

A photograph of a large, modern industrial building with a dark, vertically-ribbed facade. The word "ninkka" is written in large, red, lowercase letters across the top of the building. In front of the building, several cars are parked in a lot. There are some trees with yellowing leaves in the foreground, suggesting an autumn setting. The sky is blue with white clouds. The overall scene is a professional, corporate environment.

*ninkka*

2024

Sustainability report

# Foreword

Dear readers,

For us at ninka, sustainability is not a trend, but an attitude - firmly rooted in our corporate DNA. As a family business in its third and fourth generation, we know what it means to think long-term and act responsibly. Especially in times of global challenges and economic uncertainty, our sustainable actions are becoming increasingly important and urgent.

This report is the fourth time we have disclosed our contribution to a sustainable and climate-neutral economy. It documents our progress, reflects our responsibility and shows how we are actively shaping change together with our employees, partners and customers.

We are proud to have achieved concrete successes in 2024 as well: the use of high-quality recyclate in even more ninka products, a reduction in energy consumption, another EcoVadis Bronze Medal award and numerous other developments that are crucial on our path to climate neutrality. At the same time, we are aware that sustainability is an ongoing process - and that we still have a lot planned.

Our mission remains clear: we want to develop and manufacture products that enrich people's lives while conserving resources. To achieve this, we rely on innovation, partnership and a strong, committed team. Because only together can we drive sustainable change.

We would like to thank you for your interest in our sustainability report and invite you to read it to find out more about our commitment, our goals and our path to a sustainable future.



Klaus Henning Wulf



Dr. Johann-Peter Wulf

The sustainability report is based on the standards of the German Sustainability Code (DNK) and the Greenhouse Gas (GHG) Protocol.

Since **1928**  
Family business in  
3rd / 4th generation



 **Made in  
Bad Salzuflen**

Highest quality standards „made in  
Germany“ at the Bad Salzuflen site

**14**  
Nationalities  
in the ninka team in 2024



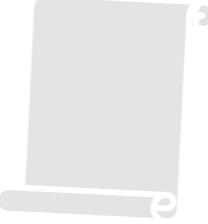
**15**  
Trainees  
+ Students in 2024

**54**  
**Mio. €**  
Sales in 2024



**307**  
Employees  
(as at 31.12.2024)



 **3-fold certified**  
ISO 9001, 14001, 50001  
Quality, Environment, Energy

 **83.000**  
**kWh Solar power**  
ninka generated with photovoltaics in 2024

 **Honoured**  
including the Ecovadis Bronze Medal, the CDP and  
the IntegrityNext-Full Assessment

**-76%**  
**CO<sub>2</sub>-reduction**  
per tonne of processed material since 2011

**+100%**  
**Recycling  
utilisation rate**  
2023 compared to 2020  
(proportion of production waste used  
and purchased recycled material  
in relation to total material input)

 **-49%**  
**Water  
consumption**  
reduction since 2011

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## ninka at a glance

**Family business since 1928**

### **2 Business areas**

Furniture components and exclusive technical parts

**Innovative, high-quality solutions  
for sophisticated, complex functional  
and design parts**

**High vertical integration with  
broad technology portfolio**

**Full responsibility and excellent  
service from development to  
series delivery**

# History

The Wulf Group was founded in 1928. ninka initially emerged from this in 1955 as a business division and from 1976 as an independent company.

ninka has been a partner to the kitchen furniture industry from the very beginning. Over the course of its history, numerous other customers from a wide range of industries have been acquired.

As a family business in the 3rd/4th generation, ninka stands for long-term, sustainable management.



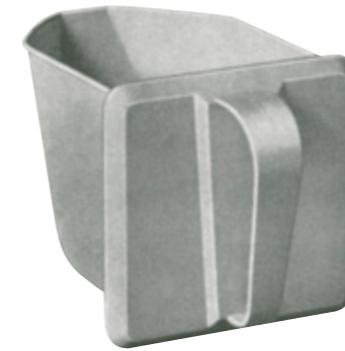
**1928**

Foundation of the company by August Wulf



**1945**

2nd generation joins the company: August + Peter Wulf



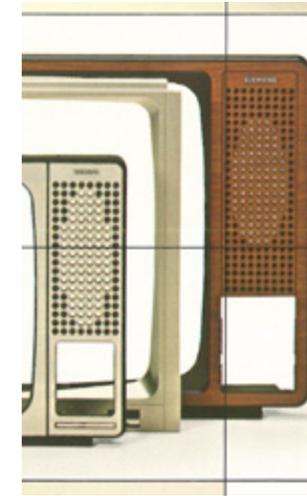
**1955**

The birth of ninka: kitchen chute as the first product



**1968**

ninka becomes a supplier for office furniture



**1970**

ninka supplies to television manufacturers



**1981**

3rd generation joins the company: Klaus Henning Wulf



**1988 - 1998**

Ninkaplast UK



**1996**

ninka introduces integrated waste collection systems



**2004**

ninka becomes a supplier for household appliances



**2005**

ninka develops the interior drawer front



**2014/2020**

2014 4th generation joins the company. Active since 2020: Dr Johann-Peter Wulf

# The 2 business divisions

ninka is active in two synergetic product areas. As a developer and provider of solutions for creating order in the kitchen, we know what it means to bring products from the initial idea to market maturity. ninka benefits from this experience as a Tier 1 supplier of visually and functionally sophisticated plastic parts.

## Furniture components

Own ninka programme consisting of drawers and pull-outs, corner units and waste bins.



## Exclusive technical parts

Visually and functionally sophisticated plastic supplier products.

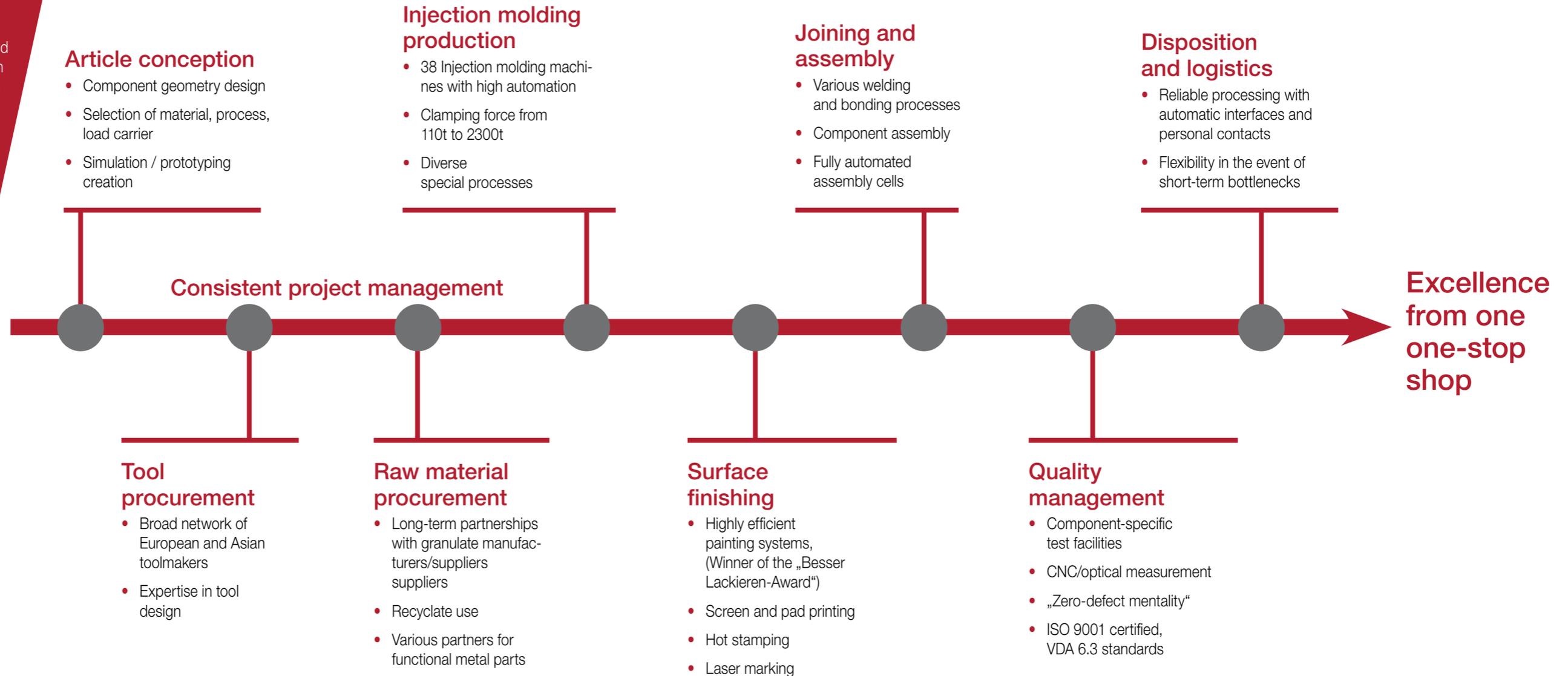


# The ninka approach

The commitment to plastic as a material and the use of state-of-the-art technologies with over 70 years of experience in plastic shaping and surface finishing characterize ninka.

In production, we master both high complexity and high vertical integration.

Sustainability aspects are taken into account at all stages of the value chain: We follow „design for recycling“ principles when designing items. In procurement and in our own production, we demand the highest human rights, safety and quality standards. In logistics, we bundle deliveries to avoid unnecessary delivery routes. As a matter of principle, we always look for the implementation option with the least impact on resources.



# Corporate guidelines

Only companies that continue to develop can be successful in the long term. At ninka, all employees and shareholders should contribute to our further development. As an orientation and guideline for the desired development, we have formulated corporate guidelines that should form the basis of our ideas, our products, our processes, our customer and supplier relationships and our daily actions.



The customer comes first and is the benchmark for our thoughts and actions.

We are an internationally oriented company.

We see ourselves fundamentally as a supplier to industry with a focus on the furniture industry.

We develop, produce and market plastic products - in all finishing stages - and their accessories as well as the tools, equipment and processes required to manufacture them.

We place the highest demands on the quality of our products, services and processes, and we work on continuous improvement.

We want to achieve, secure and expand a leading position in technology, function and design through innovative products and processes.

The diversity of our customers and our independence from individual sectors promote our entrepreneurial flexibility.

The economic independence of the company should be maintained. Our advisory board represents the rights of the shareholders. The holding company and the operating companies are responsible for management.

We have a responsibility to our shareholders and employees to generate good, sustainable results and thereby secure the company's existence and jobs.

We promote the commitment and motivation of our employees through comprehensive communication and the targeted transfer of responsibility and decision-making scope. We attach great importance to training and further education as well as mutual feedback. Our cooperation is goal- and decision-oriented.

We recognize the importance of a positive working environment for our employees and act accordingly. Our operating sites comply with statutory environmental protection requirements and ensure the highest level of occupational health and safety. We adhere to all known legal requirements and regulations and regularly monitor compliance.

We are committed to our responsibility for the environment and use energy, raw materials and other resources sparingly and carefully right from the development stage of new products and processes. By using recycled materials and various sustainability measures, we are continuously improving our environmental and energy-related performance.

We are committed to firmly implementing and continuously improving the management systems in accordance with DIN EN ISO 9001 + 14001 and 50001 in our company processes.

# Ethics Charter

We are committed to good corporate governance - towards the community, society, our employees and our customers.

The Ethics Charter is the overriding guideline for our processes and functional areas.

Compliance with the guidelines is checked for the respective aspects by our data protection officer, our whistleblowing officer, our auditors and our advisory board. In addition to a „whistleblower box“, we have installed a whistleblower system where information can be reported anonymously.

Our internal data protection officer ensures compliance with the provisions of the General Data Protection Regulation (GDPR).

We can also confirm that ninka does not violate the ILO Convention on Discrimination, Forced Labor or Child Labor.

**In 2024 there were no compliance violations reported.**

### Commitment to the community and society

- ✓ We stand up for human rights.
- ✓ Our ethics policy prohibits bribery and corruption.
- ✓ We are committed to occupational health and safety and environmental protection.
- ✓ We keep our accounts, books and registers properly.

### Commitment to employees

- ✓ We focus on diversity and value our differences.
- ✓ We recruit qualified junior staff and invest in training and further education.
- ✓ We promote the careers of our employees and are committed to equal opportunities.
- ✓ We provide a positive and safe working environment under the best possible conditions.
- ✓ We remunerate with attractive wages, salaries and other benefits.
- ✓ We treat employee data confidentially.
- ✓ We communicate openly.

