



DEHN protects.

Sustainability Update 2024/25

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About this update

With this update, HANS DEHN HOLDING SE & CO. KG (hereinafter: DEHN) provides a concise overview of its sustainability activities in the 2024/25 fiscal year. We have deliberately chosen not to publish a comprehensive report, as our understanding of sustainability and our sustainability organization and strategy have not undergone any significant changes compared to the 2023/24 reporting period. Nevertheless, our update summarizes the most important elements of how we understand, manage and strategize sustainability in order to make the necessary context easily accessible to our readers. For a detailed presentation, please refer to the previous year's report.

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Sustainability in numbers

 **2,530**

people are working for us globally.

123 

young people are currently doing an apprenticeship or a dual study program at our company.

1,250 

kWp are generated by the photovoltaic system at our site in Mühlhausen.

720 

patents are held by us in the areas of lightning protection, surge protection and occupational safety.

2000 

is the year in which we were first certified according to ISO 14001.

 **20**

percent is the share of sustainable materials we want to use in our products until 2030.

Our understanding of sustainability

To us, sustainability means combining economic success with social and environmental responsibility. After all, the future viability of our company is based not only on innovation, product quality, and consistent customer focus, but also on the fair treatment of all stakeholders as well as environmental responsibility. Protecting what is valuable is the foundation of our business model and firmly anchored in our DNA.

We do not see sustainability as an “extra,” but as a fundamental part of our core business. It is firmly integrated into our thinking and doing and is reflected in the four overarching fields of action of our sustainability strategy:

Good corporate governance

Responsible and attractive employer

Responsibility for our products and services

Ecological responsibility

We are convinced that this integrative understanding of sustainability has the greatest impact when we work together with our internal and external stakeholders. Together, we tackle the business and social challenges of the future – based on respectful, honest, and open cooperation.

In our view, sustainable development is only possible through dialogue and a collaborative pursuit of new approaches and solutions. For us, sustainability therefore also means harnessing the innovative power that has distinguished us for over 115 years to fulfill our responsibility toward the environment, society, and future generations.

In doing so, we adhere to international frameworks such as the Sustainable Development Goals (UN SDGs) and the UN Global Compact, which we joined in 2024. This understanding guides our daily actions and our strategic decisions – today and in the future.





“Intergenerational thinking is in our company’s DNA.”

A talk with Philipp Dehn

We had the opportunity to talk with Philipp Dehn, CEO of DEHN SE and great-grandson of the company’s founder, about the importance of sustainability – from a business and personal perspective.

Philipp, your company published a comprehensive sustainability report last year and is following up with an update this year. Why?

In order to be transparent – both in terms of our sustainability strategy and the associated goals and measures. We want to show what we have already achieved, but we are also not afraid to address the areas where we can still improve. And because we want to make it clear that ecological and social aspects are just as important to us as our financial performance. It was therefore a matter of course for us to establish this transparency towards our stakeholders.

You mention financial performance. Do you see connections between the success of your company and sustainability?

Absolutely. More and more customers and business partners expect us to act sustainably, particularly when it comes to how we manufacture and ship our products. We are increasingly integrating circular economy principles into our product development, reinforcing our role as a technology leader in the industry. However, we see sustainability not only as a driver of innovation, but also as an opportunity to reduce business risks, for example in energy supply. That is why we are consistently expanding the generation and use of renewable energies, and by doing so we are protecting the climate at the same time.

Climate protection, but also the topic of sustainability as a whole are currently under pressure. Legal requirements are being withdrawn or weakened under the argument of reducing bureaucracy. Do you also feel relieved about this development?

At DEHN, we do not pursue an approach to sustainability whose aim is to comply with regulatory requirements, even though we fully meet legal requirements at all our locations. Our motivation lies rather in the conviction that we can strengthen our competitive position in the long term by acting sustainably. The regulatory rollback we are currently observing is, in my opinion, short-sighted. Challenges such as climate change and resource scarcity will inevitably become even more intense over time. In order to successfully deal with them in the future, we must face them today. This is what drives us forward, because as a family business, long term thinking is in our culture.

You referred to long term thinking. Is a family company with such a long history as yours not already sustainable by definition?

