

▶▶ SUSTAINABILITY REPORT 2026

Including EMAS environmental statement for the reporting year 2025



Sustainable action for a future worth living it



Baden-Württemberg
Environmental Award
2020

Winner in the category
Industrial companies
with fewer than 250 employees



▶▶ We are climate-neutral – you can become so too!

Foreword

Dear readers,

We are delighted to present our Sustainability Report for 2025! In it, we show how we combine business, the environment and social interaction - and where we want to and can become even better along the way.

The year was exciting: we are once again CO₂e-neutral in Scope I, II and parts of Scope III and celebrated our first in-house trade fair with the "Brugger Open" - a great exchange with our partners!

Things also went well economically: we improved our turnover to € 18.2 million, even though we fell just short of our target of € 18.7 million. The export restrictions for rare earths from China presented us with a few additional challenges, but we overcame them.

And we are looking ahead: with our new plant (1,260 m² of office and production space), we are creating space for new ideas and sustainable growth.

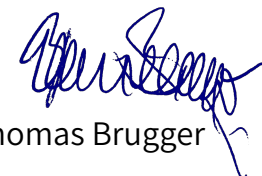
We are convinced that our commitment will make a valuable contribution to ...

A world in which corporate responsibility, sustainability and values advance society .



The Board of Directors at Brugger: Sascha Bausch, Georg Brugger-Efinger und Thomas Brugger (from left to right)

Enjoy reading it.

A handwritten signature in blue ink, which appears to be "Thomas Brugger".

Thomas Brugger

Hardt, dated 13.03.26

▶▶ Our motivation for sustainability

Our Earth



This beautiful Earth is our home.
It is unique – and we really cannot go anywhere else.
It is fundamental to our life, and its resources are finite.

Our Future

The grandchildren of company founder Rudolf Brugger are our direct and greatest source of drive. We wish to keep the world a place worth living in for our children and grandchildren. We believe, the running of a business as though there were no tomorrow would be short-sighted. We therefore base our actions on creating a world *fit for grandchildren*.

Our motivation is to make our contribution, and to take as many people as possible with us along this way.



►► CSR – Our understanding of sustainability

What is CSR?

CSR stands for *Corporate Social Responsibility* and describes the responsible attitude our company has towards society.

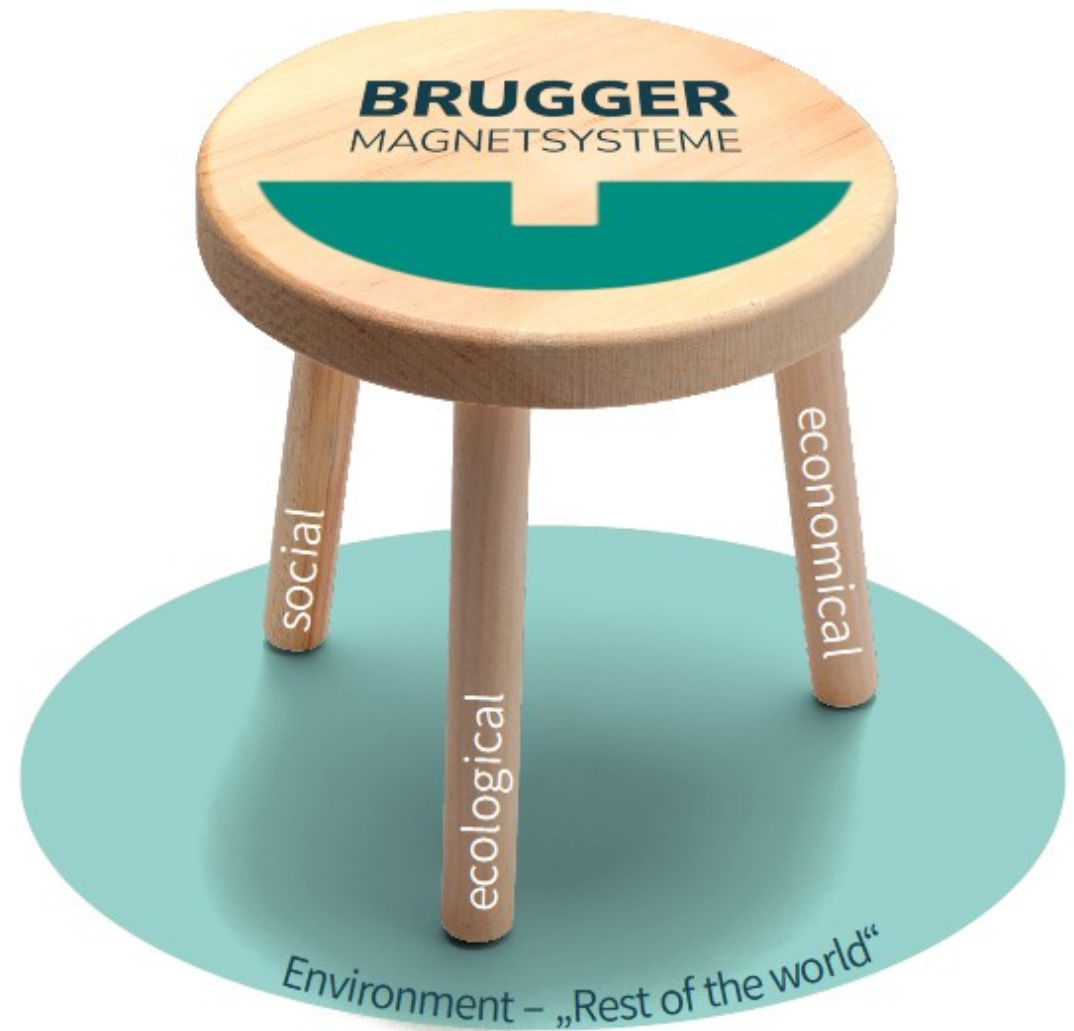
What does CSR show?

