

2025



Contents

Foreword	3	Non-financial performance report	18	Overview of key figure	66
About this report	4	Strategy and management	19	Index	72
HÖRMANN Group at a glance	6	Company principles and values	20	Glossary	77
Sustainability initiatives in focus	9	Sustainability management	22	Legal information and contact	79
		Risk and opportunity management	30		
		Stakeholder dialogue	31		
		Responsible corporate governance	33		
		Business ethics	34		
		Governance	35		
		Compliance, anti-corruption and anti-bribery	37		
		Data protection and IT security	39		
		Human rights	40		
		Customer satisfaction and product responsibility	42		
		Environmental and climate protection	43		
		Strategy and management	44		
		Emissions	45		
		Energy consumption and energy mix	49		
		Ressources used	51		
		Social responsibility	55		
		Principles	56		
		Own workforce	57		
		Working conditions, remuneration and employee retention	60		
		Social dialogue and co-determination	61		
		Occupational health and safety	62		
		Diversity, inclusion and equal opportunities	63		
		Training and development	64		
		Community engagement	65		

Dear Readers and Friends of the Company,

The year 2025 was characterised by ongoing geopolitical tension and economic uncertainty. Customs policies and trade barriers exacerbated trade uncertainties worldwide. Transatlantic relations remained tense. At the same time, the global climate crisis intensified. In this environment, robust business models and clear sustainability principles remained essential for the HÖRMANN Group.

The core market of Germany was particularly affected. The construction industry remained at a low level, while the automotive industry struggled with the pressure to transform due to electromobility. Weak demand and increased energy costs weighed on cost structures. Social polarisation characterised the debate between economic recovery and climate targets.

The year 2025 was also characterised by the increasing importance of artificial intelligence. AI is transforming business models, jobs and social structures at an unprecedented speed. For companies, AI opens up enormous opportunities to increase efficiency, hedge risks and innovate – but also presents them with technical, ethical and organisational challenges. For society, new questions arise around job security, data protection and responsibility. The HÖRMANN Group has actively embraced this change: We are consciously positioning ourselves in the era of Artificial Intelligence to capitalise on these opportunities and deal responsibly with the challenges.

In the area of sustainability reporting, the tone of the public debate has intensified. Politicians and businesses have increasingly called for a reduction in bureaucracy. There were calls to postpone the implementation of the Corporate Sustainability Reporting Directive (CSRD) in order to reduce the burden on companies. The EU partially complied with these demands: With the Omnibus Package, the CSRD obligations for the second and third wave of affected companies were postponed by two years. Sustainability has shifted from being a “must-have” to a “topic of discussion” in many companies. Despite these changes, the HÖRMANN Group continues to prepare itself consistently for sustainability reporting and pursues the topic of sustainability in all its dimensions. This is conscious strategic action: In uncertain times, we stick to our principles and thus ensure long-term value creation.



This report gives you a comprehensive insight into our sustainability initiatives and the progress we have made in 2025. At the same time, it shows how we are continuously facing up to the challenges of the future. We are pleased to have you with us on this journey and invite you to continue accompanying us on our path to becoming an even more sustainable company. We remain committed to continuing our path to sustainable growth and making a contribution to achieving our defined climate targets.

We wish you, dear reader, a stimulating read.

Yours sincerely

A handwritten signature in black ink, appearing to read 'M. Radke'.

Dr. Michael Radke
CEO of the HÖRMANN Group

A handwritten signature in black ink, appearing to read 'Johann Schmid-Davis'.

Johann Schmid-Davis
CFO of the HÖRMANN Group

Welcome to the 2025 sustainability report of the HÖRMANN Group.

This report provides information on the material environmental, social and economic impacts of our business activities as well as the underlying strategies, objectives and measures.

The reporting scope is based on the financial consolidation scope of HÖRMANN Industries GmbH, based in Kirchseeon. All fully consolidated companies in the consolidated financial statements are taken into account, provided that they were under the control of the HÖRMANN Group during the reporting period:

Holding

- HÖRMANN Digital GmbH, Kirchseeon
- HÖRMANN Finance & Accounting GmbH, Kirchseeon
- HÖRMANN Industries GmbH, Kirchseeon
- HÖRMANN Informationssysteme GmbH, Ginsheim-Gustavsburg

Automotive

- HÖRMANN Automotive GmbH, Kirchseeon
- HÖRMANN Automotive Saarland GmbH (formerly HÖRMANN Automotive St. Wendel GmbH), Saarbrücken
- HÖRMANN Systems Assembly GmbH, Wackersdorf
- HÖRMANN Automotive Assets GmbH, Kirchseeon
- HÖRMANN Automotive Gustavsburg GmbH, Ginsheim-Gustavsburg
- HÖRMANN Automotive Slovakia s.r.o., Bánovce, Slovakia

Communication

- Funkwerk AG, Köllda
- Funkwerk Systems GmbH, Köllda
- Funkwerk StatKom GmbH, Köllda
- Funkwerk Systems Austria GmbH, Vienna, Austria
- Funkwerk Technologies GmbH, Köllda
- Funkwerk Security Solutions GmbH, Nuremberg
- Funkwerk plettac electronic GmbH, Nuremberg
- Funkwerk IoT GmbH, Köllda
- HÖRMANN Kommunikation & Netze GmbH, Kirchseeon
- Radionika Sp. z o.o., Krakow, Poland
- Funkwerk Oltmann GmbH (formerly Elektrotechnik und Elektronik Oltmann GmbH), Berlin
- HÖRMANN Warnsysteme GmbH, Kirchseeon
- HÖRMANN KMT Kommunikations und Meldetechnik GmbH, Salzburg, Austria
- HÖRMANN Warnsysteme Bulgaria EOOD, Sofia, Bulgaria
- HÖRMANN Warning Systems Denmark ApS, Ebeltoft, Denmark

Intralogistics

- HÖRMANN Intralogistics Solutions GmbH, Munich
- HÖRMANN Intralogistics Solutions Sp. z o.o., Gdansk, Poland
- HÖRMANN Klatt Conveyors GmbH, Neumarkt am Wallersee, Austria
- HÖRMANN Intralogistics Solutions GesmbH, Frohnleiten, Austria
- HÖRMANN Intralogistics GmbH, Kirchseeon
- HÖRMANN Intralogistics Services GmbH, Salzgitter
- HÖRMANN Intralogistics Solutions d.o.o., Belgrade, Serbia

Engineering

- HÖRMANN BauPlan GmbH, Chemnitz
- HÖRMANN Rawema Engineering & Consulting GmbH, Chemnitz
- HÖRMANN Vehicle Engineering GmbH, Chemnitz
- VacuTec Meßtechnik GmbH, Dresden

The sustainability report is aimed in particular at investors, customers, employees, business partners, regulatory and supervisory bodies and other stakeholders who wish to gain a deeper understanding of the HÖRMANN Group's sustainability performance and management.

Where the report refers to the HÖRMANN Group, this refers to the scope of consolidation described, unless otherwise stated. This includes all affiliated companies in which HÖRMANN Industries GmbH holds an interest of more than 51%. Any deviations from the scope described or specific restrictions are clearly indicated at the relevant points in the report.

The HÖRMANN Group's sustainability report 2025 is a voluntary non-financial performance report and covers the reporting period of the fiscal year from 1st January 2025 to 31st December 2025. Unless otherwise indicated, all information, key figures and measures listed in the report relate to this period. The report is published annually. The editorial deadline was 31 January 2026.

The information presented in the Sustainability Report 2025 is based on quantitative and qualitative data collected and processed throughout the Group. The HÖRMANN Group's data collection is checked for plausibility, collated and evaluated centrally by the sustainability organisation.

The HÖRMANN Group is continuously developing its data collection and reporting processes in order to meet the increasing regulatory requirements as well as the information needs of stakeholders. Methodological and structural changes are explained as a matter of principle, while deviations of more than 5% are additionally commented on. Minor differences may occur due to commercial rounding of amounts and percentages.

Where possible, the key figures presented in the report are compiled according to standardised definitions and consolidated at HÖRMANN Group level.

Reporting is based on the GRI Standards (2021) in the currently valid version. At the same time, the HÖRMANN Group is preparing for the gradual full application of the ESRS as part of the Corporate Sustainability Reporting Directive (CSRD). The 2025 report reflects this transition by partially integrating the disclosure requirements of the ESRS and linking them to the existing GRI-based reporting. The Sustainability Report 2025 has not undergone an external audit.

