



ESG

REPORT

- 2025 -

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ABOUT THIS REPORT

This sustainability report by the Hennecke GROUP provides a comprehensive overview of the company's activities and progress in the areas of Environmental, Social and Governance (ESG).

The voluntary report is aimed at both internal and external stakeholders as well as the interested public. The goal is to transparently present the impacts of business operations and to make the Hennecke GROUP's sustainability strategy understandable and traceable.

Structure and Reporting Framework

The report's structure is based on the three ESG dimensions: Environmental, Social and Governance. It serves as a transitional publication in preparation for the future application of recognized reporting standards. The reported content is based on data from the 2025 fiscal year, including selected retrospectives from 2022 to 2025 and an outlook on planned initiatives for 2026.

Data Quality & Transparency

CO₂ emissions are measured and reported in accordance with the internationally recognized Greenhouse Gas Protocol (GHG Protocol). In recent years, data quality and coverage have been gradually improved, the underlying methodology has been further refined and data collection has become increasingly standardized. In the 2025 reporting year, the calculation model for the Scope 3 category "Use of Sold Products" was adjusted. Retrofit measures are no longer considered as additional emissions, as they are a prerequisite for achieving the assumed useful life of the equipment. Forward-looking life cycle assessments (LCA) continue to account for operating hours, useful life and site-specific emission factors.

Other Scope 3 categories, such as purchased goods and services, are recorded on an expenditure basis and supplemented with supplier-specific information and model-based estimates to close existing data gaps.

This report marks the conclusion of the Hennecke GROUP's independent, comprehensive sustainability reporting. Starting with the 2026 fiscal year, reporting will take place within the framework of the Brückner Group and will be integrated into the reporting structures and processes established there.

The preparation of this report was additionally supported by an external ESG assessment using Holtara's ESG Advantage platform¹.

¹ ESG-Advantage, developed by Holtara, is a comprehensive platform for investors, fund managers, and companies to manage ESG data. It offers tailored ESG strategies, a leading carbon footprint calculator, automated dashboards, and industry benchmarks, all based on a proven methodology developed over 15 years of ESG consulting.

A MESSAGE FROM OUR CEO



Dear Readers,

For the Hennecke GROUP, sustainability is an integral part of corporate management. It combines economic success with environmental responsibility and social commitment. It forms the basis for long-term decisions across the dimensions of People, Planet and Profit.

Changing conditions, clear direction

The operating environment is evolving dynamically: increasing regulatory requirements, geopolitical uncertainties and growing reluctance toward sustainability issues in parts of the business community. For Hennecke, sustainable action remains a clear component of our strategy. We consistently pursue the goal of harmonizing and further developing environmental, social and economic aspects.

Further Development in Fiscal Year 2025

In 2025, we further developed our sustainability activities and integrated them more closely into existing management and reporting processes. Structures were refined, measures expanded and the data foundation for informed decisions improved.

Sustainable solutions and strong teams

Our employees are actively driving this forward. At the same time, we are consistently expanding our product and service portfolio – with solutions that use resources efficiently, reduce energy consumption and meet the highest standards of quality and cost-effectiveness.

Integration into the Brückner Group

With Hennecke's entry into the Brückner Group in early 2026, a new chapter begins. The structures and progress achieved in recent years form a strong foundation for this. Going forward, we will gradually integrate our sustainability activities into the group-wide processes and target systems and make an active contribution to achieving the Group's sustainability goals.

I would like to thank all employees, customers and partners for their commitment and support.

Thomas Wildt

CEO Hennecke GROUP

” Sustainability is the DNA of our Business System. ”

>> The Company

THE HENNECKE GROUP AT A GLANCE

The Hennecke GROUP is one of the world's leading manufacturers of machinery and plant technology for the processing of polyurethane (PUR). Since the company began operations in 1945 in Sankt Augustin (Germany), the group has been developing highly efficient production systems for a wide range of PUR applications, from seat cushions and mattresses to insulation materials for buildings, heating and cooling systems. With a broad product portfolio, strong engineering expertise and a global presence, the group supports customers worldwide in implementing sustainable and cost-effective production solutions.

Today, the Hennecke GROUP is represented by its product brands Hennecke Polyurethane Technology and Hennecke-OMS, as well as production and service locations in eleven countries across five continents. Its key markets include Europe, North and South America and the Asia-Pacific region, with a particular focus on China.

Together with international sales and service partners, the company delivers customized, innovative production systems – from project planning and commissioning to after-sales, retrofit and digitalization solutions. Efficiency, sustainability and product quality are always at the forefront.

Around 600 employees worldwide, including trainees, are committed to developing on the further development of innovative technologies. In 2026, Hennecke became part of the Brückner Group. This integration provides a strong foundation for further strategic development and the gradual alignment of ESG activities with the Group.

Key facts:



Hennecke GROUP product portfolio:

- >> HIGH AND LOW PRESSURE METERING MACHINES
- >> COMPOSITES AND ADVANCED APPLICATIONS
- >> SLABSTOCK LINES
- >> SANDWICH PANEL LINES
- >> MOLDED FOAM LINES
- >> TECHNICAL INSULATION LINES
- >> ROLL FORMING LINES
- >> TANK FARM TECHNOLOGIES
- >> ENVIRONMENTAL TECHNOLOGIES

Hennecke GROUP 360°SERVICE portfolio:

- >> ENVIRONMENTAL SERVICES
- >> RETROFIT SOLUTIONS
- >> SPARE PARTS & REPAIRS
- >> PREVENTIVE SERVICES
- >> TRAININGS & SEMINARS
- >> SMART SERVICES

The Hennecke GROUP operates through several operating companies, including:

- Hennecke GmbH, Sankt Augustin (Germany)
- Hennecke Inc., Bridgeville, Pennsylvania (USA)
- Hennecke-OMS S.p.A., Verano Brianza (Italy)
- Hennecke Machinery (Shanghai) Ltd. and Hennecke Machinery (Jiaxing) Ltd. (China)

In addition, there are sales units (SSUs) in Mexico, Singapore, South Korea, Japan, India and Russia, with the latter currently without operational activity.

Each production site acts as a Center of Excellence for specific product lines:

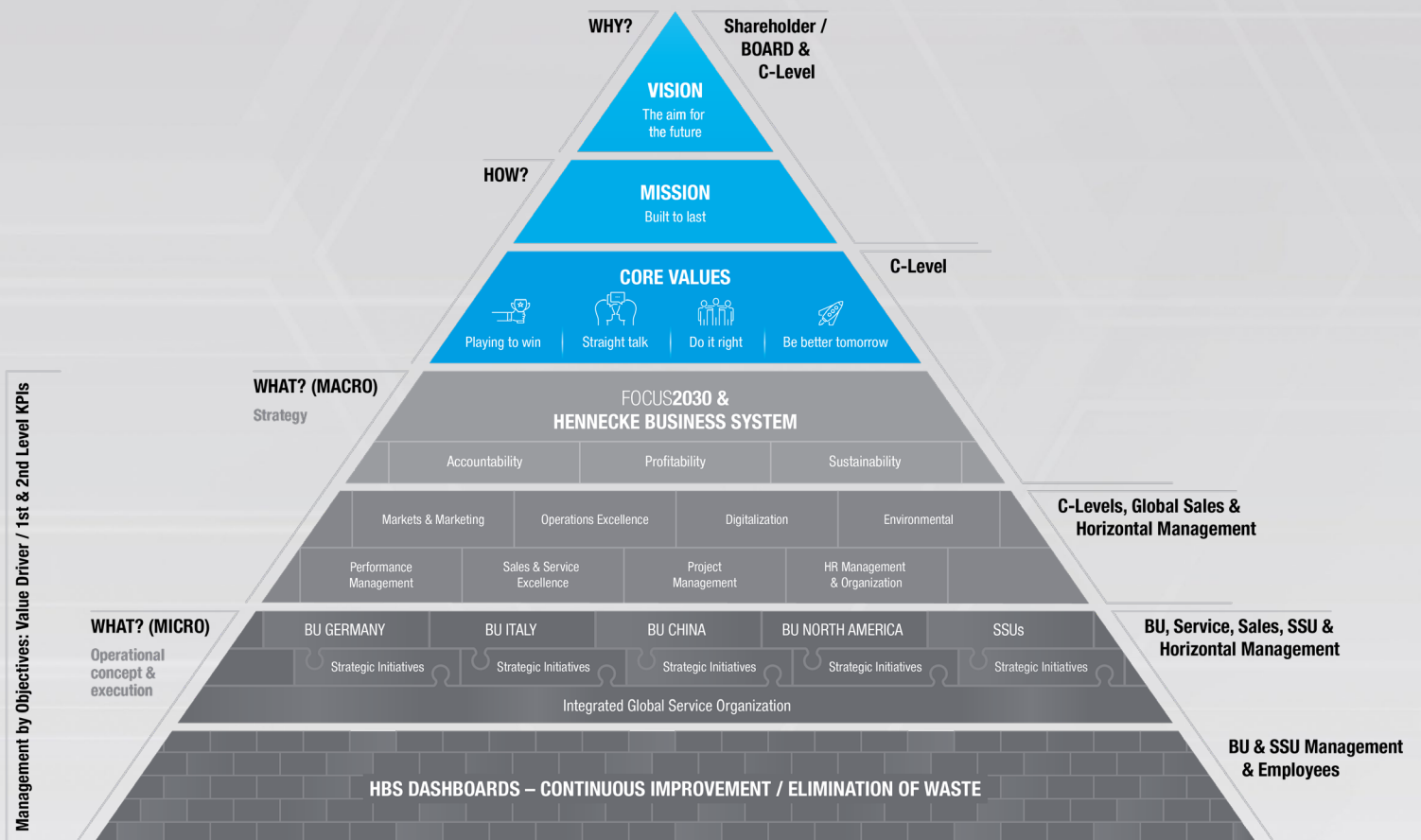
- Germany: Slabstock systems, high- and low-pressure metering machines, mixheads and pumps
- Italy: Continuous production lines for insulation panels
- USA: Tank farm systems and US-specific controls for metering machines
- China: Systems for appliance lines, sandwich panels, molded foam and slabstock, as well as CE-compliant low-pressure metering machines and high-pressure metering machines for the local market



STRATEGY, LEADERSHIP AND CORPORATE MANAGEMENT

The strategic and operational management of the Hennecke GROUP is guided by a clear vision, values and a defined strategic direction. The goal is to consistently align long-term corporate objectives with day-to-day implementation.

The foundation for this is the Hennecke Business System (HBS), which serves as a central management and leadership system and links the strategic direction with operational processes. The HBS strategy pyramid shows how this relationship and shows how vision, mission and values are connected to strategic goals and daily operations.

