

@GROUP

Sustainability Report 2025

Welcome

“For uGroup, sustainability is an integral part of our corporate strategy and an expression of responsible business practice.

Although we are not subject to the reporting requirements of the Corporate Sustainability Reporting Directive (CSRD),
we wish to provide transparency on how we address environmental, social and corporate sustainability issues.

This report is based on the voluntary VSME standard and aims to present our sustainability impacts,
existing measures and further steps for development in a clear and comprehensible manner.

In doing so, we are laying the foundations for an open dialogue with employees, customers, business partners and other stakeholders.
At the same time, we use this reporting to reflect on our own processes, highlight progress and systematically identify areas for improvement.

Our aim is to gradually integrate sustainability even more closely into our decisions, structures and processes.

This report is therefore not merely a stock-take, but a building block for continuous development, credibility and long-term transparency”

uGroup

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Introduction

“For us, sustainability is not a matter of compliance, but a question of attitude. It is reflected in our day-to-day decisions

–

at our sites around the world, in our choice of materials and in the way we treat one another. Our aim is to take responsibility and to continually improve."

Dominic Höffgen
Group CEO
uGroup



Report Basics

This sustainability report covers the calendar year 2025 and has been prepared in accordance with the Basic Module and the Comprehensive Module of the Voluntary Sustainability Reporting Standard for SMEs (VSME).

The report is prepared on a consolidated basis and sets out information relating to uGroup Holding GmbH and its subsidiaries listed on page 7.
Within uGroup, Alexander Rüddel is responsible for sustainability and for the preparation of this report.

Legal form	GmbH
NACE sector classification codes	25.99 & 28.41
Total assets (EUR thousand)	189,087
Sales revenue (EUR thousand)	176,152
Number of employees	630
Location headquarter	Marienhütte 49, 57080 Siegen

Report Basics

Erich Utsch GmbH
Germany

Faab Fabricauto
France

Hills Numberplates
UK

Wim van Dorp
Netherlands

John R. Wald
USA

LicenSys
Australia

SMC
Sweden

Zenith Graphics
Belgium

Utsch International
Ireland

Sieveo
Germany

Hills China
China

Utsch Espana
Spain

Utsch GmbH
Germany

Mutsch Latam
Panama

Tiflex
France

Bestplate
UK

TrueVolve
South Africa

*Companies highlighted in orange are included in the consolidated financial statement

Highlights 2025

Certifications

Quality Austria
Germany

EcoVadis Silver
France
UK

Ökoprofit
certification for Erich Utsch GmbH / Completion of roof refurbishment, including insulation, in preparation for the PV system

ISO 45001
Sweden

ISO 9001
Sweden

ISO 14001
Germany
France
Sweden

"Nine new site certifications this year show that responsibility is becoming part of daily operations, not just a reporting exercise."



72 / 100
EcoVadis Score UK

76/100
Environment

72/100
Ethics

73/100
Labour & Human Rights

58/100
Sustainable Procurement



100 kWp
PV system in Australia



9
New Certifications across Europe



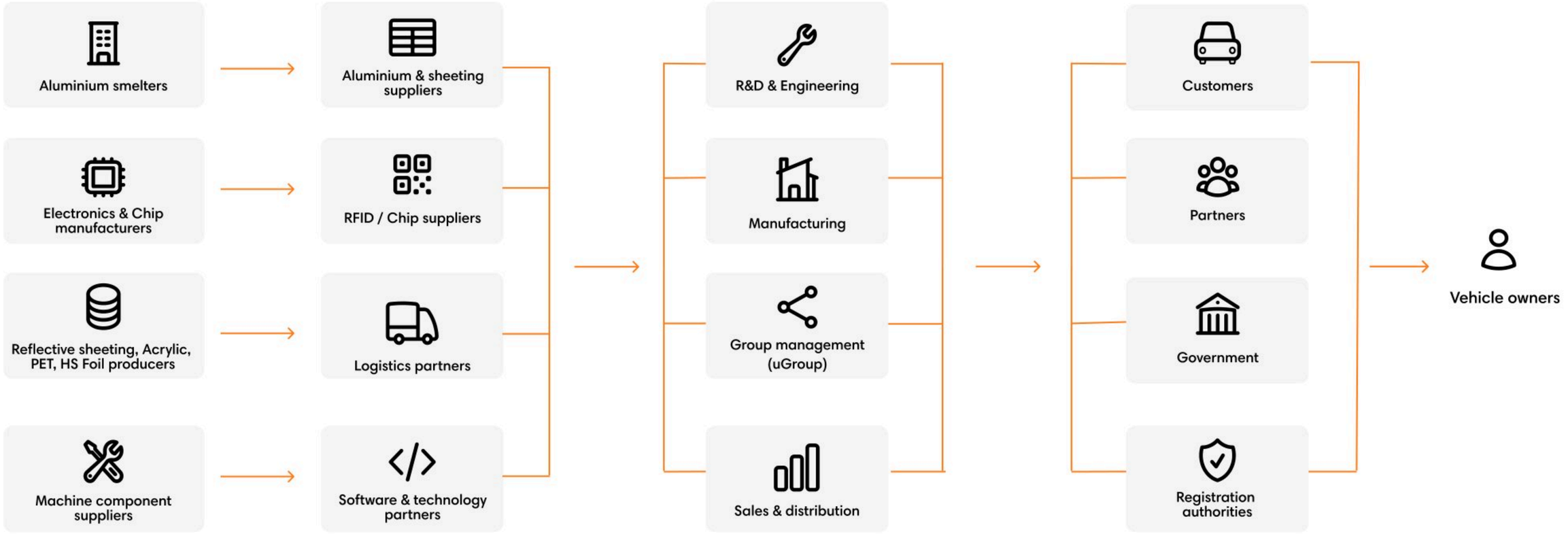
100%
Recycled Aluminium in the Netherlands



100%
Recycled plastic for license plate frames in Germany

Business model and value chain

uGroup develops, manufactures and distributes vehicle registration plates together with the materials, equipment and digital solutions around them, serving registration authorities, distributors and vehicle owners across Europe, the Americas, Africa, Asia and Australia.



