

Sustainability Report 2025





Dear Readers,

In the 2025 financial year, technotrans achieved consolidated revenue of €244 million, based on its consistent positioning in dynamic growth markets and the targeted use of global megatrends such as artificial intelligence, electrification, and decarbonization. We have achieved the medium-term sustainability goals of our Future Ready 2025 strategy. With the new Ready for Growth strategy, published in October 2025, we reaffirm our commitment to sustainability by continuously developing and measurably advancing our ambitions. We are aligned with the European goal of climate neutrality and are committed to achieving consistent climate neutrality by 2050.

Environmental Aspects

The key objectives of our environmental management are to continuously reduce the ecological impact of our business activities and to drive sustainable innovation. Our focus areas include the efficient use of energy, the expansion of renewable energy, and the reduction of CO₂ emissions. In the 2025 financial year, we achieved the following progress: At our main site in Sassenberg, lighting was completely converted to modern LED technology, saving approximately 36 tonnes of CO₂ annually. To promote electromobility, technotrans also provides financial support to employees entitled to company cars for the installation of private charging infrastructure. We support our customers throughout the entire product lifecycle with innovative solutions that make a significant contribution to resource conservation. The reduced use and substitution of synthetic refrigerants with climate-friendly, natural refrigerants enable us to meet our customers' sustainability requirements for our products.

Employee Development

Our employees are the key success factor for the sustainable development of the technotrans. In a challenging market environment, we invest specifically in training and further education, talent development, and internal career progression. Structured qualification programs and cross-site collaboration strengthen professional and leadership skills and ensure our future viability. With the Ready for Growth strategy, we are therefore placing a clear focus on the continued development of our workforce. At our German sites, we aim to maintain a training ratio of 10% on a sustained basis by 2030 and to uphold a cumulative retention rate of at least 80%.

Outlook

Sustainability is an integral part of our Group strategy. With Ready for Growth, technotrans is creating the strategic framework for sustainable and responsible growth. As a system provider of forward-looking and climate-friendly technologies, we actively contribute to climate neutrality and support our partners in achieving their sustainability goals—today and in the future.

Dear Readers,

technotrans is ready for the next phase: We are READY FOR GROWTH! With our strategy, we are pursuing a clear growth strategy in which sustainability is firmly embedded through ambitious targets. We are increasing our energy independence, reducing emissions, and strengthening our position as an attractive employer.



Michael Finger
CEO



Natascha Sander
CFO



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Financial year 2025: Financial highlights of the technotrans Group

244.0 m €

Revenue

(PY: 238.1 m €)

Technology: 184.6 m € (PY: 177.7 m €)
Services: 59.4 m € (PY: 60.4 m €)

17.3 m €

7.1 %

EBIT

(PY: 12.3 m €)

Technology: 8.2 m € (PY: 3.6 m €)
Services: 9.3 m € (PY: 8.9 m €)

EBIT margin

(PY: 5.2 %)

Technology: 4.4 % (PY: 2.0 %)
Services: 15.6 % (PY: 14.7 %)

16.8 %

16.6 m €

65.1 %

ROCE

(PY: 11.8 %)

Free cash flow

(PY: 8.5 m €)

Equity ratio

(PY: 60.5 %)

0.83 €

1.66 €

1,443

Dividend proposal
(PY: 0.53 €)

Earnings per share
(PY: 1.06 €)

Employees
as of Dec 31, 2025
(PY: 1,514)

Combined Non-Financial Statement of technotrans SE and the technotrans Group in accordance with Sections 289b ff., 315b ff. German Commercial Code (HGB)

Sustainable corporate governance is an integral component of the technotrans corporate strategy. It is of fundamental importance for acquiring new customers, obtaining secure financing and being an attractive employer.

In publishing this section of its report, technotrans fulfils its obligation to disclose non-financial information for the 2025 financial year in accordance with the provisions of Sections 289b_e HGB on the Non-Financial Statement, and of Sections 315b_c HGB on the Non-Financial Group Statement and Non-Financial Group Report. Pursuant to Section 315b (1) sentence 1 HGB, this report applies to both technotrans SE and the technotrans Group. The purpose is to inform all stakeholders about the sustainable setup and about aspects that are relevant in that context. We used recognised frameworks such as the German Sustainability Code (GSC), the guidelines of the United Nations Global Compact (UDGC), the EFFAS (European Federation of Financial Analyst Societies) performance indicators as well as selected indicators following the ESRS (European Sustainability Reporting Standards) as our basis in preparing the Non-Financial Statement. Additionally, technotrans reports in accordance with the requirements of the EU Taxonomy Regulation.

The Non-Financial Statement was reviewed by the Supervisory Board of technotrans SE.

SUSTAINABILITY MANAGEMENT

technotrans is exposed to a steadily changing environment. That also includes our stakeholders' requirements with regard to sustainable corporate governance. We safeguard our long-term successful business development by maintaining a transparent and constructive dialogue and by approaching opportunities and risks responsibly.

At Board of Management level, CEO Michael Finger holds responsibility for sustainable corporate governance matters. They are handled operationally by the Sustainability Management area.

An effective compliance and Risk Management System as well as an effective Internal Control System (ICS) assure the long-term viability and competitiveness of the technotrans Group by complying with legal requirements and implementing the strategic targets.

All entrepreneurial decisions throughout the Group conform to the applicable laws as well as to internal rules and voluntary commitments. We are a member of Blue Competence, the sustainability initiative of the German Engineering Federation (VDMA). We also mention especially our membership of the UN Global Compact (UNGC). This core worldwide initiative for sustainable corporate governance

revolves around ten principles covering human rights, labour standards, environmental protection and anti-corruption. To embed this bigger perspective in the corporate culture at technotrans, the principles have been incorporated into the technotrans Code of Conduct, which is binding for all employees throughout the Group and serves as a corporate compliance guideline. As such, it constitutes a meaningful tool for implementing the sustainability strategy. In addition to setting fundamental standards of cooperation within the company, it defines how to behave towards external stakeholders. It also contains important regulations on issues such as occupational safety, data protection and IT security. All new employees receive a written copy of the code. Awareness of sustainability aspects is also raised through individual target agreements. Updates to the Code of Conduct and other compliance provisions are communicated via an e-learning platform that has been rolled out Group-wide. The current version of the technotrans Code of Conduct can be accessed on our website.

An effective compliance management system following DIN ISO 37301 has moreover been implemented; the Board of Management bears overall responsibility for it. It is an effective means of assuring Group-wide compliance with statutory requirements and voluntarily adopted principles. The managing directors/general managers of the national and international Group companies are likewise obliged to uphold it and are supported in this by local compliance officers. The latter coordinate, train and monitor application of the compliance regulations and arrange updates as necessary, for example by revising organisational guidelines.

The whistleblower system is an important element of the compliance management system. It serves to identify and rectify breaches of applicable law and internal corporate guidelines. It also guarantees protection for the whistleblower against civil-law, criminal-law and internal consequences or reprisals. Within their respective responsibilities for compliance and supervision, the Board of Management and Supervisory Board are informed of current compliance topics through an annual compliance report, as well as directly if necessary. Regular checks are also conducted proactively.

