



# purifying our planet

Sustainability Report  
2024

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**Hengst**  
FILTRATION

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## Introduction

As a provider of filtration solutions, the protection of people and nature is important to us. For more than 60 years, we have focused on the high sustainability requirements of our customers. With this in mind, we undergo sustainability assessments on established platforms such as EcoVadis and SupplierAssurance

and consistently achieve above-average results. In 2021, we also committed to achieving climate neutrality by 2030.

As there have been intensive discussions about the concept of climate neutrality in recent years, we have specified our goal:

**"We are committed to reducing emissions from the combustion of fossil fuels by own installations and vehicles to zero by 2030 and to source 100% of our electricity from renewable sources."**

## Contribution of our products

Our filtration solutions contribute to sustainability in many ways, particularly in terms of environmental protection, resource efficiency, health and quality of life. Filters play a crucial role in the purification of air and liquids. They reduce the emission of pollutants and thus prevent them from entering the environment. The air quality indoors and in production environments can also be positively influenced by the use of filters. Whether dust, pollen, viruses or pollutants - good air quality is important for people's health.

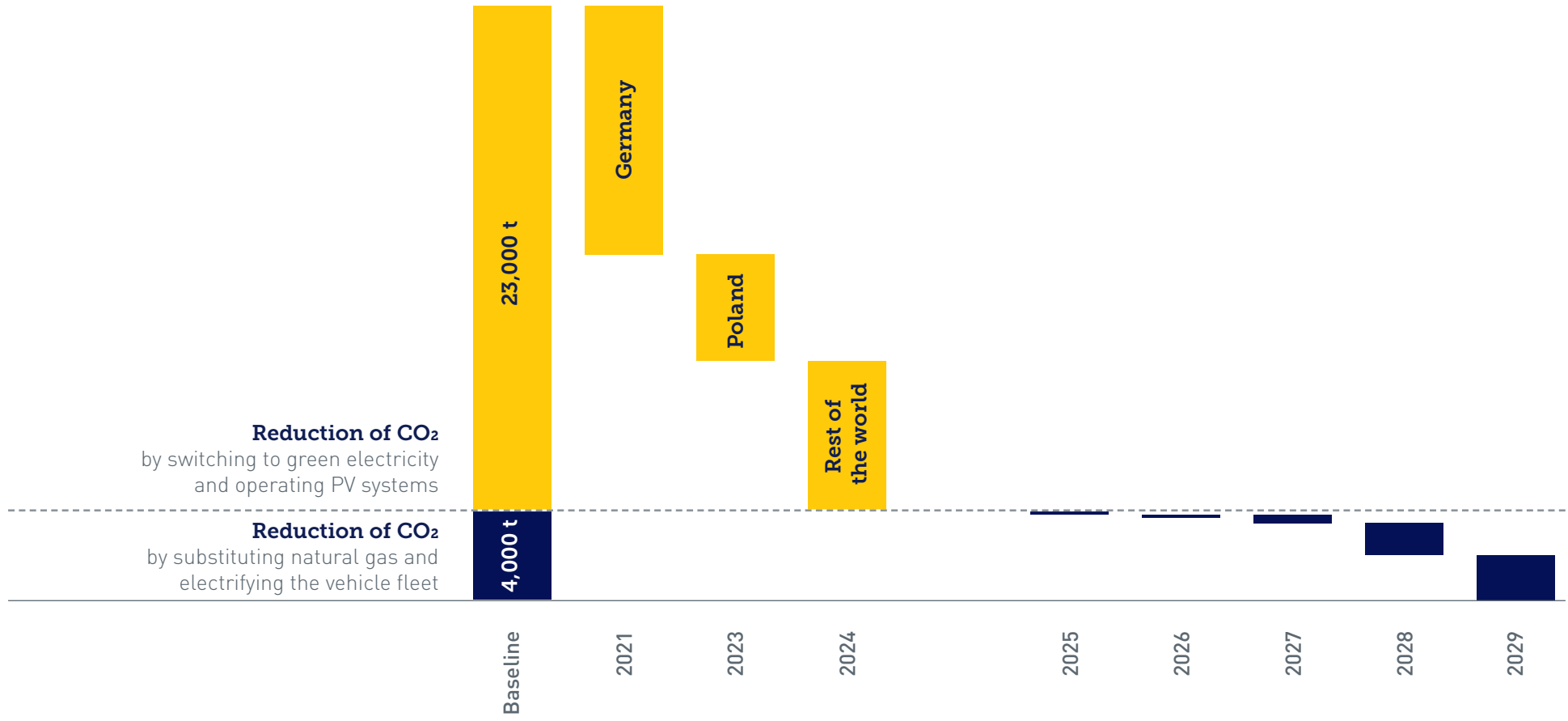
Our filter products are always optimized for low air resistance in the process. Less air resistance in the filtration units significantly reduces energy consumption. This not only minimizes costs, but also reduces the ecological footprint. The use of filters also extends the service life of equipment. Machines and systems are protected from the ingress of pollutants, run longer and energy-intensive new production can be reduced.

