



ESG REPORT OF THE ZELTWANGER GROUP

Driving Sustainable Transformation through Technology

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FOREWORD BY THE MANAGEMENT BOARD



Ulrich Zeltwanger
Managing Partner

Tübingen, July 2026

We are convinced that our greatest contribution to environmental protection lies in the technologies we develop. These enable our customers to successfully implement innovations for ecological transformation. With our solutions, we enable high-performance battery systems and components for electromobility, contribute to clean energy generation with hydrogen, energy-saving digital solutions, and efficient thermal management systems. However, our ESG commitment encompasses more than technology: resource efficiency, the advancement of our employees, and responsible supply chains. Based on our values, we are constantly evolving and shaping the future together with our customers.

But our ESG commitment encompasses more than technology: resource efficiency, the advancement of our employees, and responsible supply chains. Based on our values, we are constantly evolving and working with our customers to shape a sustainable future.

Together, we take responsibility—for our environment, our employees, and future generations.

OUR MISSION STATEMENT FOR SUSTAINABLE ACTION

Sustainability is an integral part of our corporate strategy and shapes our daily activities. With our ESG commitment, we want to create transparency, measure progress, and implement concrete goals for ecological, social, and responsible corporate governance.

We have laid the foundations for ESG measures and reporting and are continuously expanding them. In this way, we are creating greater transparency and making our progress measurable.

Unless otherwise stated, all key figures refer to the year 2025 and to the German companies of the ZELTWANGER Group.
The relevant date is July 2026.

Our headquarters in Tübingen—
a city known for sustainability and
innovative spirit— also shapes our
actions.





ENVIRONMENT

We focus on efficient use of resources, energy optimization, and responsible procurement.

ecovadis

EcoVadis, an internationally recognized platform for assessing sustainability performance, awarded ZELTWANGER Leaktesting & Automation GmbH a score of 49 out of 100 in 2026 and ZELTWANGER AMT s.r.o. a score of 61 out of 100 in 2026. Both companies achieved "Committed" status. This result confirms our commitment and simultaneously serves as the foundation and motivation for further improvements.

With our successful certification to ISO 14001:2025, we have reached another important milestone. It confirms our commitment to sustainably implementing environmental responsibility through a systematically embedded and effective environmental management system.

Technological contributions

Our technologies make a direct contribution to ecological transformation. We were early adopters of leak testing technology to advance the development of safe and durable battery systems for electric mobility. In addition, our precision manufacturing and testing technology supports the safe use of hydrogen – for example, in bipolar plates, fuel cells, and electrolyzers. Our manufacturing technology also enables the production of modern, energy-saving heat exchangers, which are used in vehicle air conditioning and cooling systems as well as in the cooling of high-performance data centers.

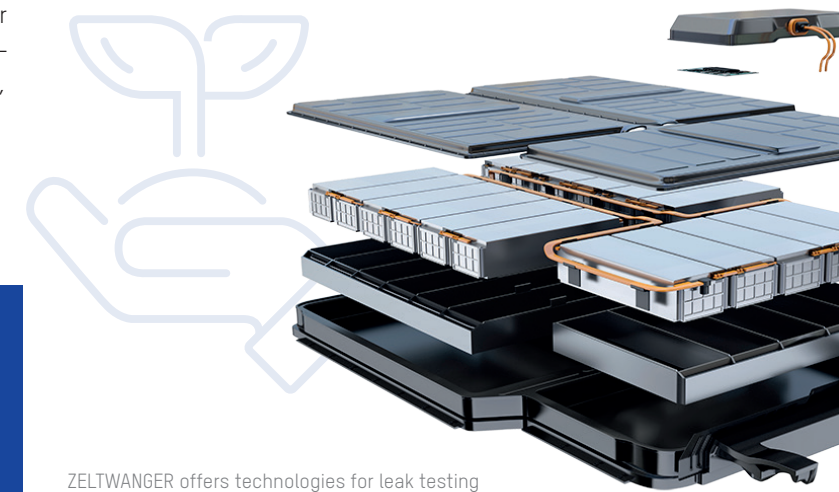
FACTS

Number of projects implemented in 2026 in the following areas:

- + Battery production: 30
- + E-mobility (excluding battery production): 79
- + Hydrogen technologies: 4

This includes all plant construction, development projects, and contracts carried out by the ZELTWANGER Group in 2026.

