

HENNLICH s.r.o.
ESG Report 2025

HENNLICH s.r.o.
ESG REPORT 2025

ENGINEERING, PEOPLE, REGION, LONG-TERM TIES

Reporting period: 1 January to 31 December 2025
Framework used: voluntary VSME standard, Basic Module



2025 AT A GLANCE

Key figures for 2025

Selected indicators capture the main environmental, social and governance results of HENNLICH s.r.o. for 2025.

1,906.16 MWh
total energy consumption
renewable and non-renewable sources

458.28 MWh
electricity from our own PV plant
269.36 MWh used in own operations

537.40 t CO_2e
Scope 1 and Scope 2 emissions
market-based method

261
registered employees
151 men and 110 women

4.5 hours
training per employee
average for 2025

13
recorded work-related injuries
no fatal work-related injuries

ISO 9001 and ISO 14001
certified management systems
quality and environment

0
final violations and sanctions
relating to corruption and bribery

HENNLICH s.r.o.
ESG REPORT 2025

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HENNLICH s.r.o.
ESG REPORT 2025

FOREWORD

Responsibility is part of long-term business

Dear business partners, customers, colleagues and friends,

Sustainable development and a responsible approach to business have long been second nature to HENNLICH s.r.o. For more than thirty-five years, we have built on technical expertise, innovation and strong relationships with the customers, employees and communities in which we operate.

We built on the original values of 1922 in 1991, when, after a forced break of more than 40 years in what was then Czechoslovakia, the HENNLICH brand reappeared on the map as a trusted partner. Since then, the brand has gradually grown to operate in a number of countries, mainly in Europe, and brings together hundreds of specialists, not only in industrial technology, in independent sister companies that operate in local markets and share the same values.

This ESG report is an important step for us towards greater openness and transparency. It is a comprehensive document that maps our practice from the founding of our company to the present day. We are aware that the success of our company rests not only on economic results, but also on how we treat the environment, people and society as a whole.

In the area of the environment, we focus primarily on technical solutions that help to increase energy efficiency, reduce emissions and make better use of available resources. In this way, our technologies help industrial companies to operate not only more efficiently, but also in a way that is gentler on their surroundings.

We understand social responsibility mainly through our employees and the regions where we operate. We support a safe working environment, professional growth and a healthy work–life balance. At the same time, we have long been committed to supporting community and educational activities, for example through the HENNLICH Donor Fund, which has been helping non-profit organisations in our region for more than 20 years.

Governance of the company is equally important to us. We build on transparency, adherence to ethical principles and responsible decision-making. We believe that this very approach strengthens the trust of our partners, employees and the public.

We are convinced that technology and responsible business go hand in hand, and that ESG principles help us to develop our company so that it remains a stable and reliable partner in the long term.

We thank all our employees, customers and partners who are part of this shared journey.



Pavel Šumera
Managing Director, HENNLICH s.r.o.

THE COMPANY

HENNLICH in figures

As a technical distributor and manufacturer, HENNLICH s.r.o. is one of the leaders in industrial technology and its supply to businesses, primarily in the Czech Republic but also abroad. For more than 35 years, it has provided consulting and technical solutions for a wide range of industries, including energy, food processing, automotive and chemicals, mining and many others.

INDICATOR	VALUE
Company name	**HENNLICH s.r.o.**
Registered office	**Českolipská 1996/9, Litoměřice**
Company ID no. (IČO)	**14869446**
Main country of operation	**Czech Republic**
Registered headcount	**261**
Turnover	**CZK 1,176 million**
Balance sheet total	**CZK 1,110 million**
Number of reported operating sites	**7**
Main NACE code	**46640**



HENNLICH s.r.o.
ESG REPORT 2025

THE COMPANY

HENNLICH in the Czech Republic

The company's main site is in Litoměřice. Further sites comprise MINING HYDRAULICS in Opava and the brand-new CEMA-TECH site in Žďár nad Sázavou. Standalone CNC workshops are located in Brno, Ostrava, Slatiňany and Plzeň. The distribution of our sites reflects the breadth of our technical activities and the need to be close to customers and to specialist capacity in individual regions.









company main site | other company sites | CNC workshop

THE COMPANY

An engineering company with a long-term perspective

Responsibility in an industrial company begins with everyday decisions: what solution to design, how to use resources efficiently, how to ensure quality and safety, and how to develop specialist know-how over the long term.

