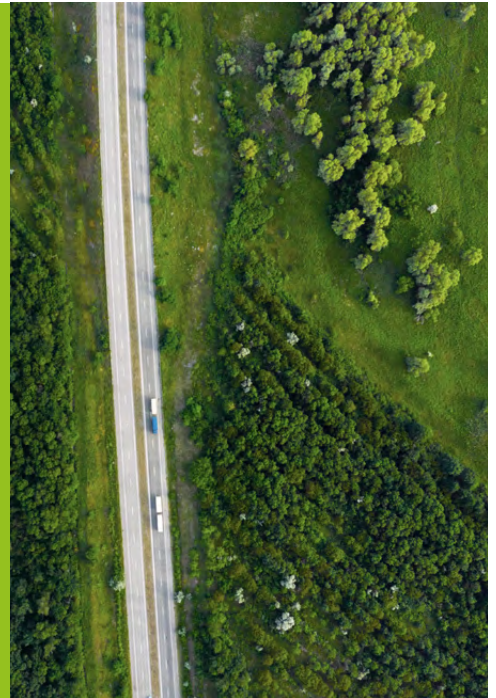




# Future is now

Sustainability report 2024/25



# Foreword by the management 2024/25

For us, sustainability is not just a trend, but part of our corporate responsibility. As managing directors of PMA/TOOLS GmbH, we share the task of aligning economic success with environmental and social accountability. This report sets out how we understand this commitment and how we put it into practice.

For more than 30 years we are working in an industry that is evolving at speed. New vehicle technologies, digitalisation and increasing demands for quality and sustainability shape our day-to-day business. We see this primarily as an opportunity to develop solutions that are more efficient and resource-saving for our customers.

Sustainability for us means continuously reducing our own carbon footprint. This applies to production, logistics and energy use as well as to the responsible treatment of our employees. At the same time, we develop durable products, modular concepts and digital services that drive the market forward in the long term.

This report provides transparency on our current position and our steps ahead. It highlights what we have already achieved and where we aim to improve further. In doing so, we focus on clear, realistic targets and close collaboration with our partners.


Willich, April 2026





Maurice Rehrmann  
CEO


Christian Schrade  
CEO


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# Field of action

## Customers



Customers are at the centre of our sustainable approach.

Their requirements, expectations and feedback play a key role in how we continuously develop our products, services and processes.

Our aim is to create resource-efficient solutions together, increase transparency and enable sustainable decisions across the entire customer journey.



## Sustainability status as of 2023

**So far, so good. So far, so sustainable.**

**By 2023, numerous measures had already been implemented within the field of action Customers to make processes more efficient, more digital and more environmentally friendly. These established structures form the foundation for our continuous development and for the sustainability initiatives implemented in the years that followed.**

### **Sustainable services**

Through close collaboration with our customers and the use of modern systems, we have been able to save resources in demand-driven product development and optimised bulk ordering, while reducing unnecessary delivery runs.

Our increasing digitalisation enables a paperless claims management system and electronic invoicing. In addition, we no longer produce a printed catalogue, as our entire product range is available and kept up to date daily in our online shop.

To support the longevity of our products, we continue to offer matching spare parts and consumables for selected items long after they have been discontinued.

Our customer satisfaction survey is an integral part of our communication with customers. It provides valuable insights into where we can further improve or make changes.



**Sustainable shipping**

Numerous measures work hand in hand to maximise transport vehicle utilisation. These include carefully designed packaging units, clearly defined packing quantities and standardised cartons.

At our main site, a modern warehouse and centralised loading bays ensure smooth operations and efficient handling.

Furthermore, strategically located branch sites help to make our global deliveries as resource-efficient and sustainable as possible.

By using paper tape and improved recycled void fill materials, we have taken the first step – with many more to follow.

**Digital sustainability communication**

We communicate our sustainability achievements externally via various digital channels. Paper-based communication remains the exception.



Standardised packaging units and pack sizes optimise transport vehicle capacity and reduce packaging waste.



We save 3.000 pages (16.5 kg paper) per month = 2/3 of our paper consumption

## 2024 updates

In 2024, we remained committed to continuous improvement. Rather than resting on our achievements, we strive to minimise our carbon footprint as much as possible.

To further reduce paper usage, we have also updated the operating manuals for our equipment. Printed versions are no longer included; instead, a QR code provides access to the digital version.

We ensure the long-term functionality of our equipment not only through reliable spare parts availability, but also by offering repair and maintenance services. This means that defective units do not have to be replaced automatically.

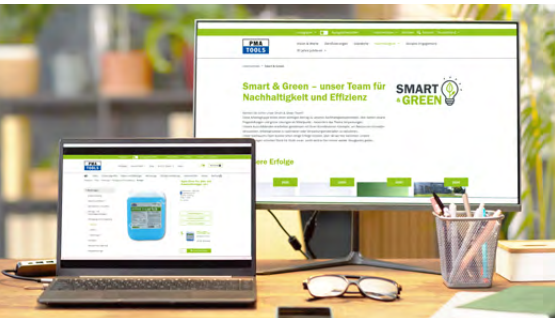
In 2024, we extended our sustainability efforts to our branch locations. During a visit to France, our Smart & Green Team assessed the situation on site and identified further optimisation potential. Initial measures will be implemented in 2025.



PDF instead of paper. The new QR code sticker provides direct access to the digital operating instructions.

## 2025 updates

To provide our customers with even greater transparency and more comprehensive information, we have expanded our sustainability communication with a dedicated subpage on our website. It features details on optimised packaging as well as further developed or improved products. Relevant items are clearly labelled in the online shop and directly linked to the information page. A note will also be included on delivery notes.



The online shop now also highlights sustainable alternatives to selected products.

Further relevant policies have been integrated into the “Vision and values” section of our corporate website. There, interested stakeholders can find key information such as the EUDR requirements and the Supplier Code of Conduct, presented centrally and transparently.



As part of their Smart & Green project, our apprentices visited our branch in Spain. There, they presented the project and its achievements to date and exchanged views with local employees on which sustainability topics are most relevant on site. The key takeaway: apart from packaging optimisation, there are currently no specific customer requests for further sustainability measures.

## 2026 targets

Ongoing **quality checks** ensure the long-term integrity of our sustainability data – providing transparent and reliable information for our customers.



Annual training in merchandise management and the new ERP system: targeted **knowledge transfer** to our apprentices ensures efficient processes and reliable service for our customers in the future.



# Field of action Company



Sustainability is firmly embedded in our corporate structures and decision-making processes. Within the field of action Company, we take a holistic view of environmental, social and safety-related aspects – from climate protection and energy efficiency to biodiversity and social engagement, through to corporate and IT security.

Our goal is to create long-term stability, take responsibility and continuously strengthen the company's resilience.