Our technologies form the basis for our customers to bring sustainable products to market in large numbers. Through this multiplier effect, we make a significant contribution to environmental and climate protection.



ZELTWANGER offers technologies for leak testing all components of batteries for electric mobility, thereby making an important contribution to the transportation revolution.

We ensure quality through precise leak testing of bipolar plates – the basis for reliable fuel cell technology.

Selection of current projects in the field of hydrogen and fuel cell technologies:



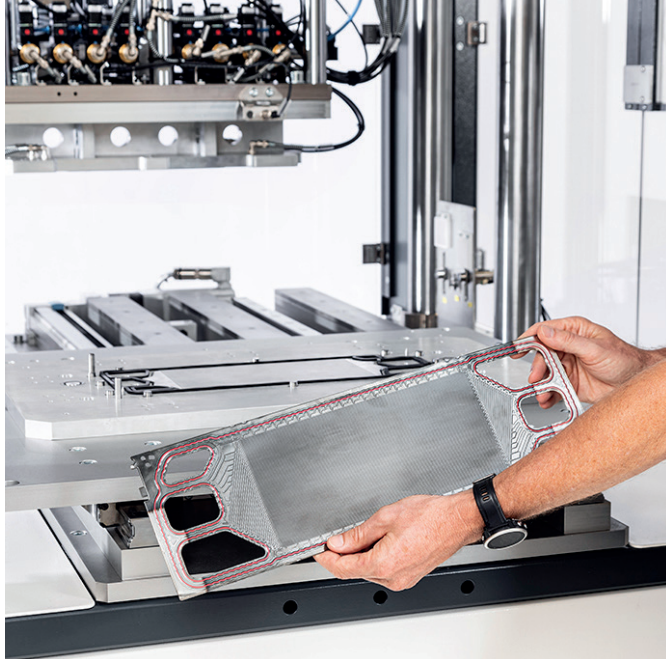
Involvement in the Aachen Hydrogen Cluster

We contribute our expertise in leak testing to the project committee of an RWTH research project that is developing manufacturing technologies suitable for large-scale production of thin-walled and resource-efficient components.



Partner in the BiPro2Scale joint project

As a partner in the BMWK-funded BiPro2Scale joint project, we are working with industry and research partners to develop large-scale bipolar plates for PEM fuel cells.



Membership in the German Fuel Cell Cooperation (GFC)

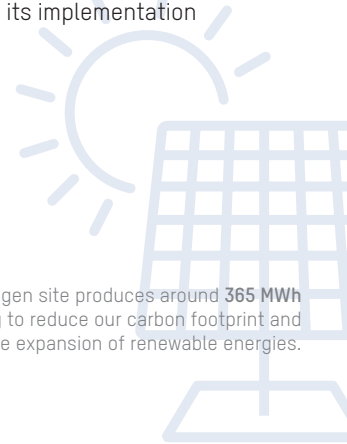
As a member of the GFC, we work with VON ARDENNE and Weil Technology on scalable manufacturing solutions for fuel cell and electrolyzer components.

Energy and emissions

All German sites have undergone energy audits in accordance with DIN EN 16247-1. This means that energy consumption is systematically recorded, potential savings identified, and regularly reviewed.

We invest in CO₂-neutral manufacturing technologies, expand existing buildings with photovoltaic systems, and use waste heat from compressors for internal processes at our Tübingen site. For the Dußlingen site, we continue to pursue a connection to a carbon-neutral district heating system based on industrial waste heat and are moving forward with its implementation together with our partners.

