

►► SUSTAINABILITY REPORT 2025

Including EMAS environmental statement for the reporting year 2024



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,

The year 2024 was once again characterized by challenges. Due in part to the current generally difficult market situation, our turnover of € 16.3 million unfortunately fell well short of our target. Despite the decline in sales, we were able to achieve a positive earnings situation thanks to falling prices for materials. The strategic work, in particular the focus on special systems and the solution orientation in our niche, as well as the launch of LinkedIn as a marketing tool, show promising approaches. However, these measures will still need time to take full effect.

To summarize, we can say that we have set an important course for the future in 2024 despite the difficult overall conditions. We look to the coming year with confidence and are convinced that our strategic measures will lead to sustainable success in the medium to long term.

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



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

Enjoy reading it.



Thomas Brugger

Hardt, dated 13.02.25

►► 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.

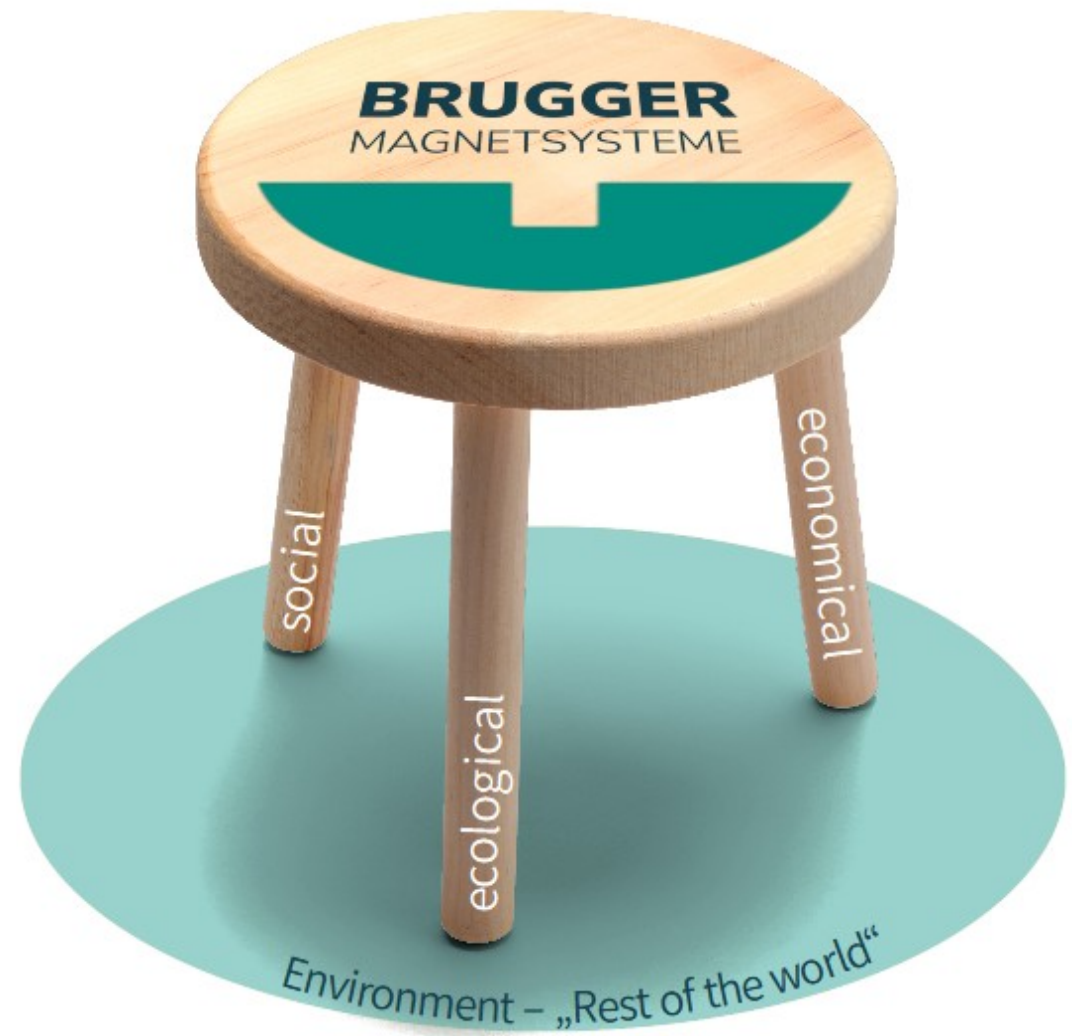
What does CSR show?

