

Sustainability report 2024

WE ENGINEER
A MORE
LIVEABLE WORLD



Foreword

Our self-image

We take responsibility!

As a family business with over 160 years of company history, sustainable management is in our DNA. We were aware of our social responsibility long before the topic of sustainability became the focus of public attention. We reconcile sound business practices with social and ecological aspects.

Acting sustainably together

We realise sustainable solutions, because with our textile products, projects can be implemented more sustainably, efficiently and cost-effectively than with conventional methods. Various application examples from our customers in the construction industry, agriculture and industry prove the significant reduction in greenhouse gas emissions and demonstrate ecological benefits.

We are therefore proud to be able to make a significant contribution to the sustainability of our customers and partners with our solutions.

Progress through innovation - this principle is the basis of our success story. We strive for continuous improvement, both in terms of our products and our commitment to people and the environment.

Because we care about the world

Our aim is to create a world worth living in. For us, for future generations and with all the technical possibilities available to us. See for yourself and discover the diverse sustainable possibilities of our applications and solutions.



Dr. F.- Hans Grandin, CEO

At HUESKER, we are convinced that social, ecological and economic sustainability can only be achieved through technical progress and change, creativity, engineering skills and entrepreneurship.

We are privileged because we help our customers to operate more sustainably with our solutions!

Sven Schröer, CSO

HUESKER Synthetic GmbH

Reporting year: 2024

Orientation towards the "Voluntary Sustainability Reporting Standard for non-listed SMEs" (VSME)

Status: 20.01.2026

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2 Introduction

With this sustainability report, HUESKER Synthetic GmbH is publishing a structured and summarised presentation of its sustainability activities for the first time. The aim is to create transparency regarding ecological, social and company-related aspects and to present the effects of our business activities in a comprehensible manner.

The report is based on the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME). As a voluntary initial report, it forms the starting point for the gradual further development of our sustainability reporting. At the end of 2024, we carried out and completed a double materiality assessment, which serves as the basis for prioritising our material sustainability topics. In the coming years, content, key figures and target systems will be further expanded and professionalised.

3 Company profile

HUESKER Synthetic GmbH manufactures technical textiles in particular for applications in the "Geo" and "Industry & Agriculture" sectors and sells these together with complementary commercial products as system solutions in Germany and abroad. The strategic business areas "Earthworks and Foundation Engineering", "Road and Transportation Infrastructure", "Hydraulic Engineering", "Environmental Engineering", "Industry and Agriculture" and "Mining" form the framework for the company's global business activities.

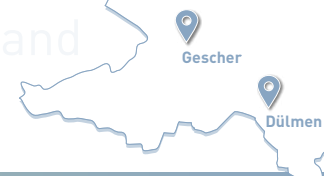
3.1 Key corporate figures 2024

Key figure	Value
Legal form	Limited liability company
Head office	Gescher, Germany
Turnover	103.8 million €
Total assets:	94.9 million €
Employees (as at 31.12.2024)	395
Reporting scope	Single entity

3.2 Locations

Location	Address	Country
Head office	Fabrikstrasse 13-15, 48712 Gescher	Germany
Plant 1 & 2	Im Brömken 5, 48249 Dülmen	Germany

Münsterland



4 Materiality and focus areas

At the end of 2024, HUESKER Synthetic GmbH carried out and completed a double materiality analysis. The aim of the analysis was to identify those sustainability issues that are of material importance to the company, both in terms of the impact of our business activities on the environment and society and from a financial perspective.

As a result, the following topics in particular were classified as material:

- Climate change, climate protection and energy consumption
- Environmental product responsibility
- Resource utilisation and circular economy
- Workforce of the company
- Responsible corporate governance

The key topics are reflected along our value chain - from the procurement of raw materials and preliminary products to our own production of technical textiles and the use of durable products and their recyclability at the end of their life cycle. In particular, upstream material flows and the end of life of our products contribute significantly to the identified impacts.

HUESKER Synthetic GmbH is currently not subject to any legal obligation to report on sustainability in accordance with the Corporate Sustainability Reporting Directive (CSRD). This report is therefore prepared on a voluntary basis. At the same time, the materiality analysis serves as strategic preparation for increasing regulatory requirements in the future and as a basis for the gradual further development of reporting.

