



BERENTZEN-GRUPPE
Thirst for life



ESG Strategy

2026-2030



ESG strategy 2026-2030

ESG ambition of the Berentzen-Group



ESG ambition

Sustainability as a driver for growth

“Sustainable thinking and action are an integral part of our business activities. We are convinced that sustainability is a key factor for long-term corporate stability and profitability and creates lasting competitive advantages. We are therefore committed to environmentally conscious use of resources, fair working conditions and equal opportunities, as well as responsible, resilience-enhancing corporate governance.”



ESG strategy 2026-2030

Triad



Reducing Carbon.



Empowering People.



Reinforcing Resilience.



ESG strategy 2026-2030

Reducing carbon



Targets

- We are committed to the Science Based Targets initiative (SBTi) and align our climate targets with its science-based criteria.
- We will have SBTi-verified climate targets in place by December 31, 2026.
- We will set targets for Scope 1, Scope 2 and Scope 3 emissions by December 31, 2026.

Our motivation

We set climate targets to secure sustained competitive advantages, meet growing customer and market expectations, and reduce costs over the long term. In doing so, we actively contribute to climate protection and position ourselves to be more independent and resilient.

Exemplary measures

- Convert the heating systems at the Minden site from heating oil to biogas.
- Optimise logistics by introducing an electric-truck shuttle.
- Implement a power-to-heat system.
- Install heat-recovery systems.
- Further electrify the company vehicle fleet.
- Use reusable primary and outer packaging.



ESG strategy 2026-2030

Empowering people



Targets

We care about

- emotional, cognitive and social well-being,
- safety and health,
- equal opportunities in internal career development and recruitment.

Our motivation

We set social sustainability goals to promote health, motivation and productivity, support recruitment and professional development, and strengthen employee retention.

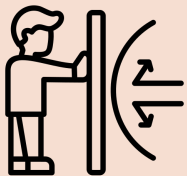
Exemplary measures

- Measure employee satisfaction and implement measures to improve it.
- Provide needs-based occupational health management programs.
- Further develop the Vision Zero occupational-safety program.
- Systematically use assessment methods in recruitment and personnel development.



ESG strategy 2026-2030

Reinforcing resilience



Targets

- We are establishing a group-wide safety culture in which risk management is a shared responsibility.
- We safeguard the group's continuity through forward-looking risk and crisis management

Our motivation

In an era of increasing global crises, we enable the organisation to identify and address challenges early. In doing so, we prevent tangible and intangible damage to the company.

Exemplary measures

- Further develop crisis management.
- Implement enhanced emergency plans for critical business processes.
- Further strengthen information security.
- Optimise fire-protection concepts and measures.
- Review and optimise compliance processes.