



# COMMON DESTINATION SUSTAINABILITY

Our course toward a responsible future



## DEAR READERS,

Taking responsibility for the environment, society, and corporate action is not a chore for us, but part of our identity – and always has been. With this report, we would like to give you an insight into how we put sustainability into practice: in our everyday work, in our project business, and at each of our locations.

As an internationally active premium trading and manufacturing company with around 2,000 employees worldwide and a steadily growing network of partners, we bear a special responsibility: ecologically, economically, and socially. It's not just about CO<sub>2</sub> savings, resource efficiency, or new technologies – it's also about attitude, foresight, social responsibility, and the will to do things better.

In times of multiple crises and growing demands, sustainable business practices are more than ever a topic for the future: Because they strengthen sustainable business models, create resilience, and provide guidance for employees, customers, and all other stakeholders. That is why we question processes, invest in modern technology, promote diversity, and create flexible working conditions. Our goal: sustainable growth – without compromising on quality or reliability.

For us, this attitude is not a not a final goal, but a journey made up of many small steps, shared successes, and sometimes course corrections. And above all: by committed people. Our employees actively shape this path with their ideas, passion, and innovative spirit. We would like to take this opportunity to express our sincere thanks to them.

Today's customers expect more than just products: they want transparency, commitment, and solutions that will stand the test of time. This report is another step toward meeting this demand.

Jan-Oliver Buhlmann

# WHO WE ARE

## Two companies – one clear direction.

BUHLMANN has been internationally established as a premium trading company for steel pipes, pipe fittings, and accessories for almost 80 years. With comprehensive project expertise, a high level of material competence, and a global presence, we supply demanding industries – from energy supply and petrochemicals to plant engineering.

Since 2024, LISEGA has also been part of the BUHLMANN Group – a leading global specialist in industrial pipe support systems. With tens of thousands of items, the LISEGA product range is the world's most comprehensive modular pipe support system, offering technical solutions for all typical industrial applications. This brings together two companies that complement each other perfectly in terms of expertise and strategy.

Whether it's materials, design, or application: Together, we stand for quality, reliability, and responsibility – along the entire supply and value chain. For our customers. And for a sustainable industry.



# BUHLMANN



## FOUNDED

1945 in Bremen



## EMPLOYEES

Around 850 worldwide



## STORAGE AREA

136,000 m<sup>2</sup> at 14 locations



## MARKETS

In 32 countries in the energy, shipbuilding, chemical, oil & gas, plant engineering, nuclear, and offshore sectors



## PRODUCT RANGE

Over 65,000 tons of steel products, such as seamless and welded steel pipes, pipe connection parts, high-pressure components, industrial fittings and valves, special materials such as nickel alloys, titanium, zirconium or duplex, non-ferrous products such as copper, aluminum, brass, cupronickel and CNC-machined special parts as well as drawing parts



## MANAGEMENT

Jan-Oliver Buhlmann, CEO  
Dr. Christian Baum, CTO  
Wolfgang Huhn, COO  
Jörg Klüver, COO  
Philipp Tengel, CFO







# LISEGA



**FOUNDED**  
1964 in Hamburg



**EMPLOYEES**  
Approximately 1,100



**PRODUCTION**  
At 7 locations in Europe, Asia, and the USA,  
production area: 55,000 m<sup>2</sup> worldwide



**MARKETS**  
In over 80 countries in the energy, chemical,  
oil & gas, plant engineering, nuclear, and  
offshore sectors



**PRODUCT RANGE**  
Constant hangers for stable suspension during vertical  
movements, spring hangers and supports for elastic  
mounting during thermal expansion, shock absorbers  
and hydraulic dampers for protection against sudden  
load changes, vibration isolators and dampers for  
reducing unwanted vibrations, deformation elements  
and special solutions for plants with high dynamic  
requirements, planning and documentation tools such  
as LICAD® (design software) and LISA® (digital project  
documentation)



**MANAGEMENT**  
Patrick Grabowski, CEO  
Dr. Holger Leistner, COO  
Peter Vogt, CFO



# WHAT'S IMPORTANT TO US

## Forward thinking

Sustainable development means meeting the needs of the present without compromising the ability of future generations to meet their own needs. The people who work in and with our company must be able to rely on this. But what does reliability mean in uncertain times? How can a company remain strong when markets, values, and expectations are changing simultaneously? Our answer to this question is: with consideration, foresight, and an unconditional commitment to give meaning to the word “sustainability”.