## Outlook | Emissions reduction

Hengst Filtration remains committed to the goal of reducing emissions from the combustion of fossil fuels through its own plants and vehicles to zero by 2030 and sourcing 100% of its electricity from renewable sources. After the German locations have already been supplied with 100% green electricity since 2021, the Polish sites followed in 2023 and all remaining sites in 2024.

At Hengst Filtration, fossil fuels are mainly burned in the form of natural gas to heat production halls, warehouses and offices, as well as in various production processes. These combustion processes will be gradually replaced by 2030 or redesigned in such a way that fossil fuels are no longer burned. To this end, we developed transformation concepts for the Münster and Nordwalde sites in 2023 and 2024, where Hengst Filtration's natural gas consumption is highest. Using a holistic approach, the relevant energy flows were analyzed and target paths were

developed that include various components such as waste heat recovery, energy-efficient renovation, and electrification. This transformation concept is intended to serve as an investment roadmap and help us to implement the transformation as cost-effectively as possible. With a slight time lag and incorporating initial findings from Münster and Nordwalde, the other locations are also developing comparable transformation concepts.



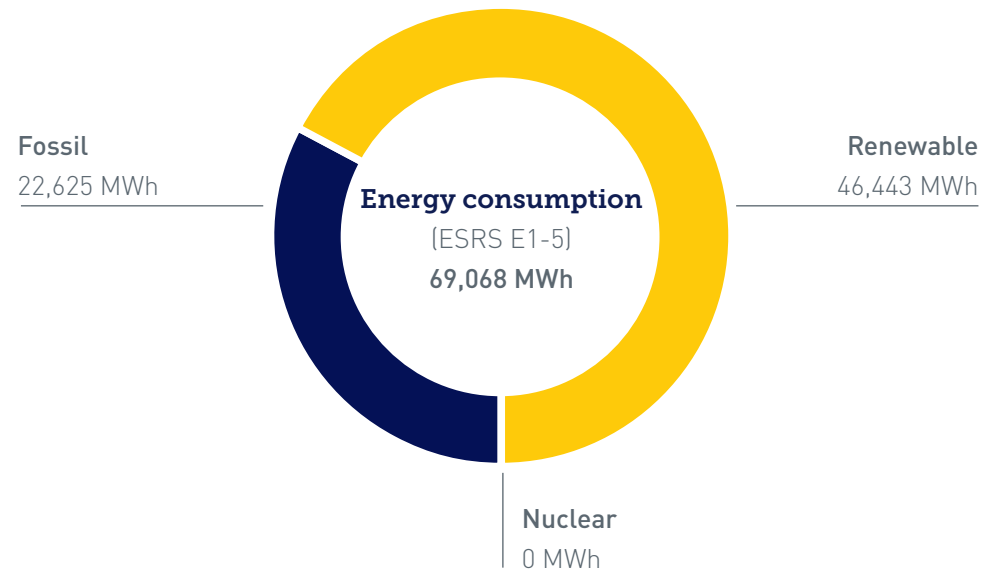


## Climate protection

As a manufacturing company with numerous primary forming processes in which aluminum and plastics are melted, Hengst Filtration has a significant energy consumption, mainly from electricity and natural gas.

Direct emissions (Scope 1) at Hengst Filtration are mainly generated by the combustion of natural gas (category 1.01). The heat generated in this process is used to heat production and storage facilities and offices, as well as for production processes at individual locations. Another source of emissions in Scope 1 is the vehicle fleet (category 1.02), which consists solely of passenger cars and has so far mainly comprised vehicles with combustion engines.

Due to the complete switch to green electricity, indirect emissions in Scope 2 are limited to the purchase of local and district heating (category 2.03) at individual locations. By far the largest share of total emissions is attributable to Scope 3. The main areas within Scope 3 are the procurement of goods and services (category 3.01) and upstream and downstream transport (categories 3.04 and 3.09).



