
Made in Germany
Schneider
#theschneiderway*
Sustainability Report 2024
EMAS
VERIFIED
ENVIRONMENTAL
MANAGEMENT
DE-169-000015
*Sustainability is not a goal
we have to achieve, but a path
we are committed to take. Every single day.
Make it matter

Content

Big goals in small steps

Dear readers,

For over 85 years, Schneider has stood for high-quality branded products made in Germany – from school fountain pens to promotional pens. But we don't just deliver reliable writing instruments. We give people the opportunity to create something meaningful: passionately, responsibly, and with focus. Our company is deeply rooted in the Black Forest and the Harz Mountains. That alone is reason enough for us to continuously advocate for the environment. Long ago, we embarked on a journey to protect our nature in all its uniqueness and beauty for ourselves and future generations. Now, all our sustainability efforts are united under the hashtag #theschneiderway. We continue to move forward step by step, achieving successes as a team that strengthen our direction and conviction. We are pleased to share deep insights into our commitment in this publication. Enjoy discovering it!

Christian Schneider

Christian Schneider
Managing Director of Schneider Schreibgeräte GmbH

Brand quality **made in Germany**

The label "Made in Germany" is synonymous worldwide with the highest quality, reliability and precision. As a seal of quality, it stands for products that users can trust with a clear conscience. In order to permanently monitor and optimise all manufacturing processes and thus guarantee the high quality of our products, we develop and manufacture our products almost exclusively in Germany: in Tennenbronn in the Black Forest and Wernigerode in the Harz Mountains. As we manage the entire value chain locally, we can guarantee 100% compliance with our strict environmental and social standards. This consistent focus on quality not only ensures the durability and everyday usability of our writing instruments – it also enables us to make an active contribution to environmental protection through the use of resource-efficient materials and manufacturing processes.

" **'Made in Germany'** means far more to us than just a label of origin – it is the foundation of our global success."

Frank Groß,
Managing Director of Schneider Schreibgeräte GmbH

Milestones

1938

The company was founded on the 7th of September. In the same year, Christian Schneider develops the first prototype pens.

1957

Introduction of plastics materials within the company.

1998

Schneider becomes the first company in the industry to receive EMAS certification.

2010

Consistently sustainable: From 2010 on, electricity is sourced exclusively from renewable sources.

2012

Environmentally-friendly commuting: Schneider acquires a fleet of electric bicycles for interested employees.

2014

The first electric car joins the company fleet.

2017

Overall winner of the PSI Sustainability Awards: Schneider is named Sustainability Company of the Year 2017.

2017

Launch of the first bio-based fineliner and fibre marker models.

2018

The Breeze rollerball pen is certified with the Blue Angel ecolabel. Schneider is thus the first company in the industry to receive this recognition.

2019

The Maxx marker range is now manufactured from recycled plastic.

2019

Schneider is nominated for the German Sustainability Award, being one of the most sustainable companies in Germany.

2020

Schneider receives its seventh Blue Angel award and is once again nominated for the German Sustainability Award.

2021

Schneider wins two awards at the PSI Sustainable Awards.

2021

Our packaging is now more sustainable through the use of renewable or recycled materials.

2023

Schneider wins the German Sustainability Award (DNP) in the Office Supplies / Promotional Items category.

Leading by example: we remain steadfast in our commitment to greater sustainability.

Successes that inspire

A message from **Martina Schneider**

Schneider is very proud to be regularly recognised with prestigious awards for its efforts in the field of sustainability.

Each accolade serves as fresh motivation

Sustainability is a complex issue: in the face of dramatic climate change, many people feel overwhelmed and powerless. Negative emotions can paralyze motivation and, as research shows, reduce our willingness to contribute to positive change. Awards, on the other hand, inspire hope and cast sustainability in a positive light. They achieve what politics should strive for—rewarding sustainability and turning it into a recognized value!

Moving forward with courage and enthusiasm

Only by amplifying positive emotions and showcasing the success stories of authentic pioneers can we effectively inspire more people to embrace ecological sustainability. Together, we can drive the transformation towards a more sustainable society. Of course, the road ahead remains long and challenging, and negative factors and controversy along the way cannot be ignored. Yet Schneider will continue to move forward with determination, joy, and, we hope, many more moments of success. **#theschneiderway**

Award-winning **commitment**

Martina and Christian Schneider were delighted to receive the German Sustainability Award in person.

Thinking sustainably. Acting responsibly. Step by step: Schneider's corporate philosophy is clearly forward-looking. Every new day inspires our team to conserve resources, protect the climate, minimise waste, and use energy efficiently. That's why we were thrilled to be recognised on 31 October 2023 with Europe's most prestigious, renowned, and coveted award for outstanding ecological and social sustainability efforts. Winning the 16th German Sustainability Award in the Office Supplies/Promotional Items category was a testament to our many years of dedicated and impactful sustainability work. The winners were selected by independent, high-calibre expert juries comprising leaders from business, politics, science, and civil society. They honoured the "100 Pioneers of Transformation"—organisations that have demonstrated exemplary achievements in climate action, resource management, nature conservation, and value chain/society.

A strong presence

Obtaining accolades such as the German Sustainability Award, the PSI Sustainability Award, and the Blue Angel certification for eight of our product lines fill us with pride. On one hand, they help bring environmental protection and sustainability to the forefront of public consciousness. On the other, they provide consumers with valuable guidance for more conscious purchasing: when you choose Schneider, you're choosing products that meet the highest ecological, ethical, and social standards.

Schneider & the **SDGs**

In 2015, the United Nations General Assembly established 17 Sustainable Development Goals (SDGs). These goals outline the key factors for achieving a globally sustainable future—economically, socially, and environmentally—by 2030. A groundbreaking aspect of the SDGs is that all UN member states have committed to these specific targets, and a broad civil society played an active role in shaping them. To turn this ambitious vision into reality, all key stakeholders—from individuals and the scientific community to governments, local authorities, and the private sector—are called upon to contribute.

How we implement the SDGs

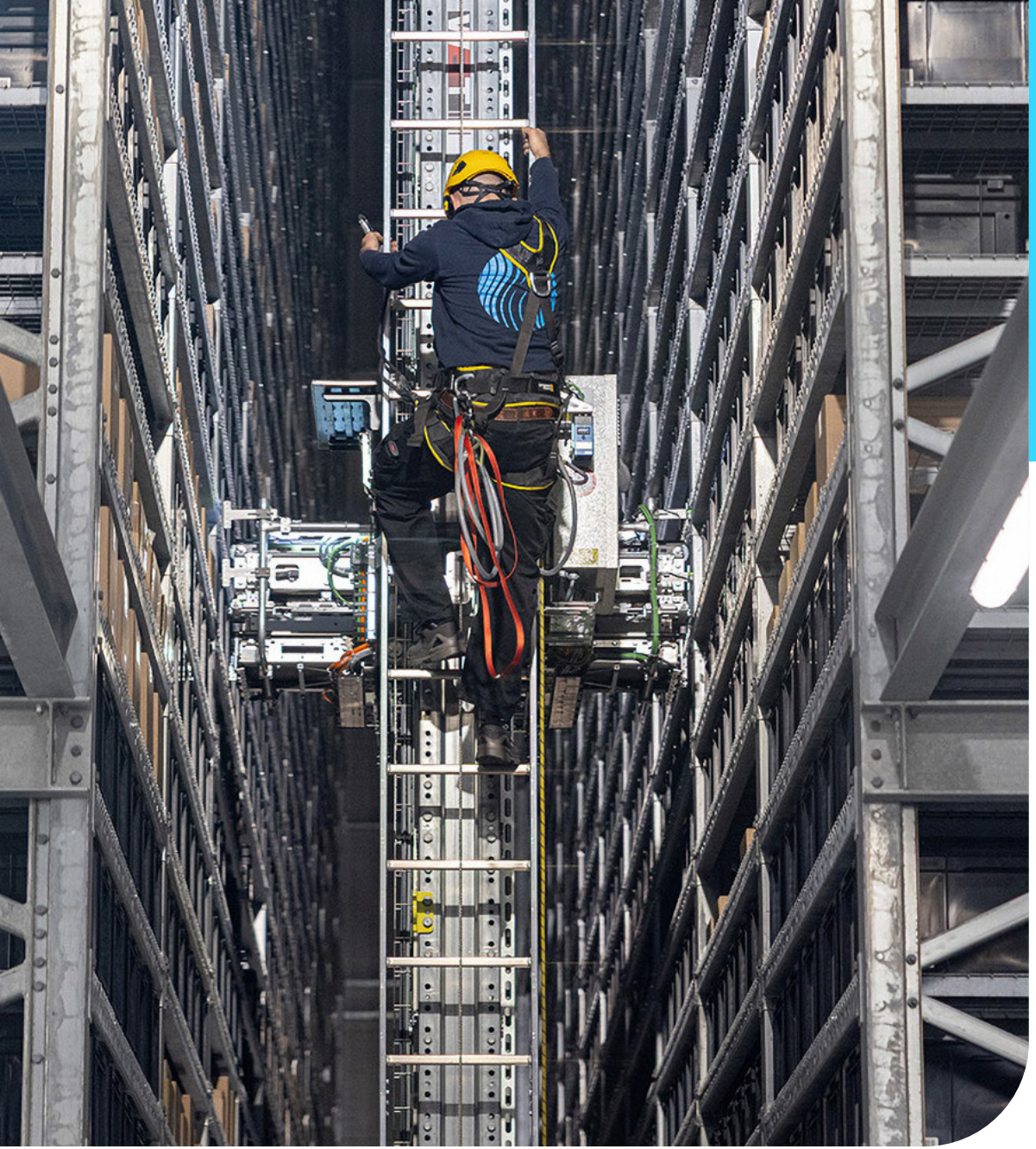
At Schneider, we stand behind all 17 UN-defined goals and are fully committed to doing our part to achieve them. By developing and manufacturing our writing instruments in Germany, we can guarantee compliance with the highest social standards. We also maintain a clear overview of our supply chains, ensuring fair and humane working conditions throughout. The goals that, for us and within our sphere of action, are considered non-critical are not specifically prioritised or are regarded as overarching objectives. While we consider goals like SDG 8—promoting sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all—as foundational and inherently aligned with our operations, we currently focus on eight specific goals. For these, we have implemented targeted measures to enhance our impact and accelerate progress.

For more details, you can read about it online.

Visit our website

Production

Our production facilities are at the heart of our company. We are taking the following measures to ensure that both our sites remain fit for the future in a sustainable way.



A rare glimpse: industrial climbers in action in the automated small parts warehouse.

New automated small parts warehouse

With the commissioning of the automated small parts warehouse, we have laid the foundation for further revenue growth in the coming years. After three years of construction, the new automated small parts warehouse is now operational. At a cost of eleven million euros, it represents the most significant single investment in a building at our headquarters to date. Since the beginning of 2025, the striking 40-metre-long, 20-metre-deep, and 27.5-metre-high warehouse—painted in Schneider's unmistakable blue—has been in productive use. It enhances our internal processes and boosts productivity: across four transport aisles, the semi-finished parts are moved fully automatically, without human intervention, by self-driving electric vehicles and roller conveyors to and from the four floors of the assembly departments. The warehouse offers a total of 52,800 storage spaces for large load units (600 × 400 × 299 mm) or 95,040 for small packages (400 × 300 × 295 mm). Thanks to four automated storage and retrieval machines, we can now handle around 520 containers per hour for both storage and retrieval—a major gain in productivity and safety for us.

Room for something new

To make space for the warehouse, an old, poorly insulated building in need of renovation was demolished. The geographical conditions for the warehouse were not easy at the beginning. A total of 100 controlled explosions were necessary. Over 1,000 truckloads of rubble were removed. Schneider took sustainable responsibility and ensured ecological compensation through a local forestry project. Thanks to the new building construction, additional soil sealing was avoided, yet we still gained 30% more production space.

Sophisticated fire protection

For fire safety, Schneider implemented a technically advanced solution: the warehouse area is inerted, meaning it is filled with a gas that prevents fires or explosions. The oxygen is displaced, and its content corresponds to that at 3,500 meters above sea level. In this atmosphere, even raw materials like wood, plastic, and cardboard cannot burn. Therefore, a total of seven employees from Tennenbronn successfully completed training to become industrial climbers. The training took place in the automated small parts warehouse and ensures that future maintenance at great heights can be carried out by our own staff.

Sustainable concept

The building is equipped with a photovoltaic system featuring 262 modules, which helps offset the warehouse's energy needs and delivers 100 kilowatt-peak (kWp) of power. Additionally, a new compressed air centre with integrated oxygen reduction was built, heating the automated small parts warehouse through a heat recovery system. This saves us around 48 tonnes of CO_2 annually, equivalent to planting approximately 2,220 trees. With this, we are sending a strong signal of our responsibility towards the environment and future generations. Through this strategically sustainable investment, Schneider has laid the foundation for further growth in the years to come.

Fully automated conveyor technology for storage and retrieval.

" For me, sustainability in my job means designing our machines to be as efficient as possible. And that means: maximum output with **minimum consumption**."

Andre Schondelmaier,
Head of Electronics

Ink feeders and writing nibs are produced in our state-of-the-art production facilities.

Innovations in production

Refurbishment of the injection moulding plant in Wernigerode

The Wernigerode production site has been expanded thanks to a multi-million-euro investment. Four large silo towers have already been built to store plastic granulate. Now the plastic injection moulding shop has also undergone refurbishment, improving both working conditions for staff and production processes.

Effective use of waste heat

At our production sites, we have now installed systems for the generation of electricity from power and heat. This involves collecting the waste heat from the compressors and reusing it for heating. Alongside our own photovoltaic systems and electricity from hydropower, this measure helps ensure that our sites can be supplied with 100% renewable energy.

Sustainable plastics

We continuously refine our writing instruments to make them even more sustainable. In our series production, we are increasingly using recycled plastics for more and more models to protect the environment and conserve resources. Furthermore, we use bio-based plastics derived from renewable raw materials to avoid the need for fossil resources.

Environment

From the Blue Angel to e-bikes: through a wide range of measures, we are doing our bit to actively protect the environment.