Our photovoltaic system at our Tübingen site produces around **365 MWh** of electricity annually, thereby helping to reduce our carbon footprint and promote the expansion of renewable energies.



Resource efficiency and circular economy

We use raw materials efficiently and consistently separate waste. We collect metal chips and machining residues for recycling. At our Tübingen site, we achieve a recycling rate of 98%.

Processes are continuously reviewed to identify and implement further savings potential. One example of this is our site in the USA, where we have introduced 5S standardization—a principle that creates order, increases safety, and promotes resource-efficient working practices.

We also avoid single-use products in our everyday work—for example, by using water dispensers instead of plastic bottles or ceramic cups at coffee machines.

Since the introduction of water dispensers at German locations, their use has resulted in savings of more than 200,000 single-use plastic bottles, according to the manufacturer's specifications (as of July, 01. 2026).

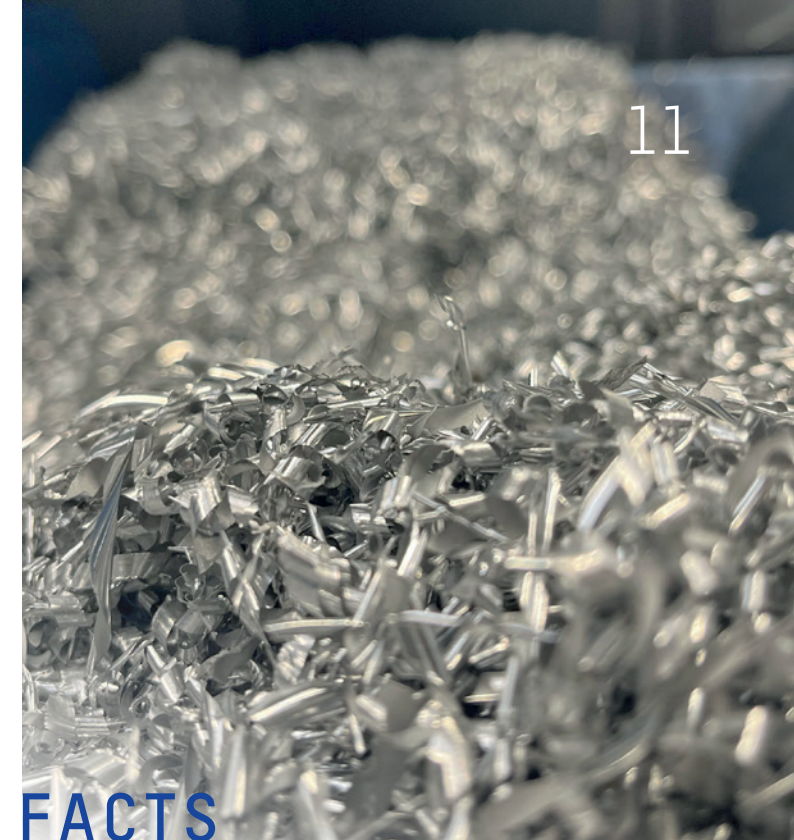


At the Tübingen site, a total of 120.5 metric tons of single-grade aluminum chips and 114 metric tons of steel chips were collected in 2025 and sent to external recycling processes for reuse.

Sustainable procurement

Our suppliers are obliged to comply fully with the requirements of our policy on the sustainable procurement of raw materials and our code of conduct. This includes the exclusion of conflict minerals and all illegally or unethically sourced materials. Hazardous substances must be avoided and stored, transported, and disposed of safely in accordance with a documented hazardous substance management system.

Products must be developed in a resource-efficient manner, be recyclable, and allow for safe disposal. In the event of violations or failure to implement corrective measures, we reserve the right to terminate the business relationship immediately.



FACTS

- + Procurement policy binding for all suppliers
- + Consequences for violations: termination of business relationship
- + Business relationships terminated due to violations: 0



SOCIAL

We promote safety, development, diversity, and social engagement.

