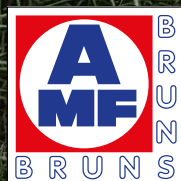


OUR DRIVE FOR A SUSTAINABLE FUTURE.

Sustainability Report 2025

AMF-Bruns GmbH & Co. KG



www.amf-bruns.com

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Sustainability Report

in accordance with the VSME ESRS

Foreword

Dear Sir or Madam,

For more than 65 years, AMF-Bruns GmbH & Co. KG has stood for innovation, reliability, and strong collaboration. With this sustainability report, we demonstrate how we carry this approach into the future—and how we are gradually embedding sustainability even more deeply into our company.

For us, sustainability is not a finished state but a shared journey. We continuously develop our measures and deliberately expand our reporting to present progress, goals, and challenges with greater transparency.

As a medium-sized family-owned company based in Apen, we take responsibility—for our employees, our partners and customers, as well as for the environment and society. In our business areas of mobility and material handling technology, we develop solutions that are both economically viable and environmentally sustainable.

Sustainability as a Strategic Framework

Sustainability shapes our daily actions—both in strategic decisions and in operational routines. We invest in energy-efficient processes, use resource-conserving materials, and continue to expand sustainable technologies such as photovoltaics and e-mobility.

At the same time, we recognize that sustainability only succeeds together. That is why we work closely with our partners and suppliers to take responsibility along the entire value chain.

We also consciously focus on sustainable solutions in maintaining what already exists: since the company's founding in 1958, we have remained at our Apen headquarters. This commitment is also reflected in the comprehensive—including energy-related—renovation of our more than 100-year-old administrative building. In doing so, we combine the preservation of existing structures with sustainable development. At the same time, it reflects our commitment to our established company location, the community of Apen, and the people in our region—out of responsibility and with an eye toward a sustainable future.

Shaping Progress Together

What we achieve, we achieve together. That is why we especially thank our employees. Through their dedication, expertise, and openness to change, they make sustainability tangible in everyday life and are the heart of our company.

We also thank our partners and suppliers for the trusting collaboration and shared responsibility we uphold.

Last but not least, we thank our customers: your trust and willingness to accompany us on the path to a sustainable future are an important motivation for us.

Transparency and Continuous Development

This report shows where we stand—and where we aim to grow. Openness is the foundation of credible sustainability work.

Climate change, digitalization, and increasing demands for sustainable business practices challenge us—and at the same time provide opportunities to further develop our company for the future.

Outlook

We aim to further improve our energy efficiency, expand renewable energy, and make our products even more sustainable. At the same time, we invest in our employees—as the basis for long-term success.

As in the past, we will continue to invest in our locations and advance our sustainable path. We invite you to join us on this journey—in dialogue and with the goal of actively driving sustainable solutions forward.

With kind regards and sincere thanks for your interest,



Jürgen Bruns
Managing Director



Gerit Bruns
Managing Director



Jan Wottermann
Managing Director



Introduction

With this report, we aim to provide our customers, partners, employees, and all other stakeholders with a transparent insight into our actions and progress in the area of sustainability.

This report has been approved by management and relates to the 2025 financial year (January 1 to December 31, 2025).

This report follows the voluntary ESRS for small and medium-sized enterprises (VSME ESRS), published by EFRAG in December 2024. They are intended to facilitate sustainability reporting for micro, small, and medium-sized enterprises in the European Union. In addition, the report includes key sustainability indicators that may be of importance to stakeholders and business partners.

The report is structured into four sections: General Information, Environment, Social, and Governance. This structure reflects the three pillars of sustainability. In the Environment, Social, and Governance sections, key indicators are primarily presented, occasionally supplemented by relevant contextual information.





Company Overview and History

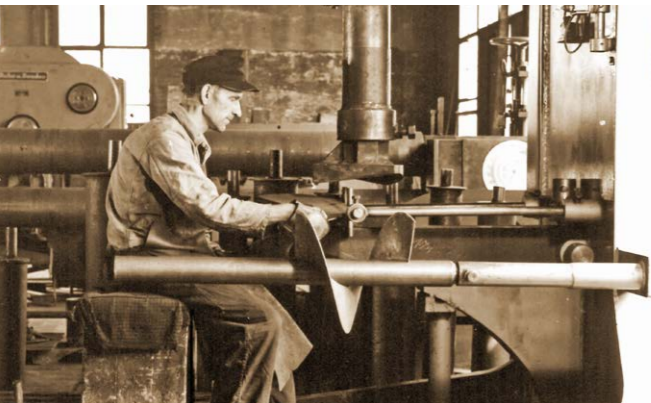
The history of today's AMF-Bruns GmbH & Co. KG is a remarkable journey spanning more than six decades of corporate development, marked by innovation, expansion, and a family entrepreneurial spirit. It all began in 1958, when Gustav Bruns founded 'Brunns KG', initially focusing on the production of agricultural machinery. The company's founder laid the foundation for an enterprise that would grow over generations into an international player.

1962

1970

1980s

1990s



From Agricultural Machinery to Material Handling Systems

The spirit of innovation that continues to define AMF-Bruns GmbH & Co. KG became evident early on. In 1962, the company decided to discontinue the production of agricultural machinery and focus instead on manufacturing material handling systems. This strategic realignment marked the beginning of a new era. Plant engineering quickly became the company's core area, and through the expansion of technical capacities and the use of modern technologies, AMF-Bruns established itself as a recognized player in the industry.

