



# Bronkhorst Sustainability Report 2024

● Sustainable choices. Measurable results.





Table of contents

<b>01</b>	About Bronkhorst	07
<b>02</b>	Materiality	13
<b>03</b>	Environment	15
<b>04</b>	Social	21
<b>05</b>	Governance	29



## Message from the board

### Sustainability

**At Bronkhorst High-Tech, sustainability is a conscious choice. We want to show what we do, what we stand for, and how we contribute to a better world.**

Since our founding in 1981, we have worked with passion on innovative technology that makes a difference. Our low-flow solutions help customers worldwide work smarter, cleaner, and more sustainably. For us, progress only matters when it benefits people and the planet.

In this report, you will read how we address topics such as climate, energy, waste, diversity, and good governance. Our goals, actions, and results are clearly explained and supported by data. We are proud of what we have achieved so far, but we are also realistic about what still can be improved.

At Bronkhorst, we see sustainability as a shared effort. Together with colleagues, customers, partners, and society, we make the difference.

On behalf of the Bronkhorst Board, we hope you enjoy reading this report.

Alex Vossebeld, Executive Board member Operations

Ton Kemperink, Executive Board member Sales & Global Key Account

Henk Tappel, Executive Board member Innovations

Robert Tiessink, Executive Board member Finance, IT, HR

Fergus van Beek, Executive Board member Marketing & New Business





## Executive Summary Bronkhorst Sustainability Report 2024

**At Bronkhorst, we work toward a better world by reducing our environmental impact, providing a safe and inclusive workplace, and acting with integrity. This report gives an overview of our key results in 2024 within the domains Environment, Social, and Governance, and how they contribute to the United Nations Sustainable Development Goals (SDGs).**

### Environment

- CO<sub>2</sub> reduction: By switching fully to green electricity, CO<sub>2</sub> emissions from power dropped from 387 tons to zero.
- Own generation: 1,107 solar panels and an Aquifer Thermal Energy Storage (ATES) system help save energy.
- Buildings: 18,068 m<sup>2</sup> of real estate, most rated energy class A+++, with improvement potential for E/F-class buildings.
- Waste and circularity: 73% less CO<sub>2</sub> emissions through recycling (63 tons saved).
- Hazardous substances: VOC emissions only 10 kg (96% below legal limit). Mercury use is being phased out.
- Contribution to SDGs: SDG 3 (Health), SDG 7 (Affordable and clean energy), SDG 12 (Responsible consumption).

### Social

- Employment: 800 employees worldwide, most with permanent contracts.
- Diversity: 75% men / 25% women; active inclusion policy.
- Safety: 93 hazardous situations, 11 near misses, 12 minor incidents (no lost time).

- Development: 70-20-10 learning model, access to LinkedIn Learning, leadership programs.
- Contribution to SDGs: SDG 3 (Health), SDG 8 (Decent work and economic growth).

### Governance

- Code of conduct & CSR: ISO 9001, ISO 14001, ISO 26000 embedded in policy.
- Integrity: No cases of corruption or bribery in the past three years.
- Reporting channels: Confidential advisors and whistleblower procedure available.
- Community engagement: Support for projects in culture, education, and health; participation in innovation platforms.
- Transparency: Annual audit and oversight of the accounting processes of our international offices.
- Contribution to SDGs: SDG 9 (Industry, innovation, and infrastructure), SDG 16 (Peace, justice, and strong institutions).

We are proud of the progress made in 2024. At the same time, we continue to work on improvements such as making buildings more sustainable, gaining insight into scope 3 emissions, and increasing diversity. Together with our employees, customers, and partners, we are moving toward a future where technology and sustainability go hand in hand.



## Facts & Figures

### 40+ years Experience

Over 40 years of expertise in low-flow technology

### HQ Ruurlo

Headquarters in Ruurlo, with sites in Neede and Enschede

### 5 Production Facilities

In Ruurlo, Neede, Germany, Singapore and the USA.

