

Sustainability Report 2025



0 Introduction

0.1 Preamble and Explanations

Objective

The sustainability report serves as a central steering and communication tool that transparently presents the strategic environmental and social objectives of the REINTJES Group, documents measurable progress, and promotes dialogue with all stakeholders. It has the following core objectives:

Sustainable value creation

Integration of ecological and social criteria into the corporate strategy to ensure long-term competitiveness and societal acceptance.

Compliance with regulatory requirements

Ensuring compliance with all relevant environmental and social laws as well as voluntary standards.

Resource efficiency

Continuous reduction of energy, water and material usage and minimisation of waste and emissions.

Transparency

Disclosure of relevant key figures and actions to build trust and integrate feedback for further improvements.

By consistently implementing these objectives, the sustainability balance of REINTJES shall be continuously improved and a contribution to an environmentally and socially responsible future be made.

Information collection, report generation and evaluation

All statements apply to the time of report generation. A continuous verification of the information was not possible.

Gender-neutral wording was used wherever feasible. Where this was overlooked or impractical, the generic masculine form applies.

Formal requirements from legal provisions for sustainability reporting could not be considered at the time of report generation, because EFRAG has not yet published the successor to the Voluntary Standard for Small and Medium Enterprises (VSME), namely the VS (Voluntary Standard for Sustainability Reporting). Consequently, this report was prepared using the metrics and knowledge available to date.

Database

The present report includes key figures for the same scope of consolidation as the financial reporting – i.e., the REINTJES Group. In the reporting year, various key figures were captured more detailed or for the first time. This results in significant changes to the environmental key figures. Due to these changes, the baseline-year data were also adjusted accordingly. Text blocks continue to apply predominantly only to the production site in Hameln, unless explicitly stated otherwise.

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0.3 Glossary

Abbreviation	Meaning	Explanation
CO₂	Carbon dioxide	A greenhouse gas to whose reference value other greenhouse gases are related in order to obtain so-called CO ₂ -equivalents (abbreviated: CO ₂ e) and thus to consider the effect on global warming in a unified way.
CSRD	Corporate Sustainability Reporting Directive	Directive (EU) 2022/2464 on corporate sustainability reporting, i. e. the disclosure of non-financial information and key figures.
ESG	Environment, Social, Governance	The three pillars of sustainability.
ESI	Employee Security Index	Index of the company Hornetsecurity as a scientific benchmark to measure and monitor security awareness in companies.
ESRS	European Sustainability Reporting Standards	A set of standards by the EU Commission to standardise and improve corporate sustainability reporting.
FAFR	Fatal Accident Frequency Rate	Quota for the presentation of accidents at work resulting in death.
IMO	International Maritime Organization	Organization with the aim of regulating all non-purely economic matters of merchant shipping, reducing marine pollution and improving maritime safety.
ISO	International Standardization Organisation	
LTIFR	Lost Time Injury Frequency Rate	Accident rate x 1,000,000 hours x actual hours -> key figure to illustrate the proportion of lost time due to accidents at work in relation to the total hours worked.
SBTi	Science based targets initiative	Approach of setting emission reduction targets for companies on a science-based basis in order to achieve the goals of the Paris Climate Agreement (including limiting global warming to 1.5 °C).
SDG	Sustainable Development Goals	17 United Nations Global Sustainable Development Goals.
VSME	Voluntary Standards for Small and Medium Enterprises	Sustainability reporting standard developed specifically for small and medium-sized enterprises that are not subject to CSRD reporting obligations.
VS	Voluntary Standard for non-SME companies outside the scope of the CSRD	Draft sustainability reporting standard currently under review, designed for companies that are not subject to the CSRD reporting requirements. Once adopted as a delegated EU Regulation, it will define the sustainability information that large companies may request from their suppliers.

0.4 Greetings from the Managing Director

Dear readers,

the shipping industry is facing major changes. These changes offer opportunities but also come with responsibilities. And these very changes we at REINTJES accept on many different levels. Within our corporate group we therefore continuously work on various sustainability topics.