Committed to nature **since 1998**

The desire for continuous improvement was not only the driving force behind our company founder in developing the best ballpoint pen refills—his son, Roland Schneider, also sought to continually enhance things. He was convinced from an early stage that stable economic growth could not come at the expense of our planet and its natural resources. That's why Schneider began focusing on resource-saving and environmentally friendly processes long before such efforts were widely embraced—indeed, at a time when many dismissed them as trivial.

EMAS-certified for over 25 years

In 1998, we became the first company in our industry to achieve the EMAS certification, which we have continuously revalidated ever since. EMAS is a voluntary instrument of the European Union designed to help companies improve their environmental performance on an ongoing basis. It is one of the most rigorous environmental management systems in the world, imposing stricter regulations than standards such as ISO 14001. We have adhered to EMAS for so long for several reasons: we aim for the most stringent regulatory system available. The continuous improvement process, including regular validation by an external auditor, drives us forward year after year. By documenting our environmental achievements in our Environmental Statement, we make the topic accessible and transparent for all stakeholders.

Guide to conscious purchasing

Introduced in 1978, the Blue Angel is the environmental label of the German Federal Government, and it is considered one of the oldest environmental labels in the world. It represents products and services that are environmentally friendly and meet high ecological and health standards. The label is awarded for various product groups, including paper, paints, furniture, cleaning agents, and writing instruments. It helps public authorities, business decision-makers, companies in the private sector, and private consumers make environmentally conscious and sustainable purchasing decisions. Products with this label are considered particularly resource-efficient in their production. At the same time, they are low in harmful substances and recyclable. In this way, the Blue Angel sets independent and credible high standards for environmentally friendly products and sustainable consumption. We are very proud that so many Schneider products have already received this prestigious award.

www.blauer-engel.de/uz200

- resource-conserving and environmentally friendly manufacturing process
- long lifespan
- low level of harmful materials

The Reco model was the first ballpoint pen to carry the Blue Angel ecolabel.

This is how a writing instrument receives the Blue Angel

For a writing instrument to be awarded the Blue Angel, it must meet certain requirements. Only when strict criteria regarding environmental friendliness, health, and quality are fulfilled a certified product can carry the prestigious environmental label. Resource-saving materials must be used in production, such as recycled plastics or bio-based plastics. The quotas for the plastic used for pen bodies are high: more than 80% must consist of plastic recyclate, and more than 60% must come from renewable raw materials. The origin of the material must be verifiable. For the Reco ballpoint pen, even the specially developed ink meets the highest environmental standards, as does the bio-based ink of the Highlighter 180. Additionally, emphasis is given on resource-saving packaging. Therefore, we prefer to use cardboard or poly bags that consist of 80% recycled material. Furthermore, hazardous substances must be consistently avoided, and measures to extend the product's lifespan must be implemented. Compliance with all these criteria makes our writing instruments, which have been awarded the Blue Angel label, the most sustainable currently available on the market.

Clean energy: **100 % green electricity**

Since 2010, after a gradual changeover, we have been using electricity exclusively from renewable sources. We either generate it ourselves directly in our factories or source it from hydropower, combined heat and power generation, or our own photovoltaic systems.

Well supplied with renewable energy

With photovoltaic systems installed on the roofs of our factory buildings in Tennenbronn and Wernigerode, we make the most of the average 2,000 hours of sunshine per year. More than 1,542 photovoltaic modules have now been installed on our buildings, including 262 new ones on the automated small parts warehouse in Tennenbronn. In total, Schneider generates 388 kWp of electricity with these systems. We also dispose of co-generation of heat and power plants in both production sites in Tennenbronn and Wernigerode. This involves using heat generated during production, for example, to heat the buildings.

Driven by ambition and focused on big goals

But that is not all: we have also introduced a range of additional initiatives designed to reduce our energy consumption These include investing in fully electric injection moulding machines, expanding our use of hot runner technology, and transitioning to energy-efficient LED lighting. Our unwavering commitment, combined with a robust environmental management system, forms the foundation for achieving the company-wide targets that we have set ourselves.

On the move: sustainable **mobility**

348
E-Bikes

60,000 km
cycled by our employees on their commute each year

7.3 t CO_2
saved in total

Since launching our cycling initiative in 2012, Schneider has successfully inspired a large number of employees to make the switch to cycling.

Kilometres for the planet

What's more, Schneider's keen cyclists take part with great success in the annual "Stadtradeln" challenge in Schramberg, achieving impressive rankings and clocking up plenty of extra kilometres along the way. This is a perfect example of how enjoyment and responsibility can go hand in hand. Because this matters deeply to us, expanding our e-bike fleet and maximising its use has been defined as a key environmental objective within our sustainability efforts.

Comprehensive mobility plan

Alongside the bicycle scheme and a free company bus during the winter months, Schneider has also gradually converted its own vehicle fleet to purely all-electric and hybrid vehicles. Existing combustion-engine vehicles are being sold, and the factory bus service, which currently uses diesel buses, will in the future be replaced by the company's own electric minibuses. Employees have received extensive training and have been encouraged to use electric and hybrid vehicles. For more distant destinations, it remains mandatory for Schneider employees to travel by train wherever possible. Frequent travellers hold a business railway card, which allows them to travel on long-distance services using 100% green electricity and thus completely emission-free.

Out of conviction: a financial contribution to climate action

Financial climate contribution*

At our headquarters in Tennenbronn, CO_2 emissions per unit of production have been reduced by almost 80% over the past decade. The two Schneider facilities in the Harz Mountains and the Black Forest have already largely used the potential for reducing emissions on-site. However, as a company, we can still make a voluntary *financial contribution to climate action by offsetting unavoidable CO_2 emissions through support for internationally recognised climate protection projects.

A transparent approach

We commission independent experts to calculate the Corporate Carbon Footprint for our entire company. This assessment includes raw materials, transport, services, business travel, and employee commuting. The primary goal of this calculation is to minimise emissions. Based on the Corporate Carbon Footprint, we can also allocate emissions to individual products. The so-called Product Carbon Footprint provides additional transparency and highlights potential opportunities for action.

Good for your wallet and your conscience

Wherever possible, we prioritise local suppliers and businesses to shorten travel distances and reduce associated emissions. We also favour suppliers with environmental management systems in place. Many of our product ranges come with a financial climate contribution at no extra cost to our customers. This is the case of our Slider series and One range, among others. Furthermore, our complete range of promotional writing instruments makes a financial contribution to offset all unavoidable emissions.

Locally committed: Activities and initiatives

Protection of forests

Our roots lie in the forests—whether in the Black Forest or the Harz Mountains. That's why we are firmly committed to reforestation efforts. We participated in a tree-planting initiative in the Schluchsee area of the Black Forest, and we also took action after the devastating fire on the Brocken. In November 2024 alone, we proudly planted a total of 1,350 trees.

Reducing waste

Protecting nature is a key priority for us. We therefore strive to play an active role in protecting the environment from litter. For example, through our old mobile phone collection scheme, staff have the opportunity to dispose of old smartphones properly. We also take part in the 'Black Forest Clean-up Days', when we work together to clear the forest of litter.

Tree sponsorship

Did you know? For every new employee joining us on a permanent contract, we plant a tree in their name. Each sponsorship is recorded in a certificate, symbolising our deep connection to nature. We take pride in contributing—both as a company and as individuals—to environmental protection and the greater good of society.

People

It is the people behind the brand who make Schneider so successful. The following measures focus on the well-being of our employees.

"Sustainability means treating nature and its resources with respect. This inevitably goes hand in hand with treating people with respect, making it a key focus of our HR approach. We place great importance on ensuring our employees feel valued and aim to provide them **with future-proof jobs**. Our goal is to retain talent in the long term, which is why we prioritise permanent contracts. Trust is a cornerstone of our company."

Martina Schneider,
Head of HH. RR. at Schneider Schreibgeräte GmbH

A safe workplace

Occupational safety via light barriers.

At our company, it's not just our writing instruments that deserve special attention—the people behind them do too. That's why, just as we do with our products, we nurture individual strengths, celebrate ingenuity and creativity, and provide space for autonomous, personalised work. Anyone who joins our company will experience an open, family-like culture, streamlined decision-making, long-term career prospects, and a strong sense of responsibility towards both people and the environment—all underpinned by openness, joy, and respect. We offer not only fascinating challenges and passion for our products but also a work environment with excellent development opportunities, job security, and a wide range of additional benefits.

Under special protection

The safety of all our employees is our top priority. That's why our health and safety measures—across production, ink manufacturing, labs, and offices—are comprehensive and rigorous. We consistently ensure compliance with legal regulations and the requirements set by accident insurance providers and professional associations. To meet all standards, we have a dedicated health and safety officer and a Workplace Safety Committee (ASA), comprising the officer, four safety representatives, senior management, and the company doctor. Together, they provide expert guidance to senior management.

Specific measures

Our workplace safety programme covers a wide range of measures to ensure the well-being and health of our employees. These include technical safeguards—such as ergonomic workstations and machine guards—as well as organisational initiatives like training and wellness activities. We go beyond legal requirements: for example, while machines are typically fitted with light barriers, we protect our staff with full plexiglass enclosures around our production equipment. Together, we leave nothing to chance.

Stability on the ground

We are committed to giving our employees peace of mind —not just in terms of physical safety, but also mental well-being. They can trust that their jobs at our sites are secure. We prioritise this because we fully embrace our social responsibility as a company. Our workforce values this commitment: in return, we enjoy exceptionally low turnover, with above-average tenure and deep-rooted company loyalty.

Continuous quality controls.

" We do everything by ourselves—from the initial idea to the finished pen. You can follow everything step by step here. **That means a lot to me.**"

Jessica Grieshaber,
Trainee mechatronics engineer

Occupational **Health Management**

For us, our employees are our most valuable asset. Our success and the company's development are largely down to their wholehearted commitment, cooperation and loyalty. Maintaining and promoting the health and well-being of our employees is therefore an absolute priority for Schneider. That is why "health days" focusing on nutrition, relaxation and physical exercise are held at regular intervals within the company. These events are hugely popular among our team, fostering both enjoyment and a strong sense of camaraderie.

Staying healthy at work

We support our employees in maintaining a healthy lifestyle through a range of practical initiatives. Yoga sessions help relieve stress, ease tension, and promote relaxation. Active breakfast breaks encourage everyone to avoid prolonged static sitting. Our back-care programme prevents spinal issues and actively alleviates back pain. And to top it all off, free fruit baskets are available at all Schneider sites.

A comfortable environment

Our employees spend a significant part of their day at work, so we strive to create a pleasant environment for everyone. This includes providing adjustable-height desks, optimising our lighting, and using lifting aids in production to reduce physical strain. A variety of training programmes further complement our comprehensive approach.

Always on the move

But our workplace health initiatives go beyond our company premises. We encourage all employees to contribute their own ideas. Group hikes, cycling trips, and an annual ski/hiking excursion are all part of the Schneider team spirit. We also foster a competitive edge with initiatives like a step challenge, our annual participation in Schramberg's Stadtradeln (city cycling event), and our major Schneider Run. These activities not only keep everyone fit but also create lasting, positive memories.

Good for the soul

From stress and burnout to negative emotions, depression, conflicts, or even workplace bullying —we never leave our employees to face difficult situations alone, whether they're work-related or personal. Through the Evermood platform, we offer everyone access to professional support for their mental health and personal development. This helps us boost job satisfaction, reduce absenteeism, improve employee retention, and cultivate a positive company culture.

From ergonomic workstations to joint outdoor activities, occupational health management encompasses a wide range of measures.

Getting stronger at the **Schneider Run**

When our Workplace Health Management programme was introduced in 2016, it also marked the launch of our in-house running event: the Schneider Run. Initially open only to employees, it has since grown into a regionally renowned and beloved race, attracting local clubs, regional businesses, and private running enthusiasts of all ages.

Fun, fitness & family: a race for everyone

The Schneider Run isn't just about jogging, walking, or hiking. Beyond the race itself, the day serves as a platform for social connection and casual networking in the region. A dedicated event park keeps children entertained with a wide range of sports, games, and activities. Meanwhile, a local music band boosts the runners' motivation and keeps the atmosphere lively along the route.

Running for a good cause

We believe in supporting people who go the extra mile for a good cause. That's why all proceeds from entry fees are donated annually. Our employees vote to decide which local social organisation will receive the funds. For years, we have upheld our shared motto: Run for yourself—run for others!

We foster social cohesion, both as a company and as individuals.

Social responsibility in action

As a family-owned business, we deeply understand our shared responsibility—both to the society we're part of and to future generations. That's why we design and manufacture almost exclusively in Germany. But our commitment extends far beyond our production sites: we're a trusted partner for the local community.

Champions of sport and culture

We're aligned with the UN Sustainable Development Goals (SDGs), which include the social dimensions of entrepreneurship. Yet our engagement goes further: we actively support local sports clubs and cultural organisations, as they form the backbone of a thriving community. This takes the form of financial contributions—such as donating the proceeds from the Schneider Run —as well as providing materials, technical equipment, vehicles, and more.

Inclusion in practice

To promote real inclusion, we partner with Bundesvereinigung Lebenshilfe e.V., a German association dedicated to creating a wide range of work, employment, and housing opportunities for people with intellectual and multiple disabilities. We're proud to collaborate in this area, hand in hand.

Sustainability as a team effort

We drive sustainability through a transformation strategy aimed at securing long-term economic viability, protecting natural resources, and upholding social responsibility. We strive to lead by example, inspiring even more people to embrace sustainable thinking and action.

Environmental statement

The following environmental statement for our Tennenbronn and Wernigerode sites illustrates the tangible impact of our sustainability efforts.

Environmental Statement **2024**

Sites: Schramberg-Tennenbronn (TB) and Wernigerode (WR), data from 2023

Since our first Environmental Statement in 1998, Schneider has consistently maintained and renewed its EMAS certification. In accordance with the regulation, we are now presenting our ninth consolidated Environmental Statement.

Approved for public release

This environmental statement aims to inform our employees, customers and interested members of the wider public about the environmental protection efforts in our company. We guarantee that the information contained in this Environmental Statement is truthful and hereby approve the environmental statement for public release. Responsibility for approving this Environmental Statement lies with Executive Management. We can assure you that we are legally compliant at all facilities.

