

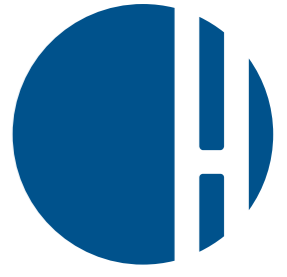
HOHENSTEIN

SUSTAINABILITY REPORT

2025



SUSTAINABILITY REPORT 2025



HOHENSTEIN

At Hohenstein, sustainability is more than just a goal – it is part of our conviction. Excellence starts with care. Quality begins not with control, but with responsibility. We take a close look, examine details and think ahead – for people, the environment and the future that affects us all. This report shows how we address ecological, social and corporate sustainability. The measures relate to Hohenstein itself and our services. We also provide an outlook on future developments. These are based on current assumptions and may change if new findings or external factors arise. The reporting period runs from 1 January to 31 December 2025.

OVERVIEW

<p>1</p>	<p>2</p>	<p>3</p>	<p>4</p>
<p>OUR COMPANY</p> <ul style="list-style-type: none"> Current developments Structure Sustainability and corporate governance Partnerships and networks Compliance 	<p>OUR EXPERTISE</p> <p>Research and services</p> <ul style="list-style-type: none"> • Use of materials • Product development • Production • Reuse and recycling • End of life • OEKO-TEX® • Fit for Sustainability • Knowledge transfer 	<p>VISION AND STRATEGY</p> <p>Environment</p> <ul style="list-style-type: none"> • Climate strategy • Environmental management system according to EMAS • Energy • Water • Mobility • Location and land use <p>Social</p> <ul style="list-style-type: none"> • Employees <p>Corporate governance</p> <ul style="list-style-type: none"> • Corporate culture 	<p>OUTLOOK</p> <ul style="list-style-type: none"> Environment Social Corporate governance

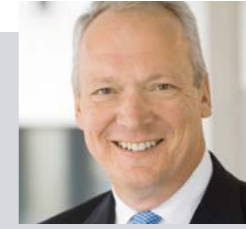
OUR COMPANY

Hohenstein is an independent family-owned company with more than 80 years of experience in testing, certification and research. Originally rooted in textiles, our services today cover softlines, hardlines and medical devices. More than 1,500 employees worldwide work to reliably test, evaluate and optimise products – from testing for harmful substances and performance tests to fit analyses. Hohenstein supports customers across the entire value chain – from testing and certification to credible marketing claims.

As a founding member of OEKO-TEX®, Hohenstein is one of the leading member laboratories. We offer the entire portfolio of OEKO-TEX® certifications, helping companies make materials, products and production conditions more sustainable. As an international testing laboratory, Hohenstein also verifies claims such as genetically unmodified organic cotton.

With microplastic analysis and the assessment of environmental impacts when washing textiles, we promote more responsible product development. Our certifications of production facilities provide evidence of verified environmental and social standards and create incentives for continuous improvement through a level-based approach. Comparative product tests ensure transparency and highlight potential for development. We are also active in training and further education: our Hohenstein Academy imparts practical knowledge – with face-to-face and online training courses for employees and our customers.

As a service provider with a broad sustainability portfolio, we take our responsibilities seriously. We focus on continuous improvement, maximum transparency and sustainable action – in all areas of our company, helping to build trust today and for the future.

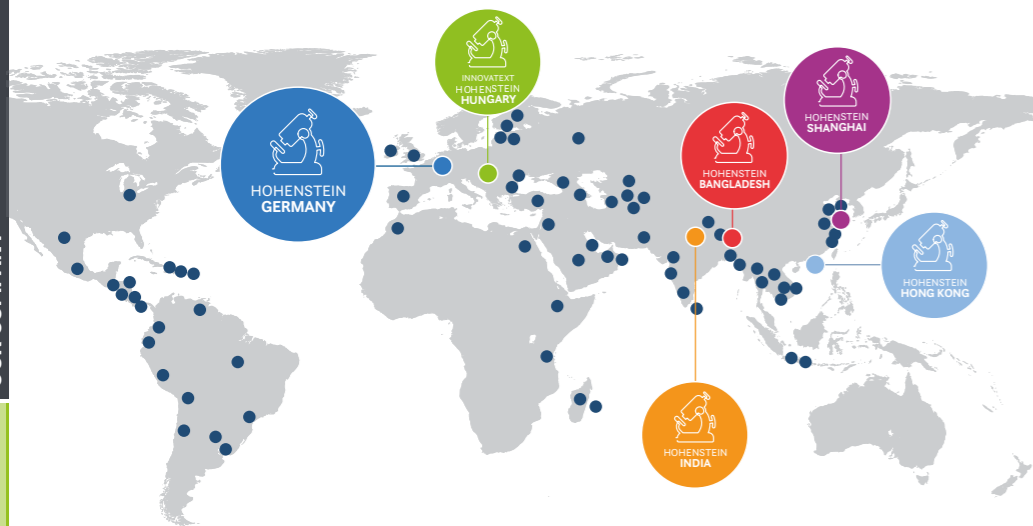


PROF. DR. STEFAN MECHEELS
OWNER AND DELEGATE OF THE FAMILY ADVISORY BOARD

Sustainability starts with the actions we take ourselves. In 2025, I intentionally placed Hohenstein's leadership in the hands of people my family and I trust – setting the direction for the company's future. After more than 80 years, Hohenstein continues to stand for stability and responsibility while moving forward with a clear, strategic vision.

As a member of the family advisory board, I remain closely involved, helping ensure we continue to connect innovation, sustainability and global presence. For decades, Hohenstein has combined scientific expertise with practical solutions and strong partnerships with our customers. I am proud of what we have accomplished – and confident about what comes next. Our expertise and commitment ensure Hohenstein will continue to set standards for our customers and for a more sustainable future.





We are passionately committed to helping products reach the market reliably and safely. About 730 employees work at our headquarters in Bönningheim – supported by colleagues across our global network. Our modern testing laboratories in Budapest (subsidiary Innovatex, Hungary), Hong Kong, Shanghai (China), Dhaka (Bangladesh) and Gurugram (India) allow us to process customer projects efficiently, safely and quickly. Local teams with native language expertise provide expert support and close collaboration with customers. At the same time, we ensure consistent testing quality worldwide, regardless of where a product is tested.

Proximity to our clients keeps transport distances short and reduces greenhouse gas emissions. This saves resources and accelerates timelines.

OVER 1,500
EMPLOYEES
WORLDWIDE

6
COUNTRIES WITH
ACCREDITED TEST
LABORATORIES

125
ACADEMY
EVENTS IN 2025

OVER 14,000
CUSTOMERS

SINCE 1953
RAL QUALITY
ASSOCIATION PARTNER

40
CONTACT OFFICES

CURRENT DEVELOPMENTS

MISSION STATEMENT 2025: SUSTAINABILITY AT THE HEART OF OUR WORK

Over the past year, the management team has been working hard to define what Hohenstein is all about – and how we can make this vision visible. In July 2025, we presented our new mission statement. It captures what drives us: we are shaping a future worth living because we use resources responsibly and live sustainability in all its forms – social, ecological and economic. This "why" forms the basis of our daily actions and provides orientation for our employees and our customers. Around this core, we developed a new visual identity that shows our employees as our customers experience them as authentic, approachable, attentive. In addition, we created a video that tells the story of our impact in an impressive and emotional way – with real stories from our work and a clear focus on what matters: sustainable solutions that help people move forward.

RESPONSIBILITY BEGINS IN THE LAB – NOW GLP-CERTIFIED

Our laboratory for medical device testing was successfully certified as GLP (Good Laboratory Practice) last year. This recognition not only stands for the highest testing quality, but also contributes directly to greater sustainability. Through clearly structured, reproducible processes, we reduce repeat testing and thus unnecessary chemical consumption and waste. At the same time, we ensure that medical devices are developed to be safe and durable, thus avoiding resource losses from defective products or recalls. With GLP, we also create transparency and traceability, which are crucial for sustainable supply chains. This makes certification an important building block for further strengthening environmental and social responsibility in product development.

**WATCH OUR
NEW BRAND FILM!**



STRUCTURE

REORIENTATION FOR SUSTAINABLE GROWTH

In 2025, Hohenstein's management strategically realigned itself – for global growth, new business areas, and at the same time stability, continuity and a successful future.

Established in 2022, the family advisory board plays an important role in guiding the company's development. Prof. Dr. Stefan Mecheels transitioned from operational management to the advisory board in January 2025 and now serves as the primary liaison to the executive leadership team. He is supported by additional family representatives and three external business leaders. The advisory board provides diverse perspectives, helps guide strategic decisions and supports the company's long-term, sustainable growth. The advisory board and leadership meet three times a year to review priorities, discuss ideas and align long-term strategy.

"Hohenstein remains a family business," emphasises Prof. Dr. Stefan Mecheels. "Our family's core values form the pillars of our corporate philosophy. They stand for quality, reliability and commitment."



Prof. Dr. Stefan Mecheels
Owner and delegate of the family advisory board, former CEO



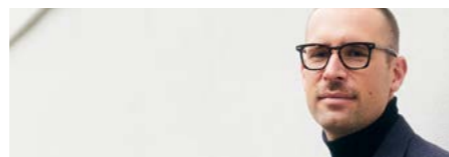
Matthias Mey
Managing Partner, mey (Albstadt), textile and family business expert



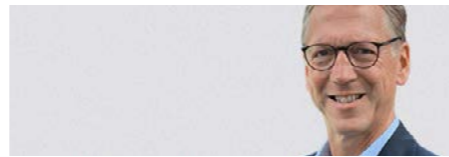
Julia Mecheels
Partner, daughter of Prof. Dr. Stefan Mecheels



Prof. Dr. Andreas Wiedemann
Chairman of the Advisory Board, expert on family businesses



Felix Knoell
Vice Chairman and Director of Strategy & Innovation, knoell Group (Mannheim), specialist in chemical registration



Andreas Mecheels
Partner, brother of Prof. Dr. Stefan Mecheels

MANAGEMENT

Hohenstein's management team decides on corporate strategy and central business processes. The chairman is CEO Dr. Dr. Stefan Droste, supported by deputy CEO Dr. Timo Hammer. The extended management team includes Armin Keicher (CFO). Dr. Markus H. Ostrop (CHRO, GC, CCO) and Martin Cieslik (CMO, CSO), Daniel Melter joined the leadership team in October 2025 and became CFO in February 2026, assuming responsibility for Administration and Finance from Armin Keicher.