### Commitment to customers

- ✓ We manufacture safe products and test them regularly.
- ✓ We improve currently manufactured products and research future customer needs.
- ✓ We pursue the highest quality standards for our products and processes.
- ✓ We ensure a high level of delivery reliability.
- ✓ We are a confidential partner with high data protection standards.

December 2024

  
Klaus Henning Wulf

  
Dr. Johann-Peter Wulf

# Management and supervisory bodies

ninka's good reputation is based on the fact that we do everything we can in all areas of the company to behave responsibly and in compliance with the law.

We are in regular contact with all stakeholders and across all areas of the company. This enables us to identify risks and opportunities at an early stage and act decisively and consistently.

## Format for dialogue

- Shareholder meetings
- Advisory board meetings
- Executive board meetings
- Management meetings
- Town hall and staff meetings
- Works council meetings
- Economic committee meetings
- Steering committees on strategic projects

## Frequency

- 2 - 3 per year
- 3 per year
- 2 per month
- 3 per year
- 1 - 2 per year
- weekly
- 1 - 2 per year
- 1 - 2 per month

# Management systems

We rely on internationally recognized management systems and external certifications.

## Selection of systems used and control instruments

- Quality management DIN EN ISO 9001
- Energy management DIN EN ISO 50001
- Environmental management DIN EN ISO 14001
- Waste and recycling management
- Supplier management: Annual evaluation according to reliability, quality and risk factors
- Occupational safety management via a specialist for occupational safety, regular HSE meetings with the management
- Company improvement idea management
- Health management
- Whistleblower / complaint management



## Social commitment

We do not engage in lobbying and do not support any political parties or organizations.

As a „good corporate citizen“, we take our social responsibility seriously and are involved in the IHK Lippe zu Detmold in the Lippe Employers' Association and in the working group „Die moderne Küche e.V.“ (AMK).



## Sustainability strategy

### Vision

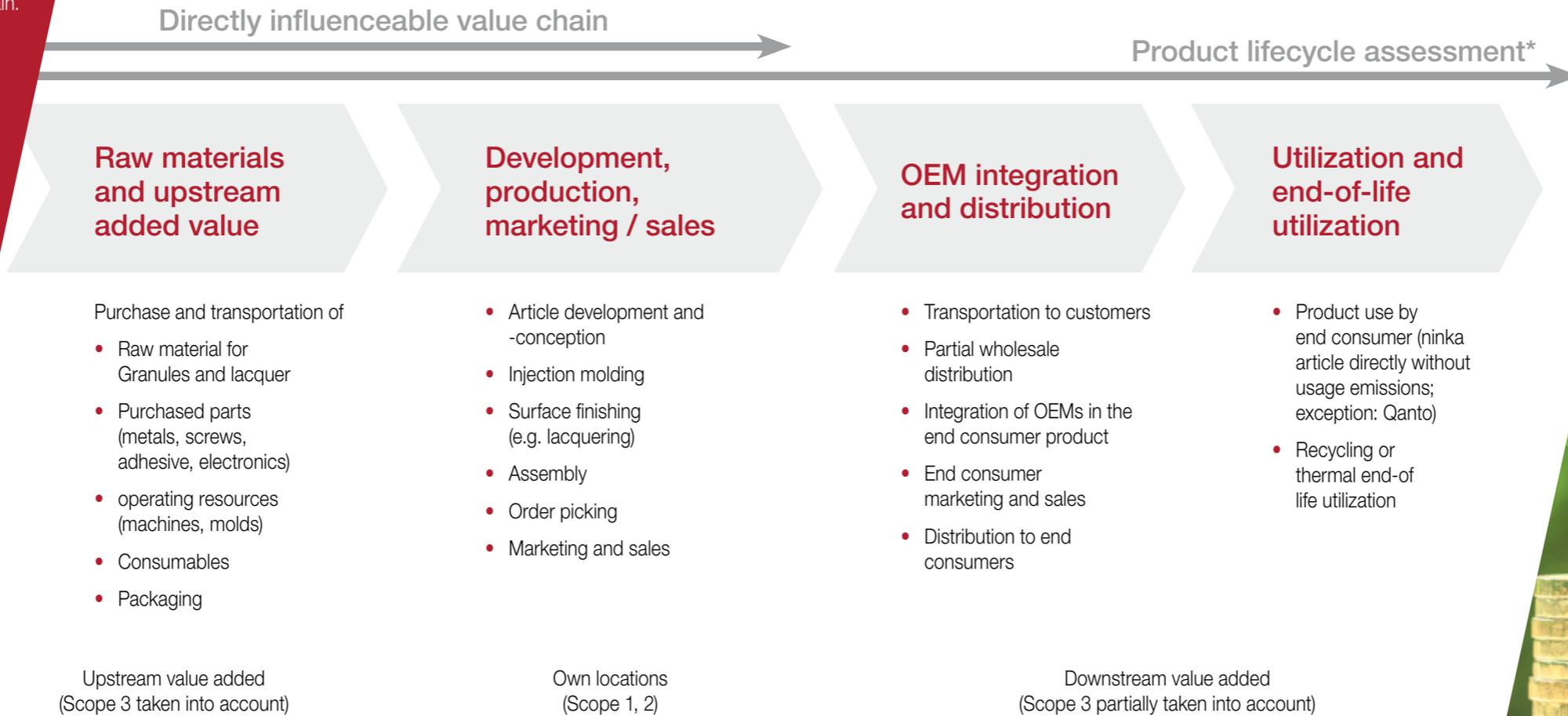
ninka develops and manufactures sustainable products that sustainably improve consumers' everyday lives.

We attach great importance to sustainable, climate-neutral production and the sustainable success of our team.

As a family business with almost 100 years of history, sustainable management is part of our corporate DNA. We were already focusing on environmental, social and governance (ESG) aspects in our product and strategy development even well before they were made popular or legislated for. We see it as our duty to comply with the sustainability standards in force worldwide and thus to be one of the leading companies.

# Value chain

We consistently review sustainability criteria at all stages of our value chain, as sustainability is essential for us throughout the entire value chain.



\* Both at product level and at company level, product-related emissions are recorded using the cradle-to-gate approach. Due to the often non-transparent and heterogeneous distribution and utilisation paths, downstream life cycle phases are not taken into account.



# Stakeholder analysis

ninka's sustainability strategy is based on the understanding that sustainability is not an end in itself, but the expectation of many stakeholders. At the same time, we know that we can only achieve our own sustainability goals together with our stakeholders.

The analysis of the respective expectations and influence of the individual stakeholder groups on the topic of sustainability serves as the starting point for our sustainability strategy. Through a regular, constructive exchange, we try to understand expectations better and better, develop solutions together and report on our progress.

Stakeholder	Expectations	Influence	Exchange and interaction
<b>Shareholder &amp; advisory board</b>	<ul style="list-style-type: none"> <li>• Sustainable management</li> <li>• „Good Corporate Citizenship“</li> </ul>	<ul style="list-style-type: none"> <li>• Provision of investment funds</li> <li>• Sparring and network partners</li> </ul>	<ul style="list-style-type: none"> <li>• Advisory board meetings</li> <li>• Shareholders' meetings</li> </ul>
<b>Management</b>	<ul style="list-style-type: none"> <li>• Sustainable management</li> <li>• „Good Corporate Citizenship“</li> </ul>	<ul style="list-style-type: none"> <li>• Setting and reviewing sustainability targets</li> <li>• „Role Modelling“</li> <li>• Contributing ideas to improve sustainability</li> </ul>	<ul style="list-style-type: none"> <li>• Management meetings</li> <li>• Working group meeting</li> <li>• Management meeting</li> </ul>
<b>Employees</b>	<ul style="list-style-type: none"> <li>• Production and distribution of products that make life better and more enjoyable</li> <li>• Sustainable cooperation with a responsible employer including remuneration, further development and health</li> </ul>	<ul style="list-style-type: none"> <li>• Developing, introducing and implementing (sustainable) improvement ideas</li> <li>• Compliance with process regulations</li> <li>• Sustainability orientation in all decisions and contacts with customers and suppliers</li> </ul>	<ul style="list-style-type: none"> <li>• Works meetings</li> <li>• Company suggestion scheme</li> <li>• Regular feedback meetings</li> <li>• Program of measures ninka agil</li> <li>• ninka vital health program</li> <li>• Company magazine ninka intern</li> <li>• Family and anniversary celebrations</li> </ul>
<b>Customers / end consumers</b>	<ul style="list-style-type: none"> <li>• Innovative, durable, cosmetic and high-quality products from sustainable (in future climate-neutral), efficient production</li> <li>• Flexible service in order processing and customer service</li> </ul>	<ul style="list-style-type: none"> <li>• Prioritization of sustainability as a purchase criterion</li> <li>• Adaptation of color and material requirements to possibilities of available recyclates</li> </ul>	<ul style="list-style-type: none"> <li>• Trade fair appearances</li> <li>• Regular field service visits</li> <li>• Product training</li> <li>• Development talks</li> <li>• Annual meetings / supplier days</li> <li>• Press / social media releases</li> <li>• Newsletter „ninka news“</li> <li>• Complaint processing</li> </ul>

# Stakeholder analysis

## (Continuation)

In addition to the stakeholder analysis, the energy and environmental management team analyzes the identifiable sustainability risks and opportunities relevant to ninka on an annual basis. The main risks are

- No progress in the expansion of renewable energy and therefore challenges challenges in the procurement of climate-friendly energy at attractive prices
- Lack of information among end consumers about the benefits of plastics
- General specifications for the use of recycilate without consideration of the application
- No creation of uniform sustainability accounting rules and requirements for companies

Stakeholder	Expectations	Influence	Exchange and interaction
<b>Suppliers &amp; service providers</b>	<ul style="list-style-type: none"> <li>• Clear specifications regarding quality requirements, delivery performance and sustainability</li> <li>• Flexibility and support in the (sustainability) optimization of existing preliminary products</li> </ul>	<ul style="list-style-type: none"> <li>• Proactively introducing more sustainable alternatives to requested products/services</li> <li>• Stable processes for compliance with sustainability standards</li> </ul>	<ul style="list-style-type: none"> <li>• Biennial supplier self-disclosure</li> <li>• Audits</li> <li>• Provision of CO<sub>2</sub> footprint values</li> </ul>
<b>Lenders</b>	<ul style="list-style-type: none"> <li>• Compliance with (sustainability) laws and standards of good corporate governance</li> <li>• Repayment of liabilities as agreed repayment of liabilities</li> </ul>	<ul style="list-style-type: none"> <li>• Support in obtaining sustainability-oriented oriented promotional loans</li> </ul>	<ul style="list-style-type: none"> <li>• Annual meetings</li> <li>• Topic-specific interactions</li> </ul>
<b>Authorities / offices / legislator</b>	<ul style="list-style-type: none"> <li>• Compliance with legal (sustainability) regulations</li> </ul>	<ul style="list-style-type: none"> <li>• Ensuring a legal framework that creates comparability and incentivizes sustainability improvements</li> <li>• Ensuring the energy transition to sustainable energy, including for energy-intensive companies</li> </ul>	<ul style="list-style-type: none"> <li>• Exchange as part of prescribed tests</li> <li>• Exchange with interest groups in which ninka is involved (IHK, employers' association, AMK, etc.)</li> </ul>
<b>State / society / direct environment</b>	<ul style="list-style-type: none"> <li>• Positive contribution as a „good Corporate Citizen“</li> <li>• Attractive, responsible employer in the region</li> <li>• Avoidance or limitation of odor, noise, waste water and greenhouse gas emissions emissions</li> </ul>	<ul style="list-style-type: none"> <li>• Approval of implementation applications for sustainable location optimization</li> <li>• Constructive exchange on sustainability projects in the region</li> </ul>	<ul style="list-style-type: none"> <li>• Regular exchange with the mayor and city administration</li> <li>• Specific exchange within the commitment with initiatives, clubs, associations, etc.</li> <li>• Regular visits to schools and participation in job fairs</li> </ul>