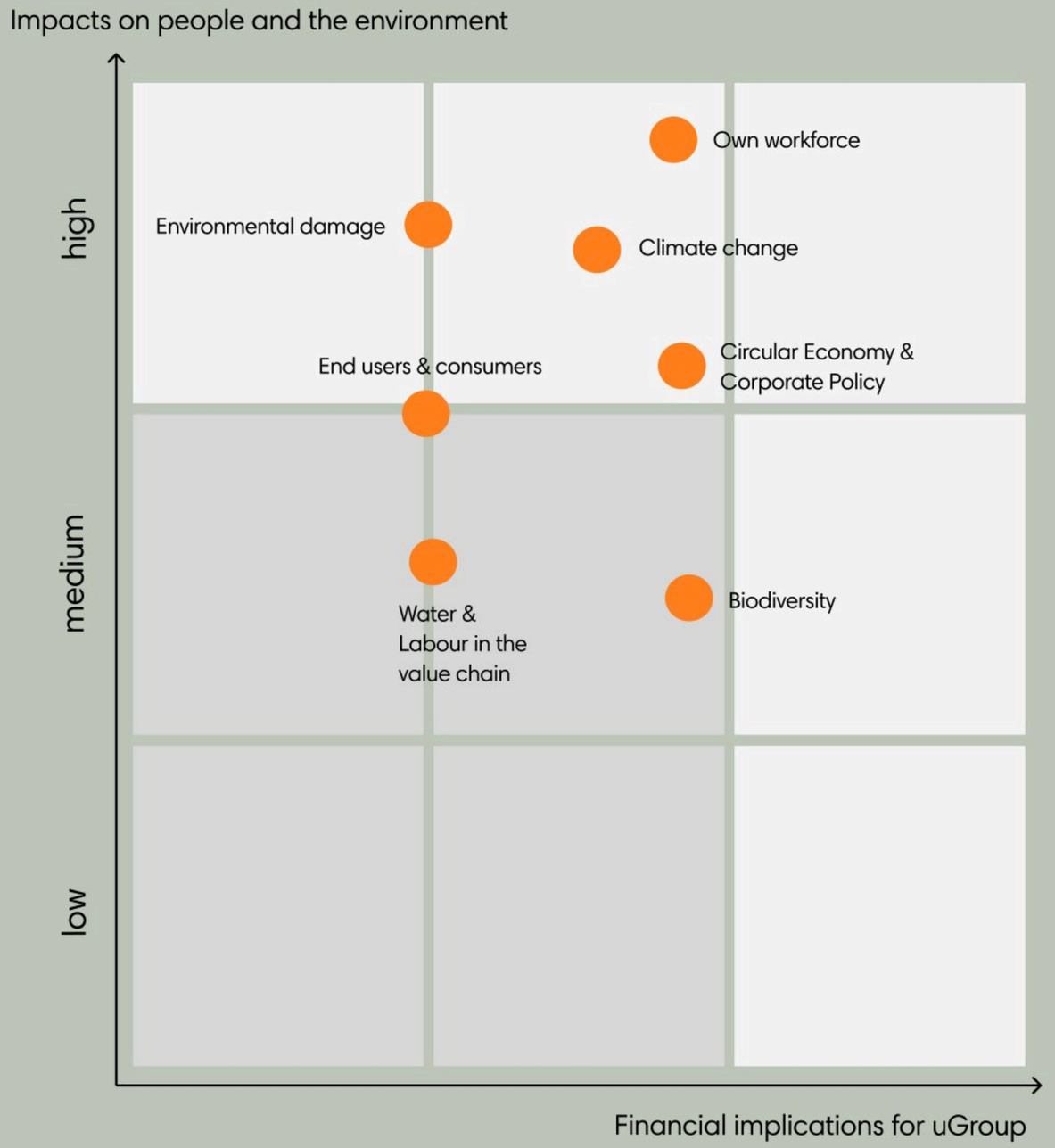
Materiality analysis

As part of the uGroup's sustainability report, a double materiality analysis (DMA) was carried out to identify the company's material sustainability issues. The analysis was based on the European Sustainability Reporting Standards (ESRS) and was implemented using an Excel tool that enabled the relevant issues to be recorded and assessed in a structured manner.

The DWA began with a comprehensive environmental analysis to identify sector-specific issues and incorporate them into the process. Subsequently, all subsidiaries of uGroup were asked to identify the company's impacts on the environment and people, as well as the financial risks and opportunities arising from sustainability aspects for the company.

The identified impacts, risks and opportunities (IROs) were consolidated and subsequently assessed against the ESRS criteria. A threshold appropriate to the company was selected, above which the IROs were deemed material.

The DWA matrix shows the results for the material issues.



Materiality analysis

Climate Change

The analysis shows that uGroup's business operations are characterized not only by direct emissions and energy-intensive processes but also by energy efficiency measures and the use of renewable energy. Climate protection represents both a major challenge and an opportunity.

Environmental damage

Preventing environmental pollution - particularly from waste, emissions, and the use of harmful substances - is a key priority.

Biodiversity

Sustainable procurement and the development of environmentally friendly materials offer opportunities to minimize the impact on biodiversity.

Circular Economy

Promoting resource efficiency and developing circular material strategies are key approaches to reducing resource consumption and strengthening sustainable business models.

Own workforce

uGroup attaches great importance to supporting its staff through fair working conditions, flexible working arrangements and further training opportunities, in order to ensure long-term staff retention and satisfaction.

End Users and Consumers

The focus is on the safety and well-being of end users, particularly through measures related to product safety and quality.

Company Policy

Building on a values-driven culture, innovation, and partnerships for sustainable industry standards, the double materiality analysis gives uGroup a solid basis for setting its sustainability priorities.

Sustainability Strategy

Erich Utsch GmbH has developed its own sustainability strategy based on the UN SDGs, structured around environmental, social and governance responsibility. As a medium-sized industrial company, it aims to combine sustainable business practices with economic success and responsible governance.

A key focus is reducing its carbon footprint through sustainable consumption, resource-efficient production, environmentally friendly materials and climate measures — including e-mobility, renewable energy, IT infrastructure, aluminium recycling and climate adaptation.

While not yet a group-wide strategy for uGroup, it serves as a guide for other subsidiaries. A uGroup-wide sustainability strategy is planned to harmonise targets, measures and KPIs across the group.

Environmental

CO_2 reduction, energy,
mobility, aluminium/recycling, climate adaptation

Social

Health and safety, occupational safety, staff development,
diversity, social engagement

Governance

Compliance, Code of Conduct,
Opportunity and Risk Management, Securing the Siegen site

ESG target vision of Erich Utsch GmbH

1

CO_2 Reduction and Climate Neutrality

Erich Utsch GmbH aims to significantly reduce its carbon footprint and is working toward a reduction in CO_2 emissions of at least 50% by 2025 compared to the baseline year of 2020. In the long term, the strategy is guided by the goal of achieving climate neutrality by 2045.

2

Promoting Sustainable Mobility

Sustainable mobility is to be promoted through e-mobility, working from home, carpooling, use of public transportation, and the expansion of the charging infrastructure.