The Chairman is responsible for corporate strategy and represents Hohenstein externally and to the Advisory Board. Each managing director is responsible for his or her own department and represents it externally.

All managing directors share responsibility for the company. They work together in a spirit of trust, coordinate on key issues and make decisions on central business matters at their fortnightly meetings. Information flows from the management to all employees via the division and team leaders.



Dr. Dr. Stefan Droste



Dr. Timo Hammer



Armin Keicher



Dr. Markus H. Ostrop



Martin Cieslik



Dr. Daniel Melter

SUSTAINABILITY AND CORPORATE GOVERNANCE

Hohenstein has established a dedicated sustainability office that reports directly to executive leadership. This structure enables a monthly exchange between the sustainability team and management and ensures that sustainability priorities are integrated into key business processes.

We also coordinate internal working groups that drive sustainability initiatives across the organisation. One example is our interdisciplinary environmental team leading the implementation of EMAS (Eco-Management and Audit Scheme) to strengthen environmental performance and reduce our climate footprint. The team brings together expertise from across the company,

engages employees and encourages practical, innovative solutions.

For specialised topics, we work with external experts who help ensure compliance with relevant standards and support the implementation of ambitious sustainability goals. This also includes independent audits and certifications that strengthen transparency and build trust with customers and other stakeholders.

In addition to our annual sustainability report and existing data monitoring, we will collect additional data starting in 2025 through the introduction of EMAS and alignment with the Voluntary Sustainability Reporting Standard for SMEs (VSME). These insights will help us refine and expand our key performance indicators (KPIs) and track progress over time.

CORE TASKS OF THE SUSTAINABILITY DEPARTMENT

WE ANALYSE which sustainability issues are most relevant and where our activities could pose risks or have negative impacts.

WE COMMUNICATE RESULTS internally and externally.

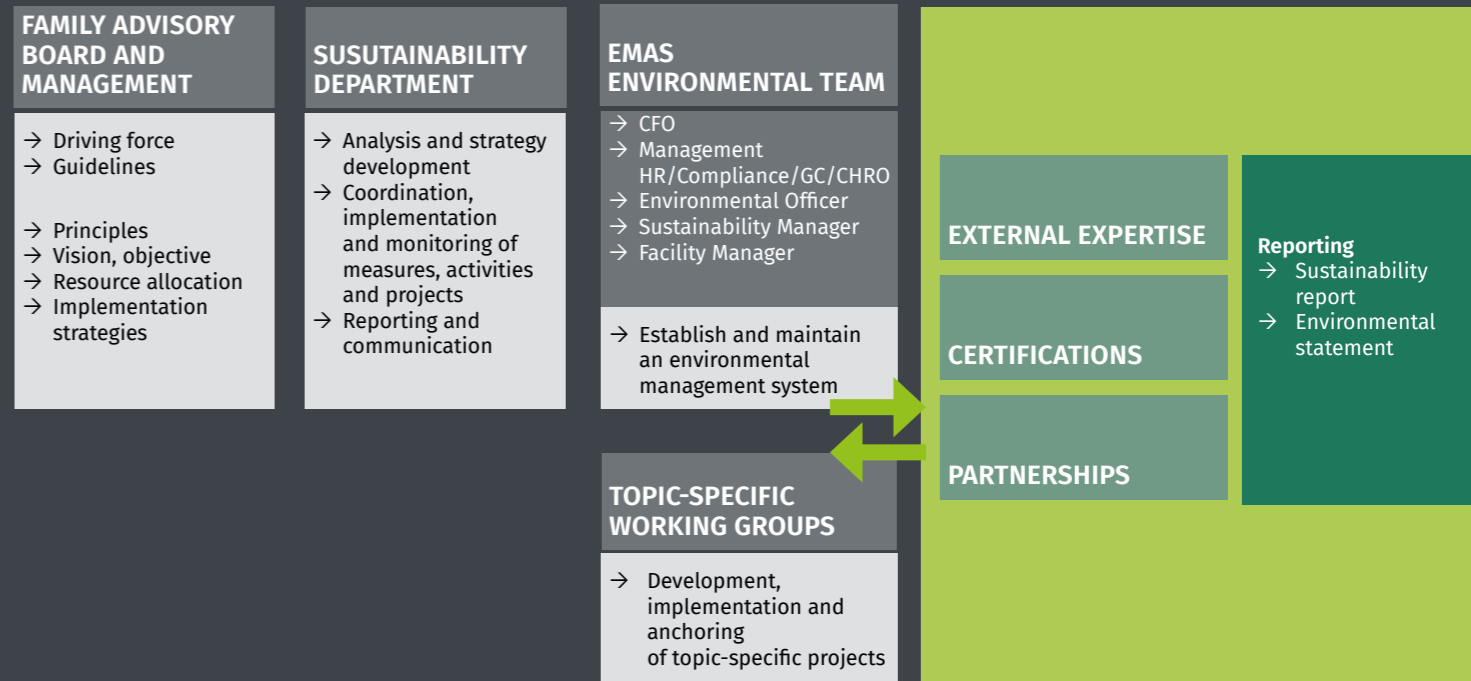


WE DEVELOP Strategic actions to achieve our sustainability goals.

WE COLLECT AND ANALYSE relevant data and information.



ROLES AND RESPONSIBILITIES



PARTNERSHIPS AND NETWORKS

OUR COMPANY

OUR EXPERTISE

VISION AND STRATEGY

OUTLOOK



OEKO-TEX®

We are a founding member of the OEKO-TEX® Association. OEKO-TEX® consists of independent textile and leather testing institutes in Europe and Japan, with branches in more than 70 countries. They work together to develop testing methods and set limit values, which form the basis for globally recognised standards.



QUALITY ASSURANCE ASSOCIATION FOR RESPONSIBLE TEXTILE SERVICES (RAL)

The Quality Association is responsible for quality assurance at more than 400 commercial laundries and guarantees hygiene, the highest quality and consistent process reliability through its quality mark. Dr. Timo Hammer, our CEO of the Life Science and Care business unit, is also the managing director of the Quality Association.



GOBLU

Hohenstein and The BHive® from GoBlu are entering into a strategic partnership to explore new opportunities in chemical management in the textile industry. Efficient chemical and data management along global supply chains is indispensable today. The collaboration offers an integrated, future-oriented solution for brands, manufacturers and suppliers who rely on trustworthy chemical management.



GTS

Through our participation in Global Textile Scheme GmbH (GTS), Hohenstein supports the development of standardised, structured product data across the textile supply chain. The GTS initiative aims to establish internationally comparable, machine-readable data standards for the textile and apparel industry. Standardised data structures enable efficient information exchange between supply chain partners and improve transparency across materials, processes and products. Automated data exchange – from raw materials to recycling – is becoming increasingly important as new regulatory requirements emerge, including the Digital Product Passport and Extended Producer Responsibility. These systems are essential for enabling a circular textile economy.



GERMAN ASSOCIATION OF INDEPENDENT TESTING LABORATORIES

The German Association of Independent Testing Laboratories (VUP) is an association of laboratory companies operating in Germany that test, analyse and measure product safety, quality and protected goods for their customers.



BUJ (Federal Association of Corporate Lawyers)

The BUJ is the largest independent interest group for lawyers working in the legal departments of companies, institutions, associations and public bodies.

PARTNERSHIPS AND NETWORKS



FORSCHUNGSKURATORIUM TEXTIL e.V.
Based in Berlin, this organisation is part of the German Federation of Industrial Research Associations (AiF). It coordinates the Industrial Collective Research programme (IGF), serving as the umbrella organisation for textile research in Germany.



BIOPRO
BIOPRO Baden-Württemberg is the state agency responsible for supporting the bioeconomy and biotechnology sectors, as well as the pharmaceutical and medical technology industries (healthcare sector).



BioRegio STERN
BioRegio STERN Management GmbH serves as the central hub for life sciences companies in the Stuttgart and Neckar-Alb regions and for entrepreneurs interested in launching biotechnology or medical technology ventures.



AFBW e.V.
Alliance for Fiber-Based Materials Baden-Württemberg connects science and industry, people and markets, technologies and applications – covering the value chain from fibre to finished product.



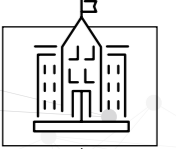
NETZWERK NANOSILBER
The NanoSilver Competence Network supports the responsible development of nanosilver across its full life cycle – from manufacturing and processing to application, production and end-of-life management.



SÜDWESTTEXTIL e.V.
Business and employers' association representing the textile and apparel industry in Baden-Württemberg with a broad service portfolio across multiple industry topics.



GESAMTMASCHE e.V.
The Gesamtverband der deutschen Maschenindustrie e.V. – Gesamtmasche – represents German manufacturers of knitted apparel, lingerie and knitted fabrics at the national and international levels.



EDUCATIONAL INSTITUTIONS:
Albstadt-Sigmaringen University, Hof University of Applied Sciences, Macromedia University Stuttgart, Niederrhein University of Applied Sciences, Reutlingen University, Baden-Württemberg Cooperative State University Heilbronn and Technische Universität Dresden, Institute Dr. Flad.

COMPLIANCE



CODE OF CONDUCT

Our Code of Conduct defines clear standards for responsible business conduct, including social responsibility, legal compliance, integrity, accuracy, confidentiality and fairness. Employees are prohibited from engaging in any form of corruption or from offering or accepting improper benefits. We regularly review compliance with these standards and address issues promptly.