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.

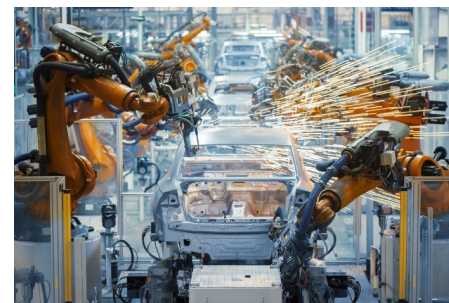
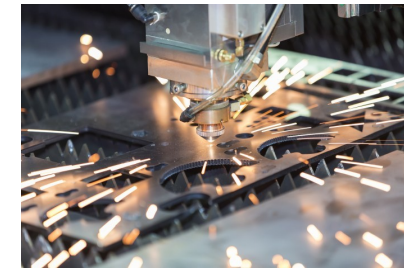


►► Brugger Magnetsysteme – A world of possibilities

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:

<https://www.brugger-magnet.de/en/company/philosophy>

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

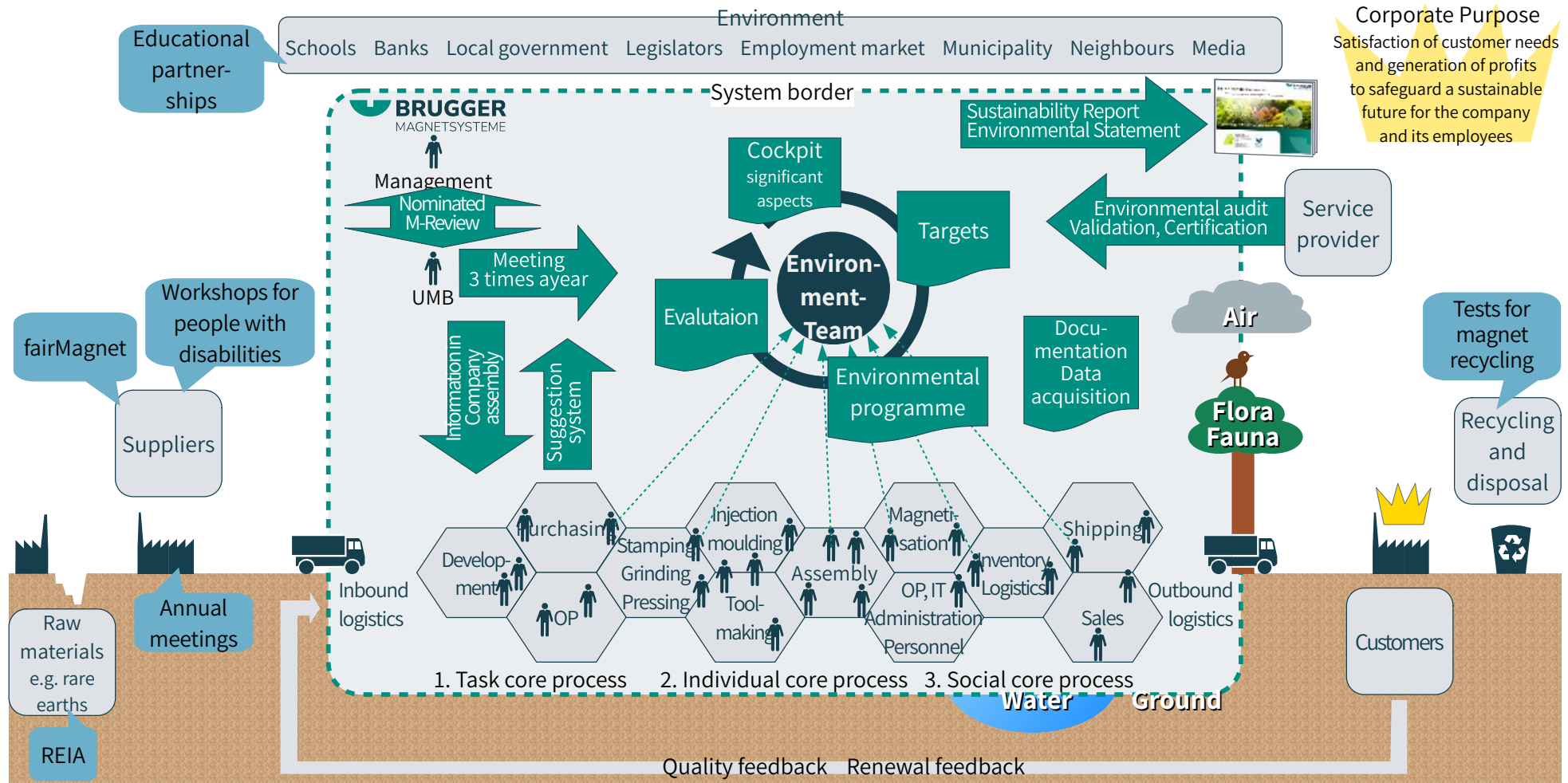
We view and assess the threats that affect us in broad-based threat assessments and in case-specific risk evaluations. We try to identify opportunities and to weigh up any attendant potential threats.

