

SUSTAINABILITY REPORT

2026



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Introduction

As the managing and owning family, we are proud to present this report on the sustainability of our company on a two-year cycle. Our enterprise, deeply rooted in manufacturing and encompassing a broad range of business areas – from innovative system solutions to our Hamburg location – has always been committed to excellence and progress. In today's world, we recognize that sustainability is not merely a trend, but an essential obligation.



Hugo Maihak



Hans Hoppe

Founded in 1949, a consistent commitment to both technological innovation and sustainability has always been HOPPE MARINE's hallmark. Influenced by the innovative thinking of Hugo Maihak, a remarkable German entrepreneur and inventor of the MAIHAK Indicator, Hans Hoppe aimed to deliver precise instruments and measuring equipment that could exactly determine the speed and power of seagoing vessels.

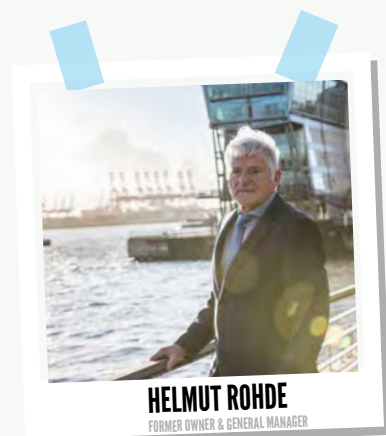
Many technical inventions and patents for on-board measuring systems characterized the working life of Hans Hoppe, before he handed over all shares to the Rohde family in 1990.

This report outlines the key activities of our company and our efforts to integrate sustainability firmly into our strategy – for a responsible future.

Our approach to sustainability is guided by, and in parts goes beyond, the principles of ISO 14001, although we do not yet formally adhere to it. This is part of our ongoing journey towards achieving recognized standards in environmental management.

This report is prepared on a voluntary basis. HOPPE MARINE is not currently subject to CSRD reporting obligations (Corporate Sustainability Reporting Directive), as the relevant thresholds (more than 1,000 employees and more than €450 million annual revenue) are not met. Nevertheless, we align the content of this report with the voluntary VSME reporting logic, in order to provide our customers and partners with a comparable, reliable basis of information.

This biennial report outlines key activities vital to our company and our efforts in integrating sustainability into our strategy for a responsible future. We invite you to join us towards a more sustainable future.



Strategy and Goals



"As a **global maritime supplier** to over 7,500 vessels, HOPPE MARINE recognizes the immense responsibility that accompanies our reach."

"HOPPE MARINE takes responsibility for achieving long-term sustainability and upholding social responsibility, prioritizing environmental and employees welfare."