Mobility Solutions for People with Disabilities

Another milestone was reached in 1970 with the expansion of business activities into the "Hubmatik" sector, where accessible vehicle solutions are still developed today. By producing lift and mounting systems for people with disabilities, AMF-Bruns responded to societal changes and created a product line that remains an important part of its portfolio. This commitment to barrier-free mobility underscores the social responsibility that the company embraces across all its business areas.

Growth and Digitalization

In the 1980s, AMF-Bruns GmbH & Co. KG experienced strong growth, supported by investments in new machinery and the establishment of a branch plant in Friesoythe. Production capacities more than doubled, and the company further strengthened its market position. At the same time, we began modernizing our internal processes. With the introduction of computer-aided design in the 1990s, the company embraced digitalization and increased efficiency in product development.

Emerging Generational Change

The 1990s also brought personnel changes that ensured the continuity of family management. In 1993, Jürgen Bruns joined the company and took over the management of plant engineering, while in 1995, Gerit Bruns assumed responsibility for the Hubmatik division. This marked the beginning of a generational transition, further strengthening the company's leadership structure.



Efficiency Improvements and an Appreciative Corporate Culture

With the turn of the millennium, AMF-Bruns continued its path shaped by innovation and expansion. In 2010, the company implemented Lean Management in collaboration with Porsche Consulting to optimize processes and achieve efficiency gains. Another advancement was the introduction of 3D design software, which facilitated the development of complex systems and products. At the same time, the company was repeatedly certified as a family-friendly employer, highlighting its commitment to a positive and appreciative corporate culture.



Global Presence, Expansion in Romania, and Investments in Sustainability

In recent years, AMF-Bruns GmbH & Co. KG has further expanded its international presence. In 2018, the company opened new sales locations, and in 2021, a production facility in Romania was added, which was further expanded in 2024. These strategic steps enabled the company to enter new markets and increase its global reach. In addition, sustainability measures were implemented, such as the installation of photovoltaic systems and the acquisition of electric forklifts, to reduce the ecological footprint.



New Plant in the USA, Capacity Expansion, and Sustainable Energy Supply

AMF-Bruns GmbH & Co. KG further expanded its presence in North America by constructing a new plant in Hudson, Ohio, offering significantly more production, logistics, and office space than the original leased facility. With approximately 4,000 m², the capacities in the USA were greatly increased, creating the foundation for further growth. In addition, a 150 kWp photovoltaic system contributes to an environmentally friendly energy supply for the site, highlighting the company's focus on sustainable investments.

Globally Successful – Locally Rooted

Today, AMF-Bruns GmbH & Co. KG is a globally leading provider of material handling systems and accessible vehicle solutions. The company is managed by Jürgen Bruns, Gerit Bruns, and Jan Woltermann. The production area spans 30,000 square meters and is organized according to the “just-in-time” principle to ensure maximum efficiency.

The company's success is also reflected in its financial figures: in 2025, AMF-Bruns GmbH & Co. KG achieved a revenue of approximately €111.5 million. This overall development demonstrates that AMF-Bruns has not only been successful in the past but is also well positioned for the future.

With the energy-efficient renovation of the administrative building, AMF-Bruns GmbH & Co. KG set another milestone for sustainable business practices. The more than 100-year-old building was modernized for the future while preserving its historic structure. The renovation now allows for a 91% reduction in fuel consumption and a significant decrease in CO₂ emissions. These measures were complemented by a 150 kWp photovoltaic system installed on the roof.

General Information

This section of the sustainability report provides a general overview of AMF-Bruns GmbH & Co. KG and information on the role of sustainability within our company.

B1

Basis for Preparation

This report has been prepared in accordance with the VSME standard (Option B: Basic and Supplementary Module). Reporting is carried out on an individual basis.

It is possible to omit information from this report if it is considered confidential or sensitive.

AMF-Bruns GmbH & Co. KG does not have any subsidiaries.

At the Apen site (Hauptstraße 101, 26689 Apen), other companies are also located alongside AMF-Bruns GmbH & Co. KG. A complete separation of the information in this report is therefore not possible in all cases. When information pertains to multiple companies, this is indicated in the report.

General Information about the Company

Disclosure

Legal Form of the Company	Limited Liability Company (GmbH)
NACE Code(s) for Economic Classification	NACE Codes: 28.22.0 and 33.12.0
Total Assets (in Euros)	€ 45,855,695.67
Revenue (in Euros)	€ 111,535,819.34
Number of Employees	87

Sustainability Certification or Eco-Label

AMF-Bruns GmbH & Co. KG holds two significant certifications that underline its strategic orientation and corporate quality: the “Zukunftsfest” certificate and the “berufundfamilie” certificate.

The “Zukunftsfest” certificate recognizes the company for its sustainable and future-oriented corporate development. It confirms that AMF-Bruns creates working conditions that empower employees, modernize processes, and ensure long-term innovative capacity.

The “berufundfamilie” certificate highlights the company’s commitment to family-friendly HR policies. AMF-Bruns has held this certification since 2013 and has successfully implemented measures to support work-life balance for many years.

