

Sustainability Report 2025

Shaping the Energy Transition

JEAN MÜLLER GmbH Elektrotechnische Fabrik



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Foreword

Roland Benter



For over 125 years, JEAN MÜLLER has been synonymous with safety, reliability and technical excellence as a family-run company business. We specialise in developing, manufacturing and distributing fuse elements, switchgear, power distribution components and complete system solutions. Our products and expertise support critical energy infrastructure projects around the world, ranging from street-side cable distribution cabinets to operating theatres. Our customers rely on us to deliver the highest quality and technical precision. We are committed to ensuring that our employees work in a healthy and safe environment. Thanks to their expertise, commitment and awareness of sustainable practices, they contribute every day to enabling JEAN MÜLLER to successfully shape its path towards a responsible future.

Resource-efficient production processes and durable, recyclable products are intended to support the reduction of environmental impact. We are committed to systematically identifying our environmental footprint with the aim of reducing it step by step. This involves conserving natural resources and continuously developing our approach as part of an ongoing journey towards greater sustainability. Our certified management systems in accordance with ISO 9001, 14001, 45001 and 50001 support this ambition, helping us to make progress transparent and measurable. In this way, our slogan “The name for safety” becomes a lived reality.

At the same time, we embrace sustainability as a form of social responsibility. This is why we are committed locally, contributing to the common good in the region where we live and work.

In the following pages, we present our Sustainability Report for the financial year 2025, prepared in accordance with the VSME standard¹. It provides transparent insight into the current status of our sustainability efforts, and details our objectives, measures and progress. At the same time, it is both a commitment to and an incentive for, consistently pursuing our path.



Yours sincerely
Roland Benter
Management Board, JEAN MÜLLER

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For us, sustainability is not just a slogan on paper – but a commitment we have been putting into practice for years.



¹Our sustainability report is based on the European Commission's Recommendation on a standard for voluntary sustainability reporting by small and medium-sized enterprises¹ of 30 July 2025, known as the Voluntary Standard for SMEs (VSME).

B1 | Basis for preparation

Positioning of this report within JEAN MÜLLER's strategic approach to sustainability

This is JEAN MÜLLER's² first Sustainability Report. Nevertheless, sustainability is not a new topic for us. We have been addressing it strategically for several years and, below, we place this report in the context of our activities to date.

As a long-established family-owned company, we are committed to helping shape a sustainable future. This responsibility is reflected in our values, our Code of Conduct and our daily actions. It forms the basis for long-term business success that is compliant, resilient and sustainable.

Our values

Responsible and sustainable action is firmly embedded in our values. People and safety are at the centre of this commitment: JEAN MÜLLER stands for **"The name for safety"** and takes responsibility for safe products, ensuring reliable processes, acting with integrity in all that we do.

Our values are founded on honesty, mutual respect, trust and a strong sense of responsibility. We foster an open culture of information, working in a process-oriented and cross-functional manner and encouraging our teams to take ownership and actively use their decision-making latitude.

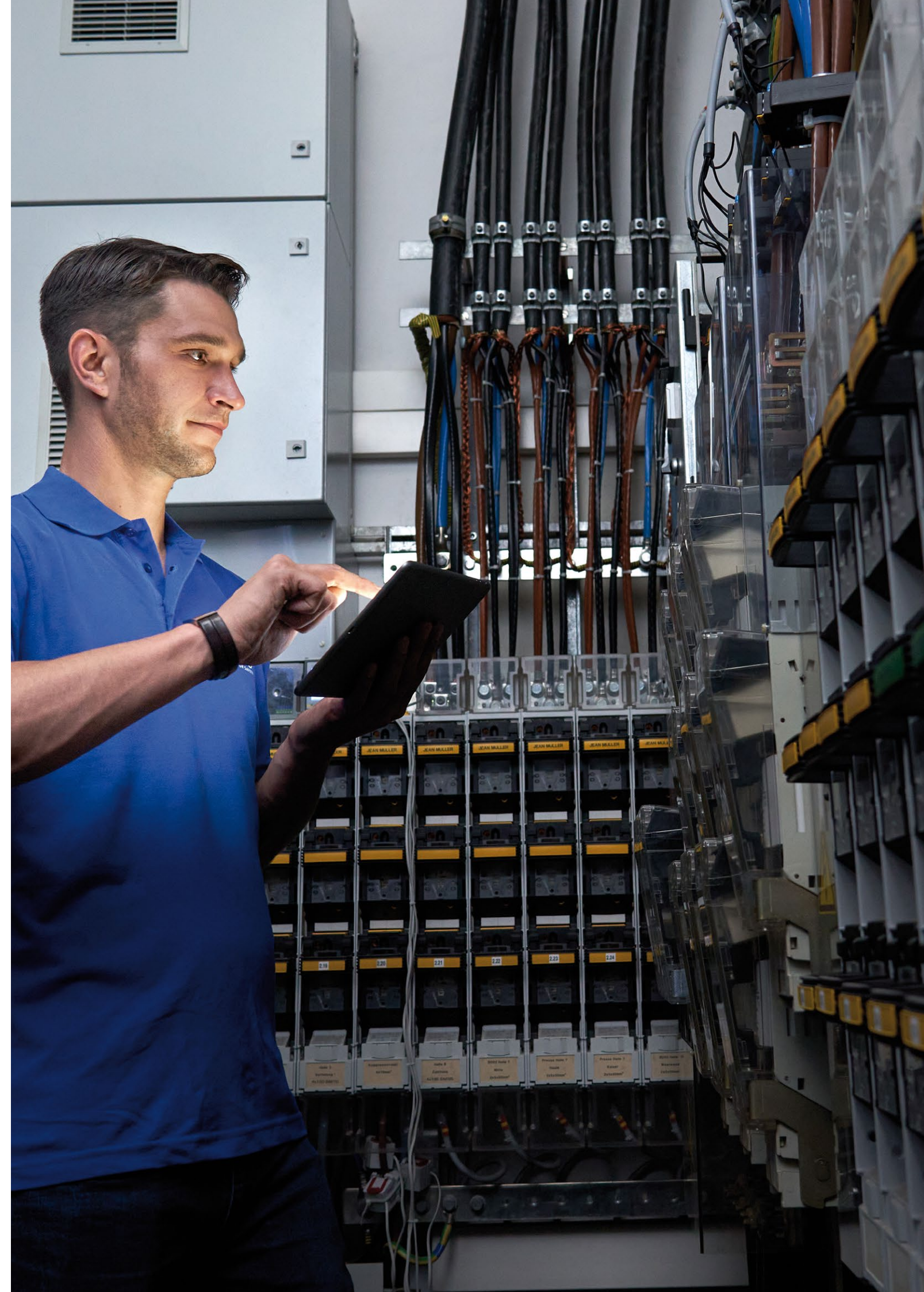
An entrepreneurial mindset, innovative capacity and quality are key benchmarks for our actions. These values are not just aspirations; they form the foundation of our corporate governance.

Our Code of Conduct

Our actions are guided by responsibility — towards the people who work for us, our business partners, and the regions and markets in which we operate. Our Code of Conduct translates our values into practice, providing the framework for responsible corporate behaviour. It sets out binding ethical principles and standards of conduct that apply to all employees worldwide. These include acting with integrity in business, complying with laws and internal policies, engaging in fair competition and respectful cooperation, and rejecting of corruption and unfair business practices outright.

Further information is available on our **website**.

²Wherever the report refers to "JEAN MÜLLER" or the "Group", this always refers to the entire consolidated Group of JEAN MÜLLER GmbH Elektrotechnische Fabrik.



