

2025 Sustainability Report

Foreword



Dear readers,

I am delighted to present the fifth edition of our sustainability report to you. With this publication, we are taking a significant step forward in our transparent communication: for the first time, we are reporting in accordance with the 'Voluntary Sustainability Reporting Standard for SMEs' (VSME), thereby establishing a reliable, comparable and comprehensive basis for our environmental, social and economic responsibility.

As a fourth-generation family-run business, ninka stands for long-term, responsible and forward-looking business practices. Our motto, 'Ideas shape the future', not only guides our day-to-day work in the development and manufacture of high-quality plastic solutions, but also forms the foundation of our sustainability strategy, which is based on three key pillars:

- *Products: Right from the development stage, we consistently adhere to the 'Design for Recycling' principle, the increased use of post-consumer (PCR) and post-industrial (PIR) recycled materials, and a long product lifespan.*
- *Production: Thanks to our certified environmental and energy management systems (ISO 14001 and ISO 50001), as well as continuous investment in modern facilities and energy procurement, we have been able to reduce our direct CO_2 footprint per tonne of processed material in recent years. Our goal remains to achieve production with as few emissions as possible by 2030 at the latest.*
- *Working Together: We offer our approximately 288 employees, representing 14 nationalities, a fair, safe and supportive working environment. An average length of service of 16 years demonstrates the high level of identification and loyalty within our team.*

For us, sustainability is not a one-off project, but an ongoing process that we actively shape and scrutinise on a daily basis. Only by working together with strong partners and a dedicated team can we make a positive difference to the environment and society.

On behalf of all the staff at Ninkaplast GmbH, I would like to thank you warmly for your interest and hope you find this an informative read!

Yours

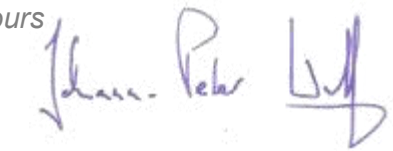


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Ideen gestalten die Zukunft.

The Sustainability Report was prepared using the German Sustainability Code (DNK) platform to fulfil the reporting requirements in accordance with the 'Voluntary Sustainability Reporting Standard for SMEs' (VSME).

The report covers the core module and the supplementary module and was prepared on a bespoke basis.

Greenhouse gas (GHG) calculations were carried out in accordance with the Greenhouse Gas (GHG) Protocol.

General information about the company



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4th
Generation of the Wulf family in operational management

1928
Foundation of the company

€50 million
Turnover in 2025

288
Employees
As at 31 December 2025

€17 million
Total assets in 2025

2
Product ranges:
ninka products and
Exclusive technical parts

1
Location
(Bad Salzuflen)

C 22.26
NACE sector classification

History

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

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

As a family-run business now in its third/fourth generation, ninka stands for long-term, sustainable business practices.



1928
Company founded by August Wulf



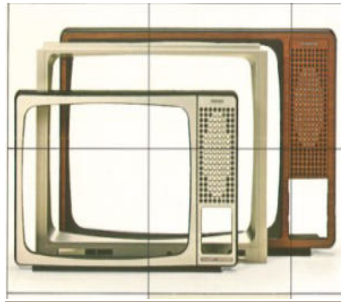
1945
Second generation joins the company: August and Peter Wulf



1955
The birth of ninka: a kitchen funnel as first product



1968
ninka becomes a supplier of office furniture



1970
ninka supplies television set manufacturers



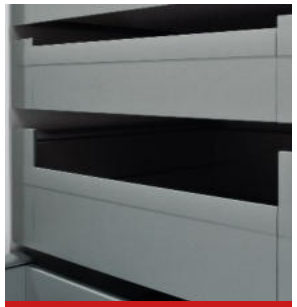
1981
Third generation joins the company: Klaus Henning Wulf



1996
ninka introduces integrated waste collection systems



2004
ninka becomes a supplier to the household appliance industry



2005
ninka develops the pull-out interior panel



2014 / 2020
The fourth generation joins the company. Active from 2020: Dr Johann-Peter Wulf

Corporate Guidelines

We are a customer-focused supplier with an international and sustainable focus.

- We put our customers first – as the benchmark for our thinking and actions.
- We are an internationally oriented company.
- We are and will remain flexible in our business approach thanks to the diversity of our customers and our independence from individual sectors.
- We are committed to our responsibility towards the environment and society.
- We seize opportunities and strive for long-term success.

With our products and solutions, we consistently satisfy our customers, users and the environment.

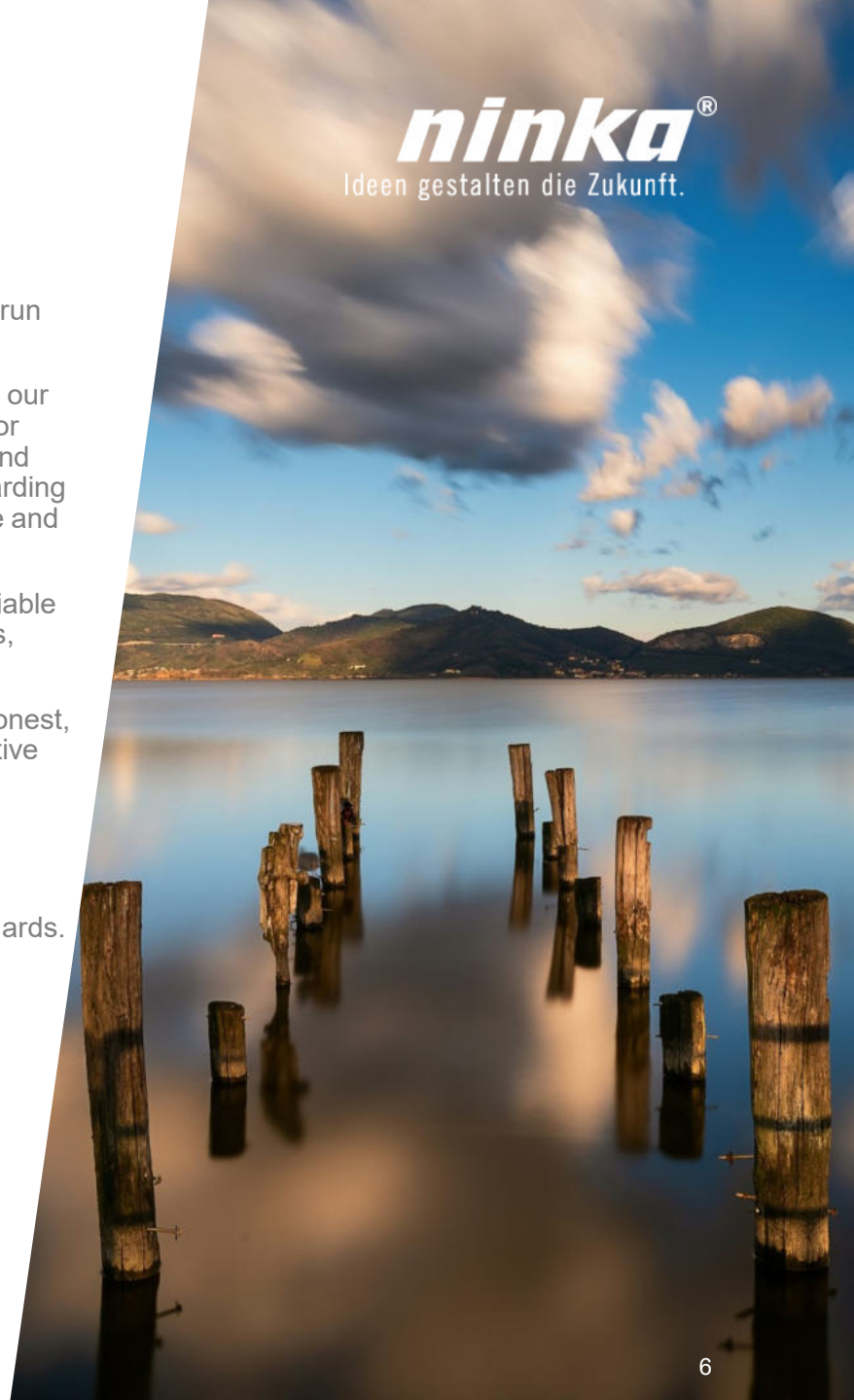
- We develop, manufacture and market plastic products.
- We strive to find the best solution for functional design components and assemblies.
- We utilise clever manufacturing concepts.
- We strive for innovative solutions – and keep our eyes open for them.
- When developing new products, we use energy, raw materials and other resources sparingly.

