

SUSTAINABILITY REPORT 2025

TENTE cares


TENTE
cares

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Management Statement

from André Distel and Thomas Demmerling



Sustainability as a Core Mindset

At TENTE, sustainability is more than just a responsibility – it is a mindset deeply embedded in the way we think, act, and grow. As a family-owned industrial company, we believe that long-term thinking, close relationships, and social responsibility are not just values, but strategic strengths. Our ownership structure gives us the freedom to act independently, make bold investments, and approach sustainability as a long-term commitment rather than a short-term goal. This approach strengthens our relationships and builds trust with employees, customers, and communities alike.

Laying the Foundation for Sustainable Growth

Over the past years, we have laid the foundation for a more sustainable TENTE. In 2023, we established a dedicated CSR and sustainability department and launched the TENTE cares initiative, which unites all our global social and environmental efforts. We began solar energy production at several of our sites, more than doubling our internal green electricity output from 2023 to 2024. We introduced a new car policy promoting electric and hybrid vehicles and implemented EcoChain, enabling us to calculate product-level CO_2 footprints. Furthermore, we completed our first double materiality assessment and carried out ESG risk mapping.

Efficiency and Performance Go Hand in Hand

Our CO_2 efficiency per produced ton improved by 22%, even as production increased by 36%, and our share of green energy nearly doubled. These results clearly show that responsibility and performance go hand in hand.

One of our achievements in 2024 was the expansion of solar energy. From the US to South Africa, and with new installations in Belgium, Australia, and Germany, our global sites are actively contributing to a greener energy mix. This represents not only a technical milestone but also a symbol of our long-term vision: to make sustainability a competitive advantage rather than a limitation.

Sustainability is About People Too

But sustainability is not only about emissions and efficiency – it is also about people. In 2025, we launched the initiative #missionfemale@tente, which connects women across functions and countries through workshops, networking, and mutual support. We are working to build a culture where diversity and empowerment become drivers of innovation.

We continue to invest in the talents of the future through international training programmes, dual education models, and by supporting young professionals whose development journeys at TENTE demonstrate how commitment and opportunity go hand in hand.

Social Responsibility Through the TENTE Foundation

We are very proud of our legacy of social responsibility through the TENTE Foundation, established by the Fricke family. For over 20 years, the foundation has supported educational institutions, healthcare, volunteer organisations, and cultural exchange programmes in and around Wermelskirchen. These projects reflect our core belief that a strong company should give back to its community.

Looking Ahead with Clear Priorities

Looking ahead, our priorities are clear. We aim to accelerate our climate efforts and further invest in renewable energy. We are integrating circular economy principles into our product development and continually working to enhance transparency in line with CSRD and international standards. We also aim to deepen our focus on employee well-being, diversity, and inclusion. At the same time, we strive to remain a trusted partner to our customers by delivering not only technical excellence but also ethical leadership.

Sustainability is a journey, and we are proud of every step we take. But we know the work continues. As a family-owned company, we have the freedom to think in generations, not quarters – and that is exactly what we intend to do. At TENTE, we are ready to lead the way.



André Distel

CEO of TENTE International GmbH



Thomas Demmerling

CFO of TENTE International GmbH

Mission Statement for CSR & Sustainability

TENTE aims to enhance the lives and working conditions of individuals by fostering improved mobility. Central to this mission is our commitment to responsible and sustainable practices, which not only benefit our customers and employees but also serve to support our community and the environment. As a family-owned industry leader, we possess the optimal foundation to deliver transparent and compelling Environmental, Social, and Governance (ESG) outcomes.



Competitive Focus Areas

We concentrate our efforts on three key areas where our actions profoundly impact our business operations, our workforce, and our broader community:

We are committed to lowering carbon footprint emissions and improve the product life cycle of our products through emissions management and enhanced focus on recycling and circular economy.

We prioritize process optimization, material efficiency, and the integration of new technologies to minimize waste and reduce our carbon footprint. Our commitment to resource optimization is unwavering.

We have identified critical sustainability focal points within our industry, specifically targeting:

- Carbon footprint reduction and management
- Recycling and Product Life Cycle
- Waste reduction

We invest in fostering employee well-being, recognizing its correlation with heightened engagement, reduced absenteeism, and enhanced performance. Employee well-being is paramount to our business success and the cultivation of leading enterprises. Our emphasis on improving employee satisfaction fosters enhanced commitment, motivation, and ultimately, superior quality and customer satisfaction.

Key Initiatives:

- Prioritizing effective leadership and cultivating a work environment that prioritizes health, safety and work-life-balance, and continuous employee development
- Ensuring equal and respectful treatment for all employees, regardless of protected characteristics
- Upholding employee rights, equal pay, diversity, inclusion, and the advancement of women in leadership positions

At TENTE, we uphold globally recognized human rights and adhere to laws, regulations, and ethical standards. Our ESG policy articulates the expectations we set for our business conduct, extending to our employees, partners, and suppliers.

