

# BEUMER GROUP ESG REPORT 2023/2024

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## TABLE OF CONTENTS

<b>ABOUT THIS REPORT</b> .....	<b>3</b>
<b>STATEMENT FROM THE CEO &amp; CHAIRMAN</b> .....	<b>4</b>
<b>BEUMER GROUP AT A GLANCE</b> .....	<b>5</b>
<b>CHAPTER 01: ESG STRATEGY</b> .....	<b>6-11</b>
Partner of Choice for sustainable material handling .....	7
Raising the bar with ESG performance targets .....	8
Driving sustainable growth aligned with the SDGs .....	9
Double Materiality Assessment: Identifying the most relevant ESG topics .....	10
Strategic direction: Set by strong management, realised by huge team effort .....	11
<b>CHAPTER 02: ENVIRONMENT: PIONEERING GREEN BUSINESS</b> .....	<b>12-18</b>
Summary .....	13
Reducing GHG emissions: A strong commitment to climate action .....	14
Intelligent energy management: Smart savings and shifting sources .....	15
Spotlight #01: Jinfeng Cement .....	16
What comes around: Circular approach to minimise waste and conserve resources .....	17
Spotlight #02: Customer Support .....	18
<b>CHAPTER 03: SOCIAL: KEEPING PEOPLE ENGAGED</b> .....	<b>19-27</b>
Summary .....	20
Engaged workforce: Our approach to sustainable success .....	21
Safeguarding the health, safety and well-being of our employees .....	25
Spotlight #03: Community engagement .....	27
<b>CHAPTER 04: GOVERNANCE: LEADING WITH INTEGRITY</b> .....	<b>28-31</b>
Summary .....	29
Responsible business conduct is key to maintaining compliance standards and mitigating risk .....	30
Collaboration's key contribution to sustainable value creation in the supply chain .....	31
<b>CHAPTER 05: OUTLOOK</b> .....	<b>32-33</b>
Our ESG journey and the long road ahead .....	33
<b>APPENDIX</b> .....	<b>34-35</b>

# ABOUT THE REPORT

As a family-owned business, BEUMER Group has always resisted the temptation to make fast profits at the expense of integrity.

As an early mover in Environment, Social and Governance (ESG) responsibility, we are heavily invested in the future.

Our efforts to bequeath a fitting legacy to future generations is best summed up in the BEUMER Group motto:

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

Like a family, our resolve to make a better future, generation by generation, is unwavering.

Today that motto has a new reference point: our first ever ESG Report.

## ESG efforts across the entire spectrum of operations – and beyond

As one of the world’s leading designers and manufacturers of material handling solutions, we cannot hide in the shadow of the global footprint of all our activities.

Instead, since the final decade of the last century, we have been making sustained efforts to create a positive impact.

Steadily these efforts have morphed into robust

## 2023/2024 Highlights

Calculation of 2023 Corporate Carbon Footprint

Expansion of our renewable energy generation capabilities up to more than 4 MWp

Groundbreaking for two new state-of-the art production facilities in India and China

Kick-off for refurbishment of our headquarters to provide an innovative and attractive workplace

Inauguration of a new global learning platform BEUMER Learn

In April 2023 joined the SBTi, reinforcing our commitment to climate action

ESG measures encompassing the entire spectrum of our operations – and beyond.

Not only are we bringing ESG responsibility to our operations, but we are also achieving a global impact by sharing knowledge with partners along our value chain and beyond.

### A report that answers the question “Where do you stand on ESG?”

We are seeing increased interest in how we as BEUMER Group act sustainably and ethically.

This report will be a useful reference point for our customers, suppliers, employees and

everyone else interested in BEUMER Group’s ESG performance.

“Where do you stand on ESG?” is a common question asked of BEUMER Group – and often it requires a lot of explaining. This report provides the insights you need.

# STATEMENT FROM THE CEO & CHAIRMAN

BEUMER Group is a third-generation family-owned business. As such, ESG concerns are deeply embedded in our values and ways of working and considered to be essential to our long-term success.

In a rapidly changing world, where the demand for responsible and ethical business practices is greater than ever, our commitment to ESG defines how we innovate, operate and generate long-term success. It is a guiding principle that shall shape every decision we make: from the design of our products to the way we engage with our employees, customers and communities.

We believe embedding ESG into our business is not just a responsibility but also an opportunity. It is a responsibility because we must acknowledge our role in addressing global challenges such as climate change, resource depletion and social inequality. It is an opportunity because we can drive innovation, enhance our competitiveness and create long-term value for all our stakeholders.

We regard ESG as a pathway to resilience, stability and profitability that allows us to build a stronger, more responsible company.

## Ambitious goals

In our respective roles as Chairman of the Advisory Board and CEO, our vision is to ensure that ESG continues to be an integral part of our business model. We are committed to reducing

our environmental footprint, promoting circular economy practices and supporting the communities in which we operate.

Our goals are ambitious: we aim to lead our industry not only in terms of quality, but ESG performance. This involves setting clear, measurable targets, fostering a culture of continuous improvement, and investing in the necessary technologies and partnerships to achieve these goals.

Looking ahead, we are determined to even further develop ESG into a strongpoint of BEUMER Group's strategy. This means not only enhancing our environmental and social initiatives but also ensuring that our people develop an ESG mindset, driving innovation in our products and services.

By doing so, we will not only meet customer and stakeholder expectations but – as Partner of Choice – exceed them, setting new industry benchmarks.

## Significant strides on ESG journey

ESG responsibility is a journey, and while we have made significant strides in terms of setting our framework conditions and implementing a variety of ESG measures, there is always more to do.

With the dedication of our employees and support of our partners, BEUMER Group can continue to lead by example, making ESG an integral part of our success story for generations to come.



**Rudolf Hausladen,**  
CEO, **BEUMER Group**



**Dr Christoph Beumer,**  
Chairman of the Advisory Board, **BEUMER Group**

# BEUMER GROUP AT A GLANCE

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

If you want to learn more about our approach to ESG, you can find further information on our website.

Founded: **1935**

Employees:  
**5,700**  
– up 2.1 percent  
on 2022

Family-owned business:  
**third-generation**

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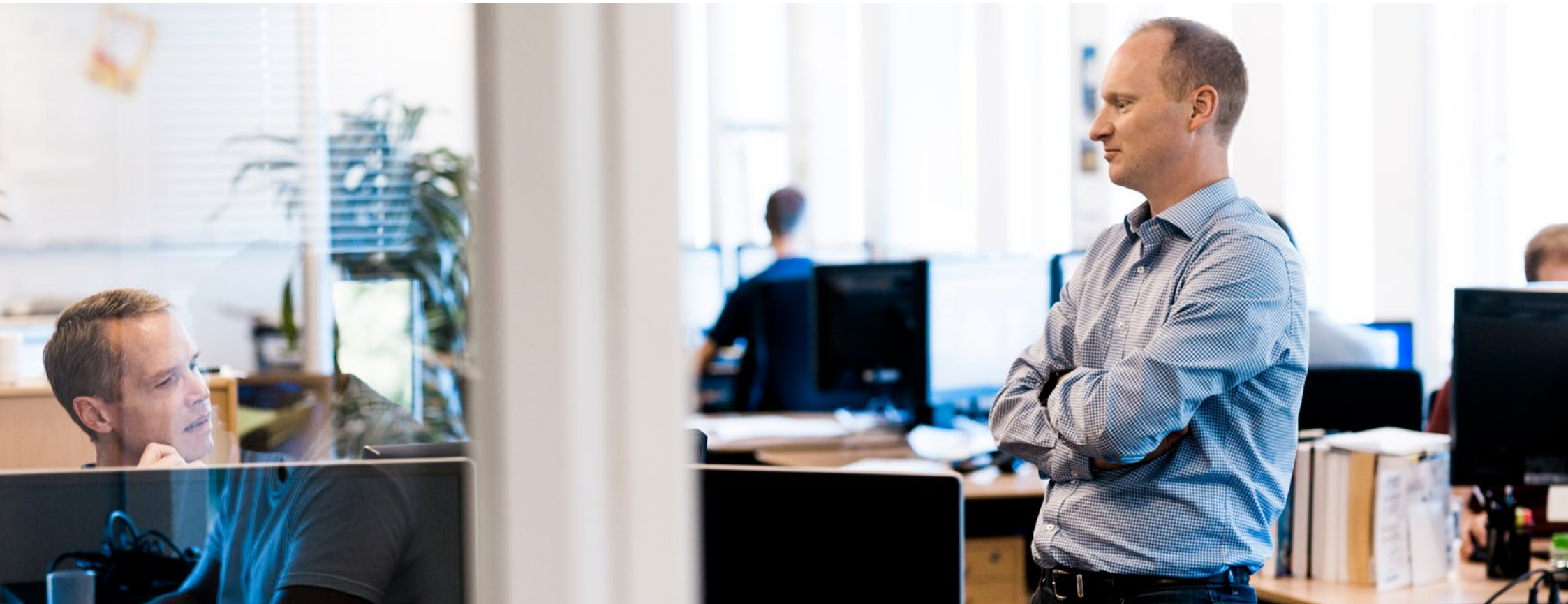
**OUR GOALS ARE AMBITIOUS:**  
*“We are looking for  
the long-term success  
and not for the short-  
term profit.”*

Headquarters:  
**Beckum, Germany**

We have  
**Representation  
in 70 countries**

Annual order intake:  
**1.25 billion euros** in 2023  
– up 17.1 percent on 2022

# ESG STRATEGY



# Partner of Choice for sustainable material handling

BEUMER Group's ESG strategy is anchored in the belief that long-term business success is intrinsically linked to the way we handle our environmental stewardship, social responsibility, and robust governance practices.

