
2025

SUSTAINABILITY REPORT

FOR THE FISCAL YEAR 2024



EUROTEC Antriebszubehör GmbH

STRUCTURE

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The Sustainable Development Goals (SDGs), also known as the Global Goals, are a set of 17 integrated and interconnected objectives aimed at ending poverty, protecting the planet, and ensuring that humanity lives in peace and prosperity by 2030.

Sustainability is a core element of EUROTEC Antriebszubehör's corporate strategy. Our goal is to combine economic success with environmental and social responsibility. We align our efforts with the United Nations' Sustainable Development Goals (SDGs) and implement concrete measures to contribute positively to global sustainability.

This report provides insights into our progress, challenges, and future goals in the field of sustainability. It serves as a transparent representation of our commitment to customers, partners, and society. At the same time, it highlights how we continuously optimize our processes to promote long-term sustainable growth.

For us, sustainability is not just about using resources responsibly; it also means taking social responsibility and driving innovation. By implementing clear measures and tracking our progress, we ensure that our efforts have a lasting impact.

With this report, we aim to communicate our strategy and achievements transparently and demonstrate how EUROTEC Antriebszubehör contributes to a more sustainable future.

MESSAGE FROM OUR CEO



Sustainability at EUROTEC Antriebszubehör is the strict commitment to act responsible and innovative for a better future.

At EUROTEC Antriebszubehör, sustainability is a core responsibility. Our actions impact the environment, our employees, and the communities we serve. That's why we integrate sustainable practices into every aspect of our operations.

Our focus is on innovation, efficiency, and responsibility—from reducing our carbon footprint to fostering ethical business practices. Sustainability is not just compliance; it's leadership.

We are committed to green technologies, responsible sourcing, and transparency. Through this report, we share our progress and invite all stakeholders to join us in shaping a future where economic success and sustainability go hand in hand.

- Mr. Knut Berge



SUSTAINABILITY STRATEGY AND MANAGEMENT

There are 17 SDGs with a total of 169 targets. While all are important and interconnected, we have chosen to focus on four key SDGs that are most relevant to EUROTEC Antriebszubehör. These will be highlighted in this report, reflecting our commitment to making a meaningful impact in the areas where we can contribute the most.



Environmental Responsibility

At EUROTEC Antriebszubehör, we take action to reduce our environmental footprint. Through energy-efficient production, waste reduction, and responsible sourcing, we contribute to climate protection and sustainable resource management.



Social Responsibility

We are committed to fair working conditions, employee well-being, and continuous development. By fostering an inclusive work environment and supporting ethical labor practices, we drive long-term economic and social sustainability.



Economic Responsibility

Sustainability and innovation go hand in hand. We invest in modern, energy-efficient technologies and develop durable products to enhance efficiency and reduce environmental impact, ensuring a future-proof industrial sector.



Ethics and Compliance

Sustainable business practices are at the core of our operations. We prioritize ethical sourcing, responsible production, and transparency to minimize waste and ensure that sustainability is embedded throughout our supply chain.

ENVIRONMENTAL RESPONSIBILITY

At EUROTEC Antriebszubehör, we recognize the importance of reducing our environmental impact.

To track our progress, we focus on three key areas: electricity consumption (kWh), CO₂ emissions from energy use, and fossil fuel consumption in liters. By monitoring these indicators, we aim to identify optimization opportunities and implement sustainable measures in our daily operations.

