BEUMERGROUP



BEUMER GROUP ESG REPORT 2025/2026



TABLE OF CONTENTS

ABOUT THE REPORT 3

OUR MISSION 4

A WELCOME FROM OUR LEADERSHIP 5

2025/2026 HIGHLIGHTS 6
Spotlight #01: United nations global compact membership 7

CHAPTER 01: ESG STRATEGY 8-15
Partner of Choice for sustainable material handling 9
Our ESG commitments 10
Turning strategy into measurable outcomes 11
Driving sustainable growth aligned with the SDGs 12
Defining our material sustainability priorities 13
Our process from insights to impact 14
Turning global direction into local action 15

CHAPTER 02: ENVIRONMENT: PIONEERING GREEN BUSINESS 16-22
Summary 17
Turning climate commitments into measurable action 18
Advancing circularity through lifecycle thinking 20
Building circular design capabilities 21
Spotlight #02: Customer Support 22

CHAPTER 03: SOCIAL: KEEPING PEOPLE ENGAGED 23-30
Summary 24
Building engagement across the employee journey 25
Spotlight #03: WoMen Alliance 27
Safeguarding the health, safety and well-being of our employees 28
Spotlight #04: Community engagement 30

CHAPTER 04: GOVERNANCE: LEADING WITH INTEGRITY 31-37
Summary 32
Embedding responsible business conduct in everyday decisions 33
Spotlight #05: Digital accessibility 34
Building a more sustainable supply chain through collaboration 35
Spotlight #06: Cyber security 37

CHAPTER 05: OUTLOOK 38-39
The continued investment in our ESG journey 39

APPENDIX 40-42
GHG Protocol - Global 41
Environmental, Social and Governance Metrics 42

ABOUT THE REPORT

Transparency and accountability are fundamental to responsible business conduct at BEUMER Group. This report outlines our Environmental, Social and Governance (ESG) performance, activities and progress in 2025/2026. It reflects our commitment to clear, consistent and transparent communication of sustainability-related impacts, risks, opportunities and achievements.

The report aligns with the European Sustainability Reporting Standards (ESRS). The topics are informed by our double materiality assessment, which considers our impacts on people and the environment and sustainability-related risks and opportunities that may affect our business. This focuses our efforts and reporting on the topics most relevant to our stakeholders and long-term success.

Sustainability reporting helps us understand progress, identify improvement opportunities and support informed decision-making. In recent years, we have strengthened the governance, quality and consistency of Group-wide ESG data while improving data collection, performance management and reporting processes.

The report covers activities across our global operations and, where relevant, key aspects of our value chain. It is intended for customers, employees, suppliers, financial institutions and other stakeholders seeking to understand how sustainability is integrated into our business and how we create long-term value.

As our sustainability journey continues, this report demonstrates our commitment to continuous improvement, transparency and responsible business practices. By sharing our progress, challenges and ambitions, we aim to support meaningful dialogue and provide a reliable basis for understanding BEUMER Group's sustainability performance.

WHY WE REPORT

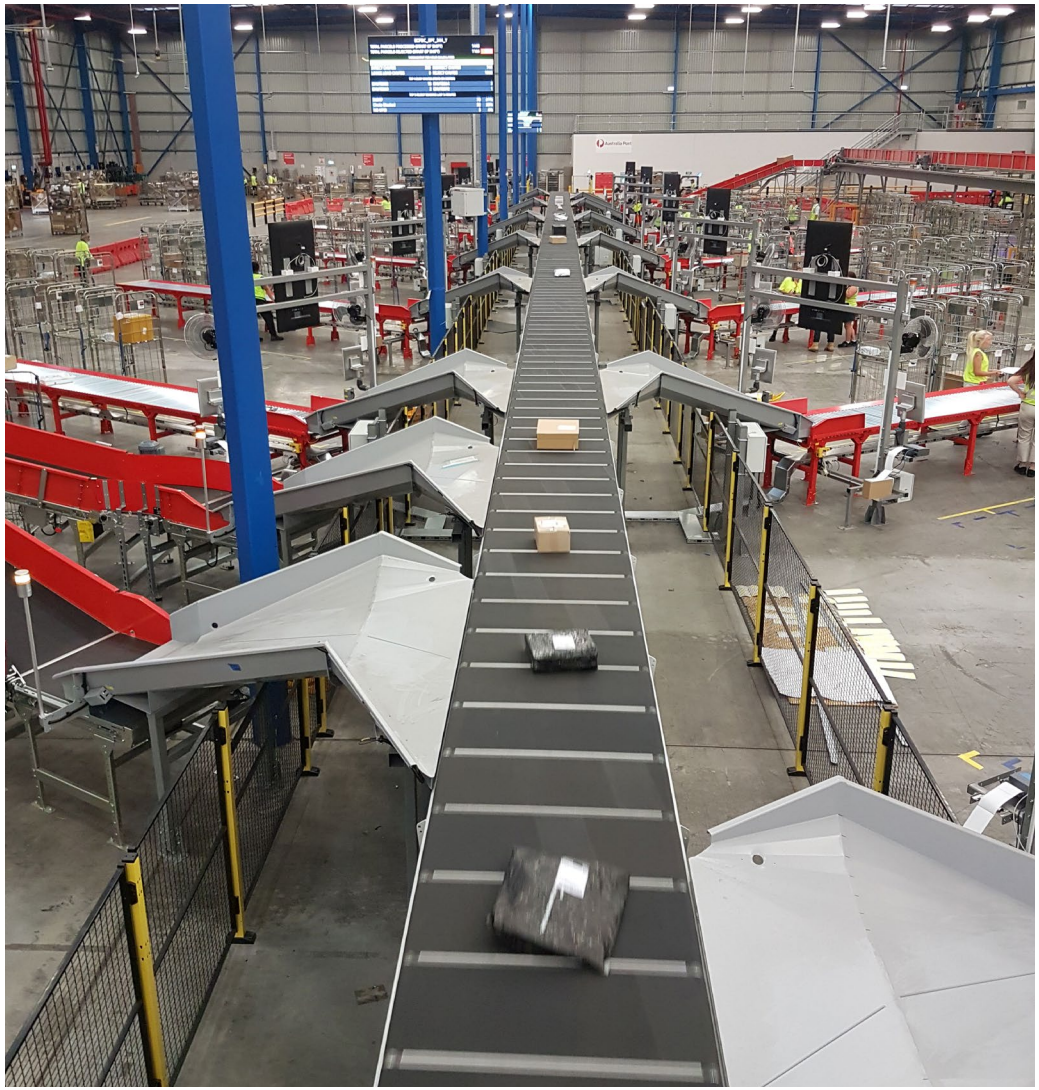
TRANSPARENCY
Creating visibility on our ESG performance and progress

ACCOUNTABILITY
Tracking commitments, targets and results

CONTINUOUS IMPROVEMENT
Identifying opportunities to strengthen performance

STAKEHOLDER DIALOGUE
Responding to the expectations of customers, employees, suppliers and investors

LONG-TERM VALUE CREATION
Supporting informed decisions and sustainable business growth



OUR MISSION

Long-term success. Not short-term profit.

At BEUMER Group, sustainability is closely linked to how we think about success. As a family-owned company, we take a long-term perspective, focusing on consistency, reliability and responsible growth over time.

We operate in industries that are vital to society, and in which the need for more efficient and sustainable solutions continues to grow. Our role is to support this development by enabling the sustainable transformation of these industries through our engineering, our solutions and our partnerships.

Sustainability is therefore part of our everyday business. It is embedded in how we design, deliver and collaborate, guiding how we create lasting value for our customers, our organisation and the environment we are part of.

A WELCOME FROM OUR LEADERSHIP

We are looking for the long-term success and not for the short-term profit.

As a third-generation family-owned business, BEUMER Group has always taken a long-term perspective. Our approach is best summed up in our motto:

“We are looking for the long-term success and not for the short-term profit.”

That principle continues to shape how we approach ESG. We see responsible business as both a responsibility and an opportunity: a responsibility to understand and reduce our environmental and social impacts, and an opportunity to strengthen innovation, resilience and long-term value creation.

Over recent years, our ESG work has matured considerably. Having established important priorities, structures and baselines, our focus is increasingly shifting from commitment to execution and from setting frameworks to delivering measurable progress across our business.

We have reached important milestones along the way. Our science-based emission reduction targets have been validated by the Science Based Targets initiative (SBTi), reinforcing our climate commitments. We have also achieved a Silver EcoVadis rating, placing BEUMER Group among the top 10% of rated companies worldwide. At the same time, we have made tangible progress in areas including decarbonisation, ESG data quality and the integration of sustainability considerations into our supply chain.

Greater transparency and accountability

This report reflects that development. It has been prepared in accordance with the European Sustainability Reporting Standards (ESRS) and supports our commitment to transparent and decision-useful sustainability reporting.

We continue to strengthen the reporting processes, data quality and governance structures behind our ESG disclosures. In doing so, we aim to provide a clear and consistent framework for measuring our progress against our sustainability priorities and targets over time.

There is still more to do. Our focus is therefore to continue translating ambition into action, concentrating our efforts where we can create the greatest positive impact while strengthening the resilience and long-term success of BEUMER Group.

By making our progress, challenges and priorities more transparent, this report shows not only where we stand today, but also how we intend to keep moving forward.



Rudolf Hausladen,
Chief Executive Officer,
BEUMER Group



Dr. Albert Christmann,
Chairman of the Advisory Board



Hubertus Beumer,
Chairman of the Shareholders’ Committee

2025/2026 highlights

BEUMER Group is a third-generation family-owned business. As such, ESG responsibility is deeply embedded in our culture and ways of working. In other words, it is considered essential to our long-term success.

