



Einhell



**SUSTAINABILITY REPORT
2025**

Non-Financial Statement of Einhell Germany AG pursuant to Section 289c of the German Commercial Code (HGB)

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1. General Information on the Non-Financial Statement of Einhell Germany AG

a. Foreword by the Executive Board

Dear Reader,

We are pleased to present to you the Sustainability Report of Einhell Germany AG for the 2025 reporting year. The report provides information on key developments, measures, and progress in the areas of environment, social responsibility, and corporate governance, and underscores our commitment to transparency, accountability, and sustainable value creation.

The 2025 reporting year was significant for Einhell both operationally and strategically. In addition to continued successful economic development, there was a particular focus on the consistent expansion of our product portfolio. A key milestone in this regard was the targeted expansion of the Einhell Professional platform, which allows us to address new customer groups while simultaneously meeting increased demands for performance, durability, and service. The integration of Professional products into our existing Power X-Change battery platform not only strengthens our market position but also contributes to resource efficiency through platform compatibility and extended product lifecycles.

In parallel, we have further refined our sustainability strategy and implemented operational measures in the areas of climate protection, resource efficiency, and the circular economy. The use of renewable energy, the further development of durable and repair-friendly products, and the systematic consideration of emissions along the value chain are central components of our approach. We have also further strengthened our social responsibility, particularly through the consistent application of our Code of Conduct for suppliers and the further development of due diligence requirements in global supply chains.

This sustainability report has been prepared in accordance with the future requirements of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS).

We would like to thank all our employees, whose dedication and professional expertise contribute to the achievement of our sustainability goals. We also thank our business partners and stakeholders for their constructive collaboration. Together, we will continue this path and further develop Einhell Germany AG in a sustainable, responsible, and forward-looking manner.

Sincerely,

The Executive Board



From left to right: Dr. Christoph Urban (Executive Board Member for IT and Digitalization since 2019), Dr. Markus Thannhuber (Chief Technology Officer since 2007), Andreas Kroiss (Chairman of the Executive Board since 2003), Jan Teichert (Chief Financial Officer from 2003 until the end of 2025)

Effective December 31, 2025, Jan Teichert stepped down from the Executive Board. His responsibilities were divided between the two previous authorized signatories, Heinz Hoffmann and Michael Brunner. Heinz Hoffmann is responsible for the International Division, including M&A and Legal, while Michael Brunner is responsible for Finance and Accounting, Tax, Controlling, Investor Relations, Human Resources, and Facility Management.



From left to right: Heinz Hoffmann, Michael Brunner

b. Foreword by the Supervisory Board

Dear Shareholders, Ladies and Gentlemen,

On behalf of the Supervisory Board of Einhell Germany AG, we present to you the Sustainability Report for the reporting year 2025. The report provides transparent information on the key environmental, social, and governance aspects of Einhell Germany AG's business activities and their development during the reporting period.

The year 2025 was characterized, on the one hand, by further rising expectations regarding sustainability reporting and, on the other hand, by uncertainties regarding the legal framework. These uncertainties resulted from the national implementation of the CSRD in Germany, which had not yet been completed at the time of reporting, as well as from ongoing discussions and adjustments at the European level (including the Omnibus Directive). Regardless of this, Einhell Germany AG continues to pursue a forward-looking approach and is consistently building upon the organizational and procedural foundations established in recent years during this reporting year.

This report illustrates how sustainability is systematically embedded in the corporate strategy and how environmental and social responsibility is addressed throughout the value chain. The focus is particularly on climate protection, resource efficiency, the circular economy, as well as social responsibility and due diligence obligations in the supply chain. The continuous development of the Power X-Change battery platform remains a key component of the sustainability strategy. The cross-platform concept contributes to reducing resource consumption and enables the reduction of CO₂e emissions during the usage phase - particularly when renewable energies are utilized.

The Supervisory Board closely monitors the sustainability strategy of Einhell Germany AG as part of its oversight and advisory role. In doing so, it takes regulatory developments, business risks and opportunities, as well as long-term value creation, into equal consideration.

The Supervisory Board thanks the Executive Board and all employees for implementing the sustainability measures and further developing the corresponding structures. The 2025 Sustainability Report documents this progress and forms an essential foundation for the continued focus of Einhell Germany AG on sustainable and responsible business practices.

Sincerely,

Prof. Dr. Manfred Schwaiger

Chairman of the Supervisory Board



From left to right: Philipp Thannhuber, Prof. Dr. Manfred Schwaiger (Chairman of the Supervisory Board), Maximilian Fritz (Employee Representative)

c. Business Model and Group Structure

Einhell is the lifestyle cordless power platform in the DIY and professional world. Einhell stands for maximum cordless expertise in the areas of home, garden and leisure. With a battery compatible with more than 350 tools, Power X-Change ensures cordless freedom and full flexibility. As an internationally successful company headquartered in Landau/Isar (Bavaria), Einhell sets standards in terms of performance, endurance, quality, and safety for all projects in the home, garden, and leisure sectors. The constantly growing ecosystem, along with high-performance products and visionary ideas, make Einhell a pioneer in the field of cordless technology for all DIY enthusiasts and professionals.

The central component of the product strategy is the Power X-Change battery platform. The modular system architecture enables the cordless use of a steadily growing number of compatible devices and supports resource-efficient use through the reuse of batteries and chargers. The platform’s further development is long-term in focus and contributes to increased efficiency during the usage phase as well as to a reduction in material consumption.

The international focus remains a defining element of the corporate strategy. Einhell is represented by a large number of subsidiaries in Europe, Asia, Australia, and North and South America, thereby ensuring a broad geographic presence. As the parent company, Einhell Germany AG performs a central management function and is responsible for strategic, organizational, and cross-functional group functions.

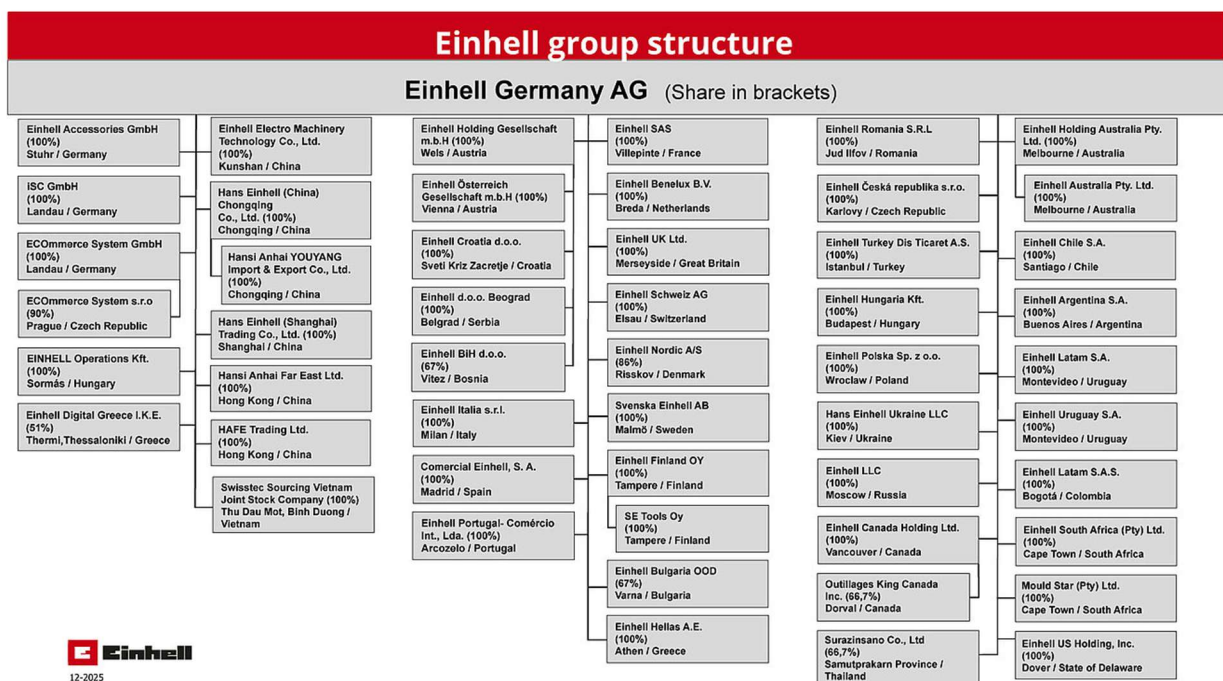


Figure 1: Entities of Einhell Germany AG

The Group structure is organized on a functional basis and includes, among other things, central management units, regional sales companies, specialized sourcing companies,

and companies with expanded operational responsibilities. In addition, the Group operates its own assembly sites, where batteries and chargers are assembled. These sites are an integral part of the value chain and contribute to the flexibility and efficiency of production and delivery processes.

Einhell views the design of upstream and downstream value chains as an essential component of its business model. In the upstream value chain, products are primarily manufactured by external production partners, particularly in Asia. The management of these supply chains is supported by group-internal sourcing companies and is increasingly supplemented by sustainability requirements.

As part of the further development of its supply chain strategy, Einhell aims to reduce dependencies, strengthen regional structures, and limit environmental impacts. The gradual expansion of assembly and production capacities in Europe contributes to shortening transport routes and reducing transport-related emissions.

Downstream value creation encompasses modern logistics and distribution structures that enable global market supply. In addition to central logistics locations, distribution is handled through regional sales organizations and various sales channels. The offering is complemented by services such as repairs, spare parts availability, and recycling programs, which extend the product lifecycle and improve resource utilization.

The business model of Einhell Germany AG is focused on long-term value creation and is guided by the core principles of innovation, quality, and sustainability. The goal is to gradually and systematically integrate economic development, technological excellence, and environmental and social responsibility.

d. Selected Reporting Framework

Einhell Germany AG has continuously refined its structures and processes for sustainability reporting in recent years to prepare for the European requirements for enhanced sustainability reporting. In the 2025 reporting year as well, the structure of the sustainability report is aligned with the regulations of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS Set 1) as envisaged at the European level.