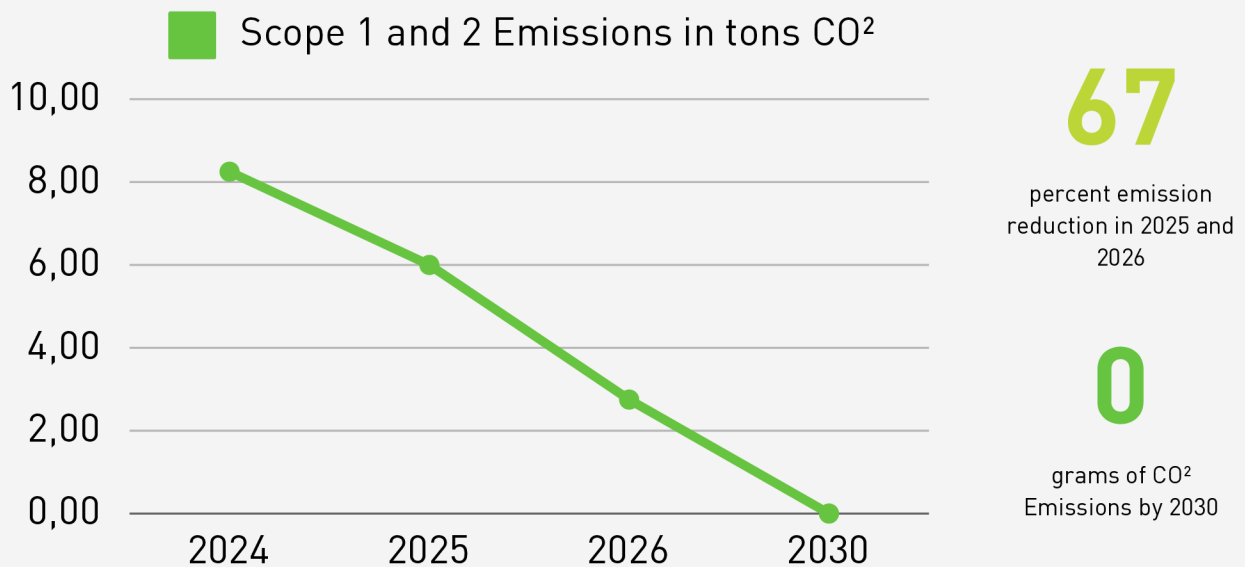
Through targeted initiatives such as our "Smart Energy Initiative", we continuously strive to improve energy efficiency in our offices and assembly areas. Transparent reporting helps us measure improvements over time and ensures that sustainability remains a core aspect of our corporate responsibility.

KPI	Linked project	Results
Electricity consumption in kWh	Smart Energy Initiative	- Produced: 61.975 kWh - Export to Grid: 17.729 kWh - Import from Grid: 17.727 kWh
Consumption of Fossil Fuels (in Liters)	Travel responsible	631,76 liters (E10) 164,97 liters (Kerosin)
Scope 1 and 2 emissions	Zero emissions by 2030	- Scope 1: 2,91 tons - Scope 2: 5,34 tons

To ensure real progress, we have set a clear target: achieving zero emissions in Scope 1 and Scope 2 by 2030. This commitment reflects our dedication to minimizing our environmental footprint and contributing to a more sustainable future. Transparent reporting and continuous monitoring allow us to stay accountable and drive meaningful change.

Forecast

Planned development by implementing the project **Zero emissions by 2030**



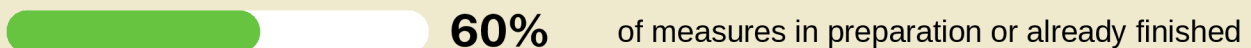
Towards Zero Emissions by 2030

Forecast: Towards Zero Emissions by 2030

As part of our sustainability strategy, EUROTEC Antriebszubehör is committed to achieving zero emissions in Scope 1 and Scope 2 by 2030. Through energy efficiency improvements, responsible resource management, and carbon reduction initiatives, we are steadily progressing towards this goal.

Planned Reduction Path

By implementing targeted projects, we expect to reduce our Scope 1 and Scope 2 emissions by 67% by 2026, reaching full carbon neutrality by 2030.



SOCIAL RESPONSIBILITY

At EUROTEC Antriebszubehör, we take our social responsibility seriously. We believe that a sustainable business is built on ethical principles, fair working conditions, and respect for human rights. Our commitment to social responsibility is firmly embedded in our Code of Conduct, which serves as a guiding framework for our employees, suppliers, and business partners.

Key Aspects of Our Social Responsibility:

✓ Fair and Safe Working Conditions

We comply with all labor laws and uphold the highest standards for workplace safety, fair wages, and employee well-being. Our commitment extends beyond compliance—we actively promote a safe and healthy work environment that fosters growth and inclusion.

✓ Human Rights and Ethical Business Practices

EUROTEC Antriebszubehör is committed to upholding human rights as outlined in the UN Human Rights Charter. We strictly prohibit child labor, forced labor, discrimination, and any form of harassment within our operations and throughout our supply chain.

✓ Integrity and Transparency

Trust and accountability are at the core of our corporate culture. We maintain open communication with employees, customers, and stakeholders while strictly rejecting any form of corruption or unethical business practices.

