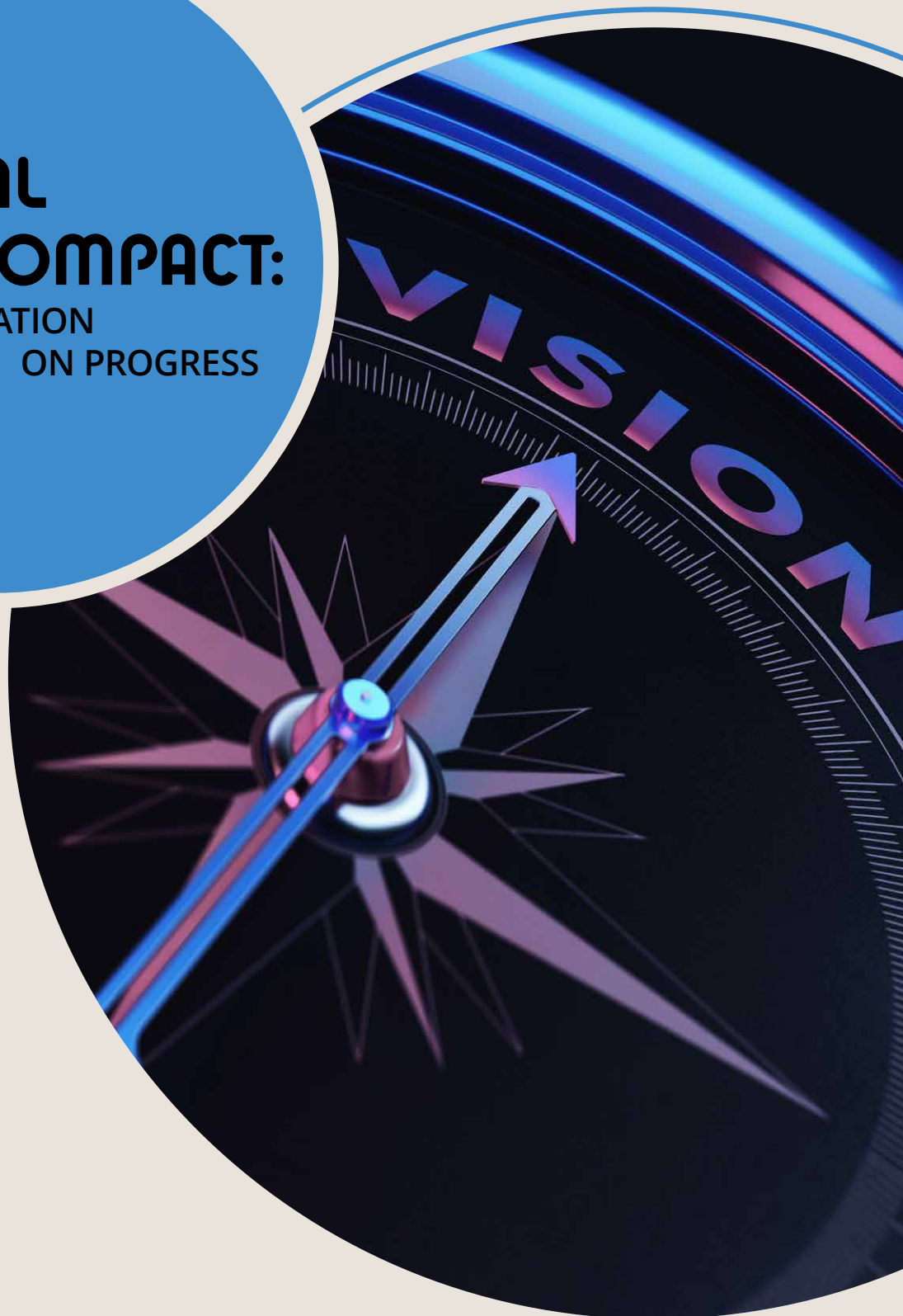




AND  
EVERYTHING  
FLOWS

# UN GLOBAL COMPACT:

2024 COMMUNICATION  
ON PROGRESS



SAMSON AKTIENGESELLSCHAFT

Registered office: Frankfurt am Main

Court of registration: Local District Court Frankfurt am Main, no. HRB 7131

Chairman of the Supervisory Board: Dr. Nikolaus Hensel

Executive Board: Dr. Andreas Widl (Chairman),  
Dr. Dominic Deller, Marcus Miertz, Norbert Tollas