A further important component is the Group-wide Risk Management System based on the DIN ISO 31000 standard in conjunction with the audit standard PS 340, new version. This helps technotrans to identify and respond early on to potential opportunities and risks in respect of sustainability aspects, for example. It involves regular, prompt reporting to the Board of Management, among other things. For further information, please refer to the section **“Risk Management and Internal Control System”** in the Combined Management Report of this Annual Report.

The German Supply Chain Act (LkSG) obliges businesses to act responsibly along the global supply chain in order to identify and minimise human-rights and environmental risks. The principal due diligence obligations include the risk analysis, a mission statement, preventative and remedial measures and the establishment of a complaints procedure. The aim is to guard against child and forced labour, discrimination and land grabs, uphold labour and health protection, fair pay and the right to unionised organisation, as well as to avoid environmental breaches. These obligations apply to the **company’s own business activities, to direct suppliers and also** – if there is concrete evidence – to indirect suppliers. Responsibility therefore extends along the entire supply chain.

technotrans falls directly within the scope of LkSG. The statutory requirements remain in place in 2025, though the reporting obligation vis-à-vis the Federal Office of Economics and Export Control (BAFA) lapses retroactively. Enterprises must continue to implement effective risk management and document compliance with due diligence obligations. technotrans applies a software solution in monitoring the supply chain to identify risks systematically and take appropriate action.

Strategic sustainability goals

With the conclusion of the Future Ready 2025 strategy in financial year 2025, technotrans pursued such goals as reducing the fuel consumption of its internal vehicle fleet and using 100% green power by specifically purchasing eco-power and expanding its own generation facilities at its production locations. HR development was an important component of the Future Ready 2025 strategy, in a quest to secure the availability of qualified specialists. Other strategic targets defined were a 5% per annum increase in HR development spending and maintaining the proportion of female and diverse employees at 20% of the workforce. Another major goal involves reducing packaging waste. technotrans strives to achieve this by using exclusively recyclable packaging materials.

An overview of target attainment for the strategic sustainability goals in the 2025 financial year is summarised in the following table:

ESG-criteria	Description	Target/KPI	Status 2025
1. Electricity	Use of renewable energies	share 2025: 100% „green power“	100% renewable power
2. Vehicle fleet	Reduced revenue-related fuel consumption	Reduction of 5% p.a. on average	27.2% reduction compared to base year 2019
3. Diversity	Continuous upholding of the Group wide share of female / diverse employees (HC)	min. 20%	Share on Dec. 31, 2025: 19.6%
4. Personnel development	Increase of expenses	Increase of 5% p.a.	34% increase compared to base year 2019
5. Reduction of packaging waste	Sole use of single-origin recyclable packaging material	share 2025: 100%	100% (7 out of 7 sites converted) ¹

¹ The leased production location Steinhagen is not included.

The proportion of renewable power was 100% in the 2025 financial year. Fuel consumption relative to revenue was reduced by 9.6% in the past year; this brings the absolute reduction compared to the base year 2019 to 27.2%. The target in the Future Ready 2025 strategy of a 25% reduction compared to the base year was therefore exceeded. The HR development target was achieved with a 34% increase compared to the base year 2019. To promote equal opportunities and diversity, technotrans moreover seeks to maintain a steady proportion of female/diverse employees of at least 20%. This target was achieved in financial year 2025 with a proportion of around 20%. The strategic target to reduce packaging waste was also implemented; this strategic target was in fact achieved with the switches made at the production locations in Taicang (CN) and Mt Prospect (USA).

technotrans comprehensively updated its sustainability and climate strategy in the 2025 financial year and embedded it in both the Climate Roadmap 2050 and the Ready for Growth five-year strategy. The aim of this strategic reorientation is to make the entire value chain net zero by 2050 at the **latest, in line with the European Union's climate**-neutral target. For its part, technotrans is targeting a 90% reduction in Scope 1, 2 and 3 carbon emissions compared with the base year 2025. It plans to compensate for the remaining emissions with the use of innovative technologies, and carbon capture techniques in particular.

With the update to the target horizon date, technotrans has consciously moved away from the original objective of achieving net zero in the short term by 2030 through offsetting. Instead, it now defines an impact-led path to 2050 that builds clear targets for reductions into all scopes and places

the spotlight on consistently avoiding greenhouse gases. One especially significant advance compared to the previous objective is the integration of Scope 3 emissions, which account for a substantial portion of overall emissions.

The Climate Roadmap 2050 contains clear milestones that methodically mark out the transformation process. The target for 2030 is to increase internally generated, renewable energy to above 15% of power consumption and reduce Scope 1 and Scope 2 emissions by more than 10%. The 2040 target involves extensive decarbonisation of the heat supply and mobility, enabling a reduction in Scope 1 and Scope 2 emissions of over 60% and an increase in the share of internally generated renewables to more than 30%. Finally, the long-term target includes a comprehensive changeover to low-carbon materials, processes and logistics within the supply chain, as envisaged in a detailed Scope 3 engagement plan.

The Ready for Growth strategy crystallises these ambitions and defines steps towards achieving net zero. They include expanding internal generation of renewables, carbon reduction targets for Scopes 1 and 2, and the creation of active supplier management that will incorporate a growing number of main suppliers with their own climate assessment. This will be rounded off by structural measures such as an energy-efficient new building.

Alongside environmental goals, technotrans attaches great importance to promoting sustainable workforce development. Demographic change and the need to secure specialists have prompted the definition of new social target figures. They include target levels for apprenticeships and retention rates at German locations until 2030.

technotrans is establishing a value-driven, future-focused approach to sustainable corporate development with these measures. The combination of clearly defined environmental transformation paths, a markedly more ambitious approach to avoiding emissions and binding social goals reflects its desire to be effective at protecting the climate, operate with social responsibility and cement its own growth strategy.

The goals of the Ready for Growth strategy are shown in the following summary table:

ESG-criteria	Description	Target 2030/KPI
1. Energy generation	Increase in the share of self-generated energy	≥ 15 %
2. CO ₂ -reduction	Reduction of CO ₂ -e emissions from own activities (Scope 1+2)	≥ 10 %
3. Supplier engagement	Proportion of main suppliers with their own carbon footprint	≥ 33 %
4. Training rate	Proportion of trainees (German locations)	≥ 10 %
5. Hiring rate	Cumulative employment rate of trainees	≥ 80 %

DOUBLE MATERIALITY

The 2024 financial year saw the technotrans Group introduce a double materiality analysis in compliance with the requirements of the Corporate Sustainability Reporting Directive (CSRD). The materiality analysis is examined each year for any need for updates. The spectrum of all sustainability aspects considered covered the topics, sub-topics and sub-sub-topics of the European Sustainability

Reporting Standards (ESRS) and was also widened to include company-specific sustainability topics. The following sections present the process of the double materiality analysis.

a) Corporate context: business model, value chain and stakeholder identification

The technotrans Group is a technology and services group with worldwide operations, with its head office in Sassenberg. The company's core skill involves application-specific solutions for thermal management. The Group parent is technotrans SE. A detailed description of the business model can be found in the Combined Management Report in the section "Business model".