3

Use of renewable or CO_2-neutral energy

Erich Utsch GmbH aims to optimize energy sources, use carbon-neutral energy, and systematically monitor energy consumption.

4

Conservation of resources and recycling, particularly aluminium

One focus is on resource-efficient production processes, a higher recycling rate, and more sustainable use of aluminium as a key resource.

5

Expansion of IT Infrastructure and Data Security

Sustainable IT, data security, and energy savings in the IT infrastructure are part of Erich Utsch GmbH's environmental and transformation goals.

6

Health, Workplace Safety, and Employer Attractiveness

The strategy focuses on health-promoting working conditions, occupational safety, work-life balance, and long-term employee retention.

7

Workforce Development and Securing the Next Generation of Talent

Erich Utsch GmbH is committed to sustainable workforce development, continuing education, and training to meet its need for skilled workers.

8

Diversity, Pay Equity, and Gender Policy

The strategy addresses diversity, pay equity, and gender equality as components of an employee-oriented corporate culture.

9

Compliance and Code of Conduct

Erich Utsch GmbH is committed to actively implementing its Code of Conduct, conducting regular compliance training, and maintaining transparent documentation

10

Opportunity and Risk Management

Sustainable corporate governance is supported by active opportunity and risk management, annual reporting, and risk assessment.

Local practices, guidelines and initiatives

Beyond Erich Utsch GmbH's strategy, several uGroup subsidiaries already have local sustainability practices in place, focused on climate protection, environmental management, circular economy, health & safety, and governance — maturity varies by site.

Climate protection and circular economy are particularly well-established: renewable energy, energy efficiency, photovoltaics, e-mobility, recycled aluminium and plastics, and waste/recycling programmes. Several sites hold certifications such as **ISO 14001**, **ISO 9001**, **ISO 45001**, or EcoVadis assessments.

These local approaches are to be integrated and harmonised into a group-wide uGroup sustainability strategy, building on Erich Utsch GmbH's framework and existing subsidiary initiatives



- UK: GHG Reduction Strategy through 2030, annual Scope 1 through Scope 3 measurements, ISO 14001, and EcoVadis Silver
- Germany: Environmental program with solar PV system, Ökoprofit NRW, recycled aluminium, alternative aluminium suppliers, and fleet management initiatives
- Sweden/Norway: ISO 9001, ISO 14001, ISO 45001, recycled aluminium, renewable energy, and a socially inclusive workforce program in Norway
- France: ISO 14001, EcoVadis Silver, CSR report, Gender Equality Index, and recycling initiatives
- Ireland: Lean manufacturing, recycled aluminium, recycled ABS, and switching from plastic to paper bags
- USA: Energy audit, planned improvements to building insulation, switch to LED lighting, and Code of Ethics

Environment

Shaping the climate transition

Further developing energy, emissions and reduction pathways

For the uGroup, addressing energy consumption, greenhouse gas emissions and climate-related transformation requirements is a key area of focus in its sustainable corporate development.

As an internationally active group of companies comprising manufacturing and sales-oriented subsidiaries, climate-related impacts arise in particular from energy consumption at its sites,
the use of electricity and heat, its vehicle fleet, transport activities
and the use of emission-intensive materials within the value chain.

The uGroup builds on the existing local initiatives and management approaches of its subsidiaries. Several companies have already implemented measures to reduce energy consumption and greenhouse gas emissions, for example through energy efficiency measures, the use of renewable energy, photovoltaic projects, the electrification of vehicles and industrial trucks, the switch to LED lighting, and measures to optimise buildings, production processes and material usage.

There is also a particular focus on reducing the use of emission-intensive resources, notably through the increased use of recycled aluminium and the development of products with a lower carbon footprint.

The maturity of climate-related governance currently varies within the uGroup depending on the company and location. Some subsidiaries already have formalised environmental management systems, greenhouse gas inventories, reduction targets or elements of a climate-related transition plan; other companies are still at an earlier stage of data collection and developing measures.

There is currently no group-wide, uniform climate target or a formally adopted group-wide transition plan to mitigate climate change. However, the existing local approaches, data and measures form an important basis for harmonising energy and emissions data more effectively in future, assessing reduction potential more systematically and further developing group-wide performance indicators.

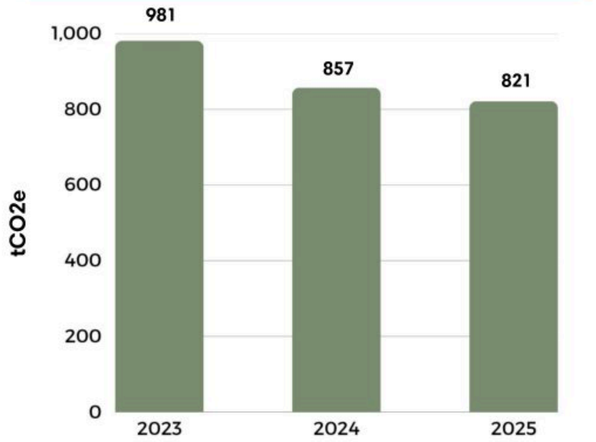
Energy & Emissions Indicators

Historical baseline figures for Scope 1 and Scope 2 emissions are available since 2020. These provide an initial basis for tracking trends in direct and energy-related greenhouse gas emissions.
The year 2045 has been set as the long-term target for Scope 1 and Scope 2.

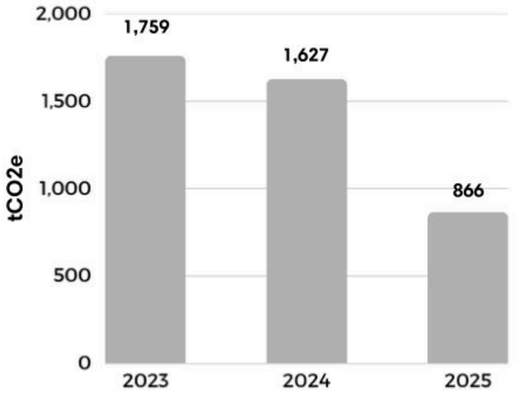
However, specific quantified targets for the target year have not yet been set. Consequently, the figures are not currently reported as fully defined group-wide greenhouse gas reduction targets.

Scope 1 emissions have fallen from 980 tCO_2e to 821 tCO_2e. This corresponds to a calculated reduction of around 16%. Scope 2 emissions have fallen from 1,759 tCO_2e to 866 tCO_2e, by around 51%. Scope 3 emissions have fallen from 88,494 tCO_2e to 64,473 tCO_2e, by around 27%.