Classification: Public



# UN GLOBAL COMPACT:

## 2024 COMMUNICATION ON PROGRESS

### TABLE OF CONTENTS

<b>1 STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER 2024 COMMUNICATION ON PROGRESS .....</b>	<b>4</b>
<b>2 HUMAN RIGHTS .....</b>	<b>5</b>
2.1 GERMAN ACT ON CORPORATE DUE DILIGENCE OBLIGATIONS IN SUPPLY CHAINS .....	5
2.2 SAMSON CODE OF CONDUCT .....	6
<b>3 LABOR .....</b>	<b>7</b>
3.1 FUNDAMENTAL CONVENTIONS OF THE INTERNATIONAL LABOUR ORGANIZATION (ILO) .....	7
3.2 COLLECTIVE BARGAINING AGREEMENT .....	8
3.3 STAFF INVOLVEMENT AND REPRESENTATION .....	8
3.4 STAFF SATISFACTION .....	9
3.5 VOCATIONAL AND STAFF TRAINING .....	9
3.6 DECLARATION ON CONFLICT MINERALS .....	9
<b>4 ENVIRONMENTAL PROTECTION .....</b>	<b>11</b>
4.1 COMBINED HEAT AND POWER PLANT .....	11
4.2 INTEGRATED MANAGEMENT SYSTEM .....	11
4.3 PRODUCT-RELATED ENVIRONMENTAL PROTECTION .....	12
4.4 SAM DIGITAL .....	12
4.5 INNOVATIONS .....	13
<b>5 FIGHT AGAINST CORRUPTION .....</b>	<b>14</b>
5.1 COMPLIANCE TRAINING .....	14
5.2 DONATIONS AND SOCIAL ENGAGEMENT .....	14
5.3 ANONYMOUS BKMS® INCIDENT REPORTING WHISTLEBLOWER PLATFORM .....	14
5.4 MAINCHANGE .....	15

# 1 STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER 2024 COMMUNICATION ON PROGRESS

**Dear Sir or Madam:**

As part of our commitment to the United Nations Global Compact initiative, SAMSON AKTIENGESELLSCHAFT submits an annual report to detail our progress relating to the integration of the ten universal principles concerning human rights, labor, environment and anti-corruption. It is our objective to apply these principles in our business activities, strategy and corporate culture, making a contribution to the sustainable development of markets, trade and technology.

In this communication on progress, we will inform you about the action we have taken and the progress we have made in the seventh year of our commitment. Despite global challenges, such as geopolitical conflicts and energy crises, we stay committed to sustainable solutions, protect workplaces and continue to be a reliable partner.

Transformation and sustainability were key topics in 2023 with our large MainChange project on the horizon: the new construction and relocation of our company headquarters and production facilities from Frankfurt am Main to Offenbach. MainChange unites sustainable industry with future-proofing our company:

- **Efficient value streams:** a state-of-the-art factory with optimized processes.
- **Climate-friendly construction:** CO<sub>2</sub> optimized facilities that rely on renewable energy systems, such as photovoltaics.
- **Space to get together:** a place for innovation and in-person exchange – as an add-on to digitalization.

We are proud that SAMSON currently is one of the very few companies in Germany that make a sustainable investment in economically challenging times. With MainChange, we are creating the foundations for the future: for our staff, for our customers and for the entire Rhine-Main region.

We continue our commitment to the principles of the UN Global Compact.