Specific legal requirements for the Tennenbronn and Wernigerode sites

The Tennenbronn site comprises three properties. At Plant 1, we operate the following relevant, approved facilities: an underground liquefied gas tank, a stream water extraction system for cooling the plastic injection moulding circuit, and a wastewater treatment plant for vibratory finishing processes. In Wernigerode, we operate two open evaporative cooling systems. These are characterised by their superior energy efficiency compared to closed systems. Open evaporative coolers are subject to the 42nd BImSchV (Ordinance on Noise Protection) and are therefore under special scrutiny.

We can assure that we are in full compliance with the law at all sites and that no complaints have been received.

Christian Schneider

Christian Schneider, Managing Director
April 2024

Our third-generation Managing Director: Christian Schneider.

Contents

Integrated Management-System Policy of Schneider Schreibgeräte GmbH

The geographical location of our facilities, our values and our commitment to quality create a special bond between us and our customers, employees, business partners and the environment. That is why we have defined overarching environmental, social and quality-related objectives that reflect our understanding of sustainability.

We have created the "Integrated Management System", a platform that intelligently combines our own specifications relating to quality and environmental matters, with the standard requirements of ISO 9001 and ISO 14001, and the requirements of EMAS. This helps us to pursue our targets and consistently take the necessary steps to achieve continuous improvement. It is the customer who sets the quality standards of our products and services. To meet these requirements, we strive for lean and secure processes that allow us to continuously improve. This makes customer satisfaction an essential indicator of our performance. We do not consider the existence of a high-quality industrial production facility in a recreational area famous for air health as a contradiction. Our sites fulfil all environmentally relevant regulations. More than twenty years of EMAS experience enable us to continuously monitor and improve our environmental performance—even beyond legal requirements.

Our aim is to produce functional, reliable and durable writing instruments. In doing so, we opt for the best available technology for new and replacement purchases while continuously monitoring targeted energy-saving measures as well as the life cycle of our products and decisions. This enables us to avoid waste and to protect resources.

We consider our employees to be our most valuable resources. It is thanks to their knowledge, ability and motivation that we are able to enjoy such success in Germany. By offering qualified jobs and training opportunities with the associated occupational health and safety measures, we create the basis for a safe social environment and strengthen the local community. The correct handling of personal data is also a matter of great importance to us. Appropriate processes have been defined to fulfil the required data protection regulations. In general, risks and opportunities are always considered and assessed when drafting documents, procedures and processes. A number of organisational measures are defined for dealing with emergencies. These are intended to prevent hazards to people, the environment and material assets. The local rescue services have been integrated in the emergency planning in advance.

We want our suppliers to grow and develop alongside us so that together we can meet the future demands of the market. This is why we include them in our quality and environmental philosophy.

Organisation of our **environmental management**

Environmental management is integrated into our Integrated Management System. However, only the environmentally relevant levels are shown in the present Environmental Statement.

Environmental policy as part of the Integrated Management System policy; environmental objectives
The Integrated Management System policy serves as the basis and framework for the definition and implementation of the environmental plan of action.

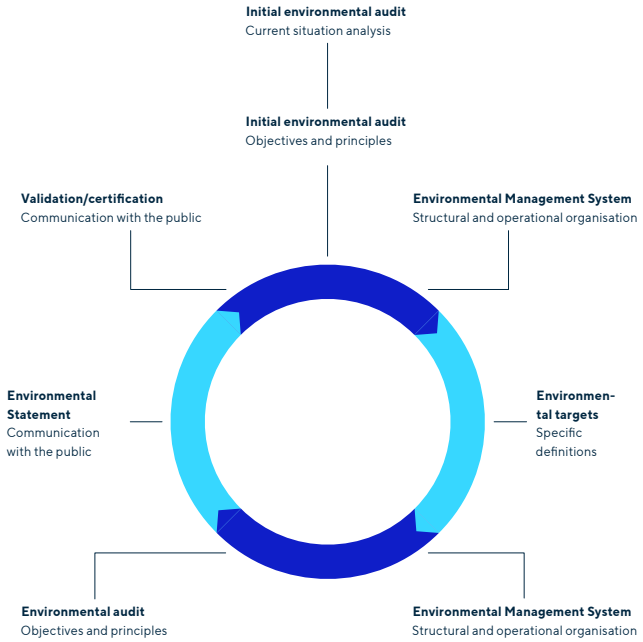
Environmental management documentation
The management documentation contains all essential and relevant processes and workflows. By integrating the requirements into a single system, we achieve better implementation and acceptance among employees; it also helps us realise our environmental policy at our sites.

Areas of responsibility and targets are defined for the various divisions within the company.

Environmental operations audit
Regular environmental audits are carried out to assess the effectiveness of the components of the Environmental Management System and environmental objectives/programmes.

Environmental Statement
In the Environmental Statement we offer a summary of the environmental situation of our company. This statement is published at regular intervals and is available to all interested parties.

Validation
Because our company has signed up to EU Regulations 1221/2009, 2017/1505 and 2018/2026, we are subject to regular auditing by an approved independent environmental assessor.



Production processes

1. Plastic injection moulding
SAN, PP and ABS is mostly used in the production of barrels and mechanism parts. The remaining parts are made from other thermoplastics such as POM, PET and PE. PVC is never used. At Schneider, materials are recovered predominantly directly at the injection moulding machines, i.e. sprues and faulty parts are ground up directly and returned to the production process. Various components are produced from up to 100% internally recycled materials.

The use of new, fully electric injection moulding machines enable energy savings of up to 25%, depending on the component. Noise emissions are also reduced. The increased precision of the injection moulding processes allows performance and quality to be increased, which also results in lower scrap rates and therefore less waste. The system-related cooling of the injection moulds and moulding machines is achieved through water-cooling systems, which take place by means of cooling towers in Wernigerode and flowing water of a river in Tennenbronn. Modern heat recovery systems in the water and ventilation circuits enable much of the waste heat at both plants to be used for heating purposes.

2. Tooling and equipment manufacturing
Each plant has its own tooling and equipment shop with the corresponding fleet of machines. To ensure better capacity utilisation, work is carried out across all sites. The injection moulds used in the plastic injection moulding shops are made almost exclusively by Schneider itself. However, in some cases moulds are also produced for customers. The assembly lines used are increasingly manufactured in-house. The main processing methods used in the production of moulds and tools are:

- Chip-removing processes with geometrically defined and undefined cutting edges, such as: turning, milling, drilling, polishing or grinding. Water-emulsifiable coolants and lubricants are used.
- Spark erosion processes such as EDM and wire erosion. Processing with spark erosion uses either oils or deionised water as the dielectric.
- Assembly processes and programming.
- Resource-efficient 3D printing in equipment manufacturing.

3. Assembly departments / ink cartridge production
Schneider writing instruments are mainly assembled on fully automated production lines. Automatic controls integrated in the assembly process recognise malfunctions immediately, helping to avoid large amounts of waste material. The pen body parts are generally joined by means of screw, snap or press joints. Friction, laser or ultrasonic welding is used for making fixed connections, meaning that solvent-based adhesives can be almost entirely avoided. Some colour pastes and inks for ballpoint pens, refills, ink pens, fountain pens and markers are supplied in large returnable containers with

By using recycled materials, we conserve raw materials and energy sources.

Consistent quality assurance is an integral part of the production process.

capacities of up to 1,000 litres. Alternatively, plastic canisters are used, which are recycled via a return system once emptied. An automatic washing station is integrated in the production process in ink cartridge production.

4. Printing on writing instruments

For certain target groups (including advertising clients) writing instruments are printed with motifs, company logos, codes and other information. This involves a pad or screen printing process for small quantities. Depending on the material, either UV-curing or solvent-based inks are used. Alternatively, writing instruments can also be finished with digital printing or laser engraving processes. To improve efficiency, the printing department has been consolidated at a single site. The required printing films, pad printing plates, templates and printing screens are produced in-house. To minimise impact on staff, the solvent emissions produced are removed directly at the workplace by means of ventilation and extraction systems. For large-scale production runs, hot stamping and film transfer techniques are used at both sites.

5. Writing tip production

Brass, nickel silver or stainless steel blanks and wires are processed on special turning machines to produce writing tips for paste, ink or gel writing instruments, and are assembled with tiny metal balls at the tip. Swarfs and cutting oils are then removed in a cleaning system. The use of CHC-containing solvents can be dispensed with here.

Tips for gel pens are also made from plastic or a metal/plastic combination. In the combined tips, the pre-machined metal blanks are inserted into the mould and encapsulated with plastic.

6. Ink feeder production

The best writing quality demands the precise coordination of the chemical/physical qualities of ink, ink feed and writing tip. To ensure that the key components are kept under close control during the production process, Schneider has established its own ink feed production, being the only manufacturer in Germany to do so. This is where polyester yarns are bundled and glued together using heat and special resins. In subsequent stages, the ink feeders are cut to length depending on their eventual use and are finished with different cuts. The grinding dust produced during this process is extracted and separated in filter systems.

7. Finishing plant

Prior to further processing, metal parts are placed in vibration containers, where they are rubbed and bumped against one another, removing any burr and producing a polished finish. Depending on what is required, water is used with different additives, known as compounds. The system is operated in a closed-loop circuit, saving water and grinding additives. The resulting metal sludge is cut, flocculated, filtered and subsequently disposed of. The resulting wastewater is analysed, treated and returned to the sewage system. Wastewater is treated in an approved system (indirect feed).

8. Ink regulator finishing

Schneider uses a variety of processes for finishing ink feeds for fountain pens and ink writing instruments with direct filling systems, also known as "FreeInkSystems". Various gas mixtures are used in vacuum chambers in the plasma process. Furthermore, there are various chemical methods that are used in closed systems.

9. Ink production

In order to keep up the sustainable orientation of our company, we have built up our own R&D and ink and paste production department over the last few years. One of our major goals is to use as many environmentally safe substances as possible in our formulations, so that our customers can use our pens without any concerns.

In our in-house department for inks and pastes, research is ongoing into even more sustainable formulations.

Goals

Environmental targets achieved for the period **2021 – 2024**

Environmental plan of action	Individual target	Measures	Implementation
Resource conservation			
Increasing energy efficiency/ saving electrical energy	Reduction in specific power consumption at the TB plastic injection moulding shop <1.4 kWh/kg plastic Reduction in specific power consumption at the WR plastic injection moulding shop <1.8 kWh/kg plastic	Acquisition of two more electric injection moulding machines by 2021. Acquisition of two more hybrid injection moulding machines by 2022.	In 2021, three older hydraulic machines were replaced by new fully electric injection moulding machines. In 2022, two further fully electric machines were added. The purchase of the injection moulding machines has been postponed until 2023. A new energy monitoring system is to be procured to enable better analysis.

Environmental targets achieved for the period 2021 – 2024

Environmental plan of action	Individual target	Measures	Implementation
Reducing fuel consumption and emissions	Reduction of car kilometres by 12,000 km per year	Retaining the total of 24 e-bike riders at the Wernigerode site	The target has been exceeded, with 31 contracts in place today. In 2023, a total of 42,300 km were covered by bike. This corresponds to an annual CO_2 saving of 5,165 kg*.
	Reduction of car kilometres by 150,000 km per year	Retaining a total of 200 e-bike riders at the Tennenbronn site	Due to new home office policies, significantly fewer journeys to the office were made by bicycle or e-bike. While many JobRad contracts have expired and commuting distances are no longer being tracked, our team still pedalled over 55,000 km to the office. This impressive distance translates to an annual CO_2 saving of 6,716 kg*.
	Reducing employee commuting by a further 20,000 km	Regulating home office arrangements, mobile working for 30 people by contract	The COVID-19 pandemic further accelerated the adoption of remote work, with over 70 employees now benefiting from flexible home office arrangements, driving even greater CO_2 savings.
	Reduction of truck journeys to external warehouses	Construction of an own automated warehouse for loose parts and components and the resulting stocking of previously outsourced goods	In 2021, we demolished older buildings at our Tennenbronn site, and in 2022, we began constructing a state-of-the-art warehouse. Today, the facility is in pilot operation, marking another step forward in our journey toward efficiency and innovation.
Infrastructure	Fewer compressed air fluctuations in the network. More targeted provision of compressed air	Use of a new, regulated compressor (decentralised)	A new compressor centre was set up as part of the construction of the new automated small parts warehouse.

Environmental targets achieved for the period 2021 – 2024

Environmental plan of action	Individual target	Measures	Implementation
Product development	Increase of the product portfolio to include bio-based plastics and recycling material, as well as of climate-neutral and refillable products.	Expansion and changes to product range. Two more standard products are being updated.	Following intensive attempts to convert various writing instruments to more environmentally friendly materials, over 380 tonnes of bio-based or recycled plastics had already been processed by 2023. Furthermore, our highlighter 180 has become the latest writing instrument to receive the Blue Angel award.
	Improve product ecology	Development of a new environmentally friendly ink	The new ink is used in the Reco ballpoint pen, which has been awarded the Blue Angel ecolabel. Other inks are to follow.
Recycling of waste	Reduce oil consumption, relieve the cleaning system	New in-line cleaning units on tip rotating machines to minimise oil losses	The project is not currently being pursued as some technical issues cannot be resolved at present.
	Recycling of 9 t of waste from the yellow bins (domestic waste) of the municipality of Tennenbronn	Organise collection activities	An initial collection campaign was carried out and evaluated. The results were not very encouraging due to contamination and foreign matter, so the project is not being pursued at present.
	Recycling of 5 t of waste from the Europapark	Encourage cooperation with Europapark (regardless of the reopening)	Due to changes in waste legislation, the project could not be implemented.

Environmental targets achieved for the period 2021 – 2024

Environmental plan of action	Individual target	Measures	Implementation
Environmental management			
Make processes more ecological	Reduce paper consumption	The product catalogue in German will no longer be printed.	The product catalogue will no longer be printed for Germany. The amount of paper saved is 2.7 tonnes per annum.
	Introduce supplier assessment for key production materials	Further increase the percentage of environmentally certified suppliers to 30%	In Tennenbronn, 25% of our material suppliers are currently certified
	Introduce supplier assessment for key production materials	Further increase the percentage of environmentally certified suppliers to 20%	In Wernigerode, 25% of our material suppliers are currently certified
	Reduce paper consumption on all printers and photocopiers by 30%	Introduce and extend the document management system to other departments	Various processes were converted or newly implemented in the software systems (DMS / BDE). However, the savings will only become visible gradually.