# Sustainability status as of 2023

**In previous years, key foundations for sustainable and responsible business practices were established within the field of action Company. Investments in renewable energy, electromobility, energy-efficient buildings, as well as initial measures to promote biodiversity and strengthen corporate security, formed the basis for a holistic sustainability strategy. These established structures enable us to further develop initiatives in a targeted way and expand them in the years ahead.**

## Climate protection

We combine economic performance with environmental responsibility by consistently reducing our carbon footprint through renewable energy, energy-efficient buildings and electromobility. With an almost fully electrified vehicle fleet, charged via our own photovoltaic system, we save significant amounts of fossil fuels each year and considerably shorten the payback period of our installations. Our framework for action is based on our carbon footprint (Scopes 1 and 2) and focuses on e-mobility, energy efficiency, green electricity and in-house power generation.

Our photovoltaic system will continue to be a key factor in reducing our carbon footprint.

## Energy and mobility

Our climate strategy focuses on reducing emissions in the energy sector through electromobility, in-house power generation and efficiency measures. With 17 charging points, a 95 % electrified vehicle fleet and our photovoltaic system, we save around 40,000 litres of fossil fuels each year and cover our energy needs sustainably. In addition, we rely on green electricity, modern heating and lighting controls,



as well as support for our employees through free charging facilities and financial subsidies.

### **Buildings**

At our main site in Willich, we rely on a modern energy concept with solar power, LED technology, efficient heating control and sustainable refurbishments. In this way, we create an energy-efficient environment that protects both the climate and employee health.

### **Biodiversity**

To promote biodiversity, we have expanded our green spaces and planted additional trees as part of our new building project. Our goal is to create further green areas and establish habitats

for bees and other insects. To raise awareness of this important topic, we also ran a campaign using wildflower seed paper.

### **Our engagement**

Sustainable action is not our only priority. We are equally aware of our social responsibility as a company. Whether locally or further afield, we provide support where it is truly needed and can make a meaningful impact. In doing so, we place particular importance on supporting organisations directly and effectively through in-kind and financial donations.

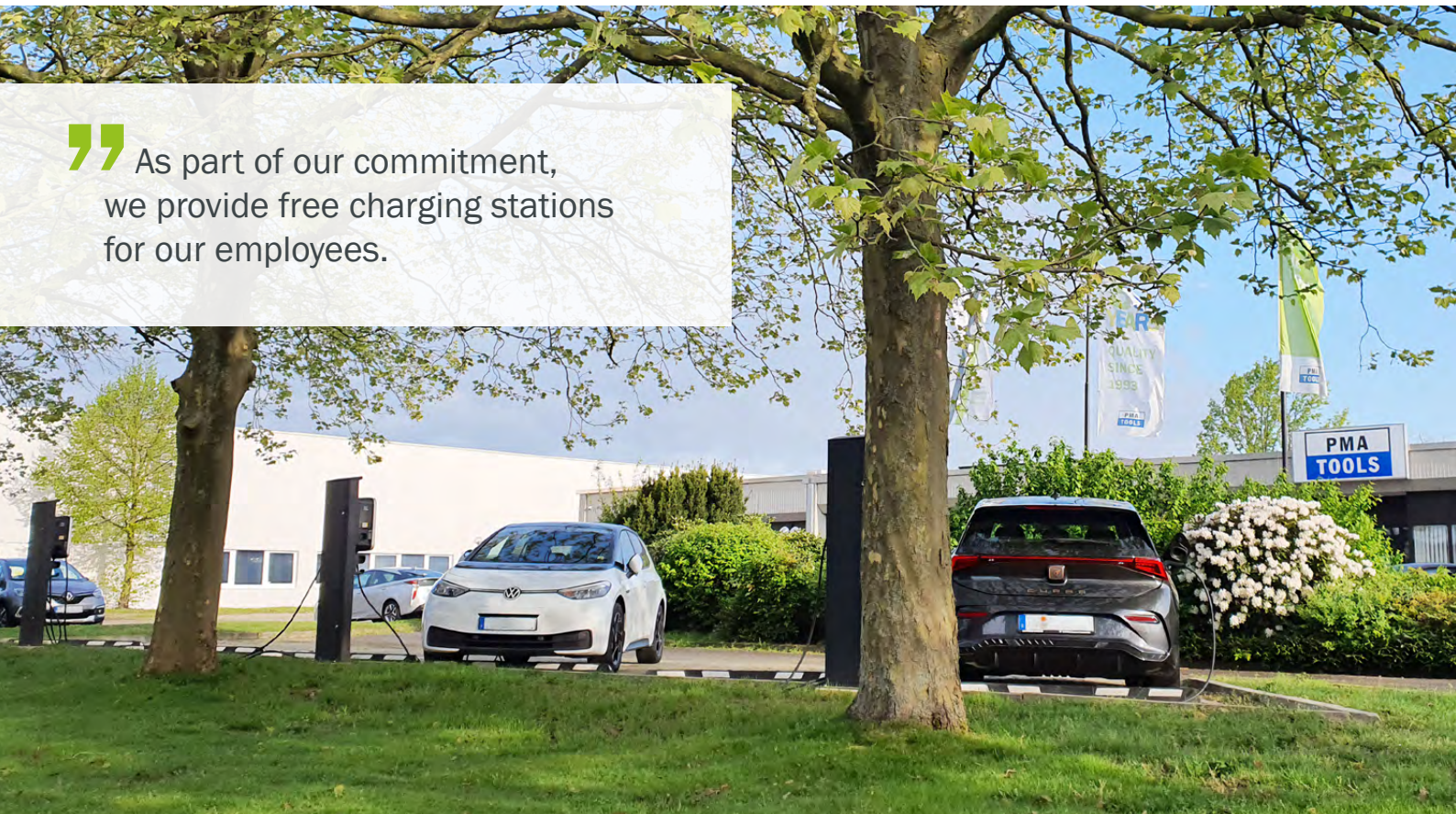
### **Corporate security**

We safeguard our business stability through comprehensive measures in cybersecurity, crisis

management and financial risk diversification. These include IT training, strict access controls, employee awareness, a broad customer base and strategically managed safety stock. This ensures resilience, reliable supply and a stable pricing approach.



” As part of our commitment,  
we provide free charging stations  
for our employees.



## 2024 updates

In summer 2024, we reintroduced our wildflower seed paper initiative and distributed it once again to customers and partners. We also continued our social engagement: Tafel Willich e.V. received donations, as did Blue Ribbon Deutschland and a primary school support association involved in a pilot project for trauma support.

In addition, we took part in the Willich Christmas wish tree campaign. Our employees were encouraged to collect old or defective mobile phones, leftover foreign currency and empty original inkjet cartridges. These items are recycled, and the proceeds go towards fulfilling Christmas wishes for disadvantaged children in Willich.