CSR makes it clear that sustainability always includes three components: *economical, ecological and social*. The long-term success of business and of society in general can only be achieved if these three components are in balance.

Acting economically has an immediate impact, while social factors do not have such an immediate impact, and ecological topics often need decades to deliver their effects.

It is therefore tempting to focus on the economy and to neglect the other aspects.

However, in respect of our children, we quickly became aware once again of this: the only way to obtain a world fit for grandchildren is to establish that balance.

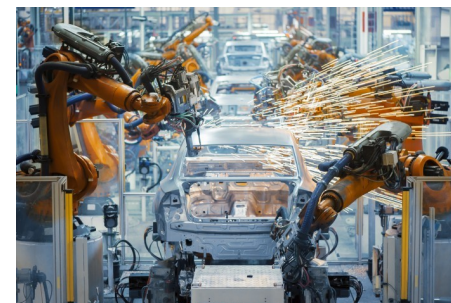


▶▶ Brugger Magnetsysteme – A world of possibilities

Products and applications



At our location in Hardt more than 120 employees produce bar magnets, flat pot magnets, organisation, decoration and rubber coated magnet systems. As well as magnetic wheels and filter bars. Our magnets get used in every sector: mechanical engineering, lighting technology, office technology, metal-processing industry, automotive manufacture or retail.



▶▶ Our guidelines

Mission statement

Our mission statement expresses the vision and values of our company.



You can find detailed information at:

[mission statement as pdf - download file](#)

Corporate policy

Management – Values – Community – Health

The Board of Directors and management staff run the company in accordance with a defined set of values. The health and personal development of our employees, and a sense of social responsibility are matters of importance to us.

Precision – Market – Processes

We wish to manufacture competitively priced products to a consistently high standard of quality using precise machinery, tools and test equipment in conjunction with a high level of employee expertise. This strengthens our market situation. We control and govern our procedures in defined, measurable processes that are therefore capable of improvement.

Partners – Customers – Employees and other stakeholders

As defined in the Sustainability Report, we view our stakeholders as partners on an equal footing. We respect and value our customers, employees, suppliers and all other stakeholders. We are committed to satisfying the requirements of our customers and we focus on selling them genuine solutions.

Innovation – CIP - principle of cost-effectiveness - Investments

Our ambition to innovate is driven in large part by customers to whom we provide solutions based on joint development efforts. Continuous improvement plays a decisive role in all of our processes. We pay attention to cost-effectiveness and try to achieve 80% of a success from 20% of an effort (Pareto principle). We are also investing continuously in new (environmental) technology and IT.