HENNLICH s.r.o. operates in an environment where customers' technical requirements, reliable deliveries, quality of execution and the long service life of solutions come together. The company builds on the expertise of its employees and on its ability to combine knowledge of industrial technology with the specific needs of operations.

This nature of our business also shapes our approach to ESG. In the environmental area, we mainly monitor energy consumption, our own electricity generation, greenhouse gas emissions, water consumption and waste management.

In the social area, we focus on caring for our employees, safety, education and long-term ties with schools and local communities. We base responsible governance on certified management systems and a publicly available code of ethics.

We build on many topics from previous years. Earlier CSR reports document, for example, the development of employee training, the HENNLICH Baby Club, cooperation with students, the HENNLICH Donor Fund, and waste sorting and the use of secondary raw materials. This ESG report complements that continuity with uniformly structured data for 2025.

Technical expertise, responsible resource management and long-term relationships are not separate areas. Together they decide how stably and reliably the company functions.



HENNLICH s.r.o.
ESG REPORT 2025

THE COMPANY

Responsibility in company management

We do not see ESG topics as an isolated agenda. We connect them with quality management, site operations, HR work, safety and ethical rules.

Environment

We monitor our energy balance, Scope 1 and Scope 2 emissions, water consumption and waste management. An important part is our own electricity generation from photovoltaics. HENNLICH s.r.o. publishes its environmental and quality objectives on its website.

People

The foundation of the company is the professional knowledge of its employees. That is why we focus on occupational safety, education and conditions that help to balance work and personal life. The CSR reports that the company has published since 2015 also show the continuity of cooperation with schools, support for employees' families and long-term giving in the region.

Governance

Quality management and environmental management systems are certified to ISO 9001 and ISO 14001. The code of ethics sets out rules for employees and business partners. In the area of corruption and bribery, HENNLICH s.r.o. applies a principle of zero tolerance.

This report presents the results for 2025 within the scope of the voluntary VSME Basic Module. Its aim is to give customers, employees, business partners, banks and other stakeholders a clear overview.





SECTION 1:

ENVIRONMENT

ENVIRONMENT

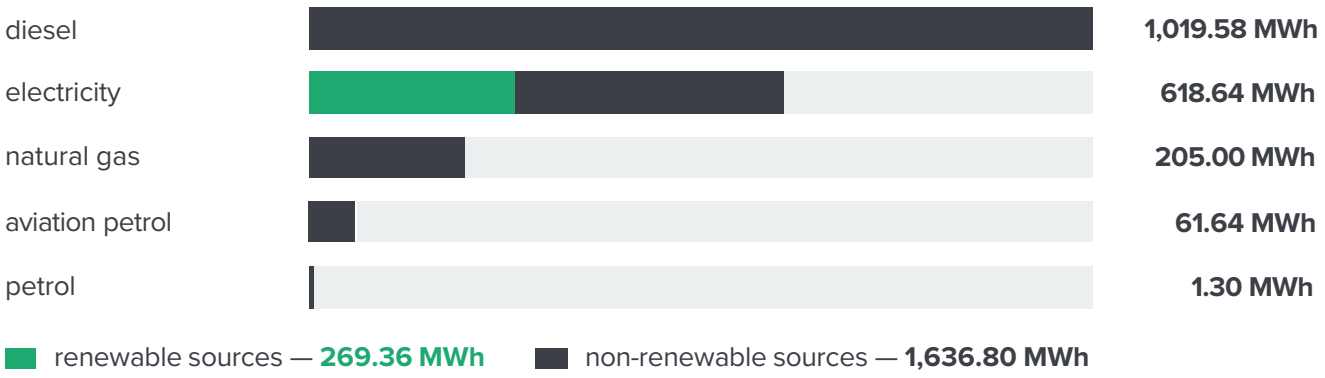
Energy in HENNLICH operations

The energy balance shows where the company's main operational demands arise. In 2025, total energy consumption reached 1,906.16 MWh.