I wouldn't claim that our 115-year company history in itself is proof enough for the sustainability of our company. But from the very beginning, treating our employees fairly, in addition to conserving natural resources, has always been a fundamental principle for us. When I walk through the company, I meet people whose parents and grandparents have already worked for us. This cross-generational approach, which was already shaped by my great-grandfather, expresses a responsibility that I also see for myself: I want to leave the fifth generation of our family not only a sustainable company, but also a functioning social and ecological environment in which they can shape their own future in a way that is worth living.



Schutz. Raum. Zukunft.

Sustainability organization

At DEHN, we ensure effective sustainability management through clearly defined roles and responsibilities. In line with our holistic approach, we view sustainability as a cross-functional task that permeates all companies and divisions within our group.

In order to pursue a uniform strategic approach across the entire group, the primary level of responsibility lies with the Executive Board of DEHN SE, which also manages the business of the other subsidiaries of HANS DEHN HOLDING in various compositions. The Executive Board regularly consults with the management of the Corporate Development department, which is responsible for our sustainability management, too. We have deliberately created this dual role because we see sustainability as an important driver of our corporate evolution – also with regard to the development of new business areas, our product design, and the partnerships we enter into.

Our sustainability team, which consists of employees from various departments at DEHN SE, plays a key role in shaping our sustainability strategy. Its cross-functional composition enables planning and collaboration

across different departments. Moreover, institutionalized dialogue between the individual companies in our group ensures the exchange of experiences, the sharing of best practices, and the identification of synergies.

In order to promote new ideas and suggestions for improvement, we have created various opportunities for our employees to get engaged and systematically involve our external stakeholders. This open exchange is a source of inspiration and feedback for us, helping us to continuously improve our sustainability management.

An effective sustainability organization also requires efficient and adaptable structures and processes. We implement these on the basis of recognized management systems, such as the ISO standards 9001, 14001, and 50001, which help us to identify, assess, and address relevant opportunities and risks.

Managing risks and opportunities systematically is firmly anchored in our sustainability organization. It is also of central importance for the development of our sustainability strategy, since the analysis of opportunities and risks is crucial in determining the issues that are material to us. In addition to financial aspects, we deliberately consider also non-financial aspects, as social, environmental, and governance risks can also have significant negative consequences for our company. These include not only reputational risks, but also regulatory, technological, and event-related risks, for which we develop tailored preventive measures.





Sustainability strategy

Sustainability is a topic of strategic importance for DEHN, as we see it as an opportunity to position our company in an increasingly competitive market and strengthen our future viability. Our sustainability strategy is therefore closely intertwined with our corporate strategy and plays a decisive role in shaping all of our sustainability activities.