To categorise the development, comparative data from previous years are provided where available and appropriate. Changes in definitions, methods or the scope of consolidation that may affect comparability are explained in each case. At certain points, we refer to further documents and information provided by the company.

The reported content is allocated to the respective GRI standards and – where already possible – to selected ESRS disclosures in the overview and index sections of the report. Due to its transitional nature, the report for the 2025 reporting year does not claim to be fully compliant with all CSRD requirements.

If you have any questions or suggestions regarding the Sustainability Report 2025 or the sustainability activities of the HÖRMANN Group, the following contact point is available:

Contact

Fabian Schellhas

Group Sustainability Manager

T +49 8091 5630-0

info@hoermann-gruppe.com

HÖRMANN Industries GmbH

Hauptstraße 45 -47

85614 Kirchseeon

In order to facilitate the flow of reading, this report does not use gender-specific double references. For this reason, generic masculine forms are used in some places for personal designations. This is to be understood without bias, and it is expressly noted that all genders (female, male, diverse) are addressed equally.

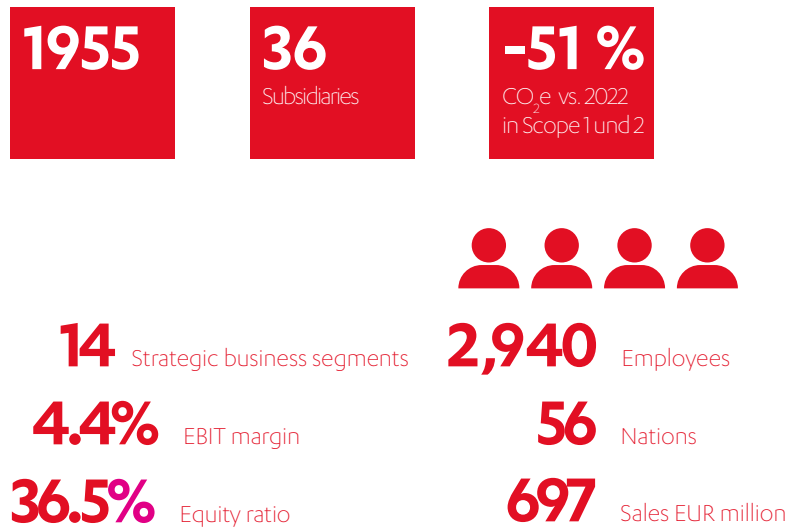
The HÖRMANN Group was founded in 1955 and today, over 70 years later, looks back on a successful development as a diversified industrial company. Starting from its roots in siren technology, the Group has developed into a high-performance network of specialised companies that combine technological expertise with industrial implementation capability.

HÖRMANN Industries GmbH, based in Kirchseeon, together with its direct and indirect subsidiaries, forms the industrial subgroup of the HÖRMANN Group. This Group is divided into four strategic business divisions to which the individual companies are allocated. In addition, there are internal service providers that work across all divisions.

Compared with the 2024 Sustainability Report, there are changes in the scope of consolidation in the 2025 reporting year. In the Automotive division, HÖRMANN Automotive Saarbrücken GmbH and HÖRMANN Automotive St. Wendel GmbH were merged to form HÖRMANN Automotive Saarland GmbH. HÖRMANN Energy Solutions GmbH was sold and is therefore no longer part of the reporting and consolidation scope.

Key figures 2025 »

GRI 2-1, 2-6, 2-7, 201-1



Automotive

Supplier of metallic components, modules and systems for the European commercial vehicle, construction and agricultural machinery industries as well as for OEMs. System solutions for prototype construction and small series production.

Intralogistics

Automated warehouse and conveyor systems, material flow optimisation and logistics solutions with integrated service and maintenance offerings.



Communication

Communication, information and security systems for rail transport, train radio, video security, alerting and infrastructure services.

Engineering

Vehicle development, factory and plant planning, measurement technology and industrial consulting.

The UN Global Compact is the world’s largest initiative for corporate responsibility. It is based on universal principles in the areas of human rights, labour standards, the environment and anti-corruption and supports companies in aligning their strategies and activities with the goals of the United Nations.

The HÖRMANN Group has been a signatory to the United Nations Global Compact since 2022. In doing so, the family-owned company publicly documents its clear commitment to achieving the UN’s Sustainable Development Goals (SDGs). In 2024, the HÖRMANN Group also joined the UN Global Compact Network Germany and intensified its commitment to responsible corporate governance and sustainable development.

The HÖRMANN Group’s annual Communication on Progress (CoP) on the implementation of the ten principles and the promotion of sustainable development is published transparently on the UN Global Compact website and regularly documents the Group’s progress.

The principles of the UN Global Compact are an integral part of the HÖRMANN Group’s sustainability strategy and are implemented in the four central pillars. This structural anchoring emphasises the HÖRMANN Group’s commitment to responsible corporate governance and sustainable development worldwide.

SUSTAINABLE DEVELOPMENT GOALS

The 17 Sustainable Development Goals (SDGs) were adopted by the United Nations in 2015. They form the global framework for sustainable development by 2030 and are addressed to states, companies and civil society.

The SDGs cover a broad spectrum of key future issues – including the fight against poverty and hunger, access to high-quality education and clean water, health and well-being, sustainable cities and infrastructure, and dealing with climate change.

The SDGs provide companies with a framework for systematically identifying opportunities and risks in the area of sustainability and acting responsibly. By integrating the SDGs into their strategies, companies can increase their competitiveness, promote innovation and create stable long-term value for the economy and society.



The HÖRMANN Group is aware of its direct and indirect impact on the SDGs and focuses on eight key SDGs in order to manage its activities in a targeted manner. HÖRMANN reports on the progress made in achieving these goals and the measures implemented.



Fair working conditions, respect for human rights and compliance with labour law standards form the basis of employment at HÖRMANN. At the same time, the company contributes to securing jobs and sustainable growth through its economic performance.



With its diversified business activities, the HÖRMANN Group contributes to a sustainable and resilient infrastructure. Through innovative products and technologies, it supports the development of efficient industrial and communication structures.



HÖRMANN works continuously to make products, processes and infrastructures more resource-efficient. The aim is to optimise the use of materials and energy, reduce waste and strengthen circular economy approaches in value creation:



The HÖRMANN Group is committed to reducing its greenhouse gas emissions and promoting the use of renewable energies. Through efficiency measures, climate-friendly technologies and transparent reporting, it is making a contribution to achieving the Paris climate targets.



A comprehensive health, occupational safety and security management system protects the employees of the HÖRMANN Group. Prevention programmes, occupational health care and safe working conditions promote physical and mental well-being. The health of employees is the highest priority.



HÖRMANN invests in training and further education and thus strengthens specialist skills and employability. A high training rate, targeted qualification programmes and lifelong learning are central elements of personnel development.



The HÖRMANN Group promotes a working environment characterised by appreciation and respect and which is free from discrimination and prejudice. Equal opportunities for all genders are supported through transparent processes and the raising of awareness amongst managers.



HÖRMANN is committed to equal opportunities and diversity. Different perspectives and backgrounds are understood as strengths and are specifically promoted – for example through inclusive HR work and international cooperation.

Focus on SDGs: company

Focus on SDGs: employees

The following section presents selected projects and measures that demonstrate the HÖRMANN Group's implementation strength and enthusiasm for innovation in the practical implementation of sustainability. The initiatives address the Group's focus SDGs and contribute to achieving the sustainability targets that have been set.

1 2 3

Knowledge Transfer Using AI

Digitalisation systematically secures expert knowledge



8 DECENT WORK AND ECONOMIC GROWTH



17 PARTNERSHIPS FOR THE GOALS



The HÖRMANN Group faces the central challenge of demographic change: 36.6% of the workforce is over 50 years old. In the next 10 to 15 years, a significant amount of experiential knowledge will therefore leave the company. The threat of knowledge loss represents a strategic risk – particularly in smaller subsidiaries, the loss of individual experts is significant.

In September 2025, development began on a knowledge transfer process that combines artificial intelligence with a structured methodology and is implemented as a five-stage model:

1. Documentation of the working environment: Recording of all relevant storage locations, systems and contacts using standardised templates.
2. Process videos: Documentation of work processes via screen recording. An AI optimises the videos automatically.
3. AI-supported expert interviews: An AI platform conducts structured interviews and documents the responses automatically. The AI adapts to different specialist areas. The interviews produce knowledge documents without the need for manual writing.
4. Personal conversations: Traditional conversations are recorded on a smartphone and automatically transcribed and analysed using HÖRMANN Scribe Pro – an AI-powered transcription tool.
5. Knowledge database: All artefacts are stored in a centrally accessible location.