As of the reporting date, the national implementation of the CSRD into German law had not yet been completed. Furthermore, during the reporting period, there were timing uncertainties at the European level due to regulatory processes that had not yet been finalized, particularly in connection with the Omnibus Regulation for the further development of the CSRD. Against this backdrop, sustainability reporting for the reporting year 2025 continues to be based on the applicable provisions of the CSR Directive Implementation Act (CSR-RUG).

Einhell continues to use the ESRS as a conceptual framework for this sustainability report. This approach enables a structured, transparent, and comparable presentation of sustainability aspects while ensuring that the legal requirements of the CSR-RUG are met.

e. Double materiality

Materiality analysis process at Einhell Germany AG

Einhell Germany AG conducts its materiality analysis in accordance with the European Sustainability Reporting Standards (ESRS) and applies the double materiality approach. The goal is to systematically identify, assess, and prioritize the material impacts of business activities on the environment and society, as well as financial risks and opportunities. The topic-related sustainability aspects in accordance with ESRS 1, Annex A, AR 16 served as the basis for the selection of topics.

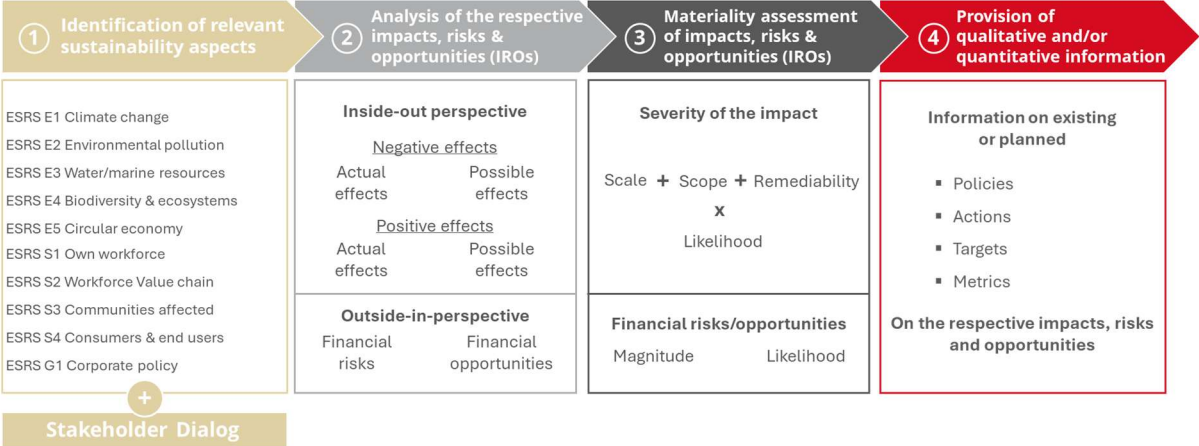


Figure 2: Process for identifying material topics

The analysis encompasses both an **inside-out perspective** for assessing the impacts of business activities along the upstream and downstream value chain and an **outside-in perspective** for identifying financial risks and opportunities. It is based on internal and external information sources as well as the structured involvement of relevant stakeholders.

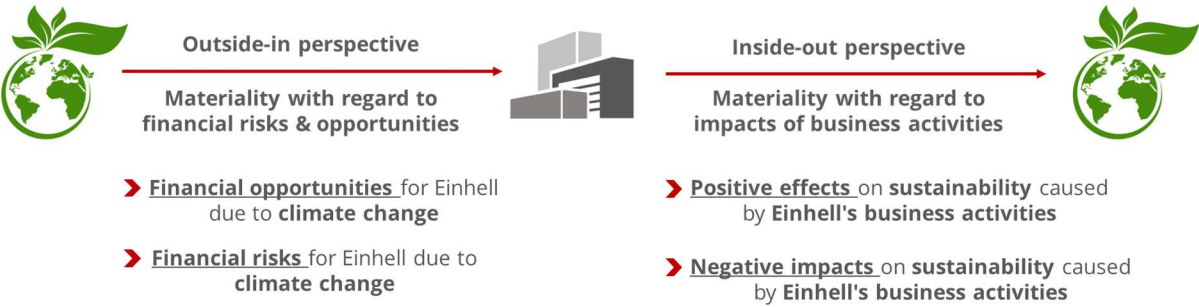


Figure 3: Outside-in and inside-out perspectives

The identified topics are assessed in terms of their impact materiality and financial materiality and consolidated into a materiality matrix. Topics that are highly relevant in at least one dimension are classified as material and prioritized.

The results of the materiality analysis form the central basis for the further development of the sustainability strategy as well as for the design of Einhell’s sustainability reporting in the reporting year 2025.

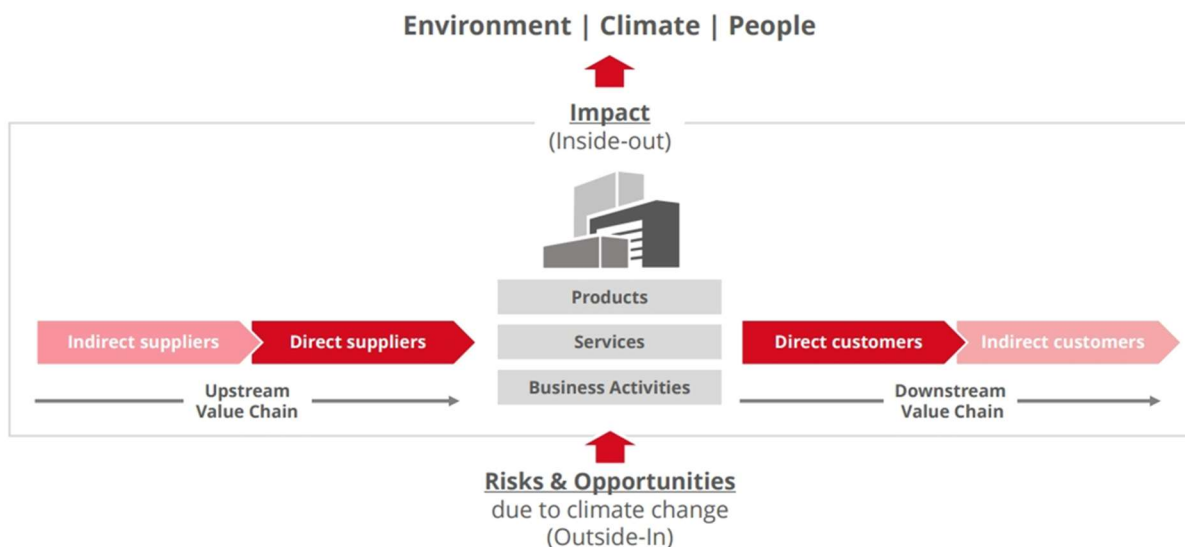


Figure 4: Upstream and downstream value chain

Creation of the long list (see Fig. 2, Section 1)

A comprehensive longlist of potential topics was created by evaluating internal and external data. Internal sources such as annual reports, strategic plans, and operational data were systematically analyzed and supplemented by external sources, including regulatory requirements, industry studies, and scientific reports. Relevant stakeholders were identified and actively involved in the creation of the longlist through surveys.

Einhell considers structured dialogue with its stakeholders to be of central importance for responsible and sustainable corporate governance. Throughout the entire value chain, relevant stakeholders are systematically identified and integrated into corporate decision-making processes. Key stakeholders include employees, management and employee representatives, customers and end users, suppliers and business partners, investors, and regulatory authorities.

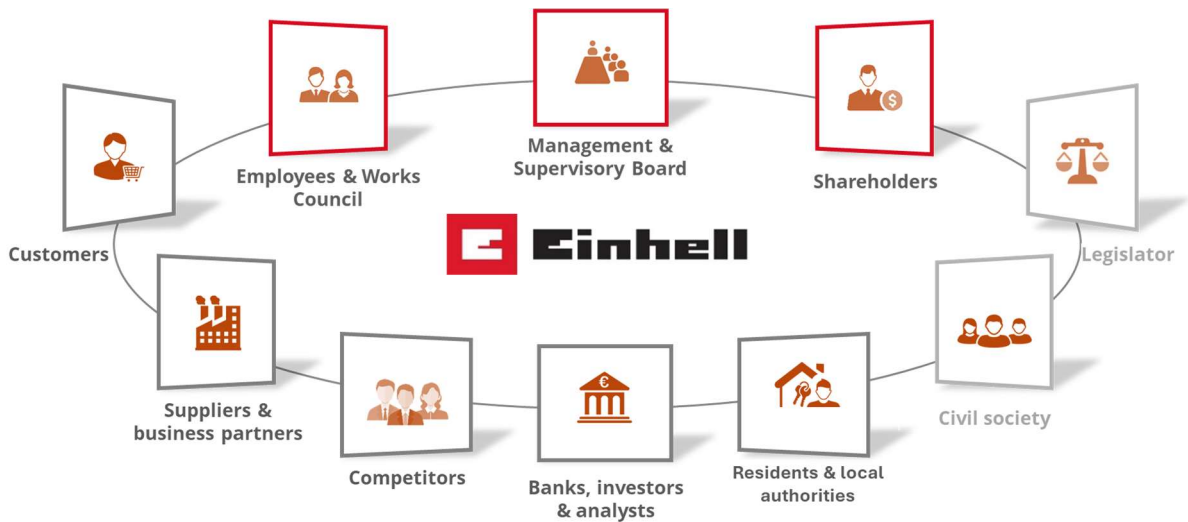


Figure 5: Identified stakeholders of Einhell Germany AG

Stakeholders are engaged primarily through the double materiality analysis in accordance with ESRS. Expectations and assessments are gathered through surveys, interviews, and workshops and incorporated into the identification and evaluation of material impacts, risks, and opportunities. The insights gained are directly integrated into the strategic direction of sustainability activities and are transparently documented.

Through continuous dialogue, Einhell ensures that sustainability is understood as a dynamic process that is guided by the legitimate expectations of stakeholders and contributes to the company's long-term stability and competitiveness.