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.

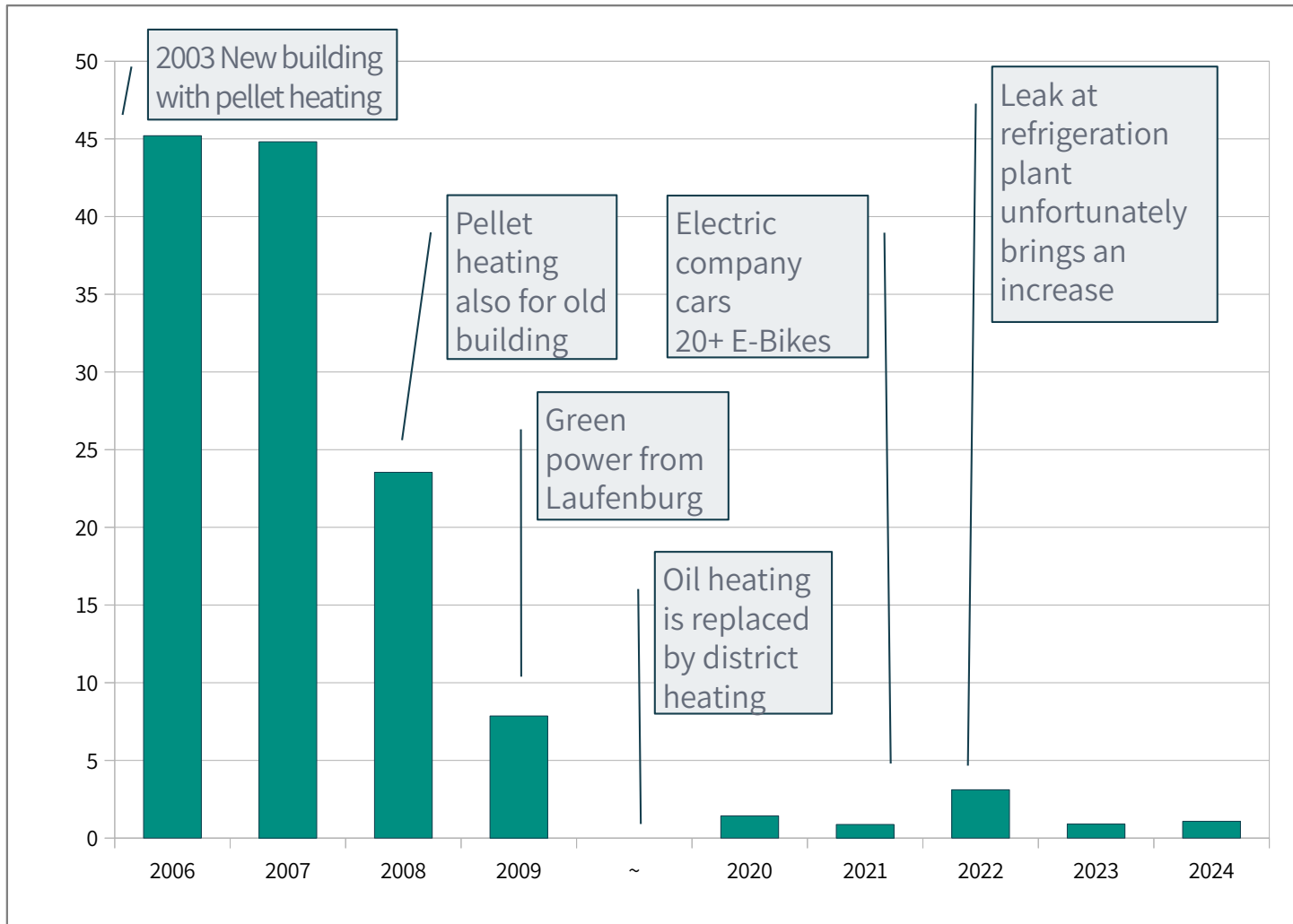
Brugger and environment

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 7% of the amount that a 'Fossilo'* would produce.

