

AMBITION PAPER

OUR STRATEGIC PRINCIPLES

THE CHALLENGE The manufacture and processing of plastics is energy- and resource-intensive. At the same time, we face complex environmental and social challenges – ranging from climate risks and emissions to waste and recycling, and responsible supply chains – which we are actively addressing.

THE PRINCIPLE At POLYTEC, sustainability means forward-thinking, environmentally conscious action throughout the entire value chain – in harmony with economic success and a holistic view of environmental, economic and social aspects.

RESPONSIBILITY We share responsibility for sustainability. Whilst the Executive Board sets the strategic direction, acting sustainably is a natural part of every employee's role. We all get involved by contributing ideas, launching initiatives and using resources consciously.

THE ADDED VALUE For us, sustainable action is more than just compliance – it promotes innovation, strengthens the trust of customers, investors and stakeholders, and secures the long-term competitiveness and success of our company.



OUR COMMITMENT

DECARBONISATION & SUSTAINABLE VALUE CREATION

Consistent decarbonisation is a key component throughout the entire value chain. For us, this involves gradually reducing emissions, using energy efficiently and enabling a phased exit from fossil energy sources through the consistent expansion of renewable energies, in particular through the longterm substitution of gas. In this way, we adapt early on to regulatory and market changes.

RESOURCE UTILISATION & CIRCULAR ECONOMY

The conscious and careful use of resources is also central to our approach. We focus on the efficient use of materials, reduce waste and promote recycling as well as closed-loop material cycles. At the same time, we are continuously developing our procurement and production processes to reconcile environmental responsibility with security of supply.

PEOPLE & SOCIAL RESPONSIBILITY

Our employees are an essential part of our company's success. We strive to create a working environment characterised by fairness, safety and appreciation, and one that supports individual development opportunities. Diversity, equal opportunities, the promotion of health and long-term employee retention are key aspects of our approach.

INTEGRITY & FAIR PARTNERSHIPS

For us, responsible Corporate Governance and collaborative partnership are based on openness, accountability and fairness. Clear principles, transparent processes and binding rules form the framework for fair conduct and reliable relationships. Through policies, training and appropriate reporting channels, we promote compliance, strengthen trust and lay the foundations for long-term partnerships.

“ IN LINE WITH THE CSRD REQUIREMENTS, WE ARE ALIGNING OUR SUSTAINABILITY STRATEGY TO ACTIVELY PROMOTE KEY ISSUES SUCH AS ENVIRONMENTAL AND CLIMATE PROTECTION, HUMAN RIGHTS, OCCUPATIONAL HEALTH AND SAFETY, AND THE PREVENTION OF CORRUPTION, IN COLLABORATION WITH OUR BUSINESS PARTNERS. ”

CC
MARKUS HUEMER

MARKUS HUEMER
CEO | Chief Executive Officer

MARTIN RESCH
COO | Chief Operating Officer

MARKUS MÜHLBÖCK
CFO | Chief Financial Officer

Hörsching | August 2026

PASSION CREATES INNOVATION

OUR STRATEGY FIELDS



“WE ARE SHAPING OUR VALUE CREATION FOR THE FUTURE – THROUGH DECARBONISATION, RENEWABLE ENERGIES AND RESPONSIBLE SUPPLY CHAINS.”

CONCEPT

Reducing emissions across our own production and the upstream supply chain is a central component of the POLYTEC GROUP's sustainability strategy. In doing so, we pursue a holistic decarbonisation approach that takes into account both operational emissions and emissions related to raw materials.

MEASURES

In electricity-based processes, we already rely largely on renewable energy, in particular through the use of green electricity at the majority of our sites. For energy-intensive, gas-based processes, the focus is currently on improving efficiency, electrifying heat supply and gradually evaluating alternative technologies. In addition, we are working to further reduce emissions in the supply chain, particularly in the area of raw material procurement and the associated transport.

