

A white outline box with a unique shape, resembling a house or a stylized frame, is positioned on the left side of the page. It has a vertical left edge, a horizontal top edge, a horizontal bottom edge, and a right edge that is slightly angled inward at the top and bottom.

**The Bott Group  
Sustainability and  
Responsibility 2025**

## **More Value. Less Impact.**

The Bott Group strives to do business in a way that continuously creates additional value whilst reducing negative impacts on people, nature and the environment. In this context, our focus is on the responsible ecological, social and entrepreneurial development of our products, supply chains, sites and working environments.

**More Value** represents the goal of creating lasting, forward-looking solutions for our customers and, in turn, our consistent focus on innovation, efficiency and responsible investments. At the same time, everything we do is centred on job security, the continuous development of our employees and a value-driven corporate culture. This is supported by supply chain stability and close collaboration with all stakeholders.

**Less Impact** describes our efforts to handle resources responsibly and to systematically reduce emissions, waste and our environmental impact. We drive with process improvements in line with environmental and social standards and value transparency, risk minimisation and compliance with all regulatory requirements.

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We see sustainability not as a trend, but rather as an integral aspect of our corporate responsibility. We strongly believe that long-term success is only possible when business can be done hand-in-hand with ecological and social responsibility – towards our customers, partners, employees, environment and future generations.

Our customers expect high-quality, reliable and future-proof solutions. Sustainability is a key aspect of our value proposition. We create additional value through efficient processes, the responsible use of resources and innovative approaches. We see sustainable development as a continuous process that requires an openness to change and continuous improvement.

The success of our company depends heavily on the dedication and skills of our employees. We believe that a corporate culture characterised by recognition, security, development and diversity is a key part of doing sustainable business.

This belief represents the cornerstones of our sustainability strategy and highlights the areas on which we want to work and improve. Sustainability is an ongoing process that we actively shape in cooperation with our customers, employees and partners. Together, we are paving the way for a sustainable, successful future.

**René Leroux | Managing Director and COO of the Bott Group**



# The **Bott** Group

## Production and distribution companies

### **Bott GmbH & Co. KG**

Gaildorf, Germany

### **Bott Systems GmbH**

Crailsheim, Germany

### **Bott Ltd.**

Bude, UK

### **Bott Hungária Kft.**

Tarnaszadány, Hungary

### **Van Guard Accessories Ltd.**

Exeter, UK

- **€ 263m** sales
- **1700** employees
- **35** countries covered
- **200+** service and installation partners
- **91,000** pieces of equipment sold

## Distribution companies

### **Bott Danmark A/S**

Fredericia, Denmark

### **Bott Austria GmbH**

Wiener Neudorf, Austria

### **Bott SAS**

Le Blanc-Mesnil, France

### **Bott S.r.l.**

Bolzano, Italy

# Our system solutions

At bott, we combine our expertise in four closely connected divisions to support our customers with the most comprehensive range of vehicle, operating, installation and workplace solutions from under one roof and make their day-to-day lives at work simpler and more efficient.

**Assembly Workstation  
and Testing Solutions**

**Electrical Laboratory  
Workstations**



**Vehicle Conversion  
Solutions**

**Workspace and  
Storage Solutions**

# Management systems

## Environment and quality

### ISO 14001

ISO 14001 is an internationally recognised environmental management standard that helps companies achieve their environmental goals, comply with legal requirements and continuously improve their processes. It focuses on planning, implementation, control and further development.

The following Bott Group companies are certified under ISO 14001:

- Bott GmbH & Co. KG
- Bott Ltd.
- Van Guard Accessories Ltd.

### ISO 9001

ISO 9001 is an internationally recognised quality management standard that aims to ensure that companies structure their processes in such a way that their products and services are consistently of high quality. It emphasises a process-driven approach, customer satisfaction and the continuous improvement of processes.

The following Bott Group companies are certified under ISO 9001:

- Bott GmbH & Co. KG
- Bott Systems GmbH
- Bott Ltd.
- Bott Hungaria Kft.
- Van Guard Accessories Ltd.



# Sustainability foreword

The 2025 financial year saw the launch of the first Group-wide sustainability strategy. The process is taking place across all divisions and actively includes all the companies of the Bott Group.

As a key foundation on which to base the strategic orientation of all sustainability efforts, a materiality assessment was carried out in the 2025 financial year and four key areas of action have been derived from it. The systematic documentation and reduction of emissions in all divisions is a key focal point across all these areas of action.