The following key objectives have been established:

- Sustainable Business
- Ensuring suppliers commit to adhering to the TENTE Code of Conduct

SUSTAINABLE DEVELOPMENT GOALS

Our Commitment to the UN Global Compact and the Sustainable Development Goals

As a proud participant in the UN Global Compact, TENTE aligns its ESG strategy with the Ten Principles covering human rights, labor standards, environmental protection, and anti-corruption. We actively integrate these principles into our global operations and report transparently through the annual "Communication on Progress."

We are especially committed to supporting three of the UN's Sustainable Development Goals (SDGs), which are directly embedded in our ESG priorities:



We promote equal opportunities and a diverse, inclusive work environment. This includes increasing the representation of women in leadership, ensuring equal pay for equal work, and creating a respectful, safe, and supportive workplace for all.



Our efforts focus on reducing resource consumption, optimizing product life cycles, and increasing the use of recycled and recyclable materials. Through innovation and circular design, we aim to reduce waste and environmental impact across our entire value chain.



TENTE takes decisive steps to reduce greenhouse gas emissions and mitigate climate change. We measure and manage our carbon footprint (Scopes 1 and 2), and continuously improve efficiency through sustainable technologies, materials, and processes.

Our commitment to these goals reflects our belief that sustainability and long-term business success go hand in hand – and that real change begins with responsible action.



Environment

Sustainability in action

CO_2 and energy

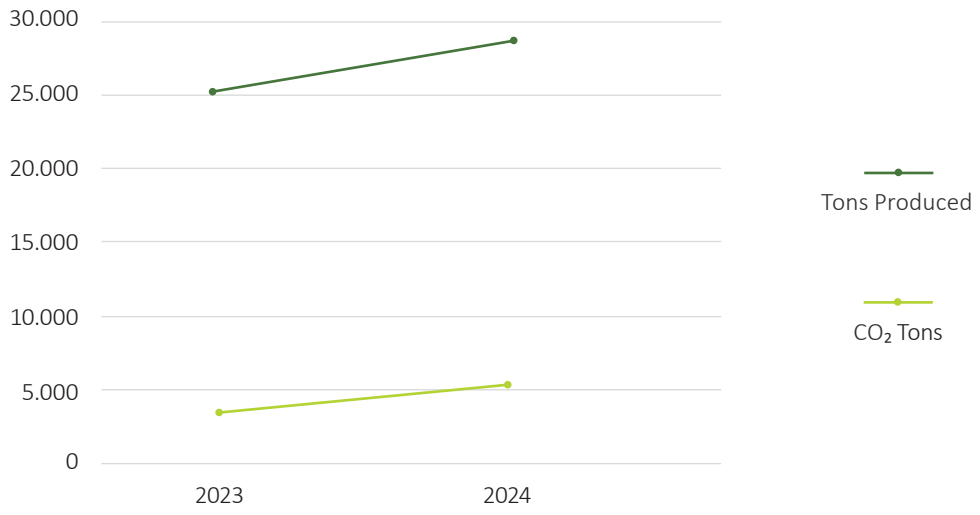
A core part of our ESG strategy for climate and resource efficiency

TENTE's ESG policy is built on a strategic commitment to reduce our environmental footprint through targeted efforts in climate and resource efficiency. This includes optimizing processes, transitioning to renewable energy sources, and systematically reducing scope 1 and 2 emissions. The policy is supported by clear goals and KPIs to ensure measurable progress towards lower CO_2 impact and improved energy management.

It's not just about doing less harm — it's about actively creating positive outcomes for the environment, our customers, and our employees.

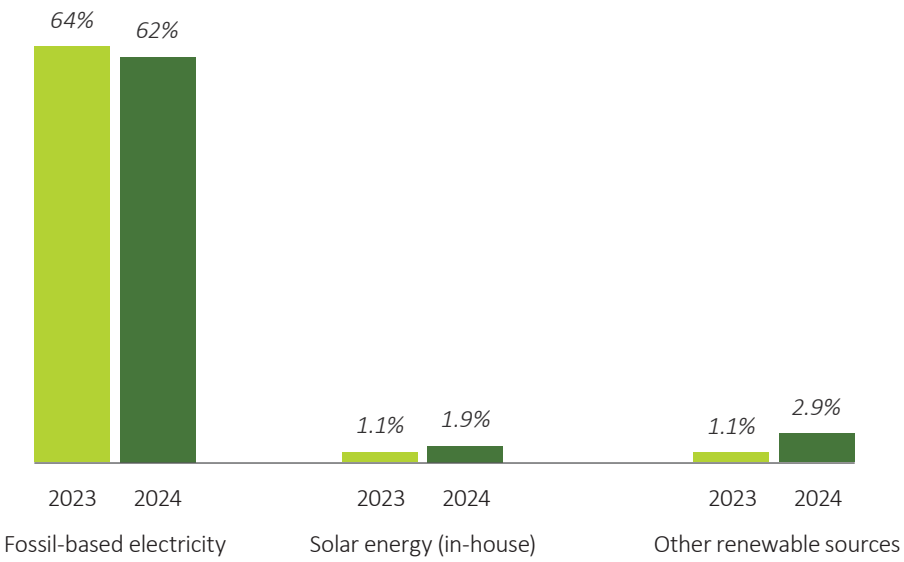
Climate Improvements and ESG Integration: CO_2 Emissions and Energy Use 2023–2024

Between 2023 and 2024, we achieved an improvement in CO_2 efficiency across multiple factories. While total CO_2 emissions increased by 9% (from 4.630 to 5.060 tons), production grew by 13%. As a result, CO_2 emissions per ton produced dropped by 3%. This development is due to more energy efficient processes and a shift to more renewable energy.



