



ESG FACT SHEET

2025

We are shaping the transformation
towards greater sustainability for future
generations.
We improve what matters.

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Economic success and responsibility in harmony. Why sustainability forms the basis for a mindset and a mandate for action for HÄRTHA GROUP.

Economic success and responsibility in harmony. Why sustainability forms the basis for a mindset and a mandate for action for HÄRTHA GROUP. Sustainability is an integral part of the HÄRTHA GROUP business model. As a specialist in heat treatment and coating technologies, we specifically enhance the service life and load-bearing capacity of metal components, thus making an active contribution to resource conservation, energy transition and climate protection.

At the same time, we view sustainability not merely as an economic necessity but as a mindset. Our focus is on measurable progress – specifically in the areas of energy efficiency, climate protection, our employees and responsible corporate management.

This ESG fact sheet cogently sums up the key figures, measures and objectives for the 2025 reporting year.

“As the CEO I am the most senior manager responsible for sustainability at HÄRTHA GROUP. With full commitment, we are shaping the transformation towards greater sustainability for future generations. Economic thinking and responsibility for our planet go hand in hand for us.”

Sven Killmer

CEO

The company at a glance

HÄRTHA GROUP is a leading supplier of heat treatment and coating solutions in Europe. With 13 production sites in three countries, we serve more than 5,000 customers from a wide variety of industries.

Sustainability is an integral part of our corporate strategy and our operational activities.

Making the state of the art permanent. That's our objective, and it makes us one of the leading providers of heat treatment processes and coating solutions in Europe.

Our processes are based on cutting-edge technologies such as plasma nitriding, vacuum hardening, low-pressure carburising and inductive hardening. Reproducible quality is the top value for us in all processes. We know: Every component that leaves our furnaces must be able to withstand critical situations.



Key figures at a glance

Total energy
consumption

↓ -0.62%

82,869 MWh

Energy
consumption –
electricity, gas

↓ -0.03%

78,225 MWh

Employees

↑ 3%

>430

Scope 1 & 2

↑ 6%

15,286 t CO₂

Tonnage

↑ 4%

32,738 t

Self-generated
electricity from
photovoltaic installations

↑ 36%

2,943 MWh

Fluctuation rate as
per BDA formula

↑ 33%

7.13%

Training courses
completed

↑ 13%

>700

Governance & compliance



Compliance is not an add-on but an integral part of our corporate culture.

Sustainability is firmly embedded in the corporate management of HÄRTHA GROUP. Overall responsibility for ESG matters lies with the management. Operational management is handled centrally by the sustainability management team, in close cooperation with the sites.

Our actions are based on clear values, transparent processes, and strict adherence to legal and internal requirements. We have established a binding Code of Conduct that governs integrity, anti-corruption, human rights, data protection and fair working conditions.

To ensure compliance, an external whistleblower hotline is available worldwide. The efficacy of our governance and compliance structures is constantly reviewed by internal and external audits.



“Our guiding principle: We want to be an honourable merchant.”

Timo Röskes
CFO

Putting people first.

How we boost employee loyalty, well-being, and sustainable practices through continuous development, collaboration, and skills training.

HÄRTHA GROUP continuously develops both employees and its corporate culture. During the reporting period, the focus was on intensifying cross-site collaboration through training sessions, joint events, and digital exchange formats. In addition, targeted qualification and job enrichment measures were implemented to foster the professional and personal development of our employees in the long term.

The constant exchange of ideas between managers and employees as well as established feedback discussions continue to constitute the foundation to identify potentials for improvement early on and derive specific measures.

It was a deliberate decision not to conduct a formalised ESG employee survey in the reporting period. Instead, we rely on continuous dialogue and the direct involvement of our employees to improve our work environment and advance our sustainability strategy.



Key Facts

- **724 training courses** conducted in the reporting year.
- **Cross-site collaboration** reinforced through shared events and digital formats.
- **Job enrichment** for expanded tasks and development options implemented.
- **Regular feedback discussions** established as an integral part of leadership culture.
- **Continual development** to cement employee loyalty, well-being and collaboration as a vital component of our ESG strategy.

Certified for the most demanding requirements – ready for use in orbit.

Where others reach their limits, we deliver reliable performance.



HÄRTHA GROUP works as a reliable partner in the aerospace industry – with specialised processes and certified sites.

Thanks to our EN9100 certification and successfully passed Nadcap audits, we meet all the requirements for quality, traceability, and process reliability demanded in the industry.