As the BUHLMANN Group, we have been operating in a complex environment for decades – shaped by global markets, technical requirements, and partnerships across national borders. The fact that conditions are changing is nothing new for us. But the dynamics have increased.

The energy transition is encountering volatile markets. Supply chains must become more robust without losing flexibility. The shortage of skilled workers is placing new demands on corporate culture, training, and leadership. And finally, geopolitical developments such as the war in Ukraine require clear positions to be taken – even beyond economic interests.

## RELIABILITY THROUGH INNOVATION

This simultaneity presents a challenge. But it also presents an opportunity. Because those who not only recognize change but also help shape it strengthen their own resilience – and become reliable partners in a world in transition. For us, sustainability means understanding connections, long-term thinking, and taking responsibility. It is not about having an immediate solution to every question – but about working consistently in the right direction.

We invest in energy efficiency and digital systems. We are rethinking logistics. We are designing working models that provide room for development. And we get involved where economic action alone is not enough: with the Stiftung Solidarität Ukraine, a foundation dedicated to rebuilding Ukraine which we co-founded, we provide concrete help – quickly, directly, and independently.

## DESIGNING CHANGE WITH EXPERIENCE – NOT WITH ROUTINE

Reliability does not come from standing still, but from movement. That is why we actively shape change – based on experience, expertise, and clear decisions. Sustainability is not just an image, but a competitive factor. It makes processes more stable, projects more resilient, and our company future-proof. For us, one thing is clear: progress needs direction. And we provide that direction.

# HOW WE APPROACH OUR GOALS

## Sustainability as a business principle

BUHLMANN and LISEGA operate in different fields – one as an international premium trading company for steel products, the other as a leading global manufacturer of industrial pipe supports. But we share a common conviction: sustainability is not an add-on. It is part of our responsibility towards our employees, our partners, and our environment.

Our shared vision is clear: we want to consistently combine economic strength, ecological responsibility, and social impact, and advance environment and society through innovation and continuous improvement.

BUHLMANN and LISEGA pursue the strategic goal of establishing and expanding sustainable business practices globally as leading companies. Sustainability is thus understood as an integral part of our corporate identity – strategic, measurable, and with a concrete contribution to the future viability of our group of companies.

## OUR 5 AREAS OF FOCUS:

### 1. ENERGY EFFICIENCY & CLIMATE PROTECTION

We create the conditions for efficient resource use, stable supply, and future-oriented energy infrastructure.

### 2. STRONG SUPPLY CHAINS, CLEAR STANDARDS

Our value creation is based on resilient partnerships. For us, sustainability along the supply chain is a prerequisite for quality and reliability.

### 3. EMPLOYEES AS THE KEY TO THE FUTURE

We promote a corporate culture that enables development, strengthens diversity, and encourages responsibility – across all levels.

### 4. SOCIAL AND COMMUNITY ENGAGEMENT

Being part of a community also means actively contributing to the common good. Whether through humanitarian aid, educational support, regional initiatives, or support for social projects, we are committed to providing reliable, long-term support where help is needed. Without conditions, for the benefit of all.

### 5. DIGITALIZATION & INNOVATION

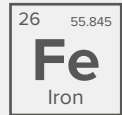
We believe in progress through technology. That is why we invest in intelligent systems, paperless processes, smart material measurement, and digital infrastructure – from manufacturing to logistics.





# ENVIRONMENT

## From adiabatic to zero waste



### STEEL – 100% RECYCLABLE

Steel can be recycled repeatedly without any loss of quality, making it one of the most sustainable and socially responsible materials available. In 2023, a total of around **14.9 million** tons of steel scrap was used to produce crude steel in Germany. At BUHLMANN, all residues, such as those produced during sawing processes,

are therefore collected and returned to the steel cycle. LISEGA also produces unavoidable production residues, the consistent return of which to the recycling cycle not only creates significant economic value but also makes an important contribution to sustainable corporate management.



### SOLAR POWER, NETWORK STATION, AND A CLEAR BILL

At the beginning of 2024, construction containers and scaffolding were erected in Duisburg, and assembly teams worked on the roof. Shortly afterwards, **2,414 photovoltaic modules** were mounted. Total output: just under **990 kWp**. The new system supplies BUHLMANN directly with its own electricity. And to be able to manage the power output, a new **800 kVA** net substation was built at the same time.