Of total consumption, 269.36 MWh came from renewable sources and 1,636.80 MWh from non-renewable sources. The largest item was diesel at 1,019.58 MWh. Electricity consumption was 618.64 MWh and natural gas 205.00 MWh. Petrol accounted for 1.30 MWh and aviation petrol for 61.64 MWh.

The consumption structure reflects the nature of a company that operates several sites while also providing commercial, service and technical activities. Liquid fuels therefore make up a substantial part of the energy balance. The figures also provide a concrete basis for evaluating operations and for further decisions on energy efficiency.

ENERGY CONSUMPTION BY SOURCE — 2025



LAUNCH OF OUR PHOTOVOLTAIC PLANT

A key milestone last year was the launch of our own photovoltaic power plant, which represents a significant step towards greater use of renewable energy, a lower carbon footprint and greater energy self-sufficiency for the company.

ENVIRONMENT

CASE STUDY:

Photovoltaics – renewable energy for our operations

The photovoltaic power plant at the Litoměřice site is the most significant environmental project captured in the data for 2025.

Starting point

The company's operations require electricity for administrative, warehouse and technical activities. Own generation makes it possible to cover part of this consumption with a renewable source directly on site, where the energy is generated.



Technical solution and investment

The photovoltaic power plant has a total installed capacity of 601.150 kWp and energy storage of 2 MWh. Total costs exceeded CZK 27 million, of which CZK 11.6 million was covered by a subsidy from the National Recovery Plan financed by the European Union – NextGenerationEU.

Practical benefit

Own generation reduced the amount of electricity that had to be purchased from other sources and increased the share of renewable energy in the company's overall energy balance. In 2025, the HENNLICH photovoltaic plant generated a total of 458.28 MWh of electricity. Of this amount, the company used 269.36 MWh in its own operations. A further 188.93 MWh was supplied to the distribution grid.

The project also links a technical investment to a concrete operational result that can be tracked every year through generation and own consumption.

USE OF GENERATED ELECTRICITY — 458.28 MWh, 2025

269.36 MWh	188.93 MWh
used in own operations	supplied to the distribution grid

458.28 MWh
total PV plant output
2025

269.36 MWh
used in own operations
Litoměřice site

188.93 MWh
supplied to the grid
2025

ENVIRONMENT

Greenhouse gas emissions

In 2025, HENNLICH s.r.o. quantified its direct Scope 1 emissions and indirect Scope 2 emissions from purchased energy. The total under the market-based method was 537.40 t CO_2e.

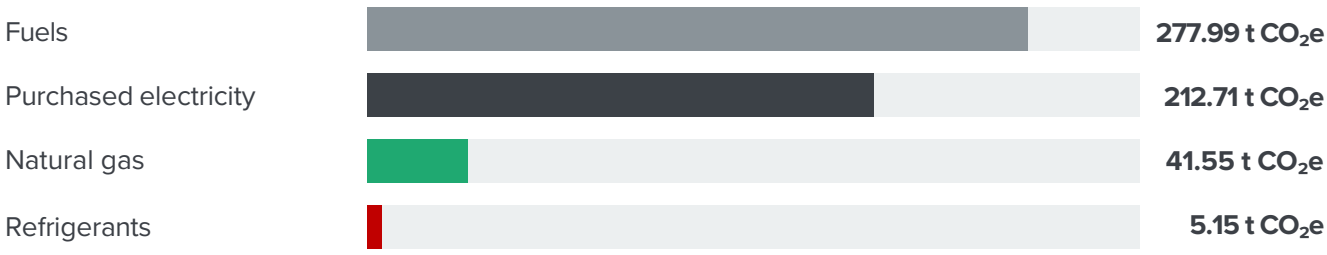
Scope 1 covers direct emissions arising from fuel consumption and refrigerant leakage. In 2025 they amounted to 324.69 t CO_2e. The largest share came from fuels at 277.99 t CO_2e, followed by natural gas at 41.55 t CO_2e and refrigerants at 5.15 t CO_2e.