MARC ROHDE

OWNER & GENERAL MANAGER

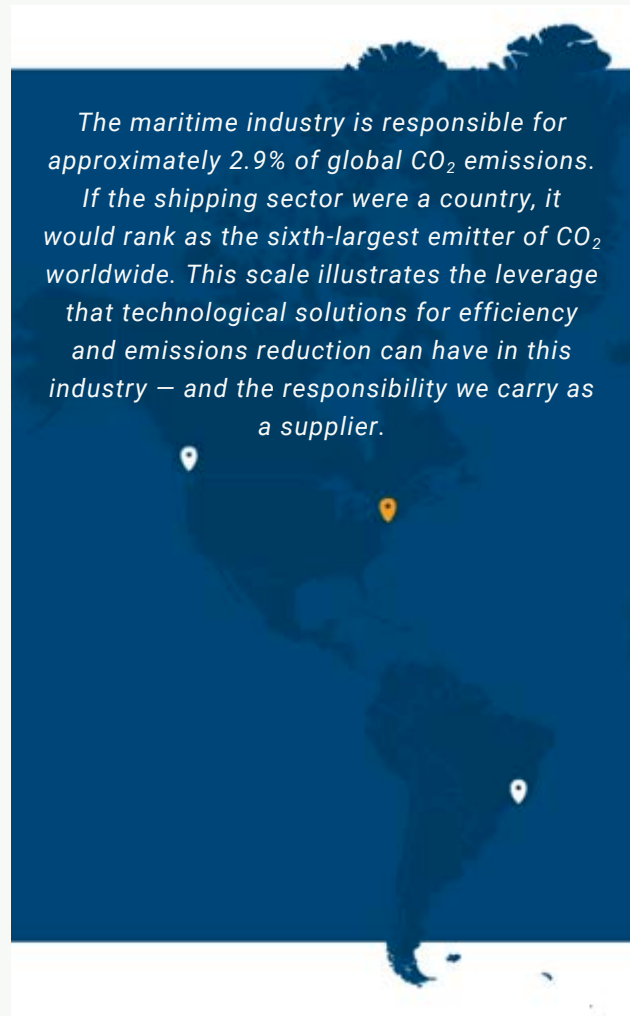
Global Presence with a Local Focus

HOPPE MARINE's global presence, with key locations in Germany, Poland, Korea, China and Singapore, highlights our strong international role.

Our locations are deliberately chosen to be close to shipbuilding activities around the world. This helps us keep distances short, reducing transportation, and supports our goal of being more eco-friendly.

With over 1,000 service visits each year, we are committed to providing quick and efficient service everywhere. We are continuously growing our service network.

The maritime industry is responsible for approximately 2.9% of global CO₂ emissions. If the shipping sector were a country, it would rank as the sixth-largest emitter of CO₂ worldwide. This scale illustrates the leverage that technological solutions for efficiency and emissions reduction can have in this industry – and the responsibility we carry as a supplier.



Geographical Footprint

Regulatory Environment 2026

For our customers — shipowners, ship managers and shipyards — the regulatory environment has tightened noticeably since our last report. These developments are not only market context for us, but also motivation, since our measurement and monitoring systems directly help meet these requirements:

"We operate globally to ensure short transportation distances and quick travel times, specializing in global work with a local focus, thereby also minimizing our CO2 footprint."

LOTHAR BEINKE
GENERAL MANAGER



- FuelEU Maritime: In application since 1 January 2025; the first compliance year ran through 2025, with the first report from shipowners due by 31 March 2026.
- EU Emissions Trading System (EU ETS) for shipping: Phased in since 2024; from 2026, 100% of verified emissions must be covered for intra-EU voyages.
- IMO Net-Zero Framework (NZF): The final vote on adoption was postponed by one year in October 2025, to October 2026. We are closely following this development and are already aligning our data-acquisition solutions with the anticipated global standards.

Our role: data-based systems such as our Performance Monitoring and the Continuous Emission Monitoring Systems provide exactly the consumption and emissions data that shipowners need to meet these requirements.

CORPORATE VALUES, CODE OF CONDUCT

Strategic Governance

To align our employees with our goals, we use the OKR method (Objectives and Key Results), ensuring transparent communication about our progress.

This keeps our team engaged and accountable, contributing effectively to our environmental and social goals. Our corporate vision is also aligned with the UN Sustainable Development Goals (SDGs).

Code of Conduct

Sustainability at HOPPE MARINE encompasses not only environmental and social aspects, but also responsible corporate governance. This is underpinned by our Code of Conduct, which applies to everyone working with and for HOPPE MARINE – employees, leaders, and external partners acting on our behalf.

Our actions are guided by five core values:

- **Respect** — We treat everyone fairly and with appreciation.
- **Integrity** — We act honestly, transparently, and ethically.
- **Responsibility** — We take ownership of our actions and decisions.
- **Innovation** — We encourage openness, learning, and constructive dialogue.
- **Sustainability** — We consider long-term social and environmental impact.

These values define our expectations for internal and external collaboration, leadership, and conduct.

Speak-up culture and reporting channels:

If something does not feel right, we encourage speaking up. Potential violations of the Code of Conduct can be reported through designated channels.

All concerns are taken seriously and handled confidentially. Violations may result in consequences ranging from corrective measures to disciplinary action, depending on the severity of the case.

To support a culture of openness and trust, HOPPE MARINE provides designated trusted contacts, who act independently and confidentially, listening, providing guidance, and helping direct concerns to the appropriate channels in the best interest of those seeking advice.