# Materiality analysis

## (Double Materiality Analysis)

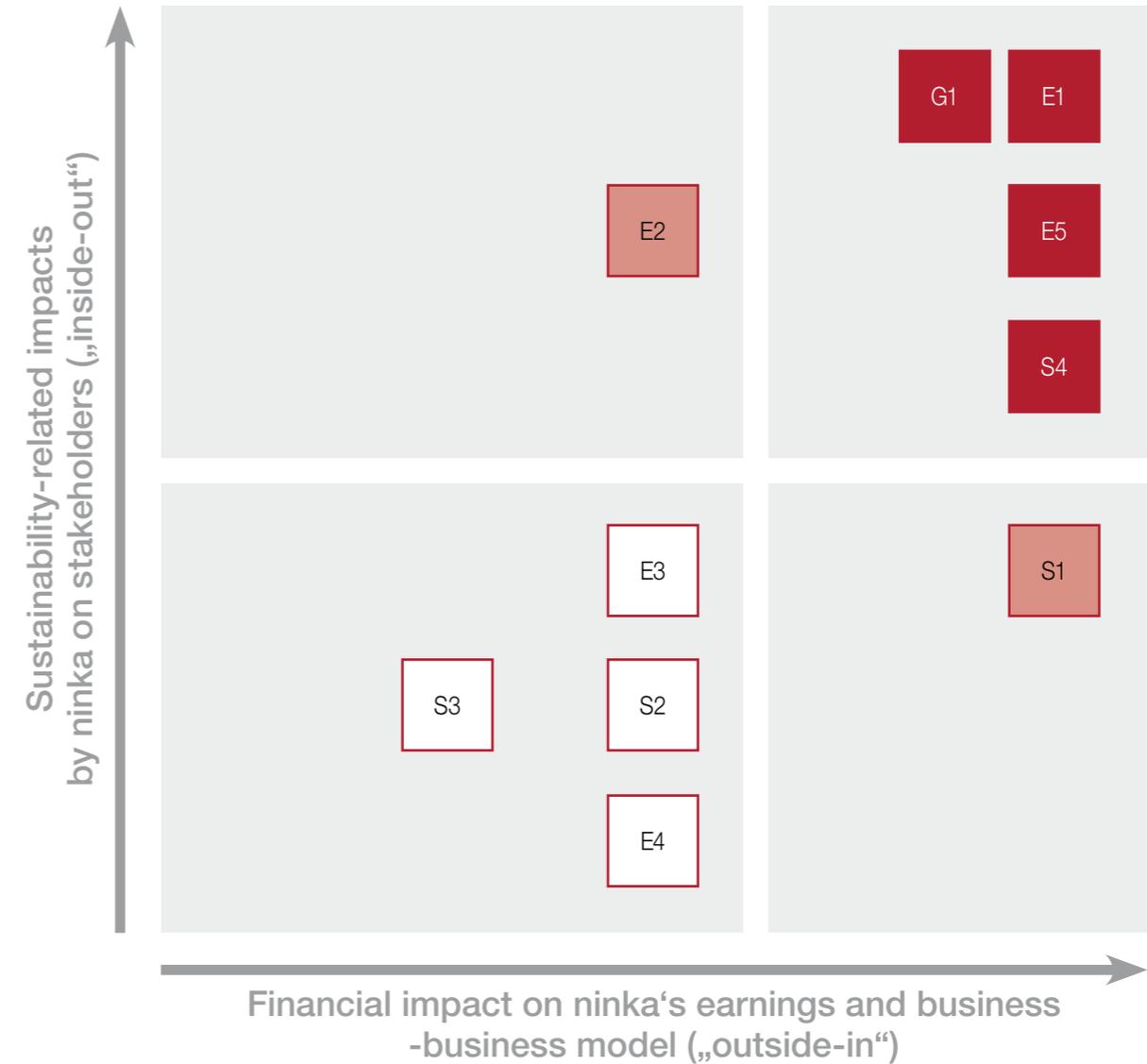
As part of the sustainability strategy development, we have oriented ourselves to the European Sustainability Reporting Standards (ESRS) and evaluated two perspectives for ninka

- Significant positive or negative impacts on people and the environment associated with ninka activities („inside-out“)
- Impact of the main risks and opportunities on the success of ninka („outside-in“)

The resulting priorities formed the basis for defining the sustainability strategy and objectives.

### Sustainability aspects (ESRS\*)

- E1 Climate change (climate protection, energy)
- E2 Environmental pollution (air, water, etc.)
- E3 Water and marine resources (consumption, oceans)
- E4 Biodiversity and ecosystems
- E5 Circular economy
- S1 Own workforce (working conditions)
- S2 Workers in the value chain (working conditions)
- S3 Affected communities (human rights etc.)
- S4 Consumers and end users (data protection, health protection)
- G1 Corporate policy (corporate culture, corruption)



\* European Sustainability Reporting Standards

## Standards

The ninka sustainability goals are intended to contribute to the UN Sustainable Development Goals (SDGs) and help achieve them.

We assess our emissions in accordance with the GHG Protocol.

Our level of ambition when setting our emissions targets is based on the „science-based targets“. The fulfillment of this level of ambition was recently confirmed by the Science-based Targets initiative.



### SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION



### GREENHOUSE GAS PROTOCOL

## SUSTAINABLE DEVELOPMENT GOALS



DISCLOSURE INSIGHT ACTION

## 3-pillar strategy

As a family business, sustainable is our top priority.

We have a holistic understanding of sustainability that goes beyond ecological aspects. Sustainable management at ninka rests on 3 pillars: Sustainable products, production and cooperation.

Our sustainability targets are taken into account in every decision and compliance with internal guidelines is regularly reviewed. In addition, the targets are included in the target agreements of senior managers.

In line with our claim „Ideas shape the future.“ we also see it as our task to keep coming up with ideas for sustainable and even more environmentally friendly solutions.

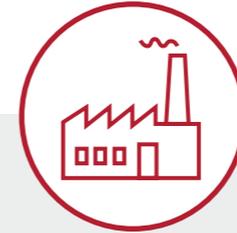


### Sustainable products

Our products are sustainable from the ground up. Already during the development of new ninka products and in the procurement of purchased parts and raw materials, attention is paid to recyclability, efficient production and high product quality and durability. In addition, the products are regularly optimized (in terms of their CO<sub>2</sub> footprint).

ninka products are

- innovative
- durable
- recyclable and increasingly made from recycled material
- Environmentally friendly finishing
- Help for effective, sustainable kitchen and living space utilization



### Sustainable production

We want to produce our articles as efficiently and resource-consciously as possible and with minimal energy and environmental impact. We try to avoid waste at all levels.

Thanks to an integrated, certified energy and environmental management system, ninka has been able to significantly improve its environmental footprint in recent years and is aiming for climate neutrality.

The Bad Salzuflen site is being continuously and sustainably developed with energy-efficient buildings, modern machinery and equipment, a photovoltaic system and electric charging stations.

We regularly check that our suppliers also comply with our standards.



### Sustainable team

The (corporate) values of fairness, quality promise, innovation, resource awareness, equal opportunities, diversity and employee development are top priorities at ninka and are safeguarded and monitored by corporate guidelines, an ethics charter and an advisory board.

Long-term, close and professional cooperation with customers, suppliers and other business partners is crucial to the success and quality of our products.

We see ourselves as a „ninka family“, maintain an open feedback culture and try to continuously develop each other.

We assume responsibility in society and support charitable commitments.

■ Environmental aspects (Environmental)

■ Social aspects (Social)

■ Governance aspects

## Goals

Our corporate strategy and the resulting objectives are broken down into sub-strategies/objectives such as our sustainability strategy/objectives. Implementation takes place in the functional areas and cross-functional working groups. The corporate goals are translated into individual goals for our managers.

Our sustainability goals are in line with the UN's Sustainable Development Goals.

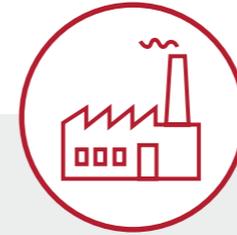
We prepare our annual carbon footprint in accordance with the Greenhouse Gas (GHG) Protocol to ensure comparability, reliability and consistency of the data. In addition to the annual preparation of waste, water and solvent balances, energy consumption in injection molding production, the largest consumer, is reported monthly. Tracking the achievement of sustainability targets is part of our quarterly management reviews.



### Sustainable products

- High quality, durable products with high product safety S4
- Recycled plastic content in manufactured products on average >30% E5  
- Reduction of the indirect CO<sub>2</sub> footprint (GHG Protocol Scope 3) by 15% by 2030 E1   E5 
- Reduction of the average average solvent lacquer content <20% E1   E2 
- 100% responsible procurement, no risks identified S2 G1 S3

Goals



### Sustainable production

- Climate-neutral production (GHG Protocol Scope 1 and 2) by 2030 at the latest E1   E2  
- No resident complaints; no emissions E2 S3
- A safe working environment; no serious accidents at work S1 
- Waste rate <10% and Waste separation rate >90% E2  E5

Goals



### Sustainable team

- High-performance, continuously developing ninka team with fun at work S1  G1 
- Ensuring equal opportunities equality and human rights S1  S3  S4
- Backup of confidential data
- No tolerance for corruption and bribery G1
- Perception of ninka as an active, sustainable part of the local society S3 G1

Goals

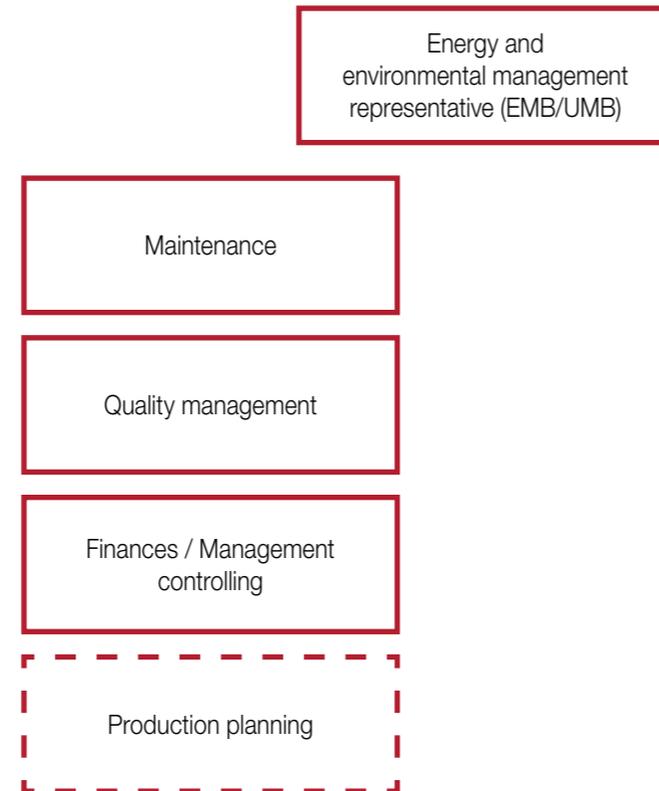
# Sustainability management team

All employees are encouraged to participate in sustainability management, e.g. through the company suggestion scheme (BVW).