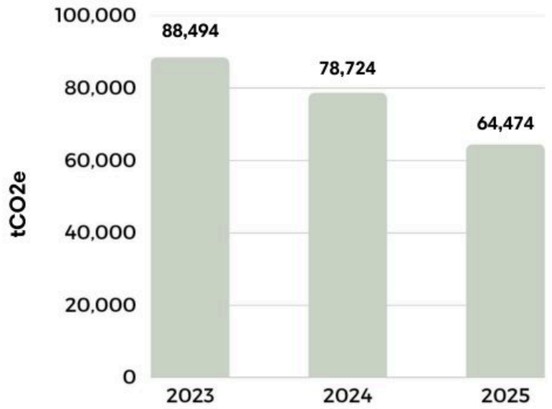
Scope 1



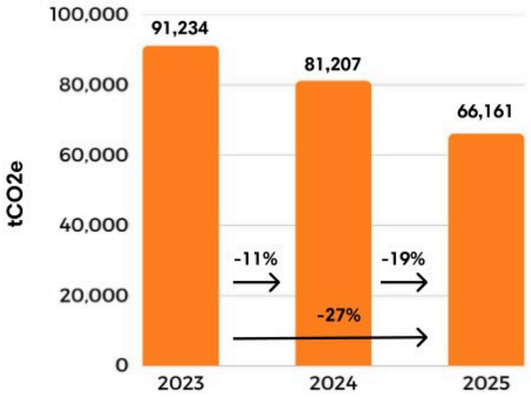
Scope 2



Scope 3



Total



Reducing Emissions

Product Development as a Lever for More Climate-Friendly Solutions

A key lever for reducing product-related greenhouse gas emissions lies in the further development of number plate technologies. FAAB Fabricauto (France) and Hills Numberplates Limited (UK) are both pursuing innovative solutions that optimise material use and reduce emission-intensive materials.

Since 2021, FAAB Fabricauto has developed Oxygène: an eco-designed number plate based on a lightweight aluminium substrate (80% recycled content) with a transparent printed film, designed for recyclability at end of life.
A comparative life-cycle analysis shows just 0.09 kg CO_2e per plate – around 94% less than a plastic plate. The french market share of FAAB is rising steadily, from 22% in 2024 to 30% by September 2025, well above the 25% target.

Hills Numberplates takes a similar approach with MetaTek, an aluminium-based plate developed in Birmingham to replace conventional ABS or PMMA plastic plates. An independent life-cycle assessment (2025), conducted in line with ISO 14040/44, confirms around 42% less CO_2e than ABS and 61% less than PMMA, thanks to aluminium's recyclability and longer service life.

Together, these examples show how targeted product development – lower carbon footprint, reduced use of emission-intensive materials, longer service life – can make a concrete contribution to cutting product-related emissions and supporting the shift to more climate-friendly solutions.

-94%

CO2e vs.
Standard plastic panel (Oxygène technology, FAAB Fabricauto)

-42%

CO2e vs. ABS license plate (MetaTek, Hills Numberplates)

-61%

CO2e vs. PMMA license plate (MetaTek, Hills Numberplates)

Reducing environmental impact

Focusing on materials, processes and the value chain

Within its VSME reporting, uGroup considers environmental pollution and biodiversity both at its own sites and along the upstream value chain. According to the latest data, most country units have no statutory or voluntary reporting obligations for pollutant emissions, with Germany being the exception, where voluntary flue gas checks (Chimney Sweeping and Inspection Regulations) and documentation under the 1st Federal Immission Control Ordinance (BImSchV) were reported.

Beyond emissions reporting, significant environmental impacts were identified both in-house and along the value chain. Internally, the focus is on reducing or eliminating substances of concern – including CMR substances, solvents, VOCs and critical plastics – offering management clear opportunities to further limit operational impacts. Other relevant aspects include potential soil contamination from oil and lubricant spills and microplastic emissions from plastics and packaging. Upstream, key risks include toxic red mud generation and associated water/soil contamination during alumina production, as well as tyre wear as a source of urban microplastics.

On biodiversity, three Group sites (one in the Netherlands, two in Sweden/Norway) were reported near biodiversity-sensitive areas, covering a total of 0.3 ha. Sealed and nature-oriented surfaces on and off-site are also being surveyed, with figures still under plausibility review ahead of final publication.

In the medium term, more sustainable raw materials strategies – such as sustainable procurement, certified materials and greener component evaluation – offer further potential to reduce environmental and biodiversity impacts, laying the groundwork for more targeted risk management going forward.

Reducing environmental impact

Focusing on local emissions, resources and supply chains

Hills Numberplates Limited in the United Kingdom takes a structured approach to reducing local environmental impacts arising from production, material use, waste management and internal transport movements. Part of this approach is a policy on pollution prevention, which sets out commitments, operational controls and responsibilities for relevant environmental aspects. It supports the ISO 14001-certified environmental management system and includes, amongst other things, measures to prevent air emissions, environmental impacts, waste-related risks and operational disruptions.

Particular focus is placed on limiting VOC and solvent emissions, dust and particulates, the responsible management of waste, and the more efficient use of energy and water. Technical and organisational measures help to keep emissions to a minimum during operations. These include, amongst other things, UV inkjet printing with LED curing instead of solvent-based processes, as well as local extraction systems for cutting processes. An independent workplace exposure measurement carried out in December 2024 confirmed that exposure levels to methyl methacrylate, MEK and total VOCs were well below the relevant workplace limit values.
Progress was also made in resource management during the reporting year: recorded energy consumption fell by 14.7% in 2025 compared with 2024, from 939,789.74 kWh to 801,537.88 kWh. Water consumption fell by 3.3% year-on-year. In terms of waste, around two-thirds of materials by weight were sorted and sent for recycling; Hills Numberplates is thus moving closer to its target of 75%.

Furthermore, the supply chain is being integrated more closely into the environmental strategy. The training programme for the procurement team on sustainable procurement, which was completed in 2025, supports the aim of better addressing upstream environmental impacts, particularly in the area of Scope 3. Building on these activities, environmental targets and operational controls are being continuously developed, including in the areas of pollution prevention, coating processes, energy monitoring, emissions management and authorised waste disposal.