### 12 Locations

Sales offices in 12 countries

### 30 Countries

Sales and service support in more than 30 countries

### 800+ Employees

Over 800 employees worldwide

### 6064 m<sup>2</sup> Production Facility

In total over 6064m<sup>2</sup>

### 1.000.000+ Instruments

More than 1 million instruments in the field worldwide

### €94.500.000 Revenue

€94.5 million revenue in 2024

### Bronze Medal

Ecovadis Bronze Medal

### ISO Gecertificeerd



Multiple offices certified ISO 9001 and ISO 14001, ISO 14644-1 Class 6 cleanroom with Class 5 flow benches, ISO 17025 accredited calibration centre

## About Bronkhorst

### Company Profile

#### **Bronkhorst. The low-flow specialists.**

Bronkhorst High-Tech is a global leader in low-flow technology. Since 1981, we have developed and manufactured smart, precise instruments for measuring and controlling gas, liquid, vapor, and pressure. We follow market developments, think ahead, and keep finding new ways to make processes smarter, more sustainable, and more reliable.

#### **Markets we serve**

Our instruments are used worldwide in sectors such as analytical applications, bioprocessing, sustainable energy, semiconductor industry, pharmaceuticals, medical technology, chemical industry, machinery, oil & gas, and water treatment.

#### **Products and services**

We supply instruments for gas, liquid, vapor, and pressure measurement. In addition to standard solutions, we offer customized systems through a modular approach. Development, production, training, and service are all handled in-house. With 12 offices and a global network of local partners, we are always close by. We provide expert advice, fast support, and solutions that fit our customers' needs.

#### **Quality and sustainability**

We work according to high quality standards (ISO 9001) and actively promote environmentally responsible business practices (ISO 14001). Quality and sustainability are embedded in the way we work.

#### **Our promise**

At Bronkhorst, we believe technology enables progress. That is why we keep learning, improving, and innovating to help our customers build their future with confidence.



## We are the low-flow specialists.

### Vision

**At Bronkhorst, we believe our low-flow technology contributes to a better world. We aim to improve quality of life. For our customers, for each other, and for society.**

**We are a close-knit “flow family.” We listen to each other, take time, and help where we can. We extend that care to our customers: we think along, solve challenges, and develop smart solutions together.**

**Our customers and partners guide what we create today and tomorrow. This keeps us relevant and valuable.**

**With more than 40 years of experience, we continue to learn and innovate. We combine craftsmanship with curiosity to make our technology increasingly precise, reliable, and sustainable.**

### Mission

With our high-quality low-flow technology, we contribute to solutions for a better world. Together, we help our customers and partners excel in what they do.

### Values

**Mastery  
Pioneering  
Collaboration  
Sustainability**



## Sustainability initiatives

**Our low-flow technology helps create a better world. With our solutions, we make processes smarter, more reliable, and more sustainable in sectors that impact health, energy, and innovation.**

Our commitment to sustainability is visible not only in our products but also in how we operate. At our Ruurlo site in The Netherlands, we have several initiatives aligned with the United Nations Sustainable Development Goals (SDGs). Examples include:

**8** DECENT WORK AND ECONOMIC GROWTH



### Decent work and economic growth

- Active collaboration with local suppliers to reduce transport distances and strengthen the regional economy.
- Participation in regional initiatives to promote employment and innovation.

**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE



### Industry, innovation, and infrastructure

- Sustainable building upgrades, including climate ceilings for energy-efficient heating and cooling.
- Active participation in platforms and organizations for innovation and technology.
- Support for scientific initiatives for sustainable solutions.

**3** GOOD HEALTH AND WELL-BEING



### Good health and well-being

- Vapor cleaning system to reduce harmful substances.
- Support for regional projects in culture, well-being, education, and health.

**7** AFFORDABLE AND CLEAN ENERGY



### Affordable and clean energy

- Aquifer Thermal Energy Storage (ATES) systems to save energy.
- Charging plaza for electric cars powered by solar panels.
- We purchase only green energy.





## Stakeholders



### Our customers: Moving forward together

We actively listen to our customers and aim not only to meet their expectations but to exceed them. That is why we continuously work on improvements, for example in product specifications, lead times, and pricing. Through regular contact we measure customer satisfaction and address opportunities and issues early. This helps us build long-term relationships.



### Our employees: Work that fits and inspires

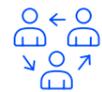
We offer our employees a safe work environment and encourage personal growth. We believe it is important that employees:

- Do work that suits them and keeps them engaged
- Continue to develop through training and education
- Have influence on their work and take responsibility
- Are assessed and rewarded fairly
- Can always talk to management



### Our shareholders: Transparent and future-focused

We ensure healthy returns for our shareholders and actively inform them about Bronkhorst's performance and plans.



