

# Sustainability report



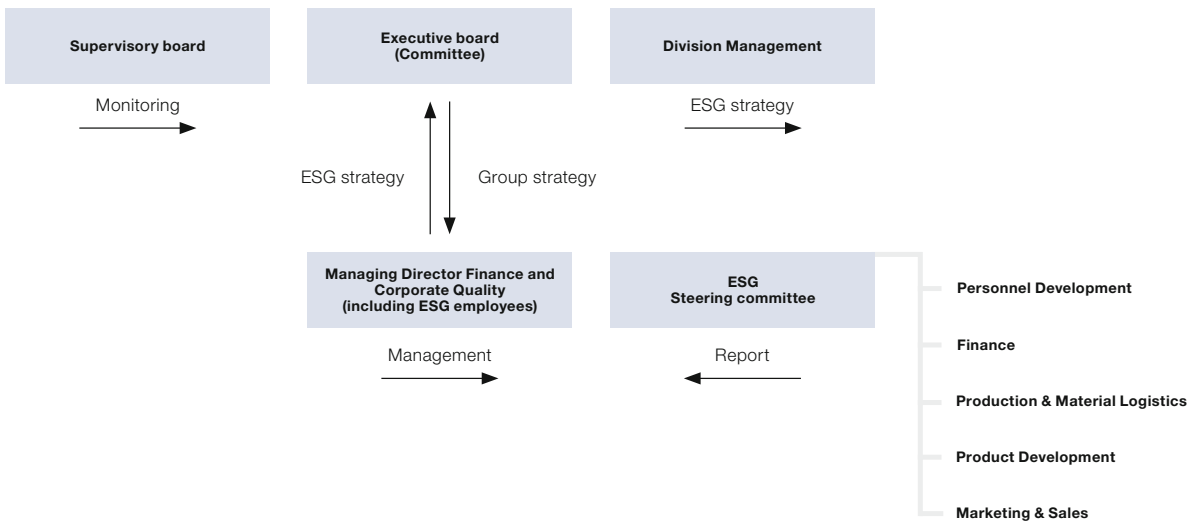
# INTRODUCTION

PÖTTINGER is headed by an executive board consisting of a team of five experienced managers who strive for the continuous and sustainable development of the company. The responsibility for sustainability is strategically anchored in the finance and corporate quality division to ensure that there is a strong connection between financial stability and sustainable action. The company's ESG strategy is implemented and promoted across the Group by an ESG steering committee that covers all divisions and meets on a regular basis. The three key ESG areas – environment, social affairs, and governance – provide the framework for our sustainability activities. PÖTTINGER assesses sustainability topics according to the ESRS (European Sustainability Reporting Standards) of dual materiality, both in terms of their impact on the environment and society (impact materiality) and their financial relevance for the company (financial materiality). Our current materiality analysis has been adapted to the requirements of the CSRD (the EU Corporate Sustainability Reporting Directive). The topics identified are presented in a matrix, evaluated according to relevance, and assigned to the relevant ESRS standard. Preparations for implementation and data acquisition are already underway.

## PÖTTINGER ESG steering committee



## ESG organisation



## ESG columns

### Environment

- Conserving resources in agriculture (including protecting biodiversity)
- Adapting products and processes to climate change
- Using resources efficiently along the whole value chain
- Using and promoting renewable energy
- Circular economy

### Social affairs

- Occupational health and safety for employees, customers and suppliers
- Food security for the world's population
- Training and further education for employees
- Diversity and equal opportunities

### Governance

- Research, Technological Development and Innovation
- Financial Performance
- Business Ethics and Integrity

