



Trusted Partner.

RENK



RENK Group AG  
Sustainability Factbook  
2025



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## Sustainability at RENK

The RENK Group is aware of its responsibilities in the areas of Environment, Social, and Governance (ESG). As an internationally active provider of highly specialized drive solutions for safety-critical applications, we view sustainability not merely as a regulatory obligation, but as a core element of our corporate strategy and long-term success.

*„Companies have responsibilities – to the environment, their employees, customers, and society. For us, sustainable business means using resources efficiently and consistently taking social responsibility.“*

**Christin Mayer**  
Head of Corporate Sustainability

Environmental, social, and societal sustainability are concrete areas of action where we can make a measurable contribution. Through the high efficiency and long service life of our products – combined with our service throughout the entire lifecycle – we support our customers in achieving their sustainability goals and thereby contribute to reducing ecological footprints along the value chain.

As a key partner for military mobility solutions, we also contribute to ensuring national security and defense capabilities – a fundamental prerequisite for societal freedom, economic prosperity, and social and ecological stability.

### Context and Purpose

This ‚Sustainability Factbook‘ complements the *RENK Group’s CSRD-compliant Sustainability Statement*, published in the 2025 Annual Report. While the Sustainability Statement covers all material topics under the CSRD and provides related strategic, qualitative, and quantitative information, the data in this Sustainability Factbook is not based on a materiality assessment. Instead, the information is oriented toward the interests of various stakeholder groups.

The Sustainability Factbook contains selected quantitative sustainability indicators for the 2025 fiscal year (January 1, 2025 to December 31, 2025). The Factbook is updated on a regular basis and is available in both German and English on the *RENK Group website*. An external review was conducted on the Sustainability Factbook for quality assurance purposes.

**Initiatives**

**UN Global Compact**

The UN Global Compact (UNGC) is one of the world’s largest initiatives promoting responsible and sustainable corporate governance. Established in 2000 by the United Nations, it now comprises over 10,000 companies from more than 150 countries.

Participating organizations commit to aligning their business practices with ten universally accepted principles that address the protection of human rights, the observance of labor standards, environmental protection, and the fight against corruption.

Members also report annually on their progress in implementing these principles through the “Communication on Progress (CoP)”. Our reports are publicly accessible on our *UNGC company profile*.

In 2022, RENK joined the UNGC to actively contribute to the promotion of a fair and sustainable global economy. Since 2023, we have also been a member of UNGC Deutschland e. V., where we participate in discussions on responsible corporate governance and sustainable business practices.

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**Further Initiatives**

<b>Diversity Charta</b>	<ul style="list-style-type: none"> <li>• Signing of the Diversity Charta (CdV) in 2023</li> <li>• Voluntary commitment by RENK to promote a prejudice-free working environment</li> </ul>
<b>Blue City Augsburg</b>	<ul style="list-style-type: none"> <li>• Member of the “Blue City Augsburg” network (headquarters of the RENK Group)</li> <li>• Support for the climate-friendly development of the city of Augsburg</li> <li>• Goal: to further improve the climate through innovations that conserve resources, digital technologies, and joint action</li> </ul>
<b>KUMAS</b>	<ul style="list-style-type: none"> <li>• Member of the association KUMAS – Kompetenzzentrum Umwelt e.V. since 2004</li> <li>• Goal: to create a favorable framework for the environmental economy and the promotion of sustainable development in Bavaria</li> </ul>

## Ratings

ESG ratings offer an independent assessment of a company’s sustainability performance and provide guidance to investors, customers, and other stakeholders. They evaluate environmental, social, and governance aspects using their own criteria and methodologies.

For the RENK Group, ESG ratings are an important component of our transparency strategy. However, due to the different assessment approaches and weightings used by rating agencies, the results are only comparable to a limited extent and must always be interpreted in the context of the respective methodology.

AA

### MSCI ESG

**Scale:** CCC – AAA

**Industry Benchmark:** Above Average

**Industry Classification:** Construction & Farm Machinery & Heavy Trucks | DE

35.7

### Sustainalytics

**Scale:** 100 – 0<sup>1</sup>

**Industry Benchmark:** Above Average

**Industry Classification:** Aerospace & Defense

58

### EcoVadis

**Scale:** 0 – 100

**Industry Benchmark:** Above Average

**Industry Classification:** Manufacture of general-purpose machinery

39

### S&P Global

**Scale:** 0 – 100

**Industry Benchmark:** Above Average

**Industry Classification:** IEQ Machinery and Electrical Equipment

C


### ISS ESG

**Scale:** D- – A+

**Industry Benchmark:** Above Average

**Industry Classification:** Aerospace & Defense

<sup>1</sup> The risk ratings are based on the final assessment score: negligible risk (0-10), low risk (10-20), medium risk (20-30), high risk (30-40) and severe risk (40+).

An aerial photograph of a dense forest, likely a coniferous forest, with a winding road or path cutting through it. The trees are in various shades of green, and the road is a light grey color. The overall scene is lush and natural.

## Environment and Resources

As a responsible company, RENK is committed to protecting the local and global environment and actively promotes the sustainable use of resources as well as the minimization of environmental impacts.

## Environment and Resources

This section presents key environmental indicators that make our environmental performance measurable and transparent. Further information on “Environment and Resources” can be found in the *RENK Group’s Sustainability Statement in the Annual Report 2025, in chapter ESRS E1*.