HIGHLIGHTS

SBTi
Carbon reduction targets validated by the Science Based Targets initiative

Climate Transition plan
Developed climate transition plan and started roll-out

EcoVadis
Improved EcoVadis rating to 74 points, top 10% of rated companies, Silver Medal

UNGC
Joined the United Nations Global Compact

Governance
Strengthened governance by including sustainability in board meeting performance reviews

Eco-Design Academy
Launched Eco-Design Academy to build sustainable design capabilities

BEUMER GROUP AT A GLANCE

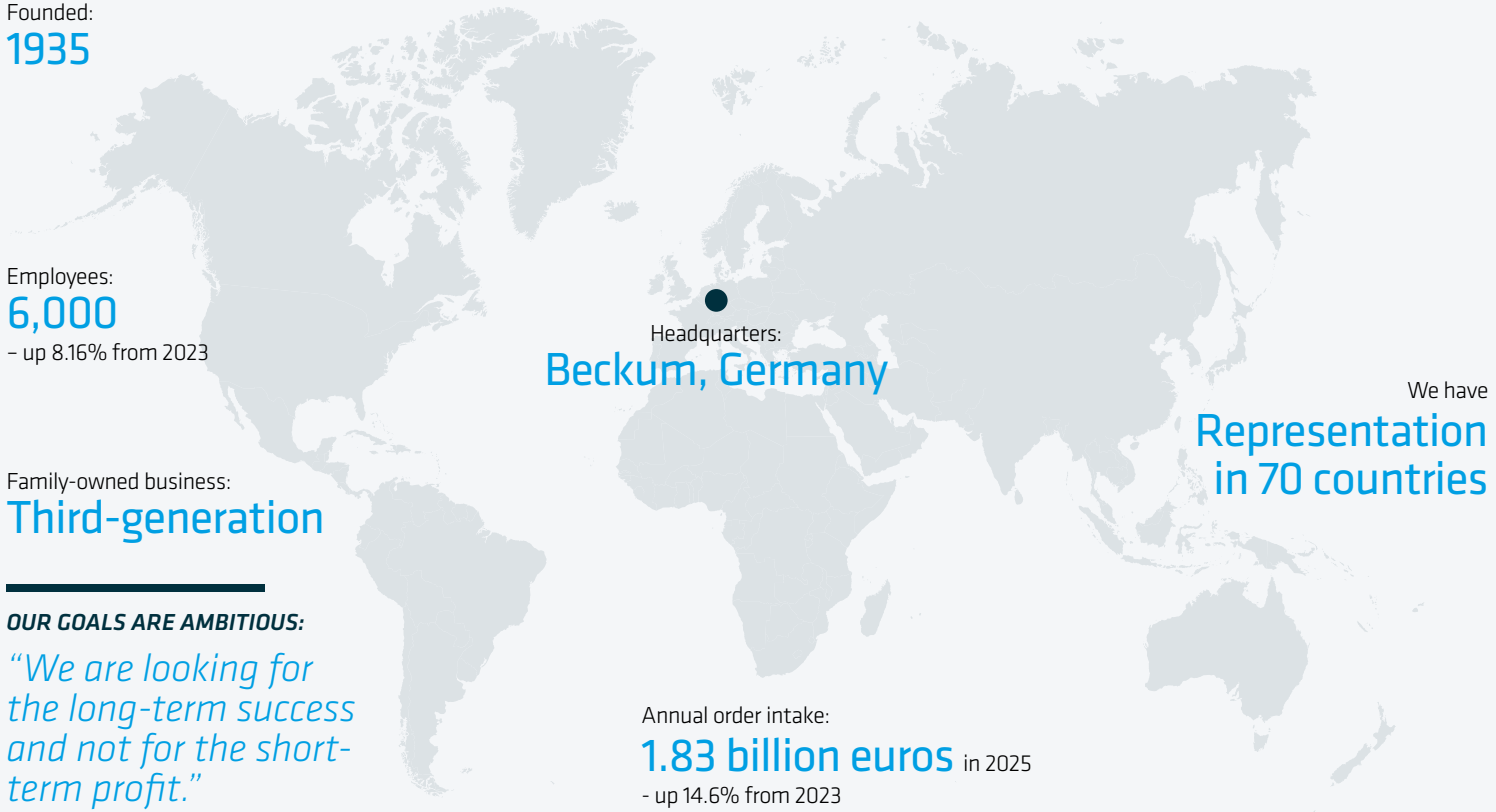
Founded:
1935

Employees:
6,000
– up 8.16% from 2023

Family-owned business:
Third-generation

OUR GOALS ARE AMBITIOUS:

"We are looking for the long-term success and not for the short-term profit."



Headquarters:
Beckum, Germany

We have
Representation in 70 countries

Annual order intake:
1.83 billion euros in 2025
- up 14.6% from 2023

If you want to learn more about our approach to ESG, you can find further information on our website or reach out to us directly.

SPOTLIGHT #01:
UNITED NATIONS GLOBAL COMPACT MEMBERSHIP

Responsible business as a foundation for long-term success

As a family-owned company, BEUMER Group takes a long-term perspective on business success and recognises that its responsibility extends beyond financial performance. Joining the United Nations Global Compact is therefore a natural step in strengthening our approach to responsible business.

The UN Global Compact calls on companies to align their strategies and operations with the Ten Principles covering human rights, labour, the environment and anti-corruption, while supporting the Sustainable Development Goals. These principles closely reflect values that have long shaped BEUMER Group: integrity, responsibility, respect and partnership.

Participation provides a recognised global framework for embedding these principles more deeply into our business decisions, products, operations and supply chains. It also strengthens our ability to learn from and collaborate with a global network of companies working to advance responsible business practices.

For BEUMER Group, this is about turning shared principles into practical action. Responsible business practices build trust with customers, employees and partners, strengthen resilience and support our long-term competitiveness. Through our participation, we will also transparently communicate our progress through the UN Global Compact's annual Communication on Progress.

Family-owned businesses are often characterised by long-term thinking and a strong sense of responsibility. These values are deeply rooted in BEUMER Group and closely reflected in the principles of the UN Global Compact.

ANDREAS BACKS, Director Global Sustainability, BEUMER Group



ESG STRATEGY



Partner of Choice for sustainable material handling

ESRS 2: GENERAL DISCLOSURES

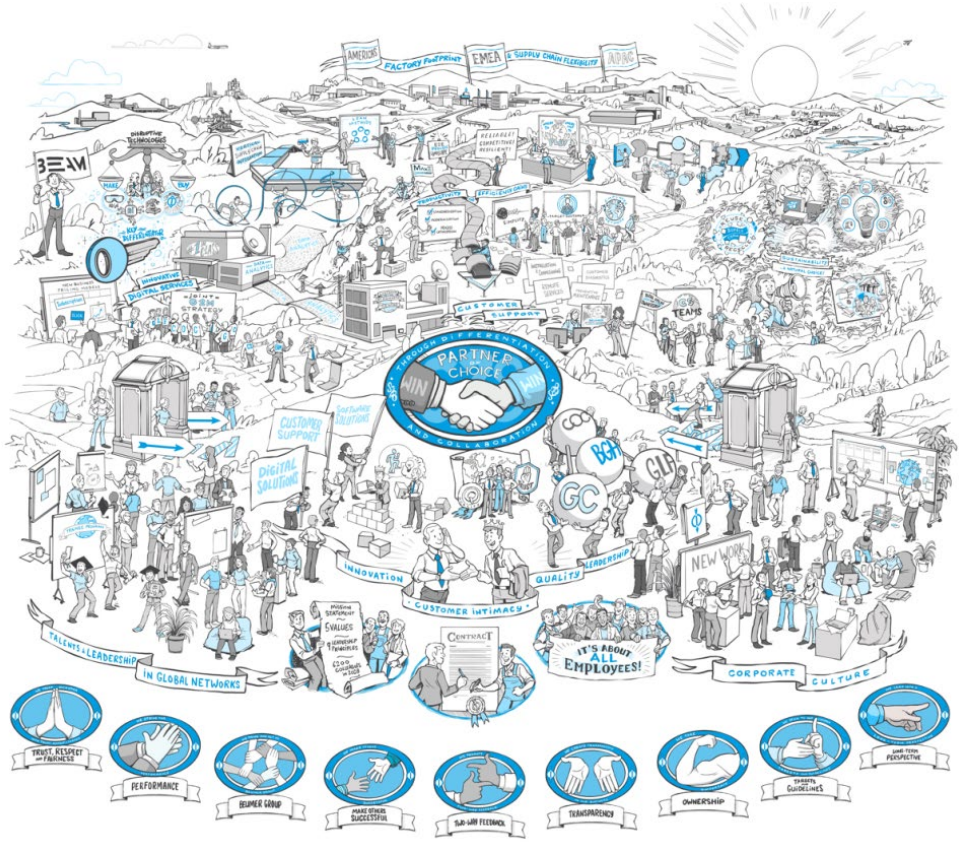
BEUMER Group's ambition is to be the Partner of Choice for sustainable material handling. As a family-owned company, we take a long-term view of business success and recognise that sustainable performance is increasingly linked to competitiveness, resilience and value creation. Sustainability is therefore embedded in our Strategy 28 framework as one of the Group's strategic cornerstones and forms an integral part of how we define future success.

The industries we serve are undergoing significant transformation. Customers face growing expectations related to climate change, resource efficiency, supply chain transparency, employee well-being and responsible business conduct. At the same time, regulatory requirements and market expectations continue to evolve. We see these developments as both challenges to manage and opportunities to innovate, strengthen customer partnerships and create long-term value.

For BEUMER Group, sustainable material handling means balancing economic success with environmental responsibility, social impact and good governance. It means reducing our own footprint while helping customers improve theirs. It means designing solutions that are energy-efficient, resource-conscious and built for long lifetimes. It also means creating attractive workplaces, acting with integrity and collaborating across the value chain to address shared sustainability challenges.

Our ambition extends beyond compliance. We believe sustainability can strengthen customer relationships, drive innovation, improve operational performance, reduce risk and support long-term business growth. Customers increasingly seek solutions that lower emissions, improve resource productivity and help them achieve their own sustainability goals. By proactively addressing these expectations, we aim to create measurable value for our customers and our business.

Our strategic approach focuses on the areas where BEUMER Group can create the greatest impact. Through our double materiality assessment, stakeholder dialogue and regular strategy reviews, we identify the environmental, social and governance topics most relevant to our business and value chain. These priorities guide our decisions, investments and actions. To translate our ambition into measurable action, our ESG strategy is built around three strategic focus areas: Pioneering Green Business, Keeping People Engaged and Leading with Integrity. Together, these pillars are supported by Group-wide commitments, targets and key performance indicators that help us strengthen accountability, monitor progress and continuously improve our performance over time.



Our ESG commitments

Our ESG strategy embeds environmental stewardship, social responsibility and strong governance into our company strategy, creating long-term value for our business, society and the environment.

PIONEERING GREEN BUSINESS

We are committed to ambitious action that reduces emissions, improves energy efficiency and uses resources more responsibly across our own operations and the solutions we deliver to help combat climate change.

- **Reduce Scope 1 and 2 emissions by 42% by 2030**
- **Reduce Scope 3 emissions per €M of revenue by 51% by 2030**
- **Operate all facilities on green electricity by 2028**

KEEPING PEOPLE ENGAGED

People are at the heart of our strategy. We build a safe and inclusive environment where they can develop and thrive, while engaging with local communities for the well-being of society.