* Eurostat (sdg_12_30); European Environment Agency (EEA), 2021

Environmental targets **2024 – 2027**

Programme / Target	Individual target	Measures	Date	Site	Responsibility
Resource conservation					
CO_2 savings	Reduction of the company's total CO_2 emissions by 10% compared to 2023	Among others, by reducing business travel, staff commuting and increasing the use of recycled plastics	2026	TB & WR	GL
Energy savings	Reduction in electricity consumption by approx. 20 MWh	Switch to LED lighting	2025	WR	PLE
		Switch to LED lighting	2025	TB	TL
	Reduction in electricity consumption	Replacement of two hydraulic machines with a larger, fully electric injection moulding machine	2024	WR	PLE
		Commission a 100 kWp PV system and generate 950 MWh	2024	TB	TL
	Fuel reduction	Introduction of a suitable employee transport scheme as an alternative to the bus transport	2025	TB	GL
		Switch factory transport to electric and save 15,000 litres of diesel per year	2027	TB	GL
		Establish new hot runner technology (keyword: Witosa) to reduce energy consumption by 30% compared to 2023 Test run with a product	2025	TB	TL
Sustainability	Reduced use of primary raw materials	The ratio of recycled to conventional plastics is 50:50, corresponding to approx. 1,000 t/a	2027	TB	TL
		Introduction of recycled yarn	2026	TB	TL

Environmental targets 2024 – 2027

Programme / Target	Individual target	Measures	Date	Site	Responsibility
Infrastructure	More efficient compressed air generation	Installation of a decentralised pressure accumulator to reduce the system pressure by 0.5 bar	2024	WR	LIH
		Replacement of compressors	2025	WR	LIH
		Bundling of heat recovery from the compressors	2024	TB	TL
Product development	Increase in sales of refill units	Increase sales of refill units by 20% compared to 2023	2027	TB & WR	GL
Environmental management					
More environmentally friendly processes	Simplification under the 42nd BimSchV (Ordinance on Noise Protection)	Installation of a new cooling system for the injection moulding shop as a closed recooling plant	2024	WR	PLE
	Consolidation of sustainability reporting, Product Carbon Footprint (PCF), Environmental, Social and Governance (ESG)	Development of a data analysis system to meet ESG and voluntary requirements	2024	TB & WR	GL

Tennenbronn site

Company profile:
Schramberg-Tennenbronn site

The name Schneider stands for perfection down to the very last detail.

The company was founded in Tennenbronn in 1938 by Christian Schneider. From 1978 onwards, Roland Schneider was the company owner and CEO. In 2010, his son Christian Schneider and Frank Groß joined the management team. Since 2018, Christian Schneider and Frank Groß have been leading the company together.

In 1949, the company started the production of ballpoint pen refills, which in subsequent years was expanded to include the complete production of ballpoint pens. This was followed by other product categories. Today, Schneider manufactures all common writing systems and distributes its full range of products to over 130 countries around the world.

The headquarters are located in an area known for its climatic health in Schramberg-Tennenbronn and includes three properties:
Plant 1, located at Schwarzenbach 9, has a property area of 28,832 m². The building and courtyard areas now cover 11,700 m² of this total surface. Together with roads and parking spaces, 20,285 m² are paved surfaces. Thanks to the multi-storey construction, approximately 26,200 m² of usable space is currently available for storage, production, and administration. 8,547 m² remain as natural areas dedicated to biodiversity.

In 2020, demolition of various buildings began to make way for a modern, automated small parts warehouse (AKL). At the time of the last environmental audit, the warehouse technology was still in the testing phase. However, initial stocking with semi-finished parts had already commenced.

Once fully operational, the AKL will provide around 70,000 storage spaces. With a volume of approximately 20,000 m³, this will increase the total building volume to nearly 94,000 m³.

By storing materials and semi-finished parts centrally, in conjunction with an oxygen reduction system that pre-

vents the formation of fire, the fire load of the entire plant is significantly reduced.

The "Schiltach" river, which is partly covered by buildings, flows through the company premises designated as a commercial area. Extensive efforts have been made to integrate the entire company in its natural surroundings in as responsible a way as possible.

A total of 361 people are employed in development, laboratories, design, toolmaking, production, marketing, sales, purchasing and administration. There are currently 28 employees at Plant II, located at Unterm Dorf 184/1. This is where writing instruments are assembled and packaged. The site covers an area of 4,500 m², of which a total of 2,600 m² is paved. The building offers approximately 1,800 m² of usable floor space. 1,900 m² remain as natural areas dedicated to biodiversity. The logistics centre, also known as "blulog", which was adapted to our needs, is located at Weierhalden 37/1, and contains the warehouse for finished goods as well as the logistical dispatch department. 16 staff members are employed here.

The site covers an area of 5,660 m², which is almost entirely paved. The building has several stories, providing a usable space of approx. 6,200 m². Significant investment has been made in new environmental technology within the building to meet Schneider's high standards in this regard. A 23-kW cogeneration plant and a 44-kWp photovoltaic system are part of the equipment. Furthermore, the building has electric charging stations for trucks, cars and e-bikes (pedelecs).

In total, 405 people work at the Tennenbronn site, which corresponds to 361 full-time equivalents. A total of approx. 34,200 m² of floor space is available. The commissioning of the automated small-parts warehouse will have a significant impact on all three properties. We expect this to result in a significant increase in efficiency in terms of space utilisation, material provision and shorter production lead times. Through our partnership with JobRad, staff have the opportunity to lease a bicycle or e-bike (pedelec) at a reduced rate. This not only allows them to go to work on an emission-free means of transport, but also promotes better health. With this scheme, Schneider promotes cycling and motivates the employees to make the switch from car to bike. The leasing scheme has been very well received by our staff, and 348 bikes have already been acquired through the company. During the colder months, a free bus service is available to take staff to the workplace at Plant 1. Plant 2 and the blulog are closer to the town centre and can also be reached on foot.

Tennenbronn

Departmental responsibilities for the environmental management system

Managing Director
Responsible for maintaining the Environmental Management System. Decides on corporate policy, environmental targets and environmental programs. Responsible for evaluating the management system and for defining and implementing corrective measures that may be required.

IMS Committee
Comprises the Technical Management Director, the Environmental Management Officer and the Quality Management Officer.

Technical Manager
The designated contact person for the relevant authorities. Responsible for monitoring compliance requirements and archiving documents. Other important duties include the development of writing instruments and the technical equipment at the plant.

Production Management
Production management is the interface between the development and production departments. This is where the efficient use of staff, machines and materials is planned.

Wastewater Treatment Plant Officer
Independently operates and monitors the vibratory finishing plant with wastewater treatment. Responsible for maintaining the operational log.

Environmental Management Officer
Mainly responsible for developing, supporting and implementing the Environmental Management System. Records and evaluates the environment-related data for the plant and reports to the Executive Management members.

Chemical Development Dept.
Responsible for the development and selection of the physical and chemical components for writing instruments.

Waste Management Officer
Responsible for the correct classification and declaration of the waste generated and for keeping the waste documentation register. The precise duties and tasks are dictated by the relevant laws.

Occupational Safety Specialist
Advisor on occupational safety and health protection issues. Responsible for determining potential risks and identifying safety equipment.

Purchasing Department
Responsible for ensuring that only materials that have been internally approved and ordered reach the company premises.

Arranges for the recycling or disposal of waste in collaboration with the Waste Management Officer. The Purchasing Dept. is responsible for supplier evaluation.

Product Management and Marketing-Communication
Responsible for product development and for the development and implementation of product and communication design. Responsible for sales promotion campaigns and product packaging. Press, advertising, and internal and external corporate communication.

Fire Safety Officer
Shares responsibility for drawing up emergency plans and cooperates in the determination of possible risks.

Sales
Handles external communications with customers and sales partners and passes on external requests to the company.

Divisional and Departmental Managers
Instruct employees in correct practices in the workplace and check to ensure their instructions are followed. They also monitor the correct segregation of waste in their departments.

Human Resources Department
Keeps the training and instruction certificates in the personnel files and checks the dates of recurring training courses.

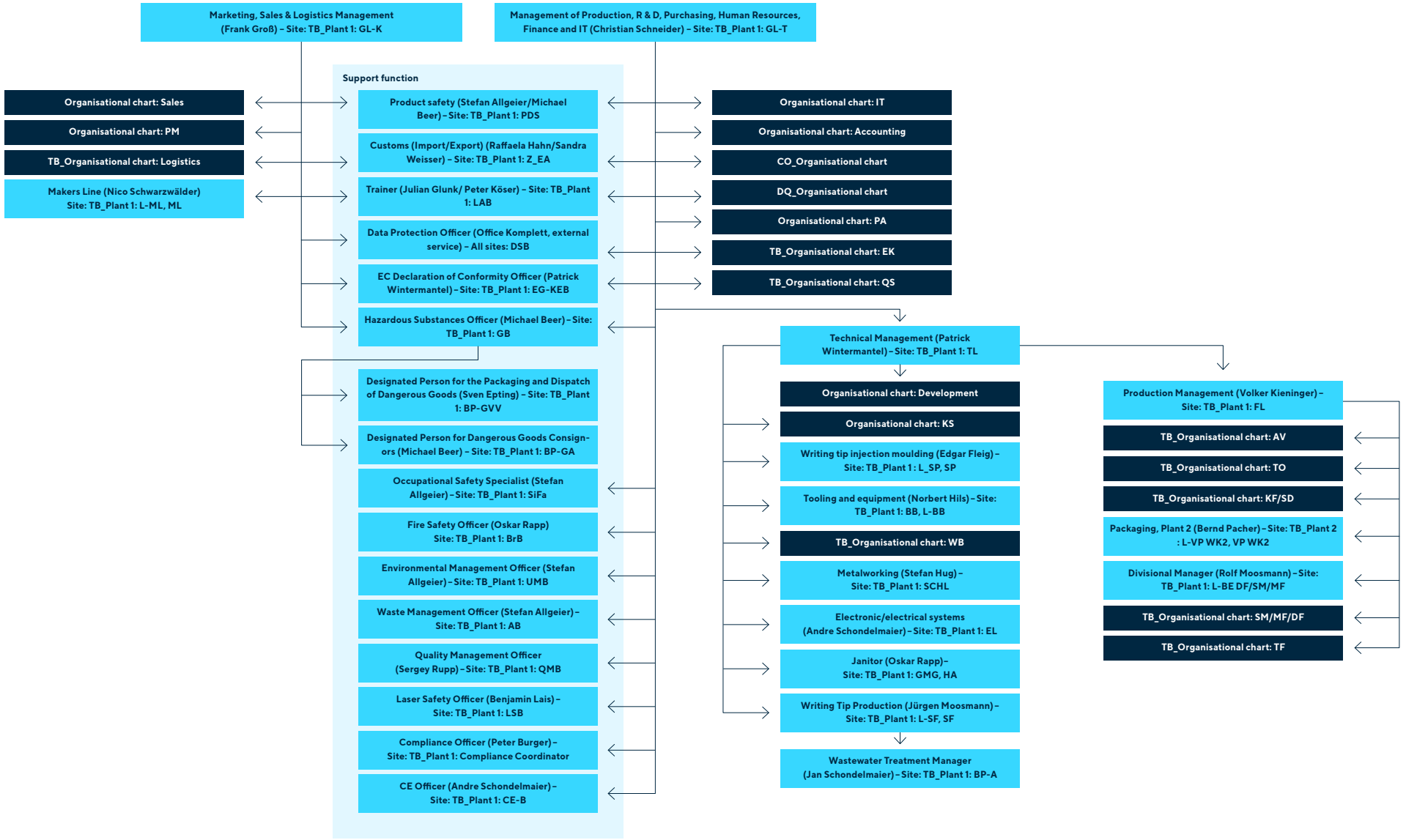
Hazardous Substances Officer
As an assistant to executive management, this person is required to ensure that suitable measures are taken to comply with the regulations for the transport of hazardous substances.

Intralogistics
This newly created role is responsible for all incoming and outgoing goods logistics and, consequently, for the correct distribution of delivered hazardous substances.

Data Protection Officer
For data protection, we are assisted by an external company.

Compliance Officer in accordance with the Whistleblower Protection Act
Coordinates the whistleblower system and acts as point of contact.

Tennenbronn Organisational chart



Technical **Product Specifications** (TB)

Ballpoint pens and refills
Writing and marking systems with pad ink reservoir

At the Tennenbronn (TB) site, we produce ballpoint pens and refills, as well as ink pens and markers with ink pad reservoirs.

Ballpoint pens and refills

The production of ballpoint pens and refills are the core business and heart of Schneider, as they were the first writing instruments Schneider developed and ultimately brought to market in Germany.

Ballpoint pen barrels and mechanical components are mainly made from plastic. Metals are used for the clips, push buttons, decorative rings, barrel tips and nips. The refill tubes are made from metal or plastic and are filled with an ink paste. The writing tip is always made from metal. Ballpoint pens are especially popular writing instruments because they allow quick and easy writing. Schneider is constantly striving to optimise writing quality and user-friendliness, and holds several patents, such as Viscoglide Technology, in combination with the particularly smooth-gliding, wide XB tip.

Writing and marking systems with pad ink reservoirs

Roller balls, felt tips and markers are mainly made entirely from plastic. The barrels are mostly made from polypropylene (PP), however, there are also some models that are made of aluminium.

Pads (fibre rods for storing ink) and ink feeders are made from polyester yarns. Depending on the model, the writing tips are made from fibre, plastic or metal. The inks used are mostly water-based. In order to be able to adhere to smooth surfaces, the ink in permanent markers needs to contain alcohol. These inks are stored and processed according to special requirements. Schneider also opts for simple refill options in the marker sector. For almost every model, we offer consumer-friendly refill stations or cartridges.

