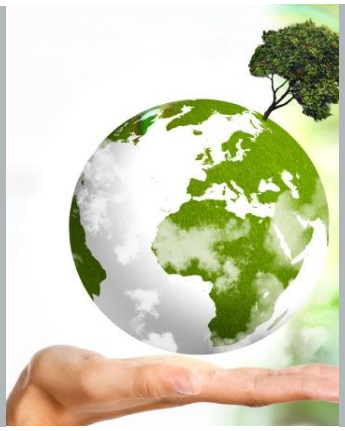
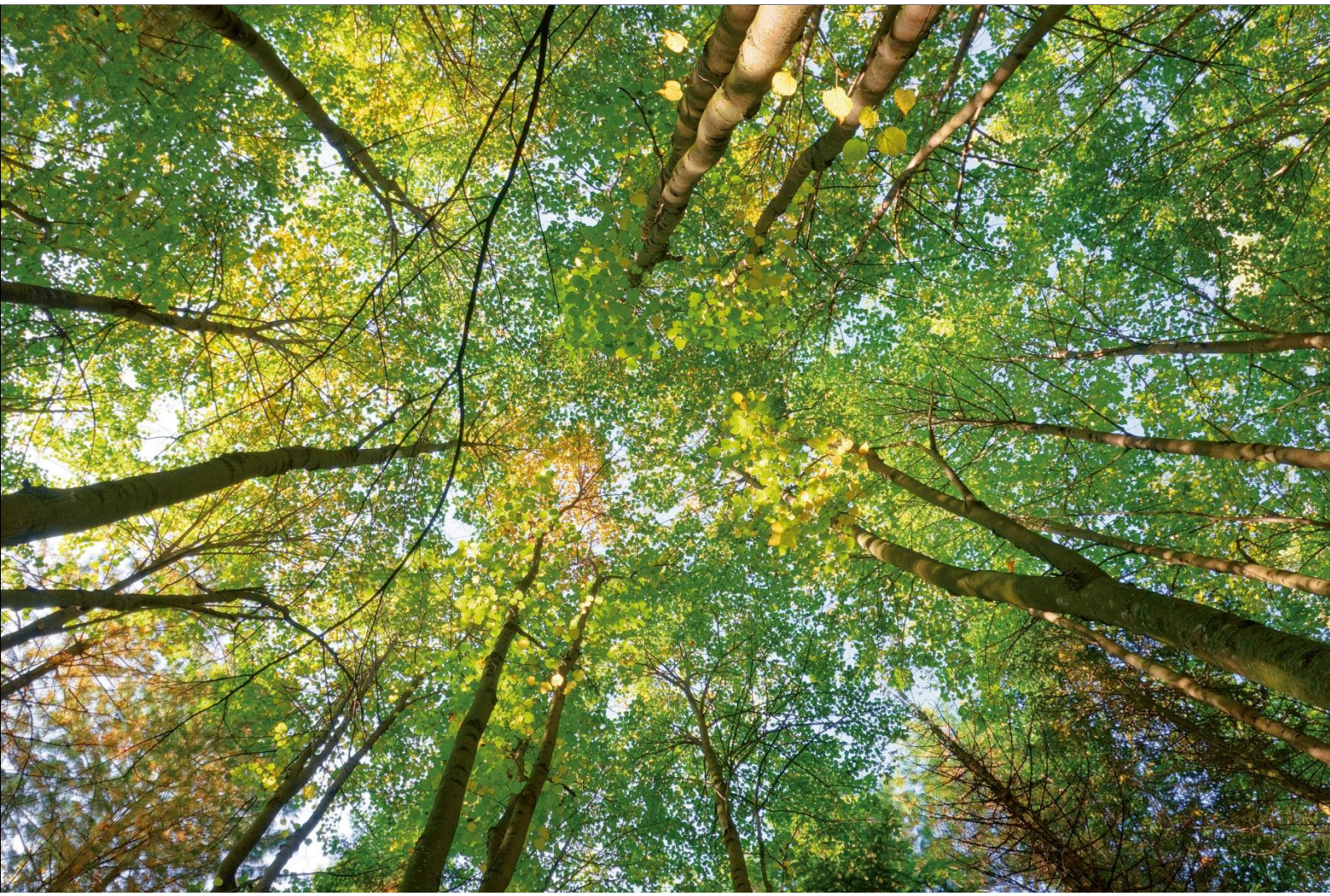


Environmental Statement 2025

Technik für Möbel

Hettich



In accordance with EU regulation no. 1221/2009 (EMAS III)

Hettich Holding GmbH & Co. oHG

with the companies in Kirchlengern/Bünde

Paul Hettich GmbH & Co. KG
Hettich Management Service GmbH
Hettich Maschinentechnik GmbH & Co. KG
Hettich Logistik Service GmbH & Co. KG
Hettich Marketing- und Vertriebs GmbH & Co. KG
Hettich Education Academy GmbH

and the company in Vlotho-Exter

Hettich-Oni GmbH & Co. KG

The protection of our environment, the protection of the health of our colleagues and the conservation of natural resources are an integral part of our economic success.
We therefore operate according to foresighted sustainability guidelines, thus making an important contribution towards protecting nature and life.

Our principles are:

- use of environmentally friendly and energy-saving production processes
- resource-saving design of our products
- taking active precautions to prevent interruption of operational procedures
- prevention of waste and ensuring environmentally-friendly disposal of unavoidable waste
- use of environmentally-friendly basic commodities and raw materials
- avoiding and reducing CO_2 emissions
- protecting the health of our colleagues and fellow human beings

This environmental impact statement is a public declaration to our customers, suppliers and colleagues to show that environmental protection is treated seriously at site Kirchlengern / Bünde and site Vlotho/Exter. As part of our ongoing environmental programme and its implementation, we will continue to reduce our existing environmental impact and actively conserve resources. In regelmäßigen Abständen berichten wir über die Erfolge der durchgeführten Maßnahmen.

The updated environmental statement for the reporting year 2025 will be submitted by the revalidation audit in 2026.

Kirchlengern/Bünde, July 2025

On behalf of all colleagues

Michael Lehmkuhl

Timo Pieper

Jürgen Werner

Ralf Jäckel

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1 The Company

Hettich – Technik für Möbel has become a household name worldwide. One of our strategic goals is to act sustainably. We take responsibility for the world we live in. The social, societal and ecological aspects are equally important and ensure our consistency.

As one of the largest manufacturers of furniture fittings and partner to the furniture industry around the world, Hettich with its kitchen, bathroom, office, living and bedroom furniture fittings sets standards in function, quality and comfort. Under the Hettich brand, a globally diversified group of companies with approximately 8,400 employees has been created. Customers are the furniture industry, specialist dealers with the craft sector and Do-It-Yourself (DIY) branch. Hettich operates production locations in Europe and Asia, and has subsidiaries and local offices around the world. In 2024, more than 2,300 employees are working at the company headquarters in Kirchlengern/Bünde, Germany, in the following group companies, with 280 employees working at the Vlotho-Exter site.

Both locations operate in three shifts in many areas.

Hettich Holding GmbH & Co. oHG (HHO) controls the strategic company development within the Hettich Group, determines the comprehensive environmental principles of the group, and authorizes budgets and large individual projects. This also includes the Team Corporate Responsibility, which deals with social, societal and environmental issues affecting the entire group of companies.

The largest company in Kirchlengern is **Paul Hettich GmbH & Co.** (HPH), which develops and produces drawer runners and complete drawer systems in metal for the furniture industry, craft sector and do-it-yourself market.

Hettich Management Service GmbH (HMS) provides internal services to all companies within the group. These services include the preparation of prototypes, customer samples, small batch production, life tests of batch products and prototypes as well as other services, e.g. data processing, central purchasing activities and Material Compliance and Environmental Management.

Hettich Marketing- und Vertriebs-GmbH & Co. KG (HMV) is responsible for the sales of all products of the group and is therefore the connecting point between production and customers.

Hettich Maschinentechnik GmbH & Co. KG (HMT) is the company responsible for the construction of special purpose machines. It develops and manufacturers assembly machines, welding devices and other special purpose machines, not only for the Hettich Group but also for the automotive, electrical and building hardware industry.

Hettich Logistik Service GmbH & Co. KG (HLS) runs the incoming goods departments for finished products and commodities, their storage, picking and transportation packaging. Goods are delivered exclusively by external transport agents.

The **Hettich Education Academy GmbH** (HEA) is a central point of contact for the Hettich Group on all aspects of education. It combines the central competences of training and the Hettich Academy. The aim of this company is, on the one hand, to promote our young talents in the best possible way and, on the other hand, to further advance the training of all employees of the Hettich Group.

The property of the site Kirchlengern (Anton-Hettich-Strasse 12 - 16) is located in an industrial area. This is the postal address, but not the whole property. The premises are bordered to the east by a public swimming pool, to the west, south and north are residential and industrial facilities. Immediately adjacent to the premises in Kirchlengern is the HLS logistics centre (In der Lohge 50, Bünde), which is integrated into the overall processes in Kirchlengern. In addition, it also carries out logistics functions for the entire Hettich Group. North of HLS, the production halls C2 and C3 (In der Lohge, Bünde) were built by HPH.

The premises are not located in a designated nature reserve. A stream called Markbach which empties into the river Else, flows adjacently to the premises. The flood plain of the river Else extends to a railway embankment which borders the company premises on the southern side. The designated flood plain is mostly declared as nature preserve. Here the railway track forms the border of the nature preserve, too. The river Else itself as FFH area (according to the European Habitats Directive) is an important ecological habitat.

Hettich-ONI GmbH & Co. KG (HON), based in Vlotho-Exter, is a specialist in the development and manufacture of high-quality furniture and refrigerator hinges.
As a reliable partner, Hettich-ONI supplies the furniture industry, refrigeration appliance manufacturers, craft businesses, and the do-it-yourself trade.
With innovative products and state-of-the-art manufacturing technology, the company contributes to long-lasting and functional furniture and kitchen systems.

The property at the Vlotho-Exter site, Industriestraße 11-13, is located in an industrial area. The company premises are bordered on three sides by commercial buildings and to the north by a residential area.

Even though the sites in East-Westphalia are not located in any direct protected areas, we are doing everything we can to reduce emissions as much as possible with a multi-layered action plan (e.g., through retention facilities, mobile channel barriers and emergency kits, training for colleagues, regular inspections and audits, and practical simulation of emergency procedures).

The validation and this environmental statement refer to the eight organisational units of the Hettich Group at the Kirchlengern/Bünde and Vlotho-Exter sites mentioned above.