The process offers flexibility in terms of time and location: employees can start and schedule the knowledge transfer independently, without the need for time-consuming appointment coordination. AI-supported transcription and structured documentation reduce the workload by approximately 60% compared with a purely human-led process and enable scaling across all companies in the HÖRMANN Group.

The result is knowledge artefacts of consistently high quality that successors can use directly for their onboarding process – unlike conventional handover documents with fluctuating quality.

The project was supported as part of the Junior Management Programme (JUMP) and is currently in the pilot phase.

The knowledge transfer process secures operational capability and promotes the employability of employees. The involvement of the next generation of managers demonstrates how digital transformation is actively being shaped. Together with the HÖRMANN Learning Worlds and the management programme, a comprehensive system of skills development and knowledge security is being created.

Decarbonisation

Green electricity for energy-intensive sites



As part of its decarbonisation roadmap, the HÖRMANN Group switched key Automotive sites to green electricity on 1 January 2025. This measure means that approximately 28,500 MWh of electricity from renewable energy sources is purchased annually – a step that results in directly measurable emissions reductions.



7 AFFORDABLE AND CLEAN ENERGY



13 CLIMATE ACTION



The conversion focuses on the most energy-intensive production sites of HÖRMANN Automotive: Gustavsburg, Saarbrücken and St. Wendel. At the Gustavsburg site, among other things, frame side members for commercial vehicles are manufactured – structural components that must meet the highest requirements for precision and strength. Production comprises energy-intensive process steps: steel sheets are formed in large presses, the pressed parts undergo welding and joining technologies before receiving high-quality corrosion protection in cathodic electrodeposition (ED).

ED coating is an electrochemical process in which components are completely immersed in an aqueous paint bath and coated under direct voltage. After coating, the baking phase follows in continuous furnaces at temperatures between 160 and 200 degrees Celsius.

These thermal processes, combined with the continuous temperature control of the paint baths and the conveyor technology, make the ED systems one of the largest electricity consumers at the site.

The conversion shows immediate effect: In the Automotive division, Scope 2 emissions fell from approximately 9,000 tonnes of CO₂e in 2024 to around 500 tonnes of CO₂e in 2025 – a reduction of 95%.

For the entire HÖRMANN Group, this results in a total value of around 14,100 tonnes of CO₂e for Scope 1 and 2 in the 2025 reporting year. Compared with the base year 2022, this corresponds to an emissions reduction of 51%.

The switch to green electricity is a rapid measure with immediate climate impact, while the expansion of photovoltaic systems or the electrification of the vehicle fleet require longer-term planning cycles. This measure enables significant emissions reductions and is another important step in the HÖRMANN Group's decarbonisation strategy.

Electrification

Expansion of charging infrastructure



The vehicle fleet represents the third-largest emissions lever for the HÖRMANN Group within Scope 1 emissions. In particular, the business models of HÖRMANN Kommunikation & Netze GmbH and HÖRMANN Warnsysteme GmbH, in which service technicians work in field service across Germany, require an extensive vehicle fleet. The consistent electrification of the vehicle fleet is therefore a central component of the HÖRMANN Group's decarbonisation roadmap.

In the 2025 reporting year, the number of battery electric vehicles (BEVs) was doubled compared with the previous year. The share of electric vehicles in the total fleet rose from 13% to 21%, while plug-in hybrids (PHEVs) remained stable. This success is the result of a systematic approach that combines the expansion of charging infrastructure with adapted conditions in the company car programme.

Building on the successful pilot project in Kirchseeon, which was presented in the 2024 Sustainability Report, the charging infrastructure was systematically expanded to further sites of the HÖRMANN Group in 2025. At the Kirchseeon site itself, the existing charging field was expanded by four additional charging points to meet the increased demand.

Newly connected sites include Karlsfeld (Funkwerk Systems), Vilsbiburg (HÖRMANN Kommunikation & Netze GmbH), Kelttern (HÖRMANN Warnsysteme GmbH) and Ingolstadt (HÖRMANN Kommunikation & Netze GmbH). The standardised charging concept enables cross-site charging and simplifies use through app-based activation via company mobile phones.

At the Dresden site, VacuTec Messtechnik GmbH is expected to be connected in the first half of 2026. In addition, further expansions are planned in Gustavsburg and Kölleda in order to continuously advance electrification.

The increase in battery electric vehicles shows that the availability of widespread charging infrastructure is a crucial prerequisite for the acceptance of electromobility. The ability to charge on-site at locations alleviates range concerns and facilitates the integration of electric vehicles into day-to-day work – particularly for employees in field service.

In addition to the infrastructure expansion, the conditions for electric vehicles in the company car programme were adjusted to enable an attractive vehicle offering. This combination of practical infrastructure and adapted regulations has noticeably increased openness towards electromobility among employees – the uptake of battery electric company vehicles demonstrates this.

7 AFFORDABLE AND CLEAN ENERGY



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



11 SUSTAINABLE CITIES AND COMMUNITIES



13 CLIMATE ACTION



Innovation

Wheel-integrated hydrogen storage for emission-free agricultural technology

The decarbonisation of agriculture and the off-highway sector represents a central challenge on the path to climate neutrality. Heavy-duty vehicles such as tractors and construction machinery are particularly demanding to electrify due to high power requirements and long operating times. Hydrogen as an energy carrier offers promising potential here – but requires innovative storage and drive solutions that meet the requirements of this vehicle class.

HÖRMANN Vehicle Engineering GmbH has developed a forward-looking concept with RAHD technology (Wheel Storage and Drive Solution for Heavy-Duty Applications) that combines hydrogen storage and drive in an innovative way. The core principle: the hydrogen storage is integrated in an annular form into the vehicle wheel. This space-optimised solution enables significantly higher storage capacities than conventional roof-mounted systems and at the same time improves the weight distribution of the vehicle.

The storage system is based on high-pressure type 4 tanks with 700 bar operating pressure. The annular arrangement in the wheel allows up to 21 kg of hydrogen per wheel to be stored with a wheel diameter of 1,800 mm. With two driven wheels, this results in a total storage capacity of 42 kg of hydrogen – sufficient for all-day use in agriculture or forestry.

In addition to the innovative storage concept, RAHD technology features a resource-efficient electric drive. Instead of conventional permanent magnet motors, which rely on rare earths, a switched reluctance motor is used. This technology offers high efficiency while reducing dependence on critical raw materials. With a power output of 50 kW per wheel hub motor, the concept is suitable for tractors in the power range of 130 to 150 hp.

RAHD technology enables the completely emission-free operation of agricultural machinery and thus contributes to the decarbonisation of agriculture. In cooperation with Agraset agricultural cooperative in Central Saxony, practical testing of the RAHD technology is planned.

The agricultural business is a potential user of hydrogen-powered agricultural machinery with future on-farm hydrogen production. This cooperation enables testing under real operating conditions and provides valuable insights for further development.

With RAHD technology, HÖRMANN Vehicle Engineering is making an important contribution to the decarbonisation of the off-highway sector and demonstrating forward-looking solutions for emission-free mobility in agriculture, construction and municipal technology.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



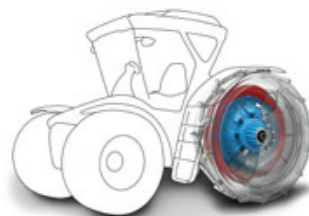
11 SUSTAINABLE CITIES AND COMMUNITIES



13 CLIMATE ACTION



17 PARTNERSHIPS FOR THE GOALS



Emissions reduction

Innovative interior concept for bus transport

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



17 PARTNERSHIPS FOR THE GOALS



The decarbonisation of public transport requires holistic solutions that go beyond the drive system. In addition to electrification and the use of alternative fuels, consistent lightweight construction offers considerable potential for reducing energy consumption and emissions. At Busworld 2025 in Brussels, HÖRMANN Vehicle Engineering GmbH presented the “Innovation Corner” mock-up, which combines forward-looking material technologies and design principles for sustainable coaches.

The roof structure of the Innovation Corner is a lightweight integral roof made of natural fibre composites. The integrated roof structure combines high load-bearing capacity and functional integration with low weight. By using renewable raw materials instead of conventional glass fibre composites, the carbon footprint of the component is significantly reduced. The integrated air ducts eliminate separate ventilation installations and contribute to simplifying the overall vehicle structure.