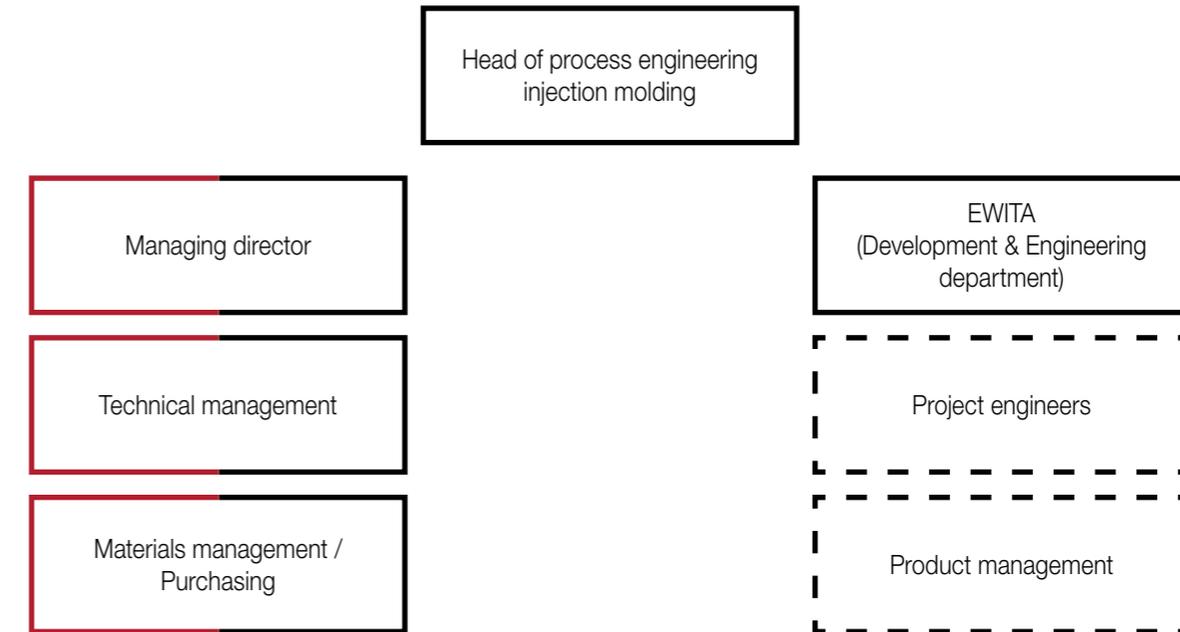
There are two teams that work on the development and implementation of sustainability measures and meet regularly: The energy and environmental management team for energy efficiency and waste reduction measures and the recycling working group for the identification, testing and use of recycled materials, in particular plastic recyclates.

In addition, sustainability aspects are taken into account in all other working groups of our company-wide „ninka agil“ program of measures. We are continuously working to improve the sustainability of our products, production and cooperation.

## Energy/environmental management team



## Recycling working group



 Participation if required

# Improvement measures

The sustainability management team has defined a series of measures that are to be advanced and implemented in the coming year. The packages of measures are tracked via action plans and continuously supplemented, e.g. with ideas from the company suggestion scheme (BVW).



## Sustainable products

- „Design for recycling“ and minimal CO<sub>2</sub> footprint for every new ninka product
- Use of recycled materials\* without loss of quality for ninka-/ exclusive articles
- Use of recyclable packaging materials and packaging shuttles
- Consistent selection and review of suppliers for long-term long-term supply relationships
- Supplier workshops on CO<sub>2</sub> footprint reduction and CSR oriented supplier management
- Consistent solvent reduction
- Compliance with REACH & RoHS

Measures



## Sustainable production

- Continuous modernization of buildings and machinery
- Expansion of self-generated solar power
- Continuous, cross-functional energy and environmental management
- Consistent recycling of your own waste
- Regular inspection of workplaces for safety, Noise and odor emissions
- Utilization of waste heat energy
- Optimization of the heating consumption

Measures



## Sustainable team

- Continuous, cyclically independent training and further education
- Expansion of the feedback and leadership culture
- Regular company and team events
- „ninka vital“ health initiative
- Flexible (e.g. mobile) working
- Continuous operational improvement through the „ninka agile“ initiative
- Regular review and implementation of implementation of legal requirements requirements (e.g. with the support of the IHK zu Lippe)
- Compliance with all legal regulations on maintenance a legal register

Measures

\* Recycling material at ninka includes the company's own waste, industrial waste and post-consumer waste.

## Plastic – a material with many beneficial environmental properties



**3 to 8x**

the plastics used by ninka  
plastics used by ninka  
can be reused



Significantly lower  
specific density  
than metals



Moisture resistant

## More energy-efficient recycling

compared to metal and glass

# Material comparison

From an environmental point of view, plastic is superior to many other materials such as glass, wood or metals.



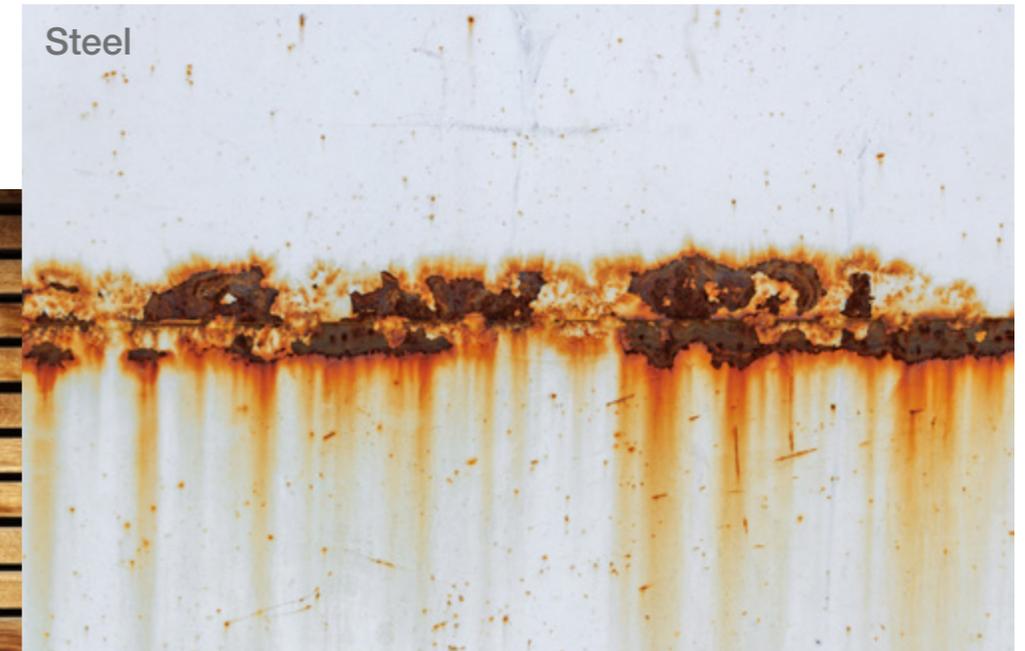
Glass

Comparison with glass:  
Plastic is not as fragile and requires less processing energy.



Wood

Comparison with wood:  
Plastic does not rot and is resistant to moisture.



Steel

Comparison with steel:  
Plastic does not rust and can be recycled much more easily /  
with less recycled with less energy.

Study on the use of plastics as part of a life cycle analysis 2024 (University of Sheffield / UK, University of Cambridge / UK, Royal Institute of Technology Stockholm): In 15 out of 16 cases examined (90%), replacing plastic with alternative materials leads to higher greenhouse gas emissions.

# Advantageous environmental properties of plastic

The numerous environmental properties of plastics are often forgotten in the discussion. However, without plastics and their properties, many products that make life easier would not be possible.



## 100% recyclable

Depending on the type, thermoplastics can be recycled an average of 3 to 8 times through mechanical energy-efficient recycling.



## Energy-efficient processing

Thermoplastics are processed at relatively low temperatures (200-300 °C in the injection molding process). Other materials (glass, metals, etc.) require much higher processing temperatures. In addition, mechanical recycling (grinding and processing) is also possible without high energy consumption.



## Low specific density

Components made of plastic are lighter on average than components made of other materials. The specific density of approx. 1.0 g/cm<sup>3</sup> is significantly lower than aluminum (2.7 g/cm<sup>3</sup>) or steel (7.83 g/cm<sup>3</sup>). The use of plastic components is therefore much more energy-efficient.



## High dimensional accuracy and strength

(especially with high-performance polyamides) This enables better further processing into assemblies.



## Can be used without post-treatment

I.e. without further production steps such as anodizing or coating.



## Moisture-resistant, durable and hygienic

# Designed for recycling

In order to fully realize the recycling potential of plastic, the processing cycle must be taken into account when developing new products.

For ninka products, we strive for the processing cycle shown.

## Raw material

The plastic granulates used by ninka are produced almost exclusively in European plants. In addition to virgin material, ninka purchases regranulates/recycled materials from various suppliers.

## Production

ninka processes the plastic pellets on modern injection molding machines and strives for the purest possible processing in order to simplify subsequent recycling.

## Packaging + Transport

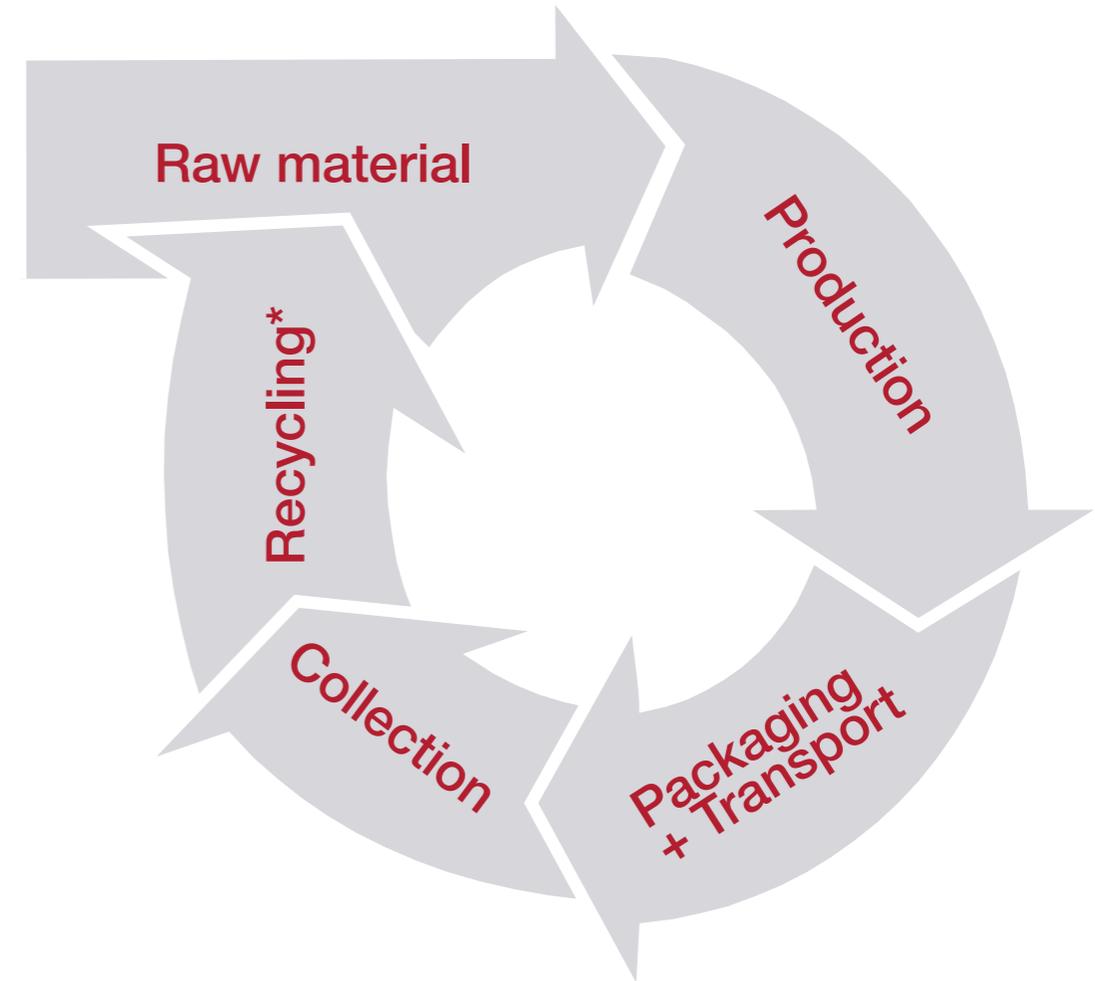
ninka uses >90% packaging made from recycled materials. Most of the time, we use returnable packaging or reuse cardboard packaging, especially with customers within a radius of 50 km.

## Collection

The plastic type can be clearly identified on ninka products so that the products can be disposed of or recycled in a targeted manner at the end of their very long service life.

## Recycling

Disposal companies can automatically sort unmixed plastic products using optical and density tests and, after grinding, process them so that the resulting regranulate can be reused. Alternatively, plastics can be used for energy recovery.



\* The main types of plastic used at ninka can be recycled 3 to 8 times without any significant loss of quality.



## Sustainable products

**-40%**

lower CO<sub>2</sub> footprint  
compared to alternative  
kitchen corner unit storage solutions

**MAX**

the organization systems for the  
kitchen from ninka maximize the  
usable storage space

**>90%**

of the packaging used  
from recycled material

**100%**

responsible  
procurement

**+100%**

Increasing the use rate  
of recycled plastics  
(compared to 2020)

# Product principles

The aim is to make products as sustainable as possible. All processes are taken into account, from development and production through to recycling.