Sustainable Development Goals (SDGs)

We have analysed the United Nations' global sustainability goals — the Sustainable Development Goals (SDGs) — with the aim of identifying those SDGs where our business activities could have the greatest potential to deliver positive impact or to mitigate potentially adverse effects. These include, for example, our occupational health and safety measures (SDG 3), high-quality vocational education and training (SDG 4), sustainable energy management (SDG 7), our role as a reliable employer in the region (SDG 8), our contribution to resilient energy infrastructure (SDG 9), and our commitment to ecodesign and the circular economy (SDG 12). These goals provide an important reference framework for the continued development of our strategy.



SDG 3: Safe and healthy collaboration

The health and safety of our employees is of the highest priority. In 2025 financial year, we implemented ISO 45001 at our Eltville site. Through preventive health services (occupational medical check-ups), vaccination programmes, occupational safety measures, company reintegration management (BEM) and a range of counselling services (Employee Assistance Programme), as well as prevention and health initiatives (Wellpass), we actively support the wellbeing of our workforce.



SDG 4: Education and lifelong learning

At JEAN MÜLLER, we understand education as a continuous process and as a foundation for individual and societal development. Alongside comprehensive initial training that effectively combines theory and practice, we place strong emphasis on ongoing professional development. This enables our employees to continuously enhance their skills and competencies.



SDG 7: Sustainable energy management

At our production site in Eltville, we have operated an ISO 50001 energy management system for several years. We have implemented various measures, such as installing photovoltaic systems and charging points for electric vehicles, and investing in energy-efficient production machinery. Our products also play an important role in energy use: our switchgear, cable distribution cabinets and distribution systems are vital for ensuring a reliable and safe power grid.



SDG 8: Employer in Germany

For more than 125 years, we have been rooted in Eltville in the Rheingau-Taunus district and are one of the region's largest employers. By continuously investing in the development of new products and in state-of-the-art production facilities, we are helping to ensure that fuse-switching devices "Made in Germany" have a future. To ensure compliance with human rights due diligence requirements in our supply chain, we voluntarily carry out an annual risk analysis based on the requirements of the German Supply Chain Due Diligence Act.



SDG 9: Secure energy infrastructure

Since 1897, we have stood for safety, expertise and innovation. Our products are part of resilient and secure energy infrastructure in both in public spaces and in industry. In particular, our electronics solutions lay the groundwork for smart distribution networks of the future.

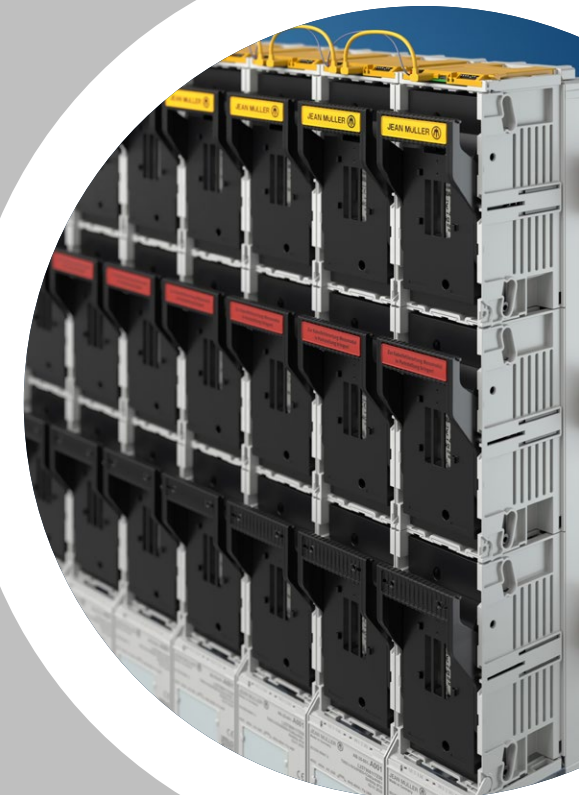
Wherever possible, we design our products to be upgradeable, enabling them to remain compliant with the latest statutory requirements in the energy sector.



SDG 12: Ecodesign and the circular economy

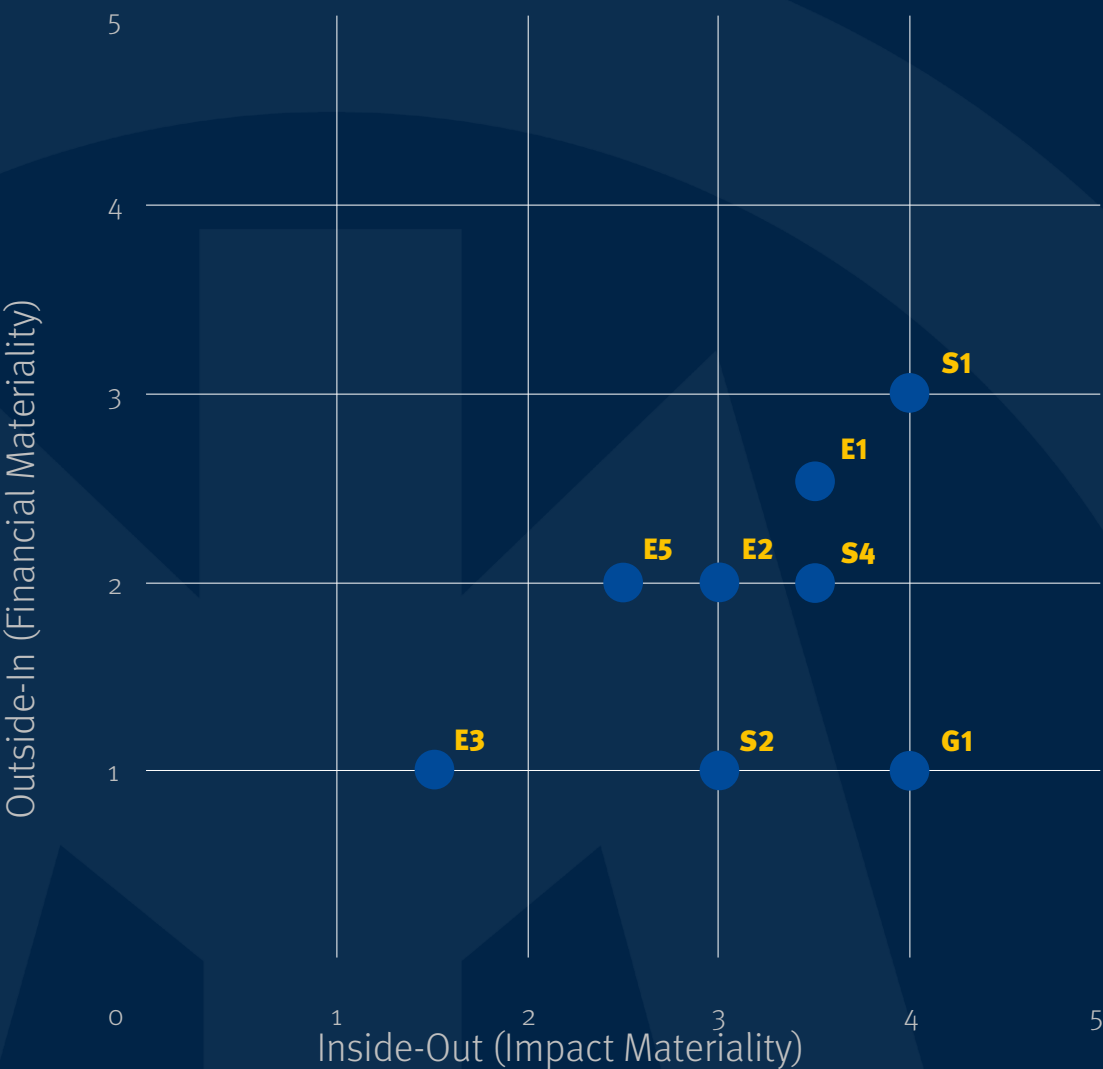
A significant proportion of our products consists of metals and plastics. We develop and manufacture our products in a way that enables the materials used to be recycled as effectively as possible. Avoiding waste and promoting reuse are key priorities in the production of plastic and metal parts at our Eltville site.