Identification of Impacts, Risks, and Opportunities (IROs) (see Fig. 2, Section 2)

The identification of impacts, risks, and opportunities took place within the framework of structured workshops with internal experts from the areas of sustainability, human resources, finance, supply chain management, sales, marketing, procurement, compliance, and legal affairs, as well as other relevant functions. For each identified topic, potential positive and negative impacts on the environment and society, as well as financial risks and opportunities - particularly climate-related aspects - were systematically analyzed. In addition, the time horizons of the identified IROs were examined in the short, medium, and long term, and their classification along the entire upstream and downstream value chain was carried out. The results were uniformly documented and stored in a central IRO library.

Materiality Assessment (see Fig. 2, Section 3)

The identified topics were assessed along the dimension of impact materiality from an inside-out perspective. The relevance of the respective impacts on the environment and society was evaluated based on the criteria of severity, extent, irreversibility, and likelihood of occurrence. Negative impacts on human rights were prioritized in the assessment process and weighted more heavily accordingly.

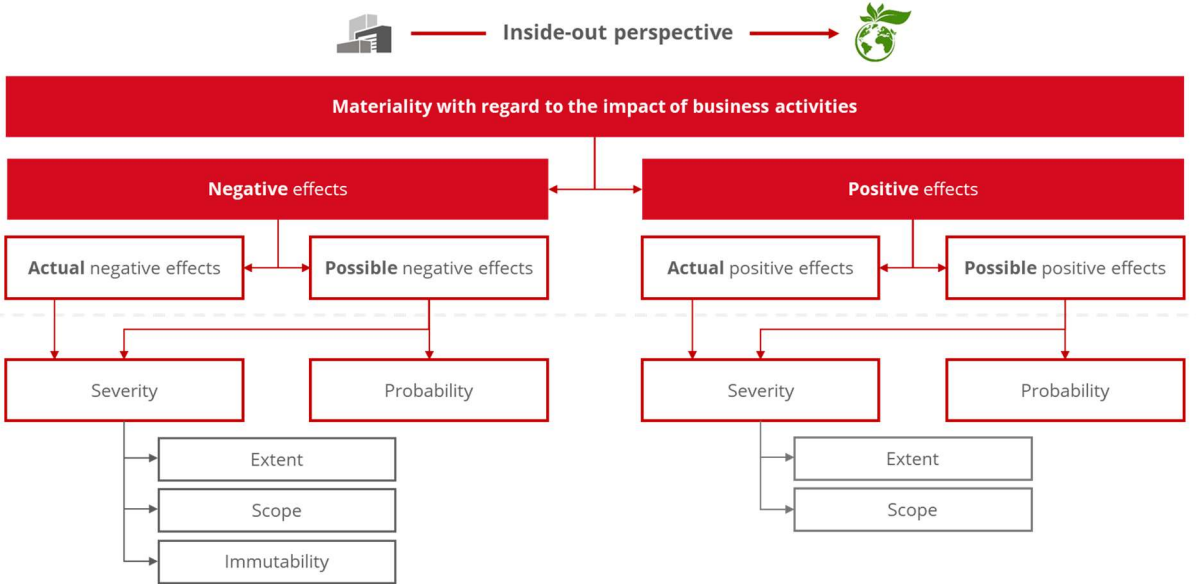


Figure 6: Impact Assessment

Financial materiality was assessed through a systematic analysis of the financial relevance of identified issues. In particular, market-related and regulatory risks and opportunities were considered. The assessment was system-supported and based on defined quantitative and qualitative thresholds.

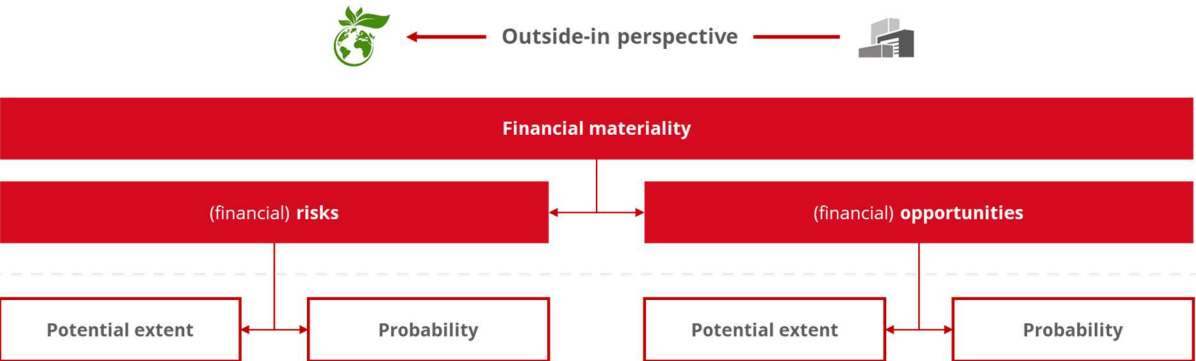


Figure 7: Assessment of Risks and Opportunities

Integration of material IROs into strategy (see Fig. 2, Section 4)

Based on the impacts, financial risks, and opportunities identified as material, existing strategies were further developed and complementary strategies were derived. The resulting objectives and measures were aligned with the company's existing hierarchy of objectives and integrated into central management and decision-making processes as needed. In the 2025 reporting year, the focus is on the further systematic embedding and consolidation of these elements into the operational processes of Einhell Germany AG.

Topic	Subtopic	IROs				
		Impacts		Risks	Chances	
		Negative	Positive			
Environment	E1 – Climate Change	E1.1 Climate change adaption	1	1	1	-
		E1.2 Climate change mitigation	1	-	-	-
		E1.3 Energy	1	-	-	-
	E5 – Circular Economy	E5.1 Resource inflows, including resource use	1	-	-	-
		E5.2 Resource outflows related to products and services	-	2	-	-
		E5.3 Waste	-	1	-	-
Social	S1 – Own Workforce	S1.1 Working conditions	-	1	-	-
		S1.2 Equal treatment and opportunities for all	-	3	-	-
	S2 – Workers in the Value Chain	S2.1 Working conditions	-	2	-	-
		S2.3 Other work-related rights	-	1	-	-
	S4 – Consumers and Endusers	S4.1 Information-related impacts for consumers and/or end-users	-	1	-	1
		S4.2 Personal safety of consumers and/or end-users	-	1	-	-
Governance	G1 – Business Conduct	G1.1 Corporate culture	-	1	1	-
		G1.5 Management of relationships with suppliers including payment practices	-	2	-	-
		G1.6 Corruption and bribery	-	-	1	-
		Sum	4	17	3	1

Figure 9: Material topics and subtopics with associated negative and positive impacts as well as financial risks and opportunities

2. Non-financial reporting on material topics

Einhell Germany AG views non-financial reporting as an integral part of transparent and responsible corporate governance. The goal is to present the material impacts of business activities on the environment, society, and governance in a comprehensible manner and to address the information needs of relevant stakeholders. Reporting is conducted in accordance with applicable legal requirements under the CSR Directive Implementation Act (CSR-RUG) and is conceptually aligned with the European Sustainability Reporting Standards.

The sustainability report serves not only to fulfill regulatory requirements but also as a management and communication tool. It supports the gradual integration of sustainability aspects into core business processes - from product development through the supply chain and distribution to day-to-day operations.

Non-financial reporting pursues the following objectives in particular:

- **Legal compliance:** Ensuring the disclosure of non-financial information in accordance with applicable legal requirements.
- **Transparency regarding strategy and implementation:** Presenting the sustainability strategy, its objectives, and the actual impacts of business activities.
- **Building trust:** Strengthening the trust of investors, customers, employees, and other stakeholders through transparent and consistent information.
- **Process improvement:** Supporting innovation and efficiency potential through systematic engagement with sustainability issues.

Scope of the Sustainability Strategy

The scope of the sustainability strategy extends across the entire value chain. It considers both upstream production processes at external manufacturing partners as well as global logistics and the downstream usage phase of the products. Geographically, the reporting focuses on production regions in Asia as well as the key sales markets in Europe, Australia, North and South America, Asia, and Southern Africa. Key stakeholders such as suppliers, customers, investors, employees, and regulatory authorities are involved in the implementation of the strategy.

Responsibilities

Overall responsibility for the sustainability strategy and non-financial reporting lies with the Executive Board. The conceptual design, legal classification, and operational implementation are centrally managed by the Global Sustainability Management department. The Global Sustainability Management coordinates and works closely with the respective sustainability teams at Einhell's individual branches. In this way, measures are coordinated, progress is monitored, and the integration of sustainability aspects into relevant business areas is ensured.

Linkage of Material Topics According to CSR-RUG and ESRS

Non-financial reporting for the 2025 reporting year continues to be based on the requirements of the CSR-RUG as the applicable legal framework. In terms of content, the report focuses on the material impacts, risks, and opportunities identified through the double materiality analysis based on the ESRS.

The topics and subtopics identified as material can be assigned to the five central topic areas of the CSR-RUG:

- Environmental issues
- Labor issues
- Social issues
- Respect for human rights
- Combating corruption and bribery

The following overview summarizes the key impacts, risks, and opportunities derived from the materiality analysis for Einhell Germany AG and forms the basis for the in-depth reporting in the following chapters.