We are a premium supplier.

- We take responsibility and act independently – as experienced generalists.
- We deliver the very best quality to the required standard.
- We aim to delight our customers and offer a courteous, prompt and collaborative service with flexibility.
- We strive for continuous improvement and progress.
- We adhere to the highest professional, ethical and financial standards, utilising management systems for quality, energy and the environment.

We embody the ninka spirit.

- We are an independent family-run business.
- We bear responsibility towards our shareholders and employees for generating consistently good and robust results, thereby safeguarding the company's long-term future and jobs.
- We make well-founded and reliable commitments to our employees, customers and suppliers.
- We are open, respectful and honest, and are committed to constructive feedback.
- We create a positive, safe working environment in accordance with current health and safety standards.
- We are fully committed and are a caring, inclusive team dedicated to excellence.
- We manage ourselves, our teams and our partners.



Product areas

ninka operates in two synergistic product areas.

As developers and suppliers of solutions for organising the kitchen, we know what it takes to bring products from the initial idea to market readiness. ninka benefits from this experience as a Tier 1 supplier of visually and functionally sophisticated plastic components.

ninka supplies B2B customers in over 40 different countries, with the focus of its market activities lying in the European Union. The most important markets are Germany and France. In addition, the company operates in other EU countries as well as in selected international markets.

ninka is not excluded from EU benchmarks established in accordance with the Paris Agreement (Articles 12.1 and 12.2 of Delegated Regulation (EU) 2020/1818).

Furniture components

Our own ‘ninka’ range, comprising drawers and pull-outs, corner units and waste bins. These products are characterised by high quality, a long service life and recyclable materials.



Technical components

visually and functionally sophisticated plastic components for various industries. Often finished to a high standard and assembled as sub-assemblies.



Our value proposition:

Excellence from a single source

ninka is distinguished by its commitment to plastics as a material and its use of state-of-the-art technologies, backed by over 70 years' experience in plastics moulding and surface finishing.

In our production processes, we are equally adept at handling high levels of complexity and achieving a high degree of vertical integration.

Sustainability considerations are taken into account at every stage of the value chain: when product design, we adhere to the 'Design for Recycling' principles. In procurement and in our own production, we demand the highest standards of human rights, safety and quality. In logistics , we consolidate deliveries to avoid unnecessary transport routes. As a matter of principle, we always seek the implementation option that places the least strain on resources.

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Product design

- Component geometry design
- Selection of materials, processes and load-bearing components
- Simulation / Prototyping

Raw material procurement

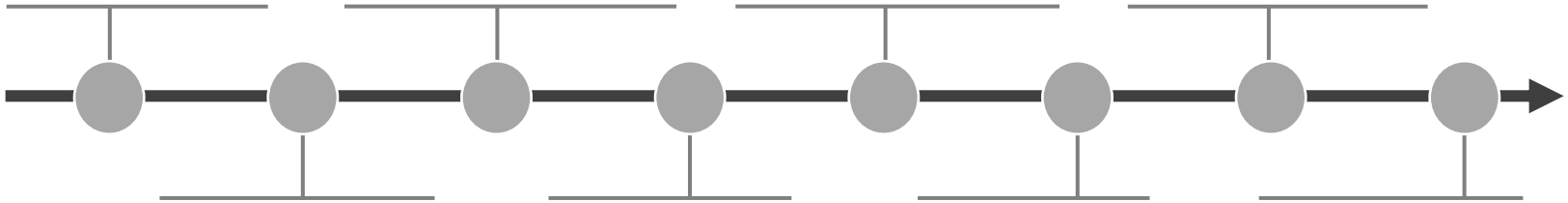
- Long-term partnerships with granulate manufacturers and suppliers
- Use of recycled materials
- Various partners for metal functional parts

Surface finishing

- Highly efficient painting facilities
- Screen and pad printing
- Hot stamping
- Laser marking

Quality management

- Component-specific test equipment
- CNC/optical measurement
- 'Zero-defect mentality'
- ISO 9001 certified, VDA 6.3 standards



Tool procurement

- Extensive network of European and Asian toolmakers
- Expertise in tool design

Injection moulding production

- 37 injection moulding machines with a high degree of automation
- clamping force from 110t to 2300t

Joining and assembly

- Various welding and bonding processes
- Sub-assembly

Scheduling and logistics

- Reliable processing with automated interfaces and dedicated contact persons
- Flexibility in the event of short-term bottlenecks

Quality: made by ninka

ninka stands for reliability – in terms of on-time, complete deliveries of the highest quality.

High quality leads to sustainability – both in terms of durable products and long-lasting, successful customer relationships.


Zertifikat

Prüfungsnorm ISO 9001:2015

Zertifikat-Registrier-Nr. 01 100 1700821

Unternehmen: ninka
Ninkaplast GmbH
Benzstr. 11
32108 Bad Salzuflen
Deutschland

Geltungsbereich: Entwicklung, Produktion und Vermarktung von Kunststofferzeugnissen

Durch ein Audit wurde der Nachweis erbracht, dass die Forderungen der ISO 9001:2015 erfüllt sind.

Gültigkeit: Dieses Zertifikat ist gültig vom 02.09.2023 bis 07.10.2026.
Erstzertifizierung 2018

04.09.2023

TÜV Rheinland Cert GmbH

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Our approach to quality is. Our products, as well as our dcomprehensive and integrated into all our processeselivery and customer support, are designed to be reliable.

Every department and 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 testing in order to identify and rectify any defects at an early stage.

We require flawless supplies in accordance with clear specifications.

Our quality management system has been certified to ISO 9001 since 1994 and is based on the guidelines of the VDA 6.3 standard. These include, amongst other things:

- In-depth advance quality planning (including PPAP / APQP) and production simulations
- Detailed manufacturing concepts, right from the quotation stage
- End-to-end project management right through to the start of production (SOP)
- Risk analyses (FMEA)
- A zero-defect culture, process capability tests, PPM analyses, 8D reports and continuous improvement
- Regular (certification) audits, customer audits and internal process audits
- Extensive testing equipment (tactile coordinate measuring machine, camera-based quality inspection in production)
- Ongoing training of staff and suppliers

We resolve any production or delivery issues swiftly, pragmatically and sustainably. Going the extra mile for satisfied customers is standard practice at ninka.