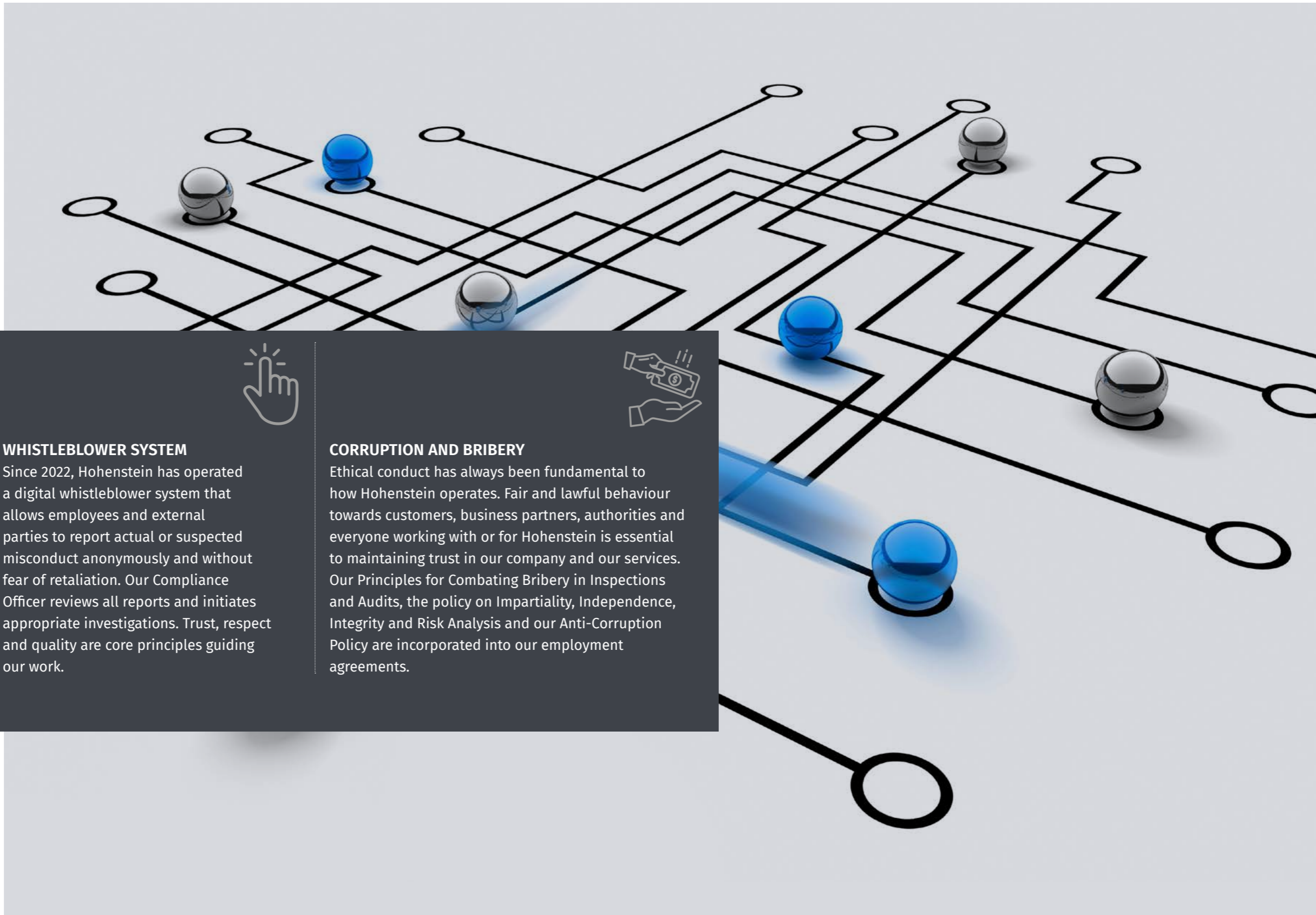
WHISTLEBLOWER SYSTEM

Since 2022, Hohenstein has operated a digital whistleblower system that allows employees and external parties to report actual or suspected misconduct anonymously and without fear of retaliation. Our Compliance Officer reviews all reports and initiates appropriate investigations. Trust, respect and quality are core principles guiding our work.



CORRUPTION AND BRIBERY

Ethical conduct has always been fundamental to how Hohenstein operates. Fair and lawful behaviour towards customers, business partners, authorities and everyone working with or for Hohenstein is essential to maintaining trust in our company and our services. Our Principles for Combating Bribery in Inspections and Audits, the policy on Impartiality, Independence, Integrity and Risk Analysis and our Anti-Corruption Policy are incorporated into our employment agreements.

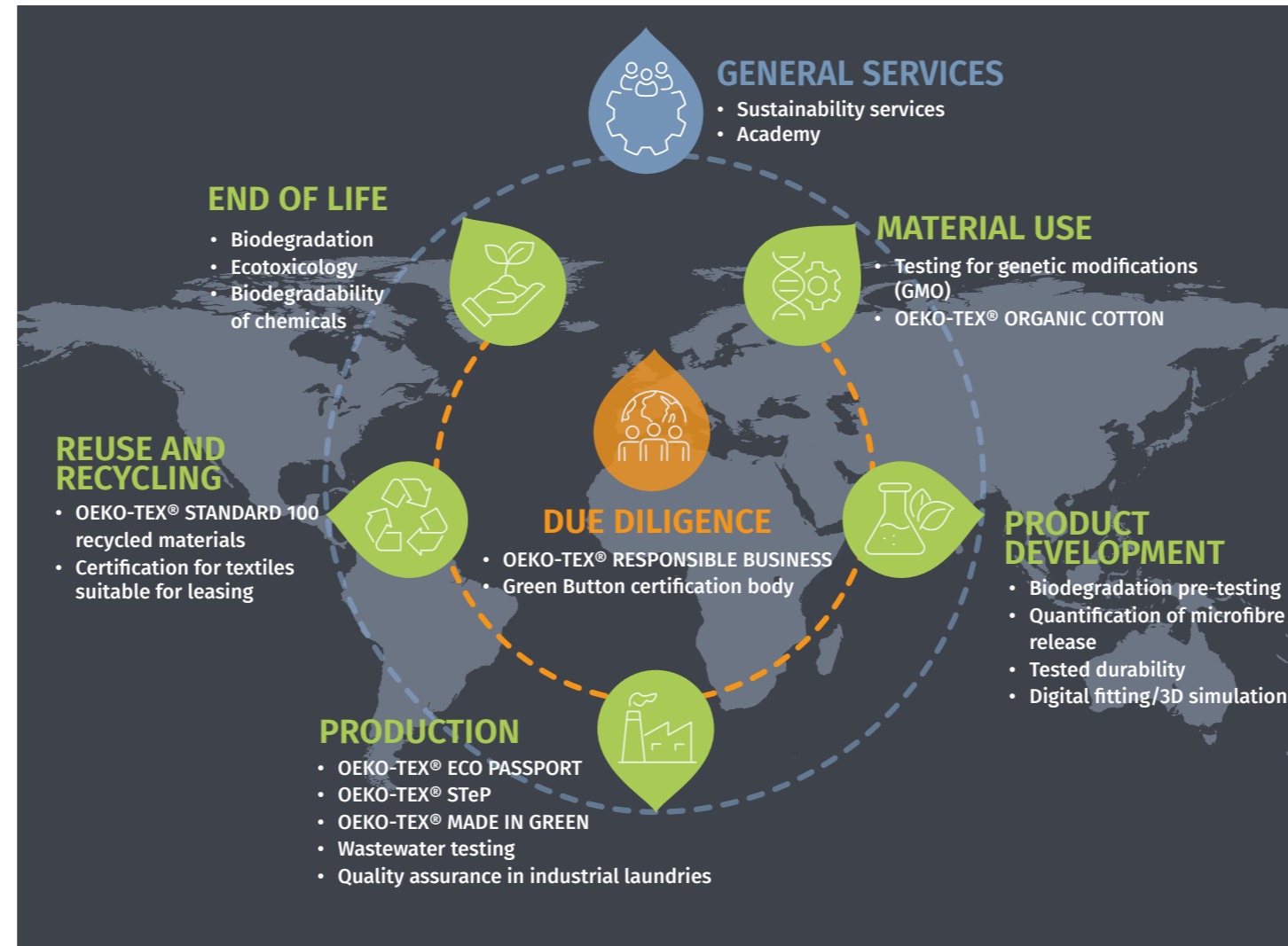


OUR EXPERTISE

EXCELLENCE STARTS WITH CARE. This principle guides our work as an independent, accredited laboratory. We test and certify products across softlines, hardlines and medical devices, and inspect facilities throughout the textile supply chain. Our practical, science-based solutions help companies bring safer, more reliable products to market.

We don't just measure – we understand. From product testing and evaluation of functional material properties to innovative sustainability approaches, we support the entire product life cycle. Our focus goes beyond standards and regulations to what customers truly need: transparent results, clear recommendations and confident decision-making.

As pioneers in clothing physiology, Hohenstein has helped shape testing standards for decades that objectively measure garment comfort and bedding sleep performance. We continuously apply this expertise to new products and evolving industry requirements, ensuring our testing reflects real-world use and clearly



WOLFGANG WEIDLER
SALES & KEY ACCOUNT MANAGER

For me, EXCELLENCE STARTS WITH CARE means combining economic and ecological responsibility together to find solutions that have a long-term impact.

demonstrates product quality. Our teams combine scientific expertise with practical industry insight. Experts in engineering, natural sciences and other disciplines work together closely to deliver testing that remains relevant across industries – from fashion and home textiles to consumer goods and medical devices.

As an industry-focused research institute, we act quickly and deliver practical solutions. Small and mid-sized companies in particular – often without dedicated R&D teams – benefit from our expertise.

Hohenstein specialists develop tailored testing strategies, provide clear guidance and help identify new applications and market opportunities. Methods refined over many years are integrated directly into our testing portfolio, enabling modern, reliable and sustainability-focused testing that gives companies a competitive advantage. We also contribute to publicly funded and industry-funded research projects to advance sustainable innovation – because responsibility is a core part of true excellence.

RESEARCH AND SERVICES



MATERIAL USE

GMO TESTING (GENETICALLY MODIFIED ORGANISMS)

Companies sourcing or certifying cotton need clear answers. Our GMO testing delivers definitive yes-or-no results. When needed, we also quantify GMO content for deeper analysis. This improves supply chain transparency and helps prevent fraud. Responsible sourcing starts with a clear understanding of the material.



PRODUCT DEVELOPMENT

HOHENSTEIN QUALITY LABELS

Hohenstein Quality Labels make verified product performance visible at the point of sale so customers can see what a product truly delivers. We introduced our first label for garment comfort in 2003. Today, more than 20 labels cover key areas including workwear, fit, compression, UV protection and antimicrobial performance.

A key focus is our durability-focused label. These identify everyday garments designed to meet high standards of quality and durability, supporting longer product life cycles. In addition to durability, the label also evaluates protection for wearers from chemical residues in the product.

HOHENSTEIN QUALITY LABEL "TESTED FOOTWEAR"

Footwear must perform reliably – we verify that it does. We test all types of shoes for quality, safety, performance and regulatory compliance. The “Tested Footwear” label focuses on product and material durability and recycled materials.

Durability and longevity can extend the useful life of shoes, thereby reducing the environmental impact of shoe production, use and disposal. The label also helps consumers compare products and make more informed purchasing decisions.