For the interior panelling, HÖRMANN Vehicle Engineering uses hemp and cork – renewable materials that offer functional added value in addition to their ecological benefits. Hemp fibres are characterised by high strength with low weight and have natural sound-absorbing properties. Cork has thermal insulation properties, is durable and conveys a high-quality feel. These materials create a natural, pleasant atmosphere in the passenger compartment and noticeably increase travel comfort.

Another innovative component is the TAIK elements (Thermally Active Interior Components), which use waste heat from drive systems to air-condition the interior. The liquid-based panel elements act like underfloor heating and provide increased passenger comfort in the interior through constant radiant heat. The TAIK components can reduce the heating load by up to 20%, which leads to an increase in range.

The combination of these innovations results in a weight reduction of 20% in the interior. For a typical coach, this corresponds to savings of approximately 2.5 tonnes – with a direct impact on fuel consumption and CO₂ emissions over the entire lifecycle. The use of renewable raw materials also reduces dependence on fossil resources and improves recyclability at the end of the service life. The increase in travel comfort through natural materials and optimised air conditioning can also increase the acceptance of coaches among new target groups and contribute to shifting transport to more sustainable modes of transport.



Leadership

Structured leadership development for the future

4 QUALITY EDUCATION



5 GENDER EQUALITY



10 REDUCED INEQUALITIES



Employee development is a central component of the HÖRMANN Group's sustainability strategy. In times of demographic change and increasing skills shortages, the systematic promotion of internal talent is crucial to securing knowledge, building leadership skills and maintaining competitiveness in the long term. With 36.6% of the workforce over 50 years old, the HÖRMANN Group faces the challenge of systematically securing experiential knowledge and developing the next generation of leaders. At the same time, the 30 to 50 age group, at 50.3%, forms the backbone of the company – it is precisely this generation that is being prepared for future leadership responsibility through targeted development programmes.

The HÖRMANN Group has established a comprehensive personnel development concept that addresses employees at all levels: The HÖRMANN Learning Worlds are available to all employees as a digital learning platform and enable continuous professional and personal development. The Junior Management Programme (JUMP) specifically promotes young talent and prepares junior managers for their first leadership responsibilities. The HÖRMANN

Management Programme is aimed at established managers at the second and third levels and systematically develops them for expanded leadership tasks.

The Management Programme combines in-person events with virtual modules. The focus is on leadership and future viability as the main modules. In addition, there are five central specialist modules: Controlling, Finance, Labour Law, Process Management and Project Management. These practice-oriented contents not only impart theoretical knowledge but also provide directly applicable skills for day-to-day leadership. A particular focus is on networking participants across business divisions and locations. The structured exchange between managers from different subsidiaries promotes an understanding of the diversity of the HÖRMANN Group and breaks down organisational silos.

In 2024 and 2025, a total of 140 managers successfully completed the programme – 80 participants in the first round and 60 in the second. Particularly valuable: concrete synergy projects have already emerged from the cross-divisional exchange, optimising operational processes and intensifying collaboration within the Group. This networking helps to systematically utilise the interdisciplinary potential of the HÖRMANN Group and develop innovative solutions.

In addition to professional competences, the programme conveys the four core values of the HÖRMANN Group: accountability, hands-on mentality, interacting among equals and passion for innovation. These values form the foundation of a leadership culture based on appreciation, personal responsibility and collectively shaping the future.



Well-being

Sports activities and health promotion

The health and well-being of employees are essential factors for performance, satisfaction and long-term success. The HÖRMANN Group understands health promotion as a lived responsibility and offers diverse opportunities to stay active – from participating in sports events to systematic health programmes and joint team events.



At the Mainz Corporate Run, Patrick Andres from HÖRMANN Automotive Gustavsburg GmbH (HAG) crossed the finish line as the winner – an impressive achievement. Numerous colleagues from Gustavsburg took the opportunity to participate together in this popular running event.

Employees from Funkwerk companies took on the special challenge of the Wörthsee Triathlon and mastered the combination of swimming, cycling and running. On 1 March 2025, employees from HÖRMANN Automotive Saarland took part in the Rare Diseases Run – a charity run that raises awareness of rare diseases and shows solidarity with those affected.

Another highlight was the HÖRMANN Cup in Chemnitz, organised by HÖRMANN Rawema Engineering & Consulting GmbH. In the five-a-side football tournament, teams from various HÖRMANN companies competed against each other. The team from HÖRMANN Vehicle Engineering GmbH won. Such cross-site events not only promote physical fitness but also strengthen cohesion within the HÖRMANN Group and create personal connections across business divisions.

In addition to individual sports events, the HÖRMANN Group offers ongoing health benefits. Through Wellpass, employees at several sites gain access to a broad network of fitness and health facilities – from gyms and swimming pools to classes.

The JobRad scheme creates incentives for sustainable mobility and regular exercise at the same time. This combination of ecological benefit and health promotion connects two central sustainability goals of the HÖRMANN Group.

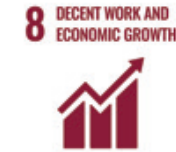
The diversity of offerings shows: there is something for everyone – whether ambitious triathlete, casual runner or daily cyclist. The HÖRMANN Group relies on voluntary participation and personal responsibility. Health promotion is not mandated but facilitated. This approach contributes to prevention, reduces illness-related absences in the long term and increases the quality of life of employees.



Community

Inclusion through collaboration and local engagement

Social responsibility begins in the region – where companies are rooted. The HÖRMANN Group focuses on concrete collaboration instead of symbolic gestures. In 2025, this was demonstrated through cooperation with the Eglhartinger Werkstätten as well as further initiatives at various sites.



For the 70th anniversary of the HÖRMANN Group, all employees received a gift. The packaging and dispatch preparation were handled by the Eglhartinger Werkstätten – a workshop for people with disabilities run by the Evangelischer Verein für Soziale Dienste Steinhöring e. V.

The workshop is located in close proximity to the headquarters in Kirchseeon. This close proximity enables direct contact and strengthens regional engagement. The Eglhartinger Werkstätten offer employment for people with disabilities in various areas – from packaging services and assembly to packaging work and other fields of activity.

This cooperation demonstrates how inclusion works in practice: through regular business relationships on equal terms. At the same time, the HÖRMANN Group supports a local social institution through commercial contracts.

The collaboration with the Eglhartinger Werkstätten is one example among many. Social initiatives regularly emerge at various sites. For instance, Funkwerk Systems GmbH organised a fundraising campaign: employees could purchase a cuddly toy mascot in the form of the GSM-R radio device FocX.

The proceeds went to local clubs and a children’s hospice in Karlsfeld. Such campaigns show how employees themselves become champions of social engagement.

Through this collaboration, the HÖRMANN Group puts its core values of “accountability” and “interacting among equals” into practice. Economic success and social engagement are not mutually exclusive – the integration of regional social institutions into value creation strengthens the local community and creates added value for all involved.



The sustainability report of the HÖRMANN Group is based on the guidelines of the Global Reporting Initiative (GRI) and the European Sustainability Reporting Standards (ESRS). As a transition report, it combines elements of both reporting standards, thereby creating transparency regarding the sustainable corporate management of the HÖRMANN Group for all stakeholders.

1 2 3

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Environmental and climate protection

Social responsibility

Overview of key figures

Index



Company principles and values

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Company principles and values

Sustainability management

Risk and opportunity management

Stakeholder dialogue

Responsible corporate governance

Business ethics

Environmental and climate protection

Social responsibility

Overview of key figures

Index

Glossary

Legal information and contact

Responsible corporate governance is crucial to safeguarding long-term success and maintaining the trust of all stakeholders.

HÖRMANN Industries GmbH centrally manages the Group and structures it into four business divisions (Automotive, Communication, Intralogistics, Engineering) as well as three service companies. The management, led by Dr Michael Radke (CEO) and Johann Schmid-Davis (CFO), defines the organisational structure, strategic objectives and overarching corporate strategy, including the sustainability strategy.

The Advisory Board, as the supreme supervisory body, plays a central role in this. It consists of six members: Dipl.-Ing. Hans Hörmann Sr. (Honorary Chairman), Dr Andreas Albath (Chairman), Prof Dipl.-Ing. Siegfried Bülow, Dipl.-Ing. (FH) Johann Hörmann, Florian Schauenburg and Daniel Szabo. The Advisory Board monitors, oversees and supportively advises the management of the HÖRMANN Group.