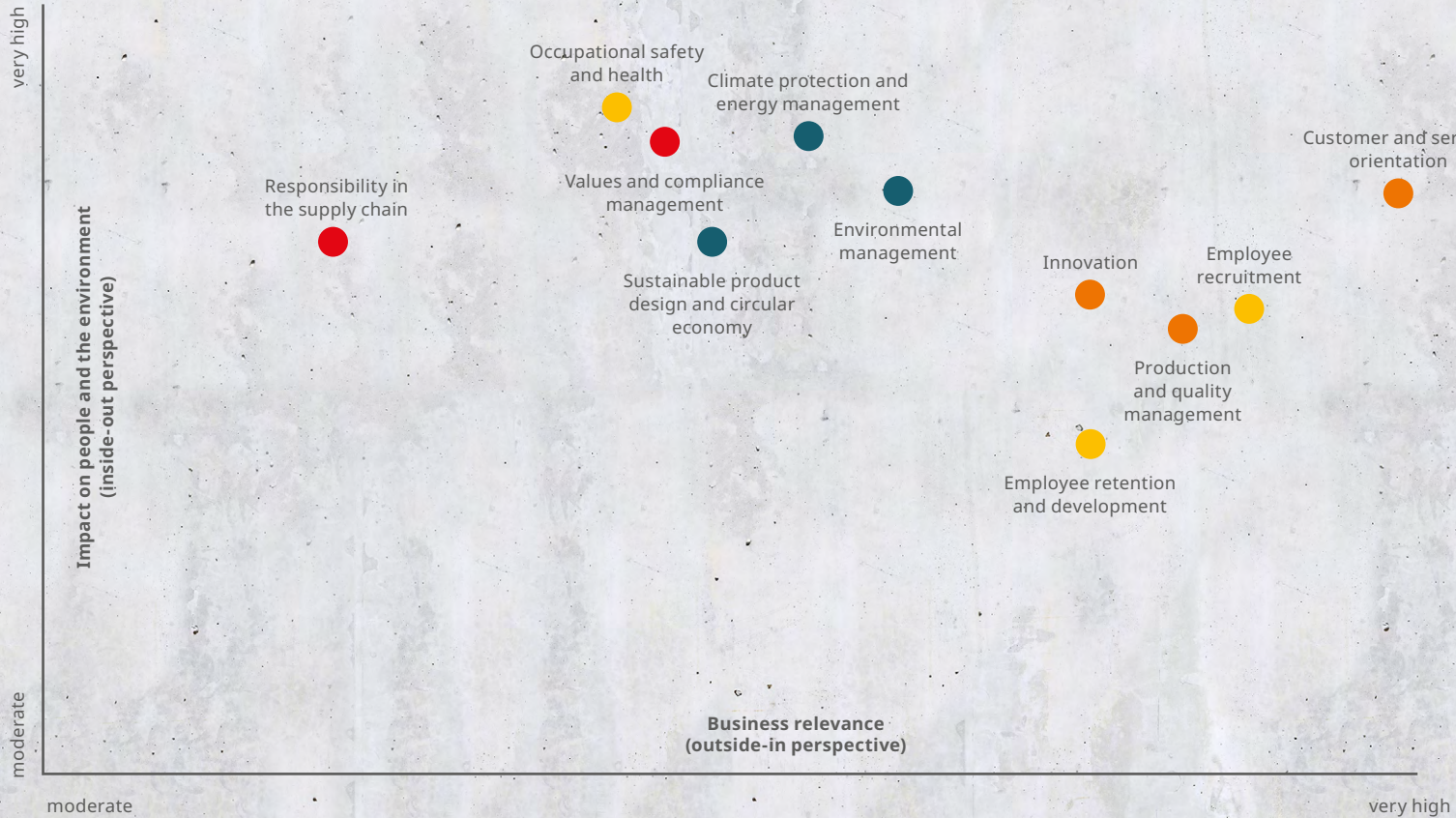
To account for the strategic relevance of sustainability, we have implemented a comprehensive strategy process. The first step consisted of an encompassing materiality analysis, which we carried out on the basis of the requirements of the Corporate Sustainability Reporting Directive. By identifying and assessing the opportunities and risks that arise for DEHN from individual sustainability aspects (“outside-in perspective”) and the impact of our actions on people, the environment, and society (“inside-out perspective”), we were able to identify the sustainability topics of strategic importance to us. This in turn allows us to act in a targeted manner, use our resources effectively, and generate strategic competitive advantages.

Based on our materiality analysis, in which we included all subsidiaries and four stakeholder groups – the Supervisory Board, employees,

customers, and banks – we identified eleven material topics for us. In the next step, we summarized these into four strategic fields of action that represent the core areas of our sustainability strategy. Bundling related topics enables us to design the interlinkages between them more effectively and leverage the resulting synergies. It also allows us to define group wide goals.

Following this approach, we have developed 16 strategic sustainability goals based on the assessment of opportunities, risks, and impacts. These goals are aligned with our strategic corporate objectives to ensure consistency in our actions and allow us to regularly review the effectiveness of our measures and the associated progress and, if necessary, initiate changes.

Our materiality matrix



We have assigned these eleven material topics to four strategic fields of action in order to organize the interfaces between them more effectively and exploit the resulting synergies.

- Good corporate governance
- Responsible and attractive employer
- Responsibility for our products and services
- Ecological responsibility

Good corporate governance

At DEHN, we are committed to values-oriented corporate leadership. We treat our stakeholders fairly and expect all employees to observe principles of ethical conduct and make them an integral part of our corporate culture. This understanding extends throughout our entire value chain, which is why we also systematically involve our suppliers.

