



**IMPACT
STRATEGY
FOR A WORLD
WITH A FUTURE.**

NEVEON

The Future of Foam

OUR FOAMS. FOR ONE BETTER FUTURE.

Business activities come with major responsibilities. This applies all the more to companies that produce products based on finite resources – in our case, oil. As a leading manufacturer of standard and specialty foams in more than 300 different quality grades and of products derived from them for comfort, mobility, and all kinds of special applications, we take our social and environmental commitments at NEVEON seriously.

Sustainable product design, promoting a functioning circular economy, reducing emissions, and maintaining a healthy corporate culture are therefore important and established elements of our corporate philosophy and key parts of our corporate strategy 2028.

RETHINKING FOAM. MAKING LIFE BETTER.

Cozy mattresses, comfy sofas, ultra-light-weight airplane seats, energy-saving insulation, effective noise and acoustic insulation, protective packaging, preci-

sion filters and seals, or reliable sports equipment: polyurethane foams are the everyday heroes. As diverse as our products and their areas of application are, in accordance with our guiding principle “Rethinking Foam. Making Life Better.”, they all have a common denominator: they offer lasting added value, improve energy footprints in many contexts, and make life more comfortable and safer. Put simply, they make life better! Therefore we think outside the box and are eager to go the extra mile – or even two!



RETHINKING
FOAM

MAKING LIFE BETTER

NEVEON IMPACT STRATEGY.

OUR PLAN FOR THE WORLD OF TOMORROW.

At NEVEON, we strive to improve the quality of life around the world with our products and services. In line with this mission, we have defined sustainable action as one of five strategic priorities in our 2028 corporate strategy and have adopted our sustainability strategy.

With our sustainability strategy – the NEVEON Impact Strategy – we pursue various approaches in a holistic and committed way so that we can contribute to a healthy future worth living in. In doing so, we are guided by the Blue Plan of our parent company Greiner AG and by the ESG criteria and have committed ourselves to three related topics:

OUR PLANET. OUR PEOPLE. OUR RESPONSIBILITY.

For each of these pillars, we have defined a vision of success and set measurable targets. Despite all our commitment, we are aware that we have yet to find a definitive answer to every question. Rather, we see responsible economic activity as a process in which we challenge the status quo of the industry, explore new horizons, and en-

sure that we are continuously improving. We see the transformation to a more sustainable future not only as an obligation to society and the environment but also as an opportunity for us as a company.

Learn more about the topic
of sustainability at
[NEVEON.COM](https://www.neveon.com)





OUR

PLANET



OUR PLANET. CIRCULAR MINDS, SUSTAINABLE FUTURE.

CIRCULAR ECONOMY

The future is all about the circular economy. Here at NEVEON, we're absolutely certain of that. We are constantly working to develop new circular business models and maximize the reuse of finite resources in our facilities, products, and supply chains. We do so by taking a holistic approach to the subject. It begins with sustainable product design and the aspiration to develop resource-saving, long-lasting, and recyclable products. It includes avoiding waste and processing our production offcuts to create valuable composite foam products. And it ultimately ends with the collective development of new and innovative recycling processes.

CONSERVING RESOURCES

As a REDcert² certified company, we are proud to offer products that use sustainably certified renewable raw materials and sustainably certified recycled materials to conserve fossil resources. In addition to using mass-balanced raw materials, we also use alternative raw materials such as castor oil to improve the carbon footprint.

Our well-thought-out production planning conserves additional resources by avoiding waste and processing production offcuts sensibly to create valuable composite foam products.

CLIMATE CHANGE MITIGATION

As part of the Greiner Group, NEVEON is taking responsibility for meeting the science-based targets (SBT). In other words, we will reduce absolute scope 1 and scope 2 greenhouse gas emissions by 60 % by 2030 from the base year 2021. We are also committed to reducing the absolute scope 3 greenhouse gas emissions, which result from fuel and energy-related activities, upstream and downstream transportation as well as the end-of-life management of products sold, by 25 % over the same period. We are implementing other essential measures to mitigate climate change, including reducing our absolute energy consumption, rolling out electrification as part of our transition away from fossil fuels, and the goal of meeting 100 % of the energy needs of our facilities from renewable sources by 2030.



OUR

PEOPLE



OUR PEOPLE. BUILDING BRIDGES, EMPOWERING GROWTH.

DIVERSITY

Here at NEVEON, we love differences and believe that diversity and inclusion make us richer. To this end, we encourage open and respectful collaboration based on equality. For example, we are working towards the target of increasing the proportion of women among our managers to 40 % by 2030. In the white-collar area – that is, outside our production floor – we are also striving to ensure that women make up at least 50 % of the workforce by 2025.

HEALTH

A safe, positive, and healthy environment is important to us. We learn collectively and see mistakes as an opportunity for us to do things better the next time. However, when it comes to the health of our employees and our customers, we play it 100 percent safe. We ensure this internally with an unwavering focus on occupational safety because even one work-related accident is one too many. On the product side, our low-odor, low-emission, and quality-cer-

tified foams guarantee a healthy indoor climate. Our sophisticated product design supports ergonomically correct lying and sitting, thus ensuring a positive living and sleeping culture – throughout the product's lifetime. Our foam.protect graphite foams guarantee maximum comfort with optimized flame-retardant properties and are entirely free of melamine and halogenated flame retardants.

SOCIAL RESPONSIBILITY

As part of a family-owned company, we operate a corporate culture that offers our employees a wide range of social benefits as well as opportunities for training and further education. We also try to make the world outside of our core business a little bit better. For instance, we have supported Viva con Agua and the German non-governmental aid agency Deutsche Welthungerhilfe e. V. since 2021 in their work to secure safe and sustainable supplies of potable water in rural Malawi. We provide support for areas affected by war and natural disasters, for example, with material donations (mattresses).



OUR

RESPONSIBILITY



OUR RESPONSIBILITY. INTEGRITY IN ACTION, BUILDING TRUST.

SUPPLY CHAIN RESPONSIBILITY

Our ethical behavior also extends beyond the confines of our company and applies to upstream and downstream areas in equal measure. The standards that govern our cooperation along the value chain are anchored in our code of conduct. We also hold our supply chain accountable through supplier assessments such as EcoVadis and see these as an effective method of safeguarding our high standards. We also want those suppliers with whom we handle 80 % of our procurement volume to set their own SBTs by 2027.

GOVERNANCE

Our purpose is to produce foams in a way that will improve our environment and life all over the world. To deliver the necessary momentum, our Sustainability Steering Committee has established structures and developed our NEVEON Impact Strategy based on the Greiner AG Blue Plan and ESG criteria. We always make decisions regarding innovations and product developments from sustainability perspectives, and our risk management is based on a holistic approach that takes account of possible environmental risks.

CERTIFIED QUALITY

ISO certifications: quality management system certified to ISO 9001 and IATF 16949 or EN 9100. Environmental management system certified to ISO 14001. Our plant in Sibiu (RO) is also certified to ISO 45001; our German locations comply with the Energy Management Standard ISO 50001.

CertiPUR®: our foaming plants in Hungary, Romania, Poland, and Austria as well as the products manufactured there have CertiPUR® certification.

OEKO-TEX®: all our foam products comply with the OEKO-TEX® standard. Our foam-producing sites and our mattress manufacturing facilities are also OEKO-TEX® STeP certified (Sustainable Textile Production).

REDcert²: NEVEON is REDcert² certified. This enables us to use sustainably certified renewable raw materials and sustainably certified recycled materials in the value chain to offer products that conserve fossil resources.





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