Sustainability explicitly means, for me, acting responsibly with resources and our employees and ensuring reliable corporate governance. By 2028 and 2035 we have therefore set ourselves the target of becoming even better in the areas of Environment, Social and Governance. For example, on the one hand we aim at reducing our water consumption and CO₂ emissions, and on the other hand we want to attract even more apprentices and students and increase our training quota. We are well on track in all segments.

In a similar way, we place the focus on our product: we push for developments in the field of electrification and hybridisation of our gearboxes and drive train solutions, because an increasing number of ship owners are opting for alternative propulsion forms. The cover page of this sustainability report, for example, shows the *Pelican Peace*. It is the world's first fully hybrid fast-crew boat used in the offshore oil and gas sector. The gearboxes for the *Pelican Peace* were designed and built by us.

At this year's flagship trade fair SMM, we continue to tighten the screw on our hybrid drive concepts presenting our TME Hybrid System (patent pending). We are therefore positioning ourselves for the future while simultaneously investing in sustainability—also through targeted measures such as a wastewater treatment plant, renewal of the ventilation system in the heat-treatment plant, roof insulation, or the ongoing conversion to LED lighting.

This report will detail which further steps we are taking towards greater sustainability. I wish you an enjoyable read. If you have any questions, please feel free to contact us.

Yours sincerely

Klaus Deleroi

Managing Director REINTJES GmbH



1 Objectives, Approach and Ratings

1.1 Sustainability targets and Sustainable Development Goals

	Target	SDGs	Target 2028	Target 2035	Key figure 2025	Base year 2023
Environment	Increasing the share of self-generated renewable energy	9, 12, 13	5 %	10 %	1,33 %	1,57 %
	Reduction of CO ₂ emissions (basis: GHG intensity)	12, 13	0.045 t CO ₂ e / 1000 € turnover	0.03 t CO ₂ e / 1000 € turnover	0.91 t CO ₂ e / 1000 € turnover	0.107 t CO ₂ e / 1000 € turnover
	Increasing the proportion of recyclable waste	12, 13	> 90 %	> 90 %	90.1 %	90 %
	Reduction in water use per € million in revenue	12, 13	< 40 m ³	36 m ³	40.14 m ³	44.02 m ³
Social	Increasing the training rate for employee development	4	10 h / MA / Jahr	20 h / MA / Jahr	4 h / MA / Jah	not available
	Reduction of work-related injuries (Lost Time Injury Frequency Rate ¹)	3	< 10	< 5	8,3	10.5
	Increase in the proportion of trainees incl. external trainees and students in the total number of employees	4	8 %	15 %	7 %	6.1 %
Governance	Increasing the training rate for cyber security, data security	4	> 90	> 90	94	57
	Increasing the training rate for ethical behaviour	4	> 90 %	100 % incl. annual refresher	not available	not available

Figure 1 Overview of REINTJES GmbH's ESG goals for the Hameln site

From 2025, the base year will be updated every five years to reflect significant changes. All data that were additionally determined in 2025 have also been retrospectively adjusted for the 2023 base year accordingly.

Because of an ongoing roof renovation, the photovoltaic system could not be expanded as planned. In 2026, a roof analysis will be carried out for this purpose, enabling a substantiated planning of the available roof area. Until the corresponding system is installed thereafter, no significant increase in the share of self-generated renewable energy can be achieved.

The key figures for greenhouse-gas intensity have been markedly altered by the detailed refinement of both Scope 1 and Scope 3 data. For the period 2023 – 2025, a reduction of 16 % has already been realised, advancing REINTJES toward the target of a 33 % reduction in GHG intensity by 2035.

Group-wide goals and measures have not yet been defined. At present, such definitions can only be made by the individual sites and should be aligned with the framework presented in Figure 1.

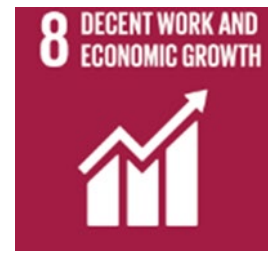
¹ LTIFR x 1,000,000 hours / actual worked hours



Ensure healthy lives and promote well-being for all at all ages



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.