Use of bio-based or recycled plastics

In recent years, Schneider has already been able to switch the barrels of some models to bio-based or recycled plastic.

Product examples

Plug+Play
Schneider ballpoint pens using the Plug+Play system have a universal shape for various refill formats. This makes changing the refill super easy.

Ballpoint pen Reco and refill Eco 725
Reco: the first ballpoint pen in the world that has been awarded the most famous eco-label "Blue Angel". The pen body is made of 92% recycled plastic. Not only that, it is also the world's first ballpoint pen equipped with a refill that is also made from 94% recycled material. And of course, the blue-writing refill has also been awarded the "Blue Angel" eco-label.

Products made from recycled material
From the very beginning, Schneider's aim was to appeal to a broad target group with its sustainable products and to achieve this with an economically and ecologically sound manufacturing process. For this very reason, the recycled ballpoint pens, rollerball pens and markers, as well as bio-based fineliners and fiber pens, etc., had to be on par with a conventional plastic product. And in fact, you can't tell by looking at the products that they're made from recycled materials, for example.

It all began with ballpoint pens and refills. To this day, models like the Slider series remain at the heart of the company's business.

Wernigerode site

Company profile: **Wernigerode site**

The Wernigerode site specialises in writing instruments with adjustable mechanisms and free-flowing ink.

In 1991, Schneider took over the company VEB Heiko, a well-known fountain pen manufacturer in the former German Democratic Republic. Schneider thus acquired the company's regulating technology for controlling the available ink without requiring a pad-type reservoir. The company moved into a new production and administration building in the industrial area of Stadtfeld in 1992.

As a result of several extensions, the property area has meanwhile grown to approx. 25,400 m², with 9,800 m² of paved surfaces and a usable area of around 10,400 m². 15,600 m² remain as natural areas dedicated to biodiversity. The main work at Wernigerode involves further developments of the regulator technology and the production of the associated wiring instruments.

In addition, because of space constraints, the production of some markers with fibre reservoirs was moved from Tennenbronn to Wernigerode. The site currently has 136 (FTE) employees.

The bicycle leasing scheme is also utilised in Wernigerode. Here, 102 bicycles have already been procured through our company.

Wernigerode

Departmental responsibilities for the environmental management system

Managing Director
Responsible for maintaining the Environmental Management System. Decides on corporate policy, environmental targets and environmental programs. Responsible for evaluating the Environmental Management System and for defining and implementing corrective measures that may be required.

IMS Committee
Comprises the Technical Management Director, the Environmental Management Officer and the Quality Management Officer.

Production Management
Responsible for compliance with operational instructions and procedures and for training and instructions. This is where the efficient use of staff, machines and materials is planned.

Environmental Management Officer
Mainly responsible for developing, supporting and implementing the Environmental Management System. Records and evaluates the environment-related data for the plant and reports to the Executive Management members.

Product Development Department
Responsible for the development and selection of components and complete writing instruments. This department ensures that modified products are handed over to production.

Waste Management Officer
Responsible for the correct classification and declaration of the waste generated and for keeping the waste documentation register. The precise duties and tasks are dictated by the relevant laws.

Occupational Safety Specialist
Advisor on occupational safety and health protection issues. Responsible for determining potential risks and identifying safety equipment.

Purchasing Department
Responsible for ensuring that only materials that have been internally approved and ordered reach the company premises. Arranges for the recycling or disposal of waste in collaboration with the Waste Management Officer. The Purchasing Dept. is responsible for supplier evaluation.

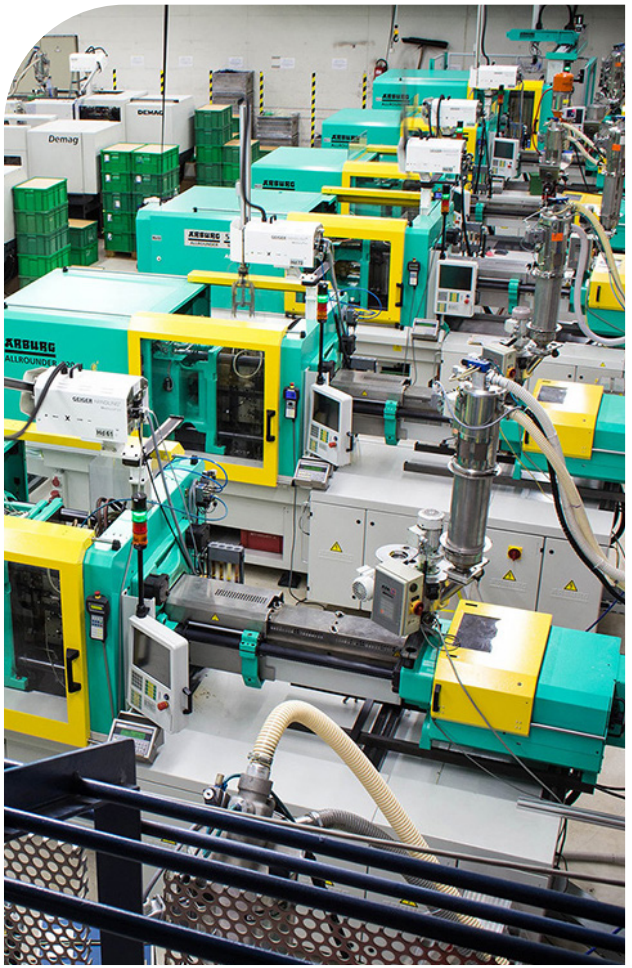
Fire Safety Officer
Shares responsibility for drawing up emergency plans and cooperates in the determination of possible risks.

Divisional and Departmental Managers
Instruct employees in correct practices in the workplace and check to ensure their instructions are followed. They also monitor the correct segregation of waste in their departments.

Hazardous Substances Officer
As an assistant to executive management, this person is required to ensure that suitable measures are taken to comply with the regulations for the transport of hazardous substances.

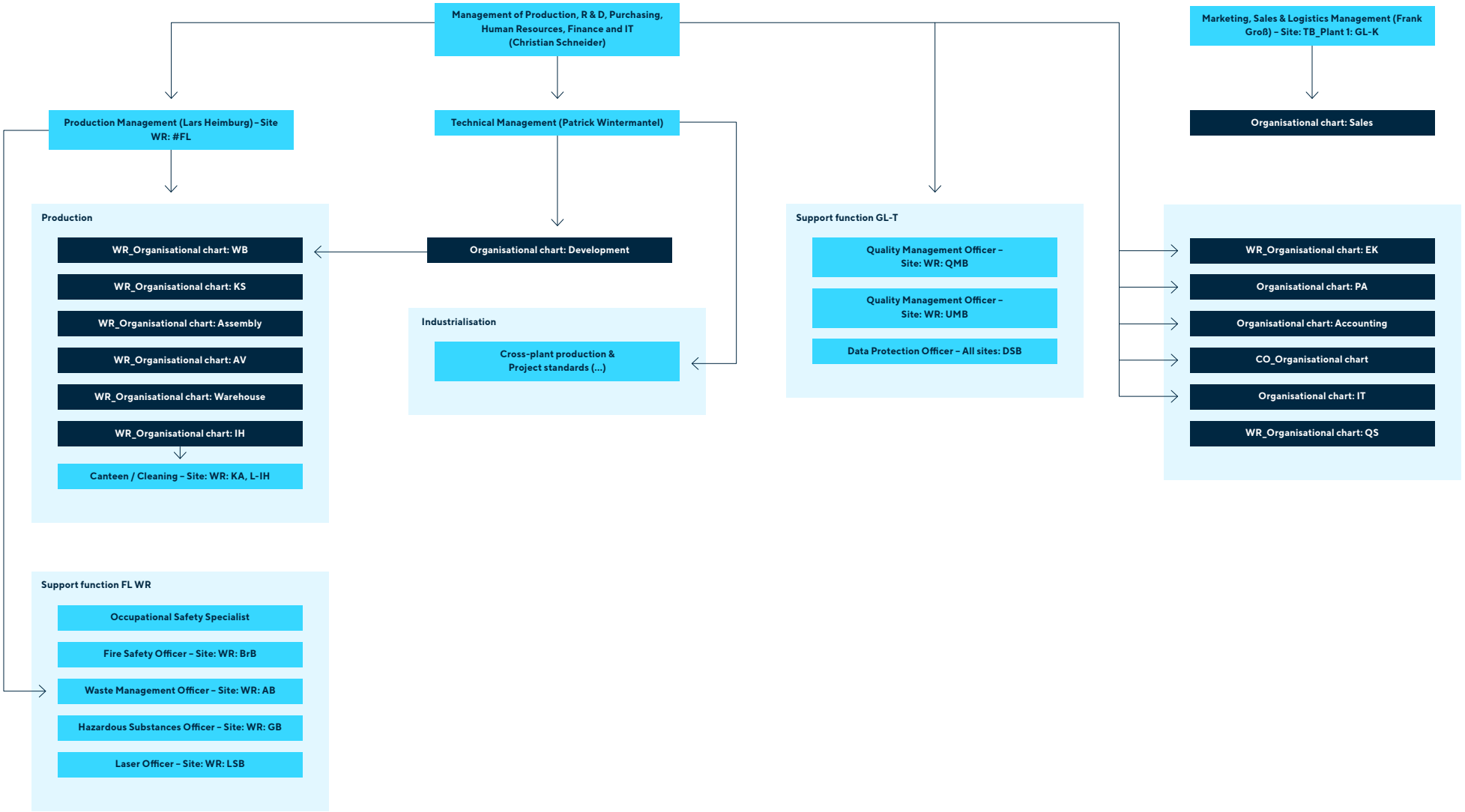
Warehouse
Subordinate to the Purchasing department and responsible for the correct distribution of deliveries of hazardous materials and other goods. Responsible for the proper loading and dispatch of goods.

Data Protection Officer
For data protection, we are assisted by an external company.



The barrels of the writing instruments are manufactured in the company's in-house plastic injection moulding facility.

Wernigerode Organisational chart



Technical **Product Specifications** (WR)

Writing systems with ink reservoir and cartridge systems

Fountain pens and ink pens with regulators are produced in Wernigerode, along with markers with fibre reservoirs and ink cartridges.

Fountain pens and ink pens with regulators

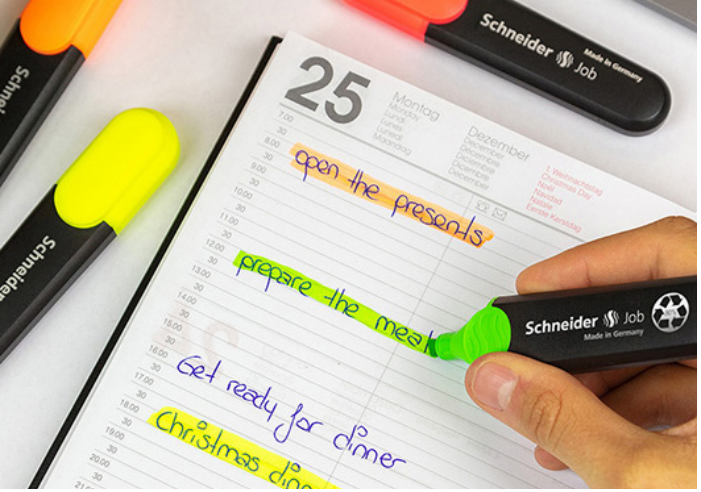
Ink is stored in liquid form without a fibre reservoir (liquid ink system). The control of the flow of ink to the writing tip and the balancing of pressure and temperature variations (leak guard) is handled by the ink regulator. The benefits of the regulator technology include the precise and even flow of ink and the use of the large ink reservoir right down to the last drop. Plastics are mostly used. Metals are used for nibs and sometimes for pin tips and clips. The inks are water-soluble. We can proudly point out that the Schneider Breeze rollerball pen is the first writing instrument to be awarded the "Blue Angel". The Blue Angel has been around for 40 years. It is the oldest eco-label in the world and is widely known among consumers. The criteria for writing instruments were published in January 2016. Schneider was the first company to fulfil the requirements for the "Blue Angel" for writing instruments.

Markers with fibre ink reservoirs

Highlighters, whiteboard markers and permanent markers are manufactured in Wernigerode. The barrels are mostly made from polypropylene (PP). A large part of the assortment has already been converted to recycled material. Pads (fibre rods for storing ink) and ink feeders are made from polyester yarns. The inks used are either water-based or alcohol-based.

In 2023, the Job highlighter (model 180) underwent a comprehensive sustainability process. This highlighter was therefore the second writing instrument from Wernigerode to be awarded the Blue Angel eco-label. The careful selection of suitable materials ensures compliance with the Blue Angel's strict criteria. The manufac-

The One Business rollerball pen is one of the company's bestsellers.



The Job highlighter was the first one to be awarded the Blue Angel.

Excellent product quality: the ink cartridges have been awarded the "Very Good" rating by Stiftung Warentest.

turing process had also to be adapted to accommodate the new materials.

With the Blue Angel, we aim not only to offer high-quality highlighters, but also to contribute to environmental protection and sustainability.

Standard ink cartridges

Standard ink cartridges are produced for use in fountain pens and rollerballs from Schneider and many other brands. Schneider was the only manufacturer to receive the rating "Very Good" for its standard ink cartridges in a large-scale test for hazardous substances conducted by Stiftung Warentest in 2018 (8/2018 issue).

In addition, we also manufacture rollerball cartridges that are equipped with a new writing tip. This means that the sensitive writing tip is also replaced every time a new cartridge is fitted. The use of the writing instrument is no longer affected by declining writing quality and the service life is considerably extended.

To also contribute to environmental sustainability with ink cartridges, we offer converter systems. This refillable system helps eliminate waste from cartridge casings.