### Our suppliers: Growing sustainably together

We build long-term relationships based on trust and mutual benefit. Together, we work on sustainable solutions and continuously improve quality and efficiency.



### Our strategic partners: Innovation through collaboration

We work closely with a select-group of partners in specific markets and technologies. Together, we develop smart solutions for the future.



### Society: Caring for the world around us

At Bronkhorst, sustainable business goes beyond reducing our environmental impact. Our approach to corporate social responsibility (CSR) includes:



# Materiality

## What is materiality?

To determine which sustainability topics matter most to Bronkhorst, we conducted a double materiality analysis. This approach identifies our priorities and forms the basis of the topics reported in this document.

### Impact materiality

Where does Bronkhorst have influence? Examples include our impact on the environment, our employees, and society.

### Financiële materialiteit

What influence Bronkhorst? For instance, factors that affect our strategy, risks, or financial results.

This approach is called double materiality. It helps us set direction by showing which topics are relevant-either because we influence them or because external factors influence us.

### How did we conduct the double materiality analysis?

We started by gathering input from customers, suppliers, colleagues, and other stakeholders. Based on this input, we assessed each theme and scored it for both impact and financial materiality. The assessment was carried out using predefined variables. Next, we analyzed and prioritized these scores using a statistical distribution to objectively identify the most important topics. The preliminary list of material themes was then discussed and validated by our internal governance bodies. This process resulted in a final selection of the most relevant topics within the domains Environment, Social, and Governance.

Financial ▲

Impact ►



## Environment

**At Bronkhorst, we actively work toward a more sustainable world. We take responsibility for our climate impact and focus on concrete improvements.**

We have established an environmental policy and are developing a climate policy that will become part of our business strategy. We have also set targets to reduce our impact and make our buildings, processes, and mobility more sustainable. These targets will be detailed in the coming year so we can measure and compare our performance more effectively in the future.



### Compliance with environmental legislation and obligations

We comply with all environmental laws and regulations. Our employees are aware of the latest environmental requirements.



### Measuring and analyzing CO2 footprint

We closely monitor and analyze our CO2 emissions. We take targeted measures to reduce our emissions.



### Waste management

We do our best to produce less waste and reuse and recycle as much as possible. At all our locations, we ensure smart and efficient waste management to minimize our environmental impact.



### Energy-saving measures

Our offices are designed to be energyefficient: from lighting to climate ceilings. We encourage employees to use our energy resources consciously.



### Environmentally conscious purchasing

When purchasing products and services, we always consider the environmental impact. We choose sustainable suppliers as much as possible to make our supply chain greener.



### Employee awareness and training

We regularly provide training and instructions on environmental impact to our employees. All employees play an important role in reducing our ecological footprint.



### Continuous improvement and adaptation

We continuously improve and adapt our environmental measures. We constantly adapt to reduce the effects of climate change and become more resilient to changes.



## Combating climate change

**We aim to reduce CO2 emissions and prepare for the effects to climate change. We do this by:**

- Lowering emissions through energy efficiency and renewable energy use.
- Smarter logistics to reduce transport movements.
- More sustainable buildings through renovation and stricter standards.
- Electrifying our fleet and providing charging options for employees.

Climate change also brings risks such as flooding and heat, which can affect production and employee well-being. That is why we take measures such as installing sunshades, planting trees for shade, and adding climate ceilings in our buildings.





## Energy use and CO2 emissions

We not only look at how much energy we use but also the climate impact. Energy consumption leads to CO<sub>2</sub> emissions, which we measure at three levels.

Scope 1: Direct emissions from sources within the organization.  
 Scope 2: Indirect emissions from purchased energy.  
 Scope 3: Emissions from third parties related to our activities.

**Total building area**  
 19.700 m<sup>2</sup>

**Total CO<sub>2</sub> emissions**  
 Approximately 1.412 tons per year



## SCOPE 2 Purchased energy

**Scope 2 covers indirect emissions from purchased electricity used for lighting, machines, and equipment.**

Since 2024, we have purchased only green electricity from our energy supplier. This means CO<sub>2</sub> emissions from electricity are effectively zero, based on the principle that solar and wind power generation does not produce direct CO<sub>2</sub> emissions.