In Zeven, too, energy will be produced on site in the future – LISEGA is cooperating directly with the Zeven municipal utilities for this purpose. The new open-space system will generate around one million kilowatt hours of electricity per year, **77%** of which will remain directly in the production facility. The rest will go into the grid. Particularly noteworthy: the site will also become a place of education. The municipal utilities are setting up a publicly accessible educational trail on photovoltaics – a small piece of the energy future, open to everyone.

At LISEGA India, a solar roof system has been installed that covers **100%** of current and future electricity needs and even generates a surplus of electricity that is fed into the local power grid.



### LIGHT THAT PAYS OFF

Anyone walking through the production halls and office buildings at LISEGA in Zeven will notice it immediately: the lighting is different. More uniform, brighter, and quieter. What is less noticeable but crucial is that it consumes significantly less energy. In 2024, the lighting here was converted to T8 LED – using retrofit technology, i.e., directly replacing the old fluorescent tubes. The goal was ambitious: **50%** savings. The result exceeded expectations: **67.61%** less electricity consumption, with better lighting.

Other locations were also converted. At BUHLMANN in Duisburg, **680 LED lights** were installed, as well as **170** in Bremen. New buildings such as in Burghausen and Dordrecht were planned with LED optimization from the outset.

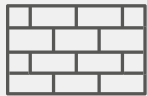


### GEOTHERMAL – ENERGY THAT IS ALWAYS AVAILABLE

Deep geothermal energy provides reliable, climate-neutral energy 365 days a year. As a base-load capable and scalable resource, it offers enormous potential for decarbonizing the supply of heat, electricity, and raw materials.

The BUHLMANN Group has joined a cooperation called “Wärmewende durch Geothermie” (Heat Transition through Geothermal Energy), a joint initiative of geothermal energy supply companies, companies in the construction and supply industry, associations, and research institutes. The aim is to harness the potential of geothermal energy for the heat transition throughout Germany and thus offer a quick solution for supplying urban regions with CO<sub>2</sub>-neutral heat.

For us, geothermal energy is an active contribution to our sustainability strategy. It represents a future in which security of supply, resource conservation, and technological quality are considered together. This conviction also shapes our operational activities: with heat- and corrosion-resistant pipe systems and in-depth engineering expertise, BUHLMANN supports geothermal projects along the entire process chain, from drilling and heat and power utilization to district heating networks and lithium extraction plants. In this way, BUHLMANN combines material expertise with responsibility – and is actively shaping the heat transition.



### INSULATION WITH A VISION

An inconspicuous piece of wall can have a big impact. In Zeven, a **150 m<sup>2</sup>** surface in the production area was fitted with internal insulation – **50 mm** thick and highly effective. A thermal imaging camera showed after just a short time that significantly less energy is escaping here. Sound insulation has also improved.



## EVAPORATION COOLS – ADIABATIC SYSTEMS FOR PEOPLE AND ENVIRONMENT

As part of its strategic focus on energy efficiency, LISEGA installed the first adiabatic cooling system at the site in Zeven in 2022. Unlike conventional air conditioning, this system uses water as a natural cooling medium – without any synthetic refrigerants. The supplied outside air is cooled down to **10°C** and specifically dehumidified before it enters the work area.

The result is noticeably lower temperatures in summer, continuous air exchange, and an improved indoor climate, while significantly reducing energy consumption.

**Adiabatic cooling** is part of a comprehensive package of measures to optimize the energy efficiency of the building infrastructure and combines climate control and occupational safety in a meaningful way.



## FLOWER FIELDS INSTEAD OF CONCRETE – BECAUSE BIODIVERSITY NEEDS SPACE

Something that is not on any stocklist is happening between factory gate and farm track – and it has quite an impact: near the LISEGA site in Zeven, the company is involved in a project called **Blütenmee(h)r Zeven – Geest e.V.** The initiative was founded to actively counteract the massive decline in insect populations. The concept: farmers provide land, companies sponsor the project, and the association organizes seeds and maintenance. LISEGA supports the project with donations. The flower strips are deliberately not planted along the roadside, but in a natural setting where animals and nature are not disturbed. **The goal: to create retreats, build ecological islands, and secure habitats.**



## CLIMATE PROTECTION IN THE SERVER ROOM

You can also save digitally. In the server rooms at BUHLMANN, the cooling temperature was increased from **18°C to 25°C** – without compromising operational reliability. This saves around **25%** of the electricity used for cooling – simply by making a well-considered adjustment.



