

The logo for Coroplast group, featuring the word "Coroplast" in a red, cursive script font, with the word "group" in a smaller, red, sans-serif font below it, separated by a thin red horizontal line.

Coroplast
group

Sustainability Initiative

PRECISE TARGETS – CONCRETE ACTIONS

In the long term, we want our headquarters at the Wuppertal site and the German service centers to be climate neutral by 2030.

Therefore, we have set ourselves the following goals in the medium term:

1. We are developing a plan to reduce our greenhouse gas emissions by 12/2021.
2. We are enabling our employees to professionally measure our carbon footprint inhouse with software support starting 01/2022.
3. We are continuously expanding our sustainability management with links to reporting and certified management systems until 12/2022.
4. We are extending our sustainability management, and specifically our greenhouse gas reduction strategy, to our foreign sites by 2024.

You can find out more about the Coroplast Group Sustainability Initiative at:
www.coroplast-group.com/en/sustainability

DEAR PARTNERS AND STAKEHOLDERS,

For the first time, the Coroplast Group has prepared a Sustainability Report in Germany for the year 2020 as part of its Coroplast Group Sustainability Initiative (CSI), covering the topics environment, social and governance. Of course, we have already addressed these issues in the past and reported about them in a wide range of documentation, but never before we have summarized our activities in such a compact way. What is new is that we have calculated our greenhouse gas emissions in the form of CO₂ equivalents and prepared a professional carbon footprint balance sheet. The structure of the report itself is based on the German Sustainability Code and thus covers nearly all key points. The report does not cover economic sustainability though, which of course forms the foundation of our activities and is a necessary precondition of sophisticated sustainability measures in the first place. We re-

port on this separately. Furthermore, we do not claim to be free of errors or reporting gaps. All of our activities and their documentation, as well as the sustainability goals that we are developing, will adapt and improve over the years in the form of an iterative process.

It is particularly important to us that we remain an independent company operating in a market economy and that we are able to define and determine our sustainability activities ourselves. We reject regulations that are not appropriate or inadequate prohibitions that may prevent us from operating successfully in the market. We show that small and medium-sized enterprises comply with aspects of sustainability with the utmost care and live up to their ecological and social responsibilities.

Please feel free to contact our CSI team at **sustainability@coroplast-group.com** with any questions or suggestions.

Yours



Natalie Mekelburger



As an independent family-owned company, we are facing up to our responsibility with the **Coroplast Group Sustainability Initiative (CSI)**. We continue to develop this sustainability management system and will gradually transfer it to our foreign sites by 2024.

COROPLAST GROUP

SUSTAINABILITY HAS A LONG TRADITION WITH US

The Coroplast Group is a globally successful family-owned company that is already in its third generation of management. Founded in 1928, the Coroplast Group with its three business units Coroplast Tape, Coroflex and WeWire has grown from a local manufacturer of electrical insulation materials into a global player and technology leader in the fields of technical adhesive tapes, cables & wires and wire harnesses.

With around 1,000 employees at our German sites and a total of around 7,000 employees across the Group, we produce both at our headquarters in Wuppertal and in Poland, China, Tunisia, the USA, Mexico and Moldova. Under the umbrella of the Coroplast Group, our three brands focus on their core competencies and the needs of our customers that can be found in a wide range of industries.

At **Coroplast Tape**, we develop and produce innovative adhesive tape solutions for the global market, for example for the auto-

motive industry, the electrical trade, heating and plumbing, technical insulation, roofing or interior finishing, in the area of joining technology and for special custom applications. We produce our technical adhesive tape in Wuppertal, China and the USA.

At **Coroflex**, we develop and produce innovative cable and wire solutions at our sites in Wuppertal, Poland and China. Our customers are primarily from the automotive sector, mechanical and plant engineering and the automation and electrical industries.

In the **WeWire** business unit, we produce innovative wiring harness concepts that we develop together with our customers from the automotive industry. Over the past two decades, our business unit has evolved from a built-to-print supplier to a comprehensive development and solution provider in selected installation space areas. WeWire has plants in Poland, Tunisia, Mexico, Moldova and China.



ALREADY SINCE 1928

sustainable thinking

and acting is in

every aspect of our DNA.

This has influenced our values and ideals in various

ways. The latest initiative

is our commitment as

a foundation member

of **“Circular Valley”**,

a think-tank and start-up

accelerator for the future

challenges of the circular

economy.

circular-valley.de

Natalie Meikelburger
President & CEO of
the Coroplast Group

Marcus Söhngen (left)
Deputy Chairman of
the Management Board,
COO & Head of Business
Unit Coroplast Tape

Torben Kämmerer (right)
Managing Director & CFO

PURPOSE OF THE COROPLAST GROUP

A PLACE OF CARE AND EMPOWERMENT

- Our qualitatively and technically outstanding processes and products help to make our customers more successful and the world a little better and are an expression of our striving for market success.
- We achieve this by ensuring that our products and solutions contribute to the durability, sustainability and superior functionality of the final consumer products into which they are included.
- These goals and their fulfilment within our company culture and in our corporate community create satisfaction, a sense of achievement, identification, personal development, economic security and prosperity for our employees.
- If we are successful, we will make the Coroplast Group a pillar of stability that conveys a higher degree of security than what is typical for other institutions or the political sphere.