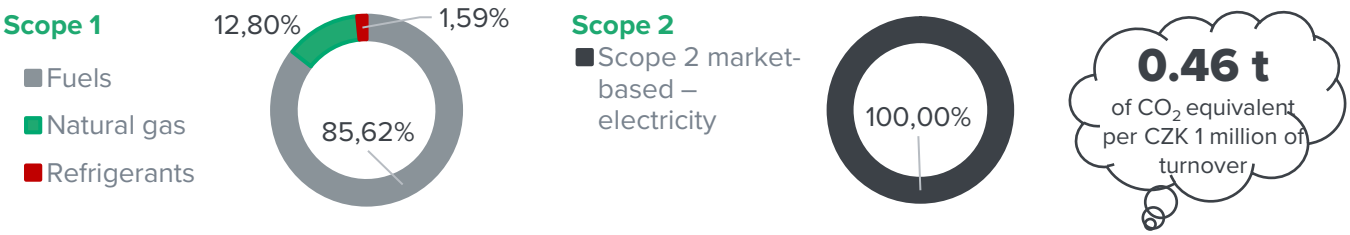
Scope 2 represents indirect emissions associated with purchased electricity. Under the market-based calculation they amounted to 212.71 t CO_2e. Total Scope 1 and Scope 2 emissions were therefore 537.40 t CO_2e.

Under the location-based method, which uses the average emission factor of the national electricity grid, the total was 517.40 t CO_2e.

Emission intensity relative to turnover was 0.46 t CO_2e per CZK 1 million of turnover under the market-based method and 0.44 t CO_2e under the location-based method. This indicator links the volume of emissions to the company's economic performance and makes it possible to track progress in later periods using the same methodology.

EMISSION SOURCES — 2025





Measurement methodology in line with ISO 14064

INDICATOR	VALUE 2025
Scope 1	**324.69 t CO_2e**
Scope 2 market-based	**212.71 t CO_2e**
Scope 1 + 2 market-based	**537.40 t CO_2e**
Scope 1 + 2 location-based	**517.40 t CO_2e**
Intensity per CZK 1 million of turnover – market-based method	**0.46 t CO_2e**
Intensity per CZK 1 million of turnover – location-based method	**0.44 t CO_2e**

ENVIRONMENT

Water and use of company sites

Water consumption and land use complete the picture of the company's operational impacts beyond energy and emissions.

Water

In 2025, HENNLICH s.r.o. withdrew a total of 1,969 m^3 of water, and the same quantity was also reported as water discharged back. The difference between withdrawal and discharge, i.e. net water consumption, was therefore 0 m^3 under the methodology used. No water was withdrawn in any area with high water stress.

Our sites in Litoměřice and, more recently, in Žďár nad Sázavou have systems for treating and infiltrating rainwater. In practice, this means that we treat all rainwater and either use it to water natural features on the site or let it soak into the ground.

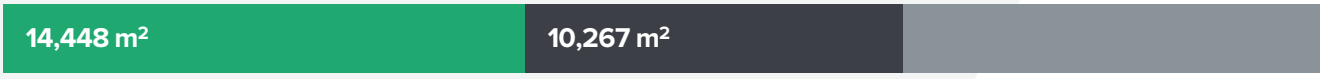
Our current production processes do not depend on significant water consumption.

Sites and natural features

The total area in use at the facilities included in the report was 36,729 m^2. The built-up area was 10,267 m^2 and the area with natural features directly on the sites was 14,448 m^2. No area with natural features outside the sites was reported.

According to the data, the operating locations are not situated in biodiversity-sensitive areas or in their immediate vicinity. This figure forms part of the basic land-use assessment within the report.

