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Sustainability Strategy

for Bender until 2045





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1. Introduction

As a responsible family-owned company, Bender is committed to sustainable economic activity. With the objective of achieving climate neutrality by 2045, the company pursues a clear focus on environmental responsibility. Against the backdrop of European Union and German climate policy, this ESG strategy (Environment, Social, Governance) is being further developed to achieve long-term impact across all three dimensions: environment, social responsibility, and corporate governance.

Our objectives are not only aligned on legal requirements such as the German Climate Protection Act or the European CSRD Directive (Corporate Sustainability Reporting Directive), but also stem from our own ambition to take responsibility and assume a pioneering role in climate protection and sustainable corporate governance.

We are committed to the 17 United Nations Sustainable Development Goals (SDGs) as a global framework for sustainable business. The SDGs serve as guiding principles for systematically integrating environmental, social, and corporate-ethical aspects into our sustainability strategy. The specific goals most relevant to us, as well as progress in their implementation, are documented and regularly updated in a separate SDG progress report.

2. Vision 2045

Bender aims to achieve climate neutrality across all business areas and along the entire value chain by 2045. This objective includes the reduction of greenhouse gas emissions across all three scopes





(Scope 1, 2, and 3), the maximization of resource efficiency, and the expansion of renewable energy sources.

Bender continues to promote equal opportunities through education at both regional and international levels, enabling young people – particularly in emerging and developing countries – to gain real future prospects through technical and digital education.

Bender is committed to transparent corporate governance with clear ethical objectives.

3. Environment (E)

We strive to establish responsible and sustainable environmental practices. Our environmental strategy is aligned with the objectives of the German Climate Protection Act and the EU Green Deal. Identified environmental impacts are continuously and sustainably improved through targeted commitment and measures. Specific actions and key performance indicators from the current environmental management system are taken into account and further expanded.

Targets by 2045

- **Climate neutrality:** Bender GmbH & Co. KG commits to sustainably reducing its CO₂ emissions across all three scopes (Scope 1, 2, and 3) by no later than 2045.





- **Reduction of Scope 1 and 2 emissions by 2035:** By 2035, CO₂e intensity (Scope 1 and 2) shall be reduced to below 6.5 t CO₂e per €1 million in revenue (base year: 2021).
- **Transition to 100% certified green electricity by 2030:** The company's entire electricity requirements in Germany will be fully covered by renewable energy sources by 2030. This includes the expansion of photovoltaic systems and the procurement of green electricity. Existing CHP systems will continue to ensure security of supply but will not be counted as part of renewable electricity generation.
- **Increase in energy efficiency:** All buildings and production facilities will be modernized to the latest energy efficiency standards by 2045. This includes, among others:
 - Modernization of photovoltaic systems planned for 2028
 - Efficiency improvements through intelligent load management systems planned for 2027 (planning in 2026)
 - Conversion of lighting to LED technology initiated in 2025
 - Evaluation of conversion of ventilation systems to energy-efficient models in 2026
- **Reduction of Scope 3 emissions:**
 - **Supply chain measures:** Bender sets clear requirements for suppliers to reduce CO₂ emissions and supports them in implementation. A sustainable supplier self-assessment will be introduced, which also considers CO₂ emissions as a selection criterion. A specific Scope 3 emissions target will be defined and communicated after the initial Scope 3 calculation.





- **Product development:** The product portfolio will be reviewed and optimized with regard to repairability, durability, and recyclability. These aspects will be considered from the outset in all new developments.
- **Water consumption:** By 2030, freshwater consumption per employee is to be reduced by at least 25% compared to 2018 through efficient use and recycling measures. These measures will also include the installation of water-saving technologies and reusable water circulation systems.
- **Waste reduction and circular economy:** By 2035, Bender aims to reduce residual waste by 20% compared to 2024 and to introduce a circular material system that generates as little waste as possible.

4. Social Responsibility (S)

In the social dimension, our objective is to actively involve employees and the societal environment in our sustainable transformation. Through targeted measures and open communication, we promote participation, responsibility, and a shared understanding of social and environmental challenges.

Targets by 2045:

- **Strengthening awareness and participation:** Sustainability is to be anchored as a lived value in everyday working life. Therefore, an employee survey including ESG-related topics is planned for 2026.





- **Promotion of diversity and inclusion:** Bender aims to remove barriers in recruitment, development, and leadership, thereby creating a workforce that reflects societal diversity.
- **Community engagement:** We will continue to expand our role as an active member of society through long-term partnerships with local initiatives, educational institutions, and social organizations, contributing to social development.
- **Health and safety:** Our objective is to establish a holistic health and safety management system that equally considers physical, mental, and social aspects in order to maintain a healthy, safe, and motivating working environment. We already offer comprehensive health-related training programs for employees and managers, as well as support for psychological emergencies through an internal Bender health management platform.

5. Corporate Governance (G)

Responsible corporate governance is key to the successful implementation of our sustainability strategy. We rely on transparency, integrity, and clear decision-making structures to build long-term trust among employees, partners, customers, and society.

