of increasing sustainability requirements
- Society and the Environment: Reduction of resource consumption and environmental impact

Management and Reporting:

- Regular tracking of key performance indicators (energy, water, waste, emissions, personnel)
- Annual reporting as part of the CIS system
- Continuous review and further development of sustainability metrics





Through various activities, such as team events, milestone celebrations, and joint training sessions, employee engagement was strengthened and teamwork was specifically fostered.

Team Cohesion and Employee Training

Over the past year, our team in the U.S. has implemented a variety of initiatives to both strengthen team cohesion and promote employee development. Team-building activities included joint events such as a team BBQ, after-work get-togethers, and regular all-team meetings, during which, in addition to company updates, personal and professional milestones—such as work anniversaries, birthdays, and special achievements—were recognized. Furthermore, major successes were celebrated together, such as the launch of a new product.

A wide range of training and learning opportunities was also offered. On average, the team invested 21 hours per employee in structured and practical continuing education programs. These included, among other things, onboarding programs for new employees, forklift training, cross-departmental training in production, metallurgy courses, talent development programs, as well as IT and supplier training. This approach specifically strengthened both the team's technical expertise and its operational flexibility.



Facts & Figures Sustainability Performance 2025

Basic Report

Here you will find an overview of the key metrics and data that document our progress in sustainability at our U.S. location.

These figures reflect our team's commitment to acting in an environmentally and socially responsible manner—in line with the ARNOLD GROUP's overarching sustainability strategy.

All data pertains to the year 2025 and illustrates the concrete impact of our measures in our day-to-day operations.

These key performance indicators provide a transparent, quantifiable insight into our local sustainability initiatives. They help us present developments in a clear and traceable manner and clearly communicate our contribution to a sustainable future.
On the following pages, you will also find a tabular overview of our data on corporate governance, resource consumption, social and environmental responsibility, as well as process and quality assurance at our U.S. site in 2025.

All figures are averages (ø) that were calculated by scaling down the total annual amounts from the 2025 database—which covers 365 days—to 1 day per year.

0.2 t

CO_2e emissions
were emitted that day (Scope 1+2)

2.0 kg

CO_2e emissions
were emitted per day per employee (Scope 1+2)

4.8 g

CO_2e emissions
were emitted per € (Scope 1+2)

4 pro Jahr

Employees
were rehired per year

33,352 €

Revenue
was generated on that day

10.7 l

Gasoline and diesel
were refueled daily

0.1 t

Packaging materials
were used that day

0.6 t

Waste (Resources)
was generated each day

0.3 m³

Water
consumed per day

694 kWh

Thermal energy
was needed per day

0.1 MWh

Electricity
was consumed during the day



Database USA
Corporate Governance

Employees and diversity

Workforce diversity & employees by gender

	2024	2025
Total employees	38	34
Of which male	32	29
Of which female	6	5
Of which diverse	0	0

Diversity in management bodies & proportion of managers

	2024	2025
Total Executives	9	7
Of which male	6	6
Of which female	3	1
Of which diverse	0	0

Variety of new hires

	2024	2025
Total new hires	14	4
Of which male	13	2
Of which female	1	2
Of which diverse	0	0

Large number of part-time employees

	2024	2025
Total part-time employees	1	0
Of which male	1	0
Of which female	0	0
Of which diverse	0	0

Database USA
Materials and Resources

Packaging, waste and natural resources

Packaging materials*

	2024 (t)	2025 (t)
Glass	0	0
Paper, cardboard, cardboard	18,370+7,870	16,200+5,043
Ferrous metals	0	0
Aluminium	0	0
Synthetics	4,763	1,030
Other composites	0	0
Textile fabrics	0	0
Wood	5,405	5,043
Weight	36,408	27,316
Recycled material used	7,870	5,043

Water

	2024 (l)	2025 (l)
Water withdrawal	846.675,3	804.200,0
Water recirculation	724.900	702.259,1
Water consumption	121.775,3	101.940,9

* Total weight of packaging materials used, in metric tons (t)



Database USA
Social and Environmental Standards

Social Standards

Occupational health and safety

	2024	2025
Health rate %	98,41	97,64
Reportable accidents (number)	0	0
Lost days due to accidents	0	0

Work-life balance: Employees on parental leave

	2024	2025
Total employees on parental leave	1	0
Of which male	0	0
Of which female	1	0
Of which diverse	0	0

ARNOLD® BlueFastening Systems

Process and Quality Management Systems 2025

- Standardized Quality Management System **Certified to ISO 9001**
- Standardized Environmental Management System **Certified to ISO 14001**
- Standardized Quality Management System for the Automotive Industry **Certified to IATF 16949**

Shenyang, China

Sustainability is a central component of the Chinese subsidiary's business operations and is firmly integrated into its strategic and operational processes. The focus is on continuous improvement across the three dimensions of economic performance, environmental responsibility, and social impact.