Ensure sustainable consumption and production patterns.



Take urgent action to combat climate change and its impacts.

Figure 2 Sustainable Development Goals (SDGs) of the REINTJES Group at a glance

Based on the six Sustainable Development Goals shown in Figure 2, workshops conducted in 2025 explored in depth how the path toward sustainability can be pursued collaboratively. Both general and specific actions were identified, providing a foundation for REINTJES as a company and for all employees to contribute to these goals. These actions will serve as the basis for developing sustainability-related strategies across the corporate group and for defining specific measures at individual sites. Chapters 2 to 4 map the respective SDGs to the indicators used to measure their performance for REINTJES.

1.2 Material topics and materiality analysis

No further work on the double materiality analysis was carried out in 2025. It is recognised that, in certain areas, there remains a need to deepen the existing findings or to undertake a reassessment. Owing to the uncertain legal framework governing sustainability reporting and the focus on centrally essential elements—such as the certification of the information security management system and the preparation of a separate environmental report—additional work in this regard has been postponed.

1.3 Ratings and Certifications

EcoVadis is a leading provider of sustainability assessments for companies and their supply chains. REINTJES was assessed for the first time in 2023 and was able to achieve the Bronze certificate again in 2025 despite renewed, higher requirements. The score also increased from 58 out of 100 in 2024 to 66 out of 100 in 2025. Consequently, the percentage rose from 66 % to 78 %, representing a marked improvement. REINTJES aims to obtain at least a silver certificate in short term and to continue enhancing its demonstrable sustainability performance in the subsequent years.

Current preparations are under way for the certification of the information security management system according to DIN EN ISO/IEC 27001 for the Hameln site. The certificate is expected to be awarded between the third and fourth quarter of 2026.

2 Environmental

	SDGs	Unit	2023 01.01.-31.12.	2025 01.01.-31.12.
Energy use				
Total use of energy		kWh	16,311,047	17,467,223
thereof fuels and propellants (Scope 1)		kWh	914,864	947,900
thereof of non-renewable sources		kWh	914,864	947,900
thereof by power prover (Scope 2)		kWh	15,151,379	16,296,542
Power consumption (Total value)		kWh	8,501,171	9,383,208
Heat energy consumption (Total value)		kWh	6,650,208	6,913,334
Self-generated renewable energy (electricity)	9, 13	kWh	244,804	222,781
Energy intensity	12, 13	kWh/EUR	0.135	0.127
Emissions²				
Greenhouse gas emissions	12, 13	t CO ₂ e	10,722.6	10,235.1
Direct greenhouse gas emissions (Scope 1) ³		t CO ₂ e	219.0	220.6
<i>biogenic Scope 1 emissions</i>		t CO ₂ e	5.9	8.0
Indirect greenhouse gas emissions (Scope 2)		t CO ₂ e	233.8	115.5
<i>Indirect greenhouse gas emissions (Scope 3)⁴</i>		t CO ₂ e	10,263.9	9,891.1
Intensity of GHG	12, 13	t CO ₂ e / 1000 € turnover	0.089	0.074
Group turnover	8	EUR	121,098,671	137,877,854
Waste				
Accumulated waste		t	1,205	1,223
Total weight of recycled waste	12, 13	t	1,082	1,100
Water				
Total water consumption	12, 13	m ³	5564	6091

Table 1 Key figures Environmental - Base year 2023 & Reporting year 2025 - REINTJES Group

Until 2024, the waste metrics referred exclusively to the production site in Hameln. As values are now available for the sites in Belgium and Brazil, a cumulative figure for these three locations will be presented from now on.

² All emissions figures are based on the corporate carbon footprint created using Code Gaia's software. The values are shown market based.

³ Scope 1 emissions have not yet been determined detailed for each site and are therefore only initial indications. This will be fleshed out in the course of the next recording periods.

⁴ Biogenic Scope 3 emissions are not determined separately.

From the reporting year onwards, a substantial deepening of emissions data collection was undertaken. A major focus was placed on recording the fuel consumption of company cars for all sites. In addition, the procedures for gathering and documenting Scope 3 data were intensified: upstream and downstream transport were determined in greater detail, and additional product groups were incorporated into the material-data collection. Certain product groups were evaluated using the primary data provided by suppliers, enabling the reporting of actual rather than estimated emissions information.