SAMSON AKTIENGESELLSCHAFT



Dr. Andreas Widl

Chairman of the Executive Board



## 2 HUMAN RIGHTS

- Principle 1 ›** Businesses should support and respect the protection of internationally proclaimed human rights.
- Principle 2 ›** Businesses should make sure that they are not complicit in human rights abuses.
- Principle 3 ›** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- Principle 4 ›** Businesses should uphold the elimination of all forms of forced and compulsory labour.
- Principle 5 ›** Businesses should uphold the effective abolition of child labor.
- Principle 6 ›** Businesses should uphold the elimination of discrimination in respect of employment and occupation.

### 2.1 German Act on Corporate Due Diligence Obligations in Supply Chains

At the beginning of 2023, the new Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettensorgfaltspflichtengesetz, LkSG) entered into force in Germany. For SAMSON AG, the new legislation meant having to comply with additional requirements.

As of 1 January 2023, all companies with a workforce greater than 3,000 will have to ensure that no human rights violations and environmental destruction occur in their own business activities as well as along their entire supply chain. A list of due diligence obligations has been published to support companies in implementing the legal requirements imposed by the law. At its core, the legislation is intended to continuously monitor and root out any human rights and environmental protection violations along the supply chain. This is done, for example by setting up risk analyses, preventive action and grievance mechanisms to detect, prevent and stop any negative effects that a company's business activities have on human rights and the environment.

SAMSON AG has successfully put in place the necessary measures as part of a project run during the 2022 business year. As of 1 January 2023, staff and external parties have the opportunity to report violations to the dda Due Diligence in Supply Chains team. A dedicated incident reporting platform has been set up at [bkms-system.com](https://bkms-system.com) for this purpose. Alternatively, staff can directly e-mail the team at [dda@samsongroup.com](mailto:dda@samsongroup.com). To ensure equal opportunities also at the other SAMSON subsidiaries and companies, related information was made available to the workforce at these locations as well.

## 2.2 SAMSON Code of Conduct

SAMSON AG implemented a code of conduct many years ago. All executives and staff members at SAMSON AG and the SAMSON subsidiaries are obliged to observe this code. One of the aspects dealt with in the code of conduct is the avoidance of bribery, corruption, money laundering, terrorist financing, anti-trust agreements and other illegal actions.

- “ We are committed to integrity in our business activities. This includes:**
- **No gifts, whether they be of financial nature or any other nature, are to be granted or promised to customers, authorities or other business partners.**
  - **No personal financial advantage or any other kind of advantage is to be accepted or demanded.**
  - **No gifts that go beyond normal hospitality or occasional gifts of low value are to be exchanged.**
  - **No commission is to be paid to agents or consultants that unreasonably exceeds the commission common on the market. No unreasonable payments are to be made to third parties through agents or consultants.**
  - **All received gifts are to be disclosed and reported to superiors without exception. All received gifts are to be disclosed and reported to superiors without exception.**

- “ We are committed to fair and lawful competition. This includes:**
- **No illegal cartel agreements with competitors or agreements to unlawfully exclude customers, suppliers or competitors.**
  - **No breach of legal regulations and rules to be applied during business transactions.**
  - **No tolerance of or involvement in money-laundering activities or financial support of terrorism.**

SAMSON AG has not become aware of any code violations since the code of conduct was implemented; this period also includes the reporting period.



## 3 LABOR

### 3.1 Fundamental Conventions of the International Labour Organization (ILO)

We at SAMSON AG committed ourselves and our suppliers to observing the fundamental conventions of the International Labour Organization (ILO) many years ago.

ILO Convention C29	Forced Labour Convention
ILO Convention C87	Freedom of Association and Protection of the Right to Organise Convention
ILO Convention C98	Right to Organise and Collective Bargaining Convention
ILO Convention C100	Equal Remuneration Convention
ILO Convention C105	Abolition of Forced Labour Convention
ILO Convention C111	Discrimination (Employment and Occupation) Convention
ILO Convention C138	Minimum Age Convention
ILO Convention C182	Worst Forms of Child Labour Convention

SAMSON AG complied with this obligation also in the past reporting year.

To underline the importance we place on these aspects, many of the ILO's fundamental conventions have been integrated into the SAMSON Code of Conduct.

