


BERGHOF GROUP

Sustainability Program Berghof Group



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Introduction

Sustainability and the development of sustainable products have always been a key part of Berghof's identity. With a long-standing presence in fields like filtration (water recycling), e-mobility, and environmental engineering, our commitment goes far beyond regulatory requirements.

Sustainability has been deeply rooted in our corporate strategy from the very beginning and is reflected in resource-efficient innovations across the entire **Berghof Group**.



“ Responsible and sustainable business practices matter to us. That’s why we’re taking action across a wide range of areas to reduce our emissions. As a result of these efforts, we’ve set realistic goals that we aim to achieve by 2030. ”

Executive Management of the Berghof Group



Eric Wildeboer
CCO

A blue ink signature of Eric Wildeboer, featuring a stylized 'E' and 'W'.



Marco Himmelsbach
CFO


A blue ink signature of Marco Himmelsbach, featuring a stylized 'H' and 'M'.



Oliver Walter
COO

A blue ink signature of Oliver Walter, featuring a stylized 'O' and 'W'.





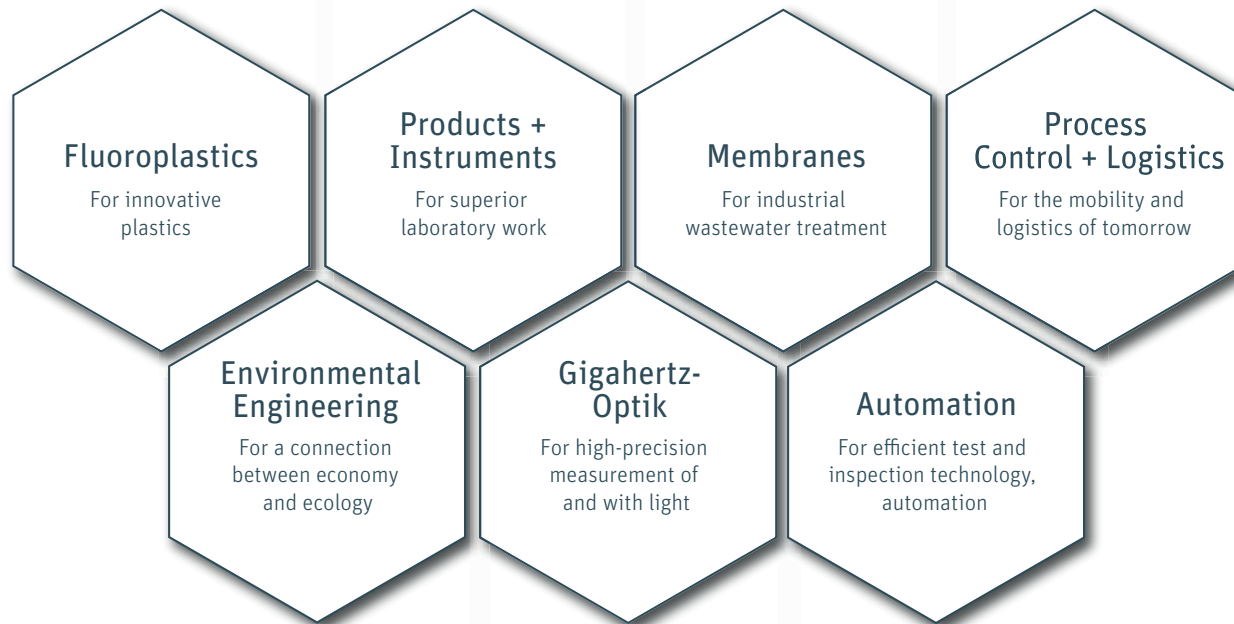
Company Structure

2a. Company Structure

Uniqueness 7 Times.

The **Berghof Group** stands out for its exceptional diversity, especially given its size. It unites seven distinct subsidiaries, each dedicated to developing and producing innovative products and services in close collaboration with its customers. With this broad expertise, the **Berghof Group** serves a wide range of industries with forward-thinking solutions.