98%
On-time delivery 2025

97%
Customer satisfaction 2025

Sustainability Strategy:

Focus on 3 pillars

As a family-run business, we have a holistic understanding of sustainability that goes beyond environmental aspects, which is integrated into our corporate guidelines, our Ethics & Compliance Charter and our corporate strategy.

Our sustainability strategy aims to

- develop durable products and manufacture them in an environmentally friendly manner,
- making production as resource-efficient and low-emission as possible.
- as the ninka team, to work sustainably – that is, fairly, supporting and challenging one another and with our stakeholders.

This fundamental approach must be taken into account in every decision; compliance with these internal guidelines is regularly reviewed.

This fundamental approach is set out in the ninka Procurement Guidelines and in the Staff Guidelines ('Code of Conduct').

FOCUS & AMBITION

Products

Our products are designed from the ground up to conserve resources. Our products are intended to make users' lives more beautiful and enjoyable for as long as possible.

ninka products are

- innovative
- designed for 100% single-material recycling
- manufactured and finished using as few resources as possible
- legally compliant ('material compliant')
- durable (i.e. designed for typical domestic use of approximately 15 years)
- and solutions for effective (i.e. sustainable) use of kitchens and living spaces.

Production

We aim to manufacture our products efficiently, in a resource-conscious manner and with minimal energy consumption and environmental impact. We strive to avoid waste at every stage.

We select our suppliers and partners based on our procurement guidelines and review them regularly.

Our integrated, certified energy and environmental management system continuously improves our environmental performance.

The Bad Salzuflen site is continually being developed in a resource-efficient manner through energy-efficient buildings, modern machinery and equipment, a photovoltaic system and electric vehicle charging points.

Working Together

Fairness, a commitment to quality, innovation, resource awareness, equal opportunities, diversity and employee development are top priorities at ninka and are underpinned by guidelines and reviewed by stakeholders.

Crucial to the success and quality of our products is our long-term, close and trusting collaboration with customers, suppliers and other business partners.

We see ourselves as the 'ninka team', foster an open culture of feedback and strive to help one another develop continuously.

We take social responsibility seriously and support charitable causes.

Environmental aspects | Social aspects | Governance aspects

VSME secs. 47, 48

Sustainability strategy:

2030 Targets

Our corporate strategy and the resulting targets are broken down into sub-strategies and sub-targets, such as our sustainability strategy and targets.

Implementation takes place within the functional areas or cross-functional working groups. The corporate goals are translated into individual targets for our managers.

Our sustainability targets are aligned with the UN's Sustainable Development Goals.

We produce our annual CO_2-balance in accordance with the Greenhouse Gas (GHG) Protocol, in order to ensure comparability, reliability and consistency of the data.

In addition to the annual preparation of waste, water and solvent inventories , monthly reports are produced on energy in production are reported on a monthly basis.

Monitoring the achievement of sustainability targets forms part of of our quarterly management reviews.

GOAL 2030

Products

- ninka products are high-quality, durable and offer a high level of product safety.
- ninka products meet all relevant statutory product requirements.
- MK items are recyclable.
- The proportion of recycled plastic in MK products averages >30%.
- Reduction of the indirect CO_2-footprint (Scope 3) by 15% (2030 vs. 2020).
- Reduction of the average solvent-based varnish content of all items varnished by ninka to <20%.
- ninka sources exclusively from responsible, audited suppliers who meet the same standards and has identified all risks.

Production

- A modern production facility with a high standard of order and cleanliness.
- Safe workplaces: No serious, preventable accidents at work.
- Direct CO_2 emissions (Scope 1 & 2) as low as possible:
  - 42% reduction in Scope 1 & 2 emissions compared with 2020 (SbTI targets)
  - Scope 1: gas heating only; offset by certificates
  - Scope 2: use of electricity exclusively from renewable sources
- No complaints from local residents due to noise or odour emissions.
- Waste rate (waste volume per unit of material used) of <15%.

Working Together

- A high-performing, continuously evolving ninka team that enjoys their work.
- Equal opportunities and human rights are guaranteed at ninka.
- ninka is perceived as an active, sustainable part of the local community.
- Sensitive data is treated confidentially. Cyber risks are identified and protective measures are in place.
- Zero tolerance for corruption and bribery.
- Compliance with legal requirements is monitored and ensured.

Environmental targets | Social targets | Governance targets

Procedures, guidelines and future initiatives

The corporate guidelines provide the framework for the company's direction and development. Derived from these are the following guidelines, each of which incorporates sustainability aspects:

- Employee Guidelines / Code of Conduct
- Ethics and Compliance Charter
- Management Guidelines and Leadership Compass
- Procurement Guidelines
- Guideline on Order and Cleanliness and House Rules

ninka holds the following sustainability certifications: ISO 14001 and ISO 50001.

Organisational integration:

All sustainability aspects at ninka directly under the management and the management. In addition, officers have been appointed for energy, the environment, waste, compliance, data protection/security, and fire safety have been appointed.



Standards



ISO 9001 ISO 14001 ISO 50001

SCIENCE BASED TARGETS

GREENHOUSE GAS PROTOCOL

Sustainability reporting

BRONZE ecovadis Sustainability Rating

CDP Discloser 2026

INTEGRITY NEXT

VSME secs. 25, 26, 48, 49

Certified energy and environmental management

Sustainability is a key factor in ninka's success. That is why we place great importance on structured energy and environmental management. Our energy and environmental management system has also impressed auditors and is certified.

The environmental management system was first certified to DIN EN ISO 14001 back in 2008. This was followed in 2015 by the first certification of the energy management system to DIN EN ISO 50001.

To date, we have successfully passed all the annual audits required to obtain and maintain these certificates. In particular, thanks to intensive energy and environmental management, ninka has recent years.

Environmental Management DIN EN ISO 14001



Certificate

Test standard: ISO 14001:2015
Certificate registration no.: 01 104 1700821

Company: Ninkaplast GmbH
Benzstr. 11
32108 Bad Salzuflen
Germany

Scope: Development, production and marketing of plastic products

An audit has demonstrated that the requirements of ISO 14001:2015 are met.

Validity: This certificate is valid from 8 October 2026 to 30 April 2029.
Initial certification in 2017

17 August 2026

TÜV Rheinland Cert GmbH
Am Grauen Stein · 51105 Köln

www.tuv.com

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Genau. Richtig.

Energy management DIN EN ISO 50001



Certificate

Test standard: ISO 50001:2018
Certificate registration no.: 01 407 1700821

Company: ninka®
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Ninkaplast GmbH
Benzstr. 11
32108 Bad Salzuflen
Germany

Scope: Development, production and marketing of plastic products

An audit has demonstrated that the requirements of ISO 50001:2018 are met.

Validity: This certificate is valid from 4 May 2024 to 3 May 2027.
Initial certification in 2018

19 December 2024

TÜV Rheinland Cert GmbH
Am Grauen Stein ·
51105 Cologne

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Sustainability Management Team

All staff members are encouraged to participate in sustainability management and do so, for example, via the company suggestion scheme (BVW).

There are two teams working on the development and implementation of environmental sustainability measures, which meet regularly: the Energy and Environmental Management Team, which focuses on energy efficiency and waste reduction measures, and the Recycling Working Group, which identifies, tests and implements recycled materials, particularly recycled plastics.