The long service life of our products — often exceeding 20 years — and our ISO 14001 certification also contribute to SDG 12.



Materiality analysis

Materiality Matrix JEAN MÜLLER



E1: Climate change | E2: Pollution | E3: Water and marine resources | E5: Resource use and circular economy | S1: Own workforce | S2: Workers in the value chain | S4: Consumers and end users | G1: Business conduct

In early 2020, a project team comprising members of the Management Board, Quality Management, Human Resources and the Sustainability Manager began implementing the requirements of the CSRD (Corporate Sustainability Reporting Directive). The double materiality analysis required by the CSRD had already been completed when the so-called EU Omnibus significantly reduced the CSRD’s scope of application. Ultimately, JEAN MÜLLER is no longer within the CSRD’s scope; however, we continue to use the results of the double materiality analysis to further develop our strategic approach to sustainability. One example of this is the thematic focus of this Sustainability Report in accordance with the VSME. For this reason, the results of the double materiality analysis are presented briefly below.

As usual, the double materiality assessment was preceded by a stakeholder analysis. If more than half of the stakeholders deemed a topic to be material, it was classified as material for JEAN MÜLLER and was thus considered accordingly in the double materiality analysis. As stakeholders’ assessments³ generally aligned with the project core team’s analysis for most topics, the interests and perspectives of our key stakeholders were clear and comprehensible for JEAN MÜLLER.

³Stakeholders taken into account: customers, suppliers, strategic partners, the Foundation Board, management, employees (works council), senior management, nature (‘silent stakeholder’)



As a result of the materiality analysis, six material topics were identified. The following section outlines the meaning of each topic for JEAN MÜLLER, as well as the associated key aspects and fields of action within the company and along the value chain.

E1 Climate change	■ Systematic enhancement of CO₂ reporting ■ Reduction of greenhouse gas emissions from production and transport ■ Step-by-step electrification of the vehicle fleet, including charging infrastructure ■ Increasing transparency, e.g. through Product Carbon Footprints (PCF) ■ Products and solutions that support electrification and increase transparency of electricity consumption
E2 Pollution	■ Emissions to air ■ Responsible handling of hazardous substances ■ Protection of soil and water bodies from contamination ■ Substitution of environmentally harmful or other substances of concern
E5 Resource use and circular economy	■ Production: Efficient use of raw materials, waste prevention and recovery, smart production control, maintenance and servicing of production equipment, and reuse of production waste ■ Products: service life, reparability, ease of disassembly and recyclability ■ Packaging: recyclability and reusable packaging solutions
S1 Own workforce	■ Working conditions covered by collective agreements or comparable arrangements ■ Occupational health and safety ■ Long-term employment prospects (e.g. retention after training and fixed-term contracts) ■ Employee participation (co-determination) ■ Protection of employees' personal data
S4 Consumers and end users	■ Product safety ■ Protection of personal data ■ Provision of clear and high-quality product information ■ Product compliance
G1 Corporate policy	■ Embedding integrity and responsible corporate governance in culture, processes and decision-making ■ Code of Conduct ■ Whistleblower protection and handling of reports (e.g. anonymous whistleblower hotline) ■ Responsible supplier relationships ■ Anti-corruption prevention measures ■ Transparency and engagement with interest representation

Key company and reporting metrics

This report covers both the Basic and Comprehensive Modules of the VSME standard.

The Sustainability Report has been prepared on a consolidated basis. It covers JEAN MÜLLER GmbH Elektrotechnische Fabrik as well as all subsidiaries included in the consolidated financial statements. The reporting period is the 2025 financial year. Where meaningful and available, comparative figures for the 2024 financial year are also provided.

Although a more comprehensive and well-established database is available for our main site in Eltville, some of our subsidiaries are still in the process of establishing their structures. Processes, responsibilities and data collection methods are currently being developed there. Consequently, certain subsidiaries do not yet have all metrics available at the level of detail that we aim to achieve in the future.

Despite these differences in the maturity of the underlying data, we have incorporated all available and reliable information into this report. In areas where complete data is not yet available, we are working company-wide to harmonise data collection, standardise processes and ensure more consistent data quality. Our goal is to progressively base future reports on a broader and more detailed information base, thereby further increasing transparency across the entire JEAN MÜLLER Group.

Certain information that is classified as confidential or security-relevant cannot be reported in accordance with VSME Module B1, paragraph 24 b). This option has only been used in a few exceptional cases.

Information on the reporting entity

Legal form

Limited liability company (LLC)

NACE sector classification code

27.12 Manufacture of electric motors, generators, transformers and electricity distribution and control apparatus



Total assets (in Euro)

99 M

Turnover (in Euro)

139 M



Number of employees

634 (year-end figure)



Country of primary operations and location of significant asset(s)

Germany



Branches and locations	Address	Geoposition
JEAN MÜLLER GmbH Elektrotechnische Fabrik	H.J.-Müller-Str. 7 65343 Eltville am Rhein Germany	50.025327, 8.106980
JEAN MÜLLER Austria GmbH	Aumühlweg 21/2/213 2544 Leobersdorf Austria	47.92583203622486, 16.193796955391463
JEAN MÜLLER Schweiz GmbH	Industriestrasse 4 4658 Däniken Switzerland	47.35966894867002, 7.974999782347675
JEAN MÜLLER Polska Sp. z o.o.	Ul. Krótka 4 02-293 Warszawa Poland	52.17127423338494, 20.929507397918517
JEAN MÜLLER New Zealand Ltd.	56 Hurlstone Drive, New Plymouth 4312, PO Box 907 New Plymouth 4340 New Zealand	-39.0466564, 174.1200882
JEAN MÜLLER India Pvt. Ltd.	266,SIDCO Industrial Estate, Thirumudivakkam, Chennai 600044 Tamil Nadu India	12.973773143483436, 80.08623383747198
JEAN MÜLLER Electric (Shanghai) Co., Ltd.	Rm. 702, Bldg. 3, No.80 Huashen Rd. Pilot Free Trade Zone Shanghai 200131 China	31.33871116510155, 121.59544169808434
JEAN MÜLLER South East Asia PTE Ltd.	Rm #08-84 WCEGA Tower 21 Bukit Batok Crescent 658065 Singapore	1.3386486295688949, 103.75990355868511
JEAN MÜLLER Elektrik Sanayi ve Ticaret A.S.	Malıköy Başkent OSB Mahallesi 20.Cadde No:34, 06909 Sincan/Ankara Turkey	39.80116578203712, 32.382431070391924
Inmicro GmbH	Am Stock 20-22 61118 Bad Vilbel Germany	50.193043, 8.72493
JEAN MÜLLER Finland Branch	Hitsaajankatu 6 00810 Helsinki Finland	60.19257767108726, 25.026652340654213
JEAN MÜLLER GmbH Verkoopkantoor Nederland	Dr. Klinkertweg 20 B 8025 BS Zwolle Netherlands	52.50915707107231, 6.125564253753056

Sustainability certifications

JEAN MÜLLER maintains several recognised management systems. Our existing certifications support the continuous improvement of environmental performance, energy efficiency, quality, and occupational health and safety. They are regularly reviewed through internal and external audits. These audits help to identify potential for optimisation and translate it into concrete improvement measures. In this way, the certified systems strengthen the sustainable alignment of our business processes, helping JEAN MÜLLER to balance environmental and social requirements with economic objectives.

The following certifications are in place at our main site in Eltville as well as at other company locations:

Environmental management system in accordance with DIN EN ISO 14001 (Eltville site):

This certified environmental management system provides a framework for a systematic approach to environmental issues. It ensures the continuous improvement of environmental performance, the efficient use of resources, and compliance with environmental legislation.