-14.7%

Energy consumption in 2025 compared with 2024 (939,790 to 801,538 kWh)

-3.3%

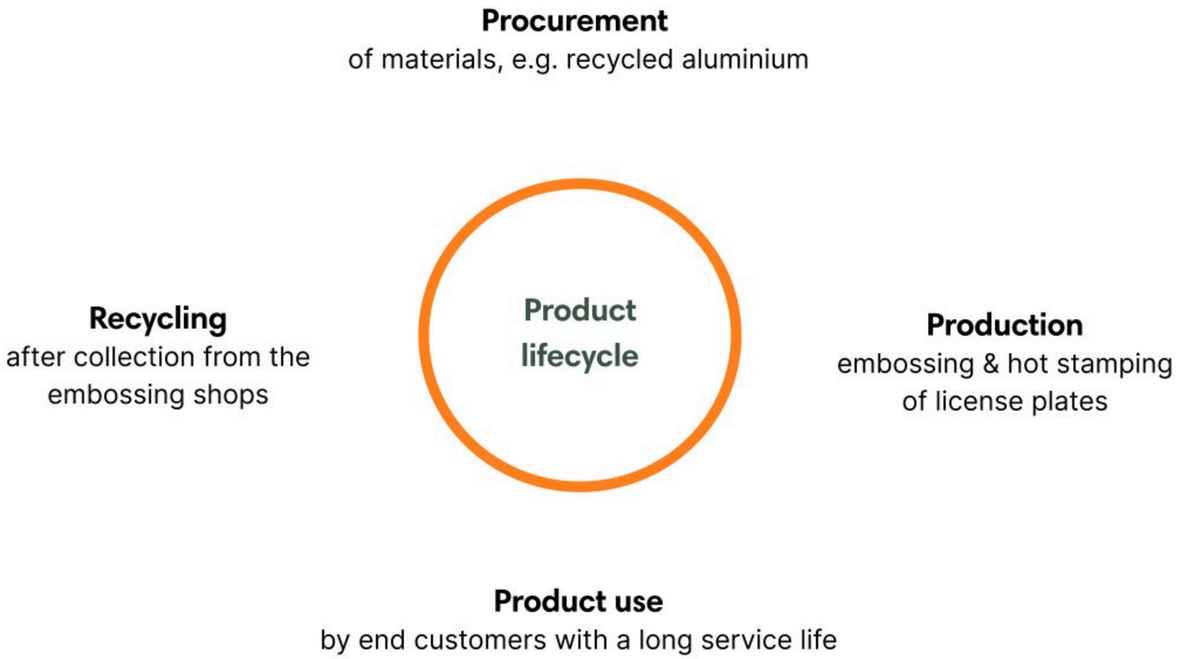
Water consumption compared with the previous year

~ 66%

Waste recycled by weight (Target: 75 per cent)

Keeping Resources in the Cycle

Material Efficiency as a Lever for Sustainability



uGroup views the circular economy not merely as a waste management issue, but as a strategic lever: less use of primary raw materials, greater material efficiency, stronger recycling loops and a more resilient value chain.

uGroup operates within a material-intensive business model – utilising, in particular, aluminium, acrylic, sheeting, hot-stamping foil and packaging materials. It is precisely for this reason that a key driver of sustainability lies in using materials efficiently, exploiting recycling potential and consistently channelling waste into recovery streams.

The double materiality analysis reveals two sides to this: on the one hand, there are negative impacts arising from raw material consumption, upstream resource use, and waste from packaging and disposal. On the other hand, positive contributions and opportunities arise from the use of recycled materials, material-efficient processes, the high recyclability of aluminium, and the further development of circular procurement and packaging strategies.

Circular economy principles are already being implemented in several countries: these include the use of recycled aluminium and recycled ABS, the separate collection and recovery of paper, aluminium and production waste, collaboration with recycling partners, and measures to reduce energy and resource consumption.

In Germany, for example, recyclable materials are sorted and handed over to waste management companies for recycling; in addition, recycled aluminium and plastic regranulate are used in production. Various measures relating to recycling, waste separation, resource efficiency and material circularity are also reported in France, Ireland, Sweden/Norway, the Netherlands, the USA and the UK.

An overview of resource and waste streams

In the area of waste, it is apparent that a significant proportion of the non-hazardous waste recorded is already being recycled or reused.

The consolidated data table shows 508,521.86 kg of non-hazardous waste for recycling/reuse and 536,920 kg of non-hazardous waste for disposal; for hazardous waste, 294 kg is reported as recycled/reused and 16,939.5 kg as waste for disposal.

This makes it clear that uGroup already has concrete starting points for shifting waste streams further towards recovery and gradually reducing linear material flows.

Disclosure requirements		
Total quantity of recycled and reused harmful waste	kg	294.00
Total quantity of harmful waste intended for disposal	kg	16,939.50
Total quantity of recycled and reused harmless waste	kg	508,521.86
Total quantity of harmless waste sent for disposal	kg	536,920.00
Total mass flow of the relevant materials used per year (per key material)	kg	4,898,572.94
Aluminium	kg	3,231,949.84
Acrylic	kg	1,161,848.50
Sheeting	kg	120,748.70
Hot-stamping foil	kg	26,922.80
Packaging	kg	357,103.10

Recycling aluminium reduces CO_2 intensity in the core business

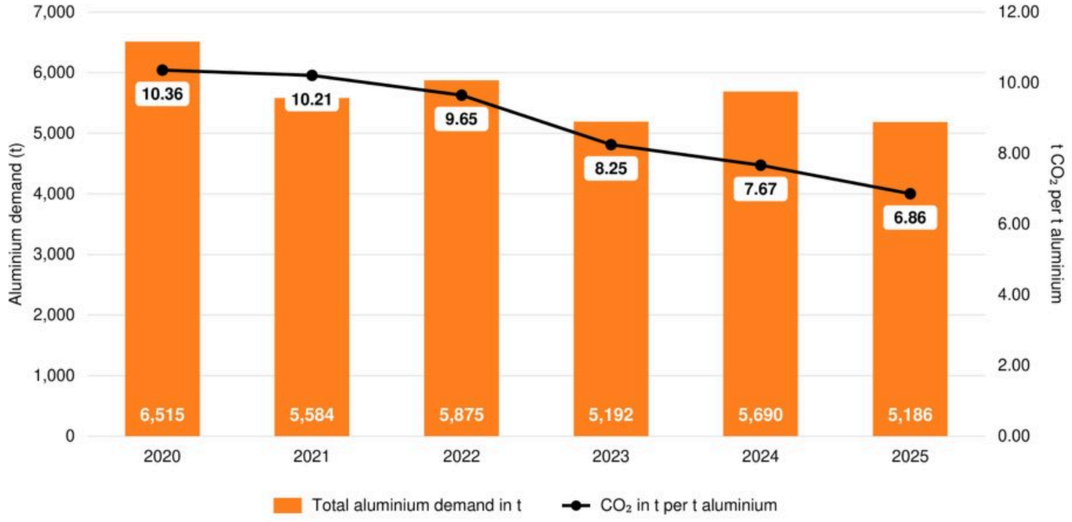
Aluminium is a key resource for uGroup and one of its most important levers for the circular economy and CO_2 reduction. Thanks to its high recyclability, it is well suited to replacing virgin materials, strengthening material cycles, and reducing upstream environmental impacts.