In addition, HOPPE MARINE maintains an official complaints channel, allowing concerns and potential violations to be reported in a structured and secure way.



and Governance



Training and awareness

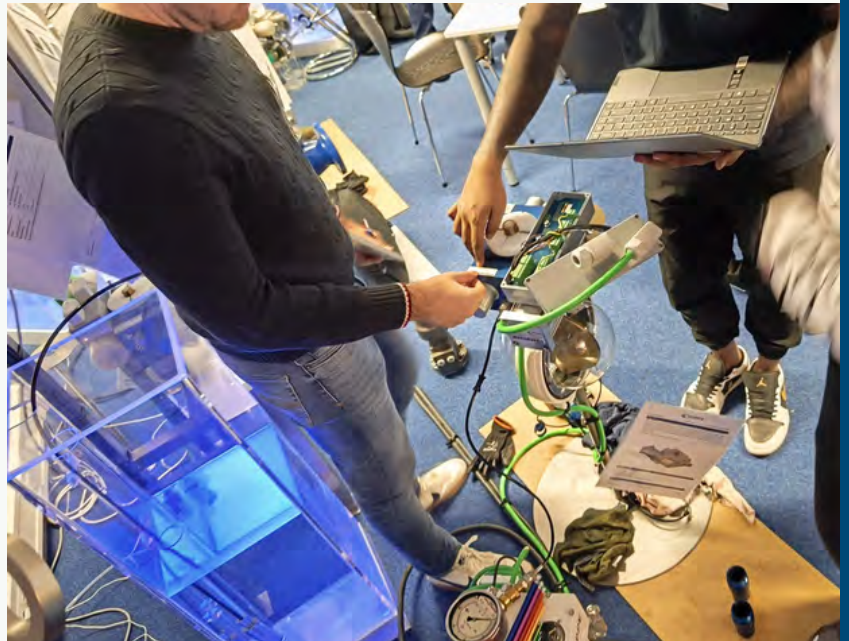
The Code of Conduct is supported by regular internal training measures, which help ensure that everyone understands the principles, knows how to apply them in practice, and feels confident addressing questions or concerns.

Living the Code of Conduct is a shared responsibility. By acting with integrity, respect, and accountability, we strengthen trust and create a working environment we can all be proud of.

E-Learnings

In 2025, the HOPPE Academy launched its Advanced Service Training programme for service technicians. The programme combines flexible online learning with five days of hands-on training at the HOPPE training centre, providing participants with a solid theoretical foundation and practical expertise in HOPPE systems and technologies. By strengthening service capabilities and supporting the continuous development of technical skills, the training contributes to professional development, operational excellence and sustainable value creation.

- **five-day on-site training** course at the HOPPE Training Centre in Hamburg, combining theoretical knowledge with hands-on learning.
- with interactive demonstration equipment and time to **exchange experience** with qualified HOPPE technicians.
- training covers Tank Gauging, Valve Control, Anti-Heeling, Anti-Rolling, Floating Control, Performance & Energy Management, and Digital Products.
- participants become enablers to carry out service and survey tasks on standard HOPPE systems.



INNOVATION AS DNA

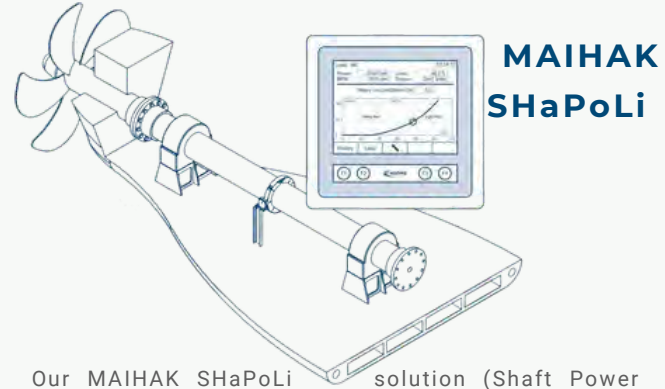
"HOPPE MARINE allocates a significant portion of its revenue towards research and development, develops all of its core components itself, and focuses on systems that not only increase ship efficiency but also minimize roll motion, thus making a significant contribution to sustainable maritime operations."

Our systems specifically help shipowner customers meet the requirements described in the regulatory environment of 2026:

- Data basis for FuelEU Maritime reporting through continuous consumption measurement
- Support in calculating the Carbon Intensity Indicator (CII) through operational data
- Preparation for a possible IMO Net-Zero Framework through existing data-acquisition infrastructure

Performance Monitoring Systems

At the core of our efficiency strategy are our Performance Monitoring Systems. They provide reliable data that enable optimized vessel operation, particularly regarding fuel consumption. Various providers use this data in conjunction with solutions like HOPPE MARINE for Voyage Optimization, thereby maximizing operational efficiency.