As part of continuous product improvement, we regularly review the optimization of the sustainability aspects of our products. The recycling working group meets every two to three weeks for this purpose.

### Relevant

ninka products are themselves or are components of articles that consumers frequently use in everyday life, such as furniture, household appliances, retail and lighting systems, solar systems and medical technology.

### Durable

ninka products are not „disposable items“, but are used in capital goods or technical consumer products.

### Visually sophisticated

ninka products are used almost exclusively in the end consumer's field of vision and give the end product a special appearance.

### Recyclable

ninka products are 100% recyclable - thanks to the use of unmixed thermoplastics that can be reused after low-energy mechanical recycling.

### Conserving resources

The raw materials for ninka products are carefully selected. Recycled materials are used wherever possible. Environmentally friendly alternatives such as water-based paints are preferred.

### Function integration

When designing ninka products, care is taken to integrate as many functions as possible in as few production steps as possible.

### Without waste

Where possible, production waste is reused and packaging is shared with customers. Only the energy actually required for production is used.

### Effective

ninka products ensure effective and sustainable use of living space without waste.

### Certified

ninka products protect the health and safety of users. Where possible and appropriate, ninka products such as Qanto are certified with the GS mark.



# Quality – made by ninka

ninka stands for reliability - in terms of punctual, complete delivery of the highest quality.

High quality leads to sustainability, long-lasting products and successful, long-term customer relationships.



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**98%**

Delivery reliability 2024

**96%**

Customer satisfaction 2024

Our **Understanding of quality** is comprehensive and integrated into all processes. Both our products and our delivery and support should be reliable.

Every department, every employee is responsible for quality.

*// Reliable quality made by ninka is our promise to our customers. //*

We manufacture flawless products and subject them to regular inspections in order to identify and rectify any defects at an early stage.

We demand flawless deliveries in accordance with clear requirements.

Our **Quality management** is since 1994 after **ISO 9001** certified and is based on the guidelines of VDA standard 6.3.

- Intensive advance quality planning (incl. PPAP / APQP) and production simulations
- Sophisticated production concepts right from the quotation stage
- End-to-end project management through to SOP
- Detailed risk analyses (FMEA)
- Zero-defect culture, process capability checks, PPM evaluations, 8D reports and continuous improvement
- Regular (certification) audits, customer audits and internal process audits
- Extensive testing equipment (tactile coordinate measuring machine, camera-supported quality inspection in production)
- Continuous qualification of employees and suppliers
- We solve any production or delivery problems quickly, pragmatically and sustainably. **Extra effort for satisfied customers** is ninka standard.

## Sustainable products

# TRIGON corner solution

ninka has presented the TRIGON corner cabinet system, a completely new corner cabinet solution. TRIGON is characterized by:

- Natural design with organic shapes
- Easy to operate thanks to infinitely height-adjustable fitting
- New kitchen design, e.g. by using the double corner
- Can be retrofitted in existing Kitchens due to simple installation



**ninka**<sup>®</sup>

Ideen gestalten die Zukunft.

## TRIGON scores through sustainability

- ✓ **100%** Recyclable and made from recycled materials
- ✓ produced with self-generated or green electricity
- ✓ **40%** Lower CO<sub>2</sub> footprint than comparable chipboard/metal solutions
- ✓ **6-12%** Larger footprint than comparable corner cupboard shelves
- ✓ **95%** of the components from European manufacture
- ✓ Resource-saving design with low weight



**TRIGON**

Die Ecke neu erfinden.

## Sustainable products

# one2four from recyclate

Together with a partner that sorts and processes waste from the Yellow Bag, ninka was able to present a version of the popular one2four waste collection system that is made from >80% waste from the Yellow Bag.

one2four made from recyclate has a CO<sub>2</sub> footprint that is almost 50% lower than that of conventional waste collection sets.

one2four made from recycled material is certified with the Blue Angel, the environmental label of the German Federal Government.



### Packaging made of plastic

Polypropylene packaging, from which recyclate is obtained, can be found in numerous everyday objects.



### Recycling garbage can

Packaging waste from Germany - in small quantities from France and Switzerland.



### Separation + sorting

Intensive washing and separation of recyclable materials. Multi-stage density-based polymer sorting.



### Preparation + testing

Modern and complex compounding process. Subsequent homogenization and testing in the laboratory.



### Product manufacture

Production at ninka with modern injection molding machines that are powered by self-generated and purchased green electricity.



### The one2four from recyclate material flow

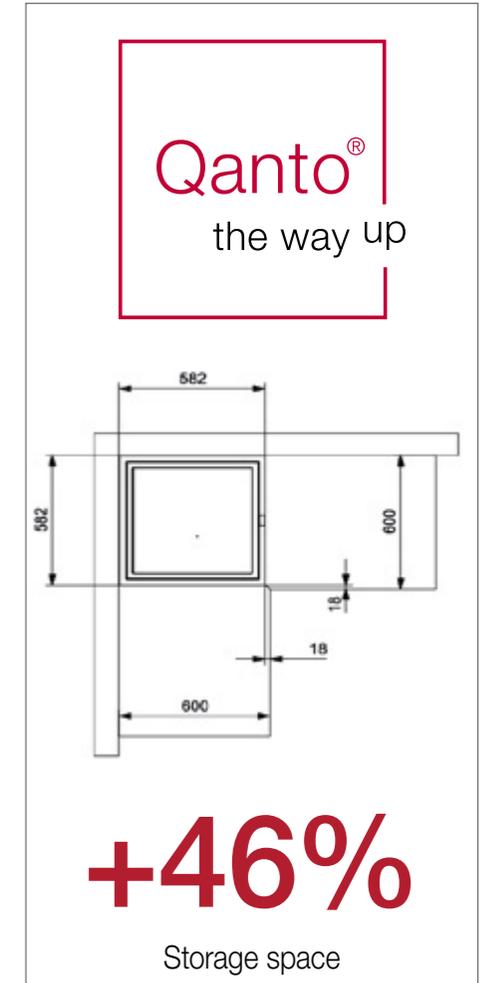
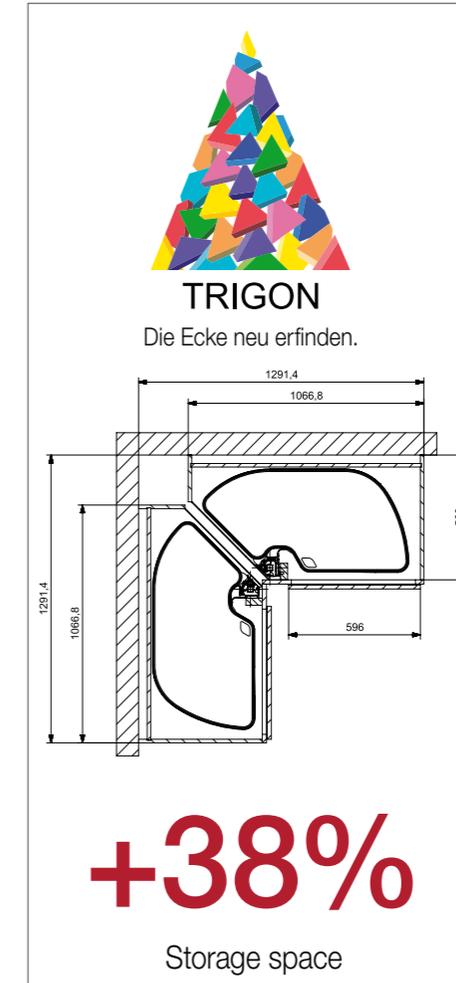
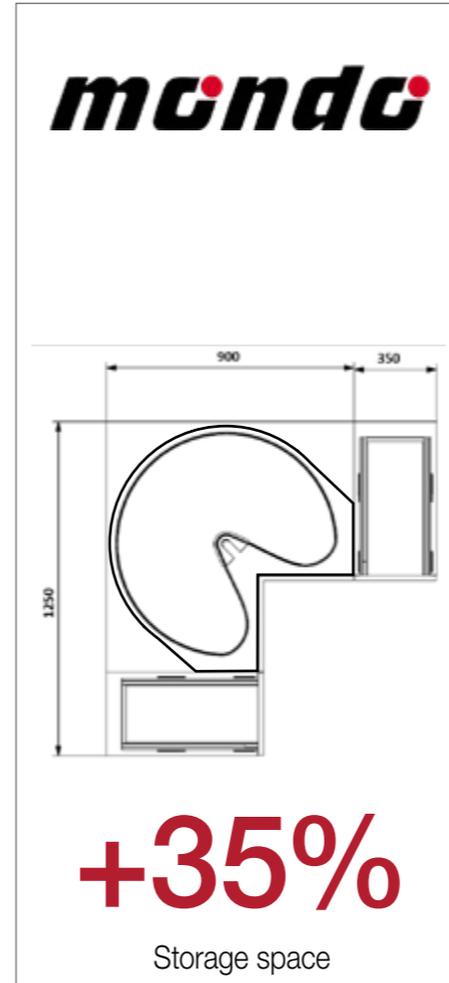
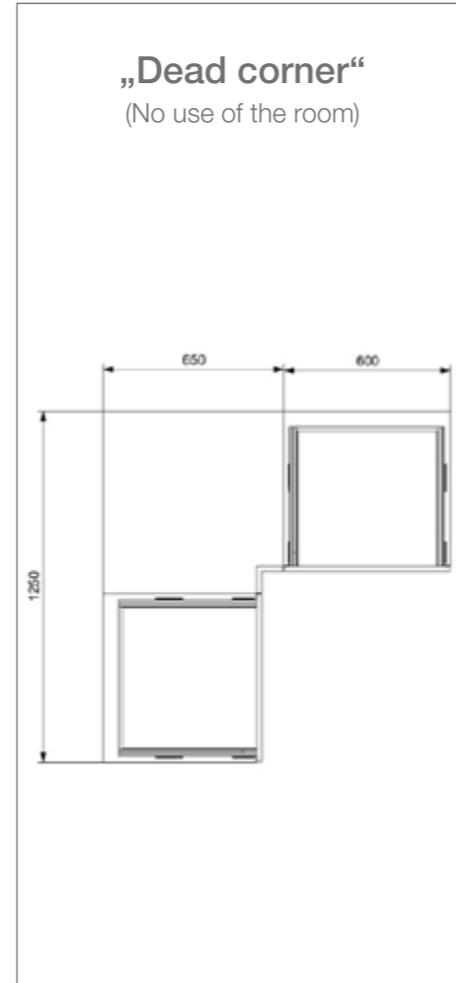
To produce a one2four set with 4 waste collectors, ninka uses 2 kg of processed PP waste, known as regrunulate. This requires an average of 4 yellow garbage cans to be sorted, which were previously collected using a waste collection system such as one2four.

Sustainable product design at ninka:  
**Corner solutions**

Living space is scarce and expensive. Consumers therefore want to make optimum use of their living rooms and kitchens and „not give away any space“.

When developing new products, ninka takes care to make conscious use of the resource „living space“ and to offer kitchen owners options for making optimum and sustainable use of the available space in the kitchen and „getting the most out of the kitchen“.

ninka currently offers numerous options for using the space in a kitchen corner: From carousel cabinets to a „TRIGON double corner“ consisting of two semi-circular cabinets to the electrically extendable Qanto corner cabinet.



Effective, sustainable use of space with ninka's corner cabinet solutions

# Product optimizations

In addition to Design for Recycling and the CO<sub>2</sub>-optimized development of its own ninka product portfolio, ninka is also trying to optimize the environmental impact of items that are already in series production.

In close cooperation with customers and suppliers, we look for ways to reduce component weight, use more environmentally friendly materials or reduce packaging and transportation costs.

The joint efforts have led to significant successes in recent years.



## Weight reduction

During the inquiry phase for cladding components for an anaesthesia machine from a leading medical technology manufacturer, the desired geometry and manufacturing process were questioned.

By reducing the wall thicknesses, changing the geometry and at the same time switching to the internal gas pressure process, the material used per component could be significantly reduced.

This led to a reduction in the CO<sub>2</sub> footprint by

**25%**



## Paint changeover

In the past, the plinth panel of the dishwasher generation of a leading household appliance manufacturer was painted twice with a solvent-based paint system.

Together with a paint manufacturer, ninka identified a painting process in which the same visual result was achieved with a simply applied, more environmentally friendly water-based paint.