**“ We are committed to providing fair and civil working conditions for all SAMSON employees. This includes:**

- **No discrimination, harassment, intimidation or invasion of privacy.**
- **No illegal employment, child labor or other violations of employee rights.**
- **No unauthorized disclosure of personal data to third parties.**
- **No tolerance, arrangement or cover-up of inhumane conduct.**

**“ We are committed to the principle of business sustainability. This includes:**

- **No breach of our social commitment or advantage gained from our suppliers' non-observance of this commitment.**

All corporate specifications and regulations are based on jurisdiction in Germany as well as the collective bargaining agreement for the metalworking and electrical industry in the German state of Hesse as amended.

We have to reveal the origin of conflict minerals to our customers. Such raw materials finance wars and civil wars, also in Europe. SAMSON AG polls and analyzes supplier feedback based on the CAHRAs list (Conflict and High Risk Areas, [www.cahraslist.net](http://www.cahraslist.net)) published by the European Commission. A world map shows critical areas of origin (such as Russia).

For example, we use two material databases with sourcing information provided by the Responsible Minerals Initiative (<http://www.responsiblemineralsinitiative.org/>) and others for data verification.

SAMSON AG checks such supplier information as related to regions of origin, sources of supply and relevant target markets, such as the US. An important piece of legislation in international business is the Dodd-Frank Wall Street Reform and Consumer Protection Act (or Dodd-Frank Act). It was passed back in 2010. According to section 1502 of this law, companies listed on US stock exchanges are subject to annual disclosure and reporting obligations. Potentially affected materials are managed in the material master data in the SAMSON AG ERP system.

Background information is compiled on certain suppliers who have not been able to eliminate suspicions of using conflict minerals; additionally, such suppliers are asked again for their feedback. This is done through our supplier portal or by directly contacting these suppliers.

According to the National Action Plan for Business and Human Rights, SAMSON AG links the ILO fundamental conventions and related topics with the requirements laid down in the following laws and regulations:

- Supply chain due diligence obligations law implementing Regulation (EU) 2017/821 of the European Parliament and of the Council of 17 May 2017 laying down supply chain due diligence obligations for Union importers of tin, tantalum and tungsten, their ores and gold originating from conflict-affected and high-risk areas (MinRohSorgG) according to Article 1, law of 2020-04-29 Federal Law Gazette I p. 864 (no. 21)
- Gesetz betreffend die Bestrafung des Sklavenraubes und des Sklavenhandel (law governing the penalization of slave abduction and trafficking; published in Reichsgesetzblatt 1895, no. 32, p. 425–426), last amended by Article 54 of the law on the further reassessment of Federal Law (Gesetz über die weitere Bereinigung von Bundesrecht) of 8 December 2010 I 1864
- Dodd-Frank Wall Street Reform and Consumer Protection Act (or Dodd-Frank Act), section 1502
- IPC-1755 (Conflict Minerals Data Exchange Standard)

### 3.2 Collective bargaining agreement

SAMSON AG is a long-standing partner of the German Industrial Union of Metalworkers (Industriegewerkschaft Metall). As in previous years, we have adopted the collective bargaining agreement recently concluded and applied it to our staff members employed pursuant to this agreement without any modifications. This continues to ensure that all members of staff employed pursuant to the agreement are paid significantly more than the minimum wage. Thanks to the collective bargaining agreement, staff members who fall into its scope additionally benefit from bonuses, such as the inflation compensation payment. Before granting any orders, we oblige all external service providers to confirm that they observe the minimum wage legislation.

### 3.3 Staff involvement and representation

SAMSON AG has a Works Council, which is elected by the workforce every four years as the laws prescribe. The last elections were held on 10 March 2022. The members of staff running for the election had the opportunity to present themselves and their objectives so that all voters could get a better overview. This also ensured transparency across divisions and departments.

The Works Council ensures compliance with the applicable rules and laws, accident prevention regulations, collective bargaining agreements and in-house corporate agreements made to benefit the workforce.