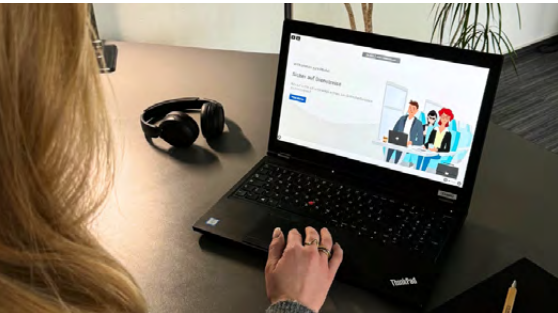


As a result of our conversion into a GmbH, our existing business stationery became obsolete. Rather than disposing of it, we launched a recycling project in collaboration with our printing partner. The letterhead was repurposed into notepads in two different sizes, which we now use internally.

This year, we refurbished used company mobile phones, laptops and other IT equipment after their initial use and resold them to employees in order to extend their lifespan and conserve resources.



At the end of the year, we introduced deposit collection boxes in our canteens. The proceeds are donated to charitable causes.



We further strengthened our cybersecurity capabilities: the “SoSafe” platform was used continuously throughout the year to raise employee awareness. As a result, the click rate in phishing simulations was reduced from 13 % to 11 %, placing us among the top 20 % in the industry. Security measures were specifically aligned with the requirements of auditors and cyber insurers.

Emergency plans are reviewed annually, while security-relevant IT measures are prioritised and implemented on a quarterly basis. The Microsoft Endpoint Security Score was consistently maintained at at least 95 %, and the Microsoft 365 security score improved from 60 % to 67 % – placing it well above the industry average of 41 %.

In production, we successfully digitalised the workflow. The entire process, from planning through to execution, has been significantly improved and made more transparent for all stakeholders.



**Top 20 % of the industry:**  
our employees' phishing click  
rate was reduced to 11 %

## 2025 updates

This year, we successfully implemented a long-planned project: we created a wildflower meadow, bordered by lavender plants, with an insect hotel placed at its centre. The initiative was accompanied by a digital nature event, where our employees were encouraged to observe which insects and plants they could spot and document their findings photographically. A wide range of observations were submitted.

### Observations at a glance

- 9** different plant species documented
- 10** different insect species observed directly on the plants
- 6** additional insect species identified independently of the plants

### Popular with insects:

- 1.** Sea thrift  
(6 different insect species)
- 2.** Mallow species and crimson clover  
(5 insect species)
- 3.** Cornflower and borage  
(4 insect species)

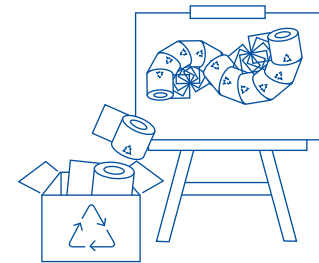


Another project was successfully completed this year: a suggestion from our ideas management programme evolved into a dedicated art project. The concept was to avoid simply disposing of obsolete items and instead transform them into a piece of art. Initially, we reached out to local schools and educational institutions to collaborate on a joint project with students, focusing on resource conservation. Despite several enquiries, the idea unfortunately met with limited interest.

Rather than abandoning the initiative, we quickly refocused it internally: our apprentices, together with an art-enthusiastic colleague, volunteered to take the project forward independently. Since then, creative artworks have been developed from collected materials such as packaging waste, electronic scrap and other discarded items, drawing attention in an aesthetic way to topics such as resource consumption, waste reduction and the value of seemingly useless materials.

With this project, we combine environmental awareness with artistic expression – another step towards embedding sustainable thinking in everyday working life.

We also consistently continued our social engagement: in May, our team took part in the Pink Ribbon Walk. Participation fees were fully covered, and an additional donation was made to Pink Ribbon Deutschland for each participant.



Turning old into new  
through a creative process



Through an internal donation initiative, we supported the Bethanien children's and youth village with clothing, toys and vehicles. In addition, the organisation received half of our Christmas donation. The other half went this year to Zornröschen e.V. in Mönchengladbach. The organisation provides counselling, social-pedagogical support, information events and much more for children affected by abuse, as well as for their families and caregivers.

As in previous years, we packed food parcels for Tafel Willich e.V. in December. Filled with non-perishable food, they are distributed to people visiting the food bank during the Christmas period.

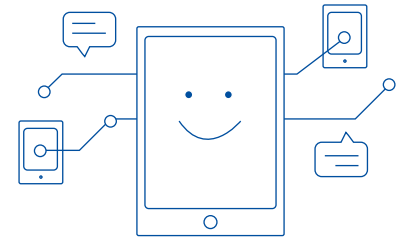
The proceeds from the deposit collection box installed last year were allocated to various causes. One portion was donated directly to a supermarket collection box. The remaining funds were used by the Smart & Green Team to support initiatives such as the Willich Wish Tree and the Animal Wish Tree.



In our production area, we implemented several upgrades. Timer controls on electronic production equipment and the automated switching on and off of the oven help to reduce energy consumption. We also addressed additional environmental aspects, including the use of new containment trays. While the vacuum pumps themselves cannot be further optimised, faster fault detection leads to a more efficient troubleshooting process.

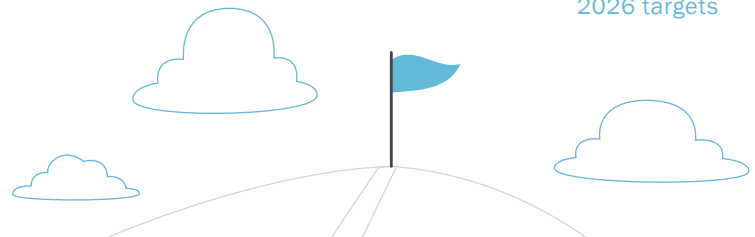
To improve and further digitalise the workflow, we introduced tablets and set up digital workstations. Job cards, work instructions and communication are now managed digitally through these systems.

Cybersecurity training was continued and expanded to include the use of AI.



**Tablets streamline  
the workflow**

## 2026 targets



Reduction in heating energy consumption

by **20 %**

through AI-based heating system optimisation.



Modernisation of production furniture (e. g. tables and other equipment).



Further digitalise existing processes: an app will centrally bundle information and facilitate exchange on sustainability topics, serving as a practical guide.

Smart & Green expands exchange with international branches to include sites in China and the United States.



Continued active involvement of apprentices in sustainability topics by preparing researched content as internal posts for employees.

# Field of action Employees



Our employees are a key success factor in the sustainable development of our company. Within the field of action Employees, we therefore focus on topics such as job satisfaction, health and safety, equal opportunities and continuous development.

Our goal is to create an appreciative, safe and future-ready working environment that fosters individual potential and supports long-term retention. Through targeted measures and initiatives, we not only strengthen the well-being of our employees, but also encourage their active involvement in shaping the company's sustainable direction.