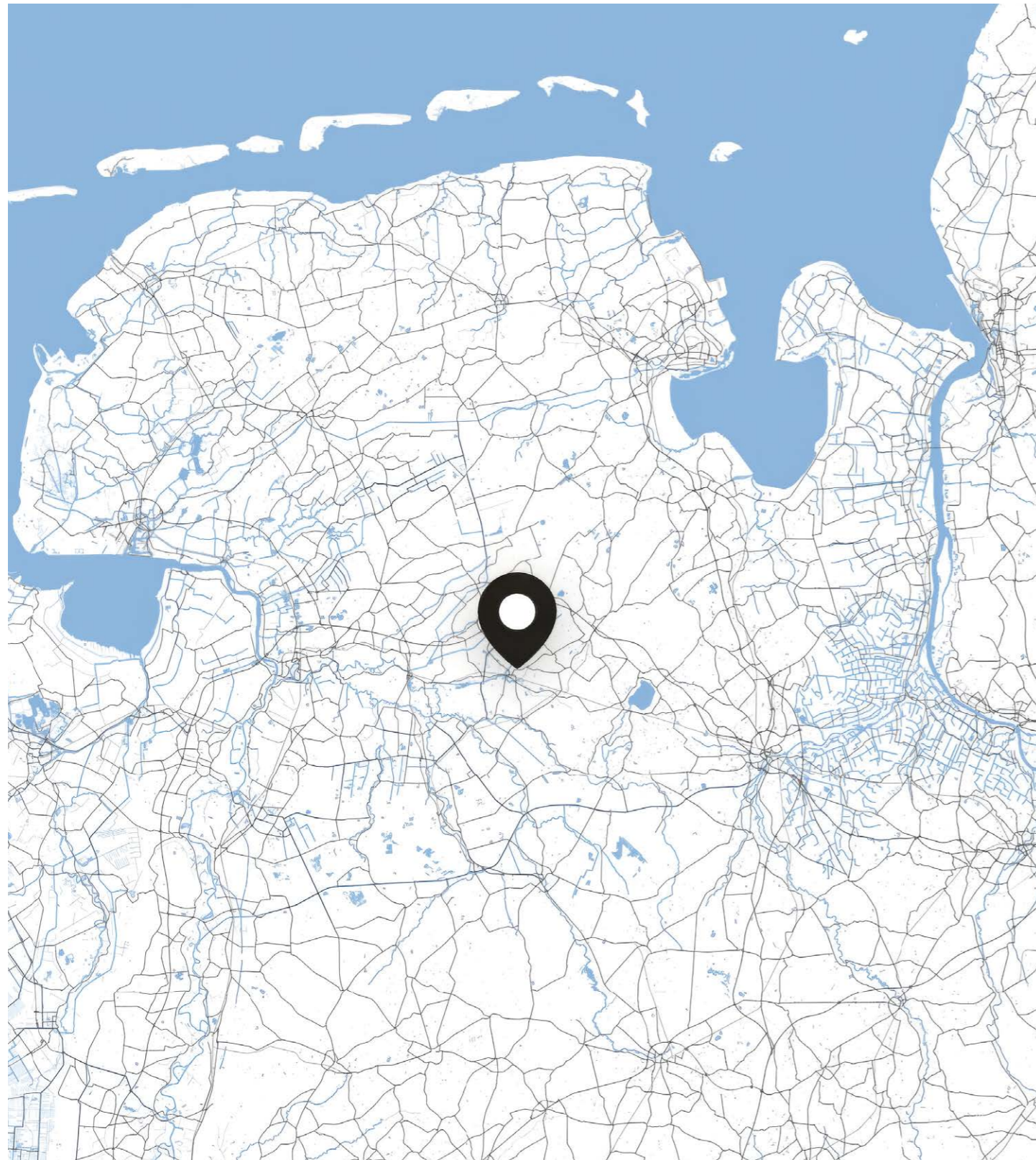
These include, among others:

- Family-related part-time work
- Flexible working hours for managers
- Family-friendly shift scheduling
- Various internal and external communication initiatives (e.g., the “Work and Family” brochure, website, intranet, employee newsletter)
- Annual employee appraisals and goal-setting discussions
- An innovative and extensively developed compensation system as a “shop system,” offering corporate fitness, retirement provisions, and various benefits
- Company family events
- Allowing children at work in emergency situations
- Corporate health management, including seminars on stress management, smoking cessation programs, and workplace ergonomics training
- Personnel development programs
- Systematic parental leave process
- Care leave policies
- Childcare subsidies



Locations

Location	Address	Postal Code	City	Country	Coordinates (Geographic Location)
AMF-Bruns GmbH & Co. KG	Hauptstraße 101	26689	Apen	Germany	53° 13' 24.6"N 7° 48' 57.9"E



C1

Strategy: Business Model and Sustainability – Related Initiatives

AMF-Bruns GmbH & Co. KG is divided into two business segments.
The business models of these two segments are described separately below.





Mobility Business Segment

The business model of the Hubmatik business unit is based on offering customers complete vehicle adaptation solutions for people with disabilities. The focus is on customized and safe mobility solutions for private individuals as well as commercial clients, such as transport services and taxi companies.

Customers receive all the products and services needed for the accessible conversion of their vehicle. This includes consulting, development, production, and installation or conversion. By integrating all services, we ensure a seamless and efficient process.

Specific solutions offered include:

Access aids:

Steps, wheelchair lifts, and ramps that provide barrier-free access to vehicles.