Members of staff can communicate directly with the Works Council; further means of communication include the information made available on the company Intranet as well as regular staff assemblies. Apart from the Works Council, staff interests are represented by the Special Needs Representative as well as the body representing underage employee and trainee interests. The Works Council additionally works in close cooperation with the German Industrial Union of Metalworkers (IG Metall), from which it receives support in all of its activities.



### 3.4 Staff satisfaction

The well-being of our staff has top priority for SAMSON AG. For years, we have been supporting our staff in different ways, for example by providing a corporate pension scheme, by making contributions to the cost of child care or by offering a bicycle leasing scheme, which was put in place in 2023. Additionally, SAMSON again participated in the J. P. Corporate Challenge company run this year. Similar to the previous years, every staff member again had the opportunity to use a free job ticket for public transport. The ticket is valid across the entire state of Hesse. On weekends, staff members can even take along an accompanying person free of charge. A few years ago, we established a dedicated SAMSON Benefits program, which gives staff access to benefits or special rates offered by various businesses. To ensure that SAMSON AG staff can balance work and their personal lives, we have established a flexible working hours scheme with a remote work option. Since 2023, our staff has had access to psychosocial counseling by an external family service, which is there to support our staff when they face personal, private or health challenges. On site at our facilities, we additionally provide a medical services unit where staff can get vaccinations, for example.

Another special in-house benefit we offer is our company canteen. Our food services include a wide selection of breakfast items and daily lunch options. These meals are subsidized by SAMSON. Staff can get together with colleagues to eat at the canteen or take out meals in reusable containers. A meal allowance exists for staff not working at the Frankfurt facilities.

Leadership culture is an essential factor in staff satisfaction and loyalty. To strengthen our leadership culture, the new SAM LEAD leadership policy was implemented in 2023; it was jointly developed together with the workforce, managerial staff and the Executive Board. Its key values are entrepreneurial spirit, respect, trust, performance, goal orientation, passion and creativity.

### 3.5 Vocational and staff training

SAMSON AG has been known in the Rhine-Main area for over 110 years as a company that offers vocational training opportunities. More than 30 young persons start their vocational training in the commercial, logistical, IT and technical fields in our company every year. Once they have successfully completed their training program, we offer them regular employment in the different departments. Additionally, SAMSON AG offers work-and-study programs. After completing their vocational training, former apprentices can decide on one of the different fields of study offered and apply for a subsidized place in a work-and-study program.

SAMSON AG also gives staff the opportunity to take part in further training in our in-house vocational training center, Edith Sandvoss Academy. The curriculum includes in-house seminars to develop and expand personal and methodical skills. Another focus is on developing young managerial staff. SAMSON has a team in place to support staff members in training-related and qualification issues. We have established a mentoring program where young staff members form tandem teams with experienced colleagues to learn from them.

### 3.6 Declaration on conflict minerals

SAMSON AG has a wide product range: this is both an opportunity and a challenge. Numerous SAMSON facilities strongly depend on the supply of raw materials. 'Conflict minerals' refers to raw materials originating in mines and ore smelting plants controlled by government troops or armed groups in politically unstable regions that directly or indirectly finance armed conflict or result in labor or human rights violations (such as forced labor, child labor or forced prostitution). Proceeds from the extraction of such raw materials are used to buy weapons.



This includes raw materials (ores) to produce 3TG (tin, tantalum, tungsten, gold). Based on different legal requirements in the USA and the EU, regions of origin have to be reported along the supply chain if the products contain 3TG or if they are needed to make the products. Supplier data are requested and collected for this purpose. All companies involved must fill in the CMRT (Conflict Minerals Reporting Template) to document towards their customers the minerals' country of origin and the smelters and refiners being utilized.

Cobalt, mica, copper, graphite, lithium and nickel are also considered as conflict minerals, for example. They are not covered by the legal requirements mentioned above. However, they are also mined in regions of conflict and high risk where human rights violations (such as child abductions) occur. Due to commercial contracts, we must provide information on the origin of such minerals as well (sanctions, due diligence obligations in supply chains). The applicable questionnaire is EMRT (Extended Mineral Reporting Template).

The CMRT and EMRT questionnaires are standardized according to the IPC-1755 standard (see section 3.1).