Our heat treatment and coating solutions ensure the functionality of safety-critical components, even under extreme conditions. This is how we make high-tech ready for use in aerospace.



Smart control. Sustainable impact.



Intelligent load management reduces peak loads and boosts efficiency.

In collaboration with Siemens, we have launched a digital load management system at our locations.

Objective: Manage energy flows intelligently, reduce peak loads, and create transparency.

The visualisation of consumption directly in Production creates a new awareness on the team – everybody sees in real time how their actions affect energy consumption.

Another step in actively shaping energy efficiency – data-driven, visible and sustainable.



“With the intelligent control of our energy consumption, by raising the awareness of our employees and through the continuous optimisation of our processes, we are embedding sustainability as an integral part of our activities.”



Michael Warnecke
QMB & Sustainability Manager

REDUCE CO₂ EMISSIONS AND CO₂ DRIVERS

The major part of our energy needs is covered by natural gas and electrical energy. Here we have taken targeted measures for boosting efficiency, upgrading electrification and expanding renewable energies.

An analysis of our energy consumption reveals clearly where the greatest potential is for reducing energy consumption and CO₂ emissions. About 90% of the energy is needed in Production, i.e. our heat treatment processes. This is precisely where we are focusing our efforts – through investments in state-of-the-art plant technology, intelligent load management, and digital solutions.

The combination of energy efficiency, the expansion of renewable energies and the continuous optimisation of our processes forms the basis for long-term reduction of our emissions. Our measures are based on the science-based climate targets of the Science Based Targets Initiative (SBTi) and are continuously advanced.

Where did we start?

- Heat treatment = greatest energy lever
- Digitisation = lower peak loads
- Photovoltaic installations = boosting our own electricity production
- Employees = energy efficient behaviour through transparency

Electricity and gas consumption:

- 78,225 MWh
- 3,025 MWh of self-generated PV electricity
- 15,286 t CO₂, scope 1 & 2

At 55% of the HÄRTHA sites, intelligent load management has already been implemented.

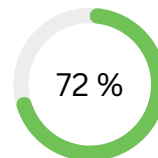
OVERVIEW OF EMISSIONS – SCOPE 1 & 2

GOVERALL CONSUMPTION

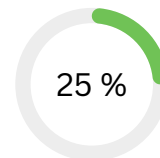
↓ -0.03%

78,225 MWh

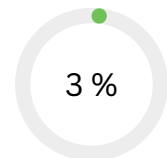
INDICATOR



Germany

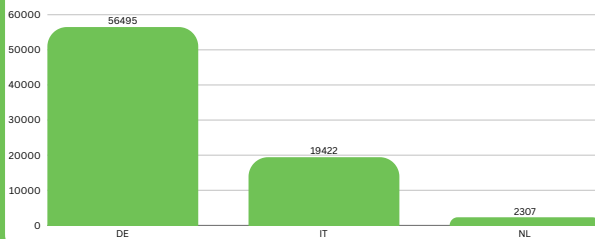


Italy

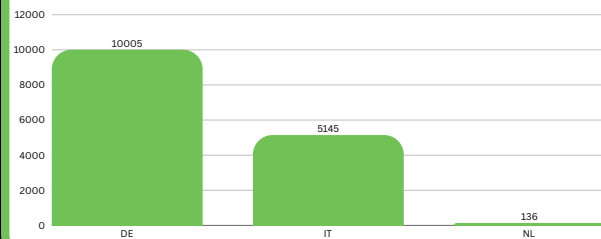


Netherlands

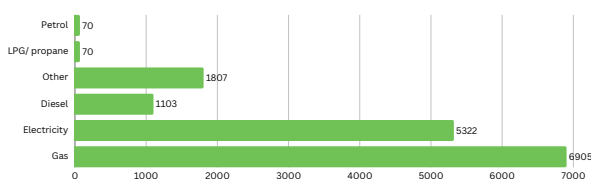
ENERGY REQUIREMENT PER COUNTRY IN MWh



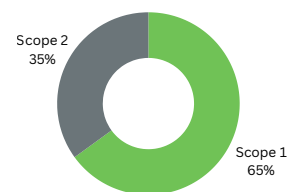
ENERGY REQUIREMENT PER COUNTRY IN TONNES



CO2 EMISSIONS PER ENERGY SOURCE IN TONNES



CO2 Total: 15,286 tonnes



Digital intelligence meets industrial precision.

With AI, structure and speed into a new era of heat treatment.



