

Güntner
Group

OUR PATH TO
A SUSTAINABLE
FUTURE

SUSTAINABILITY REPORT 2025

FOREWORD

DEAR READERS,

Demand for modern refrigeration and air conditioning technology is growing worldwide. This is due in large part to rising prosperity in many countries.

More and more office and residential buildings as well as factories are being cooled, not least with a view to climate breakdown, while existing gaps in cold chains are also being closed. More recently, the rapid expansion of data centres for AI applications, particularly in North America, has been another driver. At an increasing number of sites, Güntner Group systems allow for the operation of thousands of servers.

For Güntner Group, as for the industry as a whole, one of the key challenges is to meet this growing demand while minimising the associated emissions. Our company is a pioneer in this field.

Since 2024, the Impact label has helped customers choose equipment that is particularly resource- and energy-efficient and has a minimal environmental impact over the long term.

The label has been extremely well received in the market. The first analysis of our Scope 3 emissions last year showed just how important maximum efficiency is during the Use Phase. According to this analysis, 97% of CO₂ emissions in Güntner Group's value chain arise during the Use Phase of the equipment.

For this reason, the further development of our heat exchangers and the expansion of our service

offering, which helps ensure their optimum use, remain top priorities. At the same time, we are using a wide range of measures to reduce resource consumption and ease the burden on the environment.

Last year, we achieved the first target in our sustainability strategy ahead of schedule. In just five years, we have reduced water use intensity at our production sites by more than 30%. Today, Güntner Group manufactures significantly more equipment while using much less water and energy.

We are increasingly generating the energy we need ourselves. In 2025, the expanded PV system at the site in Mexico went into operation; this year, solar capacity will also be expanded in Indonesia and Hungary. The increasing replacement of synthetic refrigerants also has a positive environmental impact. Very soon, 100% of Güntner Group's product portfolio will be capable of operating with natural refrigerants.

This will further enhance the environmental performance of our product portfolio across its entire life cycle. It strengthens our lead in a growing market and secures our Group's path towards a future that is both economically and environmentally sustainable.

Andreas Riedl
CFO Güntner Group



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HIGHLIGHTS 2025

WATER INTENSITY REDUCED SIGNIFICANTLY EARLIER THAN PLANNED

Since 2021, Güntner Group has taken a wide range of measures to reduce water consumption. The target was to increase the efficiency of water use at production sites by 30% by 2030. This target was already achieved last year: total water withdrawal was 36% below the 2021 level. Water intensity, and therefore the ratio of water use to material consumption, even fell by almost 50%.

SYSTEMATIC EXPANSION OF SOLAR CAPACITY

Step by step, Güntner Group is expanding its own energy generation at the production sites using PV systems. New systems went into operation in Mexico last year, and further expansion will take place this year. Initial systems are also being installed at the sites in Indonesia and Hungary. A storage system is already in operation at the site in Romania. This increases the utilisation rate of self-generated solar energy by around 10%.

ENTRY INTO THE CIRCULAR ECONOMY

The subsidiaries JAEGGI and Güntner are working on developing a product manufactured entirely in accordance with circular economy principles. At the same time, Güntner Group expanded its expertise in the refurbishment of used systems and components. From Fürstenfeldbruck, for example, refurbished fans have been sold through after-sales since 2025 with a warranty equivalent to that provided for new components.

SECOND IMPACT SUMMIT FOCUSED ON SUSTAINABILITY

Following the great success of the Impact Summit in Budapest, Güntner Group subsidiary Güntner held a second networking event last year, this time in Bali. More than 200 customers and partners from the Asia-Pacific region, the Middle East and Central Asia took part. The Impact label from which the event takes its name has also been very well received in the market. It identifies resource- and energy-saving solutions and covers an increasing number of equipment types and components.

SUCCESSFUL EXPANSION OF THE WORKFORCE

Strongly rising demand required a rapid expansion of the workforce, especially at the site in Mexico. Within one year, the number of employees at the production sites worldwide rose by more than 1,500 to around 6,500. By recruiting more than 1,000 new specialists, the HR department impressively demonstrated its capabilities.

HIGH EMPLOYEE SATISFACTION

Güntner Group surveyed its employees worldwide for the second time. Three out of four employees took the time to respond; this high rate alone is a success. More importantly: According to the survey, satisfaction and engagement within the team have risen again from an already high level over the past year.

1. GÜNTNER GROUP

A GLOBAL PLAYER IN THE REFRIGERATION AND AIR-CONDITIONING INDUSTRY

Güntner Group is also one of the world's leading companies in the heat transfer technology market when it comes to sustainability.





1.1 BUSINESS MODEL - EXTENSIVE EXPERTISE IN REFRIGERATION AND AIR-CONDITIONING

The Güntner Group, headquartered in Fürstenfeldbruck, is an international technology group specialising in refrigeration, air-conditioning and process technology.

With its core product brands Güntner, JAEGGI Hybrid Technologie and basetec, it is one of the world's leading companies in heat transfer technology. The brands stand for high-quality, service-oriented product and application solutions based on more than 90 years of company tradition. These solutions are used across a broad range of industries. Customers range from the automotive sector and the food and pharmaceutical industries to the IT sector and renewable energy.

Güntner Group's range of services covers research, procurement, production, logistics, product management, sales and service. Alongside heat exchangers, the Group is increasingly manufacturing electronic

components such as controllers and interfaces.

Organisationally, the company is structured by region. The Group produces at sites in Europe, Asia and the Americas and has a global sales and service network. The production network includes sites in Germany, Hungary, Romania, Indonesia, Brazil and Mexico. These sites are operationally autonomous but aligned with one another in their processes. This makes it possible to leverage synergies while responding flexibly to individual market requirements.

GLOBAL COLLABORATION

Major sites of Güntner Group

GRI 2-1



1.2

INDUSTRY – MAJOR RESPONSIBILITY FOR SUCCESSFUL DECARBONISATION

GRI 2-6



Güntner Group operates in refrigeration, air-conditioning and process technology, and therefore in an industry that bears major responsibility in the ongoing process of decarbonisation. Climate breakdown, continuing digitalisation and, above all, the increasing use of artificial intelligence (AI), together with the growing need for closed cold chains in the global food industry, are rapidly increasing demand for advanced cooling and refrigeration technologies. More frequent and prolonged heatwaves require the increased use of air-conditioning systems in many regions. At the same time, the global market for data centre cooling is growing from around \$16 billion in 2024 to \$40 billion to \$45 billion in 2030, with Güntner Group's target market accounting for about one tenth of this.^{1,2} Worldwide, the growing number of data centres requires state-of-the-art thermal management to dissipate the heat generated by servers running AI applications, blockchain and cloud computing. In the food industry, an estimated almost one third of the food produced each year is currently lost, primarily due

to gaps in cold chain infrastructure.³ The increased use of refrigeration and air-conditioning technology can therefore make an important contribution to greater global food security.

However, the increased use of modern refrigeration and air-conditioning technology requires a corresponding amount of energy. Its operation already accounts for around 10% of global electricity consumption.⁴ Without transformative improvements in energy efficiency, electricity demand could rise by almost another 60% by 2050.⁵ At the same time, the continued widespread use of synthetic refrigerants has a negative impact on the climate; these alone currently contribute around 10% to global warming.⁶

Güntner Group has set itself the goal of using continuous innovation to further improve the efficiency of its equipment in the years ahead and to convert its entire product range step by step to operation with natural refrigerants. Since 2024, the Impact label (see section 2.2) has helped Güntner Group customers make a conscious choice in favour of environmentally friendly solutions.

¹ Elia Berteletti et al; Keeping cool in the data age; McKinsey; 24 September 2025
[Keeping cool in the data age | McKinsey & Company](#)

² Fortune Business Insights; Data Center Cooling Market Analysis – 2032; December 2025
[Data Center Cooling Market Size, Share | Forecast Report \[2032\]](#)

³ Food and Agriculture Organization of the United Nations; Technical Platform on the Measurement and Reduction of Food Loss and Waste (TPFLW); December 2025
[FLW Database | Technical Platform on the Measurement and Reduction of Food Loss and Waste | Food and Agriculture Organization of the United Nations](#)

⁴ Nicholas Howarth et al; Keeping cool in a hotter world is using more energy, making efficiency more important than ever; International Energy Agency; 21 July 2023
[Keeping cool in a hotter world is using more energy, making efficiency more important than ever – Analysis - IEA](#)

⁵ Toby Peters; A cool world – defining the energy conundrum of cooling for all; University of Birmingham; 2018
[2018-clean-cold-report.pdf](#)

⁶ UNDP Montreal Protocol and Chemicals and Waste Management Unit and Greening Moonshot; Assessing greenhouse gas emissions from refrigerants use in UNDP operations; July 2022
[Refrigerants methodology version July 2022.pdf](#)

1.3

TARGETS – FOR THE MOST IMPORTANT SUSTAINABILITY ISSUES

GRI 2-22, GRI 3-1, GRI 3-2

Güntner Group is systematically preparing to implement the EU Corporate Sustainability Reporting Directive (CSRD); initial application is expected for the 2028 financial year. An initial materiality assessment under the European Sustainability Reporting Standards (ESRS) was already carried out in 2024. It will be revised in the current financial year on the basis of the simplified ESRS adopted at the end of 2025, as soon as these have been transposed into national law.