Typical examples of conflict minerals include ores originating in central Africa, for example the Democratic Republic of the Congo. Armed groups have been implicated in several rights violations for decades there, such as violence against women, forced labor and child labor in mines without international certification. There are also reports that cases of child labor in tin mining occurred in Southeast Asia – for example in Indonesia.

SAMSON AG is subject to Regulation (EU) 2017/821 of 2017, which lays down supply chain due diligence obligations for European Union importers of tin, tantalum and tungsten, their ores and gold originating from conflict-affected and high-risk areas. In response, we have extended our in-house documented procedures. The regulation was implemented into German law as the supply chain due diligence obligations law for mineral raw materials (Mineralische-Rohstoffe-Sorgfaltspflichten-Gesetz, Min-RohSorgG) of 2020.

The list is also important in connection with the current war in Ukraine: Ukraine including the Crimean peninsula and the mines in the Donbas region are featured on the list. Russia's attack on Ukraine has led to child abduction, forced recruitment and the suppression of national minorities. The Russian Belgorod (Belgorodskaya oblast) and Kursk (Kursk oblast) regions have been added to the CAHRAs list (see section 3.1). This has considerable legal consequences: the EU put in place certain legal restrictions for the parties involved in the attack back in 2014 already. Additionally, Belarus and Russia are subject to several EU and US embargos.



## 4 ENVIRONMENTAL PROTECTION

- Principle 7 ›** Businesses should support a precautionary approach to environmental challenges.
- Principle 8 ›** Businesses should undertake initiatives to promote greater environmental responsibility.
- Principle 9 ›** Businesses should encourage the development and diffusion of environmentally friendly technologies.

### 4.1 Combined heat and power plant

SAMSON AG optimized its energy supply by adding a combined heat and power (CHP) plant for the cogeneration of heat and electricity. By using a heat-focused CHP system, we achieved an efficiency of 80 %. The CHP plant is mainly used to supply the SAMSON site. Thanks to a newly installed load breaker switch, the full potential of the system (increase from 60 % to 100 %) can now be exploited.

A considerable number of the existing transfer stations on site has priority supply with heating water from the CHP plant and lower-priority supply with district steam.

Additionally, the CHP plant is integrated into the existing SAM-LAN building automation system.

### 4.2 Integrated management system

SAMSON AG established an integrated management system (IMS), which combines several management systems into one: quality management according to ISO 9001:2015, environmental management according to ISO 14001:2015, occupational health and safety management according to ISO 45001:2015, information security management according to IEC 27001:2017 and energy management according to ISO 50001:2018. The management systems govern the strategic requirements and everyday business operations across all areas of the company.

SAMSON AG defines annual targets for occupational health and safety as well as quality, environmental, information security and energy management. The associated action is redefined every year; monitoring and assessment take place on a monthly basis.

**“ We are committed to the principle of business sustainability. This includes:**

- **No risk or lasting damage to the environment.**

To continuously strengthen staff awareness for these topics, the IMS team uses information screens on site, bulletin boards, training seminars and the Intranet site to provide regular updates. They cover important details on energy efficiency, occupational health and safety, environmental protection and the quality of our products. Criteria with IMS relevance are taken into account when procuring new machinery or implementing new processes as well as at the associated planning stages.



### 4.3 Product-related environmental protection

Our products are subject to rules and regulations that govern the use or restricted use of certain substances. We take our responsibility in this field very seriously. We work constantly at identifying such substances and replacing them when the applicable legal requirements change. For RoHS and REACH, changes are reviewed every six months. Compliance with the legal regulations on substances contained in raw materials (such as heavy metals in metals and plastics, certain flame retardants in plastics etc.) is mandatory to place on the market products particularly with CE certification. SAMSON AG fulfills the requirements through DIN EN IEC 63000: raw materials are subject to an assessment and release process (sampling). This applies, for example, to products containing PTFE. PTFE is a plastic persistent organic pollutant from the group of per- and polyfluoroalkyl substances (PFAS). See publication of 27 April 2023: <https://www.samsongroup.com/en/news/in-focus/details/news/about-samson/samsons-view-on-proposed-ban-of-pfas-in-the-eu/>

Raw materials used at SAMSON AG are recorded and their contents are assessed based on the associated safety data sheets (SDS). This includes critical or strategic raw materials as well as potential conflict minerals (such as tin, tantalum, tungsten, gold and their derivatives). We ask our suppliers for information on these and other conflict minerals (such as cobalt and mica). For this purpose, we use a supplier portal hosted by a service provider.