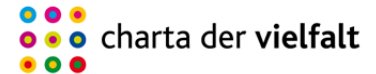


# Sustainability status as of 2023

**For several years now, sustainable principles have been an integral part of our HR activities. The status as of 2023 shows that numerous structures, measures and initiatives have been successfully established to ensure a healthy, fair and modern working environment. We take a holistic approach that equally considers ergonomic working conditions, diversity and equal opportunities, professional development, as well as health and safety aspects. These established foundations form the basis for the continuous development of our activities within the field of action Employees.**

## **Satisfied employees**

We offer modern, ergonomic and flexible working conditions. Standardised and individually tailored office furniture, including height-adjustable desks, supports healthy working, while workplace assessments help ensure ergonomic setups. Digital tools and cloud-based services enable mobile working and virtual collaboration, complemented by internal training to strengthen digital skills. Flexible working hours, flexitime and part-time models also support a healthy work-life balance.



## **Diversity, equal opportunities and inclusion**

We are actively committed to a respectful, bias-free working environment. As a member of the Diversity Charter, we promote equal opportunities and raise employee awareness through initiatives and communication on diversity and fair collaboration. Discrimination of any kind is not tolerated – what matters are performance, competence and ethical conduct. We also support experienced employees without formal qualifications through

the IHK Valikom programme in gaining recognition for their skills. Regular digital training sessions further strengthen awareness of ethics, diversity and appreciation in everyday working life.

### **Training and participation**

Young employees and apprentices take part in our “Young Power” seminar series, receiving training on topics such as rhetoric and communication, and can actively contribute to sustainability initiatives through the Smart & Green project. Guided by an experienced team,

they develop their own ideas and have already successfully implemented improvement projects. A wide range of training opportunities – both external and internal through “Connect & Discover” – supports the personal and professional development of all employees. In addition, our ideas management programme provides a platform for submitting suggestions and innovations, many of which have already been implemented, often with a positive impact on sustainability and business processes.



**Health and safety**

We actively promote the well-being of our employees through a comprehensive approach that equally addresses health, ergonomics, safety and nutrition. Our occupational health management includes workshops, preventive check-ups, subsidies for fitness programmes, as well as support for reintegration after long-term illness. Occupational health services help ensure ergonomic workplaces, and we offer subsidies for computer glasses. During the pandemic, we consistently provided testing to safeguard employee health.

Regular safety and fire protection training, as well as courses for first aiders and fire wardens, further ensure a safe working environment.

We also place great importance on nutrition and the overall well-being of our employees: water, tea and coffee from sustainable sources are provided free of charge, while a water carbonation and filtration system helps reduce transport distances.



## 2024 updates

Alongside several seminars on health-related topics such as sleep and prostate cancer, we once again offered our employees a flu vaccination this year, as well as individual workplace assessments and consultations.

We also hosted a range of events open to all employees. On Diversity Day, volunteering and putting people first took centre stage. Activities were organised to mark Trisomy Day, and a webinar was held on International Women's Day. In September, we also invited employees once again to our family summer festival.

A great example of how sustainability goes beyond good intentions in our company and becomes part of everyday practice through learning, testing and sharing: during their visit to Metabolon (a centre for circular economy and resource management), our apprentices gained valuable insights into resource conservation and circular systems, applied this knowledge directly in a new project, and then shared their findings with all employees via an intranet post.

Game event: Smart & Green organised a games evening with sustainable snacks

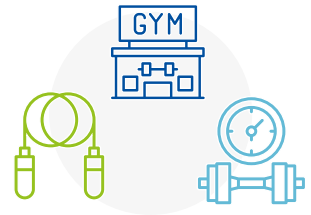


## 2025 updates

We got off to a strong start in January and introduced the Wellhub programme to our employees. Through this partnership, all employees can access the offering – starting with a free version featuring a wide range of online content, up to a Diamond membership that provides access to various local gyms. Through Wellhub, we were also able to offer a range of webinars right away, including sessions on emotion regulation, micro yoga and “active break” formats.

Further initiatives and events in the area of health promotion accompanied everyday working life throughout the year, ranging from addressing mental health challenges in the workplace to a breast cancer webinar and an invitation to a digital health week.

This was complemented by practical measures such as height-adjustable desks and exercise balls, as well as regular workstation assessments, helping to ensure healthy working conditions in day-to-day operations.



Micro yoga sessions and “active break” formats provide short movement boosts

” Bronze for our sustainability commitment: a valuable recognition that drives us forward.



We achieved a significant improvement in production. Thanks to the modernisation of workstations, all team members can now work in a much more ergonomic way. This is particularly beneficial in the long term. Noise level monitoring in the production area also contributes to an improved working environment.

Through the modernisation of the production equipment, we were able to increase output and reduce physical strain at the same time. We also reviewed and adjusted all occupational safety measures.

In addition, our occupational reintegration management (BEM) was restructured. This now enables us to offer employees fast access to psychological counselling where needed.

In 2025, PMA/TOOLS took part in the Pink Walk for the first time. The Pink Walk is a step challenge that integrates physical activity into everyday life while raising awareness of early breast cancer detection. Our employees participated with great motivation, supporting their own well-being while helping to raise funds for Pink Ribbon Deutschland.



MORE MOVEMENT.  
MORE TEAM SPIRIT.  
MORE HEALTH.

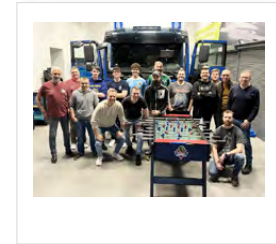
The year was also shaped by many further initiatives and interactions: from the International Women's Day webinar "Confident as a woman in professional life" and the opportunity to attend a German language course, to offerings such as occupational pension schemes and training in time and self-management, we also strengthened long-term topics.

Formats such as Girls' & Boys' Day and the career information day (BIT) at the Robert Schuman European School enabled us to connect with many students, some of whom we may have inspired to pursue an apprenticeship with us.

This commitment was complemented by Diversity Day focusing on autism, as well as a Wellhub webinar on financial well-being. The introduction of an employee satisfaction index within the employee survey marked a further important step towards capturing sentiments, needs and developments within the company in a more targeted way and driving continuous improvement.


Shared activities such as this year's summer festival, including a paddle tour followed by a barbecue, created opportunities for exchange and a strong sense of community – as did the Thai food truck, which regularly provided a small culinary meeting point on site.

The Smart & Green team organised a table football tournament as a break-time challenge, culminating in a final event. A particularly nice touch: a former intern also joined, having been involved in planning the initiative during her internship.



Keeping the ball rolling –  
teamwork is what counts.



 Beyond the day-to-day:  
teamwork on the water.

## 2026 targets

Expansion of the HR department by **at least 57 %** to enhance employee support and assist management.

Smart & Green is also planning to organise a joint event in 2026.