Shift Toward Greener Energy

We have also changed the way we source our energy:



This means the share of green energy has nearly doubled, and our reliance on fossil fuels is decreasing.

Looking Ahead: Accelerating the Transition

While the progress achieved in 2024 is encouraging and confirms that we are moving in the right direction, TENTE is not satisfied with the current pace of the transition toward renewable energy. The share of green energy is increasing, but we believe it must grow faster. Therefore, we are strengthening our ambitions and intensifying our efforts to accelerate the shift toward renewable energy sources. Going forward, we will place greater focus on expanding access to green electricity, investing in on-site renewable solutions, and further reducing our reliance on fossil-based energy. Continuous improvement remains at the core of our ESG strategy — and we are committed to doing more, and doing it faster, to support a low-carbon future.

Green energy

Energy efficiency in Practice: Specific projects from our international sites

Strengthening sustainability through ISO 50001 certification

In early 2025, TENTE-ROLLEN GmbH in Germany was successfully certified to the international standard ISO 50001 for energy management systems. This certification confirms our commitment to sustainable practices and serves as evidence of transparent processes, strategic resource management and compliance with legal requirements.

It not only demonstrates our dedication to energy efficiency and resource conservation at our German site, but also sends a clear signal of TENTE's global commitment to sustainable business.

For our customers, this means reliable processes, sustainable products and stable supply chains – worldwide.

Cutting emissions through modern cooling systems

With the aim of reducing energy consumption and lowering its CO_2 footprint, TENTE Ireland installed two new air coolers at its injection moulding facilityin Ballymote in early 2025. The system makes optimal use of the cool Irish climate: thanks to modern fan technology, "free cooling" operates for six to eight months of the year without requiring additional energy. Only during the warmer summer months the cooling fans need to run.

The company is also setting new standards in water efficiency. A newly installed closed-loop system reduces the use of fresh water by around 95% and cuts the need for chemical additives by 98%. At the same time, a self-draining tank function protects the system from frost – entirely without glycol-based additives.

The modernised solution not only improves environmental performance but also enhances working conditions on site: noise levels are noticeably lower, and the system operates more efficiently and with significantly fewer resource requirements.

In-House Solar Energy Production: Significant Green Progress in 2024

In 2024, we took a major step in a greener direction. Our investments in solar panel systems across several countries have delivered significant results: electricity production from our own facilities has more than doubled – from 388 MWh in 2023 to 839 MWh in 2024.

This development is not just a technical achievement, but a key part of our dedicated efforts to promote sustainable energy consumption and reduce our climate footprint. We are committed to taking responsibility – both as a company and as a global actor – and we are proud of this positive progress.

Global Progress – Local Results

The expansion of our solar installations has taken place at both new and existing locations. In the United States, we achieved a fourfold increase in production, while in South Africa production rose by 23%. Production levels in Denmark and France remained stable compared to previous years. New installations in Australia, Belgium, and Germany have also contributed to the overall growth.

A Step Closer to Lower CO_2 Emissions

The increased solar production has had a direct impact on our energy accounting and CO_2 emissions. In 2024, solar energy production accounted for 1.74% of our total carbon footprint. In 2023, this share was only 0.9%. We see this as clear evidence that we are moving in the right direction: more green energy, greater responsibility, and a better balance between operations and environmental considerations.

A Bright Future

We are far from finished. The green transition is a journey, and our goal is clear: We will continue to expand our own energy production, reduce our climate footprint, and inspire employees, partners, and customers to think sustainably.



Scope 3 – on products

Product-related CO_2 Footprint – a New Standard of Transparency

Scope 3 emissions are becoming increasingly important across the industry, as they account for a large proportion of an organisation's total climate impact. They include all indirect emissions along the value chain. Upstream categories in particular – such as raw material extraction and material production – play a central role, as they represent the largest share of a product's carbon footprint.

In 2024, TENTE began systematically recording these product-specific upstream Scope 3 emissions using a cradle-to-gate approach. With the specialised tool EcoChain Mobius, we calculate emissions from raw material extraction through to the point the product leaves the factory, based on the exact material types and quantities used. This ensures transparent, comparable and verifiable carbon documentation. The level of detail enables our customers to align their purchasing decisions more precisely with sustainability criteria.