The first materiality assessment under ESRS already confirmed the priorities of Güntner Group’s previously implemented sustainability strategy. The central topics are climate change, water, resource use and the circular economy, as well as the company’s own workforce. An initial gap analysis based on the materiality assessment has also now been completed; by 2028, the identified data and reporting gaps will be closed.

As the core topics of the materiality assessment remain virtually unchanged, there is no reason to reformulate the targets of Güntner Group’s sustainability strategy. The following chapters provide more detailed information on the respective targets and the status of implementation.

Material topic	Target (base year 2021)	Chapter
E1 - Climate change	Reduce Scope 1 and Scope 2 emission intensity at production sites by 40%*	3.5
	100% of the product portfolio can operate with environmentally friendly substances	2.1
	Integrate sustainability criteria as decision-making support when selecting products.	2.2
	Increase energy efficiency at production sites by 10%	3.3
	15% of total energy requirements are generated by the company’s own systems.	3.3
E3 - Water	Increase water efficiency at production sites by 30%	3.4
E5 - Resource use and the circular economy	Introduce the industry’s first product manufactured in accordance with circular economy principles	3.2
	Use exclusively sustainable packaging	3.2
S1 - Own workforce	Provide a healthy workplace for all employees	4.3

Table and figure 1: Material topics and targets
* location-based computing method

1.4

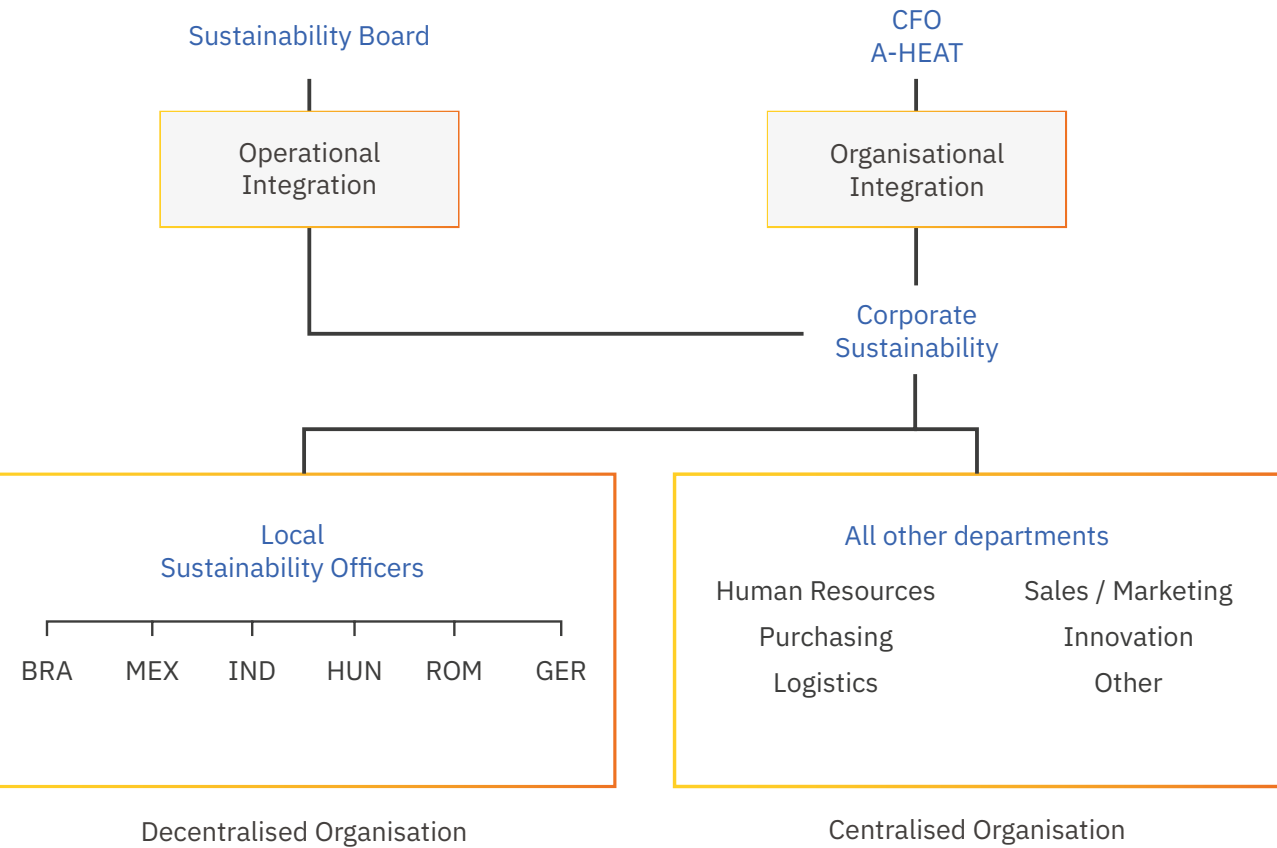
ORGANISATION

GRI 2-1, GRI 2-9, GRI 2-13, GRI 2-22

The high priority given to sustainability at Güntner Group is underlined by the positioning of Corporate Sustainability, which reports directly to the Executive Board. Virtual and in-person meetings with the Chief Financial Officer (CFO) take place at regular intervals to discuss the sustainability strategy, current developments, challenges and future measures. These topics are also at the centre of discussions in the newly formed Sustainability Board. Every two months, the local general managers exchange views with global sustainability management.

The operational integration of the sustainability department is partly decentralised and partly centralised, in line with the Group’s organisation. All production sites have local sustainability officers. They know the local processes and ensure

that the sustainability strategy is anchored locally. To this end, they maintain close and regular contact both with the global sustainability department and with the relevant local management.



Tables and figures 2: Sustainability organisation

RISK MANAGEMENT: NEW REQUIREMENTS UNDER THE CSRD

GRI 201-2

Risk management is an integral part of Güntner Group’s corporate strategy and aims to identify and categorise strategic and operational risks at an early stage and to initiate and implement countermeasures. Where economically appropriate, insurance policies and financial transactions are concluded in order to reduce or avoid risks.

Opportunities and risks are identified, assessed and managed by the respective subsidiaries. There is regular exchange with the Executive Board and immediate notification in the case of potential risks that could threaten the company as a going concern. All material individual risks of the Güntner Group are continuously monitored and are part of the Group management report.

The individual risks are divided into categories such as sales-market risks, technological risks, procurement risks and legal risks. Sustainability-related risks are also integrated. These include personnel risks that may arise from demographic change, the shortage of skilled workers, the departure of knowledge carriers and qualification requirements. Güntner Group mitigates this risk through various HR policy measures such as increasing employee retention and training and developing skilled employees (see also chapter 4, The team).



2. PRODUCTS

Sustainable across the entire life cycle

Güntner Group focuses on developing and marketing durable equipment with maximum energy efficiency, operated with environmentally friendly substances such as natural refrigerants.



2.1 INNOVATION – GREATER ENVIRONMENTAL SUSTAINABILITY IN THE USE PHASE

GRI 302-5, GRI 305-5

Güntner Group products are used continuously by customers over many years. The stronger their environmental sustainability during the use phase, the lower their carbon footprint across the entire life cycle. This was illustrated by a product-related CO₂ calculation for a heat exchanger carried out in 2023 (product carbon footprint). The Scope 3 emissions calculation carried out in 2025 (see section 3.5 Emissions) also shows the central importance of the use phase for the environmental sustainability of refrigeration and air conditioning technology.



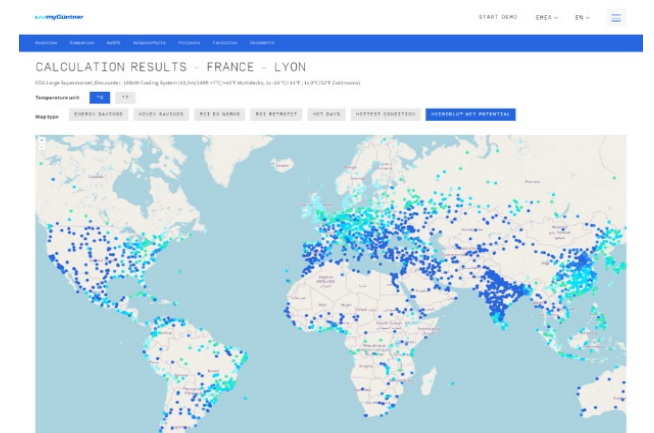
Against this background, Güntner Group is pursuing two clear product-related goals. First, the energy efficiency of its equipment is to increase further in the years ahead, for example with the help of innovative defrosting processes and IoT solutions (IoT = Internet of Things). Second, the entire product portfolio is to be capable of operating with environmentally friendly substances such as natural refrigerants.