*(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)

Reggranulation 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)

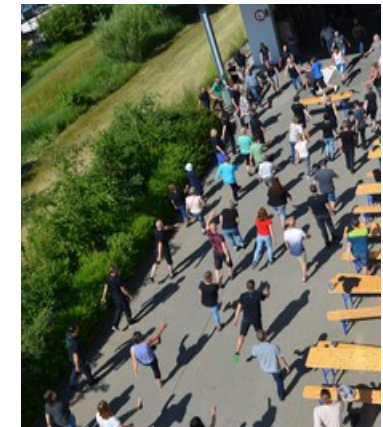


Height-adjustable benches throughout Production (2015)

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](#)



►► 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.



Family-friendly company

Once again awarded the title “Family-conscious company”

"Brugger GmbH impresses with its consistently developed family-friendly HR policy, which combines a management culture, life-phase-oriented HR development and (digital) innovations. Complemented by strong company health management and exemplary social commitment, the company sets standards in the compatibility of work and family. "

Quote from Silke Jäger-Warnecke

Bildungswerk der Baden-Württembergischen Wirtschaft e.V.
BBQ Education and Vocational Qualification GmbH



Input-output analysis

Input						
Item	Unit	2020	2021	2022	2023	2024

Water						
municipal water	m³	288	288	219	357	306

Energy						
Energy (providers + our solar power)	kWh	465.635	583.438	621.495	528.540	506.615
Heating oil	kWh	5.348	4.115	5.378	2.117	5.387
District heating	kWh	233.420	262.130	213.850	212.870	207.290
Pellets	kWh	59.100	60.200	31.970	34.632	54.240
Propane	kWh	2.696	4.115	2.980	1.987	3.264
Diesel	kWh	30.206	18.337	21.235	18.471	21.043
Petroleum	kWh	25.953	24.976	27.450	31.372	30.299
Natural gas (LNG)	kWh	7.856	2.660	2.672	3.506	4.891

Total electricity	kWh	465.635	583.438	621.495	528.540	506.615
Total heating energy	kWh	297.868	326.445	251.198	249.619	266.917
Total energy, climate-adjusted	kWh	323.769	313.890	276.041	283.658	293.316
Total fuels	kWh	66.711	50.088	54.337	55.336	59.496

Raw and operating material						
Steel	t	120	168	174	144	153
Plastics	t	34	30	37	33	39
Refrigerant R134a	kg	0	0	27	0	0
Paper white, chlorine-free bleached	m²	9.392	9.648	10.977	10.345	12.322

Significant indirect environmental aspects

Purchasing

Ways to work for employees

Improvement by

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

With the e-bikes, about 13 tons of CO2 are saved annually.

Output						
Item	Unit	2020	2021	2022	2023	2024

Waste water						
Sewage	m³	288	288	219	357	306
Rainwater	m³	3.185	3.185	3.185	3.185	3.185

Waste						
Total non-hazardous waste	t	23,9	32,0	37,1	26,0	31,0
Total metal waste	t	57,1	67,4	87,5	58,5	60,5
Total hazardous waste	t	4,2	2,7	3,9	3,7	0,3

CO ₂ emissions						
Electricity	kg	0	0	0	0	0
Heating energy	kg	1.790	1.490	1.724	743	1.636
Fuels	kg	17.802	13.360	14.556	14.856	15.900
Refrigerant R134a	kg	0	0	38.610	0	0
Total CO ₂ -emissions	kg	19.592	14.850	54.891	15.599	17.536