**MAIHAK
SHaPoLi**

Our MAIHAK SHaPoLi solution (Shaft Power Limitation) plays a critical role in preventing excessive CO2 emissions. By limiting the power output of the main engines and avoiding inefficient operation, MAIHAK SHaPoLi ensures that ships operate more efficiently, reducing their environmental footprint without compromising on performance. The system has been widely spreaded across various vessels in the last three years.

FLUME allows

1.4%

Fuel savings

60%

Roll Reduction



TYPES OF PASSIVE ROLL DAMPING

FLUME and U-Tanks

Passive roll damping tanks, such as the FLUME Tank, significantly reduce the roll resistance of ships. This enhances stability and safety, and the improved balance allows more cargo to be transported efficiently – reducing the CO2 footprint per unit of cargo.

NEW MARKETS

To fully grasp a ship's complexities, it's essential to understand the various factors influencing it. This understanding leads to a holistic approach that goes beyond standard operations, combining Floating Control Solutions and Measurement Systems. This integration begins with data collection and transmission, using Information Services for dynamic draft measurements to support trim optimization, ballast water management, and bunker management strategies.

HOPPE MARINE, with its expertise in fluid management, is expanding into Ballast Water Control and Management to strengthen its market leadership. The company is also exploring the Floating Offshore Wind market for roll damping, seeking innovative applications. This expansion reflects a broader strategy to combine traditional strengths with new technologies, emphasizing the importance of Ship Performance Management. By focusing on energy balancing and data acquisition, HOPPE MARINE aims to improve operational efficiency and adhere to environmental standards, marking a significant step beyond its core business."



IIoT Data Acquisition & Energy Balancing

HOPPE MARINE is set to enhance its expertise in fluid management by diving into Ballast Water Management, aiming to offer innovative solutions that ensure environmental compliance and operational efficiency for maritime operations.

The Maritime Internet of Things (IIoT) data acquisition records propulsion-, fuel-, and electrical data from Hoppe and third-party systems. All data can be shared seamlessly with Hoppe cloud and other onboard systems.



Floating Offshore Wind

By evaluating the potential in floating offshore wind, HOPPE MARINE aims to apply its roll damping expertise to this emerging market.

Continuous Exhaust Gas Measurement with HOCEM

CEMS turns reliable onboard gas measurements into a stronger basis for emissions management, reporting and continuous environmental improvement:

- HOCEM SC in scrubber applications
- HOCEM GHG measures greenhouse-gas concentrations, and
- HOCEM CH4 measures real methane-slip factors.

"The ship, with its diverse influencing factors, must be understood in its entirety. Only a holistic view and targeted collection of measurement and operational data enable optimization!"

KLAS REIMER
HEAD OF PRODUCT MANAGEMENT

Remote Service

Our digital solutions with remote access have significantly reduced the need for on-site visits, cutting over 100 service instances through remote troubleshooting or updates, thus directly lowering carbon emissions from technician travel. We prioritize cybersecurity, using advanced encryption for secure data transmission and storage, and employ cloud-based services for enhanced security and accessibility. This approach boosts service efficiency, supports our sustainability goals by reducing our carbon footprint, and ensures robust protection against cyber threats.

ABOUT HOPPE MARINE

HOPPE MARINE is a family-owned company, leading in fluid control and measurement systems for the maritime industry. With over seventy years of experience, it emphasizes innovation, quality, and efficiency in its solutions, covering control systems, measurement solutions, and performance monitoring.



LOTHAR BEINKE
GENERAL MANAGER

HOPPE MARINE provides comprehensive services worldwide, including engineering, commissioning, technical support, and retrofitting, demonstrating its commitment to customer support and sustainable maritime operations.



Sustainable Materials & Robust Components

At HOPPE MARINE, we understand the importance of sustainable materials in maritime applications and recognize their critical role in environmental protection and ocean health. Transitioning to biodegradable hydraulic fluids, eco-friendly lubricants, and sustainable components is at the core of our sustainability commitment. Traditional fluids and lubricants often contain substances harmful to marine ecosystems, especially in the event of accidents. By adopting environmentally friendly alternatives, we significantly reduce the potential for environmental damage.