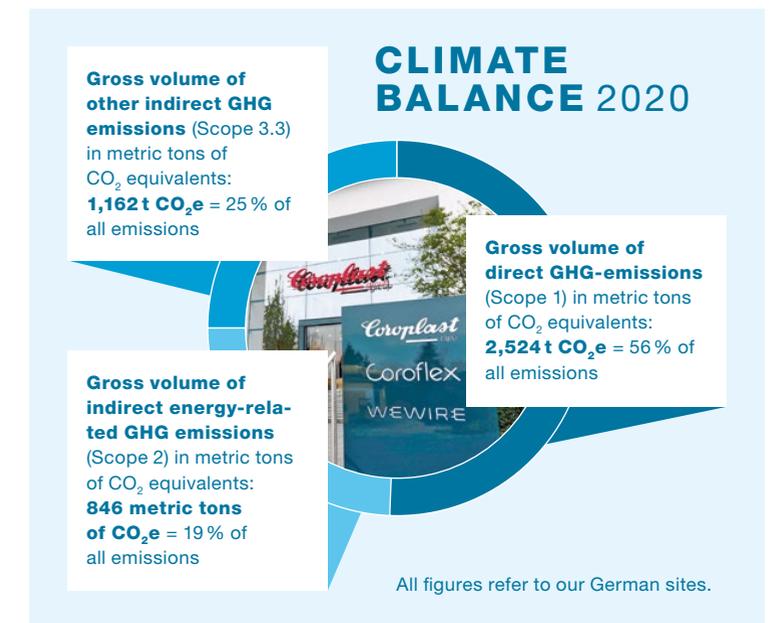
CARBON FOOTPRINT

WE FOCUS ON REDUCTION AND COMPENSATION

In 2020, the Coroplast Group has for the first time prepared a carbon footprint balance sheet in accordance with the Greenhouse Gas Protocol – this means that 2020 now serves as the base year for our future target achievements. The balance sheet covers Scopes 1, 2 and 3.3 of our sites in Germany (figure on this page).

The largest source of emissions is the generation of heating energy, including upstream elements of the fuel supply chain, followed by the purchase of conventional electricity and fuel consumption for vehicles. In recent years, we have made extensive investments in building and plant technology that reduce energy requirements per m² of heated area (new windows, insulation) and lower emissions (replacement of oil-fired heating systems with gas heating). In 2021, we plan to replace the primal energy source in all thermal oil heating systems from oil to gas, thereby saving further emissions.

By sourcing 100% green electricity at our largest site in Wuppertal, we were able to reduce the generation of 4,200 t



CO₂e (CO₂ equivalents), measured against the average German electricity mix. We are already offsetting the greenhouse gas emissions of our entire vehicle fleet through “Gold Standard”-certified emission reduction measures (around 440 t CO₂e in 2020). The targeted or calculated reductions through our investments in building and plant technology have in fact materialized.

2. ENVIRONMENT

STEFAN ERHARD

For a long time, sustainability usually meant “something about the environment”. Today, the topic typically covers more wide-ranging responsibilities, including social issues and governance. This suits us very well, because as a responsible family business we have always thought and acted in terms of generations.

In the area of **environment and energy**, it is particularly clear how closely economic and ecological sustainability belong together. That is why these areas play a central role for us as a manufacturing company.

We have set ourselves **ambitious goals** and have already made good progress in recent years. For example, we have almost halved our carbon footprint at the Wuppertal site by purchasing green electricity. We are also setting a mark in the area of electromobility as a very important element for local zero-emission individual transport, both in our product range and in our fleet of company cars.



Stefan Erhard
Team Leader Occupational Safety & Environmental Protection

RESOURCE MANAGEMENT

CLIMATE NEUTRAL BY 2030

At our German sites, natural resources are mainly used in the form of raw materials and materials for product manufacture and energy generation. Our processes strain the atmosphere through directly and indirectly generated greenhouse gases, predominantly non-hazardous waste that can be almost completely recycled, and sanitary wastewater and, to a lesser extent, through production wastewater.



Climate-friendly infrastructure: Our heating system was converted from oil to gas in 2021 and our production facilities are equipped with LED lighting and dark radiator heating.

In 2021, we prepared our first professional CO₂e balance sheet for 2020 for all German sites. It is already available and forms the basis for further comparisons and measuring the success of our various energy related activities. In the long term, we would like to develop our Wuppertal headquarter and the German service centers to become climate neutral by 2030.

First important steps: Since the beginning of 2021 all heating systems have been switched to natural gas. As a result, we expect an even further reduction of our emissions. In addition, the site has been using 100 % renewable energy since 2019.

Production waste that cannot be returned to the production process, as well as **deliverable packaging**, is collected in pure form and handed over to specialist disposal companies. The waste produced in 2020 was composed as follows:

- **99.58 %** non-hazardous waste (4,973 t)
- **0.42 %** hazardous waste (21 t)
- **98.84 %** waste for recycling (4,936 t)
- **1.16 %** waste for disposal (58 t)



12,146 m³ WATER were consumed in total in 2020. It consisted of **100 % surface water from third parties**, i.e. from our local water utilities.

INNOVATIVE PRODUCTS

SOLUTIONS FOR LIGHTWEIGHT CONSTRUCTION AND LOGISTICS

By using adhesive tapes as a protection and bundling system in the manufacture of wire harnesses tapes, the Coroplast Group is helping to reduce the amount of material used in the production of vehicles, to realize space-saving installation options and thus to effectively reduce weight – important criteria that can indirectly contribute to lower CO₂ emissions in the automotive industry.

As a technology partner, the Coroplast Group is setting **important trends in the field of electromobility** with its high-voltage cables: optimized conductor designs, alternative conductor materials and the use of high-quality insulating materials reduce the space and weight of electric vehicles, while at the same time meeting the high electrical, thermal and mechanical requirements. The Coroplast Group's high-performance automotive charging cables are also used to charge the high-voltage batteries of hybrid and battery-powered vehicles at electric charging stations or wallboxes. This is an important contribution to the development of the charging infrastructure for e-mobility.

In addition, our high-voltage cables make it possible **to reduce the installation space and weight of vehicles**. Two examples: A 180°C high-voltage cable enables a weight reduction of approx. 45 % compared with commercially available 125°C high-voltage cables. Aluminum high-voltage cables also offer potential savings in vehicle weight – around 50 % compared with standard copper high-voltage cables.