Topic		Subtopic	Key topics according to CSR-RUG
Environment	E1 – Climate Change	E1.1 Climate change adaption	• Environmental concerns
		E1.2 Climate change mitigation	
		E1.3 Energy	
	E5 – Circular Economy	E5.1 Resource inflows, including resource use	
		E5.2 Resource outflows related to products and services	
E5.3 Waste			
Social	S1 – Own Workforce	S1.1 Working conditions	• Employee interests • Social issues • Respect for human rights
		S1.2 Equal treatment and opportunities for all	
	S2 – Workers in the Value Chain	S2.1 Working conditions	• Social issues • Respect for human rights
		S2.3 Other work-related rights	
	S4 – Consumers and Endusers	S4.1 Information-related impacts for consumers and/or end-users	• Social issues
		S4.2 Personal safety of consumers and/or end-users	
S4.3 Social inclusion of consumers and/or end-users			
Governance	G1 – Business Conduct	G1.1 Corporate culture	• Social issues
		G1.5 Management of relationships with suppliers including payment practices	• Social issues • Respect for human rights
		G1.6 Corruption and bribery	• Combating corruption & bribery

Figure 10: Linking key topic areas and material topics, subtopics

Category	Topic	Subtopic	Type	
Environment	E1 Climate Change	Climate change adaption	Positive impact	Extended product lifecycles through the maintenance and expansion of our services regarding spare parts availability, repairs, refurbishment, etc.
			Negative impact	The ability to adapt to the challenges of climate change is currently very limited due to a linear business model and global supply chains.
			Financial risk	Rising costs due to potential transition risks (e.g., regulatory risks, market risks, technological risks, etc.)
		Climate change mitigation	Negative impact	A negative impact on climate protection due to high resource and energy consumption.
	E5 Circular Economy	Energy	Negative impact	High CO2e emissions due to high energy consumption.
		Resource inflows, including resource use	Negative impact	High resource consumption due to a linear economy.
		Resource outflows related to products and services	Positive impact	Reducing energy consumption through more energy-efficient products.
		Positive impact	Conserving resources with the Power X-Change battery	
Waste		Positive impact	Identification and use of secondary raw materials through improved waste management.	
Social	S1 Own Workforce	Working conditions	Positive impact	At some subsidiaries, employment conditions exceed the requirements of labor law by providing additional vacation time, special leave, etc.
		Equal treatment and opportunities for all	Positive impact	Targeted employee development for a large part of the workforce through regular performance and career evaluations.
			Positive impact	Professional development through a wide range of training and development programs.
			Positive impact	Non-discriminatory treatment of employees based on performance criteria.
	S2 Workers in the Value Chain	Working conditions	Positive impact	Compliance with high labor law standards as the foundation for business relationships through the existence and observance of a binding code of conduct and legal positions under the LkSG.
			Positive impact	Secure employment for workers throughout the value chain through long-term and reliable business relationships.
		Other work-related rights	Positive impact	Compliance with high labor standards through the existence and observance of a binding code of conduct, including the LkSG, as the basis for business relationships.
	S4 Consumers and Endusers	Information-related impacts for consumers and/or end-users	Positive impact	High customer loyalty and a positive brand reputation through the comprehensive and accessible provision of information across all available channels.
			Financial opportunity	Increased sales due to greater willingness to purchase among new and existing customers as a result of providing comprehensive information.
		Personal safety of consumers and/or end-users	Positive impact	Compliance with high safety standards through safety measures and product information that, in some cases, exceed legal requirements.
Social inclusion of consumers and/or end-users		Positive impact	Inclusion of all groups through unrestricted access to our products via all available channels.	
Governance	G1 Business Conduct	Corporate culture	Positive impact	Strong stakeholder engagement through a collaborative corporate culture.
			Financial risk	Potential additional costs resulting from legal and reputational risks due to unethical conduct.
		Management of relationships with suppliers including payment practices	Positive impact	Planning certainty for both parties through long-term and strategic partnerships.
			Positive impact	Resilient business relationships through the existence and adherence to a binding code of conduct.
		Corruption and bribery	Financial risk	Potential additional costs resulting from legal violations due to bribery and/or corruption.

Figure 11: Material impacts, risks, and opportunities according to dual materiality

The following reporting follows the ESRS sub-themes that are reportable based on the impacts, risks, and opportunities identified as material.

a. Environment (E)

E1 - 1 Climate change adaption

Adaptation to climate change is a central concern of Einhell Germany AG's corporate governance. Climate change is increasingly leading to physical, regulatory, and geopolitical risks that particularly affect global supply chains, production processes, and transport and logistics structures. Against this backdrop, Einhell pursues the goal of systematically strengthening the company's resilience to climate-related disruptions.

Climate-related risks are integrated into the existing group-wide risk management system and assessed on a quarterly basis. Since 2024, climate-related and regulatory risks have been explicitly included in risk management. This enables potential impacts to be identified at an early stage and appropriate countermeasures to be developed. At the same time, Einhell is continuously working to strengthen the resilience of its supply chains. By diversifying procurement structures and establishing redundant supply routes, dependence on individual regions or transport routes is reduced.

Furthermore, Einhell aims to gradually close material and energy cycles along the value chain. The objective of continuously closing material cycles at strategic suppliers will, in the long term, reduce the use of primary materials while simultaneously strengthening resilience against fluctuations in raw material and energy prices.

E1 - 2 Climate change mitigation

Climate protection is a central focus of Einhell's sustainability strategy. The goal is to continuously reduce greenhouse gas emissions and make an active contribution to achieving international climate targets. Particular attention is placed on the upstream value chain, as this offers significant leverage for CO₂e reduction at Einhell.

Einhell promotes the expansion of renewable energy both at its own sites and among strategic suppliers. In 2025, seven photovoltaic systems at our own sites generated 1,540,009 kWh of electricity, resulting in savings of approximately 1,080 tons of CO₂e. Our in-house electricity generation from photovoltaics is being continuously expanded and supplemented by smart energy management systems to use the self-generated electricity as efficiently as possible.

In addition, logistics and transport processes are continuously optimized. This also includes more efficient route planning, improved utilization of transport capacities, and the use of lower-emission modes of transport. Besides that, the group-wide vehicle fleet is being gradually converted to electric and hybrid vehicles. The expansion of the charging infrastructure at the Landau site is ongoing and is designed to cover charging needs primarily with self-generated photovoltaic electricity in the future.

Another key factor for reducing emissions lies in the product strategy. Einhell is consistently developing its products toward greater energy efficiency and durability. Repairability

is gradually becoming an integral part of the product design phase. The Power X-Change battery system plays a key role here, as the use of a standardized battery and charger significantly reduces material and energy consumption. The use of brushless motors and high-quality lithium-ion cells further contributes to lowering energy consumption during the product’s operational phase.

To systematically manage emissions reduction, Einhell has been tracking location-specific CO₂e emissions since 2021. In 2024, the foundation was laid for comprehensive, group-wide CO₂e accounting, which is largely based on the Greenhouse Gas Protocol and is conducted annually. On this basis, emissions are analyzed along the entire value chain.

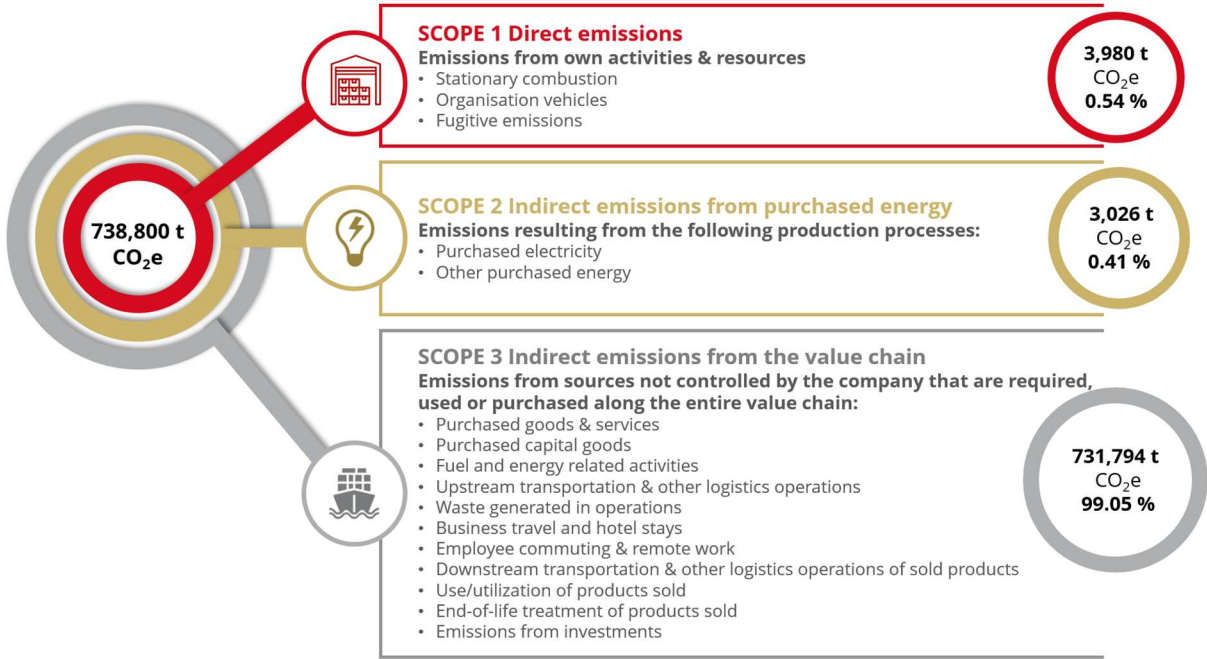


Figure 12: Einhell Corporate Carbon Footprint 2025

To further refine its climate strategy, Einhell committed in the reporting year 2025 to defining and having validated science-based greenhouse gas reduction targets within the framework of the Science Based Targets initiative (SBTi). The SBTi provides an internationally recognized framework for setting emission targets in line with climate science and the 1.5-degree goal of the Paris Agreement.

In 2025, Einhell successfully registered with the SBTi and achieved “Committed” status. As part of this Near-Term Commitment, the company commits to developing and implementing absolute emissions reduction targets. The targets cover both direct emissions from Scope 1 and Scope 2 as well as significant indirect emissions from Scope 3 along the value chain.

The development of specific reduction targets is based on group-wide CO₂e accounting and will be further refined in the coming reporting years. By joining the SBTi, Einhell strengthens the credibility and comparability of its climate targets and creates a robust

foundation for the systematic management of decarbonization along the entire value chain.

Einhell further underscores its commitment to decarbonization through its membership in Make it Zero (MiZ), an international industry initiative for emissions reduction in the DIY sector, which has been in effect since 2025. Through collaboration with other companies in the industry and the associated exchange of knowledge and methods, Einhell is creating additional conditions to systematically track and reduce emissions along the value chain.