Sustainability – Environment - Energy

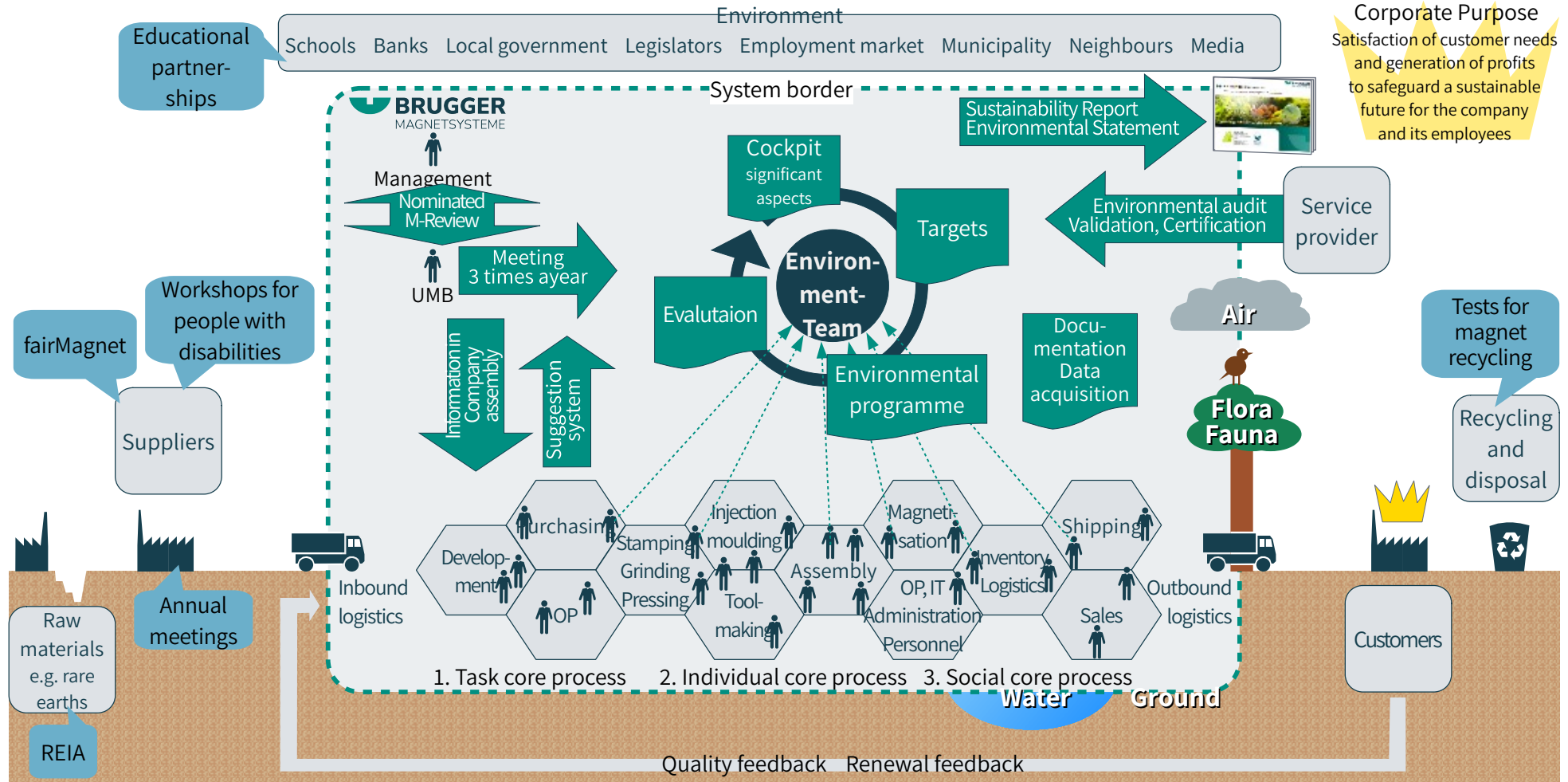
We act sustainably and are committed to protecting the environment, and we involve our business partners and employees in that endeavour. We are committed to compliance with all legal provisions that apply to us. On a regular basis, with our Environmental Declaration, we inform our employees and our contractual partners as well as the general public about our environmental activities. We prevent environmental pollution, we always look for ways to reduce energy consumption and we focus on renewable resources. We also scrutinise new purchases to achieve the economical use of energy and materials. We continuously improve our environmental performance.

Threats – Opportunities – Knowledge - Error culture

We view and assess the threats that affect us in broad-based threat assessments and in case-specific risk evaluations. We try to identify opportunities and to weigh up any attendant potential threats. We recognise knowledge as a valuable resource and 'store' it in different forms and media. We wish with an effective and efficient error culture to contribute towards the sustainable improvement of our products.