## THINKING INFRASTRUCTURE

If you want to promote electric mobility, you have to create opportunities. And you have to do so where people actually arrive – at work. BUHLMANN installed charging stations for electric vehicles at all its German locations back in 2021. A total of **13 stations** with **26 charging points** were set up, ready for use by company cars and employees' private vehicles. Charging is available at a discounted industrial electricity rate.

At LISEGA, too, demand led to an offer: ten charging points in the employee car park, two in the visitor car park, all with **11 kW** of power. In addition, there are twelve charging boxes for e-bike batteries in the covered bicycle shelter – use is free of charge for employees. Charging for electric cars is billed directly by the municipal utilities – uncomplicated, transparent, and suitable for everyday use.

The same applies to company bike leasing, which **133 BUHLMANN employees** already use in cooperation with BusinessBike. LISEGA also offers company bike leasing in cooperation with JobRad. Already, **115 employees** are taking advantage of this offer, and the number is rising. Whether it's a city cycle or an e-bike, every bike used instead of a car reduces CO<sub>2</sub>, noise, and stress. And what's more, those who bike to work arrive with a clear head.



## COMPANY CAR STRATEGY WITH DIRECTION

Mobility in the BUHLMANN Group also means: "How do we move as a company?" That is why the focus in **fleet management** is on electric or at least low-emission vehicles. All those entitled to a company car are actively encouraged to choose fully electric vehicles, supported by the respective information, targeted training, and technical infrastructure. Those who opt for an electric car benefit from low operating costs and an existing **charging infrastructure**. It goes without saying that we use the train or the company vehicle fleet whenever possible when traveling to our other operating locations or to customers. Avoiding domestic flights means saving CO<sub>2</sub> and contributes to reducing our carbon footprint.



## SEPARATING WHAT NEEDS TO BE SEPARATED

At BUHLMANN Group, waste is collected in a structured manner, analyzed, and recycled wherever possible. The separate collection rate at LISEGA is **98%**. This means that the company significantly exceeds the legally required **90%**. Paper, metal, plastic, wood: each material has its own system, each unit is monitored, and each discharge is documented. Products are designed from the outset to minimize waste. Packaging is reduced or reused. Purchasing and disposal work together. The result: significantly less waste and significantly more resource conservation. This means less ends up in the trash container – and more in the product.



## WASTE PREVENTION: WHAT'S NOT PRODUCED DOESN'T NEED TO BE DISPOSED OF

Folders, files, jammed printers – all of these are increasingly becoming a thing of the past at the BUHLMANN Group. The transition to working paperless began back in 2019. What looks like a digitalization project is actually an **efficiency booster with an ecological impact**. Today, for example, all production orders are processed digitally. Drawings, material lists, and occupancy lists are no longer printed but displayed directly on screens at the workstations. Material certificates are exchanged electronically with both customers and suppliers. The result: less paper, less effort, fewer sources of error. Not to mention the savings in costs for folders, archiving, and printing.



## SUSTAINABLE WARMTH WITH PROCESS HEAT

Compressors generate heat when compressing air, which LISEGA systematically uses to heat water for showers and washrooms and to heat the production facilities in winter.

Around **75%** of the heat loss can be reused in the form of hot water thanks to the recovery system. The energy-efficient compressors used achieve an electrical output of up to **37 kW** and generate a heat output of up to **27 kW**.





# COMPANY & EMPLOYEES

## Investing in people is sustainable

Sustainability means passing on knowledge, building skills, and enabling development. Those who train and educate today are securing the future. That's why our trainees are part of the team from day one. BUHLMANN is currently supporting **51 young people in their training**, spread across all three years of apprenticeships in wholesale and foreign trade, office management, warehouse logistics, materials testing, process mechanics, machining, electronics, IT, and cuisine.

LISEGA is currently supporting **29 trainees** in the following apprenticeships: industrial clerks, IT clerks, warehouse logistics specialists, industrial mechanics, machining mechanics, materials testers, process mechanics, and electronics technicians. Furthermore, after completing their training, LISEGA offers trainees the opportunity to pursue a dual degree in mechanical engineering or IT, and achieving a Bachelor's degree.