- **Further establish learning opportunities for our people**
- **Continuously increase gender diversity among new hires**
- **Keep the Lost Time Injury Rate below 4**

LEADING WITH INTEGRITY

We conduct our business with integrity, transparency and accountability in compliance with international regulations and the highest standards of ethical conduct, embedding ESG considerations into decision-making across our operations and value chain.

- **Global participation of 100% in our compliance training programme**
- **Zero cases of corruption and bribery throughout our operations**
- **Further establish our sustainability supply chain due diligence**

HOW WE PUT THIS INTO ACTION

- Clear targets and KPIs
- Defined roles and accountability
- Measurable progress
- Continuous improvement

Turning strategy into measurable outcomes

ESRS 2: GENERAL DISCLOSURES

Setting ESG performance targets is a fundamental part of turning BEUMER Group's strategic ambition into measurable progress. Our approach is systematic and data-driven, to ensure that targets are ambitious, measurable and aligned with global ESG standards while remaining realistic and connected to our overall business goals.

Our ESG targets are closely aligned with our company´s strategy 'S28 - Partner of Choice through "Differentiation and Collaboration" and the UN Sustainable Development Goals, with a focus on areas such as energy efficiency, waste reduction and employee well-being. By concentrating on the ESG issues most relevant to our stakeholders and the industries we serve, we aim to create meaningful local and global impact.

Long-term perspective

While we take a long-term perspective, our ESG goals are aligned with a five-year strategy cycle, helping us turn long-term ambitions into progress within defined timeframes and laying the foundation for long-term sustainable development.

Comprehensive data analysis supports this process. By assessing current performance, establishing baselines, benchmarking against industry standards and considering scientific research, we can identify areas for improvement and set realistic yet challenging targets. Looking ahead, we aim to set new benchmarks for ESG performance and continue to align our operations with the UN SDGs and our SBTi commitment to decarbonise our value chain in line with climate science. Furthermore, we ensure our reporting is in line with the European Sustainability Reporting Standards, allowing for better benchmarking across industries. We will continue pursuing measurable progress while adapting our approach to emerging trends and challenges, staying true to our core values and leading by example.

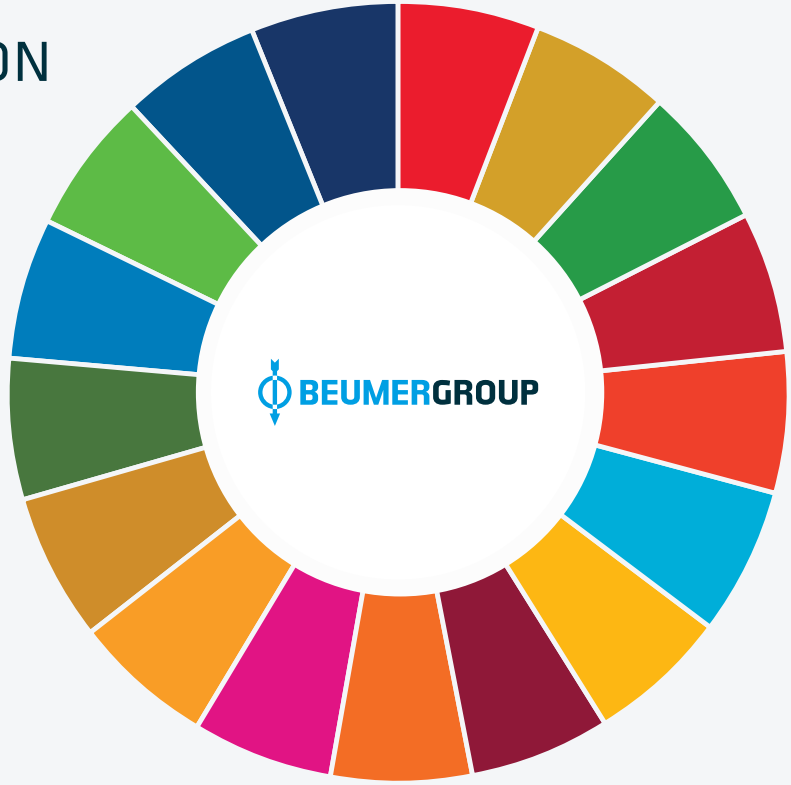


Driving sustainable growth aligned with the SDGs

The UN Sustainable Development Goals (SDGs) promote prosperity while protecting the planet. We are committed to advancing the goals with a particular focus on SDGs 3, 4, 8, 9, 12, 13 and 17, which align with our commitment to sustainable development through innovation, responsible practices and collaboration.

SUSTAINABLE DEVELOPMENT GOALS

FROM VISION TO ACTION



17: Partnerships for the Goals

Collaboration is essential to achieving the SDGs. By sharing knowledge and resources through partnerships, we can contribute to sustainable development beyond our own operations.

One example is our participation in the UN Global Compact, which broadens our network and provides opportunities to exchange best practices with other organisations.

13: Climate Action

Addressing climate change is a key priority. We work to reduce our carbon footprint through energy efficiency, renewable energy and innovative solutions.

Our carbon reduction targets have been validated by SBTi, providing a concrete framework for reducing emissions in line with climate science.

12: Responsible Consumption and Production

We reduce waste and optimise resource use by advancing circular practices across our operations and value chain. This supports more responsible consumption and production.

One example is our reshaped supplier due diligence process, which helps customers and suppliers reduce environmental impact and supports more responsible practices across the value chain.

9: Industry, Innovation and Infrastructure

Innovation is at the heart of our strategy. We develop technologies that improve efficiency, reduce environmental impact and support sustainable industrial growth.

This work is strengthened by our Innovation & Development organisation, which provides a dedicated structure for advancing innovation across BEUMER Group.

3: Good Health and Well-Being

We prioritise employee health and safety through rigorous standards, continuous training and well-being initiatives. By reducing workplace hazards, we support the well-being of our workforce and communities.

As a concrete example, we have introduced a new safety culture across the company to strengthen awareness, responsibility and safe working practices.

4: Quality Education

We invest in continuous learning and employee development through training and education partnerships. This helps equip our people with the skills needed for future innovation and growth.

A key example is our strong focus on individual development plans, helping employees identify and pursue relevant learning and development opportunities.

8: Decent Work and Economic Growth

We promote fair and inclusive working conditions through ethical labour practices, equal opportunities and fair wages. This supports both employee well-being and sustainable economic growth.

For example, investments in new offices and factories help create good working environments for our employees while supporting the continued development of our business.

Defining our material sustainability priorities

ESRS 1: GENERAL REQUIREMENTS

Understanding which sustainability topics matter most to our business, customers and other stakeholders is essential to creating long-term value. As sustainability expectations evolve, BEUMER Group regularly assesses sustainability-related impacts, risks and opportunities to ensure our priorities remain aligned with stakeholder needs, market developments and business objectives.

At the core of this approach is our double materiality assessment (DMA), which forms the foundation of our ESG strategy. Aligned with the European Sustainability Reporting Standards (ESRS), the assessment helps us identify the sustainability topics most relevant to our business and value chain while maintaining a practical, business-oriented approach to implementation.

The DMA considers two complementary perspectives. From an impact perspective, we assess how our activities affect people, society and the environment across the value chain. From a financial perspective, we evaluate how sustainability-related developments may affect our business performance, resilience and long-term success. Together, these perspectives provide a comprehensive view of the topics requiring strategic attention.



A structured basis for decision-making

The assessment is informed by a broad range of internal and external perspectives. We engage with customers, employees, suppliers, business partners and other relevant stakeholder groups to understand current and emerging sustainability priorities. Beyond the formal assessment process, sustainability is also a recurring topic in strategic customer dialogues. Discussions around decarbonisation, resource efficiency, circularity, responsible supply chains and future market expectations continuously challenge our perspective and help refine our understanding of the issues that matter most to our stakeholders and business. The results of the DMA provide a structured basis for decision-making across the Group. They support the prioritisation of objectives, initiatives and investments, guide our sustainability reporting and contribute to the ongoing development of our ESG strategy. Double materiality is not a one-time exercise. We regularly review and update our assessment to reflect changes in stakeholder expectations, market developments and regulatory requirements, helping to ensure our sustainability priorities remain relevant and actionable over time.

Our process from insights to impact

APPROACH TO DOUBLE MATERIALITY

1 UNDERSTAND THE CONTEXT

We analysed global megatrends, industry dynamics and regulatory developments that shape the material handling and logistics industry.

- Industry & market trends
- Regulatory landscape
- Peer & best practice benchmarking

2 IDENTIFY IMPACTS, RISKS & OPPORTUNITIES

We identified a comprehensive list of IROs across the value chain based on standards, frameworks and internal expertise.

- ESRS topics & sector guidance
- Value chain analysis
- Expert input

3 ENGAGE STAKEHOLDERS

We engaged stakeholders to understand their perspectives on the most relevant topics.

- Employee surveys & interviews
- Customer and supplier input
- Industry & expert dialogue

4 ASSESS & PRIORITISE IROS

We assessed the significance of each IRO based on impact materiality and financial materiality.

- Impact assessment
- Financial risk & opportunity assessment
- Scoring & prioritisation

5 VALIDATE & CONFIRM

The assessment results were reviewed and validated with management and the ESG Steering Committee.

- Management review
- Alignment with strategy

6 DEFINE MATERIAL TOPICS

We defined the final set of material topics that guide our sustainability strategy, reporting and performance management.

- Material topics confirmed
- Integration into ESG strategy
- Basis for targets & reporting

MATERIAL ESG TOPICS

ENVIRONMENTAL	ESRS REFERENCE
• GHG Emissions	E1 – Climate change mitigation
• Energy Management	E1 – Climate change mitigation
• Circular Economy	E5 – Resource use and circular economy

SOCIAL	ESRS REFERENCE
• Keeping People engaged	S1 – Own workforce
• Health, safety & well-being	S1 – Own workforce

GOVERNANCE	ESRS REFERENCE
• Responsible business conduct	G1 – Business conduct
• Ethical supply chain	S2 – Workers in the value chain

FROM MATERIALITY TO STRATEGY

STRATEGY

Focus areas integrated into our ESG strategy

TARGETS

Material topics drive our targets and ambitions



REPORTING

Transparent reporting on what matters most

ACTIONS

Prioritised initiatives create measurable impact

Turning global direction into local action

ESRS 2: GENERAL DISCLOSURES

At BEUMER Group, sustainability is governed through a clear model combining strategic oversight, Group-wide coordination and local accountability. The Management Board defines the strategic direction, approves priorities and oversees progress towards our ESG ambitions and targets. Sustainability is also a fixed topic in board meetings across Group companies, helping connect Group-wide objectives with local performance, changing requirements and business realities.