2 Environmental Management

2.1 Sustainability Guidelines (Environmental Policy)

As a 4th generation family business, sustainability is an essential part of our corporate culture. In over 130 years of history, we have already proven sustainable business practices. However, we are not resting on our past achievements, but actively shaping a long-term future for the Hettich Group and for all of us. Our sustainability strategy focuses on the main areas of **social, societal** and **ecological responsibility** combined with economic action. Our sustainability guidelines are **binding** for all our Hettich colleagues at all levels:

- We **empower** our colleagues **at all levels** to act responsibly in terms of **successful sustainability management** and invite them to help shape.
- We provide a **safe working environment**. Our own health and that of our colleagues is our top priority. We reduce the risk of accidents at work through comprehensive preventive measures as well as concentrated, forward-looking work and safety-conscious behaviour.
- We promote **diversity and equal opportunities**. We build a trusting environment free of prejudice and exclusion, where personal responsibility, creative freedom and the courage to try things out have their place. We create a culture in which everyone can contribute their strengths, passions and ideas in the best possible way.
- We respect **international human rights**. As part of our corporate due diligence, we ensure that this requirement is met throughout the supply chain.
- We are committed to a **just** and **educated** society. We promote the voluntary activities of our colleagues. As an expression of our societal responsibility, we support education, science and social causes through monetary and in-kind donations.
- We develop **products** and **solutions** with high **quality** standards. Essential characteristics are functionality, durability, safety, environmental compatibility and resource conservation.
- We consider **continuous improvements** that sustainably **increase resource efficiency**, **reduce energy consumption** and **avoid environmental pollution** as an obligatory part of our corporate culture.
- We are committed to **complying** with **applicable** legal regulations and standards as well as internal and customer **requirements** as a minimum standard for us.
- We are committed to the target of becoming **climate neutral** in direct and indirect greenhouse gas emissions at our Hettich sites. In doing so, we give priority to avoidance and reduction of environmentally harmful emissions over offsetting them.
- We are improving the **recyclability** of our **products** on the way to a circular economy and are looking for **alternative sustainable materials** and **manufacturing methods** together with our partners.
- We oblige our **contractual partners** to fulfill our sustainability requirements and create a **trusting relationship** with our **customers, authorities** and **the public** through information and cooperation.

2.2 Description of the environmental management system

The environmental management system serves to apply and implement the environmental principles and environmental objectives defined by HHO's group management. Furthermore, compliance with EMAS III requirements, the retention of operating licenses, and the fulfillment of official requirements for the operation of production facilities are ensured. The application of the environmental management system also guarantees that negative impact on the environment is prevented, or at least reduced, in the best possible way for all activities.

All management systems were combined into Hettich`s integrated management system (MSH) including the environmental management, occupational safety management, quality management etc. In so doing, consistent higher-level processes are applied all over Hettich Group.

All colleagues, particularly management personnel, are responsible for the implementation of the management system. As representative of all companies at Kirchlengern/Bünde site, the Management of Paul Hettich GmbH & Co. KG has been given the authority to make decisions on environmental management issues, in the common interest, for the entire site.

Legal compliance, e.g. with respect to their significant environmental impact, is ensured through internal regulations. All occupational health and safety and environment-related changes are checked continually by an external service provider and provided to us with comments.

The colleagues in Kirchlengern/Bünde and Vlotho/Exter are integrated in several different ways into the environmental management system. This is done via the continual improvement processes, the corporate suggestion for improvement system, the Hettich Connect Community, the environmental committee, the environmental programme and a data file containing environmental documentation, which can be accessed by all colleagues having PC work stations.

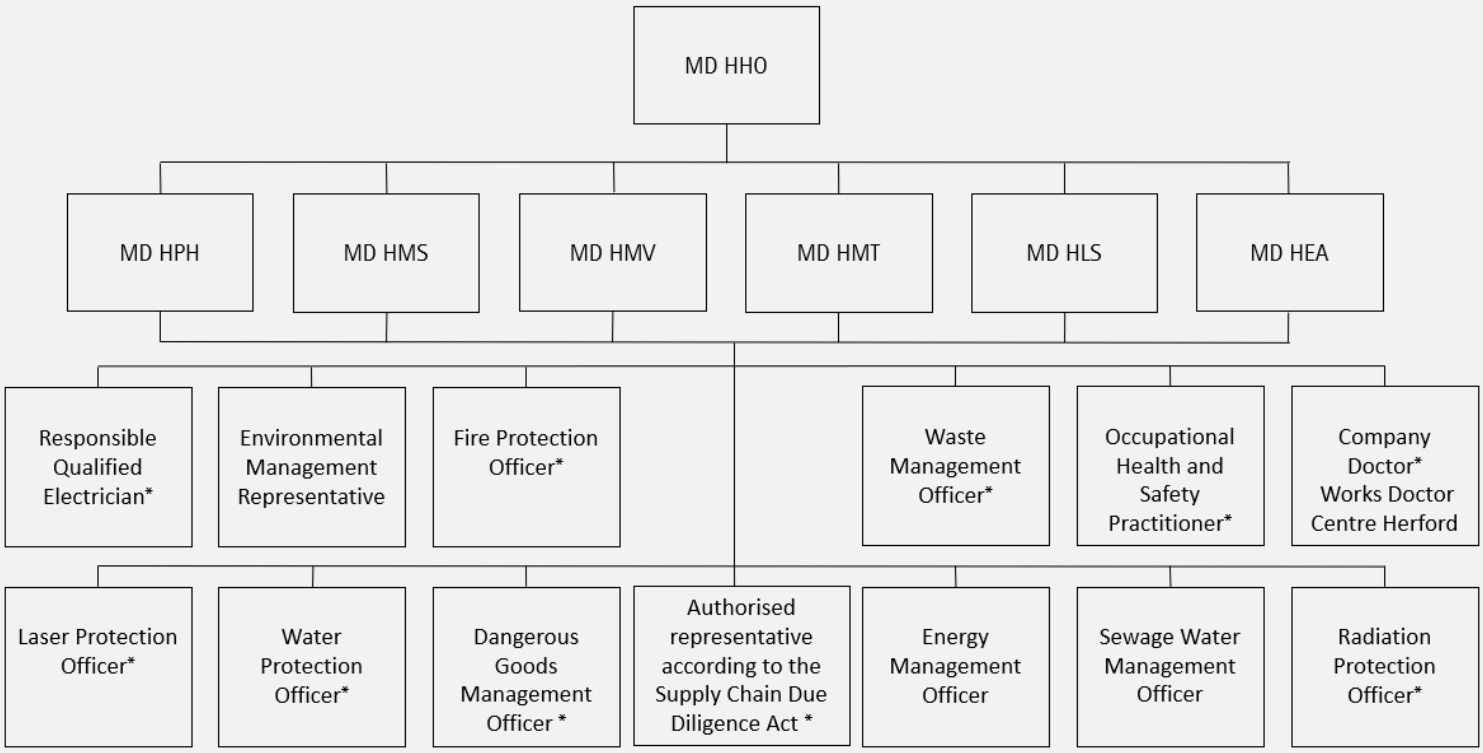
Employees are designated within the environmental management system, who are responsible for monitoring the environment-related areas assigned to them. They report directly to the Managing Directors. The organisational integration of all functions that are concerned with environmental protection (environmental management representative, waste management officer, water protection officers, etc.) is shown in the following organisational chart (figure 1).

Interested parties
An evaluation has shown that the following interest groups are involved in shaping relevant requirements for the MSH:

- external customer B2C
- external customer B2B
- internal customer (sales company)
- internal customer (manufacturing facility)
- company management
- legislators and authorities
- normative institutions
- employees
- external suppliers
- external provider
- internal suppliers/service provider

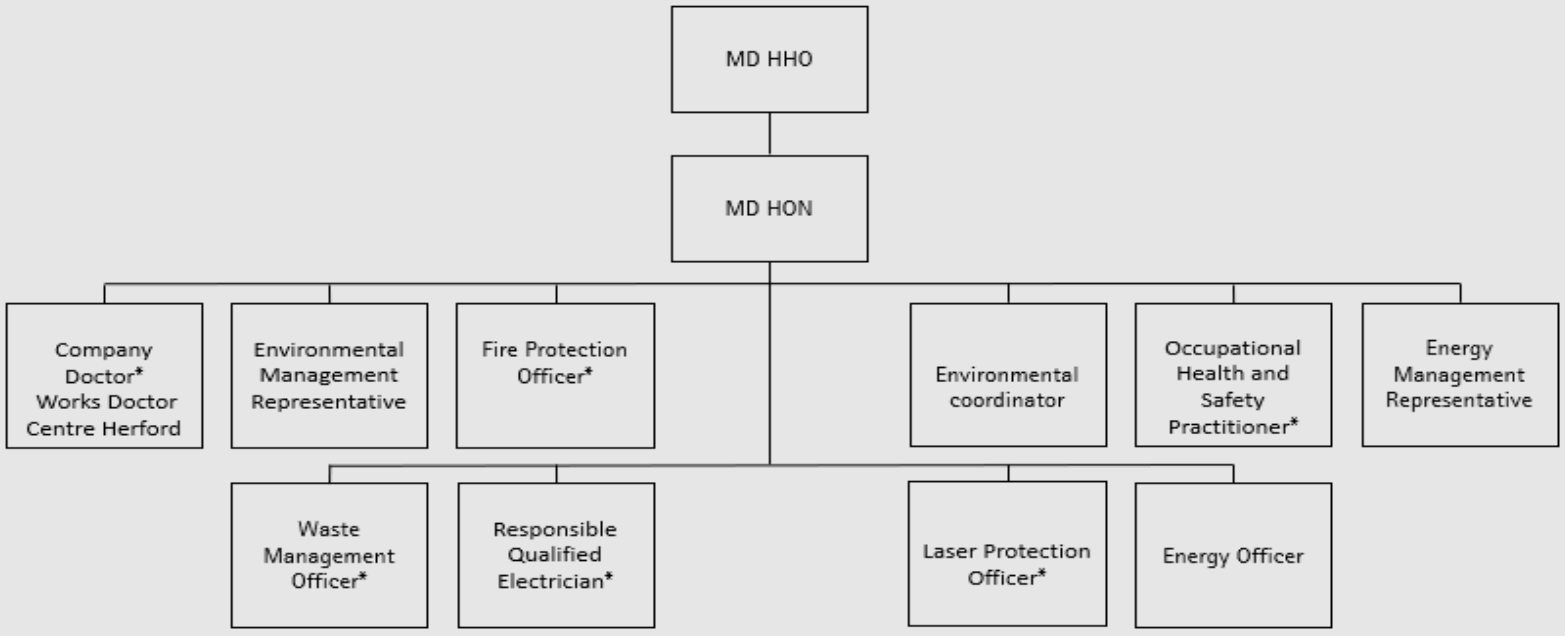
The individual requirements and their operational implementation by the MSH can be viewed in our Management System Manual.

Fig. 1: Environmental and occupational safety organizational chart site Kirchlengern/Bünde



* The assignment is legally required

Fig. 2: Environmental and occupational safety organizational chart site Vlotho-Exter



* The assignment is legally required

2.3 Eco Audits

Internal eco audits or inspections are carried out regularly in order to evaluate the environmental efficiency of our company and to continually improve the environmental protection programme. We check whether environmental management activities are in accordance with the environmental programme, that operational procedures correspond to the environmental management system, and that the environmental management system is suitable enough for effective implementation of the environmental principles in the company.

The objectives of external revalidation and monitoring audits and internal environmental audits include, in addition to evaluating the environmental management system, also checking that environmentally relevant activities comply with existing environmental legislation and the EC Eco-Audit directive (EMAS III) and ISO 14001:2015.

An external revalidation audit for the entire Kirchlengern/Bünde site and for the Vlotho-Exter site is carried out once every three years as part of the revalidation cycle. In addition, an external monitoring audit and an internal environmental audit are conducted annually. The Environmental Management Representative is responsible for conducting and coordinating the internal environmental audit and the external revalidation and monitoring audits.

The eco audits or inspections are carried out by means of an audit plan and comprise interviews, documentation checks and inspections. Checks are carried out using function-specific protocol checklists in which findings, measures and implementation deadlines are documented.