The strategic approach is designed to integrate ESG aspects into every facet of the operations, ensuring that we not only meet but exceed the expectations of our stakeholders, including customers, employees, communities and the environment.

## Partner of Choice

To make this a reality, we have incorporated ESG as one of our eight cornerstones of company strategy rather than creating and executing a stand-alone ESG strategy.

“Within this cornerstone, we have set out the ambition to be ‘Partner of Choice’ for sustainable material handling. This ambition will guide us throughout our ESG efforts and strategy.”

Within the strategic approach we vow to address all angles of ESG responsibility, demonstrating how we will create a long-term positive impact for the environment and society through considered governance.

## Our ESG commitments

### PIONEERING GREEN BUSINESS

#### Committed to impactful, long-term environmental stewardship

Our strategy includes setting ambitious targets for carbon reduction, energy consumption and resource optimisation – all in alignment with global efforts to combat climate change.



### KEEPING PEOPLE ENGAGED

#### Nurturing a corporate culture in which all people can thrive

People are at the heart of our strategy. As well as prioritising inclusion, education and health & safety for our employees, we engage with local communities for the well-being of society.



### LEADING WITH INTEGRITY

#### Building trust through ethical business practices and accountability

In strict compliance with international regulations, we maintain the highest standards of ethical conduct, transparency and accountability. ESG considerations are embedded in all our decision-making processes.



# Raising the bar with ESG performance targets

At BEUMER Group, setting ESG performance-related targets is a fundamental component of implementing our strategic ambition.

The approach is systematic and data-driven, ensuring goals are ambitious, measurable and aligned with global ESG standards – yet realistic and in line with the overall business goals.

## Strategic alignment and relevance

Our ESG targets are closely aligned with our overall business strategy 'S28 – Partner of Choice' and the UN SDGs to impact key areas – such as energy efficiency, waste reduction and employee well-being.

By focusing on the most relevant ESG issues for our stakeholders and the industries in which we operate, we ensure our efforts contribute meaningfully to global and local ESG challenges.

## Focus on near-term targets

BEUMER Group's leadership takes a long-term perspective. However, the ESG goals are aligned with a five-year strategy cycle.

Through this short-term commitment we ensure that meaningful progress will be achieved within a defined and apparent timeframe, which sets the stage for long-term sustainable development.

## Our ESG targets



Reduce scope 1 & 2 emissions by 42% until 2030

Reduce scope 3 emissions per €M of revenue by 51% until 2030

Operate all facilities on green electricity by 2028



Further establish learning opportunities for our people

Continuously increase gender diversity in new hires

Keep the Lost Time Injury Rate below 4



Global participation of 100% in our compliance training program

Zero cases of corruption and bribery throughout our operations

Further establish our sustainability supply chain due diligence

## Data-driven decision-making

BEUMER Group relies on comprehensive data analysis to set our ESG targets.

This involves assessing our current performance, benchmarking against industry standards and considering the latest scientific research.

Through this approach we can establish baselines, identify areas for improvement, and set realistic yet challenging targets.

## The path forward

Looking ahead, we are focused on setting new benchmarks in all ESG parameters. We will continue to align our operations with global goals, such as the UN SDGs and our

commitment to the science-based targets initiative (SBTi) to decarbonise our value chain in line with climate science, and aim to achieve measurable progress in key areas.

Our strategy is dynamic and comprehensive, allowing us to adapt to emerging trends and challenges, while staying true to our core values, and lead by example.



# Driving sustainable growth aligned with the SDGs

Formulated in 2015, the United Nations Sustainable Development Goals (SDGs) were a call for action by all countries to promote prosperity while protecting the planet. We are committed to advancing the goals, with a particular focus on SDGs 3, 4, 8, 9, 12, 13 and 17. These goals align closely with our mission to foster sustainable development through innovation, responsible practices and collaboration.

**17**

**Partnerships for the Goals**  
 Collaboration is essential to achieving the SDGs, and we accordingly actively engage in partnerships to drive sustainable development.

As the wording of the goal states, it is a way of strengthening the means of implementation and revitalising the global partnership for sustainable development.

By sharing knowledge and resources, we contribute to collective efforts to meet global ESG challenges.

**13**

**Climate Action**  
 Addressing climate change is a key priority for BEUMER Group.

We are committed to reducing our carbon footprint through energy-efficient technologies, renewable energy investments and innovative solutions that help our customers to achieve their climate goals.

**12**

**Responsible Consumption and Production**  
 We are dedicated to reducing waste and optimising resource use across our operations.

By implementing production practices aligned to ESG responsibility and promoting circular economy principles, we help our customers and suppliers to minimise their environmental impact and promote responsible consumption.

**Good Health and Well-Being**  
 We prioritise the health and safety of our employees, ensuring a safe working environment through rigorous safety standards, continuous training and well-being initiatives.

By promoting occupational health and reducing workplace hazards, we contribute to the overall well-being of our workforce and communities.

**Quality Education**  
 Education and continuous learning are integral to our corporate culture.

We invest in employee development through training programs, apprenticeships and partnerships with educational institutions.

By supporting access to quality education, we help to equip individuals with the skills needed for future innovation and economic growth.

**Decent Work and Economic Growth**  
 We are committed to creating a fair and inclusive workplace that promotes decent work conditions and economic growth.

We adhere to ethical labour practices, offers equal opportunities and ensures fair wages, contributing to sustainable economic development in the regions where we operate.

**Industry, Innovation and Infrastructure**  
 Innovation is at the heart of our business strategy. We develop cutting-edge technologies that improve industrial efficiency, reduce environmental impact and enhance the service-life performance of infrastructure.

By investing in research and development, we support resilient and sustainable industrial growth.

**SUSTAINABLE DEVELOPMENT GOALS**

# Double Materiality Assessment: Identifying the most relevant ESG topics

Developing an ESG strategy requires a nuanced approach that considers both our influence on the environment and society, as well as the risks and opportunities that ESG presents.

To this end, we are conducting a double materiality assessment to identify and prioritise the ESG topics most relevant to operations and stakeholders.

### Understanding double materiality

The concept of double materiality recognises that ESG issues can have a dual impact.

On one hand, certain issues directly affect business performance, such as regulatory changes or shifts in consumer preferences towards products better aligned to ESG aspects.

On the other, business activities can have both a significant environmental and social impact, influencing issues such as climate change, resource depletion and community well-being.

By addressing both dimensions, we ensure a comprehensive understanding of our ESG landscape.

### Continuous reassessment

Given the dynamic nature of ESG challenges and opportunities, the double materiality

assessment will always be regarded as an ongoing process.

From a governance perspective, we aim to enhance transparency and accountability by refining our ESG reporting practices and aligning them with global standards, such as the European Sustainability Reporting Standards (ESRS).

Furthermore, ongoing engagement with stakeholders – customers, partners, employees and regulators – will remain a cornerstone of our approach to ensure the continued relevance and impact of our ESG efforts.

## Material ESG Topics

Environment		ESRS Reference
GHG emissions		E1 - Climate change mitigation
Energy management		E1 - Climate change mitigation
Circular economy		E5 - Resource use and circular economy
Social		ESRS Reference
Keeping people engaged		S1 - Own workforce
Health, safety & well-being		S1 - Own workforce
Governance		ESRS Reference
Responsible business conduct		G1 - Business conduct
Ethical supply chain		S2 - Workers in the value chain

# Strategic direction: set by strong management, realised by huge team effort

At BEUMER Group, the Management Board guides the strategic direction of our ESG approach, holding overall responsibility for its oversight and implementation.

This ensures that ESG initiatives are closely aligned with our company's objectives while remaining adaptable to global sustainability trends and challenges.

Strategic ESG initiatives are typically developed with a one-year timeframe, providing clear focus and measurable outcomes.

The strategic direction, targets, applicability of initiatives and required resources are reviewed on an annual basis and, if necessary, adjusted ad hoc to respond to evolving priorities and external developments.

Through this ongoing process, we strive to create lasting environmental, social and economic value for our stakeholders, enabling us to contribute positively to the industries and communities we serve.

## Alignment and consistency in approach

The day-to-day management and coordination of our ESG strategy is overseen by the Global Sustainability Team, which works to support management and individual business units.

