

A Palfinger telehandler is shown in a forest, lifting a large log. The machine is red and black, with a long boom and a grapple attachment. The operator is visible in the cab. The background is a dense forest of tall trees. The machine has a license plate that reads 'S 4793 WA'. The grapple attachment has 'PFC-4.3 EPSILON' written on it.

SUSTAINABILITY AS AN OPPORTUNITY

# SUSTAINABILITY AT PALFINGER. STRATEGY AND IMPLEMENTATION BY 2030

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# REACH HIGHER

No add-on. No standalone topic. Sustainability is an integral part of our new Strategy 2030+. It shapes how we run our company, how we develop products, and how we ensure long-term value creation.

As a leading technology and engineering company, we bear responsibility across the entire value chain: for durable, safe, and efficient products; for a responsible use of resources; for stable processes and transparent supply chains; and for a corporate culture that fosters long-term thinking. We see sustainability as a prerequisite for competitiveness, resilience, and trust.

One of our most important levers lies in our products – and how we develop them. A significant share of our environmental footprint is created during use. That is why we invest in innovations that reduce emissions, increase efficiency, and extend the lifecycle of our solutions. At the same time, we drive sustainability at our own sites, strengthen Governance and Compliance, and continuously develop our organization.

Sustainability can only succeed if it is anchored in our daily actions. In clear decisions. In responsible leadership. And in a culture that puts quality, safety, and integrity first. This is how we create the foundation for long-term success – for our employees, our customers, our partners, and our company.

Andreas Klauser  
Chief Executive Officer

Maria Koller  
Chief Human Resources Officer

# STRATEGY

Sustainability at PALFINGER follows a clear strategic direction. It is part of Reach Higher, our Strategy 2030+, with which we are developing our company in a future-oriented manner and consistently aligning it towards long-term value creation. Strategy, brand, and culture work hand in hand and provide the framework for a comprehensive transformation.

In this context, we understand sustainability as a systematic approach that bundles strategic priorities and provides orientation. It is one of the key focus areas within our Strategy 2030+, and a major lever for competitiveness, resilience, and trust.

Based on our business activities, our long-term ambitions, and a comprehensive materiality assessment, we have defined five strategic fields of action. They form the framework for our sustainability agenda and guide our decisions across the entire value chain.

These five fields of action are interlinked, reinforce one another, and together help align environmental responsibility, economic performance, and societal expectations. This ensures that sustainability is embedded for the long term, measurable and effective.

Our sustainability agenda is governed by a cross-functional Sustainability Council. The council is composed of executives from central global and corporate functions, coordinates sustainability topics across the Group, and supports the definition and implementation of targets and measures. It reports directly to the Executive Board, which regularly informs the Supervisory Board about progress and key sustainability topics.



# PROGRESS THAT MATTERS

Sustainability at PALFINGER is strategically governed and implemented systematically. Across all fields of actions, we have achieved concrete milestones in recent years, demonstrating that our approach delivers real impact and is firmly embedded in the organization.

## Selected Milestones 2024-2025

### **Climate Action & Low-Carbon Solutions**

Completion of the Climate Transition Analysis as a basis for assessing risks and opportunities along the value chain.

### **Strategic management**

Definition of initiatives and KPIs for all five strategic fields of action and their integration into governance structures.

### **Governance & Transparency**

Improvement of the CDP score from D to B as a result of structured governance and increased transparency.

### **Supply Chain & Compliance**

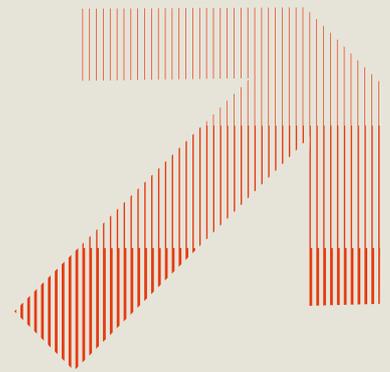
Introduction of a group-wide standard for conflict minerals to strengthen transparency and human rights due diligence.

### **Organization & Implementation**

Adoption of the sustainability strategy and integration into existing management and decision-making processes.

### **People & Well-being**

Launch of a global initiative to promote mental health, including awareness raising, training formats, and structured support offers for employees and managers.



# SUSTAINABILITY IN OUR OPERATIONS

Climate action at PALFINGER starts with our own operations. Through targeted measures in production, energy supply, and processes, we reduce emissions, increase efficiency, and create the foundation for long-term sustainable value creation.

In recent years, we have intensified our focus on energy efficiency, the expansion of renewable energy, and the optimization of resource-intensive processes. A key objective is to avoid or reduce emissions where we have direct influence.