This led to a reduction in the CO<sub>2</sub> footprint by

**55%**



## Recycled material

The highest quality requirements are placed on high-quality office chairs. In order to meet these requirements, only selected materials are considered for production. This makes the use of recycled plastic more difficult.

Thanks to its broad experience and good contacts with raw material suppliers, ninka was nevertheless able to identify a suitable recycling material.

This led to a reduction in the CO<sub>2</sub> footprint by

**> 40%**

# Packaging + Logistics

At ninka, sustainable products should also reach our customers in sustainable packaging and via sustainable logistics.



**Packaging concepts** are designed and optimized for efficiency as early as the development phase. ninka products are packaged almost exclusively in packaging made from recycled materials. The use of disposable plastic packaging is avoided. Unnecessary fillers are avoided.

Over the course of the product life cycle, the packaging concepts are constantly scrutinized, optimized and adapted to the regulations applicable in our customers' countries.

Together with our customers, who are supplied very frequently or are located in the local area, we have identified packaging concepts and

**shuttle processes** that allow us to reuse the packaging several times. At ninka, almost all polystyrene packaging was replaced with alternative materials in 2022.

Our **warehouse concept** allows us to make optimum use of storage and transport space. Internal transport routes are kept as short as possible and organized with few transfers.

Wherever possible, external transportation is also bundled across customers. Together with our logistics partners, we select the most reliable, efficient and **sustainable mode of transportation**.

**95%**

share of recycled material  
in ninka packaging

**>60.000**

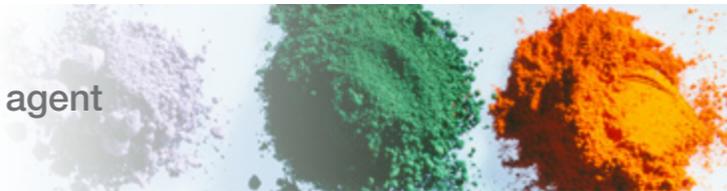
returned carton boxes in 2024

# Responsible, conscious procurement

The selection of the right partners and preliminary products has a decisive impact on the achievement of sustainability goals. This is why ninka already takes sustainability aspects into account when selecting suppliers.



Polymers



Coloring agent



Chipboard



Metals



Electrical products



Packaging + Printed matter

Our close and trusting cooperation with our suppliers is crucial to our success, our carbon footprint and the quality of our products.

*// We can only be strong and achieve our sustainability goals with strong partners. //*

When selecting our suppliers, we attach great importance to standards in terms of **ethics, working conditions, human rights, environmental protection and sustainability** and expect the greatest possible **transparency and reliability** in the supply chain. Our purchasing guidelines and regular training courses provide us with guidance.

Suppliers and products are selected on the basis of defined criteria that also take sustainability into account. When selecting products, aspects such as product quality (and

service life), reusability, the manufacturing process, the logistical distance, the type of product packaging and, increasingly, the exact CO<sub>2</sub> footprint are taken into account.

As part of our responsible supplier management, we review our suppliers through **regular surveys and on-site audits**. Sustainability aspects are an integral part of our supplier risk analysis. This enables us to rule out the possibility of human rights being disregarded by our direct suppliers.

In addition to selecting the „right“ suppliers, we see it as our responsibility to **develop together** and make our products even more sustainable (e.g. by using recycled materials). To this end, we regularly invite our suppliers to development meetings.

In 2024

**189**

Active suppliers

**23**

Foreign suppliers

**11**

Countries from which is procured

**100%**

Percentage of suppliers for which a risk analysis was carried out

# Sustainable production

**-49%**



Reduction in water consumption since 2011



**-76%**

Reduction of the direct CO<sub>2</sub> footprint per ton of material processed since 2011

**> 83.000 kWh  
Solar power**



ninka generated with photovoltaics in 2024

**Continuous  
site optimization**

# Direct CO<sub>2</sub> footprint

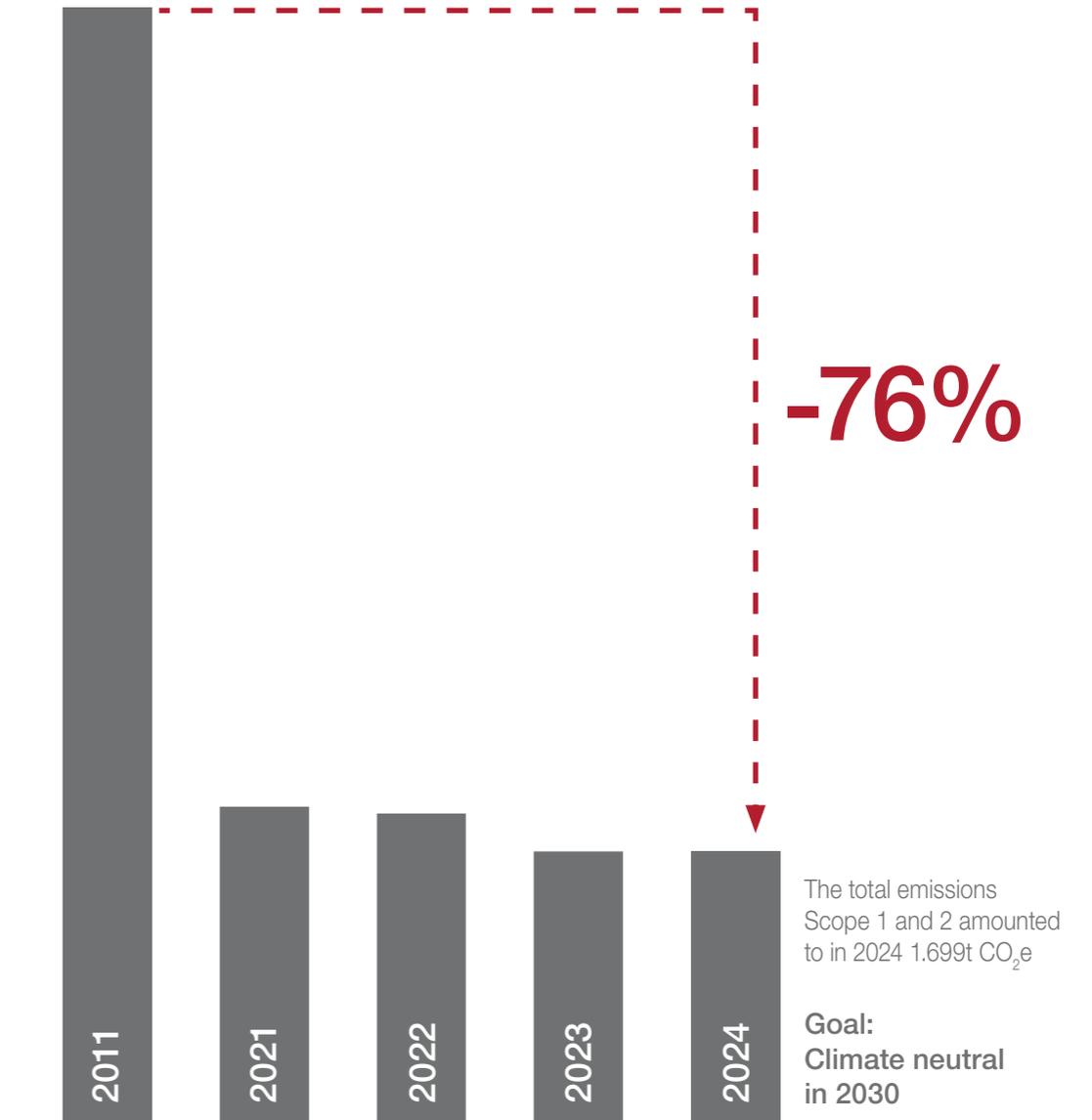
ninka records its greenhouse gas emissions in accordance with the GHG Protocol.

ninka has practiced intensive energy management in recent years. By investing in new, more energy-efficient machines and systems, aligning system control with actual use and the savings made by each individual ninka employee, energy consumption per ton of material processed has been significantly reduced.

In addition, ninka is trying to continuously increase the proportion of green electricity generated and purchased in-house, e.g. by installing a photovoltaic system on the hall roof. Overall, this has enabled ninka to reduce its direct CO<sub>2</sub> footprint by 76% in recent years.



Development of the direct CO<sub>2</sub> footprint per ton of processed material



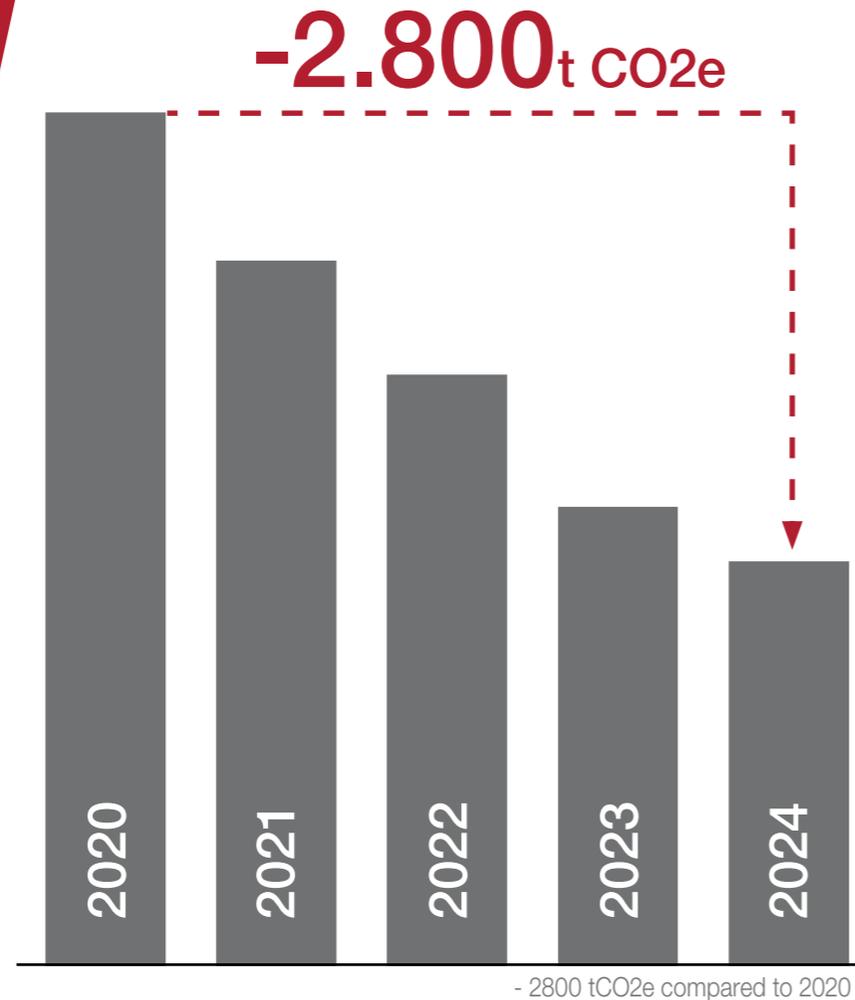
# Indirect CO<sub>2</sub> footprint

For 2020, ninka prepared a comprehensive carbon footprint in accordance with the Greenhouse Gas (GHG) Protocol for the first time and has been calculating the direct (Scope 1 and 2, i.e. energy consumption) and indirect (Scope 3) footprint ever since.