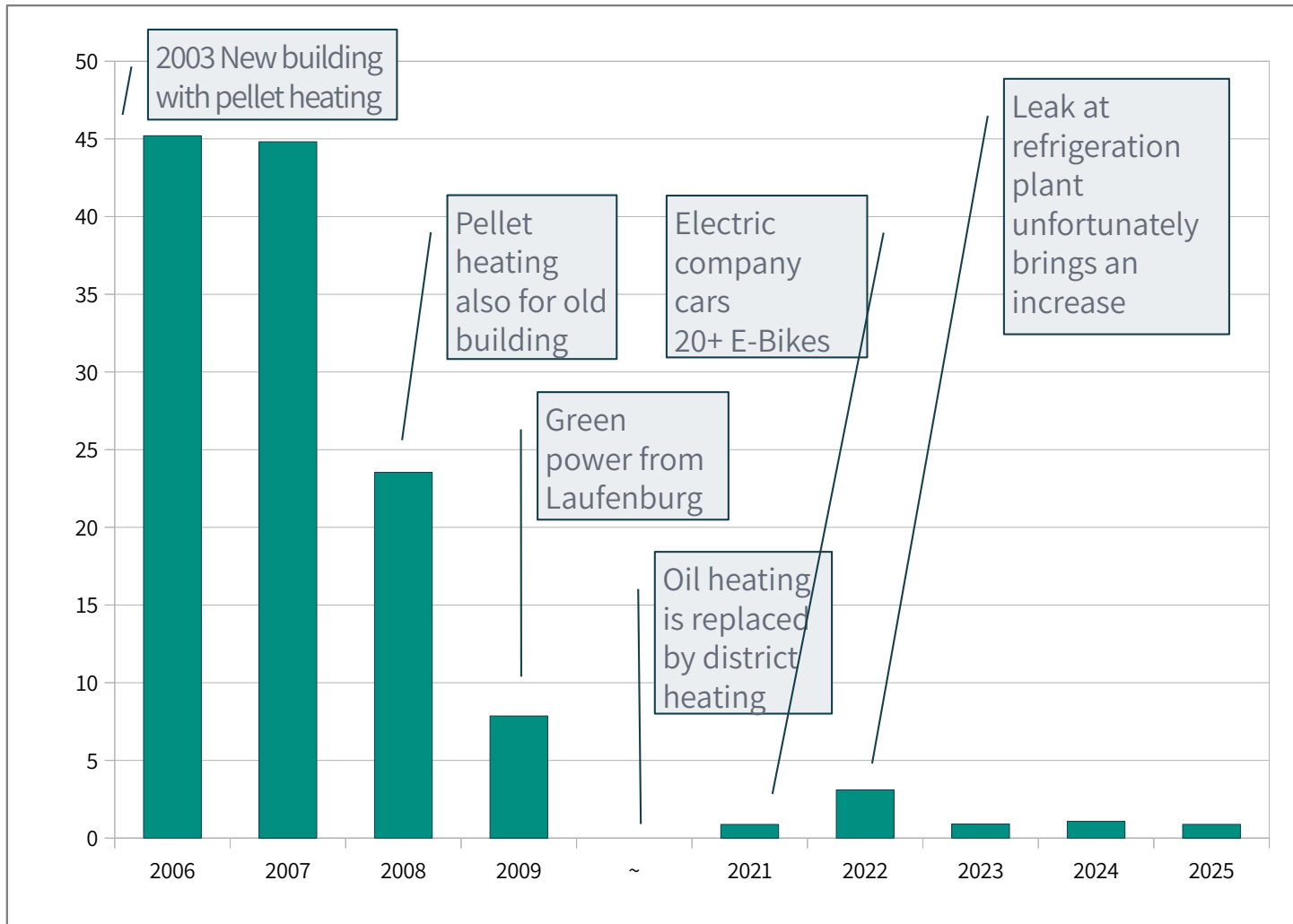
Brugger and environment

Environmental management system und CSR activities



The *grey* elements describe Brugger the company, and its stakeholders, who include suppliers, customers and the wider social context. The *green* elements show the structure of our environmental management system with its functional method and its most important elements. The *blue* speech bubbles provide an overview of activities that extend beyond the environmental management system.

►► What we do – Milestones and their influence on our CO2 emissions



Since 2007, we are EMAS-certified. The diagram on the left shows our current position and demonstrates clearly the path we have been following up until now. We are proud that we have successfully reduced our CO2 emissions through a few of the measures we have taken.

Today, our emissions are only 0% of what a 'fossil'* would emit.

*(Electricity of federal mix, heating oil, diesel cars)

We managed to compensate the remaining emissions in 2019 for the first time.

►► Our milestones – be inspired to create a world fit for our grandchildren!



Energy recovery through heat exchangers (1995)

New building with pellet heating (2003)

Photovoltaic plant on the roof (2003)



Toilet flushing via rainwater tank (2004)



EMAS in convoy and validation (2007)

Regranulation machine for recycling plastic sprue (2007)

Green power from Laufenburg (2009)

Package belt made of paper, CO2-neutral parcel shipment (2010)



All internal products such as coffee, milk, sugar and detergents (without microplastics) are purchased from bio shops (2011)

Acoustic measures implemented to reduce noise levels in the pressing, punching and injection departments (2012)



Height-adjustable desks in all office workplaces to allow alternate standing or sitting work positions (2013)

Start of the weekly round of health talks (2013)



Purchase of the first 8 E-bikes for employees (2013)

►► Our milestones – be inspired to create a world fit for our grandchildren!