Concrete measures are already making an impact. By optimizing processes, implementing technological improvements, and using data-driven management, we have reduced material use and energy consumption. At the same time, we continue to increase transparency on emissions and systematically embed climate action in our operational routines.

This enables a measurable contribution to emissions reduction while strengthening the efficiency and competitiveness of our sites.

## Implementation across our sites

### Emissions during operation (Scope 1 & 2)

Reduction of site-related emissions through efficiency measures, electrification and increased use of renewable energies.

Scope 1: direct emissions from own facilities and vehicles. Scope 2: indirect emissions from purchased energy.



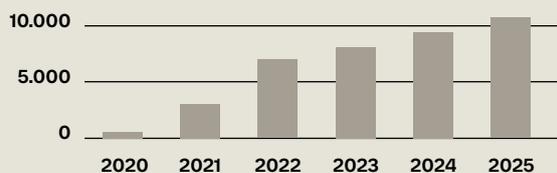
### Steel optimization at the Lengau site

Improved material efficiency, saving 500 tonnes of steel per year and reducing emissions accordingly.

### Energy efficiency at our sites

Active energy management structures at more than 80% of our production sites.

### Solar Power kWpeak



### Renewable energies

Continuous expansion of photovoltaic systems to increase self-consumption.



# PRODUCT DEVELOPMENT DRIVES IMPACT

A significant share of PALFINGER's environmental footprint is generated during the use of our products. This is exactly where our biggest lever for sustainable impact lies.

That is why we are investing specifically in the ongoing development of our product portfolio. Electrification, hybrid solutions, energy-efficient technologies, and digital features reduce emissions in use while increasing performance and cost-efficiency at the same time. Durability, quality, and ease of maintenance extend lifecycles and reduce resource consumption across the entire service life.

The reduction potential is significant: energy efficiency measures can reduce emissions by up to 25%, while electrified solutions enable near-zero emissions in operation.



For a technology and engineering company like PALFINGER, the biggest lever for sustainability lies in the products themselves. Durable, efficient solutions reduce emissions where they arise: in daily use by our customers.

CEO PALFINGER  
**Andreas Klauser**

# SUSTAINABILITY IN ACTION

Sustainability does not prove itself in concepts, but in everyday use. Where products operate under real conditions, in demanding environments, and directly at our customers' sites.

The following examples show how PALFINGER brings together technological innovation, industrial performance, and responsibility. Not as an abstract ambition, but as concrete solutions for different markets and requirements.

## Electrification for the energy transition at sea

The expansion of offshore wind energy places high demands on technology, reliability, and operating concepts. For the Bałtyk 2 and 3 offshore wind farms in the Baltic Sea, PALFINGER MARINE is supplying fully electric luffing jib cranes for offshore substations for the first time.

The DKJ500e cranes are designed for continuous operation under demanding offshore conditions. Their fully electric drive system reduces emissions and lowers maintenance requirements. At the same time, remote operation and integrated diagnostic systems enable safe and reliable use even with limited access. Manufacturing at the Gdynia site also strengthens regional value creation and supply security.

For operators, this results in higher availability, lower operating costs, and a future-ready contribution to the electrification of offshore infrastructure.

More  
information:





With technology for cable-laying vessels, PALFINGER supports the expansion of infrastructure for renewable energy. The vessel is equipped with a high-capacity cable carousel and precise laying technology, enabling the safe installation of high-voltage cables on the seabed. These subsea cables efficiently transport green electricity generated by offshore wind farms to shore, making a key contribution to the energy transition.



## Proven technology for Poland's largest offshore wind farm

With the Baltica 2 offshore wind farm, Poland is developing its largest project of this kind to date. PALFINGER MARINE has been commissioned to deliver more than 100 fully electric service cranes, which will be installed on the maintenance platforms of the wind turbines.

The PF120 cranes ensure the safe handling of tools and spare parts during operation and under demanding offshore conditions. Their development is based on specific customer requirements that have been translated into series-ready solutions across multiple projects. The result is robust systems with high reliability and predictable maintenance needs.

For customers, this means operational safety throughout the entire lifecycle, combined with a high level of trust in technology, service, and long-term partnership.

More information:



## Quietly powerful in the city

Sustainable solutions are not only needed in large-scale projects, but also in everyday urban environments. In Vienna's city center, a fully electric PALFINGER Aerial Work Platform was used for the first time during nighttime maintenance of public lighting.

More information:



The P 280 CK eDRIVE enables near-zero-emission and particularly low-noise operation. This meets key requirements in sensitive inner-city areas, such as noise regulations, emission limits, and permit compliance for night work. At the same time, it delivers the same performance as conventional models.

For operators, this opens up new operating windows, greater planning flexibility, and clear added value in daily operations.