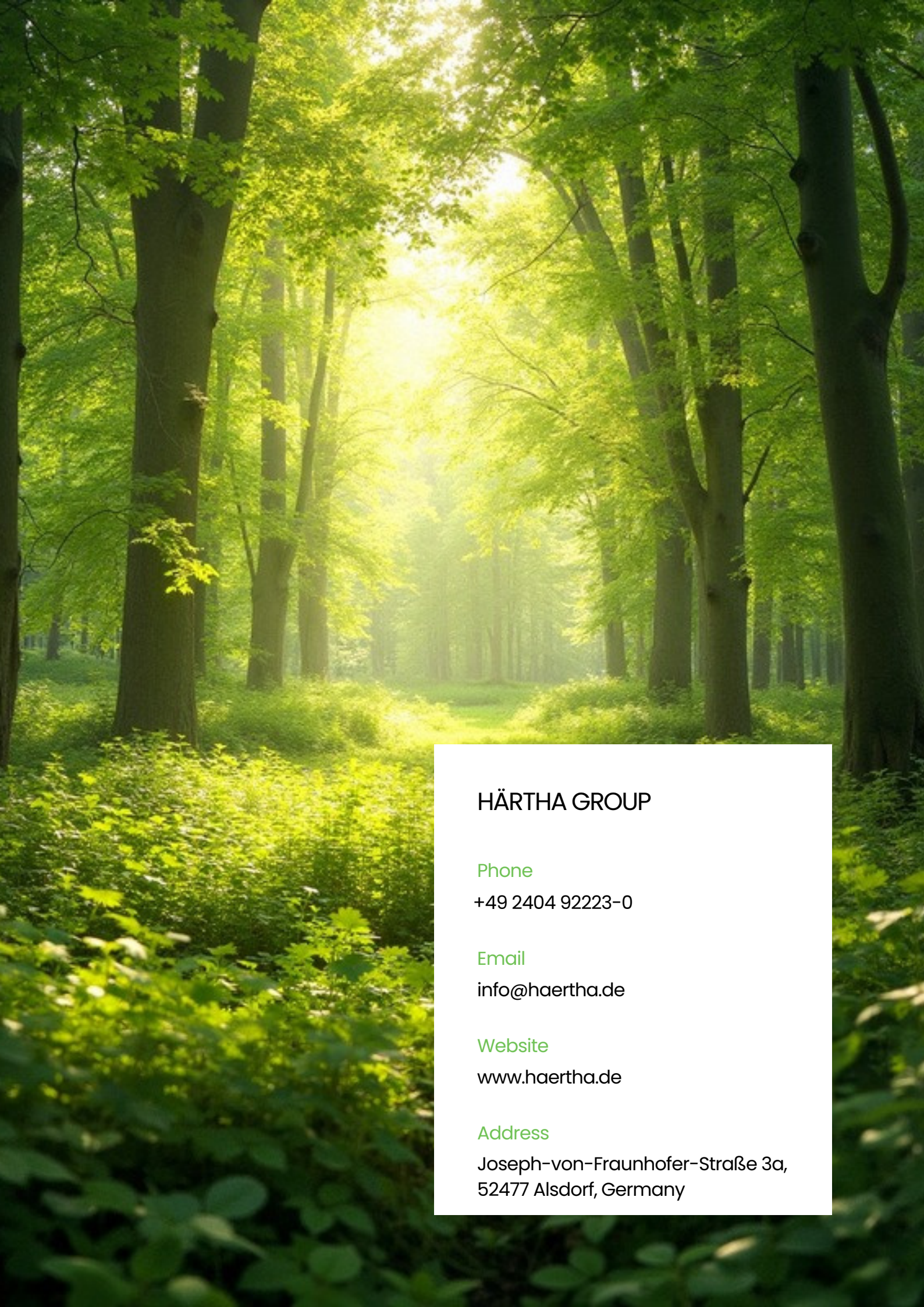
Digitisation and artificial intelligence are not an issue of the future for HÄRTHA GROUP but a palpable reality.

We develop and implement AI-based tools for the automated processing of quotes and orders, optimise our processes using data-driven insights, and integrate CRM, ERP, and production systems into a scalable platform.

Our systems think for themselves, identify component characteristics, create automated work plans and help to reduce throughput times markedly.

With our digital strategy, we create more transparency, speed, customer proximity and actively shape the transformation of the industry.



A photograph of a dense forest with tall, slender trees and a thick canopy of green leaves. Sunlight filters through the trees, creating a bright, hazy atmosphere in the center of the image. The foreground is filled with lush green undergrowth.

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