The Global Sustainability Team coordinates the Group-wide ESG programme and supports implementation across functions and regions. This includes developing methodologies and reporting frameworks, coordinating targets and initiatives, strengthening ESG data and supporting the integration of sustainability into business processes. Responsibility for delivering ESG performance, however, does not rest with the Global Sustainability Team alone. Business functions and local management teams are accountable for translating Group-wide priorities into practical actions within their areas of responsibility.

Our ESG priorities and strategic initiatives are reviewed regularly. Targets, responsibilities, applicability and resource requirements are assessed and adjusted where necessary. Defined targets and key performance indicators support consistent performance monitoring, while regular management reviews maintain accountability and connect sustainability progress with business decision-making.

Combining consistent direction with local ownership

BEUMER Group operates across different markets, regulatory environments and business contexts. Our implementation model therefore combines a common strategic direction and consistent standards with the flexibility needed for effective local action.

Local sustainability roadmaps developed in countries including Brazil, Chile, Denmark and France put this approach into practice. Workshops brought together local management, functions and employees to identify priorities relevant to their markets and operations and translate them into practical initiatives. These roadmaps connect BEUMER Group's ESG ambitions with local customer expectations, operational opportunities and sustainability challenges.

Information exchanges, performance reviews and employee engagement formats further support collaboration across the Group. They enable teams to share experience, assess progress and bring practical perspectives into future initiatives. Global idea campaigns have also involved employees directly, including by gathering input on what it means to be a more sustainable employer. By connecting management oversight, Group-wide coordination and local accountability, we aim to embed sustainability in day-to-day decisions throughout BEUMER Group. This creates a clear line from strategic ambition to implementation while enabling functions, Group companies and employees to contribute where they can create the greatest impact.



ENVIRONMENT:
PIONEERING GREEN BUSINESS



SUMMARY

Recognising the critical need for environmental responsibility, we are committed to integrating robust practices across our operations. Our environmental agenda has matured from setting direction to driving implementation, with a growing focus on emissions, energy efficiency and circularity.

Turning climate commitments into measurable action

Our emissions, energy consumption and resource use require a comprehensive approach to managing and reducing our environmental impact. Climate action has been formalised through the validation of our science-based targets by SBTi, a major milestone in strengthening our external commitments and sharpening our focus on measurable progress. At the same time, we are increasing our focus on value chain impact, particularly Scope 3 emissions and product lifecycle considerations, using these insights to prioritise where reductions can have the greatest effect. By working across sustainability, procurement and operations, we are better able to identify emissions hotspots and translate them into targeted action.

Empowering customers to boost their performance

We support our customers with energy-efficient technologies, sustainable product design and solutions that support our customers in achieving their sustainability goals. Our focus remains on minimising waste, optimising resource use and integrating sustainability considerations throughout the value chain.

Driving progress along the value chain

Building a robust understanding of emissions across our value chain is an important foundation for future decarbonisation efforts. Through the continued development of our Corporate Carbon Footprint and Product Carbon Footprint methodologies, we are increasing transparency across operations, products and procurement activities. These insights help us prioritise reduction opportunities and progressively integrate climate considerations into business decisions, product development and customer engagement.

THIS SECTION COVERS:

GHG EMISSIONS:
Taking ambitious corporate climate action

ENERGY MANAGEMENT:
Increasing energy efficiency along our value chain

CIRCULAR ECONOMY:
Closing loops through business model transformation



Turning climate commitments into measurable action

ESRS E1: CLIMATE CHANGE

Reducing emissions is central to our ESG commitment. From purchased materials and manufacturing to logistics and system energy use, our activities affect the climate across the value chain. We have shifted from establishing baselines to using our Corporate Carbon Footprint (CCF) to target the most impactful reductions.

Between 2023 and 2025, BEUMER Group's total Corporate Carbon Footprint (CCF) fell by approximately 26%, from around 4.0 million to 3.0 million tCO2e.

Scope 3, which accounts for more than 99% of the footprint, also fell by around 26%, driven mainly by reductions in emissions from sold products and purchased goods. Scope 3 emissions intensity decreased by approximately 36%, indicating improved carbon efficiency relative to business growth.

Combined Scope 1 and 2 emissions fell by around 3%. Scope 1 decreased by approximately 9%, while Scope 2 rose by around 3%, mainly due to higher energy demand from new production facilities, reinforcing our focus on energy efficiency and renewable energy. We continue to refine our CCF methodology and data, with product use and procurement as key focus areas. Energy management is increasingly embedded across our sites, while our climate commitments are externally validated through the Science Based Targets initiative (SBTi).

Meaningful climate action starts with understanding our impact. Strengthening our understanding of emissions across the value chain helps us prioritise actions, track progress and drive meaningful reductions.

MALENE NYTOFT SCHÜTT, ESG Manager, BDK, Denmark

Translating climate targets to action

The Group-wide Climate Transition Plan 2030 translates our SBTi targets into action. It identifies hotspots including purchased materials, product use, energy consumption, logistics and business travel, and follows a "Calculate – Reduce – Compensate" approach that prioritises reductions before compensation. Our decarbonisation roadmap covers operations, products and local initiatives, with climate considerations integrated into procurement, product development and operational decisions. Climate-related KPIs and monitoring processes track progress and support accountability towards 2030. Renewable energy, energy efficiency, supplier engagement and eco-design remain central levers, supported by a common Group-wide framework that allows flexibility for local action.

Managing energy across our own operations

Alongside our products and value chain, we are focusing on reducing energy consumption and associated emissions at our own premises. Rather than setting a fixed net-zero target at this stage, our emphasis is on practical measures that reduce consumption and increase the use of renewable energy.

New production facilities in India and China, the refurbishment of office space at our headquarters in Germany, and refurbishments and planned extensions at offices around the world are expected to significantly improve our energy footprint and prepare our facilities for future needs. Renewable energy generation is also expanding. In Magdeburg, Germany, solar

CARBON HOTSPOTS

1: USE OF SOLD PRODUCTS

- Represents the largest share of BEUMER's value chain emissions.
- Driven by the energy consumed during the operation of BEUMER systems throughout their lifetime.
- Accounted for approximately 88% of total Scope 3 emissions in 2025.

2: PURCHASED GOODS AND SERVICES

- Primarily driven by the materials and components used in BEUMER solutions.
- Steel and electronic components account for the majority of emissions.
- Highlights the importance of supplier engagement and material choices.

3: TRANSPORTATION OF GOODS

- Reflects BEUMER's global production footprint and international customer base.
- Driven by the transportation of materials, components, and finished products across regions.
- Influenced by production sites in Germany, Denmark, India, and China and customer deliveries worldwide.

panels installed at our facilities produced 1,997 MWh of electricity in 2025, partly used by tenants – enough electricity to supply around 500 homes.

Understanding product emissions

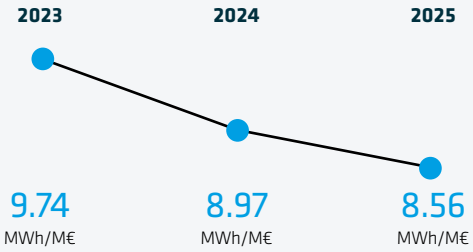
We have established a standardised Product Carbon Footprint (PCF) methodology and completed initial assessments across multiple product lines, improving transparency across raw materials, manufacturing, transport, use and end-of-life.

The assessments quantify use-phase emissions, a major hotspot for many solutions, and help target reductions. PCF insights inform decisions on materials, energy efficiency, circularity and eco-design.

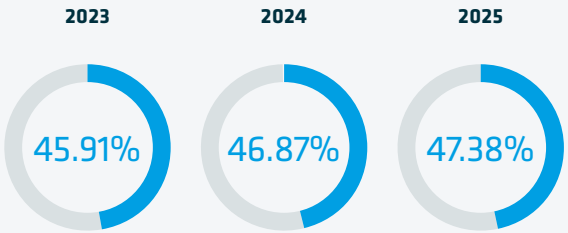
They also provide customers with carbon-footprint information and sustainability impact assessments to support investment and operational decisions, while helping to reduce emissions through efficient solutions, digital services and optimised performance. They provide greater transparency on how operating conditions, maintenance and electricity sourcing affect lifetime emissions. As we scale PCF assessments, we will embed carbon considerations further into product development and customer engagement.

Energy and carbon performance metrics

ENERGY CONSUMPTION IN MWH PER M€ OF REVENUE

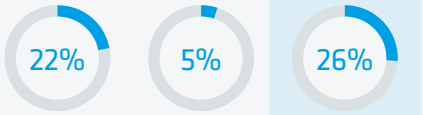


RENEWABLE PERCENTAGE OF ELECTRICITY



Carbon footprint

GHG Protocol - Global	2023	2024	2025	Δ2023/2024	Δ2024/2025	Δ2023/2025
Scope 1 emissions	3,864	3,077	3,499	-20%	14%	-9%
Scope 2 emissions	4,014	3,823	4,121	-5%	8%	3%
Scope 3 emissions	3,992,160	3,112,618	2,952,780	-22%	-5%	-26%
Total Scope 1, 2, and 3 emissions	**4,000,037**	**3,119,519**	**2,960,400**	**-22%**	**-5%**	**-26%**



Advancing circularity through lifecycle thinking

ESRS E5: RESOURCE USE & CIRCULAR ECONOMY

Circularity remains a key component of BEUMER Group's sustainability approach. By reducing material consumption, extending product lifetimes and minimising waste, we aim to use resources more efficiently while creating long-term value for customers.

As a provider of intralogistics and material handling solutions, our contribution to a circular economy lies primarily in the design, maintenance and continuous improvement of durable, long-lasting systems that help customers maximise asset value while reducing resource consumption over time.

Our approach is guided by the principles of the circular economy and supported by the 10R framework, which helps identify opportunities to keep products, components and materials in use for as long as possible.