Energy management system in accordance with DIN EN ISO 50001 (Eltville site):

This certified management system supports the structured collection, assessment and continuous optimisation of energy performance. It creates transparency regarding energy flows and enables effective efficiency measures to be identified.

Occupational health and safety management system in accordance with DIN EN ISO 45001 (Eltville site):

The certification confirms that JEAN MÜLLER operates an effective and prevention-oriented occupational health and safety management system that ensures both the safety of employees and the systematic prevention of work-related risks.

Quality management system in accordance with DIN EN ISO 9001 (Eltville, Chennai, Ankara and Bad Vilbel sites):

The certified quality management system ensures that processes are implemented transparently, efficiently and with a strong customer focus. The certification documents the high quality of our products and services across multiple international sites.



C1 | Strategy: Business Model and Sustainability – Related Initiatives

JEAN MÜLLER is an industrial company with an international presence that develops, manufactures and markets products and system solutions for electrical power distribution. Our business model focuses on technically sophisticated, safety-critical applications and primarily serving customers in the energy supply sector, industry, electrical wholesale and infrastructure-related segments. JEAN MÜLLER takes a long-term approach based on quality, technical expertise and stable customer relationships. Sustainability is an integral part of our corporate strategy. We consistently take sustainability aspects into account in our business activities, balancing the three dimensions of ecology, economy and society as equally as possible.

Products and services

At the core of our business model is the provision of durable, robust and reliable products designed for long-term use under high electrical, mechanical and thermal loads. These products are primarily used in safety-critical applications for electrical power distribution and connection. JEAN MÜLLER products meet the highest safety and quality requirements and are integral components of electrical installations and systems. As a manufacturer of high-quality power distribution components, we provide solutions that are intended to support a sustainable energy supply. Our fuse links, fuse switchgear and ready-to-connect cable distribution cabinets ensure the efficient and stable distribution of energy — from solar parks and wind farms through to modern battery storage systems and electromobility.

Market and customer segments

JEAN MÜLLER primarily operates in a B2B environment. Sales are mainly conducted directly to business customers and electrical wholesalers, as well as through project-based business relationships. Products and solutions are tailored to specific technical requirements and implemented in close coordination with customers. We do not sell to end consumers or via traditional retail channels. Instead, we focus on building direct customer relationships, enabling us to provide application-oriented advice and a needs-based product selection.

Business relationships (with suppliers, customers and sales channels)

JEAN MÜLLER predominantly maintains long-term business relationships in the B2B environment. These relationships are characterised by demanding technical requirements, safety-critical fields of application and close coordination regarding product characteristics, standards and conditions of use.

A significant proportion of our customer relationships are project- and application-oriented. Collaboration often extends across multiple project phases and product life cycles, focusing on stability, reliability and quality. This long-term approach promotes the sustainable use of our products throughout their service life.

JEAN MÜLLER's supply chain includes suppliers of the raw materials, components and services required to manufacture our products. We maintain an ongoing dialogue with our suppliers to ensure transparency, quality and security of supply.

Since 2024, we have conducted an annual human rights and environmental risk analysis for upstream value chains, in line with the requirements of the German Supply Chain Due Diligence Act (LkSG). This includes systematically identifying and assessing potential risks, and deriving suitable prevention and remediation measures. The results of the current analysis indicate that no high risks were identified among direct suppliers.

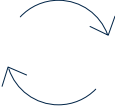
Any potential issues in indirect tiers of the supply chain are addressed jointly with the relevant direct suppliers.

JEAN MÜLLER predominantly carries out sales through its own sales structures as well as through direct business relationships with customers. Our sales organisation is internationally oriented and enables us to give close support to our markets and customers.

“For us, sustainability means developing safe and durable solutions that ensure a reliable energy supply both now and in the future.”

B2/C2 | Description of practices, policies and future initiatives for transitioning towards a more sustainable economy

Topic	Material according to double materiality analysis	Brief description of practices and policies	Measures (examples)	Publicly available	Targets
Climate change 	Yes	Environmental policy and energy policy Code of Conduct	Certified energy and environmental management (ISO 50001, ISO 14001) with regular management reviews Ongoing investments to increase energy efficiency at sites, e.g. replacing energy-intensive machines with more efficient successor models Use and expansion of renewable energy, e.g. photovoltaic systems and heat pumps Introduction and use of cross-site energy KPIs Step-by-step electrification of the vehicle fleet	Yes	Yes – qualitative targets (continuous improvement of energy efficiency and reduction of energy-related emissions)
Pollution 	Yes	Environmental policy Code of Conduct Hazardous substances and waste management	Operation of a certified environmental management system in accordance with ISO 14001 Systematic hazardous substances management with a focus on substituting critical substances Internal training on the safe handling of hazardous substances Proper recording and disposal of environmentally relevant waste streams	Partly	Yes – qualitative targets (avoidance and reduction of environmentally relevant emissions, and the safe handling of hazardous substances)
Water and marine resources 	No	Environmental policy Code of Conduct	Operation of a certified environmental management system in accordance with ISO 14001	Yes	Partly – qualitative targets (ensuring efficient and legally compliant use of water)
Biodiversity and ecosystems 	No	Environmental policy Code of Conduct	Operation of a certified environmental management system in accordance with ISO 14001	Yes	No (no standalone target defined, as no material impacts were identified)

Topic	Material according to double materiality analysis	Brief description of practices and policies	Measures (examples)	Publicly available	Targets
Circular economy 	Yes	Environmental policy Code of Conduct Packaging and recycling concepts	Development of durable products with a long service life Participation in established take-back schemes (e.g. NH/HH Recycling e. V.) Recovery of high-quality metals from end-of-life products Optimisation of packaging with regard to material use and void space Use of reusable packaging with selected suppliers	Partly	Yes – qualitative targets (reducing the use of primary raw materials and strengthening closed material loops)
Own workforce 	Yes	Code of Conduct OSH policy (occupational safety, health and working environment)	Voluntary annual risk analysis based on LkSG requirements Risk-based engagement with suppliers Raising supplier awareness of human rights requirements	Yes	Partly – qualitative targets (preventing human rights risks through risk-based supply chain management)
Affected communities 	No	Code of Conduct	No specific measures planned at present	Yes	No (no standalone target defined, as no material impacts were identified)
Consumers and end users 	Yes	Quality policy Product safety and data protection requirements	Operation of a quality management system in accordance with ISO 9001 Compliance with relevant product and safety standards (e.g. IEC, VDE) Ensuring traceability of safety-critical components Established processes to protect customer and product data	Partly	Yes – qualitative targets (ensuring product quality, product safety and the protection of customer data)
Corporate policy 	Yes	Code of Conduct Integrated management system	Embedding sustainability aspects in existing management systems Regular management reviews and internal audits Continuous development of processes and policies	Yes	Yes – qualitative targets (integration of sustainability into existing management and governance structures)

Environment



B3 | Energy and greenhouse gas emissions

Energy consumption

Year	2025			2024		
	Consumption of renewable energy (MWh)	Consumption of non-renewable energy (MWh)	Total energy consumption (MWh)	Consumption of renewable energy (MWh)	Consumption of non-renewable energy (MWh)	Total energy consumption (MWh)
Electricity	2,306	2,331	4,637	2,053	2,217	4,270
Fuels	64	1,760	1,824	64	2,185	2,249

JEAN MÜLLER’s energy consumption comprises several utility media that are essential for operating production facilities and technical infrastructure:

- Electricity: for production machinery, building services, IT, lighting and heating purposes (heat pump)
- Gas: primarily for heating purposes
- Compressed air: a frequently used but energy-intensive medium in production

In 2025, JEAN MÜLLER recorded a total energy consumption of 4,637 MWh of electricity and 1,824 MWh of fuels across all company locations.

JEAN MÜLLER operates an ISO 50001-certified energy management system, which was most recently recertified in September 2025.

