

Sustainability Progress

Dear Readers,


Credible sustainability is not a slogan – it is a commitment that requires clarity, consistency, and the courage to evolve. For us, credibility begins with transparency: understanding where we stand, where we need to improve, and how every decision reverberates across our value chain. Only when ambition and accountability move in unison can progress become measurable, comparable, and truly meaningful.

In 2025, we continued to strengthen this foundation. We deepened collaborations with partners who share our values, expanded initiatives that connect environmental and social responsibility, and sharpened the governance structures that anchor sustainability across our business. These efforts are not abstract aspirations; they translate into concrete actions – from reducing emissions and expanding responsible product choices to integrating human rights and due-diligence requirements more firmly into our daily operations.

Driving credible sustainability also means innovating with purpose. We are investing in smarter solutions that reduce our footprint, improve data quality, and support responsible decision-making across all regions. At the same time, we are empowering our teams through training, dialogue, and shared learning – because meaningful change only happens when people understand not just the



“what,” but also the “why.” Our journey is guided by a simple conviction: Sustainability becomes powerful when it creates value for people, for the planet, and for our business at the same time. That is why measurable progress remains our benchmark. Step by step, we are moving forward – with clarity about our goals, with consistency in execution, and with the determination to ensure that growth and responsibility go hand in hand.

Sincerely,

 Saskia Möller –
 Director Legal, Compliance & Sustainability



EMISSION REDUCTION

61% Scope 1 and 2 emissions reduced¹

28% Scope 3 emissions reduced¹

Supplier Code of Conduct 2025

40% of suppliers already covered



FIRST TRAVEL RETAILER

ISO 50001 certified²

Operating under a certified ISO energy management system

NET ZERO 2030

Net-zero targets validated by the Science Based Targets initiative

Climate targets for 2030 officially confirmed

EcoVadis Bronze Medal

Score improved from 60 to 69 – top 11% in its category



Circular Economy Plan “Waste to Value 2030”

Developed in collaboration with the **INC Innovation Center**

PEOPLE & CULTURE

96% of Senior Leadership Team³ trained in “Leading Diversity” through dedicated on-site workshops

¹Scope 1–3 emissions 2025 compared to base year 2019, excl. Scope 3.1
²In major Gebr. Heinemann locations (headquarters, Allermöhe, Erlensee, Istanbul)
³Vice Presidents and Directors