At the same time, reductions in emission factors at several sites, particularly for waste and district heating, also led to lower overall greenhouse gas emissions.

GHG intensity per € 1000 of revenue fell by 16 % across the entire REINTJES group between 2023 and 2025, demonstrating that the reduction efforts have been successful. The target for 2035 is to lower greenhouse gas intensity further so that total emissions are at least 33 % lower than the 2023 baseline. Energy intensity was reduced by 6 % over the reporting period.

During the reporting period, a separate environmental report was prepared for the Hameln site for internal purposes. Going forward, this report will provide more detailed production-related information on individual resource consumption, established targets, and implemented measures, enabling it to serve as an effective management tool.

3 Social

	SDGs	Unit	2023 31.12.	2025 31.12.
Employees				
In total	8	Number	546	618
By Region				
thereof in Germany		Number	440	498
thereof in Europe except Germany		Number	42	50
thereof in Brasil		Number	9	13
thereof in Asia		Number	55	57
By Gender				
thereof male		Number	448	503
thereof female		Number	98	115
By Age				
Of which in the age group < 30 Years		Number	107	120
Of which in the age group 30 - 50 Years		Number	252	300
Of which in the age group > 50 Years		Number	187	198
Employees by age and period of employment				
Ø-Age		Years	41.4	40.8
Ø-Period of employment		Years	12.6	11.4

	SDGs	Unit	2023 31.12.	2025 31.12.
Employees by contract type				
Employees covered by collective working agreements (without Apprentices / Trainees / Students / MD and senior executives)		Number	426	519
thereof tariff ratef		Number	405	464
		%	95.1%	89.4%
thereof non-tariff rate		Number	21	55
		%	4.9%	10.6%
By Region				
thereof in Germany		Number	405	461
thereof in Europe except Germany		Number	1	30
thereof in Brasil		Number	9	13
thereof in Asia		Number	11	15
Women's share				
In total		%	17.9	18.6
New hires		%	7.7	8.3
In Board of directors		%	0	20
In Management positions (director level)		%	7.5	5.2
Share of women in top-management position, i. e. max. one level below the managing director (8 vice presidents)		%	12.5	25
Apprentices				
Apprentices in total	4	Number	24	26
thereof in Germany		Number	24	26
By Gender				
thereof male		Number	20	21
thereof female		Number	4	5
Dual Students				
Dual Students in total	4	Number	3	9
thereof in Germany		Number	3	9
By Gender				
thereof male		Number	2	6
thereof female		Number	1	3

	SDGs	Unit	2023 31.12.	2025 31.12.
Employees by contract type (without Trainees / Students / Apprentices)				
Permanent employees		Number	500	573
By Region				
thereof in Germany		Number	400	458
thereof in Europe except Germany		Number	40	49
thereof in Brasil		Number	9	13
thereof in Asia		Number	51	53
By Gender				
thereof male		Number	410	473
thereof female		Number	90	100
Non-permanent employees		Number	16	15
By Region				
thereof in Germany		Number	10	10
thereof in Europe except Germany		Number	2	1
thereof in Brasil		Number	0	0
thereof in Asia		Number	4	4
By Gender				
thereof male		Number	13	14
thereof female		Number	3	1
Full-time employees		Number	489	553
By Region				
thereof in Germany		Number	384	435
thereof in Europe except Germany		Number	42	49
thereof in Brasil		Number	9	13
thereof in Asia		Number	54	56
By Gender				
thereof male		Number	416	471
thereof female		Number	73	82
Part-time employees		Number	27	35
By Region				
thereof in Germany		Number	26	33
thereof in Europe except Germany		Number	0	1
thereof in Brasil		Number	0	0
thereof in Asia		Number	1	1
By Gender				
thereof male		Number	7	9
thereof female		Number	20	26