E1 - 3 Energy

The efficient use of energy is an integral part of Einhell's environmental strategy. The goal is to reduce energy consumption throughout the entire value chain while continuously increasing the share of renewable energy.

At its own sites, Einhell focuses on expanding renewable energy generation and implementing modern, energy-efficient building standards. New buildings are constructed according to recognized sustainability standards (e.g., DGNB Silver) and incorporate, among other things, the use of CO₂-reduced building materials. During the construction of the new office building at the Landau site, recycled concrete was used, among other measures, which helped reduce CO₂e emissions during the construction phase.

Furthermore, we are gradually integrating smart energy management systems at the Landau site to enable even better demand-based control of energy consumption and reduce peak loads. In collaboration with suppliers, Einhell supports energy-efficient production processes and the gradual transition to renewable energy sources. Starting in 2027, the share of renewable energy among strategic suppliers will be systematically surveyed, and minimum requirements will be defined in the future.

E5 - 1 Resource inflows, including resource use

Einhell aims to optimize the use of natural resources throughout the entire product life cycle. Extending product's lifetime plays a central role in this.

High-quality materials, robust construction, and comprehensive warranty and service offerings help increase the service life of products and reduce the need for new products. Already during product development, greater attention is being paid to designing products to be more durable, repairable, and recyclable. This reduces both resource consumption and emissions associated with manufacturing and contributes to the conservation of natural resources.

E5 - 2 Resource outflows related to products and services

Resource consumption associated with products and services is significantly influenced by design, usage, and service concepts. Einhell addresses this aspect in particular through

the further development of the Power X-Change system, which reduces the need for additional batteries and chargers.

In addition, greater attention is being paid to ensuring that products are repair-friendly and durable. A comprehensive range of spare parts and repair services, as well as long-term spare part availability, support the extension of the product's useful life and promote efficient resource use throughout the entire life cycle. In addition, Einhell offers warranty extensions, for example up to ten years for brushless motors and up to three years for batteries upon registration. This extends the service life of the products and reduces the need for replacement purchases.

E5 – 3 Waste

The prevention and reduction of waste is another key focus of Einhell's environmental strategy. The goal is to minimize waste volumes along the value chain and strengthen recycling loops.

This is achieved, among other things, through optimized packaging concepts, the reduction of packaging materials, and the improvement of the recyclability of products and components.

In logistics, cargo consolidation, the reduction of empty space, and the use of efficient container types are specifically employed to reduce packaging and transport waste. Efforts are also made in production and with suppliers to avoid waste and to recycle remaining waste streams to the highest possible standard.

Additional Legal Requirements – EU Taxonomy

The Einhell Group implemented the requirements of the EU Taxonomy in the 2025 reporting year in accordance with Article 8 of Regulation (EU) 2020/852. The aim of the EU Taxonomy is to provide transparency regarding the extent to which economic activities can be classified as environmentally sustainable. Taxonomy reporting for the 2025 fiscal year is based on Delegated Regulations (EU) 2021/2178, (EU) 2021/2139, and (EU) 2023/2486. Delegated Regulation (EU) 2023/2486 expanded the scope of the EU taxonomy to include additional environmental objectives and economic activities; at the same time, the disclosure requirements under Article 8 of Regulation (EU) 2020/852 on amendments to Delegated Regulation (EU) 2021/2178 were adjusted. Starting January 1, 2025, non-financial companies must include these additional activities in their key performance indicators.

In the 2025 reporting year, the Group's business activities were reviewed to determine whether they could generally be classified as an economic activity described in the EU Taxonomy.

The EU Taxonomy distinguishes between taxonomy-eligible and taxonomy-aligned economic activities. Taxonomy-eligible activities are those covered by the scope of the relevant delegated acts. A taxonomy-aligned classification further requires that the applicable technical assessment criteria be met.

The core business of the Einhell Group consists of the development and sale of products manufactured on its behalf. As things stand, there is currently no economic activity within the scope of the EU Taxonomy that qualifies for classification under this framework. The taxonomy-relevant metrics reported therefore relate exclusively to selected ancillary, capital, and operating activities of the Group. Against this background, the majority of the Group's turnover, as well as its capital and operating expenditure, are not covered by the current EU taxonomy framework.

Based on the analysis conducted, the following taxonomy-eligible economic activities were identified for the 2025 fiscal year:

In the **turnover** category, activity 3.4 (manufacture of batteries) was identified.

In the **capital expenditures** (CapEx) category, activities related to 3.4 (manufacture of batteries), 4.1 (electricity generation using photovoltaic technology), 6.5 (transportation by motorcycles, passenger cars, and light commercial vehicles), 7.1 (new construction), and 7.2 (renovation of existing buildings) were identified.

In the area of **operating expenses** (OpEx), activities related to 3.4 Manufacture of batteries, 6.5 Transportation by motorcycles, passenger cars, and light commercial vehicles, 7.2 Renovation of existing buildings, 7.4 Installation, maintenance, and repair of charging stations for electric vehicles in buildings and in parking lots belonging to buildings, 7.5 Installation, maintenance, and repair of equipment for measuring, regulating, and controlling

the overall energy efficiency of buildings, and 7.6 Installation, maintenance, and repair of renewable energy technologies.

The Group reports taxonomy- aligned turnover, capital expenditures, and operating expenses only if compliance with the relevant technical assessment criteria can be reliably demonstrated. Consequently, no taxonomy-aligned activities were reported for the 2025 fiscal year. The amounts presented are reported in full as taxonomy-eligible but not as taxonomy-aligned.

The quantitative data on taxonomy-eligible and taxonomy-aligned turnover, capital expenditures, and operating expenses can be found in the following EU Taxonomy reporting forms. These include the disclosure of the proportions of turnover, CapEx, and OpEx, as well as the breakdown of the identified taxonomy-eligible economic activities.

Turnover 2025			Substantial Contribution Criteria		DNSH criteria ('Does Not Significantly Harm')								
			Climate Change Mitigation	Climate Change Adaptation	Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity	Minimum Safeguards	Category (enabling activity)	Category (transitional activity)
Economic Activities	Turnover	Proportion of turnover	in %	in %	yes / no	yes / no	yes / no	yes / no	yes / no	yes / no	yes / no	yes / no	yes / no
	EUR	in %											
A. TAXONOMY-ELIGIBLE ACTIVITIES		2,23%											
A.1. Turnover of environmentally sustainable activities (Taxonomy-aligned)	- €												
Turnover of axonomy-aligned activities (A.1)	- €	0%	0%	0%									
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned)													
3.4. Manufacture of batteries	25.827.553,80 €	2,23%											
Turnover of not Taxonomy-aligned activities (A.2)	25.827.553,80 €	2,23%											
Total (A.1+A.2)	25.827.553,80 €	2,23%											
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES													
Turnover of Taxonomy-non-eligible activities (B)	1.131.886.854,67	97,77%											
Total (A+B)	1.157.714.408,47	100%											

CapEx 2025			Substantial Contribution Criteria		DNSH criteria ('Does Not Significantly Harm')								
			Climate Change Mitigation	Climate Change Adaptation	Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity	Minimum Safeguards	Category (enabling activity)	Category (transitional activity)
Economic Activities	CapEx	Proportion of CapEx	in %	in %	yes / no	yes / no	yes / no	yes / no	yes / no	yes / no	yes / no	yes / no	yes / no
	EUR	in %											
A. TAXONOMY-ELIGIBLE ACTIVITIES		24,83%											
A.1. CapEx of environmentally sustainable activities (Taxonomy-aligned)	- €												
CapEx of axonomy-aligned activities (A.1)	- €	0%	0%	0%									
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned)													
3.4. Manufacture of batteries	247.181,50 €	0,97%											
4.1. Electricity generation using solar photovoltaic technology	17.207,57 €	0,07%											
6.5. Transport by motorbikes, passenger cars and light commercial vehicles	1.377.183,64 €	5,41%											
7.1. Construction of new buildings	4.449.743,75 €	17,48%											
7.2. Renovation of existing buildings	231.059,44 €	0,91%											
CapEx of not Taxonomy-aligned activities (A.2)	6.322.375,91 €	24,83%											
Total (A.1+A.2)	6.322.375,91 €	24,83%											
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES													
CapEx of Taxonomy-non-eligible activities (B)	19.136.497,29	75,17%											
Total (A+B)	25.458.873,20	100%											

OpEx 2025			Substantial Contribution Criteria		DNSH criteria ('Does Not Significantly Harm')						Minimum Safeguards	Category (enabling activity)	Category (transitional activity)
			Climate Change Mitigation	Climate Change Adaptation	Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity			
Economic Activities	OpEx EUR	Proportion of OpEx in %	Climate Change Mitigation in %	Climate Change Adaptation in %	Climate Change Mitigation yes / no	Climate Change Adaptation yes / no	Water yes / no	Circular Economy yes / no	Pollution yes / no	Biodiversity yes / no	Minimum Safeguards yes / no	Category (enabling activity) yes / no	Category (transitional activity) yes / no
A. TAXONOMY-ELIGIBLE ACTIVITIES		1,67%											
A.1. OpEx of environmentally sustainable activities (Taxonomy-aligned)	- €												
OpEx of axonomy-aligned activities (A.1)	- €	0%	0%	0%									
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned)													
3.4. Manufacture of batteries	12.298.097,80 €	1,15%											
6.5. Transport by motorbikes, passenger cars and light commercial vehicles	4.108.177,33 €	0,38%											
7.2. Renovation of existing buildings	1.201.369,59 €	0,11%											
7.4. Installation, maintenance, and repair of charging stations for electric vehicles in buildings (and in parking lots belonging to buildings)	8.872,99 €	0,00%											
7.5. Installation, maintenance, and repair of equipment for measuring, regulating, and controlling the overall energy efficiency of buildings	7.138,09 €	0,00%											
7.6. Installation, maintenance, and repair of renewable energy technologies	253.574,45 €	0,02%											
OpEx of not Taxonomy-aligned activities (A.2)	17.877.230,26 €	1,67%											
Total (A.1+A.2)	17.877.230,26 €	1,67%											
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES													
Opex of Taxonomy-non-eligible activities (B)	1.052.119.465,51	98,33%											
Total (A+B)	1.069.996.695,77	100%											

b. Social (S)

S1 – 1 Working conditions

Fair, safe, and reliable working conditions form the foundation of Einhell's social responsibility. The company is committed to complying with internationally recognized labor and social standards and promotes a work environment characterized by respect, safety, and appreciation.