Company principles and values

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Company principles and values

Sustainability management

Risk and opportunity management

Stakeholder dialogue

Responsible corporate governance

Business ethics

Environmental and climate protection

Social responsibility

Overview of key figures

Index

Glossary

Legal information and contact

The four core values of the HÖRMANN Group influence the thinking and actions of both the leadership and all employees. They serve as guidelines for daily work, collaboration and internal communication.

Hands-on mentality

“What we do, we do right – with maximum quality and reliability. We draw on the knowledge of the HÖRMANN Group. We want to be proud of what we achieve.”

Accountability

“We make rational decisions in the interests of all. We act in the spirit of solidarity. We think about tomorrow.”

Interacting among equals

“We show respect to the people we interact with, whether they are co-workers, customers or partners. We conduct ourselves fairly.”

Passion for innovation

“We think in opportunities, in both technological and entrepreneurial terms. Anyone can initiate developments. We want to be better every day.”

The Group’s Compliance Guidelines were derived from these values. They form the normative framework for respectful and fair interactions with employees, co-workers, business partners, customers and suppliers and are mandatory for all subsidiaries.

The HÖRMANN Group has a decentralised and diverse organisational structure with numerous independent subsidiaries, creating human and structural diversity as a strategic advantage.

» GRI 2-23



Sustainability management

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Company principles and values

Sustainability management

Risk and opportunity management

Stakeholder dialogue

Responsible corporate governance

Business ethics

Environmental and climate protection

Social responsibility

Overview of key figures

Index

Glossary

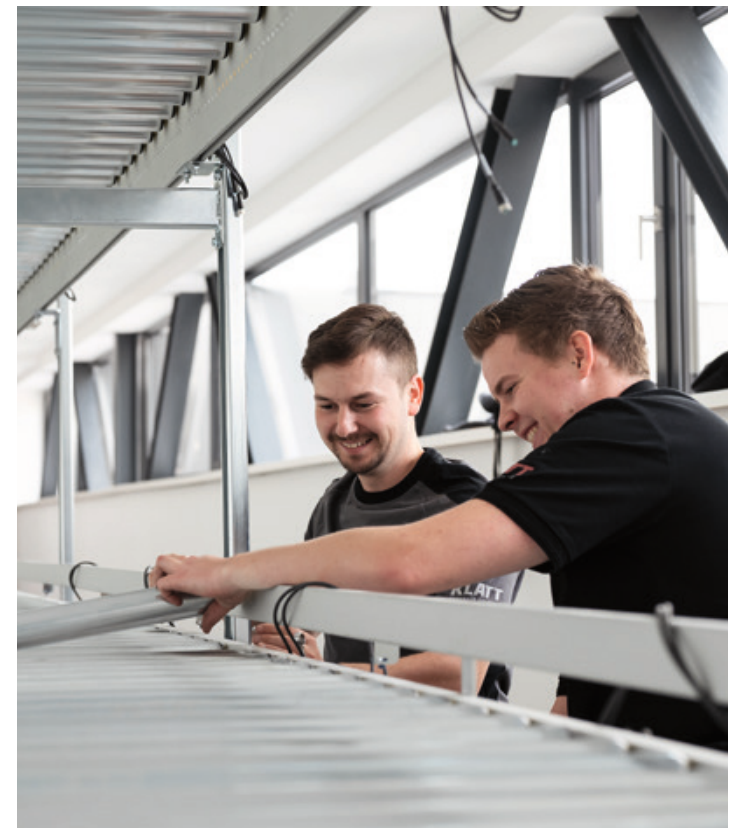
Legal information and contact

With this report, the HÖRMANN Group is publishing its fifth sustainability report and thus documenting its ongoing commitment to transparent sustainability reporting. Since the first publication, the Group has been guided by the GRI framework.

Through its materiality analysis, the HÖRMANN Group identified the central sustainability topics in the areas of business ethics, environmental and climate protection, and social responsibility, which were confirmed by the Steering Committee. A renewal of the double materiality assessment in accordance with the European Sustainability Reporting Standards (ESRS) has been temporarily deferred in order to take into account the evolving regulatory requirements – in particular the final ESRS 2.0. The HÖRMANN Group will renew the materiality assessment on the basis of the finalised standards, which are expected in mid-2026.



The sustainability strategy of the HÖRMANN Group is based on four pillars: “Embedding Sustainability Culture”, “Sustainable Value Chains”, “Becoming Climate-neutral” and “Progress for the People”. These pillars make it possible to systematically align the activities of HÖRMANN and make progress measurable.



Sustainability management

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Company principles and values

Sustainability management

Risk and opportunity management

Stakeholder dialogue

Responsible corporate governance

Business ethics

Environmental and climate protection

Social responsibility

Overview of key figures

Index

Glossary

Legal information and contact

Management approach

Sustainability is not a static concept but a constantly evolving requirement with many facets. Every day, the HÖRMANN Group encounters new challenges and considers the changing expectations of its various stakeholder groups. This dynamism shapes the design and implementation of the sustainability strategy in its economic, ecological and social dimensions.

To proactively address these requirements, the HÖRMANN Group follows a systematic management approach: from identifying material sustainability topics through implementing concrete measures to regularly reviewing their effectiveness. This approach is embedded in business processes and ensures that sustainability is considered as an integral element in business decisions.

» GRI 3-1, 3-3

Identification

Research into sustainability topics potentially relevant to the HÖRMANN Group.

Stakeholder engagement

Continuous dialogue with stakeholders to identify relevant sustainability topics.

Prioritisation

A double materiality analysis is performed every three years. Annually, priorities are determined according to their impact on the business and on stakeholders.



Reporting

As part of an annual sustainability report, open and transparent information is provided about the progress of the sustainability strategy and the associated goals.

Implementation

The sustainability strategy is integrated into daily business and supported with concrete measures to achieve the desired goals.

Development

Sustainability initiatives are developed and focused according to the prioritised sustainability topics.

Validation

The review and approval of prioritised topics are carried out by management and the Advisory Board. In the companies, the topics are conveyed into the organisation by the managing directors and sustainability coordinators.

Sustainability management

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Company principles and values

Sustainability management

Risk and opportunity management

Stakeholder dialogue

Responsible corporate governance

Business ethics

Environmental and climate protection

Social responsibility

Overview of key figures

Index

Glossary

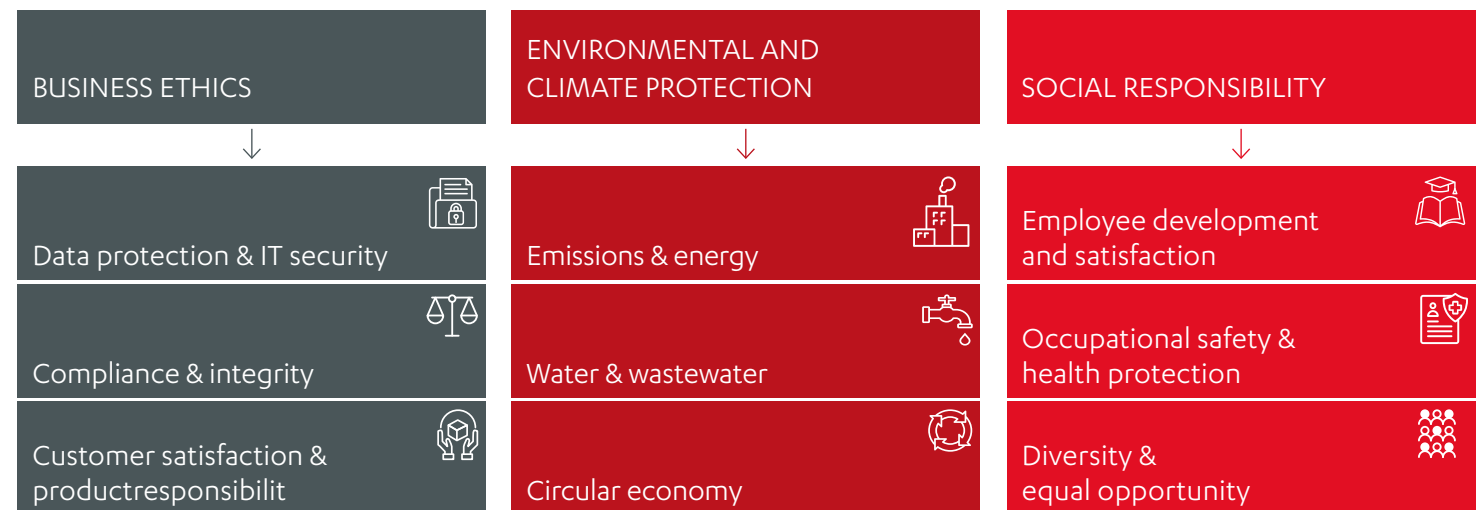
Legal information and contact

Material topics

Each of the identified stakeholder groups has specific expectations, perspectives and requirements with regard to the HÖRMANN Group. During the materiality analysis, the relevant stakeholder groups were taken into account in order to identify the material topics and assess them with regard to their business impacts as well as due diligence requirements. Detailed information on the methodology applied in the materiality analysis can be found in the 2021 Sustainability Report.