Even though the Bott Group is still in the early stages of its sustainability development and numerous topics are still being worked on, the prompt, transparent communication of this transformation process is a main priority. This image – based on the KPIs from the 2025 financial year – illustrates the current progress of development, including the areas where measures are still being implemented. This will provide transparency, make future progress visible and pave the way for continuous improvement and optimisation.

# Areas of action

## Sustainability strategy

Our sustainable development is focused on **four core areas**.

Green Site  
Development

Sustainable  
Product  
Design

Responsible  
Supply Chain

Human-  
Centered  
Workplace



**Green Site  
Development**

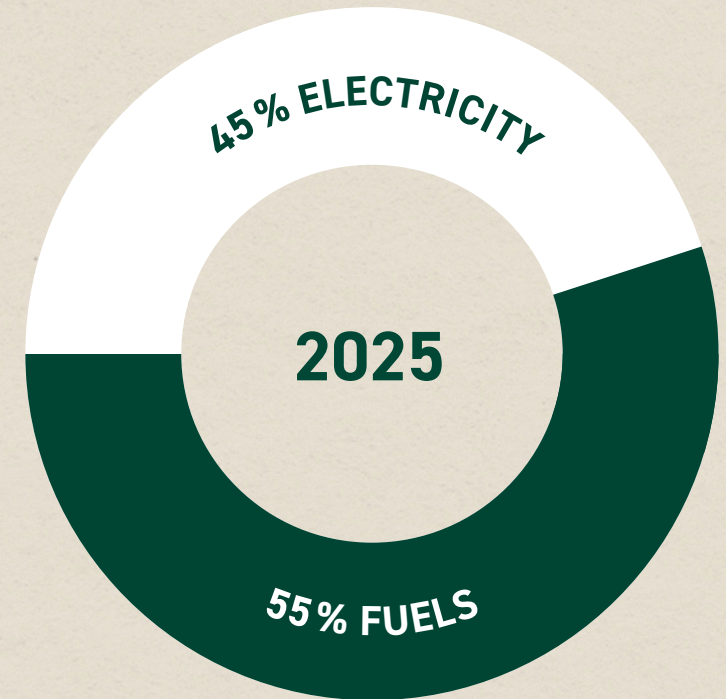
# Energy efficiency in production

The metric relates to the 2025 financial year and the production and distribution companies of the Bott Group.

Production is to be made as efficient as possible, i.e. processes and procedures must be optimised in such a way that the greatest possible value can be achieved at the lowest possible cost.

Increasing the energy efficiency of production is a key lever in this regard. We measure the energy consumption per euro of sales in order to track changes and identify strategic improvements.

**0.06**  
kWh per EUR of sales



## Goal

To implement a cross-site energy data monitoring system in order to identify the largest consumers and derive strategic reduction measures.

## Expansion and use of renewable energy

The use of renewable energy is a key factor in conserving resources, reducing CO<sub>2</sub> emissions and making our energy supply more independent.

The bott customer centre in Münster, Germany, has been generating electricity with its own solar panels since 2023.

### Goal

**To increase the share of renewables in the electricity consumption of our sites to 50%.**

# 3%

## GREEN ELECTRICITY

**We plan to continuously increase the share of renewables by expanding our own solar arrays and purchasing green electricity.**

The metric relates to the 2025 financial year and to the production and distribution companies of the Bott Group.

# Waste management

By systematically recording, separating and reducing waste, we want to conserve resources, lower energy costs and minimise our environmental impact. In particular, it is crucial to handle hazardous waste with care in order to avoid safety risks and comply with legal requirements.

## Goal

To reduce all types of waste by 10%. To minimise recyclable, non-recyclable and hazardous waste from incoming goods and reduce the need of outgoing goods for packaging.

The metric relates to the 2025 financial year and the production and distribution companies of the Bott Group.