To achieve these goals, Güntner Group works closely with customers all over the world. The more frequently customers use natural refrigerants and the more energy-efficiently they operate heat exchangers, the greater the opportunities to reduce emissions from the Group's equipment throughout its entire life cycle. The Group takes a holistic approach to this responsibility and advises customers on selecting suitable equipment, installing it and operating it properly, with a view to using resources as efficiently as possible. Comprehensive services ensure the durability of equipment in practical use; the provision of spare parts prevents heat exchangers that are still usable from being discarded prematurely. Most recently, refurbished fans have expanded the offering. Used fans are fully overhauled by their suppliers and can then be sold again with the same quality and warranty, a further contribution to extending their service life and conserving resources.

Efficient use of resources is also a focus of Güntner Group's development activities. Various real-life scenarios are continuously simulated in the company's own laboratories and test benches. Using the knowledge gained from this, the Group continuously develops its equipment further, brings innovative technologies and products to market and makes the associated know-how available to customers.

The Adiabatic System is one example of Güntner Group's innovative strength. It is a water-wetted pad used to pre-cool air and can significantly increase the efficiency of cooling equipment in specific applications. The Adiabatic Efficiency Calculator was developed to evaluate the added value of this solution in advance. The software uses local weather data as well as current electricity and water prices for the planned site of the system and calculates the savings potential compared with purely dry cooling. This creates transparency regarding the equipment's efficiency during the Use Phase and makes it easier for customers to choose the more sustainable alternative with lower life cycle costs.

Since 2025, this calculation tool has also been available for the use of air-conditioning and cooling technology in data centres. Güntner Group thereby underlines its role as an innovation and service leader. Legal requirements for data centre operators in relation to energy and water use are being tightened, particularly in the EU, and this is increasing their interest in transparency and maximum efficiency in server cooling.



The Adiabatic Efficiency Calculator uses local weather data and current electricity and water prices to calculate savings potential.

IOT CONTROLS SOLUTION: INTERACTION OF ANALOGUE AND DIGITAL TECHNOLOGIES

Refrigeration and air-conditioning equipment will increasingly use data-driven technologies in the years ahead to improve efficiency. In 2024, the IoT Controls Solution unit developed two key building blocks for controlling products: the innovative aicore™ link IoT gateway, including a software extension for the controllers, and the aicore™ cloud. These solutions make it possible to continuously record system data and transfer it in structured form via the gateway to a cloud. The aicore™ cloud serves as an IoT platform that processes data and makes it usable for analysis. The area of application is not limited to new equipment. Existing systems can also be upgraded by a software update or a straightforward controller replacement. The integration of three previously different controllers into one tool also simplifies equipment operation, another innovation in 2025.

Thanks to this innovation, Güntner Group and its customers will be able to carry out data-driven system optimisations easily and without

delay in the future. The analysis results can also be used to improve system settings so that the systems operate highly efficiently. Information on improvement potential and maintenance recommendations is passed on in real time.

In the next step, Güntner Group will increasingly integrate artificial intelligence into these IoT solutions. Preparatory work is currently under way to use AI tools to analyse the data collected by IoT sensors and transferred via the IoT gateway. This will enable operators to respond even better, faster and on a broader data basis to suboptimal processes in individual systems.

If such tools were used in full, it would be conceivable for equipment to be optimised automatically on the basis of the insights gained in this way. This also forms the foundation for expanding Güntner Group’s service portfolio and creates the basis for data-driven product cycles from first use through to the disposal of equipment that can no longer be used.

IoT sensors

Collect operating data from cooling systems in real time

Data transmission

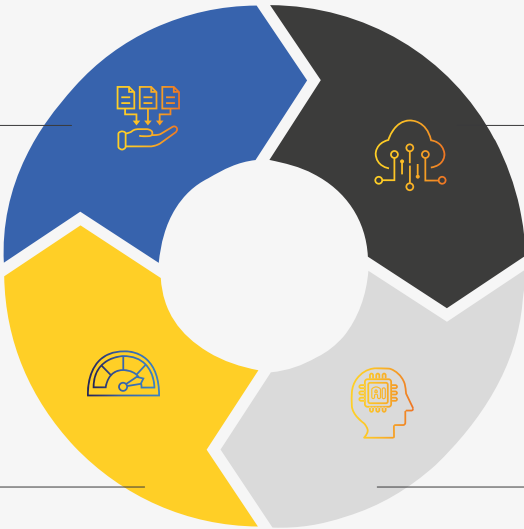
The data are forwarded to cloud platforms for processing

Optimised operation

The cooling systems are automatically optimised to ensure maximum efficiency

AI analysis

Machine learning models provide actionable insights for optimal operation



Tables and figures 3: The combination of IoT and AI enables automated processes

NATURAL REFRIGERANTS - ALMOST THE ENTIRE PRODUCT PORTFOLIO EQUIPPED

GRI 2-28

The use of natural refrigerants is another important lever for increasing the sustainability of Güntner Group products. Traditionally, heat exchangers have used synthetic refrigerants.

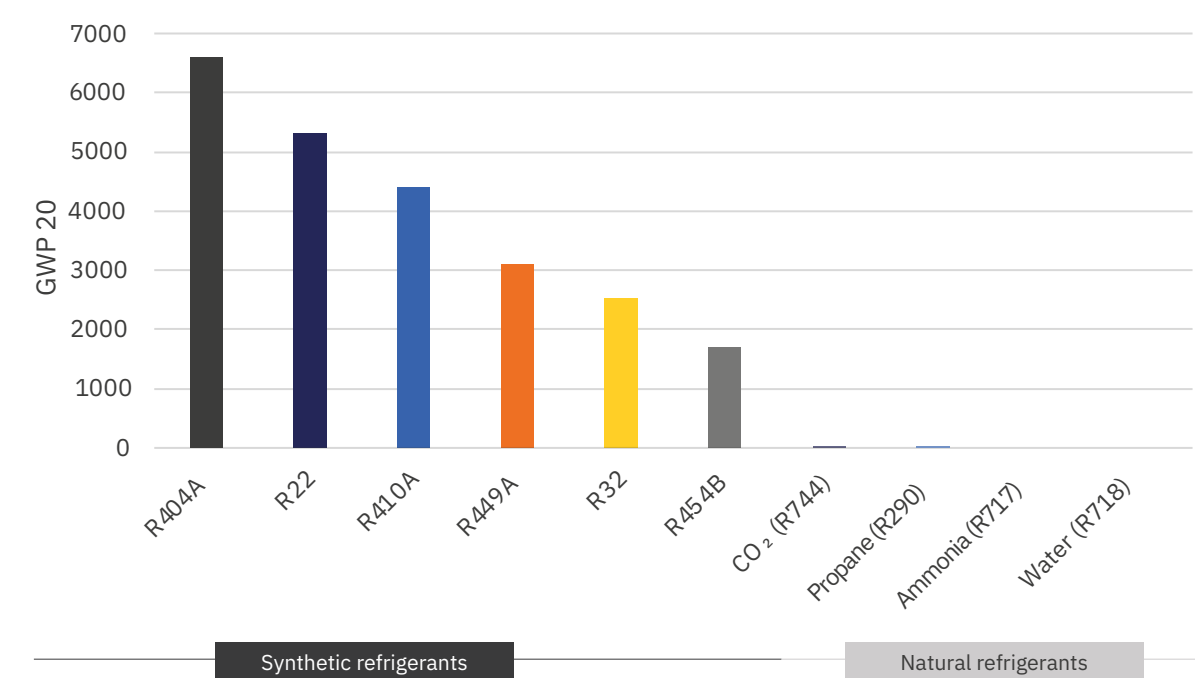
If these escape, they significantly contribute to the greenhouse effect. Their global warming potential over a 20-year time horizon is much higher than that of CO₂, as shown in the table below. Even synthetic refrigerants with a lower GWP (below 150, known as A2L) have considerable disadvantages because they largely contain PFAS (per- and polyfluoroalkyl substances, also known as forever chemicals), which can react in the atmosphere and lead to the formation of highly environmentally harmful trifluoroacetic acid (TFA).

Güntner Group aims to be able to operate its entire product portfolio with environmentally friendly substances such as natural refrigerants by 2030. A dedicated test laboratory for CO₂ and ammonia solutions drives the relevant innovations. Thanks to this work, the company has already come very close to achieving its goal. Only the introduction of a new solution for the American market remains

outstanding in order to meet the target. This is expected to take place in the 2026 financial year.

To raise awareness among customers, consumers and the wider public of the possibilities and benefits of sustainable cooling, Güntner Group works with organisations such as eurammon and ATMosphere.

ATMosphere recognises leading manufacturers and suppliers of systems and components that show particular commitment to the use of natural refrigerants and is regarded as the global gold standard. Güntner Group subsidiary Güntner received this award for the third year in a row.