HOHENSTEIN APPAREL FIT SOLUTIONS

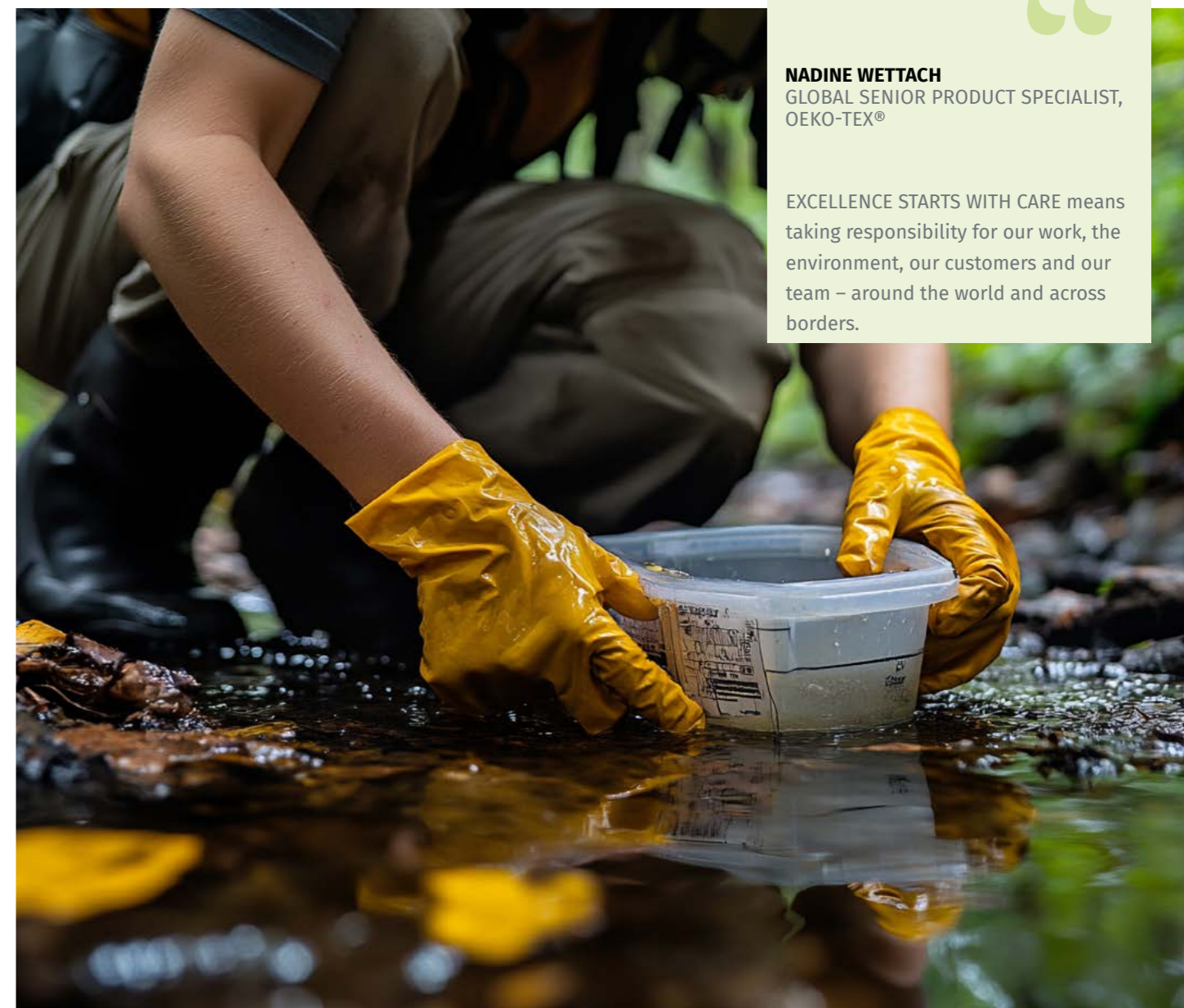
Proper garment fit reduces returns and conserves resources. Our fit specialists support brands through the entire product development process – whether analogue or digital. We combine technical expertise with practical solutions, such as:

- Develop size charts tailored to specific target groups.
- Create reliable patterns for 2D and 3D applications.
- Build realistic 3D avatars.
- Perform fit assessments – traditional and digital.
- Produce 3D visualisations for digital product presentations.
- Optimise sizing for e-commerce to reduce returns.



NADINE WETTACH
GLOBAL SENIOR PRODUCT SPECIALIST,
OEKO-TEX®

EXCELLENCE STARTS WITH CARE means taking responsibility for our work, the environment, our customers and our team – around the world and across borders.



DIN SPEC 4872: FIBRE RELEASE, BIODEGRADABILITY AND ECOTOXICITY

Washing textiles can release fibres, and wastewater treatment plants capture only some of them. Synthetic fibres in particular can impact the environment because they are not biodegradable. Hohenstein developed a method that precisely measures how many microfibres textiles release during washing. Using dynamic image analysis, the method reveals data that were previously unavailable.

These insights help improve decisions across the textile supply chain. Materials can be refined and companies can choose textile solutions with lower fibre release. With project partners, Hohenstein helped develop DIN SPEC 4872, a standardised testing method that detects and classifies the environmental impact of textiles during washing, including fibre release, biodegradability and ecotoxicity. The method can also analyse how microfibre abrasion accumulates in wastewater treatment plants and whether the resulting degradation products are ecotoxic.



PRODUCTION



Care begins in production. Through independent testing and certification, we help companies worldwide manage chemical use, optimise resources and implement more sustainable production processes.

DATA SYSTEM

Reliable data is the foundation of effective chemical management. In 2025, Hohenstein formed a strategic partnership with IT provider GoBlu. Through the BHive® tool, supplier factories registered on the ZDHC Gateway gain direct access to related chemical management and reporting services, including ZDHC InCheck and OEKO-TEX® ECO PASSPORT certification.

Companies can also use BHive® without ZDHC membership. Working with Hohenstein, they build and continuously improve compliant chemical management systems aligned with their own standards and requirements. This includes structured management of chemical inventories and inputs.

Hohenstein provides tailored support to help companies improve chemical use step by step.



WASTEWATER TESTING

Companies need clarity about their wastewater. Our testing shows whether production wastewater meets required standards – and where action is needed. This helps reduce or eliminate harmful chemicals in textile, leather and footwear production.

TRAINING

Knowledge drives confident action. We offer training for industry stakeholders – on-site, online or hybrid. Aligned with the ZDHC Academy, our programmes provide practical guidance for sustainable chemical and wastewater management. This helps embed due diligence where it matters most: in day-to-day operations.

RESPONSIBLE TEXTILE SERVICE

Sustainability is a key competitive factor. We provide commercial laundries and textile service providers with an independent certification system that verifies sustainable operations. The assessment includes structured reviews of sustainability practices, targeted training and annual audits. This helps participants stand out from competitors and provides credible documentation for tenders. Responsibility becomes a measurable and clear business advantage.



GREEN BUTTON

Companies using the Green Button commit to defined requirements. Hohenstein is an accredited certification body recognised by the German Federal Ministry for Economic Cooperation and Development (BMZ). We evaluate both products and companies seeking to label textiles and apparel with the Green Button. The government label sets binding environmental and social standards across production.

We assess the product and the company as a whole to build trust through transparent, science-based verification.

REUSE AND RECYCLING



Reuse and recycling reduce waste and conserve resources. Our research shows how this can be implemented in practice today. Against the backdrop of new regulatory requirements, we are developing targeted solutions to improve the circularity of clothing and textiles.

DBU RESEARCH PROJECT CirculTex (HYGIENE VS REUSABLE IN SURGERY)

Disposable textiles are still widely used in healthcare, especially in operating rooms, where hygiene concerns and cost often drive decisions. The problem is that disposable products generate large amounts of waste. Surgical waste is incinerated and cannot be recycled.

CiculTex addresses this challenge by developing an evaluation and certification framework for reusable surgical textiles, supported by training programmes. The goal is to resolve the perceived trade-off between hygiene and reuse.

A key barrier is awareness. Many underestimate how safe modern reusable textiles are and how efficiently and hygienically they can be processed. CirculTex provides clear insights. Increasing acceptance of reusable products can reduce waste, save energy and water, lower costs and enable new recycling opportunities. This knowledge is shared through free webcasts.



HoliTexCycle

In the HoliTexCycle funding project, we are working with circular.fashion and the Berlin University of Applied Sciences on a uniform standard and a software solution that supports manufacturers in circular product development. The project is funded by the German Federal Ministry of Research, Technology and Space as part of its funding initiative for circular textiles.

The technology connects partners across the product life cycle and facilitates digital tracking, reuse and recycling of textiles. The modular solution enables manufacturers to integrate and scale circular processes directly into their systems, processes and business models.

A central focus is on standardisation and digitisation: criteria such as durability, recyclability and quality of textiles are made measurable and implemented in a practical manner. Consumers benefit from a digital product page, while companies can more easily select and implement suitable take-back systems and circular business models.

HoliTexCycle combines research, technical development and piloting to create a network-based system portfolio that enables transparency, closed material cycles and sustainable innovations. The project supports the textile industry in making products more durable and circular – from design to recycling.



END OF LIFE

TEXTILES IN THE SOIL: BIODEGRADABILITY AND ECOTOXICITY

Textiles are increasingly made from synthetic fibres and sometimes contain harmful chemicals. Their components can pollute the environment and soil. Hohenstein developed DIN SPEC 19296, a standardised test method to examine, under realistic conditions in the soil:

- **The biodegradability of fibre fragments from textile products throughout their entire life cycle in the environment.**
- **Possible ecotoxic effects.**

The results provide a realistic assessment of environmental impact and support the development of targeted environmental protection measures and improved materials.

BIODEGRADABILITY OF CHEMICALS

Establishment of OECD 301 F

The biodegradability of chemicals shows how environmentally compatible a substance is over time. Using the OECD 301 F test method, we evaluate how microorganisms in wastewater break down the chemical substances. In the lab, we place the substance in an aqueous medium and measure the amount that is metabolised by the microorganisms based on the CO₂ produced. If the substance passes the test, it does not persist in the environment.

The test is an important component in conducting risk assessments for the environment and promoting more sustainable chemical products. It is used in the chemical industry, in environmental research and in the regulation of chemicals – from product development to compliance with legal requirements.