Their role includes providing guidance and fostering collaboration to ensure that sustainability principles are gradually embedded across all operations.

This approach helps maintain alignment and consistency as we pursue our long-term ESG objectives while enabling flexibility to address the unique needs and challenges of different areas of the business.

We are working to further establish a decentralised model of ESG implementation that promotes shared responsibility across our organisation.

## How collaboration integrates ESG efforts

By encouraging collaboration, this approach avoids isolating ESG efforts within specific departments, ensuring a holistic integration of sustainability across all business activities.

Experts and teams from different units are encouraged to engage in regular dialogue, share insights and explore opportunities to address market trends and sustainability challenges.

Initiatives such as workshops, information exchanges and performance reviews support this collaborative environment, creating opportunities to analyse progress, identify

## BEUMER Group's global network



areas for improvement and develop forward-looking roadmaps.

We strongly believe this approach will ensure the sustainable development of BEUMER

Group, as it naturally creates a culture of sustainability, where we enable everyone within our organisation to provide meaningful impact within their field of responsibility.

**ENVIRONMENT:**

# **PIONEERING GREEN BUSINESS**



# SUMMARY

Recognising the critical need for environmental responsibility, we are committed to integrating robust practices in our operations.

Our commitment is driven by pursuing a deep understanding of the global impact of our value chain and a dedication to achieving measurable, positive outcomes.

## Responsibility to mitigate footprint

Our emissions, energy consumption and resource utilisation necessitate a comprehensive approach to managing and reducing our environmental impact.

Aligned with our mission to lead by example, foster responsible growth, prioritise innovation and create long-term value, we are able to comply with regulatory requirements, mitigate our environmental footprint and support customers to do the same.

## Empowering clients to boost their performance

We empower our clients to improve their environmental responsibility through energy-efficient technologies, sustainable product design and emission-reduction solutions.

Our main focuses are on minimising waste, optimising the use of resources and providing expert support to integrate ESG practices along our value chain.

## Unwavering commitment: leading by example

Through our continuous development of our environmental initiatives and the setting of ambitious targets, we remain dedicated to meaningful, global ESG responsibility.

Ultimately, more than reducing our impact, we need to lead by example and support our customers on their ESG journeys.

**This section of the report covers several key environment topics, including:**



### GHG emissions:

Taking ambitious corporate climate action



### Energy

#### management:

Increasing energy efficiency along our value chain



### Circular economy:

Closing loops through business model transformation



# Reducing GHG emissions: A strong commitment to climate action

Reducing emissions is not only vital for meeting regulatory requirements but also aligns with our commitment to ESG and corporate responsibility.

Our activities – from manufacturing and logistics to the energy consumption of our systems – have a direct impact on global climate change.

We are acutely aware of our global footprint and committed to mitigating this impact throughout the value chain with strategy and action.

This includes providing clients with energy-efficient and low maintenance systems to help them reduce their own footprints.

## Strong commitment to reduce emissions

We are strongly committed to reducing GHG emissions and our footprint in alignment with the goals of the Paris Agreement.

To further demonstrate this commitment, we signed up to the Science Based Targets initiative (SBTi) in April 2023.

## Factoring in indirect emission sources

Based on the Greenhouse Gas Protocol established in 2022, we calculated our very first Corporate Carbon Footprint (CCF),

identifying carbon hotspots within our circle of influence, focusing on scopes 1 & 2.

We then dedicated significant resources to increasing the quality of the data available to calculate our CCF for 2023, and accordingly our emission reduction baseline now takes into account all relevant direct and indirect emission sources (scopes 1 to 3).

Our footprint is reminiscent of a manufacturing company, where most emissions occur upstream or downstream of our own operations. The footprint is dominated by emissions from procurement (12 percent) and product use (87 percent) due to the durability of our systems, which are made to last.

## Fully-focused future plans

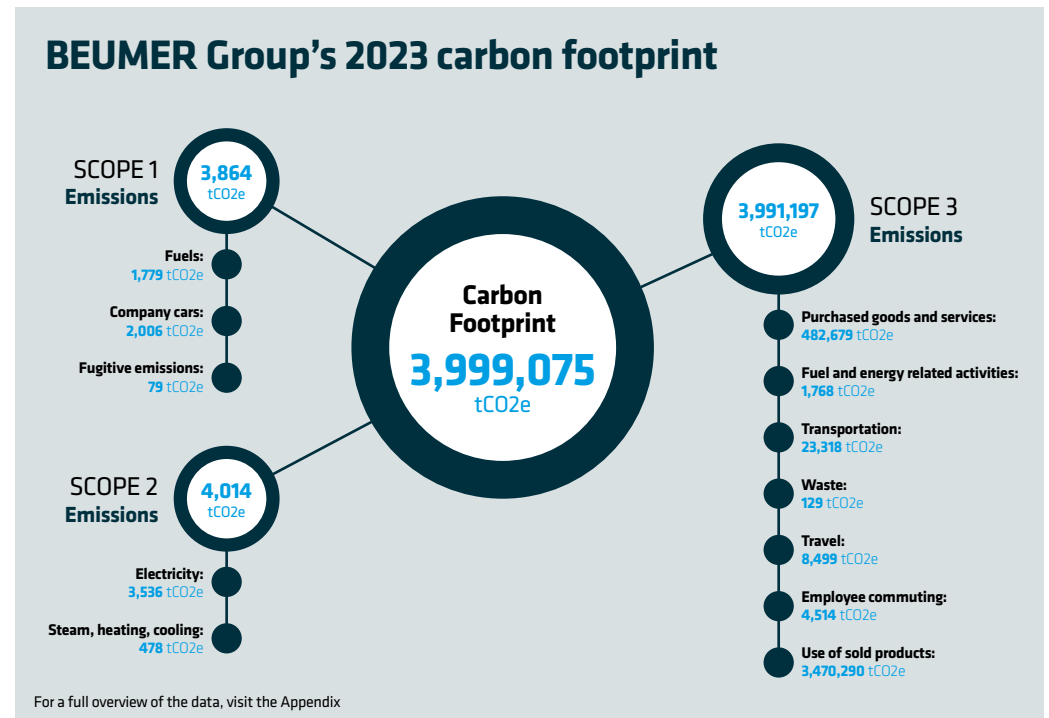
Looking ahead, we are focused on accelerating our efforts to further reduce GHG emissions.

Future plans include expanding the use of renewable energy across all facilities, enhancing the energy efficiency of our products and operations, and developing a low-carbon supply chain.

Through these efforts, we are not only reducing our own GHG emissions, but committed to leading by example and driving positive change for the environment, our customers and future generations.

*When we embrace the challenge of value chain emissions, we unlock an opportunity to innovate, collaborate, and lead the transformation toward a more sustainable manufacturing future.*

**MALENE NYTOFT SCHÜTT**, ESG Manager, BDK, Denmark



# Intelligent energy management: Smart savings and shifting sources

Focusing on energy management is a key priority for us because it directly influences our ability to reduce GHG emissions.

By transitioning to renewable energy sources and reducing our overall energy consumption along the value chain, we can significantly lower our carbon emissions and contribute to the global transition towards a low-carbon economy.

This shift is vital for the long-term sustainability of the business and health of the planet.

Our approach to energy management focuses on a variety of areas to create a wide-reaching impact.

## Comprehensive approach to energy management

Internally, we have adopted a comprehensive approach to energy management. This includes conducting regular energy audits, setting ambitious energy reduction targets, and integrating energy efficiency into the design of products and processes.

We are also increasing employee awareness and engagement in our energy-saving practices, ensuring that everyone in the company contributes to the ESG responsibility goals.

Further, by increasing the share of renewable energy in our operations, we are reducing our reliance on fossil fuels and decreasing our environmental impact.

## Helping customers to optimise their energy use

In addition to our internal efforts, we are dedicated to helping our customers achieve their energy-saving objectives.

We accordingly offer a range of energy-efficient products and solutions that reduce energy consumption and lower operational costs.

Through digital services and tailored solutions, we assist our customers in optimising their energy use, enhancing their ESG performance while simultaneously addressing one of the major impacts along the value chain.

By focusing on energy management and greener electricity, we are taking meaningful steps to reduce our environmental impact, support our customers on their journeys to greater ESG results, and contribute to a more sustainable future for all.

*From leveraging solar energy and PNG generators to minimise diesel and purchased electricity use, to reusing imported wooden packaging to reduce resource consumption, these sustainability-in-action practices drive responsible production and a greener future.*

**LINESH TOM JACOB**, HSE Manager, BIL, India

## Energy management KPIs

**Renewable  
percentage of  
electricity**

**43.27**

**Energy consumption  
in MWh per M€  
of revenue**

**9.74**

# SPOTLIGHT #01: JINFENG CEMENT

## Supporting sustainable development through cutting-edge technology

Jinfeng Cement Group is the biggest private cement manufacturer in Jiangsu Province, China. As the company expanded, its yearly demand for limestone was expected to surge to 90 million tonnes.