"Sustainability is firmly embedded in our daily work. By fully switching to green electricity and making progress in the circular economy, we are demonstrating that environmental responsibility and economic success can be successfully combined."

Jens Li, Sustainability Officer,
ARNOLD Fastener (Shenyang) Co., Ltd.

353 Employees

61,3 million Revenue (€)

Priorities for 2025:

- Transition to 100% green electricity
- Expansion of sustainable supply chain management
- Disclosure of climate-related information (CDP, EcoVadis)
- Promotion of the circular economy and resource efficiency
- Capacity expansion and green modernization of production
- Strengthening transparent governance and stakeholder communication
- Further development of digital transformation
- Certification as a "Zero-Waste Factory"

Key Progress and Results:

- Climate Protection and Energy:
  - Increase in the share of green electricity from 77% (2024) to 100% (2025)
  - Self-consumption from solar power remains stable at around 2 million kWh
  - Reduction in natural gas consumption by approximately 8% through heat recovery
  - Reduction in gasoline consumption by 42% through fleet conversion
- Resource Efficiency and Circular Economy:
  - Significant progress in waste reduction and resource utilization
  - Awarded "Zero-Waste Factory" status
- Supply Chain and Transparency:
  - Conducting sustainability assessments of suppliers (purchase volume > 50,000 EUR)
  - Positive assessment rate of 90%
  - Disclosure of climate data to customers (including CDP, EcoVadis)
  - CDP rating: B
- Certifications and awards:
  - Certified as a "National Green Factory" in China
- Employees and Corporate Culture:
  - Organization of a "Sustainability Day" as part of "Quality Month"
  - Approximately 2,600 training hours
  - Eight team-building activities
- Financial Performance:
  - Revenue increase of nearly 20% compared to the previous year
  - Operating profit up 34%

Added value for the ARNOLD Group:

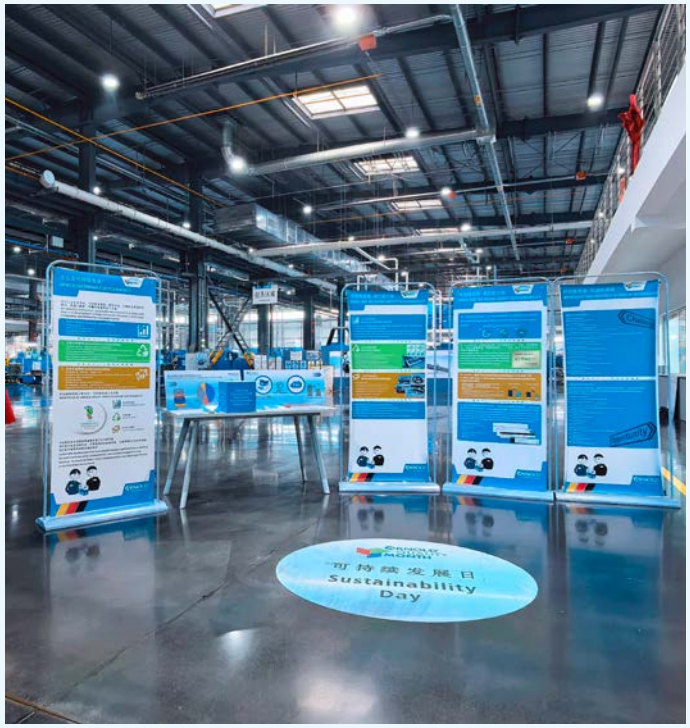
- Improved resource efficiency and cost structure Enhanced competitiveness
- Strengthened customer loyalty through transparent and sustainable processes
- Positioning as a pioneer through national sustainability certifications

Impact on Stakeholders:

- Customers: More sustainable products and increased transparency
- Suppliers: Promotion of sustainable development processes
- Employees: Higher motivation and sense of identification
- Society and the Environment: Reduction of emissions and resource consumption
- Industry and Government: Setting an example through Green Factory certification

Management and Reporting:

- Continuous improvement of the KPI system (e.g., CDP, EcoVadis)
- Regular internal audits in the areas of environment, energy, supply chain, and social responsibility
- External certifications (including ISO standards, Green Factory assessments)
- Reporting as part of the annual sustainability report as well as through internal and external communication channels





"Sustainability Day" brought sustainability to life and further strengthened the active involvement of employees


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线材库
Wire Warehouse
WHAT ARE WE DOING ABOUT SUSTAINABILITY
OPPORTUNITIES AND CHALLENGES IN TERMS OF SUSTAINABI
Challen
Sustainability Day

Facts & Figures Sustainability Performance 2025

Basic Report

Here you will find an overview of the key metrics and data that document our progress in the area of sustainability at our site in China.