Our Coroplast TapeTube – a cable protection created by joining two adhesive tapes together to form a tube – not only makes a significant contribution to weight reduction compared with corrugated tubes, for example. Our product solution also significantly reduces logistical effort. Coroplast TapeTubes are wound flat onto spools in lengths of several hundred meters. Compared with the identical quantity of corrugated tubes, this means considerably more units per pallet and significantly less space required in transport. This makes logistics and storage even more economical and can thus reduce the ecological footprint.



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PET BOTTLES
SAVED

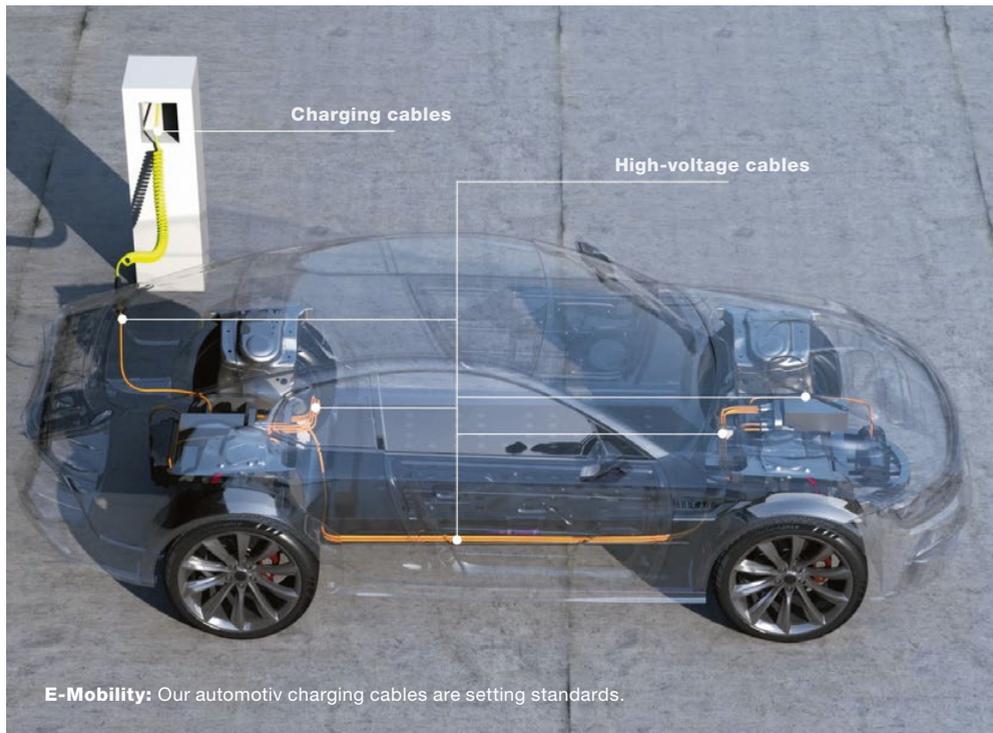
We use recycled PET as a cloth carrier material for cloth and non-woven adhesive tapes – this means sustainable conservation of resources: Typical wiring harnesses for passenger cars comprise 2 m² of abrasion tape. By using 2 m² of recycled PET instead of PET cloth tape made of virgin fibres, you can achieve a waste reduction of 25 PET bottles (500ml) per car.



TapeTube: Structure of our flexible, lightweight and durable solution for cable sheathing



High-Voltage Cables: HV cables from Coroflex are in serial application by all leading vehicle manufacturers.



Charging cables

High-voltage cables

E-Mobility: Our automotiv charging cables are setting standards.



Coroplast 8937 STX: For the carrier material of this cable wrapping tape recycled PET is used.

INNOVATION MANAGEMENT

FROM IDEAS TO MARKET MATURITY

In order to develop sustainable products, solutions, services and processes, the Coroplast Group has both established and innovative processes:

For example, for decades we use a **company suggestion scheme** in which our employees make suggestions for improvements that are rewarded with a bonus if implemented. A suggestion scheme committee meets regularly to discuss and evaluate all ideas. The committee consists of employee representatives, management, experts and department heads from the technical areas.

Another instrument is the long-established **process of continuous improvement (PCI)** which we call COROZEN. COROZEN has its roots in the Japanese work philosophy Kaizen, which means “change the good for the better”. We have tailored this method exactly to our needs and are constantly optimizing our production in the direction of sustainability.



Innovation workshop: exciting ideas through interdisciplinary teams

In addition, we have been using **innovation workshops and agile projects** for some time. Here, employees from all divisions work on sustainable business models and resource-saving processes using the so-called “Business Model Canvas”. To this end, we offer our employees an environment of freedom and creativity in which they can live out their abilities. A pleasant and functional environment that enables free thinking, listening and appreciation.

CREATIVE ATMOSPHERE

We also adapt our premises to our free way of thinking and, for example, designed a new lounge as a venue for our innovation workshops: spacious, comfortable and excellently equipped for creative work.



CoroUpcycling: The first achievement of this initiative is our courier backpack made from 2 m² of scrap tape.

UPCYCLING INITIATIVE

WITH WASTE MATERIAL TO NEW PRODUCTS

As a result of one of our innovation workshops, the Coroplast Group launched an initiative in 2020 that follows the upcycling approach. CoroUpcycling is about recycling product waste or surplus material and using it to produce sophisticatedly designed, high-quality commodities. **In a first development phase, a courier backpack was created.**

UPCYCLING IS NOT RECYCLING

Upcycling differs from conventional recycling. In recycling, waste materials are processed, reused and converted into new raw materials. Upcycling upgrades an old product or one that is no longer useful for its original purpose. Through this “creative misappropriation”, conventional materials are replaced by unconventional resources. The upgrading of the material thus reduces the need for newly produced raw materials. This extends the value chain of materials and substances and reduces waste. Often, the waste materials are even used in a different context through upcycling. Our fashion-

able courier backpack made by adhesive tape leftovers shows this very clearly.