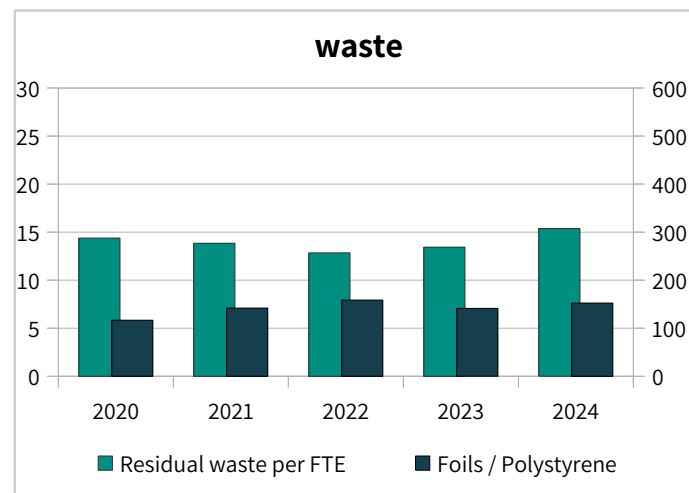
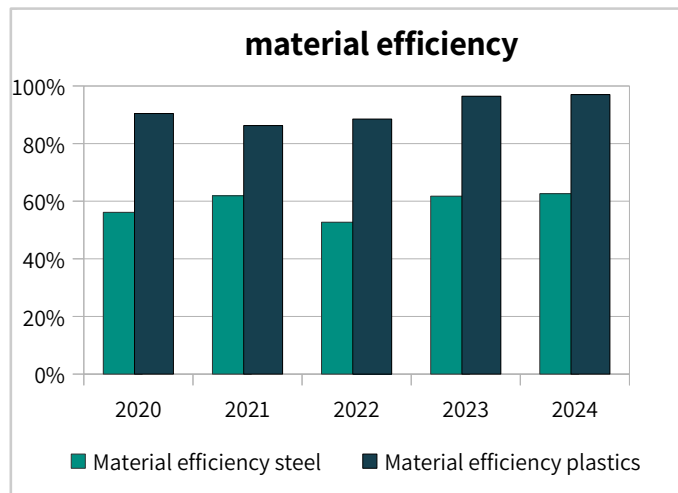
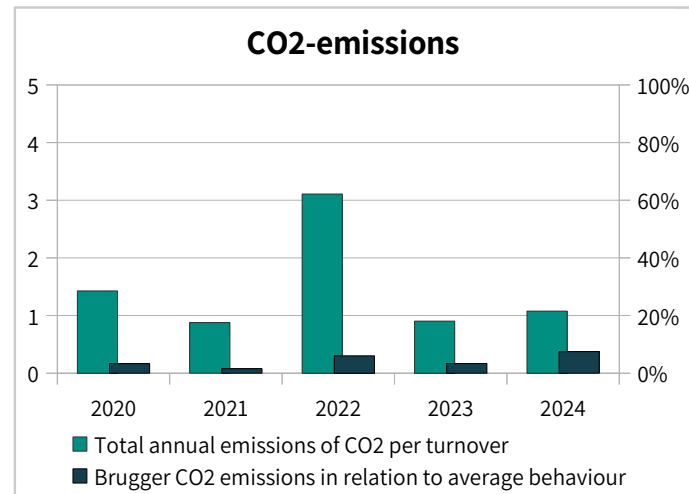
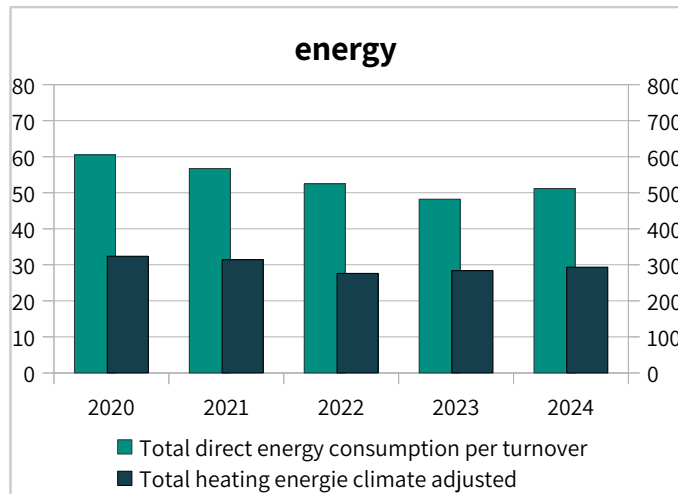
NO _x emissions						
Electricity	g	0	0	0	0	0
Heating energy	g	97.924	108.139	83.744	83.853	89.438
Fuels	g	11.131	7.755	8.649	8.357	9.103
Total NO _x emissions	g	109.055	115.895	92.393	92.209	98.540