Increase participation in the employee survey to at least 77 respondents, achieving a response rate of at least **70 %**.

Transfer of knowledge: establish annual training in merchandise management for all apprentices, aligned with the new ERP system.



## Targets until 2030

Make **90 %** of office workstations more ergonomic through height-adjustable desks.

Reducing the average age by **2 years.**

Removal and repurposing of the smoking room.



# Field of action Packaging



Packaging plays a central role in balancing product protection, logistics and environmental responsibility. Within the field of action Packaging, our goal is to consistently reduce material usage and waste while ensuring functional and reliable packaging solutions.

Through clear guidelines, technical optimisation and the commitment of our employees, we continuously develop our packaging solutions further – with a focus on resource conservation, recyclability and the reduction of CO<sub>2</sub> emissions across the entire value chain.



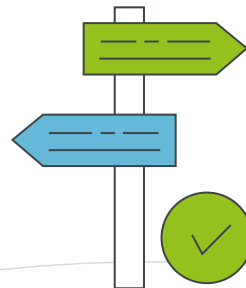
# Sustainability status as of 2023

**Sustainable packaging principles are firmly embedded in our processes. The status as of 2023 shows that fundamental structures and measures had already been established to systematically optimise packaging and minimise environmental impact. A binding guideline for sustainable packaging, continuous improvements driven by the Smart & Green Team, and the conscious use of recycled and reusable systems form the foundation of our activities. These existing foundations enable us to further develop packaging topics in a structured way and implement new measures in a targeted manner.**

## The foundations

We developed a binding guideline for sustainable packaging that serves as a framework for selecting suitable materials and creates a shared understanding across the company. It defines clear specifications on which options should be preferred from a sustainability perspective and which should be avoided, enabling employees to make informed decisions.

At the same time, the Smart & Green Team continuously works on optimising existing packaging. Adjustments to packaging sizes and package inserts have already resulted in savings and reduced plastic usage. Going forward, we will increasingly rely on packaging materials made from recycled content, while aiming to avoid plastic in product packaging wherever possible. In addition, we source directly from manufacturers to shorten transport routes and reduce packaging waste – with the long-term goal of receiving products either unpackaged or already supplied in the desired packaging unit.



**Concrete measures**

Through a consistent recycling and resource conservation concept, we sustainably reduce material usage across the company. Together with our partner Zentec, we ensure that used materials are recycled professionally. Careful waste separation is a standard practice throughout the entire company.

Wherever possible, we reuse materials multiple times in order to conserve resources. Examples include reusable blister packaging, recycled

pallets and an efficient packaging machine that uses only the amount of material actually required while returning surplus material back into the cycle. The switch to 100 % recycled film for our packaging rolls has already significantly reduced CO<sub>2</sub> emissions. We also consciously avoid unnecessary packaging wherever possible, and customers can fill products into their own containers – making a further contribution to waste reduction and resource conservation.



## 2024 update

Our packaging machine can be equipped with rolls in three different widths. After converting the most frequently used width to 100 % recycled film, a second roll format (300 mm width) followed this year.

As part of the optimisation of our under-glass distance profiles, the packaging size was also reduced.

For our wire dispensers, we now apply the label directly to the product, allowing us to eliminate the outer plastic packaging. This change results in annual CO<sub>2</sub>e savings of around 368 kg while reducing plastic consumption by 184 kg.

**SMART  
& GREEN**



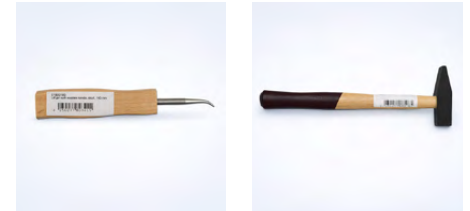
One product, major impact:  
184 kg less plastic per year  
through direct labelling.

## 2025 update



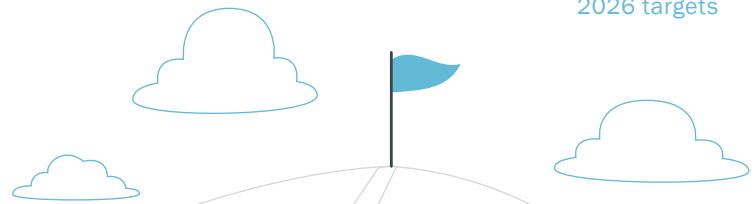
Our Smart & Green team continuously reviews products for potential packaging optimisation. In some cases, this leads to the decision that a product is no longer economically viable and can be removed from the range. This not only saves packaging material (11.7 kg less CO<sub>2</sub>e) but also conserves resources across the entire supply chain.

For our lift pin with wooden handle, the label is now applied directly to the product, eliminating the need for a plastic bag. This saves 1.23 kg of plastic per year. The plastic bag was also removed from our engineer's hammer: the product label is now attached directly to the wooden handle, reducing plastic consumption by a further 0.12 kg annually.



The label is applied directly to the handle, saving 1.35 kg of plastic per year.

## 2026 targets



A further **50 products** are to be reviewed for packaging optimisation potential.



Switch more products to packaging-free delivery once existing stock has been used up.

Develop a supplier packaging evaluation matrix; close collaboration with our suppliers has already enabled initial improvements.

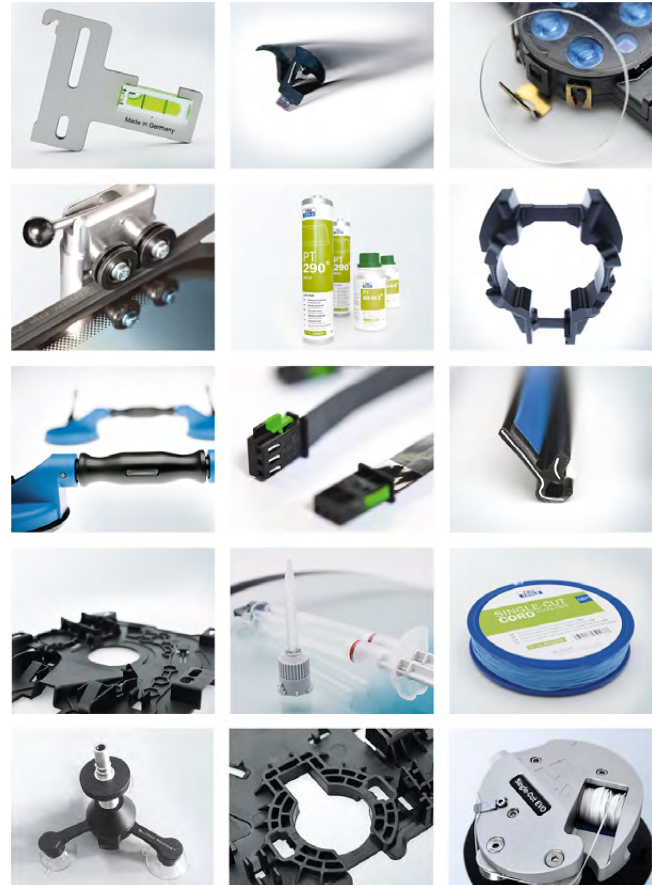
Complete the database structure for packaging data per delivery (initiated in 2025).