By the way: there is no one-size-fits-all training at the BUHLMANN Group. Those who have family responsibilities or other commitments can study part-time. And if someone has a disability, they do not receive special treatment, but rather appropriate solutions. And because support is not something that happens on the side, we also prepare our trainers specifically for this task. Those who teach at our company know the tools, understand generational change, and provide support

on an equal footing. And after the training, it really takes off: at BUHLMANN and LISEGA, continuing education is not an additional offering, but part of our culture. Whether it's product training, ERP and management training, or English language support – those who want to deepen their knowledge are given the space to do so.



## INVOLVING THE FAMILY – PROMOTING COHESION

We know that professional performance often requires good organization in the background – especially with a family. That's why BUHLMANN subsidizes care for children under the age of three. And if childcare is unavailable? Parent-child offices are available in Bremen and Duisburg, providing a convenient place for productive work despite exceptional circumstances. And because family is not only a responsibility but also part of our common denominator, we regularly invite everyone to our BUHLMANN Family Day. Shared experiences such as company runs or company trips to theme parks highlight what lies at the heart of our company: cohesion, even outside the office.



## CREATING AN ENJOYABLE WORK ENVIRONMENT

A good working day often depends on the little things: a decent breakfast, a balanced lunch, or a place where you can relax for a moment. This is exactly what we offer every day in our **company restaurants** in Bremen, Duisburg, Dordrecht, and Zeven. Good food is also available at other locations: through partner canteens or external caterers, subsidized of course. And quiet corners, a table soccer here or a pool table there, ensure rest and relaxation during breaks. And creates opportunities for interaction.



## FLEXIBILITY MAKES A DIFFERENCE

We have been well positioned in terms of mobile working for over 20 years. Digital workplaces that function regardless of our employees' location have long made working from home the norm at BUHLMANN. In 2024, BUHLMANN RFS, Barthel, and BUHLMANN Industrie Technik alone recorded almost **7,000 mobile work days** – saving not only commuting time but also CO<sub>2</sub>. Flexibility is also part of the culture at LISEGA. Mobile work is a natural part of our office models, and we attach great importance to a good work-life balance.



## TEAMS IN MOTION

And because health also requires community, we have SG LISEGA – our own company sports club. **Founded in 1994**, it is now active in sports such as running, badminton, soccer, cycling, and fitness. In addition to regular training, members also take part in competitions such as the Hamburg Marathon and the Hamburg Cyclassics.



## EXERCISE, PREVENTION, HEALTH

For BUHLMANN, well-being means exercise, prevention, and a genuine culture of care. The EGYM Wellpass gives employees access to more than **10,000 sports, fitness, and wellness offers** throughout Germany. **118 employees** took advantage of this in 2024. The offering is supplemented by our Company Health Checkup, for which everyone is eligible after three years of being in the company. **68 registrations** in the first year show that the offer is well received. LISEGA also has programs that are proving effective: a health day is held every two years, featuring lectures, screenings, and hands-on activities, from metabolic analysis to office chair adjustment. Those who take the time to participate are given time off: participation is counted as work. And anyone who needs computer glasses or safety glasses can obtain them without any red tape.

Since 2014, LISEGA has been offering a special service in the form of in-house social counseling: all employees can confidentially contact a social counselor. This service provides advice on all issues where professional support is required, such as work or family problems, financial worries, addiction risks, or other social issues. Social counseling is available on site one day per week and can otherwise be contacted by phone or email. The company doctor is on site in Zeven two days a month and carries out occupational health examinations.



An aerial photograph of a two-lane asphalt road winding through a dense, lush green forest. A white semi-truck is driving on the road, moving away from the viewer. The sunlight filters through the trees, creating dappled shadows on the road and surrounding foliage.

# RESPONSIBILITY IN THE SUPPLY CHAIN

Anyone who buys globally, delivers globally, and bears global responsibility cannot avoid one question: how well do we really know our supply chain? For the BUHLMANN Group, this is not a theoretical issue, but an integral part of our operational reality.

We work with hundreds of suppliers worldwide. And we know that quality does not end with the product. It begins with the basic attitude. That is why we pay attention not only to technical requirements, but also to ethical, social, and environmental requirements.