The Einhell Group recognizes the central importance of its employees for the company's long-term success. Employees' identification with the company and their personal commitment form the basis of value creation. Einhell is convinced that targeted investments in working conditions, training, and job security are essential prerequisites for sustainable development, high productivity, and long-term employee retention.

General information – Employee structure at Einhell

Einhell is an internationally active Group with a total of 2,768 employees spread across various regions. The regional and gender-specific distribution of employees forms the basis for a differentiated approach to social issues and measures at the Group level.

Region	Number of employees
D/A/CH Region	979
Western Europe	283
Eastern Europe	304
Overseas	796
Others	406
Total	2,768

Figure 13: Regional distribution of employees

Region	Number of employees	Male	Female	Non binary
D/A/CH Region	979	555	418	6
Western Europe	283	185	95	3
Eastern Europe	304	207	97	0
Overseas	796	503	292	1
Others	406	224	182	0
Total	2,768	1,674	1,084	10

Figure 14: Gender-specific distribution

The analysis of the workforce structure supports the targeted development of workplace-related measures, taking regional characteristics into account.

Employment relationships within the Group consist of fixed-term (24%) and permanent (76%) employment contracts. Einhell aims to promote stable employment relationships and align personnel decisions with sustainable business development.

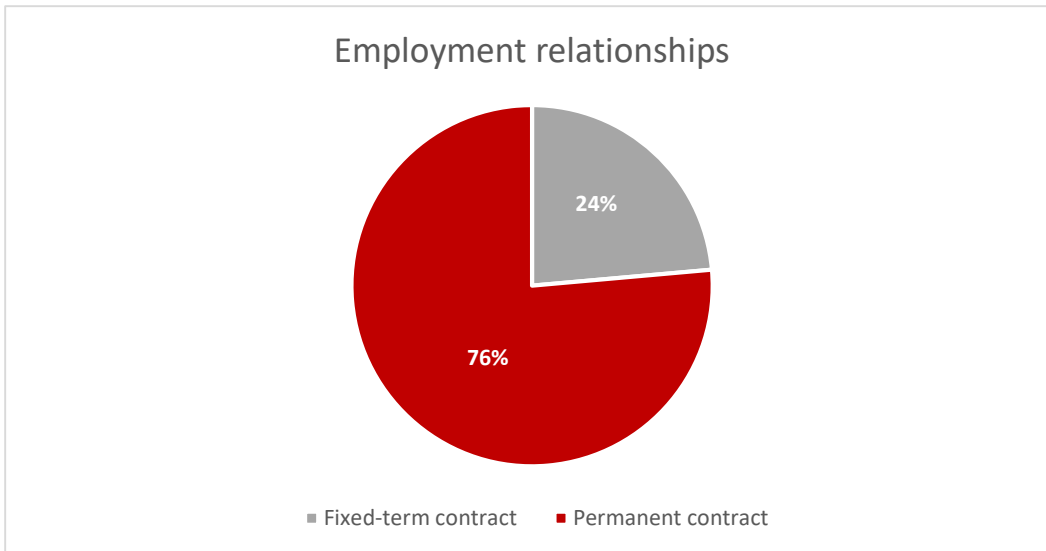


Figure 15: Distribution of permanent and fixed-term contracts

The distribution of employees in the Einhell Group can be broken down into the following three age groups (under 30 years, between 30 and 50 years, over 50 years). The distribution in the respective age groups differs considerably in some cases in the various subsidiaries.

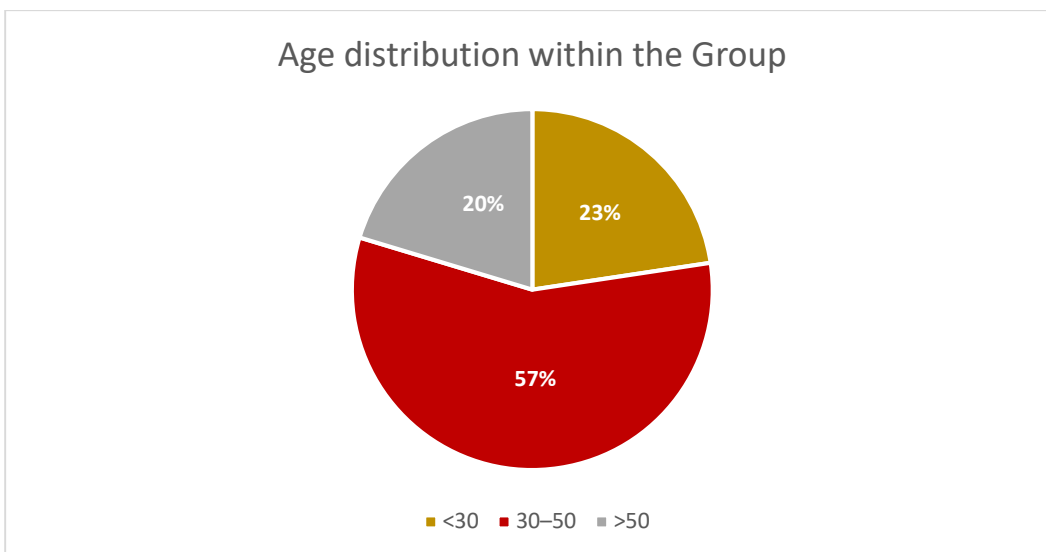


Figure 16: Age structure of employees

Respectful contact

Einhell is committed to respectful and appreciative cooperation and pursues a binding, group-wide zero-tolerance policy toward discrimination, harassment, violence, and other forms of disrespectful behavior.

In the reporting year 2025, no internal or external compliance reports regarding instances of discrimination were received. No payments were made due to related sanctions or claims for damages.

Secure jobs

Einhell views secure jobs as an essential component of employer responsibility. Personnel decisions are made against the backdrop of sustainable and realistically assessed business development. Within the framework of group-wide risk management, job preservation is considered a key evaluation criterion. The goal is to cushion economic fluctuations as much as possible through flexible HR measures and to secure the core workforce in the long term.

Appropriate remuneration

Employee compensation is based on qualifications, responsibility, and performance, as well as on standard market and local conditions. Statutory minimum wages are adhered to and regularly reviewed. Einhell strives for fair and competitive compensation that contributes to motivation, retention, and the long-term preservation of expertise.

Occupational safety

Occupational health and safety is an indispensable component of work organization. All companies comply with the applicable national occupational health and safety standards.

Regular risk analyses and preventive measures serve to continuously improve safety for employees and third parties. In addition, a corporate health management system has been established at the Landau site. Since the specific characteristics and requirements vary across the individual companies, Einhell aims to gradually embed the core principles of corporate health management into the local structures of Einhell companies as well, maintaining continuous dialogue with the respective local managers.

Across the Group, legal requirements regarding health protection and occupational safety are complied with in all countries. In nine companies, additional offerings are available as part of an expanded health management program. In 2025, there were no fatal workplace accidents within the Group and no reportable illnesses are known. Across the Group, a total of 33 workplace accidents were recorded in 2025.

Freedom of association

Einhell guarantees employees the right to organize in trade unions or employee representative bodies. Cooperation with employee representatives is based on trust, is constructive, and is geared toward open dialogue.

Fair working conditions

Einhell is committed to complying with the relevant ILO conventions as well as the applicable legal regulations regarding working hours, breaks, compensation, and vacation.

Freedom to complain and report

Einhell ensures that all employees and external parties can report potential violations of rules without fear of retaliation. Reports are objectively investigated and used to continuously improve internal processes.

Flexible working hours and vacation leave

Within the scope of organizational possibilities, Einhell offers flexible work schedules to promote work-life balance. Legal requirements regarding working hours and paid vacation are fully complied with.

These working conditions contribute significantly to employee satisfaction, long-term workforce retention, and organizational stability.

Employee satisfaction and productivity

High employee satisfaction and identification with the company are regarded as key success factors. As part of our long-term HR Strategy 2027/29, “Best Employer in DIY” was defined as a strategic pillar.

Implementation is based on the Executive Board’s value statement as well as the guidelines and leadership principles derived from it, which were developed in a bottom-up process together with employees.

S1 – 2 Equal treatment and opportunities for all

Einhell promotes a non-discriminatory work environment in which all employees are given equal opportunities regardless of gender, background, or other personal characteristics. Compensation structures are transparent and performance based. In addition, Einhell continuously invests in the professional and personal development of its workforce. Training and qualification programs are open to all employees and are based exclusively on qualifications, potential, and operational needs.

Measures against violence and harassment in the workplace

Einhell maintains a clear zero-tolerance policy toward violence, harassment, and discrimination. Clear guidelines, training, and confidential contact points ensure that incidents can be appropriately reported, investigated, and addressed. Whistleblower and complaint systems in accordance with the Whistleblower Protection Act ensure a protected and anonymous reporting channel.

S2 – 1 Working conditions in the value chain

Einhell assumes responsibility for social standards throughout the upstream value chain. Suppliers are obligated to comply with the Code of Conduct. Compliance is monitored through risk-based audits, training, and ongoing dialogue. The requirements of the Supply Chain Due Diligence Act are an integral part of supplier management.

S2 – 3 Other work-related rights

Einhell is committed to respecting fundamental labor-related rights throughout the entire value chain. These include, in particular, freedom of association, the prohibition of child and forced labor, and access to effective grievance mechanisms.

These principles apply both to our own locations and to the upstream and downstream supply chain and are bindingly enshrined in the Supplier Code of Conduct.

S4 – Consumers and end-user-related topics

Einhell provides transparent product information, ensures the highest level of product safety, and promotes the social inclusion of consumers through safe, efficient, and emission-free applications.