Tables and figures 4: Refrigerants and their global warming potential (GWP) in comparison*

*Source: IPCC: Climate Change 2021: The Physical Science Basis. Contribution of Working Group I to the Sixth Assessment Report of the Intergovernmental Panel on Climate Change; Cambridge University Press, Cambridge, United Kingdom and New York, NY, USA; 2021

2.2

SUSTAINABILITY WITH IMPACT – OUR NEW LABEL



Güntner Group's pioneering role in sustainability is documented by the Impact[®] label, which was first introduced at subsidiary Güntner in 2024. The energy consumed in operation is the main cost driver for customers, making energy efficiency a key purchase criterion. The Impact label acts as a helping hand for our customers, enabling them to identify efficient, innovative technologies quickly and easily. It also provides an outlook on how these technologies have a positive impact on operation and therefore on operating costs and the reliability of the customer's cooling systems.

Consequently, shortly after market launch, it was integrated into the design software most commonly used to configure new solutions (GPC Europe). The label's area of application is also being continuously expanded. It now identifies heat exchangers, fans, accessories, refrigerants, fluids and IoT tools, among other items. In each

case, these are environmentally friendly and/or resource- and energy-saving solutions.

The Impact label has been very well received by customers. To make even better use of its potential, more and more components are gradually being included. From the first quarter of 2026, for example, customers will be able to

create calculations covering the entire Use Phase of a piece of equipment and thus make the best possible selection in terms of life cycle costs and environmental impact. Detailed information on CO₂ emissions and electricity costs during the Use Phase, as well as on defrosting efficiency, helps them to do so.

The Defrost Efficiency Index (DEI) assesses how efficiently a piece of equipment uses energy during defrosting. The aim is to remove as much ice as possible with minimal energy use while reducing losses such as heat radiation or condensate mist. The higher the DEI, the lower the energy consumption. Defrost cycles are also shortened and cooling capacity stabilises. The Cycle Efficiency Index (CEI) goes one step

further and assesses the overall efficiency of the air cooler across the entire operating cycle, including frost formation during the cooling phase and defrosting. Customers therefore obtain an overview of the entire defrost cycle and can see how different defrosting strategies affect system performance.

With this information and additional data from the customer, the energy costs over the product's entire service life and the carbon footprint can be calculated. This is another important contribution to the efficient and sustainable use of air-conditioning and refrigeration technology and further evidence of Güntner Group's pioneering role in this field.

LABEL WITH FUTURE POTENTIAL - THE FIRST IMPACT SUMMIT IN ASIA

Following the successful premiere in Budapest, Güntner Group subsidiary Güntner held the second IMPACT Summit last year. It took place from 28 to 30 October 2025 in Bali. The summit brought together more than 200 customers and partners from the Asia-Pacific region, the Middle East and Central Asia.

Participants were able to obtain first-hand information about technologies that will shape the next decade. These included innovations in natural refrigerants, the optimisation of defrosting efficiency, the integration of AI into cooling systems and solutions for the rapidly growing demand for data centre cooling. The diversity of speakers, including solution providers, consultancies and end users, underlined the importance of cross-industry

collaboration. The parallel exhibition enabled participants to view a wide range of solutions for themselves. The aicore™ controls and IoT solutions, for example, attracted considerable attention. They are used for remote monitoring of equipment and for performance optimisation of heat exchangers. The Cubic VARIO air coolers also generated strong interest. They open up a new dimension in defrosting efficiency and sustainable operation. The concept of the Impact Summit, combining specialist presentations, an exhibition and networking opportunities, once again proved its worth. Feedback from participants also shows that the event makes an important contribution to reinforcing the Group's leading role in promoting future-oriented innovations and shaping a sustainable future for the global refrigeration industry.



3

ENVIRONMENT

Using valuable resources efficiently

The Scope 3 emissions calculation highlights the central importance of the use phase for the environmental sustainability of refrigeration and air-conditioning technology. In equipment production, Güntner Group achieved its first sustainability target: the intensity of water consumption has been significantly reduced.



3.1

RESOURCE USE – HIGHER DEMAND REQUIRES GREATER MATERIAL INPUT

GRI 301-1

Güntner Group recorded an enormous increase in demand for high-performance refrigeration and air-conditioning equipment, particularly in the Americas. In many cases, this equipment is used to provide air-conditioning for the rapidly growing number of large data centres required for AI applications. This higher demand had direct consequences for material consumption. The calculation focuses on the four metals primarily required to manufacture heat exchangers: aluminium, copper, stainless steel and steel. These generally account for more than 70% of the weight of heat exchangers. Supplied parts such as fans and electrical and plastic components are also used.

CHANGE IN MATERIAL INPUT

	Compared to 2021	Compared to the previous year
Change in the quantity of processed metals	+14.7%	+32.9%
Change in consumption per item of equipment produced	+35.7%	+27.0%

Tables and figures 5: Change in material input

Both overall material requirements and material input per item of equipment rose in the past financial year due to higher demand from data centre operators. This influenced the efficiency of the use of other resources, as the following sections explain.

HAZARDOUS SUBSTANCES

GRI 403-7

Chemical substances are also used in production. Health and safety training is provided at all production sites to ensure that these substances are handled correctly and to reduce the risk of workplace accidents and occupational illnesses. All employees who come into contact with hazardous substances in the course of their work are required

to attend this training. These sessions are generally held quarterly, or whenever a new team member is hired or a new substance is introduced. Güntner Group is committed to continuously reducing the use of such hazardous substances, thereby improving workforce safety and minimising the environmental impact of its production processes.



3.2

CIRCULAR ECONOMY – GÜNTNER GROUP TAKES ON A PIONEERING ROLE

GRI 306-2

Across all industries, interest in closed material and product cycles is growing. Güntner Group sees great opportunities to use them to decisively increase the efficiency of resource use in refrigeration and air-conditioning technology and thereby achieve economic and ecological progress. The Group is therefore already working on concepts for recycling and reusing used raw materials, auxiliary materials and operating supplies, intelligent recycling, product and machine maintenance and, where possible, the refurbishment of systems.

The sale of refurbished fans, launched at the end of 2025, is an example of these efforts. Subsidiary Güntner works closely with a supplier in this area. This supplier carries out the actual refurbishment. Güntner first collects the equipment from the customer and then markets the refurbished fans with the same warranty and at a reduced price. At the same time, experts at the new Technology Campus at the headquarters in Fürstentfeldbruck are analysing used equipment. The aim is both to optimise dismantling processes and to develop concepts for an optimised, resource-saving design of new equipment. These insights are shared worldwide and make it easier for Güntner Group to seize opportunities in the circular economy at an early stage.

Within the Group, the subsidiaries JAEGLI (see “Start of a circular journey at Güntner Group subsidiary JAEGLI”) and Güntner also play

a pioneering role. The companies bundle services relating to the maintenance and repair of equipment and extend its life cycle, including through retrofit orders, i.e., upgrades of existing systems with new components. They are also able to repair and maintain equipment and systems from other manufacturers. This not only reflects the concept of the circular economy, but also opens up new market opportunities for Güntner Group.

As part of its sustainability strategy, the Group has also set itself the target of using exclusively sustainable, and therefore reusable, packaging materials in the future. Innovative concepts have already been developed in various areas of the company, such as the multiple use of packaging and load carriers. In coordination with customers and suppliers, these concepts are now being used more widely.



START OF A CIRCULAR JOURNEY AT GÜNTNER GROUP SUBSIDIARY JAEGGI

Güntner Group’s sustainability targets include the introduction by 2030 of the industry’s first product manufactured in accordance with circular economy principles. Subsidiary JAEGGI began work on this last year together with Circular Republic. The initiative is embedded in the ecosystem of the non-profit start-up platform UnternehmerTUM, Europe’s leading centre for innovation and entrepreneurship. At the beginning, two workshops were held to determine which circular economy business models could be of interest to JAEGGI and which requirements the equipment would have to meet. Selected employees were trained as Circularity Ambassadors in parallel.

A short time later, practical implementation began with a one-week prototyping workshop in the MakerSpace of UnternehmerTUM in Munich. There, a team from Güntner Group subsidiaries JAEGGI and Güntner developed concrete solution approaches. These include, for example, a modular structure for heat exchangers, which would mean greater flexibility and easier repairability. Increased installation of sensors in equipment would also conserve resources by identifying inefficiencies and damage at an early stage and thereby reducing the need for repairs. Development has already taken up these and other ideas and is now working on their implementation at the Technology Campus.

In parallel, JAEGGI and Circular Republic will drive forward the embedding of the circular economy concept in the current year, first at JAEGGI and then throughout the Group. This will include the development of a strategy paper and a corresponding roadmap, and training for Circularity Ambassadors. Step by step, Güntner Group is thereby moving closer not only to the goal of presenting the first product manufactured in accordance with circular economy principles by 2030, but also to position the entire company even better for the future by giving this concept greater consideration.