The evaluation of the industry and country risks of all suppliers was taken as the basis for obtaining an understanding of the upstream value chain. This risk evaluation is carried out based on a wide range of established factors that include, for example, ratification of the International Labour Organization (ILO), current international environmental accords and pacts, as well as indices for the assessment of economic, social, cultural, civil and political rights. Taking all factors into account, an overall risk score is calculated and expressed as one of three categories: low risk, moderate risk, and high risk. The approach to calculating the overall risk score is generally conservative. An exceptionally high proportion of all technotrans Group suppliers carry a low risk.

The downstream value chain was analysed specifically for each technotrans focus market using publicly available information from financial and sustainability reports. This information was then used to compile a summary of the markets and customers in technotrans' downstream supply chain. Particular attention was paid to current or planned strategies, goals and activities affecting sustainability-related aspects in the downstream supply chain, permitting a comprehensive identification of risks and opportunities further down the double materiality analysis process.

Stakeholders were identified using the findings obtained while drawing up the corporate context, including the value chain. technotrans took stakeholder interests into account with their inclusion in the process for identifying and evaluating IROs (impacts, risks and opportunities). To that end, selected technotrans employees were nominated as stakeholder representatives. Employees were considered to be suitable as stakeholder representatives if they have frequent, direct contact with stakeholders in the course of their activities or are directly assigned the task of identifying stakeholder interests in the course of their activities. In addition, the employees were expected to have an adequate capacity for abstraction in adopting the stakeholder viewpoint.

b) Preliminary evaluation

The technotrans sustainability team conducted a technical preliminary evaluation of all sustainability topics listed in the ESRS. It started by identifying the IROs for all topics. It then separately considered the topics for which no IROs were identified. Finally, it formulated coherent reasons for considering these topics as clearly immaterial. This process resulted in a list that contained all ESRS sustainability topics. The process findings were discussed directly with the CEO, as was the approval of the list of topics for continued use in the double materiality analysis.

c) Stakeholder workshop

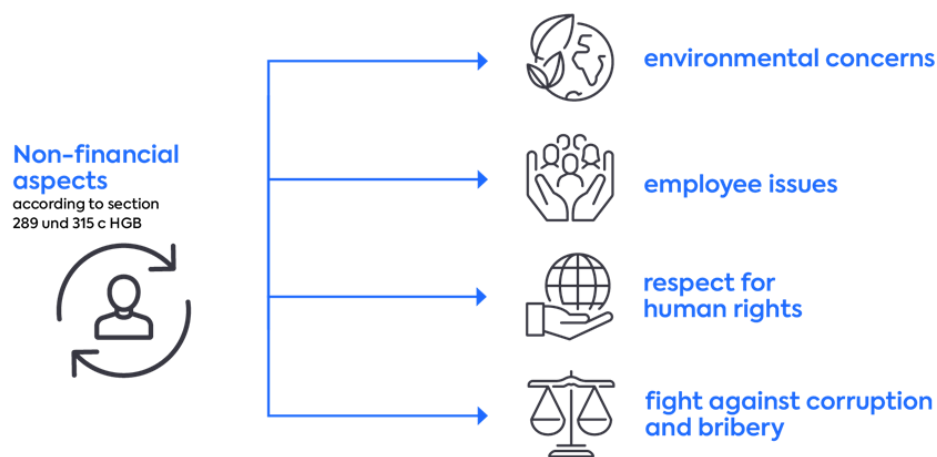
The comprehensive identification of IROs for technotrans' business activity was carried out at an internal materiality workshop with the involvement of the stakeholder representatives. The information base previously compiled and the underlying climate scenarios used for identification and then evaluation were explained to all participants at the start of the workshop. Physical climate risks were

evaluated based on the Representative Concentration Pathway 8.5 (RCP 8.5). This is a pessimistic scenario that assumes severe climate change and therefore severe consequences of climate change. Transient risks were in turn identified based on the optimistic Shared Socioeconomic Pathway 1 (SSP 1), which describes a sustainable economic and social development path. The IROs were identified on a topic-by-topic basis, in each case adopting the inside-out perspective to identify the impact materiality and the outside-in perspective to identify the financial materiality. It was also assessed whether the IROs were in the upstream value chain, in the core business activity or in the downstream value chain. Short, medium and long-term time horizons were also defined and indicated for each IRO. The IROs identified by all stakeholder representatives were collated in a long list. The sustainability team then evaluated the IROs. This task involved adapting threshold values for financial loss levels along the lines of the existing Group-wide Risk Management System and adding non-financial loss levels. Based on the loss levels and probability of occurrence, and taking into account the time horizons, risk figures were calculated for each IRO. The material IROs were determined based on the defined threshold value for the risk figure. The evaluation results were shared with the participants of the materiality workshop for plausibility checking. Material IROs were identified in the topic areas E1 Climate change, E5 Resource use and circular economy, S1 Own workforce and G1 Business conduct. Material IROs were moreover identified for company-specific topics.

d) Material non-financial aspects

technotrans reports on four non-financial aspects in the present non-financial statement pursuant to Sections 289 and 315c HGB. The material topics identified are reflected in it in the following form: **the “Environmental matters” section presents information on the topics of climate change, resource use and circular economy, and refrigerants. The section “Employee matters” reports on the company’s own workforce. The two sections “Respect for human rights” and “Combating corruption and bribery” contain information on the corporate policy.** Based on the principle of materiality, we report selected key figures such as energy consumption only for the domestic production locations and for the Taicang (CN) and Mt Prospect (USA) locations.

NON-FINANCIAL ASPECTS



ENVIRONMENTAL MATTERS

Protecting the environment and climate is an ambitious but important challenge. In developing innovative solutions for its customers, technotrans contributes to the protection of precious resources

throughout the entire product life-cycle. Sustainable environmental, energy and resource management is especially important at the production locations.

Alongside technotrans' own efforts, regulations are creating increasingly tough sustainability requirements for products and their production process. Examples include the Ecodesign Directive and the F-Gas Regulation. technotrans always assures conformity at an early point in the process and sets itself the goal of reducing the environmental impact of its own activities and products beyond what is required by law. As a systems supplier of a wide range of future-proof, climate-friendly technologies, technotrans contributes to climate neutrality and decarbonisation.

Water is not a material topic. For technical applications, water consumption only occurs during testing and qualification of terminal devices. For those applications technotrans consistently recycles and treats the water, thus keeping water consumption to a minimum.

Water consumption is relatively constant at between 8,000 and 9,000 cubic metres per year. As a manufacturing enterprise, technotrans therefore achieves water consumption on a level with a typical office property.