3 Environmental Aspects of our Activity

3.1 Environmental relevance

Paul Hettich (HPH)

The production techniques used in Kirchlengern / Bünde require the use of cooling and lubricating fluids, oils, chemicals and other operating materials. These materials are defined as water-endangering and hazardous materials and appropriate safety precautions are required. These materials are potentially hazardous to the environment and are stored and used in specially equipped storage areas and production plants in accordance with the statutory requirements.

The substance- and material-related aspects are therefore directly linked to the process- and plant-related aspects of environmental protection. A reduction in the environmental pollution can only be achieved if serious consideration is given to all aspects during the development phase for products and plants. Due to the product characteristics a very good recyclability is given (indirect environmental aspect).

Different production processes are applied in the Kirchlengern site in the production of drawer runners and drawer systems at HPH.

Drawer runner production
The strip steel used as raw material for the production of the drawer runners is processed using presses and profiling and punching systems. This equipment has particular environmental relevance as hydraulic oil as well as cooling and lubricating fluids are used.

The pre-manufactured basic components are partly assembled by welding machines or laser welding systems. Finally, the components are assembled into drawer runners in automatic assembly machines and by robots.

Drawer production
After being pre-manufactured on pressing/bending/welding systems, they are first cleaned and pre-treated for powder coating. This is done by means of acid degreasing, followed by cascade washing.

After the drying process, the cleaned drawers are sent to the low waste and low emission powder coating.
The components are then fitted together, partly by robot, into pre-finished complete drawers.

Drawer profile production
This production is carried out by profiling and punching as well as assembly systems with high-strength and energy-saving joining technology. The powder coating is done in the same way as described for the drawers.
The resulting cleaning and rinsing water used in the pre-treatment is treated in the company's own sewage treatment plant.

Table 1 shows the annual amount of products.

Table 1: Products HPH – Drawer runners and drawers

	Products [t]
Year	2024
Drawer runners and drawers HPH	106,441

Hettich-Oni (HON)

At its Vlotho-Exter site, Hettich-ONI GmbH & Co. KG assembles furniture hinges and refrigerator hinges from delivered and prefabricated individual components.
Production processes are largely automated and assembly-oriented, with electricity as the central resource.
The key environmental aspects include energy consumption, resource use in upstream raw material extraction, and gas consumption, which is the only direct source of CO_2 emissions at the site.
For targeted control and continuous improvement of energy efficiency, the company is currently certified according to **DIN EN ISO 50001**, which is to be replaced by EMAS certification.
Particularly noteworthy is the high-performance **energy monitoring system**, which enables detailed recording and evaluation of consumption. This forms the basis for measures to optimize consumption and reduce environmental impact.
Through these structures and measures, the site is making an active contribution to achieving the Hettich Group's environmental and energy targets.

Table 2: Products HON hinges and assembly plates

Year	Products [t]
	2024
Hinges and assembly plates (HON)	15,567

Hettich Maschinentechnik (HMT)

HMT develops and manufactures special-purpose machines according to individual requirements for internal and external customers. Classic metalworking and processing methods are used.Darüber hinaus dominieren Montagevorgänge des Sondermaschinenbaus.

In 2024, the number of hours worked decreased by 8 % compared to 2023 due to the order situation.

Tab. 3: Products HMT – Working hours

Jahr	Working hours
	2024
Industrial HMT	77,934

Hettich Management Service (HMS)

In prototype and small batch series, HMS uses lathes and milling machines as well as plastic injection mounting plants to process metal, wood and plastic. Furthermore, presses and other machines are also used for sheet metalworking. The departments Corporate IT (computer systems) and Facility Management (support for cooling systems, emergency power generator, combined heat and power plants) are also located at HMS.

Hettich Logistik Service (HLS)

At HLS logistics processes are developed in carefully coordinated time windows with the help of modern technology and software systems.

In addition to the processing of incoming goods and warehousing of products, a focal point is the dispatch of goods to customers and subsidiaries with formation of packages (see Table 4).

The significant environmental relevance of HLS lies in the use of transport packaging. With regard to the indirect environmental impact, the special importance lies in the selection of the transport routes and the logistics service provider.

Table 4: Products HLS - Packages

Year	Packages
	2024
Packages HLS	483,480

Hettich Holding (HHO)

HHO carries out purely administrative tasks. No activities are carried out that are of particular environmental relevance. The main focus of HHO is on intergroup tasks. In this connection, the principles for the company group are developed.

Hettich Marketing und Vertrieb (HMV)

HMV is a sales company. The main environmental pollution here comes from the sales representatives who cover long distances each year using company cars. (see table 26 and 27).

Hettich Education Academy (HEA)

The HEA is a purely educational company that promotes the training and further education of young talent and employees. No activities with particular environmental relevance are carried out here.

3.2 Determination and monitoring of important environmental aspects

All environmental effects of our company are gathered according to the requirements of EMAS III and evaluated regularly concerning possible measures. From this, targets are derived (see table 5 and 6).

The following table shows a summary of the results. These results depend on the assessment of importance with the levels "high", "average", "low". The assessment is carried out by an expert determination on the basis of the following aspects:

Frequency of appearance
How often is the input material used or the output material emitted?

Consumption rate / Output rate
How high is the consumption rate / output rate?

Environmental damage potential
Which impacts on the environment can be expected? At this, direct as well as indirect impacts are considered (e.g. emission for the power generation).

Controllability – normal operation
How good are the changes recognisable at normal operation?

Normal operation condition: Plant works without fault, all security and control systems are fully functional.

Controllability – Special situations
How good are the changes recognisable in special situations (in the event of fault, system failure, fire, catastrophes)?

We consider the life cycle in the assessment of environmental aspects (see following table). Environmental aspects are already taken into account in the development of new products. Environmental aspects are also identified in subsequent processes such as purchasing, production, use and disposal. The resulting environmental impacts are controlled via management processes and environmental programme points.

Evaluation system:
Environmental damage potential (=1-5)
Frequency (=1-5) Evaluation of environmental aspects only comparative for the site
Quantity (=1-5)
Controllability (=1-3) e.g. low controllability means a high environmental relevance and thus "3"
Result = Environmental damage potential x Frequency x Quantity x Controllability

Low level	1 - 24	points
Medium level	25 - 50	points
High level	>50	points

The evaluation of chances and risks results, among other things, in the result of the assessment of environmental aspects.

Table 5: Material environmental aspects

Life cycle stage	Activity/Product	Environmental aspect d: direct, type i: indirect, type	Environ-mental damage potential	Frequency	Quantity	Controll-ability	Result of the evaluation	Explanation	Risks and opportunities	KL/Bü	HON
Raw material extraction / procurement	Iron and steel	i: Extraction of crude iron i: Steel production	4	5	5	3	**high**	Essential basic material, energy-intensive extraction	R: Rising material costs due to stricter environmental standards in the extraction/processing phase O: Use of CO2-reduced steel O: Use of 100% recycled steel	X	X
	Electroplating of components	i: Energy consumption i: Raw material use i: Use of hazardous substances i: Pollutant emissions	5	5	5	3	**high**	All metal components undergo a galvanic finishing process.	R: Increased legal requirements for finishing processes R: Lack of acceptance R: Rising material and energy costs O: Resource-efficient material finishing		X
	Powder for powder coating	i: Extraction of raw materials i: Production of powder	3	5	1	2	**medium**	The quantity used is low when compared to steel.	R: Rising material costs due to stricter environmental standards in the extraction/production/processing phase	X	
	Plastic components	i: Extraction of the plastic i: Manufacture of the components	2	5	1	2	**low**	Low throughput in relation to product mass	R: Rising material costs due to stricter environmental standards in the extraction/production/processing phase	X	X
	Timber/wood products	i: Timber harvesting i: Wood processing	1	3	1	1	**low**	Largest proportion FSC certified. The quantity used is low when compared to steel in terms of mass.	R: Rising material costs due to stricter environmental standards in the extraction/production/processing phase	X	
	Raw commodities and operating materials	i: Extraction of raw materials i: Manufacture of materials	2	5	1	2	**low**	Low throughput in relation to product mass	R: Rising material costs due to stricter environmental standards in the extraction/production/processing phase	X	X
Development	Construction	i: Pollutant limitation i: Electricity consumption i: Waste disposal i: Raw material use	2	3	4	1	**low**	No energy, space, or material consumption; no emissions	R: Prohibitions on the use of certain substances; prevention of product reuse/recyclability, O: Reduction of environmental impact through eco-design	X	X
Utilization phase	Mechanical products	none	--	--	--	--	--	No energy, space, or material consumption; no emissions		x	x
	Electrical products	d: Electricity consumption	2	2	1	1	**low**	Only a small proportion of electrified fittings, low power consumption per device	R: Improper use by the customer leads to significantly increased energy consumption and a shorter service life O: Low operating costs due to low power consumption are increasingly being considered a positive selling point by customers	x	x
Disposal	Products	i: Recycling i: Resource consumption	2	5	5	1	**low**	Very durable consumer goods with a long service life.All products are sent for disposal.The choice of product material (steel/plastic for drawers) makes them easy to control. Steel can be recycled with >95% of its value retained.	R: Improper disposal of products by users, resulting in environmental damage; higher environmental requirements. O: Waste avoidance through reuse and recycling; high customer acceptance.	x	x

Table 5: Material Environmental Aspects (continued)

Life cycle stage	Activity/Product	Environmental aspect d: direct, type i: indirect, type	Environ-mental damage potential	Frequency	Quantity	Controll-ability	Result of the evaluation	Explanation	Risks and opportunities	KL/Bü	HON
Profiling	**Profiling** Refrigerant disposal	d: Waste disposal	1	5	2	2	**low**	Frequent use but good controllability	R: Higher requirements for special disposal; restrictions on certain ingredients due to REACH O: Use of other, less hazardous cooling lubricants: Use of new application technology for minimum quantity lubrication	X	
	Profiling Steel consumption	d: Steel consumption	4	5	5	3	**high**	High consumption levels and high indirect environmental impact	R: Steel price increases, resulting in the risk of margin erosion due to unenforceable product price increases; O: Reduction of operating and maintenance costs through high quality requirements and the use of the best available technology; use of CO2-reduced steel	X	
	Profiling Electricity consumption	d: Electricity consumption	1	5	5	2	**medium**	Hettich locations in Germany use 100% certified green electricity.	R: High price increases due to dependence on suppliers; sufficient availability of green electricity; power outages, resulting in unplanned production downtime O: Expansion of in-house power generation, e.g. with PV systems; increase in energy efficiency, thereby reducing electricity consumption	X	
	Assembly of drawer and runner systems Electricity consumption	d: Electricity consumption	1	5	3	2	**medium**	Hettich locations in Germany use 100% certified green electricity.	R: High price increases due to dependence on suppliers; sufficient availability of green electricity; power outages, resulting in unplanned production downtime O: Expansion of in-house power generation, e.g. with PV systems; increase in energy efficiency, thereby reducing electricity consumption	X	
	Assembly of hinges Electricity consumption	d. Electricity consumption	1	5	5	2	**medium**	Hettich locations in Germany use 100% certified green electricity.	R: High price increases due to dependence on suppliers; sufficient availability of green electricity; power outages, resulting in unplanned production downtime O: Expansion of in-house power generation, e.g. with PV systems; increase in energy efficiency, thereby reducing electricity consumption		x
	Drawer and frame manufacturing Powder consumption	d: Powder consumption	3	5	1	2	**medium**	Mass comparison with steel	R: High price increases due to dependence on suppliers; O: Reduction of operating and maintenance costs through high quality requirements and the use of the best available technology	x	
	Drawer and frame manufacturing Gas cosumption	i: Consumption of natural gas	4	5	5	2	**high**	High CO2 eq emissions from natural gas use	R: High price increases due to dependence on suppliers	x	
	Drawer and frame manufacturing Water consumption	d: Water consumption d: Discharge of industrial wastewater	1 2	2 2	1 1	1 1	**low** **low**	Mass comparison with steel	R: Higher legal requirements for the operation of wastewater pretreatment plants R: Deterioration in the availability of water	x	