# VALUE CREATION ACROSS THE LIFECYCLE

At PALFINGER, sustainability begins where our products are used over many years, maintained, adapted, and continuously developed. Circular economy principles are a key lever to conserve resources, preserve value, and strengthen the resilience of our business model.

PALFINGER is currently developing dedicated concepts and circular business models. The aim is to take a more holistic view of the entire product lifecycle and systematically link ecological responsibility with economic benefit.

More  
information:



Even today, PALFINGER implements concrete measures across the lifecycle. Maintenance, repair, and comprehensive spare parts management extend product service life. Refurbishment and second-life approaches, for example for rail vehicles, enable the continued use of existing solutions. Through Railway Refurbishment, a manufacturer-certified service life of more than 30 years is ensured. In addition, PALFINGER is expanding its business with take-back, reconditioning, and resale models, both for complete solutions and spare parts.

Preventive services such as the PALFINGER Oil Check help avoid unnecessary oil changes and save up to 1,500 liters of oil per year. At the same time, recyclable materials are systematically recorded and fed into certified recycling processes to close material loops and reduce environmental impact at the end of the product lifecycle.

Step by step, this creates a circular approach that embeds sustainability as an integral part of industrial value creation.

# RESPONSIBILITY WITH INTEGRITY

Good corporate governance is a core element of sustainable action at PALFINGER. Governance and compliance build trust among customers, partners, employees, and investors. They safeguard integrity and form the foundation for long-term value creation.

Governance and compliance are not a formal box-ticking exercise, but an integral part of everyday business. They provide orientation, support sound decision-making, and protect the company across the entire value chain. Clear responsibilities, binding policies, and continuous training ensure that legal requirements are met just as reliably as internal values and expectations.

A central element is a set of binding standards supported by a continuously expanded training and awareness program. In addition to the globally applicable Code of Conduct for employees and the Code of Conduct for Business Partners, this includes training on anti-corruption, anti-harassment, and export control. The approach is complemented by group-wide communication measures and a globally accessible whistleblowing system that allows potential violations to be reported confidentially.



Another key focus is strengthening transparency and due diligence along the supply chain. PALFINGER is proactively preparing for upcoming regulatory requirements, such as the EU Supply Chain Act, and continuously further develops existing processes. In this context, tools such as the Conflict Minerals Reporting Template (CMRT) are used to trace the origin of critical raw materials and address risks in a structured manner.

In this way, PALFINGER establishes a robust governance and compliance system that strengthens prevention, increases transparency, and embeds responsible conduct across the entire value chain.

# CULTURE DRIVES CHANGE

Sustainable transformation can only succeed with the people in the organization. This is why culture, values and mindset at PALFINGER are not a supporting program, but a central success factor for long-term development and resilience.

Strategy and brand only unfold their impact when they are carried by a lived culture. Clear values provide orientation for collaboration, leadership and responsibility. Not as an abstract guiding principle, but as a benchmark for everyday action.