## **BUHLMANN ACHIEVES ECOVADIS BRONZE STATUS**

Despite stricter evaluation criteria, we achieved bronze status with EcoVadis in 2025. EcoVadis assesses the quality of companies' sustainability management, and the medals recognize companies that have demonstrated a strong management system in accordance with the EcoVadis methodology. In all four assessment areas – environment, labor and human rights, ethics, and sustainable procurement – BUHLMANN scored 68 points and ranked in the top 79% of the industry. This success shows what we can achieve together – and motivates us to further strengthen our sustainability performance.

## **OUR STANDARD: THE SUPPLIER CODE OF CONDUCT**

All suppliers and business partners of the BUHLMANN Group undertake to comply with our joint Supplier Code of Conduct. This enshrines the protection of human rights, fair working conditions, environmental and climate protection, and business ethics based on international conventions – from the ILO to the UN. We expect transparency. And a willingness to use resources responsibly – both in terms of energy consumption and the origin of critical raw materials. No metals from conflict zones, no tolerance for environmental violations. Those who work with us know this and confirm it.

## **AI-SUPPORTED RISK ANALYSIS**

In 2024, we began a data-based examination of our supply chains. Using AI-supported risk analyses, we systematically check for any anomalies in labor rights, environmental management, and proofs of origin. If evidence mounts, we request self-disclosure from the suppliers concerned.

If violations become apparent, our processes kick in: discussions, deadlines, concrete measures. If necessary: termination. And if possible: improvement. Because not every problem has to lead to escalation. Sometimes a clear impulse for correction is enough.

## **RESPONSIBILITY BEYOND DIRECT AFFECT**

Our commitment does not end with our direct contractual partners. If we learn that human rights or environmental violations are occurring somewhere in the supply chain, we try to exert influence – either directly or through our partners. We take action wherever we can. And we do not allow responsibility to be passed on arbitrarily. To ensure that potential violations are identified at an early stage, BUHLMANN has set up a whistleblower system that is accessible to everyone, both inside and outside the company. Reports are treated confidentially, investigated, and forwarded to our external ombudsperson if necessary. No one who makes a legitimate report has to fear any negative consequences. But everyone can expect us to take action.





# SOCIAL & REGIONAL COMMITMENT

## SOLIDARITY WITH UKRAINE

On February 24, 2022, Europe changed as a result of the attack on Ukraine. For BUHLMANN, it was clear from the outset: we would help. Together with the Protestant Church in Bremen, the Bremen Senate, other companies, and private individuals, BUHLMANN has since then sent over 130 trucks with supplies to Odessa and Ivano-Frankivsk. In Odessa, the NGO “BREMEN UKRAINE HELP – BUH” was founded with our support, including a warehouse for local distribution of relief supplies. In the summer of 2022, another step followed: BUHLMANN founded the Solidarity Ukraine Foundation – Stiftung Solidarität Ukraine – together with the company HANSA-FLEX. Their common goal: sustainable reconstruction of civil infrastructure – not merely symbolic, but by taking action. To date, projects such as the modernization of a children’s home, the expansion of a psychiatric clinic, and the equipping of several medical facilities have been realized. And every year at Christmas time, there’s

our Christmas bag campaign. Over 30,000 lovingly packed cloth bags with small gifts, collected from schools, daycare centers, and families in Germany, are distributed to Ukrainian children’s homes.

This commitment has not gone unnoticed: after receiving the Bremen Foundation Award for Socially Committed Entrepreneurship in February 2025, our company even received nationwide recognition in Berlin in May 2025: BUHLMANN was honored with the German Award for Corporate Commitment in the category “Together for Democracy and Human Rights.” The laudatory speech particularly emphasized the courage, clarity, and active solidarity embodied by the Foundation. It also highlighted what we value most: solidarity, not only in material terms, but also in terms of attitude – against powerlessness and for humanity.



## RESPONSIBILITY STARTS LOCALLY

BUHLMANN has been supporting cultural, athletic, and social initiatives for many years. Whether it’s the youth soccer team at SV Hemelingen – right in our home district – or clubs in the Bremen area such as SV Weyhe, where our employees themselves are involved. Whether it’s third and fourth division clubs in Mannheim and Burghausen, the RathsChor Bremen, the Mädchenkantorei, the Haus Seefahrt, or the Ukrainian choir Gloria – BUHLMANN provides local support.