Table 5: Material Environmental Aspects (continued)

Life cycle stage	Activity/Product	Environmental aspect d: direct, type i: indirect, type	Environ-mental damage potential	Frequency	Quantity	Controll-ability	Result of the evaluation	Explanation	Risks and opportunities	KL/Bü	HON
Product manufacturing	**Logistics/Transport** Fuel consumption	i: Fuel consumption	3	5	3	1	**medium**	Indirect, as transport is handled by shipping companies. Medium CO2-eq. emissionsMedium consumption levels and good controllability	R: Higher environmental requirements for logistics companies limit the number of providers and can lead to higher costs. O: Choosing regional suppliers leads to an improved transport balance, lower travel costs for service providers, and faster response times. O: Electrification of the truck fleet leads to a reduction in CO2-eq. emissions.	x	
		i: Exhaust emissions	3	5	3	1	**medium**				
		i: Electricity consumption	1	5	3	1	**low**	Hettich locations in Germany use 100% certified green electricity.	R: High price increases due to dependence on suppliers; sufficient availability of green electricity O: Expansion of own electricity generation, e.g. with PV systems; increase in energy efficiency, thereby reducing electricity demand		
	Logistics/Transport Fuel consumption	i: Fuel consumption	3	5	2	1	**low**	Indirect, as transport is handled by shipping companies. Medium CO2-eq. emissionsMedium consumption levels and good controllability	R: Higher environmental requirements for logistics companies limit the number of providers and can lead to higher costs O: Choosing regional suppliers leads to an improved transport balance, lower travel costs for service providers, and faster response times. O: Electrification of the truck fleet leads to a reduction in CO2-eq. emissions.		x
		i: Exhaust emissions	3	5	2	1	**low**				
		i: Electricity consumption	1	5	2	1	**low**	Hettich locations in Germany use 100% certified green electricity.	R: High price increases due to dependence on suppliers; sufficient availability of green electricity O: Expansion of own electricity generation, e.g. with PV systems; increase in energy efficiency, thereby reducing electricity demand		
	Transport Accident when delivering hazardous substances	d: Water/soil contamination	4	1	3	1	**low**	Low consumption quantities with good controllability	R: Environmental damage	x	x
	Property and buildings Electricity consumption	d: Electricity consumption	1	5	2	1	**low**	Hettich locations in Germany use 100% certified green electricity.	R: High price increases due to dependence on suppliers; sufficient availability of green electricity O: Expansion of own electricity generation, e.g. with PV systems; increase in energy efficiency, thereby reducing electricity demand	x	x
	Property and buildings Gas consumption for generating heat	d: Natural gas consumption	4	3	3	2	**high**	Approx. 30% of CO2-eq. emissions of Kirchlengern-Bünde site Approx. 95% of CO2-eq. emissions of HON site	R: High price increases due to dependence on suppliers O: Reduction of CO2-eq. emissions through renewable heat generation	x	x
	Cumbustion engines	d: Fuel consumption	3	5	2	1	**medium**	Medium consumption	R: Generation of exhaust emissions; increase in fuel prices O: Electrification of the company car fleet	x	x
		d: Exhaust emissions	3	5	2	1	**medium**	Medium CO2-eq. emissions			
	Company vehicle fleet Electric vehicles	d: Electricity consumption	1	5	2	1	**low**	Hettich locations in Germany use 100% certified green electricity.	R: High price increases due to dependence on suppliers; sufficient availability of green electricity O: Expansion of own electricity generation, e.g. with PV systems; increase in energy efficiency, thereby reducing electricity demand	x	x

3.3 Environmental goals and programme

We have drawn up an environmental programme in order to implement our environmental principles and achieve our future environmental goals. The concrete measures are defined and project officers are assigned to ensure implementation. The achievement of the environmental goals will be guaranteed through the timely implementation of the individual points of the environmental programme.

The programme points agreed by the management are be entered in a three-year list (EMAS audit cycle) and their status will be updated. The new environmental programme points suggested by the environmental committee will be agreed by the management and will be checked at the next appointment with the environmental advisor. The environmental points that have not been completed at the end of the three-year period will be carried forward into the next environmental programme. Previous experience has shown that, through this procedure, there is a significantly higher implementation rate in the environmental programme.

The environmental goals and measures will be checked and updated in the interim audit and in the environmental audit. Furthermore, the Environmental Management Representative and the other company officers work towards achieving the environmental goals and their implementation is monitored by the environmental committee.

The Environmental Management Representative is responsible for monitoring and ensuring that measures are carried out on schedule. He reports to the Managing Director and the environmental committee.

We have transferred the pending points of the former programme to our new environmental programme (2022– 2024) and added further points. At the time of the intermediate validation in July 2025, two new points had been added.

An energy efficiency team of qualified employees from different specialist departments has been put together to analyse all areas and work out possible areas of improvement. Furthermore supplementary energy efficiency audits have been introduced within the scope of a proven production management method (TPM). Due to this, further savings in power consumption could be achieved. We continue to analyse potential and in so doing we expect a considerable reduction, especially in the amount of power consumed.

Table 6 : Measures completed by May 2025 for site Kirchlengern/Bünde

Environmental Aspect	Environmental goal/measure	Reference year	Responsible (Company)	Date	Status
Energy consumption	The photovoltaic system on Hall B7 is to be expanded by a further 230 kW peak.	2021	Facility Management (HMS)	Jun 22	The project was successfully implemented.
	Central switching on and off of interlinked production plants. This is expected to save up to 293,800 kWh/a after implementation in 2023 (for a 15-shift week).	2022	Control enginieering HPH	Dec 24	The implementation did not take place within the scope of a defined project, but was incorporated into a CIP. The actual savings achieved in this area cannot be measured.
	By gradually reducing the working pressure of the compressed air to 0.4 bar, up to 70,000 kWh of energy is expected to be saved each year.	2024	Technical project planning (HPH)	Dec 24	The project has been completed. Approximately 50,000 kWh will be saved each year.
	An absorption system will be used in building C3 to utilize the heat from the compressors for cooling. The actual amount of energy saved can only be determined after implementation.	2023	Facility Management (HMS)	Oct 24	The project has been completed. The actual savings have not yet been determined due to the operating capacity situation. The potential savings amount to around 113,000 kWh/a.
Resource consumption	Two additional photovoltaic systems with a maximum peak output of 1,000 kW per system are to be installed on the roof of the new C3 building.	2022	Facility Management (HMS)	May 24	The project was successfully implemented.
	The switch from chemical to inductive paint stripping results in a 100% reduction in chemical paint stripping agents.	2018	Production Manager (HPH)	July 23	The project was successfully implemented. 87 tons of hazardous substances are saved.
	The optimization of a pallet wrapping process in Hall A8 is intended to save wrapping film.	2022	Production Manager (HPH)	Aug 23	The project was successfully implemented. 610 kg of film will be saved each year.

The following table summarizes the current and new environmental goals.

Table 7: Environmental goal for Kirchlengern/Bünde and Vlotho-Exter

Environmental Aspect	Environmental goall/measure	Reference year	Responsible (company)	Date	Status
Energy consumption	Concept development for the use of heat pumps at the site. The actual amount of energy saved can only be determined after implementation.	2022	Facility Management (HMS)	Oct 25	Project is currently in the planning stage.
	Ten drilling stations in Sensys hinge production are to be converted from pneumatic to electric drives. This measure will save around 390,000 m^3 of compressed air per year, which corresponds to an electricity equivalent of approximately 37,000 kWh. The conversion makes an important contribution to increasing energy efficiency and conserving resources in the production process.	2025	Technical project planning (HON)	June 25	Project is currently in the planning stage.
CO_2 emissions	By optimizing a logistics process, goods are to be transported directly to the customer without intermediate storage. This will save approximately 6,700 km of transport distance.	2021	Technical project planning (HPH, HLS)	Sep 25	Project is currently in the implementation phase.
	The baking ovens in the new powder plant in production hall C3 are to be powered by synthesis gas in future. A syngas plant is planned for this purpose, which will produce wood gas from wood chips. The potential savings in natural gas amount to approx. 5%.	2023	Technical project planning (HPH)	Dec 25	The project is currently in the start-up phase.
Resource efficiency	To improve resource efficiency, the existing, high-performance system for recording measurement data on energy, heat, gas, and water is to be further developed and optimized. The aim is to make existing data collection even more systematic through the use of suitable software solutions, to bundle information centrally and to evaluate it efficiently. This should enable meaningful key figures to be developed and consumption trends to be presented transparently and made analyzable. On this basis, potential savings can be identified and appropriate optimization measures derived.	2025	Energy Managment (HMS)	Apr 26	Project is currently being implemented
Occupational Health & Safety	As part of our ongoing commitment to environmental and occupational safety, we plan to conduct a voluntary evacuation drill on our premises in 2025. The aim of this measure is to review procedures in the event of an emergency, raise employee awareness of safety issues, and identify potential areas for improvement.	2024	EHS (HON)	Dec 25	Project is currently in the planning stage.
	As part of our comprehensive environmental and safety management system, we are planning to conduct a voluntary emergency drill on our premises in 2026 in cooperation with the local fire department. The aim is to strengthen cooperation with the emergency services, test internal emergency plans, and realistically simulate potential environmental hazards.	2024	EHS (HON)	Dec 26	Project is currently in the planning stage.

4 Presentation of Operative Environmental Performance

The development of the operational environmental protection over the last years is described below and illustrates the environmental performance of our company site. In order to be able to illustrate the changes effectively when compared to the previous years, we have introduced relative environmental performance values. The raw materials used have been taken as reference sizes when determining these values. On the one hand, the environmental performance values allow the effectiveness of environmental relief measures to be illustrated without being influenced by production variations. On the other hand, meaningful environmental performance values assume at least a constant product and process spectrum on the site.

The table below summarizes the development of index values at site Kirchlengern/Bünde and Vlotho-Exter compared to the previous year.

Kirchlengern/Bünde:	
1. Specific amount of waste	- 5.0 %
2. Specific water consumption	+ 25.1 %
4. Specific power consumption	+ 1.5 %
5. Specific gas consumption	+ 8.4 %
6. Specific CO_2 emissions	+ 6.9 %

Vlotho-Exter:	
1. Specific amount of waste	+ 3.8 %
2. Specific water consumption	+ 11.7 %
4. Specific power consumption	- 3.8 %
5. Specific gas consumption	- 15.7 %
6. Specific CO_2 emissions	- 15.7 %

Note on the significance of environmental indicators:
Shifts in production focus and production-related changes (e.g., energy-intensive technologies such as laser welding, robot systems, or transfer lines) can affect the comparability of the indicators. In addition, material savings per unit—despite positive environmental effects—lead to higher unit numbers per raw material, which can distort key figures. Overall, environmental indicators therefore reach the limits of their informative value in individual cases.
Many of the newly required indicators have been a fixed part of the management review of Hettich for many years. From the measurement of greenhouse gases and the other emissions into the air, it is clear to us that only the CO_2 emissions which have also been taken into consideration in the last few years have a corresponding relevance.