Water dispensers in Administration and Production (2014)

Oil heating is replaced by district heating from a large joinery (2014)

Launch of the CSR project in China. This gives rise to FairMagnet. (2014)

Prize received for "100 businesses for resource efficiency, examples of excellence in Baden-Württemberg" (2016)



Height-adjustable benches throughout Production (2015)

Silver Seal for Attractive Employer awarded by the Chamber of Industry & Commerce, the ICC (2016)



Annual Health Days with training, good food and pleasant company (since 2012)



Conversion of the vehicle fleet to electric cars or hybrids (since 2017)



Lighting changed over to LED (2017)

Management development (2017)

►► Our milestones – be inspired to create a world fit for our grandchildren!



All employees can acquire a bicycle through BusinessBike (2018)



Founding member of REIA (Rare Earth Industry Association) (2019)

Gold Seal for Attractive Employer awarded by the Chamber of Industry & Commerce, the ICC (2020)

Company-wide introduction of the "Feedback" method (2019)

CO2 neutrality of Brugger (2019)

Winner of the Baden-Württemberg Environmental Award (Industrial companies with fewer than 250 employees) (2020) [Link](#)

Award "Place full of Energy" from the Ministry of the Environment (2020)

Presentation of our way to a climate-neutral company as part of an event of the wvib with 35+ members (2020)

CSR prize More than a Market - Award in China (2021) [Link](#)

Silver Seal for Attractive Employer awarded by the BVMW (2022)

BRUGGER purchases only lead-free materials (2022)



Brugger celebrates the company's 60th anniversary (2023)

Award for the company's 60th anniversary, Chamber of Industry & Commerce, the ICC (2023)



►► Our milestones – be inspired to create a world fit for our grandchildren!



BRUGGER takes part in the exhibition of the municipality of Hardt in October 2024

In May 2024, a weather station was put into operation on the meadow behind our company building. Reliable data can certainly help to create a reliable information and data basis for a better understanding of weather dynamics in the future.

[Link zum Bericht_ to the report](#)



The BRUGGER OPEN took place for the first time in October 2025. At this technology day, tradespeople in particular were shown how magnet systems can be used optimally. Held for the first time, the BRUGGER Open was a complete success.

▶▶ Highlights

Solar System

We supply ourselves with even more “own” energy

After installing our first two own solar systems since 2011 with 120 kWp on the north roof and another solar system as shading with semi-transparent modules above the windows of the south façade of our production hall since 2013 with 32 kWp, we have now added another one by taking over the GbR system installed on the south roof with almost 100 kWp from 2003. With 250 kWp, we can now cover almost all the electricity for our administration and production in summer. We are very proud of this.



Sustainability award

Award for our commitment

For our consistent commitment to sustainability and environmental protection, we were honored shortly before Christmas 2025 we were honored by Environment Minister Thekla Walker with the Zukunfts.Länd.Macher award.

We attach great importance to ecological awareness and take responsibility for our region.

In recent years, we have implemented numerous energy efficiency measures and rely on renewable energies through our own PV systems and green electricity.

As a climate-neutral company, we show that medium-sized industry can also make an important contribution.



Input-output analysis

Input						
Item	Unit	2021	2022	2023	2024	2025

Water						
municipal water	m ³	288	219	357	306	324

Energy						
Energy providers	kWh	583.438	621.495	528.540	506.615	525.691
Energy own pv consumed	kWh	88.653	114.102	99.954	144.036	157.488
Heating oil	kWh	4.115	5.378	2.117	5.387	3.409
District heating	kWh	262.130	213.850	212.870	235.417	207.290
Pellets	kWh	60.200	31.970	34.632	54.240	52.590
Propane	kWh	4.115	2.980	1.987	3.264	993
Diesel	kWh	18.337	21.235	18.471	21.043	21.515
Petroleum	kWh	24.976	27.450	31.372	30.299	30.982
Natural gas (LNG)	kWh	2.660	2.672	3.506	4.891	1.888

Total electricity	kWh	583.438	621.495	528.540	506.615	525.691
Total heating energy	kWh	326.445	251.198	249.619	295.044	263.289
Total energy, climate-adjusted	kWh	354.832	241.536	274.307	335.278	289.329
Total fuels	kWh	50.088	54.337	55.336	59.496	55.378

Raw and operating material						
Steel	t	168	174	144	153	166
Plastics	t	30	37	33	39	44
Refridgerant R134a	kg	0	27	0	0	0
Paper white, chlorine-free bleached	m ²	9.648	10.977	10.345	12.322	13.091

Significant indirect environmental asp

Purchasing

Ways to work for employees

Improvement by

Purchasing guidelines, e.g. regional providers, sustainable products.

With the e-bikes, about 80 tons of CO2 are saved annually.