Side Note: Supply Chain Due Diligence Act

Legal framework and objectives

Einhell Germany AG continues to consistently implement the requirements of the German Supply Chain Due Diligence Act (LkSG) in the 2025 reporting year. The aim of the law is to systematically identify, prevent, and minimize human rights and environmental risks along the value chain. To this end, Einhell has implemented an effective due diligence system that identifies risks in its own business operations as well as in the supply chain and provides for appropriate preventive and remedial measures.

Governance and risk management

Einhell has further developed its established group-wide risk management system to incorporate legal requirements and internal company guidelines. Key components include the continuous identification, assessment, and prioritization of human rights and environmental risks, as well as the derivation and implementation of appropriate preventive and remedial measures. The risk management system serves as the central control instrument for implementing due diligence obligations throughout the supply chain.

The *Code of Conduct for Sustainable Supply Chains* serves as a binding management tool for establishing minimum ethical and environmental standards for cooperation with suppliers. It is an integral part of contractual agreements and serves to prevent violations of the legal provisions defined in the LkSG.

Implementation of due diligence obligations

Operational processes at Einhell have been adapted to ensure compliance with statutory due diligence obligations. Regular risk analyses form the basis for defining, prioritizing, and implementing targeted preventive and remedial measures. The effectiveness of the measures is reviewed on a recurring basis and adjusted as needed. In the event of identified violations, clearly defined remedial processes are implemented, aimed at ending or minimizing the effects as well as preventing future violations.

In addition, transparent and confidential complaint and reporting procedures are in place across the Group. These enable employees, business partners, and other affected parties to report potential risks or violations early and confidentially and are an integral part of the due diligence system.

Cooperation with suppliers

Close cooperation with suppliers is an essential component of the LkSG implementation. Suppliers are required to adhere to the *Code of Conduct for Sustainable Supply Chains*. When necessary, Einhell supports its suppliers through training and qualification measures and, in particular, assists strategic partners in the further development of social and environmental standards. In addition, risk-based audits are conducted to verify compliance with requirements and jointly derive improvement measures.

Consequences of violations

In the event of identified or repeated violations of the provisions of the LkSG or the *Code of Conduct for Sustainable Supply Chains*, graduated remedial measures are applied. These range from demanding specific corrective actions to terminating the business relationship if violations persist. As part of the national revision of the LkSG in 2025, the focus is particularly on sanctioning serious violations.

Policy Statement of Einhell Germany AG pursuant to Section 6(2) of the Supply Chain Due Diligence Act

Introduction

Einhell Germany AG is committed to its responsibility to comply with human rights and environmental standards along the entire supply chain and to consistently implement the requirements of the Supply Chain Due Diligence Act (LkSG). This declaration of principles forms the basis for clear internal processes, transparent communication and innovative measures to identify, assess and minimise risks in connection with human rights and environmental protection at an early stage. Our goal is to support a sustainable and fair value chain and to play a pioneering role in ethical supply chain management through our commitment to sustainability and social responsibility.

1. Scope of application and obligation

Einhell Germany AG has implemented a comprehensive risk management system that fulfils the requirements of the LkSG. Our Code of Conduct is an important instrument that defines clear standards for our suppliers and serves as the basis for long-term and sustainable cooperation. This declaration of principles covers all direct and indirect suppliers (in the event of substantiated knowledge of a breach of duty) to ensure that human rights and environmental standards are consistently observed.

2. Implementation of the due diligence obligations

Einhell integrates the central due diligence obligations of the LkSG into all business processes through:

- **Risk management:**

A customized software system that has been checked for legal certainty identifies potential human rights and environmental risks along the supply chain and enables them to be actively countered. All 13 legal positions defined in the LkSG are systematically taken into account in the risk analysis in order to ensure a comprehensive assessment of human rights and environmental risks

- **Regular risk analyses:**

Systematic analyses assess risks based on internal and external data. The Code of Conduct obliges our suppliers to comply with strict standards.

- **Preventive measures and remedies:**

If risks are identified, Einhell takes preventive measures to minimise them. Violations are addressed with clear corrective action.

- **Complaint procedure:**
A transparent process enables all stakeholders to report concerns or violations anonymously and without barriers.
- **Reporting:**
Targeted annual reporting documents compliance with due diligence obligations and is made publicly available in accordance with legal requirements.

3. Identified human rights and environmental risks with highest priority

Human rights risks

1. **Child labor and forced labor:**

In the manufacture of power tools and their components, especially in countries with weak labour standards, there is a risk of child and forced labour. Einhell demands and regularly checks that such practices do not occur at our suppliers.

2. **Occupational health and safety:**

The production of power tools can be associated with health hazards, for example through the handling of hazardous substances or machines. Einhell demands and regularly checks that our suppliers have implemented appropriate health and safety measures.

3. **Discrimination and fair wages:**

Einhell requires and regularly verifies that there is no discrimination throughout the entire supply chain and that employees receive fair wages that meet at least the statutory minimum wage of the respective country.

Environmental risks

1. **Environmental pollution:**

The manufacture of power tools can lead to soil, water and air pollution, for example through the use of chemicals or improper waste disposal. Einhell demands and regularly checks that environmentally friendly production methods are used and that the statutory environmental standards are complied with.

2. **Handling of hazardous substances:**

Some components may contain substances covered by international agreements such as the Minamata Convention (mercury) or the Stockholm Convention (persistent organic pollutants). Einhell requires and regularly verifies that such substances are not used or that their use complies with international regulations.

4. Stated expectations and potential consequences

The content described in the Code of Conduct addresses all identified human rights and environmental risks through clear guidelines, review mechanisms and sanctions in the event of violations. Einhell emphasizes the regular monitoring and integration of these requirements along the entire supply chain.

Relevant content in the Code of Conduct on human rights risks

1. Child labor and forced labor

- **Forced labor:** Zero-tolerance policy towards forced labour, modern slavery and human trafficking. Labour relationships must be entered into voluntarily and may be terminated at any time (§2.1).
- **Child labor:** Employment of children under the age of 15 is prohibited; special protective measures apply to young people under the age of 18, such as the ban on night work and overtime (§2.2).

2. Occupational health and safety

- Compliance with occupational health and safety standards, especially when handling hazardous substances and machinery.
- Introduction and communication of safety measures for the prevention of occupational accidents and health hazards (§2.3).
- Continuous improvement of working conditions, particularly regarding fire protection and minimizing work-related health risks (§2.3)

3. Discrimination and fair wages

- **Discrimination:** Prohibition of any discrimination based on gender, age, religion, social background, ethnic origin, or other characteristics (§2.7).
- **Fair wages:** Wages must at least correspond to the statutory minimum wage; unauthorized salary deductions are prohibited (§2.5).

Relevant content of the Code of Conduct on environmental risks

1. Environmental pollution

- Procedures and standards for resource efficiency and waste management must be complied with (§3).
- Prevention of environmental pollution caused by harmful substances, improper waste disposal or other harmful emissions (§3).
- Promotion of environmental awareness among employees and suppliers (§3).

2. Handling of hazardous substances

- Ban on the production and use of mercury products and chemicals that are prohibited by international agreements or national laws (§3).
- Compliance with all legal and international standards for handling hazardous substances (§3).

5. Cooperation with suppliers

Our collaboration is based on a partnership approach characterized by mutual trust. The Code of Conduct is a binding document that all suppliers must sign. It defines ethical and environmental standards that are regularly reviewed and supplemented by training and audits. These measures support transparent communication and sustainable implementation of the requirements of the LkSG.

6. Consequences and sanctions

Violations of the Code of Conduct or the requirements of the LkSG will result in consequences that range from support in solving the problem to termination of the business relationship. Compliance is monitored by our compliance team and external auditors.

Landau an der Isar in December 2025

Signed by Andreas Kroiss, CEO
Einhell Germany AG

Signed by Jan Teichert, CFO
Einhell Germany AG

Signed by Dr. Markus Thannhuber, CTO
Einhell Germany AG

Signed by Dr. Christoph Urban
Chief It & Digitalization
Einhell Germany AG

c. Governance (G)

G1 – 1 Corporate culture

A responsible corporate culture forms the foundation of Einhell's governance structure. Ethics, integrity, and compliant behavior are firmly anchored in the company's values and form the basis for a consistent ethics and compliance culture. This is reflected, among other things, in the Code of Conduct, the Executive Board's value statement, the corporate culture guidelines, and the leadership principles.

The Codes of Conduct for employees and business partners define clear standards and are supplemented by situational training and an established whistleblower system. The goal is to consistently adhere to legal requirements and ethical standards in all business processes, thereby strengthening integrity, reliability, and trust. A corporate culture that is actively practiced promotes internal collaboration, strengthens Einhell's reputation among stakeholders, and supports the company's long-term competitiveness.

G1 – 5 Management of relationships with suppliers including payment practices

Einhell is committed to long-term, collaborative, and transparent relationships with its suppliers. Fair contract terms and reliable payment terms form the basis for stable and sustainable cooperation. Sustainability criteria are systematically incorporated into supplier evaluations and are continuously refined to ensure that environmental, social, and governance aspects are given equal consideration.

Suppliers are obligated to comply with the social, ethical, and environmental standards set forth in the Code of Conduct for business partners. Compliance with these requirements is verified through risk-based assessments, audits, and ongoing dialogue. In addition, Einhell supports selected suppliers through training and development initiatives, particularly in the context of due diligence obligations under the Supply Chain Due Diligence Act, to strengthen the sustainability and stability of supplier relationships in the long term.

G1 – 6 Corruption and bribery

Einhell pursues a clear zero-tolerance strategy toward corruption and bribery. An effective compliance and risk management system ensures that potential legal, financial, and reputational risks are identified, assessed, and managed at an early stage.