OEKO-TEX® MADE IN GREEN

Anniversary: 10 years of transparency

For ten years, the OEKO-TEX® MADE IN GREEN label has answered key questions: where does a product come from and how was it manufactured? It stands for traceability, accountability and transparency. Using a QR code, consumers can access information about the countries and production facilities where labelled items were manufactured, enabling traceable transparency along the supply chain. As a founding member of OEKO-TEX®, Hohenstein played a key role in developing the label.



OEKO-TEX® STeP

Sustainability can be systematically evaluated. OEKO-TEX® STeP evaluates production facilities across six modules, such as chemical management, environmental performance and social responsibility. After an online assessment, Hohenstein auditors conduct on-site inspections. The result: a detailed report and a certificate with a three-level scoring system.



TVU TEXTILVEREDLUNGSUNION GMBH

TVU in Leutershausen, Middle Franconia, has achieved the highest level, reinforcing its commitment and driving continued innovation across management and R&D. Operating to high environmental and social standards, the company is advancing more sustainable manufacturing processes to develop future-ready solutions for the textile industry.

"Sustainability and environmental awareness have been firmly anchored in our company for decades. The STeP certification is important proof of our commitment. At the same time, it motivates us to further develop our processes and find new ways to make textile finishing more sustainable."

Christoph Hausner, TVU Managing Director



OEKO-TEX® ORGANIC COTTON

OEKO-TEX® ORGANIC COTTON is a globally uniform, independent testing and certification system for raw, intermediate and end textile products. Certification requires at least 70% organic cotton and covers the entire textile value chain. Changes to a product are documented at every stage of processing using transaction certificates, allowing the supply chain to be traced seamlessly to the end consumer.

Tests for genetically modified cotton (qualitative and quantitative) and certain pesticides provide further evidence of organic cultivation. This has a positive effect on the following areas:

- **Water consumption: Cultivation requires less water.**
- **Pesticides: Synthetic agents are replaced by natural alternatives.**
- **Soil quality: Soil leaching is prevented and soil fertility is improved.**
- **Seeds: The use of genetically modified plants is avoided.**

Hohenstein is among the first laboratories worldwide able to reliably identify and quantify genetically modified cotton. The TextileGenesis™ platform completely digitises transaction certificates, helping to prevent fraud and ensure transparency, traceability and trust across global supply chains.



OEKO-TEX® ECO PASSPORT

OEKO-TEX® ECO PASSPORT is an independent, multistage testing and certification system for chemicals, dyes and auxiliaries used in textile and leather production. In 2025, there were about 63,000 ECO PASSPORT-certified chemicals.

The use of certified chemicals helps companies achieve their chemical management goals and reach the highest level (Champion) in the KPMG-assessed ZDHC Brands to Zero programme.

Hohenstein conducts ECO PASSPORT certification and transmits the relevant data directly to the ZDHC gateway, ensuring requirements are met and transparently documented.



PHILIPP ARTELT
AUDITOR, AUDITS & ENVIRONMENT

For me, EXCELLENCE STARTS WITH CARE means ensuring that quality in the textile and chemical industry is not only measurable but also tangible, with a keen eye for detail, a lot of passion, and a dose of humour.

FIT FOR SUSTAINABILITY



STRATEGIC DEVELOPMENT OF SUSTAINABILITY FOR OUR CUSTOMERS

With Fit for Sustainability, we help companies systematically integrate sustainability into their organisation and supply chains. The modular approach starts with core topics such as strategy development and extends as needed to supply chain management, risk analysis and targeted innovation projects. We also offer webinars and workshops to build practical knowledge.



SUSTAINABILITY ROADMAP

Creating a realistic, actionable sustainability roadmap is a key challenge. Our approach considers current and upcoming regulations, such as the EU due diligence and reporting requirements. Workshops provide practical insights into company structures and processes.

- A customised plan defines clear responsibilities.
- Training and clear guidelines contribute to successful implementation.



RISK ANALYSIS

Our risk analysis is based on due diligence obligations and EU-wide regulations under the Green Deal.

- We assess risks across supply chains and in our own operations, focusing on social and environmental impacts and using targeted methods for risk mapping and allocation.
- The data obtained is used for evaluation, prioritisation and action planning.
- We help companies develop preventive and mitigation measures to systematically reduce risk.



SUPPLY CHAIN MANAGEMENT

Supply chain transparency is the foundation of sustainable development. Clear visibility enables effective risk analysis and mitigation. Sustainability criteria can be applied where they have the greatest impact.

We:

- Conduct a baseline assessment.
- Define precise supply chain criteria.
- Evaluate supplier performance through structured assessments.
- Develop measures for supplier qualification and improvement.
- Design customised supplier programmes, including workshops and training.



CONCEPT DEVELOPMENT AND IMPLEMENTATION

We help companies implement key requirements from policymakers, NGOs and customers. OEKO-TEX® products (MADE IN GREEN and RESPONSIBLE BUSINESS) increase supply chain transparency and support responsible due diligence.

We:

- Design processes to structure risk analysis, implement preventive and corrective actions and ensure effectiveness.
- Work closely with companies to track KPIs and measure the impact of their actions.



MARIE OLDOPP
Sustainability Development Manager



KATJA HETZER
Sustainability Development Manager



JOSEPHINE KLOFT
Sustainability Manager

WE SUPPORT OUR CUSTOMERS in operating safely, compliantly and with a forward-looking mindset – while continuously improving their organisations and products. Compliance is the foundation of our work.

Together, we identify key priorities, define clear goals and support implementation. Where do we want to go? Where do we start? And how do we get there with the resources available? We provide structure, guidance and support – and are delighted to see steady progress.

KNOWLEDGE TRANSFER



HOHENSTEIN ACADEMY

Hohenstein is a place of learning, knowledge transfer and continuous professional development. We share our expertise in the textile industry through on-site seminars, online courses and in-house training tailored to our customers. The Hohenstein Academy offers flexible, digital access to content across all disciplines – anytime, anywhere.

In addition to free webinars on current regulations, the Academy provides in-depth training programmes on topics such as CSR and digital product development.

AZAV ACCREDITATION

The Hohenstein Academy is accredited under AZAV (Accreditation and Approval Regulation for Employment Promotion) and is recognised across Germany as a trainer eligible to accept vouchers from the Federal Employment Agency. Employees, jobseekers and temporary workers can receive up to 100% reimbursement of training costs.

This accreditation confirms the high quality of our training programmes and expands access to new skills and career opportunities. The Academy plays a direct role in strengthening workforce expertise and supporting sustainable skills development in the textile industry.

KNOWLEDGE TRANSFER FOR SUSTAINABLE TRANSFORMATION

The Hohenstein Academy's product knowledge courses highlight the environmental and social impacts of different materials. We prioritise a holistic approach that includes durability and resource conservation. Customers can apply this knowledge directly to develop more sustainable products.

- **Free, on-demand videos cover topics such as durability and care – key factors in Product Environmental Footprint assessments – helping companies reduce environmental impact and improve resource efficiency.**
- **Targeted, industry-specific training programmes, such as for laundry professionals, focus on sustainability in practice.**

CSR CERTIFICATE COURSE

The Hohenstein Academy offers a certified, part-time programme for CSR managers. Delivered in partnership with IBH (Institute for Professional Higher Education), the organisation behind the University/Further Education (UFE) initiative, the programme is designed for current and aspiring professionals and managers. Core modules include Business & Corporate Ethics (WUE) and Corporate Social Responsibility (CSR). Participants gain practical, hands-on knowledge to implement sustainable strategies, make responsible business decisions and execute effective CSR initiatives within their organisations.

3

VISION AND STRATEGY

SUSTAINABILITY VISION

Thinking in generations. Taking responsibility. Driving impact. Sustainability means acting today to ensure good living conditions for future generations. We believe the responsible use of natural resources is essential to a sustainable future.

At Hohenstein, sustainability is embedded in how we operate. It is part of our corporate DNA and has shaped our decisions for decades. Through our scientific expertise and services, we help companies use resources efficiently, identify risks early and develop future-ready products. This reduces environmental impact, strengthens social responsibility and supports long-term economic stability.

Our goal is to deliver measurable impact, for our customers and for society. We also embed sustainability into our own structures, processes and decision-making.

Our risk analyses provide a strong foundation for action, clearly identifying environmental risks and priority areas. Based on these insights, we define clear priorities and implement targeted actions to manage and continuously improve sustainability performance.



ENVIRONMENT

We:

- Reduce greenhouse gas emissions by converting our transportation services.
- Lower emissions by using renewable electricity, including at our US location.
- Offset unavoidable emissions through certified climate protection projects.
- Expand our fleet of electric vehicles.
- Are switching to certified copy paper made from 100% recycled materials.
- Extend product life cycles by repurposing equipment internally and donating IT hardware to schools.
- Promote environmental awareness through targeted internal communications.

SOCIAL

We:

- Strengthen collaboration and team cohesion by expanding employee events.
- Support employee well-being through regular health initiatives in partnership with our health insurance provider and “Healthy Friday” lectures by educators.
- Invest in developing early-career talent through the Next Level Textile programme.
- Provide tailored support to employees and teams, including mentoring programmes, team-building initiatives, support during internal job changes and assistance in challenging health situations.

CORPORATE GOVERNANCE

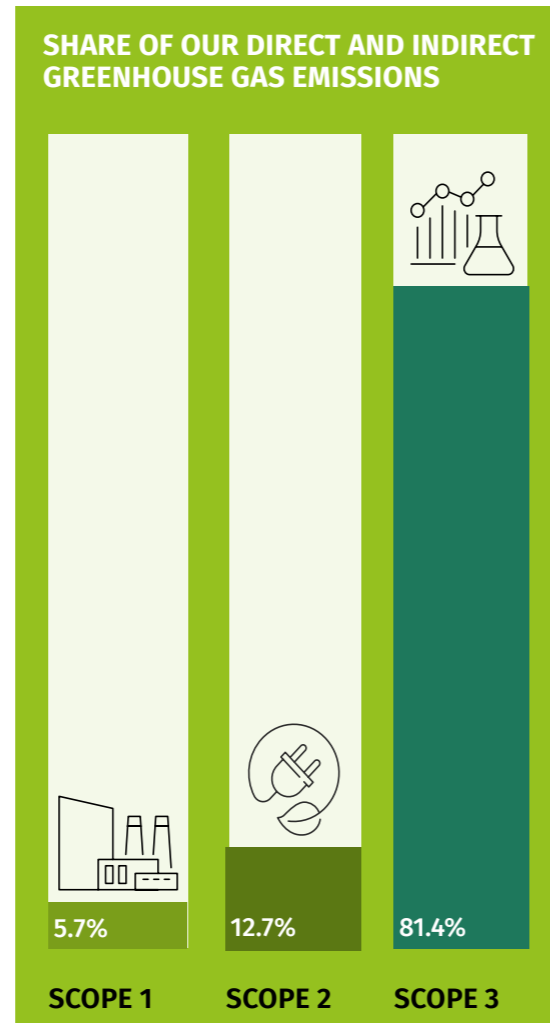
We:

- Developed a new mission statement and communicate it transparently across the company to firmly embed shared values and goals.
- Are strengthening direct communication between management and employees by creating additional formats for exchange.
- Embedded management as a permanent member of the environmental team to take responsibility for the strategic management of sustainability topics.
- Work with external partners to drive innovation and generate new momentum for sustainable corporate development.