Interior solutions:

Smartfloor system floors, individual seats, and secure restraint systems for wheelchairs and passengers.

Body modifications:

Complete solutions, such as rear cutouts, specifically adapted for wheelchair users.

Conversions are carried out for a wide range of vehicle models.

In various production halls, both small vehicles, such as the VW Caddy, and large vehicles, such as the VW Crafter, are modified. This allows the company to flexibly meet both individual and commercial requirements.

All products are certified, homologated when necessary, and tested using state-of-the-art equipment by AMF-Bruns Forschung- und Entwicklungsgesellschaft mbH & Co. KG. These strict testing standards ensure maximum safety and reliability for customers.

The business model is designed to meet the needs of both private users and commercial clients, enabling broad market coverage. In addition to converting new vehicles, used vehicles can also be modified. Customers include vehicle outfitters, the healthcare and care sector, passenger transport companies, private end users, public institutions, and municipalities.

Through this combination of a comprehensive product range, high quality, individual customization, and target-group orientation, the Hubmatik segment secures a leading position in accessible vehicle technology.



Conveying Systems Business Segment

The business model of this segment is based on developing customized engineering solutions for material handling systems, precisely tailored to the specific needs of customers. An experienced team creates innovative, practical concepts—from analyzing existing structures to implementing efficient overall solutions.

State-of-the-art technology is used for precise measurement and planning. In particular, 3D scanning enables detailed measurement of existing systems and the creation of digital models. These data serve as the foundation for accurate further development and integration of new systems.

Customers include globally operating companies in industries such as sugar and wood processing, as well as the environmental, power plant, chemical, steel, feed, and cement sectors.

In production, AMF-Bruns combines modern manufacturing technologies with a strong commitment to quality. This results in both standardized solutions and individually developed components that meet the highest requirements. Experienced technicians then handle assembly, installing systems on-site with precision and seamlessly integrating them into existing operations. Commissioning is also expertly supported to ensure reliable and trouble-free functionality from the start.

Beyond delivery, AMF-Bruns positions itself as a long-term partner for its customers. Regular maintenance helps to consistently maintain availability and operational safety at a high level. Inspections identify potential weaknesses early, and wear parts are replaced in time. In addition, targeted retrofit measures allow existing systems to be modernized: systems are brought up to the latest technological standards, made even more efficient, and adapted to changing production conditions. This ensures that systems remain powerful, economically viable, and future-proof.

Key Sustainability Factors

Resource Efficiency:

We focus on innovative recycling methods, ensuring that both production waste and end products are reintroduced into the production cycle after use. This promotes the reuse of valuable resources and reduces the need for new raw materials.

Continuous analysis and optimization of production processes help minimize material usage, reduce waste, and lower scrap rates. This not only conserves resources but also improves the efficiency and sustainability of production.

Energy Efficiency and CO₂ Reduction:

The use of state-of-the-art, energy-efficient technologies and machinery reduces energy consumption in production and improves our environmental footprint. This lowers CO₂ emissions while also reducing operating costs.

We rely on renewable energy sources and, in addition to our self-produced photovoltaic electricity, exclusively purchase green

electricity. This significantly reduces CO₂ emissions and supports the promotion of sustainable energy sources.

By planning efficient routes and reducing transport distances, we also significantly cut CO₂ emissions along the supply chain. Furthermore, innovative logistics solutions are developed to minimize our ecological footprint.

Eco-Design:

Our products are designed for long lifespans, easy repair, and full recyclability at the end of their lifecycle. This reduces environmental impact and promotes the circular economy.

Product design considers the entire lifecycle—from raw material extraction through production and use to disposal or recycling. The goal is to minimize negative environmental impacts at every stage and ensure the sustainable use of resources.

Key Stakeholders

Financial Institutions

Our collaboration with financial institutions is built on transparency and trust. We ensure both through an accelerated closing process (Fast Close) and the regular quarterly submission of up-to-date financial figures. This proactive communication strengthens our relationships with financial partners and ensures reliable financial cooperation.

Customers

We maintain close, partnership-based relationships with our customers. Through optimal accessibility and intensive support, we ensure that their needs are always at the center of our efforts. Together, we work on optimizing products to enhance both our own profitability and that of our customers. This collaborative approach fosters innovation and strengthens the sustainable development of both parties.

Suppliers

Our mostly long-standing suppliers are considered essential partners in the value chain. Regular audits ensure the quality and sustainability of delivered products. Early alignment on forecasts and direct integration into our order planning enable us to act efficiently together and make optimal use of resources. This close cooperation contributes to the stability and sustainability of our supply chains.

Through all these measures, we ensure that our stakeholders are actively integrated into our business processes, leading to sustainable and successful collaboration.

B2

Procedures, Policies, and Future Initiatives for the Transition to a More Sustainable Economy

This table shows which areas of sustainability are relevant to our company. A “Yes” in the table indicates that AMF-Bruns GmbH & Co. KG recognizes the importance of the topic and actively works to reduce its impact through policies and initiatives. Further information on the respective procedures, policies, initiatives, and our goals can be found in the following table.