# Field of action Products



Our products are directly linked to our environmental footprint and our responsibility across the value chain. That is why we do not see sustainability as an add-on, but as an integral part of product evaluation, portfolio design and continuous development.

Our goal is to reduce environmental impact, use resources efficiently and at the same time provide safe, high-performance and durable solutions. Through structured evaluation approaches, innovative concepts and technical optimisation, we are making our product portfolio more sustainable step by step.



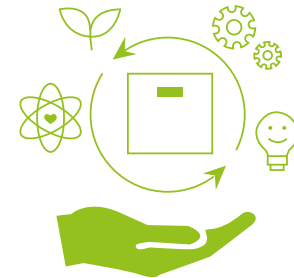
## Sustainability status as of 2023

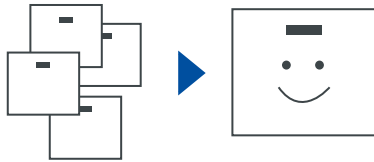
**Within the product sector, key tools and processes had already been introduced before 2023 to systematically incorporate sustainability aspects. These include clear evaluation frameworks, resource-efficient design approaches, as well as established procedures for repair, reuse and safe disposal. These existing structures form the foundation for continuously integrating and further developing environmental and social criteria in product-related decisions.**

### **Strategical approach**

Using a specially developed evaluation matrix, we systematically assess the sustainability of our products. Criteria such as environmental impact, resource consumption and social compatibility are all taken into account. Weighted indicators and easy-to-understand icons make it visible how sustainable individual products are and where optimisation potential exists. This enables us to make more targeted decisions and gradually improve the environmental performance of our products.

Our portfolio management also follows this approach: once a product reaches a certain level of demand, we assess whether a more sustainable alternative is possible. Following successful evaluation, the transition is implemented without requiring additional storage capacity – contributing to both resource conservation and increased efficiency.





We also prioritise repair over replacement: our own electronic products are repaired in-house, helping us save both materials and energy. At the same time, we ensure the professional return and disposal of products in accordance with battery regulations and the WEEE Directive.

Another example of sustainability in practice is our Smart Repair concept, supported by products such as SensorTack® sensor pads and the

Black Box 2.0. Both promote reuse instead of replacement and therefore contribute to the circular economy. Even defective sensor pads continue to serve an internal purpose as training and testing material.

### **Sustainable product development**

In product development, we place particular emphasis on sustainability and environmentally conscious design. Thanks to our technical equipment – including a 3D printer and a wide range of testing devices – we can create prototypes quickly, test them thoroughly and optimise them before they go into production. This significantly reduces material and energy consumption.

Through the close integration of research, development and quality management, we assess our products efficiently and define resource-conscious standards. Our internal laboratory structures also allow us to create safety data sheets flexibly and adapt them at short notice whenever required, enabling us to respond quickly to new requirements in the chemicals sector.

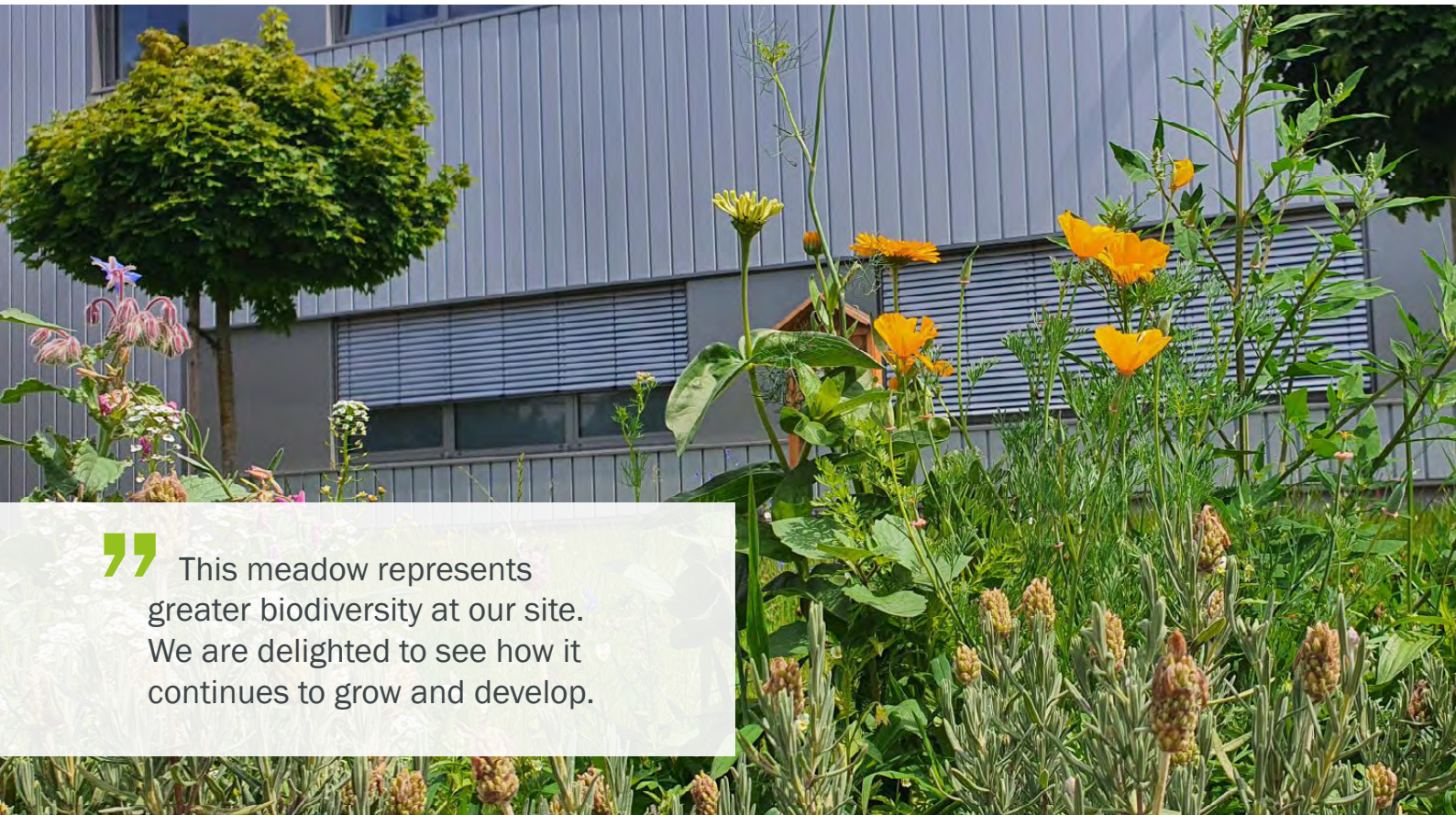


**Environmental protection and safety**

Our well-developed infrastructure includes digital systems and short communication paths. This enables fast communication, strengthens collaboration between teams and helps reduce resource consumption and CO<sub>2</sub> emissions. We handle chemicals responsibly and consistently comply with REACH requirements. In logistics,

we also take preventive measures to minimise environmental risks. Regular inspections ensure that our storage conditions and products are correctly labelled. In parallel, we continuously train our employees in the safe handling of hazardous goods, supporting the highest safety standards in storage and transport.