The renewal of the materiality assessment in accordance with the European Sustainability Reporting Standards (ESRS) has been temporarily deferred in response to the Omnibus package. The HÖRMANN Group is awaiting the revised ESRS to ensure that the materiality assessment adjustments align with the upcoming regulatory requirements.

» GRI 3-2



Sustainability management

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Company principles and values

Sustainability management

Risk and opportunity management

Stakeholder dialogue

Responsible corporate governance

Business ethics

Environmental and climate protection

Social responsibility

Overview of key figures

Index

Glossary

Legal information and contact

The four pillars of the sustainability strategy

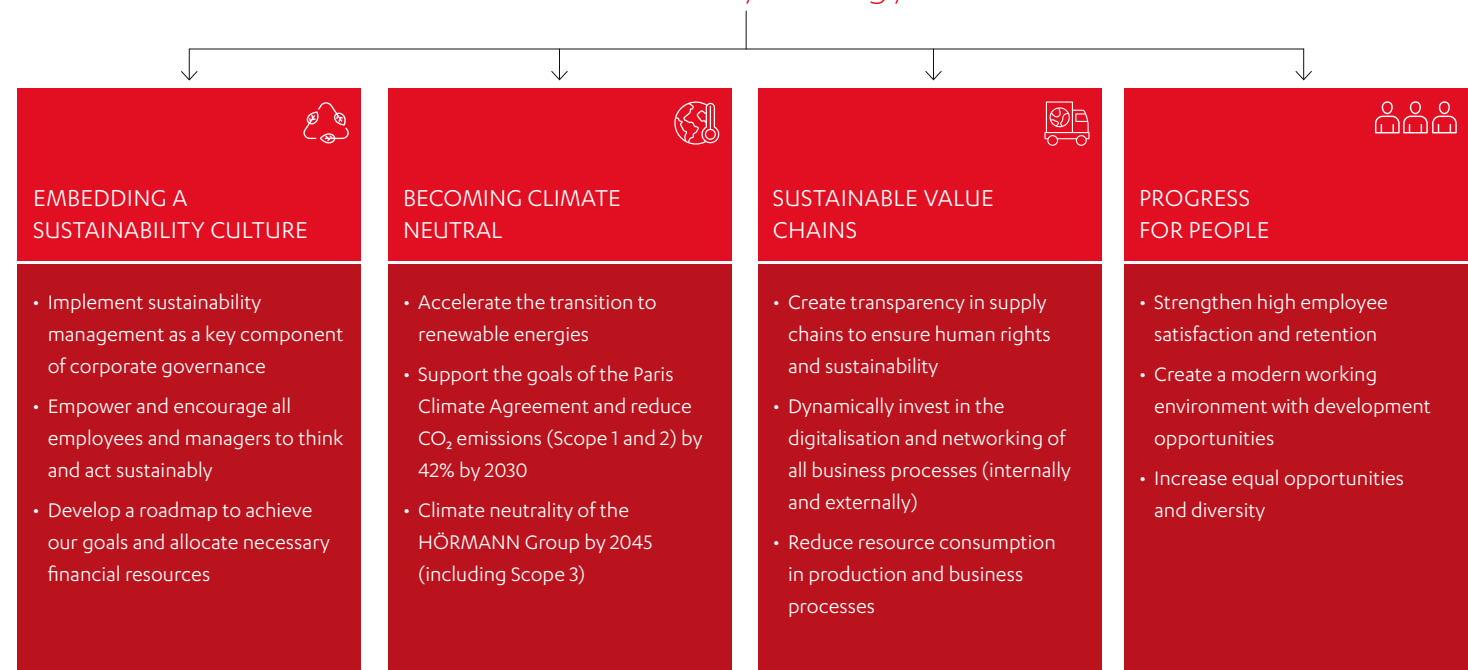
Sustainable action requires taking responsibility at all levels of the company. The HÖRMANN Group has built its sustainability strategy on four pillars that emerge from the topics identified in the materiality analysis and determine the strategic direction of the Group. These pillars provide the framework for aligning corporate activities with the principles of sustainable corporate governance and achieving progress.

Embedding a sustainability culture

Sustainability concerns everyone – every employee can contribute to greater sustainability through their thinking and actions. The integration of sustainability into the leadership structures of the HÖRMANN Group is essential for success on the path to becoming a more sustainable company. Employees are crucial for developing and implementing effective sustainability measures.

» GRI 3-3

Sustainability strategy



Sustainability management

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Company principles and values

Sustainability management

Risk and opportunity management

Stakeholder dialogue

Responsible corporate governance

Business ethics

Environmental and climate protection

Social responsibility

Overview of key figures

Index

Glossary

Legal information and contact

Employees are sensitised to sustainability topics through training, further education, workshops and regular information channels – such as the employee magazine and the social intranet. The goal is to create awareness of necessary changes and establish sustainability as part of day-to-day work.

Becoming climate-neutral

The HÖRMANN Group supports the goals of the Paris Climate Agreement and is working to limit global warming to 1.5°C. To reduce greenhouse gas emissions, HÖRMANN is promoting the transition to renewable energies as the main energy source and contributing to the decarbonisation of its value chain.

The HÖRMANN Group has set itself the goal of reducing directly controllable emissions (Scope 1 and Scope 2) by 42% by 2030 compared with the base year 2022. This decarbonisation target corresponds to the ambition level of the science-based approach of the Science Based Targets initiative (SBTi). The Group is striving for climate neutrality by 2045.

Sustainable value chains

Establishing sustainable value chains is crucial to reducing environmental impacts, resource consumption and social inequalities. Transparency along supply chains ensures compliance with labour and human rights and maintains the integrity of business actions. The HÖRMANN Group collaborates with its value chain to fulfil its ecological, social and ethical responsibilities.

Investments in digitalisation make internal and external processes more efficient, supporting and making work more flexible for employees – with positive side effects for climate protection. The use of climate-friendly technologies and consistent recycling enable the optimisation of resource use. Responsible handling of limited raw materials, energy and water is part of our responsibility towards future generations. The HÖRMANN Group promotes the optimisation of resource use, efficiency in business and production processes, and the reduction of CO₂ emissions.

Progress for the people

People and employees are at the heart of all corporate activities of the HÖRMANN Group. Employee satisfaction is closely linked to sustainable corporate governance and is a key success factor for long-term competitiveness.

To increase employee satisfaction and foster long-term commitment, the HÖRMANN Group creates a modern working environment with individual development opportunities. Promoting a culture of responsible action and lifelong learning increases employee engagement and has a positive impact on the company's sustainability.

The HÖRMANN Group is committed to an appreciative working environment that is free from any discrimination and offers equal opportunities for all – regardless of age, gender/gender identity, ethnic origin/nationality, physical/mental abilities, sexual orientation, religion and social background.

Sustainability management

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Company principles and values

Sustainability management

Risk and opportunity management

Stakeholder dialogue

Responsible corporate governance

Business ethics

Environmental and climate protection

Social responsibility

Overview of key figures

Index

Glossary

Legal information and contact

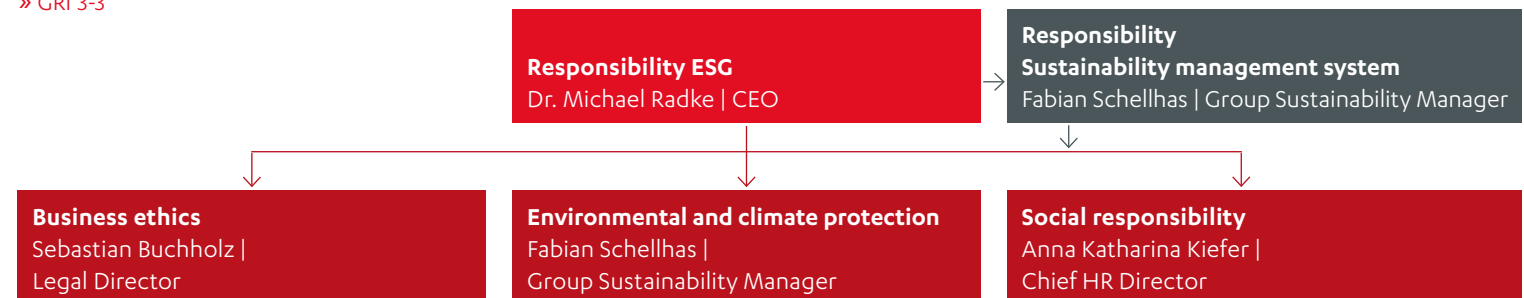
Sustainability organisation

To promote sustainable thinking and action within the company and ensure that sustainability is firmly embedded in the corporate culture and strategy, the HÖRMANN Group has established a sustainability organization. This aims to efficiently drive the development of a sustainability culture and continue to develop, integrate and implement the sustainability strategy across the entire organization.