Allocated material topics

- > [Values and compliance management](#)
- > [Responsibility in the supply chain](#)



Responsible and attractive employer

As a technology-driven company, we increase our innovative strength by attracting, developing, and retaining qualified and motivated employees. Fair and secure working conditions are a fundamental prerequisite for this, as is the promotion of diversity, which we, as a global player, see as a driver of innovation.

Allocated material topics

- > [Occupational safety and health](#)
- > [Employee recruitment](#)
- > [Employee retention and development](#)



Responsibility for our products and services

Quality and safety are fundamental elements of our performance culture. To meet our customers' expectations, we continuously work on innovative products and services, adopting a holistic approach to innovation that also encompasses processes, technologies, and business models.

Allocated material topics

- > [Customer and service orientation](#)
- > [Production and quality management](#)
- > [Innovation](#)



Ecological responsibility

Protecting the climate and the environment is an essential part of our corporate responsibility. As a manufacturing company, the careful use of energy and raw materials and the development of circular economy concepts enable us to contribute to sustainable development and gain competitive advantages.

Allocated material topics

- > [Sustainable product design and circular economy](#)
- > [Climate and energy management](#)
- > [Environmental management](#)





Strategic fields of action

Within our strategic fields of action, we pursue ambitious goals that guide our approach and enable us to evaluate our progress. In the following chapters, we present these goals as well as the related management approaches, and measures.

Good corporate governance

A strong **values and compliance management** provides the basis for our sustainable corporate development. Our values are the foundation of our corporate culture, serve as a compass, and shape the guiding principle of our corporate strategy: “Grow(ing) together.” Strong compliance is also decisive for our decisions and actions. We fully adhere to all internal guidelines and legal requirements at all our locations.

To take **responsibility in the supply chain**, we demand the high standards we set for ourselves also from our suppliers. As a company whose business model is based on protecting people, the preservation of human rights and the environment, as well as compliance with regulations, is of major concern to us – even beyond our own locations.

As norms and values cannot be fully captured in numbers, we have defined qualitative as well as quantitative goals in this field of action:

- We are relentlessly strengthening **integrity and compliance** as cornerstones of our organizational culture.
- We continuously adapt our **security infrastructure and its processes** to a changing environment in order to comprehensively protect our systems and data.
- By 2027, we will evaluate 100% of our new and existing suppliers on the basis of **clearly defined social and environmental criteria**.
- By 2027, we will establish a **sustainable supplier management system** in which ESG criteria are systematically incorporated into procurement decisions.

In order to promote integrity and compliance as part of our corporate culture and to create transparency beyond our sustainability report, we recently published our first **Communication on Progress on the UN Global Compact**, which we joined in 2024. Together with the Sustainable Development Goals and the Guiding Principles on Business and Human Rights, the principles of the Global Compact are an important framework for us, which we also refer to when designing due diligence requirements in our supply chain.

In this sense, we have expanded our **supplier audits to include ESG issues** in this reporting year. In addition to economic aspects such as quality, price-performance ratio, and adherence to delivery dates, we also consider environmental management, energy use, and social responsibility. To collect information, we use self-assessments and audits, particularly with regard to human rights and environmental requirements. We also conduct risk assessments based on the origin of goods and services, the type of products, and previous ESG performance.

Internal structures, processes, and responsibilities are anchored in a **procurement policy** that we established in the reporting year. This policy aims to systematically integrate environmental, social, and ethical aspects into all procurement and product approval processes. It is our aim to purchase and use only products, materials, and services that meet both our quality requirements and our sustainability principles.

Since sustainable procurement is of strategic importance to us, the responsibility for implementing the policy lies with the purchasing department, in close cooperation with the sustainability team and the Executive Board of DEHN SE. Through this structure, we not only ensure coordination between the relevant departments, but also emphasize the importance of the issue within our organization.

Our policy covers all product groups, including raw materials, merchandise, components, services, and transport and packaging services. It applies to all employees throughout the DEHN Group who are directly or indirectly involved in purchasing, product development, or approval processes. By the end of 2025, our

entire procurement staff will receive training on human rights due diligence and sustainable procurement in order to raise their awareness of the importance of this issue and provide them with the necessary expertise.