"As a certified Environmental Manager and Head of Operations, highly familiar with ISO 14001 standards,

I firmly believe that the essence of sustainability and environmental stewardship must permeate every facet of our operations and procurement processes. It's crucial that these principles are also implemented across our entire supply chain, ensuring a collective commitment to reducing our environmental footprint and fostering a sustainable future for all."

MARKUS ADOLPH
HEAD OF OPERATIONS

Biodegradable fluids & environmentally friendly components

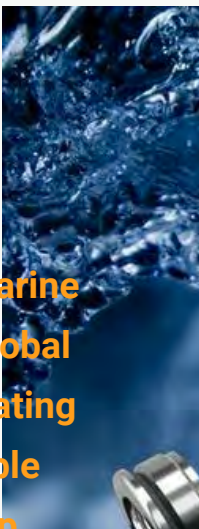


Our efforts include...

- transitioning to biodegradable hydraulic fluids to reduce environmental impact,
- utilizing renewable resources to lessen reliance on fossil fuels,
- protecting marine ecosystems by minimizing pollution,
- and ensuring improved efficiency and performance with sustainable materials.

Those efforts result in...

- Shock-resistant HCG sensors
- HOSIM2 inertial measuring system
- Low-power HOLOK I/O modules
- Robust actuators (pneumatic, hydraulic, electro-hydraulic):
HOPAC, HOHAC, HOHEA series



These steps help preserve marine biodiversity and align with global climate initiatives, demonstrating our dedication to responsible environmental stewardship.



Procurement

Our procurement strategy is guided by our commitment to responsible sourcing, environmental stewardship, and resilient supply chains. We place particular emphasis on the responsible use of critical raw materials and consider environmental aspects as part of our sourcing and supplier decisions.

We aim to work with reliable, long-term partners who share our expectations regarding quality, environmental responsibility, and sustainable business practices. Where appropriate, factors such as transportation distances, supply chain resilience, and regional availability are considered alongside quality, cost, and technical requirements.

Our supplier management system supports this approach by incorporating environmental criteria, including aspects aligned with ISO 14001, into our supplier assessment and development processes.

80%

local suppliers

Production

Our commitment to environmental sustainability and worker safety extends to our production processes. We rigorously work to avoid and reduce environmental pollution, incorporating thorough risk assessments to safeguard our employees. A "lean work height" initiative exemplifies our dedication to ergonomics and the prevention of work-related injuries. We insist on similar standards from our suppliers.



Circular Economy

HOPPE MARINE is leading the way in the circular economy within the maritime industry. Our flagship sensor, introduced in the 1980s and today crafted from durable titanium with recyclable casings, embodies our commitment to avoiding single-use products. We have introduced a refurbishment process for product returns, enhancing longevity and reducing waste.

80 % Share of local suppliers

We evaluate all suppliers that collectively represent 80% of our purchasing volume

Code of Conducts for Suppliers

Our expectations of business partners extend beyond product quality alone. With our **Code of Conduct for Suppliers**, which is based on our internal Code of Conduct and aligned with the principles of the UN Global Compact, we define binding minimum standards for suppliers and subcontractors in the following areas:

Legal Compliance

We expect our suppliers and subcontractors to conduct business in full compliance with applicable laws, rules and regulations in all countries and regions where they carry out their business activities.

Human Rights

Suppliers and subcontractors are expected to support and protect the International Bill of Human Rights within their sphere of influence and throughout their business activities. Discrimination and harassment on the grounds of race or ethnic origin, gender, religion or belief, disability, age or sexual orientation are not tolerated.



Labour and Working Conditions

Suppliers and subcontractors shall prohibit any use of forced, bonded, indentured or involuntary prison labour in their organization or supply chain, as well as any form of child labour. We expect respect for employees' rights to form a workers' council, collective bargaining unit or other employee representation. Applicable national statutes on working time shall be respected.





Antitrust and Fair Competition

We expect our suppliers to respect antitrust laws and support fair business practices.

Handling of Hazardous Substances

HOPPE MARINE is committed to the safe, responsible, and legally compliant handling of hazardous substances in accordance with the EU REACH Regulation (EC) No. 1907/2006 and the EU Ship Recycling Regulation (EU) No. 1257/2013 / IMO Hong Kong Convention requirements regarding the Inventory of Hazardous Materials (IHM). Suppliers are expected to ensure transparency regarding material content and maintain accurate documentation.