We are currently rolling out this initiative across all our global production sites. Looking ahead, we will publish the collected emissions data on our website and in our technical data sheets. This will make them an integral part of every product specification – and a further contribution to transparent, predictable and climate-conscious collaboration.

Join Us for a More Sustainable Future with our evo Products

Preserving our environment is a matter of great importance to all of us. That is why we continuously look for new ways to offer sustainable solutions for a greener footprint – not only in our production processes, but also in the ongoing development of our products.

Driven by this motivation, we have already created two sustainable mobility solutions that make a valuable contribution to the environment – and which we would like to introduce to you.

Levina care evo

Advancing Sustainability with Recycled Materials

With the Levina care evo, TENTE introduced its first castor made partly from recycled plastics at the end of 2025 – setting a new benchmark for sustainable mobility. Individual components are made from up to 85%* recycled material, with an overall recycled content of up to 20%*. Both post-consumer waste and post-industrial materials are used. Another important benefit: thanks to the CO_2-reduced manufacturing process, the castor's carbon footprint decreases by up to 18%*.

Despite this resource-efficient material selection, the Levina care evo remains fully comparable to the standard versions of the proven Levina product family in terms of appearance, design and performance.

**Figures refer to the complete castor.*
Values may vary depending on the specific version.





Anika evo

Our first castor made from plant-based material

Anika evo is the sustainable version of our new line Anika furniture castor. It is made of up to 98%* bio-mass materials obtained from the castor bean. This makes TENTE the first manufacturer to integrate the castor plant into a furniture castor – helping to reduce CO_2 emissions by 60%.**

Despite its special manufacturing process, Anika evo continues to offer the familiar product quality and the full colour range of the standard Anika.

* *98% calculated from the total weight of synthetic material used to manufacture our product.*

** *60% calculated according to the life cycle management ISO 14040 and 14044 standards.*



Extraction of biomass material



CASTOR OIL PLANT
RICINUS COMMUNIS



CASTOR SEEDS



CASTOR OIL



AMINO II



POLYMERIZATION

Creating Sustainability Together: TENTE and Wehlers

Wehlers ApS is a Danish furniture manufacturer that consistently follows circular-economy principles and produces award-winning chairs made from recycled materials – including discarded fishing nets, computer waste and plastic residues from the pharmaceutical industry.

The Wehlers R.U.M. chair, made from recycled fishing nets, is also available with the sustainable Anika evo castor from TENTE – turning the chair into a fully resource-efficient product.

For Wehlers, sustainability means respect for the ecosystem, repairability, reusability and full transparency regarding the origin of materials.



"When designing a new product, we always think about what will happen to it once it is no longer needed by the respective customer. When it comes to protecting the environment, we are in full agreement with our supplier TENTE."

Henrik Holm Wehler Managing Director of Wehlers ApS



Social

Social Responsibility in Action: Putting People First

At TENTE, we view sustainability as more than just climate and environmental protection – it's also about people. Guided by our core values, we've launched a range of initiatives that strengthen communities, support education, and empower individual growth. From backing local hospitals and childcare facilities to enabling international exchange programs and promoting female empowerment – we believe that real change begins locally and grows globally. In the following section, you'll discover how our social engagement is making a tangible difference – and how it creates lasting value for our customers and partners.

Close to people: The TENTE Foundation Supporting the Community

The TENTE Foundation was established in 2002. It was founded on the initiative of the late TENTE CEO and owner, Dr. Dietrich Fricke, and remains a heartfelt commitment of the Fricke family. As a shareholder of the TENTE Group, the foundation focuses on social projects and institutions in and around Wermelskirchen. It supports initiatives for schools, educational projects, nurseries, , healthcare institutions and senior citizens.

A central aim of the TENTE Foundation is to help at a local level. In recent years, numerous institutions and projects in the region have benefited from the foundation's contributions. A few examples include:

- A key initiative is the exchange programme for pupils from the Wermelskirchen High School (Gymnasium) with a high school in Kentucky (USA) and in Loches, France. The exchange with the USA was launched in 2005 by the former CEO and current Chairman of TENTE GmbH & Co. KG, Peter Fricke. Since then, several hundred American and German pupils have benefited from the programme.
- Wermelskirchen Hospital: Donations from 2021 and 2023 enabled the expansion of the geriatric department and the purchase of ten hospital beds and an ultrasound machine.
- Radieschen Wermelskirchen Association: A donation in 2021 allowed children from the region to take part in a circus project at even more affordable conditions than originally planned.
- Volunteer Fire Brigade Wermelskirchen: In 2024, the association received financial support for specialised training and exercise measures that would not have been possible without this funding.

The TENTE Foundation will continue to support initiatives that create tangible and lasting impact.



"The exchange between Wermelskirchen High School and Ryle High School in Northern Kentucky is a project very close to my heart. During and after my studies, I gained my first professional experience at TENTE and other companies in Kentucky. America is very dear to me."