Employee structure

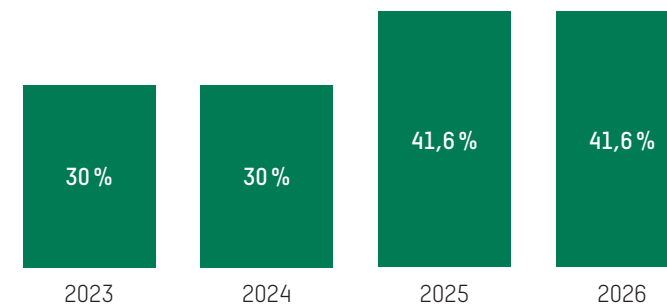
Our employees are the foundation of our success. Transparency in employee numbers and gender distribution creates the basis for the targeted development of diversity and equal opportunities.

Equal opportunities and equal treatment are our top priorities, which is also reflected in the proportion of women in our company management.

In particular, the proportion of women in management positions is exemplary for our commitment to equal opportunities and the development of managers within the Group. **We are committed to equal treatment and do not tolerate any form of discrimination.**

We already place great emphasis on this when selecting our employees. The aim is to create transparency, observe relevant developments, and derive appropriate improvement measures in order to promote equality, integrity, and an inclusive corporate culture throughout the Group.

Proportion of female managers at ZELTWANGER Holding



Occupational safety and health

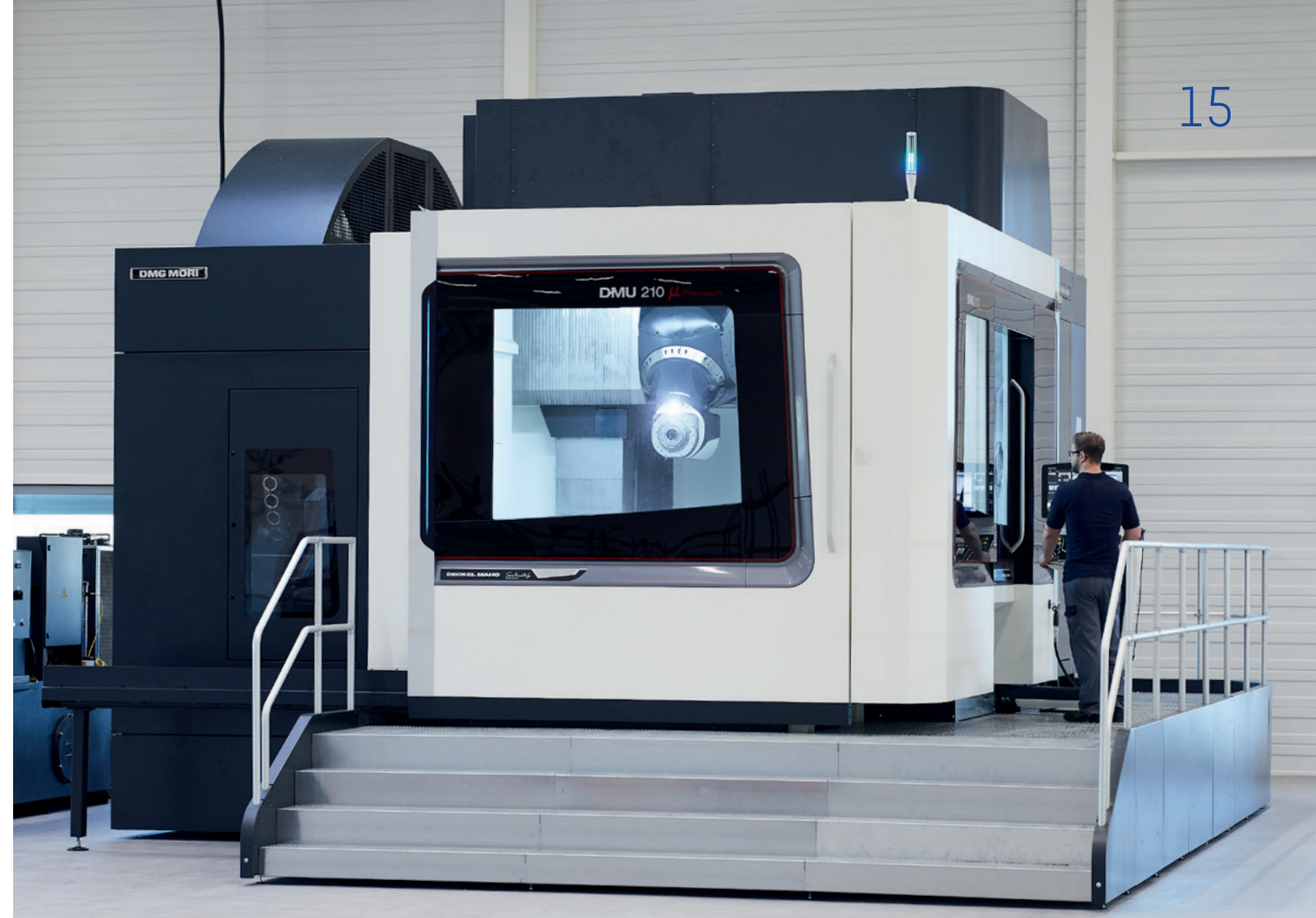
Our production staff work under the highest occupational safety standards. All employees are fully equipped with personal protective equipment. Our modern machinery features enclosed workspaces, automatic chip removal, and integrated safety locks that support active protective measures and help reduce noise pollution.