BACKPACK MADE FROM TWO SQUARE METERS OF TAPE REMNANTS

In order to implement this first product idea, various employees worked together across departments: Product developers, machine operators at the shopfloor, and sales and marketing staff. For the production, which we are realizing in collaboration with external partners, around two square meters of adhesive tape remnants are currently used per backpack. With around 200 backpacks produced, this amounts to 400 m² of upgraded material in the first production run. Through targeted upcycling, we create real added value, which we make visible on each backpack. For this purpose, we use a so-called side flange as an imprint – it informs about which type and how much of our products has been upgraded with the courier backpack.



CHRISTOF AMTMANN

Together with the project team, **our CoroUpcycling project manager** is already thinking about other products that we can produce in a more sustainable and environmentally friendly way by upgrading scrap materials. **There are no limits to creativity: We are currently checking whether laptop bags or umbrellas, for example, are feasible.**

CORPORATE INCENTIVES

WE LIVE E-MOBILITY – AND PROMOTE ITS USE

As a global supplier, the Coroplast Group sets benchmarks in electromobility. With our high-voltage and automotive charging cables and special technical adhesive tapes, we offer comprehensive solutions for manufacturers of electric and hybrid vehicles. We live and breathe e-mobility and are also committed to spreading this technology among our employees and in the region.

For example, our **company car regulations**, which have been in force since 2019, provide a strong incentive by making it possible or easier for employees to switch to the usually more expensive models with an electric drive train. In addition, we are continuously equipping our parking lots with **charging points for electric vehicles**.

In an internal competition, our trainees developed and implemented a usage concept for our **e-bike fleet** at the Wuppertal site. Our employees can since then use a mobile app to locate, book, unlock and return the bikes.



Charging points for e-vehicles: When completed, one of the largest e-charging centers in the region will be built on our premises.



E-bike fleet: Our facility and maintenance team in Wuppertal uses it as well.

DIGITAL TRANSFORMATION

ADVANCED TECHNOLOGIES FOR SUSTAINABLE GOALS

As a market leader in many areas, the Coroplast Group aims to deliver top performance. To achieve this, it is necessary to be at the forefront of technology and not only to be familiar with modern digital technologies, but also to use them. The primary goal is to use digital processes to conserve resources and develop sustainable business models.

For example, by using **data glasses in the production** of Coroplast Tape and WeWire, we have decisively optimized the work involved in machine acceptance and support, which means in concrete terms: a reduction in business trips, less time spent and easier documentation of the acceptance.

In addition, the Coroplast Group has been pursuing the **goal of a “paperless company”** for years and is consistently digitizing administrative processes. The latest example is the introduction of a digital investment and cost application. This approx. 1,450 applications per year were still printed by 2020. On average, this meant a total



Michele Lagnese, our Head of Digital Transformation, drives process optimization, innovations and new ideas.

of 7,250 sheets of paper, which can now be saved with the help of the digital version.

The **Digital Transformation Office (DTO)** set up in 2020 is responsible for the consistent implementation of the digital transformation strategy. In addition, the **Digital Advisory Board**, which was established in 2019 and meets regularly, advises the management on all issues relating to Industry 4.0, IoT (Internet of Things), Web 2.0 and modern workplace structures.



make business trips redundant: For example, one flight per person to our Chinese plant causes about 3t of CO₂, which could be saved with the help of two augmented reality (AR) glasses.

TRUSTWORTHY COOPERATIONS ALONG THE VALUE CHAIN

We monitor our processes at the Wuppertal site and in the service centers as part of our **certified management systems**. Along the value chain, we attach great importance to **compliance with statutory and regulatory requirements**. Our most important

suppliers require at least certification of their quality management system (DIN EN ISO 9001). Our understanding of a sustainable value creation process naturally also includes a **transparent and intensive exchange** with a wide range of stakeholders.

1. DEVELOPMENT

Our engineers pay attention to the sustainable use of raw materials right from the product development stage.

2. PURCHASING

Both technical and raw material purchasing follow the REACH and ROHS requirements.

3. SALES

Our Compliance Management System provides our client advisors with a clear, practical guideline.

4. PRODUCTION

With our system of continuous improvement COROZEN we avoid waste of raw materials.

5. LOGISTICS

Our logistics and shipping department always tries to find the shortest and most sustainable ways in delivery.

6. SERVICE

With our service centers we are close to our customers or increasingly use virtual technology, e.g. for maintenance.

SHAREHOLDERS

Expectations:
Competitiveness
Earnings
Continual existence of the company

Exchange via:
Shareholder Desk
Financial reporting
Shareholder meetings

SUPPLIERS

Expectations:
Precise targets
Reliable partnership

Exchange via:
Supply contracts
Quality management
Personal conversations

EMPLOYEES

Expectations:
Save and secure jobs
Appreciation

Exchange via:
Works Council
Employee survey
Digital and personal formats

PUBLIC AUTHORITIES

Expect from us:
Financing public services through taxes
Compliance with rules & laws

Exchange via:
Personal conversations
Association work

SOCIETY & CLOSE NEIGHBOURHOOD

Expect from us:
Contribution to sustainable development
Compliance with rules & laws

Exchange via:
Personal conversations
Media

CUSTOMERS

Expect from us:
Competitiveness
Highest quality
Reliable partnership

Exchange via:
Customer meetings
Trade fairs
Digital formats

VALUATION

WE PROMOTE OUR TALENTS AND RETAIN OUR BESTS

Economic success is the basis for securing our future. Closely linked to this success is the formation and cultivation of a sense of community, which is supported by attentiveness and mutual appreciation. That's why we offer our employees a variety of formats and events:

- Regular exchange between C-level management and the works council
- Employee surveys are conducted every three years
- Our company suggestion scheme
- Informal face-to-face meetings on our lounge terrace held once a quarter with the CEO of the Management Board
- Through feedback opportunities on our global intranet CoroWorld
- Through our Facebook, LinkedIn and XING pages

As part of our human resources development, we are currently designing a professional program for talent management in association with succession planning across the entire Coroplast Group.