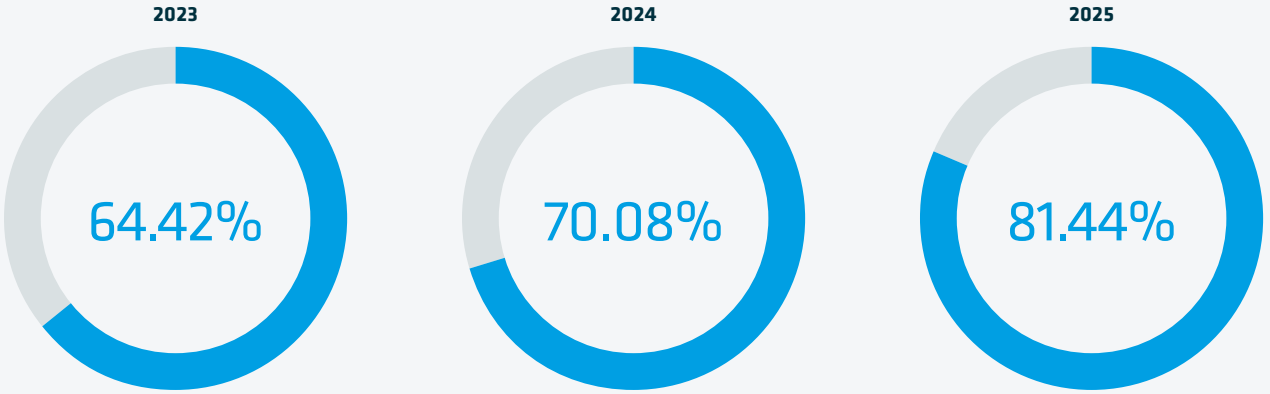
While recycling remains an important element, the framework encourages a broader perspective by prioritising actions higher up the value hierarchy, including reducing material use, extending product lifetime, repair, refurbishment, reuse and remanufacturing.

Many of these principles are already reflected in the way BEUMER solutions are developed and supported. Long asset lifetimes, preventive maintenance programmes, spare parts availability, upgrades and modernisation projects help customers maintain performance and avoid premature replacement of equipment. By extending the useful life of existing assets, resources can be conserved while customers benefit from lower lifecycle costs and improved operational efficiency.

Beyond our products, circularity is also increasingly reflected in our own operations. Across the Group, initiatives are being implemented to improve resource efficiency and increase the share of materials being recovered and recycled. This is demonstrated by the continuous improvement of our global recycling performance, which increased from 64.42% in 2023 to 70.08% in 2024 and reached 81.44% in 2025.

Several local initiatives further support this progress. At BEUMER Maschinenfabrik in Beckum, Germany, recycling performance once again exceeded 92%, reflecting a strong focus on waste segregation and resource recovery. In India, approximately 4,000 kg of plastic waste and 428 kg of electronic waste (WEEE) were recycled during FY25-26, contributing to more responsible resource management at site level. While these achievements demonstrate tangible progress, recycling represents only one aspect of circularity. Our long-term ambition is to integrate circular thinking more systematically into product development, lifecycle services and operational decision-making. By combining durable design, lifecycle support and circular economy principles, we aim to reduce resource consumption and minimise waste while creating lasting value for customers and society.

Global recycling quota at BEUMER Group facilities



Building circular design capabilities

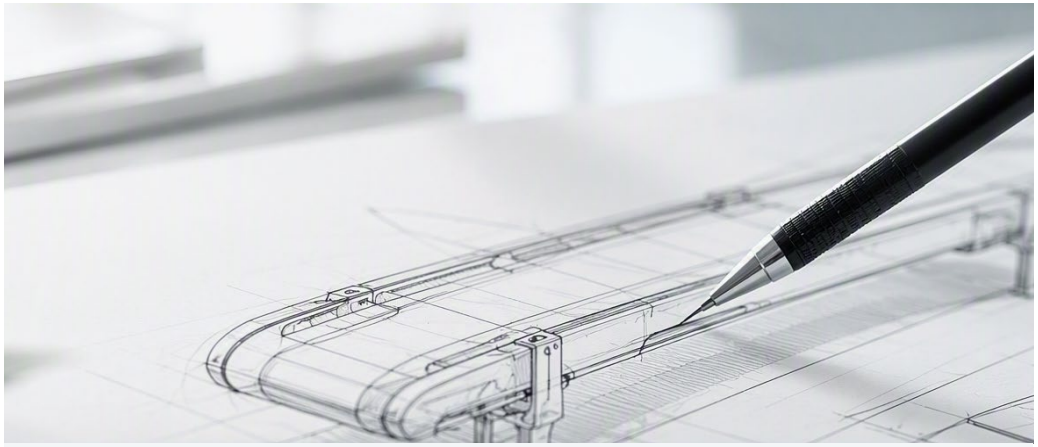
ESRS E5: RESOURCE USE & CIRCULAR ECONOMY

Turning circular principles into everyday engineering decisions

Embedding circularity into products requires more than frameworks and ambitions. It requires engineers and product development teams to understand how design choices influence environmental performance throughout a product's lifecycle. To support this transition, BEUMER Group launched the Eco-Design Academy, a key initiative aimed at strengthening capabilities in sustainable product development across the organisation.

The Eco-Design Academy provides engineers and product owners with practical tools and knowledge to integrate sustainability considerations into everyday development processes. The programme was established to help translate circular economy principles into concrete product decisions and create a common understanding of how sustainability can be embedded in engineering and innovation activities.

The training focuses on the factors that have the greatest influence on a product's environmental performance. Participants explore topics such as material selection, resource efficiency, durability, repairability, upgradeability and end-of-life considerations.



The programme also introduces approaches for evaluating sustainability performance and identifying opportunities for continuous improvement throughout the product lifecycle. A key objective of the Eco-Design Academy is to support better decision-making during the early stages of product development, where many environmental impacts are determined. By considering sustainability alongside traditional design criteria such as functionality, quality and cost, teams are better equipped to identify opportunities that create value for both customers and the business.

Initial training sessions have been completed, helping to build awareness and understanding of circular design principles across participating teams. The learnings from these sessions are increasingly being incorporated into product development activities and pilot initiatives, contributing to the gradual integration of sustainability considerations into established engineering processes and global innovation activities.

The Eco-Design Academy represents an important step in BEUMER Group's journey towards more sustainable product development. By building internal capabilities and fostering a common design approach, the programme helps translate circular economy ambitions into practical actions. Over time, it will support the broader integration of eco-design principles across the Group, strengthening our ability to develop solutions that use resources more efficiently.

SPOTLIGHT #02:
CUSTOMER SUPPORT

Repair before replace

Extending the life of existing equipment can create value for both customers and the environment. That is why BEUMER Group actively promotes the repair and refurbishment of ISDs whenever a unit can be restored to full functionality by replacing selected components rather than the complete assembly.

Repair is particularly relevant when it is more cost-effective than buying a new spare part, when replacement parts have long lead times or when components have become obsolete. Instead of automatically replacing an ISD, BEUMER inspects the unit, identifies the root cause and replaces only the parts required to restore performance and reliability.

Customers can either send defective ISDs to BEUMER for inspection, repair, testing and return, or receive an approved refurbished unit from stock. The latter can significantly reduce lead times and operational downtime. BEUMER also informs Group Company sales teams worldwide when new repair, refurbishment and buy-back options become available.

The environmental benefit can be substantial. A complete ISD has a calculated footprint of approximately 32.5 kg CO_2. Its power supply – the component most frequently replaced – accounts for around 3.19 kg CO_2. Replacing only a failed power supply therefore avoids approximately 29.3 kg CO_2, equivalent to around a 90% reduction compared with replacing the complete ISD.



Even when all four major repairable components are replaced, refurbishment still saves approximately 19.7 kg CO_2, or 61%.

By repairing before replacing, BEUMER can extend asset lifetime, reduce material consumption and emissions, lower customer costs and help avoid unnecessary system upgrades.

ISD refurbishment offers a cost-effective, fast-delivery alternative, reducing CO_2 emissions by up to 90%. Reusing components and extending lifecycles supports circular economy principles and sustainability goals.

HEIDI KJELDGAARD MIKKELSEN, Parts Coordinator, Denmark

SOCIAL:
KEEPING PEOPLE ENGAGED



SUMMARY

Committed employees are central to BEUMER Group's long-term success. Through our 'Keep People Engaged' approach, we aim to create an inclusive working environment where people feel valued, can develop their capabilities and contribute with purpose.

Our People & Culture strategy covers the full employee journey – from leadership development and hiring to talent management, lifelong learning, fair compensation and benefits. Personal Development Dialogues, employee feedback, Leadership 2.0, mentoring and BEUMER Learn support engagement, development and long-term performance across roles and regions.

Supporting development, safety and well-being

Health, safety and well-being are integral to how we operate. We are strengthening our safety culture through visible leadership, structured preparation, employee involvement, digital tools and greater use of data. Near-miss reporting helps identify potential hazards before incidents occur, while our Lost Time Injury Rate decreased from 4.56 in 2023 to 2.96 in 2025.

Group-wide structures are supported by practical initiatives adapted to different roles, locations and needs. Leadership programmes, local training, mentoring, digital learning, locally designed benefits, safety training and accessible reporting channels support development, well-being and safer working environments.

By combining employee engagement, continuous development, fair compensation and benefits, and preventive safety management, we aim to create an environment in which employees can thrive and contribute to BEUMER Group's long-term success while sharing responsibility for protecting themselves and those around them.

THIS SECTION COVERS:

PEOPLE AND CULTURE:
Building skills, leadership and employee engagement

HEALTH, SAFETY AND WELL-BEING:
Building a safer, healthier and more resilient workplace



Building engagement across the employee journey

ESRS S1: OWN WORKFORCE

Our employees are key to BEUMER Group's long-term success. Our 'Made different' mindset reflects our ambition to challenge established ways of working and continuously improve our organisation. Regular engagement pulse surveys help us listen to employees, understand their experiences and sharpen our approach. A shared sense of purpose further strengthens engagement and commitment. Five principles guide our People & Culture strategy across the employee journey.

Excellence in leadership

Strong leaders create direction, strengthen engagement, improve organisational performance and help teams deliver innovation and positive customer experiences. Our global Leadership 2.0 programme develops future-ready capabilities in collaboration, inclusion, responsible decision-making and people leadership through practical training. Development is based on individual needs identified through Personal Development Dialogues (PDDs) and a defined target skill set. Rather than applying a one-size-fits-all model, leaders take ownership of their development within clear global structures aligned with our values and leadership principles, supporting a sustainable performance culture.