Facts & Figures

Material input

Tennenbronn

Sole Proprietorship

	Unit	2019	2020	2021	2022	2023
Product material						
Plastics	t	1451.90	1,251.82	1,668.03	1,575.42	1384.91
Metals	t	245.92	200.22	238.69	253.07	211.88
Writing fluids	t	197.83	179.52	276.77	300.48	274.83
Decoration	t	5.23	4.06	5.77	5.23	4.80
Semi-finished products (others)	t	39.19	25.60	40.71	41.45	35.44
Auxiliary and operational materials						
Oils + Greases	t	8.87	7.06	7.59	8.89	8.20
Solvents	t	7.15	6.03	6.67	8.80	6.74
Miscellaneous	t	1.26	1.62	2.51	2.65	2.19
Packaging and display						
Display/Stands	t	89.20	52.73	63.55	64.27	60.72
Printed parts	t	19.16	9.62	12.07	19.81	9.82
Packaging	t	356.72	340.35	391.56	389.05	346.57
Total:	**t**	**2,422.43**	**2,078.63**	**2,713.92**	**2,669.12**	**2,346.10**

Wernigerode
Sole Proprietorship

	Unit	2019	2020	2021	2022	2023
Product material						
Plastics	t	630.77	496.03	630.56	681.26	580.12
Metals	t	13.45	9.50	12.39	11.51	13.55
Writing fluids	t	237.10	206.67	258.65	274.89	252.91
Decoration	t	8.68	8.00	9.45	8.63	7.00
Semi-finished products (others)	t	13.27	13.66	5.05	11.15	5.39
Auxiliary and operational materials						
Oils + Greases	t	0.00	1.13	1.20	0.64	1.56
Solvents	t	1.27	1.27	1.37	1.56	1.31
Miscellaneous	t	0.81	0.54	0.21	0.56	0.40
Packaging and display						
Display/Stands	t	1.94	1.56	1.91	2.99	2.83
Printed parts	t	0.04	0.49	0.64	0.62	0.53
Packaging	t	206.11	174.84	212.12	231.93	226.07
Total:	**t**	**1,113.44**	**913.69**	**1,133.55**	**1,225.74**	**1,091.67**

Consolidated data Wernigerode & Tennenbronn

	Unit	2019	2020	2021	2022	2023
Product material						
Plastics	t	2,070.43	1,735.86	2,286.47	2,244.14	1,955.48
Metals	t	259.37	209.72	251.08	264.58	225.42
Writing fluids	t	388.59	318.42	418.27	423.70	412.08
Decoration	t	13.91	12.03	15.21	13.86	11.80
Semi-finished products (others)	t	26.91	31.91	31.53	28.06	19.40
Total:	t	**2,759.21**	**2,307.94**	**3,002.56**	**2,974.34**	**2,624.18**
Auxiliary and operational materials						
Oils + Greases	t	8.87	8.19	8.78	9.53	9.76
Solvents	t	8.43	7.30	8.03	10.36	8.05
Miscellaneous	t	2.07	2.16	2.72	3.21	2.59
Total:	**t**	**19.37**	**17.65**	**19.53**	**23.10**	**20.40**
Packaging and display						
Display/Stands	t	91.02	54.21	65.34	67.17	63.44
Printed parts	t	19.20	10.11	12.71	20.42	10.35
Packaging	t	561.72	514.34	602.62	620.33	571.79
Total:	**t**	**671.94**	**578.66**	**680.67**	**707.92**	**645.58**
Total:	**t**	**3,450.52**	**2,904.25**	**3,702.76**	**3,705.36**	**3,290.16**

Energy

Tennenbronn

Sole Proprietorship

	Unit	2019	2020	2021	2022	2023
Electricity						
Electricity procurement (hydropower)	MWh	4,277.7	3,716.2	4,603.9	4,368.1	4,158.5
Electricity (combined heat and power unit)	MWh	534.9	503.1	417.6	372.5	364.2
Electricity (Photovoltaics)	MWh	56.1	79.1	59.1	61.5	61.2
Total:	**MWh**	**4,868.7**	**4,298.4**	**5,080.6**	**4,802.1**	**4,583.9**
Heat (heating)						
Heating oil (EL)	MWh	29.9	27.9	29.9	29.9	29.9
LPG heating	MWh	303.8	556.1	271.7	445.9	248.4
LPG CHP	MWh	1,051.2	986.6	832.4	758.2	780.9
Natural gas	MWh	552.8	601.4	652.9	545.7	547.5
Total:	**MWh**	**1,937.7**	**2,172.0**	**1,786.9**	**1,779.7**	**1,606.7**
Fuels (vehicle fleet)						
Petrol + Diesel + Electricity	MWh	123.8	92.8	94.5	87.0	111.2
Total:	**MWh**	**6,930.2**	**6,563.2**	**6,962.0**	**6,668.8**	**6,301.8**

Wernigerode
Sole Proprietorship

	Unit	2019	2020	2021	2022	2023
Electricity						
Electricity procurement (hydropower)	MWh	2,143.0	1,801.0	2,195.0	2,218.0	2,319.6
Electricity (Photovoltaics)	MWh	50.1	46.7	42.7	48.2	44.6
Total:	**MWh**	**2,193.1**	**1,847.7**	**2,237.7**	**2,266.2**	**2,364.2**
Heat (heating)						
District heating	MWh	817.0	717.0	880.0	891.0	887.8
Fuels (vehicle fleet)						
Petrol + Diesel + Electricity	MWh	12.0	8.0	10.0	7.6	5.3
Total:	**MWh**	**3,022.1**	**2,572.7**	**3,127.7**	**3,164.8**	**3,257.3**

Consolidated data
Wernigerode & Tennenbronn

	Unit	2019	2020	2021	2022	2023
Electricity	MWh	7,061.8	6,146.1	7,318.3	7,068.3	6,948.1
Heat (heating)	MWh	2,754.7	2,889.0	2,666.9	2,670.7	2,494.5
Fuels (vehicle fleet)	MWh	135.8	100.8	104.5	94.6	116.5
Total:	**MWh**	**9,952.3**	**9,135.9**	**10,089.7**	**9,833.6**	**9,559.1**

Fresh water

Tennenbronn
Sole Proprietorship

	Unit	2019	2020	2021	2022	2023
Water						
Drinking water	m^3	2,840	2,591	2,941	2,624	2,791
Cooling water	m^3	168,684	124,236	133,974	141,738	131,489
Total	**m^3**	**171,524**	**126,827**	**136,915**	**144,362**	**134,280**

Wernigerode
Sole Proprietorship

	Unit	2019	2020	2021	2022	2023
Water						
Drinking water	m^3	2,452	1,990	2,552	2,300	2,422

Consolidated data
Wernigerode & Tennenbronn

	Unit	2019	2020	2021	2022	2023
Drinking water	m^3	5,292	4,581	5,493	4,924	5,213
Cooling water	m^3	168,684	124,236	133,974	141,738	131,489
Total	**m^3**	**173,976**	**128,817**	**139,467**	**146,662**	**136,702**

Output goods

Tennenbronn
Sole Proprietorship

	Unit	2019	2020	2021	2022	2023
Output	**t**	2,439.63	2,201.86	2,534.89	2,480.37	2,361.39

Wernigerode
Sole Proprietorship

	Unit	2019	2020	2021	2022	2023
Output	**t**	1,044.76	855.52	1,055.28	1,154.64	1,028.15

Consolidated data
Wernigerode & Tennenbronn

	Unit	2019	2020	2021	2022	2023
Output	**t**	3,307.18	3,018.04	3,442.89	3,329.96	3,236.85

Waste

Tennenbronn
Sole Proprietorship

	Unit	2019	2020	2021	2022	2023
Waste						
Non-hazardous waste for re-use	t	173.5	228.2	229.4	230.8	203.3
Hazardous waste for re-use	t	14.6	10.0	8.9	25.8	12.7
Non-hazardous waste for disposal	t	20.4	9.8	11.6	14.4	15.6
Hazardous waste for disposal	t	4.0	3.0	1.8	1.8	1.8
Total	**t**	**212.5**	**251.0**	**251.7**	**272.8**	**233.4**

Wernigerode
Sole Proprietorship

	Unit	2019	2020	2021	2022	2023
Waste						
Non-hazardous waste for re-use	t	86.4	62.4	63.2	72.6	83.0
Hazardous waste for re-use	t	3.0	5.7	2.3	2.7	1.3
Non-hazardous waste for disposal	t	6.6	3.3	6.4	4.5	4.7
Hazardous waste for disposal	t	8.2	9.8	8.0	6.8	6.4
Total	**t**	**104.2**	**81.2**	**79.9**	**86.6**	**95.4**

Consolidated data Wernigerode & Tennenbronn

	Unit	2019	2020	2021	2022	2023
Waste						
For re-use	t	277.5	306.3	303.8	331.9	300.3
For disposal	t	39.2	25.9	27.8	27.5	28.5
Total	**t**	**316.7**	**332.2**	**331.6**	**359.4**	**328.8**

Waste water

Tennenbronn
Sole Proprietorship

	Unit	2019	2020	2021	2022	2023
Water						
Sanitary/Indirect discharge	m^3	2,815	2,566	2,916	2,604	2,880
Vibratory finishing machine/Indirect discharge	m^3	25	25	25	20	20
Cooling water/Direct discharge	m^3	168,684	124,236	133,974	141,738	131,489
Total:	**m^3**	**171,524**	**126,827**	**136,915**	**144,362**	**134.389**

Wernigerode
Sole Proprietorship

	Unit	2019	2020	2021	2022	2023
Water						
Sanitary/Indirect discharge	m^3	1,562	1,081	1,102	1,169	1,272
Cooling towers/Emissions	m^3	890	909	1,450	1,086	1,084
Total:	**m^3**	**2,452**	**1,990**	**2,552**	**2,255**	**2,356**

Consolidated data Wernigerode & Tennenbronn

	Unit	2019	2020	2021	2022	2023
Direct discharge	m^3	168,684	124,236	133,974	141,738	131,489
Indirect discharge	m^3	4,402	3,672	4,043	3,793	4,172
Emissions	m^3	890	909	1,450	1,086	1,084
Total:	**m^3**	**173,976**	**128,817**	**139,467**	**146,617**	**136,745**

Emissions (CO_2-equivalent)

Tennenbronn
Sole Proprietorship

	Unit	2019	2020	2021	2022	2023
CO_2						
From purchased energy	t	0.0	0.0	0.0	0.0	0.0
From heating and the vehicle fleet	t	621.3	673.6	564.9	556.3	511.6
Due to refrigerant loss	t	0.0	0.0	0.0	0.0	0.0
Total:	**t**	**621.3**	**673.6**	**564.9**	**556.3**	**511.6**

Wernigerode
Sole Proprietorship

	Unit	2019	2020	2021	2022	2023
CO_2						
From purchased energy	t	0.0	0.0	0.0	0.0	0.0
From heating and the vehicle fleet	t	199.0	174.0	214.0	215.8	214.9
Due to refrigerant loss	t	0.0	0.0	0.0	0.0	0.0
Total:	**t**	**199.0**	**174.0**	**214.0**	**215.8**	**214.9**

Consolidated data Wernigerode & Tennenbronn

	Unit	2019	2020	2021	2022	2023
CO_2						
From purchased energy	t	0.0	0.0	0.0	0.0	0.0
From heating and the vehicle fleet	t	820.3	847.6	778.9	772.1	726.5
Due to refrigerant loss	t	0.0	0.0	0.0	0.0	0.0
Total:	**t**	**820.3**	**847.6**	**778.9**	**772.1**	**726.5**

Consolidated Key Indicators for **Tennenbronn and Wernigerode**

Energy efficiency		2019	2020	2021	2022	2023
Total energy	MWh	9,952	9,136	10,090	9,834	9,559
Product (w/o commercial goods)	t	3,307	3,018	3,443	3,330	3,237
Key performance indicator	**MWh/t**	**3.01**	**3.03**	**2.93**	**2.95**	**2.95**

Electrical energy		2019	2020	2021	2022	2023
Electrical energy	MWh	7,062	6,146	7,318	7,068	6,948
Product (w/o commercial goods)	t	3,307	3,018	3,443	3,330	3,237
Key performance indicator	**MWh/t**	**2.14**	**2.04**	**2.13**	**2.12**	**2.15**

Renewable energy		2019	2020	2021	2022	2023
Renewable energy	MWh	6,527	5,643	6,901	6,696	6,584
Total energy	MWh	9,952	9,136	10,090	9,834	9,559
Key performance indicator	**MWh/MWh**	**66%**	**62%**	**68%**	**68%**	**69%**

Consolidated Key Indicators for Tennenbronn and Wernigerode

Thermal energy		**2019**	**2020**	**2021**	**2022**	**2023**
Heating capacity adjusted (GTZ 20/15)	MWh	2,897	3,220	2,606	2,979	2,823
Converted space	m^3	166,681	166,681	162,181	162,181	162,181
Key performance indicator	**MWh/m^3**	**0.017**	**0.019**	**0.016**	**0.018**	**0.017**

Fuel		**2019**	**2020**	**2021**	**2022**	**2023**
Energy consumption	MWh	135.8	100.8	104.5	94.6	116.5
Distance travelled	km	164,270	107,033	112,276	117,188	127,818
Key performance indicator	**kWh/100 km**	**82.7**	**94.2**	**93.1**	**80.7**	**91.1**

Material efficiency		**2019**	**2020**	**2021**	**2022**	**2023**
Product (w/o commercial goods)	t	3,307	3,018	3,443	3,330	3,237
Material	t	3,431	2,887	3,683	3,682	3,270
Key performance indicator	**t/t**	**96.4%**	**104.6%**	**93.5%**	**90.4%**	**99.0%**

Consolidated Key Indicators for Tennenbronn and Wernigerode

Water		**2019**	**2020**	**2021**	**2022**	**2023**
Drinking water (w/o cooling)	m^3	5,292	4,581	5,493	4,924	5,213
Product (w/o commercial goods)	t	3,307	3,018	3,443	3,330	3,237
Key performance indicator	**m^3/t**	**1.60**	**1.52**	**1.60**	**1.48**	**1.61**

Waste		**2019**	**2020**	**2021**	**2022**	**2023**
Total waste	t	317	332	332	359	329
Product (w/o commercial goods)	t	3,307	3,018	3,443	3,330	3,237
Key performance indicator	**t/t**	**9.6 %**	**11.0 %**	**9.6 %**	**10.8 %**	**10.2 %**

Biodiversity		**2019**	**2020**	**2021**	**2022**	**2023**
Area covered by buildings	m^2	38,261	38,261	38,261	38,261	38,761
Product (w/o commercial goods)	t	3,307	3,018	3,443	3,330	3,237
Key performance indicator	**m^2/t**	**11.57**	**12.68**	**11.11**	**11.49**	**11.97**

Consolidated Key Indicators for Tennenbronn and Wernigerode

Emissions		2019	2020	2021	2022	2023
CO_2 total emissions	t	820	848	779	772	726
Product (w/o commercial goods)	t	3,307	3,018	3,443	3,330	3,237
Key performance indicator	**t/t**	**0.25**	**0.28**	**0.23**	**0.23**	**0.22**

Notes on the balance sheets
at both sites

The relocation and centralisation of production processes across individual sites, as well as the closer integration of the division of labour and organisational structures, have also had an impact on the presentation of material flows in this Environmental Statement.