GOAL

As part of the “Go Neutral 2035” strategy, we aim to fully decarbonise Scope 1 and 2 CO₂ emissions by 2035 and relevant upstream emissions (Scope 3) by 2039, and to achieve a net-zero balance.



“WE MAKE AN ACTIVE CONTRIBUTION TO RESOURCE CONSERVATION AND PROMOTE THE CIRCULAR DESIGN OF OUR PRODUCTS AND PROCESSES.”

CONCEPT

As part of its sustainability strategy, the POLYTEC GROUP pursues a holistic approach to promoting the circular economy throughout the entire value chain. The focus is on efficient resource use, waste reduction and the further development of closed material cycles.

MEASURES

To implement this approach, we create transparency regarding internal material flows and thereby identify areas for optimisation. On this basis, we are driving forward the increased recycling of production rejects, optimising waste separation and specifically reducing the volume of process-related waste. Furthermore, we are working on the further development of circular product design to incorporate recycling and reuse right from the product development stage.

GOAL

The aim is to make the use of materials more efficient overall, consistently reduce waste and realise recycling potential.



“WE PROMOTE A WORKING ENVIRONMENT THAT GIVES MEANING AND MOTIVATES PEOPLE TO GET ACTIVELY AND RESPONSIBLY INVOLVED – FOR A FAIR, HEALTHY AND EQUITABLE WORKING WORLD THAT EMPOWERS EVERYONE.”

CONCEPT

The aim is to create a fair, safe and attractive working environment that complies with legal requirements and promotes social sustainability. The focus is on equal opportunities, inclusion, health and safety, and our responsibility as a reliable employer.

MEASURES

We actively strive for equality, including through the introduction of transparent remuneration structures, awareness-raising and training initiatives, and the targeted promotion of women. Furthermore, the focus is on the continuous improvement of working conditions. To this end, we actively seek dialogue with our employees and provide targeted support for their professional development. Occupational safety is continuously improved through systematic risk assessments and the resulting site-specific measures.

GOAL

We strive to create a stable, safe and attractive working environment that reduces staff turnover, increases staff retention, prevents accidents at work and, in the long term, promotes equal opportunities, diversity and social sustainability.



“WE PROMOTE A CULTURE OF OPENNESS AND ACCOUNTABILITY – WITH CLEAR RULES, PROTECTED REPORTING CHANNELS AND FAIR PARTNERSHIPS ON AN EQUAL FOOTING.”

CONCEPT

Our governance concept forms the central framework for responsible corporate management. It defines fundamental principles regarding compliance, integrity and ethical conduct and is enshrined in corresponding guidelines and codes of conduct.

MEASURES

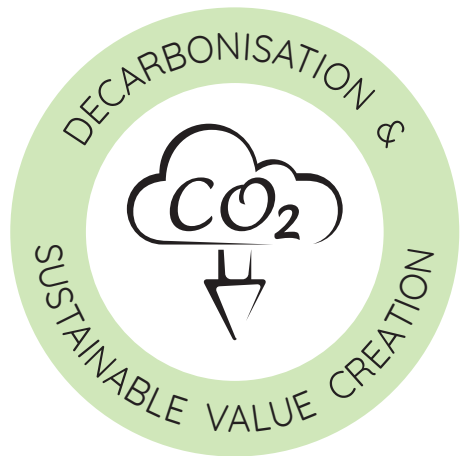
Implementation is achieved through mandatory training, a group-wide risk and control system, and established whistleblowing schemes. In addition, regular analyses and continuous monitoring support compliance with and

GOAL

The objective is to ensure the effective implementation of the sustainability strategy and the reliable fulfilment of regulatory and internal requirements. This ensures compliant and ethical corporate governance.

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OUR DECARBONISATION PATHWAY



As part of the “Go Neutral 2035” initiative, we are following a decarbonisation pathway with concrete and measurable results. The overarching goal is to fully offset group-wide Scope 1 and Scope 2 emissions from production by 2035.