This management system provides the structural framework for the continuous improvement of energy performance. Energy consumption is systematically recorded and analysed within the energy management system and assessed for potential savings.

Another strategic pillar of our energy management is the use of renewable energy sources. JEAN MÜLLER operates photovoltaic systems on several buildings, and the generated electricity is fed into the public power grid. Looking ahead, we plan to meet some of our own electricity demand through our photovoltaic capacity. This not only reduces the need for externally sourced electricity, but also is intended to support the reduction of our own CO₂ emissions

Environmental and energy policy

Efficient energy use and reducing emissions are firmly embedded in our environmental and energy policy. We use continuous energy monitoring based on our in-house metering system to manage these aspects systematically, complemented by demand-driven mobile measurements.

This provides the data for an annual action plan setting out concrete measures to increase efficiency, optimise processes and expand the use of renewable energy. Meanwhile, we continue to invest in energy-efficient production processes, primarily through modernising machinery, and using energy-efficient technologies such as heat pumps. We are also working to electrify our vehicle fleet step by step, with the aim of reducing energy-related mobility emissions.

Greenhouse gas emissions

Systematically collecting and assessing greenhouse gas emissions is a core element of our responsible and forward-looking corporate governance. Since 2022, we have calculated our Corporate Carbon Footprint (CCF) annually, in line with the internationally recognised Greenhouse Gas Protocol. In the 2025 financial year, we consistently extended this approach to material categories of the upstream and downstream value chain for the first time. As a result, in addition to Scope 1 and Scope 2, we also considered relevant Scope 3 emissions.

The extension to Scope 3 is particularly relevant for manufacturing companies, as a substantial proportion of emissions often originate outside the company’s own sites (e.g. in procurement, logistics, and use and end-of-life processes).

In order to prioritise the most significant emission sources in a transparent manner, we conducted a materiality assessment of Scope 3 categories. Apart from the categories 3.8, 3.10, 3.11, 3.13 and 3.14, all categories were classified as material.

For JEAN MÜLLER, a key priority in GHG accounting is the use of robust data sources as well as transparent assumptions and calculation methods. Where available, we use primary activity data (e.g. from energy consumption); in addition, we apply suitable emission factors and databases that align with common climate reporting standards. This ensures that our carbon footprint is consistent, transparent, and fit for purpose in terms of internal steering.

GHG emissions 2025 (t CO ₂ eq)	
Scope 1	642
Scope 2 (location-based)	1,407
Scope 2 (market-based)	1,801
Scope 3	35,421

The table shows greenhouse gas (GHG) emissions for 2025 broken down by Scope 1, Scope 2 (location-based and market-based) and Scope 3. Scope 1 emissions amount to 642 t CO₂eq; Scope 2 location-based emissions to 1,407 t CO₂eq; Scope 2 market-based emissions to 1,801 t CO₂eq; and Scope 3 emissions to 35,421 t CO₂eq. As is typical for the sector, the largest share of total emissions is attributable to Scope 3.

Greenhouse gas intensity

To better contextualise the development of our climate impact, we consider not only absolute greenhouse gas emissions but also GHG intensity. This metric relates GHG emissions to a reference value (typically revenue) and generally makes it easier to interpret developments over time and comparisons between organisational units than absolute values alone. When interpreting this metric, it is important to consider that it can be influenced by changes in emissions and by fluctuations in revenue (e.g. cyclical effects or portfolio/structural changes).

As a steering metric, GHG intensity helps us to identify emission drivers, prioritise measures and track the effectiveness of improvements transparently. At the same time, we are continuously working to improve the quality of the underlying data and the transparency of assumption, with the aim of reporting the metric more robustly and consistently across all sites in future.

Metric	GHG-intensity in t CO ₂ eq/million € turnover
Intensity of (gross) Scope 1 and location-based Scope 2 greenhouse gas emissions	14.74
Intensity of (gross) Scope 1 and market-based Scope 2 greenhouse gas emissions	17.58
Total intensity of (gross) Scope 1, location-based Scope 2 and (gross) Scope 3 greenhouse gas emissions	269.57
Total intensity of (gross) Scope 1, market-based Scope 2 and (gross) Scope 3 greenhouse gas emissions	272.40

We measure our impact on climate so that we can target specific areas for reducing emissions and transparently demonstrate sustainable progress.





C3 | GHG reduction targets and climate transition

GHG reduction targets

Currently, JEAN MÜLLER has not set specific, quantifiable GHG reduction targets or a formal transition plan in accordance with the VSME standard. However, climate action is already embedded in the company's existing management systems and measures. Ongoing GHG accounting and increased transparency regarding material emission drivers provide a solid foundation for further steps, including potential target setting and prioritising additional measures.

Transition plan for climate change mitigation

JEAN MÜLLER operates in a climate-intensive sector in accordance, as defined in the Annex to Delegated Regulation (EU) 2023/137. Currently, no climate transition plan is in place. The introduction of a transition plan is under discussion internally, given the growing importance of climate issues for businesses.

C4 | Climate risks

To date, we have not conducted a comprehensive assessment of climate-related physical hazards or climate-related transition events. Nevertheless, we already consider climate-related risks — where appropriate — in the context of our general risk assessment for relevant projects. Looking ahead, we plan to carry out a climate risk assessment for relevant sites based on ISO 14091.

B4 | Pollution of air, water and soil

We operate two installations that require permits under the 42nd Federal Immission Control Ordinance (42. Bundesimmissionsschutzverordnung, BImSchV). These installations are closely monitored in accordance with statutory requirements. During the reporting period, no notifiable emission limit values for pollutant emissions were exceeded; accordingly, no notification to the relevant authorities was necessary.

B5 | Biodiversity

Biodiversity-sensitive areas

JEAN MÜLLER does not own, lease or manage any land that is located in or close to an area with biodiversity-sensitive features. This assessment was conducted using publicly accessible databases and mapping applications, such as those provided by the German Federal Agency for Nature Conservation (Bundesamt für Naturschutz) and the “World Database of Key Biodiversity Areas”.

Land use

At JEAN MÜLLER, land use is characterised by existing production, administrative and logistics sites, which are predominantly located within areas already designated for industrial

and commercial use. Our aim is to limit land use to what is necessary and to use existing land as efficiently as possible, for example by making buildings and infrastructure multi-purpose. When making site-related decisions, we consider environmental and nature conservation aspects and, where possible, avoid additional interventions in near-natural or sensitive areas.

The table shows the different types of land-use at the site and illustrates the proportion of near-natural and sealed areas. Only the Eltville site is considered.

Type of land-use	Area (m²)
Total sealed area	34,201
Total nature-oriented area on-site	19,632
Total nature-oriented area	0
Total use of land	86,885