	SDGs	Unit	2023 31.12.	2025 31.12.
New hires				
In total		Number	83	60
By Region				
thereof in Germany		Number	64	40
thereof in Europe except Germany		Number	10	9
thereof in Brasil		Number	2	4
thereof in Asia		Number	7	7
People leaving				
In total		Number	33	43
By Region				
thereof in Germany		Number	23	25
thereof in Europe except Germany		Number	3	9
thereof in Brasil		Number	0	3
thereof in Asia		Number	7	6
Parental leave				
Parental leave entitlement	3	Number	19	29
thereof male		Number	12	23
thereof female		Number	7	6
Entry into parental leave	3	Number	16	20
thereof male		Number	11	14
thereof female		Number	5	6
Returnees from parental leave	3	Number	12	17
thereof male		Number	11	13
thereof female		Number	1	4
Diversity in Board of Directors				
People in Board of Directors		Number	5	5
thereof male		%	100	80
thereof female		%	0	20
Diversity in management positions⁵				
People in management positions (director level)		Number	37	44
thereof male		%	83.8%	86.4%
thereof female		%	16.2%	13.6%
thereof in the age group < 30 Years		%	0.0%	0.0%
thereof in the age group 30 - 50 Years		%	54.1%	54.5%
thereof in the age group > 50 Years		%	45.9%	45.5%

⁵ Within REINTJES GmbH in Hameln, certain functions at the director level (i.e., the level directly below the vice president level) are performed by the respective vice presidents themselves. Individuals performing these dual roles are not included in metrics relating to director level.

		Unit	2023 31.12.	2025 31.12.
Diversity in the divisions (without managing director and vice presidents)				
Management		Number	10	16
thereof male		%	60	56
thereof female		%	40	44
Sales & Service		Number	50	53
thereof male		%	66	70
thereof female		%	34	30
Production		Number	218	223
thereof male		%	98	98
thereof female		%	2	2
Research & Development		Number	57	66
thereof male		%	72	74
thereof female		%	28	26
Quality		Number	26	31
thereof male		%	88	87
thereof female		%	12	13
Human resources		Number	40	45
thereof male		%	65	60
thereof female		%	35	40
Finance		Number	18	20
thereof male		%	61	60
thereof female		%	39	40
Material management		Number	11	36
thereof male		%	55	72
thereof female		%	45	28
Worldwide organisation		Number	106	120
thereof male		%	82	77
thereof female		%	18	23

	SDGs	Unit	2023 31.12.	2025 31.12.
Other KPI				
Quote of people leaving		%	6.0	7.0
Severely disabled employees ⁶	8	%	4.4	5.0
Temporary agency workers	8	Number	13	10
Number of days lost due to work-related injuries, fatalities and illnesses	3	Number	111	52
Fatalities due to work-related injuries	3	Number	0	0
Fatal Accident Frequency Rate (FAFR)	3	Rate	0	0
Work-related injuries with serious consequences	3	Number	9	7
Lost Time Injury Frequency Rate (LTIFR)	3	Rate	15.9	8.3
Documented work-related injuries	3	Number	94	61
Number of worked hours ⁷	8	Number	823,389	951,373

Table 2 Key figures for social issues - Base year 2023 & Reporting year 2025 - REINTJES Group

From 2023 to 2025, the quote of people leaving increased from 6 % to 7.0 %. This rise may indicate a slight increase in employee attrition and poses the risk of losing valuable expertise, as well as incurring additional recruitment and onboarding costs. At the same time, the proportion of employees with severe disabilities grew from 4.4 % to 5.0 %, signalling a positive trend in inclusion and diversity. This development opens the possibility of accessing governmental subsidies and benefiting from a more diverse talent pool; however, it also requires adapted workstations and targeted training programmes to ensure successful integration.

Another favourable trend is the reduction in temporary agency workers, which fell from 13 to 10 individuals. By decreasing the reliance on agency staff, the retention of permanently employed personnel is strengthened, corporate knowledge is safeguarded and long-term personnel costs are reduced. Concurrently, lost-time days due to work-related injuries, fatalities and illnesses declined from 111 to 52 days. This reduction points to effective occupational-health measures, lowers the cost of replacements and improves the overall work environment.