“Our values are the foundation of our corporate culture, serve as a compass, and shape the guiding principle of our corporate strategy.”



Responsible and attractive employer

Our company operates in a fast-paced competitive environment. Strategically focused **employee recruitment**, which enables us to attract motivated and qualified employees to DEHN, is essential – just like successful **employee retention and development**. Due to the economic and technological dynamics we face, the continuous development of our employees is crucial to securing our future viability. Strengthening their mental and physical well-being provides the basis for this. At DEHN, we see the promotion of **occupational safety and health** as a core responsibility of a sustainable employer.

We have defined the following strategic goals in this field of action:

- We create a **resilient organization** that is characterized by a high degree of identification and development opportunities for employees.
- We foster a **dynamic learning and networking environment** enabling our employees to successfully master technological progress and sustainable transformation.
- We are a **strong, attractive employer brand** and recruit the best young talent and experienced employees to help us achieve our goals.
- We are establishing effective **occupational safety and health management systems** at all our production sites as part of our international expansion.

To further enhance our employee development, our **new talent program** began in fall 2024. The “Talent Journey@DEHN” is an initiative for developing talent and filling key positions sustainably. The comprehensive program offers selected employees the opportunity to improve their professional skills through specialized modules and tailored development measures – helping them to form networks, and to receive constructive feedback and support from the talent management team. This in turn strengthens their career opportunities and our pool of potential future experts and managers.

We promote **work-life balance**. As an active member of the “Erfolgsfaktor.Familie” network, we provide impetus for fostering the compatibility of family and career. In June 2025, we had the privilege of hosting the regional network meeting, which was held under the motto “Leadership in Part-Time.” We were able to present the possibilities we offer to our people, using the example of three young managers who were able to advance their careers on the basis of a return-to-work plan after parental leave and providing them with autonomy regarding work-place and time.

In addition, we place particular emphasis on the mental well-being of our people. In the reporting year, we conducted an extensive survey to identify stressors to which employees are exposed and which they find mentally burdensome. Evaluating the results at the departmental level enabled us to identify the most appropriate measures for reducing stress while maintaining the anonymity of those involved.

“We create a resilient organization that is characterized by a high degree of identification and development opportunities for employees.”





Responsibility for our products and services

A strong **customer and service orientation** reflects more than just the responsibility to our customers. Meeting and, where possible, exceeding their expectations on a daily basis is only possible on the basis of a comprehensive **production and quality management**. It enables us to secure our economic success while also making an important contribution to sustainability. Flawless products with a long service life not only protect people and infrastructure, but also the environment by reducing resource consumption and waste. We develop sustainable products and services through consistent **innovation**.

On this basis, we have defined the following strategic goals in this field of action:

- We will develop **circular product solutions** based on design for recycling, retain product ownership and product life extension by 2030.
- We will increase the overall **proportion of sustainable materials** in our products to 20% by 2030.
- We will only use **recycled or recyclable materials** for our packaging from 2030.
- We support our customers in improving their carbon footprint through **sustainably designed products and services**.

An important metric for us is the **product carbon footprint** (PCF). We determine the PCF of our products in order to assess and reduce their environmental impact and ultimately to support our customers in improving their carbon footprint. In 2025, we calculated the PCF for the first 20 products in our portfolio based on four internationally recognized standards – ISO 14067, ISO 14040, ISO 14044, and EN 15804+A2 – in cooperation with the Fraunhofer Institute for Building Physics IBP. The PCF for our DSH ZP B2 TT 255 combination arrester, for example, is 5.5 kg CO₂e over its entire product life cycle. 33% of the emissions are attributable to the copper used in it, which shows us potential CO₂ reduction opportunities in terms of material use.

Reliable data is also at the heart of our second highlight in the 2024/25 fiscal year. Our “Predictable Customer” project took third place in the SME category of the nationwide **Best Data Project Award** organized by VOICE, the German IT Users Association. The project aims at predicting our customers’ short-term ordering behavior and thus make the forecasting process in logistics more sustainable. To this end, a machine learning model was developed that forecasts delivery items and picks.