BUHLMANN is happy to support special events, such as the 1,000th anniversary celebrations in Burghausen or the TurnUp Festival 2025 in Bremen. With almost 35,000 visitors, we sent a strong cultural signal for a young and openminded Bremen.

LISEGA is actively committed to promoting the community and supports numerous local initiatives in the region. Through targeted sponsorship measures, the company contributes to strengthening sports clubs and cooperates with schools and kindergartens to promote educational projects and support the development of young people. Particular attention is paid to environmental projects that raise awareness of sustainability and environmental protection. One example of this is its

participation in a flower strip campaign. These measures not only contribute to improving the quality of life in the region, but also promote responsible coexistence. Close cooperation with various institutions demonstrates that economic success and social responsibility go hand in hand.

LISEGA is committed to a positive future for coming generations and makes a sustainable contribution to the community. We have been working with the Schwinge workshops of the German Red Cross district association in Stade since 1999. In this inclusive workshop for people with disabilities, all employees are supported through individually tailored work and training programs. The guiding principles of inclusion and independence shape the philosophy of the Schwinge workshops, giving everyone the opportunity to reach their full potential in their professional lives.

## PROMOTING INNOVATION – FROM THE REGION, FOR THE REGION

BUHLMANN is also committed to promoting start-ups. We are actively involved in Capnamic Bremen Fund I, a venture capital fund with a volume of €30 million. The aim is to promote sustainable, digital, and technological innovations from and for the Bremen region. Key industries such as logistics, aerospace, nutrition, AI, and sustainable infrastructure are supported. But we don’t just invest money, we get involved. An example? The Bremen-based start-up dAlmension, which has become part of our digital warehouse structure with its AI-based material measurement system. A partnership that shows: anyone who knocks on our door will find an open ear.



# INNOVATION & DIGITALIZATION



Precisely because we work digitally, we do not compromise on IT security. The BUHLMANN Group operates a comprehensive cyber security architecture – with firewalls, endpoint protection, XDR, MDR, behavioral analysis, network access controls (NAC), and a Security Operations Center (24/7 SOC) staffed around the clock.

In addition, we use state-of-the-art encryption, backup, and monitoring solutions based on the recommendations of BSI, CERT, CISA, SANS, and ISO/IEC standards 27001 to 27005. BUHLMANN is a member of the Alliance for Cyber Security and regularly conducts internal and external penetration tests and security audits. What is important to us here is that we do not talk about which systems we use or which partners we work with. Not out of secrecy, but out of principle. Security thrives on internal clarity, not external openness. Technology alone is not enough. That is why we regularly train our employees in anti-phishing, IT awareness, and current threat situations. There is no such thing as absolute security. But there is vigilance, experience, and good preparation. And that is exactly what we focus on.

# GOVERNANCE & VALUES

## RESPONSIBILITY HAS A STRUCTURE AT OUR COMPANY

The BUHLMANN Group sees sustainability as a strategic cross-functional task. That is why BUHLMANN and LISEGA have set up a joint sustainability team in 2024. Five employees from different areas – the Executive Board, Quality Management, Materials Procurement, Controlling, and Sustainability – bring their perspectives and expertise to the table. Every two weeks, solid work is done: projects are planned, progress is evaluated, and new initiatives are launched. This is where strategic thinking meets operational knowledge. In this way, sustainability is successfully anchored in all areas of the company.

At the same time, a committee was set up to take charge of group-wide sustainability management. Two members from the LISEGA team and three BUHLMANN representatives – including from corporate management and quality management – coordinate all activities. The topics range from energy management and supply chain transparency to new reporting standards.

## CLEAR FRAMEWORK: OUR VALUES

As already mentioned in several other paragraphs, the basis for our actions is the BUHLMANN Group's Code of Conduct. It defines what we expect and what we offer. Fairness, integrity, compliance with legal requirements, respect for human rights, and environmental standards. All employees receive the Code of Conduct when they join the company and confirm their acceptance of it. It is

not just a symbol, but a commitment. Suppliers are also bound by the Supplier Code of Conduct, for example with clear requirements regarding social standards, resource use, and human rights. Anyone who works with us – whether internally or externally – operates within a defined framework. Transparency, accountability, credibility: non-negotiable.