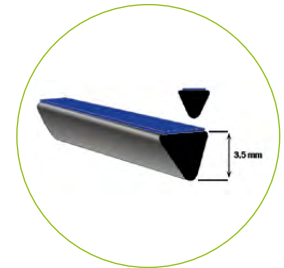




” This meadow represents greater biodiversity at our site. We are delighted to see how it continues to grow and develop.

## 2024 updates

The under-glass distance profiles were improved in collaboration with the supplier. As most customers purchased more than 20 metres, the packaging unit was adjusted to 50 metres. The cardboard packaging is now used more efficiently, and the outer packaging was further optimised. As a result, we save 4.1 kg of plastic per year (equivalent to 8.2 kg CO<sub>2</sub>e). Moreover, storage space and transport capacity requirements have been reduced.



Simply practical: adjusted sales units – less packaging

## 2025 update

In line with the EUDR, we avoid the use of natural rubber in our products. This forms part of our commitment to protecting both the environment and human rights. Rubber cultivation is often associated with negative impacts such as deforestation, loss of biodiversity and problematic working conditions in growing regions. By replacing it with recycled or responsibly manufactured alternatives, we aim to reduce our environmental footprint and contribute to more sustainable supply chains.

Through the introduction of an optimised punching tool in the production of SensorTack® Ready\*, material waste was significantly reduced while maintaining the same level of energy consumption. By mid-2026, all punching tools are to be adapted according to this principle. The tool adjustment therefore combines economic efficiency with environmental impact and makes a measurable contribution to resource conservation.

We now also offer a maintenance service for our Black Box. This information has been added both to the online shop and to the operating instructions.

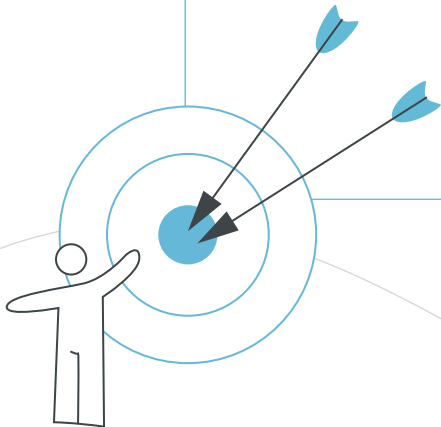
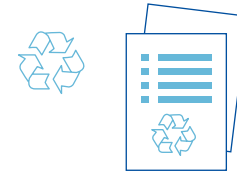


Against deforestation –  
acting in line with the EUDR

## 2026 targets

Data management: following the implementation of the new ERP system, a further focus lies on optimising order frequencies and inventory levels in order to sustainably reduce resource consumption.

Systematic identification of existing products where the use of recycled materials is feasible; based on this, corresponding measures are to be implemented from 2027 onwards.



# Field of action Suppliers



Our suppliers are a key lever in effectively shaping environmental and social standards beyond our own company boundaries. Within the field of action Suppliers, the focus therefore lies on clear expectations, reliable processes and the gradual increase of transparency across the supply chain.

Through binding principles, structured evaluations and continuous dialogue with our partners, we are working to systematically integrate sustainability into procurement and supplier management.



## Sustainability status as of 2023

**We have established initial structures to incorporate sustainability aspects into collaboration with suppliers. These include value-based guidelines, initial evaluation approaches, as well as established review and dialogue formats.**

### **Sustainability in the supply chain**

Our Code of Conduct communicates clear values to our employees and supports them in acting in line with our principles and applicable law. We respect the dignity, privacy and personal rights of every individual, implement the prohibition of discrimination in accordance with the German General Equal Treatment Act (AGG), and follow the UN Guiding Principles on Business and Human Rights. Transparency, fair working conditions and the consistent prevention of child and forced labour are binding principles of our actions. We are aware that our business activities influence conditions both domestically and in the countries where we manufacture, distribute and dispose of products.



## 2024 updates

In 2024, our priority was conceptual and organisational preparation. We developed structures, guidelines and responsibilities to ensure consistent and effective implementation from 2025 onwards.

To reduce administrative effort, we introduced a query within our product master data system to determine whether suppliers have their own Code of Conduct. The information collected already enabled us to assess compliance with applicable EU laws and regulations.



## 2025 update

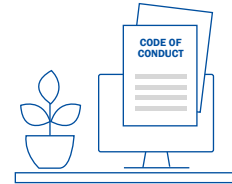
### Principles

Together with our sustainability management team, we expanded our strategy to include a sustainable procurement policy. This commits us to responsible and resource-conscious purchasing, taking environmental, social and economic aspects equally into account. In doing so, we follow international standards such as the UN Guiding Principles on Business and Human Rights and the OECD Guidelines.

Key measures include the introduction and implementation of the Supplier Code of Conduct (based on the principles of our Code of Conduct), as well as the promotion of environmental and energy management systems such as ISO 14001 and ISO 50001. In the selection of products and suppliers, we give preference to partners who operate in a resource-conscious, energy-efficient and circular manner.

By building long-term partnerships, encouraging innovation and continuously training our purchasing department, we ensure that our sustainable procurement practices are implemented effectively and regularly adapted to new requirements and challenges.

We also strategically reduce the number of suppliers in order to shorten transport routes and minimise the associated emissions.



The introduction of our own Supplier Code of Conduct was successfully implemented in 2025.

**Risk analysis and due diligence**

Our risk analysis focuses on economic risks relating to key suppliers with high strategic relevance. The results are documented systematically and serve as a basis for further decisions. To minimise risk, we obtain commercial credit reports every three years. In the event of irregularities, we conduct targeted discussions with the affected suppliers and, if necessary, also consider changing suppliers.

**Transparency and reporting**

The new EU PPWR (Packaging and Packaging Waste Regulation) will come into force gradually from mid-2026 onwards. To prepare for this in the best possible way, we expanded our internal guidelines. This ensures transparency and clear requirements across the supply chain. The Supplier Code of Conduct, originally planned for 2024, was successfully introduced in 2025. With its implementation, we are now also launching the corresponding systematic supplier survey. By 2026, we aim to achieve a positive response rate of at least 50 %.