To reduce waste and potential negative environmental impacts, a material influence was identified in the downstream value chain. Within its own business activities, no materiality was identified for the topic of resources and circular economy. For the sake of sustainability and cost efficiency, technotrans strives to use resources economically. On the basis of the materiality analysis, waste volumes are not reported.

e) Refrigerants

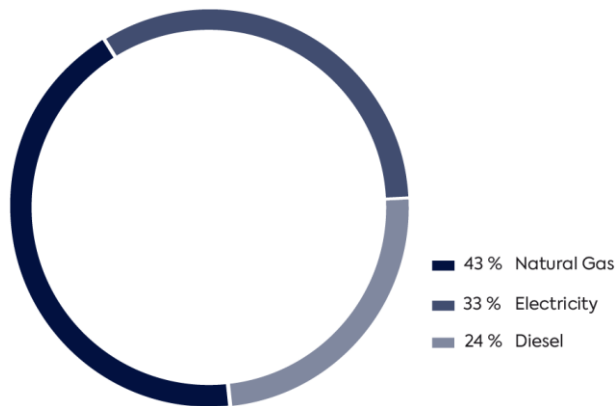
Refrigerants are a significant environmental issue and technotrans makes every effort to keep improving its sustainability performance in this area. The technotrans portfolio focuses on use of the climate-friendly, natural refrigerant R290. Propane is an environmentally friendly refrigerant thanks to its extremely low global warming potential (GWP) of 0.02 and also has excellent thermodynamic properties. technotrans already has solutions that satisfy even the toughest future regulatory requirements.

f) Energy consumption

The efficient use of energy and the eco-friendly handling of resources are high priorities for technotrans. In accordance with the materiality principle, the following data refers to the eight production locations of the technotrans Group and the energy sources power, natural gas and fuels, plus green hydrogen at the Holzwickede location.

Total energy consumption in the 2025 financial year rose by 2.3% to 14.5 GWh, just above the prior-year figure (2024: 14.5 GWh). Relative to revenue performance, consumption fell slightly by 0.1% to **60.74 MWh per €m** (2024: 60.82 MWh per €m). The energy mix remained broadly unchanged compared to previous years. Due to its low share of 0.1%, hydrogen is not included in the following diagram.

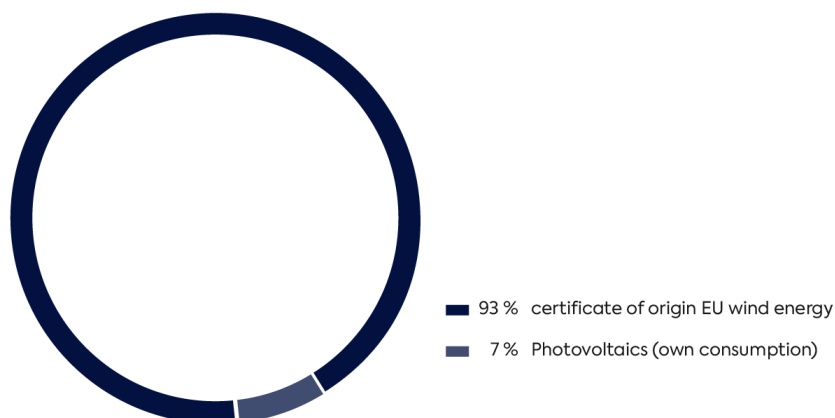
Aggregate energy mix across the locations



Power consumption – In 2025 technotrans’ power consumption increased to 4.91 GWh (2024: 4.89 GWh). In revenue terms, there was a decrease of 2.2% to 20.1 MWh per €m (2024: 20.6 MWh per €m). In keeping with our sustainability goal we use both self-generated power at our locations and purchase certificates of origin from European wind farms and photovoltaic plants, paying an additional levy to promote environmental protection and nature conservation projects.

The proportion of electricity obtained from our own PV systems rose slightly to 7% (2024: 6%). Taking into account the power fed into the grid, 11% of overall electricity consumption was covered from internally generated PV power. We achieved 100% of our goal for 2025 based on the stated definition, representing a year-on-year rise of 12 percentage points. Under our Ready for Growth strategy, we have set ourselves the goal for 2030 of meeting 15% of our entire electricity requirements from internally generated, renewable power.

Status of ESG target: 100% renewable power



Fuel consumption – Absolute fuel consumption declined by 7.4% to 3,553 MWh (2024: 3,835 MWh). A comparison with 2019, the base year for the target, shows a 14.7% reduction in absolute fuel consumption and a 27.2% reduction in revenue-specific fuel consumption.

Gas consumption – Natural gas is the third major fuel source at the locations and therefore among the drivers of CO₂e emissions, which is why technotrans aims to successively scale back use of this fossil fuel. Year on year, consumption at our eight production locations rose to 6.3 GWh (2024: 5.7 GWh). Measured against revenue, this represents an increase of 8.6% to 26 MWh per €m (2024: 24 MWh per €m). For the future, we would like to scale back natural gas consumption further by for example using a substitute fuel, modernising the heat generation and distribution system, and reducing thermal losses at the locations.

g) Greenhouse gas performance of the technotrans Group

Greenhouse gas performance – To be transparent and highlight progress for instance in the form of the use of renewables, we report our Scope 1 and Scope 2 emissions based on the Greenhouse Gas Protocol (GHG). The underlying reporting approach serves as our basis for clearly defined measures that will improve our performance. In view of the lesser relevance of the sales and service units for CO₂e emissions (< 7% in 2022), as is the case for energy consumption the following results refer to the eight production locations of the technotrans Group.

In 2025 the market-based¹ CO₂e emissions caused by technotrans in Scopes 1 and 2 came to 2,124 t CO₂e (2024: 2,283 t CO₂e), which relative to revenue is a reduction of 9.2% to 8.7 t CO₂e per million euros (2024: 9.6 t CO₂e per million euros). Scope 1 emissions account for 100% (2,124 t CO₂e) of market-based CO₂e emissions. The market-based Scope 2 emissions come to 0 t CO₂e because the entire power consumption is covered by validated certificates of origin from renewables. Disregarding the renewable power purchased by technotrans (location-based view), the absolute emissions declined to 3,604 t CO₂e (2024: 3,610 t CO₂e). Specific CO₂e emissions per €m of revenue fell by 2.6% to 14.8 t CO₂e (2024: 15.2 t CO₂e). In the location-based view, the Scope 1 emissions are responsible for 58.9% (2,124 t CO₂e) of total emissions and the Scope 2 emissions for 41.1% (1,480 t CO₂e).

EU Taxonomy Regulation 2020/852

The amendments to Delegated Regulation (EU) 2026/73 are not yet adopted in view of the transitional arrangements already in place; reporting continues to follow the previous legal status of EU Taxonomy 2020/852.