## ANTI-CORRUPTION: ZERO TOLERANCE, FULL TRANSPARENCY

Corruption has no place in the BUHLMANN Group. Period. Our anti-corruption guidelines are binding for everyone – whether you are a member of the Executive Board or a sales employee, a partner or a service provider. Gifts, invitations, personal benefits: everything is regulated and documented. Suspicious cases? They are brought to light and investigated. Our compliance structures take effect where standards are violated. Not reactively, but preventively.





**135**

**TRUCKS**

with relief supplies for Ukraine



**30,000**

**CHRISTMAS GIFT BAGS**

for children



**98%**

**SEPARATE COLLECTION RATE**

at LISEGA



**67.61%**

**ENERGY SAVINGS**

with LEDs at LISEGA

**118**



**EMPLOYEES**

use the EGYM Wellpass

**68**



**HEALTH CHECK UPS**

during the first year

**13**



**CHARGING STATIONS**

with 26 charging points  
at BUHLMANN

**2,414**



**PV-MODULES**

990 kWp in Duisburg,  
800 kVA network station



at BUHLMANN

**51**

**TRAINEES**

at LISEGA

**29**

**TRAINEES**

Server room: cooling from

**18 °C**

to

**25 °C**



**– 25%**

energy savings

**12**



**CHARGING STATIONS +**

12 E-Bike-chargers at LISEGA

**248**



**EMPLOYEES**

use job bike offers

**910**



**LED LIGHTS**

**CONVERTED**

Bremen (HB): 170 units,  
Duisburg (DU): 680 units,  
warehouse MT Laboratories: 60 units  
(in planning)

**75%**

**WASTE HEAT UTILIZATION**

from compressors for warm water and warehouse heating

**1994**

**LISEGA SPORTS CLUB**

On track for over 30 years



# LOOKING AHEAD

Looking back over the past few months, it becomes clear that we have initiated, changed, and implemented many things together. We can look back on this with pride. At the same time, we are looking ahead with confidence – with a clear focus and concrete next steps.

This is because the next phase of our sustainability strategy is now beginning: we are continuing to develop our measures in a targeted manner – based on data, structured, and with a view to long-term impact.

## WE ARE FOCUSING ON:

- expanding our CO<sub>2</sub> accounting,
- introducing new tools for resource management and data collection,
- and further integrating sustainability into our business processes – from procurement to product development.

## OUR GOAL:

To further reduce consumption, accurately measure the carbon footprint of our sites, and systematically drive forward the transformation toward climate neutrality.

We are guided by the conviction that sustainable action is not only necessary – it also makes economic sense and is socially relevant. That is why we continue to invest in technologies that conserve resources. In partnerships that make an impact. And in people who take responsibility and actively shape change.

This report shows where we currently stand. We will write the next chapters together with you.

We look forward to everything that lies ahead – and to everyone who wants to join us on this journey.





# CERTIFICATES

## BUHLMANN

ISO 9001  
ISO 19443  
ISO 45001  
ISO 14001  
guideline 2014/68/EU, Anhang I, Kap.  
3.1.5, EN 764-5, Abs.6.2.2, AD 2000 HPO,  
Abs. 4  
Approval Letter, AOC B.V.

## LISEGA

ISO 9001  
ISO 19443  
DIN ISO 45001 „Safety management“  
DIN EN ISO 14001 „Environmental“  
SCC\*\* (Safety Certificate Contractors)  
DIN EN ISO 50001:2018  
EN 1090-1:2009/+A1:2011  
AD 2000 Merkblatt-HPO  
DIN EN ISO 3834-2  
ASME III Div. I NCA 4000 NS - Certificate for supports  
ASME III Div. I NCA 4000 NPT - Stamp for supports  
KTA 1401  
NNSA Designing HAF Code 604  
NNSA Manufacturing HAF Code 604  
Manufacturer Approval Certificate (Turkey for Nuclear)  
Industrial Safety Certificate (code ОКПД2/ТН ВЭД TC)  
GOST R  
SSMFS 2008:13  
ASME III Div. I, Subs. NF Class1.23, MC, ASME XI  
PT N SCP 1-2008 (Romania)  
QM System for Nuclear according to Romanian law  
No 111/1996 38 and 24  
KTA1401 for Spanish Nuclear Power Plants  
Energoatom, Ukraine (approved vendor)  
FROSIO-Guid-CP (surface preparation / coating)

## IMPRINT

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