✓ Regional and Social Commitment

We believe in giving back to the community. Our business activities support regional economic development, and we encourage employee engagement in social and environmental initiatives.

Our Code of Conduct ensures that these values are not only principles but everyday practice. By integrating social responsibility into our business strategy, we contribute to a fair, safe, and ethical working environment—both within our company and along our value chain.



ECONOMIC RESPONSIBILITY

At EUROTEC Antriebszubehör, we believe that economic success and sustainability go hand in hand. Our commitment to responsible business practices ensures long-term stability, innovation, and ethical growth. We focus on four key pillars that drive our economic responsibility:



Innovation and Efficiency

We invest in modern, energy-efficient technologies and continuously optimize our processes. By developing durable and high-quality products, we enhance efficiency while reducing environmental impact.



Responsible Supply Chain

Sustainability starts with our suppliers. We work primarily with regional and European partners who share our values, ensuring ethical procurement and minimizing transport-related emissions.



Long-Term Business Stability

EUROTEC Antriebszubehör is committed to sustainable growth. By maintaining financial stability, fostering long-term partnerships, and adapting to market changes, we ensure a resilient business model that benefits all stakeholders.



Ethical Business Practices

Integrity and transparency are at the core of our operations. Our Code of Conduct ensures compliance with regulations, promotes fair competition, and reinforces our commitment to honest and responsible business conduct.

By integrating these principles into our daily operations, we contribute to a strong, sustainable, and future-proof industry.

ETHICS & COMPLIANCE

At EUROTEC Antriebszubehör, ethical business conduct and compliance are fundamental to our corporate identity. We are committed to transparency, integrity, and accountability in all our operations. Our Code of Conduct serves as the foundation for responsible business practices, ensuring compliance with legal requirements and ethical standards across all areas of our company.

By implementing structured compliance processes and fostering an ethical work environment, we strengthen trust with customers, suppliers, and employees. We regularly review and enhance our compliance framework to stay ahead of evolving legal requirements and industry best practices.

Through our compliance cycle, we continuously improve awareness, monitoring, enforcement, and accountability. This ensures that ethics and compliance are not just policies but an integral part of how we do business.



NEXT STEPS

Sustainability is an ongoing process that requires continuous improvement and clear objectives. Building on our progress so far, we are committed to the following actions to further advance our sustainability strategy:

01. Enhancing Energy Efficiency

We will systematically analyze our electricity consumption and implement additional measures to reduce energy usage in our office and assembly areas. This includes optimizing lighting, equipment, and processes.

02. Expanding Sustainable Procurement

Our goal is to further increase transparency in our supply chain and prioritize working with suppliers who align with our sustainability standards. We will establish clear guidelines for responsible sourcing.

03. Strengthening Employee Awareness

Sustainability starts with each individual. Through regular training sessions and workshops, we aim to raise awareness among our team and integrate sustainable practices into daily operations.

04. Improving Reporting

To make our sustainability goals measurable, we are developing clear KPIs for environmental and social aspects. This will enable transparent reporting and drive continuous improvements.

As we conclude this sustainability report, we reflect on the key highlights of our journey and reaffirm our commitment to making the SDGs achievable by 2030.

CONCLUSION

Multiple programs linked to our DNA



Integration into our everyday doing



Zero emissions by 2030



We believe that sustainability is not just a responsibility—it is an opportunity to shape a better future. Our vision is to integrate innovation, ethical business practices, and environmental stewardship into every aspect of our operations.

Sustainability is an ongoing journey—one that requires commitment, responsibility, and a clear vision for the future. At EUROTEC Antriebszubehör, we are dedicated to driving positive change by integrating sustainability into our business practices, ensuring transparency, and continuously improving our impact.

This report reflects not only our current progress but also our ambition to do more. Moving forward, we will continue to:

- Prioritize energy efficiency to minimize our environmental footprint
- Strengthen ethical business practices and compliance standards
- Enhance supply chain transparency and responsible sourcing
- Foster innovation to develop sustainable solutions for the future

Our actions today shape the world of tomorrow. With a strong foundation in responsibility and integrity, we are ready to take the next steps—towards a more sustainable and ethical future.

We thank all stakeholders for their continuous commitment contributing to our part of the mission.

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**TOWARDS A BETTER
WORLD**