SO ₂ emissions						
Electricity	g	0	0	0	0	0
Heating energy	g	34.183	37.292	28.912	28.414	31.320
Fuels	g	9.110	5.768	6.641	5.973	6.664
Total SO ₂ emissions	g	43.293	43.060	35.553	34.387	37.984

PM10 emissions						
Electricity	g	0	0	0	0	0
Heating energy	g	41.400	45.568	34.817	34.959	37.819
Fuels	g	3.871	2.885	3.225	3.227	3.397
Total PM10 emissions	g	45.271	48.453	38.042	38.187	41.216

►► Environmental cockpit

Illustration and assessment of the major environmental aspects



Our energy consumption remains at a consistently low level. In fact, we have the lowest heating energy consumption within the periods under review. Our measures have had an impact here. Our remaining direct CO2 emissions come almost exclusively from vehicle fuels. For the third time (since 2019), we have offset our remaining emissions. Unfortunately, a loss of refrigerant R134a (27kg≈34tCO2e) resulted in a sharp increase in emissions.

Material efficiency is very good, especially for plastics due to the regranulator. In the case of steel waste, there is still a high level of waste due to the mostly round shape of our die-cut parts. A new rectangular series will slightly improve the situation in the next few years. The absolute waste volume of foils has again increased (5%), while the volume of polystyrene has decreased significantly (36%). The relative change is smaller due to the slightly increased sales.

EMAS core indicators

	Unit	2022	2023	2024
Reference				
Turnover	Mio. €	17,66	17,29	16,28

Energy efficiency				
Total direct energy consumption	MWh	927	833	833
Use of renewable energy (external)	MWh	758	681	630
Use of renewable energy (self-generated)	MWh	114	100	144
Percentage of renewable energy	%	94,02 %	93,73 %	92,88 %

Material efficiency				
Annual mass-flow steel	t	174	144	153
Annual mass-flow plastics	t	37	33	39

Water				
Total annual water use	m³	219	357	306

Waste				
Non-hazardous waste	t	37,12	26,05	30,96
Hazardous waste	t	3,94	3,71	0,29
Metal waste	t	87,47	58,49	60,51

Biodiversity				
Total use of land	m²	10.097	10.097	10.097
- sealed	m²	4.504	4.504	4.504
- unsealed	m²	5.593	5.593	5.593
- unsealed natural	m²	5.393	5.393	5.393

Emissions				
Total annual emissions of CO2	t	54,9	15,6	17,5
Total annual emissions of NO _x	kg	92,4	92,2	98,5
Total annual emissions of SO ₂	kg	35,6	34,4	38,0
Total annual emissions of PM10	kg	38,0	38,2	41,2

2022	2023	2024
------	------	------

52,5	48,2	51,2	MWh/Mio. €
42,9	39,4	38,7	MWh/Mio. €
6,5	5,8	8,8	MWh/Mio. €
94,02 %	93,73 %	92,88 %	%

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

12,4	20,7	18,8	m³/Mio. €
------	------	------	-----------

2,10	1,51	1,90	t/Mio. €
0,22	0,21	0,02	t/Mio. €
4,95	3,38	3,72	t/Mio. €

572	584	620	m²/Mio. €
255	261	277	m²/Mio. €
317	324	344	m²/Mio. €
305	312	331	m²/Mio. €