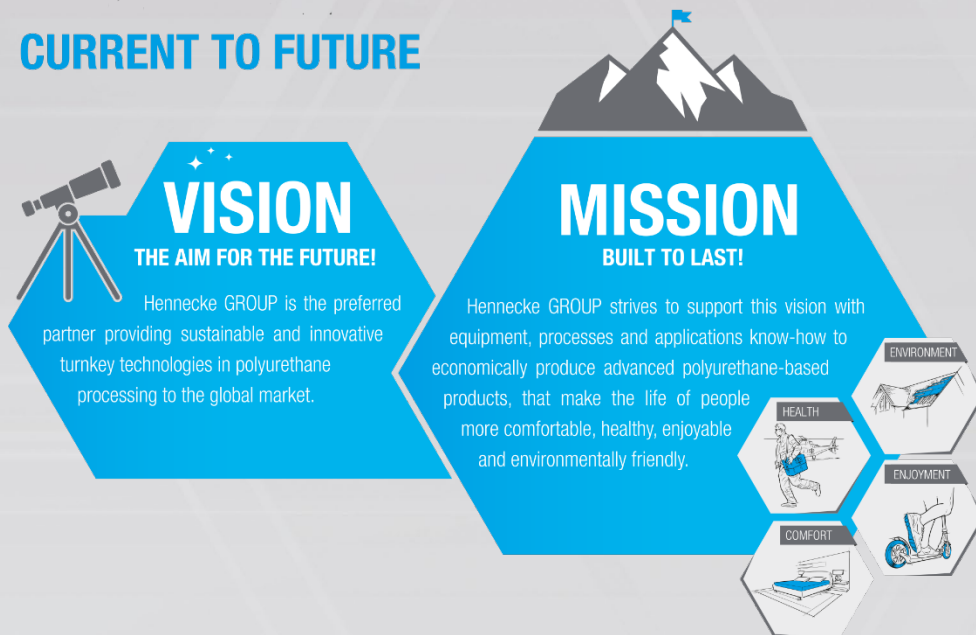


Vision & Mission: The “Why”

The vision describes Hennecke’s ambition to be the preferred partner for sustainable and innovative complete solutions in polyurethane processing.

The mission defines the role of the Hennecke GROUP as a provider of efficient technologies that enable PUR applications to make a measurable contribution to comfort, safety, health and sustainability.

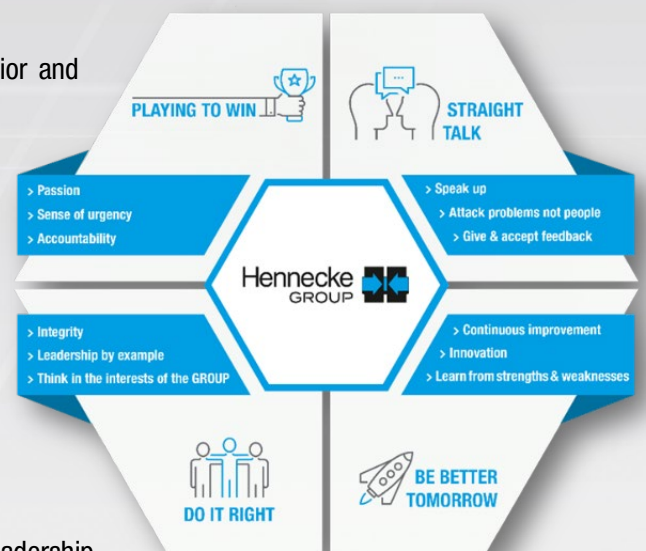
CURRENT TO FUTURE



Core Values: The “How”

Values define our shared understanding of leadership and collaboration. They form the foundation for decisions, behavior and culture worldwide:

- >> Playing to win**
 Determined, committed, responsible
- >> Straight talk**
 Open, constructive, honest
- >> Do it right**
 Acting with Integrity, quality-conscious, reliable
- >> Be better tomorrow**
 Willing to learn, solution-oriented, innovative



ZERO TOLERANCE FOR BREACH OF CORE VALUES

These values were developed in collaboration with the global leadership team and are binding worldwide. Their implementation is supported by regular training, employee and management feedback and clear behavioral standards.

Strategic Framework: The “What”

FOCUS2030

FOCUS 2030 marks the beginning of a new strategic chapter for the Hennecke GROUP as of 2025. Following the successful completion of the five-year Hennecke 2.0 strategy, this framework has been established to guide the company’s long-term development.

FOCUS 2030 builds on the progress achieved and systematically prepares the Hennecke GROUP for future requirements. Topics such as sustainability, efficiency, digitalization, customer focus and resilience are consistently linked with operational implementation.

The strategic orientation is guided by global megatrends such as urbanization, resource scarcity, digitalization and climate change. The goal is to ensure sustainable, profitable growth worldwide under changing geopolitical, economic and regulatory conditions. The defined guidelines also form the basis for the company’s continued development in the context of its integration into the Brückner Group.

The Hennecke Business System

The HBS serves as the framework for implementing the strategic goals. It links vision, mission and values with the FOCUS 2030 strategic framework and translates them into measurable results across all locations, functions and levels. At the same time, the HBS fosters a shared understanding of leadership and ensures that strategic priorities are effectively implemented in day-to-day operations. The focus is on three core strategic areas: Accountability, Profitability and Sustainability.



Accountability ensures long-term stability through efficient and sustainable organizational structures and processes.

Profitability focuses on profitable growth and efficient resource utilization. Management by Objectives (MbO), as a systematic performance management approach, ensures transparency and continuous development.

Sustainability encompasses far more than traditional sustainability issues and includes strategic initiatives for the continued development of products, processes and business models. This includes aligning the corporate strategy with the Sustainable Development Goals (SDGs), promoting innovation across all product lines, continuously optimizing sales and production processes and leveraging the potential of digitalization.

Governance is ensured through clear guidelines and their regular updating and auditing. At the same time, a strong corporate culture focused on employee retention, development and compliance is promoted across all areas.

Performance Management: Management Based on Key Performance Indicators

A central element of the HBS is the group-wide, standardized performance management system. It is based on eight value drivers, which are divided into four shareholder-related, two customer-related and two employee-related dimensions. Specific key performance indicators are defined for each value driver and analyzed monthly at all management levels. A standardized dashboard enables a transparent and comparable assessment of target achievement and is supplemented by structured reviews and action planning. This ensures that every employee understands their own contribution and that the success of FOCUS 2030 is systematically managed and measured at all levels of the Hennecke GROUP as of 2025.

Management Structure: Globally Coordinated, Locally Anchored

The Hennecke GROUP is centrally managed and operationally steered through global Business Units. The Executive Team is responsible for strategy and overall management and is supported by the Horizontal Management Team. The Business Unit Leaders and Global Sales Leaders are responsible for operational results, market development and implementation at the production sites. All sites function as Centers of Excellence with a specific product line and market focus. This combines global orientation with local implementation and technical specialization. The existing management and organizational structure also forms the basis for the company’s continued development in the context of its integration into the Brückner Group.

Sustainability and ESG Strategy of the Hennecke GROUP

Since 2020, the Hennecke GROUP has pursued a comprehensive sustainability strategy, which was expanded in 2023 with a dedicated ESG strategy. The goal is to combine environmental, social and economic value in the long term and to systematically integrate sustainability principles into all business areas. Sustainability is thus an integral part of the business strategy and is also clearly anchored within the framework of FOCUS 2030.

ESG is an integral part of the HBS and supports the implementation of strategic goals in day-to-day operations. Its integration makes a measurable contribution to the company’s success, including through stronger customer loyalty, greater innovation, increased employer attractiveness and improved compliance and market position. As a result, ESG is becoming a key value driver at Hennecke.

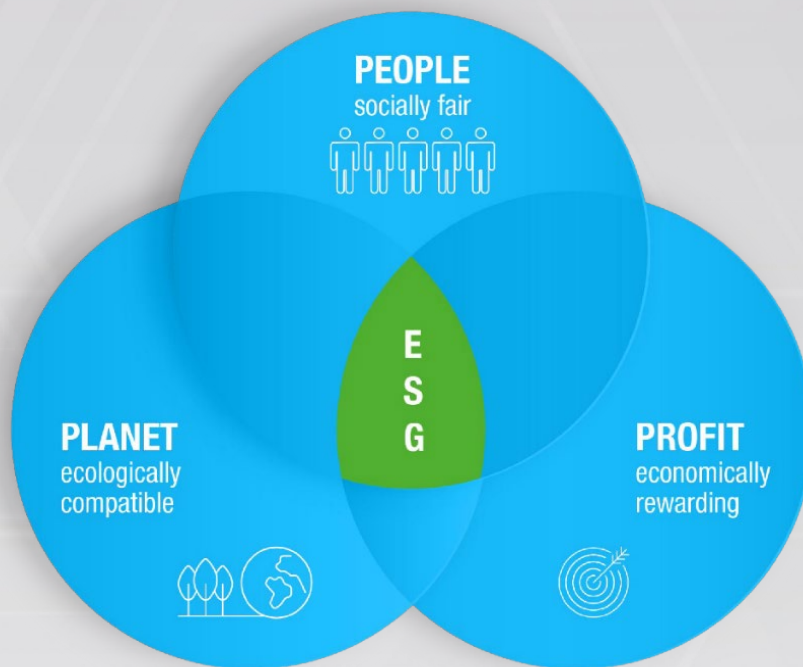


>> THE ESG STRATEGY

ESG in Practice: Concrete Measures, Implementation & Performance

The Hennecke GROUP's ESG strategy follows the 3P principle: People, Planet and Profit, combining social responsibility, environmental sustainability and economic viability in an integrated approach.

Through concrete measures in the areas of environment, social responsibility and governance, this approach is implemented within the company and made measurable. The following chapters show how the ESG strategy is anchored in the individual areas of action and translated into products, processes and corporate management.



ENVIRONMENT



The environmental dimension of the ESG strategy is built around three principles: Reduce, Replace and Compensate. The goal is to minimize the company's environmental footprint along the value chain, both in its own production and through technologies that enable customers to operate more sustainably.

Reduce:

The Hennecke GROUP is continuously working to reduce energy and resource consumption in its production processes. This includes the use of energy-efficient technologies, the modernization of existing facilities and systematic audits to identify potential savings.

Replace:

A central component of the strategy is the substitution of fossil fuels by renewable energy sources. In addition to purchasing green electricity, the company is also further expanding its own energy generation, for example through photovoltaics.