4.1 Raw commodities and operating materials

Various raw commodities and operating materials are required either directly or indirectly in the production of our products, the operation of production systems, for packaging the products, etc. The purchase of raw materials and supplies in 2024 is within the scope of production volume.

Table 8: Raw commodities and operating materials site Kirchlengern /Bünde - 2024

Year	Raw commodities and operating materials [t]
	2024
Raw materials (steel, wood panels, powder paint)	125,112
Operationg materials (e.g. oils/grease, chemicals, cardboard packaging)	7,101
Total raw and operating materials	132,213

Table 9: Raw commodities and operating materials site Vlotho-Exter- 2024

Year	Raw commodities and operating materials [t]
	2024
Raw materials (steel components)	15,567
Raw materials (plastic components/dampers)	2,897
Total raw and operating materials	18,464

Fig. 3: Use of raw and operationg materials in Kirchlengern/Bünde

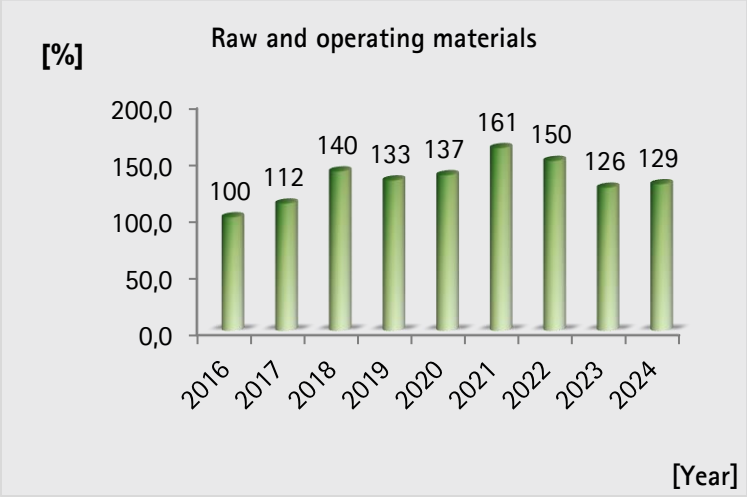
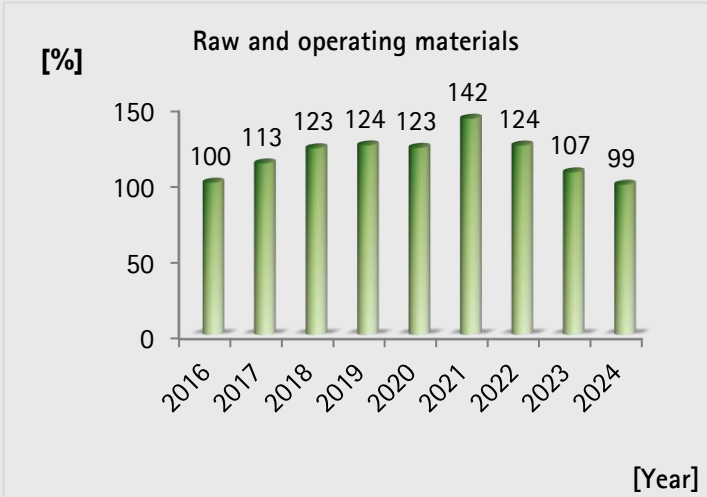


Fig. 4: Use of raw and operationg materials in Vlotho-Exter



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The European regulation on chemicals "REACH" (**R**egistration, **E**valuation and **A**uthorisation of **Ch**emicals) came into force on 1 June 2007. This has meant a comprehensive revision of the applicable chemical regulation. It is not only the chemical industry that is affected but also the so-called "downstream users", to which the Hettich companies at site Kirchlengern / Bünde and site Vlotho-Exter belong. They are obliged to use the chemicals and preparations only as indicated by the manufacturer. If different uses are required, the manufacturer must be requested to apply for this or the user himself must register such uses with the authorities. Furthermore bans on substances are controlled through REACH.

All necessary checks and measures have been carried out or introduced in our companies at site Kirchlengern / Bünde and site Vlotho-Exter, in order to fulfil the REACH requirements, also in relation to suppliers and customers.

4.2 Waste

Total amount of waste

A waste sorting system has been put into practice at site Kirchlengern/Bünde and Vlotho-Exter covering at present 36 types of waste. The annual amounts are registered and documented both in a waste balance sheet and in the annual report from the officer waste disposal. The different types of waste are separated by type and collected for disposal in suitable containers located on the company premises.

New disposal companies are integrated into our environmental principles right from the start. The strict environmental requirements demanded in the invitation to tender are confirmed before the contract is awarded by proof of certification in accordance with the Disposal Specialist Companies Ordinance of the disposal company.

Within the scope of waste disposal, we keep on working exclusively together with certified specialised waste management companies.
A large portion of the waste produced by us can be recycled and brought back into the economic cycle. The recycling rate is again over 85 percent this year.

In 2024, the total amount of waste at the Kirchlengern/Bünde site fell by 5.0 percent compared with the previous year. At the Vlotho-Exter site, the total amount of waste rose by 3.8 percent compared with the previous year.
Tables 10 and 11 provide an overview of the annual waste quantities in 2024.

Specific amount of waste

The presentation of the specific amount of waste (fig. 3) has been adjusted by the disproportionately represented scrap. Due to various product ramp-ups and adjustment of stocks, an increase in the specific amount of waste can be observed az site Kirchlengern/Bünde in 2018 and 2019. Since 2018, the figure is shown adjusted.

Fig. 5: Comparison figures – Specific amount of waste Kirchlengern/Bünde

Please note: The adjusted waste quantities include waste from product ramp-ups, additional packaging, special waste disposal products and trays

The product content is made up of three main groups: steel, powder coating and wood panels.

Fig. 6: Comparison figures – Specific amount of waste Vlotho-Exter

Please note: Valid data is available for the Vlotho-Exter site from 2022.

Table 10: Essential types of waste site Kirchlengern/Bünde - 2024

	Waste [t]
Year	**2024**
Powder paint	53.0
Metal	15,080.7
Cardboard packaging	630.0
Waste wood	320.5
Plastics	44.0
Residual waste	267.1
Other waste	212.4
Total amount of "non-hazardous waste"	**16,607.7**
Paint sludge	21.9
Phosphate sludge	241.8
Emulsion	54.9
Waste oils	17.3
Oil-laden operating mat.	14.1
Other waste	70
Total amount of „hazardous waste"	**420.0**

Table 11: Essential types of waste site Vlotho-Exter- 2024

	Waste [t]
Year	**2024**
Powder paint	not applicable
Metal	199.83
Cardboard packaging	41.17
Waste wood	4.52
Plastics	21.32
Residual waste	20.34
Other waste	1.12
Total amount of "non-hazardous waste"	**288.30**
Paint sludge	not applicable
Phosphate sludge	not applicable
Emulsion	2.40
Waste oils	0.60
Oil-laden operating mat.	5.43
Other waste	1.07
Total amount of „hazardous waste"	**9.50**

4.3 Water and sewage

Process water is used mainly for cleaning and degreasing in the drawer and runner production (halls A8/B4/B5/B7/C2) in Kirchlengern/Bünde. Furthermore smaller amounts are used for the cooling lubricant supply for the profiling systems.
During previous years, evaporative cooling plants were put into operation for cooling. As a result the water consumption increased during summer months.
At the Vlotho-Exter site, water is used almost exclusively for sanitary purposes.

Table 12: Water consumption Kirchlengern/Bünde – 2024

	Water consumption [m³]
Year	**2024**
Sanitary water	18,204
Process water (A8/B4/B5/B7/C2)	11,307
Total consumption	29,511

Table 13: Water consumption Vlotho-Exter – 2024

	Water consumption [m³]
Year	**2024**
Sanitary water	2,002
Process water	2
Total consumption	2004

Fig. 7: Comparison figures – Specific water consumption Kirchlengern/Bünde

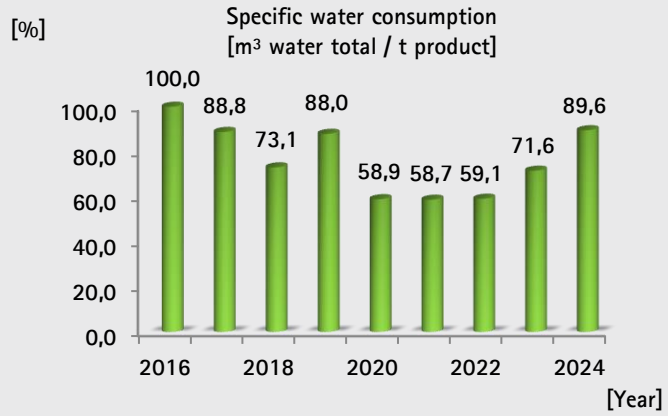
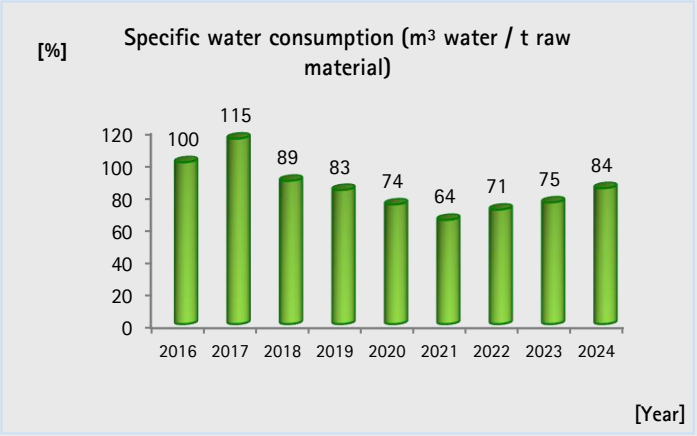


Fig. 8: Comparison figures – Specific water consumption Vlotho-Exter



Water consumption

Total water consumption at the Kirchlengern/Bünde site is higher than in the previous year. This is mainly due to the commissioning process in C3 and a broken water pipe. Specific water consumption (see Fig. 7, in m³ total water/t product) rose by 18 percent compared with the previous year. The increase is mainly due to the economic situation and overall additional water consumption. Through a regular "Jour Fixe", consumption is analyzed and measures derived.

Total water consumption at the Vlotho-Exter site is at the same level as in previous years.

Waste water

At site Kirchlengern/Bünde waste water accumulates in the form of production, sanitary and precipitation rainwater sewage. The production and sanitary sewage is discharged into the sewage system that is connected to the local sewage treatment plant in Löhne.
In Factory A, there are three large capacity underground rainwater retention systems that relieve the receiving water in case of heavy rainfall. The twin flow channels near A3, A8 have volumes of 690 m³ and 302 m³ respectively. The backwater channel at the building extension of A5 has a volume of 28 m³.
The part of the precipitation water coming from the roof area in factory B is passed through a surface seminatural retention reservoir with a volume of 400 m³ and then discharged directly into a small watercourse (receiving water). For the precipitation water of B7 there is an additional above-ground retention pond with a volume of 1,200 m³.
The water from the roof area of the high-rack storage C1 is retained by a surface backwater reservoir with a volume of 610 m³ and a subsurface backwater channel with a volume of 27 m³.