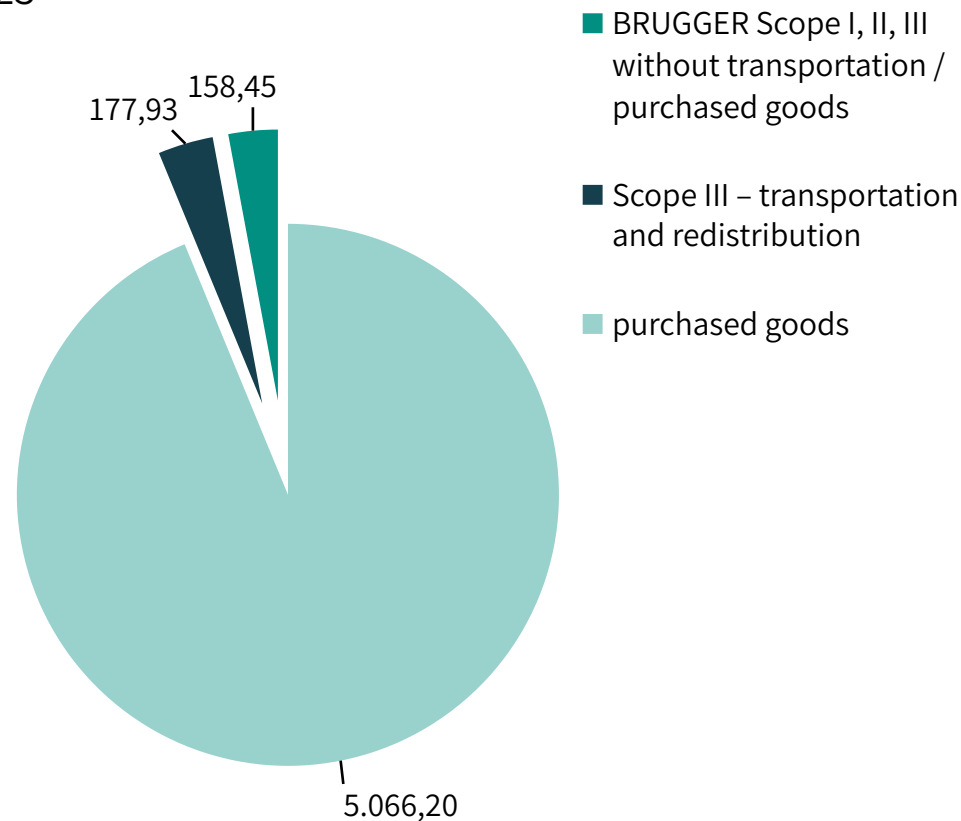
3,1	0,9	1,1	t/Mio. €
5,2	5,3	6,1	kg/Mio. €
2,0	2,0	2,3	kg/Mio. €
2,2	2,2	2,5	kg/Mio. €

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

2023



Key findings

Currently, we only make 2.8% of that footprint directly.

- e-bikes improve the indirect environmental aspect of employee ways to work
- the conversion of the vehicle fleet to alternative drives is having an effect
- The factor for CO2e was changed significantly for transportation → hence the increase. The quantities here have not changed to the same extent.

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 2024 programme

No.	Action	CSR reference	Status
1	Planting trees with the town of Schramberg	Ecological	No
2	Photovoltaic system from GbR to BRUGGER (old system from 2003)	Economic / Ecological	Yes
3	Climate neutrality	Ecological	Yes
4	Biodiversity - Hedgehog house	Ecological	Yes

New programme for 2025

No.	Action	CSR reference
1	CO2e 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 CO2 footprint of Chinese suppliers by 10% compared to 2024	Ecological
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

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

Matthias Thimm



Quality & Environmental departmental manager

matthias.thimm@brugger-magnet.de

Thomas Brugger



Chief Executive Officer and proprietor

thomas.brugger@brugger-magnet.de

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

13.02.25, Thomas Brugger

13.02.25, Georg Brugger-Efinger

13.02.25, Sascha Bausch

►► Validation of Environmental Statement

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

The undersigned, Reinhard Mirz, EMAS environmental inspector with the registration number DE-V-0260, accredited for area 25 (NACE-Code Rev. 2), confirms having audited whether the facility as declared in the Environmental Statement of

Brugger GmbH Magnetsysteme
Gewerbestrasse 23, 78739 Hardt, Germany
with Reg. No. D-169-00061

states that it satisfies all requirements of Directive (EC) No. 1221/2009 of the European Parliament and Council of 25 November 2009 and the changes 2017/1505 and 2018/2026 on the voluntary participation of organisations in a joint system for environmental management and environmental company audits (EMAS).

Hardt, dated 17.03.2025

By signing this declaration, we confirm that

- the appraisal and validation were conducted in full accordance with the requirements of directive (EC) No. 1221/2009,
- the outcome of the appraisal and validation confirms that no evidence exists of non-compliance with applicable environmental regulations,
- the data and information from the updated Environmental Declaration for the location provide a reliable, credible and accurate picture of all activities at the location within the area defined in the Environmental Declaration.

This declaration cannot be equated to an EMAS registration. EMAS registration can only be performed by a competent body according to Directive (EU) No. 1221/2009. This declaration may not be used as the sole basis for communication with the public.

Environmental inspector



signed von:
Reinhard Mirz
am: 18.03.2025
mit:
digiSeal®
by seacrypt