Compensate:

Unavoidable emissions are addressed in the long term through appropriate measures. The goal is to gradually reduce the carbon footprint further and, in the long run, to neutralize it. The underlying climate targets are based on the principles of the Science Based Targets Initiative and will be further developed in the future in line with the Brückner Group's requirements.



Promoting Biodiversity – Bee Projects at All Locations

All Hennecke GROUP production sites are home to their own bee colonies, a visible sign of our commitment to preserving biodiversity and embedding sustainability in our daily operations. Bees are considered indispensable pollinators and also symbolize natural balance, circularity and ecological responsibility.

The proximity to the beehives allows employees directly to experience sustainability firsthand. At the same time, the initiative contributes to United Nations Sustainable Development Goal No. 15, “Life on Land,” and strengthens the ecological resilience of the sites.

Photos from Germany, Italy, China and the U.S. show that biodiversity is not a marginal issue at Hennecke, but an integral part of the environmental strategy.



BU North America



BU Italy



BU China



BU Germany

SOCIAL



The social dimension of the Hennecke GROUP's ESG strategy puts people at the center, including employees, customers, partners and the communities around our global locations.

The corporate culture is characterized by trust, respect and equal treatment. All employees are entitled to a safe, healthy and motivating work environment. Accordingly, targeted investments are made in professional development, systematic leadership development and the enhancement of safe working conditions in accordance with EHS (Environment, Health & Safety) standards.

Diversity, Equity & Inclusion (DEI) is not viewed as a goal, but as a lived practice: diversity and equal opportunity, regardless of origin, gender, role, or personal background, are an integral part of the corporate culture. At all locations, initiatives promote personal responsibility, participation and social engagement, ranging from hobby groups to social projects.

A central component of the HR strategy is collaboration with Great Place to Work®. Through regular feedback processes, clearly defined targets and location-specific analyses, employer attractiveness and workplace culture are continuously developed. Group-wide GPTW certification is an important component of the long-term HR strategy.



On this basis, the Hennecke GROUP pursues three key objectives in the area of People:

- Retain employees through a strong emotional connection (goal: Turnover rate < 5%)
- Enable careers with a high internal hiring rate (target: >70%)
- Ensure workplace safety through prevention and targeted promotion of health and well-being

These goals give concrete form to the commitment to sustainable human resources development and support the achievement of the United Nations Sustainable Development Goals, in particular SDG 3 (Good Health and Well-being), SDG 5 (Gender Equality) and SDG 8 (Decent Work and Economic Growth).

Further details on developments in the 2025 reporting year are presented in the chapter “ESG Performance 2025 – Social.”

Occupational Health Management at the Hennecke GROUP

The Hennecke GROUP's workplace health management program encompasses a wide range of measures to promote health, quality of life and well-being in the workplace. These include initiatives in the areas of physical activity, nutrition, mental health and ergonomic workplace design.

The goal is to ensure the long-term performance of employees, reduce absenteeism due to illness and foster a positive work environment. At the same time, effective health management strengthens team spirit and corporate culture.



PURFIT

ESG PERFORMANCE 2025

Progress, Results and Impact of Our ESG Strategy

By 2025, the Hennecke GROUP had made significant progress in implementing its ESG strategy. This chapter highlights key developments and results in the areas of Environment, Social and Governance. The focus is on both measurable progress – such as emissions reductions or policies – and the increasing integration of sustainability principles into processes, products and daily operations.

The following sections illustrate how ESG was specifically implemented and managed at Hennecke in 2025.

ENVIRONMENT

Understanding, reducing and shaping climate impact

In 2025, the Hennecke GROUP was able to reduce its CO₂ emissions by 48%. The share of renewable energy in electricity consumption stood at 77% (2023: 49.8%). While operational emissions (Scope 1 and 2) were reduced from 1,438 tCO₂e to 896 tCO₂e, 99.6% of emissions continue to be attributable to the value chain, particularly to the use of the products sold.

Hennecke has continuously reduced energy consumption, primarily electricity and natural gas, since 2021. In 2025, total energy consumption stood at 5,565 MWh. Scope 1 and 2 emissions decreased primarily due to the increased use of renewable energy and additional efficiency measures. Key measures included LED retrofits, motion sensors and time-controlled lighting, as well as the optimization of heating control systems. The share of renewable energy has increased significantly. 77% of the electricity supply now comes from renewable sources and in Germany, it is already 100%. In addition to the existing PV system in Italy, another system was installed in China in 2023. The target of more than 70%, originally set for 2030, was thus already exceeded in 2025.

By far the largest share of emissions is attributable to the use phase of the products sold. These emissions result primarily from electricity consumption during the operation of the systems. Overall, Scope 3 emissions in 2025 decreased by 48% compared to 2024.

The reduction is primarily attributable to a change in the revenue structure and a revised calculation methodology. Previously, retrofit effects were taken into account in both the useful life of the equipment and its valuation. This methodology was adjusted during the reporting year to ensure a consistent and realistic representation of emissions across the entire life cycle.

To further drive this development, the company is pursuing a life-cycle approach with a focus on sustainable product use and resource conservation. Retrofit and modernization solutions extend service life and help reduce emissions across the entire life cycle. The machines are designed for a service life of more than 15 years. At the same time, sales of refurbished machines have been rising steadily since 2022. In addition, the Products & Services process model (“Customer Value Service”) actively supports customers in optimizing their own CO₂ footprint.

Methodological Approach to CO₂ Accounting

The development of ESG metrics, including the CO₂ footprint, is presented over the period from 2021 to 2025. The overview highlights progress and trends in key areas.

CO₂ emissions are recorded in accordance with the GHG Protocol Corporate Standard and Corporate Value Chain (Scope 3) Standard. To ensure comprehensive coverage, the Operational Control Approach² has been applied, with the goal of including 100% of relevant activities.

Organizational scope: Only sites under direct operational control are included, specifically the headquarters and production sites in Germany, Italy, China and the U.S. The sales offices in Japan, Mexico, China, Singapore and South Korea are not included in the carbon footprint, as they have only a negligible impact on the overall carbon footprint.

Scope of activities: The assessment includes all main activities at the sites, including production, research & development and sales. Upstream activities include, in particular, suppliers of metals, electronics and other raw materials, as well as transport and logistics service providers. Emissions from these areas are currently determined primarily on the basis of expenditure-based data and model-based estimates. The downstream value chain includes, in particular, customers in the rigid foam, flexible foam and integral foam sectors. For the use phase of the sold products, model-based assumptions regarding performance, operating life and service life are used.

System boundaries of the analysis: To enable efficient CO₂ monitoring and targeted emission reduction, a materiality assessment of the emission categories was conducted. In this process, all business activities and operating sites of the Hennecke GROUP were analyzed to identify material emission sources.

Certain emission sources are not included in accordance with the following exclusion criteria:

- Low materiality: Emissions with a negligible impact on the CO₂ footprint.
- Data quality and availability: Sources with insufficient data quality or limited access to reliable information.

² Operational Control Approach: CO₂ accounting in which the company accounts for all emissions from activities under its direct operational control.

Assessment of Emission Categories

Emissions Category		Materiality	Justification	
Scope 1	S 1.1	Stationary combustion	Yes	The Hennecke GROUP heats its sites with natural gas; emissions are recorded based on actual consumption.
	S 1.2	Mobile combustion	Yes	The Hennecke GROUP's corporate fleet consists of fossil-fuel-powered vehicles; emissions are calculated based on the kilometers driven per vehicle type.
	S 1.3	Fugitive and process emissions	Yes	Emissions from refrigerants are estimated based on refill quantities.
Scope 2	S 2.1	Purchased electricity (Operational use)	Yes	The company uses a mix of electricity from renewable and grid-connected sources; emissions are reported based on actual electricity consumption.
	S 2.2	Purchased electricity (Electric vehicles)	Yes	The company's electric vehicle fleet is accounted for based on its electricity consumption and the distances traveled.
	S 2.3	Purchased heat & steam	No	This form of energy is not used by the Hennecke GROUP and is therefore excluded.
Scope 3 Upstream	S 3.1	Purchased goods & services	Yes	The company purchases standard goods and services; emissions are included in the analysis based on spend-based data.
	S 3.2	Capital Goods	Yes	The Hennecke GROUP purchases capital goods; emissions are captured in the analysis based on spend-based data.
	S 3.3	Fuel and energy-related activities	Yes	The company purchases natural gas and electricity (Scope 1 and 2); the associated indirect emissions are included in the analysis.
	S 3.4	Transport & Distribution (Upstream)	Yes	The Hennecke GROUP procures transportation and distribution services; emissions are recorded based on expenditures, distances traveled per mode of transport and supplier data specific to emissions.
	S 3.5	Waste from operational activities	Yes	The company generates operational waste; emissions are taken into account in the analysis based on waste volume, type and treatment.
	S 3.6	Business travel	Yes	Employees of the Hennecke GROUP travel for business purposes using vehicles not owned by the company; emissions are calculated based on expenses, mode of transport and distance traveled.
	S 3.7	Employee commuting	Yes	Hennecke GROUP employees commute to work; emissions are included based on the distance traveled per mode of transport.
	S 3.8	Leased assets (Upstream)	No	The company does not operate any leased production facilities or machinery provided by external lessors.
	S 3.9	Transport & distribution (Downstream)	Yes	The Hennecke GROUP distributes products via logistics providers. Emissions were accounted for in 2024 using estimates based on the weight of goods sold, main distribution locations and national freight statistics, as well as specific CO ₂ supplier data.
	S 3.10	Further processing of sold products	No	The company does not sell products that require further processing downstream. Therefore, this category does not apply.
Scope 3 Downstream	S 3.11	Use of sold products	Yes	The Hennecke GROUP sells machines that consume energy during their use. Emissions from the use phase are captured in the analysis based on estimated power ratings and operating times.
	S 3.12	End-of-life disposal	Yes	The company sells products that are recycled at the end of their useful life. Emissions are accounted for in the analysis based on estimates of the material composition of the products sold and the specific disposal methods in each country.
	S 3.13	Leased Assets (Downstream)	No	The Hennecke GROUP does not lease equipment or machinery to third parties; therefore, this category does not apply.
	S 3.14	Franchises	No	The company does not operate any franchise models, so this category does not apply.
	S 3.15	Investments	No	The Hennecke GROUP has no investments that need to be included in the emissions inventory.

Data collection was conducted by the Hennecke GROUP in the first quarter of 2026. The assessment is based on a combination of desk research³, internal company data and information from suppliers and customers. In addition, insights from several discussions between company management and an independent expert in environmental and sustainability assessment were incorporated.