REACH notices relating to substances of very high concern (SVHC) are made available to customers on the delivery papers. Data are additionally submitted to the European Chemicals Agency (ECHA) as SCIP (Substances of Concern in Products) notifications according to the EU waste disposal legislation.

The regulations governing the registration, reporting of units sold, return scheme and recycling passports of waste electrical and electronic equipment (WEEE) are complied with.

EU-wide environmental legislation also applies in the marine engineering sector to improve OHS as well as environmental and climate protection in the construction, operation and dismantling of ships. In particular, negative effects on human health and the environment are reduced when ships are recycled because owners must provide an inventory of the hazardous materials a ship contains in either its structure or equipment.

### 4.4 SAM DIGITAL

Key elements of environmental protection include a reduced energy consumption and the efficient use of energy. The SAMSON workforce is instructed and made aware of these topics in annual safety briefings, which are particularly focused on how to reduce the energy consumption within the staff members' own departments (see section 4.2 on IMS).

Under the SAM DIGITAL label, SAMSON AG develops industry-specific applications to sustainably improve the efficiency and resource utilization of our customers' plants.

#### **SAM VALVE MANAGEMENT**

Maintenance and plant optimization are costly, particularly assessing the status of valves is a huge challenge for plant operators. To properly prioritize work and take informed decisions based on data, SAMSON offers the **SAM VALVE MANAGEMENT** web platform to process and analyze diagnostic data.





The tool enables plant operators to be efficient in their use of the available maintenance resources and sustainably optimize the service life and performance of the valves installed in their plants. Status assessments additionally improve plant safety and minimize the risk of unscheduled plant shutdowns.

#### **SAM DISTRICT ENERGY**

To improve the transparency and energy efficiency in district heating networks, SAMSON has developed **SAM DISTRICT ENERGY**. The web-based solution is designed for managing, controlling and optimizing heating and cooling systems. The connected proven hardware (such as controllers, meters, sensors, actuators and other devices) gives operators of district heating networks a comprehensive overview of all stations and consequently the entire network.

Special technological features of the tool include the mesh communication network based on numerous interconnected nodes: the SAM-LAN gateways.

**SAM DISTRICT ENERGY** can help operators achieve considerable improvements in energy efficiency of up to 20 % by predictively optimizing the flow temperature depending on demand.

### **4.5 Innovations**

SAMSON AG is launching an innovative modular valve – from assembly in the production departments to the place of installation. The valve design speeds up start-up and maintenance thanks to different modules for pressurized parts, valve trims and sealing elements as well as full field modularity. In addition to the technological benefit, ecological aspects, such as the sustainable use of resources, are taken into account. Operators can replace all valve components after installation, which considerably extends the average service life of a valve installed in a plant.

This ecological approach will also be taken when developing the new generation of positioners. By cutting back the constant compressed air consumption by up to 40 %, the need for this energy-intensive supply medium is reduced considerably. This shows that we at SAMSON AG are constantly working towards our goal of implementing the efficient use of resources while sustaining a consistently high level of product quality also in new products.

## 5 FIGHT AGAINST CORRUPTION

**Principle 10** › Businesses should work against corruption in all its forms, including extortion and bribery.

### 5.1 Compliance training

To further increase staff awareness for compliance, a new training program was introduced in 2018 for all relevant staff groups. In doing so, SAMSON wants to ensure once more that greater awareness for compliance-related topics is raised. Over the past reporting year, we have intensified our activities in this field and made staff aware of a number of compliance topics. In addition to the eLearning seminars that have already been established, SAMSON has drawn up a detailed compliance manual for staff to observe.