ENVIRONMENT



Energy and resource efficiency have been an integral part of our activities for many years. We are already implementing a wide range of measures. Here we explain how we are proceeding and what steps we have already implemented in the 2025 reporting year.



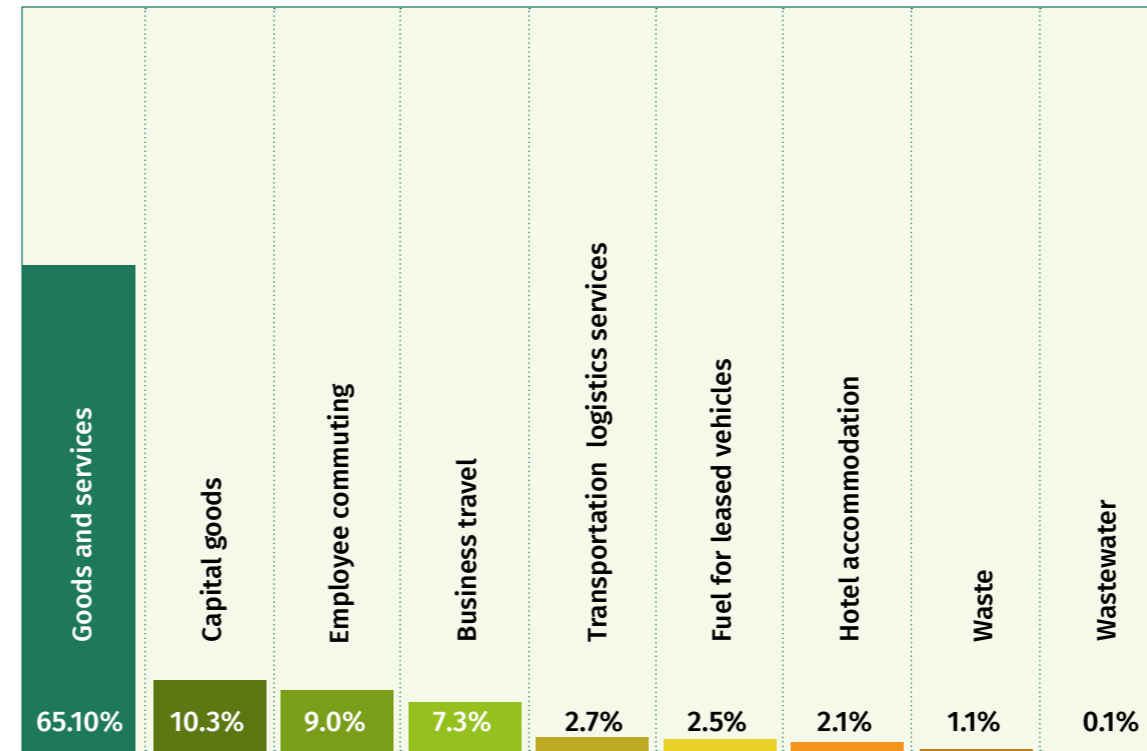
CLIMATE STRATEGY

OUR CLIMATE TARGET

Our goal is to reduce our CO₂ emissions in accordance with the Greenhouse Gas Protocol

(Scope 1, 2 and 3) by 50% by 2030 compared to the base year 2023. We are actively implementing measures and tracking progress.

SCOPE 3 EMISSIONS



We take a holistic view of our CO₂ footprint across all operations – from our headquarters in Bönningheim to our global locations. Our global services are also included in this assessment.

2023 serves as the baseline for tracking progress against our climate targets. Emissions are calculated in line with the Greenhouse Gas Protocol, and the data presented here are for 2024.

As in the previous year, more than 80% of our total greenhouse gas emissions are Scope 3 emissions from upstream supply chains. The main sources are purchased goods and services – especially laboratory consumables – followed by equipment and facility maintenance.

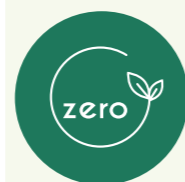
To reduce these emissions, we systematically analyse procurement practices and define targeted actions and goals.



SAVINGS IN 2025

- DHL GoGreen Plus: 50% reduction, equivalent to 7,045 kg CO₂e.
- Sustainable aviation fuel (SAF): In October 2025, we switched to the GoGreen Plus option with the highest CO₂ savings. Using SAF across all air transport reduced emissions by an additional 5,258 kg CO₂e.
- Renewable electricity in the US: Our US. location reduced emissions by using 100% renewable electricity.

In addition, we are preparing to convert our company vehicle fleet to hybrid and electric vehicles. As soon as existing vehicles are replaced, this measure should contribute to further reductions.



AVOIDING EMISSIONS
Avoidance of direct and indirect emissions



REDUCE EMISSIONS
Reducing unavoidable emissions



OFFSET RESIDUAL EMISSIONS
Offsetting residual emissions where reduction is not yet possible

PROJECT WORK

Despite extensive reduction efforts, some emissions remain – particularly in laboratory operations due to standards requirements. To address these residual emissions, we support a climate project that delivers emissions reductions and contributes to sustainable development.

In 2025, we funded an atmosfair project that helps avoid 400,000 kg of CO₂ emissions.

OUR PROJECT: SMALL BIOGAS PLANTS IN NEPAL

Through the Biogas Support Programme – Nepal (BSP-Nepal), we support small-scale biogas systems for households in rural areas. These systems convert organic waste into biogas for cooking and lighting, providing a sustainable alternative to wood and fossil fuels while improving local living conditions.

ENVIRONMENTAL MANAGEMENT SYSTEM ACCORDING TO EMAS

We consider it our responsibility – both within our organisation and for our customers in industry and trade – to help preserve a liveable environment for future generations.

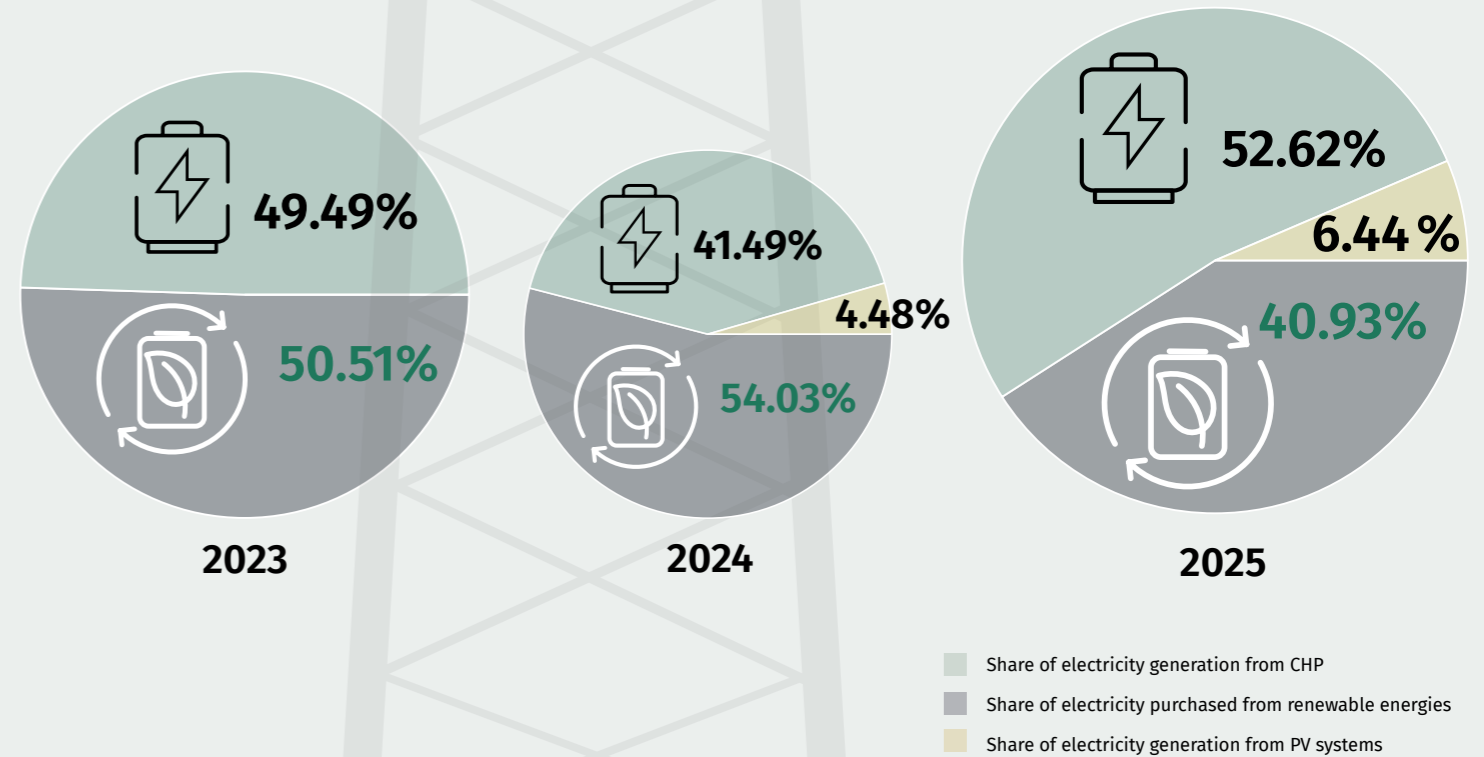
As part of implementing our EMAS-aligned environmental management system, expected to be completed in 2026, we have systematically collected environmental data, defined relevant KPIs and developed concrete goals and actions.

We will publish full details on EMAS and the results of this analysis in a future environmental statement.