These figures reflect our local efforts to act in an environmentally responsible and socially just manner—as part of the ARNOLD GROUP's global sustainability strategy.

All data pertains to the year 2025 and illustrates the concrete impact of our measures in day-to-day operations.

These key figures provide a transparent, quantifiable insight into our sustainability work in China. They help us make progress and challenges tangible and openly communicate our contribution to a sustainable future.

On the following pages, you will also find a tabular presentation of our data on corporate governance, resource consumption, social responsibility, and process and quality assurance at our China location in 2025.

All figures are averages (ø) that were calculated by scaling down the total annual amounts from the 2025 database—which is based on 365 days—to 1 day per year.

1.7 t

CO_2e emissions
were emitted that day (Scope 1+2)

1.8 kg

CO_2e emissions
were emitted per day per employee (Scope 1+2)

1.3 g

CO_2e emissions
were emitted per € (Scope 1+2)

5.7 MWh

were generated per day by photovoltaic systems.

53 pro Jahr

Employees
were rehired per year

125 kWh

Electricity
flowed into electric vehicles during the day

64.3 l

Gasoline and diesel
were refueled daily

0.7 t

Packaging materials
were used that day

6.2 t

Waste (Resources)
was generated each day

42 m³

Water
consumed per day

6,966 kWh

Thermal energy
was needed per day

80 MWh

Electricity
was consumed during the day

168,803 €

Revenue
was generated on that day



Database China Corporate Governance

Employees and diversity

Workforce Diversity & Employees by Gender

	2024	2025
Total employees	317	353
Of which male	219	251
Of which female	98	102
Of which diverse	0	0

Diversity in management bodies & proportion of managers

	2024	2025
Total number of executives	57	58
Of which male	43	44
Of which female	14	14
Of which diverse	0	0

Variety of new hires

	2024	2025
Total new hires	48	53
Of which male	39	46
Of which female	9	7
Of which diverse	0	0

Large number of part-time employees

	2024	2025
Total part-time employees	0	0
Of which male	0	0
Of which female	0	0
Of which diverse	0	0

Database China
Raw materials and Resources

Packaging, waste and natural resources

Packaging materials*

	2024 (t)	2025 (t)
Glass	0	0
Paper, cardboard, cardboard	0,330+1,300	0,450+1,820
Ferrous metals	0	0
Aluminium	0	0
Synthetics	11,540	7,040
Other composites	0	0
Textile fabrics	0	0
Wood	233,390	256,410
Weight	246,560	265,720
Recycled material used	1,300	1,820

Water

	2024 (l)	2025 (l)
Water withdrawal	57.823.000	64.794.000
Water recirculation	43.220.000	49.322.000
Water consumption	14.603.000	15.472.000

* Total weight of packaging materials used, in metric tons (t)



Database China
Social and Environmental Standards

Social standards

Occupational health and safety

	2024	2025
Health rate %	98,52	98,31
Reportable accidents (number)	3	5
Lost days due to accidents	32	173

Work-life balance: Employees on parental leave

	2024	2025
Total employees on parental leave	45	74
Of which male	35	55
Of which female	10	19
Of which diverse	0	0

ARNOLD® BlueFastening Systems

Process and Quality Management Systems 2025

- Standardized Quality Management System **Certified to ISO 9001**
- Standardized Environmental Management **System Certified to ISO 14001**
- Standardized Occupational Safety and Health Protection System **Certified to ISO 45001**
- Standardized Energy Management System **Certified to ISO 50001**
- Standardized Management System for Testing and Calibration Laboratories **Certified to ISO 17025**
- Standardized Quality Management System for the Automotive Industry **Certified to IATF 16949**

Information Security Assessment

- **conducted in accordance with TISAX®** (Trusted Information Security Assessment Exchange)

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ARNOLD®
BlueFastening Systems

The ARNOLD GROUP

www.arnold-fastening.com

Wherever customers need us.

ARNOLD – this name is internationally renowned for efficient and sustainable fastening systems at the highest level.

With a foundation of many years of expertise in the production of intelligent fastening systems and very complex extruded parts, the ARNOLD GROUP has developed over a number of years into a comprehensive supplier and development partner for complex fastening systems. With our positioning of "BlueFastening Systems", this development process will continue under a united and harmonised structure. Engineering, services, fasteners and functional parts, together with feeding and processing systems, all from a single source – efficient, sustainable and international.

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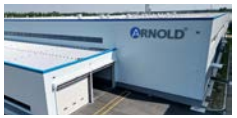
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