To ensure the most accurate possible calculation of the CO₂ footprint, the collected data was systematically reviewed and validated. Direct supplier data was used wherever possible, followed by activity- and expenditure-based data. In cases of incomplete data sets, geographically and temporally relevant emission factors or recognized estimation models were employed.

In addition, for emissions from the operation of sold products, estimation models in accordance with GHG Protocol Category 11 – Use of Sold Products were applied to ensure the most comprehensive possible accounting of Scope 3 emissions. The calculations are based in particular on assumptions regarding power consumption, operating hours and the service life of the sold machines.

Key KPIs over time (2021–2025)

General	Unit	2021	2022	2023	2024	2025	Notes
Revenue	€m	143	147.3	155	159.5	147.6	
Total employees	FTE	702	699	645	633	603	The number of employees (excluding trainees) was further adjusted as part of strategic workforce planning, with a focus on efficiency and targeted talent development.
Environmental KPIs							
Environmental KPIs	Unit	2021	2022	2023	2024	2025	Notes
Scope 1 emissions	tCO ₂ e ⁴	1,050	801	718	657	649	Scope 1 emissions decreased slightly to 649 tCO ₂ e in 2025. Key contributing factors were lower emissions from stationary combustion and efficiency measures at the sites.
Scope 2 emissions	tCO ₂ e	1,451	1,512	824	780	247	Scope 2 emissions fell significantly in 2025. The main reason was the increase in the share of renewable electricity procurement from 48% to 77%, including the complete switch to green electricity in Germany. As a result, Scope 2 emissions decreased by approximately 70% compared to the previous year.
Scope 3 emissions	tCO ₂ e	Not included	Not reported	421,045	367,986	190,139	Scope 3 emissions decreased by approximately 48% in 2025. Key factors contributing to this decline included a changed revenue structure, a lower proportion of large facilities and a refined calculation methodology in which the consideration of retrofit effects was adjusted.
Scope 1 and 2 emissions	tCO ₂ e	2,501	2,313	1,542	1,493	896	
Total emissions	tCO ₂ e	2,501	2,313	422,587	369,479	191,036	
Scope 1 emissions intensity relative to revenue	tCO ₂ e/€m Revenue	7.3	5.4	4.6	4.1	4.4	Slight increase due to changes in consumption patterns.
Scope 2 emissions intensity relative to revenue	tCO ₂ e/€m Revenue	10.1	10.3	5.3	4.9	1.7	The decline is primarily attributable to the increased share of renewable energy.

³ Desk Research: *Analysis of existing data sources*

⁴ tCO₂e (tons of CO₂ equivalent). *tCO₂e is the standardized unit of measurement for expressing the global warming potential (GWP) of various greenhouse gases. Since different gases contribute to global warming to varying degrees, they are converted onto a common basis—namely, the impact of 1 ton of carbon dioxide (CO₂). This unit makes it possible to compare emissions from different gases.*

Scope 3 emissions intensity relative to revenue	tCO2e/€m Revenue	Not reported	Not reported	2,716.4	2,307.1	1,288.2	The significant decline is primarily attributable to a change in the revenue structure and a refined calculation methodology.
Scope 1+2 emissions intensity relative to revenue	tCO2e/€m Revenue	17.5	15.7	9.9	9.4	6.1	
Emissions intensity relative to revenue	tCO2e/€m Revenue	17.5	15.7	2,726.4	2,316.5	1,294.3	
Emissions intensity per employee	tCO2e/FTE	3.6	3.3	655.2	583.7	316.8	Including Scope 3 emissions starting in 2023; therefore, limited comparability with previous years.

CO₂ emissions according to the GHG Protocol

Category	Unit	2021	2022	2023	2024	2025	Notes
See S1.1. Stationary combustion	tCO2e	1,050	699	603	488	445	The decrease is attributable to efficiency measures at the sites, in particular the optimization of heating systems, improved insulation and technical upgrades.
S1.2 - Mobile Combustion	tCO2e	Not reported	85	115	158	205	
S1.3 - Fugitive emissions from air conditioning systems and other processes	tCO2e	Not reported	17	0	12	0	
S2.1 - Purchased electricity	tCO2e	1,451	1,504	817	826	234	The significant decline is primarily attributable to the increased share of renewable energy.
S2.2 - Electric Vehicles	tCO2e	Not included	8	7	10	13	
S3.1 - Purchased Goods and Services	tCO2e	Not reported	Not reported	11,005	10,730	11,019	
S3.11 - Use of sold products	tCO2e	Not reported	Not reported	402,087	349,018	173,466	The decline is attributable to a refined calculation methodology and a changed revenue structure.
S3.12 - End-of-life treatment of sold products	tCO2e	Not included	Not reported	216	3,392	1,856	
S3.2 - Fixed assets	tCO2e	Not reported	Not reported	415	376	135	Decrease due to lower investment volumes.
S3.3 - Fuel- and energy-related activities not included in Scope 1 or Scope 2	tCO2e	443	407	292	280	332	
S3.4 - Upstream and downstream transport and distribution	tCO2e	223	254	1,910	1,584	1,873	Starting in 2023, more comprehensive reporting of Scope 3 emissions; fluctuations result from logistics volumes
S3.5 - Waste from operational activities	tCO2e	44	35	74	72	52	
S3.6 - Business travel	tCO2e	1,144	1,609	2,896	1,961	769	Decline due to reduced travel and increased use of digital formats.
S3.7 - Employee commuting	tCO2e	Not reported	Not reported	696	574	637	Slight increase due to a changed work model with a reduced proportion of remote work.
S3.9 - Downstream transport and distribution	tCO2e	Not reported	Not reported	1,455	0	Not reported	

Environmental KPIs	Unit	2021	2022	2023	2024	2025	Notes
Revenue from refurbished machines and retrofit solutions (SDG 12.5)	EUR	19,247,186	18,282,256	22,334,204	31,067,110	25,179,940	Decrease compared to the previous year due to project-related shifts, particularly between the retrofit and new machine businesses.
Renewable energy use	%	5	7	20	21	32	Increase due in particular to the transition to 100% renewable electricity in Germany
Total renewable energy consumption	MWh	461	475	1,235	1,187	1,758	Commissioning of a new photovoltaic system at the Jiaxing plant in China in 2023.
Total energy consumption	MWh	8,643	7,143	6,309	5,786	5,565	Success of various measures.
Energy intensity	MWh/€m Revenue	60	48	41	36	38	
Total electricity consumption	MWh	2,909	2,946	2,526	2,453	2,285	
Share of renewable energy in electricity consumption	%	15.8	16.1	48.9	48.4	77	
Renewable energy generated	MWh	Not recorded	168	270	310	298	Slight fluctuation due to site-specific generation conditions.
Water discharges	t	0	0	0	0	0	
Hazardous or radioactive waste	t	Not included	2	0	2	14	
Total non-hazardous waste	t	Not recorded	159	252	260	182	Decrease due to improved waste prevention and process optimization.
Recycled non-hazardous waste	t	Not recorded	159	252	260	182	Nearly complete material recycling of non-hazardous waste.
Water consumption	t	Not recorded	6,539	6,950	4,987	4,613	

Additional Highlights in the Environmental Area

In addition to carbon footprint accounting and the consistent reduction of emissions, the Hennecke GROUP achieved further significant progress in the environmental area in 2025:

- In Germany, additional office spaces, production halls and outdoor areas were converted to LED lighting. Motion detectors, optimized heating control and the reduction of compressed air losses further reduced energy consumption.
- Expansion of renewable energy: The share of renewable electricity procurement rose to 77% in 2025. In addition, existing photovoltaic systems were further optimized. In China, solar panels are regularly cleaned to increase electricity generation.



- ISO 14001 certification further expanded: Following Germany and Italy, the site in China was also successfully certified according to ISO 14001 in early 2025. This means that three of the Hennecke GROUP's production sites now have a certified environmental management system. Certification of the site in the U.S. is scheduled for 2026.
- Partnerships for sustainable materials: Together with universities and raw material suppliers, the Hennecke GROUP is working on bio-based and recycled raw materials for polyurethane processing.

- » In 2025, employees at the U.S. site once again sent a clear signal of environmental responsibility on Earth Day. A joint tree-planting campaign on the company grounds continued the initiative from the previous year.



- » Sustainability in machine control: In 2025, the further development of the machine control system for slabstock systems was advanced. New functions for displaying power consumption, monitoring compressed air systems and detecting leaks help customers make energy consumption more transparent and identify potential savings. Additionally, approaches such as predictive maintenance lay the foundation for more efficient and resource-conserving plant operation.
- » Case Study: USA, more Sustainable Packaging: In 2025, shredded paper was introduced as a packaging material at the North American site. This allows a reduction in plastic filler materials and enables practical reuse of paper waste.
- » Case Study: China, NOVAFLEX Retrofit: In 2025, a retrofit project using NOVAFLEX technology was implemented for the first time in China. By replacing methylene chloride with CO₂ as a blowing agent, emissions and operating costs are reduced and existing systems are utilized more sustainably.

SOCIAL

Retaining, developing and protecting employees

In 2025, the focus was on measures for employee retention, safety and development. Targeted initiatives strengthen engagement and well-being, ranging from training and health campaigns to the promotion of an inclusive corporate culture.

A key focus was on further developing the corporate culture and achieving the Group-wide Great Place to Work® certification. For the first time, all four production sites were certified. The participation rate in the employee survey was 91%. Based on this, site-specific measures – particularly in the areas of leadership, communication, feedback and collaboration – were consistently implemented. At the same time, the internal staffing of strategic positions was strengthened, occupational safety was further improved and measures to promote diversity were further developed.

The following key performance indicators show the development from 2021 to 2025 and make progress in the social area measurable.

Social KPIs	Unit	2021	2022	2023	2024	2025	Notes
Percentage of women on the Executive Board and Advisory Board	%	0	14	14	17	17	
Percentage of women in senior management	%	13	13	20	20	20	
Gender diversity in the workforce	%	13	13	15	15	15	
Percentage of women among new hires	%	12	20	12	13	6	Fluctuations depend on hiring structure and job profiles; diversity remains a priority.
Response rate of the employee survey	%	81	0	88	0	91	Conducted every two years in collaboration with GPTW.
Employee turnover rate	%	6.8	12.5	9.9	5.7	5.5	Decrease due to targeted retention measures.
Absenteeism rate	%	3	6.2	4.3	3.7	3.9	
Total number of hours of absence	#	36,223	66,578	55,170	46,605	45,019	
Number of employees trained during the reporting period	#	Not recorded	266	487	422	499	
Average training hours per FTE over the past 12 months	#	Not tracked	15	17	15	11	
Departures due to M&A	FTE	0	0	0	0	0	
Exits (excluding M&A)	FTE	65	87	67	68	81	Increase due to structural adjustments and natural turnover.