Output						
Item	Unit	2021	2022	2023	2024	2025

Waste water						
Sewage	m ³	288	219	357	306	324
Rainwater	m ³	3.185	3.185	3.185	3.185	5.125

Waste						
Total non-hazardous waste	t	32,0	37,1	26,0	31,0	32,1
Total metal waste	t	67,4	87,5	58,5	60,5	64,4
Total hazardous waste	t	2,7	3,9	3,7	0,3	4,4

CO ₂ emissions						
Electricity	kg	0	0	0	0	0
Heating energy	kg	1.490	1.724	852	1.652	1.103
Fuels	kg	13.360	14.556	14.856	15.900	14.937
Refridgerant R134a	kg	0	38.610	0	0	0
Total CO ₂ -emissions	kg	14.850	54.891	15.707	17.552	16.040

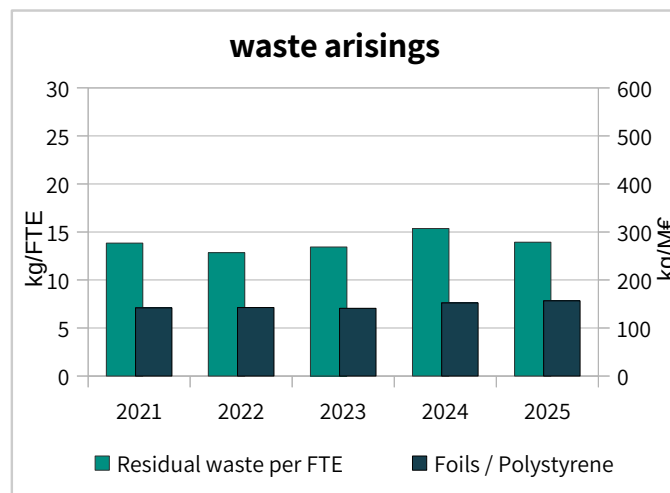
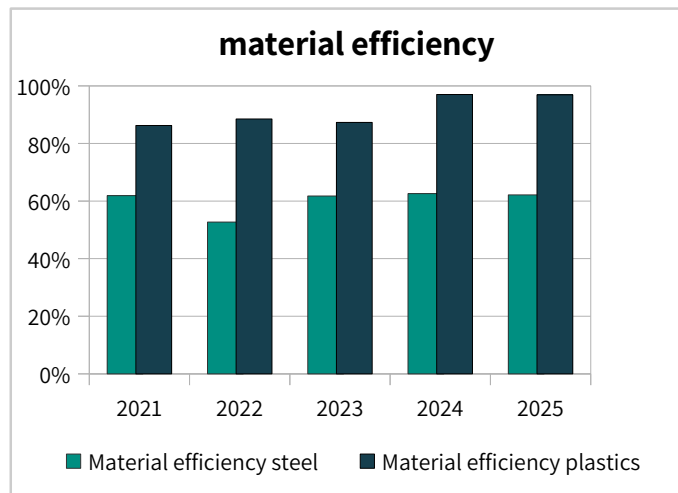
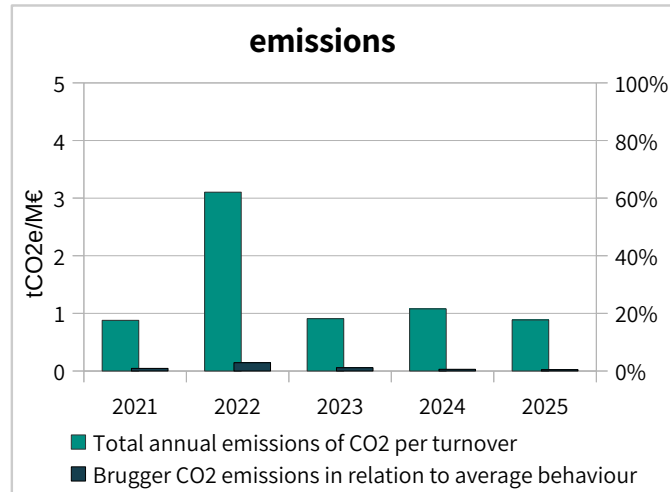
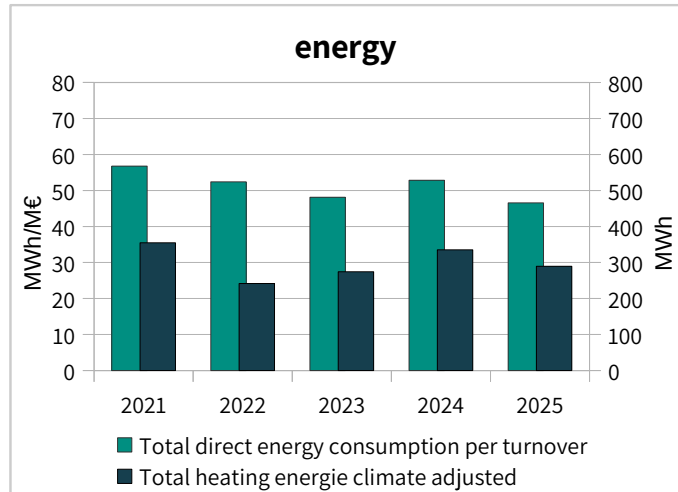
NO _x emissions						
Electricity	g	0	0	0	0	0
Heating energy	g	108.139	83.744	83.853	97.307	88.827
Fuels	g	7.755	8.649	8.357	9.103	8.865
Total NO _x emissions	g	115.895	92.393	92.209	106.409	97.692