**Energy consumption  
(ESRS E1-5)**

	<b>Total</b>	Germany	Poland	China	USA	Brazil	Rest of the world
Renewable	46,443	26,736	6,384	3,975	4,250	2,242	2,856
Nuclear	0	0	0	0	0	0	0
Fossil	22,625	14,922	3,319	1,710	901	91	1,682
<b>Total</b>	<b>69,068</b>	<b>41,658</b>	<b>9,703</b>	<b>5,685</b>	<b>5,151</b>	<b>2,333</b>	<b>4,538</b>

## Use of resources

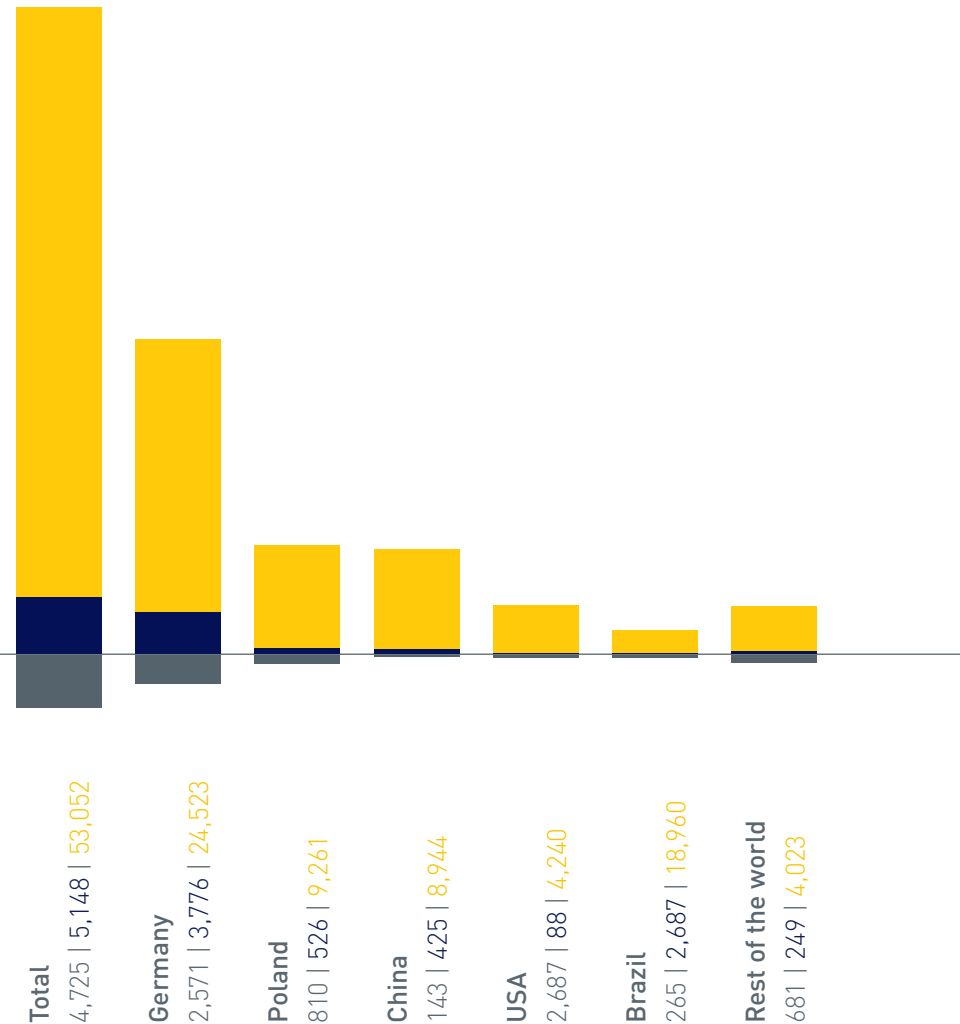
Hengst Filtration's product portfolio can be divided into filter cartridges and systems. Filter cartridges generally remain in the system for a limited time and are usually sent for incineration at the end of their service life. We have achieved a breakthrough in this area and are now using plastic components made from recycled material for the first time. This allows us to significantly reduce the consumption of primary raw materials.

Most packaging materials and individual filter media used at Hengst Filtration are wood-based. With FSC certification at numerous locations, we can offer wood-based products from sustainable forestry. At most Hengst Filtration locations, water consumption is limited to sanitary purposes. It is important to us this resource sparingly, especially at locations with high water risks.