Employees with profit sharing	FTE	93	80	80	93	86	
Days lost due to injury	#	107	111	182	137	43	Significant decline due to improved workplace safety measures and prevention.
Work-related injuries (SDG 8.8)	#	Not recorded	16	24	14	9	Decrease due to targeted occupational safety measures.
Number of work-related injuries (>1 day of absence)	#	7	11	19	10	5	Significant reduction in serious workplace accidents.
Work-related fatalities	#	0	1	0	0	0	The work-related fatality recorded in 2021 was due to an external criminal incident that occurred during a business trip. In response, the company reviewed and strengthened travel safety measures for business trips in certain regions.
Accident rate	#	-	11.4	18.6	11.1	7.0	Decline in line with improved safety standards.
LTIF rate (Lost Time Injury Frequency) (SDG 8.8.)	#	11.29	10.3	17.1	8.2	3.5	Improvement in workplace safety during the reporting year.
Incidents of sexual harassment or discrimination	#	0	0	0	0	0	
Non-permanent employees	FTE	105	84	78	77	74	
Total number of hours worked	#	1,092,373	1,067,180	1,042,681	1,053,218	1,008,205	
Average hours worked per FTE per year	#	1,575	1,597	1,597	1,575	1,575	

Additional Highlights in the Social Area

In addition to the quantitative developments, the following overview highlights selected activities, programs and initiatives through which the Hennecke GROUP actively fulfills its social responsibility. The focus is on employee health and safety, fostering a positive work culture and developing leadership and young talent.

In 2025, the following priorities were implemented, among others:

- » Workplace Culture: The successful Great Place to Work® certification marks not an end, but the next step. Based on high participation rates, numerous ideas and measures were developed and implemented in 2025 in collaboration with employees. The Hennecke GROUP views the further development of workplace culture as an ongoing process and works continuously to improve leadership, collaboration and working conditions.



- » Leadership & Employer Attractiveness: In Italy, the site was recognized as a finalist in the Employer Branding Awards and achieved a top ranking in the "Talent Attraction & Retention" category. At the same time, leadership and development programs were further expanded.



- » Occupational Safety & Health: In Germany, another Health Day was held, featuring activities on stress prevention, cardio checks and ergonomic work practices. In Italy, workstations were redesigned to be more ergonomic and flexible as part of the partnership with Rittal. Height-adjustable assembly tables, as well as lifting and transport aids, reduce physical strain and improve workplace safety.

- » Promoting Young Talent: The collaboration with the Politecnico di Milano and ITS Lombardia Meccatronica was extended for the 2025/2026 academic year. In addition, “School Open Days” and the TecnicaMente project in Italy strengthen early engagement with young talent and schools.
- » Employee Engagement & Team Culture: Joint activities such as the hiking group and calligraphy courses in China, the BU China Disney Day, the Step Challenge in North America and local recognition programs foster team spirit, motivation and cross-departmental exchange.



- » Social Engagement: In 2025, employees worldwide continued to engage in social projects. These include donating raffle proceeds to SV Birlinghoven and the Ronald McDonald House in Sankt Augustin, supporting local families and children in North America, volunteering at the Greater Pittsburgh Community Food Bank and participating in local community events such as “Trunk or Treat.”



These examples illustrate that social sustainability at Hennecke is not merely a strategic goal but is actively practiced through concrete measures in daily work and throughout the organization.

CORPORATE GOVERNANCE

Ensuring accountability, implementing standards, strengthening trust

In 2025, the focus was on further embedding existing governance structures into day-to-day operations. These include, in particular, the Code of Conduct, the Anti-Fraud Management System (AFMS) and binding regulations on compliance, occupational safety and sustainability. The whistleblowing system supports the early detection and resolution of potential violations.

A key focus was on the further development of the AFMS. During the reporting year, targeted measures were implemented to close identified gaps. Particular attention was paid to IT security and cybersecurity. The AFMS heatmap and the status of the defined measures are an integral part of the regular forecast reviews.

At the same time, governance reporting was further developed and gradually expanded. Starting in fiscal year 2026, this will be aligned with the Brückner Group's group-wide governance and reporting structures.

In addition, the development of binding ESG guidelines was further advanced. Key areas such as anti-corruption, human rights, data security, environmental management and occupational safety are already comprehensively covered.






ESG Guidelines	Status Hennecke GROUP
Guideline on Combating Bribery and Corruption	Implemented and practiced
Biodiversity Policy	Covered by the environmental management system
Data Protection and Data Security Policy	Implemented and practiced
Diversity, Equity and Inclusion Policy	Implemented and practiced
Code of Conduct for Employees	Implemented and practiced
Environmental Policy	Covered by the Environmental Management System
ESG / Sustainability Policy	Implemented and practiced
Guidelines on Gifts and Invitations	Implemented and followed
Health and Safety Policy	Implemented and practiced
Human Rights Policy	Implemented and followed
Procurement Policy	Implemented and practiced
Code of Conduct for Suppliers	Implemented and practiced
Whistleblower Protection Policy	Implemented and followed
Cybersecurity Policy	Implemented and followed
Energy Consumption Policy	Covered under the environmental management system
Climate / CO ₂ Policy	Covered by the environmental management system
Waste Management Policy	Covered by the environmental management system
Workplace Accident Prevention Policy	Implemented and practiced
Statement Against Modern Slavery	In place
Employee survey conducted at least every two years	Yes

Notes:

The ISO 14001-certified environmental management system ensures that environmental aspects are systematically integrated into the company’s business processes and continuously optimized. It includes, among other things, the Biodiversity Policy, which addresses ecological aspects such as biodiversity and the sustainable use of natural resources. The Climate and CO₂ Reduction Policy focuses on the continuous reduction of emissions and climate protection. The Waste Management Policy ensures that strategies for waste prevention, recycling and environmentally sound disposal are consistently implemented. In addition, the Environmental Policy defines overall environmental goals and measures that promote sustainable development. This integrated system forms the basis for continuous improvement in environmental performance and supports the company’s long-term sustainability goals.

The following key figures provide an overview of the Hennecke GROUP’s governance-related development from 2021 to 2025. They illustrate how principles such as fairness, transparency and accountability are implemented in the areas of supply chain, customer service and site management.

All production sites were regularly audited for fair working conditions, the number of audited suppliers increased and customer complaints were systematically recorded and analyzed.

Governance KPIs	SDG ⁵	Unit	2021	2022	2023	2024	2025	Notes
Production sites audited for fair working conditions (SDG 8.8)		%	100	100	100	100	100	
Whistleblowing reports		#					9	The systematic tracking of the KPIs “Whistleblowing reports” and “Compliance cases” was introduced in 2025. Therefore, comparability with previous years is not yet available. These metrics will continue to be included in governance reporting going forward.
Compliance Cases		#					1	
Audited suppliers		#	44	45	56	51	56	
Total number of complaints		#	118	130	176	133	186	Customer complaints primarily concern quality issues and are mostly minor. The euro value is 53% below the budget target. There have been no safety-related incidents or product recalls in the past three years.

⁵ These metrics are linked to the Sustainable Development Goals SDG 8.8 (decent work, health, and safety) and SDG 16.6 (effective, accountable institutions).

Further Highlights in the Area of Governance

In 2025, the Hennecke GROUP continued to systematically expand key governance initiatives. The following overview summarizes significant progress made in 2025:

- Digitized compliance: The SharePoint portal for compliance underwent a fundamental overhaul in 2025. Information on compliance, the Code of Conduct and the whistleblower system is now available to employees centrally and digitally, including multilingual videos and training materials.
- Further expansion of quality management: The North America site was successfully certified according to ISO 9001 in 2025. This strengthens the Hennecke GROUP's quality standards and the comparability of processes across sites.
- Supply Chain Transparency and Risk Management: In 2025, a structured supplier scorecard was further developed to account for ESG criteria in addition to reliability and costs. A standardized scoring system was also introduced to systematically assess risks and opportunities for improvement. For identified gaps, specific measures are defined, responsibilities are assigned and implementation is regularly monitored.
- Further development of the HBS: With new Hennecke Production System training sessions on 5S, TIM WOOD and Gemba Walks, the HBS training offering was further expanded in 2025. The goal is to strengthen continuous improvement, reduce waste, improve processes and promote responsibility at all levels.



- » Strengthening governance through transparency and participation: HBS training and communication were expanded globally in 2025. Dashboard systems, forecast reviews and clear responsibilities create transparency and support consistent management across all locations.



- » Strengthening financial and process expertise: The group-wide training program for managers was further expanded in 2025. The digital “Financial Training Gym” provides content on financial processes, forecasts, CAPEX, intercompany issues and performance management. In addition, training on roles, responsibilities and control processes reinforces a shared understanding of cross-functional collaboration and transparent decision-making.

These measures demonstrate how governance has been further strengthened as a management tool for ethical and compliant conduct within the Hennecke GROUP. The goal is to continue growing transparently, resiliently and responsibly in the future.

OVERVIEW: ESG MILESTONES 2025

The following overview summarizes key milestones in the Hennecke GROUP’s ESG work during the reporting year. It demonstrates in a concise format the breadth of progress achieved across all three ESG dimensions, ranging from the reduction of emissions and the expansion of renewable energy to the further development of quality, compliance and supply chain standards and the successful implementation of strategic programs and innovative customer solutions.



This makes it clear that sustainability is an integral part of daily work at Hennecke, from the FOCUS 2030 strategy through operational improvements at the sites to product and service innovations.

External Assessment and ESG Performance

To continuously reflect on and further develop its own ESG performance, the Hennecke GROUP also relies on external analyses and systematic assessments. One such external assessment was conducted using Holtara's ESG Advantage platform. It enables a detailed evaluation of company-wide sustainability performance broken down by ESG themes.



Each of these topics was analyzed as part of a systematic assessment using a five-point scale, ranging from "reactive" to "future-proof." The assessment levels were developed by ESG Advantage. The methodology is based on scientific findings and recognized international standards to ensure the most objective ESG performance assessment possible.

The ESG performance rating provides insight into how effectively the Hennecke GROUP manages its key ESG issues. With a score of 4.7 on the rating scale, the Hennecke GROUP continued to achieve the "future-proof" level in 2025. This confirms that the sustainability strategy is firmly integrated into corporate strategy, management and operational implementation. Further progress was made, particularly in the areas of CO₂ reduction, ESG integration, occupational safety, product quality and supply chain management.