Traditionally reliant on truck transport, Jinfeng sought a more sustainable, efficient and cost-effective method for material handling, as the reliance on trucks not only led to high operational expenses (OPEX) but also contributed to substantial CO<sub>2</sub> emissions, road wear and safety concerns due to heavy traffic of around 4,000 daily trucks.

Leveraging decades of experience, BEUMER Group reengineered the system to require only three main overland conveyors instead of the initially suggested 17.

This design not only reduced the system's complexity and steel usage by approximately 8,000 tonnes but also minimised the number of transfer points, reducing maintenance and operational costs.

### Remarkable of CO<sub>2</sub> reductions

Since the newly installed curved conveyor system started operations in September 2023, it has achieved remarkable CO<sub>2</sub> emission reductions of 1.5 million tonnes per year.

The energy-efficient design, featuring low resistance components, halved the required drive power, resulting



in substantial cost savings that reduced annual energy consumption by approximately 72,000 MWh. Additionally, the customer's installation of a 35MW solar PV system allows for the use of renewable energy in operations.

BEUMER Group's innovative solution for Jinfeng Cement Group demonstrates how advanced engineering,

sustainability and operational efficiency can be combined to address modern industrial challenges.

This project sets a benchmark showcasing the potential to significantly reduce environmental impact while improving operational efficiency.



# What comes around: Circular approach to minimise waste and conserve resources

Circularity is a key component of our ESG strategy. By adopting circular practices, we can reduce our environmental footprint, conserve natural resources and minimise waste.

This approach also enhances the ESG aspects of our products and services, offering customers more durable and efficient solutions that align with their own environmental goals.

Circularity supports our mission to be a leader in sustainable innovation and to drive positive environmental change across the industry.

## Integration of principles

We are progressively integrating circular economy principles into our business model. While it is primarily focused on developing long-lasting, efficient products and systems, the model also emphasises additional circular options such as the refurbishment, reuse and recycling of parts and systems.

This circular approach is getting further embedded into product lifecycle management, which prioritises designing products that can be easily maintained, upgraded and eventually recycled, thereby extending their lifespan and reducing waste.

## The 10 'Rs' approach

We are actively leveraging the 10R framework (see graphic) to drive innovation and embed

circular economy principles. This framework guides our approach to product design, manufacturing and end-of-life management.

By focusing on the reduction of material use, the enhancement of product longevity and the promotion of refurbishing and recycling components, we can minimise waste and conserve resources.

Our commitment to the 10R framework allows us to strategically identify focal points within the circular economy realm and direct our efforts to create maximum impact.

## Committed to improving the circularity

We have evaluated each individual 'R' regarding our impact as well as business opportunities for us and our clients.

One of the biggest challenges is the need to redesign products and processes to facilitate easier disassembly, repair and recycling.

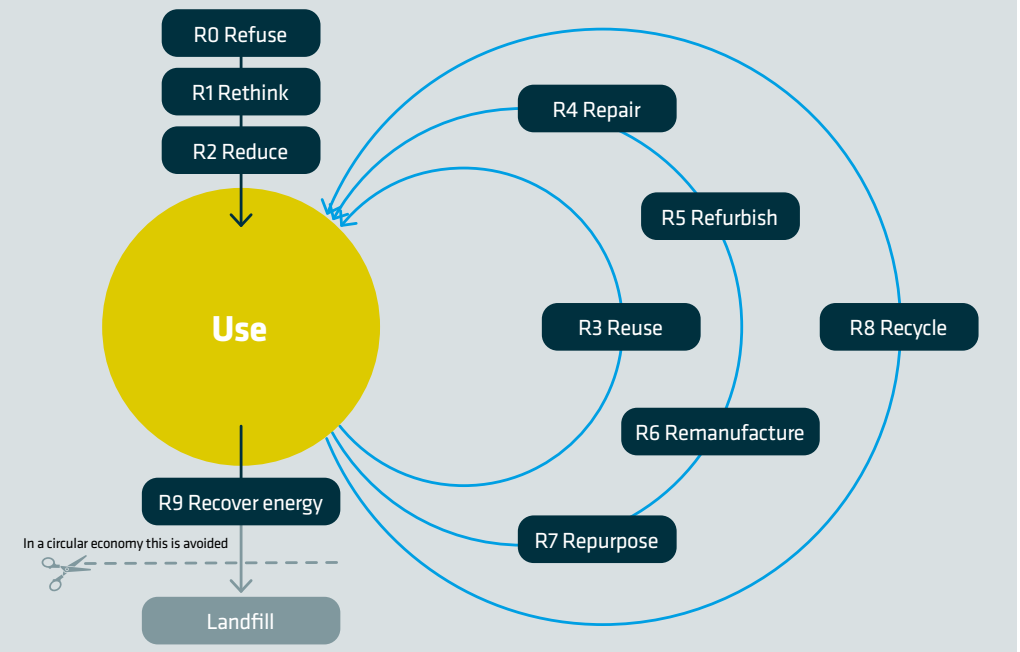
Additionally, there are logistical challenges in collecting and refurbishing used components, as well as market challenges involved in encouraging customers to embrace refurbished products over new ones.

Despite these challenges, we are committed to improving the circularity of our business model.

*Our contribution to a circular economy is in providing durable, long-lasting products and expert customer support, minimising waste and maximising value for our partners.*

**ANDREAS BACKS**, Director Global Sustainability, Germany

## 10R Framework



# SPOTLIGHT #02: CUSTOMER SUPPORT

## Driving circular economy through Customer Support

BEUMER Group Customer Support provides comprehensive services that extend the lifetime of our customers' assets. By doing so, Customer Support plays an important role in the opportunity for our customers to advance within the circular economy.

Through tailored proactive support, Customer Support helps clients to optimise the use of their equipment, including services for maintenance, refurbishment and repair.

As part of our strategy, we have identified products that are suitable for refurbishment and repair. Currently we are applying the circular approach to the cross-belt units. These are a vital but costly part of our customers' systems availability.

We currently have a repair shop in the Netherlands supporting all local customers and are setting up similar support functions in Australia and France.

The proactive approach ensures that customers' assets remain operational and efficient for longer, reducing the need for new resources and minimising waste.

By offering training, technical assistance and solutions for product upgrades and recycling, we encourage customers to adopt circular practices effectively.



This support not only enhances the ESG responsibility of operations but also aligns with our commitment to fostering a circular economy across the complete supply chain.

### Way forward to foster circularity

Now that we have set out a framework, the next step is to make the ambition a reality, and perhaps the most obvious way to achieve this is collaborating to advance circular

economy practices. Those partnerships include suppliers, customers and industry organisations to develop and promote circular solutions.

These collaborations will help us to share best practices, innovate new circular business models, and scale our efforts across the supply chain.

# **SOCIAL:** **KEEPING PEOPLE ENGAGED**



# SUMMARY

At BEUMER Group, social responsibility is a core element of the ESG strategy, reflecting our dedication to creating positive impacts in the communities where we operate and beyond.

Recognising that our actions influence social aspects globally, we are committed to upholding high standards of ethics, diversity and community engagement as integral parts of our business operations.

Social responsibility is crucial to our ESG strategy because it aligns with our values of integrity, respect and inclusivity. By addressing social issues, the strategy ensures that company business practices contribute to the well-being of the employees, support fair labour practices, and positively impact the communities in which we operate.

Our social responsibility commitment strengthens our stakeholder relationships and fosters a positive environment where our workforce can flourish.

## Global social impact

Our global operations impact social aspects through our employment practices, community involvement and ethical conduct.

We strive to create a diverse and inclusive workplace, support employee development and contribute to the communities where we have a presence.

The social initiatives also extend to ensuring fair labour practices and contributing to social well-being within the supply chain and beyond.

**This section of the report covers several key social topics, including:**



**Employee engagement:** Creating inspiring workplaces and an engaging corporate culture



**Diversity:** Fostering diverse and inclusive workplaces that celebrate unique perspectives and drive innovation



**Health and safety:** Ensuring a safe and healthy workplace where well-being is prioritized, and employees thrive.



# Engaged workforce: Our approach to sustainable success

We are convinced that committed employees are the decisive factor for our company's success. With our 'Keep People Engaged' approach, we create a working environment that strengthens motivation, development and loyalty. Our strategy is based on five key principles:

## Excellence in leadership

We make targeted investments in outstanding leadership because we know that excellent leaders create orientation, promote motivation and make a difference.