In the 2025 reporting year, the CO_2 intensity of aluminium use fell to 6.86 metric tons of CO_2 per metric ton of aluminium — down from 7.67 in 2024 and 10.36 in the 2020 base year, a reduction of roughly 34% since 2020.

At the same time, several of the companies analyzed significantly increased their share of recycled aluminium. Hills Numberplates Limited (UK) stands out with a 100% recycling rate for aluminium used in production in 2025, demonstrating the potential of circular sourcing in license plate manufacturing.

The growing use of recycled aluminium lowers demand for primary raw materials, improves the carbon footprint of aluminium use, and strengthens circular procurement and production structures in the Group's core business — an important foundation for reaching the defined targets for further reducing CO_2 intensity.

Aluminium demand and CO_2 emissions from aluminium, 2020–2025



Social

Putting staff first

Workforce structure, working conditions and social responsibility

uGroup regards social responsibility as an essential component of sustainable and responsible corporate governance. As an internationally active group of companies with various production, sales and administrative units, it places particular emphasis on fair working conditions, appropriate remuneration, further training, equal opportunities, respect for fundamental human rights, and health and safety at work.

As part of its sustainability reporting in accordance with the VSME standard, uGroup addresses key social issues relating to its own workforce in the social chapter. These include, in particular, the composition of the workforce, health and safety at work, remuneration and further training, as well as supplementary information on human rights policies, grievance mechanisms and any potential serious human rights incidents. This provides a structured overview of key social issues within the Group.

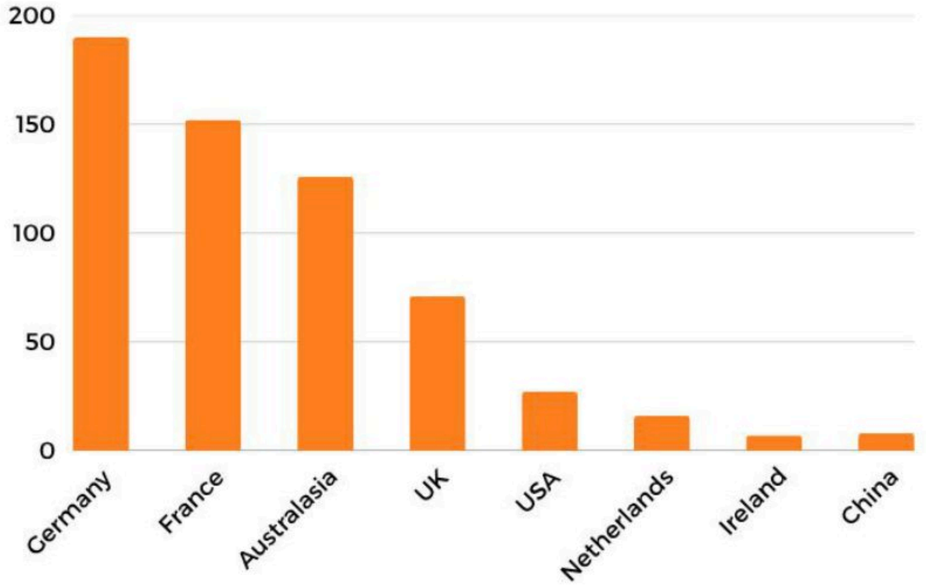
uGroup's workforce is characterised by the Group's international presence as well as by diverse areas of activity and organisational structures. Employees work in various countries, companies and roles, including in production, sales and administration. The general characteristics of the workforce thus reflect uGroup's decentralised structure as well as the varying local conditions.

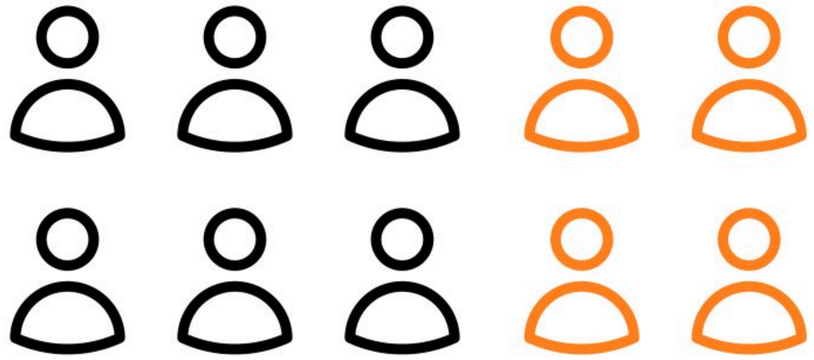
The information gathered shows that local practices, guidelines and initiatives to promote social sustainability are already in place in several uGroup companies. These include, amongst other things, regular communication with employees, training and development opportunities, fair working conditions, equal treatment, employee wellbeing, and, in some cases, formalised codes of conduct or human rights-related regulations.

The level of maturity of social management approaches varies within the Group depending on the country, company and organisational structure. Whilst some companies already have formalised guidelines, complaints procedures or management systems in place, corresponding approaches at other locations are more strongly shaped by local practice. This heterogeneity must be viewed against the backdrop of differing company sizes, activities, national labour law requirements and local conditions.

Employee Statistics

The uGroup operates internationally. Its employees work in various countries and companies, including in production, sales and administration. The breakdown by country of employment contract reflects the Group's decentralised structure and illustrates the varying sizes of the local organisations.





The international composition of the workforce must be taken into account when further developing social management approaches, as labour law requirements, company sizes and local conditions vary from one location to another.

Employee Statistics - continued

584

Employees on permanent contracts

9.67%

Staff turnover rate during the reporting period

30

Employees on fixed-term contracts

0.23

Ratio of women to men at management level during the reporting period

0.5

Total number of self-employed persons who work exclusively for us

30

Number of male employees in management positions

7

Number of female employees in management positions

55

Employees who left the company during reporting period

0

Confirmed Serious Human Rights Violations During the Reporting Period

4

Total number of temporary agency workers

569

Average number of employees during reporting year
(Not all consolidated entities in scope)

The workforce figures provide an overview of key characteristics of the company's own staff during the reporting year. They show the breakdown by contract type, gender, departures and average number of employees, and thus form a basis for further analysis of social issues within the uGroup.