Ergonomic workplace design is at the heart of our measures: height-adjustable tables and multiple monitor configurations enable comfortable posture and relieve strain on the back and neck. This investment package strengthens the physical health of our employees and contributes to sustainable working comfort.

Enclosed machining rooms ensure safety and noise protection with maximum precision.

Comprehensive health management, independent of mandatory examinations, including preventive health checks, occupational health consultations, and individual health promotion, is on our agenda. In addition to regular, voluntary health checks and preventive care offers, check-ups tailored to the requirements of the respective locations also take place.

Flexible working time models can be found in many areas of our group of companies and enable a good work-life balance. In addition, sporting and community activities promote health and strengthen team spirit, creating a positive, collegial work culture.



Training and continuing education

A structured induction plan, a comprehensive qualification and training matrix, and annual orientation meetings ensure the continuous development of our employees. In addition to operational requirements, we place great value on the individual development wishes of our employees. Training courses are held both internally and externally, ensuring that specialist knowledge is regularly updated.

We place particular emphasis on promoting young talent: in our own training workshop, dedicated trainers lay the foundations for securing a sustainable supply of skilled workers. We see training and qualification as a key investment in the future of our company.



Together with the German Chamber of Foreign Trade (AHK), we are working to establish a training program for machinists at our locations in the U.S. In doing so, we are strengthening long-term skilled workforce development and knowledge transfer on the ground.

In addition to our presence at numerous training fairs, career information days, and job fairs, including at community colleges in the USA, ZELTWANGER employees are actively involved in promoting young talent.

For example, they teach technical classes at a comprehensive school or supervise joint school projects in which students learn about our industry, activities, and career opportunities through practical tasks.

To show our young talent that they are our future, we specifically value and reward good performance. We are proud of our young talent and their achievements.



FACTS

- + Apprentice ratio at the ZELTWANGER Group: 10%
- + Number of apprenticeship occupations: 8
- + Number of DHBW degree programs: 3

Social commitment and corporate culture

ZELTWANGER is actively committed to social responsibility and continuously promotes team spirit – with regional roots and international connections. Since 2019, we have been supporting the trainee social project “Internet Café & Intergenerational Meeting Place,” in which our trainees help older people to use digital media safely and competently. Through this initiative, we strengthen intergenerational participation and build bridges between young and old.