As an initial report, HUESKER's sustainability reporting is currently in a development phase. Data availability, methodologies and indicator systems are being successively developed. The aim is to continuously improve the quality, comparability and informative value of the reported information in the coming years.

5 Sustainability management and governance

Sustainability is a central component of HUESKER's future corporate development. Since 2024, we have been establishing a structured sustainability management system that systematically anchors ecological, social and economic responsibility in the company.

A sustainability management unit has been set up for operational management purposes and is directly linked to the Management Board. It coordinates sustainability issues, is responsible for monitoring and reporting and supports strategic decision-making processes.

From 2025, a sustainability steering committee will be established, consisting of the Management Board, Sustainability Council and Central Functional Managers. This committee steers the strategic direction, prioritises goals and monitors the progress of measures.

The management level of HUESKER Synthetic GmbH consists of 10 people, seven of whom are men and three women. Diversity and equal opportunities are part of our long-term HR and corporate strategy.

6 Environment

HUESKER Synthetic GmbH has had an established energy and environmental management system in place for several years, which is certified in accordance with the internationally recognized ISO 14001 (environmental management) and ISO 50001 (energy management) standards. This system forms the basis for the systematic recording, control and continuous improvement of energy and environmentally relevant processes at our sites. On this basis, we identify efficiency potential, implement measures to reduce energy consumption and environmental impact and ensure compliance with relevant environmental legislation.

6.1 Energy and greenhouse gas emissions

Total energy consumption in the reporting year amounted to around 13.0 GWh. The electricity purchased comes from the public grid and is based on the regional electricity mix, which also contains shares of renewable energies. We currently only report self-generated electricity from our photovoltaic systems as renewable energy.

Energy source	Amount (kWh)
Renewable energies	880,079
Non-renewable energies	12,079,948

The site-related greenhouse gas emissions amounted to a total of 3,190 t CO₂e (Scope 1 and Scope 2).

Emission category	t CO ₂ e
Scope 1	1,850
Scope 2	1,340

In addition, Scope 3 emissions of around 136,223 t CO₂e were determined. Scope 3 emissions are primarily generated in the upstream and downstream value chain, in particular through the procurement of raw materials and preliminary products as well as end-of-life processes. The greenhouse gas balance was prepared with external support and in accordance with the Greenhouse Gas Protocol.

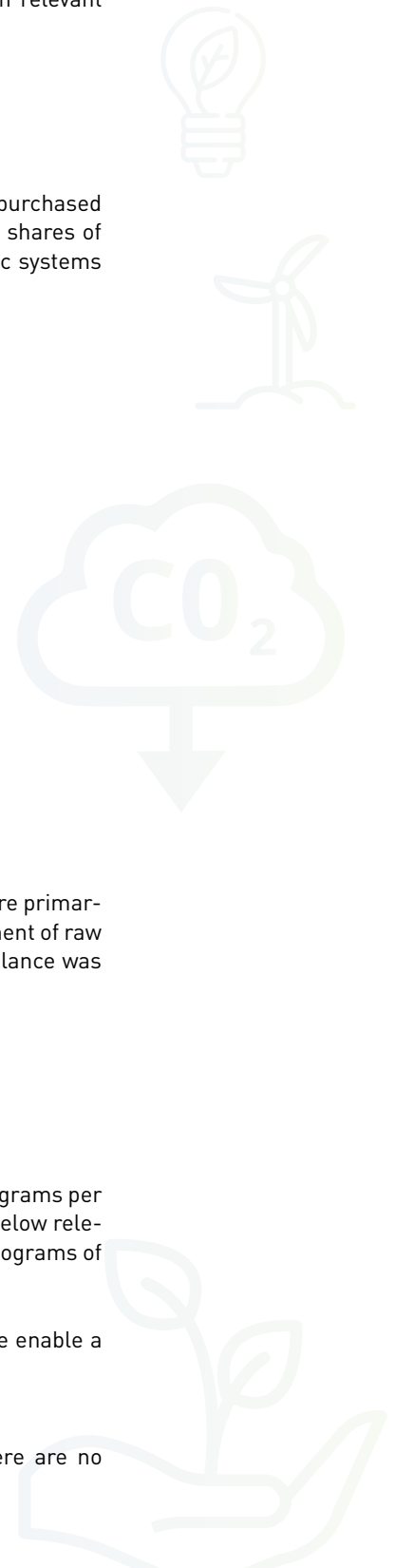
6.2 Environmental pollution and product transparency

At our Gescher site, we regularly carry out exhaust air measurements (FID measurements) in grams per kilogram of goods in the coating process. All measurements in the reporting year were well below relevant and legal limits. In addition, a continuous VOC analysis (volatile organic compounds) in kilograms of the pastes used has been carried out since 2002.