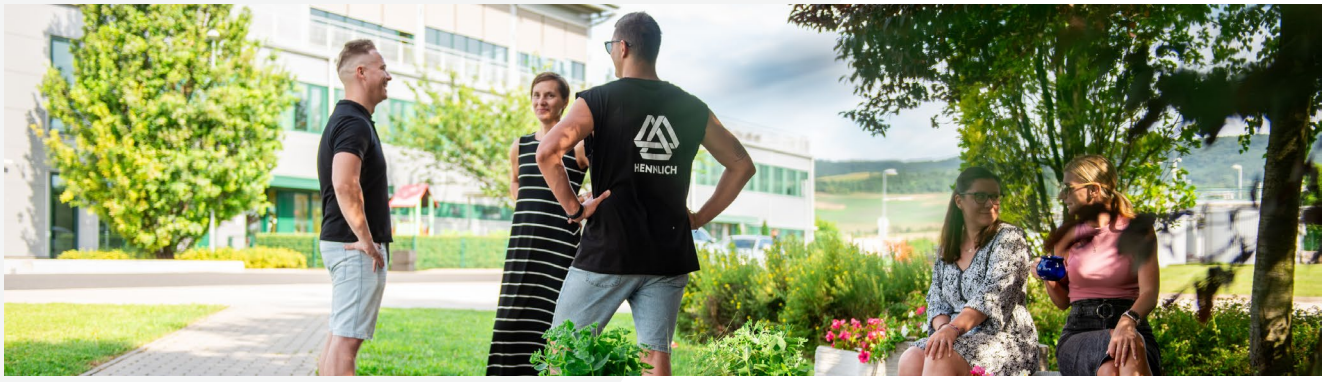
LAND USE AT OPERATING SITES — 2025



1,969 m^3
water withdrawn
2025

36,729 m^2
total area in use
reported facilities

14,448 m^2
natural features on sites
2025



ENVIRONMENT

Waste and efficient use of materials

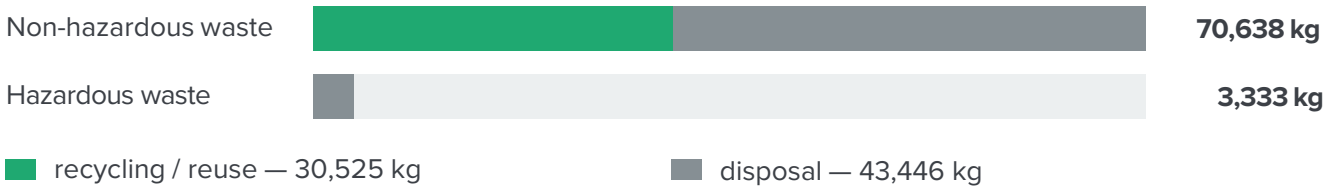
Waste records make it possible to distinguish materials destined for recycling or reuse from waste intended for disposal.

In 2025, the operations of HENNLICH s.r.o. generated a total of 73,971 kg of waste. Of this, 70,638 kg was non-hazardous waste and 3,333 kg hazardous waste. A total of 30,525 kg was designated for recycling or reuse, and 43,446 kg for disposal.

Hazardous waste reported in the reporting period totalled 3,333 kg, all of which was handed over for disposal. Of the non-hazardous waste, 30,525 kg was designated for recycling or reuse and 40,113 kg for disposal.

For practical management, it is important to know not only the total quantity but also the composition of the waste and how it is subsequently handled. Detailed records by individual catalogue code remain part of our internal documentation. In this public report, we present aggregate values, which are easier for readers to understand and make it possible to follow the main flow of materials.

WASTE BY TREATMENT METHOD — 2025



CATEGORY	RECYCLING / REUSE	DISPOSAL	TOTAL
Hazardous waste	0 kg	3,333 kg	**3,333 kg**
Non-hazardous waste	30,525 kg	40,113 kg	**70,638 kg**
Total	**30,525 kg**	**43,446 kg**	**73,971 kg**



SECTION 2:

PEOPLE & REGION

PEOPLE & REGION

People at HENNLICH

Expertise, experience and teamwork among employees are the foundation of an industrial company. In 2025, HENNLICH s.r.o. had 261 people working for it.

Of the total number of employees, 151 were men and 110 women. The company's management comprised 15 men and 4 women. Employee turnover was 12.2%. These figures give a basic picture of the size and structure of the workforce during the reporting period.

The technical and industrial environment places high demands on expertise, safety and the ability to work together across professions and to keep learning.

HR topics at HENNLICH s.r.o. are therefore not only about headcount. It is also important to maintain knowledge, pass on experience and create conditions in which people can work and develop professionally over the long term.

When interpreting HR indicators, the context of individual operations and professions matters. We therefore complement the aggregate figures in later sections with information on occupational safety, education and long-term employee programmes.