SO ₂ emissions						
Electricity	g	0	0	0	0	0
Heating energy	g	37.292	28.912	28.414	33.868	30.716
Fuels	g	5.768	6.641	5.973	6.664	6.810
Total SO ₂ emissions	g	43.060	35.553	34.387	40.532	37.526

PM10 emissions						
Electricity	g	0	0	0	0	0
Heating energy	g	45.568	34.817	34.959	40.998	37.529
Fuels	g	2.885	3.225	3.227	3.397	3.405
Total PM10 emissions	g	48.453	38.042	38.187	44.395	40.934

▶▶ Environmental cockpit

Illustration and assessment of the major environmental aspects



It goes without saying that we comply with the legal environmental regulations that apply to us. These are recorded in the legal register. We derive all applicable legal obligations from this. We have addressed the key environmental aspects for us here.

Our energy consumption remains at a consistently low level. We have increased heating energy consumption slightly after adjusting for weather conditions.

Our remaining direct CO2 emissions are generated almost exclusively from vehicle fuels. We have offset our remaining emissions for the sixth time (since 2019).

Material efficiency is very good, especially for plastics thanks to the regranulator. There is still a high level of waste in the case of the steel casings due to the mostly round shape of our stamped parts. A new rectangular series will slightly improve the situation in the next few years.

The absolute volume of film waste has fallen slightly, while we are now at a consistently low level for polystyrene.

EMAS core indicators

	Unit	2023	2024	2025
Reference				
Turnover	Mio. €	17,32	16,29	18,13

Energy efficiency				
Total direct energy consumption	MWh	833	861	844
Use of renewable energy (external)	MWh	681	652	635
Use of renewable energy (self-generated)	MWh	100	144	157
Percentage of renewable energy	%	93,73 %	92,47 %	93,82 %

Material efficiency				
Annual mass-flow steel	t	144	153	166
Annual mass-flow plastics	t	33	39	44

Water				
Total annual water use	m ³	357	306	324

Waste				
Non-hazardous waste	t	26,05	30,96	32,15
Hazardous waste	t	3,71	0,29	4,44
Metal waste	t	58,49	60,51	64,45

Biodiversity				
Total use of land	m ²	10.097	10.097	10.097
- sealed	m ²	4.504	4.504	4.504
- unsealed	m ²	5.593	5.593	5.593
- unsealed natural	m ²	5.393	5.393	5.393

Emissions				
Total annual emissions of CO ₂	t	15,7	17,6	16,0
Total annual emissions of NO _x	kg	92,2	106,4	97,7
Total annual emissions of SO ₂	kg	34,4	40,5	37,5
Total annual emissions of PM ₁₀	kg	38,2	44,4	40,9

	2023	2024	2025
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48,1	52,8	46,6	MWh/Mio. €
39,3	40,0	35,0	MWh/Mio. €
5,8	8,8	8,7	MWh/Mio. €
93,73 %	92,47 %	93,82 %	%

8,3	9,4	9,2	t/Mio. €
1,9	2,4	2,4	t/Mio. €

20,6	18,8	17,9	m ³ /Mio. €
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1,50	1,90	1,77	t/Mio. €
0,21	0,02	0,24	t/Mio. €
3,38	3,71	3,55	t/Mio. €

583	620	557	m ² /Mio. €
260	276	248	m ² /Mio. €
323	343	308	m ² /Mio. €
311	331	297	m ² /Mio. €