By way of comparison: According to ESG-Advantage, the industry-standard ESG benchmark for industrial machinery manufacturing companies based in Germany is 2.5. With a score of 4.7, the Hennecke GROUP is thus significantly above the industry average and is considered a strategic leader in the ESG context.

The foundation for this development was laid in recent years through the systematic establishment of an effective governance and performance structure. ESG is now an integral part of corporate management, the target systems and the FOCUS 2030 strategy. With further integration into the Brückner Group, these structures are to be further developed and expanded across the Group in the future.

Performance of Key ESG Issues

Issue	Topic performance rating					
	2020	2021	2022	2023	2024	2025
 Carbon Footprint Management	2	3	3	3	4	4
 Integration of the ESG Strategy	3	4	3	5	5	5
 Employee Health and Safety	3	4	4	4	5	5
 Supply Chain Control and Sustainable Procurement	3	3	2	3	3	4
 Product Life Cycle & Design	2	2	5	5	5	5
 Product Quality and Safety	2	2	4	4	5	5
Overall assessment of ESG performance	2.5	3.0	3.5	4.0	4.5	4.7

The following section presents the specific ESG performance metrics defined in accordance with the ESG Advantage platform for each ESG area, as well as the Hennecke GROUP's respective ratings for 2020 and the reporting year 2025.

Carbon Footprint Management – Performance Overview



Rationale: The Hennecke GROUP systematically integrates ESG into its corporate strategy and comprehensively tracks emissions across the entire value chain (Scope 1, 2 and 3). Since 2024, total CO₂ emissions (Scope 1 to 3) have been reduced by 48%, while operational emissions intensity, at 5.6 tCO₂e/€M in revenue, remains well below the industry average of 30 tCO₂e/€M in revenue.

The Hennecke GROUP pursues clear CO₂ reduction targets and has continuously refined its emissions management in recent years. A potential future alignment with the Science-Based Targets Initiative (SBTi) will be reassessed as part of the integration into the Brückner Group. The share of renewable energy in electricity consumption currently stands at just under 77%, meaning that the target of over 70% was achieved five years ahead of schedule. In Germany, electricity has been sourced exclusively from renewable sources since 2025.

In addition, further energy efficiency measures have been implemented, including motion sensors and timers for lighting, optimization of heating control and measures to reduce compressed air consumption. The potential for photovoltaic systems has been assessed at all locations. PV systems are already in operation in Italy and China.

		2020 Review	2025 Review		
1. Reactive	2. Involved	3. Committed	4. Integrated	5. Future-proof	
Reactive ESG management guided by regulations.	The ambition to improve ESG management has been articulated, the starting point identified and initial progress achieved.	The strategy to improve ESG risk management and opportunities has led to strong performance.	The company-wide integration of ESG has made it possible to achieve a future-proof business.	The business strategy and management are fully aligned with a future-proof society.	
Management aims to comply with (local) energy regulations, such as the EED (EU), ESOS (UK) and the Wet Milieubeheer (NL).	Basic monitoring of energy and CO ₂ emissions with defined targets for net-zero emissions by 2050 (Scope 1 + 2).	Comprehensive monitoring of Scope 1 and 2 emissions is conducted in accordance with recognized accounting standards (e.g., GHG Protocol).	The Science Based Targets have been set in line with the 1.5°C climate scenario (X ≥ 4.2% annual linear reduction).	Net-zero emissions for Scope 1 and 2 have been achieved.	
There is no insight into employees' commuting habits and business travel.	Ad hoc initiatives to improve the sustainability of business travel.	Use of video conferencing, including monitoring of emissions avoided through reduced air travel.	All routes that can be reached by train within 6 hours are traveled by train.	Employees commute exclusively by bicycle, public transportation, or electric vehicles.	
	Over 70% of electricity comes from renewable sources (not necessarily local).	Monitoring of emissions resulting from business travel and employee commuting.	Renewable energy is used on-site whenever possible (e.g., the full potential of roof space for solar panels is utilized).	A net-zero carbon footprint has been achieved (business travel reduced to an absolute minimum).	
	An energy audit has been conducted and quick wins addressed (e.g., procurement of green electricity).	The potential for on-site renewable energy generation has been assessed (e.g., the potential of roof space for solar panels).	Science-based targets for emissions from business travel have been set in line with the "well-below 2°C" climate scenario (X ≥ 2.5% annual linear reduction).	Total energy consumption has been reduced to an absolute minimum.	
		Over 90% of electricity comes from local renewable sources.		Annual progress on Scope 3 emissions with a linear reduction rate of at least 2.5% has been achieved (in line with the SBTi).	
		The goal of net-zero emissions by 2045 for Scope 1, 2 and 3 has been set and officially committed to the Science-Based Targets Initiative (SBTi).			

Employee Health and Safety – Performance Overview



Rationale: Regular audits at all sites ensure compliance with regulations and continuous improvement.

In Germany, occupational safety assessments are conducted by TÜV and the Berufsgenossenschaft, while in Italy, an external consultant performs monthly site inspections. In North America, the now-certified Workplace Safety Committee conducts internal audits as well as OSHA-certified training. In China, external audits, including ISO 14001 certification, supplement the internal compliance audits.

A structured occupational health and safety system with clearly defined processes has been established at all locations. In 2025, a gap analysis against the requirements of ISO 45001 was conducted at two of the four locations. Based on this, a management system aligned with ISO 45001 is currently being implemented as a pilot project at the China site. An audit for certification is planned for 2026. The results of the pilot project will serve as the basis for evaluating and, if necessary, implementing further measures to close identified gaps at other locations.

The Lost Time Injury Frequency (LTIF) is continuously monitored and was significantly reduced to 3.5 in 2025. This demonstrates a clear improvement in workplace safety. Looking ahead, responsibility is to be more firmly anchored at the departmental level. At the same time, occupational safety metrics continued to improve: The number of accidents resulting in more than one lost workday was halved compared to the previous year and the number of workdays lost as a result decreased by approximately 70%. In addition, the safety and health culture was further strengthened in 2025. All Hennecke GROUP locations were certified under the Great Place to Work® program, with a participation rate of 91% and an 81% agreement rate with the statement that Hennecke is a great place to work. The implementation of health and safety measures is supported by key performance indicators in the HBS dashboard, the Hennecke Production System (HPS) and regular steering committees at the business unit level.

		2020 Review	2025 Review		
1. Reactive	2. Involved	3. Committed	4. Integrated	5. Future-proof	
Reactive ESG management driven by regulations.	The ambition to improve ESG management has been defined, the starting point identified and initial progress achieved.	The strategy to improve ESG risk management and opportunities has led to strong performance.	The company-wide integration of ESG has made it possible to achieve a future-proof business.	The business strategy and management are fully aligned with a future-proof society.	
Risk audit conducted (e.g., NL – RI&E)	Risk and safety audit conducted (e.g., VCA), occupational safety guidelines in place.	Occupational health and safety management system (e.g., ISO 45001) and occupational health and safety policy established.	A safety culture is in place with established occupational health and safety management systems (e.g., ISO 45001) and clear guidelines.	First-class occupational health and safety management system and best practices established. Certifications such as ISO 45001 are in place, with a QHSE manager who has overall responsibility for the topic.	
Management strives to comply with (local) occupational safety regulations.	Ad hoc follow-up on identified risks.	Clear follow-up structure through monthly reporting to senior management on H&S performance and corresponding measures to prevent work-related illnesses.	Continuous tracking of identified risks across multiple reporting channels, with verifiable measures to prevent work-related illnesses.	Annual reduction of identified risks in audits through successful improvement measures.	
Basic monitoring of absenteeism and workplace accidents.	Monitoring of absenteeism, workplace accidents and fatalities.	LTIF and absenteeism below the industry average, or alternatively, an action plan with clear KPIs and targets implemented. Comprehensive reporting standards, including the recording of near-misses, LTIF rates and short-term, medium-term and long-term absenteeism.	Comprehensive monitoring of all accidents, with accident rates below industry benchmarks for more than three consecutive years.	Comprehensive monitoring of all accident categories with results that have been significantly below industry benchmarks for more than three years. Absenteeism and turnover rates have been significantly lower than the industry standard for over three years.	

Integration of the ESG Strategy – Performance overview



Rationale: The Hennecke GROUP's ESG strategy is fully integrated into the FOCUS 2030 strategy and closely linked to the company's objectives and management oversight. It is reviewed annually and is based on clearly defined KPIs and CAPEX-supported investments to achieve long-term sustainability goals. The focus is on reducing CO₂ emissions, promoting the circular economy and implementing sustainable operational processes.

To ensure effective implementation, ISO certifications (14001, 9001 and 50001), a comprehensive compliance system and close management accountability have been established. In addition, the strategic direction of the ESG agenda is supported by the Advisory Board. Approximately 50% of the Group's goals are ESG-related. Of these, 35% relate to governance and 15% to social aspects. The remaining targets encompass additional ESG criteria, particularly in the environmental area and are broken down to the level of individual managers and employees. The strategic relevance of ESG is also reflected in compensation: 15% of variable compensation is linked to ESG targets to further underscoring their strategic importance. Sustainable innovations such as BLUE INTELLIGENCE, NOVAFLEX retrofit projects and energy-efficient machine controls underscore the Hennecke GROUP's commitment in this area. A dedicated ESG team drives implementation in the areas of production and assembly, supply chain and research & development, ensuring that sustainability principles are integrated into all relevant business processes.