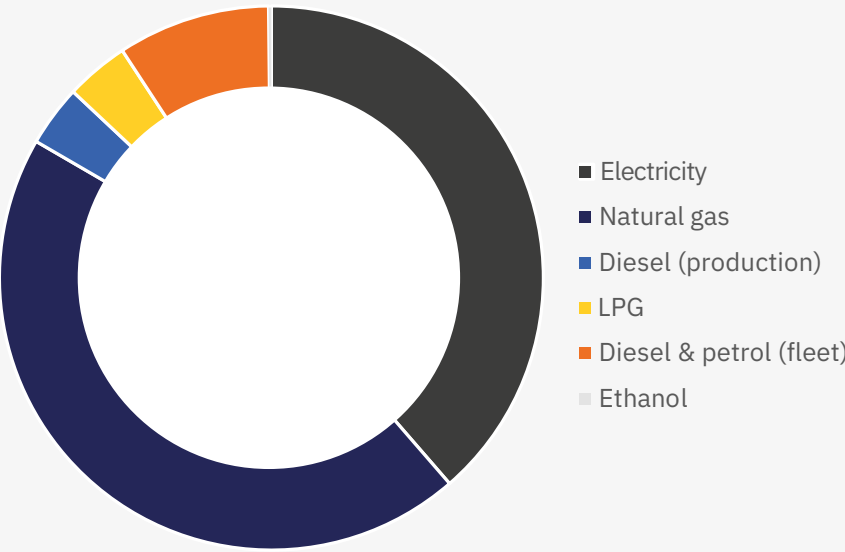
3.3 ENERGY – FOCUS ON IMPROVING EFFICIENCY

GRI 302-4

One of Güntner Group’s central sustainability targets is to increase the efficiency of energy use, thereby reducing consumption intensity and the carbon footprint. The two main energy sources, natural gas and electricity, are the focus here. They account for more than 80% of total consumption (see figure “Breakdown of energy consumption by source”).

On site, responsibility for improving energy efficiency lies with various departments; all work together with the environmental management system certified under ISO 14001. Cross-site coordination takes place through the local sustainability officers. Planned measures and their implementation are presented there. The responsible experts for each plant can then examine whether adopting these approaches at their site is promising.

Energy consumption by source 2025



Tables and figures 6: Breakdown of energy consumption by source

ENERGY CONSUMPTION: LOWER INTENSITY DESPITE INCREASING PRODUCTION

GRI 302-1

The strongly rising demand and associated increase in output required significantly higher energy use in the reporting year. This applies above all to the site in Mexico, where capacity had been significantly expanded the year before. Output and therefore energy consumption also increased at the European sites. Compared with the reference year 2021, this figure rose only very slightly despite the considerable expansion in production to date. This is an indicator of the success of the many measures taken in recent years to increase the efficiency of energy use in production.

These successes become more visible when looking at energy intensity, i.e., energy use relative to material input. Güntner Group had set itself the target of reducing this key figure for measuring efficiency by 10% by 2030. This level was reached by the end of the 2025 financial year: the Group is succeeding in producing a rising amount of material with comparatively lower energy use. For the time being, Güntner Group is not yet reporting the target as achieved, as the positive trend is to be consolidated further in the current financial year.



Work is under way on further improvements. The site in Romania, for example, is increasingly using modern brazing processes with hydrogen and induction technology. In Indonesia, palm oil is used instead of synthetic oils in the punching process, saving energy in the subsequent washing process. Across sites, new, more efficient industrial vehicles, mostly electrically powered, have been procured.

More detailed maintenance of compressed-air systems has also been carried out across sites in order to increase their efficiency further. The seriousness of these efforts is underlined by the Romanian site's first energy management certification under ISO 50001.

ENERGY CONSUMPTION IN FINANCIAL YEAR 2025

	Absolute in MWh	Comparison with previous year	Development since 2021
Energy consumption	66,221	+18.6%	+2.7%

Tables and figures 7: Energy consumption

ENERGY INTENSITY*

GRI 302-3

	2021	2024	2025
Energy consumption	2.08	2.08	1.86

Tables and figures 8: Energy intensity

*The calculation was revised compared with the previous year

3.4

WATER – FIRST SUSTAINABILITY TARGET ACHIEVED AHEAD OF SCHEDULE

GRI 303-1

Water consumption and water quality are core topics of Güntner Group’s sustainability strategy. A dedicated Güntner Group water policy sets priorities for dealing with this scarce resource. These include investments in infrastructure to reduce consumption, the prevention and reduction of the discharge of substances and the consideration of periods of drought when withdrawing water. The central target is to increase the efficiency of water use at production sites by 30% by 2030. This target was already achieved in 2025, as the following section explains.

WATER WITHDRAWAL – SIGNIFICANT REDUCTION WITHIN JUST A FEW YEARS

GRI 303-3

Almost 99% of the water used by Güntner Group comes from groundwater sources, as most plants have their own wells. Compared with the previous year, the Group withdrew almost 8% less freshwater. The projects initiated for the treatment and reuse of the scarce resource water are bearing fruit. Progress in the reporting year was achieved, for example, thanks to the purchase of vacuum distillation machines at sites in Europe and Indonesia. These machines distil wastewater by evaporation to remove impurities, making the water reusable. A number of improvements in washing and test-basin processes across sites also served to increase water-use efficiency.

Over the past five years, Güntner Group has also taken a wide range of other, in some cases very small-scale, measures and has thus gradually reduced water withdrawal. At the end of 2025, the figure was 36% below the 2021 level. This is associated with significantly lower water intensity. Today, Güntner Group requires almost 50% less water to process one tonne of material. This is enormous progress and an important contribution to sustainable production at sites worldwide.

WATER WITHDRAWAL IN FINANCIAL YEAR 2025

	Absolute in m³	Comparison with previous year	Development since 2021
Total withdrawal	181,282	-7.9%	-36.0%
Water withdrawal from regions with water stress	66,283	-6.8%	-25.2%

Tables and figures 9: Water withdrawal

WATER INTENSITY

	2021	2024	2025
m³ per t of processed metals	9.12	7.35	5.09

Tables and figures 10: Water intensity

WATER QUALITY: PROCESSES CHECKED EXTERNALLY

GRI 303-2

The water used in Güntner Group’s production sites is mainly contaminated by slag and oils. Water-treatment plants serve to improve wastewater quality. Regular inspections by external service providers ensure consistent water quality. If limits are exceeded, the inspectors issue a notice so that Güntner Group can take appropriate measures to ensure the best possible quality of the wastewater.





3.5 EMISSIONS – USE PHASE IS DECISIVE

The majority of the emissions directly or indirectly attributable to Güntner Group arise during the Use Phase of the equipment. This was demonstrated by the first recording of Scope 3 emissions, carried out in 2025. The development and marketing of highly efficient heat exchangers that can be operated with natural refrigerants therefore remains Güntner Group's most important contribution to reducing global CO₂ emissions. Nevertheless, the company is aware of its responsibility to minimise the greenhouse gases generated in internal processes as well. The target is to reduce Scope 1 and Scope 2 emission intensity at operations by 40% by 2030.

SCOPE 1 AND 2: CO₂ EMISSION INTENSITY DECREASES

As expected, the sharp increase in output also influenced emissions in 2025. Compared with the previous year, there was an increase. Nevertheless, the figures for Scope 1 emissions remain slightly below, and those for Scope 2 emissions significantly below, the value for the 2021 reference year.

The higher Scope 1 emissions primarily result from a production step that, at least so far, is indispensable. Natural gas is used in the powder coating of the systems. In Scope 2 emissions, by contrast, the expansion of the company's own PV capacity is noticeable. Güntner Group therefore requires less electricity from external sources.

EXPANSION OF PV SYSTEMS AT ALL MAJOR SITES

One of the targets of Güntner Group's sustainability strategy for 2030 is to generate 15% of total energy requirements using its own systems by that date. In the past financial year, the Group made further progress in this area. At the strongly expanding site in Mexico, for example, PV systems with a capacity of more than 1.5 MWp have now been installed. One sixth of this has already been in use since 2025; most of the system will gradually enter operation in the current year.

The similarly sunny site in Indonesia is now following suit. In the current financial year, a PV system with an output of 228 kWp will be installed there. In Europe too, a partial conversion of electricity supply to solar power is economically viable. At the site in Hungary, planning is currently under way for a PV system with an output of around 700 kWp. This system is also due to go into operation in 2026. A 3.2 MWp system is already in operation in Romania. After legal hurdles were overcome, a battery storage system is now also in use there. This will make it possible to increase the self-consumption rate from around 40% to 50% next year.

As with water and energy, Güntner Group looks not only at the development of absolute figures for emissions, but also places them in relation to output. The emission intensity calculated in this way makes it easier to see the progress achieved to date. Thanks to various efforts to limit Scope 1 and Scope 2 emissions, this intensity fell by 13% in the past financial year and by more than 15% compared with 2021.

Güntner Group will build on this progress. To further reduce both emission intensity and absolute emissions, the company is focusing on alternatives to fossil energy sources for energy-intensive processes such as powder coating and heat supply.



DEVELOPMENT OF CO₂ EMISSIONS^{1,2,3}

GRI 305-1, GRI 305-2

in t CO ₂ e	2025	Comparison with previous year	Development since 2021
Scope 1	11,838	+21.0%	-0.5%
Scope 2 (location based)	9,443	+9.3%	-6.4%
Scope 2 (market based)	6,781	+17.9%	-11.6%

Table and figures 11: Development of CO₂ emissions

¹The figures for 2025 are preliminary calculations, as not all data were fully available when the report was prepared

²Greenhouse gas emissions were calculated in accordance with the principles of the GHG Protocol for Scope 1 and Scope 2 emissions. The calculations were performed without external validation.