Health, Safety and Environmental Protection

We expect full compliance with applicable national and international standards and guidelines, such as OHSAS 18001, the Maritime Labour Convention, and International Labour Standards (ILO) governing health and safety at work. We also expect the implementation of a suitable environmental management system (e.g., in accordance with ISO 14001, or a national equivalent).

Anti-Corruption and Bribery

HOPPE MARINE tolerates no form of corruption or bribery and expects the same of its suppliers and subcontractors – particularly with regard to offering advantages to employees, public authorities or third parties, as well as gifts and invitations.

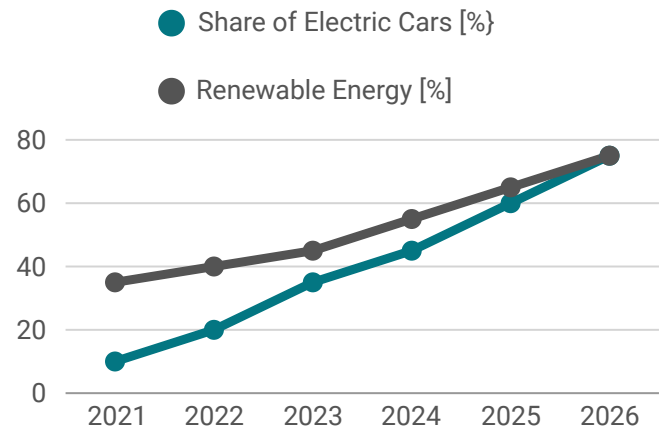


Our Code of Conduct for Suppliers is based, among other sources, on the Universal Declaration of Human Rights, International Labour Standards (ILO), and the Maritime Labour Convention 2006 as external reference frameworks.

ENVIRONMENTAL INITIATIVES



For decades, our environmental efforts have focused on specific initiatives, especially at our Hamburg site. With the construction of our headquarters in 2001, we pursued innovative heating and cooling processes by developing a decentralized combined heat and power (CHP) plant, further equipped with the first CFC-free air conditioning system in Germany, realized with geothermal downhole heat exchangers. We developed a system to harvest rainwater for sanitary facilities and irrigation of our long-term green roof system, generate clean energy through photovoltaics (PV), and take further measures to reduce carbon emissions in an eco-friendly way.



On sunny days our PV system covers the power consumption of our headquarter in Hamburg and the demands of our electric vehicle fleet.



"I am proud to witness our vision of creating a sustainable location become a reality."

This achievement is the result of hard work and dedication of our team, and we will continue to push the boundaries of what is possible in environmental sustainability."

HELMUT ROHDE

FORMER OWNER & GENERAL MANAGER

90 kWp

Installed photovoltaic capacity in 2023

179 MWh

produced since commissioning

47 MWh

fed into the public grid

Renewal of the Heating and Cooling System at Kieler Straße (2025/26)

As part of the renewal of the energy infrastructure at the Kieler Straße site in 2025/26, a modern, centrally controlled system for heat generation and air conditioning was implemented. Heating and cooling are primarily provided by a heat pump.

A combined heat and power unit (CHP) and condensing boiler serve as demand-driven backup systems, ensuring a high level of supply reliability.

All components are integrated into a central control system and visualised through a SCADA platform. This enables transparent monitoring, needs-based operation and the continuous optimisation of energy flows—providing an important foundation for greater energy efficiency and more sustainable building operations.