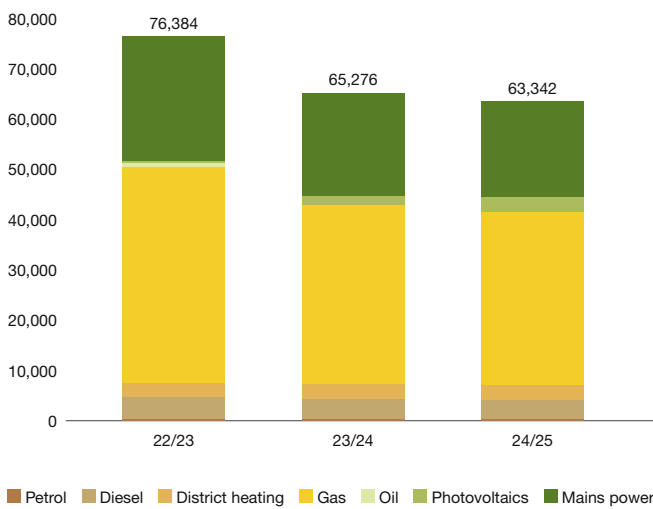
# ENVIRONMENT

PÖTTINGER strives to consistently reduce its carbon footprint in manufacturing and during the life cycle of its products.

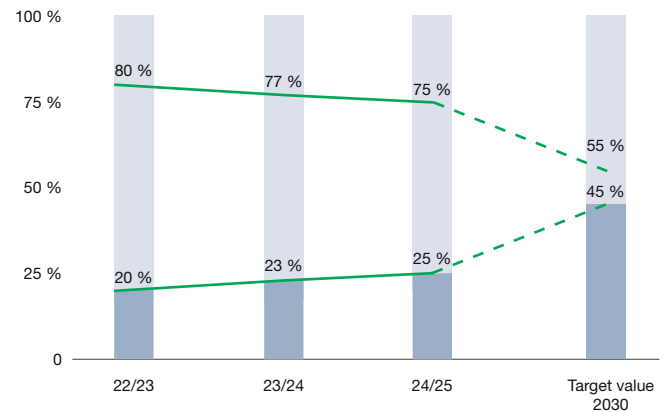
The focus is on increasing energy efficiency, increasing the use of renewable energies, and reducing GHG (greenhouse gas) emissions. The strategy is to reduce Scope 1 and Scope 2 emissions significantly by 2030, with the long-term goal of reaching net zero emissions by 2040.

The acquisition and evaluation process for Scope 3 emissions has been further intensified. Following an initial full survey of all categories, the significant emission sources have been prioritised. Based on this, PÖTTINGER is developing specific measures for reducing emissions step-by-step along the whole value chain.

**Total energy consumption in MWh\***



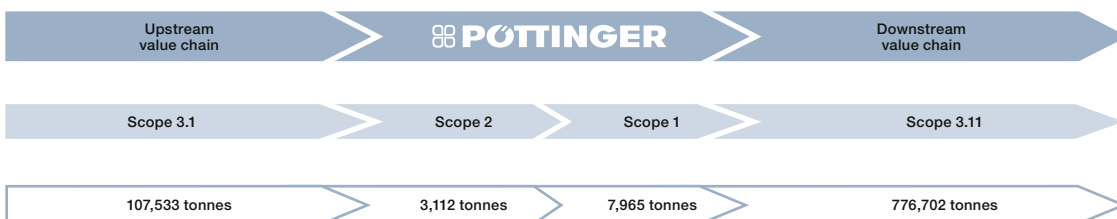
**Percentage share of renewable energy**



\* Includes the energy consumption of all manufacturing and logistics plants and the Technical Innovation Centre. The sales locations are not included for lack of materiality. Around 80 % of the company's own vehicle fleet is included.

Target	Status 21/22	Status 22/23	Status 23/24	Status 24/25	Target 2030	Vision 2040
Energy efficiency per TEUR value added	100 %	107 %	97 %	<b>99 %</b>	110 %	120 %
Percentage share of renewable energy	20 %	20 %	23 %	<b>25 %</b>	45 %	100 %
GHG emissions (Scope 1+2) in relation to value added	93 %	72 %	70 %	<b>62 %</b>	40 %	0 %

The calculation of value added was adjusted in year 24/25 and also applied retrospectively to the previous years. This provides a better comparison between the years.



# SOCIAL AFFAIRS

Enjoyment at work is a core element of PÖTTINGER's company culture. This is fostered by combining varied fields of work and a family atmosphere with numerous opportunities for personal job development.