ENERGY

Our energy management is systematically structured and fully integrated into our operations. We generate a significant share of our energy in-house using combined heat and power (CHP) systems and a photovoltaic system. With an additional CHP system and year-round solar generation, we further increased the share of our electricity that is self-generated. At our Bönningheim site, electricity consumption increased by 10.8% year over year, mainly due to higher demand. Despite this, we reduced purchased energy by about 16% through increased self-generation. All purchased electricity is sourced from 100% renewable energy.

ELECTRICITY CONSUMPTION 2023–2025



DR. DANIEL MELTER
CFO

Even in my first few months at Hohenstein, I saw how consistently sustainability shapes our daily activities. As the new CFO, I see teams that take responsibility and act together. The environmental team connects the departments and integrates sustainability into daily management. This strengthens trust, ensures quality and creates a solid foundation for the future.



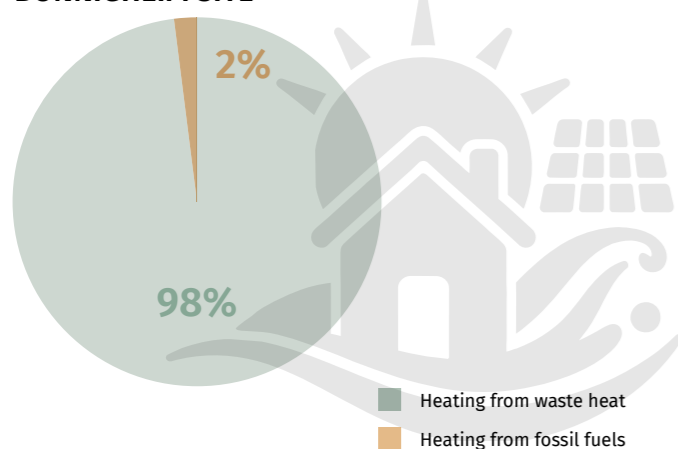
PHOTOVOLTAIC SYSTEM

Our solar power system is a significant contributor to in-house electricity generation. In the past year, about 11% of our self-generated electricity came from solar energy, increasing the share of renewables in our energy mix.

COMBINED HEAT AND POWER (CHP) SYSTEMS

In 2025, we commissioned an additional CHP system. The waste heat generated is used for efficient heating and cooling, reducing reliance on purchased energy. As a result, 98% of our heating demand was met using waste heat, improving the overall energy efficiency of our operations.

TOTAL HEATING REQUIREMENTS AT THE BÖNNIGHEIM SITE



INTELLIGENT ENERGY MANAGEMENT – COOLING AND HEATING

During colder months, we use low outdoor temperatures for passive night cooling through our ventilation systems, reducing the need for chillers. Process cooling is then handled via heat exchangers. We also use absorption chillers powered by waste heat. An integrated system ensures the most efficient and resource-efficient cooling method is used at all times.



WATER

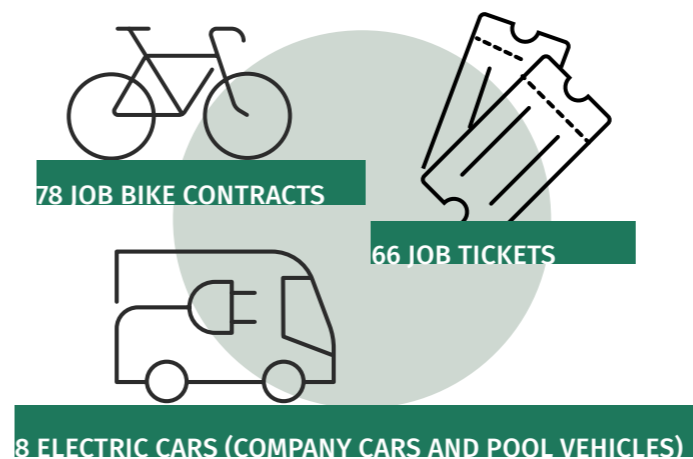
Due to standards requirements, process-related water use in our labs can only be reduced to a limited extent. We further optimise water use at our site through targeted measures:

- Gradually reduce and optimise irrigation.
- Use of rainwater for irrigating our gardens.
- Manage surface water through infiltration systems, with 70% retained on-site.
- Implement water-saving toilet systems company-wide.

MOBILITY

We promote sustainable transport in a variety of ways. Employees network via our digital carpooling platform, use company bikes at our Germany location or subsidised transit options for longer commutes.

To further reduce fossil fuel use, we provide twelve EV charging stations for private vehicles and have added a fully electric vehicle to our fleet.



EXCURSUS INNOVATEXT, HUNGARY:

Employees who commute to Budapest from outside the city are reimbursed for the cost of their train tickets.



FACTS: LOCATION AND LAND USE

COMPOSTING

We use green waste as surface compost to improve soil health. This organic layer protects the soil, enhances soil fertility and supports insects as a food source. It also benefits birds, helping promote local biodiversity.

SOCIAL



At Hohenstein, our employees are our focus. We promote expertise, develop skills and continuously improve our working conditions. In this way, we create a fair working environment and take responsibility as an employer. Part-time models, flexible working hours, flexitime accounts and working from home enable a good work-life balance – even for managers – and promote focused, reliable work.



DR. MARKUS H. OSTROP
CHIEF HUMAN RESOURCES OFFICER

This year, we revised our mission statement. Our employees play a central role in this process and integrate our values into their daily work: responsible action, constructive feedback and mutual support. In this way, we create a workplace that promotes a healthy work-life balance and ensures long-term satisfaction.

A confidential advisor provides individual support, helping with workplace challenges, mediating conflicts and advising on personal matters. They also support internal mobility and ensure all employees – including 21 colleagues with disabilities – are fully integrated and supported. Employee loyalty is exceptionally high, reflected in a low turnover rate of just 2.3% (involuntary turnover) in 2025.

DIVERSITY AND EQUAL OPPORTUNITIES

We actively promote diversity and equality. One focus is on the targeted support and development of female managers.



Employees from 45 different countries work at our site in Bönningheim.



We offer weekly German and English courses to promote exchange between our employees at our locations around the world.

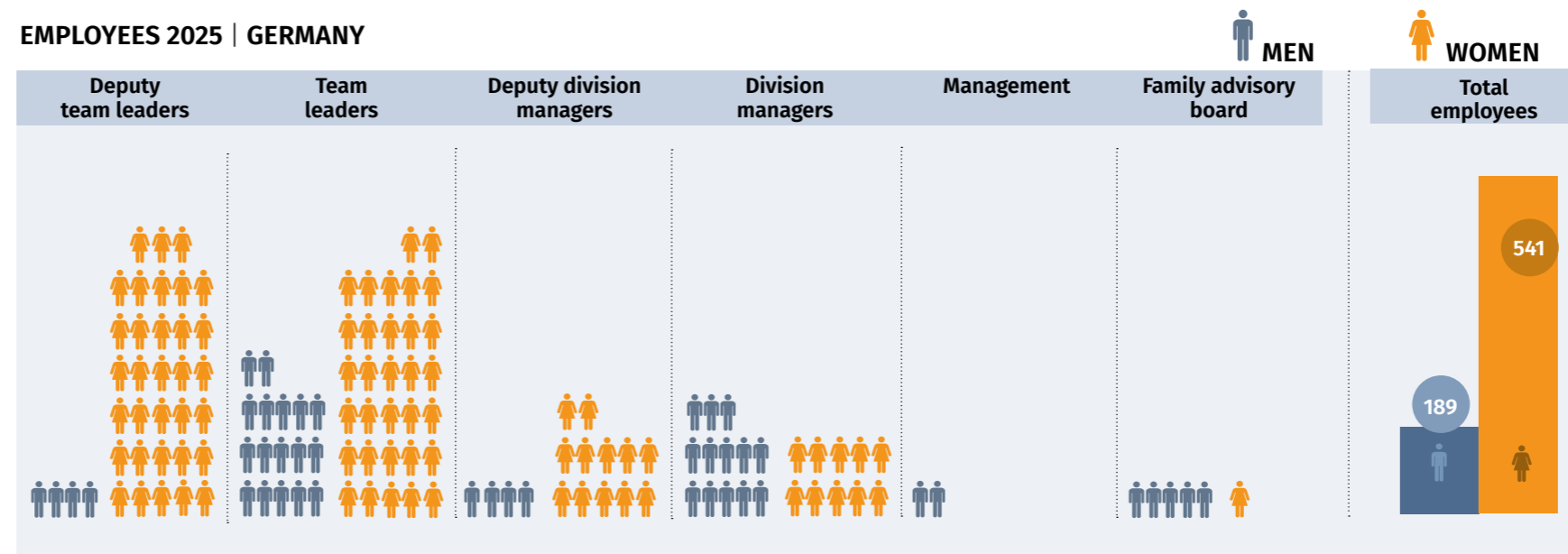


In our intercultural departmental meetings, employees learn about different cultures, promote understanding and support the integration of our international colleagues.

EMPLOYEES

As an independent family business, Hohenstein takes responsibility for its workforce. We offer attractive, reliable jobs built on genuine appreciation. This strengthens engagement, supports development and creates long-term career opportunities. It also provides stability and planning security for employees' families.

EMPLOYEES 2025 | GERMANY



DANIELA KURFISS
DEPUTY HEAD OF HUMAN RESOURCES AND CONFIDENTIAL ADVISOR

EXCELLENCE STARTS WITH CARE
For me, this means listening to every employee, taking them seriously and supporting them – because trust and appreciation are the basis for everything we achieve together.

KNOWLEDGE TRANSFER

NEXT LEVEL TEXTILE

Several textile companies, including Hohenstein, have joined a collaborative development network to actively build and retain early-career talent. The Next Level Textile programme runs for one year and strengthens participants' personal, occupational and social skills. A core element is peer exchange: participants connect with peers from other companies, learn from each other and gain insights into different organisational structures and ways of working. The programme includes hands-on learning formats such as workshops, in-person and virtual sessions, learning tandems, company visits and mentoring and fireside discussions, ensuring strong application in day-to-day work. Participants also complete individual and group projects that directly contribute to business outcomes. Two Hohenstein participants are currently enrolled in the programme. With Next Level Textile, participating companies demonstrate a clear commitment to developing early-career talent and to the future of the industry.



INTERNATIONAL EXCHANGE

International assignments enable employees to share expertise and strengthen cross-location collaboration.

EXCURSUS INNOVATEXT, HUNGARY:

With InnovaTED, employees from individual working groups or departments present their work to their colleagues on their own initiative. They also visit exhibitions together or take part in workshops. In this way, they combine information, further training and team building and promote open, creative exchange.