“Only by involving colleagues and the respective manager, we can successfully analyze the potential of our employees and systematically promote our talents.”

Marc Stawitzki

This will initially be launched at our headquarters in Wuppertal. The core of talent management is to attract, retain and develop the right talents for the Coroplast Group. Ultimately, we want our employees to be placed in positions where they can develop their potential to the fullest according to their skills and competencies – and thus support our company's goals in the best possible way. In times of dynamic change due to technological progress, we expect our employees to be willing to engage in lifelong learning. We support them in this by offering a comprehensive range of training measures through our internal CoroAcademy **(for more information, see the following page).**



FACE-TO-FACE WITH THE CEO

Natalie Mekelburger introduced the informal exchange format in 2018 in order to find out firsthand what makes the staff at the Coroplast Group tick. In a relaxed atmosphere with around 15 employees from all three business units, this exchange takes place regularly and across hierarchies.

3. SOCIAL MARC STAWITZKI

Our employees are our most valuable assets. Their identification with and loyalty to the Coroplast Group, as well as their entrepreneurial commitment, curiosity and drive to keep learning are the essential core of our dynamic development.

However, our employees are not like machines that only require technical maintenance; they need much more for their creative development. All of this can be summed up by the term appreciation. This entails of course an appreciative payment, but also an appreciative perception of their performance.

Keeping expectations of employees and their satisfaction in balance is one of the most difficult tasks. This is an ongoing process that we have to face again and again. It is not solely the responsibility of management, but all employees can contribute to it. They are supported in this by our many voluntary actions, which we are constantly developing.

Marc Stawitzki
Global HR Director of the Coroplast Group

EDUCATION AND TRAINING

ENCOURAGING YOUNG TALENTS AND LIFELONG LEARNING

As a responsible family-owned company, we always act in the interests of our employees and communicate with them eye-to-eye. We have always relied on our own young talents and are pleased that in 2020 we not only had the **most trainees in the company's history**, but were also able to offer new apprenticeships. With a total of 50 trainees, the number of trainees has more than doubled in the last ten years – a fine testament to our regional ties and our will to give young professionals the opportunity to develop in a variety of ways.

However, we do not only support young talents, we also offer all employees the opportunity to **systematically qualify and develop themselves in our CoroAcademy**. Under the umbrella of the CoroAcademy, we have combined all personnel development measures to identify, promote and further develop the strengths of our employees. In 2019, we were able to offer a total of 1,087 training days for 968 participants.



Impressive development: The number of apprenticeships has grown strongly since 2011.

* planned

HEALTH MANAGEMENT

EMPLOYEE WELL-BEING MATTERS

The **Coroplast Group promotes the vitality and well-being of its employees** with numerous special offers and activities. The aim of all these measures is to enable them to perform their work in a healthy manner and free of complaints, and to help them cope with work-related or private stress. We are regularly awarded with the “Healthy Workforce” certificate for our **workforce health management (WHM)** and the wide range of activities offered to employees.

The **Health Committee** is responsible for the inventory and monitoring the success of all health management activities, and for developing a strategy and a communication concept. It consists of members of the management, the works council, the company physician and the account manager of the fitness studio that cooperates with us.

For example, **membership in a fitness studio** is free of charge for all Wuppertal employees. In addition, there are **“health days” twice a month** on topics such as blood pressure measurements, dietary an-



Health benefit offers: for example for a flexible and strong back

alyses, cardiac function screenings, and much more.

The **permanent offerings** include health, fitness and nutrition counseling as well as other counseling services on the subject of mental and physical health, some of which are still being developed. Regular workplace inspections, company medical examinations/vaccination advice and a company restaurant with a salad bar and freshly prepared meals every day complete the range of services.

RUNNING

is traditionally very popular with us. For example, many employees are involved in the regional “Schwebbahn Run” or at the Düsseldorf “Metro Group Marathon”. The highlight in 2021 so far has been the “Wuppertal Challenge”, in which around 140 international colleagues collected running kilometers for a good cause: for every kilometer the Coroplast Group donated 2 euros for schools in Africa.

SOCIAL ENGAGEMENT

WE CARE FOR OUR REGION

As a family-owned company, it is part of our self-image to be responsible for the environment and society and to actively shape the community around our Wuppertal site. Our commitment extends to the areas of art & culture, education, social affairs and sports and is closely linked to the mission, vision and purpose of the Coroplast Group. For years, our commitment has been well into the six-figure euro range. The following are just a few examples.

As part of our commitment to art and culture, we regularly organize top-class exhibitions in cooperation with the Von der Heydt-Museum in Wuppertal and invite art enthusiasts and representatives from politics and business as well as our employees to exclusive guided tours with the artists and the museum director. We also support the Wuppertaler Kurrende boys' choir, which is one of the most prominent cultural institutions in the Bergisches Land region with a tradition stretching back more than 90 years.

In the area of education & social affairs, we regularly support, for example:

- **The Christian Morgenstern School in Wuppertal:** It supports children who have difficulties learning and participating in a community.
- **The Junior Uni Wuppertal:** Here we support the numerous science and technical courses.
- **The Association of Friends and Alumni of Bergische Universität e.V. (FABU).**
- **The Wuppertal secondary school Hügelsstraße** in various projects.
- **Various institutions with one-time donations,** such as the children's hospice or the Bergische Kinderschutzambulanz (Bergische Child Protection Outpatient Clinic)

In the sports sector, we act as sponsor of the Schwebbahn run, for example, we support the men's and women's teams of the Golfclub GC Hubbelrath in Düsseldorf as well as the young professional player Nicolai von Dellingshausen, and we supply various Formula Student racing teams with donations in kind in the form of adhesive tapes and cables.