Peter Fricke, Chairman, TENTE GmbH & Co. KG
Main Shareholder and President
of the TENTE Foundation

TENTE in global commitment – examples of heartfelt support for our communities

Germany: Christmas Wish Tree Campaign: Bringing Joy to Children at Christmas

For many families, the Christmas season is a special but often challenging time. Not every child can look forward to receiving a gift during the holidays.

In 2024 and 2025, TENTE supported the Wermelskirchen branch of the German Child Protection Association (Deutscher Kinderschutzbund) with a Christmas Wish Tree campaign. Employees at the Wermelskirchen site had the opportunity to pick wish cards written by children from socially disadvantaged families and fulfil their personal gift requests.

The response was overwhelming: numerous colleagues took part with great enthusiasm, carefully selecting thoughtful presents and helping to bring a touch of Christmas magic into many families' homes.





North America: Local engagement that empowers people

At TENTE North America, social engagement has a long history financially supported by the owners, the Fricke family. As part of the TENTE Cares programme, employees supported for example the "Taste of Hope" initiative, volunteering for a full day at the Ronald McDonald House and preparing meals for more than 200 people.

Local aid organisations also benefit from the dedication of the US TENTE team. Employees donated non-perishable food items, which provides humanitarian and disaster relief. Another example: TENTE, together with Stephens Elementary School, provided more than 30 winter coats for children from low-income families.

In addition, the TENTE Trade Prep Program supports local students by giving them access to tools, hands-on-training, and guidance to help them develop technical skills and build future career opportunities.

In 2025, TENTE North America was even honoured with an award from the Northern Kentucky Chamber of Commerce – recognising the team's outstanding commitment to supporting the local community.

Denmark: An elephant for a Good Cause

TENTE Scandinavia demonstrates yet another meaningful way to support charitable initiatives. In October 2024, the company acquired an elephant at a charity auction – a piece of art titled "So below" by the Swedish-Greek artist Björk Hijoort. The sculpture was part of a "herd" of 28 animal artworks that were auctioned in total, having previously been displayed in the city centre of Aarhus (Denmark), where they had already attracted considerable attention. *"The elephant now adorns the entrance to our company and gives us a boost of energy every day when we arrive at work. It has even become something of a local attraction, as passers-by often stop to take a picture"* says Morten Jespersen, Managing Director of TENTE Scandinavia. All proceeds from the auction – a total of 230,000 euros – were donated to the Psychiatry Foundation in Copenhagen. The project supports people living with mental health conditions – and is a strong example of how art, community and social commitment go hand in hand at TENTE.



#missionfemale@TENTE

Growing Together

In 2025, we launched our #missionfemale@tente initiative with a series of workshops designed to connect women across the globe. Whether on site at the TENTE Campus in Wermelskirchen or joining online, colleagues from different countries, cultures and functions took the opportunity to exchange ideas and learn from one another.

The workshops have so far focused on topics such as inner clarity, authenticity, and managing stress and perfectionism.

Inspiration came from outstanding personalities such as discus thrower Marike Steinacker and coach Raphaela Faust, who shared valuable experiences and practical tools.

In this way, a global network is emerging that empowers women, makes diversity visible and opens up new perspectives – fostering a corporate culture that drives innovation and sustainable growth.





Manja Fiori has been with TENTE since 2012 and today heads the Employee Relations & Culture department. Empowering women within the company is a key concern for her.

As co-initiator and -organiser of #missionfemale@TENTE, she drives this topic forward with great conviction.

Manja Fiori, what is the idea behind #missionfemale@TENTE?

The initiative aims to provide a confidential space for dialogue and networking. In doing so, we want to strengthen our female employees in a targeted way and make the topics visible that truly move and concern women in their professional lives.

What role do diversity and empowerment play in the TENTE sustainability strategy?

At TENTE, we see responsible action and sustainability as a holistic approach that encompasses not only ecological and economic, but also social aspects. Diversity and empowerment are central elements of this. By promoting different perspectives, experiences and skills within our workforce, we create the foundation for diverse teams that strengthen our innovative power and can sustainably master complex challenges.

Have there already been positive effects of the initiative on the company culture?

Through #missionfemale@TENTE, we connect women around the world who might otherwise have few points of contact in their daily work. This strengthens global collaboration and sharpens mutual intercultural understanding.

A concrete example that emerged from the initiative is the introduction of a company holiday childcare programme, which we offered for the first time in Germany in summer 2025 to support parents during the demanding holiday period. Similar projects are already being planned for 2026.

What has been your personal highlight within the initiative?

A particular highlight for me was seeing how quickly the participants connected through the format. It is wonderful to witness how our female employees provide each other with valuable impulses and ideas, and discuss and reflect on challenges together.

In what way does TENTE aim to inspire not only female employees, but also customers through #missionfemale@TENTE?

Our initiative thrives on openness, exchange and mutual, intercultural support. These are precisely the values we want to share externally – to inspire others to see diversity as an opportunity.