We create environmental product declarations (EPDs) for the majority of our products. These enable a transparent presentation of environmental impacts across defined life cycle phases.

Water

Total water consumption at all locations amounted to 1,829 m³ in the reporting year. There are no production processes with significant water consumption.



Biodiversity and land use

The total area of the company locations is around 70,786 m². The site in Gescher is located near the Berkelaue nature reserve. Operation is carried out in compliance with all environmental requirements.

Resource utilisation and circular economy

We aim to maintain the value of our products for as long as possible throughout their entire life cycle. Measures include the use of recycled and bio-based materials, durable product designs and the development of recyclable monomaterials, where this makes technical and qualitative sense.

We also work with specialised partners to recycle production waste to the highest possible quality. As part of these partnerships, production waste is collected, processed and recycled so that materials can be reintroduced into the material cycle. The aim is to reduce waste volumes and continuously increase the proportion of recycled materials along the value chain. In 2024, we had around 316 tons recycled by our partner.

A total of 729.3 tonnes of waste was recovered or recycled, including other recyclable materials such as paper, wood and metals.

Type of waste	Consumption (t)
Hazardous waste	5.0
Non-hazardous waste	997.8
Of which utilised/recycled	729.3

The annual material input amounted to around 20,053 tons.

7 Social

7.1 Employees

Category	Quantity
Permanent employees	374
Temporary employees	21
Women	101
Men	294

The fluctuation rate in the reporting year was 7,1%.

The proportion of employees with severe disabilities was 3.9%.



7.2 Occupational health and safety

In 2024, 16 reportable accidents at work were registered. We aim to avoid accidents through prevention, instruction and continuous improvement. There were no fatalities due to any work-related injuries or illnesses.

We promote the health of our employees through preventative measures, occupational health care, ergonomic workstations and physical and mental health promotion programs.

To strengthen occupational health and safety, we invest specifically in training and instruction – especially for the production areas. In the 2024 reporting year 58 employees at our two locations completed training to become first aiders. In addition, 22 safety officers were appointed and active in the company. We also hold an annual occupational safety day for our production employees. As part of this day of action, safety briefings were held for all employees in the production departments in 2024. The contents also included:

- Crane instruction and instruction for aerial work platforms
- Discussion of the evacuation concept with all production employees
- Training courses on occupational safety
- Instruction on forklifts and the safe refueling and loading of industrial trucks
- Fire protection training

With these measures, we are strengthening the safety culture, promoting risk-conscious behaviour in everyday working life and contribute to the prevention of accidents at work.



7.3 Remuneration and co-determination

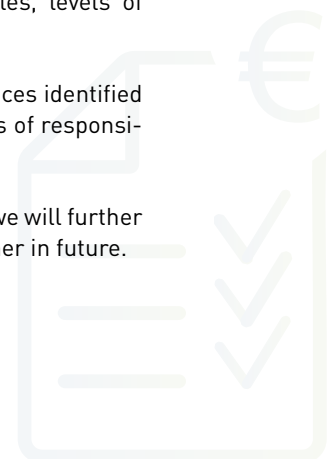
For HUESKER, co-determination and constructive dialog with the workforce are an important part of a responsible corporate culture. HUESKER Synthetic GmbH has a works council that represents the interests of all employees and serves as a point of contact for concerns from the workforce.

All employees receive remuneration above the statutory minimum wage. Around 82 % of employees are covered by collective agreements. The remaining 18% of employees are paid above the standard pay scale.

As part of the further development of our personnel and remuneration structures, we carried out a differentiated analysis of remuneration in comparable employee groups. Activity profiles, levels of responsibility and the distribution of functions were considered separately.