COROART

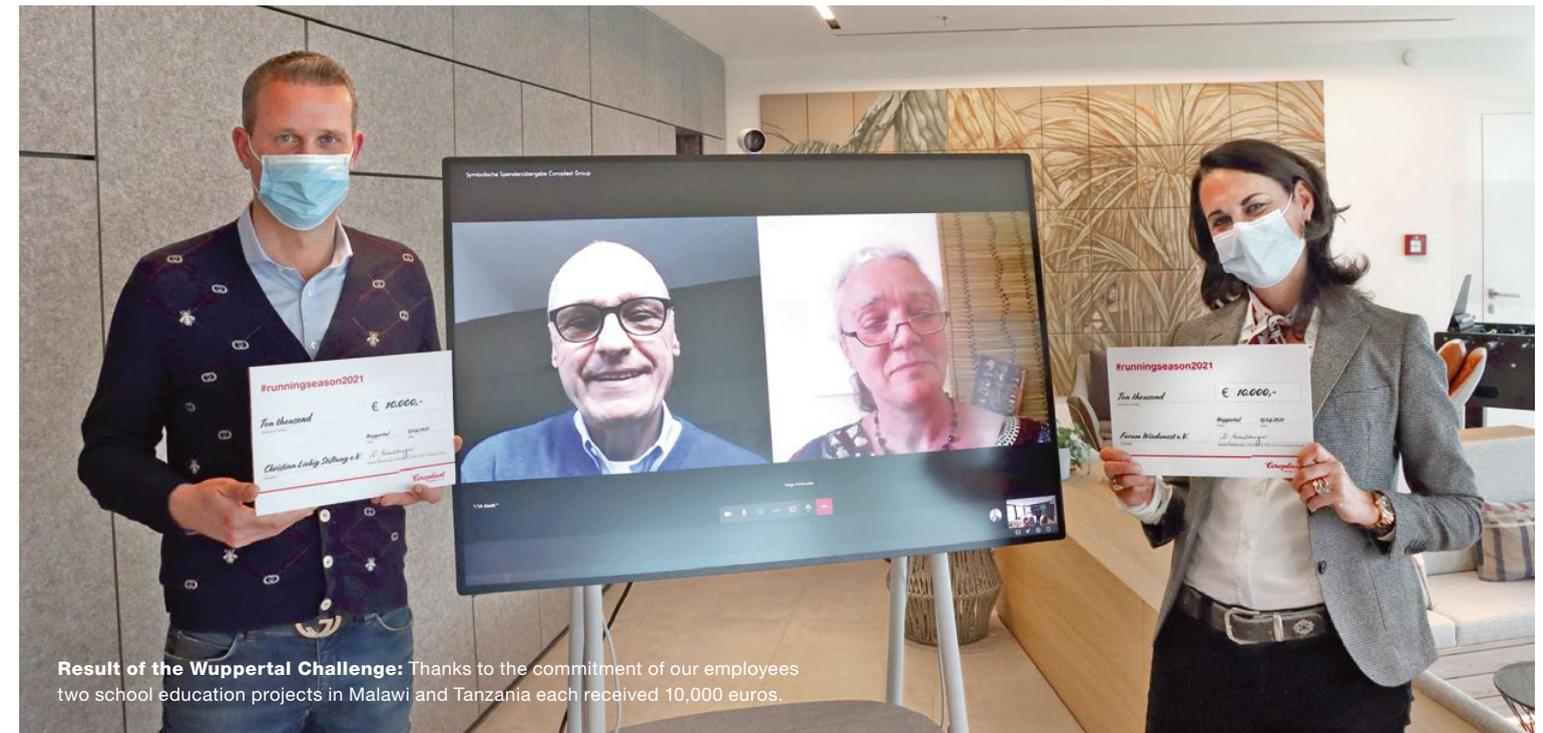
As part of the CoroArt art award, we work together with the Faculty of Design and Art at the University of Wuppertal to honor up-and-coming artists and designers for outstanding creative works. **The highlight:** All works of art are designed from our products.



Running Season: Many of our international colleagues are enthusiastic runners.



CoroArt: Every two years we award young artistic talents.



Result of the Wuppertal Challenge: Thanks to the commitment of our employees two school education projects in Malawi and Tanzania each received 10,000 euros.

MANAGEMENT SYSTEMS

TRANSPARENCY AND SUPERVISION OF OUR GOALS

Like a container ship, a company with around 7,000 employees on four continents is difficult to stay on target. This makes it even more important to recognize shoals early on so that we can set the right course in good time. This is essential for achieving our sustainability goals, even if this might not always be obvious at first glance.

Our risk management system, for example, allows us to regularly assess and prioritize risks from a wide range of areas, including environmental risks, and to take measures to deploy our resources wisely. The **tax compliance management system (CMS)**, which is currently being expanded, monitors requirements of the tax authorities at all sites and ensures that all laws are continuously complied with. The **inventory management system** provides an accurate picture of our stock levels in real time. This allows us to analyze and evaluate them in a way that makes sense and helps prevent corruption, among other things. This is also supported by our **Compliance System**, which offers, among

other things, the possibility of reporting all types of deviations anonymously.

In HR as well, we are increasingly relying on digitized processes. Our learning management system (LMS), for example, makes it possible to tailor training measures to individual employees, thus providing optimum support for their personal and professional development.

Our certified quality management systems place particular emphasis on our process quality, which in turn is the basis for minimizing waste and the consumption of resources while maintaining consistently high product quality.