### Material consumption (ESRS E5-4)

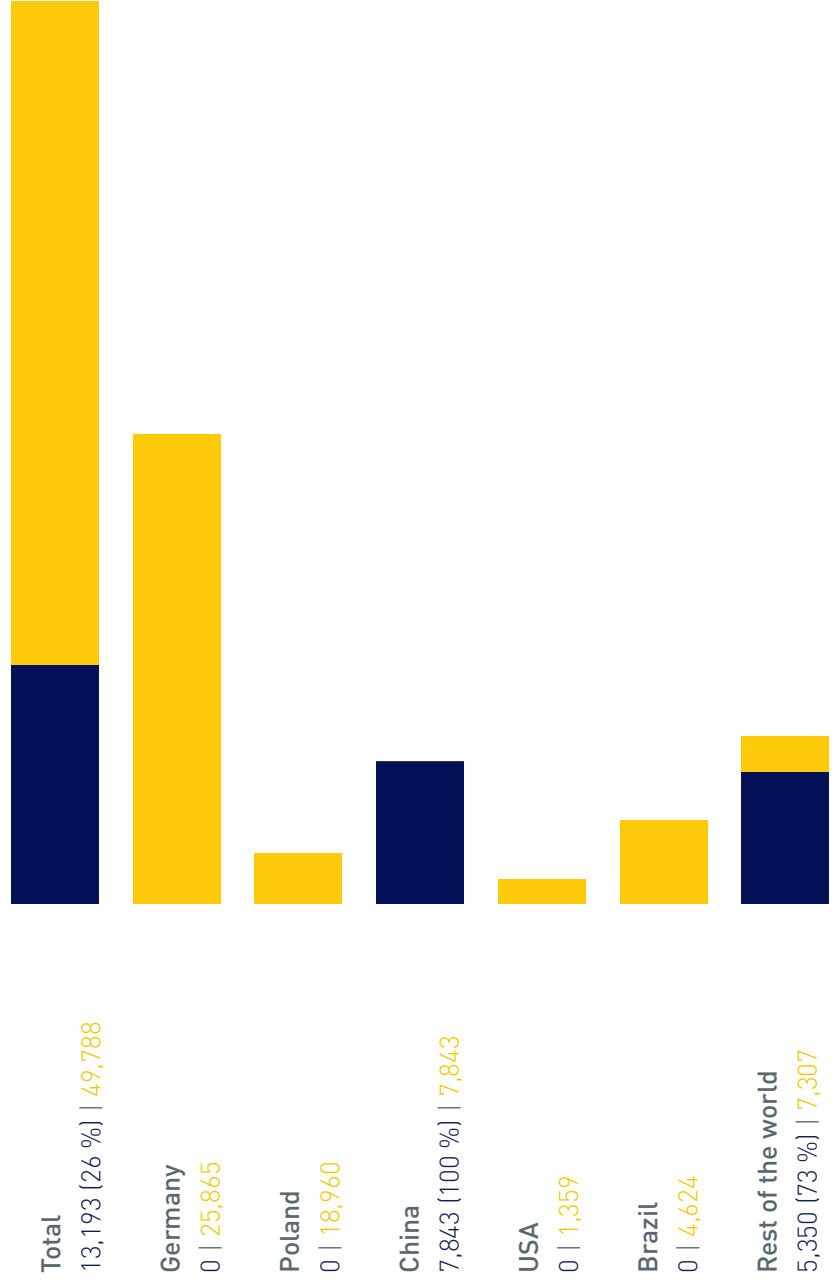
of which from  
recycled material

Waste  
(ESRS E5-5)