Our Leadership 2.0 programme connects leaders through interactive, in-person training sessions, supported by global online sessions to facilitate engagement, ensuring a global concept with local delivery. Following the programme's launch in November and December 2025, the first seven courses were conducted in five countries. The roll-out will continue through 2026 and beyond with several trainings held and further training sessions planned in 2026.



Hiring the right people

Long-term engagement begins before employment. We strengthen BEUMER Group's position as an employer of choice through targeted job advertising, locally relevant benefits, authentic employee-focused content – including employer branding videos – and digital channels. Our global social media presence and Brand Ambassador programme allow employees to share their experiences, increasing transparency, internal identification and external visibility.

Our structured Campus Management initiative builds early relationships with students and young professionals through university and business-school partnerships, career fairs, guest lectures, internships, scholarships and thesis collaborations. By combining global opportunities with a people-focused culture, we aim to be 'employer of choice' and build sustainable talent pipelines.

We are also strengthening internal expertise in proactive talent sourcing. Targeted outreach, digital tools and close collaboration with business stakeholders help us anticipate future needs and engage highly qualified professionals. Building these capabilities internally supports a consistent candidate experience, deeper market understanding and access to more diverse talent beyond traditional application channels. By developing relationships before employment begins, we strengthen early engagement, cultural alignment and long-term retention.

Knowing our people

Personal Development Dialogues remain central to understanding employees' goals, capabilities and development needs. Following the global rollout, we continue to reinforce the quality and purpose of these conversations across all regions.

Feedback from the PDD rollout is helping us further strengthen the process and support meaningful conversations between employees and managers. Updated materials clarify the purpose of the PDD and provide a

stronger foundation for discussing individual aspirations, development needs and future opportunities. This ongoing dialogue helps us gain a better understanding of our people and enables employees to take an active role in their own development.

Our first Global Talent Days brought selected talents from around the world together for a week of learning, networking, leadership sparring and development, establishing a concept intended to continue in the years ahead. We are also implementing a global mentoring programme, offering internal and external mentoring aligned with individual development goals. Together with the PDD, these initiatives help us recognise potential, strengthen succession planning and support people throughout their careers.

Developing our people

Development and lifelong learning enable employees to respond to new challenges and realise their potential. BEUMER Learn continues to serve as our global digital learning platform, providing employees across roles and regions with access to learning and development opportunities. In 2025, around 2,000 employees were active on the platform in an average month, while the course catalogue grew from 300 to more than 600 courses.



Adoption of BEUMER Learn continues to grow, supported by an improved user experience and greater enablement of content creators. By expanding the range of available content and making learning more accessible, the platform enables employees to strengthen existing competencies and develop new skills in line with changing needs.

Digital learning is complemented by locally delivered, in-person training in local languages, enabling more detailed and practical learning while strengthening local ownership. BEUMER Learn also supports timely completion and documentation of mandatory compliance, security and safety training. Combined with Leadership 2.0 and other development opportunities, this creates a broader learning environment that supports continuous development across BEUMER Group.

Fair compensation and benefits

Fair and competitive compensation is a core part of how we value our people. Local structures reflect market conditions and regulatory requirements, while global principles and governance mechanisms support consistency across BEUMER Group. All Group Companies follow a structured internal reporting process covering their compensation frameworks, key parameters and decision-making processes. These inputs are reviewed at local board level, strengthening accountability and enabling informed, context-specific decisions within our global standards. Salaries are also reviewed annually to maintain fairness, competitiveness and alignment with market developments.

Our global performance management system further supports consistency. For employees in strategic and leadership roles, 50% of objectives are Group-based financial goals, reinforcing transparency and collective responsibility. The other 50% of objectives are determined based on individual performance related to the field of work of each individual employee, fostering a culture that aims for growth and performance. Together, this approach balances global governance with the flexibility required to reflect local conditions.

A rewarding working life extends beyond salary. Our benefits are designed locally to support well-being, flexibility and career development, helping create an environment in which employees can thrive. Together, fair rewards, strong leadership, purposeful work, employee feedback and continuous development strengthen engagement throughout the entire employee lifecycle.

SPOTLIGHT #03:
WOMEN ALLIANCE

Transforming gender diversity into local action

The WoMen Alliance is an employee-driven initiative that helps BEUMER Group turn its commitment to diversity, equity, inclusion and belonging into practical action across the organisation.

Originating from the Strategy 28 Diversity Initiative, the Global WoMen Alliance connects colleagues across locations and business units, while local chapters focus on the needs, priorities and cultural context of their individual regions. Today, the initiative includes 14 active local networks and more than 200 engaged women worldwide.

Through workshops, networking, knowledge-sharing and open dialogue, members exchange experiences, identify barriers to equality and develop initiatives that strengthen inclusion.

Activities have included training and webinars on topics such as confident public speaking and unconscious bias, awareness-building campaigns, workplace improvements, and employer branding initiatives.

The global network also helps local chapters share best practices and successful ideas across regions and functions, reducing duplication and strengthening connections throughout BEUMER Group. At the same time, the initiative is increasing awareness of customers' DEI expectations, helping us better align our own ambitions with the needs of the organisations we serve.



By combining local ownership with global collaboration, the WoMen Alliance demonstrates that diversity at BEUMER Group goes beyond policies and targets. It empowers employees to actively shape a more inclusive culture, promote equal opportunities and strengthen a sense of belonging. By valuing different perspectives and improving gender diversity, the initiative contributes to better decision-making, a stronger organisation and a workplace where everyone can reach their full potential.

> *For me, the WoMen Alliance is about connection, learning and belonging. It creates a space to share experiences, focus on topics that matter, and work together to find solutions. What I value most is that the initiatives derived often go beyond the network itself, impacting inclusion for everyone.*
>
> **SARA BIGUM BERG,** People & Culture Manager, Denmark

Safeguarding the health, safety and well-being of our employees

ESRS S1: OWN WORKFORCE

At BEUMER Group, health, safety and well-being are integral to how we operate. From our production facilities to customer sites, we work to create safe environments that protect our employees and other stakeholders while supporting long-term performance.

Our approach addresses physical and mental well-being through training, risk assessments, safety protocols, ergonomic measures and initiatives supporting resilience and work-life balance. At customer sites, structured preparation and monitoring help us identify and manage risks before and during mobilisation.

Building a proactive safety culture

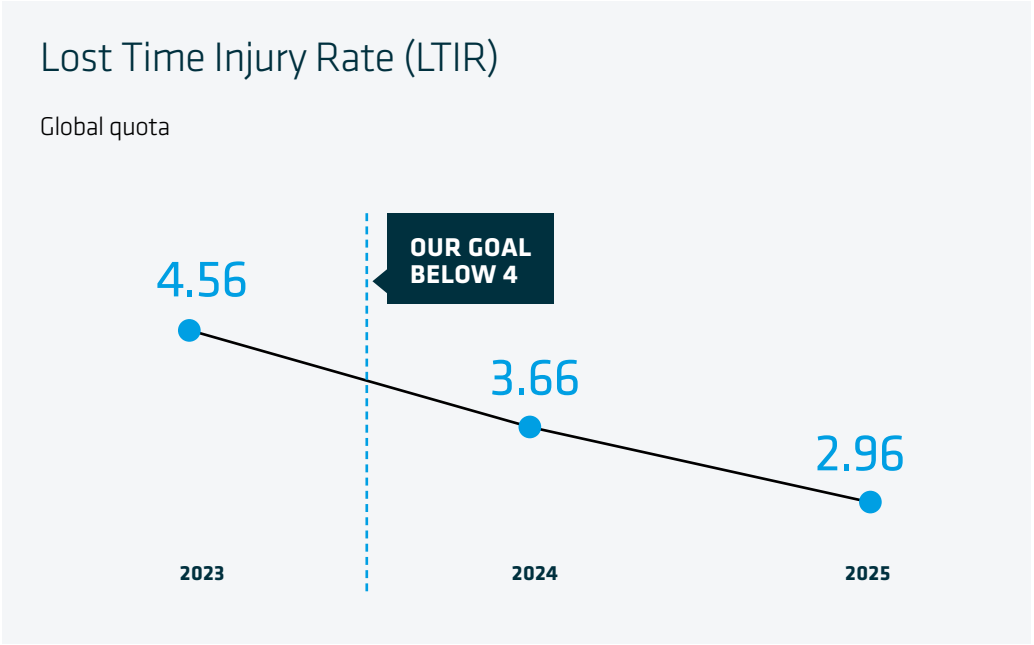
We have strengthened our safety culture through visible leadership, closer day-to-day dialogue and stronger preparation before work begins. Site readiness checks, documentation reviews, targeted training and early setup of safety boards help teams start with the right controls, while follow-up audits strengthen on-site safety collaboration.

Visual management, clear marking of accident hotspots, safety campaigns and KPI dashboards have increased transparency and prevention. We are also integrating occupational and environmental safety earlier into workplace and production design, helping to create safer and more sustainable working conditions.

Together, these measures extend prevention further upstream. By considering safety and environmental aspects during workplace and production design as well as mobilisation, potential risks can be addressed from the outset, supporting safer working conditions and more sustainable operations over the long term.

Leadership training, dedicated HSE committees and structured deployment of Group policies reinforce governance, while recognition initiatives celebrate safe behaviour, strengthen standards, reporting routines and process harmonisation, and build trust and shared ownership. Awards from customers, authorities and governmental bodies have also recognised the increasing maturity of our preventive safety practices.

This also strengthens the connection between Group-wide governance and local safety practice. HSE committees and structured policy deployment provide consistency, while recognition, communication and employee involvement reinforce good practice, trust and continuous improvement across the organisation.



Making HSE more digital and accessible

QR-based reporting channels make it easier for employees to share safety observations, concerns and ideas, either by name or anonymously, helping local teams respond more quickly.

We are also digitalising HSE compliance workflows through dedicated software solutions. Reducing paper-based documentation and streamlining inspections and reporting improves transparency, supports earlier intervention and informed management decisions, and makes learning across functions and locations more scalable.

The planned rollout of dedicated HSE software will take this further by making compliance workflows and inspections easier to manage. Combined with faster reporting, this can improve the flow of information from employee observations to local action and management decisions.

Learning before incidents happen

Near-miss reporting is an important leading indicator. In some areas, reporting has increased by more than 500% over recent years, giving us greater visibility into weak signals and potential hazards before they result in incidents.

This strengthens organisational learning and preventive action, helping to reduce risk exposure, protect employees and minimise incidents and lost time.