EMPLOYEE STRUCTURE — 2025



261
employees
registered headcount reported for 2025

151 / 110
men / women
whole company

12.2%
employee turnover
2025



PEOPLE & REGION

Safe working environment

Occupational safety is a basic condition for the responsible operation of an industrial company. The data for 2025 capture recorded work-related injuries and their severity.

In the reporting period, 13 work-related injuries were recorded in accordance with applicable regulations. The injury rate reached 4.98, calculated using the methodology applied in the source data. There were no fatal work-related injuries and no fatal occupational illnesses connected with the performance of work.

Injury records are of practical value only when they lead to learning and prevention. The results therefore serve as a basis for risk assessment, targeting training and adjusting work procedures.

The aim of safety is not only to comply with regulations but to reduce the likelihood of similar situations happening again.

For a company with diverse technical, warehouse, service and administrative activities, it is essential that responsibility for safety is not limited to a single function. Safe behaviour must be part of everyday work for employees and managers alike.

13
recorded work-related injuries
2025

4.98
injury rate
per report methodology

0
fatal work-related injuries
2025



PEOPLE & REGION

Developing knowledge and expertise

Technical and industrial know-how is built over the long term. It requires continuous learning, sharing of experience and the opportunity to develop both specialist and managerial skills.

In 2025, employees received an average of 4.5 hours of training each. The indicator covers training reported in the reporting period and provides a basic summary of the extent of employee development.

The number of courses completed reached 193 and the number of participants completing them 969 (excluding e-learning). Almost CZK 1.5 million was spent on external training in 2025.

For an industrial company, it is important to combine formal training with the passing on of experience between colleagues. Part of our knowledge is closely tied to specific products, applications and customer needs and arises in practice. The role of company training is therefore to support not only individual courses but also the systematic sharing of expertise across teams.



HENNLICH University

In previous years, we created our own technical education system, known as HENNLICH University. It is a one-year course in engineering fundamentals, at secondary school leaving-exam (maturita) level, for non-technical roles within the company. The aim is to attract potential candidates for technical positions within the company. Roughly 20 graduates have completed HENNLICH University since it began.

4.5 hours
training per employee
average for 2025

193 courses
courses completed
reported for 2025

969 people
excluding e-learning
reported for 2025

PEOPLE & REGION

Work, family and the company environment

Working with people over the long term also includes supporting employees' families and helping in situations where ordinary working tools are not enough.

One of the most prominent employee projects is the HENNLICH Baby Club. The company created it as practical support for employees with young children. The programme enables care for children from a young age and, in past years, supplemented the regular offering of pre-school facilities in the region.

HENNLICH Baby Club operated without interruption for the thirteenth year in 2025. Around 20 children of employees use it regularly, and dozens more took part in company day camps and residential camps and other activities throughout the year. The facility, with a daily capacity of 12 children, accepted children from the age of one and a half.

The significance of the programme lies not only in the number of children involved. It practically helps parents to manage their return to work, school holidays or situations where standard care is not available. From the company's perspective, it is a concrete example of how an employee benefit can be linked to families' real needs.

A responsible working environment is not measured by the number of benefits, but by whether the help on offer addresses the real situations employees face.

13th year
of continuous operation of the Baby Club
2025

~20 children
regularly involved
children of employees

12 children
daily capacity of the facility
from 1.5 years of age



PEOPLE & REGION

Technical education and cooperation with schools

The future of technical fields depends on whether students gain contact with real-world practice, with technology and with the people who work in industry.

In previous years, HENNLICH s.r.o. cooperated with secondary school and university students through work placements, professional visits and other educational activities. It also took an active part in excursions for primary schools. For students, such experience is an opportunity to get to know a real technical environment. For the company, it is a way to contribute to the development of expertise while showing the breadth of professions that modern industry needs.

The long-term significance of the topic goes beyond the number of placements alone: students need to see the connection between their studies, a technical problem and a concrete solution in operation.

Cooperation with schools also helps employees pass on their experience and creates space for discussion about the development of technical fields. From the perspective of responsible business, this is an investment in the availability of qualified people in the regions where the company operates.