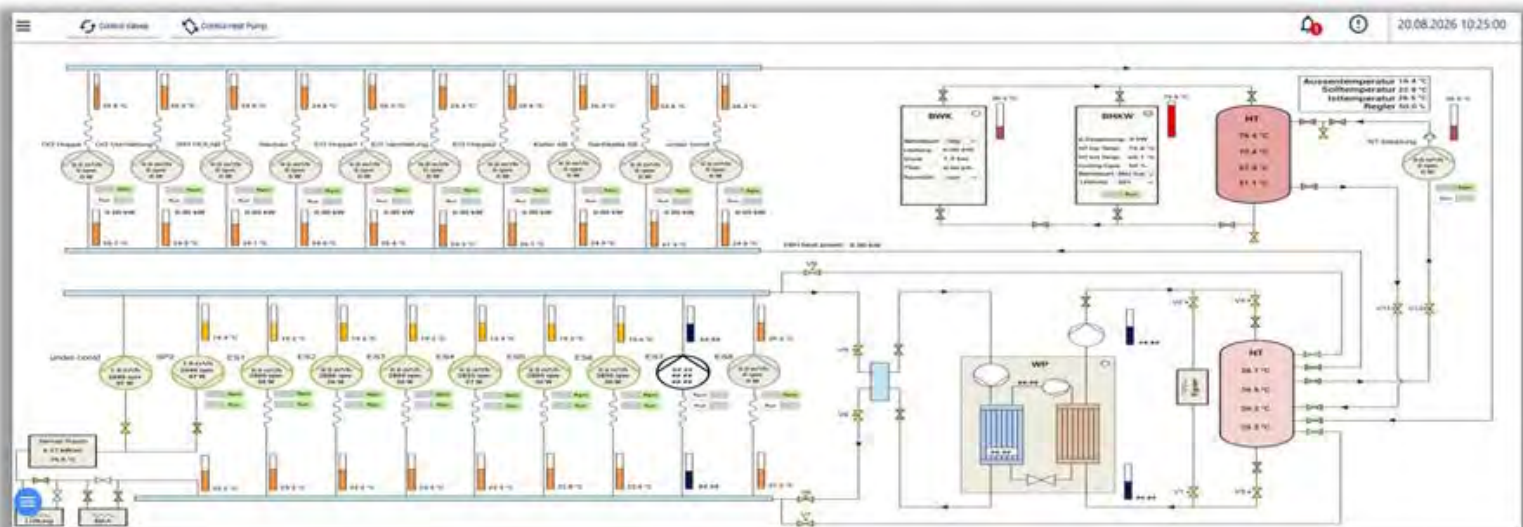
SEBASTIAN AMBROSIOUS

TEST FIELD & FACILITIES



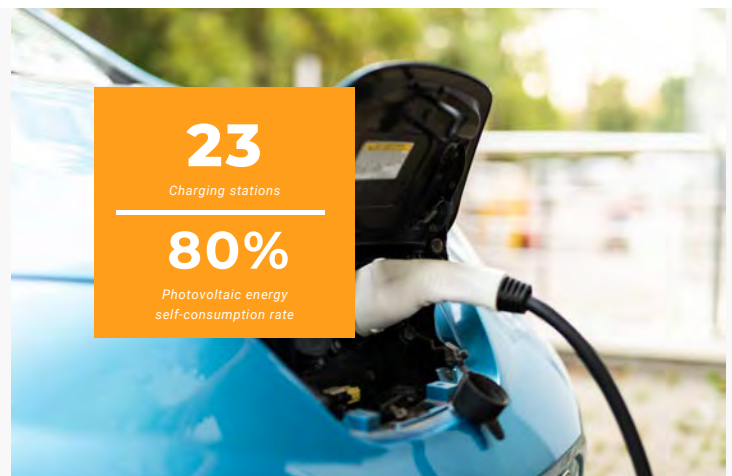
"Our environmentally friendly energy concept is based on decentralized power generation, the use of renewable energy sources, and consumption monitoring to identify efficiency potential."

"By integrating solar power, geothermal heating and rainwater harvesting, we reduce our environmental footprint and support a more sustainable future."



OUR FOCUS AREAS

- **Rainwater Utilization:** Significantly reducing water consumption
- **CO2 Reduction:** Substantial emission reductions through our heating and cooling concept
- **Fleet Sustainability:** An eco-conscious company fleet featuring low-emission vehicles
- **Renewable Energy:** Photovoltaic system (90 kWp $\pm$ 72 MWh p.a.) at our Hamburg headquarters
- **Waste Management:** Comprehensive waste reduction and recycling programs



SOCIAL RESPONSIBILITY &

Investing in employee benefits is a strategic approach that not only enhances the overall well-being of employees, but also contributes significantly to their satisfaction and commitment to the organization.



Bike Leasing Program

Our bike leasing program has been well-established as a forward-thinking initiative that aligns with both environmental sustainability and employee health. Providing employees with the option to lease bicycles not only promotes eco-friendly commuting but also contributes to their physical well-being. Cycling is an excellent form of exercise and can enhance overall fitness, thereby reducing stress and increasing productivity.