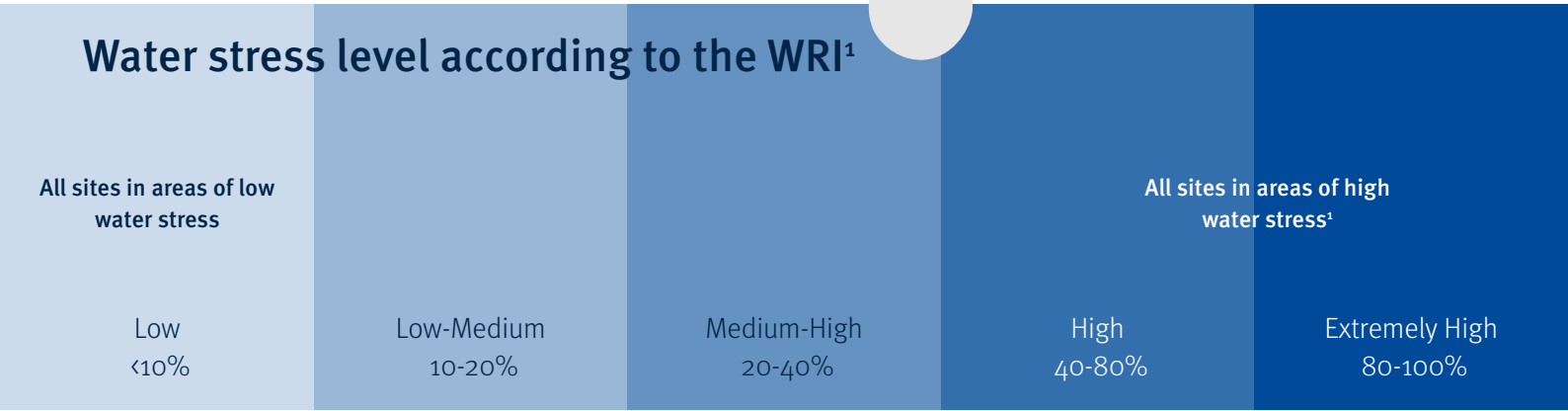
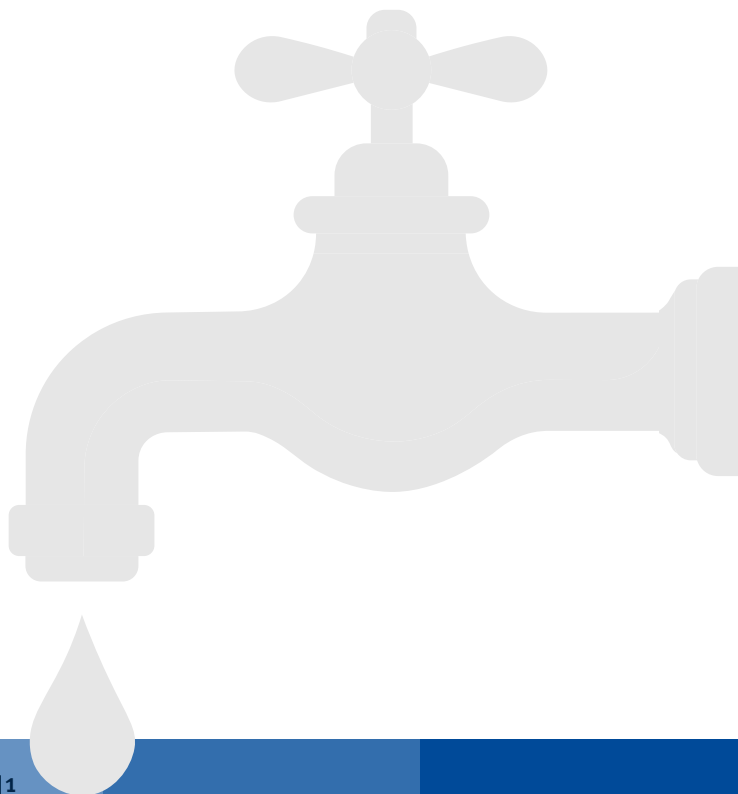
B6 | Water

Water withdrawal

The total amount of water withdrawn across all sites in the reporting year was 9,252 m³. Of this total, 1,051 m³ was withdrawn from sites located in areas of high water stress. These levels were assessed using the Water Risk Atlas of the World Resources Institute (WRI).

Significant water consumption

JEAN MÜLLER does not operate any water-intensive production processes that consume significant volumes of water.



¹ Water Risk Atlas according to WRI; Indicator “Water Stress” <https://www.wri.org/applications/aqueduct/water-risk-atlas/>

	Water withdrawal 2025	Water withdrawal 2024
All sites	9,252 m³	6,703 m³
All sites in areas of high water stress ²	1,051 m³	1,051 m³
All sites in areas of low water stress	8,001 m³	5,652 m³

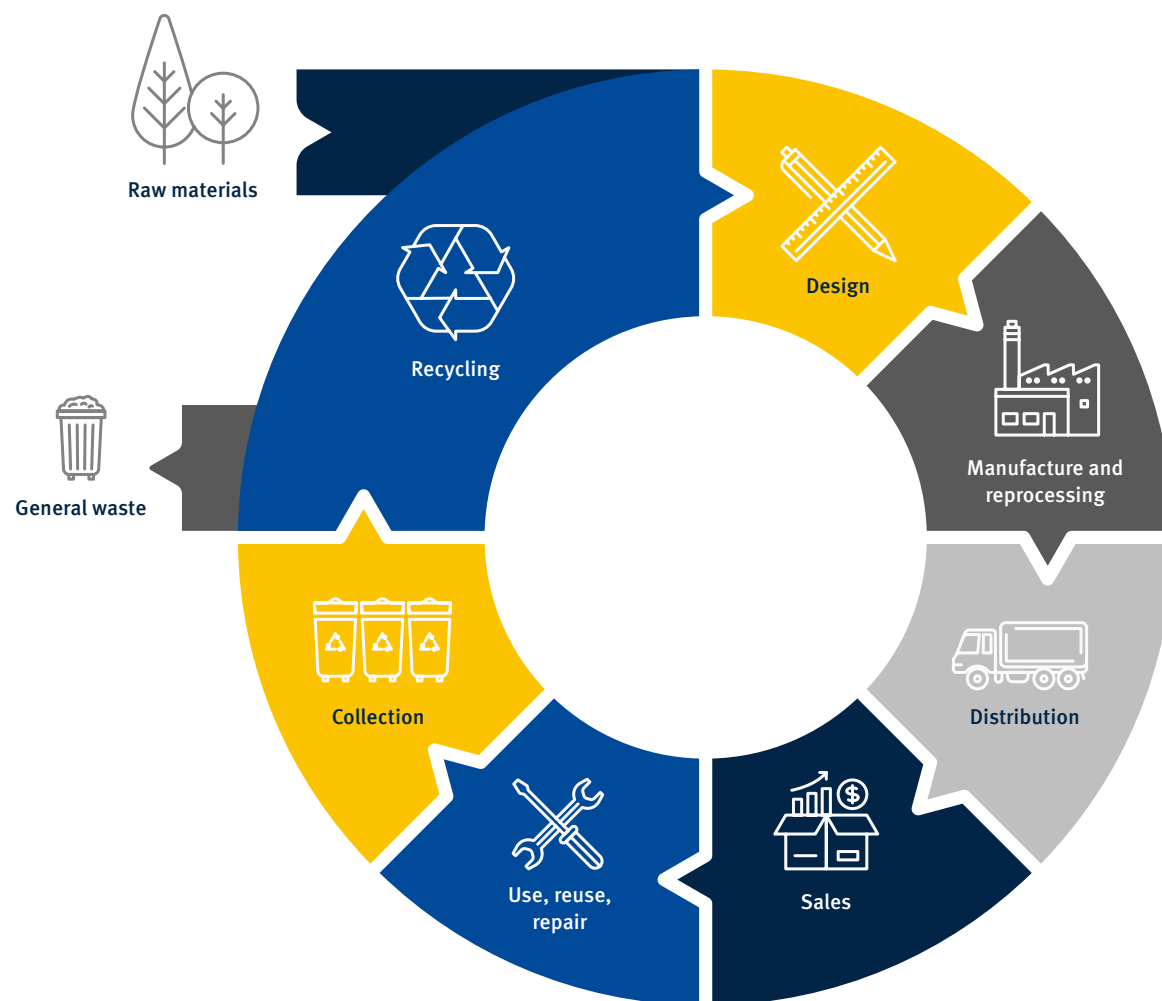
² Water Stress level according to WRI “high” or “extremely high”

B7 | Resource use, circular economy and waste management

Resource use and circular economy

Responsible resource use and the continuous development of circular economy-oriented processes are key elements of sustainable corporate management at JEAN MÜLLER. As a manufacturing company with technically sophisticated products, we take a life-cycle approach, ranging from material selection and production through to the recovery of valuable raw materials.