In 2024, electricity use slightly decreased compared to 2023, while production increased significantly. By switching fully to green electricity, CO<sub>2</sub> emissions dropped from 387 tons to zero. CO<sub>2</sub> intensity per instrument fell from 3.97 kg to 0 kg, showing a clear improvement in sustainability performance.

Category	2023	2024
Electricity consumption (kWh)	1.560.000	1.530.000
Own generation (kWh)	229.000	312.050*
CO <sub>2</sub> emissions (tons)	387.000	0
Production (number of instruments)	97.385	83.355
CO <sub>2</sub> intensity (kg per unit)	3.97	0

(These figures apply to the production sites in Ruurlo and Neede combined)  
 \* This is an estimated value

## SCOPE 3 Energy use across the value chain



**We also look at energy use outside Bronkhorst-know as scope 3 emissions. This includes energy used by third parties linked to our activities, such as:**

- Transport of goods
- Procurement of materials
- Use of our products by customers

These indirect emissions are important for a complete picture of our impact. We do not yet have sufficient data to report in detail, but we are working to gain insight and reduce this impact in the future. Business travel by air and car also falls under scope 3. We aim to report these emissions by 2026.



## Handling hazardous substances

We want to minimize the impact on air, water, and soil. In our production process, we have taken measures to reduce emissions. Thanks to our vapor cleaning system, emissions of volatile organic compounds (VOCs) have been significantly reduced. Our annual emissions are a maximum of 10 kilograms-far below the legal limit of 250 kilograms per year (96% below the norm).

### Volatile Organic Compounds (VOC) emissions

Legal limit = 250 kg

Our emissions = maximum 10 kg

We operate **96% below the limit**

Currently, Bronkhorst instruments are calibrated using a method that involves mercury. Because mercury poses a potential risk, we are investigating alternative calibration methods. Our goal is to phase out mercury completely, making the process completely safe and environmentally friendly.



## Smart use and reuse of materials

We are working towards a circular approach to waste management. Last year, waste processing caused 17 tons of CO<sub>2</sub> emissions. By avoiding landfill or incineration and opting for recycling and energy recovery, we prevent 63 tons of CO<sub>2</sub> emissions annually. That equals driving around the earth 13 times or heating 17 households for a year.

**73%** less CO<sub>2</sub> emissions through recycling and energy recovery.

we are collecting more data on material flows to improve processes and make future reports more accurate. Step by step, we aim for less waste and more reuse.



**62 ton** total collected  
**60 %** company waste  
**16,783 kg** CO<sub>2</sub> emission

## Social

**At Bronkhorst, we believe that our success starts with our people. Sustainability is not only about the environment and technology, but also about creating a workplace where talent can grow, and employees feel connected. We want to be an employer that inspires, challenges, and offers room to develop.**

Our employees work every day on innovative solutions for measuring and controlling gas and liquid flows. This requires craftsmanship and commitment. That is why we created an environment where employees can grow and take pride in contributing to our shared goals.

We offer varied and challenging work, a safe and pleasant working environment with wellbeing at the center, attractive employment conditions, and room for autonomy. We also invest in development through training, courses, and knowledge sharing, so everyone can keep learning and growing.

As a responsible employer, we value the Sustainable Development Goals related to the health, well-being, and equal opportunities. With this commitment, we build technology and create an organization where people feel at home and can develop.



## Human capital

**Bronkhorst has a diverse workforce with more than 800 employees in 12 countries and many cultural backgrounds. This diversity requires a personal approach. We want to retain employees for the long term, which is reflected in the large share of permanent contracts.**

To remain flexible and respond to market needs, we work with a small number of temporary workers. We select agencies that fit the Bronkhorst culture. We also create opportunities for on-call staff and students, giving young people in the region valuable hands-on experience. In addition, we offer opportunities to people with a distance to the labor market. As a major employer in the region, we play an important role in local employment and the economy.

In 2024, we worked closely with Pronexos in Almelo, where part of our production takes place. We also take responsibility for the well-being of employees from other companies who support us, such as cleaners, landscapers, and technicians. Together, we ensure a safe, respectful, and pleasant working environment.



**828**  
everyone



**616**  
Colleagues at HQ



**212**  
Colleagues at subsidiary offices





### Working hours, flexibility, and remote work

We place great value on a healthy work-life balance. That is why we offer employees several options to organize their working hours. Depending on the role, employees can use flexible hours, part-time work, and when possible, remote work. This gives space for personal needs and a healthy balance between work and private life.