**< 0,5 %** **HAZARDOUS WASTE**

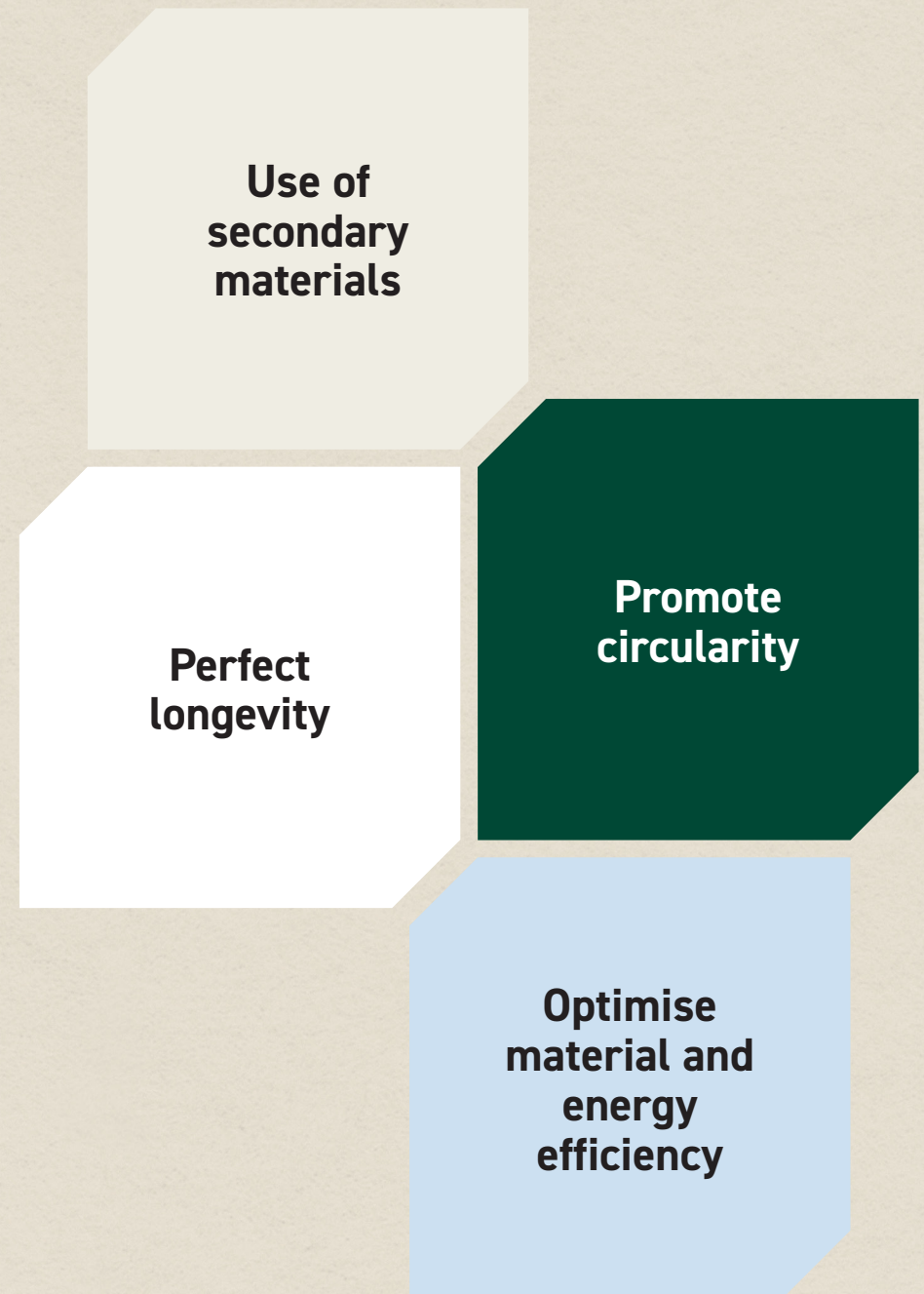
The background is a close-up photograph of a green leaf, showing its intricate vein structure. A white, irregularly shaped outline box is positioned on the left side of the leaf, framing the text. The text is centered within this box.

# Sustainable Product Design

# Ecological requirements for product development

It is important that we define the ecological requirements that apply to Bott Group products at an early stage and account for environmental aspects consistently from the outset.

**The ecological aspects on the right will be embedded in the product development process over the course of 2026. Initially, we will review what criteria are of relevance to each product or product group, and how they can be implemented in the development process effectively. Building on this, we intend to set up an internal assessment system to document the extent to which the ecological aspects are implemented in the product.**



# Circularity

Promoting circularity is considered an integral element of our sustainability strategy. We strive to use materials that remain in the material loop for as long as possible.

In order to increase the circularity of products, materials are continuously evaluated and adapted as necessary.

Depending on the product family, the following groups of materials are used in differing proportions:

**Aluminium**  
**Sheet steel**  
**Plastics**  
**Wood**  
**Electronic components**

## Safe use

In the context of our ESG responsibility, the safety of our products and the protection of our customers are our highest priority.