Our employees regularly participate in sports and community activities: at the Tübingen City Run, the Cooper River Bridge Run in Charleston (SC), and the AHK soccer tournaments in Atlanta, they strengthen team spirit, fitness, and competitive spirit in a fair manner. We also offer additional leisure activities such as cycling tours, bowling, or curling—for example, at our site in Czechia—to promote fun during shared leisure time.

Summer party for employees and their families – shared enjoyment, good conversation, and a strong sense of togetherness away from everyday working life



Summer parties—often with families—and festive Christmas celebrations at all locations strengthen cohesion, promote informal exchange, and underscore the lively corporate culture based on trust, openness, and mutual appreciation.



Team spirit across borders: Employees compete in the AHK Atlanta soccer tournament.

Trainees and employees at the Tübingen City Run – not only on the course, but also as helpers at the beverage stand.



Trainees are involved in the “Internet Café & Intergenerational Meeting Place” project at the Samariterstift Tübingen. They support older people in using digital media, accompany them on walks, or play games together.

Corporate Benefits

We support our employees not only by providing safe working conditions and targeted training, but also by offering attractive additional benefits that improve both their personal and professional quality of life.

In Germany, we use the Corporate Benefits Portal from Corporate Benefits Germany GmbH for this purpose. This tool allows employees to choose from a wide range of benefits in areas such as travel, technology, mobility, and leisure, enabling them to enjoy individual advantages.

In the US, our employees have access to the TriNet platform. In addition to payroll and vacation management, it offers a wide range of discounts and resources for financial and retirement planning. TriNet also offers a 24/7 contact point for employee inquiries and the TriNet Wellness Rewards program, which includes recipes, online training videos, and health tips. In this way, we provide our employees with comprehensive support in balancing their professional and private lives and promote their long-term well-being.





GOVERNANCE

Integrity, transparency, and responsibility characterize our leadership.

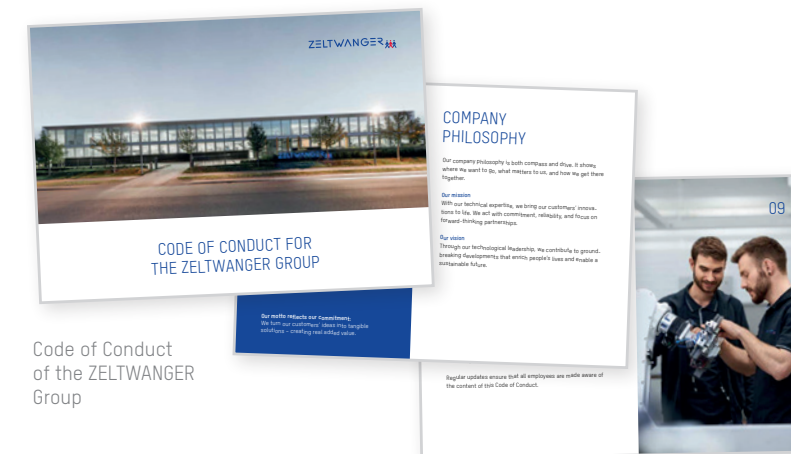
Code of Conduct

Our Code of Conduct applies worldwide to all employees and business partners and creates a binding framework for responsible conduct. It describes what ZELTWANGER stands for and the values that guide our actions.

This makes it clear that, for us, economic success is inextricably linked to sustainability, social responsibility, and good corporate governance. The code enshrines key principles such as integrity, responsibility, and compliance with the law, while also committing us to respect human rights, equality, and fair working conditions, as well as health and safety at work.

It also covers resource-saving and environmentally friendly behavior as well as the responsible handling of data, and contains a clear zero-tolerance policy toward corruption and anti-competitive behavior.

It thus forms the basis for much of what is also presented in this ESG report and makes it clear that these principles are part of our daily actions.



Code of Conduct of the ZELTWANGER Group

Supply chain management

Sustainability and compliance are firmly anchored in our co-operation with suppliers and partners. While we already address ecological aspects of procurement in the Environment chapter, the focus here is on responsible corporate governance: consistent adherence to binding rules and standards along the entire value chain.