Measurable progress in safety performance

Our Lost Time Injury Rate (LTIR) continues to improve through awareness-building, prevention and a greater focus on leading indicators. LTIR decreased from 4.56 in 2023 to 3.66 in 2024 and 2.96 in 2025, achieving our ambition to reduce lost time injuries continuously. The stronger focus on leading indicators complements outcome measures such as LTIR, providing greater visibility of risk before incidents occur while allowing progress to be tracked through both preventive signals and recorded safety performance. The 2025 result also met our ambition to maintain an LTIR below 4.

Several operations have also achieved up to 1,400 days without a recordable accident. Dashboard-based monitoring of injuries, lost working hours and leading safety indicators provides greater transparency and supports data-driven action. Our health and safety management systems are supported by internationally recognised standards such as ISO 45001, regular audits and clear requirements for suppliers and business partners through our Supplier Code of Conduct.

By combining stronger leadership, structured preparation, digital tools, employee involvement and measurable performance management, we continue to build a safety culture in which everyone shares responsibility for protecting themselves and those around them.



Our global HSE network has evolved into a highly collaborative community of experts who actively share knowledge, develop common approaches and lead improvement initiatives. Together, they are strengthening our QHSE culture and helping BEUMER Group move from good performance to true excellence.

DR. MORITZ ACHILLES,
Divisional Director Global QHSE

SPOTLIGHT #04:
COMMUNITY ENGAGEMENT

Creating value through refurbishment and inclusion

BEUMER Group Benelux is combining circularity with social impact through an ongoing partnership with a social enterprise that creates employment opportunities.
The collaboration, which began around 2022, gives used BEUMER components a second life instead of automatically replacing them with new parts. Components returned from customer sites are assessed for refurbishment before being sent to the partner, where they are disassembled, cleaned and restored, with worn parts replaced where necessary.

After refurbishment, BEUMER performs a final quality check before the components return to stock or are supplied to customers. Refurbished parts are provided on an exchange basis, with customers returning a damaged part in order to receive a refurbished replacement.

The current focus is primarily on carriers – high-value components where refurbishment is both technically feasible and economically beneficial – with the scope continuing to expand. For employees at the social enterprise, the partnership provides practical experience in assembly, refurbishment and quality control within a structured and supportive working environment. It creates opportunities for skills development, inclusion and meaningful participation in an industrial value chain.

At the same time, refurbishment reduces the need for new raw materials, lowers energy consumption and waste, and supports BEUMER Group's ESG and circularity targets. For BEUMER and its customers, it can also lower costs, reduce dependency on new parts and strengthen both supply-chain resilience and the customer value proposition.



By combining social inclusion, environmental benefits and economic value, the partnership demonstrates how circularity can create positive impact beyond the product itself.

> *This partnership shows how business can create value beyond its own operations. By working with a social enterprise, we create meaningful employment opportunities while extending component lifecycles. It demonstrates how collaboration, inclusion and circularity can create lasting positive impact.*
>
> **BERT VAN WILLIGEN,** Managing Director BNL, Netherlands

GOVERNANCE:
LEADING WITH INTEGRITY



SUMMARY

Governance, ethics and integrity are central to our ESG strategy, ensuring that our business is conducted with integrity, transparency and accountability. Our focus is increasingly shifting from defining policies and compliance requirements to embedding governance and ethical standards into day-to-day operations and decision-making across BEUMER Group.

Strong governance supports trust, effective risk management and long-term success. It also strengthens management ownership and accountability for governance topics at multiple organisational levels, while supporting a more structured translation of global standards into practical, local application across our entities.

Governance is supported by clear responsibilities across BEUMER Group. The Management Board sets the strategic direction and oversees progress, while the Global Sustainability Team coordinates Group-wide implementation and local management teams translate priorities into practical action within their areas of responsibility.

From governance principles to practice

Governance is not only about setting rules. It is increasingly used to enable the execution of our ESG priorities by integrating sustainability into business steering, risk management and value chain interactions. This helps ensure that environmental and social ambitions are supported by clear responsibilities, transparent decisions and consistent implementation.

Across our value chain, we are also placing greater emphasis on operationalising due diligence and supplier governance. We work closely with suppliers and business partners to apply ethical standards in practice through structured due diligence, regular assessments, clear expectations and open dialogue.

By moving from policy to implementation, we aim to strengthen governance across the organisation and value chain while protecting stakeholder interests and supporting long-term, responsible business success.

THIS SECTION COVERS:

ETHICAL BUSINESS CONDUCT:
Promoting ethical business conduct through transparency, accountability and unwavering integrity.

SUPPLY CHAIN RESPONSIBILITY:
Ensuring responsible supply chain practices that prioritise sustainability, fairness and ethical sourcing.



Embedding responsible business conduct in everyday decisions

ESRS G1: BUSINESS CONDUCT

At BEUMER Group, responsible business conduct is grounded in integrity, transparency, fairness and respect. We are moving from defining policies to applying ethical standards in daily operations. The Business Conduct Guideline anchors this approach across our organisation and value chain, with management accountable for its application by employees, suppliers and contractors.

Values that guide our actions

Following a global employee and leadership engagement process, we introduced four core values: Reliable, Down-to-Earth, Ambitious and Collaborative. They guide decisions, behaviours and interactions with colleagues, customers and business partners worldwide.

As a family-owned company, we see these as enduring principles that should never be compromised for short-term gains. Embedding them in communication, leadership development and employee engagement strengthens our culture while supporting local diversity, collaboration and entrepreneurial thinking. They reinforce trust, accountability, stakeholder relationships and long-term sustainable business success.

From policies to active controls

Our compliance programme is moving towards actively managed controls. BEUMER Learn provides role-specific, application-oriented compliance and refresher training for all employees worldwide. Systematic due diligence, third-party assessments and internal controls support legal and regulatory compliance, help prevent corruption, bribery and misconduct, and reduce legal and reputational risks. Our whistleblowing system enables confidential reporting. As part of our commitment to greater transparency, we completed our first Sedex self-assessment for our production facility in China.



Guided by our core values of being Reliable, Down-to-Earth, Ambitious, and Collaborative, we embed responsible business conduct in everyday decisions and actions. Through proactive risk management, shared responsibility, and ethical decision-making, we create visible value for our customers, business partners, and employees, strengthen trust, and support our S28 ambitions.

EVA HUANG, CFO Cluster Asia & China

The results highlighted both strengths and areas for improvement and provide a useful baseline for further developing our approach to responsible operations.

Shared responsibility and early action

Including ESG performance in business reviews strengthens shared responsibility and moves governance from framework definition to execution and control, ensuring ethical standards are demonstrated through action rather than formal commitments alone. Risk management is integrated into our business processes and covers operational, financial, strategic, compliance, cyber and reputational risks. Regular assessments, tailored mitigation and data analytics inform strategic decisions, helping us identify threats early, align risk management with business objectives, apply standards consistently worldwide and strengthen resilience and adaptability.

SPOTLIGHT #05:
DIGITAL ACCESSIBILITY

Making BG Fusion accessible to more users

BG Fusion is BEUMER Group's digital framework for accessing and managing capabilities across BEUMER systems through a consistent user experience. It enables monitoring and operation of logistics and airport facilities, helping operators monitor system performance, manage alarms, and make informed decisions through dashboards, widgets, and real-time data.

As accessibility requirements evolve, BEUMER Group has made digital accessibility a strategic focus. With more than one billion people globally living with some form of disability, accessibility is both a social responsibility and an important business consideration. It also benefits users experiencing temporary or situational limitations.

To strengthen internal capabilities, the BG Fusion team worked with accessibility consultants and organised a dedicated hackathon with an external UX specialist. This built knowledge around four core principles: making digital products perceivable, operable, understandable and robust.



Since BG Fusion v.11.3 this is put into practice. Colour contrast ratios have been adjusted across most of the interface, striving for WCAG AA compliance and a minimum 4.5:1 ratio for information-bearing elements. Alarm icons now combine colour with symbols, while three interface themes, including Dark Mode, support different visual needs and help reduce eye strain. Enhanced keyboard navigation and shortcuts also support accessible and efficient one-handed operation.

These improvements help people with visual, cognitive, motor or situational limitations use BG Fusion more effectively. By simplifying the user experience and removing barriers, BEUMER is creating more inclusive and responsible digital products, reducing compliance risks and preparing BG Fusion for emerging requirements including the EU Accessibility Act 2025.

> *Accessibility is not just about compliance, it's about creating a better user experience for everyone. By embedding key WCAG AA principles into BGFusion, we've made the product more inclusive, safer, and easier to use for all users.*
>
> **JONAS MOURIER HEILSBERGER,**
> Senior Manager Software Products, BG Fusion & SCADA, Denmark

Building a more sustainable supply chain through collaboration

ESRS S2: WORKERS IN THE VALUE CHAIN

Our ESG commitment extends beyond our own operations to the global supply chain. Procurement plays an important role in reducing environmental impacts, managing sustainability-related risks and supporting the development of more sustainable products and solutions.

As customer expectations, market requirements and regulatory demands continue to evolve, we are moving from commitments towards practical implementation across procurement and supplier management, linking supplier performance more closely to business needs and customer value.

To guide this journey, BEUMER Group has developed a sustainable procurement target picture, including governance principles and clear “rules of play” aligned with the executive management. Sustainability is increasingly integrated into procurement policies and processes, supported by recurring dialogues with global procurement leaders and dedicated workshops with Procurement and Supply Chain Management leadership.

Our ambition is not to create additional complexity, but to ensure sustainability supports better decisions, stronger products and long-term business value.

Prioritising where we can have the greatest impact

A key learning from our sustainable procurement journey is that a one-size-fits-all approach does not deliver meaningful results. A supplier may provide extensive ESG data and sustainability ratings while contributing little to the sustainability performance of our products. Conversely, a supplier with limited reporting capabilities may provide materials or components that significantly influence environmental impact.

To determine where procurement can create the greatest value, we conducted a structured analysis of procurement categories, combining spend volume, sustainability risks and environmental impact. The assessment provided a clearer understanding of where focused action could deliver the greatest business and sustainability benefits. Rather than aiming for broad supplier coverage, we decided to concentrate resources on categories and suppliers where engagement can create measurable impact.

The analysis confirmed that a limited number of procurement categories account for a disproportionate share of spend and sustainability impact. We therefore introduced a category-driven approach that prioritises areas such as structural steel and is gradually



expanding to additional categories, including sheet metal and electronics. This enables more targeted governance, clearer priorities and more effective use of resources across our global supplier base. It also helps ensure that sustainable procurement supports product sustainability and customer requirements rather than becoming a standalone compliance exercise.