Our companies:



A photograph of three people walking away from the camera down a modern hallway. On the left, a man in a dark blue t-shirt and jeans carries a grey Berghof backpack. In the center, a woman in a black jacket and blue jeans carries a similar backpack; the back of her jacket features a red Berghof logo patch. On the right, a man in a white polo shirt and dark jeans carries another grey Berghof backpack. The hallway has light-colored walls, a carpeted floor, and a glass partition on the right. A yellow diagonal line runs from the top right towards the bottom center, and a thin white horizontal line is positioned above the word 'Profile'.

Profile

2b. Berghof Group Overview | Fields of Expertise

Smart Solutions - Berghof Group's Fields of Expertise.

The seven business units of the **Berghof Group** develop innovative solutions, products, and services for a wide range of industries. This diversity is unified in six key fields of expertise:



Laboratory and Light Measurement



Industrial applications



Filtration



Service & Support



Mobility & Transport



Environment



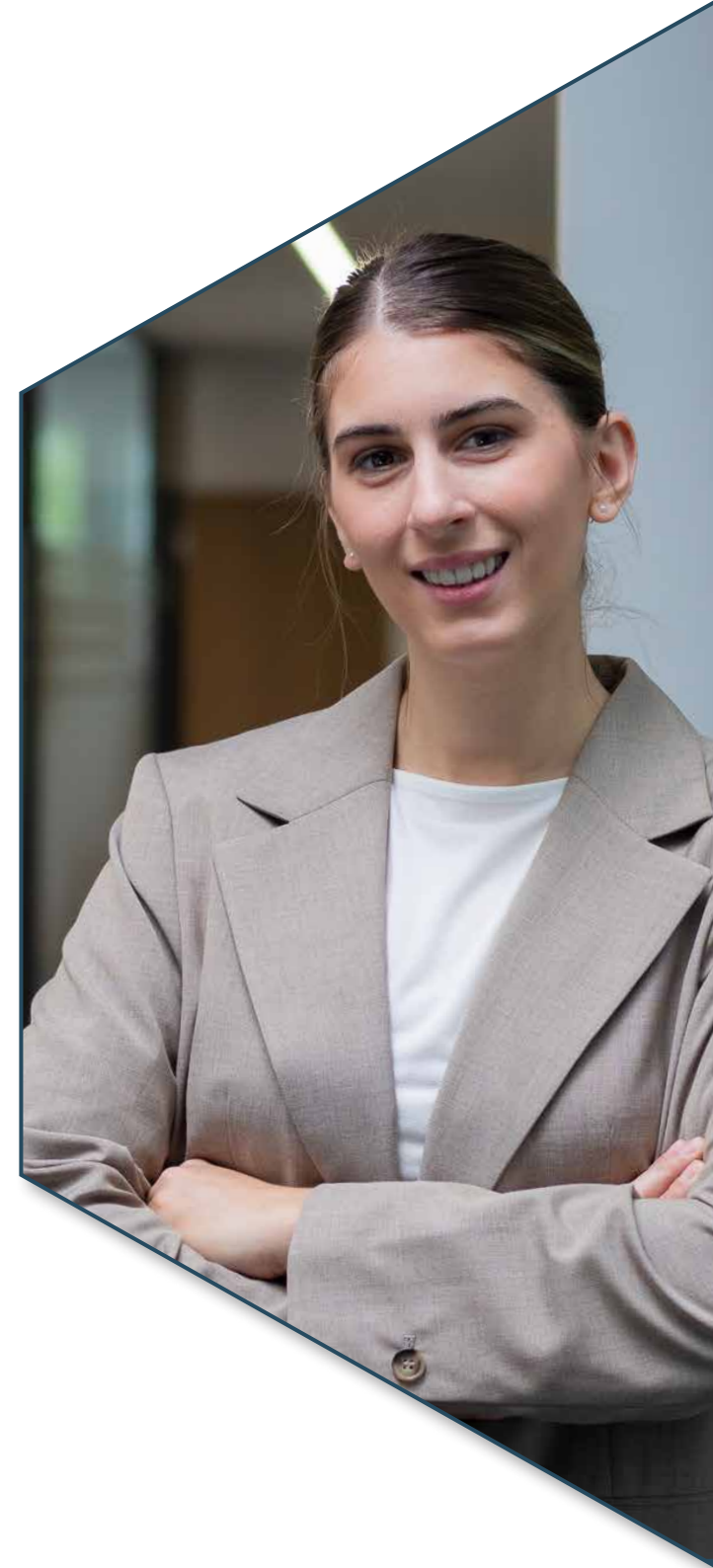
2c. Berghof Group Overview | Vision

Aims.