Furthermore, sustainability aspects are taken into account in all other working groups within our company-wide action programme ‘ninka agil’. We are constantly working to improve the sustainability of our products, production and way we work together.

Energy and Environmental Management Team

- Energy and Environmental Management Officer (EMO/EMO)
- Maintenance Management
- Quality Management
- Finance / Controlling
- Production Planning (Participation as required)

Recycling Working Group

- Head of Injection Moulding Process Engineering
- Management Director
- Technical Management
- Materials Management / Procurement
- EWITA (Development Department)
- Project Engineers (Participation as required)
- Product Management



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Environment and Environmental Responsibility

Climate-related risks

The analysis and management of climate-related risks are a central component of sustainable corporate governance at ninka.

Progressive climate change presents both physical and regulatory challenges that may have a direct impact on our production sites, supply chains and business processes.

To prevent operational disruptions and ensure the continuity of production, we systematically assess potential risks such as extreme weather events and heatwaves.

Through forward-looking investment in site protection, preventive risk mitigation and an active crisis management, we are continuously strengthening our company's resilience.

Even though these events occur (occasionally) on a manageable scale, we regard their significance to be significant or very high.

Climate-related hazards and transitional events (short- and medium-term)	Potential impacts	Extent of the hazard (following measures)	Frequency of occurrence	Measures / Contingency plans
Heavy rain	▪ Interruption to production due to flooding ▪ Disruption to the supply chain	◔	◑	☑
Flooding	▪ Flooding of the company premises ▪ Disruption to the supply chain	◔	◔	☑
Storms	▪ Wind damage on the premises ▪ Disruption to the supply chain	◔	◔	☑
Extreme heat	▪ Production stoppages, particularly in painting and printing	◑	◑	☑
Progressive climate change	▪ Need to adapt infrastructure and the supply chain (the full extent of the impacts cannot yet be fully predicted)	?	?	☐

VSME secs. 57, 58

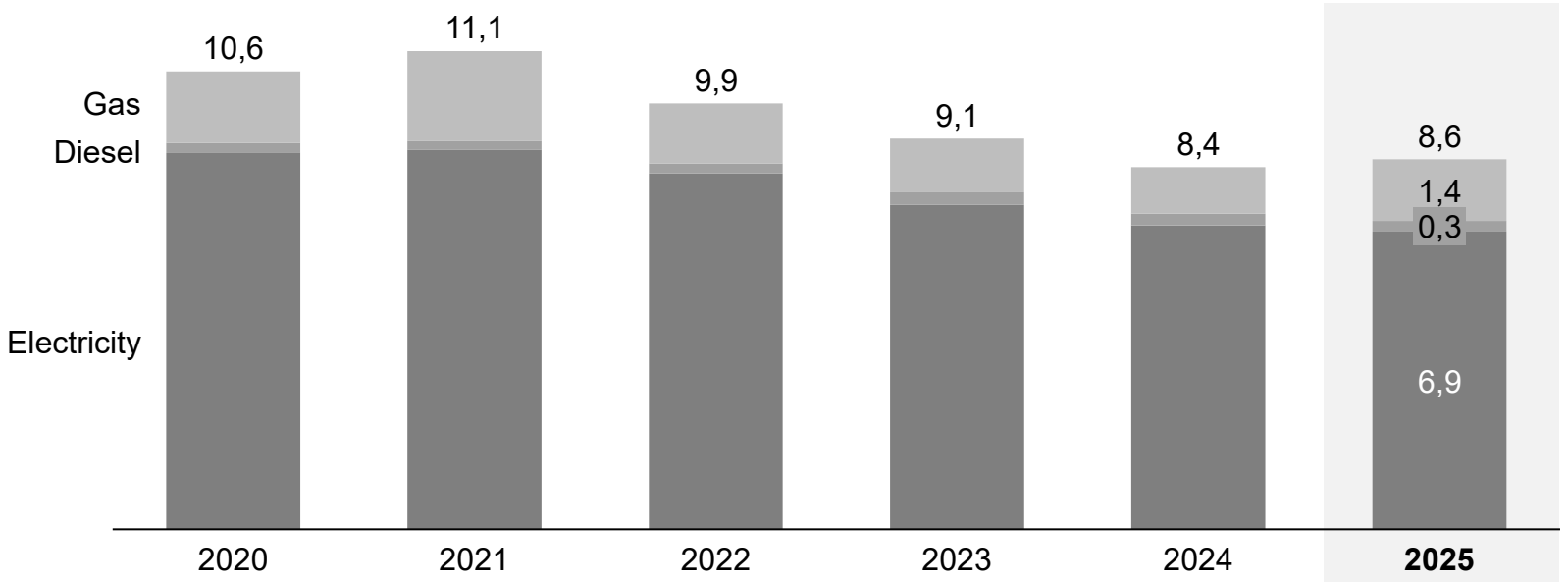
Energy consumption and sources

ninka heats the production halls without using waste heat, and heats the office spaces and paint shops using a gas-fired heating system. The heating control system is continuously optimised. The gas-fired heating system cannot be replaced by 2030.

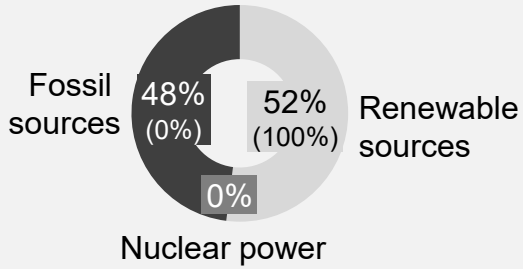
ninka generates part of its electricity requirements via its own PV system (100 kW peak). The remaining electricity is procured via the electricity exchange. By 2030, the aim is to procure electricity exclusively from renewable energy sources.

A supply contract has been signed with a wind farm for 2026 to further increase the share of renewable energy.

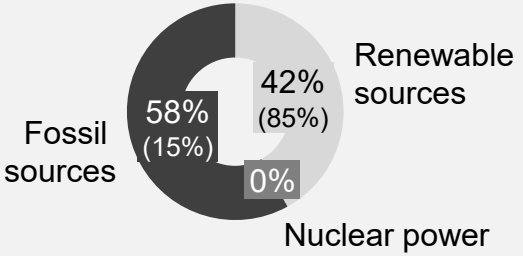
Energy consumption in GWh



Electricity mix 2025 (target for 2030)



Energy mix 2025 (target for 2030)



Greenhouse gas emissions and reduction targets

Since 2020, ninka has been compiling a comprehensive CO_2 -footprint in accordance with the Greenhouse Gas (GHG) Protocol and has since been calculating its direct (Scope 1 and 2, i.e. energy consumption) and indirect (Scope 3) footprints.

In order to produce reliable calculations for the indirect CO_2_ footprint (Scope 3), ninka focuses on the value chain up to the point of delivery of ninka products (cradle-to-gate approach). Due to the large number of customers and uncertainty regarding the exact end customers, logistics to the (end) customer and disposal have not been taken into account to date.