The goal of the EU Taxonomy Regulation is to classify economic activities consistently across the EU in terms of how they contribute to six defined environmental objectives, based on defined requirements. These environmental objectives are: (1) climate change mitigation, (2) climate change adaptation, (3) sustainable use and protection of water and marine resources, (4) transition to a circular economy, waste avoidance and recycling, (5) pollution prevention and control, and (6) protection of ecosystems. Economic activities are taxonomy-eligible if they make a substantial contribution to attainment of one or more of the six environmental objectives. Over and above the requirements of taxonomy eligibility, economic activities are taxonomy-conforming if they satisfy certain screening criteria. They must then not impede other environmental objectives. Moreover, minimum safeguards

¹ Market-based: emissions that include the electricity mix in Germany and certificates of origin for power; location-based: emissions based on the electricity mix in Germany. Figure for the provisional electricity mix for 2025: 310 g CO₂ e/kWh (Agora Energiewende (2026): Die Energiewende in Deutschland: Stand der Dinge 2025. Rückblick auf die wesentlichen Entwicklungen sowie Ausblick auf 2026. [Energy transition in Germany: 2025 snapshot. Review of key developments and outlook for 2026.], p. 41

must be met. Reportable economic activities comprise revenue, operational expenditures (OpEx) and capital expenditures (CapEx), which are assigned to the above criteria.

Approach to determining key performance indicators

The basis for the reporting below is a reconciliation of the economic activities described in the EU Taxonomy with those of the technotrans Group. This serves as the starting point for discussions with the experts from each area in order to identify those activities on which basis the technical screening criteria are or may be fulfilled.

The purpose of many of the products made by the technotrans Group is to reduce energy consumption and therefore also carbon emissions, as well as to enable applications in the area of electric mobility. In the drafting of the EU Taxonomy, mechanical and plant engineering (MPE) was not treated as a separate branch of industry. Some technotrans products can be directly allocated to category 3.6 in particular (Manufacture of other low-carbon technologies) of environmental objective 1 from Annex 1 of EU IR 2021/2139. The allocated products are high-efficiency versions that enable energy and emission savings compared with their standard version.

To identify the potentially taxonomy-conforming products that come under category 3.6, the portfolio was filtered for those solutions that demonstrably produce material efficiency gains and reduce carbon emissions compared with standard systems.

As the technical criteria for economic activity 3.6 from Annex I of Regulation (EU) 2021/2139 require interpretation for them to be usable, ambiguities were addressed according to the following definitions:

- Because technotrans supplies customer-specific solutions, no comparison with the best market alternative in each case is possible. Instead, high-efficiency product versions are compared with the equivalent standard version for an identical application.
- **The taxonomy requires a material saving in CO₂e emissions compared with the benchmark** but does not define that more closely. A minimum saving of 20% is therefore specified.
- The taxonomy-conforming comparison is to be carried out based on life cycle assessment. Bearing in mind that the product versions are substantially identical in construction, only the emissions-relevant differences in the components and the use-related energy consumption are considered.

In addition to revenue from products that meet the requirements of category 3.6 in their own right, technotrans can also show relevant revenue in the area of what are referred to as enabling activities under Article 10 paragraph 1 letter i of the Taxonomy Regulation. Such an enabling activity exists if a technotrans product is used in a larger product system that can, in turn, be allocated to a taxonomy-eligible economic activity.

Revenue of technotrans that can be classified as enabling technology because it is taxonomy-eligible or taxonomy-conforming can be allocated to the categories 3.18 (Manufacture of automotive and mobility components), 3.19 (Manufacture of rail rolling stock constituents) and 6.14 (Infrastructure for rail transport). To that end revenue from suitable products is broken down and allocated to the relevant category based on target application.

EU IR 2023/2486 dated June 27, 2023, the annexes of which contain the technical screening criteria for environmental objectives 3 to 6, in addition identifies two further economic activities with regard to environmental goal 4 on which technotrans can report taxonomy-eligible revenue for the 2025 financial year. They relate to the categories 5.1 (Repair, refurbishment and remanufacturing) and 5.4 (Sale of second-hand goods) from Annex II of IR 2023/2486.

An examination of taxonomy conformity is mandatory for environmental goals 1 to 6 and goes well beyond taxonomy eligibility. It encompasses meeting the technical screening criteria for a substantial contribution, the DNSH criteria and the minimum safeguards requirements. The DNSH examination looks mainly at compliance with legal requirements at product and location level. For environmental goals 2, 3, 5 and 6 it is location-related and for environmental goal 4 product-related. Minimum safeguards are assured at Group level through existing compliance management structures such as the whistleblower system, the binding Suppliers Code, the Code of Conduct for our employees, minimum standards in employment, risk management and supplier audits. The findings of internally identified contributions to environmental objective 1 “climate protection” and environmental objective 4 “transition to a circular economy”.

Taxonomy-eligible and taxonomy-conforming economic activities

Revenue – The basis is technotrans Group revenue totalling € 244 million in the 2025 financial year. It is possible to allocate taxonomy-eligible and taxonomy-conforming revenue to several economic activities.

Operational expenditures (OpEx) – OpEx within the meaning of the EU Taxonomy (€ 7.5 million) covers expenditure captured in the Consolidated Income Statement that cannot be capitalised, or spending on research and development, building renovation measures, short-term leases, maintenance and repair as well as all other direct expenditure from the repair of property, plant and equipment to keep the taxonomy-eligible assets operational. No direct reference to the income statement is possible.

Capital expenditures (CapEx) – The basis of the economic activities to be analysed comprises additions to both property, plant and equipment and to intangible assets in the amount of € 6.8 million. The disclosure for spending on leased electric vehicles was adjusted; whereas it was shown under OpEx in the prior-year report, it is now reported under CapEx with immediate effect pursuant to IFRS16. In addition, an incorrect classification of this spending as taxonomy-conforming occurred. Following in-depth examination of the technical screening criteria, merely taxonomy eligibility could be demonstrated.

The following KPIs as well as the key figures in the following comprehensive reporting forms are correspondingly reduced in line with the descriptions.

Share of OpEx from taxonomy-conforming and taxonomy-eligible economic activities

Financial year 2025	Year		Substantial contribution criteria										DNSH criteria ("Does Not Significantly Harm")						Category enabling activity (P)	Category transitional activity (T)
	Code (2)	OpEx (3)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Proportion of Taxonomy-aligned (A.1) or -eligible (A.2) OpEx, year 2025 (18)				
Economic Activities (1)		EUR	Y: N/ N/ EL	Y: N/ N/ EL	Y: N/ N/ EL	Y: N/ N/ EL	Y: N/ N/ EL	Y: N/ N/ EL	Y: N/ N/ EL	Y: N/ N/ EL	Y: N/ N/ EL	Y: N/ N/ EL	Y: N/ N/ EL	Y: N/ N/ EL	Y: N/ N/ EL	%	E	T		
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1 Environmentally sustainable activities (Taxonomy-aligned)																				
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%			
Of which enabling		-	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%			
Of which transitional		-	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%			
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
OpEx of Taxonomy eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0	0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
A. OpEx of Taxonomy-eligible activities (A.1+A.2)		0	0.0%	-	-	-	-	-	-	-	-	-	-	-	-	-	0.0%			
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
OpEx of Taxonomy-non-eligible activities		7,508	100.0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
TOTAL		7,508	100%	-	-	-	-	-	-	-	-	-	-	-	-	-	-			

Highlights of 2025

Successful completion of Future Ready 2025 corporate strategy: Publication of new Ready for Growth strategy: technotrans specifically positions itself in dynamic growth markets and seizes opportunities offered by global megatrends such as artificial intelligence, electrification, decarbonisation, digitalisation and medical progress. technotrans has also updated its sustainability strategy to reflect this. It has set itself the additional goal of progressively reducing its carbon footprint and achieving net zero by 2050 along the entire value chain.