The risk analysis addresses economic risks relating to our suppliers

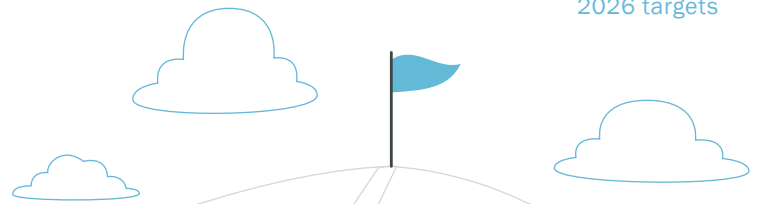
To ensure the quality and continuous development of our suppliers, we rely on established evaluation and audit processes. We are also audited annually by our customers, including environmental audits such as the one conducted in January 2025.

#### **Training and collaboration**

Targeted training measures are implemented to strengthen sustainable procurement. In 2025, our purchasing department received training on sustainable procurement practices. At the same time, collaboration with our suppliers on sustainability topics is continuously being developed further in order to establish shared standards and promote sustainable improvements across the supply chain.



## 2026 targets



Expand supplier evaluations to include a structured sustainability analysis and derive concrete measures for actively influencing our supply chain from 2027 onwards. Demand-oriented process or system audits at supplier level will be consistently supplemented with sustainability aspects.

Develop a country index and integrate a dedicated assessment area for risks relating to key sustainability aspects. The current risk analysis focuses on economic risks associated with strategically important key suppliers. The new country index complements this approach and will be continuously developed further.

**Establish a due diligence system by 2030.**

Employee training will be expanded to include supplier management in order to systematically integrate sustainability topics into existing processes.

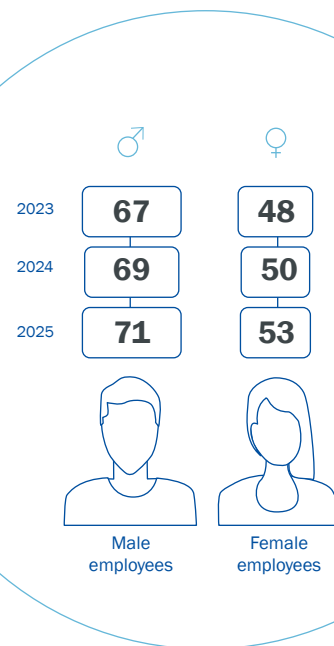




” Sustainability made visible.  
Right outside our door.

## Employees in numbers

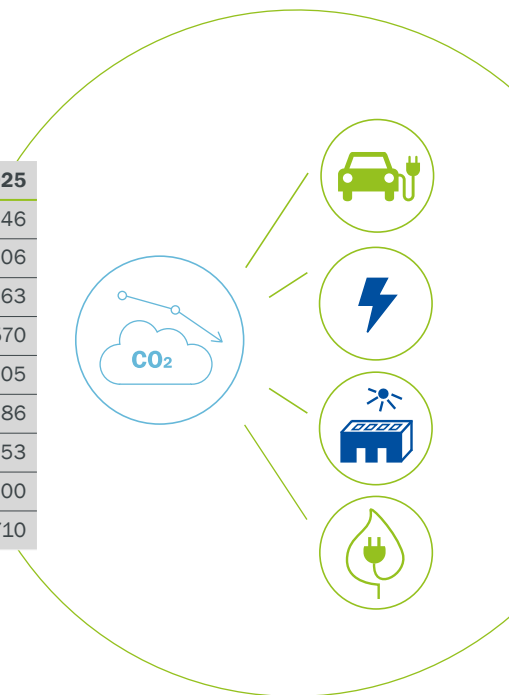
	2023	2024	2025
Total number of employees	115	119	123
Male employees	67	69	71
Female employees	48	50	53
Part-time	20	20	30
Full-time	95	98	93
Number of nationalities (%)	17	16	17
Average age	44,8	46	41
Sickness rate (%)	4,82	5,41	6,07
Apprenticeship professions	4	4	4
Trainees	4	4	4
Dual students	2	2	1



The figures refer to the company's activities in Germany.

## Climate balance

	2023	2024	2025
PV production (kWh)	314.529	292.071	321.646
PV self-consumption (kWh)	170.438	168.884	188.006
Purchased electricity (kWh)	188.088	206.261	201.563
Total electricity consumption (kWh)	358.477	399.032	389.570
CO <sub>2</sub> savings (kg)	181.761	168.742	185.905
Car charging sessions (kWh)	81.470	107.132	107.686
Number of car charging sessions	3.593	4.676	4.253
Gas consumption (kWh)	359.056	456.528	417.600
Water consumption (m <sup>3</sup> )	684	710	710



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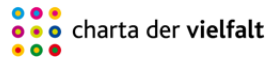
This sustainability report refers to corporate activities in Germany. The results and activities reported cover the period from 1 January 2024 to 31 December 2025. These data serve as reference values for the future.

We reserve the right to make product changes that, in our view, improve quality, at any time and without prior notice or communication.

Illustrations may be sample images and may differ in appearance from the delivered goods.

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## Headquarters

### **PMA/TOOLS GmbH**

Siemensring 42  
47877 Willich/Germany  
Tel.: +49 2154 922230  
Fax: +49 2154 922255  
E-Mail: [info@pma-tools.de](mailto:info@pma-tools.de)  
[www.pma-tools.de](http://www.pma-tools.de)

## Subsidiaries

### **PMA/TOOLS FRANCE**

Z.A.-214, rue de la Warnave  
59850 Nieppe  
Tél.: +33 320 970249  
Fax: +33 320 326140  
E-Mail: [info@pma-tools.fr](mailto:info@pma-tools.fr)  
[www.pma-tools.fr](http://www.pma-tools.fr)

### **PMA/TOOLS España S.L.U.**

Sta. Margarida de Boada Vell 7-9  
P.I. Riera de Caldes, Nave 12  
08184 Palau-solità i  
Plegamans (BCN)  
Tel.: +34 93 8648517  
Fax: +34 93 8640020  
E-Mail: [info@pma-tools.es](mailto:info@pma-tools.es)  
[www.pma-tools.es](http://www.pma-tools.es)

### **PMA/TOOLS Inc.**

201 Mills St.  
East Flat Rock  
NC 28726, USA  
Tel.: +1 828 2334060  
Fax: +1 828 2334070  
E-Mail: [info@pma-tools.com](mailto:info@pma-tools.com)  
[www.pmatools.com](http://www.pmatools.com)

### **PMA Tools Co. Ltd.**

Building No. 8  
East Guangzhou Road No. 188  
215413 Taicang  
Jiangsu Province  
P.R. China  
Tel.: +86 512 33011211  
E-Mail: [china@pma-tools.com](mailto:china@pma-tools.com)