Financial Support for Public Transport and Local Food

We offer financial support for the use of public transportation, as well as daily subsidies for local, fresh and healthy food. This benefit encourages the use of public transport, reduces individual carbon footprints, and addresses transportation-related expenses, while also fostering financial well-being among our employees and supporting healthy eating habits.



Individuals Health Care

We understand the importance of mental and physical health in maintaining productivity and morale, which is why we offer a company pension scheme, as well as meditation sessions and massage services to our employees. These initiatives are part of our broader strategy to support our team's health and well-being. Moreover, we are in the process of developing a comprehensive workplace health promotion program, further demonstrating our investment in our employees' long-term health and happiness. This multi-faceted approach to employee care signifies our commitment to creating a supportive, enriching work environment where every team member can thrive.





EMPLOYEE CARE

Flexible Work and Family-Friendly Policies

Providing flexible work arrangements, such as remote work options and flexible hours, acknowledges the diverse needs of our employees. This flexibility promotes work-life balance, reduces commuting stress, and empowers individuals to manage their professional and personal responsibilities effectively. Supporting our employees in their career growth is a matter close to our hearts. We foster a culture of continuous learning by sharing our thoughts, suggestions for improvements and knowledge through employee surveys to further develop ourselves. Additionally, avoiding air travel where possible contributes significantly to reduce our collective carbon footprint, aligning with our commitment to environmental sustainability.

"By embracing these employee benefits and creating a comprehensive well-being package, HOPPE MARINE not only boosts employee satisfaction and retention, but also stands out as an employer of choice in a competitive job market."

"This holistic approach to employee welfare reflects a commitment to fostering a positive and supportive workplace environment".

ANNE SOPHIE WIEDENHOFF
HUMAN RESOURCES



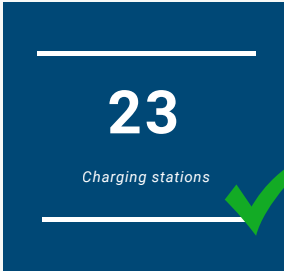
MEASUREMENT AND EVALUATION

We set annual sustainability goals and diligently track our progress, taking pride in consistently achieving them and tirelessly setting ambitious targets year after year.



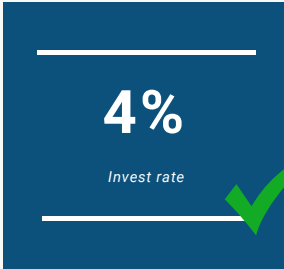
Charging infrastructure

We have created a comprehensive EV charging infrastructure that enables simultaneous charging of 23 cars, supporting our transition to a greener fleet, especially in conjunction with our photovoltaic system, and aligning with environmental sustainability goals.



Innovative Product Investment

We commit to investing 3% of our annual revenue in developing innovative products with focus on efficiency and resource conservation. This initiative aims to drive sustainability in our operations and offer eco-friendly solutions to our customers.



Supplier evaluation

To enhance sustainability, we aim to evaluate at least 90% of our top suppliers—accounting for 80% of our purchasing volume — on supply chain, sustainability criteria, and implement improvement measures. This streamlined approach will deepen our commitment to sustainable procurement and environmental responsibility.



*"At our company, all employees are familiar with our goals, which are based on the **OKR** framework and individual goal agreements. We ensure that progress is communicated transparently at regular staff meetings, fostering alignment and accountability across the organization."*

Marc Rohde - General Manager



20
27

CHALLENGED AND IMPROVED YEAR BY YEAR

We have sharpened our goals once again, as the importance of our sustainability efforts becomes increasingly clear to us year after year.



Further expansion of renewable energy at our Hamburg site through additional PV capacity and energy-saving measures.



Deepening new business areas with sustainability relevance: Ballast Water Management, Floating Offshore Wind.



Expanding support for customer compliance: further development of our data solutions with respect to FuelEU Maritime, the EU ETS, and a possible IMO Net-Zero Framework.



First-time alignment with the VSME reporting structure, to offer our customers and partners greater comparability.



ENVIRONMENTAL PROTECTION BEGINS IN OUR MINDS.



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