Sustainability Topic	Are there procedures/policies/future initiatives?	Are they publicly accessible?	Are there target objectives for these concepts?
Climate Change	No	No	No
Environmental Pollution	Yes	No	Yes
Water and Marine Resources	No	No	No
Biodiversity and Ecosystems	No	No	No
Resource Use and Circular Economy	No	No	No
Company Workforce	No	No	No
Workforce in the Value Chain	No	No	No
Affected Communities	Yes	Yes	No
Consumers and End Users	No	No	No
Corporate Governance	No	No	No

Procedures, Policies, and Future Initiatives for the Transition to a More Sustainable Economy

Our Steps Toward a More Sustainable Future

The overview above shows that for several sustainability topics, comprehensive formalized procedures, policies, or target systems are not yet in place. However, this does not mean that these topics are ignored within the company.

On the contrary, numerous measures and initiatives are already being implemented or planned. They reflect our sustainability approach, which is focused on continuous improvement. The following examples provide an insight into measures that have already been implemented as well as those planned:



Expansion of Renewable Energy:

The expansion of our photovoltaic systems is continuously being advanced. The goal is to increase self-sufficiency and boost self-consumption through additional rooftop installations.



Occupational Safety and Training:

In 2025, 19 employees were trained in the safe handling of hydrofluoric acid. The aim is to minimize risks and ensure a high level of safety in everyday work.



Energy Infrastructure and Efficiency:

In addition to electricity generation, the construction of an energy storage system is planned to use generated energy more efficiently. At the same time, the conversion of existing heating systems to heat pumps is being examined and implemented step by step.



Work-Life Balance:

Promoting the compatibility of professional and private responsibilities is an integral part of our HR work. The “berufundfamilie” certificate, which AMF-Bruns has held since 2013, underscores this commitment.



Sustainable Mobility:

In recent years, several charging stations for electric vehicles have already been installed on company premises. Building on this, the potential conversion of the company fleet to electric mobility is currently being assessed. Electrically powered forklifts are already in use within the company.



Social Engagement:

At the Romania site, a Christmas celebration for single seniors was organized in December 2025 in collaboration with the organization Anima Intelligentia. Employees actively participated and acted as “temporary grandchildren,” fostering personal exchanges between generations.



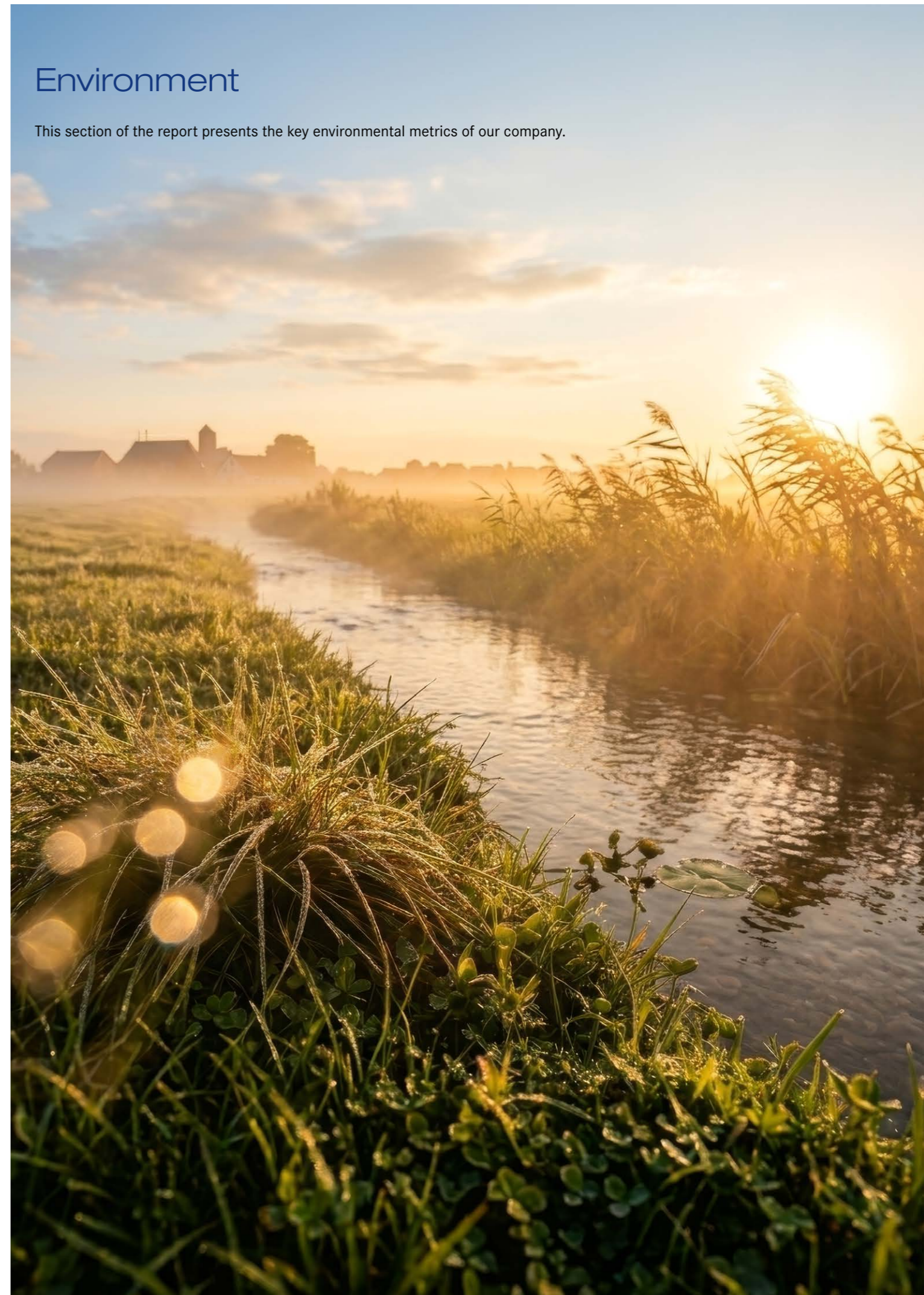
Optimization of Transport and Logistics:

By strategically optimizing transport routes and internal processes, emissions are reduced and resources are used more efficiently.