³ The calculations for the prior-year figures were revised

EMISSION INTENSITY^{1,2,3}

GRI 305-4

	2021	2024	2025
kgCO ₂ e per t of processed metals	708	688	598

Table and figures 12: Emission intensity

¹The figures for 2025 are preliminary calculations, as not all data were fully available when the report was prepared

²Greenhouse gas emissions were calculated in accordance with the principles of the GHG Protocol for Scope 1 and Scope 2 emissions. The calculations were performed without external validation.

³ The calculations for the prior-year figures were revised

SCOPE 3 - TRANSPARENCY ON UPSTREAM AND DOWNSTREAM EMISSIONS

GRI 305-3

In the past financial year, Güntner Group determined Scope 3 emissions for the first time in cooperation with Ecoact, a subsidiary of Schneider Electric. The aim was to obtain transparency on the drivers in the upstream and downstream supply chain. The result was even clearer than previously expected.

Accordingly, 97% of all emissions in upstream and downstream value-chain stages are attributable to the use of Güntner Group’s sold products and solutions. The more efficiently these systems operate and the better they are aligned with the individual conditions on site, the lower their impact on the environment. For years, Güntner Group has focused on increasing the efficiency of the heat exchangers it develops and manufactures itself and on optimising their use on site together with customers. The company’s innovative strength and

high service quality in maintenance and repairs make a significant contribution to minimising the emissions that are unavoidable in connection with refrigeration and air-conditioning technology.

For the sake of completeness, other influencing factors for Scope 3 emissions are also considered. The share of purchased goods and services stands out here; these are predominantly metals and electrical components. Other influencing factors are negligible. The analysis now available confirms Güntner Group in its strategy of concentrating above all on the greatest possible efficiency of its own systems and their optimum use. The entry into the circular economy also opens up an opportunity to use metals and electrical components for longer and thereby reduce the carbon footprint as well.

Share of Scope 3 emissions excluding "use of sold products"

- Purchased goods and services
- Capital goods
- Energy and fuel-related activities
- Upstream transport and distribution
- Business travel
- Downstream transport and distribution
- End-of-life treatment of sold products
- Other

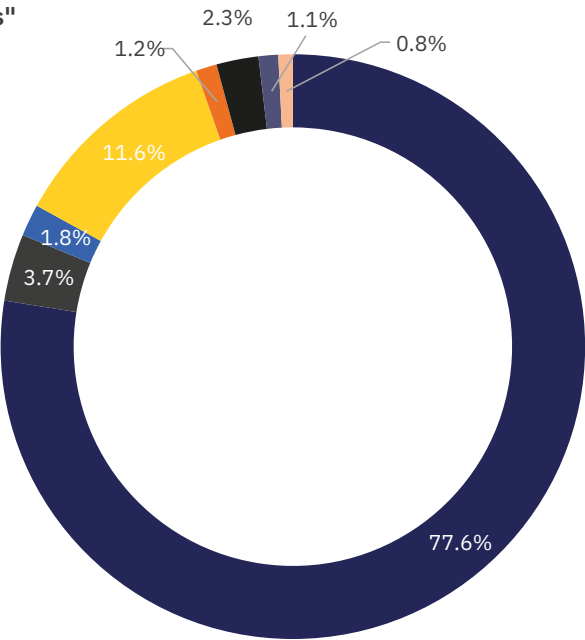


Table and figures 13: Share of Scope 3 emissions excluding category 11 "Use of sold products"



4. THE TEAM

Shapers of change and a key resource

A growing workforce creates the basis for Güntner Group's economic and ecological progress with their daily commitment.

4.1

EMPLOYEES – RAPID GROWTH MANAGED SUCCESSFULLY

GRI 2-7

At the end of the 2025 financial year, Güntner Group employed a total of 6,504 people at its production sites, more than two thirds of them in production. This is an increase of more than 1,500 employees compared with the previous year. The workforce was expanded primarily in Mexico, where the production of larger equipment, especially for data centre cooling, grew rapidly. Within twelve months, the HR department succeeded in increasing the number of employees by more than 70% and in quickly integrating the new employees into local processes. The Güntner Group’s HR function has therefore once again demonstrated its capabilities.



NUMBER OF EMPLOYEES BY REGION

	Europe	APO	NLA	Total
Number of employees	2,767	403	3,333	6,504
Change compared to previous year	+8.0%	+0.2%	+71.2%	+32.4%
Change compared to 2021	+3.8%	-2.2%	+108.7%	+39.1%

Table and figures 14; Number of employees by region

To optimise processes even further, a globally standardised recruitment platform was launched in the past financial year. It simplifies the recruitment process and increases the visibility of vacant positions.

At the American sites that have recently grown strongly, Güntner Group employs a large number of young skilled workers. In Europe, by contrast, there is a comparatively high number of older employees. In view of demographic change, this will present the Group with particular challenges in the years ahead. Güntner Group addresses these challenges at the large sites through systematic succession planning, thereby ensuring that important know-how held by long-standing employees is not lost.

Güntner Group has also established a task force that is regularly deployed in the event of short-term capacity bottlenecks. It can draw on resources from other sites and usually overcome bottlenecks within a short time. Cross-site collaboration is another instrument for addressing a shortage of skilled workers at individual sites, at least temporarily.

Irrespective of this, Güntner Group seeks to offer the best possible working conditions at all sites in order to retain existing employees and attract new ones. Several awards recognise this approach. In 2025, for example, subsidiary JAEGGI once again received the Great Place to Work certification from a specialised consultancy. Like Güntner in Fürstenfeldbruck, it was also awarded the TOP Company 2026 seal by the online employer-review platform KUNUNU.



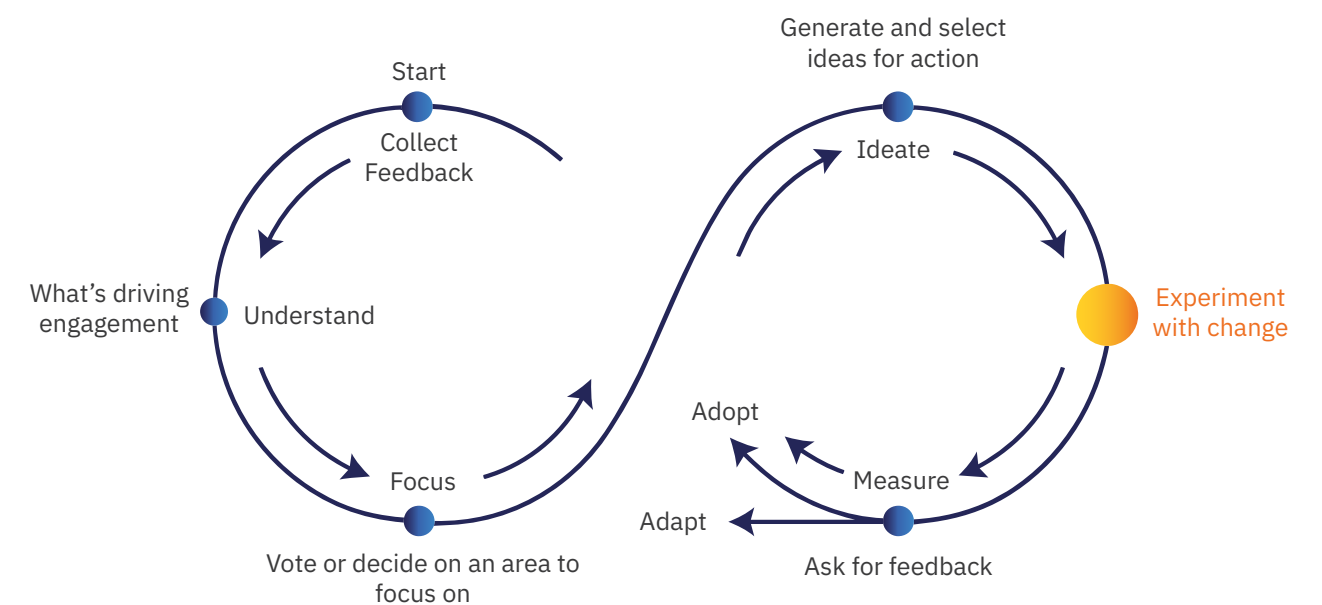
GLOBAL EMPLOYEE SURVEY

Güntner Group surveyed its employees worldwide for the second time in the 2025 financial year. The participation rate and the results were again very positive. Three out of four employees took the time to complete the online questionnaire. Satisfaction and engagement scores were even higher than in the first survey.

Güntner Group uses these surveys for a continuous improvement process based on dialogue, as illustrated in the figure below. Involving employees not only helps to strengthen the existing workforce's loyalty to the company and increase Güntner

Group's attractiveness as an employer. External studies show that such measures also help to increase team motivation, reduce absences and ultimately raise productivity.

Based on the results of the first global Culture Survey in spring 2024, various measures have already been taken across the different sites. These included improved internal communication, targeted leadership development programmes and specific measures to recognise employee performance. All of these are building blocks for promoting engagement and strengthening employee loyalty.