Effective switch to LEDs: technotrans has successfully completed switching over the lighting at the main plant Sassenberg to modern LED technology. The change will cut electricity consumption by up to 80% compared with conventional fluorescent tubes. From 2026, this measure will save over 100 MWh per year, equivalent to avoiding 36 tonnes of CO₂e every year.

Sustainable mobility: to promote the electrification of the company car fleet, technotrans is subsidising the installation of private charging infrastructure for those who are eligible for company cars to make the switch to electric mobility even more appealing.

Energy efficiency and sustainability key drivers for 2026: at the leading international plastics exhibition (K 2025), technotrans showcased pioneering cooling and temperature control solutions, placing the focus on the energy efficiency and sustainability aspects. Visitors showed particular interest in the use of the natural refrigerant propane (R290), which enables users to shrink their carbon footprint and meet regulatory requirements early on.

Battery thermal management systems (BTMS) for electric buses: financial year 2025 saw technotrans secure a further major contract with a leading European manufacturer for electric buses. The electrification of road traffic represents a key growth area of the future, and technotrans supplies innovative technologies as prerequisites of sustainable mobility.

Liquid cooling of data centres: in the field of liquid cooling systems for modern data centres, a major contract demonstrates technotrans' **expertise. Needs**-based, dependable, scalable liquid cooling provides scope for a marked improvement in energy efficiency and actively contributes to scalability.

Electrification of mining trucks and construction machinery: technotrans unveiled flexible, energy-efficient thermal management systems for battery-electric off-road vehicles at bauma 2025. The modular concepts maintain reliable operating temperatures even in extreme conditions, optimise vehicle performance and cut energy consumption – a key factor in driving sustainable transformation in the heavy-duty sector.

Future-proof cooling systems at Laser World 2025: technotrans presented cooling systems with the natural refrigerant R290 (GWP 0.02) that already meet future regulatory requirements and provide investment certainty. To complement these, technotrans exhibited Peltier cooling systems that run refrigerant-free and are especially resource-saving.

Efficient ink supply: technotrans and Windmüller & Hölscher built on their partnership with an exclusive blanket agreement and jointly developed the TURBOCLEAN ADVANCED E ink supply system. Electrically driven annular piston pumps reduce energy consumption by as much as 80% and recover residual amounts to minimise ink losses.

h) Employee matters, training and qualification

Committed, highly qualified employees are the bedrock of sustained corporate success for the technotrans Group. The targeted professional and personal development we provide for our specialists and managers is based around structured upskilling and a diverse range of further training opportunities. An appreciative corporate culture and attractive development prospects are major success factors. To round this off, we support the work/life balance by offering flexible working hours models and scope for home-working.

The technotrans Group attaches particular importance to on-the-job training. This is an expression of our social responsibility, but also represents a long-term investment in the company's future viability. Apprentices and dual-study students make a significant contribution to the continuing development of our technology company. The relevance of securing long-term access to qualified personnel is reflected in the objective of the Ready for Growth strategy. It encompasses the ambitious training and retention rates presented in the section "Strategic sustainability goals".

The technotrans Group currently provides vocational training in 22 different trades. Apprentices are comprehensively prepared for their future tasks through a combination of in-house instruction, training, deployment in a range of departments and continuing upskilling. Attractive assignments across various locations moreover promote dialogue at professional and personal levels alike, and emphasise the strategic significance of Group-wide collaboration.

The technotrans Group offers its employees and juniors attractive and sustainable development prospects. Specialist and management positions are filled in the first instance from the internal talent pool and from the Group companies' home regions. The Group-wide #ttalents talent programme systematically prepares selected high-potentials for future specialist or managerial tasks. As a complementary measure, a trainee programme with the optional specialisms of sales and controlling was set up for career starters joining the organisation.

At December 31, 2025 the technotrans Group had a total of 129 apprentices on its books (previous year: 151). Of this total, 81 apprentices (previous year: 101) were at technotransSE. There was a demand-led dip in the Group-wide training rate from 10% to 9%, while at technotransSE it fell from 14% to 12%.

Employee structure of the technotrans Group

	2025		2024	
	Number	in %	Number	in %
Employees as of Dec. 31	1,443		1,514	
Employees by segment				
Technology	1,076	74.5	1,130	74.6
Services	368	25.5	384	25.4
Age structure				
Employees up to 20 years	56	3.9	110	7.3
Employees 21 to 30 years	285	19.8	290	19.2
Employees 31 to 40 years	322	22.3	353	23.3
Employees 41 to 50 years	315	21.8	322	21.3
Employees over 50 years	465	32.2	439	29.0
Period of employment				
up to 5 years	588	40.7	658	43.5
6-10 years	270	18.7	283	18.7
11-20 years	278	19.3	276	18.2
21-30 years	234	16.2	228	15.1
over 30 years	73	5.1	69	4.6
Employees by qualifications				
Employees with vocational training	727	50.4	763	50.4
Employees with an academic degree	294	20.4	294	19.4
Employees with an engineering qualification	212	14.7	216	14.3
Employees without qualification	81	5.6	90	5.9
Trainees	129	8.9	151	10.0
Diversity				
Number of male employees	1,160	80.4	1,225	80.9
Number of female / diverse employees	283	19.6	289	19.1

34 apprentices successfully completed their training at technotrans in the 2025 financial year. 23 of them were taken on permanently. This represents a retention rate of 68% (previous year: 62%).

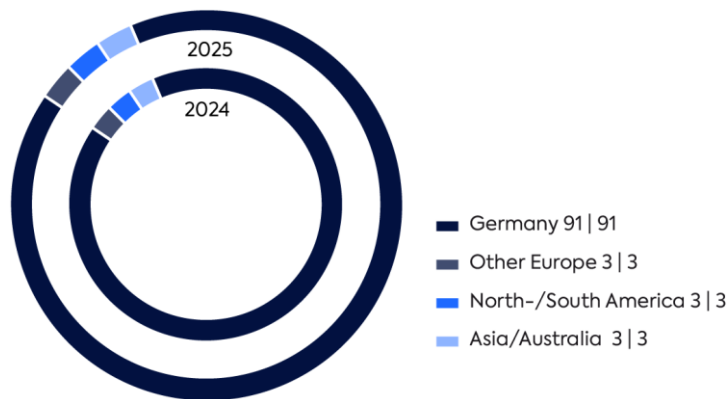
technotrans offers former apprentices who commence studies or a higher school qualification after their apprenticeship the opportunity to work for the company out of term. This arrangement maintains contact and facilitates a return to the Group once they have completed their next qualifications.

Every manager has a structured interview at least annually to identify their individual qualification requirements. If more extensive development measures are required, Human Resources is involved in putting together effective upskilling packages that reflect what is required. There are annual planning talks with the heads of department, at which the corresponding budgets and priority topics are set. Human resources development opportunities are available to all employees of the German technotrans Group companies.