<b>Waste<sup>1</sup></b>		
	Unit	2025 Jan 1 - Dec 31
<b>Total amount of waste generated</b>	t	8,035 <sup>2</sup>
<b>Total amount of hazardous waste</b>	t	1,014 <sup>2</sup>
<b>Total amount of non-hazardous waste</b>	t	7,021 <sup>2</sup>
<b>Total amount by weight diverted from disposal</b>	t	6,860 <sup>2</sup>
Hazardous waste	t	554
preparation for reuse	t	59
recycling	t	11
other recovery operations	t	484
Non-Hazardous waste	t	6,307
preparation for reuse	t	-
recycling	t	5,669
other recovery operations	t	637
<b>Total amount of waste directed to disposal</b>	t	1,175
Hazardous waste	t	461 <sup>2</sup>
incineration	t	27
incineration with energy recovery	t	-
incineration without energy recovery	t	27
landfill	t	10
other disposal operations	t	424 <sup>2</sup>
Non-Hazardous waste	t	715
incineration	t	315
incineration with energy recovery	t	314
incineration without energy recovery	t	1
landfill	t	325
other disposal operations	t	76
<b>Percentage of total waste from company operations diverted from landfills</b>	%	95.84

<sup>1</sup> Due to rounding, minor deviations may occur.

<sup>2</sup> For the months of November and December, figures from the same period of the previous year were used.

<b>Water</b>		
	Unit	2025 Jan 1 - Dec 31
<b>Total water consumption</b>	m <sup>3</sup>	113,709 <sup>1</sup>

<sup>1</sup> Estimates for Q4 based on prior-year figures.

<b>Environmental Violations</b>		
	Unit	2025 Jan 1 - Dec 31
Violations of legal environmental obligations or regulations	Number	1
Amount of penalties for violations of legal environmental obligations or regulations	€	0

<b>ISO Certification</b>		
	Unit	2025 Jan 1 - Dec 31
Coverage employees ISO 14001	%	76.21
Coverage operational sites ISO 14001	%	33.33
Coverage employees ISO 50001	%	68.95
Coverage operational sites ISO 50001	%	20.00
Coverage employees ISO 9001	%	93.55
Coverage operational sites ISO 9001	%	66.67



## Own Workforce

Motivated and healthy employees are essential to a company's success. RENK places great importance on the safety and well-being of its employees and ensures a safe working environment through preventive measures and comprehensive health management.

## Own Workforce

This section presents key figures on our workforce. Further information on “Workforce” is available in the *RENK Group’s Sustainability Statement in the Annual Report 2025, in chapter ESRS S1*.

<b>Human Rights</b>		
	Unit	2025 Jan 1 - Dec 31
Coverage operational sites assessed for human rights impact or risks	%	100

<b>ISO Certifications</b>		
	Unit	2025 Jan 1 - Dec 31
Coverage employees ISO 45001	%	76.21
Coverage operational sites ISO 45001	%	33.33



## Governance und Compliance

Corporate governance and compliance promote responsible, fair and reliable conduct at all levels of the organization. Together, they form a framework that ensures compliance with applicable laws, internal policies and ethical standards, and promote sound corporate governance.

## Governance und Compliance

This section presents key figures on business ethics and supervisory bodies. Further information on “Governance and Compliance” is available in the *RENK Group’s Sustainability Statement in the Annual Report 2025, in chapter ESRS G1*.

<b>Business Ethics</b>		<b>2025</b>
	Unit	<b>Jan 1 - Dec 31</b>
<b>Confirmed incidents by category</b>		
Corruption Incidents	Number	0
Information Security Incidents	Number	0
Customer Privacy Data	Number	0
Conflict of Interests	Number	0
Money Laundering	Number	0
Percentage of employees trained on business ethics (Code of Conduct <sup>1</sup> )	%	95.0

<sup>1</sup> incl. anti-corruption, anti-discrimination and anti-harassment.

<b>Supervisory Board</b>		<b>2025</b>
	Unit	<b>Jan 1 - Dec 31</b>
Board members with four or less other mandates <sup>1</sup>	Number	6
Board average tenure	Years	1.5

<sup>1</sup> Only external mandates of independent, non-executive members in publicly traded companies; excluding private, educational, or non-profit positions.



## Supply Chain Management

Responsibility is a priority for RENK across the entire supply chain. A global supplier management system ensures that RENK fulfills all due diligence obligations with regard to suppliers, materials and raw materials.

## Supply Chain Management

This section presents key figures on conflict minerals, codes of conduct, supplier audits and supplier structure, as well as training provided to our procurement staff. Further information on "Supply Chain Management" is available in the *RENK Group's Sustainability Statement in the Annual Report 2025, in chapter ESRS S2*.

		2025
		Jan 1 - Dec 31
		Unit
<b>Supplier Assessment</b>		
Targeted suppliers have gone through a sustainability assessment	Number	448
	%	100
Buyers across all locations who have received training on sustainable procurement	%	100

		2025
		Jan 1 - Dec 31
		Unit
<b>Supplier Screening</b>		
Tier-1 suppliers	Number	2,693
Significant suppliers in Tier-1	Number	188
Share of total spend on significant suppliers in Tier-1	%	54

		2025
		Jan 1 - Dec 31
		Unit
<b>Supplier Contracts</b>		
Targeted suppliers that have signed the supplier code of conduct	%	52
Targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	%	80

## Frameworks

RENK Group AG has reported, for the period from January 1 to December 31, 2025, on the information presented in this content index, in accordance with the European Sustainability Reporting Standards (ESRS) under the Corporate Sustainability Reporting Directive (CSRD) and the standards of the Global Reporting Initiative (GRI). The standards relevant to RENK are set out in the table below.

<b>Environment and Resources</b>		
<b>Standard</b>	<b>Comment</b>	<b>Reference</b>
ESRS E3-4 28	Total water consumption	P. 5
ESRS E5-5 37	Waste	P. 5
<b>Governance and Compliance</b>		
<b>Standard</b>	<b>Comment</b>	<b>Reference</b>
GRI 205-3	Confirmed incidents of corruption and actions taken	P. 10
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	P. 10



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