Within our production operations, we work to close material loops as far as possible. Recyclable materials such as offcuts are recorded separately and either reused internally for the same purpose or returned to the raw materials cycle via established recycling partners, where this is not feasible. Where process conditions allow, we also continuously optimise production parameters to prevent scrap and reduce material consumption.



Example: IT devices — conserving resources and promoting inclusion

In our internal operations, we promote the reuse of IT devices and other equipment by re-furbishing functional devices or making them available for continued use by social organisations. Any hardware that can no longer be used is recycled via certified recycling companies. In 2025, the following savings were achieved by handing over decommissioned devices to AFB Gemeinnützige GmbH:

- 18,097 kg of CO₂
- 132,333 litres water
- 7,824 kg raw materials
- 71,574 kWh Energy

Additionally, extending the service life of IT devices creates jobs for people with disabilities.

Ecodesign: durability, upgradability and recyclability as key factors

We believe that a key factor in achieving resource efficiency is the quality and durability of our products. JEAN MÜLLER develops components that operate reliably for decades and meet demanding technical requirements. This long service life can reduce the need for spare parts, lowering resource consumption and waste generation. In addition, we are increasingly offering upgradeable products.

When designing products, we focus on robust, repair-friendly constructions as well as materials that meet safety-critical standards while remaining well suited to recycling. Since a large proportion of the materials used in our products — particularly metals such as copper and silver, as well as many plastics — can be effectively separated and reused, modular design principles and high material purity facilitate clean separation and high-quality recycling options at the end of the product's life cycle.

Example: fuse links — recovery of raw materials

In addition to the general take-back of devices and components, JEAN MÜLLER also supports a specialised return system for decommissioned fuse links through its membership in the non-profit association NH/HH Recycling e.V. The association ensures the systematic collection and processing of end-of-life fuse links, and the recycling of the raw materials they contain. The slag produced during the recycling process is also put to good use in road and dike construction, for example.

In 2025, NH/HH Recycling e.V. recovered approximately 26 tonnes of pure copper and 351 kilograms of fine silver from 198 tonnes of end-of-life fuse links collected. The proceeds generated from recycling these materials are used to support vocational schools in training young electricians as well as research projects at universities aimed at developing fuse-link technology further.

By doing this, JEAN MÜLLER is contributing to more than just resource conservation; it is also supporting the next generation of skilled workers and driving technological development in the field of fuse protection.

Packaging and logistics:
reducing material use

Our focus extends beyond the production process itself to include resource-efficient solutions. One key area is the continuous development of our packaging concepts. As our products vary widely in size, shape and protection requirements, it is not always feasible to use a single standard carton. During transport, components must be reliably protected against impacts, compression or vibration. Where necessary, we therefore use customised packaging materials, predominantly made of cardboard, wood and selected plastics.

At the same time, we aim to design packaging as efficiently as possible. This includes reducing void space, optimising pack dimensions and increasingly standardising packaging sizes where technically feasible. Over recent years, this approach has enabled us to significantly reduce unnecessary volume within individual packages and in transport vehicles, as well as progressively reducing the use of overpackaging. Furthermore, we collaborate closely with our partners and suppliers to implement reusable packaging concepts and reduce material usage even further. These solutions are employed where robust, repeatedly reusable transport containers are both environmentally and economically sound. By combining precisely fitted protective packaging, systematic optimisation and reusable systems, we reduce resource consumption throughout the entire supply chain and improve the environmental footprint of our packaging processes.

Example: Grid base plate —
substitution of primary material

The use of recycled materials is only possible to a limited extent in many of our products. Components for safety-critical applications must be able to withstand high thermal and mechanical loads consistently over many years. However, where requirements for weather resistance, electrical insulation or arc-fault protection are less stringent, primary materials can be substituted very effectively. One practical example is our grid base plates for the plinths of cable distribution cabinets. Here, we use materials from plastic waste produced during the manufacture of other plastic components — particularly polycarbonates and polyamides — in the colours available.

Depending on availability and batch, the grating floor plates can be manufactured entirely from reused materials.



Waste management

At JEAN MÜLLER, waste management follows the principles of the waste hierarchy. The aim is to prevent waste and maximise material recovery and reuse. The comparatively high recycling and reuse rates are mainly due to the large amount of metal waste. This includes copper, brass, steel and iron in particular, which are generally easy to separate and can be routed to high-quality material recovery. This process allows valuable raw materials to be returned to the materials cycle.

Waste fractions that cannot be recycled or reused are predominantly sent for energy recovery. This ensures that the energy content of these wastes can be utilised while guaranteeing proper and controlled disposal. Consequently, the proportion of waste that must be landfilled is minimised.

Waste	Reporting year	
	2025	2024
Total waste generated (t)	1,560.2	1,364.4
Waste sent for recycling / reuse (% share)	90.1	88.5
Waste sent for energy recovery (% share)	9.3	10.7
Breakdown:		
Non-hazardous waste (t)	1,524.3	1,333.8
Hazardous waste (t)	35.9	30.6
Breakdown:		
Paper and cardboard (t)	70.7	68.5
Plastics (t)	175.9	129.1
Wood (t)	38.4	33.9
Metals (t)	1,180.3	1,027.8
Electrical equipment and batteries (t)	7.7	1.5
Municipal waste / residual waste (t)	52.4	54.0
Other (e.g. sludges, biodegradable waste) (t)	34.9	49.6

Social



As a family-owned company, we take responsibility not only for the quality of our products and services, but also for the people who contribute to our success every day. In line with our mission statement, people and safety lie at the centre of our actions. For us, social responsibility means creating a working environment that provides precisely this safety, appreciation and reliability.

We focus on fair working conditions, transparent leadership and a corporate culture that promotes mutual respect, diversity and open communication. It is important to us that employees can make use of decision-making latitude, take responsibility and contribute actively — both within their teams and in day-to-day collaboration.



We place particular emphasis on health and wellbeing as well as qualifications and development. We continuously invest in training and professional development, and we support a healthy work-life balance in order to create long-term prospects and opportunities for personal growth.

Social engagement at JEAN MÜLLER

Community engagement in the Rheingau region is a particularly important commitment for JEAN MÜLLER. As a regionally rooted employer, we provide targeted support for non-profit, social and cultural initiatives, with the aim of contributing to the common good and local quality of life. Every month, we support projects run by various associations and organisations by donating €500, thereby strengthening community cohesion and voluntary engagement. In addition, JEAN MÜLLER also regularly contributes to wider social initiatives beyond the region. For instance, in 2025 we supported the valuable work of the DKMS with a corporate donation. This donation was intended not only to provide financial assistance, but also to raise awareness of stem cell donation among our workforce.

We provide in-kind donations in the form of exhibits and technical demonstration equipment, which we pass to various educational institutions. These items are then used for training and teaching purposes, enabling pupils, students and apprentices to learn about technical solutions in a practical way. This makes meaningful use of existing resources while contributing to education and the development of future talent.

”
As a family business, we take responsibility – for our staff, our region and a respectful working environment.



B8 | Workforce – General characteristics

The number of employees is a key indicator of the structure, stability and development of JEAN MÜLLER. It shows the human resources available to us and our capacity to deliver our business activities. As a manufacturing company with a high degree of vertical integration, having qualified and reliable employees is central to our success.

Our workforce is employed at our main site in Eltville, as well as at other national and international locations. The information below refers to headcount figures as at the end of the 2025 reporting year.

During the reporting period, the employee turnover rate at JEAN MÜLLER was 9.07%. This moderate figure indicates stable employment relationships and long-term staff retention.

We promote work-life balance wherever possible through our flexible working hours and employee-friendly home-working arrangements. We support families by providing a subsidy towards nursery fees, for example. We also regularly hold family days to include the families of our workforce.

For us, a sense of belonging does not end with retirement. Each year, we celebrate the contributions of long-serving employees by hosting a retirees' event, and we maintain contact with them beyond their active working lives.