The overall responsibility for ESG and the sustainability management system lies with the CEO of the HÖRMANN Group, Dr. Michael Radke. To address the three central dimensions of “business ethics”, “environmental and climate protection” and “social responsibility”, group-wide leaders for each topic have been appointed.

Sebastian Buchholz, Legal Director, is responsible for “business ethics”. Fabian Schellhas, Group Sustainability Manager, is responsible for “environmental and climate protection”, managing the technical development, steering and monitoring of the Group’s sustainability activities, including reporting. He serves as the central contact point for all affiliated companies. The area of “social responsibility” is overseen by Anna Katharina Kiefer, Chief HR Director. The group-wide leaders collectively bear responsibility for specific sustainability topics and projects – from developing the climate protection strategy to implementing the personnel strategy and ensuring compliance with human rights due diligence obligations. They are available to the subsidiaries as points of contact for specialist questions.

» GRI 3-3



Sustainability management

- Foreword

- About this report

- HÖRMANN Group at a glance

- Sustainability initiatives in focus

- Non-financial performance report**

- Strategy and management**
 - Company principles and values
 - Sustainability management**
 - Risk and opportunity management
 - Stakeholder dialogue
 - Responsible corporate governance

- Business ethics

- Environmental and climate protection

- Social responsibility

- Overview of key figures

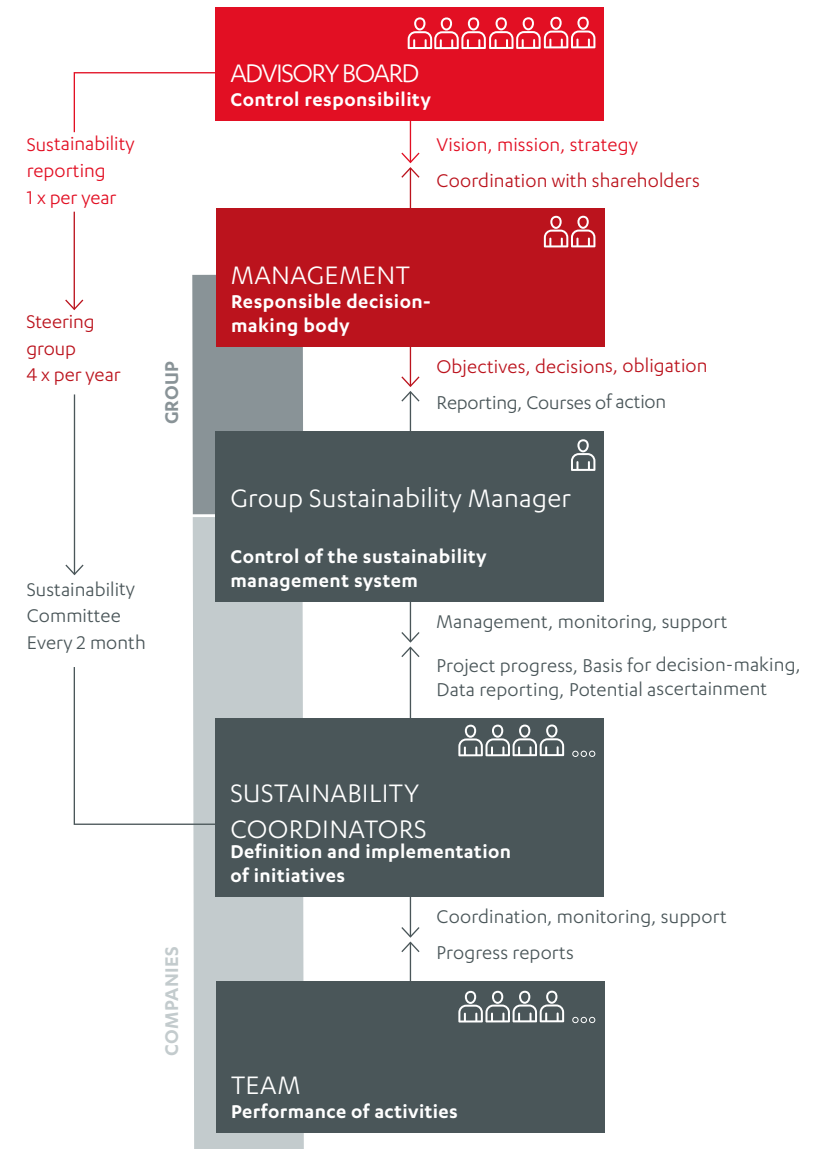
- Index

- Glossary
- Legal information and contact

The advisory board advises and monitors management on all strategic matters. In coordination with the shareholders of the HÖRMANN Group, it approves the vision, mission and strategy for sustainable corporate governance presented by management, as well as major associated investments. The management of HÖRMANN Industries GmbH is responsible for developing a long-term strategy for sustainable corporate governance and its targeted implementation. It defines the organisational structure, strategic objectives and overarching corporate strategy and assesses ecological and social risks as well as the impacts of business activities together with representatives from the business divisions. The Advisory Board and management regularly discuss progress on the business and sustainability strategy, business development, risk management and compliance.

Each year, management presents a report to the Advisory Board as part of sustainability reporting and leads the stakeholder dialogue. Goals, decisions and obligations are passed to the Group Sustainability Manager, who controls the implementation of the strategy, reports continuously to management and identifies alternative courses of action.

A sustainability coordinator has been appointed at each company who is responsible for coordinating all activities relating to sustainability within that company. These coordinators receive support from cross-functional employees within the company or from experts from the Group. Regular progress reports from the sustainability coordinators are submitted as part of a structured exchange of experience with the Group Sustainability Manager.



Sustainability management

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Company principles and values

Sustainability management

Risk and opportunity management

Stakeholder dialogue

Responsible corporate governance

Business ethics

Environmental and climate protection

Social responsibility

Overview of key figures

Index

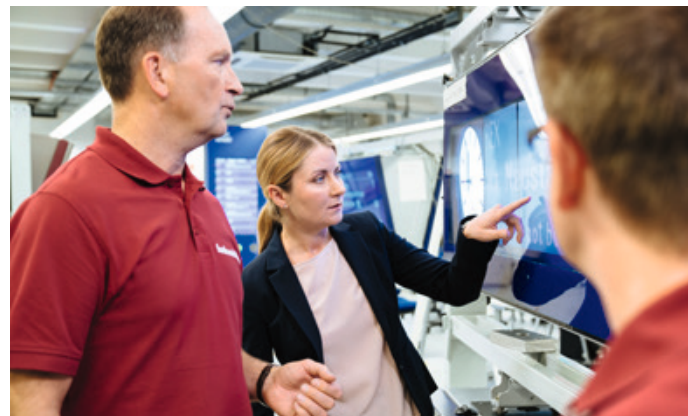
Glossary

Legal information and contact

The sustainability coordinators and the Group Sustainability Manager work on the relevant topics of corporate sustainability. Besides initiating and implementing measures, the following tasks are their primary focus:

- Identifying potential
- Monitoring the progress of sustainability measures
- Risk management
- Reporting

To effectively embed the sustainability management system in the diverse and complex corporate group, respond to current developments and prepare decisions, a Steering Committee for Sustainability was established. This committee consists of members of the management of HÖRMANN Industries (CEO, CFO), the Group Sustainability Manager, as needed the leaders responsible for “business ethics” and “social responsibility”, as well as selected representatives from the business divisions.



The Steering Committee meets quarterly and supports management in monitoring the implementation and effectiveness of the sustainability strategy, including the defined measures and progress achieved. In addition, the committee ensures that the sustainability strategy is integrated into the structures and processes of the HÖRMANN Group. Sustainability topics are taken into account as required in the regular meetings of management and the Advisory Board. For strategic monitoring, decision-making and as part of the risk management process, a meeting of the interdisciplinary sustainability body takes place regularly.