Estimated gross GHG emissions in tonnes of CO_2 equivalent (tCO_2e)
in accordance with the requirements of the GHG Protocol (2004 version)

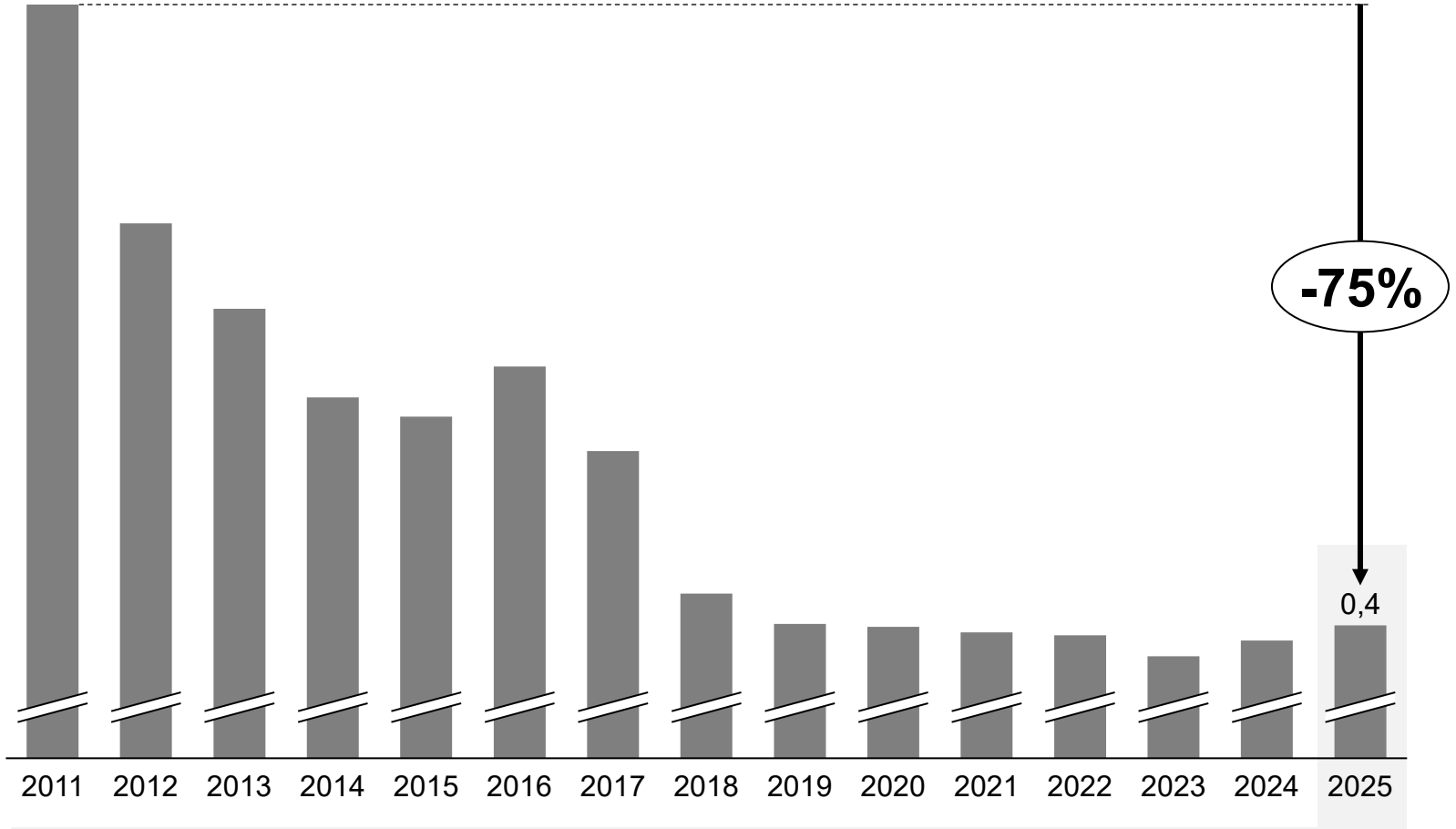
Dimension	2020 (base year)	2025	2030 (Target year)	Change between target and base year
Scope 1	434 tCO_2e	327 tCO_2e	219 tCO_2e	-50%
Scope 2 location-based	3,084 tCO_2e	2,416 tCO_2e	0 tCO_2e	n/a
Scope 2 market-based	1,912 tCO_2e	1,381 tCO_2e	0 tCO_2e	n/a
Scope 1 + 2 location-based	3,518 tCO_2e	2,743 tCO_2e	219 tCO_2e	-94%
Scope 1 + 2 market-based	2,346 tCO_2e	1,708 tCO_2e	219 tCO_2e	-91%
Scope 3	20,605 tCO_2e	16,123 tCO_2e	17,514 tCO_2e	-15%
Scope 1 + 2 + 3 location-based	24,123 tCO_2e	18,866 tCO_2e	17,733 tCO_2e	-26%
Scope 1 + 2 + 3 market-based	22,951 tCO_2e	17,831 tCO_2e	17,733 tCO_2e	-23%

Direct CO_2 footprint

ninka has implemented intensive energy management measures in recent years. By investing in new, more energy-efficient machinery and plant, aligning plant control systems with actual usage, and through the efforts of every single ninka employee to save energy, energy consumption per tonne of material processed has been significantly reduced. Furthermore, ninka is striving to continuously increase the proportion of self-generated and purchased green electricity, for example by installing a photovoltaic system on the roof of the production hall and through its stake in a wind farm. Overall, this has enabled ninka to reduce the direct CO_2 footprint by approximately 75 per cent over the last years.

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Direct CO_2's carbon footprint (Scope 1 + 2) in tCO_2e per tonne of processed material



Location-based greenhouse gas intensity (Scope 1 and 2) (per EUR of turnover): 0.00037 tCO_2e / €

Transition plan for climate action

Data foundation & transparency	Decarbonisation of the value chain	Material flow and resource management	Monitoring progress & making adjustments	Resource security/budget allocation
▪ Annual calculation and breakdown of emissions across Scopes 1–3 and key drivers ▪ Detailed energy management, e.g. through machine analysis ▪ Prioritisation of measures with the greatest impact	▪ Investments in efficient machinery ▪ Energy optimisations in production halls, building insulation and conversion to LED lighting ▪ Use of process heat from injection moulding to heat the company's buildings ▪ Expansion of our own rooftop solar panels in combination with energy storage systems, and the procurement of certified green electricity ▪ Consistent energy and environmental management across the entire ninka team	▪ Targeted use of recycled plastics ▪ In-house recycling (zero waste): direct reuse or regrinding of injection moulding sprues ▪ Offsetting residual emissions: offsetting the remaining residual CO_2 emissions in Scope 1 and 2, in line with the 'Ongoing Emission Responsibility' (OER) framework, by 2030.	▪ Regular comp of the calculate actual emission figures with the reduction pathwa ▪ Drawing up annual action plans ▪ Review of progress at least quarterly	▪ Incorporation of the necessary financial and human resources for climate protection measures into the annual investment and budget planning