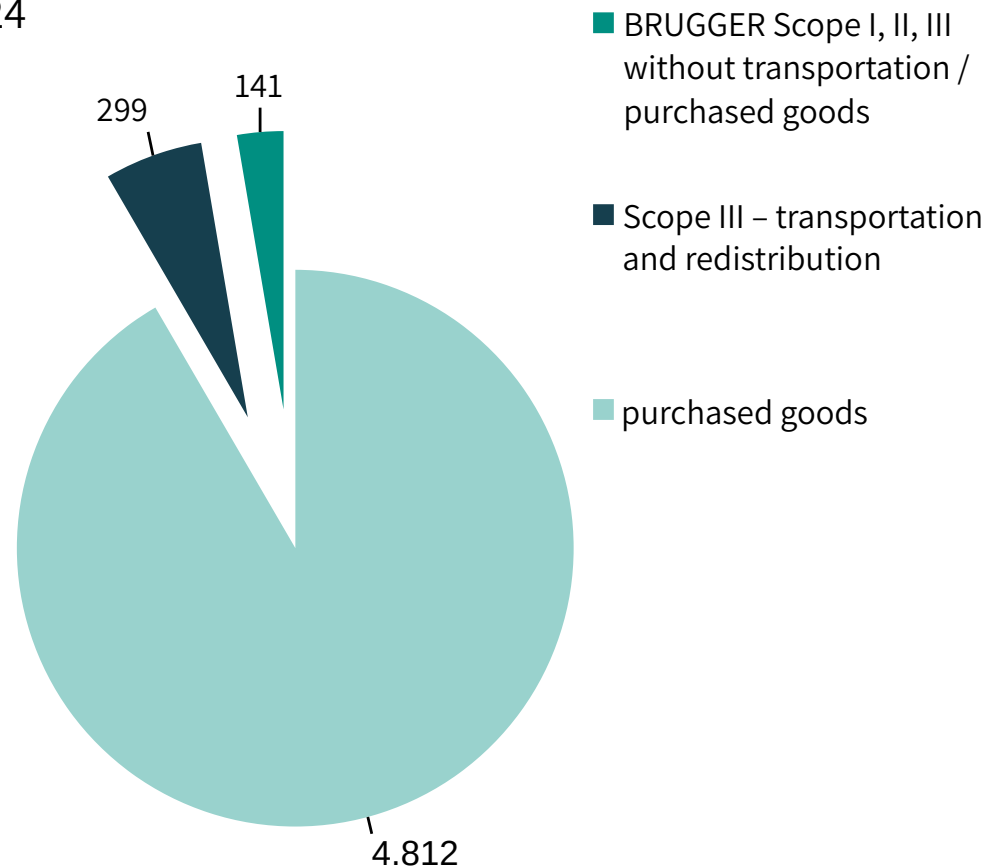
0,9	1,1	0,9	t/Mio. €
5,3	6,5	5,4	kg/Mio. €
2,0	2,5	2,1	kg/Mio. €
2,2	2,7	2,3	kg/Mio. €

According to Annex IV of Regulation (EC) No 1221/2009 (EMAS III) the environmental statement shall contain defined core indicators, which refer to the same reference. As we have very different processes this is not very suitable to assess the environmental performance. Though to comply with the regulation we publish the core indicators for the last three years.

►► Where we stand and how we can best progress

CO2 footprint in t CO2e

2024



Key findings

Currently, we only make 2.7% of that footprint directly.

- The e-bikes continue to improve the indirect environmental aspect of employee commuting to work
- the conversion of the vehicle fleet to alternative drives is having an effect

Nearly 90% are caused by energy-intensive upstream products such as turned parts, magnets and plastics.

- The big lever for improvement lies in the supply chain (Pareto principle)
- For this, we use our influence in purchasing

▶▶ How we continue

Achievement of our 2025 programme

No.	Action	CSR reference	Status
1	CO _{2e} neutrality	Ecological	Yes
2	Packaging reduction at Chinese suppliers. 10 different. Determine 10 different types of packaging. With before and after and show material and cost reduction	Ecological / economic	No
3	Reduction of CO _{2e} footprint of Chinese suppliers by 10% compared to 2024	Ecological	No
4	Cooperation with HFU (Furtwangen University) in the area of sustainability. Develop supplier questionnaire and use it to obtain criteria for a supplier evaluation in the area of sustainability, which may be taken into account when selecting suppliers.	Ecological / economic / Social cooperation	Yes

New programme for 2026

No.	Action	CSR reference
1	CO _{2e} neutrality	Ecological
2	Packaging reduction at Chinese suppliers. 10 different. Determine 10 different types of packaging. With before and after and show material and cost reduction	Ecological / economic
3	Reduction of CO _{2e} footprint of Chinese suppliers by 10% compared to 2024	Ecological
4	Improve biodiversity. Here, reorganization of the "green" in plant 2	Ecological / Social cooperation

▶▶ Do you have any questions, requests or criticisms? Get in touch with us!

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The Sustainability Report with integrated Environmental Declaration is being approved for publication:

13.03.26, Thomas Brugger

13.03.26, Georg Brugger-Efinger

13.03.26, Sascha Bausch

►► Validation of Environmental Statement

The next consolidated Environmental Statement will be available for validation February 2027 latest.

In accordance with Art. 2 No. 28 EMAS III, this updated Environmental Declaration will not be getting validated.