## Hiring the right people

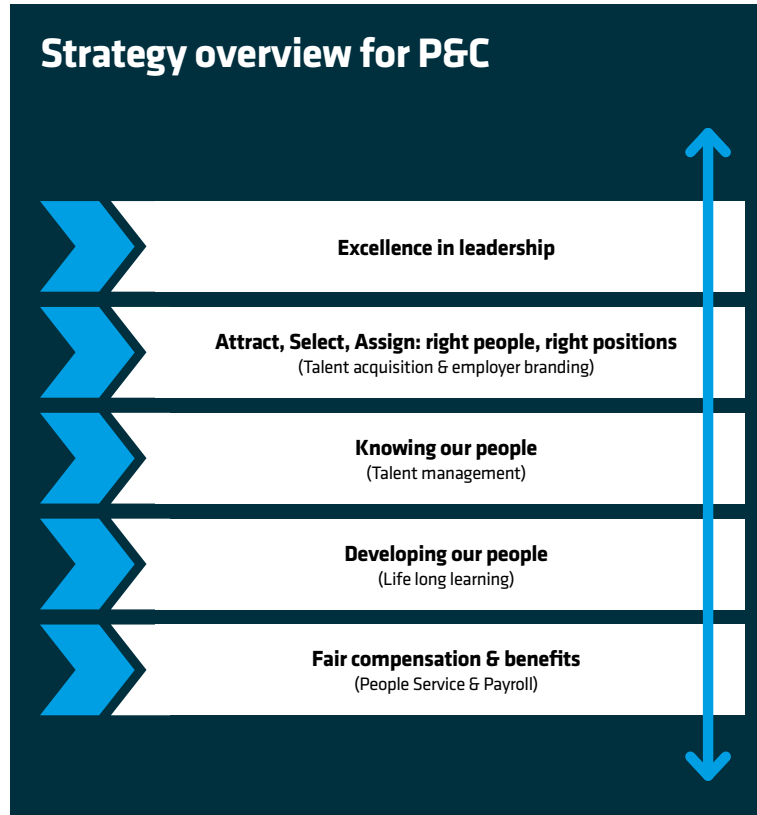
The first step towards committed employees is the right appointment. With a structured selection process, we ensure that talented people are placed in positions that perfectly match their skills and potential.

## Knowing our people

Regular development meetings are essential in order to understand the individual needs, goals and life situations of our employees. In this way, we ensure that everyone works exactly where they can make the best impact.

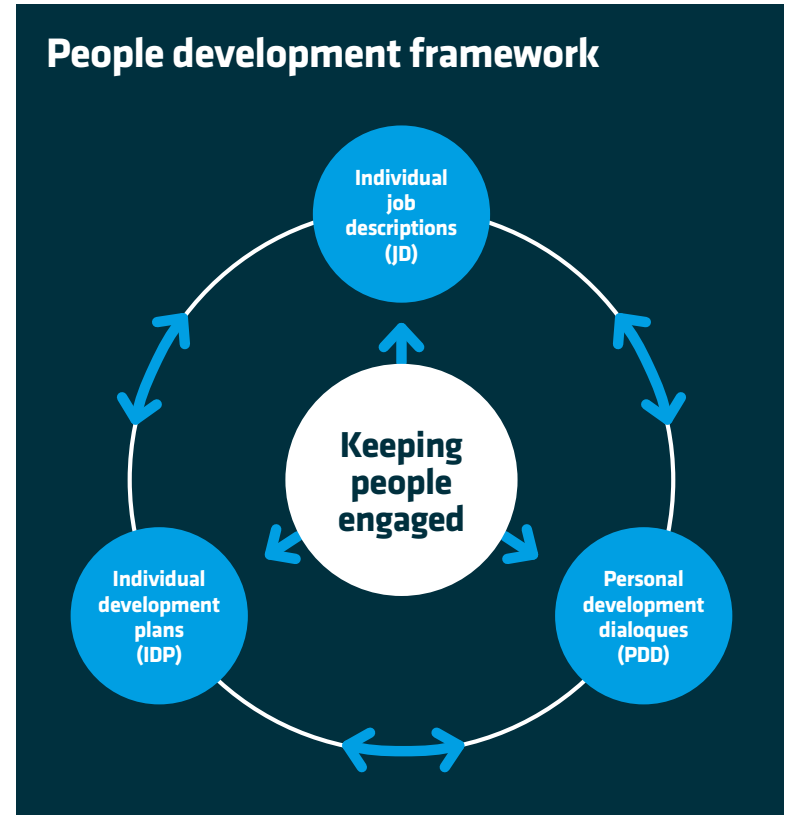
## Fair salary

Commitment deserves appreciation – and this includes fair, market-driven remuneration that recognises performance and commitment.



## Developing our people

Development is the key to long-term commitment. Through first-class training opportunities, we support our employees in realising their full potential and successfully mastering new challenges.



Keeping the workforce engaged is a critical element of our success. Engaged employees are not only more productive and innovative but also more committed to delivering high-quality work and contributing to our long-term goals.

At BEUMER Group, employee engagement goes beyond job satisfaction – it's about creating a work environment where employees feel motivated, valued and connected to a mission of creating long-term success.

This fosters strong purpose and drives the collective success of the entire company.

### Prioritising lifelong learning

We strive for an inclusive corporate culture that provides an environment where employees can thrive professionally and personally.

This corporate culture is built on trust, open communication and a commitment to continuous improvement through lifelong learning. In this diverse and dynamic workplace, all contributions are valued.

Our slogan “Made different” reflects a commitment to doing things better, which means challenging the status quo, embracing innovation and continuously seeking ways to improve our products, services and workplace.

The slogan is a signal to employees and their future colleagues that they can be a part of a company that values creativity, sustainability and excellence in everything we do.

We offer a wide range of benefits to support well-being and professional growth, which includes competitive salaries, health and wellness programs, and workplace flexibility.

Additionally, training, courses and mentorship programs help employees to acquire new skills and advance their careers.

## Employee benefits

### Global working

You will be involved in captivating projects and tackling engaging tasks within our dynamic, innovative and global family business that operates across 70 countries.

### Extensive onboarding

During our immersive onboarding programs, you will receive an extensive overview of BEUMER Group, whilst also getting to know your new colleagues.

### Team-orientated work culture

Through a culture of open feedback, transparent corporate updates and regular employee events, we actively cultivate a friendly, open and collaborative working environment.

### Career and development

Your personal and professional growth is integral to our ethos. We champion your development through personal development dialogues, training courses and other upskilling opportunities.

### Health, fitness and well-being

Your health is important to us. That is why we provide opportunities to play sport and wellness programs to help you balance work, life and personal fitness.

### Modern work culture

BEUMER Group employees tend to stick around. They feel at home in our modern, inclusive work culture, bright, spacious offices and ergonomically optimised workstations.

To make sure we are on the right track, we enable regular engagement pulse surveys, where our people can provide valuable feedback to sharpen our approach.

### Global diversity program

We are committed to making every employee feel valued and included, regardless of their role or background. Our diversity and

inclusion initiatives aim to foster a culture of belonging. We have established both a female mentoring program and local female networks to highlight female talent at BEUMER Group.

**Tomas Martínez**  
Automation Architects  
Manager, BES Project  
Management  
SPAIN

**WORKING GLOBALLY:**

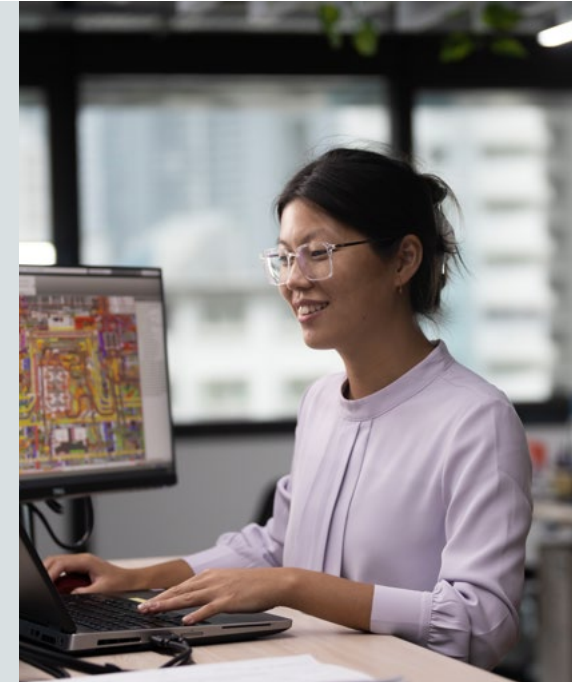
“Working in such a global company as BEUMER gives you so many opportunities. You can be in different departments. For instance, I have been working in the process department, the automation department and the logistic department. And you can collaborate in projects around the world and share knowledge, teaching each other and learning from other colleagues.”



**Kiann S. Lauritsen**  
Electrical Engineer,  
BGS Project Management  
Office  
SINGAPORE

**ENGAGED PROFESSIONALS:**

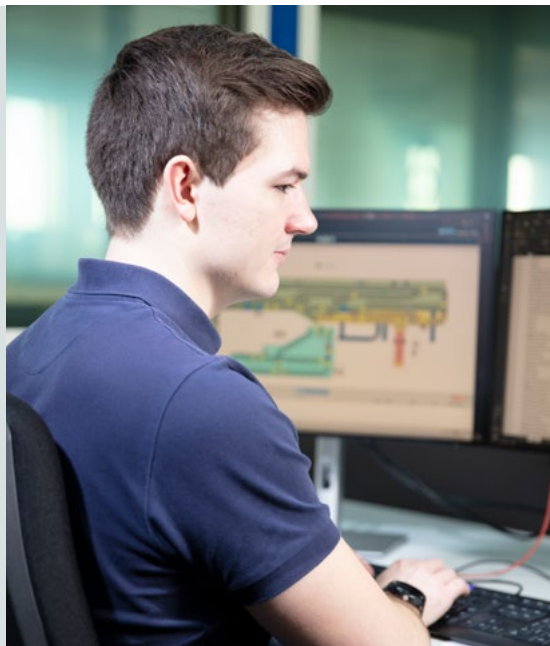
“At BEUMER you have the opportunity to challenge your skills in different ways by working in different departments. So instead of going to another company, I have the possibility to stay and explore a new skill and add to the bag of skills I already have.”