At the same time, by strengthening women and building new networks, we foster diversity, create new perspectives and encourage creative solutions. Our customers also benefit from this – because it enables us to develop better ideas, address challenges more flexibly and act as an even more innovative partner.

What are the next steps for #missionfemale@TENTE?

For us, sustainability means empowering people and supporting them in the long term. With #missionfemale@TENTE, we demonstrate that diversity and equal collaboration create genuine, lasting added value – for our employees as well as for our customers. We have received a great deal of feedback and new topic ideas from our previous events, and are currently planning additional formats and activities to best meet the needs of women at TENTE.

Rethinking leadership

How women at TENTE are shaping the future

The diverse career paths of women at TENTE become particularly clear in two impressive examples. Both Alexa Engels and Kasia Siudak have taken on responsibility over many years, developed continuously and now, as managing directors, lead key areas of our corporate group. Their stories show how active support and individual strength go hand in hand.

Alexa Engels – From dual student to Managing Director of TENTE Räder und Rollen GmbH

Alexa Engels has been part of TENTE for 16 years and exemplifies how successful career development can be fostered internally. After completing her dual study programme and her subsequent Master of Science degree, she gradually took on increasing levels of responsibility.

As part of the group-wide restructuring on 1 April 2025, she was appointed Managing Director of the newly established TENTE Räder und Rollen GmbH, which has since been responsible for sales in Germany and Austria.

Alexa Engels stands for expertise, reliability and the conviction that successful customer relationships are built on clear structures and strong teams.



Kasia Siudak – Reaching the top of TENTE Poland with courage and teamwork

Kasia Siudak has been part of the Polish TENTE subsidiary for 17 years and became its Managing Director in October 2024. She combines teamwork, courage and strategic vision into a modern leadership style that inspires and motivates people.

Kasia is passionate about the versatility of TENTE products and the daily challenges she takes on with commitment. For her, success means growing together: a strong team, new ideas and the belief that “the only limit is our imagination.”

With this mindset, she aims to continue driving TENTE Poland forward – and looks to the future full of possibility: “The best is yet to come.”



TENTExMarikeSteinacker

Performance that endures

In addition to strengthening the role of women within TENTE, we proudly support an outstanding female athlete beyond our company: discus thrower Marike Steinacker.



As a company with roots in Wermelskirchen, TENTE has sponsored Marike Steinacker — also from Wermelskirchen — since late 2024. The partnership reflects our regional ties and our commitment to fostering excellence. Values such as a down to earth approach, discipline, passion and determination unite us and form the basis for sustainable success — in sport as well as in industry.

In 2024/25, Steinacker drew attention with strong performances and, above all, showed character: persevering, learning from setbacks and getting better. For TENTE, this commitment is more than sports sponsorship: it nurtures a sense of belonging at our Wermelskirchen site, inspires employees and emerging talent, and strengthens the community. This is our holistic understanding of sustainability — supporting people and values that enable long term performance and make responsibility visible in our region.

TENTE Nest

Building the future

A reliable company needs committed and motivated employees – and good childcare options are an essential part of that.

In December 2025, TENTE opened its own nursery at the Wermelskirchen site: the “TENTE Nest”. It offers childcare for 30 children, from the age of one until they start primary school.

For five years, Peter Fricke, Chairman of TENTE GmbH & Co. KG, his family and an internal team worked on bringing this project to life. Their goal was to strengthen the balance between family and work, while also improving the regional childcare situation.

For the Fricke owner family, the “TENTE Nest” is a heart’s desire. TENTE has provided the land and financed in part the construction of the nursery. The project is additionally supported through public funding from the state of North Rhine-Westphalia and the city of Wermelskirchen.

TENTE Nest
KINDERTAGESSTÄTTE




Dr. BRUM
FEIERT WEIHNACHT
Nikolaus und der dumme Nuck
Jim ist mies drauf
MAMA MUH
Teilen macht Spaß

Education

Apprenticeship that opens doors

From assembling her first castor to international exchanges: Beeke Rösgen gained valuable practical and international experience during her training as an industrial business management assistant (Industrieka-uffrau) at TENTE. Today, she can look back on an exciting journey that has led her to her current position as Coordinator Operational Excellence.

An apprenticeship with an international perspective – that was important to Beeke Rösgen. When she found out that TENTE participates in the Erasmus programme, the decision was quickly made. She even accepted a longer commute for this: “In my area, no other company offered something like this – TENTE did.”

A tour through the entire company

At the start of her apprenticeship, the focus was on production: assembly, primary manufacturing, logistics and shipping – to gain a thorough understanding of products and processes. Beeke then familiarised herself with various administrative areas, some of which went beyond the training framework of the Chamber of Industry and Commerce (IHK). The result: a deep understanding of processes, interfaces and customer benefits.

Growing by changing perspective

In the second year of her apprenticeship, Beeke's path took her to Scandinavia. She spend two months at TENTE A/S in Denmark and a few days at TENTE AB in Sweden. There she worked in various areas – in the office, in the field, in the warehouse and in assembly.