Human resources development is a key component of our corporate strategy. Bearing that in mind, as one of our ESG targets we have committed to increase average spending on human resources development (per full-time equivalent) by 5% annually measured against the base year 2019. This target was achieved in the 2025 financial year with an increase of 34% compared with the base year. Year on year, it rose 5%.

The regional composition of our workforce remained unchanged from the previous year.

Composition of Group workforce by region, 2025/2024 (%)



Employee structure of technotrans SE

The following table indicates the employee structure of technotrans SE. It differs from the summary in the HGB annual financial statements.

	2025		2024	
	Number	in %	Number	in %
Employees as of Dec. 31	686		721	
Employees by segment				
Technology	565	82.4	592	82.1
Services	121	17.6	129	17.9
Age structure				
Employees up to 20 years	30	4.4	76	10.5
Employees 21 to 30 years	170	24.8	162	22.5
Employees 31 to 40 years	144	21.0	143	19.8
Employees 41 to 50 years	134	19.5	141	19.6
Employees over 50 years	208	30.3	199	27.6
Period of employment				
up to 5 years	324	47.2	357	49.5
6-10 years	106	15.5	108	15.0
11-20 years	110	16.0	118	16.4
21-30 years	117	17.1	112	15.5
over 30 years	29	4.2	26	3.6
Employees by qualifications				
Employees with vocational training	362	52.8	369	51.2
Employees with an academic degree	119	17.3	121	16.8
Employees with an engineering qualification	95	13.8	97	13.5
Employees without qualification	29	4.2	33	4.6
Trainees	81	11.8	101	14.0
Diversity				
Number of male employees	552	80.5	582	80.7
Number of female / diverse employees	134	19.5	139	19.3

Health management, occupational and health protection

The health of our employees is a high priority for technotrans. A rounded approach to health management helps permanently boost the performance of the workforce along the entire process chain. The occupational health service conducts the check-ups required by law on a regular basis, as well as voluntary check-ups. technotrans also offers its employees free flu vaccinations and employer-financed supplementary health insurance.

All employees have access to a digital platform to support their mental and physical wellbeing. It enables them to obtain anonymous advice, information on various specific subjects and individual coaching, for example. The aim is to reduce work-related strain, boost their resilience and permanently enhance job satisfaction.

To encourage a healthy, sustainable form of mobility, technotrans also offers arrangements for employees to lease bikes. There were 250 active contracts at December 31, 2025. Under other health-related arrangements, employees can take part in group sports activities such as family runs; these promote the health and boost social contact within the workforce.

Occupational and health protection are a top priority for technotrans. It consistently ensures that all statutory requirements regarding industrial, operational, occupational and fire safety as well as environmental protection are met. Our occupational safety specialists support management employees on all relevant matters of occupational and health protection at each location so as to guarantee that workplaces are safe, healthy and state-of-the-art. Management employees are also responsible for implementing and complying with the applicable regulations in their respective areas. Such guidelines are communicated and updated through regular training.

Due to site-specific spatial factors and varying production processes, occupational safety concepts vary from one site to another. Based on the statutory requirements, we hold quarterly meetings of the occupational safety committee, which is attended by occupational safety specialists, the medical officer, Works Council members, safety specialists and a representative of the company. As a complementary measure, there are scheduled and impromptu site inspections. There are also regular meetings with first responders and the fire and safety officers to identify potential risks early on and define appropriate preventive action.

Remuneration and employee rights

Our employees receive competitive remuneration that is standardised across the domestic locations and comprises fixed and variable components. Classification according to defined pay bands reflects **an individual's position, the scope of their responsibilities** and the agreed targets. Management employees also receive a variable remuneration component that is linked both to the attainment of corporate targets and to their individual performance. Pay increases for the employees are agreed between the Board of Management, executive management (of subsidiaries) and the individual Works Council, taking account of the economic performance of the Group. In addition we offer certain fringe benefits on a location-by-location basis to reflect local circumstances.

The interests of our employees are represented by the local Works Councils and Group Works Council. The latter comprises two members of the Works Councils of technotrans SE at each of the Sassenberg and Bad Doberan locations, and of technotrans solutions GmbH, technotrans Systems GmbH and gds GmbH. The Group Works Council addresses cross-location matters arising at the domestic Group

companies and drafts agreements that apply across the Group. The SE Works Council of technotrans SE comprises these ten members as well as three representatives of the European branches. This committee is responsible for employee-related arrangements at European level. A professional, non-discriminatory and confidential dialogue between the employee representatives and management is part and parcel of our corporate culture. The aim is to strike an equitable and sustainable balance between employee and employer interests.

There is a youth and apprentices council to support young employees and those taking vocational training. It promotes dialogue between young employees, the Works Council and the company management and represents their interests on matters relating to apprenticeships and work. It ensures that questions and concerns from apprentices and younger employees are sufficiently heard and that they have a competent point of contact.

Equal opportunities, diversity and work-life balance

The corporate culture of the technotrans Group is based on the clear principle of equal opportunities. We do not tolerate discrimination of any kind on the basis of age, nationality, skin colour, gender, religion, social background or health limitations. We systematically punish violations of these principles. All HR decisions – from appointment, development and remuneration to promotion and termination of employment – are reached on the basis of these authoritative guidelines.

We see diversity as a key success factor and as something that enriches our organisation. That is why we advocate equity, diversity and inclusion throughout the Group. Those values are enshrined in the technotrans Group Code of Conduct that applies worldwide, and they define how we treat each other on a day by day basis. Diversity is also expressly welcome in our interaction with business partners.

At the reporting date of December 31, 2025 technotrans SE had employees from 19 different nations at the locations Sassenberg, Bad Doberan and Steinhagen. Group-wide, the workforce came from 42 nations. Diversity of cultural background, outlook and experience plays an important role in making the Group innovative. One mainstay of the diversity strategy is to raise the proportion of women in specialist and management positions. In management tiers 1 and 2, the proportion of women was 10% and 15% respectively at the end of the year. The target figures specified by the Board of Management were therefore achieved in the 2025 financial year. The proportion of female employees in the technotrans Group came to around 20% overall. The strategic target figure was therefore also reached.

As a family and employee-friendly company, technotrans actively supports its employees with achieving a work/life balance. The options it offers include flexible working hours models such as flexitime, various part-time models and the opportunity for mobile working. Around 11% of Group employees work part-time, and home-working options are well received. To support parents at Sassenberg, technotrans has also teamed up with a municipal day care centre.

The satisfaction and motivation of employees are key requirements for the long-term success of the technotrans Group. Open, fair and trustworthy communication between management and workforce is therefore firmly embedded in our corporate culture. A central discussion forum for employees and the management tier was established in the 2025 financial year under the *ttDialog* format. It

provides a place for dialogue on strategic topics, for personal input and for questions about which people want to hear the Board of Management's thoughts and answers.