**Torben Eric Kraft**  
Software Project Manager,  
BM Software Solutions  
GERMANY

**FAMILY BUSINESS:**

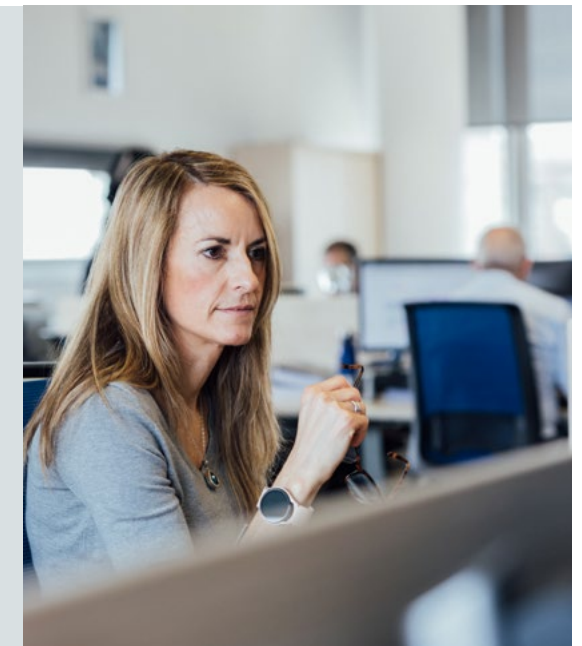
“BEUMER is an international family business that focuses on international and cultural exchange – I like the mixture of not only doing office work but also getting my hands dirty during commissioning.”



**Susana Rodriguez**  
Mechanical Engineer,  
BES Project Management  
SPAIN

**WORKING GLOBALLY:**

“I have contact with a wide variety of people around the world and get to know other cultures by working with people that are different than me. In BEUMER, there is this vision or concept of integration.”



We actively seek to understand and address workplace needs, providing platforms for open dialogue and feedback. Promoting inclusivity and recognising individual contributions ensure all employees feel respected and appreciated.

#### Identifying our future leaders

Our leadership development programs nurture future leaders within the company, ensuring they have the necessary skills and support.

Central to the programs are leadership principles that apply to all our leaders. They not only set out what is expected from a leader, but also from our employees in their support of our leaders. Similar to our core values, they are meant to be lived in our daily actions: a combination of commitment and motivation.

Our 270° Leadership Feedback Programme, for example, ensures our leaders stick to these principles and receive feedback from multiple angles: employees, superiors and peers.

The principles determine how we collaborate with each other, providing us with a framework for how we want the leaders to lead and how professional leadership ('role model behaviour') makes the difference.

The principles allow for individual leadership styles and different leadership characteristics. Only authentic leaders can be successful.

## Employee engagement KPIs

Total number  
of training days

9,376

Number of managers  
that received 270°  
feedback

102

Signed annual  
individual  
development plans

1,227

#### Learning made easier

With BEUMER Learn we have extended our learning infrastructure with a new digital platform, taking learning to a new level. With a focus on usability and digital content, learning will be easier for employees to access – without travel efforts and costs.

It also ensures timely completion of mandatory training – for example, compliance, security and safety courses, with detailed documentation.

#### Instilling a strong sense of purpose

Working at BEUMER Group provides a strong sense of purpose, as employees are part of a company committed to ESG responsibility, innovation and making a positive impact.

This mission to deliver high-quality, ESG-minded solutions resonates with employees passionate about creating a better future.

This sense of purpose is a driving force behind engagement and commitment to our success. Looking ahead, we will continue to invest

in initiatives that enhance employee attractiveness and engagement, improving workplaces, workplace flexibility, benefit offerings, and opportunities for development. We will further sharpen our approach to succession planning.

We are also committed to further strengthening our corporate culture by expanding our diversity and inclusion programs and fostering even greater collaboration and innovation across the company.



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

At BEUMER Group, the health, safety and well-being of our employees are not just priorities – they are integral to how we operate as a company.

We believe that a safe and supportive work environment is the foundation for excellence, innovation and long-term success.

## Both physical and mental health

From our production facilities to our customer sites during system integration, we ensure that safety remains upfront and centre. Setting up our systems at customer locations presents unique challenges, and we are deeply committed to protecting not just our employees but also all stakeholders involved in these activities.

To achieve this, we have established comprehensive health and safety policies that focus on both the physical and mental aspects of well-being.

Our initiatives include regular training programs, mental health resources and tools designed to minimise stress and foster resilience.

During site integration, we implement tailored risk assessments, rigorous safety protocols and real-time monitoring to



identify and mitigate any hazards that may arise in dynamic environments.

## Proactive approach to safety

Our proactive approach to safety includes ergonomic assessments to reduce physical

strain, wellness programs that encourage healthy living, and flexible working conditions that enable our employees to balance their professional and personal lives.

These efforts reflect our belief that a healthy,

motivated workforce is key to achieving our goals.

## Building a strong safety culture

We take pride in fostering a culture where safety is everyone's responsibility.

Our employees are not just encouraged but empowered to prioritise safety in every task they undertake.

Through continuous monitoring, open communication and regular reviews of our procedures, we address emerging risks and maintain the safest possible environments across all operations.

This commitment is evident in the steady decline in workplace accidents at BEUMER Group over the years.

These positive results are a testament to our rigorous safety protocols, strong leadership and collaborative efforts to instill a safety-first mindset throughout our organisation.

**Certified to the highest standards**

To ensure we meet or exceed global benchmarks, our health and safety management systems are certified against internationally recognised standards such as ISO 45001.

Regular audits by external bodies validate our practices and drive continuous improvement.

These certifications reflect our dedication to maintaining a safe, secure and supportive workplace.

**Extending safety beyond our walls**

Our commitment to health and safety extends beyond our own operations.

We hold our suppliers and business partners to the same high standards, requiring compliance with our Supplier Code of Conduct, which includes stringent health and safety criteria. Regular audits and assessments ensure that our values are upheld across the entire value chain.

**Looking ahead: Future-focused initiatives**

While we have already taken steps to enhance workplace safety, our 2023 LTIR did not meet our target of below 4, but with an increased focus in 2024, we achieved an LTIR of 3.95.

To sustain our progress, we are intensifying our efforts new initiatives, including stress management workshops, enhanced mental health support services, integration of advanced safety technologies and advanced training programs to equip our employees with the knowledge and skills they need to work safely.

At BEUMER Group, safeguarding the health, safety and well-being of our people is more than a commitment – it’s a responsibility we take to heart.

*We are committed to HSE by taking daily care of our physical and mental health, being environmentally responsible and thereby exercising leadership through our individual behaviour, to learn and improve as a team.*

**JAVIER BUSTOS**, BCL Supply Chain Manager & QHSE Lead, Chile

**Health and safety KPIs:**

**Total work-related injuries**

**53**

**Lost-time injury rate (LTIR)**

**4.56**

# SPOTLIGHT #03: COMMUNITY ENGAGEMENT

## Reaching out into the community to build long-lasting relationships

At BEUMER Group, we believe that sustainability extends beyond operations to include the communities in which we operate.

By fostering meaningful partnerships and supporting local initiatives, we aim to create shared value and drive positive social impact.

Our approach focuses on addressing community needs through education, collaboration, and targeted programs, all while aligning with our broader sustainability goals.

Whether it's promoting workforce development, advancing environmental stewardship, or enhancing local infrastructure, we are committed to making a lasting difference. By building strong relationships and empowering individuals, we contribute to the resilience and prosperity of the communities we serve.

We actively engage in and fund charitable initiatives, such as the Akshaya Patra Foundation, focusing on improving education, healthcare, and social welfare in underprivileged areas.

In Australia, we proudly support the Men's Shed movement, which provides spaces for men to connect, share skills, and enhance mental health and well-being.