In 2025, we organised, for example, HENNLICH Day at the Faculty of Mechanical Engineering of Jan Evangelista Purkyně University, where we also took part in Career Day. Our colleagues also regularly lecture at the Czech Technical University in Prague (ČVUT). We also signed a memorandum of cooperation with the Secondary Industrial School (Resslova) in Ústí nad Labem, where we also introduced ourselves to students.

In 2025, three primary and secondary schools visited our site in Litoměřice directly.

3

excursions to HENNLICH
primary and secondary schools, 2025

9

lectures
at universities and secondary schools, 2025

19

students on work placements
at HENNLICH, 2025



PEOPLE & REGION

Responsibility towards the region

HENNLICH s.r.o. has long-standing ties with the region in which it operates. Supporting local organisations is therefore a theme the company has been developing for more than 20 years.

The main instrument of regional support is the HENNLICH Donor Fund, which has been helping non-profit organisations in the region for more than twenty years. Its principle is to support specific local projects that have a direct bearing on the life of local communities. The fund is administered by the Ústí Community Foundation (Ústecká komunitní nadace), the oldest community foundation in Central Europe.

From its establishment in 2005 until the end of 2024, the HENNLICH Donor Fund supported, through its "Litoměřice – live city jsi ty" grant round, more than 280 projects by young people living or studying in Litoměřice, with a total amount exceeding CZK 1.5 million.

From 2025, the HENNLICH Donor Fund adjusted its giving strategy to make it more sustainable for recipients. The fund's focus has therefore shifted to supporting five non-profit organisations in Litoměřice, each continuously for a period of three years. The selection of non-profit organisations was consulted with company employees.

Thanks to its long-term support of the non-profit sector, the company has received many regional and national awards. In 2023, the company's managing director, Pavel Šumera, received the Philanthropy Personality award from the Czech Donors Forum for his long-standing commitment to giving. The award demonstrates that regional support is not a one-off campaign but a long-term part of the company's approach.

For HENNLICH s.r.o., the point of giving is above all practical impact in the place where employees and their families live. What matters is therefore the long-term nature of relationships and knowledge of local needs.

Under the new rules of the HENNLICH Donor Fund, a total of CZK 450,000 in support for 2024–2026 (CZK 30,000 per year for each project, for 3 years) will be shared among these five organisations:

- **Na Valech Primary School**
- **Naděje (Hope)**
- **Dítě badatel (The Child Explorer)**
- **Institute of Technical Education**
- **St Stephen's Hospice**

PEOPLE & REGION

Supported projects

HENNLICH s.r.o. provides financial support to 5 selected regional projects.





SECTION 3:

GOVERNANCE & METHODOLOGY

GOVERNANCE & METHODOLOGY

Ethics and business rules

The trust of business partners and employees rests on clear rules, their accessibility and consistent application.

HENNLICH s.r.o. applies the ethical principles defined in its internal code of ethics. The code is binding on employees and business partners and is publicly available on the company's website. It creates a shared framework for expected conduct and supports predictability of decision-making in everyday situations.

In the area of corruption and bribery, the company enforces a principle of zero tolerance. In the reporting period, it recorded no legally final violations or sanctions in this area.

A code of ethics has meaning only when it is put into practice. It is therefore important that its rules are not seen as a formal document but as part of relationships with customers, suppliers and among employees. Responsible business is demonstrated in this sense above all in everyday decisions, transparent communication and respect for agreed rules.

0

final violations and sanctions
corruption and bribery

1

publicly available code of ethics
for employees and business partners

ZERO TOLERANCE

Any form of bribery, provision of benefits or corruption is prohibited, whether it concerns public officials or business dealings.

GOVERNANCE & METHODOLOGY

Quality and environmental management systems

Certified systems help to translate quality and environmental responsibility requirements into repeatable processes, responsibilities and control mechanisms.

HENNLICH s.r.o. has a certified quality management system under ISO 9001 and an environmental management system under ISO 14001. Both certifications were issued by TÜV SÜD; the documentation gives the date of acquisition as 21 September 2024.

ISO 9001 provides a framework for systematic quality management, working with customer requirements and improving processes. ISO 14001 helps an organisation to manage its environmental aspects, track legal requirements and set objectives in the area of environmental protection.

Both systems are also important for HENNLICH s.r.o. because they link responsibility with the day-to-day management of the company rather than with one-off reporting alone.