Through preventive control mechanisms, clear guidelines, and regular training, the integrity of business processes is sustainably strengthened and the trust of investors, customers, and business partners is fostered. In the 2025 reporting year, there were no confirmed cases of corruption or bribery.

d. Risk management

Einhell Germany AG's group-wide risk management system remained an integral part of corporate governance in the 2025 reporting year. All risks identified as part of the double materiality analysis have been fully integrated into the existing risk management system

and are subject to regular, systematic review. Risk management complies with the requirements of Section 91(2) of the German Stock Corporation Act (AktG), the Supply Chain Due Diligence Act (LkSG), and internal corporate guidelines. The risk management process follows a uniform, group-wide four-phase model that combines both centralized and decentralized elements:

1. Risk identification:

Risks along the entire value chain are identified both centrally by group management and locally by subsidiaries and business units. In addition to a set of risks defined at the group level, specific location- or function-related risks can be identified independently. This bottom-up/top-down approach ensures comprehensive coverage of strategic, operational, and non-financial risks.

2. Risk assessment:

Assessment is performed in a standardized manner based on the likelihood of occurrence and the potential impact. Both dimensions are quantified using a uniform, six-level scale applied across the Group. The net risk is assessed in each case, considering existing management and control measures. Multiplying impact by likelihood yields the risk exposure and enables group-wide prioritization.

3. Risk management:

Appropriate management strategies are defined for identified risks. These include avoidance, mitigation, transfer, or deliberate acceptance of risks. The strategy is selected by the respective risk owners and is supported by specific measures, responsibilities, and timelines. The effectiveness of the measures is continuously reviewed and documented.

4. Risk communication and monitoring:

Group-wide risk reporting is conducted quarterly using a standardized reporting tool and aggregated at group level. Relevant risks and their development are regularly reported to the Executive Board. In addition, there is a clearly defined ad hoc reporting process for significant changes in the risk situation to ensure timely management.

A particular focus remains on non-financial risks, especially in the areas of environment, climate, and social issues. These include, among other things, regulatory transition risks, physical climate risks such as extreme weather events, resource dependencies, and risks related to human rights and labor standards in the supply chain. In addition, the financial risks identified as part of the double materiality analysis are also considered, particularly those with potential impacts on the company's net assets, financial position, and results of operations. All risks are prioritized on a risk-based basis.

The continuous development of the risk management system - including through digital risk analyses and structured data collection - ensures that new risks are identified early and managed appropriately. Through the close integration of risk management, sustainability strategy, and operational control, Einhell helps to effectively limit potential negative impacts on people, the environment, and corporate success, and to strengthen the Group's long-term resilience.

Risk reporting

Q4/2025

Group Sustainability

english

Impact:

1: insignificant 0-2,5 m€
2: small 2,5-4,1 m€
3: moderate 4,1-5,7 m€
4: significant 5,7-8,2 m€
5: critical 8,2-16,4 m€
6: catastrophic >16,4 m€

Likelihood:

1: unimaginable, 0-3%
2: unlikely, 4-19%
3: rare, 20-49%
4: Sometimes, 50-69%
5: likely, 70-84%
6: frequent, 85-100%

ad-hoc risk

Risk Identification						Risk Assessment							Risk Management				
Risk-Category	Org	Risk-Owner	No.	Risk-Name	Risk-Description	Impact (low)=1	Impact (high)=6	Impact	Likelihood (low)=1	Likelihood (high)=6	Likelihood	Risk exposure	Strategy	action/explanation	Risk exposure previous	Progress	
Sustainability	EAG	Rostan	SU1	Transition risks (e.g., regulatory risks)	ESG requirements incur administrative costs and can lead to higher production and product costs due to necessary product modifications.			1				6	6		Sustainability Team established; CSRD adopted as the basis for the Non-Financial Report	15	ongoing
Sustainability	EAG	Rostan	SU2	Transition risks (e.g., barriers to market entry)	In addition, ESG regulations may create barriers to market entry that could negatively impact import capabilities, the launch of new products, and entry into new markets. This poses risks to profitability, profit margins, competitiveness, and revenue growth.			3				2	6			15	ongoing
Sustainability	EAG	Rostan	SU3	Physical climate risks (e.g., extreme weather events, sea-level rise, temperature extremes, etc.)	Physical climate risks such as extreme weather events, rising sea levels, and temperature extremes pose significant financial risks to Einhell. Production outages, supply chain disruptions, and higher logistics costs resulting from floods or storms could increase operating costs. Additionally, damage to infrastructure such as ports could lead to delays. To mitigate these risks, investments in adaptation measures would be necessary, which could impair competitiveness in the long term.			1				1	1		Existence of appropriate insurance coverage	16	ongoing
Sustainability	EAG	Rostan	SU4	Costs of greenhouse gas reduction measures and the risk of lost investments	The rising costs of reducing greenhouse gas emissions may affect profitability, require increased investment, and alter the cost structure of our products. This could impair our competitiveness and market opportunities. Consequently, this poses risks to profitability, profit margins, competitiveness, and revenue growth.			2				1	2		Continuous monitoring of the legal situation	15	ongoing
Sustainability	EAG	Rostan	SU5	Risks related to resource availability and regulatory requirements	Limited availability of raw materials and stricter regulatory requirements for the use of non-renewable resources can pose significant financial risks. They can lead to production bottlenecks and higher procurement and manufacturing costs, thereby negatively impacting profitability, profit margins, competitiveness, and revenue growth.			2				2	4		Continuous monitoring of the legal situation	10	ongoing
Sustainability	EAG	Rostan	SU6	Higher costs resulting from aligning the product portfolio with the circular economy	Realigning products with the circular economy requires additional investments in research and development, production, and the adaptation of the supply chain and internal processes. This shift in the cost structure could impair competitiveness and market opportunities, which in turn could have a negative impact on profitability, profit margins, competitiveness, and revenue growth.			2				2	4		Consideration of the entire life cycle in terms of alignment with the circular economy	8	ongoing
Sustainability	EAG	Rostan	SU7	Availability and dependence on fossil fuels	The limited availability of and reliance on fossil fuels can complicate our production processes and drive up costs (e.g., due to price fluctuations, supply shortages, political instability, taxation, etc.). This can increase the overall costs of manufacturing our products, which may have a negative impact on profitability, profit margins, competitiveness, and revenue growth.			3				2	6		Switch to renewable energy sources whenever possible	12	ongoing

Figure 17: Integration of ESG risks into operational risk management

3. Our impact on the SDGs

Through strategic measures and continuous innovation, Einhell Germany AG also contributes to the achievement of selected United Nations Sustainable Development Goals (SDGs).



Figure 18: UN Sustainable Development Goals

With a focus on resource efficiency, climate protection, and social responsibility throughout the entire value chain, Einhell pursues the goal of a sustainable and long-term viable business model.

Power X-Change battery system:

The system allows a single battery and charger to be used for more than 350 devices, thereby helping to reduce resource consumption. At the same time, material and energy use during the usage phase is reduced, which supports both resource efficiency in line with SDG 12 and climate protection by reducing CO₂e emissions in accordance with SDG 13.



Climate protection strategy:

The strategy aims to reduce CO₂e emissions along the entire value chain. A particular focus is placed on the increased use of renewable energies as well as on promoting energy-efficient processes at third-party manufacturers, thereby contributing to climate protection in line with SDG 13.



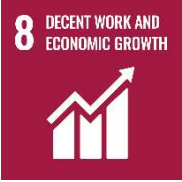
Circular economy:

Einhell is gradually establishing a circular approach throughout the product life cycle, particularly through product design focused on durability, high reparability, and consideration of recycling aspects. In this way, sustainable production and consumption patterns are supported in line with SDG 12, while innovations in resource-efficient processes are promoted in the context of SDG 9.



Fair working conditions:

Einhell is committed to fair compensation, secure employment, and equal opportunity both within its own workforce and throughout the upstream value chain. In doing so, the company contributes to the promotion of decent work and sustainable economic growth in line with SDG 8.



Resource conservation:

Through the increased use of resource-efficient materials, consideration of recycling aspects, and waste prevention measures, Einhell contributes to the sustainable use of natural resources in line with SDG 12.



4. Outlook

In 2025, Einhell hat established its organizational structures and processes in such a way that reporting in consideration of the requirements of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS) would, in principle, have been possible.

At the time of preparing the Sustainability Report for the 2025 reporting year, no national law transposing the CSRD had yet been enacted in Germany. The 2025 Sustainability Report was therefore prepared based on the applicable national regulations, in particular Sections 289b et seq. of the German Commercial Code (HGB) as amended by the CSR Directive Implementation Act (CSR-RUG), while also being substantively aligned with the requirements of the ESRS.

The refinements made during the 2025 reporting year primarily served the further operationalization of the future CSRD and ESRS requirements. These included the expansion and further development of reporting structures, the enhancement of methodologies for the double materiality assessment, the systematic collection of relevant ESG data, and its stronger integration with existing control and risk management processes. On this basis, Einhell is prepared to implement the legal requirements expected to take effect starting with the 2026 reporting year in an efficient, consistent, and audit-ready manner.

5. Confirmation of the audit

The Supervisory Board reviewed the separate non-financial report of Einhell Germany AG for the 2025 financial year, which contains the non-financial statement in accordance with Sections 289b and 289c of the German Commercial Code (HGB), pursuant to Section 171 (1) sentence 4 of the German Stock Corporation Act (AktG).

The Executive Board submitted the separate non-financial report to the Supervisory Board in due time and explained the key contents of the report. As part of its review, the Supervisory Board discussed with the Executive Board the preparation of the report, the reporting principles applied, the process of the materiality analysis, as well as the material non-financial aspects, risks, concepts, measures, and key performance indicators presented in the report. In particular, the Supervisory Board's review focused on whether the separate non-financial report complies with the statutory requirements and whether the reporting is plausible, comprehensible, and internally consistent.

No external substantive review of the separate non-financial report by the auditor or any other external reviewer was commissioned.

Following its final review, the Supervisory Board has no objections to the separate non-financial report for the 2025 financial year prepared by the Executive Board. Based on the information provided by the Executive Board and the documents submitted to the Supervisory Board, no facts have come to the attention of the Supervisory Board that would indicate that the separate non-financial report does not comply, in all material respects, with the statutory requirements.

Landau an der Isar, April 2026

For the Supervisory Board
Prof. Dr. Manfred Schwaiger
Chairman of the Supervisory Board

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