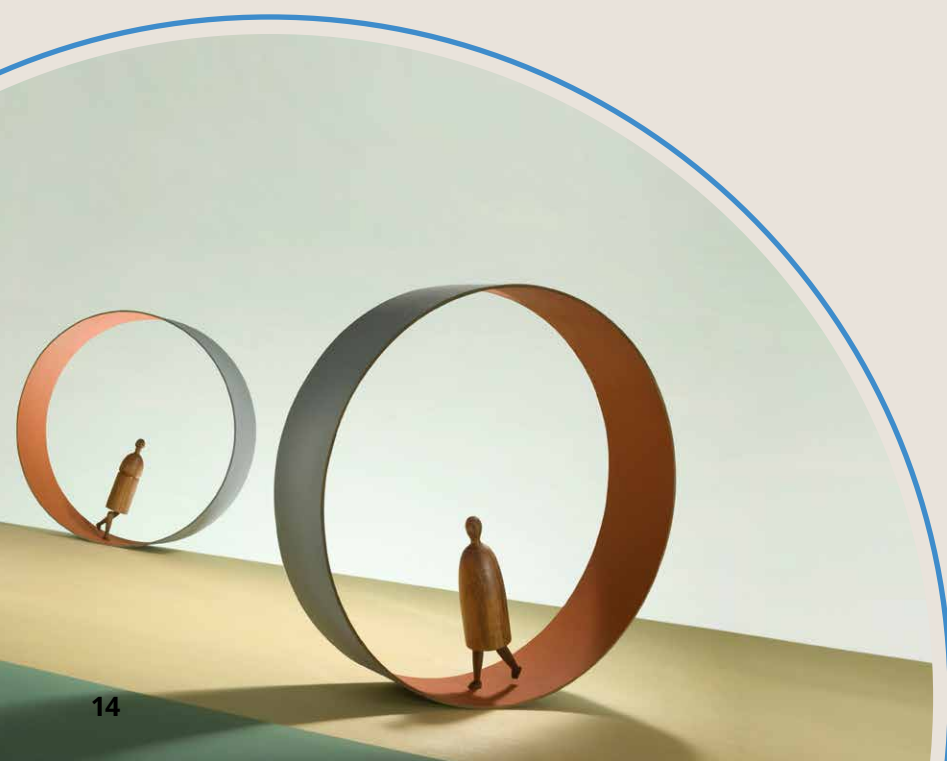
### 5.2 Donations and social engagement

Every year at Christmas time, the SAMSON vocational trainees organize a gifts drive to benefit children from low-income families. For this project, we cooperate with an inclusive kindergarten and a day care center for elementary school children. The children between the ages of three and eleven write a Christmas wish onto a postcard, which is hung up on a tree in our company canteen. Staff members can pick a card and buy the present that the child asked for. With this project, SAMSON can put a smile on the face of children coming from less well-off backgrounds.



### 5.3 Anonymous BKMS® incident reporting whistleblower platform

The anonymous BKMS incident reporting platform uses state-of-the-art technology to ensure secure, anonymous incident reporting for staff and other stakeholders. It was introduced to protect staff members who report actions that are potentially damaging to corporations as well as to protect corporations against damaging behavior. An anonymous mailbox is available to incident reporters to ensure that their communication about the incident with the corporation takes place in a protected, anonymous environment. Reported incidents can help reveal potentially illegal or unethical activities at an early stage, detect perpetrators, prevent further damage and secure jobs for the workforce.





## 5.4 MainChange

SAMSON AG is planning to relocate the corporate headquarters to Offenbach am Main, Germany and use a 143,000-m<sup>2</sup>-large plot of land to build a new, climate-optimized factory there. The plot was purchased in 2021. Most planning activities have been completed and contract allocations as well as construction activities are in full swing. The first building is to be ready for use in the last four months of 2025. Our plan is that the relocation of the Frankfurt facilities to the site in Offenbach will be completed in early 2027. The ROLF SANDVOSS INNOVATION CENTER will remain in Frankfurt.



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