‘My colleagues made me feel truly welcome from day one,’ Beeke recalls.

This experience not only strengthened her independence, but also her intercultural skills and global team spirit, which TENTE uses to meet customer requirements worldwide across all locations.

From first insight to real enthusiasm

During her training, Beeke spent four weeks in the Operational Excellence department. There she experienced how lean and change management intertwine: moderating workshops, analysing key figures, coaching teams, always with the aim of making processes more efficient and customer-oriented. Beeke was immediately enthusiastic: ‘Something clicked, that's exactly where I wanted to stay.’

“My colleagues took me along to every workshop and every project – that had a lasting impact on me.”

When her training manager and the director plant offered Beeke a position in the Operational Excellence team, her decision was immediately clear: ‘I accepted without hesitation.’ A structured onboarding took her straight into projects and responsibility.

“At TENTE you’re a full member of the team from day one. If you show commitment, you have the chance to build a long-term career.”

Staying, growing, taking responsibility

Beeke has been part of the Operational Excellence team at TENTE since 2025. She has a clear goal for the future: “Through targeted further training and regular feedback, I want to build on my strengths, gain new perspectives and step outside my comfort zone.”

TENTE is the right employer for this – numerous former trainees take on long-term responsibility here.





"What I appreciated most was the openness of my colleagues and the perspectives that were opened up to me. You can tell TENTE is a family business."



Studying and working in tandem



From apprentice to Corporate Online Marketing Manager: after completing his apprenticeship, David López Aragón deliberately chose the part-time route — three days at work, two days at university. With the support of TENTE. In this interview, he explains how it worked.

Why did you choose a part-time degree alongside your job?
"During my apprenticeship at TENTE I realised that marketing fascinated me most. A key moment was a conversation with our Head of Marketing. He showed me very clearly what opportunities arise when you combine academic study with practical work — especially within his team. That gave me confidence, so I decided to do my bachelor's part-time: three days at work, two days at uni. Demanding, but extremely valuable."

What makes this combination so valuable?
"For me it was the ideal path because I could link theory and practice straight away. If we discussed a topic at university, I could try it out at work a few days later or challenge it critically. That not only deepened my understanding enormously, it also meant I could give real value back to TENTE with new ideas and impulses."

How did TENTE support you in concrete terms?
"TENTE supported me financially with my degrees and also gave me the flexibility I needed to combine both successfully. Just as important was the trust: I always felt the company was behind me and encouraging my path."

After your bachelor's you completed a master's in Business Psychology — alongside a full-time role. What drove you?
"I've always been intrigued by the question: why do people buy? Which psychological mechanisms influence their behaviour, and how can we use them responsibly in marketing? Today this knowledge helps me enormously — for example in designing campaigns or tailoring how we communicate messages to different target groups."

How do customers benefit from your training and background?
"I bring several perspectives together: my apprenticeship gave me a solid understanding of TENTE structures and processes; my marketing degree provides the specialist expertise; and the master's in Business Psychology helps me understand how customers think and make decisions. This mix allows me to shape content and campaigns that are not only technically accurate but also psychologically effective. Customers benefit because our communication is clearer, more relevant and tailored to their needs."

What motivates you to build your long-term future at TENTE?
"For me it's the combination of trust, appreciation and opportunities to develop. TENTE has supported me from the very beginning. I've always felt taken seriously and given the chance to grow. Being encouraged while also being allowed to take responsibility motivates me enormously. I don't see TENTE just as an employer, but as an environment where I can grow and make a lasting impact."

Job satisfaction as a strategic goal

Employee satisfaction is a central part of the TENTE sustainability strategy. By 2026, we aim to achieve an average employee satisfaction score of 9 out of 10 points. To reach this, we are committed to fair and transparent working conditions, the promotion of women in leadership positions and a culture of equal opportunities.

At the same time, we have set ourselves the goal of reducing the number of workplace accidents to zero by the end of 2025 – because safety and health are our highest priorities.

This creates a corporate culture that fosters innovation and reliability. At TENTE, satisfaction and safety are not just targets but part of everyday reality.

In the following, we would like to present a number of initiatives and programmes across our companies that aim to support a more satisfying and healthier working life for our employees.

TENTE Germany also relies on targeted measures to promote employee health. All employees can take out a heavily subsidised membership with Urban Sports – a nationwide sports and fitness platform that provides access to hundreds of gyms, swimming pools and exercise classes.

Active and healthy in Germany

We promote working models that combine performance with quality of life. At TENTE International GmbH, employees can work remotely up to 50% of the time, depending on their role, and arrange their start and finish times flexibly. This supports a better work–life balance, reduces commuting, and enables more focused work while increasing motivation- In doing so, we create conditions that meet individual needs and foster a modern, healthy working environment.

Flexible working for greater wellbeing

At TENTE China, our employees enjoy a special day once a month: the “Happy Working Day”. On this day, the usual canteen menu is replaced with selected special dishes and drinks – a small highlight in the daily work routine.