These examples demonstrate that sustainable practices are already being implemented across many areas at AMF-Bruns. The goal is to further consolidate these activities in the future, systematically develop them, and gradually integrate them into overarching policies and target systems.

Environment

This section of the report presents the key environmental metrics of our company.



B3

Energy and Greenhouse Gas Emissions

Energy Consumption

The following table shows our total energy consumption.

Total Energy Consumption	3,674.17 MWh	
Energy Consumption from Fossil Fuels	2,062.50 MWh	
Electricity Consumption	1,611.67 MWh	<i>Of which 623.69 MWh was produced and consumed from our own photovoltaic (PV) system.</i>
from Renewable Sources	1,611.67 MWh	
Electricity from Non-Renewable Sources	0 MWh	<i>(as indicated in the utility company invoices)</i>

Greenhouse Gas Emissions

Scope	GHG Emissions (t CO ₂ e)
Scope 1	533.7175
Scope 2 – location-based	Scope 2 emissions were calculated using the market-based approach.
Scope 2 – market-based	0
Total	533.7175

Greenhouse Gas Emissions

GHG Emissions (t CO₂e)

Total Scope 3*	No data available
----------------	-------------------

* 3.1 Purchased goods and services | 3.2 Capital goods | 3.3 Activities related to fuels and energy | 3.4 Upstream transportation and distribution | 3.5 Waste generated in operations | 3.6 Business travel | 3.7 Employee commuting | 3.8 Upstream leased assets | 3.9 Downstream transportation | 3.10 Processing of sold products | 3.11 Use of sold products | 3.12 End-of-life treatment of sold products | 3.13 Downstream leased assets | 3.14 Franchises | 3.15 Investments

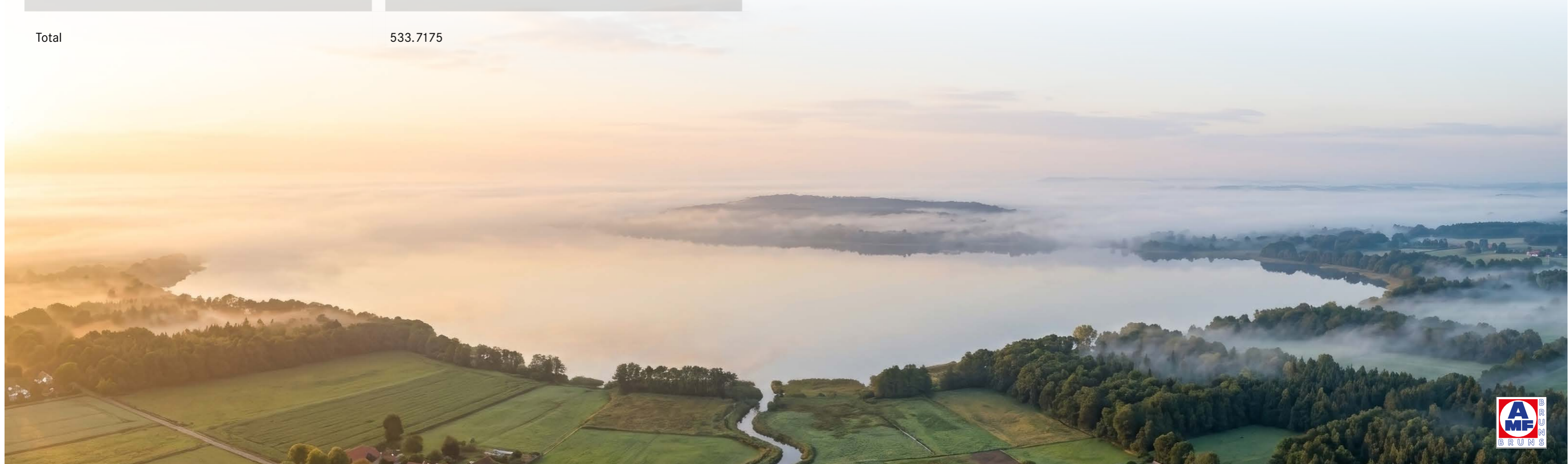
Greenhouse Gas Intensity

0.00000478516 t CO₂e / EUR

AMF-Bruns GmbH & Co. KG plans to introduce greenhouse gas emissions measurement in the coming years. By involving external manufacturers, suppliers, and transport/logistics companies, data collection will become more accurate, allowing for a detailed calculation of the scopes and consideration of reduction opportunities.

AMF-Bruns GmbH & Co. KG uses some welding gases, which have not yet been included in the calculation of 2025 emissions.