Through the mandatory Bender Code of Conduct, we commit to our societal responsibility within the scope of our global business activities.

With regard to Corporate Digital Responsibility, particularly ensuring responsible digital transformation in the development of connected devices (IoT, Industry 4.0), we plan to develop and implement a CDR policy.





Targets by 2045

- **Sustainability in executive management:** Executive management will establish a sustainability team in 2025, responsible for continuously monitoring and further developing the ESG strategy and related measures.
- **Certifications and compliance:** Bender commits to the continuous development of the environmental and energy management systems (ISO 14001 and ISO 50001) and to compliance with product compliance requirements. In 2027, we aim to introduce an occupational health and safety management system in accordance with ISO 45001 in Germany.
- **Digital tools for ESG management:** Bender plans to implement a software solution to accurately capture, monitor, and report all ESG key figures.

6. Human Rights and Environmental Responsibility in the Supply Chain

The EU directive on sustainable corporate due diligence (Corporate Sustainability Due Diligence Directive – CSDDD) provides for mandatory due diligence obligations along the entire supply chain. We strive to comply with the following principles:

- **Anchoring human rights and environmental due diligence obligations in corporate strategy**





- **Risk analysis and assessment of impacts along the entire value chain** – for both direct and indirect suppliers
- **Establishment of a risk management system** to identify, prevent, or mitigate actual or potential adverse impacts on human rights, the environment, and good corporate governance

7. Integration into Business Processes

- **Supplier Code of Conduct:** Bender has implemented a mandatory supplier code of conduct aimed at compliance with international human rights and environmental standards (e.g. ILO core labor standards, UN Guiding Principles) as well as transparency with regard to CO₂ emissions. This code is continuously further developed and adapted.
- **Contractual safeguards:** Sustainability criteria are made a binding component of all contractual relationships within the supply chain.
- **Training and monitoring:** Suppliers are actively supported in implementation through audits and KPI-based monitoring. Supplier training is required.
- **Whistleblower system:** the existing external whistleblower system provides an easily accessible and transparent mechanism for anonymously reporting potential violations, including issues related to money laundering, data protection, environmental protection, embezzlement, conflicts of interest, violations of codes of conduct, and human rights.





8. Governance Extension: Responsibilities

In order to permanently anchor sustainability within the company, clear responsibilities and processes have been established.

Overall responsibility for the sustainability strategy lies with executive management. Sustainable action is understood as a shared responsibility across all levels. Executive management is supported by an interdisciplinary sustainability team that acts as a central interface between departments, management, and external stakeholders.

9. Monitoring and Reporting

In line with the Corporate Sustainability Reporting Directive (CSRD) and further regulatory requirements, we continuously expand our internal reporting structures. In the future, sustainability reporting will follow recognized standards and be regularly evaluated. We place particular emphasis on transparency, comparability, and clarity of information.

With clearly defined reporting obligations and responsibilities, we create the basis for effective management and control of our sustainability objectives – and thus for credible, future-oriented corporate governance.

- **Annual ESG reporting:** from 2026 onwards, Bender will conduct annual ESG reporting (first report for fiscal year 2025) in accordance with recognized standards. The sustainability report will be made publicly available on our website.





- **Measurement of ESG indicators:** Progress is monitored using clearly defined KPIs:
 - Reduction of Scope 1 and 2 CO₂ emissions by 20% by 2035 compared to the base year 2021
 - 100% of electricity consumption from renewable sources by 2030
 - Reduction of water consumption per employee by at least 25% by 2030 compared to the base year 2018
 - Reduction of residual waste by 20% by 2035 compared to 2024 and introduction of circular material systems
 - At least five sustainability initiatives per year from 2026 onwards
 - Employee satisfaction as an employer is regularly measured through employee surveys and improvement measures are derived
- **Annual target review:** an annual review assesses whether the defined ESG targets have been achieved. Adjustments are made if corrective action is required.
- **Effectiveness review:** the effectiveness of due diligence measures is evaluated annually and adjusted if necessary.
- **Sanction mechanisms:** in the event of non-compliance by suppliers, an escalation process will be established in 2026, ranging from coaching measures to termination of the business relationship.





10. Conclusion

A holistic ESG strategy is the key to future-proof business operations. By clearly anchoring responsibilities, implementing effective management mechanisms, and ensuring transparent reporting obligations, we create the structural conditions necessary to consistently pursue ecological, social, and economic sustainability objectives.

We do not view sustainability as an obligation, but as an opportunity to actively assume social responsibility, proactively manage risks, and build trust with all stakeholders. Our goal is a sustainable transformation that is measurable, credible, and effective in the long term.

This strategy and the objectives it contains will be continuously developed and adapted to meet regulatory requirements and market expectations. Bender will be perceived not only as a leading company in environmental responsibility and human rights throughout the entire supply chain, but also as an active and responsible member of society.