For our team, it’s more than just sharing a meal. It’s an opportunity to come together in a relaxed atmosphere, have meaningful conversations and simply enjoy the time together. A strong sense of togetherness you can truly taste.

“Happy Working Day” for our team in China



Well-being in action: How TENTE Poland supports its people

TENTE Poland supports employee well-being through extensive preventative healthcare, including a subsidy for the LUX MED private medical package with quick access to specialists and diagnostics. Employees also receive a subsidy for the Multisport programme, giving them access to numerous sports and fitness facilities. Each year, the team participates in the Poland Business Run for a good cause and strengthens cohesion through active team-building events, from kayaking trips to forest activities.



Staying active together for physical and mental health

At TENTE France, holistic health plays an important role – and it is fostered with plenty of enthusiasm and a strong team spirit.
In October 2025, twelve colleagues took part in the Dijon marathon on behalf of TENTE. Some of them trained together in the weeks beforehand, and the whole group ran as the TENTE team wearing tutus specially created for the event by two employees.

Alongside physical fitness, mental health is also a key focus. The management team completed an accredited Mental Health First Aid training course to recognise early signs of psychological strain and to provide even more effective support to colleagues in everyday working life.



Governance

TENTE Whistleblower System – Protecting integrity, strengthening trust



What can be reported

The system is exclusively intended for reporting relevant breaches, for example in the areas of:

- Corruption, bribery and fraud
- Money laundering and the financing of terrorism
- Competition and antitrust law
- Discrimination, harassment or abuse of power
- Violations of labour and human rights
- Data protection and safeguarding of personal data
- Product safety, environmental damage or serious conflicts of interest

The TENTE Whistleblower System provides all employees, partners and third parties with the opportunity to confidentially – and, if desired, anonymously – report possible, relevant breaches of our Code of Conduct, applicable laws or internal guidelines. In doing so, we reinforce transparency, integrity and accountability across all areas of our company.

With the Whistleblower System, TENTE sends a clear message: Responsible action, the protection of people and the environment, and ethical business conduct are immovable cornerstones of our corporate culture.

tente.integrityline.com

Code of conduct – Responsibility for people, community and sustainable action

The new Code of Conduct for our suppliers is a clear commitment by TENTE to responsible *behaviour. It combines our values – trust, reliability, innovation and performance – with binding rules that apply to everyone, regardless of country, function or position.*

With this, we provide guidance and clarity. It demonstrates how we meet legal requirements, uphold ethical standards and take responsibility for people, the environment and society.

tente.com/supplier-code-of-conduct

Our Code of Conducts – at a glance

- Responsibility for human rights
  No child or forced labour, fair working conditions and equal treatment for all.
- Fair business conduct
  Zero tolerance of corruption, bribery and unfair competition.
- Sustainability as a principle
  Conscious use of resources, continuous efficiency improvements and the promotion of environmentally friendly technologies.
- Culture of openness and trust
  Transparent reporting channels for questions and concerns – compliance as a shared.



Birthe Holm
Global Head of CSR & Sustainability
TENTE International GmbH

Looking ahead

Creating impact through innovation and responsibility

At TENTE, we see sustainability not as a constraint, but as a powerful driver of innovation and long-term success. As we look ahead, I am confident that our clear strategic focus – on reducing CO_2 both at company and product level, on designing circular products, and on embedding sustainability into every decision – will not only strengthen our environmental performance but also sharpen our competitive edge.

One of our key ambitions is to further expand the use of recycled materials in product development. This is already taking shape in our evo product range, where sustainability is built into the design from the very start. We see great potential in scaling these efforts and developing new mobility solutions that are both high-performing and resource-efficient.

We have reached a strategic goal and big milestone for TENTE as we are now capable of calculating scope 3 emissions at product level. This gives us a new level of transparency in our climate work and allows us to share clear, data-based insights with our customers. It helps our customers understand the full climate impact of their supply chain and supports their own sustainability goals and reporting. As climate reporting becomes more focused on real numbers, we're not just ready – we're leading the way.

Broadening our CSR Commitment

We also know that sustainable leadership requires cultural transformation. Through initiatives like #missionfemale@tente, we are fostering diversity and building a resilient, empowered workforce capable of driving the transition forward.

Our commitment to responsibility goes beyond environmental goals and diversity. We place equal importance on strong business ethics, health and safety, and good working conditions across all locations. These principles are fundamental to how we operate – creating safe, fair and respectful workplaces where people can thrive. By integrating these values into our daily work, we strengthen not only our internal culture but also our relationships with customers and partners who expect integrity and accountability at every level.

Building on our strong foundation of sustainable, ethical and responsible practices, we are well equipped to face what lies ahead. The path forward is challenging, but full of opportunity. With our dedicated teams, the strength of being a family-owned company, and a firm belief in doing what's right, we are ready to lead – and to inspire others to join us.

Let's continue shaping a more responsible future, together.

TENTE cares



www.tente.com