For example, independent experts carry out crash tests in order to demonstrate the safety of every bott van racking system for drivers, passengers and loads. The tests use fully loaded vehicles to recreate the conditions of real accidents as accurately as possible. The tests simulate a crash into an obstacle at a speed of 50 km/h in accordance with the ECE regulations.

**We are working systematically to raise our safety standards further through continuous testing and upgrades.**

# Responsible Supply Chain



# ESG transparency and risk reduction in the supply chain

Bott GmbH & Co. KG uses the platform IntegrityNext to systematically document and assess the sustainability performance of suppliers. An ESG risk assessment is performed in order to identify potential environmental, human rights and compliance risks at an early stage and initiate targeted improvements.

**The ESG risk assessment factors in the following areas, among others:**

Pollution

Working conditions

Corruption and bribery

**IV**  
**95%**

The metric relates to the 2025 financial year and to Bott GmbH & Co. KG.

**SUPPLIERS WITH  
A LOW TO MODERATE  
ESG RISK**

If a supplier has a moderate or high ESG risk, we use Integrity-Next questionnaires to examine the reasons for the classification and derive measures for our continued collaboration.

We are working to use IntegrityNext for supply chain management throughout the Group in the future.

# ESG standards for suppliers



A binding code of conduct for suppliers, which sets out clear requirements on working conditions, human rights, environmental protection, safety, ethics and compliance, is in place throughout the Bott Group in order to ensure that business is executed in a responsible manner throughout the value chain.

As part of the latest updates to our code of conduct for suppliers, we intend to define the ESG requirements for our suppliers even more specifically, such as with the requirement that suppliers must have an ISO 14001 certification.

**'Suppliers must comply with all environmental laws. [...] Improvements must be made systematically, through appropriate measures, in order to reduce energy consumption and environmental impacts.'**

**'Suppliers must ensure that they respect the rights of their employees and treat employees in accordance with the guidelines recognised by the international community [...].'**



# Human-Centered Workplace

# Equal opportunities and participation

At bott, training and young professionals programmes help support young people as they start their professional careers. At the same time, the Bott Group benefits from an extremely broad age structure that ranges from young professionals to experienced knowledge carriers.

**<30 years**  
Early careers and juniors

**21%**

**30-44 years**  
Mid-level careers

**35%**

**45-60 years**  
Experienced professionals  
and senior experts

**35%**

**>60 years**  
Knowledge carriers

**9%**



# 26%

## PROPORTION OF FEMALE EMPLOYEES

The metric relates to the 2025 financial year and to all companies of the Bott Group.

The Bott Group is committed to promoting equality, development and opportunities, regardless of gender.

# Training and qualification

bott offers a wide range of professional development opportunities, from training and apprenticeship programmes to comprehensive professional development courses and training in languages, leadership and technical skills.

At Bott GmbH & Co. KG, we use our **Bott. Elearning.Academy.Training. (BEAT)** platform to enable employees to take e-learning courses on topics such as information security and AI, alongside the legally mandated training.

Other e-learning courses are currently in the pipeline, including ESG and compliance courses.

## Goal

To gradually roll out the Learning Academy throughout the Bott Group.

The metric relates to the 2025 financial year and to all companies of the Bott Group.

# 83%

## LEARNING TRANSFER SUCCESS RATE

**We measure the learning transfer success rate in order to assess how well employees retain the content they have studied.**

# Occupational health and safety

# 10

Productive, reliable work depends on a safe working environment. Through preventive action, regular training, briefings and a culture of safety, we are continuously working to reduce risks and optimise occupational safety.

**REPORTABLE  
ACCIDENTS AT WORK  
PER 1 MILLION  
HOURS OF WORK**

The metric relates to the 2025 financial year and to all companies of the Bott Group.


## HEALTH PROMOTION MEASURES IMPLEMENTED

### **Bott GmbH & Co. KG**

- Rollout of the **Wellpass**, a Germany-wide company fitness scheme that gives employees access to numerous health, fitness and online courses

### **Bott Ltd.**

- Qualified mental health first-aiders at all sites to support mental health
- Training for managers to raise awareness of mental health



Over the next few years, we aim to systematically drive forward the sustainable development of the Bott Group. In light of the baseline described here, we see sustainability as an integral part of our strategic orientation and as a continuous process of improvement. We will strategically expand existing measures, identify new potential and consistently reinforce our responsibility towards the environment, society and corporate governance.



Thank you

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