Tables and figures 15: Continuous employee survey process

4.2

PROMOTING DIVERSITY, EQUALITY AND INCLUSION

GRI 405-1

Güntner Group is a global company with employees from all over the world. The company values this diversity and is convinced that different cultural backgrounds, experiences and perspectives create added value.

Tolerance and respect for the human dignity, privacy and personal rights of every individual, regardless of ethnic origin, culture, religion, age, disability, skin colour, sexual identity, belief and gender, are firmly anchored in the Code of Conduct, which is binding on all employees. Further information can be found in section 5.2.

Despite this, the trend towards a steadily growing proportion of female employees reversed in 2025. The reason lies in the rapid expansion of production in Mexico; the associated activities are traditionally

more often performed by men. At top management, however, the proportion of women remained stable; more than one in five management positions is held by a woman.

To counter the gender pay gap and ensure equal treatment for all employees, all companies in the Group have a remuneration table or framework that specifies how positions are remunerated. In addition, Güntner Group strives to create equal opportunities and thereby promote equality and diversity.

PROPORTION OF WOMEN IN THE TOTAL WORKFORCE

	Europe	APO	NLA	Total
2025	16.0%	7.4%	17.7%	16.3%
2024	16.9%	7.7%	22.5%	18.3%
2021	15.1%	7.5%	15.3%	14.5%

Table and figures 16: Proportion of women in the total workforce

PROPORTION OF WOMEN IN TOP MANAGEMENT AT THE SUBSIDIARIES

	Europe	APO	NLA	Total
2025	26.2%	15.0%	22.0%	22.3%
2024	22.7%	16.7%	25.5%	22.9%
2021	31.3%	11.8%	15.4%	22.1%

Table and figures 17: Proportion of women in top management



4.3

OCCUPATIONAL HEALTH AND SAFETY IS A TOP PRIORITY

GRI 403-1, GRI 403-5, GRI 403-8

Güntner Group makes no compromises when it comes to occupational health and safety. One of our sustainability targets is to provide every employee with a healthy workplace. Occupational health and safety policies and regulations are implemented consistently and reinforced regularly for all employees in mandatory training sessions.

All work instructions contain the relevant information on protective clothing, hazard warnings and hazardous substances. Protective equipment such as head protection, safety goggles, safety shoes, hearing protection and arm guards must be worn at all production sites worldwide and is specified in all work instructions. Regular reviews

of work instructions and, where necessary, adjustments to new legal requirements, for example for handling hazardous substances, are defined as a process and audited regularly. Continuous inspections of production sites identify and document potential safety risks and define measures to minimise them.



Three of the four largest production sites have DIN ISO 45001 certification. This means that 27% of employees are covered by an externally audited occupational health and safety management system (OHS-MS). The site in Mexico, which has recently grown strongly, has not yet been audited due to local circumstances. This key figure includes all

employees in the plants. Workers who are not included only if they are directly involved in the value-creation process. External security or cleaning personnel, for example, are therefore not included in the figures, although they are generally covered by the occupational health and safety management system.

WORK-RELATED INJURIES

GRI 403-9

	Europe	APO	NLA	Total
2025	2.92	0.80	3.82	3.11
2024	3.57	0.96	1.63	2.46
2021	5.83	0.90	2.22	3.77

Table and figures 18: Work-related injuries per 200,000 working hours

Despite all protective measures and training, work-related injuries and illnesses cannot be entirely prevented. However, this risk decreases as employees become more experienced. Among the established workforce at the sites in Asia and Europe, the number of work-related injuries therefore declined further in 2025. At the site in Mexico, which has recently grown strongly, this

key figure increased. Across all sites, the most frequent injuries in the production sites are cuts and bruises. The number of serious injuries leading to lost working time is significantly lower. Güntner Group does everything it can to raise employees' awareness of possible hazards through regular training and safety briefings and thereby minimise the number of workplace accidents.



4.4 EMPLOYEE DEVELOPMENT

GRI 404

Employees are Güntner Group's most important resource, and their regular training and development is therefore a guarantee of success. The company has traditionally offered a broad range of training and has begun in recent years to coordinate these activities across countries.

A global Competence Centre defines the competencies required for each function in the company in order to achieve the corporate targets. There are currently 20 competencies aligned with Güntner Group's values, and they are already used in various areas such as succession planning and performance appraisals. The aim for the future is to identify the discrepancy between employees' current expertise and the required competencies

and to derive the necessary training programme from this so that employees can make the best possible contribution to the company's objectives.

Across all topics, employees have the opportunity to participate not only in internal seminars but also in external training after approval by their respective supervisor. Each department manages its budget and content independently.



5 ETHICAL BUSINESS PRACTICES

Committed to high standards

The Code of Conduct forms the basis for ethically sound conduct along the entire value chain.



5.1

STAKEHOLDERS – KEEPING THE SUPPLY CHAIN IN FOCUS

Güntner Group has involved its most important stakeholders in its sustainability activities for years. More detailed information on cooperation with customers can be found in the second part of this report; employees are the central topic of the fourth chapter. The relationship with suppliers also takes account of sustainability criteria. Across all sites, a multiple-sourcing strategy is pursued, which ensures a high degree of supply security. The integration of local suppliers shortens transport routes and thereby minimises risks in the procurement process. Suppliers are therefore qualified in all regions for the production sites based there.



As geopolitical tensions cannot be ruled out in the future and global supply chains may temporarily become fragile as a result, the company refrains from setting targets for the share of local or regional procurement. The primary goal of procurement is and remains to ensure an optimum flow of materials for all operating sites and thus to ensure smooth deliveries to customers.

Sustainability is thus moving more strongly into focus. In 2025, the software introduced a year earlier to monitor risks along supply chains was used for the first time to obtain information on suppliers' sustainability management using a questionnaire. The responses are scored and will be included in future purchasing decisions.

This transparent approach promotes sustainable development among suppliers and makes it easier for Güntner Group to reduce its emissions across the entire supply chain.

By systematically recording suppliers' sustainability activities, Güntner Group is also responding to the increasing number of regulations. Although the European Commission, not least at the request of EU Member States, is currently seeking to simplify regulations that have already been adopted, the Carbon Border Adjustment Mechanism (CBAM) introduced in 2023 is already influencing Güntner Group's procurement activities today. The Group minimises the associated impacts by purchasing

as regionally as possible and by using software to continuously monitor risks along the supply chains.

The transition to the circular economy requires new forms of stakeholder dialogue. Closed loops only work if suppliers and customers are consistently involved. Güntner Group's initiative in Germany to take fans back from the field, have a supplier refurbish them and then market them again is a good example. In other circular economy initiatives as well, the Group aims to involve all relevant stakeholders at an early stage. Workshops and pilot projects both serve this purpose.

CODE OF CONDUCT COMMITS SUPPLIERS

GRI 204

A Code of Conduct is an integral part of the framework agreements with all suppliers. It commits suppliers to legally compliant conduct, respect for human rights, consideration of labour and safety standards and protection of the environment. Güntner Group has the right to conduct supplier audits either itself or with the help of third parties in order to check compliance with the code. Alternatively, suppliers may submit their own Code of Conduct. It is then reviewed by the purchasing department and approved if it is consistent with the Güntner Group Code of Conduct.

5.2

COMPLIANCE MANAGEMENT

GRI 2-23, GRI 2-24, GRI 2-27, GRI 205-2, GRI 205-3

The task of central Compliance Management is to ensure compliance with applicable legal regulations within the Group, provide information about changes in the law and adapt the respective corporate policies accordingly. It also serves as the contact point for all questions relating to ethical business practices.

Its work is based on a Code of Conduct (CoC). It contains all the values on which Güntner Group bases its business activities and offers employees guidance for correct and ethically sound conduct at all times. The corporate values are aligned with the United Nations Global Compact and are divided into four areas.

In addition, the Code of Conduct contains guidelines for further topics such as anti-discrimination, export control, data protection and user security, as well as health and environmental protection. Compliance management also includes a whistleblower system that meets the requirements of the EU Whistleblower Directive.

Güntner Group expects all employees to conduct business ethically at all times. They must observe the applicable reporting and approval processes in every business transaction and keep their knowledge up to date by regularly participating in compliance training.

The general managers of Güntner Group's subsidiaries are responsible for compliance with the compliance rules within their division or company. Central compliance management supports managers in their work and ensures employee training.

Güntner Group management has compliance with all rules reviewed by Group Internal Audit, both as part of general audits and, where necessary, through special audits. However, these measures do not release Güntner Group employees and managers from their own responsibility and duties under the requirements of their company and the applicable legal regulations. In 2025, there were no confirmed cases of corruption.

HUMAN RIGHTS

Principle 1: Güntner Group supports and respects the protection of internationally proclaimed human rights and ensures that Güntner Group does not contribute to human rights violations.

LABOUR RIGHTS

Principle 2: Güntner Group supports the elimination of discrimination in the workplace and in employment.