To meet the high demands we set ourselves, we invest in systematically building and developing capabilities:

VISION

As an adaptive, growing company and strong partnership network, we integrate expertise, technologies and resources into a first-class service for our customers.



2c. Berghof Group Overview | Mission

Values.

Collaboration based on mutual trust – and characterized by passion and enthusiasm:

MISSION

We strive to enhance our customers more competitiveness by combining networking expertise with in-depth industry knowledge.

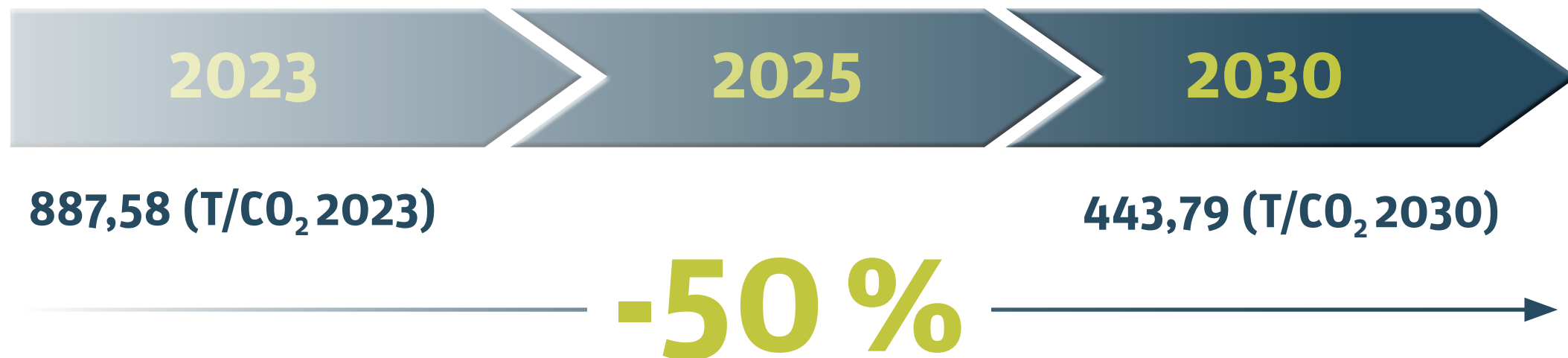


An aerial photograph of a lush green forest. A winding river flows through the center of the image. Mist or low clouds are scattered throughout the forest, particularly around the river and in the lower right. A yellow geometric shape, resembling a stylized 'G' or a bracket, is overlaid on the right side of the image. The word 'Goal' is written in white, bold, sans-serif font, centered within the yellow shape.