These key figures provide transparency regarding forms of employment, gender distribution and staff turnover, and support the further development of Group-wide social management and reporting processes.

Employee Statistics

Fair pay and further training are key components of responsible working conditions. To this end, uGroup collects data on pay structures, collective agreement coverage and hours of further training in order to ensure transparency regarding key social aspects of its own workforce.

Training for our own workforce

Number of hours of annual training undertaken by male staff during the reporting period	2,229
Number of hours of annual training undertaken by female staff during the reporting period	1,905
Number of annual training hours completed by staff of other genders during the reporting period	0
Number of hours of annual training undertaken by employees whose gender was not specified or reported during the reporting period	0

The recorded training hours show the extent to which staff took part in training programmes during the reporting period. They form a basis for pursuing and further developing training and skills development within the Group in a more targeted manner in future.

Remuneration of the company's own workforce

Average gross hourly wage of male employees	38.80
Average gross hourly wage of female employees	33.95
Percentage pay gap between female and male employees at the company	12.5%
Proportion of employees covered by collective agreements	56.65%

All uGroup employees receive remuneration that is equal to or higher than the minimum wage set by national law or collective agreements. In addition, the report sets out average gross hourly wages, the percentage pay gap between female and male employees, and the proportion of employees covered by collective agreements.

Meaningful work, strong teams

Inclusion as part of active responsibility

In Norway, SMC manufactures all vehicle number plates on behalf of the national authorities. SMC has a modern, high-capacity production facility and has also developed a programme to support people with special needs. This initiative has been in place since 2009 and has been continuously developed and improved ever since. Today, we can proudly say that it has become an integral part of our successful production process.

Those taking part in this programme all have some form of disability, which means they do not compete for employment opportunities on the same terms as others in society. We believe that, regardless of their individual circumstances, people can boost their self-esteem and improve their quality of life through meaningful and rewarding daily activities. This realisation has inspired us to create a supportive working environment that enables each individual to develop their abilities based on their own strengths and resources. Together, we form a highly competent and valued team.

As part of the programme, SMC is responsible for ensuring that participants receive appropriate training, ongoing support and opportunities for individual workplace adaptations within the production environment. All measures are tailored to each person's specific needs. Every participant is a fully-fledged and valued member of our number plate manufacturing team and takes part in workplace activities such as planning meetings, lunch breaks and social events during and after working hours – always in line with their individual abilities and preferences.

The success of this initiative depends – and has always depended – on strong leadership and a positive working culture amongst all staff. Everyone is expected to contribute to an environment in which every individual is respected and included, and is given the opportunity to make a contribution. Everyone has a voice, and every opinion counts. Through clear communication, day-to-day support and a commitment to tackling challenges before they become major problems, we ensure a safe and supportive workplace where everyone is valued equally.

Meaningful work, strong teams

Inclusion as part of putting responsibility into practice

Inclusion in the workplace

SMC creates opportunities for people with different abilities and levels of working capacity. We adapt the workplace to individual needs and recognise that every contribution is valuable to the day-to-day production process of number plates.

A safe and supportive workplace

SMC is committed to providing a safe and positive working environment for all employees. This includes active health, safety and environmental (HSE) management, a respectful working culture and the right of every individual to be themselves.

Participation, collaboration and personal development

SMC promotes participation, shared responsibility, collaboration and job satisfaction throughout the production process. Every individual has the opportunity to influence their daily work, develop their skills and grow through active involvement, regular meetings, personal goals and ongoing evaluations.

Strong partnerships and teamwork

SMC works closely with its partners and respects and values the expertise of each party. Together, we form strong teams and tackle challenges as a united front, finding solutions through mutual support and collaboration.

Promoting safe working conditions

Health and safety at work are central components of uGroup's social responsibility. The aim is to promote safe, fair and respectful working conditions for its own workforce and to protect employees' health in the workplace.
Particular emphasis is placed on the prevention of accidents at work, compliance with statutory and internal requirements, and the promotion of a constructive and respectful working environment. This also includes treating one another with respect as the foundation for safe and responsible working conditions.
In several regions within the uGroup, specific responsibilities, routines or measures relating to occupational health and safety are already in place. These are tailored to the respective local circumstances and take into account the different activities, company sizes, national labour law requirements and organisational frameworks of the individual companies.
Existing local practices and initiatives include, amongst other things, measures relating to occupational safety and health, activities to promote staff wellbeing, and regular communication with employees. In some companies, these approaches are already more formalised, for example through guidelines, targets, complaints procedures or management systems. At other sites, they are more strongly shaped by local practice.
Overall, it is evident that occupational health and safety is already embedded within the uGroup in various forms, although the degree of formalisation varies depending on the company, country and organisational structure. The uGroup takes this heterogeneity into account within the framework of its VSME reporting, thereby creating transparency regarding existing measures, responsibilities and potential for further development.

11

Reportable accidents at work during the reporting period

814,413

Total number of hours worked by all staff during the reporting period

2.7

Rate of recordable work-related accidents (per 200,000 hours worked)

0

Fatalities resulting from accidents at work and work-related illnesses

Team Warm-Ups
Prevention in Practice

In France, daily muscle warm-ups are part of the shift start, carried out independently in small teams each morning.

The goal: reduce physical strain, prevent tension, improve posture and concentration, and lower injury risk.

Exercises are practical and adaptable to specific body areas (back, shoulders, neck, hands, legs, hips), with regular programme updates provided to teams.

This low-threshold approach supports prevention, ergonomics and team cohesion — staff feedback confirms both reduced discomfort and stronger team dialogue on movement.



Governance

Strengthening Responsible Corporate Governance

Focusing on Integrity, Transparency, and Fair Business Practices

Responsible corporate governance and ethical business conduct form an important foundation for the long-term development of the uGroup. As an internationally active corporate group, the uGroup operates in a variety of regulatory, cultural, and market-related contexts. This necessitates aligning business decisions with legal requirements, ethical principles, fair labor and business practices, and a responsible approach toward employees, customers, suppliers, and other business partners.

Within the uGroup, various local approaches to responsible business conduct are already in place. These include, in particular, codes of conduct, ethics and compliance principles, management systems, as well as guidelines and practices on topics such as corporate social responsibility, fair working conditions, anti-discrimination, supplier responsibility, transparency, and responsible corporate governance. These approaches vary from company to company and are, in some cases, embedded in existing management systems or local guidelines.

A common element of these approaches is the goal of promoting legally compliant, fair, and responsible conduct in day-to-day business operations. This includes, among other things, adhering to ethical standards, preventing misconduct, fostering transparent business relationships, and taking social and environmental aspects into account when working with employees, customers, and suppliers. In individual companies, these topics are also supported by audits, training, continuous improvement processes, or certified management systems.