The evaluation revealed no evidence of systematic discrimination against women. Differences identified within individual groups are essentially due to different functions, qualifications and levels of responsibility.

Against the backdrop of the forthcoming European Remuneration Transparency Directive, we will further develop the analysis of our remuneration structures in more detail and develop them further in future.

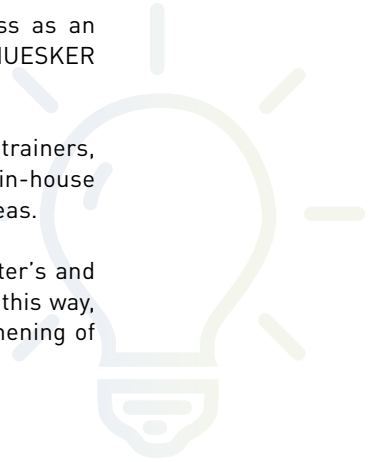


7.4 Qualification and knowledge transfer

The continuous qualification of our employees is an important part of our attractiveness as an employer and a contribution to securing specialist expertise in the long term. With the “HUESKER Knowledge” program, we provide an internal training program that is open to all employees.

The seminars include both internal formats, which are conducted by employees as trainers, as well as external content via learning platforms, e.g. Haufe. We also offer team-related in-house training courses that are specifically tailored to the specialist requirements of individual areas.

We also support individual further development, for example by financing bachelor’s, master’s and master craftsman’s training courses as well as technical and professional certifications. In this way, we promote both the personal development of our employees and the sustainable strengthening of internal skills.



7.5 Social commitment

As a company with regional roots, HUESKER Synthetic GmbH has a long-term commitment to supporting local associations, social initiatives and cultural events. The aim is to strengthen social cohesion and, in particular, to provide sustainable support for voluntary structures in the region.

In the 2024 reporting year, HUESKER sponsored, among others, the following sports clubs:

- SV Gescher (main sponsor)
- SUS Hochmoor
- TV Gescher

In addition, we support cultural events such as the Dülmen Winter and the Dülmen Summer, which make an important contribution to regional cultural life.

At Christmas 2024, HUESKER donated a total of around €5,000 to three charitable organisations. The projects supported are deliberately selected on a regional basis and are geared towards social relevance and sustainable impact.

Our social commitment is regularly reviewed and documented. We are continuously developing our promotional activities on this basis.

8 Governance and compliance

The HUESKER Group has a preventive compliance management system (CMS) that ensures legally compliant, ethical and responsible conduct. Key elements include binding rules and responsibilities, regular compliance training and a confidential whistleblower system.

Our staff receive regular training via a learning platform; new employees receive appropriate training as part of the onboarding process. Via the whistleblower system (“Integrity Line”) employees and external stakeholders can report information anonymously and securely.

The whistleblower system is accessible via an external, confidential reporting platform:
<https://huesker.integrityline.com/>



The responsible committees are regularly informed about the status of compliance issues. There were neither suspected nor confirmed cases of non-compliance in the reporting period. There were no convictions or fines in connection with corruption or bribery.

The effectiveness of the CMS is reviewed on an ongoing basis and developed further if necessary.

9 Outlook

The Sustainability Report 2024 marks the beginning of systematic and comparable sustainability reporting of HUESKER Synthetic GmbH. On the basis of the double materiality analysis completed at the end of 2024, we will further specify our sustainability strategy, expand key figures and gradually integrate sustainability more closely into corporate management.

10 Formal concluding remarks

This sustainability report was prepared voluntarily and is based on the Voluntary Sustainability Reporting Standard for non-listed SMEs" (VSME). It relates to the 2024 reporting year and to HUESKER Synthetic GmbH as an individual company.

The report was prepared to the best of our knowledge and belief on the basis of the information available at the time of preparation. An external audit or a formal plausibility check was not carried out. Individual details reflect the current planning status and may change in the course of the further development of sustainability management.

The report serves to provide transparent information to employees, customers, business partners and other interested stakeholders and will be gradually developed over the coming years.

Note on linguistic equality:

For reasons of better readability, the generic masculine is used in this report. All personal designations apply equally to all genders



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Publication status:

This sustainability report was approved by the management of HUESKER Synthetic GmbH and published on 09.03.2026. It does not replace any statutory reporting obligations and its content will be developed further in the coming years.