Due to the joint procurement of various materials or the centralised distribution of goods, a breakdown of goods flows by site is no longer particularly meaningful. For this reason, we have decided to add a separate table with the consolidated figures to the tables for each site. The consolidated figures do not always represent the total of the individual sites, as so-called intercompany settlements have not been taken into account. This prevents individual figures from being inflated and thus the balance sheets from being distorted. The key indicators now refer to these consolidated tables.

Due to the global economic situation in recent years, with the pandemic and war, the flow of goods at Schneider has also changed significantly.

Whereas in the past there was little difference between purchasing and production volumes, there have been greater fluctuations in this area since 2020. Due to higher stockpiling of various materials or the targeted reduction of excess stock, there have been shifts in the balance sheets.

In 2020, the year of the pandemic, sales significantly outpaced material processing. This was primarily due to a strategic reduction in finished goods inventory, while lockdown restrictions severely limited production. The resulting lower material efficiency at both sites stemmed from reduced stock levels and the need for smaller batch sizes, which led to more setup processes. This Environmental Statement accounts for inventory discrepancies in financial reporting. To ensure consistency, past financial statements have been recalculated to provide comparable data. This approach is to be maintained in the future.

General trend

Both incoming goods and material consumption follow the order situation and, consequently, economic fluctuations. In terms of energy efficiency, despite already achieving a high standard in recent years, there has been continuous improvement, driven by a series of individual measures. With the onset of the pandemic in 2020, a sharp decline in figures across all areas was recorded, followed by a recovery and inventory buildup in the following year. However, with the outbreak of the Ukraine war and the subsequent economic crisis, inventory levels were reduced once again.

Deviations from the general trend in Tennenbronn

- To increase the use of recycled plastics in our products, extensive trial runs were necessary. While not all of these materials met our standards and had to be disposed of, we remain committed to this path to achieve more sustainable production. Over the past few years, Schneider has taken significant steps forward in this area.
- Inventory of semi-finished parts had to be cleared to make space for the upcoming building demolition.
- Following the demolition of older buildings, heating energy consumption dropped significantly.

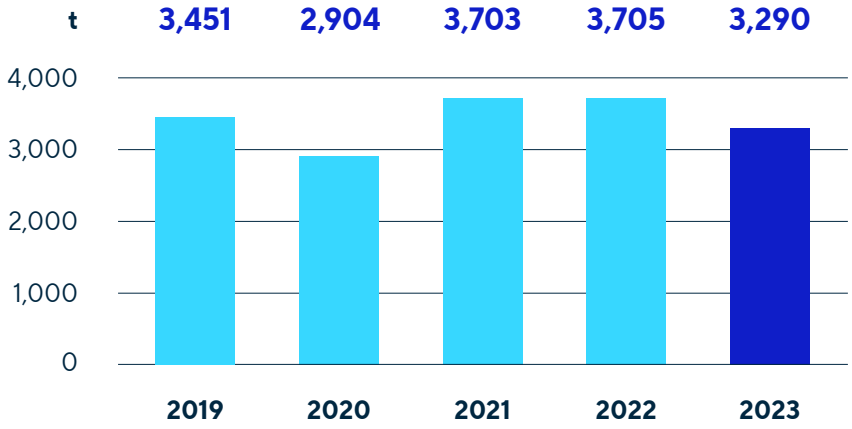
To better contextualise energy usage, consumption figures are adjusted using the degree-day method for the site.

Deviations from the general trend in Wernigerode

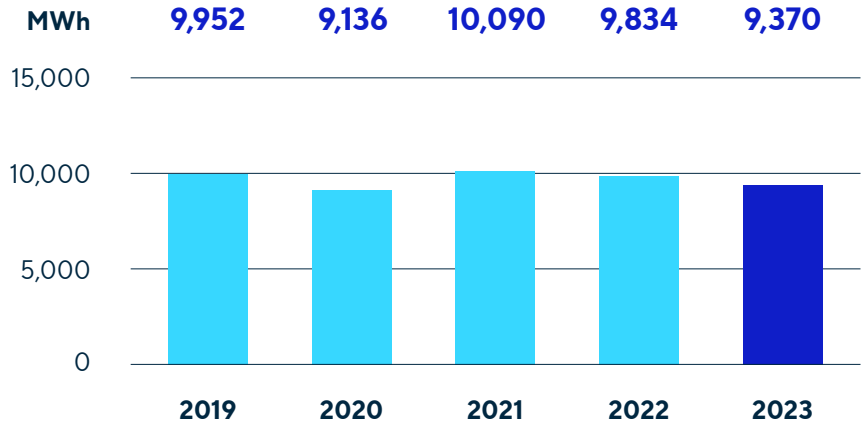
- A notable increase in waste for recovery stands out, particularly the rise in production waste from 27 tonnes to 47 tonnes. This change has several causes: Customer demand has shifted towards writing instruments made from two-component injection-moulded parts. The resulting semi-finished parts from setup and colour-change processes cannot be reused internally, as the two different plastics—once bonded—cannot be separated. The transition of the Textmarker 180 to recycled plastic required numerous production tests, leading to a significant increase in plastic waste.
- Compared to 2022, we purchased approximately 10% less production material, resulting in a 10% reduction in output.

Total environmental performance **(intercompany)**

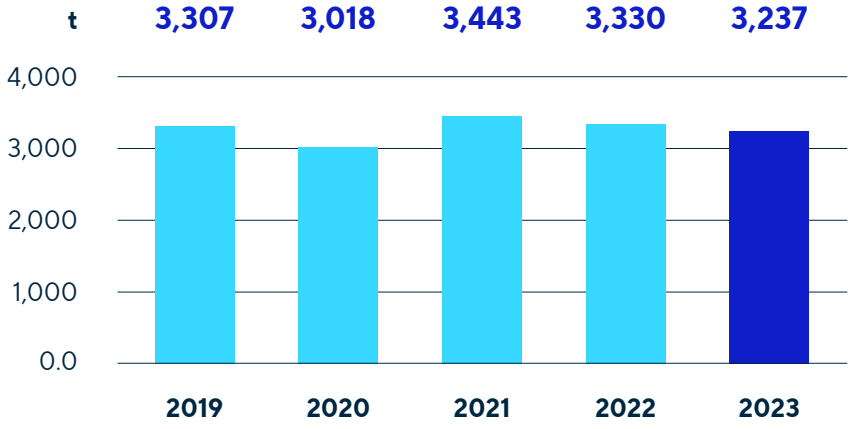
Material input



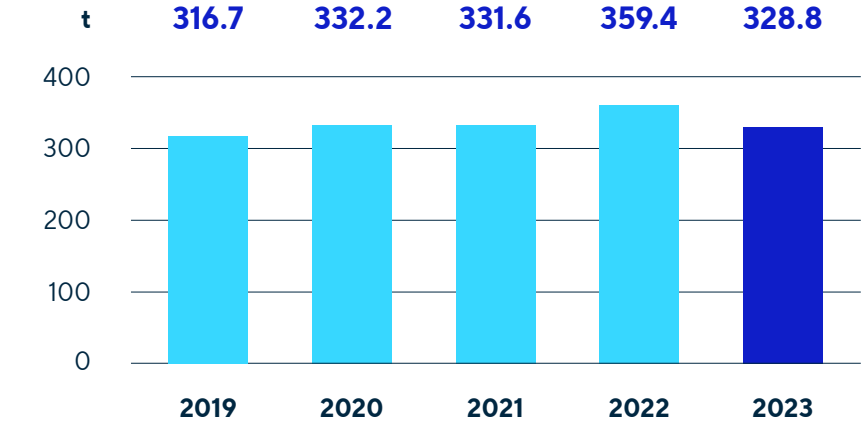
Total energy



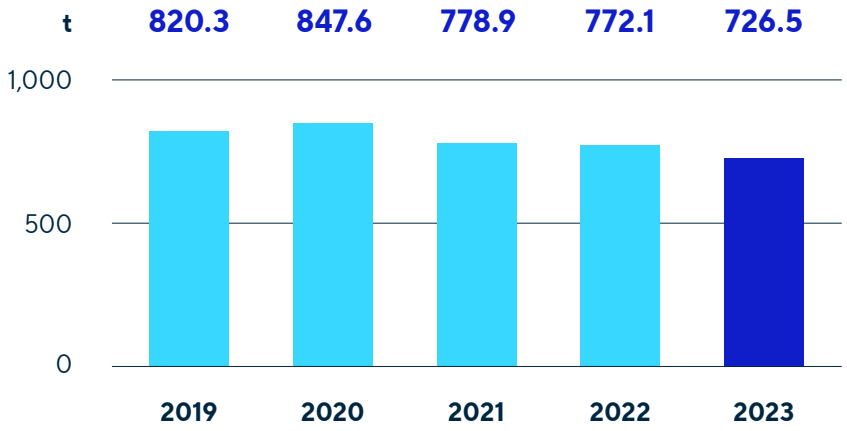
Output goods



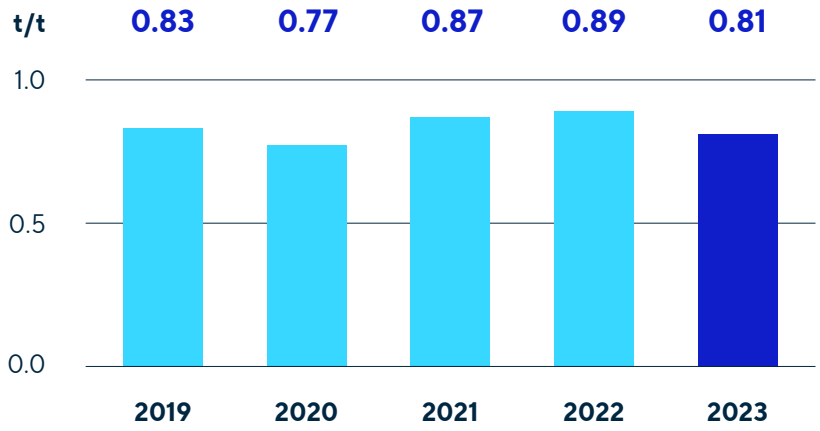
Waste



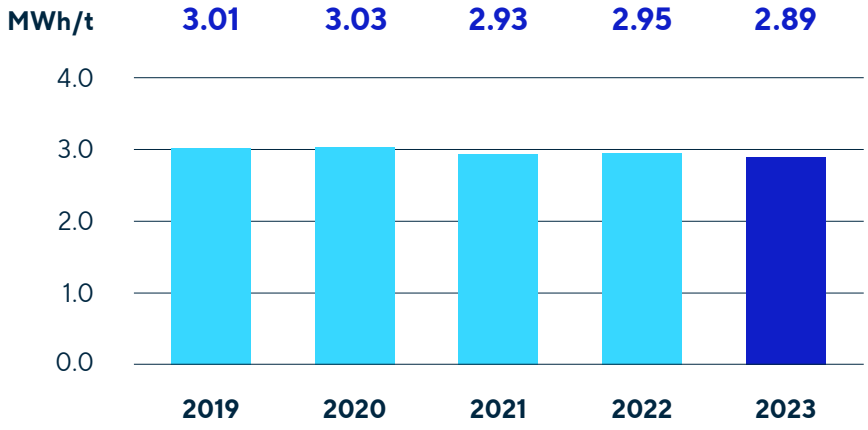
Emissions (CO_2-equivalent)



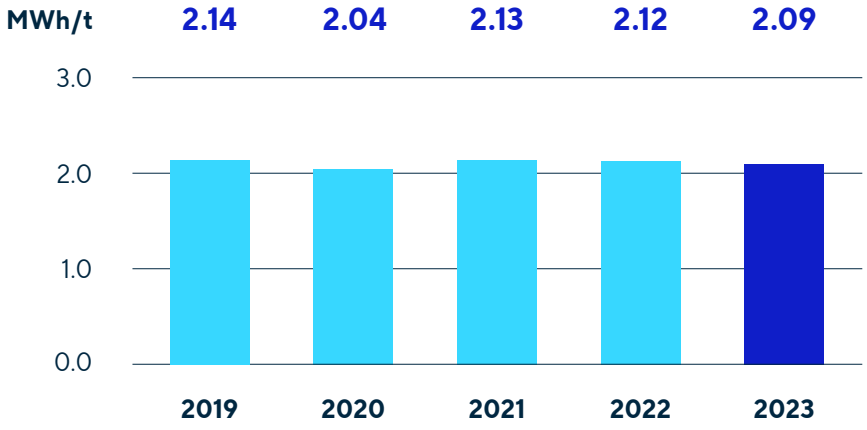
Material efficiency



Energy efficiency



Electrical energy



Other direct and indirect **impacts on the environment**

Product material

Different types of plastics, metals, pastes and inks are processed. Plastics are used in the form of granulates for plastic injection moulding, tubes, yarn or fibre rods. Schneider primarily uses PP and SAN, followed by ABS, MABS, PET, PE and POM. PVC is never used. Soft rubberised surfaces feel comfortable in the hand. They avoid pressure points and ensure an ergonomic posture when used for the grip zone of a writing instrument. These soft polymers are free of plasticisers, such as phthalates. Increasingly, bio-based or recycled plastics are being used. In 2023, over 380 tonnes of bio-based and recycled plastics were processed.

Metals such as stainless steel, nickel silver and brass are sourced either as wires, segments or tubes. The wires are mainly processed into springs, whilst the tubes are used for refill production.