Responsibility for implementing these principles lies primarily with management at the company level. This makes it clear that business conduct is not viewed exclusively as an operational compliance issue, but is also part of leadership responsibility.

On this basis, the uGroup aims to further strengthen ethical business conduct, transparent decision-making processes, and responsible business relationships, and to continuously refine existing approaches in the spirit of sustainable corporate governance.

Governance Metrics at a Glance

The following data points supplement the qualitative description of responsible corporate governance with selected compliance and governance information in accordance with VSME. During the reporting period, uGroup had no confirmed convictions or fines for violations of anti-corruption or anti-bribery laws. Furthermore, based on the information available, uGroup is not excluded from EU benchmarks aligned with the Paris Agreement. In addition, gender diversity on the executive board is presented.

0

Convictions for violations of anti-corruption or anti-bribery laws

4

Number of female members on the governing board

14

Number of male members on the governing board

0 EUR

Fines for Violations of Anti-Corruption or Anti-Bribery Laws

18

Total number of members on the governing board

22%

Gender Diversity Quota

No

Exclusion of EU benchmarks aligned with the Paris Agreement

Corporate Culture

As the Foundation for Acting with Integrity

Responsible business conduct within the uGroup is shaped not only by policies and management approaches, but also by the corporate culture that is actively lived out.

Our vision, principles of conduct, internal communication channels, and team-building activities help to embed core values in our day-to-day work and strengthen respectful collaboration.

Open access to information, the promotion of collaboration, and initiatives designed to strengthen team spirit and a sense of belonging foster a work environment that encourages integrity and responsible conduct.



Appendix

VSME Reference	Information	Chapter/Section in the Report	Slides
Basic Module – General Information			
B1	Basis for preparation	Report Basics	6-7, 40
B2	Practices, Strategies, and Future Initiatives for the Transition to a More Sustainable Economy	Sustainability Strategy: Erich Utsch GmbH as a Framework for the uGroup / Erich Utsch GmbH's ESG Vision / Local Practices, Guidelines, and Initiatives	12-14
Basic Module - Environmental Metrics			
B3	Energy and Greenhouse Gas Emissions	Shaping the Climate Transition – Further Developing Energy, Emissions, and Reduction Pathways / An Overview of Energy and Emissions Metrics	16-17
B4	Pollution of air, water and soil	Reducing Environmental Impact – Focus on Materials, Processes, and the Value Chain / Overview of Environmental and Biodiversity Metrics	19-20
B5	Biodiversity	Reducing Environmental Impact – Focus on Materials, Processes, and the Value Chain / Overview of Environmental and Biodiversity Metrics	19
B6	Water	Reducing Environmental Impact – Focus on Materials, Processes, and the Value Chain / Overview of Environmental and Biodiversity Metrics	20
B7	Resource Use, Circular Economy, and Waste Management	Keeping Resources in the Cycle—Material Efficiency as a Lever for Sustainability / An Overview of Resource and Waste Streams	21-23
Basic Module – Social Metrics			
B8	Workforce – General Characteristics	Focus on Employees – Workforce Structure, Working Conditions, and Social Responsibility / Workforce Statistics at a Glance	25-27
B9	Workforce – Health and Safety	Promoting Safe Working Conditions – Focus on Health, Prevention, and Responsibility	31
B10	Workforce – Remuneration, collective bargaining and training	Focus on Employees – Workforce Structure, Working Conditions, and Social Responsibility / Workforce Statistics at a Glance	28
Basic Module – Governance Metrics			
B11	Convictions and Fines for Corruption and Bribery	Strengthening Responsible Corporate Governance – Focus on Integrity, Transparency, and Fair Business Practices / An Overview of Governance Metrics	34-35

VSME Reference	Information	Chapter/Section in the Report	Slides
Comprehensive Module – General Information			
C1	Strategy: Business Model and Sustainability – Related Initiatives	Business Model and Value Chain	9, 12
C2	Description of practices, policies and future initiatives for transitioning towards a more sustainable economy	Sustainability Strategy: Erich Utsch GmbH as a Framework for the uGroup / Erich Utsch GmbH's ESG Vision / Local Practices, Guidelines, and Initiatives	12-14
Comprehensive Module – Environmental Metrics			
C3	GHG reduction targets and climate transition	Shaping the Climate Transition—Further Developing Energy, Emissions, and Reduction Pathways / An Overview of Energy and Emissions Metrics	13, 16-17
C4	Climate Risks (Physical and Transitional Risks)	Not included	Not included
Comprehensive Module – Social Metrics			
C5	Additional (general) workforce characteristics	Focus on Employees – Workforce Structure, Working Conditions, and Social Responsibility / Workforce Statistics at a Glance	26-27
C6	Additional Information About Our Own Workforce—Human Rights Policies and Processes	Human Rights Among Our Own Workforce – Guidelines, Procedures, and Incidents	25
C7	Severe negative human rights incidents	Human Rights Among Our Own Workforce – Guidelines, Procedures, and Incidents	25, 27
Comprehensive module – Governance metrics			
C8	Revenue from Certain Sectors and Exclusion from EU Reference Benchmarks	Strengthening Responsible Corporate Governance – Focus on Integrity, Transparency, and Fair Business Practices / An Overview of Governance Metrics	35
C9	Gender Diversity ratio in the governance body	Strengthening Responsible Corporate Governance – Focus on Integrity, Transparency, and Fair Business Practices / An Overview of Governance Metrics	35

Subsidiary	Address	Coordinates	Country	Employees (Ø 2025)	Revenue in 2025 (k€)
Erich Utsch GmbH	Marienhütte 49 57080 Siegen	50.85107, 7.99886	Germany	187	43,604
LicenSys Australasia Pty. Ltd.	83 Hub Crescent 4110 Heathwood, QLD	-27.65021, 152.99155	Australia	122	41,628
uGroup UK Numberplates Limited	Unit 6, Junction 6 Industrial Park, Electric Avenue, Witton B6 7JJ Birmingham	52.51295, -1.87036	United Kingdom	86	25,601
uGroup France SAS	400 rue de la Craz 1440 Viriat	46.22228, 5.21375	France	136	32,851
John R. Wald Company Inc.	10576 Fairgrounds Road 16652 PA Huntingdon	40.47604, -78.03608	USA	25	22,497
Wim van Dorp B.V.	Industrieweg 32 A NL 2382 Zoeterwoude	52.138238, 4.524528	Netherlands	13	7,961
Not reported companies, but included in the consolidated financial statement			**several**	**61**	**113,713**