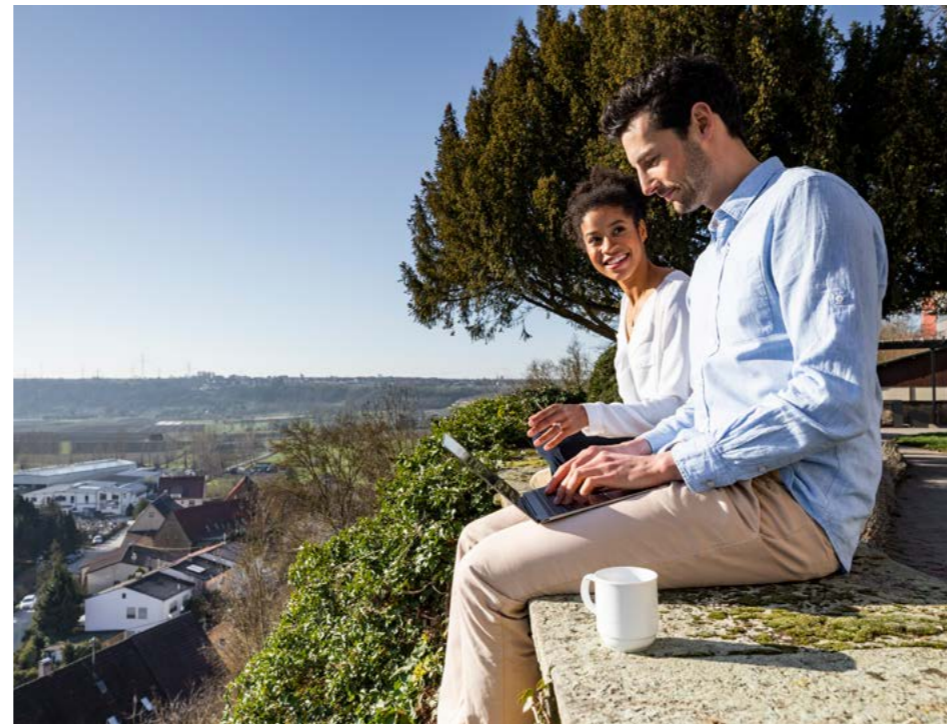


TRAINING

Each year, we welcome new students, apprentices and early-career talent.

- 11 apprentices across four training programmes.
- 5 work-study students.

We offer a wide range of training, including MS Office courses, leadership development and ongoing learning opportunities across multiple topics. This supports continuous learning and keeps skills current.



DARIA PALELLA DUAL STUDENT AT HOHENSTEIN



For me, EXCELLENCE STARTS WITH CARE means learning from every day, with curiosity, openness and the desire to make sustainability a reality. It's not just about knowing things, but also about putting them into practice.

HEALTH

In partnership with health insurance providers, we host regular health days to support employee well-being.



FLU VACCINATIONS



VISION TESTS PERFORMED



OCCUPATIONAL MEDICINE CONSULTATIONS



COMPANY RUN



EMERGENCY FIRST AID COURSES FOR EMPLOYEES



ACTIVE BREAK



HEALTHY FRIDAY (ONLINE LECTURES BY BILDUNGSWERK)



AFTER-WORK EVENTS

Employees contribute their ideas and organise events independently for their colleagues.



HOHENSTEIN EVENTS

Open exchange and transparent communication are core to our values. We create a variety of formats to encourage internal dialogue and collaboration.



FOOTBALL CUP AND TEAM



MONTHLY GAME NIGHTS



COOKING CLASSES



ANNUAL COMPANY RUN



ANNUAL CITY CYCLING



COMPANY CHRISTMAS MARKET



SUMMER PARTY



YOGA



HIKING DAYS



IVONNE SCHRAMM
GLOBAL HEAD OF OEKO-TEX® CERTIFICATION

Our intercultural exchange reminded us that behind every dish, every culture and every tradition there is a story worth telling.



Germany: Intercultural area meeting



Hungary: Sports event



China: Dragon Boat Festival

INTERNATIONAL HOHENSTEIN EVENTS

Team events are regularly organised across our international locations to strengthen team spirit and encourage collaboration among colleagues worldwide.



Türkiye: Visiting a restaurant together



India: Earth Day celebration



Hong Kong: Bowling day



Bangladesh: Fruit Festival





CORPORATE GOVERNANCE



Our leadership is grounded in a clear, shared vision. It guides our management meetings, where we define strategic direction together. Every voice counts, ensuring decisions are informed, values-driven and future-focused. We bring together expertise from HR, finance and operations to create a holistic approach.

At Hohenstein, we value our people and their deep expertise. Leaders are actively involved in decision-making, while employees are supported in their professional development. Our personnel development approach recognises individual strengths and team contributions. Autonomy, purpose and expertise form the pillars of a motivating work environment.

Everything we do serves one goal: shaping a future worth living through responsible resource use in a socially, environmentally and economically sustainable way.



CORPORATE CULTURE

At Hohenstein, we believe in transparent communication. We inform our employees openly and create clear structures that promote trust and support long-term success. Through active exchange, we live our values – respect, integrity and trust – not only in words, but in our daily actions.



EVA-MARIA STÖTTER
MARKETING MANAGER

Our internal communication helps to embed sustainability as part of our corporate culture. It provides guidance and space for dialogue to make sustainability understandable in everyday working life and to encourage employees to think and act creatively.

COMMUNICATION FORMATS

LIVESTREAM

For the first time, all Hohenstein employees were able to participate in presentations at the Hohenstein Global Management Summit via livestream. This gave them direct insights into our strategy, positioning and current developments within the company.

In 2025, we continued to actively engage employees. Regular team meetings, departmental meetings, quarterly updates and colloquiums create transparency, promote open dialogue and enable teams to contribute their expertise and ideas. This helps us leverage collective expertise to make informed, future-oriented decisions.

ANNUAL TALK

Employees exchange ideas with managers, receive recognition and further develop their individual skills and expertise.

FINAL TALKS

When employees leave the company, we conduct exit interviews to identify root causes and define targeted improvements.

COMPLIANCE LINE

The Hohenstein Compliance Line allows employees to report their concerns or problems anonymously. This helps us to strengthen trust, ethical behaviour and respectful cooperation.

SURVEYS

We regularly collect feedback to involve our employees in important decision-making processes. In 2025, this included a focus on global internal communication, supporting responsible and adaptive governance.

MANAGEMENT UPDATES

We share written updates on decisions and outcomes from leadership meetings.

COFFEE CORNER

Employees regularly meet with leadership to ask questions, make suggestions and share ideas directly.

COLLOQUIUMS

In 2025, ten 45-minute sessions covered topics such as sustainability, strategy and technical areas including medical product testing. These sessions will continue in 2026.

HR CONSULTATION

HR hosts regular Microsoft Teams sessions to present updates and provide employees in Germany with opportunities for discussion.

EMPLOYEES TOURS

Employees can explore other departments throughout the year, strengthening internal cooperation.

OPEN HOUSE

Small groups gain interesting insights into other departments. In 2025, nine departments participated, improving cross-functional understanding.



IDEAS WORKSHOP

The Hohenstein Idea Workshop enables employees to contribute ideas, share knowledge and shape decisions and implementation. The goal is to improve efficiency, safety and environmental performance. In 2025, employees submitted ten improvement ideas.



4 OUTLOOK



Sustainability is not a fixed endpoint but an ongoing process. We will continue to take responsibility for the environment, our employees and society while expanding our efforts. We aim to make our processes more efficient, resource-efficient and inclusive – with a clear focus on long-term impact and meaningful improvements.

In the coming years, we will build on existing initiatives, introduce new ideas and increase transparency across all areas of our work.

ENVIRONMENT

→ **EMAS IMPLEMENTATION:**
We will publish our environmental statement and finalise the implementation of our environmental management system.

→ **GREENHOUSE GAS BALANCING:**
We will continue greenhouse gas accounting to track progress against our targets. We are also evaluating additional measures across our sites to further reduce global emissions.

→ **PROCUREMENT:**
We will expand procurement guidelines to include more resource-efficient alternatives and reduce overall resource consumption.

SOCIAL

→ **SATISFACTION AND KNOWLEDGE TRANSFER:**
We are committed to maintaining high employee satisfaction and expanding training opportunities.

Satisfaction
We will sustain high satisfaction levels and conduct a 2026 survey to define targeted actions that support well-being and further development.

Knowledge transfer
We will continue investing in training and knowledge sharing to ensure expertise is continuously developed, shared and applied across the organisation.

CORPORATE GOVERNANCE

→ **VALUE COMMUNICATION:**
We will integrate our new mission statement across all levels, supported by targeted leadership platforms.

→ **EXPANSION OF REPORTING:**
We will expand reporting data and implement targeted actions.

We would like to express our sincere thanks to our employees, who support us every day in learning, understanding and improving. Their motivation, commitment and ideas drive us forward and form the basis for designing more sustainable solutions.



DR. DR. STEFAN DROSTE
SPOKESPERSON FOR THE MANAGEMENT BOARD
CEO HOHENSTEIN LABORATORIES



SUSTAINABILITY STARTS WITH EVERY SMALL DECISION, every daily interaction. This awareness shapes Hohenstein. We take responsibility seriously and look closely, because true quality is not possible without sustainability. We test, certify and advise independently and with a practical approach. But for me, that's just the "how." The "why" is much more fundamental: our goal is a future that is socially, ecologically and economically sustainable – for our employees, for our customers and for the people who will use our products in the future.

We want future generations to live in a world that we have not pushed beyond its limits. We work on this every day – including through our willingness to constantly question ourselves and develop further. Often, it is the unspectacular, careful steps that ultimately make a real difference. Our employees do this with expertise, curiosity and focus.

IMPRINT

HOHENSTEIN LABORATORIES GMBH & CO. KG
Schlosssteige 1 | 74357 Bönnigheim | GERMANY

Phone: +49 (0)7143 2710

Email: info@hohenstein.com

Internet: www.hohenstein.com

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ABBREVIATIONS

AZAV	Akkreditierungs- und Zulassungsverordnung Arbeitsförderung
CHP	Combined Heat and Power Plant
DIN	Deutsches Institut für Normung
EMAS	Eco-Management and Audit Scheme
EV	Electric Vehicle
GLP	Good Laboratory Practice
GMO	Genetic Modified Organism
OECD	Organisation for Economic Co-operation and Development
PEF	Product Environmental Footprint