#### The challenge

Our organization brings together a wide range of roles, from design and production to sales and support. With such a diverse workforce and varied expectations, it is a challenge to offer the same level of flexibility to everyone. Still, we keep looking for solutions that match our culture and the needs of our employees.



**744**

Total FTE



**538**

FTE HQ



**206**

FTE Subsidiary





## Diversity and inclusion

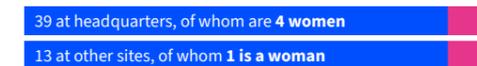
We work in a sector with strong technical roots. This is reflected in our gender distribution: 75 percent men and 25 percent women. This is comparable to other companies in the technical industry. Still, we believe it is important to work actively on diversity and inclusion.

We want a work environment where everyone feels welcome and valued. That is why we focus on:

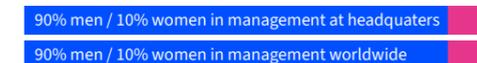
- Mentorship programs to support and develop talent
- Collaboration with educational institutions to inspire young women to pursue a career in technology
- An inclusive culture where equal opportunities are central

Our ambition is clear: technology is for everyone. By removing barriers and creating opportunities, we build an organization where diversity is a strength.

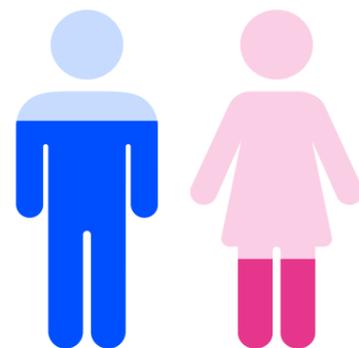
### There are 52 managers at Bronkhorst



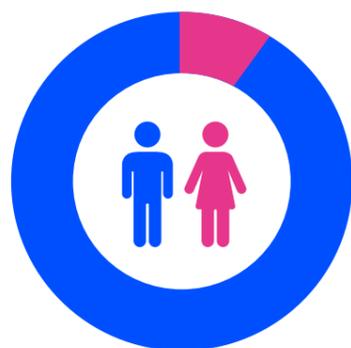
### This results in:



Men vs woman at Bronkhorst



Gender balance in leadership positions



## Employee turnover

At Bronkhorst, we carefully track how many employees leave each year. We calculate employee turnover using the following formula:

$$\text{ETR (Employee Turnover Rate)} = \frac{\text{number of employees who left}}{\text{average number of employees in the year}}$$

In 2024, we calculated these figures for our Dutch offices. For our international sales offices, the data is still incomplete. Our goals for 2025 is to publish turnover figures for the entire organization. We distinguish between:

- **Total turnover:** all employees who left
- **Natural turnover:** for example, retirement or death
- **Turnover excluding natural turnover:** employees who left voluntarily or through contract termination

By collecting and analyzing these figures, we can identify trends and take action to retain employees.

Year	Average number of employees	Departed employees	Natural attrition	Turnover rate	Turnover excl attrition
2024	536	52	9	9.70%	8.02%
2023	501	26	1	5.19%	4.99%
2022	453	22	1	4.86%	4.64%
2021	432	23	3	5.32%	4.63%

## Health and safety

Safety is our top priority. All employees follow mandatory basic training on quality, safety, and health. This training is repeated regularly to ensure everyone stays up to date with the latest safety protocols.

We also discuss safety during monthly Group Work Meetings (GWO). In these meetings, we highlight risks and discuss unsafe situations on the work floor. This helps us maintain a safe and healthy workplace together.

Potentially hazardous situations and accidents	2024
Employee fatalities due to work-related activities:	0
Total incidents:	93 hazardous situations, 11 near misses en 12* accidents
Lost days/ hours due to work related absence:	n.a.

\* = Several small incidents occurred, but non resulted in lost time



## Employee conditions and Collective Labor Agreement

**Clear and fair employment conditions are important to us. For our Dutch employees, the Collective Labor Agreement Metal & Engineering - Metalworking Industry applies. This agreement provides a strong foundation, and where needed, we go beyond it. For example, we offer additional salary growth opportunities or reduce waiting days during leave.**

The agreement covers topics such as:

- Salaries, pay scales, and periodic increases
- Allowances for remote work and travel
- Leave agreements such as vacation days and ADV hours

The agreement applies to employees in service and to employees from external partners. International locations are not covered by this agreement.