With an average accuracy of 90% to 95%, it enables order picking and customer delivery in due time. The associated optimized logistics processes reduce energy consumption and emissions.

We always strive for innovation in the design of our products. At the same time, we are particularly committed to promoting the expansion of renewable energies and related technologies. To combine these two goals, we presented the DEHNguard M DC ACI 1250 FM in spring 2025. This **surge arrester** was developed particularly for use in **high-power charging and fast-charging stations** up to 1250 V and is also a reliable component in DC storage devices. Through such developments, we are doing our part to protect the charging infrastructure for electric mobility and the associated investments.

“Flawless products with a long service life not only protect people and infrastructure, but also the environment by reducing resource consumption and waste.”





Ecological responsibility

Leaving future generations a world with sufficient natural resources is an important part of our social responsibility as a family business. That is why we are continuously stepping up our efforts in the areas of **sustainable product design and circular economy**. Circular concepts, increasing energy efficiency, and the continuous expansion of renewable energies are important components of our **climate and energy management**, through which we are doing our part in the fight against climate change. Our **environmental management** goes hand in hand with it, because for us, climate and environmental protection are inextricably linked in order to preserve biodiversity and an environment worth living in.

On this basis, we have defined the following strategic goals in this field of action:

- We will achieve **climate neutrality** in scopes 1 and 2 by 2030.
- We will supply all our production sites in Europe with 100% **electricity from renewable energy sources** by 2027, which we aim to generate ourselves as far as possible.
- We will develop **science-based climate protection targets** by 2026.
- We will **reduce our waste** in relation to our economic performance by 50% by 2030 compared to the base year 2023 by avoiding, reducing and recycling waste.

For us as a science-driven company, having a solid data basis is the prerequisite for developing sound climate protection targets and for achieving climate neutrality. That is why we further refined the calculation of our **corporate carbon footprint** in the reporting year in order to gain detailed knowledge of our emission sources.

Our second **EcoVadis rating**, in which we were awarded a silver medal, confirms that we are well on track to climate neutrality. Our environmental policy and quantitative targets for energy consumption and greenhouse gases, our energy audits, and employee training on energy conservation and climate protection were identified as particular strengths in the category on environmental issues. But we also excelled in other areas beyond climate protection, such as our handling of water, waste, and hazardous substances.

However, environmental protection at DEHN is not always based on complex data and rankings, but can also be very “down-to-earth.” For example, when designing the outdoor areas around our new building in Mühlhausen, we created additional sandy grassland areas by spreading mown grass. These areas

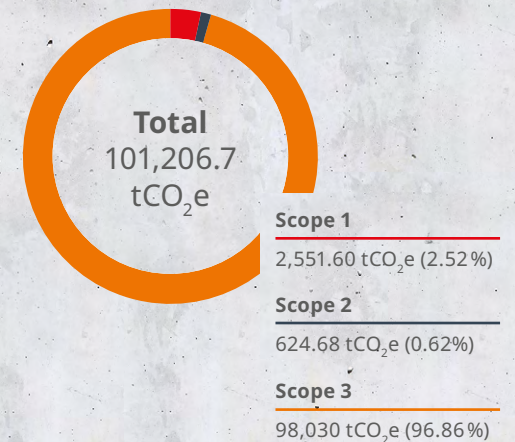
feature the species inventory typical of the region, but unfortunately only exist on a small scale throughout Germany today. The newly created areas fulfill an important function in the network of biotopes and contribute to the preservation of biodiversity.

“Leaving future generations a world with sufficient natural resources is an important part of our social responsibility as a family business.”

Energy consumption and shares in total consumption in 2023 and 2024

Type of consumption within organizational boundaries	2023		2024	
	Consumption [in kWh]	Share in total consumption [in %]	Consumption [in kWh]	Share in total consumption [in %]
Electricity	7,324,887	53.68	7,078,204	53.72
Natural gas	5,063,651	37.11	5,096,959	38.68
District heat	1,117,600	8.19	851,340	6.46
Fleet	138,451	1.01	131,533	1.00
Diesel and oil	1,555	0.01	17,673	0.13
Total	13,646,144	100.00	13,175,709	100.00

Total emissions by Scopes



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