The figures in section B3 refer to all companies located at Hauptstraße 101, 26689 Apen. It is currently not possible to separate the data between the individual companies at this site.



C3

GHG Reduction Targets and Climate Transition Plan

No specific targets for GHG reduction have been defined so far. However, in recent years, various measures have already been implemented to sustainably reduce greenhouse gas emissions at the AMF-Bruns GmbH & Co. KG site in Apen. Additional measures will follow in the future (as described below).

- All buildings in which AMF-Bruns GmbH & Co. KG operates, as well as the processes taking place within them, are regularly reviewed by Facility Management and the Energy Management Officer. As a result, the following opportunities were identified and implemented in the 2025 financial year:
 - Construction of additional photovoltaic systems on rooftops to further increase the level of energy self-sufficiency
 - Conversion of heating systems to heat pumps
- We are also pursuing the reduction of emissions resulting from our vehicle fleet. Numerous charging stations for electric vehicles have already been installed on company premises. Furthermore, vehicles have already been replaced with electric vehicles wherever this is economically viable.
- Another objective is to allocate emissions to the individual companies at the site. This would allow for a more detailed breakdown of GHG emissions in future reports.

Climate Transition Plan

No climate transition plan has yet been developed.

C4

Climate Risks

The AMF-Bruns GmbH & Co. KG operates in an industry that is less susceptible to the direct and indirect effects of climate change. For example, the company provides products for sectors that are less influenced by natural conditions than, for instance, agriculture. In addition, the company has implemented risk mitigation strategies that protect against long-term consequences of climate change. These include, among others, investments in the use of renewable energy.

Therefore, no direct climate risks have been identified for AMF-Bruns GmbH & Co. KG. However, physical climate risks are regularly assessed as part of environmental management and risk management.

B4

Air, Water and Soil Pollution

Pollutant Emissions (kg)

Solvents: 6,984

Medium of Release (Air, Water, Soil)

Air

The AMF-Bruns GmbH & Co. KG operates both a painting facility and a pickling facility and ensures through careful monitoring and documentation that all relevant environmental regulations are complied with. As part of the operational environmental management processes, the solvent balance is regularly recorded and reported in order to transparently present the use and release of solvents in the production process.

In addition, AMF-Bruns GmbH & Co. KG ensures that water quality in the pickling facility is continuously monitored. For this purpose, water samples are taken regularly and analyzed by independent laboratories for their chemical composition. The pickling facility is also equipped with a water treatment system that removes residues when necessary, enabling the water to be reused in a closed-loop system.

The actual total emissions of solvents in 2025 amounted to 6,984 kg/year. With this, the company met its internally defined reduction plan and stayed below the target emission level of 7,663 kg/year.

Furthermore, AMF-Bruns GmbH & Co. KG operates its own vehicle washing facility, which is equipped with an integrated water treatment system.

B5

Biodiversity

Number of sites in or near biodiversity-sensitive areas:

None

Total area of sites in or near biodiversity-sensitive areas:

None

The location of AMF-Bruns GmbH & Co. KG is not situated in or near areas with sensitive biodiversity.

B6

Water

	Water withdrawal (m ³)	Water consumption (m ³)
All sites	2,324.00	0 (explanation follows in the text)
Sites in water-stressed areas	None	None

Water withdrawal and consumption

The data on water withdrawal refers to all companies located at the site Hauptstraße 101, 26689 Apen. A separation between the companies located at the site is currently not possible.

In the previously mentioned vehicle washing facility, a small proportion of the water does not directly return to the treatment system and cannot currently be measured precisely. This is due, on the one

hand, to evaporation during the drying process and, on the other hand, to water remaining on the vehicle after washing. Initial estimates suggest a proportion of less than 15%.

For the future, the company plans to precisely allocate water withdrawal to the car wash facility and to calculate the amount of freshwater used per washed vehicle

B7

Resource Use, Circular Economy and Waste Management

The company consistently applies the principles of the circular economy in several areas and thereby actively contributes to reduced resource consumption and waste prevention.

A key focus is a sustainable packaging strategy that prioritizes reuse and recycling. Examples include:

- Packaging used for shipping entry steps, transfer chairs, and seats is 100% reused.
- This also applies to sturdy wooden sea crates used for assembly kits, which were previously used, for example, to deliver retractors.
- Large single-use pallets for shipping Smartfloor flooring are also fully reused, as they had previously been used in incoming goods, e.g., for sheet metal.
- In addition, the company uses its own reusable pallets for goods transport between partner companies and the Apen site, achieving complete reuse.
- For shipping cartons, the average recycling content is 77.25%.

Circular economy principles also play a central role in product design and use:

- Conveyor systems are predominantly made of steel or alloyed steels and often achieve a service life of over 20 years. Many systems are also repeatedly adapted and reused during their lifecycle for new processes. If modifications are no longer possible or due to wear, nearly all components can be recycled due to their material composition.
- In the Hubmatik division, emphasis is also placed on the separability of materials used and their material recycling. Components that are permanently installed in vehicles, bonded, or welded are subject to end-of-life vehicle regulations and are disposed of in accordance with legal requirements.
- Other components, such as floors, steps, or seat bases, are also made of recyclable metal alloys.

Non-recyclable elements, such as straps or seat covers, are intended for proper disposal by the end user.