All suppliers are required to implement our Code of Conduct. This code stipulates integrity, human rights, fair working conditions, and the responsible use of resources. Implementation is verified through regular audits, and violations are consistently pursued and can lead to the termination of the business relationship.



Whistleblower protection

An internal whistleblower system ensures that potential violations can be reported confidentially and documented in a legally compliant manner. We guarantee identity protection and transparent processing: every report is confirmed within seven days and responded to within three months. All cases are archived for three years and can also be submitted anonymously.

Since the system was introduced, no reports have been received – a positive sign that we also see as an obligation to continue to act attentively and consistently. Our goal is to make access to the whistleblower system even easier in the future through digital solutions.

For our locations in the US, we already use the TriNet platform, which offers employees a secure and user-friendly way to submit reports.

FACTS

Supply chain management:

- + Supplier audits: twice a year
- + Business relationships terminated due to violations: 0
- + Commitment to sustainable raw material procurement
- + Exclusion of conflict minerals and hazardous substances

Whistleblower protection:

- + Reports received since introduction in Germany: 0
- + Confirmation of each report within 7 days
- + Feedback after 3 months at the latest
- + Option to report anonymously

Human rights

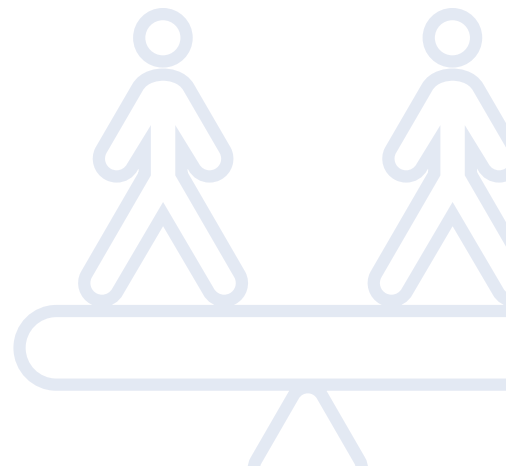
ZELTWANGER is clearly committed to respecting human rights and undertakes to uphold them in all areas of the company and along the entire value chain. Discrimination, forced labor, and exploitation are prohibited; instead, we promote equal treatment, equal opportunities, and participation.

Our commitments are firmly anchored in our Human Rights Declaration, our Code of Conduct, and our Supplier Guidelines.

People from 18 different countries work at ZELTWANGER's German locations – we embrace diversity, promote equal treatment, and respect the rights of every individual.

We see human rights not only as a legal obligation, but also as an expression of our values. That is why we are committed to transparent communication, fair working conditions, and the clear exclusion of child and forced labor.

This commitment applies worldwide—to all employees, business partners, and suppliers—and forms a binding basis for responsible action.





Data protection and IT security

The protection of sensitive information and systems is a top priority for ZELTWANGER. Group-wide guidelines ensure the confidentiality, integrity, and availability of all data. This includes secure access rights, encryption, regular backups, and clear processes for dealing with security incidents. All employees receive regular training in the responsible handling of data to ensure that data protection and IT security are embedded in their everyday work. This enables us to ensure that personal data and business-critical information are protected at all times.

All employees receive regular training in the responsible handling of data in order to embed data protection and IT security in their everyday work. This ensures that personal data and business-critical information are protected at all times and that international standards are complied with.

ZELTWANGER Leak Testing & Automation GmbH already meets the requirements of the **TISAX** standard, which is considered the industry benchmark for information security in the automotive industry. The official audit took place in January 2026—the certification marks the formal confirmation of a high level of security that was already in place.



FACTS

- + Participation in data protection/IT training: 100 % (2025)
- + Backup rate: 100%
- + Mandatory password security and encryption requirements
- + Clear processes for security incidents



PASSION • FREEDOM • HARMONY

[ZELTWANGER.COM](https://zeltwanger.com)

All information has been researched with the utmost care, but is provided without guarantee.