Principle 3: Güntner Group promotes equality in all its forms by addressing factors of inequality, particularly with regard to gender, ethnic origin, sexual orientation, nationality and religion.

Principle 4: Güntner Group creates framework conditions for freedom and dignity, economic security and equal opportunities.

ENVIRONMENT

Principle 5: Güntner Group follows the precautionary principle when dealing with environmental problems and risks.

Principle 6: Güntner Group takes initiatives to promote the greatest possible environmental responsibility.

Principle 7: Güntner Group supports the development and dissemination of environmentally friendly technologies.

VALUE CHAIN

Principle 8: Güntner Group will pursue its commitment along the value chain, upstream and downstream, in order to develop together and exert a responsible influence.

Principle 9: Güntner Group uses social and environmental criteria when selecting and entering into business relationships.

ANTI-CORRUPTION

Principle 10: Güntner Group fights all forms of corruption, including extortion and fraud.





5.3 POLITICAL INFLUENCE

GRI 415

The Güntner Group acts independently of political institutions. In accordance with the Code of Conduct, no monetary donations or donations in kind are made. The Group has also not received any donations from political parties or organisations. Güntner Group is not listed in the European Union's transparency register.

6. ABOUT THIS REPORT





SYSTEM BOUNDARIES AND REPORTING PERIOD

GRI 2-2, GRI 2-3

This report covers the activities at Güntner Group's production sites in Germany, Hungary, Romania, Indonesia, Brazil and Mexico. Other operations and sites are not included in this report, which means that the system boundaries differ from those in the management report. The reason is that the largest part of value creation is generated at the production sites, which consequently have by far the greatest influence on sustainability matters. More than 90% of the Group's employees are based at these sites, and almost 100% of the materials procured are processed there. The reporting period corresponds to the 2025 financial year, i.e. the period from 1 December 2024 to 30 November 2025. Güntner Group works continuously on the quality and scope of the data in order to continuously improve sustainability documentation and share its activities in the most robust and transparent way possible. Sustainability reporting is prepared annually.

CHANGES COMPARED WITH THE PREVIOUS YEAR'S REPORT

GRI 2-4

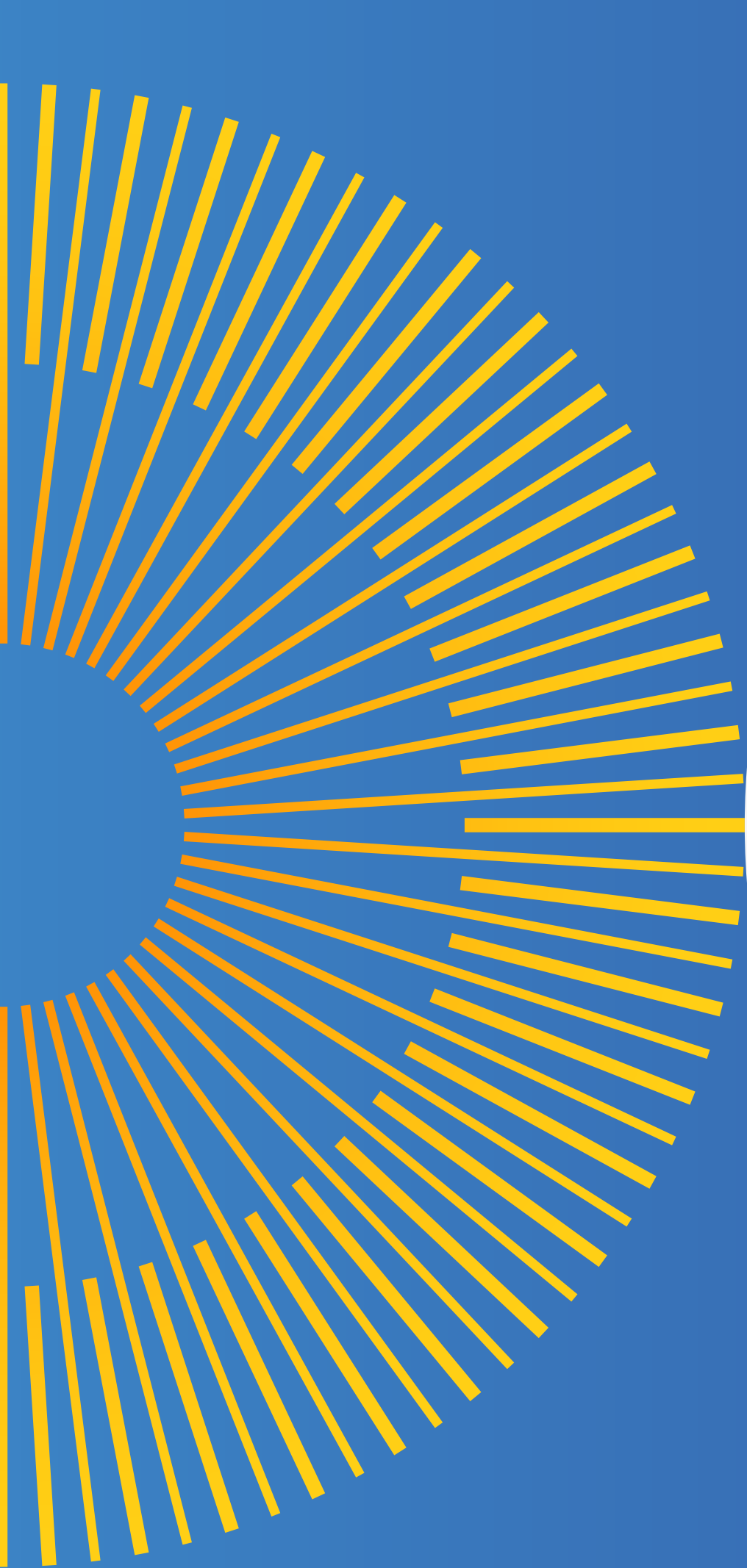
Compared with the 2024 Sustainability Report, the calculation of CO₂ emissions and energy efficiency was updated. Preliminary figures used in some of the 2024 calculations were replaced with actual figures. In addition, the emission factors for calculating location-based Scope 2 emissions were adjusted.

EXTERNAL AUDIT AND GRI STANDARDS

GRI 2-5

This report has not been subject to an external audit.

The GRI Standards were used as the framework for preparing the report. The GRI index can be found on the following pages.



APPENDIX

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GRI INDEX

STATEMENT OF USE

Güntner Group has reported the information listed in this GRI index for the period from 1 December 2024 to 30 November 2025 with reference to the GRI Standards.

GRI STANDARD USED

GRI 1: Foundation 2021

GRI Standard	Disclosure	Location	Page
GRI 2: General Disclosures 2021	2-1 Organisational details	Global collaboration	10, 12, 18
		1.1 Business model	
		1.4 Organisation	
	2-2 Entities included in the organisation's sustainability reporting	6. About this report	72
	2-3 Reporting period, frequency and contact	6. About this report	72
	2-4 Restatements of information	6. About this report	73
	2-5 External audit	6. About this report	73
	2-6 Activities, value chain and other business relationships	1.1 Business model	10, 14
		1.2 Industry	
	2-7 Employees	4.1 Employees	52
	2-9 Management structure and composition	1.4 Organisation	18
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	2-22 Statement on sustainable development strategy	1.3 Targets	16 et seq, 18
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	2-23 Declaration of commitment to principles and conduct	5.2 Compliance management	66
	2-24 Inclusion of declarations of commitment to principles and conduct	5.2 Compliance management	66
GRI 3: Material topics 2021	2-27 Compliance with laws and regulations	5.2 Compliance management	66
	2-28 Membership in associations and interest groups	2.1 Innovation	26 et seq
GRI 201: Economic performance 2016	3-1 Process to determine material topics	1.3 Targets	16 et seq
	3-2 List of material topics	1.3 Targets	16 et seq
GRI 204: Procurement practices 2016	201-2 Financial implications of climate breakdown for the organisation and other risks and opportunities related to climate breakdown	1.4 Organisation	19
	204 Information on managing the topic	5.1 Stakeholders - Focus on supply chain	65
	205-2 Communication and training about anti-corruption policies and procedures	5.2 Compliance management	66
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GRI STANDARD USED

GRI 1: Foundation 2021

GRI Standard	Disclosure	Location	Page
GRI 301: Materials 2016	301-1 Materials used by weight or volume	3.1 Resource use	34
	302-1 Energy consumption within the organisation	3.3 Energy	40
GRI 302: Energy 2016	302-3 Energy intensity	3.3 Energy	41
	302-4 Reduction of energy consumption	3.3 Energy	39 et seq
	302-5 Reductions in energy requirements of products and services	2.1 Innovations - Greater environmental compatibility during the Use Phase	22 et seq
	303-1 Water as a shared resource	3.4 Water	42
GRI 303: Water and wastewater 2018	303-2 Management of water discharge-related impacts	3.4 Water	44
	303-3 Water withdrawal	3.4 Water	43
	305-1 Direct GHG emissions (Scope 1)	3.5 Emissions	48
GRI 305: Emissions 2016	305-2 Energy indirect GHG emissions (Scope 2)	3.5 Emissions	48
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