AMF-Bruns GmbH & Co. KG focuses on implementing the principles of the circular economy—from packaging and product design through to disposal. This includes extending product life cycles, the consistent reuse of packaging and transport materials, as well as selecting materials that are suitable for recycling. In this way, resources are conserved and waste is significantly reduced.



Waste Management

	Total waste generation, of which (kg):	Waste diverted to recycling or reuse (kg):	Waste sent for disposal (kg):
Non-hazardous waste	787,194	619,584	167,610
Hazardous waste	201,535	0	201,535
Total	988,729	619,584	369,145

In its Hubmatik business unit, AMF-Bruns GmbH & Co. KG manufactures products that are installed in motor vehicles. Therefore, the company is required to comply with the End-of-Life Vehicles Directive (AltfahrzeugV). This regulation governs the recycling and environmentally sound disposal of vehicles that have reached the end of their service life. The aim is to minimize the environmental impact of disposal and to recover resources through the recycling of materials such as metal, plastic, and glass.

For the company, this means designing its products in such a way that they can be easily dismantled at the end of their life cycle and returned to material recycling processes. In addition, it ensures that the materials used comply with the requirements of the End-of-Life Vehicles Directive and are suitable for recycling.

The data on waste, recycling, and reuse refers to all companies located at the site Hauptstraße 101, 26689 Apen. Waste management is carried out centrally for the entire site and therefore cannot be considered separately by individual company entities.



619.584

TONNES – ANNUAL TOTAL WASTE GENERATED THAT IS SENT TO RECYCLING OR REUSE



Social

This section of the report contains the key social indicators of our company.

B8

Workforce – General characteristics



Type of employment contract	Number of employees (number of persons or full-time equivalents)
Temporary contract	10
Permanent contract	77
Total number of employees	87



Gender	Number of employees (number of persons or full-time equivalents)
Male	87
Female	0
Other	0
Not specified	0
Total number of employees	87



Country (of employment contract)	Number of employees (number of persons or full-time equivalents)
Total number of employees	87
Germany	87

Employee turnover rate: 9.2%

All data refer to the employees of AMF-Bruns GmbH & Co. KG and not to other companies located at the same site.



C5 Additional (general) characteristics of the workforce

Gender distribution at management level

Since AMF-Bruns GmbH & Co. KG has an all-male workforce, no separate disclosure is possible for this item.

Self-employed and temporary agency workers

Type of workforce	Number of self-employed and temporary agency workers
Number of self-employed persons working exclusively for the company and without own staff	0
Number of temporary agency workers provided by companies primarily engaged in "employment placement and temporary staffing"	10

B9

Workforce – Health and Safety

	Disclosure
Number of reportable occupational accidents	3.00
Rate of reportable occupational accidents	3.67
Number of fatalities	0.00

B10

Workforce – Remuneration, Collective Bargaining and Training

Minimum wage

All employees receive remuneration above the statutory minimum wage.

Gender pay gap

The company currently employs no women.

Percentage of employees covered by collective bargaining agreements

Percentage of employees covered by collective bargaining agreements: 80.46%

Training

	Disclosure
Average training hours	Total 5.4

Average annual training hours per employee

All data refer to the employees of AMF-Bruns GmbH & Co. KG and not to other companies located at the same site.

C6

Additional Information on the Company's Workforce – Policies on Respect for Human Rights and Related Processes

Code of conduct or policies for respecting human rights

The company has established a code of conduct for respecting human rights for its own employees. This defines binding principles and measures to ensure responsible working conditions and includes in particular the following areas:

	Disclosure
Child labor	regulated
Forced labor	regulated
Human trafficking	currently not explicitly regulated
Discrimination	regulated
Accident prevention	regulated
Other relevant aspects	regulated

Other contents of the Code of Conduct/ human rights policies

The Code of Conduct of AMF-Bruns GmbH & Co. KG goes beyond human rights requirements and additionally addresses topics such as environmental protection as well as requirements for a responsible design of the supply chain, particularly with regard to social standards.

Complaint handling procedures

To handle complaints from employees and business partners, AMF-Bruns GmbH & Co. KG has established a structured procedure. Its core element is an online whistleblower portal through which employees and business partners can report potential violations confidentially or anonymously.

The independent reporting office konfidal GmbH carefully reviews incoming reports and ensures the protection of identity as well as all personal data. Reports may include, among other things, violations of laws, administrative offences, or misconduct in areas such as occupational health and safety, data protection, or quality and safety standards.

C7

Serious incidents related to human rights

Serious incidents related to human rights	Confirmed incidents
Child labor	None
Forced labor	None
Human trafficking	None
Discrimination	None

Incidents among own workforce

Governance

This section of the report contains the key governance indicators of our company.

B11

Convictions and fines for corruption and bribery

There were no convictions or fines related to corruption or bribery during the reporting period.

C8

Revenue from certain activities and exemption from EU benchmark values

AMF-Bruns GmbH & Co. KG generates no revenue in the following areas:

Sector	Revenue
Controversial weapons sector	€ 0
Cultivation and production of tobacco	€ 0
Fossil fuel sector (coal, oil and gas)	€ 0
Manufacturing of chemicals	€ 0

The company is not subject to any exemptions from the EU benchmark values under the Paris Climate Agreement.

C9

Gender diversity in the governing bodies

The governing body is currently composed exclusively of men.





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