The company publishes its environmental and quality objectives on its website. The ESG report does not replace these systems. It complements them with a summary view of selected results for 2025 and brings environmental, social and ethical topics together in a single document.

ISO 9001

quality management
TÜV SÜD certification

ISO 14001

environmental management
TÜV SÜD certification



GOVERNANCE & METHODOLOGY

Continuing with specific measures and evaluate the results

The first ESG report under the VSME Basic framework creates a shared overview of the topics that HENNLICH s.r.o. already manages and monitors.

In the coming years, the company is moving forward with priorities that build on its current activities: climate change and energy, the circular economy and waste, employees and occupational safety, and business ethics. Specific environmental and quality objectives are published on the company's website.

The value of the report also lies in its regularity. Tracking the same indicators repeatedly will allow us to assess more effectively trends in energy consumption, photovoltaic electricity generation, emissions, water, waste, safety and training. Comparability, however, depends on maintaining a clear methodology and the same scope of reported data.

Alongside the figures, it will be important to keep capturing specific projects that explain the practical significance of responsible business. In the current report, this role is played above all by the photovoltaic power plant and by long-term employee and regional programmes.

HENNLICH s.r.o. will develop its approach in proportion to the nature of an industrial company. The point is not to build the most extensive possible system of indicators, but to focus on data and measures that can be used in managing the company and explained clearly to employees, customers and partners.

PRIORITIES FOR THE COMING PERIOD

- **Climate change and energy**
- **Circular economy and waste**
- **Employees and occupational safety**
- **Business ethics**

GOVERNANCE & METHODOLOGY

About this report

This ESG report of HENNLICH s.r.o. covers the period from 1 January to 31 December 2025. It has been prepared on an individual basis using the voluntary VSME standard, Basic Module. It covers HENNLICH s.r.o. and the operating sites listed in the HENNLICH in figures section.

Monetary values are stated in Czech koruna (CZK). The number of employees is reported as headcount. Environmental indicators cover energy consumption, greenhouse gas emissions, water, land use and waste. Social indicators cover a basic profile of the workforce, occupational safety and training. The governance area focuses on the code of ethics, corruption and bribery, and certified management systems.

The carbon footprint was calculated using the GHG Protocol methodology. Emissions are reported as tonnes of carbon dioxide equivalent (t CO_2e). The calculation covers direct Scope 1 emissions and indirect Scope 2 emissions. For Scope 2, the report presents both market-based and location-based results.

The methodology for calculating the carbon footprint, the emission factors for the selected year and the alignment of the processing with the VSME framework were developed and guaranteed by Impact Metrics in cooperation with Fair Venture and LCA studio. The calculation is based on input data provided by HENNLICH s.r.o.

Historical data from previous CSR reports serve to demonstrate the continuity of selected topics and are not presented as results for 2025.

1 Jan – 31 Dec 2025
reporting period

VSME, Basic Module
framework used

GHG Protocol
carbon footprint methodology



GOVERNANCE & METHODOLOGY

Key ESG indicators for 2025

AREA	INDICATOR	VALUE
E	Total energy consumption	**1,906.16 MWh**
E	Renewable energy	**269.36 MWh**
E	Non-renewable energy	**1,636.80 MWh**
E	PV plant generation	**458.28 MWh**
E	PV output used in own operations	**269.36 MWh**
E	PV output supplied to the grid	**188.93 MWh**
E	Scope 1	**324.69 t CO_2e**
E	Scope 2 market-based	**212.71 t CO_2e**
E	Scope 1 + 2 market-based	**537.40 t CO_2e**
E	Water withdrawal	**1,969 m^3**
E	Total waste	**73,971 kg**
E	Waste for recycling / reuse	**30,525 kg**
S	Number of employees	**261**
S	Men / women	**151 / 110**
S	Employee turnover	**12.20%**
S	Recorded work-related injuries	**13**
S	Fatal work-related injuries	**0**
S	Average training hours per employee	**4.5 hours**
G	Certified systems	**ISO 9001, ISO 14001**
G	Final violations and sanctions – corruption and bribery	**0**

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ESG REPORT 2025





ESG report for 2025

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