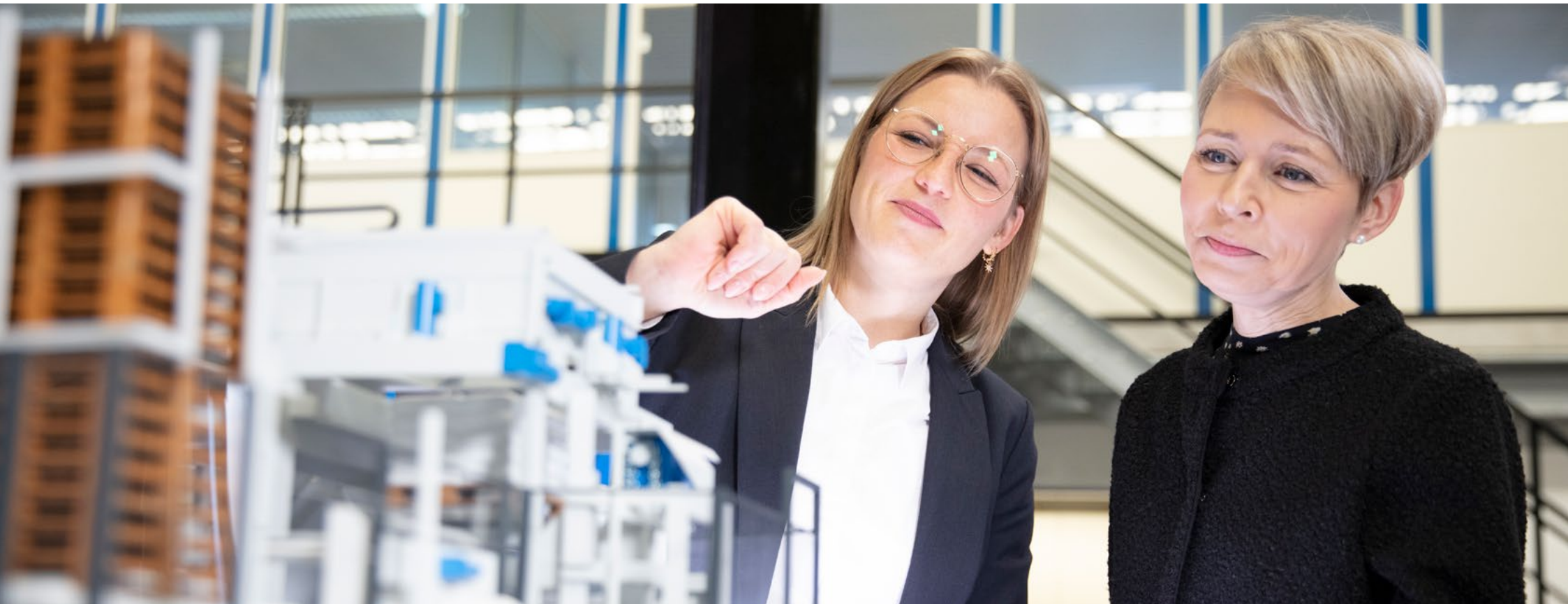


Besides supporting activities, we also actively develop and implement our own activities close to our business, be it reforestation activities in areas where we are present or craftsmanship to generate donations.

These initiatives highlight our commitment to creating a positive and lasting impact on communities.

Looking ahead, we are exploring new ways to expand our CSR initiatives. By integrating closer community engagement with the overall ESG strategy, we will continue to build meaningful relationships with the communities we serve, drive positive changes, and foster a more inclusive and sustainable future. We can only achieve long-term success by supporting the well-being of the communities in which we operate.

**GOVERNANCE:**  
**LEADING WITH INTEGRITY**



# SUMMARY

Governance, ethics and integrity are major aspects of our ESG strategy, as they play a crucial role in ensuring that our business is conducted with integrity, transparency and accountability.

Strong governance practices are essential for building trust with stakeholders, managing risks effectively and fostering long-term success.

We understand that good governance is not just about compliance – it is about setting the right tone and embedding ethical principles across the entire organisation to create a corporate culture in line with our values.

## Raising standards across the value chain

Strong governance underpins our ability to achieve our environmental and social goals. High standards of governance guarantee transparent decision-making processes, ethical operations and well-protected stakeholder interests.

Good governance also helps us to navigate complex global challenges: from regulatory compliance to managing risks associated with the supply chain.

We actively promote good governance along our entire value chain. We work closely with suppliers and business partners to ensure they adhere to the same ethical standards and governance practices upheld within our own operations. This includes implementing rigorous due diligence processes, conducting regular audits and fostering open communication.

By setting clear expectations and providing support where needed, the approach helps to elevate governance standards throughout the value chain.

**This section of the report covers several key governance topics, including:**



### Ethical business conduct:

Promoting ethical business conduct through transparency, accountability and unwavering integrity.



### Supply chain responsibility:

Ensuring responsible supply chain practices that prioritise sustainability, fairness and ethical sourcing.



# Responsible business conduct is key to maintaining compliance standards and mitigating risk

Responsible business conduct at BEUMER Group is anchored in strong ethical values, emphasising integrity, transparency, fairness and respect.

The Business Conduct Guideline acts as our anchor and ensures ethical behaviour across the organisation, including employees, suppliers and contractors.

## Strict compliance standards

Our compliance program is central to our responsible business conduct, ensuring adherence to legal and regulatory requirements across all operations.

We have implemented rigorous policies focused on preventing corruption, bribery and unethical practices. These include due diligence processes for third-party partners and internal controls to detect potential issues.

We provide continuous compliance training to our employees, ensuring awareness of these policies. Additionally, a confidential whistleblowing system encourages the reporting of any unethical behaviour.

## Mitigating risk

By maintaining strict compliance standards, we mitigate legal and reputational risks while reinforcing our commitment to transparency and integrity.

These efforts not only ensure legal compliance but foster a culture of integrity and trust among stakeholders.

## Integrated into all business processes

One key component of ethical and responsible conduct is the identification and addressing of risks.

Our risk management is integrated into all of our business processes, enabling us to identify and address potential threats at an early stage.

This proactive approach spans operational, financial, strategic, compliance, cyber and reputational risks.

## Regular risk assessments

We conduct regular risk assessments, using tailored mitigation strategies, thus aligning risk management with our business objectives.

By embedding risk considerations into strategic decision-making and leveraging advanced technologies such as data analytics, we are able to strengthen our resilience and adaptability in an evolving global market.

*Trust is earned through consistent compliance and ethical leadership. We hold ourselves accountable to the highest standards, creating a transparent and responsible business environment.*

**NORBERT HUFNAGEL**, Managing Director Finance and People & Culture (CFO), Germany



# Collaboration essential to sustainable value creation in the supply chain

Our ESG commitment extends beyond our own operations to our global supply chain because we recognise the importance of actively managing social and environmental risks to uphold our principles and contribute to sustainable value creation.

To foster fair and ethical practices, we have implemented a due diligence process that leverages several stages of supplier engagement. Our Supplier Code of Conduct sets clear expectations for labour rights, workplace safety, diversity and fair wages.

Our suppliers are required to adhere to standards that align with frameworks such as the UN Guiding Principles on Business and Human Rights and the International Labour Organization (ILO) conventions.

Ensuring these requirements are met is not an easy task, so we have implemented a supplier risk assessment process to identify prospective risk even before the relationship with the supplier kicks off.

Based on this we request additional information via supplier self-assessment to determine if there is an actual risk in terms of social misconduct or environmental pollution.

The risk management processes are soundly embedded in our existing supplier approval

and evaluation processes, enabling a workflow that provides relevant information to make conscious decisions and reducing the workload for our suppliers to a minimum.

## Footprint reduction a key target

As a next step we must communicate our expectations and targets to our suppliers. One focal point will be the reduction of the environmental footprint of our products. This includes promoting energy-efficient production practices, reducing GHGs, and minimising resource consumption.

We will then be able to prioritise suppliers who share our commitment to environmental stewardship, evaluating them based on criteria such as their use of renewable energy, water management practices and waste reduction initiatives. Additionally, we will encourage circular economy principles by collaborating with suppliers to source recyclable materials and design products for durability and reuse.