Particularly noteworthy is the decrease in the Lost Time Injury Frequency Rate (LTIFR) from 15.9 to 8.3 incidents per million worked hours. The significant fall in workplace accidents enhances REINTJES's safety image, reduces downtime and contributes to higher productivity. At the same time, the number of recordable work-related injuries dropped from 94 to 61, confirming the effectiveness of prevention programmes.

Despite these positive developments, certain risks must be considered. The rising quote of people leaving could lead to long-term knowledge loss if targeted retention measures are not implemented. For the increase in worked hours it should be noted, that the REINTJES Group only began recording this metric in the reporting year 2025, which moderates the interpretation of the increase and its implication for utilisation. Generally, a higher workload without adequate rest periods and health-management programmes may lead to fatigue and a subsequent rise in occupational accidents. Therefore these key figures should be monitored in detail in the future.

⁶ KPI only recorded for headquarter in Hameln.

⁷ KPI collected and reported on a group-wide basis only from 2025 onwards.

Overall, the current evolution of the REINTJES Group's social performance indicators provides a solid foundation to further develop strengths in occupational health and inclusion, while targeted strategies are required to reduce the quote of people leaving and sustainably manage employee workload in order to mitigate potential risks.

4 Governance

	SDGs	Unit	2023 01.01.-31.12.	2025 01.01.-31.12.
Training				
Trained employees regarding Code of Conduct	4	%	75	100
Trained employees regarding Cyber Security	4	%	29	80
Training hours per employee per year	4	hours / employee	n. a.	4.4
Laws and regulations				
Violations of laws and regulations		Number	1	0
Cases in which fines were imposed		Number	0	0
Cases in which non-monetary sanctions were imposed		Number	1	0
Fines paid for violations of laws and regulations		Number	0	0
		EUR	0	0
Fines paid for offences and regulations from previous reporting periods		Number	0	0
		EUR	0	0
Protection of customer data				
Substantiated complaints received regarding breaches of customer data protection		Number	0	0
thereof complaints from external parties recognised as substantiated by the organisation		Number	0	0
thereof complaints from supervisory authorities		Number	0	0
Total number of identified cases of data theft and loss related to / involving of customer data		Number	0	0
Other KPI				
Number of reports through whistleblower procedures		Number	0	0
thereof number of data protection incidents		Number	0	0
thereof number of export control incidents		Number	0	0
thereof number of information security incidents		Number	0	0

Table 3 Key Figures Governance - Base Year 2023 & Reporting Year 2025 - REINTJES Group

During the reporting period, participation in cybersecurity training improved significantly: while 29 % of employees had completed cybersecurity training in 2023, by 2025, 80 % had completed at least one such training course. The resulting increase in awareness of IT risks has contributed to reducing the organization's vulnerability to cyberattacks. The Employee Security Index (ESI) reported by Hornet Security stands at 97 points. The ESI measures the level of security competence and awareness among staff, aggregating factors such as completed training and handling of sensitive data. The high score of 97 demonstrates that a large proportion of the REINTJES workforce is well trained and possesses a

strong security mindset. Building on this very high ESI, the objective should be to maintain the current level. This signals to both employees and stakeholders that REINTJES continuously works to further strengthen its IT security culture.

For 2025, a total of 4.4 hours of training per employee were recorded. However, the underlying metric is still under development with regard to its data collection and level of detail.

Further metrics, such as whistle-blower reports concerning privacy, export control and information-security incidents, remained at zero in both years. The absence of reports likewise indicates a functional internal control system, although it should be noted that a lack of reports does not automatically prove the non-occurrence of incidents. A well-functioning reporting mechanism and an open corporate culture are required for this. Therefore, it is advisable for REINTJES to review the whistle-blower procedure, potentially establish anonymised reporting channels, and actively promote the instrument. A robust system contributes to early risk detection and strengthens an ethical corporate culture.

Through consistent reporting, targeted cyber-security training, the development of a trustworthy whistle-blower system, and the intensification of compliance management, REINTJES can not only further reduce risks but also capitalise on key opportunities: increased resilience, enhanced reputation, and a stronger positioning in the market.