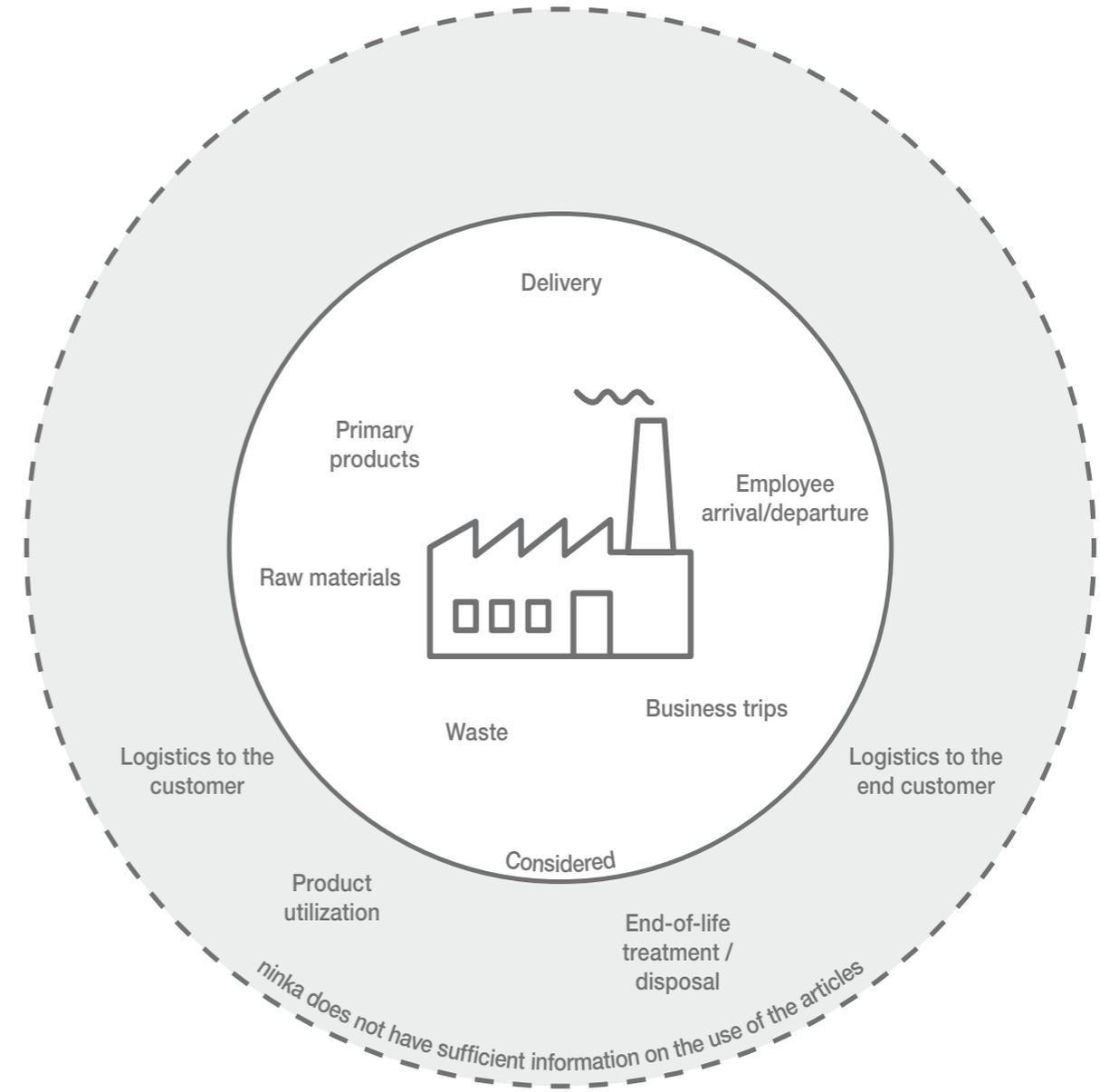
In order to be able to make reliable calculations for the indirect CO<sub>2</sub> footprint, ninka is initially concentrating on the value chain up to the delivery of ninka products. Due to the large number of customers and uncertainty about the exact end customers, logistics to the (end) customer and disposal have not yet been taken into account.

Most of the indirect CO<sub>2</sub> footprint is attributable to the extraction and processing of raw materials (approx. 90%). To reduce this impact, we are strongly committed to identifying alternative, low-energy recycled materials.

Development of the indirect CO<sub>2</sub> footprint



Definition of the indirect CO<sub>2</sub> footprint according to GHG Protocol Scope 3



# Climate neutrality

We are committed to our responsibility for the environment. We have set ourselves the goal of operating in a climate-neutral manner by 2030 at the latest.

We measure our greenhouse gas emissions with our annual carbon footprint and have drawn up an action plan for climate neutrality.

In mutual exchange with the other members of the climate initiative of the IHKs in Ostwestfalen-Lippe, we are trying to achieve our goal as quickly as possible.



SCIENCE  
BASED  
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION



**GEMEINSAM  
KLIMA  
NEUTRAL  
2030**

**Die Klimainitiative der  
Industrie- und Handelskammern  
und der Wirtschaft  
in Ostwestfalen-Lippe**

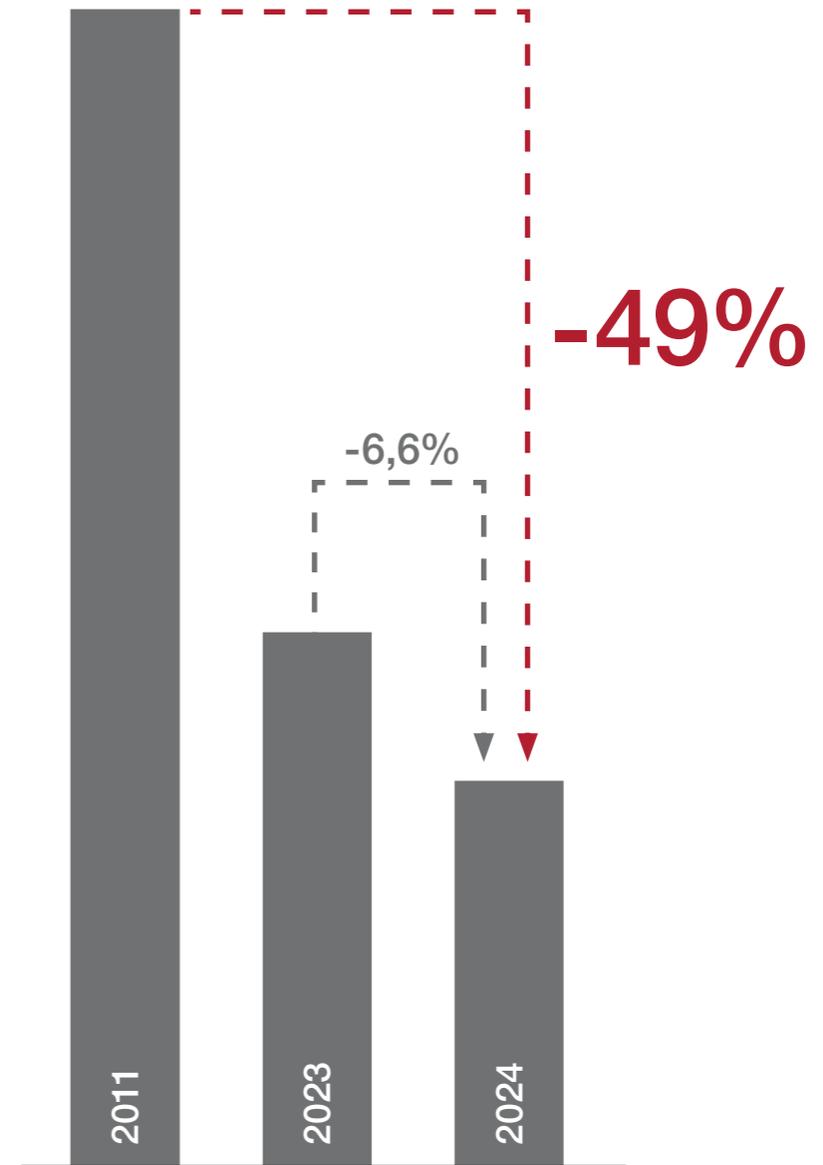
ninka's emissions reduction targets were confirmed by the Science-Based Targets initiative.

# Water consumption

Unnecessary water consumption represents a considerable environmental burden - even in regions with a good water supply. At ninka, we also treat water as a precious resource. By renewing the cooling water system and taking other measures, we have been able to significantly reduce water consumption over the last 13 years.



Water consumption (external purchase)



# Hazardous substances and other emissions

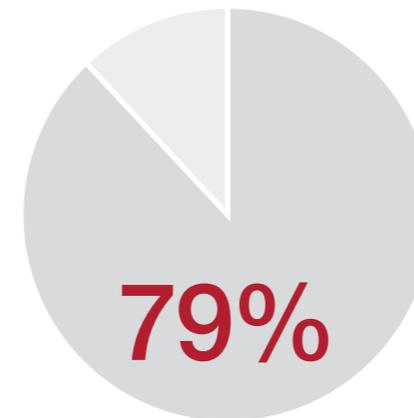
In addition to CO<sub>2</sub> emissions and water consumption, we measure our contribution to sustainability using other key figures such as the waste rate, the waste separation rate, the proportion of water-based paint and odor and noise emissions.

In regular management reviews, the key figures are highlighted and measures for improvement are developed.



## Waste

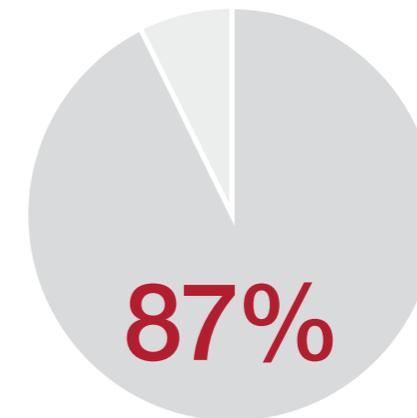
It is best not to produce any waste at all. If rejects and waste are produced, we see them as recyclable materials. At ninka, product waste is often fed back into the production process. As a result, the total amount of waste has been significantly reduced in recent years. Statistically, however, this has reduced the recycling rate to 79%.



Recycling rate of waste

## Solvent consumption

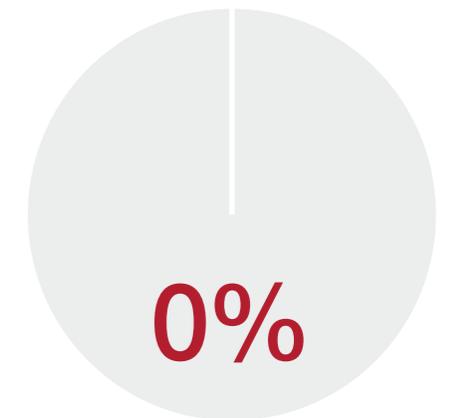
Paint systems that are mainly solvent-based pollute the environment during production and disposal. Wherever technically possible, ninka tries to use water-based paint systems. In the last 3 years, the proportion of water-based paint has been increased from 66% to 87%.



Water-based paint content

## Odor & noise emissions

ninka sees itself as a responsible member of the local community in Bad Salzungen. We take care not to disturb our neighbors and the environment and to operate without odor and noise emissions (measured as complaints). We succeeded in this in 2024.



Proportion of days with odor or noise emissions per year

# Sustainable site development

In recent years, continuous investment has been made to make the Bad Salzuflen site sustainable and to maintain and create an environment where high-quality, sophisticated products are developed, produced and delivered.

Bad Salzuflen is and will remain the home of ninka, so we want to continue to invest in this location in the future to keep it modern and state-of-the-art.



### Photovoltaic system

In spring 2021, 302 connected photovoltaic modules with a total output of 99,660 Wp were commissioned. There are plans to expand the PV system on other hall roofs in the future, even if this does not cover the entire energy requirement.



### Modern administration and exhibition building

The new administration building includes a spacious exhibition area with samples from all product areas, communication zones for employees and modern video conferencing systems. Thanks to triple glazing and room air conditioning with environmentally friendly underfloor cooling, the building falls into efficiency class 55.



### Modern workplaces + break rooms

All production workstations were designed with ergonomic aspects in mind. The offices were furnished with modern, high-quality, ergonomic furniture and equipped with communication and break zones. In addition, break rooms have been renovated in recent years to create a modern, bright and friendly environment.



### Modern car park infrastructure

The new multi-storey parking lot and the redesign of existing parking areas, including access controls and a restriction on truck routes, increase safety on the site. To make it easier for employees to switch to sustainable electric cars, electric charging points have also been installed.



### Diverse green spaces

9,000 m<sup>2</sup> of green space, which is continuously maintained, a pond as a „local recreation area“ and new break/sitting areas in the countryside provide relaxation during breaks.

# Sustainable site development

In recent years, continuous investment has been made to make the Bad Salzuflen site sustainable and to maintain and create an environment where high-quality, sophisticated products are developed, produced and delivered.

Bad Salzuflen is and will remain the home of ninka, so we want to continue to invest in this location in the future to keep it modern and state-of-the-art.



### New compressor system

We invested in a new frequency-regulated compressor system. This system not only more than satisfactorily covers the requirements of the previous one and improves system availability, but also ensures significant electricity savings thanks to frequency regulation.