We pay particular attention to the areas of energy and the environment, for which our sites are subject to regular audits. These audits assess our resource and energy consumption, waste management and emissions in our production operations, and identify potential for improvement.



CERTIFIED MANAGEMENT SYSTEMS

As a company in the automotive industry, our site in Wuppertal has **ISO 14001** certified management systems, **ISO 50001, ISO 9001** as well as **IATF 16949**.

4. GOVERNANCE ROLAND MERTA

It is important to us to manage the Coroplast Group as lean as possible and, above all, effectively. For a company with 7,000 employees on four continents, this means a whole range of instruments with which we identify deviations from our targets at an early stage and take effective countermeasures.

In addition to business reporting, these include our risk management and tax CMS for controlling tax risks, other software-supported systems in the HR and production areas, our quality management systems in the business units, and the energy and environmental audits at our sites.

As head of the legal department, I am responsible, among other things, for contract management and, as Compliance Officer, for our compliance system.



Roland Merta
General Counsel & Compliance Officer
In-house Counsel

MANAGEMENT SYSTEMS

EFFICIENT CONTROL USING SOFTWARE

An increasing degree of digitization allows companies to make more and more areas visible through data streams, to understand them better and to control them more effectively. As a result, a growing number of our processes are purely software-based and are managed centrally by the IT department.

Classically, this includes the **enterprise resource planning (ERP)** in the financial area, which visualizes all value streams and is indispensable for control. But machines also generate data that is used by the **manufacturing execution system (MES)** and other systems, e.g., for energy optimization.

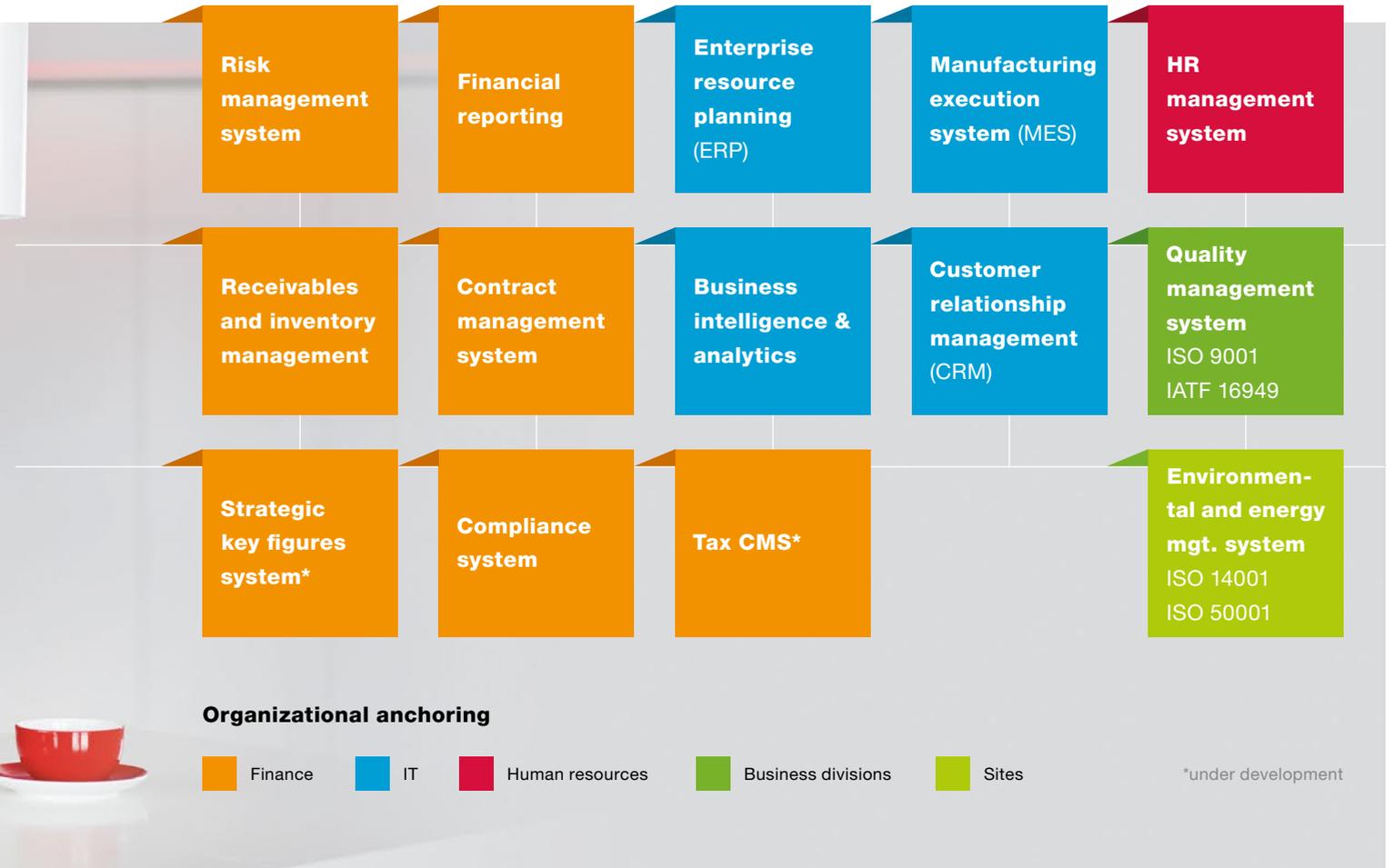
Our **business intelligence system** links and visualizes data from a wide range of areas, enabling in-depth analyses, e.g. to reduce resource consumption at the sites. A **customer relationship management (CRM)** combines all sales-relevant data. It supports sustainability goals by, among other things, electronically generating offers, reducing paper consumption and improving the coordination of field service appointments.



Richard Diez-Holz, the Global IT Director of the Coroplast Group, is responsible for the strategic development and expansion of our system landscape.