Table 14: Waste water Kirchlengern/Bünde – 2024

	Waste water [m³]
Year	**2024**
Sanitary water	18,862
Waste water from treatment as well as full desalination plant	6,117

The difference between process water consumption and waste water evaporates due to the water and component temperature as well as the large surface of the product in the area of the pre-treatment plant and in drying the drawers before the powder coating.

The sewage treatment plants comprise a neutralization, a flocculation and a filtration.

The surface water of the paved yard areas and the picking hall collect in a surface seminatural retention reservoir with primary clarifier and 1,400 m³ impoundment volume, before draining off into a receiving water course.

For the new building C3, the previous above-ground retention basin of C2 had to be relocated. This now covers the entire volume (4,400 m³) of halls C2 and C3. The rainwater is first collected there and then discharged into a receiving watercourse. The wastewater from production comes exclusively from drawer manufacturing (HPH). The water is then treated in the company`s own waste water treatment plants before being routed in the public drainage system.
Samples are taken to ensure that limit values are observed (see table 15).

The sewage treatment plants are monitored through our own and official measurements, maintenance work, regular inspections and visual checks. The specified limit values are reliably complied with in accordance with external laboratory analyses.

The concentration of substances discharged from the sewage treatment plants into the public sewage (direct discharger) results in the following annual load (calculation based on three measuring reports predetermined from public authorities for each sewage treatment plant from 2024, see table 15) for the subsequent communal sewage treatment plant.

Table 15: Waste water limits and loads of wastewater treatment plants B4 and C2 at the site Kirchlengern/Bünde - 2024

Wastewater limits and loads of the wastewater treatment plant				
Parameter	**Unit**	**Value determined ø**	**Limit value**	**Annual load [g/a]**
AOX [1)]	mg/l	0.05	1	306
LHKw [2)]	mg/l	0.01	0.1	61
Zink	mg/l	0.1	2	612
Hydrocarbons	mg/l	0.4	10	2,447

[1)] Absorbing organically-linked halogenates
[2)] Low volatile halogenated hydrocarbons

At the Vlotho-Exter site, waste water is generated exclusively in the form of sanitary and rainwater. This is discharged into the sewer system, which is connected to the municipal wastewater treatment plant in Vlotho. There are two underground rainwater retention structures at the site, which serve to relieve the municipal rainwater sewers during heavy rainfall. These were constructed when the production areas were expanded in 2017.

The water retention unit located north of Hall 6 has a storage volume of 222 m³. It collects rainwater from the roof of Hall 6 and the adjacent northern parking lot. The retained water is then discharged into the public rainwater drainage system at a reduced rate.

The roof areas of Hall 7 and the paved areas of the adjacent logistics yard are drained via a second underground rainwater retention basin located to the west. This has a retention volume of 78 m³ and is equipped with an upstream sedimentation system to pre-treat the surface water from the logistics yard that requires treatment.

The roof areas of the older building sections H1 to H5, on the other hand, drain directly into the public rainwater sewer system without retention.

Table16: Waste water Vlotho-Exter– 2024

	Waste water [m³]
Year	**2024**
Sanitary water	2,002

4.4 Energy

4.4.1 Site Kirchlengern/Bünde

For heating of buildings and degreasing baths, district heating is procured on site Kirchlengern/Bünde from a district heating plant that generates electricity as well as heat (combined heat and power).
Natural gas is the most important source of energy that is used to generate heat in the production facilities (baking furnaces in the powder coating as well as heating the paint removal baths) and for the combined heating and power stations A5 and B7 as well as for the peak load boiler A5 und C2. The Logistics Centre which came into operation in 2006 is also heated by natural gas. A special feature here is the efficient gas-infrared heating system in the picking area.
The electricity mostly is supplied from the public grid. Since 2007, power is supplied via medium-voltage lines between the transformer substation and the factory.

Energy savings with new buildings

The Hettich new buildings are outstanding due to a far-reaching consideration of energy and ecological aspects. This includes all areas such as use of energy, building material and area consumption. As an energy-neutral building, the Hettich Forum serves as a model for a sustainable, futuristic building design.

The insulation which is 40 mm thick consists to a large extent of environmentally-friendly cellulose material.

The own requirements set and experience gained in connection with the Hettich Forum were also continued in the other new buildings of the production halls C2, C3 and B7. The sustainability features implemented include a building envelope predominantly made of wood (a renewable and CO2-binding building material) and a heat requirement that is far below the requirements of the German Energy Saving Ordinance (EnEV). Furthermore, the electricity consumption required for lighting was also reduced compared to conventional lighting.

Part of the sustainability concept is also the photovoltaic system on the roof of B7 with an installed capacity of approximately 500 kWp as well as two planned photovoltaic systems on the roof of C3 with a total capacity of 2,000 kWp.

The sustainability properties of the buildings have led to Hettich being awarded the Industrial Constuction Prize for Sustainable Building in 2018. The new buildings are a sustainable contribution to responsible industrial construction in terms of production logistics, energy technology and building typology.

Energy generation

In February 2018, the B7 photovoltaic system was commissioned and expanded in 2022, generating 187 MWh of electricity last year. In addition, another photovoltaic system was commissioned on building C3 in summer 2024, which generated 695 MWh of energy from sunlight in 2024. Heat is generated on site by two CHP units and four boilers. Two of the boilers can be fired with oil if necessary. Two 50,000-litre oil tanks are available for this purpose. However, for environmental reasons, the boilers are fired with gas.

Three heat pumps (one air-source heat pump and two water-water heat pumps) were also installed in production hall B7. The water-water heat pumps use the waste heat from cooling for heating processes. The air-water heat pump is used for cooling and heating processes, depending on the weather conditions.

Energy consumption

Absolute electricity consumption increased by 3.5 percent. This is due to the start of production in Hall C3.

The site in Kirchlengern/Bünde has grown steadily in recent years. As a result, approximately 49,000 m² more space has to be supplied with energy (lighting, ventilation, cooling) compared to 2012.
On the positive side, the additional heating requirements are so low due to the highly heat-insulated wood frame construction of the building expansions, that they are hardly noticeable in the overall statistics.

Proportion of renewable energies in energy consumption

The amount of heat generated via combined heat and power, including waste heat used, is 4,013 MWh. The amount of electricity generated in-house is 2,885 MWh (see Table 17).

Since 1 January 2017 the site in Kirchlengern/Bünde exclusively obtains certified clean power
(water and wind energy as well as other renewable energy sources such as solar and bioenergy).
In addition to the expanded photovoltaic system on B7 and the planned photovoltaic system on C3, the Hettich Group sees this as an opportunity to further advance the topic of renewable energies. A pyrolysis plant is also planned for the new production hall C3, which will supply the production process with wood gas obtained from wood gasification. This is another step toward reducing our carbon footprint and avoiding fossil fuels in the production process.

Table 17: Own energy generation, Kirchlengern Bünde - 2024

Year	Own energy generation [MWh]
	2024
Power photovoltaics (B1)	151
Power photovoltaics (B7)	187
Power photovoltaics (C3)	695
Power CHP (B7)	135
Power CHP (A5)	1,717
Total power	2,885

Table 17 Own energy generation - 2024 (continued)

Year	Own energy generation [MWh]
	2024
Heat CHP plant (A5)	1,940
Heating boiler (A5)	3,558
Heat central compressed air system (B8)	1,471
Heating boiler (C2)	540
Heat central compressed air system (C2-1)	131
Heat central compressed air system (C2-2)	42
Heat CHP plant (B7)	241
Heating boiler (B7)	-
Heat water-water heat pump (B7 – 1)	55
Heat water-water heat pump (B7 – 2)	133
Total heat	8,111

Table 18: Primary energy consumption site Kirchlengern Bünde – Comparison 2024 to previous years

	Energy consumption	
	Change compared to previous year [%]	Change compared to 2022 [%]
Power [1] [MWh]	+ 0.4	- 9.8
Natural gas [2] [MWh]	+ 7.7	- 15.0
Heating oil [MWh]	---[3]	---[3]
Total	**+ 8.1**	**- 24.8**

[1] Obtained from public grid without own power generation CHP units B7, A5, and the photovoltaics systems B1, B7.
[2] Gas consumption in the drawer production HPH and the CHP units A5, B7, as well as heating of the logistics centre and the central heating plant A5, peak load boiler C2 and heating boiler B7.
[3] No oil consumption in the previous years.

Power consumption

Conflicting aspects which unfortunately cannot be reasonably quantified and offset have made it more difficult to continue to decrease power consumption over the last years, in such areas as:

- continually increasing use of technology (e.g. laser welding)
- sharply increasing automation (e.g. use of robots, transfer lines, ...)
- increasing number of cooling systems (buildings and machines)
- increasing number of administrative and logistical areas which initially affect the key figure in an adverse way, as they do not produce any product tonnages.
- increasing number of ventilation systems (ventilation of halls and extraction systems on machinery and plants)
- increasing office technology (Computers, monitors, etc)
- increasing product efficiency (i.e. optimization of product materials where, for example, the same amount of powder coating is required, but they represent less "product tonnes")
- changing economic situations

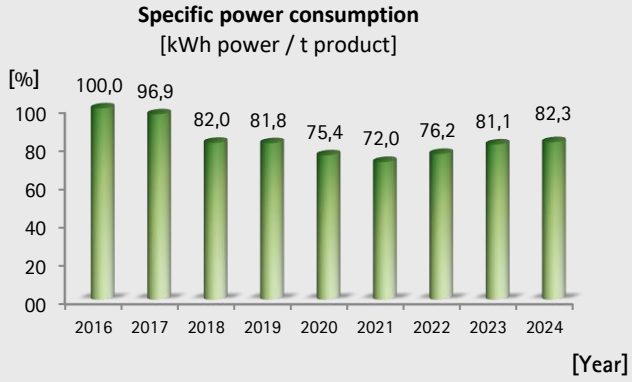
In 2024, our comprehensive efficiency measures were unable to offset this trend. However, without the various measures, there would have been an even more significant increase in electricity consumption. In particular, the start of series production of new products, significant hall expansions and new buildings, and the challenging economic situation drove up electricity consumption per ton of product.

In addition, considerable investment has been made in the past to improve the indoor climate for our employees. Thanks to the new ventilation and extraction systems at the site, the total electricity consumption for ventilation amounts to approximately 4 percent of the total electricity consumption.

In order to better understand the energy consumption developments at the Kirchlengern/Bünde location, a large number of energy sub-meters were installed for each hall area and among for the most important energy consumers for each energy source (electricity, gas, water, heat).

Furthermore, some plant-related meters were installed, which make it possible to measure the total energy consumption per production area. Here the meter data is recorded using software, which makes it possible to visually prepare the recorded data.

Figure 9: Comparison figures - Spezifischer Stromverbrauch



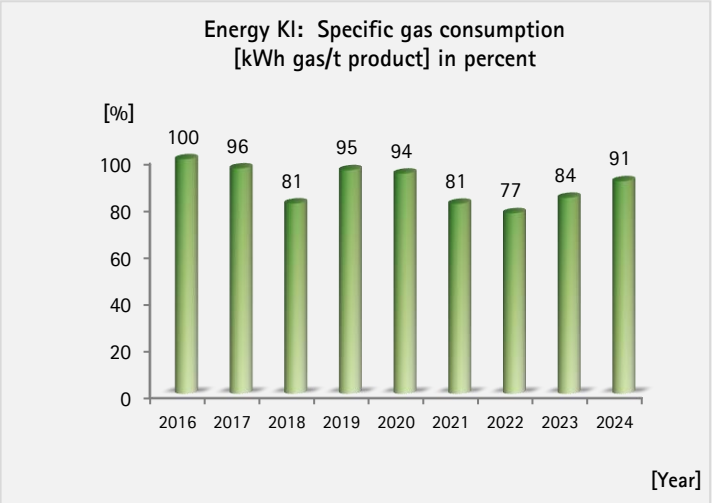
Gas consumption

Absolute gas consumption increased by 7.7 percent compared with the previous year (see Table 18). This was due to the start of production in hall C3.