Planned measures, in particular to reduce GHG emissions

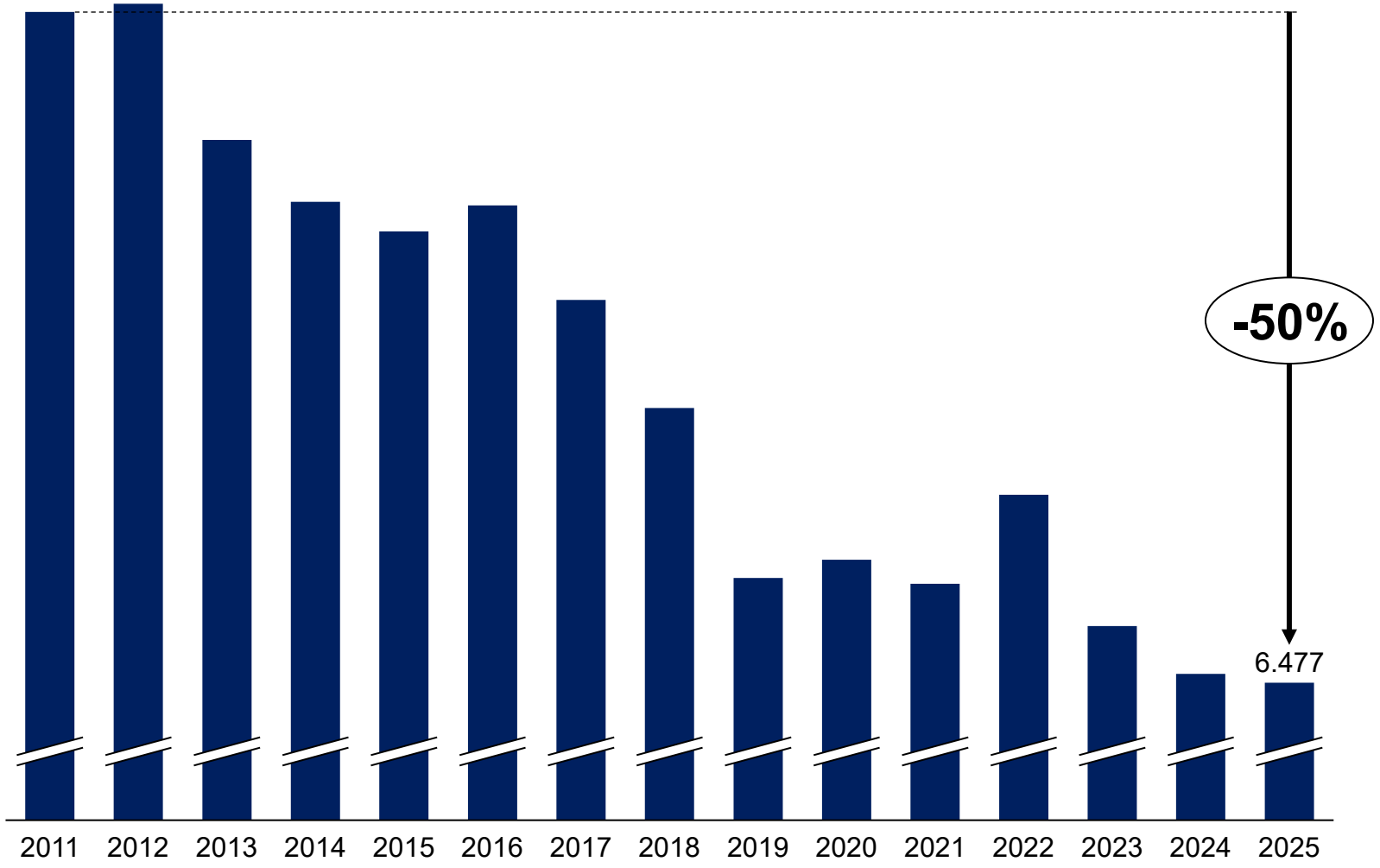


Water consumption

Unnecessary water consumption represents a significant environmental burden – even in regions with a reliable water supply. At ninka, we also treat water as a precious resource. By upgrading the cooling water system and implementing further measures, water consumption has been significantly reduced.

Our company's total water withdrawal amounts to 6,500 m³. Of this, 0 m³ is used at sites in areas with high water stress

Water consumption (external supply), in m³



Biodiversity / Pollution

The responsible use of land and space is a key component of our environmental management at ninka.

At our production site, we track land use transparently to minimise soil sealing and preserve near-natural areas.

Through targeted measures for landscaping and biodiversity, we promote the conservation of natural habitats directly on our premises.

For 2025, we are not aware of any cases of such pollution elsewhere. pollution of water or soil, so we do not (have to) disclose.



Circular economy

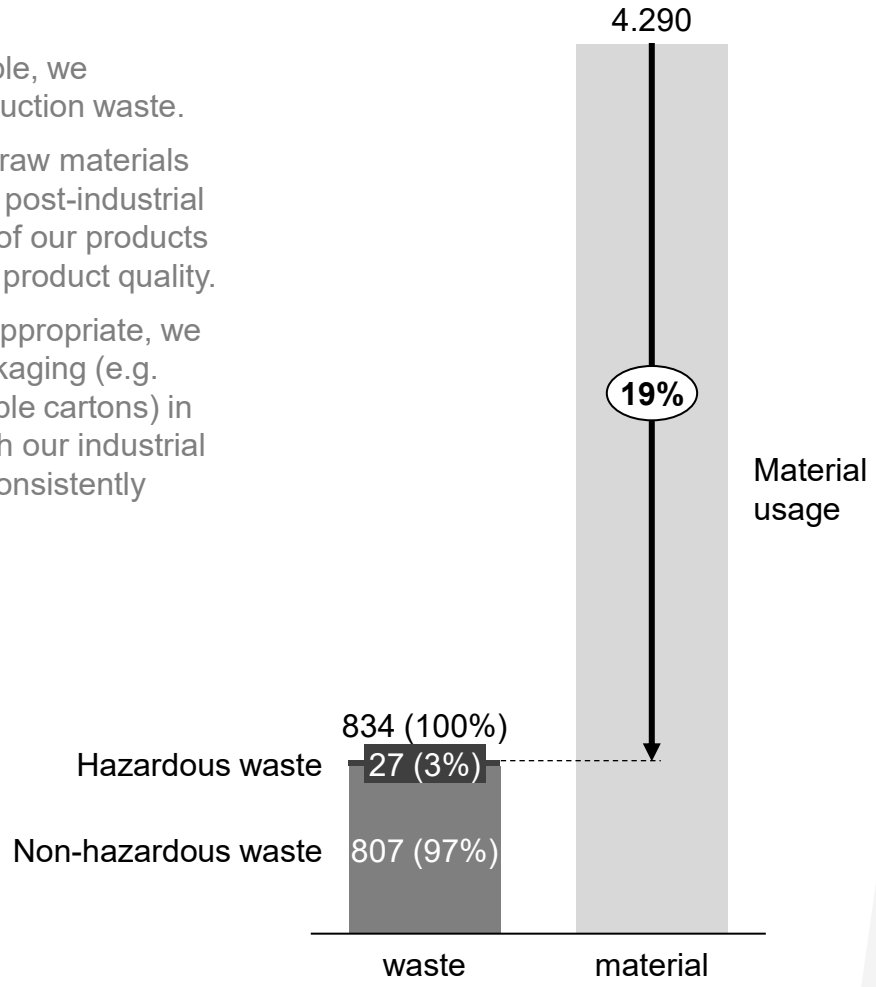
Our company applies the principles of the circular economy.

Wherever technically feasible, we consistently utilise our production waste.

We also rely on secondary raw materials (post-consumer (PCR) and post-industrial (PIR) recyclates) for many of our products – without compromising on product quality.

Packaging cycles: Where appropriate, we use reusable transport packaging (e.g. mesh boxes, KLTs, returnable cartons) in the movement of goods with our industrial and customer partners to consistently avoid single-use waste.