“With the progressing digital transformation we increase the transparency of our value flows.”

Richard Diez-Holz



Transparency and control: Our increasingly digitalized systems enable effective control of our sustainability targets.

COMPLIANCE

STRENGTHENING TRUST WITH THE CODE OF CONDUCT

The Coroplast Group thrives on the trust of its customers, employees and the public in the integrity and performance of the company. Trust, fairness and reliability are central to our success. To gain, maintain and justify this trust, the compliance of all employees in all divisions at all sites is of utmost importance.

As a central measure, we introduced a globally valid **compliance management system** with a whistleblower system in 2018. **It consists of:**

- The formulation of the Code of Conduct, which has been introduced as binding and published on our website
- The appointment of a Compliance Manager
- A process for anonymous reporting and follow-up of compliance failures
- Regular compliance training at all sites worldwide

Internal publication includes raising awareness at the annual planning meeting for managers in 2018, presentations on our homepage, on the global intranet and in the "Compliance News" newsletter.

The head of the legal department is responsible as **Compliance Officer**. He is in close consultation with the management and reports on an ad hoc basis on incidents and new developments that need to be taken into account from a compliance point of view. When the compliance management system was introduced, a risk analysis was carried out at all our sites and audited on this basis.

FURTHER PLANS:

Our goal is to prominently communicate employee rights together with social standards and human rights in a way that is clearly visible to all by including them as a fixed component of our Code of Conduct.



OUR COMPLIANCE MANAGEMENT SYSTEM

has already ensured greater transparency following its introduction.

The reported incidents have all been resolved and have not yet revealed any rule violations.

"With the Code of Conduct, we are providing our colleagues with a guideline that shows them how to act."

Roland Merta

Competition and antitrust laws

The Coroplast Group is committed to engaging in fair competition in all its business relationships and expects the same from its business partners. We therefore comply with the competition and antitrust laws that apply to us.

Any agreements (including those of an informal nature) between companies that could prevent, restrict or distort competition are prohibited. This applies in particular to price agreements or dividing up markets, customers or suppliers with competitors.

Any agreements entered into between competitors regarding product developments or technical standards can also be problematic under antitrust law. If there is any doubt, always contact the legal department in advance.

Antitrust laws must also be complied with in our dealings with customers and suppliers. For example, it is prohibited to prescribe the sales prices our distributors may charge. Territorial restrictions and exclusivity agreements can also be regarded as relevant restrictions of competition under antitrust law and always require prior verification by the legal department regarding their legal admissibility.

Question:
You want to prevent a distributor from reselling products purchased from the Coroplast Group below a minimum price for fear of "price erosion". Is this permissible?

Answer:
The setting of (minimum) resale prices is not permitted within the EU. In other countries (e.g. the USA), this may be generally permissible if certain criteria are met. It is therefore advisable to be cautious in this regard. You are required to clarify the issue with the legal department in advance.

Code of Conduct
Transparent compliance rules, that create trust
Coroplast group

SUSTAINABLE TRADITION

ALREADY SINCE 1928

High efficiency, less waste and trusting co-operation have always been an integral part of our self-image as a family-owned company with a long tradition.

CODE OF CONDUCT

TRUST THROUGH TRANSPARENT RULES

For our daily work, we have adopted a Code of Conduct that is binding for all employees worldwide.

100% GREEN ENERGY

ENVIRONMENTALLY FRIENDLY ENERGY SOURCES

Since 2019, we have been sourcing CO₂ neutral green electricity for all consumption at the Wuppertal site. Since 2021, all heating systems have been converted to natural gas.

PIONEERING PERFORMANCE

SUSTAINABLE PRODUCT INNOVATIONS

With our adhesive tape solutions, cables and wires, we are an important partner for electromobility. We promote lightweight construction and develop products that are designed for a long service life.



Sustainability Initiative

ABOUT THE COROPLAST GROUP

The Coroplast Group is an internationally successful and independent family-owned company. **Founded in 1928**, we have developed from a local manufacturer of electrical insulation materials into a global player and technology leader in the business areas of **technical adhesive tapes, cables & wires** and **wire harnesses**.

With **group sales of around 540 million euros** and **around 7,000 employees**, the Coroplast Group not only produces at its headquarters in Wuppertal, but also in Poland, China, Tunisia, the USA, Mexico and Moldova. We also operate service centers around the world. This means we are always close to our customers, who mainly come from the automotive industry.

VALUATION

OUR EMPLOYEES ARE OUR GREATEST ASSET

As a family-owned company, we are particularly concerned with ensuring the well-being of our employees. This valuing company culture ensures our long-term success.

MANAGEMENT SYSTEMS

EVERYTHING UNDER CONTROL

We have an extensive, Group-wide system landscape to keep an eye on our sustainability goals and manage them effectively. We rely on customized digitization and smart networking of the various tools.

MISSIONZERO

CLIMATE NEUTRAL BY 2030

To achieve this goal for the Wuppertal site and the German service centers, we are working systematically to reduce our greenhouse gas emissions. To this end, we use green electricity as well as the electrification of our vehicle fleet, environmentally friendly heating systems, economical LED lighting and much more.

RECYCLING & UPCYCLING

PROTECT RESOURCES

By avoiding waste in our production processes, using recycled material or reusing waste materials, we are able to effectively save resources. This is where we can make full use of our exceptional innovative abilities.

**OUR PRODUCTS HELP TO MAKE
OUR CUSTOMERS MORE SUCCESSFUL AND
THE WORLD A LITTLE BETTER.***

* Learn more about our Purpose on page 4.

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The FSC trademark is awarded to wood products that originate from responsibly managed forests, independently certified according to the strict criteria of the Forest Stewardship Council (FSC).

This sustainability report was produced from materials sourced from FSC-certified forests and other controlled sources.

Coroplast
group

Coroplast
tape

Coroflex

WEWIRE