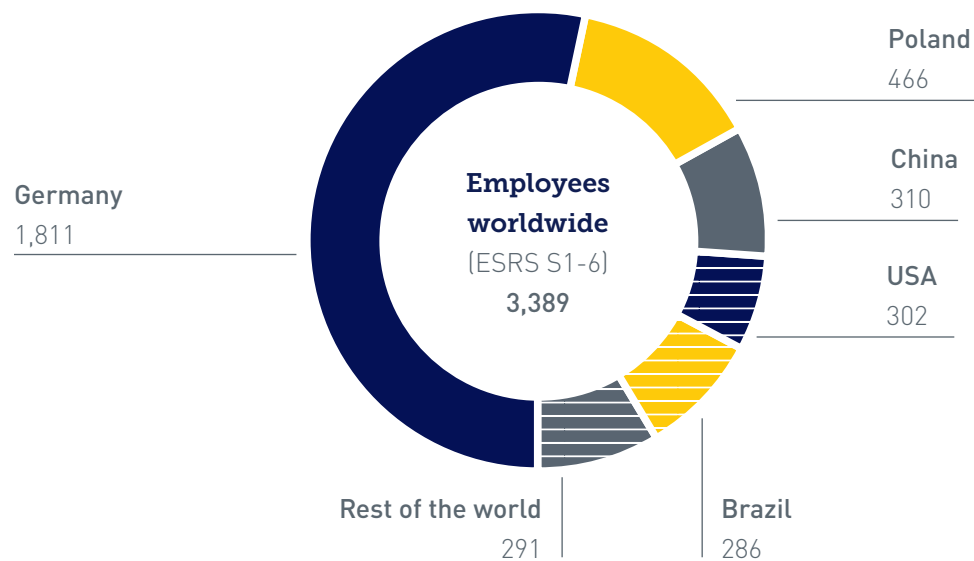
**Water consumption**  
(ESRS E3-4)

of which in areas with  
high or extremely high  
water risks



## Own workforce

In order to live up to our mission and aspirations every day, building a sustainable workforce is a must. That is why we see lifelong learning as an essential part of our corporate culture. We put people at the center of everything we do and create the foundations for a safe and trusting cooperation. Occupational health and safety, workplace health promotion and respect for applicable employee rights form the basis for this at Hengst Filtration. We offer fair and performance-related pay as well as flexible working time models to improve the work-life balance. After all, a healthy, motivated and productive workforce is the guarantee of success for any company.



**Hengst employees** (ESRS S1-6)  
(excluding leased employees)

	Total	Germany	Poland	China	USA	Brazil	Rest of the world
Female	1,118	391	273	111	101	130	112
Male	2,271	1,420	193	199	124	156	193
Unlimited	3,207	1,705	429	304	225	268	276
Limited	178	107	37	6	0	18	11
Full-time	3,165	1,599	462	310	225	286	283
Part-time	220	212	4	0	0	0	4
Number of leased employees (ESRS S1-7)	234	137	27	0	51	0	19



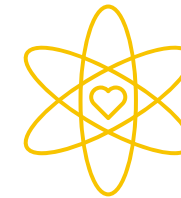
### **Performance assessment and development opportunities** (ESRS S1-13)

In the reporting year, more than 90% of Hengst Filtration employees received a performance and career assessment. The evaluation shows no significant differences between the genders, which underscores equal treatment in our development processes.



### **Occupational health and safety** (ESRS S1-14)

All Hengst Filtration employees are covered by a comprehensive occupational health and safety management system. This ensures that safety and health in the workplace are given the highest priority.



### **Equal opportunities and fair remuneration** (ESRS S1-16)

Hengst Filtration is committed to ensuring equal opportunities for all employees. A key part of this commitment is the ongoing examination of any potential gender pay gap in order to ensure fair and transparent remuneration structures.



### **Family-friendly policies** (ESRS S1-15)

Well over 90% of our employees are entitled to family-related leave. In the reporting year, 7.6% of employees took advantage of this opportunity, which supports the compatibility of work and family life.

## Outlook | Regulation

Hengst Filtration supports the European Green Deal of the European Commission.

Nevertheless, the associated requirements for companies in the EU also pose major challenges for the Hengst Group. For example, we are dealing extensively with the requirements of the Corporate Sustainability Reporting Directive (CSRD), the EU taxonomy and the Carbon Border Adjustment Mechanism (CBAM).

**This report covers the companies and investments of the Hengst Group with the following exceptions:**

Aeroglass Brasileira S/A Fibras de Vidro  
São Paulo • Brazil

Hengst International GmbH  
Münster • Germany

Artemis Control GmbH  
Uster • Switzerland

Hengst Middle East FZE  
Dubai • United Arab Emirates

Hengst Air Filtration France S.A.S  
Lognes • France

HEPA GmbH  
Münster • Germany

Hengst Filtration Canada, Inc.  
(formerly Main Filter 2021, Inc.)  
Sault Ste. Marie • Canada

International Filtration Solutions Asia Pte. Ltd.  
Singapore • Singapore

Hengst Filtration PTY Ltd.  
Sydney • Australia

PT Hengst Filtration Indonesia  
Jakarta • Indonesia

Hengst Filtration USA, LLC  
(formerly: Main Filter NC, LLC)  
Lincolnton (North Carolina) • USA

**The companies listed have no significant sustainability impact or have only recently become part of the Hengst Group.**

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