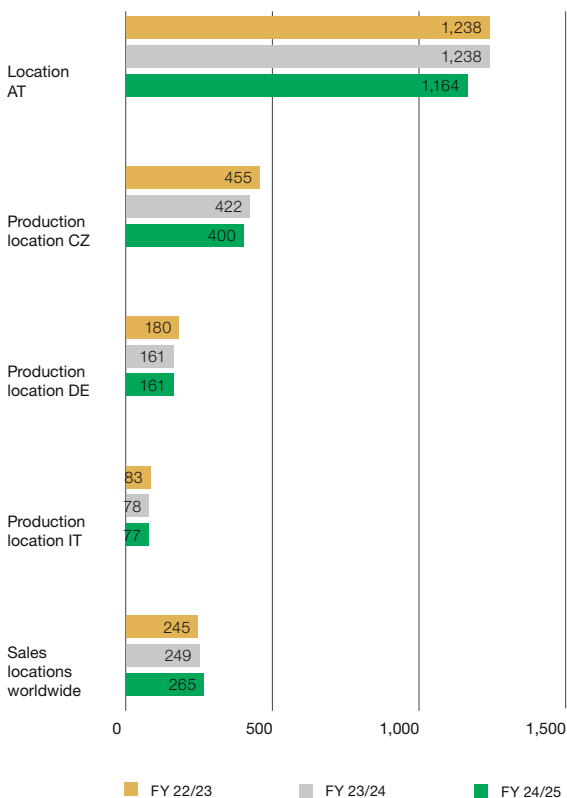
Our teams bring together different age groups and different levels of experience and specialism, from apprentices to specialists and experienced managers. Diversity and inclusion are becoming more and more an integral part of what we do: We work together with social organisations to integrate people with disabilities into working life. We encourage women to choose technical professions and management positions.

We focus closely on our apprentice training programme. We offer more than 15 apprenticeships, have our own training workshop, and provide tailor-made training plans to ensure young employees enjoy the best possible starting conditions. More than 90 % of apprentices staying at the company after completion of their course proves the success of our training strategy.

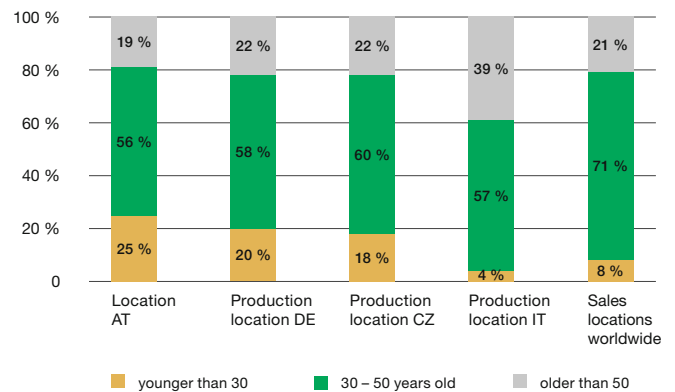
We also invest continuously in the ongoing development of our employees: The PÖTTINGER Academy offers hundreds of training courses and opportunities for further education every year, as well as flexible working time models, hybrid working time models, and part-time solutions tailored to individual employees to help them optimise their work and time with their families.

The effectiveness of our HR strategy is reflected in the high level of employee satisfaction and our consistently low turnover of employees.

**Number of employees at each location**



**Age distribution at each location 24/25**



**Average number of apprentices per financial year**

	FY 22/23	FY 23/24	FY 24/25
Approx. number of apprentices	84	86	78

# GOVERNANCE

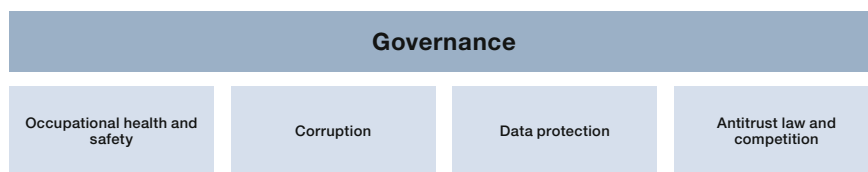
Responsible governance is key to PÖTTINGER's company culture. ESG topics are integrated into management objectives and are closely linked to financial decision-making processes.

Compliance management ensures all legal and ethical standards are met. Occupational health and safety have the highest priority, and includes campaigns to ensure a healthy working environment and the high safety standards for our products.