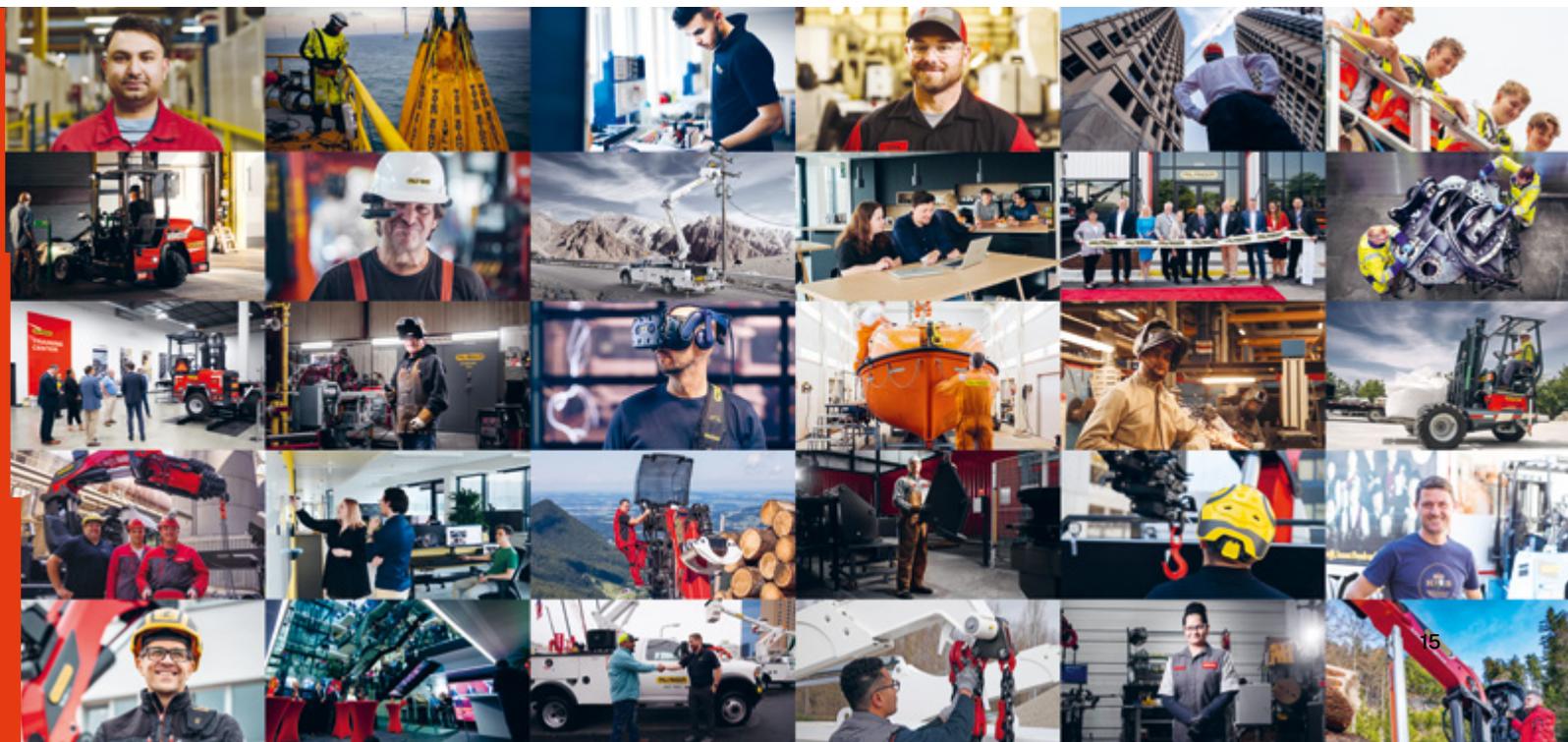
Culture is shaped in daily practice. In decisions, in how people treat one another, and in the way responsibility is assumed. What ultimately matters is that mindset is visibly lived.

This is how our culture becomes the driving force behind change.



Culture determines whether strategy truly has an impact. That is why we shape it deliberately and take responsibility together.

CHRO PALFINGER  
**Maria Koller**



## Business as usual

Conventional drive systems remain the standard in many applications.

Efficiency gains are achieved primarily through incremental improvements.

Designs are primarily focused on robustness and durability.

## Net Zero Emissions

Electric drive systems are gaining increasing importance, particularly in urban environments and for short-distance applications.

Lightweight design, energy-efficient constructions and new materials are becoming a stronger focus.

Systems are becoming more modular and are consistently designed for lower energy consumption.

# ANTICIPATING THE FUTURE

How markets, technologies and regulatory frameworks will evolve by 2050 remains uncertain. To stay capable of action, PALFINGER considers different scenarios and derives strategic options for product development, portfolio design and value creation.

These scenarios are not forecasts, but possible development pathways. They illustrate how requirements for technology, materials, operating concepts and services may change. For PALFINGER, this means keeping options open, anticipating technological developments at an early stage and translating them into market-ready solutions. Today and in the future.

# THE ROAD TO 2030

Sustainability is an integral part of PALFINGER's long-term direction. By 2030, we focus on creating impact where it is measurable and delivers real value for our company, our employees, our customers and our partners.

Clear priorities along our value chain are at the core of this approach. We reduce emissions, strengthen the safety and engagement of our employees, and consistently embed sustainability in products, processes and decisions.

These goals provide orientation and create commitment. They are part of a continuous transformation process built on progress, transparency and responsibility. Step by step, with the ambition to make sustainable development effective in the long term.

## Our 2030 Targets at a Glance



### CO<sub>2</sub> emissions

Average annual reduction of Scope 1 and Scope 2 emissions by 1%

(Scope 1 and 2 include direct emissions from own sources as well as indirect emissions from purchased energy.)



### Employee retention

Long-term reduction of voluntary turnover to below 6%



### Occupational safety

Improvement of the TRIR to 10.1

(Total Recordable Injury Rate. Number of recordable workplace injuries per one million working hours. The accident rate has already been significantly reduced in recent years.)



# STRATEGY WITH RESPONSIBILITY



Sustainability is one of the key focus areas of Reach Higher, our Strategy 2030+. It shapes decisions across the entire value chain – from product development and market approaches to leadership and governance.

This is how we combine responsibility with growth, innovation, and resilience.

We take responsibility.  
We seize opportunities.  
We create long-term value.

BEING BETTER for

**LIFETIME EXCELLENCE**



Learn more about  
sustainability at  
PALFINGER