Our roles are classified through our salary structure and job evaluation system. Salary scales are based on the collective agreement and extended with additional growth scales. This rewards loyalty and craftsmanship. We use external expertise and the knowledge of the Metal & Engineering Council for job classification.

### Pay gap

Equal work deserves equal pay, regardless of gender, origin, or belief. We are preparing for the new Equal Pay Act and working to map salary differences per role.

For 2024, we do not yet have complete data. Our goal is to conduct a full analysis in 2025 and publish the results in the sustainability report.



## Training and development

**Learning and development are essential. We encourage employees to keep learning on the job, with colleagues, and through training. We use the 70-20-10 model:**

70% learning through experience

20% learning from others

10% through formal training and courses

We offer tailored onboarding programs for various roles, such as sales, operations, and customer service. For managers, we have a leadership program. Through our Learning Management System and LinkedIn Learning, employees have access to thousands of training courses.

Internal trainers also share knowledge to keep learning practical and relevant. Our Learning & Development team supports and improves these programs. We use a structured procedure to identify development needs and foster a culture of growth.

Category	Number of participants per year			
	2021	2022	2023	2024
Sales offices and distributor training	143	176	135	153
customer training (by Bronkhorst trainers)	67	111	124	124
E-learning courses	841	647	1542	2119
Internal courses for HQ (by Bronkhorst trainers)	153	143	290	291
Individual courses (externally sourced)	38	48	44	39
Group courses (externally sourced)	129	95	192	263

## Employee risks

**We treat everyone with respect and equality. We follow all national and European rules for healthy and safe working conditions. Child labor of forced labor is not accepted-also not at our customers, suppliers, or partners.**

Our HR policy aims to prevent risks such as:

- Workplace accidents
- Discrimination
- Sexism
- Exclusion

We promote inclusion, respect human rights, and ensure clear communication. If something goes wrong, we take appropriate action. We stay alert and respond where needed.

### Psychosocial workload

We ensure a safe and respectful working environment. Employees who face work pressure, bullying, aggression, violence, or unwanted behavior can speak up.

If direct conversation is difficult, employees can contact their manager, colleague, HR representative, occupational physician, or confidential advisor. We expect everyone to respect each other's values. This also applies to visitors and customers. We do not tolerate discrimination, bullying, or inappropriate behavior.

## Governance

**Responsible and ethical conduct is paramount at Bronkhorst. We comply with national and international laws and regulations and maintain clear guidelines for conduct, safety, and sustainability.**



### Code of conduct

Our code of conduct helps employees make conscious choices on topics such as sustainability, fraud, corruption and conflicts of interest. We expect everyone to act with common sense and with respect for each other and the environment.

### Corporate Social Responsibility (CSR)

CRS is part of our strategy and culture. We work according to international standards for quality and environment (ISO 9001 and ISO 14001) and follow guidelines for responsible business practices (ISO 26000). We use as few resources and as little energy as possible to reduce our environmental impact. We also support our employees, their families and society.

### Community engagement

As a family-owned company, we contribute actively to community initiatives. We support projects in culture, well-being, education, and health. We also participate in platforms and organization focused on innovation and technology, and we support scientific initiatives for sustainable solutions. We work with partners to increase our impact.

### Core values

Bronkhorst is a family company with a flat structure and an open working atmosphere. Our core values are mastery, pioneering, collaboration, and sustainability.



### Safety and reporting

Inappropriate behavior is not tolerated. Employees can report concerns to their manager, HR, the Board, or an external confidential advisor. Serious complaints are always investigated and handled by an independent committee.

### Confidential advisor

Our external confidential advisors offer support in cases of bullying, discrimination, intimidation, aggression, violence, and other misconduct. Reports about fraud or corruption can also be discussed confidentially. Nothing is shared without the employee's permission. Confidentiality is always guaranteed.

### Corruption and bribery

Corruption and bribery are prohibited. Employees may not accept or offer bribes. International transactions follow additional rules. If you see a suspicious situation, report it immediately. This can also be done through our whistleblower procedure.

### Reporting violations and Incidents

If the code of conduct or core values are violated, employees are expected to report this to their manager or through the whistleblower procedure. This also applies to external partners.

In the past three years, there have been no cases of corruption or bribery. Our annual financial statements are audited by an independent accountant who issues an audit opinion. Our finance department also monitors all international accounting processes.