Waste generation in 2025, in tonnes





Source: European Parliament's Scientific Service

Workforce and Social Responsibility



288
employees
As at 31 December 2025

14
Nationalities
in the ninka team in 2025

16
years
Average length of service
as at 31 December 2025

Open
Feedback culture

10
trainees
As at 31 December 2025

Health promotion

92%
Employees covered by a collective agreement

17%
Proportion of women on the Executive Board



Working at ninka

We are a family business – not just because of the family that owns it, but also because we work together as the ninka family. Mutual support, openness, fairness and a positive, can-do attitude set us apart.

What counts for us is performance, commitment, teamwork and customer focus – regardless of our employees' backgrounds. Everyone contributes. We are committed to diversity and equal opportunities and are proud that our diverse ninka family comprises 14 different nationalities.

Our staff identify with ninka and are happy to remain part of the ninka family for many years. In 2025, we bid farewell to several staff members who were retiring after 45 years of service.

The recommendation rate is high, in some cases even within families: for example, not only is the Wulf family in the fourth generation to be working for the company.

As the ninka family, we aim to be an attractive employer. Fair remuneration is a fundamental prerequisite for this. We are therefore committed to collective agreements and pay attractive salaries and wages, as well as benefits above the agreed rates. All staff share in the company's profits. We agree individual target agreements with our managers .

To enable the flexibility needed to balance family and work, our administrative staff can carry out part of their work remotely under appropriate arrangements .

Continuous improvement drives us forward. Through our in-house suggestion scheme , which offers attractive bonuses, staff benefit directly from the results.

personal development is key to continuous improvement . That is why we provide each other with regular feedback – both daily and annually as part of the ninka feedback process. Feedback and training programmes are designed to enable our staff to realise their full potential.

Our works council plays an important role in fostering our culture of open discussion within the ninka family . In our view, the constructive development of the company can only succeed within the framework of a trusting collaboration with our employee representatives.

14 nationalities

at the end of 2025

16 years

Average length of service

6 hours

Average training time in 2025

VSME secs. 42

Workforce, staff turnover and remuneration

We are proud to be part of the ninka team, the core of which has been working together successfully for a very long time.

ninka has been a member of the Lippe Employers' Association for many years. The collective agreement for the plastics processing industry in Lippe, which was negotiated jointly with IG Metall Detmold – most recently in September 2025 – applies. This ensures that all employees receive fair pay that complies with all legal requirements. For many of our partners, adherence to this collective agreement replaces the need for a social audit.

Through ongoing dialogue between management and the works council, a safe, fair and pleasant working environment for all employees is guaranteed.

Information on the workforce	2025	Additional information
Number of employees	288	272 permanent employees 16 fixed-term employees
Male employees	249	
Female employees	39	Proportion: 14%
Proportion of female managers	17%	
Staff turnover rate	6.4%	
Average length of service	16 years	
Proportion of employees covered by a collective agreement	92%	
Proportion of employees earning above the minimum wage	100%	
Pay gap between female and male employees	0%	

VSME secs. 39, 40, 42

Safe, pleasant workplaces

14.45

workplace accidents per 1,000 employees in 2025

17

reportable workplace accidents in 2025

0

Fatalities resulting from work-related injuries and work-related illnesses in 2025

// High-quality and visually appealing 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 staff and break areas , and modernise these regularly. The office workstations are fitted with high-quality furniture from our customers, the leading office furniture manufacturers.

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

We design our workstations to be ergonomic and safe. All workstations are regularly inspected by our health and safety officer and our company doctor, and optimised in consultation with staff, line managers and senior management. The rare incidents of workplace accidents are carefully documented and corrective measures are implemented immediately.

All work areas are well ventilated and, where necessary, fitted with air filters.







Health promotion ninka vital

Health is a precious asset that must be looked after. ninka offers a wide range of opportunities to learn about health.

Health Day

Every year, ninka organises a Health Day. As well as health advice from the AOK, staff can book a variety of courses or health checks on a regular basis. This day is supervised by our company doctor.

AOK Company Run

The annual company run, attracting over 2,000 participants, takes place in the spa and landscape park of Bad Salzuflen. Employees from the participating companies demonstrate team spirit and complete a 5.5 km course, either as walkers or runners.

Ergonomic workstations

Staff workstations are ergonomically designed and are regularly assessed for health-related aspects. The necessary health checks are offered and carried out on a regular basis.













Support and Training

For more than 70 years, ninka has enabled many young people to start their careers through apprenticeships. In recent years, an average of 10 apprentices, dual-track students or students undertaking Bachelor's, Master's or project work have been employed at ninka (5 per cent of the workforce).

ninka offers a comprehensive training programme featuring interdisciplinary practical workshops and participation in competitions such as the Business Plan Game or the IHK EnergieScouts. ninka supports further training , for example towards qualifications such as master craftsman, technician, business administrator or specialist in business administration – and collaborates with various schools and universities in East Westphalia-Lippe to this end.

In addition, every year ninka provides financial support to 1–2 students to help them complete their studies through the OWL Study Fund.

Following the apprenticeship, ninka focuses on continuous personal development and further training. Together with line managers and the HR department, an individual development plan is drawn up annually for high-potential employees and implemented through internal and external training courses.

We believe that we and our staff can learn through interaction with other organisations and colleagues. That is why we are part of the OWL University of Applied Sciences' Learning Network.

Pupils can get to know our company through individual taster days or class visits organised by schools in Bad Salzuflen and the surrounding area. We are delighted to welcome interested visitors on a regular basis and to inspire them with our products, our processes and our team spirit.

At the 'MyJob OWL' careers fair, we provide pupils, students and potential applicants with information about our job vacancies every year.

Ethics and Compliance Charter

Alongside the Code of Conduct, the Ethics and Compliance Charter serves as the overarching guideline for our processes and operational areas.

Compliance with these guidelines is monitored for the relevant aspects by our Data Protection Officer, our Whistleblowing Officer, our auditors and our Advisory Board. In addition to a ‘suggestion box’, we have set up a whistleblowing system where concerns can be reported anonymously (digitally or on paper).

0

Reported compliance breaches or reports to the Whistleblower Protection Officer in 2025

0

Serious human rights incidents in 2025

Commitment to the community and society

- ✓ We are committed to human rights.
- ✓ Our ethics policy prohibits bribery and corruption.
- ✓ We are committed to occupational health and safety, health protection and environmental protection.
- ✓ We maintain our accounts, books and registers in accordance with the law.

Commitment to our staff

- ✓ We value diversity and cherish our differences.
- ✓ We recruit qualified young talent and invest in training and further education.
- ✓ We support our employees’ career development and are committed to equal opportunities.
- ✓ We ensure a positive and safe working environment with the best possible conditions.
- ✓ We offer attractive wages, salaries and other benefits.
- ✓ We treat staff data confidentially.
- ✓ We communicate openly.

Commitment to customers

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

Commitment to society

We stand by our responsibility as a company within society and regularly support charitable causes.

We do not donate to political parties, politicians or lobby groups. We represent our own interests by participating in the Lippe Employers' Association (AGV Lippe), the Lippe Chamber of Industry and Commerce and the Modern Kitchen Working Group (AMK).

ninka®
Ideen gestalten die Zukunft.