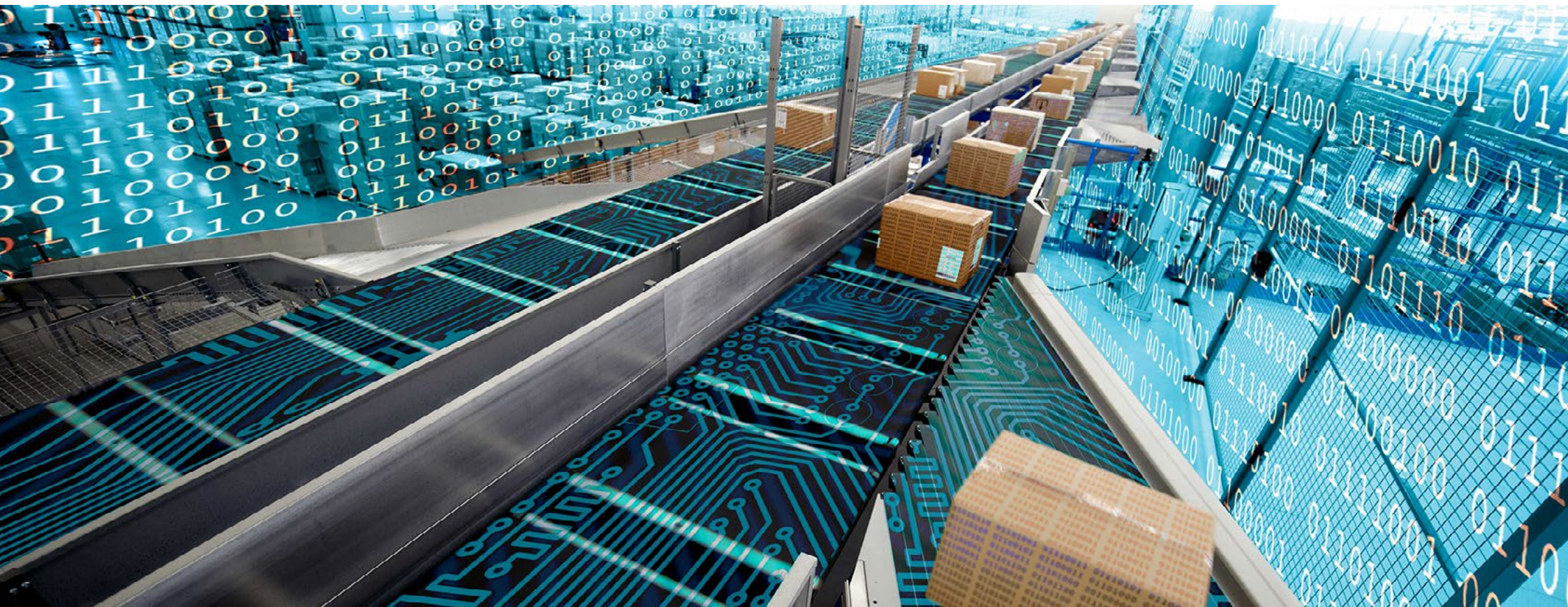
We believe lasting impact comes from collaboration. BEUMER Group provides training and resources to help suppliers meet our ESG expectations and adopt best practices. By fostering capacity building, we empower suppliers to improve their ESG performance, benefiting both their operations and the communities in which they operate.

*At the heart of our procurement strategy lies a commitment to ethical sourcing and sustainability. We recognise the importance of ensuring that our partners uphold the highest standards of integrity and environmental and social responsibility.*

**ANDERS SØNDERGAARD**, Head of Global Strategic Procurement, Denmark



# OUTLOOK





# Our ESG journey and the long road ahead

As global awareness, regulatory demands and market expectations regarding ESG issues continue to evolve at a rapid pace, our commitment will only grow stronger and more ingrained in our corporate culture.

Sustainability is not merely a trend but a fundamental responsibility that shapes the future of our industry and our impact on the world, and we must advance our sustainability efforts across our entire value chain, aligning every aspect of our operations with the highest ESG standards.

Our approach to ESG integrates across all stages of product development, supply chain management and customer engagement, ensuring that our sustainability efforts are reflected in everything we do.

The significance of sustainability for BEUMER Group will undoubtedly continue to increase as both the regulatory landscape and the expectations of our stakeholders evolve.

## No longer just a part of our strategy

Addressing ESG issues is critical – not only for mitigating risk but also for positioning ourselves as leaders in sustainable material handling – as part of our efforts to enhance social responsibility and ensure economic resilience.

Sustainability is no longer just a part of our strategy; it is becoming the foundation upon which we build a sustainable future.

With targeted initiatives planned for the coming year we are well positioned to advance our ESG agenda and make a lasting, positive impact.

**Key areas of focus over the years ahead. In the coming year, we will concentrate on several key focus areas to further our ESG goals:**



### Circular economy:

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



### Renewable energy:

Continuing to increase the production and procurement of renewable energy



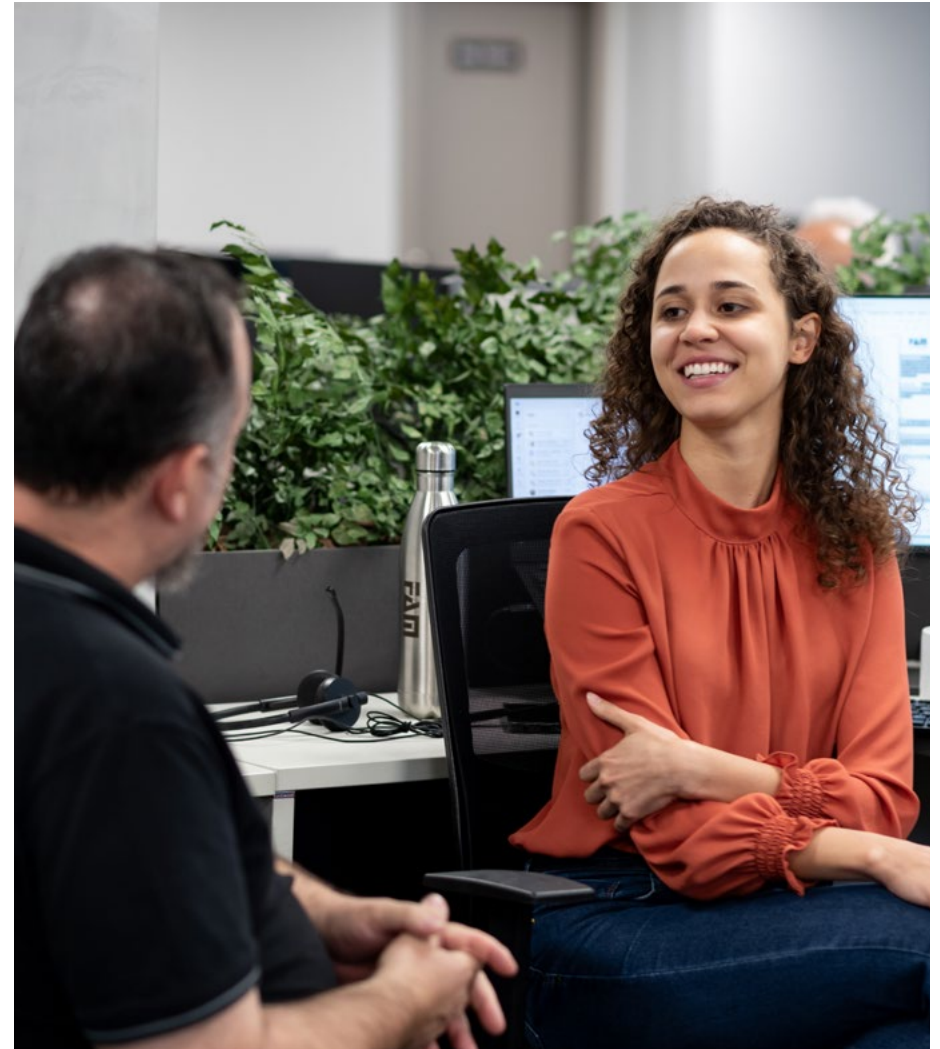
### Employee engagement:

Upholding our corporate culture and providing a great place to work



### Partnerships:

Collaboration with supply chain partners to advance joint ESG goals



# APPENDIX

<b>Environment</b>	<b>2023</b>
t CO <sub>2</sub> e	
<b>Scope 1 emissions</b>	<b>3,864</b>
Natural Gas	1,589
Manufacturing fuels	189
Company cars	2,006
Fugitive emissions	79
<b>Scope 2 emissions</b>	<b>4,014</b>
Electricity (market-based)	3,536
Electricity (location-based)	4,460
Steam, Heating and Cooling	478
<b>Scope 3 emissions</b>	<b>3,991,197</b>
Purchased goods and services	482,679
Fuel and energy related activities	1,768
Transportation	23,318
Waste	129
Business Travel	8,499
Employee Commuting	4,514
Use of sold products	3,470,290
<b>Total Scope 1, 2, and 3 emissions</b>	<b>3,999,075</b>

<b>Other Environmental Metrics</b>	<b>2023</b>
Total energy use (MWh)	20,811
- Electricity (MWh)	11,258
- Natural Gas (MWh)	8,795
- Manufacturing fuels (L)	71,147
Energy consumption per M€ of revenue	9.74
Percentage of renewable electricity as share of total electricity consumption	43.27%
Water Consumption (ML)	6,748
Total waste (tonnes)	3,243
Hazardous Waste (tonnes)	28.9

<b>Social</b>	<b>2023</b>
Headcount	5,527
- Female	15%
- Male	85%
Total training days	9,376
Signed annual Individual development plans	1,227
Work-related injuries (Lost-time injury rate)	4.56
Total work-related injuries	53
Group Companies providing a minimum wage guarantee	100%
Number of managers that received 270° feedback	102

<b>Governance</b>	<b>2023</b>
Corruption Incidents	0
Percentage of women in C-suite positions	16.4%
Suppliers screened for social and environmental risk	4.246

The ESG numbers for BEUMER Group are calculated based on all our Group companies and covers our work in all our business industries. The emission factors are found through DEFRA, BEIS, EXIOBASE and Market Economics Limited.