Developing suppliers through collaboration

Supplier engagement is moving beyond compliance towards active development. Structured dialogue has increased awareness of our sustainability strategy and expectations, while collaboration focuses on recycled content, material efficiency and product carbon footprint transparency.

We are seeing encouraging developments among key suppliers, including greater use of renewable electricity, investments in on-site solar generation and improved transparency around product-related sustainability performance. On our Supplier Day we communicated BEUMER Group's sustainability ambitions and was followed by a Product Sustainability Questionnaire covering certifications, product design, recycled content and product carbon footprints.



Participation was strong and improved transparency around supplier capabilities and maturity. At the same time, the exercise reinforced the importance of focusing on actionable insights rather than data collection alone. Our objective is not to accumulate sustainability information for every supplier, but to identify opportunities that support better sourcing decisions, stronger supplier partnerships and improved sustainability performance in our products and solutions.

Connecting sustainable sourcing with customer value

Growing customer demand is shaping our procurement approach. Sustainability is increasingly influencing customer decisions and partnerships, creating opportunities to differentiate through products, materials and sourcing choices. Procurement therefore plays an important role in supporting both customer requirements and BEUMER Group's strategic ambition to become the Partner of Choice for sustainable material handling.

We are expanding lower-carbon alternatives, including green steel for platforms and steel structures, while strengthening collaboration between Procurement, Sustainability, Engineering and business functions. The focus is on identifying options that are environmentally beneficial, technically credible and commercially viable. By integrating sustainability considerations earlier into sourcing and product decisions, we can better support customer-specific requirements while creating tangible business value.

Looking ahead, we will continue to expand engagement across priority categories and strategic suppliers, strengthen digital supplier management and sustainability data capabilities, and further integrate sustainability into sourcing and supplier development processes. By focusing our efforts where procurement can create the greatest impact, we aim to improve product sustainability performance, strengthen customer value and contribute to continuous improvement across the value chain.

SPOTLIGHT #06:
CYBER SECURITY

The foundation of trust, resilience and sustainable growth

Cyber and information security protects our business, customers, employees and partners. At BEUMER Group, it is a key part of responsible governance and long-term sustainability, safeguarding critical information, supporting compliance with evolving regulatory requirements and maintaining resilience, trust and business continuity.

Cyber and information security is anchored at the highest management level and governed through an ISO 27001-certified Information Security Management System (ISMS). Our risk-based approach protects critical information assets and strengthens resilience against evolving threats.

In recent years, we have significantly advanced our cyber security maturity by establishing a centralised Cyber and Information Security function reporting to the Group CEO; strengthening supply chain security oversight, implementing continuous monitoring and incident response, and integrating cyber security into everyday operations. Together, this strengthens our security posture, supports regulatory compliance and reinforces our position as a trusted partner.

A culture of responsibility, awareness and continuous improvement underpins this work. By embedding cyber security into everyday decision-making and business processes, and combining effective governance, robust controls, employee engagement and a strong customer focus, we strengthen organisational resilience and safeguard the trust placed in us by customers, partners and employees.



Looking ahead, we will continue evolving our capabilities as technologies, threats and regulations evolve. Priorities include the secure adoption of Artificial Intelligence, protection of increasingly connected digital environments and stronger cyber resilience across our operations and value chain. By addressing future risks proactively, we aim to maintain trust and enable sustainable business growth.

Cyber Security is about more than protecting systems and data. It enables trust, strengthens resilience and reinforces BEUMER Group's position as a reliable partner in an increasingly connected world.

PATRICK BOCKISCH, Head of Cyber and Information Security

OUTLOOK



The continued investment in our ESG journey

As global awareness, regulatory demands and stakeholder expectations continue to evolve, our focus is increasingly on accelerating implementation across the business and translating our sustainability ambitions into practical actions and measurable outcomes.

Building on the foundations established in recent years, we will continue to translate our sustainability ambitions into practical actions and measurable outcomes across the organisation. This includes strengthening implementation across the business while continuing to improve ESG data, governance and reporting to support informed decision-making and respond to evolving stakeholder expectations.



KEY AREAS:

In the coming year, we will concentrate on several key focus areas to further our ESG goals.

CIRCULAR ECONOMY:
Further rethinking our business model to promote resource efficiency and close loops

RENEWABLE ENERGY:
Continuing to increase the production and procurement of renewable energy

EMPLOYEE ENGAGEMENT:
Upholding our corporate culture and providing a great place to work

PARTNERSHIPS:
Collaboration with supply chain partners to advance joint ESG goals

Following the validation of our science-based targets, the launch of our Climate Transition Plan and our joining the United Nations Global Compact, we will advance our climate transition through energy efficiency, renewable energy, supplier engagement and low-carbon solutions. At the same time, we will expand Product Carbon Footprinting, Life Cycle Assessment and eco-design capabilities to reduce life-cycle impacts and help our customers achieve their sustainability objectives. Collaboration across our value chain will remain essential. By working with suppliers, customers and industry partners, we will advance sustainable procurement, increase transparency and identify opportunities to reduce environmental impacts.

Creating lasting value for customers

We will also continue investing in leadership development, employee engagement, learning and a strong safety culture, building the capabilities needed to support long-term business success. Our new core values, governance framework and international commitments will further embed ethical, responsible and transparent business practices into decision-making worldwide.

By strengthening ESG data quality, governance and reporting, we aim to increase transparency and accountability, support informed decision-making and respond to evolving stakeholder expectations. By combining engineering excellence, sustainability considerations and continued innovation, we will continue developing solutions that create lasting value for our customers, strengthen long-term business resilience and support the sustainable transformation of the industries we serve.

APPENDIX

GHG Protocol - Global

Tonnes CO_2 equivalent

	2023 (Base Year)	2024	2025	Δ2023/2024	Δ2024/2025	Δ2023/2025	Target 2030
Scope 1 emissions	**3,864**	**3,077**	**3,499**	**-20 %**	**14 %**	**-9 %**	
Natural Gas	1,589	1,113	1,260	-30 %	13 %	-21 %	
Manufacturing fuels	189	186	199	-1 %	7 %	5 %	
Company cars	2,006	1,719	1,972	-14 %	15 %	-2 %	
Fugitive emissions	79	58	68	-27 %	16 %	-14 %	
Scope 2 emissions	**4,014**	**3,823**	**4,121**	**-5 %**	**8 %**	**3 %**	
Electricity (market-based)	3,536	3,622	3,690	2 %	2 %	4 %	
Electricity (location-based)	4,460	4,116	4,401	-8 %	7 %	-1 %	
Steam, Heating and Cooling	478	201	431	-58 %	155 %	-10 %	
Scope 3 emissions	**3,992,160**	**3,112,618**	**2,952,780**	**-22 %**	**-5 %**	**-26 %**	
Purchased goods and services	482,679	256,054	320,796	-47 %	25 %	-34 %	
Fuel and energy related activities	1,768	1,228	1,403	-31 %	14 %	-21 %	
Transportation	23,318	21,274	18,503	-9 %	-13 %	-21 %	
Waste	129	120	139	-7 %	16 %	8 %	
Business Travel	8,499	10,465	10,159	23 %	-3 %	20 %	
Employee Commuting	4,514	4,597	4,865	2 %	6 %	8 %	
Use of sold products	3,470,290	2,818,398	2,596,088	-19 %	-8 %	-25 %	
End-of-life treatment of sold products	963	483	827	-50 %	71 %	-14 %	
Total Scope 1, 2, and 3 emissions *	**4,000,037**	**3,119,519**	**2,960,400**	**-22 %**	**-5 %**	**-26 %**	
Total scope 1 & 2 emissions	**7,877**	**6,900**	**7,620**	**-12 %**	**10 %**	**-3 %**	**4,569**
Total Scope 3 emission - intensity	**3,454**	**2,530**	**2,203**	**-27 %**	**-13 %**	**-36 %**	**1,672**

** The total Co_2 emission for 2023 has increased due to the inclusion of end-of-life emissions*

Environmental Metrics

	2023 (Base Year)	2024	2025	Δ2023/2024	Δ2024/2025	Δ2023/2025
Total energy use (MWh)	21,888	19,997	21,939	-9 %	10 %	0 %
- Electricity (MWh)	11,258	11,041	11,478	-2 %	4 %	2 %
- Steam, Heating and Cooling (MWh)	1,835	2,883	3,689	57 %	28 %	101 %
- Natural Gas (MWh)	8,795	6,073	6,772	-31 %	12 %	-23 %
Manufacturing Fuels (L)	71,147	71,263	75,654	0 %	6 %	6 %
Fugitive emissions (tonnes)	0.03	0.02	0.04	-37 %	80 %	13 %
Energy Consumption per M€ of revenue	9.74	8.97	8.56	-8 %	-5 %	-12 %
Renewable electricity as share of total electricity consumption (%) *	45.91	46.87	47.38	2 %	1 %	3 %
Water Consumption (ML)	47.30	47.41	47.50	0 %	0 %	0 %
Total waste (tonnes)	3,243	1,290	2,984	-60 %	131 %	-8 %
Hazardous Waste (tonnes)	28.9	24.1	44.6	-17 %	85 %	54 %

** The data for 2023 have increased since we now include both purchased and produced electricity*

Social Metrics

	2023 (Base Year)	2024	2025	Δ2023/2024	Δ2024/2025	Δ2023/2025
Headcount	5,527	5,728	5,978	4 %	4 %	8 %
- Female	15 %	15 %	16 %	-	-	-
- Male %	85 %	85 %	84 %	-	-	-
Total training days	9,376	11,533	11,727	23 %	2 %	25 %
Signed annual Individual Development Plans	1,227	2,835	2,480	131 %	-13 %	102 %
Work-related injuries (Lost Time Injury Rate)	4.56	3.66	2.96	-20 %	-19 %	-35 %
Total work-related injuries	53	41	30	-23 %	-27 %	-43 %
Group Companies providing a minimum wage guarantee	100 %	100 %	100 %	0 %	0 %	0 %
Number of managers that received 270 degree feedback	102	233	75	128 %	-68 %	-26 %

Governance Metrics

	2023 (Base Year)	2024	2025	Δ2023/2024	Δ2024/2025	Δ2023/2025
Corruption Incidents	0	0	0	-	-	-
Percentage of women in leadership positions	8.1 %	9.1 %	9.3 %	12 %	2 %	15 %
Suppliers screened for social and environmental risk *	3,850	3,714	5,560	-4 %	50 %	44 %

** The 2023 number has changed due to improved methodology and change in calculation method*


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