Specific gas consumption increased by 7 percent over the same period (see Fig. 10). This is due to the increase in absolute gas consumption with comparable material usage.

After the commissioning of the powder plant in B7, a leap can be noted in 2019, which is mainly due to the start of series production and the associated start-up difficulties. By optimising the powder layer thicknesses, it has been possible to reduce the powder quantities in recent years, while at the same time increasing the number of units. However, this has resulted in an increase in specific process gas consumption (MWh process gas/t powder coating). Measures have already been defined here to reduce the heat discharge from the curing ovens and thus lower energy consumption.

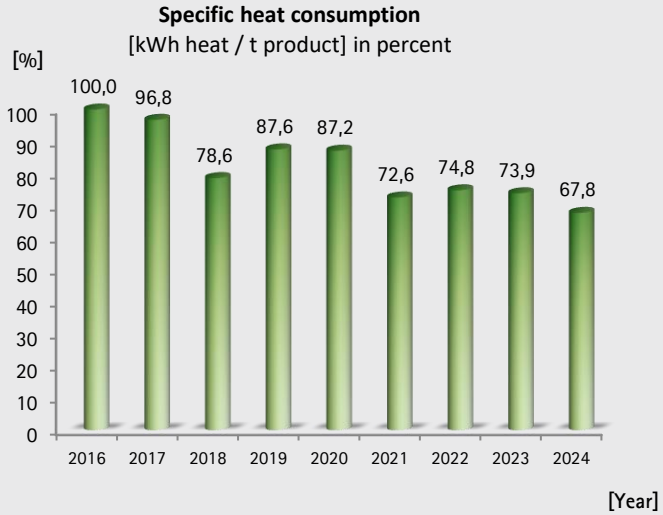
Figure 10: Comparison figures Kirchlengern/Bünde – Specific gas consumption



Heat consumption

Absolute heat consumption in recent years has fallen by around 30 percent compared to 2016, despite an increase in production.
The excellent result can be traced back to the holistic energy concept which has begun in 1998 with the former energy contracting associated with the necessary extensive changes, plant replacements and different measures for the use of surplus heat, as well as the centralized compressor station with heat extraction.
This concept is still being pursued today by utilizing and expanding waste heat recovery in ventilation and compressor systems wherever possible. Specific heat demand fell by 5 percent last year compared with the previous year.

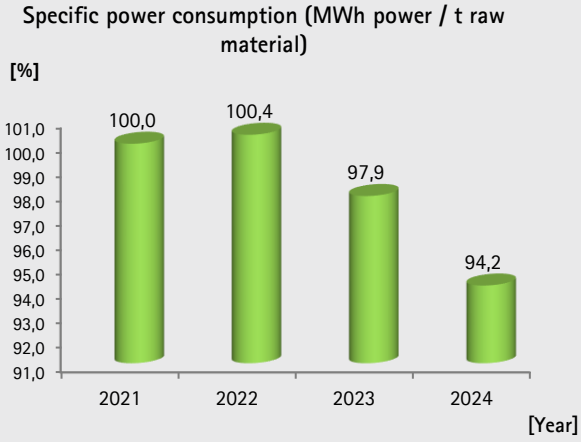
Fig. 11: Comparison figures Kirchlengern/Bünde – Specific heat consumption



4.4.2 Energy – Site Vlotho-Exter

At our Vlotho-Exter site, we are pursuing the goal of continuously optimizing our energy consumption and making it more environmentally friendly. This is based on technical measures and cooperation with our energy partners. Heat is supplied mainly by utilizing waste heat from compressed air generation.
A small portion is generated by a gas boiler system. The gas boiler system is the only gas consumer at the site. Process heat is not required at the site.
Heat recovery reduces overall energy consumption. This enables us to make an important contribution to increasing efficiency and reducing CO_2 emissions.
The site is supplied with 100% certified green electricity.

Fig. 12: Comparison figures Vlotho-Exter – Specific power consumption



Energy consumption

Absolute power consumption has decreased by 4 percent. Due to the steady growth of the site, the area requiring energy supply is also increasing. It is encouraging that, thanks to the highly insulated timber frame construction of the expanded buildings, the additional heating requirements are so low that they are barely noticeable in the overall statistics.

Energy generation

In February 2022, the photovoltaic system on the roofs of halls 6 and 7 was commissioned, generating 652 MWh of electricity last year.

Table 19: Own energy generation site Vlotho-Exter- 2024

Year	Own energy generation [MWh]
	2024
Power photovoltaics	652

Year	Own energy generation [MWh]
	2024
Heating boiler	111
Heat central compressed air system	772
Total heat	883

Table 20: Primary energy consumption site Exter-Vlotho – Comparison 2024 with previous years

	Energy consumption	
	Change compared to previous year [%]	Change compared to 2022 [%]
Power [1] [MWh]	- 5.5	- 24.2
Natural gas [2] [MWh]	-22.1	-55.7
Heating oil [MWh]	---[3]	---[3]
Total	**- 27.6**	**- 79.9**

[1] Public grid and own power generation.
[2] Gas consumption for heating boiler
[3] No heating oil consumption in previous years.

4.5 Exhaust and noise

Exhaust emissions

On site Kirchlengern/Bünde one plant is subject to the licensing requirement laid down in the Federal Ambient Pollution Control Act. As the CHP plant in A5 which was built in 2015 has a district heating output of more than 1 up to less than 20 MW, a licence according to the Federal Ambient Pollution Control Act read in conjunction with the fourth Federal Ambient Pollution Control Regulation is required.
The air emissions, which must be determined every three years, are presented in table 21 and clearly undercut.

The gas heating of the paint removal plants and the baking furnaces B4/B5, B7, A8 and C2 as well as the space heating boiler and the particularly energy efficient gas infrared heating of the new Logistics Centre can be cited as relevant emission sources. These fall far below the limit requirements of the first Federal Emission Control Regulation.

Apart from CO_2 emissions in power and heat generation, no other significant greenhouse gases have been emitted. The absolute CO2 emissions increased by 9.0 percent compared to last year.

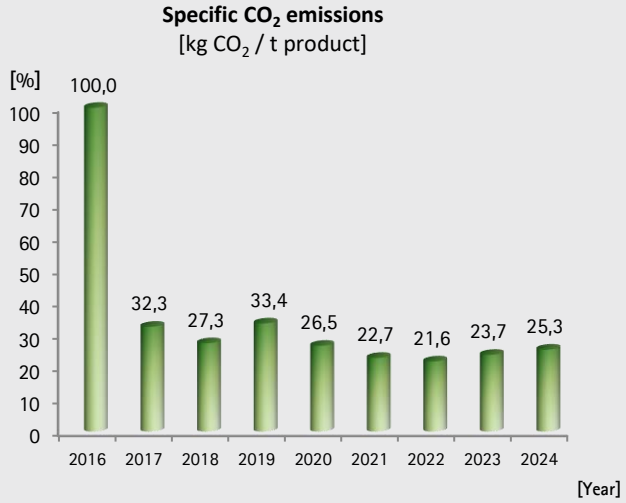
Table 21: Air emissions of the CHP plant in A5 according to Federal Control of Pollution Act in 2022

Parameter	Unit	Determined value[1)]	Limit value
Nitrogen dioxide [NO_2]	mg/m³	350	500
Carbon monoxide [CO]	mg/m³	30	300
Sulfur dioxide [SO_2]	mg/m³	n.n	9
Formaldehyde [CH_2O]	mg/m³	7	20

[1)] The determined value presents the maximum measured value, plus an expanded measuring uncertainty, at a 100 percent capacity of the plant.

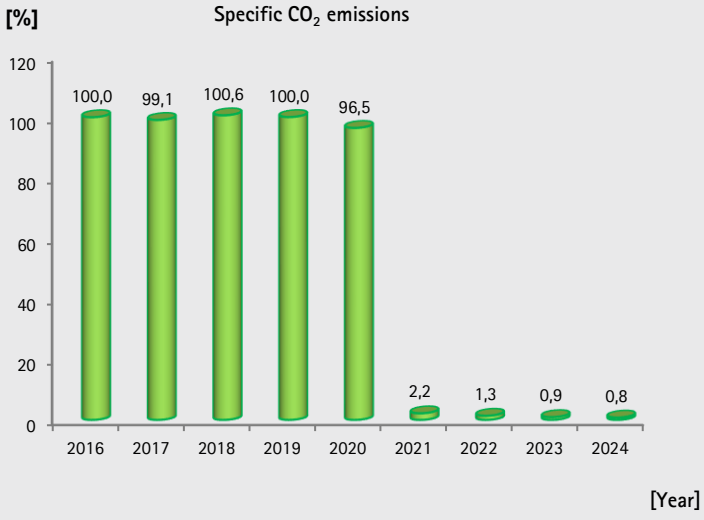
Since 2017, the site has been purchasing 100 % green electricity from renewable energies in accordance with the German energy ordinance EnWG. Accordingly, electricity has not been included in the CO_2 balance since then.
Specific CO_2 emissions this year are 23.3 percent, which is an increase compared to last year (see Fig. 8). This is due to the increase in specific gas consumption.

Fig.13: Comparison figures Kirchlengern/Bünde – Specific CO_2 emissions



At the Vlotho-Exter site, no plant is subject to approval under the Federal Immission Control Act.
The only relevant source of emissions is the gas heating system.
Since 2021, the site has been sourcing 100% certified green electricity from renewable energies in accordance with the German Energy Industry Act (EnWG). As a result, electricity has not been included in the CO2 balance sheet since this date.

Fig. 14: Comparison figures Vlotho-Exter – Specific CO_2 emissions



Direct emissions

It is our goal, when planning new plants and buying machinery, to give serious consideration to waste air and indirect energy-consumption related CO_2 emissions. If it is not possible to avoid emissions of waste air through the production process, appropriate measures should be taken to reduce them in order to keep environmental pollution as low as possible.

Gas heating causes direct emissions at the Vlotho-Exter site. Thanks to intelligent heating control via building services and favorable weather conditions, direct absolute CO_2 emissions were reduced last year.

Table 22: Direct CO_2 emissions from gas consumption at the site Vlotho-Exter (boiler)

	CO_2 emissions	
	Change compared to previous year[%]	Change compared to 2022 [%]
CO_2 [t]	-22.1	-55.7

Further emissions are generated by vehicles belonging to the Vlotho-Exter site and by business travel.

Table 23: Vehicle fleet in 2024 at the Vlotho-Exter site, mileage/fuel consumption

Vehicles	Mileage/Consumption
5 cars (fuel/hybrid)	187,459 km/a
2 cars (electric vehicles)	14,129 km/a

Table 24: Average consumption vehicle fleet site Vlotho-Exter 2024

	Average consumption [l/100km]
Year	2024
Cars (fuel/hybrid)	6.69

The permanently installed systems (CHP, powder furnaces, heating boilers and cooling systems) as well as the forklifts outside cause direct emissions at the site through gas and refrigerant consumption. Due to the start of production in Hall C3, direct absolute CO_2 emissions rose last year (see Table 25).