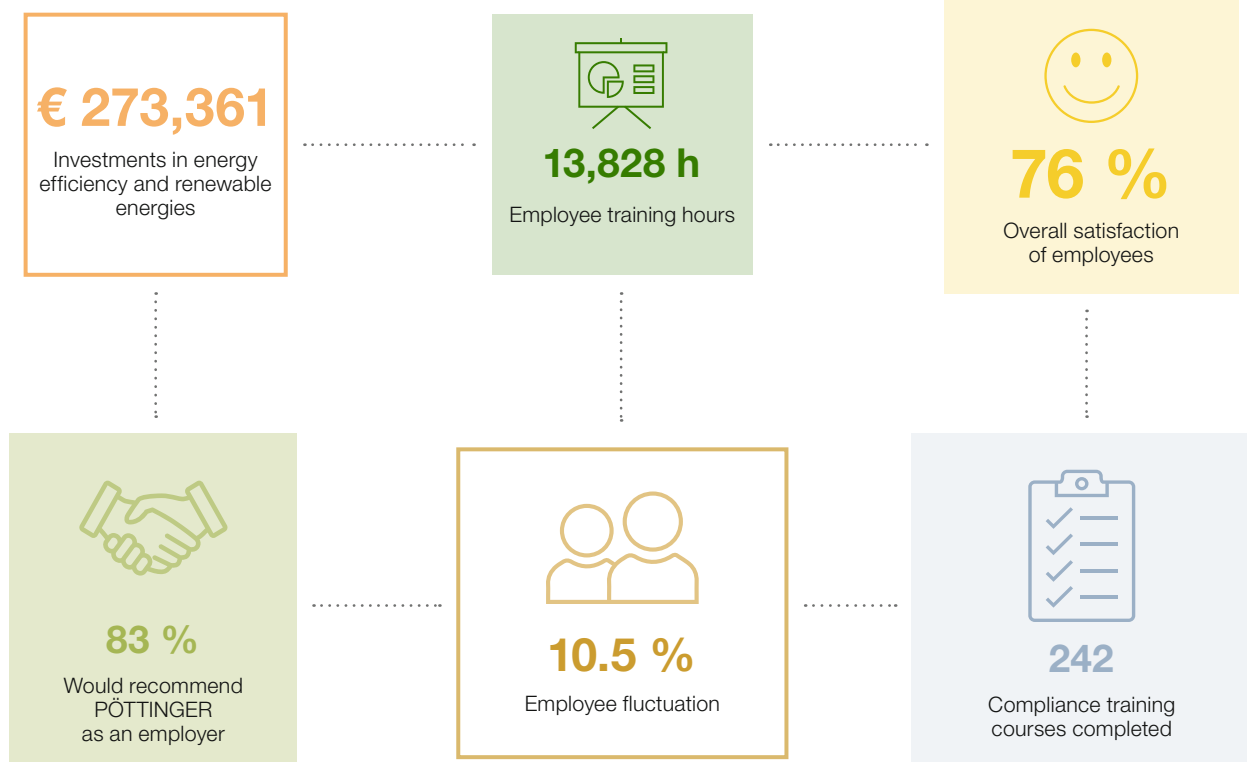
PÖTTINGER stands clearly for free and fair competition and has a zero-tolerance strategy towards corruption, bribery and the impermissible acceptance of gifts.

Data protection measures are implemented consistently, and all employees are aware of this necessity. In addition, our whistleblower system is a confidential platform for reporting issues relating to the environment, product safety, human rights and other topics.

Integrity, transparency and taking responsibility are the foundation for the sustainable success of our company.



## FACTS AND FIGURES 24/25





## More success with PÖTTINGER

- Your reliable partner, as a family-owned company since 1871
- Specialist for arable and grassland
- Future-safe innovation for outstanding working results
- Roots in Austria – at home throughout the world

## Into a sustainable future

- At PÖTTINGER we have always strived to ensure that all our actions minimise consumption of resources and reduce potential environmental impact.
- The same applies to our social responsibility towards everyone in the company and its ecosystem.
- We develop our machines with a focus on durability, efficiency and sustainability.