### Optimum heating control

The heating control system has been continuously optimised once again. A relay-controlled, centralised heating control system has reduced consumption by 20%.



### Modern canteen

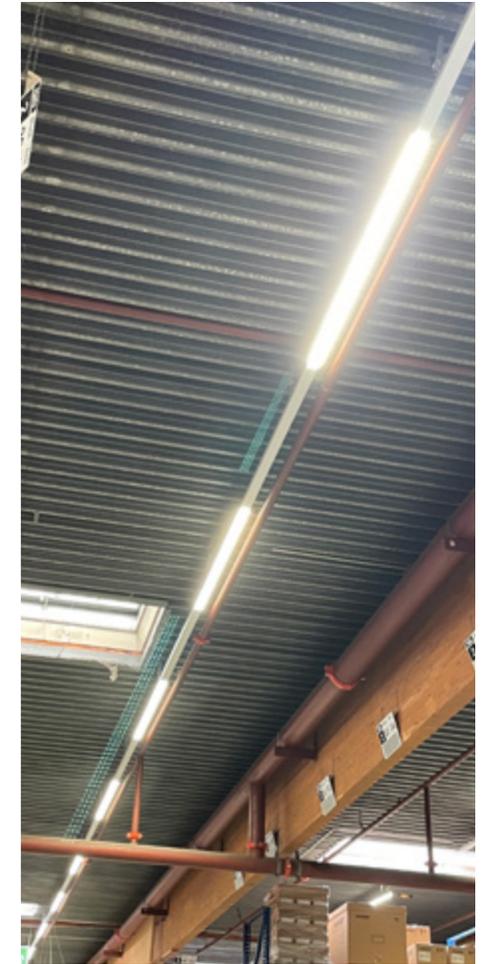
ninka launched and built a modern, subsidized canteen. A place was created that invites people to linger and eat their pre-ordered or brought-in food.

At ninka, our employees are our top priority and should feel as comfortable as possible. Therefore, constant investment in employees is a matter of course.



### New ramp sealings

Unpleasant draughts occur when loading and unloading trucks at our loading ramps, which can be harmful not only to energy efficiency but also to the health of our employees. For this reason, we started to successively renew the seals on our loading ramps in 2023.



### Without light it does not work

Light is essential for everyone and offers great potential for energy savings. For this reason, ninka provides modern light sources for all lighting systems. Wherever it makes sense, motion detectors are installed for optimum energy efficiency.

# Sustainable team



**307**

Employees  
on Dec 31, 2024

**14**

Nationalities  
in the ninka team in 2024

**16**

years  
Average length of service  
as of Dec 31, 2024



Open  
feedback culture

**15**

Trainees  
+ students in 2024



Health promotion



Pleasant  
working atmosphere



Employee development

# Working as a ninka family



We are a family business - not only because of the owner family, but also because we work together as a ninka family. **Mutual support, openness, fairness** and a **positive implementation mentality** characterize us.

We value **performance, commitment, teamwork** and **customer focus** - regardless of the employee's background. Everyone makes a contribution. We are committed to **diversity** and **equal opportunities** and are proud that our diverse ninka family includes 14 different nationalities.

Our employees identify with ninka and enjoy being part of the ninka family for many years. In 2024, some employees with 45 years of service retired.

The **recommendation rate** is high, in some cases even within the family: the Wulf family is not the only 4th generation to be active in the company.

As the ninka family, we want to be an attractive employer. **Fair pay** is a basic prerequisite for this. That is why we are committed to collective bargaining and pay attractive salaries and wages as well as benefits that exceed collective agreements. All employees share in the company's success. We agree **individual targets** with our managers.

In order to enable the necessary flexibility to reconcile family and career, our administrative employees can perform parts of their work through **mobile working** within the framework of corresponding agreements.

We are driven by continuous improvement. Our **company suggestion scheme** with attractive bonuses allows employees to participate directly in the effects.

Personal development is important for **continuous improvement**. That's why we give ourselves regular feedback - daily and annually as part of the ninka feedback process. Feedback feedback and qualification programs enable our employees to develop their personal potential.

Our works council plays an important role in our culture of open discussion within the ninka family. We believe that constructive further development of the company can only be achieved through trusting cooperation with our employee representatives.

16

years  
average length of service  
as of Dec 31, 2024

14

Nationalities  
in the ninka team in 2024

3

days  
average training time per  
employees in 2024

# Working as a ninka family

The successful integration of employees with a migration background is crucial for a diverse and inclusive working environment.

ninka promotes an open dialog between employees and management in order to address potential challenges and find solutions together. By providing regular feedback and involving employees in decision-making processes, ninka creates an environment in which all employees feel valued and accepted.



	Male		Female		Diverse		Total	
	#	%	#	%	#	%	#	%
<b>Production</b>								
Employees with a migration background	49	28	12	7	0	0	61	35
Employees without a migration background	99	57	14	8	0	0	113	65
<b>Total</b>	<b>148</b>	<b>48</b>	<b>26</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>174</b>	<b>57</b>
<b>Other departments</b>								
Employees with a migration background	7	5	3	2	0	0,0	10	8
Employees without a migration background	108	81	15	11	0	0,0	123	92
<b>Total</b>	<b>115</b>	<b>37</b>	<b>18</b>	<b>6</b>	<b>0</b>	<b>0,0</b>	<b>133</b>	<b>43</b>
<b>Total workforce</b>								
Employees with a migration background	56	18	15	5	0	0,0	71	23
Employees without a migration background	207	67	28	9	0	0,0	236	77
<b>Total</b>	<b>263</b>	<b>86</b>	<b>44</b>	<b>14</b>	<b>0</b>	<b>0,0</b>	<b>307</b>	<b>100</b>

Percentages rounded

# Safe and pleasant atmosphere



// High-quality and visually sophisticated products can only be manufactured in a high-quality, pleasant environment. //

We therefore attach great importance to the **optimal design of workstations, meeting rooms and social and break rooms** and modernize them regularly. The office workstations are equipped with high-quality furniture from our customers, the leading office furniture manufacturers.

We have **modern plant and machinery** and a state-of-the-art IT infrastructure. Modern collaboration tools are an integral part of our daily processes.

We design workplaces to be **ergonomic and safe**. All workplaces are regularly inspected by our occupational safety specialist and our company doctor and optimized by employees, supervisors and management. The rare workplace accidents are carefully documented and

corrective measures are initiated immediately.

All workspaces are well ventilated and, where necessary, equipped with air filters. Additional protective measures have enabled us to keep Covid-19 infections in the company to a minimum.

ninka has been a member of the Lippe employers' association for many years. The „Plastics in Lippe“ collective agreement, which was negotiated jointly with IG Metall Detmold - most recently in November 2023 - is applied. The continuous exchange between management and the works council ensures a safe, fair and pleasant working environment for all employees.

As a member of FABEL-Service, we are committed to being a „responsible partner for Lippe“. This service provides our employees with quick and unbureaucratic support for all important issues and problems relating to their family life.

# 1.112

conducted instructions in 2024

# 10

reportable accidents at work in 2024

# 19,6

Occupational accidents per 1000 employees in 2024

# Management guidelines

## **We treat each other with respect and appreciation.**

We treat each other internally as customers and suppliers. We show enthusiasm and recognize success. We give ourselves feedback on our behavior.

## **We provide impetus for the company's development and take an active role.**

We contribute our own ideas and opinions, develop concepts and strategies and use planning methods. We have a decisive influence on what happens. We take an active part in company events, seek dialogue and are always approachable.

## **We make decisions and take responsibility for them.**

Decisions are made between several alternative courses of action and under uncertainty; in doing so, we also consciously take (calculable) risks. We represent company decisions loyally. We act quickly and flexibly.

## **We delegate responsibility and authority.**

We ensure that responsibilities, competencies and powers are in line with each other. We demand the active participation of those around us. We encourage and develop our employees. We demand compliance with rules.

## **We lead with goals.**

Objectives are clearly and completely defined in terms of content, scope, time and responsibility. Targets are pursued effectively and bindingly, if possible with key figures. We report on target achievement on our own initiative.

## **We ensure openness and transparency.**

We are predictable and act in a comprehensible manner. We courageously address things that are unpleasant. We encourage others to contribute their opinions. We open up to each other.

## **We think and act in a solution-oriented way.**

We search analytically and systematically for causes and solutions, not for culprits. We use constructive criticism as a learning opportunity. We take possible sources of error into account.

## **We act as role models.**

We can only expect from our employees what we ourselves demonstrate. We think and act carefully and diligently, avoiding arrogance and ignorance. We set high standards for the quality of our work. Our conduct is characterized by humility and modesty.

# Promotion of current and potential employees



In more than 70 years, ninka has enabled many young people to start their careers through training. In recent years, ninka has employed an **average of 15 trainees, dual students or students** on Bachelor's, Master's or project work (5% of employees).

ninka offers an **extensive training program** with interdisciplinary work lessons and participation in competitions such as the Business Plan Game or the IHK Energy Scouts. ninka promotes **further training**, e.g. to become a master craftsman, technician, business administrator or business administrator, and works together with various schools and universities in Ostwestfalen-Lippe.

In addition, ninka supports 1-2 students financially each year in completing their studies through the **OWL Study Fund**.

At ninka, training is followed by continuous personal development and further training. Together with line managers and HR, an individual qualification

plan for talented employees is drawn up each year and implemented via **internal and external training courses**.

We believe that we and our employees can learn by exchanging ideas with other companies and employees. That is why we are part of the **OWL University's learner network**.

Students can get to know our company as part of **individual taster days**, class visits or „Girls Days“ at schools in Bad Salzuflen and the surrounding area. We look forward to regularly welcoming interested parties to our company and inspiring them with our products, our processes and the way we work together.

At the **„MyJob OWL“** job fair and the **„Nacht der Ausbildung“**, we inform pupils and students as well as potential applicants about our job offers every year.

# Health promotion ninka vital

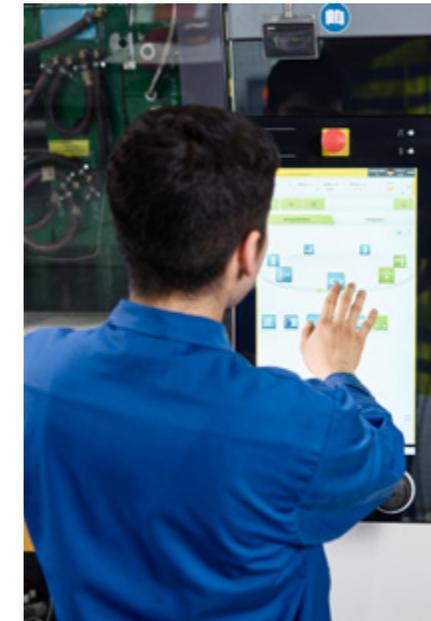
The health and well-being of our employees is a high priority. Employees are the most important and most valuable resource for the company's development.

Our health project „ninka vital - moving more together“ therefore focuses on creating a pleasant working environment and maintaining the health of our employees. To this end, ninka organizes annual health days with changing themes such as „healthy back“, „exercise“ or „nutrition“ and offers regular health checks.

The participation of employees in sporting events benefits the health of the individual and the sense of community in equal measure.

### Health Day

Every year, ninka organizes a health day. In addition to health advice from the AOK, employees can book various courses or examinations. The health day is accompanied by our company doctor.



### AOK company run

The annual company run with over 2,000 participants takes place in the spa and landscape park in Bad Salzufflen. The employees of the participating companies show team spirit and complete a 5.5 km course either as walkers or runners.



### Ergonomic workplaces

Employees' workstations are ergonomically designed and are regularly checked for health aspects. The necessary health checks are regularly offered and carried out.

# Commitment for the society



All ninka employees get involved. Joachim Ditsch makes a donation to „Die Tafeln“ Bad Salzuflen in lieu of a retirement gift. ninka rounded up the donated sum.

Selection of organizations most recently supported organizations



Participation in charitable projects of local Rotary and Lions clubs

## Sustainable team

# Celebrating successes

As a family, you work hard together and spur each other on to top performance every day. However, at regular intervals and on special occasions, you also need to take the time to celebrate your joint successes and appreciate individual achievements.



The sustainability report was prepared in accordance standards of the German Sustainability Code.



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