2020 Review		2025 Review		
1. Reactive	2. Involved	3. Committed	4. Integrated	5. Future-proof
Reactive ESG management driven by regulations.	The ambition to improve ESG management has been defined, the starting point identified and initial progress achieved.	The strategy to improve ESG risk management and opportunities has led to strong performance.	The company-wide integration of ESG has made it possible to achieve a future-proof business.	The business focus and management are fully aligned with a future-proof society.
No ESG statement on the website and no external visibility regarding ESG.	Limited ESG statement on the company website.	An ESG policy is in place, either internally or publicly accessible.	ESG policy and strategy are updated annually (including materiality analysis, KPIs and targets) and communicated transparently to stakeholders (e.g., through public reporting).	ESG measures and strategy are among the leading 37 practices in the industry and set best-practice standards, with measurable successes in implementation (including materiality analysis, KPIs and targets).
ESG criteria are not embedded in the compensation policy and incentives are not linked to sustainability performance.	Limited ESG incentive systems (<5% of the management bonus).	Incentives for ESG performance are established (between 5% and 15% of the management bonus).	A dedicated ESG management function is in place to oversee the integration and implementation of ESG measures within the company.	A specialized business unit manages ESG integration and ensures the implementation of the sustainability strategy.
ESG is addressed only sporadically at the executive board level, mostly from the perspective of risk or cost efficiency.	Limited ESG accountability at the C-level, with only partial responsibility for sustainability issues.	ESG is regularly discussed at the executive board level, with a focus on strategic value creation and not just on risk minimization.	ESG incentives set industry benchmarks (>15% of management bonuses are linked to sustainability targets).	Sustainability incentives set industry standards, with >15% of management bonuses linked to ESG performance.
No internal or publicly available ESG policy or strategy exists, including materiality analysis, KPIs and targets.	Few ESG-related memberships, industry standards and/or certifications.	ESG-related memberships, industry standards and certifications are implemented.	ESG is an integral part of the board's agenda, with regular discussions on strategic value creation and clear progress in ESG monitoring (demonstrable annual improvements).	The board serves as a role model for ESG governance, with strong involvement in ESG processes and sets leading example for other companies.
	Only partially existing ESG policy or strategy, including materiality analysis, KPIs and targets (internal or public).	An ESG strategy is in place, either internally or publicly, including a materiality analysis, KPIs and targets, e.g., to reduce environmental impacts and ESG risks.	ESG targets (KPIs) are on track and are actively pursued.	The company is a pioneer in ESG strategies and industry standards, drives sustainable initiatives and sets new benchmarks in the industry.
			Annual progress in ESG integration is demonstrable.	

Product Life Cycle & Design – Performance Overview



Rationale: The Hennecke GROUP integrates circular economy principles into its product development and complementary services and offers environmental consulting as well as process optimization services. BLUE INTELLIGENCE increases machine efficiency and supports the transition to bio-based and recycled materials. Collaborations with universities and suppliers promote the development of sustainable raw materials, while IoT-based monitoring solutions⁶ reduce energy consumption and waste.

Measurable circular economy KPIs track revenue generated from solutions that improve resource efficiency and product lifespan. These include ECOFILLER PLUS for recycling production waste, spare parts and retrofits for machine modernization and Customer Value Service for efficiency consulting.

Circular economy principles are firmly anchored in the company's ESG goals and are continuously developed through structured action plans. The focus is on minimizing waste, energy-efficient production and optimizing machine performance and lifespan, which is estimated at over 15 years. In 2025, the first NOVAFLEX retrofit projects were implemented to support customers in their transition from methylene chloride to CO₂ blowing agent. Operational feedback is continuously incorporated into product development to further reduce energy use and material consumption.

		2020 Review	2025 Review		
1. Reactive	2. Involved	3. Committed	4. Integrated	5. Future-proof	
Reactive ESG management driven by regulations.	The ambition to improve ESG management has been defined, the starting point identified and initial progress achieved.	The strategy to improve ESG risk management and opportunities has led to strong performance.	The company-wide integration of ESG has made it possible to achieve a future-proof business.	The business focus and management are fully aligned with a future-proof society.	
Management strives to comply with relevant laws and regulations (e.g., product warranty).	Extended product warranty.	Impact assessment (e.g., life cycle analysis, LCA) conducted for key products accounting for over 25% of revenue.	Impact assessment (e.g., life cycle assessment, LCA) conducted for key products accounting for over 25% of revenue.	Promoting circular economy standards in the industry, e.g., by taking back large quantities of products at the end of their life cycle and collaborating closely along the value chain.	
There are no business model initiatives to promote a circular economy.	Design decisions aim to maximize the service life of products, components, or raw materials (e.g., through modular design and increased repairability).	Action plan to maximize product and material use in the circular economy implemented, including KPIs, targets and design criteria (e.g., repairability, modularity).	Measurable progress in implementing a circular economy, ensuring that products and materials remain in circulation with maximum value – supported by KPIs or LCA results.	Product strategy consistently aligned with the circular economy, e.g., through the acquisition of relevant certifications (such as Cradle to Cradle or other industry-specific certifications).	
There are no product design initiatives to ensure that products, components, or raw materials remain in use for as long as possible.	Initial business initiatives to promote a circular economy have been implemented (e.g., through Product-as-a-Service models or buyback programs).	An action plan has been developed to align the business model with a circular economy, including KPIs and targets (e.g., for Product-as-a-Service models or buyback programs).	Significant increase in revenue from circular products or business models (e.g., higher revenue from rental options or Product-as-a-Service approaches in accordance with the action plan).	Circular economy is established as a key revenue driver, with business models or products that contribute significantly to value creation.	

⁶ IoT-based monitoring solutions: Use networked sensors and digital systems to collect and analyze real-time data and control processes more efficiently.

Product Quality and Safety – Performance Overview



Rationale: The Hennecke GROUP ensures high quality and safety standards through regular supplier audits, digital acceptance protocols and strict safety checks during plant commissioning. A structured “Lessons Learned” process links customer feedback, product development and manufacturing to drive continuous improvement.

Since 2024, the total number of customer complaints has risen by 40% (from 133 to 186). However, none of the complaints was related to product safety. Root cause analyses showed that the complaints primarily arose from the combination of customer-specific requirements, process parameters and the respective operating conditions. Customer complaints are handled via a centralized ticket system that ensures structured tracking, processing and feedback. The Hennecke GROUP focuses on finding solutions in partnership with customers and, when necessary, collaborates with external laboratories to gain reliable insights for targeted corrective actions. To this end, external partners such as TÜV Rheinland are involved.

Regular customer surveys, monitoring of quality costs (Cost of Quality, CoQ) and on-time delivery (OTD), as well as preventive measures such as the CAPA system (Corrective and Preventive Actions), ensure continuous improvement. In 2025, only 55% of the planned CoQ budget was utilized. This confirms the effectiveness of targeted quality measures and further strengthened quality management. For the third consecutive year, quality costs were thus significantly below plan.

		2020 Review	2025 Review		
1. Reactive	2. Involved	3. Committed	4. Integrated	5. Future-proof	
Reactive ESG management guided by regulations.	The ambition to improve ESG management has been defined, the starting point identified and initial progress made.	The strategy to improve ESG risk management and opportunities has led to strong performance.	The company-wide integration of ESG has made it possible to achieve a future-proof business.	The business strategy and management are fully aligned with a future-proof society.	
Management ensures compliance with national regulations (e.g., GPSD, CPSC).	A quality management system is implemented (e.g., ISO 9001, NEN-EN15224).	An action plan to ensure quality and product safety has been defined, including KPIs and targets (e.g., product recalls, increasing customer satisfaction and loyalty, zero-defect strategy, reducing customer complaints).	Comprehensive procedures to ensure product quality and safety are implemented (e.g., third-party quality and safety audits).	Commitments to product quality and safety go beyond legal requirements (e.g., GFSL, TPS).	
Relevant certifications are in place and recorded in the compliance register (e.g., CE marking, BIFMA).	A product safety standard is established (e.g., ISO 10377, ISO 10393).	Procedures to protect product quality and safety are implemented (e.g., safety training, safety and quality guidelines).	Quality control measures extend across the entire supply chain and enable continuous improvement of product design and procurement.	A continuous feedback process between complaint management, product development, production and other relevant business units is established.	
The compliance register is reviewed annually.	Quality assurance personnel are in place.	Customer complaints are systematically analyzed and a structured follow-up procedure is in place (e.g., root cause analysis).	There have been no incidents related to customer safety or product recalls in the past three years.	The quality and safety management system includes corrective and preventive action plans (e.g., a CAPA system for corrective and preventive actions).	
No systematic tracking of customer satisfaction.	A system for managing customer complaints is in place.	Quality assurance personnel are in place and conduct market-oriented quality controls.		Annual improvement in customer satisfaction ratings.	
	Traceability procedures and recall measures are in place.	There have been no product recalls in the last three years.			
	Customer satisfaction and customer retention rates are monitored.				

Supply Chain Control and Sustainable Procurement – Performance Overview



Rationale: The Hennecke GROUP actively promotes ESG principles in its supply chain and primarily collaborates with multinational blue-chip companies known for their sustainable business practices, including Siemens, Bosch, Voss and Festo. The Hennecke GROUP’s supplier strategy focuses on targeted collaboration with suppliers that account for high purchase volumes. Approximately 20 core suppliers account for about 80% of the total purchasing volume across all business units within the Group. To promote sustainability in the supply chain, the Code of Conduct was communicated to all external business partners, including suppliers and integrated into the terms and conditions of purchase. While compliance with the guidelines is encouraged, signed confirmations are not required due to varying legal frameworks. In addition, the ESG Supply Chain Questionnaire was introduced in 2024 to assess and continuously improve suppliers’ sustainability performance, thereby strengthening transparency and continuous development in the supply chain. Since 2025, a group-wide supplier scorecard has also complemented the existing approach. It evaluates quality, delivery performance, costs and ESG equally as four central pillars. ESG is thus an integral part of supplier evaluation and is systematically integrated into procurement decisions.

For suppliers with anomalies or low target achievement, concrete measures are defined and their implementation is tracked in a structured manner. The scorecard also serves as the basis for making suppliers’ ESG maturity transparent and for further expanding requirements in the future.

		2020 Review	2025 Review		
1. Reactive	2. Involved	3. Committed	4. Integrated	5. Future-proof	
Reactive ESG management driven by regulations.	The ambition to improve ESG management has been defined, the starting point identified and initial progress achieved.	The strategy to improve ESG risk management and opportunities has led to strong performance.	The company-wide integration of ESG has made it possible to achieve a future-proof business.	The business focus and management are fully aligned with a future-proof society.	
<p>Management adheres to the minimum requirements of regulatory and international standards (e.g., ILO and UN Global Compact principles) and includes references to respect for human rights in supplier contracts.</p> <p>Little to no transparency regarding the impacts and responsible conduct of suppliers.</p>	<p>ESG supplier due diligence for primary suppliers, including monitoring of indicators such as fair working conditions, modern slavery, waste management and hazardous substances.</p> <p>Identification of material risks and mitigation measures throughout the entire supply chain, including first-tier suppliers, services and materials used (e.g., through guidelines, GRI audits and certification systems).</p> <p>Supplier Code signed by over 90% of tier-one suppliers.</p>	<p>Strategy to minimize potential risks through supplier risk assessments, standards and audits (e.g., SA8000, SMETA 4P, Amfori BSCI, GRI 414, Sedex) as well as responsible product certifications, including defined KPIs and targets.</p> <p>Based on the results of the due diligence review, on-site audits are conducted at first-tier suppliers and support is offered for the implementation of corrective measures.</p> <p>Collaboration with primary suppliers to identify risks in the upstream supply chain.</p>	<p>The strategy and guidelines are fully integrated into operational processes.</p> <p>Direct suppliers and products meet the highest audit standards and demonstrate responsible conduct (e.g., sourcing certified products or suppliers, obtaining certifications and labels).</p> <p>Active promotion of responsible value creation.</p> <p>Proactive collaboration within the supply chain to raise sustainability standards (e.g., through training, provision of resources, or joint initiatives with other stakeholders to improve social and environmental impacts).</p> <p>Maximum efforts to create full transparency along the entire value chain – from source to end product.</p>	<p>Supply chain risks are fully minimized and the company actively contributes to sustainable development.</p> <p>Collaborative partnerships support stakeholders in the supply chain in improving sustainability performance and raising industry standards.</p> <p>The company proactively undertakes innovative and far-reaching initiatives to address supply chain challenges and improve industry standards (e.g., in the areas of packaging, living wages and sustainable transportation).</p> <p>Full transparency in the supply chain with the ability to seamlessly track products from source to end consumer (e.g., through a “farm-to-fork” strategy).</p>	

>> SUSTAINABLE DEVELOPMENT GOALS

>> 2025 Initiatives & Outlook 2026

The Hennecke GROUP views ESG not merely as a reporting obligation, but as a mandate to shape the future. To systematically implement our strategic sustainability goals and further strengthen our contribution to the United Nations' Sustainable Development Goals (SDGs), we are focusing on targeted ESG initiatives with clear accountability and measurable impact. The following overview first presents selected initiatives from 2025. We then outline the ESG priorities we will focus on in 2026 to sustain the momentum we have achieved and further advance our environmental, social and governance goals.