The technotrans Group's HR policy aims to steadily nurture this culture of dialogue and feedback and position the technotrans Group firmly as an attractive employer, so that it always has access to qualified specialists and managers. Another employee survey is planned for the German locations in the 2026 financial year. Based on the results of the survey, there will be chaired workshops involving the employees that seek to define relevant areas for action and specific improvement measures. The aim is to permanently improve working conditions and let the employees participate actively in change processes. Whenever an employee hands in their notice, we hold structured exit interviews to analyse the reasons for fluctuation and promptly identify suitable corrective action. The fluctuation rate was around 7% in the 2025 financial year. At the balance sheet date of December 31, 2025 the technotrans Group had 1,443 employees on its books (previous year: 1,514). Of this total, 686 were employed by technotrans SE (previous year: 721).

i) Social matters

As a medium-sized company with an international network, we are also committed to our community. We therefore get involved at our various locations in community projects and initiatives. In the 2025 financial year, this commitment was manifested for example by the involvement of the Sassenberg apprentices in Social Day 2025 in support of the Warendorf-based charity Aktion Kleiner Prinz. In addition, collaboration with the Freckenhorst Workshops at the Sassenberg location continued and there is also close collaboration between the Baden-Baden location and the Murgtal Workshops. Our social engagement varies from location to location and involves both strategic partnerships and individual projects for employees. Our engagement also includes making a donation to German Cancer Aid.

j) Respect for human rights

Mutual acceptance and tolerance are elementary components of the technotrans Group's corporate culture. The goal is to ensure that all employees of the technotrans Group act in line with internationally recognised human rights and also with the principal labour and social standards. For us, upholding the protection of human rights and complying with labour standards are a top priority. We categorically reject child and forced labour. Implementing specific national standards is the responsibility of local management and is subject to regular checks. We gave our commitment to human rights concrete expression in financial year 2025 in the form of a Group-wide directive.

We also apply very exacting standards when selecting service providers and suppliers. New technotrans suppliers have to complete a standardised clearance process that requires positive ratings for our compliance code, compliance with labour and social standards, and also with environmental requirements. By centralising purchasing, we have created a uniform Group-wide process and can guarantee uniform purchasing criteria.

technotrans successfully implements the requirements of the German Supply Chain Act (LkSG). LkSG obliges us to ensure that human rights and environmental standards are complied with along the entire supply chain. To that end we have set up a comprehensive risk management system, regularly conduct risk analyses and implement targeted preventive and corrective measures. There is also an effective complaints procedure in place. These proactive steps mean we both meet the statutory requirements and boost our reputation as a responsible and sustainable enterprise. Also, we

fundamentally require our direct suppliers to inform their upstream suppliers of our standards and to ensure the latter likewise comply with our compliance code. In doing so, we strive for maximum transparency and conformity along the entire supply chain.

k) Combating corruption and bribery

Collaboration with business partners of the technotrans Group is based on the principles of quality, reliability, competitive prices and consistent compliance with environmental and social standards.

These principles are pivotal to the Group's positive image in procurement and sales markets and make a big contribution to retaining customers on a lasting basis and recruiting new business partners.

To protect the technotrans Group against potential risks, we attach particular importance to transparency and effective internal control and compliance structures. A central plank of those structures is the binding Group-wide anti-corruption policy, which is firmly embedded in the compliance management system. All employees are under an obligation to notify the relevant manager immediately of any suspicion of actual or attempted corruption. If need be, the Legal & Compliance department or the Board of Management are involved. Irregular contractual clauses and blanket agreements containing special clauses must always be cleared and documented by the Legal & Compliance department. New employees are comprehensively familiarised with the applicable compliance regulations on their first day at work. Across the Group there are also regular refresher courses delivered at the workplace via a digital learning app. Learning results are checked on a test basis to assure permanently high integrity and compliance with statutory requirements in all areas of the Group.

A Group-wide signature policy which envisages joint signatures under the dual control principle additionally helps to prevent unlawful business transactions. No cases of corruption were reported in the 2025 financial year. Compliance with the anti-corruption policies is monitored worldwide in agreement with the statutory requirements applicable locally. On top of this, a Group-wide whistleblower system in line with the current requirements of EU law is implemented.

Overview of selected sustainability key figures:

	Indicator	EFFAS Indicator	Unit	2023	2024	2025	YOY
Environmental	I. Energy consumption*						
	Total energy consumption	E01-01	MWh	15,119	14,481	14,820	2%
	- Consumption of purchased renewable electricity**		MWh	2,920	4,000	4,554	14%
	- Consumption self-generated renewable electricity		MWh	293	305	352	15%
	- Renewable energy production		MWh	451	445	525	18%
	- Fuel consumption from renewable sources***		MWh	46	17	20	20%
	Total renewable energy consumption***		MWh	3,260	4,322	4,926	14%
	Share of renewable sources in total consumption		%	22	30	33	10%
	- Fossil fuels		MWh	4,061	3,835	3,553	-7%
	- Natural Gas		MWh	5,973	5,699	6,341	11%
	- Consumption of purchased fossil electricity		MWh	1,714	589	0	-100%
	Total non-renewable energy consumption		MWh	11,859	10,124	9,894	-2%
	Share of non-renewable sources in total consumption		%	78	70	67	-4%
	II. Greenhouse gases*						
	Scope 1 emissions		t CO ₂ e	2,174	2,088	2,124	2%
	Scope 2 emissions (location-based)		t CO ₂ e	1,689	1,521	1,480	-3%
Scope 2 emissions (market-based)		t CO ₂ e	625	195	0	-100%	
Total emissions (location-based)	E02-01	t CO ₂ e	3,864	3,610	3,604	0%	
Total emissions (marketbased)		t CO ₂ e	2,799	2,283	2,124	-7%	
III. Employee structure							
Age structure	S03-01						
- up to 20 years		FTE	5	2	2	-11%	
- 21-30 years		FTE	245	224	202	-10%	
- 31-40 years		FTE	362	340	321	-6%	
- 41-50 years		FTE	314	307	299	-2%	
- from 51 years		FTE	439	446	429	-4%	
Female/diverse employees in the Group	S10-01	%	17.8	17.8	18.3	3%	
Female managers in the Group (first and second management level)		%	12	13	13	-3%	
Trainees in the Group***		Anzahl	135	151	129	-15%	
Fluctuation		%	7	6	7	8%	
IV. Employee health							
Sickness rate as a percentage of total working hours		%	6	5	5	4%	
V. Employee qualification							
Qualification, education and training	S02-02	€/FTE	411	360	377	5%	
VI. Corporate Governance							
Employees in the Group who have received the technotrans Code of Conduct		%	100	100	100	-	
Payments to political parties	G01-01	%	0	0	0	-	
Penalties for anti-competitive practices	V01-01	€	0	0	0	-	

* Production facilities Germany (Sassenberg, Steinhagen, Meinerzhagen, Baden-Baden, Bad Doberan, Holzwickede), Taicang and Mt. Prospect | ** Wind and PV-power | *** Adjusted value

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In the interest of better readability, we refrain from using gender-differentiating formulations throughout. In the interest of equality, the corresponding terms apply to all genders. The abbreviated form of language is for editorial reasons only and does not imply any valuation. Rounding differences may occur.