Goal

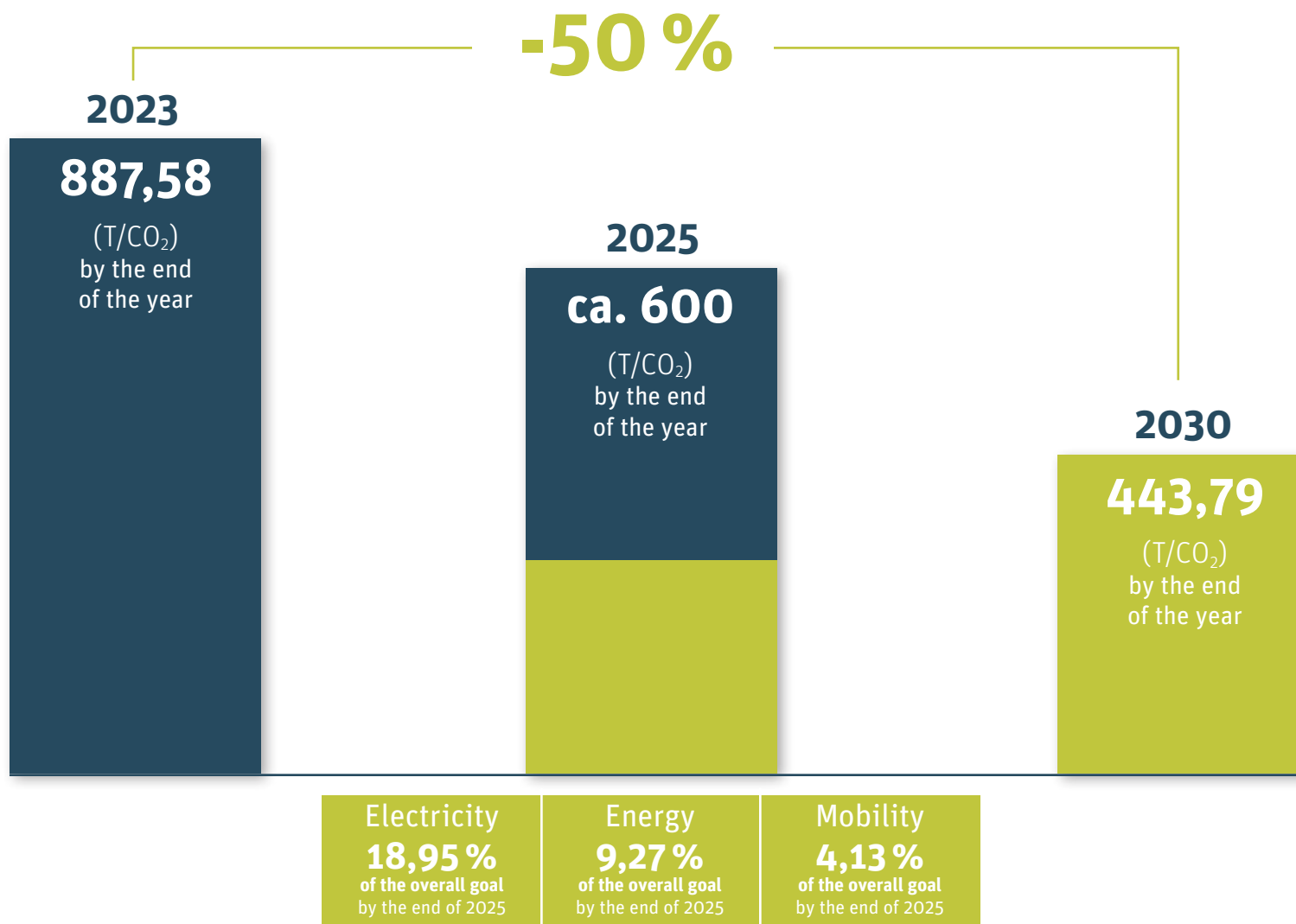
3. Goal

Reducing greenhouse gas emissions is a key element of our long-term corporate strategy and a crucial step toward securing a sustainable future. The **Berghof Group** is committed to cutting its Scope 1 and 2 emissions by **50%** by **2030**, compared to the baseline year **2023**.



4. Current Carbon Footprint

Our efforts are already showing impressive progress toward our ambitious goal of reducing CO₂-emissions by **50%** by **2030**.



5. Key Action Areas

Our Sustainability Strategy: Taking Action for a Better Future.

At Berghof, sustainability isn't just a trend — it has always been a responsibility and an integral part of our company philosophy. We drive it forward with concrete actions and genuine passion.

We focus on four key areas for action

Boosting energy efficiency

to shape a better future

We are fully committed to reducing and optimizing our energy consumption. The use of efficient technologies plays a key role in this effort – for example, in 2021 we completed a full building renovation to significantly lower our long-term energy use. Every step we take brings us closer to our goal: a resource-efficient and environmentally friendly way of working.

Reducing waste, increasing recycling

Our contribution to the circular economy

Our goal is to preserve valuable resources and further reduce our company's environmental footprint. Wherever possible, we consistently apply the principles of the circular economy. We believe that every step toward sustainability matters.

Social Responsibility

Because sustainability is also about humanity

For us, sustainability goes beyond environmental issues. That's why we actively support local organizations and help strengthen our communities. At the same time, we offer our employees a wide range of opportunities to support their health and personal growth – from sports activities and wellness programs to comprehensive workplace safety and tailored professional development.

Transparency builds trust

Being open about our sustainability journey

We believe in open and honest communication with our employees, customers, and partners. We share data, developments, and the impact of our sustainability efforts with full transparency.