ESG Initiatives 2025

The ESG action plans and initiatives established for 2025 aim to improve ESG performance in the long term. Each initiative is clearly defined with objectives, progress status, ESG focus, associated SDG, deadline and responsible person. Progress is uniformly assessed using the 2025 Implementation Level:

1. PLAN – In the planning phase
2. ROLL OUT – Implementation started
3. IMPLEMENTED – Measure fully implemented
4. MEASURE – Performance monitoring & impact measurement

ESG Initiative in the “Environment” Category

Expansion of the Business Unit (BU) Performance Report to include two additional environmental metrics



Implementation Level: ROLL OUT

As part of the ongoing development of BU performance measurement, the groundwork was laid in 2025 to incorporate environmental metrics more systematically into performance evaluations in the future. The goal is to integrate environmental aspects more closely into management and to provide a robust data foundation for sustainable improvements.

Implementation Status 2025:

- >> Analysis and definition of suitable environmental metrics to supplement the existing value drivers completed.
- >> The required KPIs were integrated into the existing reporting structures and the relevant departments were trained accordingly.
- >> The feasibility and meaningfulness of the metrics were assessed using available data and existing reporting structures.

Planned environmental indicators:

- >> CO₂ footprint (Scope 1 & 2) – Measurement and monitoring of CO₂ emissions (tCO₂e/million € in revenue) to assess the emissions intensity of production and derive targeted reduction measures.
- >> Waste efficiency – Introduction of a metric to track waste generation relative to value added (“waste per ton of value added”), with the goal of optimizing material usage and reducing process waste.

An expansion of monthly performance reporting was initially postponed, as future requirements are being reviewed and realigned in the course of integration into the Brückner Group.

ESG Topic	Target date	Responsible
Carbon Footprint Management	December 31, 2025	VP Business Systems & Sustainability (Project Lead), CEO, Director of Controlling

ESG Initiative in the "Social" Area

Assessment of ISO 45001: Occupational Health and Safety Management System



Implementation Level: ROLL OUT

In 2025, preparations were made for the introduction of an ISO 45001-based occupational health and safety management system. To this end, a gap analysis was conducted at two of the four business units to identify deviations from the standard's requirements and derive opportunities for improvement.

Based on the results, a pilot project is currently being implemented at the China site. The goal is to introduce an OHS management system aligned with ISO 45001 and to conduct an audit in 2026 with the aim of obtaining certification. The findings from the pilot project also serve as a basis for evaluating further measures to close identified gaps at other sites.

ESG Topic	Target date	Responsible
Employee health and safety	December 31, 2025	VP Human Resources (Project Lead), CEO, VP Business Systems & Sustainability

ESG Initiative in the Area of "Governance"

Further development of the ESG scoring system for Hennecke GROUP suppliers



Implementation Level: IMPLEMENTED

In 2025, the ESG scoring system for suppliers was successfully introduced based on the existing ESG Supply Chain Questionnaire. ESG is now an integral part of the group-wide supplier scorecard and is evaluated on an equal footing with delivery performance and costs.

The scoring system enables the systematic collection and evaluation of ESG data as well as a transparent assessment of suppliers' ESG maturity. For suppliers with anomalies or low target achievement, concrete measures are defined and tracked in a structured manner. Where necessary, alternative sources of supply are evaluated and established.

The supplier scorecard thus forms the basis for the continuous development of the supply chain and for further integrating of ESG criteria into procurement decisions.

ESG Topic	Target Date	Responsible
Supply Chain Control and Sustainable Procurement	December 31, 2025	CEO (Project Lead), Supply Chain Management Business Unit, Vice President of Business Systems & Sustainability

ESG Initiatives 2026 – Integration into the Brückner Group

The ESG priorities for 2026 are focused on integration into the Brückner Group. At the same time, the existing ESG strategy of the Hennecke GROUP remains the foundation for further action. The goal is to consistently continue the chosen path from the perspective of customers, employees and other stakeholders, while simultaneously adapting it step by step to the requirements and objectives of the Brückner Group. Existing priorities such as CO₂ reduction, sustainable customer solutions, circular economy, employee development and responsible corporate governance will therefore continue to be pursued in 2026 and supplemented with group-wide requirements.

ESG Initiative in the “Environment” Area

Introduction of a Product Carbon Footprint (PCF) for selected products and customer applications



Implementation Level: PLAN

As part of the integration into the Brückner Group, an initial Product Carbon Footprint for selected products and customer applications is to be developed by 2026. The goal is to create transparency regarding product-related emissions and to lay the foundation for future customer requirements and CO₂ reduction measures.

Key Focus Areas:

- Selection of suitable pilot products and system boundaries
- Definition of a methodology for calculating the Product Carbon Footprint
- Creating transparency regarding product-related emissions as a basis for customer requirements, product optimizations and future CO₂ reduction measures
- Utilizing the results to further develop energy- and resource-efficient customer solutions

ESG topic	Target date	Responsible
Carbon Footprint Management / Product Life Cycle & Design	December 31, 2026	Vice President of Business Systems & Sustainability (Project Lead) , R&D, Product Management

Further development of sustainable customer solutions and contribution to the 2030 sustainability goals of the Brückner Group



Implementation Level: PLAN

In 2026, the Hennecke GROUP will further develop its sustainable customer solutions while simultaneously defining concrete contributions to the Brückner Group's sustainability goals.

Key Focus Areas:

- Further development of sustainable customer solutions with a focus on energy efficiency, circular economy and retrofitting
- Expansion of solutions to reduce waste, energy consumption and material usage at customer sites
- Further development of recycling and circular economy technologies
- Further development of retrofit solutions such as NOVAFLEX to substitute critical process chemicals and reduce emissions
- Expansion of energy-efficient functions in machine control systems to reduce energy consumption during operation
- Exploring further potential for the use of photovoltaics and renewable energy at our sites

ESG Topic	Target date	Responsible
Carbon Footprint Management / Product Life Cycle & Design	December 31, 2026	VP Business System & Sustainability (Project Lead) , CEO, Product Management

ESG Initiative in the “Social” Area

Further development of occupational safety based on the ISO 45001 gap analysis



Implementation Level: ROLL OUT

Based on the gap analysis conducted in 2025, the pilot project in China will continue. The goal is to conduct an audit in 2026 with the aim of obtaining certification. The findings will also be used to evaluate further improvement measures and actions to close identified gaps.

ESG Topic	Target Date	Responsible
Employee Health and Safety	December 31, 2026	VP Human Resources (Project Lead), CEO, VP Business Systems & Sustainability

ESG Initiative in the Area of “Governance”

Further development and use of the supplier scorecard



Implementation Level: ROLL OUT

The supplier scorecard introduced in 2025 will be further developed and used more consistently in 2026. In addition to ESG, quality, delivery performance and costs will also be systematically taken into account in the future.

Key Focus Areas:

- >> Addition of the “Quality” assessment area to the scorecard
- >> Further development of ESG criteria and scoring logic
- >> Consistent use of the scorecard in supplier evaluation and supplier development
- >> Systematic follow-up on defined measures for suppliers with issues or low target achievement

ESG Topic	Target date	Responsible
Supply chain control and sustainable procurement	December 31, 2026	CFO (Project Lead), Supply Chain Management, VP Business Systems & Sustainability

>> Sustainability, Now more than ever

With conviction, responsibility and foresight

2025 was a year of consistent progress for the Hennecke GROUP. We were able to further advance key initiatives, ranging from reducing our emissions and developing sustainable customer solutions to making progress in the areas of occupational safety, supply chain and compliance. At the same time, in 2025, all four Hennecke GROUP production sites were certified as Great Place to Work® for the first time, a significant testament to the strength of our corporate culture and the commitment of our employees.

The implementation of our ESG strategy was particularly evident in the area of our products and customer solutions. At the K 2025 trade fair in Düsseldorf, nearly every aspect of our exhibition booth demonstrated how firmly sustainability is now anchored in our customer promise and in our products, from energy-efficient machine functions and circular economy practices to retrofit and recycling solutions.



Especially at a time when sustainability is often downplayed or reduced to mere regulatory requirements, I want to take a clear stand. Long-term success is only possible when economic performance and sustainable action are understood as one and translated into action. This means using the resources available to us today responsibly, so that future generations have the same opportunities and living conditions as we do. Sustainable success arises when economic, environmental and social responsibility are considered together, in the spirit of People, Planet and Profit. The best solutions will be those that are economically sound, resource-efficient and socially responsible all at once.

We will continue on this course while simultaneously focusing on our integration into the Brückner Group and the associated requirements. This marks the end of a distinct chapter in ESG reporting at Hennecke and lays the foundation for everything that lies ahead.

This path has only been possible because we have taken it together. I would therefore like to extend my sincere thanks to all my colleagues, as well as to our customers and partners, who have accompanied us on this journey with commitment, responsibility and many valuable ideas.


Sabine Rudolf

Vice President Business System & Sustainability

“ ONE TEAM - ONE OBJECTIVE ”



Find out more about our sustainability strategy on the Hennecke GROUP website or contact us by e-mail at any time if you have further questions about this ESG-report.



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