Since mid-2023, we have been using only lead-free stainless steel for our writing tips. Brass and nickel silver are no longer used here. For the fittings used, such as clips, push buttons and decorative rings, care is taken to ensure that the limit values for nickel release are not exceeded.

Small amounts of hard metals (tungsten carbide) and ceramics are used. We try to avoid the use of cobalt as a binding agent here. The tooling and equipment departments process tooling steels, cooper or aluminium.

Different pastes, inks and gels are processed as writing media, depending on the purpose in hand. In order to prevent environmental damage, the flammable and polluting materials are stored in appropriate tanks in special rooms according to statutory requirements.

Since we develop and produce our own inks, we have a greater influence on the ingredients used and the classifications of the inks.

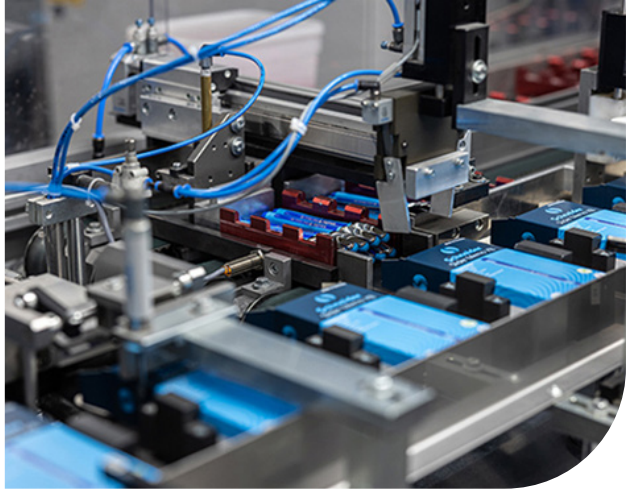
Packaging – internal and external

In order to reduce packaging waste, Schneider has been using KLTs (small load carriers) and plastic transport boxes for many years for internal transport and for transport between locations. This procedure was also rolled out to various subcontractors where larger quantities are purchased. However, this only makes ecological sense if the necessary return transport does not pollute the environment more than deliveries in cardboard boxes, for example. The commissioning of the new automated small parts warehouse (AKL) takes this trend to a new level. Furthermore, our packaging materials were adapted accordingly for deliveries within our own organisation.

Packaging for customers

For product packaging and for transport to the customer, mainly cardboard boxes and pallets are used, as the use of reusable packaging is not feasible due to the worldwide distribution network.

The Schneider logistics centre (blulog) in Tennenbronn.



As resource-efficient and fully automated as possible: the packaging of the products.

Cardboard quality GD2 with at least 80% recycled paper is used for flat-pack boxes and disposable displays. Permanent displays may also be made from plastic, wood, metal or glass. Goods are dispatched in cardboard boxes, mostly on Euro pallets, protected with stretch plastic. Increasingly, recycled film is being used here. Disposable pallets are used for international consignments.

Schneider works with various approved service providers and take-back systems for the disposal of packaging at retail and consumer level.

The sale of writing instruments to private and small business clients is moving increasingly away from specialist retailers to self-service markets. In response to the requirements of this sales form in terms of product information, sales promotion and security against theft, writing instruments are increasingly packaged in so-called blister packs. We mostly use blister packs made from at least 90% recycled paper. A harmless lacquer is used to provide the hot-sealable coating. The blisters are made from environmentally compatible and recyclable PET.

To get closer to our goal of sustainable packaging, we are trying to convince customers to avoid plastic by introducing a new packaging concept. The first writing instruments are already being packaged in solid cardboard blisters, with more to follow.

Waste

The main constituents of waste in Tennenbronn and Wernigerode are plastics, metals and paper and cardboard. The proportion of re-usable waste is over 90% on annual average. By far, the largest component of the waste sent for disposal is commercial waste similar to household waste. Small quantities of metal grinding sludge, waste varnishes and paints are also generated. At irregular intervals, there is waste from demolition and renovation works.

The increased volume of production means that waste has increased in absolute terms. However, in relation to the raw materials processed, the volume has halved since the launch of our environmental management system in 1996.

Auxiliary and operational materials

At both sites, various machine, cutting and hydraulic oils are primarily used for the machinery in the plastic injection moulding plant or in toolmaking. Furthermore, cleaning agents, solvents and alcohols are used for flushing filling systems. Materials with polluting or other hazardous characteristics are handled and stored in accordance with statutory requirements. In Tennenbronn, additives for the vibratory finishing machine are also used. A cleaning system operated with a modified alcohol is used now to degrease metal tips after machining. Due to the type of solvent used, the system is not subject to mandatory licensing. To protect the ground water, the entire automatic cleaning mechanism stands in a collection basin. The integrated solvent recovery mechanism distils unwanted oil components off, which allows the plant to be operated in a recirculation system.

Electricity consumption

- By far the largest consumer of electrical energy at both sites is the respective plastic injection moulding plant. Here plastic granulate is heated until it can be injected into metal moulds. The moulds and machines must then be cooled down again, which also consumes energy.

- Large amounts of electricity are consumed by the respective compressor systems at the sites.

- It remains to be seen over the next few years how the oxygen reduction plant and the AKL's conveyor technology will affect electricity demand.

- To create good working conditions for staff across all areas, extensive ventilation systems have been installed, including in existing buildings.

- Since 2004 in Tennenbronn and since 2010 in Wernigerode, 100% of the electricity has been sourced as "hydroelectric power", including in the rented buildings.

- Self-generated electricity from cogeneration plants (gas CHP) is also partially used.

- In 2006, the first photovoltaic system was installed on the top of the company building. In total, Schneider now operates photovoltaic systems with a total output of over 100 kWp, some of which is fed into the public grid.

Heating systems

- The building heating in Plant 1 is mainly provided by CHP units and a modern gas condensing boiler system using liquefied petroleum gas; only the canteen area is still heated using small quantities of heating oil. The liquid gas is stored in an approved system according to 4. BImSchV (Federal Emission Control Act). The underground tanks have a capacity of 48 tonnes of liquid gas.

Small and large production series are customized using pad or screen printing.

- The first CHP (cogeneration of heat and power) plant that was installed in 1998 and ran on liquid gas has now been taken out of operation after nearly 20 years of service and replaced by a new system. A total of 3 CHP (combined heat and power plants) are operated in Tennenbronn. The quantities of electricity and heat produced are primarily consumed in the internal networks on the premises, but some is also fed into the public electricity network.

- Natural gas is used for heating in Plant 2 and in the blulog logistics centre.

- Effective heat recovery by means of a heat wheel is carried out using the exhaust air from the plastic injection moulding department as well as from the newly installed ventilation system in the production departments.

- In the newly built compressor plant, waste heat is stored in a central buffer tank and used as required to boost the heating circuits.

- By means of four heat pumps, residual heat from different departments is used to heat other parts of the building.

- The Wernigerode plant has no heating systems of its own. Environmentally-friendly distance heating is provided from the municipal works.

- Heat recovery from the compressors is used to heat domestic water all year round.

- Various modifications have enabled the network to be optimised, so that residual heat can be integrated in the heating system.

- The new warehouse is heated using waste heat from the plastic injection moulding shop.

Water / waste water in Tennenbronn

The drinking water used at the headquarters (Plant 1) comes solely from the company's own springs. The drinking water is mainly used in the sanitary area, small amounts are used in ink production, ink feeder production and on the grinding machine. In our second facility in Tennenbronn (Plant 2) and in the blulog logistics centre, water is obtained from the public network and employed solely in the building's sanitary facilities. In the plastics injection moulding shop mould and machines are cooled indirectly by means of a heat exchanger in the cold water circuit using water from the "Schiltach". The recooling water comes from the small river next to the company building and is cleaned using quartz sand filters. It is heated in the heat exchanger and then returned to the Schiltach without loss and without the addition of any chemicals. We have a permit from the water authority for this operation. The volume of waste water comprises the drinking water consumed, the recooling water returned to the Schiltach and a small amount of waste water from the grinding machine (indirect feed).

Water / waste water in Wernigerode

The fresh water used in this site is exclusively drinking water from the public supply. This is used in the sanitation area, for ink production and to top up the cooling water circuits in the plastic injection moulding cop and in the eroding machines. Waste water is produced in the sanitation area and as residue from the cleaning of ink containers and ink cartridges.

Noise

To protect staff from the harmful effects of noise, internal noise measurements are carried out. In areas where noise exposure cannot be ruled out, various types of hearing protection are made available to staff. Even where there are no designated noisy areas, employees may make use of the hearing protection equipment provided. In selected departments, special, custom-fitted ear moulds are also available.

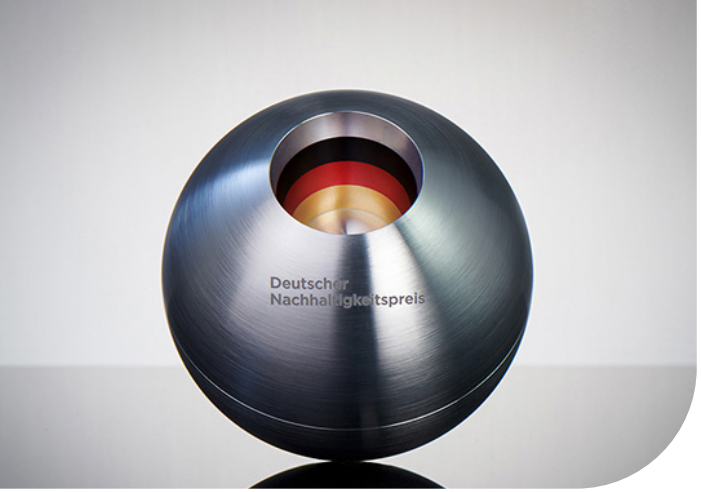
- The noisiest departments at both sites are the plastic injection moulding facilities.
- No noise pollution is detectable outside the buildings.

Emissions

- In Tennenbronn, emissions are mainly produced by the heating systems and the combined heat and power units.
- Emissions from the new cleaning system are intercepted by activated carbon filters and values are lower than the permitted thresholds.
- Solvent emissions from the printing plant are caused only in Tennenbronn, as this department in Wernigerode has been closed down.
- Most emissions in Wernigerode are generated not at the site, but rather on the district heating system.
- Both sites have a small, company-owned vehicle fleet.
- Other emissions, such as methane, sulphur hexafluoride or fluorocarbons are of no relevance for either plant.

Transport

The fleet of vehicles at the two plants is kept small with a few cars and a small truck. In Tennenbronn, a medium-sized lorry is also used to allow timely delivery of produced goods to the new logistics centre. The vehicle fleet could be partially downsized. Unfortunately, hybrid vehicles have not proven to be a “more sustainable alternative” in every case, as the total energy requirement was sometimes even higher than for conventional models.



Schneider was awarded the German Sustainability Prize 2024.

Climate-neutral products and offsetting of emissions

Schneider is now working with some specialists to become even more active in climate protection –especially to integrate climate protection "into" the product, thereby rendering it more tangible for customers. We have calculated the "Corporate Carbon Footprint" for the entire company (Scope 1-3) including purchased raw materials, transport, services, business trips, etc. A "corporate carbon footprint" is used as the foundation for developing concepts to reduce carbon emissions. Derived from the "CO_2 Footprint", it is possible to quantify the exact amount of emissions for individual products in order to offset them and render them climate-neutral by supporting climate protection projects. These projects, which are traded on the voluntary market, must meet internationally recognised criteria and be certified by independent auditors. Schneider has been supporting projects according to the Gold Standard since 2014 and thus offsets the emissions for several product series (e.g. for the top-selling Slider series and the popular rollerball series One).

In addition to environmentally conscious consumers, the new range of climate-neutral products is primarily aimed at companies wanting to realise or implement a climate protection strategy and "Green Office" or those wanting to draw their customers' attention to the issue of sustainability with climate-neutral promotional writing instruments.

Schneider was awarded the German Sustainability Prize 2024.

Other indirect impact

- Wherever possible, regional suppliers and craftsmen are preferred in order to keep travel distances and the associated emissions to a minimum.
- We prioritise suppliers who operate an environmental management system.
- At both sites, a large proportion of the staff members comes to work by bicycle or e-bike.
- In Tennenbronn, a free company bus operates to and from the company during the cold months.
- Business trips are preferably undertaken by train.
- Where possible, air travel is avoided.

Contaminated sites

None have been identified.

Declaration of validity

Environmental Statement
The next consolidated Environmental Statement will be presented for validation in March 2027 at the latest.

The next updated Environmental Statement will be presented to the Environmental Assessor for validation in March 2025 at the latest.

Environmental Assessor / Environmental Assessor Organisation
The following Environmental Assessor / Environmental Assessor Organisation was engaged:

Intechnica Cert GmbH (certification No. DE-V-0279)
Ostendstr. 181
90482 Nuremberg

Confirmation of validity
The undersigned, Dr Udo Ammon, an EMAS environmental verifier with registration number DE-V-0259, accredited or licensed for the scope 2 (NA CE code Rev. 2) confirms to have verified whether the site or the entire organisation Schneider Schreibgeräte in Schramberg-Tennenbronn and in Wernigerode as stated in the consolidated Environmental Statement (with the registration number D-169-00015) meets all requirements of Regulation (EC) No. 1221/2009 of the European Parliament and of the Council of 25 November 2009 and Amendment Regulation 2017/1505 of 28/08/2017 and Amendment Regulation 2018/2026 of 19/12/2018 on the voluntary participation by organisations in a Community eco-management and audit scheme (EMAS). By signing this statement, I confirm that

- the assessment and validation have been carried out in full compliance with the requirements of Regulation (EC) No 1221/2009, Amendment Regulation 2017/1505 and Amendment Regulation 2018/2026,
- the result of the assessment and validation confirms that there is no evidence of failure to comply with the relevant environmental regulations,
- the data and specifications of the consolidated Environmental Statement by the organisation represents a reliable, credible and truthful picture of all the activities of the organisation within the area specified in the Environmental Statement.

Tennenbronn, 23/04/2024

Dr. Udo Ammon
Environmental Assessor

www.blauer-engel.de/uz200

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