Contract type	Number of employees, Eltville site 2025	Number of employees, Eltville site 2024	Number of employees at other sites 2025	Number of employees at other sites 2024
Temporary contracts	21	13	2	2
Permanent contracts	524	518	87	79
Total employees	545	531	89	81

Gender	Number of employees, Eltville site 2025	Number of employees, Eltville site 2024	Number of employees at other sites 2025	Number of employees at other sites 2024
Male	413	396	60	56
Female	132	135	29	25
Total employees	545	531	89	81



B9 | Workforce – Health and Safety

Ensuring the health and safety of all employees has been central to JEAN MÜLLER’s corporate policy since the company was founded. In 2025, we took the next step by having our existing processes and measures externally certified. As a result, we now operate an occupational health and safety management system in accordance with ISO 45001, which systematically consolidates measures for health protection, prevention and accident avoidance. This ensures that risks are identified at an early stage and that clear processes for safe working are in place across the company.

We also support our employees with a wide range of initiatives to promote their physical and mental health. These include access to the EGYM Wellpass, enabling participation in a wide variety of fitness and wellbeing programmes, as well as personalised counselling on various health topics. This is complemented by comprehensive preventive medical check-ups, such as vaccination offers, supporting early prevention.

A company canteen operates at the Eltville site, offering freshly prepared breakfast and lunch every day. This gives employees the opportunity to enjoy balanced meals in a communal atmosphere during the working day. Fresh fruit and snacks are also provided free of charge.

Work-related accidents

A total of 19 work-related accidents were recorded in the 2025 reporting year, compared with 21 in the previous year (2024). There were no fatalities resulting from work-related injuries or illnesses in either year.

Metric	2025	2024
Number of work-related accidents (reporting period)	19	21
Rate of work-related accidents (reporting period)	5.27	6.07
Number of fatalities resulting from work-related injuries/ illnesses (reporting period)	0	0

B10 | Workforce – Remuneration, collective bargaining and training

Remuneration

Fair and transparent remuneration is a core element of working conditions at JEAN MÜLLER. Across all sites, we ensure that pay exceeds the applicable statutory minimum wage. At our German sites, remuneration is governed by the collective agreement of the metal and electrical industry in Hesse. For employees outside the scope of the collective agreement, clearly defined conditions apply, taking into account both individual responsibility and the required qualification profiles.

Collective bargaining

At our headquarters in Eltville, employee representation is provided by an elected works council. The council fulfils a central role in representing the workforce and is in continuous dialogue with the Management Board to represent employees’ interests and develop joint solutions.

During the reporting period, 92.11% of employees were covered by collective agreements (reference: Eltville site; 2024: 93.03%).

Training

The continuous development of our workforce is of particular importance to us. We therefore constantly expand and refine our training and development offerings, providing a wide range of opportunities for professional and personal growth. In 2025, the average number of training hours per employee was 3.34 (reference: Eltville site; 2024: 3.09 hours).

We do not prescribe fixed career paths, because people evolve with their roles and responsibilities. We reflect this by enabling each team member, in principle, to develop in any direction. Where possible, we prefer to fill leadership positions through internal recruitment.

Education is of great importance at JEAN MÜLLER. As one of the largest training employers in the Rheingau region, we provide young people with a practical introduction to working life, excellent prospects of securing a position after completing their training, and a wide range of development opportunities. We also offer dual study programmes.

As part of their training, our young team members regularly participate in trainings supported by social education professionals. The focus is on teamwork, communication, and personal development — in short, strengthening social skills.



C5 | Additional (general) workforce characteristics

Female-to-male ratio

The female-to-male ratio at the leadership level for the reporting period is 0.06. This equates to two women and thirty-one men.

Self-employed contractors and temporary workers

As an employer, JEAN MÜLLER places great importance on fair, reliable and long-term working conditions. This is reflected in the high proportion of permanent employees. As at the end of the 2025 reporting year, only eight temporary workers were employed at the German site. The number at international sites totalled 20.

Type of worker	Number of employees across all sites 2025	Number of employees across all sites 2024
Number of self-employed contractors who work exclusively for the company and have no employees	0	0
Number of temporary workers	28	21

C6 | Additional information on the company’s own workforce: human rights policies and processes

JEAN MÜLLER is firmly committed to respecting human rights and avoiding environmental impacts throughout its entire value chain. The basis for this commitment is our company-wide Code of Conduct, which establishes binding principles and requirements for lawful, responsible, and integrity-driven behaviour for employees and business partners alike. Based on a risk-based approach, we require our suppliers to acknowledge these requirements by either signing our Code of Conduct or providing an equivalent Code of Conduct of their own.

Alongside the Code of Conduct, JEAN MÜLLER has published an LkSG policy statement in which the company clearly defines its responsibility for human rights and environmental protection. This statement sets out how risks along the supply and value chain are assessed, managed and reduced. The process comprises three steps: the systematic identification of potential risks; an assessment of these risks based on defined criteria; and the derivation of appropriate preventive and, where necessary, remedial measures.

Our Code of Conduct covers, among other topics, child labour, forced labour, human trafficking, discrimination, the prevention of occupational accidents, and data protection.

To further strengthen human rights due diligence processes, an internal, anonymous whistleblower hotline has been set up. It serves as a standardised complaints procedure for all our own employees and ensures that complaints are handled confidentially.

C7 | Severe negative human rights incidents

In the 2025 reporting year, no severe human rights violations involving JEAN MÜLLER’s own workforce occurred. Additionally, there were no confirmed incidents involving workers

in the value chain, affected communities, consumers, or end users. There is also no evidence of systematic non-compliance with due diligence obligations.



Governance



Our ongoing development towards becoming an increasingly sustainable company requires clear structures, processes and responsibilities. To ensure that economic, social and environmental aspects are appropriately considered in all relevant decisions, sustainability is an integral part of our corporate strategy. At the same time, we recognise that, as a company, we bear responsibility for all our business relationships.

This responsibility extends equally to our employees, our customers and suppliers, and all other business partners. Accordingly, we promote continuous, active dialogue with relevant stakeholders from the world of work — among other things through our engagement in associations, institutions and research projects.

B11 | Convictions and fines for corruption and bribery

During the reporting period, there were no convictions or fines for corruption and bribery at JEAN MÜLLER. Accordingly, the total amount of fines issued for breaches of anti-corruption and anti-bribery laws is 0 EUR.

C8 | Revenues from certain activities and exclusion from EU reference benchmarks

Revenues from certain activities

JEAN MÜLLER does not operate in any of the sectors listed in VSME Module C8, paragraph 63. Accordingly, revenues in these sectors amount to 0 EUR.

Exclusion from EU reference benchmarks

JEAN MÜLLER is not excluded from the EU climate benchmarks aligned with the Paris Agreement pursuant to Article 12(1) of Commission Delegated Regulation (EU) 2020/1818.

C9 | Gender diversity ratio in the governance body

The gender diversity ratio within the Management Board of JEAN MÜLLER is 0. In the reporting year, the Management Board consisted of two men.



Closing statement and imprint



Closing statement

This Sustainability Report outlines our current performance in the areas of Environment, Social and Governance. For us, sustainability means adopting a long-term approach to decision-making, identifying risks at an early stage and embedding responsible action in our processes. This report therefore serves as both a review and a working agenda for future steps, enabling us to achieve our aspiration of “The name for safety” in a sustainable way.

I would like to thank all the colleagues who contributed to this report and who are helping to shape our path towards greater sustainability. Through their commitment and expertise, they are helping to make sustainability at JEAN MÜLLER transparent, effective, and fit for the future. Special thanks go to Alexandra Jendreizeck and Elena Karaja, who played a decisive role in preparing this Sustainability Report, demonstrating great diligence, a critical eye, and close collaboration.

Leo Stein
Sustainability Manager



Imprint

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