A selection of organisations recently supported through donations

Bad Salzufler Tafel

Kinderschutzbund Bad Salzuflen

MK Montessori - Kinderhäuser

K&L Kinder&Lernen



Rotary Club Bad Salzuflen

Participation in charitable projects run by local Rotary and Lions clubs



ninka®
Ideen gestalten die Zukunft.

Governance and Economic Responsibility

Leadership Compass

We treat one another with respect and appreciation.

We show enthusiasm and recognise achievements.
We provide each other with feedback on our behaviour.

We delegate responsibility and authority.

We ensure that responsibility, competencies and authority are aligned.
We support and develop our colleagues in the spirit of a coach and sparring partner.
We insist on compliance with generally applicable regulations and company policies.

We think and act in a solution-oriented way.

We take an analytical and systematic approach to identifying causes and solutions, rather than looking for someone to blame.
We use constructive criticism as an opportunity to learn.

We play an active role in shaping the company's development.

We contribute our own ideas and opinions.
We work with a view to continuous improvement.
We play a key role in shaping events and speeding up processes.
We take an active part in the day-to-day running of the business, seek dialogue and are always approachable.

We lead by setting objectives.

We define objectives clearly and comprehensively in terms of content, scope, timeframe and accountability.
We pursue objectives effectively and with a commitment to achieving them – using key performance indicators where possible.
We report on the achievement of objectives on our own initiative.

We see ourselves as role models.

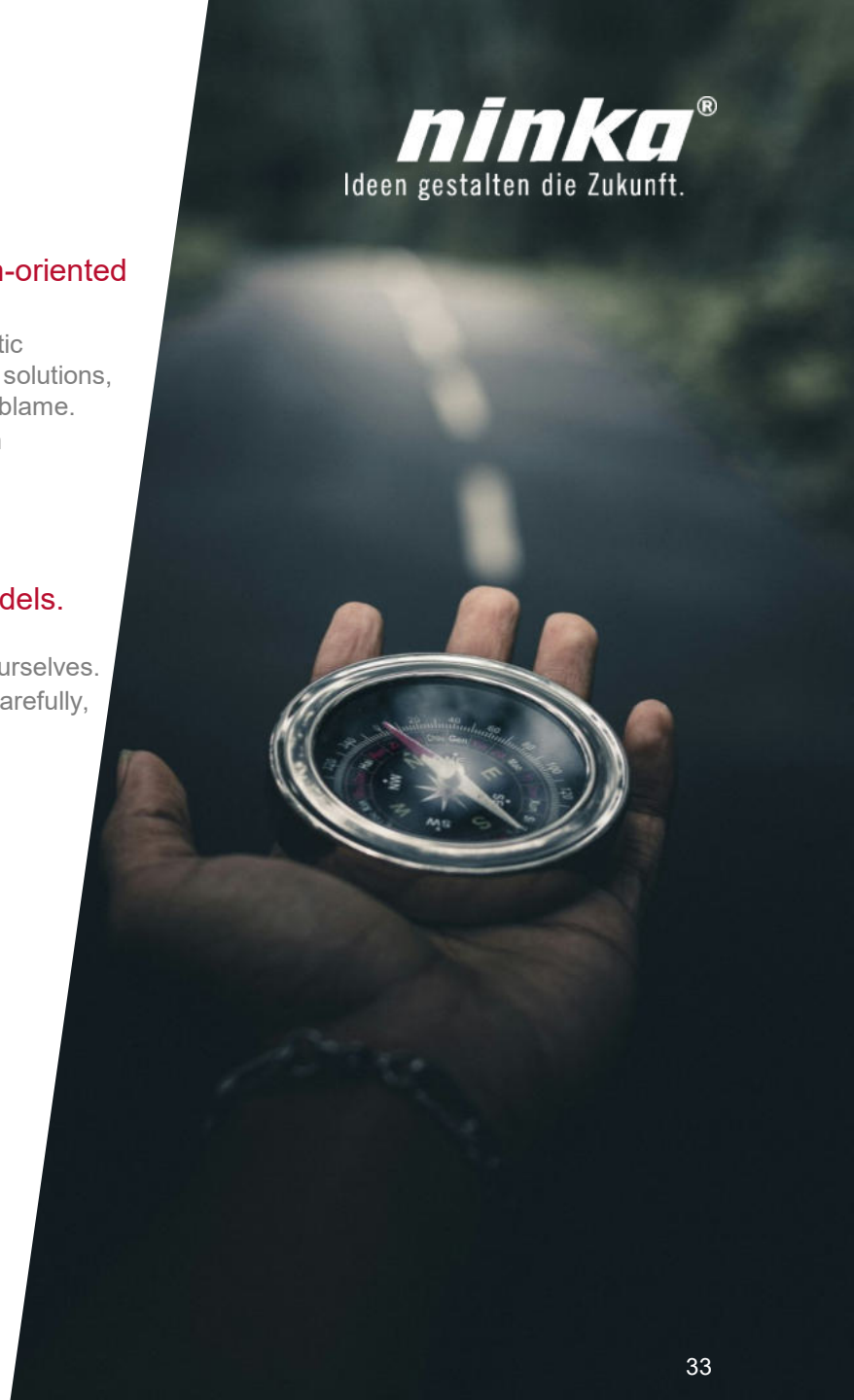
We can only expect from our employees what we demonstrate ourselves.
We think and act thoughtfully and carefully, whilst avoiding arrogance and ignorance.
We set high standards for the quality of our work.

We make decisions, take responsibility for them and ensure they are implemented.

making decisions when faced with several options and in situations of uncertainty; in doing so, we also consciously take (calculated) risks.
We loyally uphold the company's decisions.
We act swiftly and flexibly – to ensure the best possible implementation.

We ensure openness and transparency.

We act in a traceable manner.
We have the courage to address even issues that are uncomfortable.
We encourage others to share their views.
We see ourselves as communication hubs within the team.

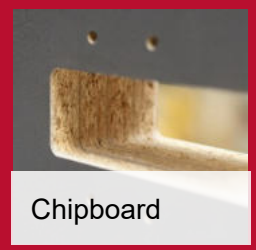


Responsible procurement

Selecting the right partners and raw materials has a decisive impact on achieving our sustainability goals. That is why ninka takes sustainability aspects into account right from the supplier selection stage.


Polymers


Colouring agents


Chipboard


Metals


Electrical products


Packaging + printed materials

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

// Only with strong partners can we be strong and achieve our sustainability goals. //

When selecting our suppliers, we place great emphasis on standards relating to ethics, working conditions, human rights, environmental protection and sustainability, and expect the highest possible levels of transparency and reliability throughout the supply chain. The ninka procurement guidelines provide us with a practical framework , setting out binding standards for the selection of and collaboration with our suppliers, including in relation to social responsibility, environmental protection and compliance/integrity.

Suppliers and products are selected on the basis of defined criteria that also take sustainability into account.

When selecting products, we take into account factors such as product quality (and service life), reusability, the manufacturing process, logistical distance, the type of product packaging and, increasingly, the exact CO_2 .

As part of our responsible supplier management, we monitor our suppliers through regular surveys and on-site audits . Sustainability aspects form an integral part of our supplier risk analysis. This enables us to ensure that human rights are not violated 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. through the use of recycled materials). To this end, we regularly invite our suppliers to development meetings.

475
Active suppliers

40
Foreign suppliers

15
Countries from which we source goods

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