Table 25: Direct CO_2 emissions through gas and refrigerants on site Kirchlengern/Bünde (CHP, powder furnaces, heating boilers, cooling systems and LPG)

	CO_2 emissions	
	Change compared to previous year [%]	**Change compared to 2022 [%]**
CO_2 [t]	+9.0	-0,3

Additional emissions are generated by vehicles belonging to the Kirchlengern/Bünde site. These are mainly vehicles for colleagues in the sales force and vehicles for special use.
The average fuel consumption of the vehicles has decreased to 5.96 l/100 km. The annual mileage is around 3.87 million kilometers. This corresponds to approximately 92 trips around the world or 10 trips to the moon, which we drove on behalf of our customers, and underscores our efforts to further focus on our brand value of "customer proximity."

The forklifts mentioned have gas combustion engines (LPG) and support the battery electric-operated forklift trucks used for in-plant transportation. After the factory structure planning in plant A and B, five gas-operated forklifts are still operated in the outdoor area by the logistics team. Another forklift truck is used by the maintenance department.

Table 26: Vehicle fleet site Kirchlengern/Bünde 2024 mileage/consumption

Vehicles	**Mileage/Consumption**
74 cars (fuel/hybrid)	2,821,045 km/a
58 cars (electric vehicles)	1,056.,67 km/a
6 forklift trucks (LPG)	13,968l/a

Table 27: Average consumption vehicle fleet site Kirchlengern/Bünde 2024

	Average consumption [l/100km]
Year	**2024**
Cars (fuel/hybrid)	4.48

Indirect emissions

Indirect emissions arise at both locations e.g. during shipping to Hettich subsidiaries overseas. The containers used for this are transported by rail, road or water to the seaport, from where the actual sea transport begins.
Even in the areas of indirect emissions it is constantly tried to improve the environmental performance. For example, an optimization test is currently being carried out in the logistics area to determine the extent to which direct transport to the customer is possible without intermediate storage in an external warehouse. The use of an electric tractor for internal transport is also being tested.

Furthermore, energy-efficient components are also used in the special machines that HMT manufactures for assembling furniture fittings, compressed air is dispensed with as far as possible for sorting components, and the machine lighting is switched off when the system is running in automatic mode. This reduces indirect CO_2 emissions in the downstream value chain.

Noise emissions

The Kirchlengern/Bünde and Vlotho-Exter sites are both located in industrial parks with smaller residential areas and commercial enterprises in the neighborhood. Measurements are carried out at both locations to maintain the limit values of the German regulation "TA noise". Compliance with the legal limits was verified in each case, thus ensuring the lowest possible impact on neighboring residents. We are able to reliably comply with the limits throughout the year.

There is a high noise pollution when the production areas are operating. These areas are appropriately marked by us. In-house noise abatement measures, such as encapsulation, have already been introduced in existing plants. Noise reduction measures will be taken into consideration when planning new plants in accordance with the EC "Noise" Directive (2003/10/EG).

Mobility Management

The often great physical distance to our customers as well as to major projects requires our company vehicle fleet. The Hettich Mobility Team has set itself the task of using the vehicle fleet more effectively and environmentally friendly in the future through redesign and - where appropriate – electrification.
A paperless digital car sharing system has been installed to manage the pool vehicles.
There are currently six electric vehicles in the vehicle pool at the Kirchlengern/Bünde site, and 58 electric service vehicles are in use. Four electric transporters and one electric street scooter are also used at the site for internal factory transport.

Two electric vehicles are in use at the Vlotho-Exter site.

In addition to the use of electric vehicles including home charging solutions for company car users and the expansion of an electric charging infrastructure, the Hettich Company Car Directive was also revised with regard to CO_2 emissions and drive technology, thus creating further incentives for more climate-friendly mobility behaviour: The mobility budget now offers the possibility to use the unspent budget for other offers, such as bicycle leasing.

5 Other Factors of the Environmental Performance

4.6 Soil and groundwater

No soil contamination is to be expected on the premises at Kirchlengern/Bünde because of its previous agricultural use. However precautionary soil analyses were undertaken because degreasing baths using chlorinated hydrocarbon (CKW) were used when the operation was originally started. These indicated soil contamination in the vicinity of A3. In coordination with the responsible authority, several measurements were then carried out and observed for several years. According to expert analysis, remediation was not necessary.

To confirm these results, in the following years control samples were taken and evaluated by external testing laboratories. These investigations also confirmed that the limit values were not exceeded.

In order to prevent contamination of ground and ground water, preventive measures have been taken, e.g. acquisition of additional collecting zones. Employees working on the machines on site have also been trained to deal with water-polluting substances.

To counteract the soil sealing, the roof of the Hettich Forum was constructed as green roof. The green roof protects the roof insulation against extreme temperatures, hail and other climatic conditions and thus extends its service life.
By means of roof greening the sewer system is relieved especially during heavy rainfall, as the green roof saves and evaporates - depending on construction and vegetation - 40 up to 99 percent of the annual rainfall.
Thus roof greening efficiently contributes to the cooling of buildings, air humidification and filtering of fine particles.

Table 28: Surface areas Kirchlengern/Bünde 2024 [m²]

	Floor space [m²]
Year	2024
Sealed area	257,400
Unsealed area	134,183
Near-natural area	3,393
Total floor space	394,976

No soil contamination is expected at the Vlotho-Exter site either, due to its former agricultural use.
To rule out any risk to the soil and groundwater, preventive measures have also been taken here, such as the purchase of additional drip trays and awareness-raising and training for employees working on the machines on site regarding the handling of substances hazardous to water.

Table 29: Surface areas Vlotho-Exter 2024 [m²]

	Floor space [m²]
Year	2024
Sealed area	25,100
Unsealed area	7,975
Near-natural area	625
Total floor space	33,700

5.0 Other factors of the environmental performance

Approvals

All available approvals are listed in an approval cadastre. This filterable overview includes but is not limited to approval and expiration data and collateral clauses.

Compliance with the legislation is regularly controlled by commissioned specialist functions as well as internal and external audits.
Furthermore, the status of legal compliance is reported in a standardised procedure to the management in the committee meetings for environment and safety matters. Should, in addition to this, any statutory violation be recognized the management would be informed at once in order to take measures to restore legal conformity.

Legal norms cadastre

A legal norms cadastre lists all legal requirements currently valid within the scope of environmental protection and occupational safety on the site Kirchlengern / Bünde. The same applies to the Vlotho-Exter site. An external service provider regularly gives information about all modifications in the respective laws, regulations and directives which subsequently are evaluated by us in regard to possible needs for action. The evaluated modifications in the legal requirements are then forwarded to the persons responsible for processing. The implementation is ensued by means of a tracing list. The following main areas of law come into play at both sites:

- Chemicals law
- Water law
- Recycling law
- Energy Act

In addition, the legal area of hazardous goods legislation comes into play at the Kirchlengern/Bünde site.

6 Company Contact Person

Further information :

For further information please visit our homepage www.hettich.com.

Address for enquiries :

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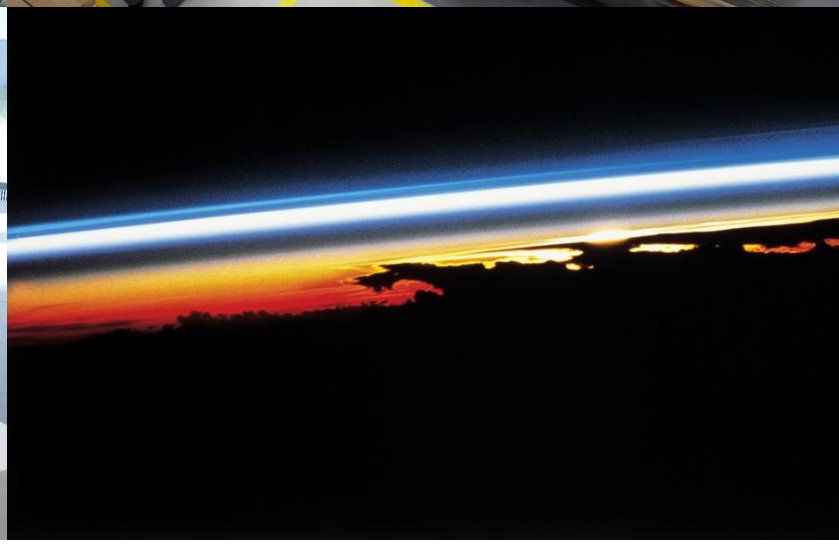

7 Name of the Authorised Environmental Advisor

Dr. Ralf Rieken (Licence no.: DE-V-0034)
Dr. Burkhard Kühnemann (Licence no.: DE-V-0103)

8 Declaration of validity of the environmental statement for the Kirchlengern/Bünde site

The undersigned, Dr Ralf Rieken, EMAS environmental verifier with registration number DE-V-0034, accredited for scopes 25 and 28 (NACE code), and Dr Burkhard Kühnemann with registration number DE-V-0103, accredited for scopes 46.7, 52, 70 and 85 (NACE code), confirm that they have verified that the site or the entire organisation, as stated in the environmental statement of the organisation Hettich with registration number DE-108-00037, meets all requirements of Regulation (EC) No 1221/2009 of the European Parliament and of the Council of 25 November 2009 on the voluntary participation by organisations in a Community eco-management and audit scheme (EMAS), Regulation (EU) 2017/1505 of 28 August 2017 and Regulation (EU) 2018/2026 of 19 December 2018.
By signing this declaration it is confirmed that

- the assessment and validation have been carried out in full compliance with the requirements of Regulation (EC) No 1221/2009, Regulation (EU) 2017/1505 of 28 August 2017 and Regulation (EU) 2018/2026 of 19 December 2018
- the result of the assessment and validation confirms that there is no evidence of non-compliance with the applicable environmental regulations
- the data and information in the site's updated environmental statement provide a reliable, credible and true picture of all the site's activities within the scope specified in the environmental statement.

This declaration cannot be equated with EMAS registration. EMAS registration can only be carried out by a competent body in accordance with Regulation (EC) No. 1221/2009, Regulation (EU) 2017/1505 of 28 August 2017 and Regulation (EU) 2018/2026 of 19 December 2018. This statement may not be used as a stand-alone basis for informing the public.

This Environmental Statement for 2025 is hereby declared valid.

Kirchlengern/Bünde, 9 July 2025

Dr. Ralf Rieken
(Approval no.: DE-V-0034)

Dr. Burkhard Kühnemann
(Approval no.: DE-V-0103)

EMAS
VERIFIED
ENVIRONMENTAL
MANAGEMENT
DE-108-00037

8 Declaration of validity of the environmental statement for the Vlotho-Exter site

The undersigned, Dr Ralf Rieken, EMAS environmental verifier with registration number DE-V-0034, accredited for scopes 25 (NACE code) confirms that he has verified that the Hettich-ONI GmbH & Co. KG in Vlotho-Exter, as stated in the environmental statement of the Hettich organisation, meets all requirements of Regulation (EC) No 1221/2009 of the European Parliament and of the Council of 25 November 2009 on the voluntary participation by organisations in a Community eco-management and audit scheme (EMAS), Regulation (EU) 2017/1505 of 28 August 2017 and Regulation (EU) 2018/2026 of 19 December 2018.
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Kirchlengern/Bünde, 9 July 2025

Dr. Ralf Rieken
(Approval no.: DE-V-0034)

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