This structure ensures the promotion and assurance of sustainable corporate governance in the HÖRMANN Group by expanding knowledge and promoting regular exchange of experience. The sustainability organization plays a crucial role in permanently embedding sustainability in the corporate culture.



Risk and opportunity management

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Company principles and values

Sustainability management

Risk and opportunity management

Stakeholder dialogue

Responsible corporate governance

Business ethics

Environmental and climate protection

Social responsibility

Overview of key figures

Index

Glossary

Legal information and contact

The HÖRMANN Group, a broadly diversified and globally active corporation, faces a multitude of risks. In a complex and dynamic environment characterised by rapidly changing economic, political and social conditions, continuous analysis of opportunities and risks is part of corporate duties. Responsible and appropriate handling of risks and opportunities is a central component of the corporate governance of the HÖRMANN Group. Responsible and appropriate management of opportunities and risks is a central element of corporate governance at the HÖRMANN Group. These are systematically identified, assessed and actively managed through targeted measures – as a decisive foundation for long-term business success.

To identify and assess risks and opportunities at an early stage, the HÖRMANN Group uses coordinated risk management and internal control systems that take particular account of the nature and scope of business activities as well as potential risks. The revolving strategy process, managed by HÖRMANN Industries GmbH as the holding company with all subsidiaries, reflects both opportunities and risks in the strategy reviews. Supported by the strategy department of the holding company, this process takes place at least once a year. If necessary, the strategic direction of the subsidiaries is critically questioned and necessary adjustments are made.

The managing directors of the respective subsidiaries are responsible for the regular management of opportunities and risks. Opportunities and risks are assessed based on potential impact, probability of occurrence and innovation and market potential. The Advisory Board, as the supreme supervisory body, together with the management of the HÖRMANN Group, assumes a consulting and monitoring function.

Decentralised risk management in the subsidiaries enables rapid adaptation to dynamic conditions. Potential risks in the area of sustainability are also taken into account, considering the topics identified as material. Effective handling of the risk landscape is a matter of course for the long-term success and continuity of the HÖRMANN Group.

The control and quality assurance processes for collecting sustainability-related data are continuously developed and expanded with reporting. The majority of site-specific data is already systematically and system-supported collected in accordance with a four-eyes principle. In addition, global data is collected through centrally managed processes, each of which is validated through the involvement of experts. This ensures the completeness and integrity of data as well as the accuracy of estimates in the collection and reporting process, including for the upstream and downstream value chain.

Further information on risk management concerning human rights risks can be found in the Human Rights chapter. Economic opportunities and risks are detailed in the annual report of the HÖRMANN Group.

Stakeholder dialogue

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Company principles and values

Sustainability management

Risk and opportunity management

Stakeholder dialogue

Responsible corporate governance

Business ethics

Environmental and climate protection

Social responsibility

Overview of key figures

Index

Glossary

Legal information and contact

Stakeholder concept

For the HÖRMANN Group, stakeholders are individuals, groups or organisations who can influence or are influenced by the Group's business activities. The HÖRMANN Group seeks to take both internal and external stakeholders into account in relation to sustainability and to maintain continuous dialogue with them.

Stakeholder management

Stakeholder management at the HÖRMANN Group encompasses systematic and continuous interaction with stakeholder groups and is an essential component of responsible business activity. The aim is to conduct an open and constructive dialogue with stakeholders in order to understand and address their requirements and expectations.

Perspectives are taken into account both along the value chain (horizontally) and throughout the organisation (vertically). Horizontally, the HÖRMANN Group incorporates the expectations and concerns of stakeholders along the entire value chain – from suppliers through production processes to customers. HÖRMANN strives to manage the value chain in such a way that potential negative impacts in supply chains are avoided, maintains dialogue with its suppliers and relies on long-term relationships. Supply chain participants can submit complaints anonymously at any time through various channels in cases of grievances. Further information on this can be found in the Compliance, Bribery and Anti-Corruption chapter.

Vertically, the HÖRMANN Group takes into account perspectives within the organisation, from strategic decision-makers to operational levels. Employee participation takes place through Group and works councils as well as employee assemblies.

Stakeholder groups

At the heart of the largest stakeholder group are the employees, the management team, management, the advisory board and the shareholders of the family-owned business. Direct external stakeholders such as customers, suppliers, business partners and financial providers are relevant for sustainability management. Indirect external stakeholder groups such as competitors, politicians, associations, society, the scientific community and legislators can also have considerable influence on sustainability management.

Stakeholder engagement

Building lasting relationships is based on mutual trust through transparent dialogue between equals and open, constructive exchange. In the context of business activities, the active involvement of stakeholders and consideration of their interests is important for achieving corporate goals. This is reflected in the values of "interacting among equals" and "accountability".

Dialogue with stakeholders takes place cross-media through a variety of channels: one-to-one talks, formal meetings, video conferences, workshops, webinars, interviews and social media. The information, requirements and opinions gathered serve as a basis for management to regularly adapt the sustainability strategy and continuously optimise the sustainability management system.

Stakeholder dialogue

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Company principles and values

Sustainability management

Risk and opportunity management

Stakeholder dialogue

Responsible corporate governance

Business ethics

Environmental and climate protection

Social responsibility

Overview of key figures

Index

Glossary

Legal information and contact

» GRI 2-29

	TOPICS OF INTERACTION	WAYS OF COMMUNICATION	VALUE CREATION THROUGH COLLABORATION
Employees	<ul style="list-style-type: none"> - Employeesatisfaction - Employee well-being - Career and development opportunities - Interacting among equals 	<ul style="list-style-type: none"> - Employee surveys - Employee and development meetings - Events - Employee representatives - Employee magazine "mittendrIn" 	<ul style="list-style-type: none"> - Empowerment: Encouragement of initiative and assumption of responsibility at work - Health: Creation of a safe work environment and maintenance and promotion of employee health - Growth: Support for the professional and personal development of each employee
Suppliers and business partners	<ul style="list-style-type: none"> - Product quality - Product safety - Revenue and growth opportunities 	<ul style="list-style-type: none"> - Formal through contracts - Events - Due dilligence 	<ul style="list-style-type: none"> - Integrity: Ensuring ethical business practices and fair partnerships - Innovation: Promoting creative solutions and technological advancements - Stability: Ensuring reliable supply chains and trustworthy business relationships
Customers	<ul style="list-style-type: none"> - Collaboration - Product quality - Customer satisfaction - Innovation 	<ul style="list-style-type: none"> - Formal through contracts - Customer surveys - Events - Social media 	<ul style="list-style-type: none"> - Quality: Delivering products and services that meet the highest standards - Trust: Building long-term, trustworthy customer relationships - Satisfaction: Striving for excellent customer experience and service
Investors and shareholders	<ul style="list-style-type: none"> - Corporate development - Innovation - Compliance 	<ul style="list-style-type: none"> - Formula through advisory board communication - Financial communication - Shareholder and investor meetings 	<ul style="list-style-type: none"> - Transparency: Disclosure of business practices and company development - Resilience: Ensuring financial reliability and growth - Return: Maximizing investment returns through strategic decision
Science and associations	<ul style="list-style-type: none"> - Promotion of science - Innovation 	<ul style="list-style-type: none"> - Events - Lectures - Collaborations - Partnerships 	<ul style="list-style-type: none"> - Education: Supporting educational initiatives and scientific research - Cooperation: Promoting networks and partnerships for mutual growth - Progress: Contributing to technological innovations and scientific advancement
Society	<ul style="list-style-type: none"> - Social responsibility - Promotion 	<ul style="list-style-type: none"> - Events - Homepage - Press releases - Citizen forums 	<ul style="list-style-type: none"> - Responsibility: Commitment to social projects and charitable initiatives - Prosperity: Improving quality of life through sustainable business practices - Community: Promoting social cohesion and supporting local projects

Responsible corporate governance

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Company principles and values

Sustainability management

Risk and opportunity management

Stakeholder dialogue

Responsible corporate governance

Business ethics

Environmental and climate protection

Social responsibility

Overview of key figures

Index

Glossary

Legal information and contact

The HÖRMANN Group has been a member of the UN Global Compact, the world's largest initiative for sustainable and responsible corporate governance, since 2022. Through this membership, the family-owned company commits to the ten universal principles in the areas of human rights, labour standards, environmental protection and anti-corruption. These principles are integrated into the corporate strategy, business processes and corporate culture. In 2024, HÖRMANN additionally joined UN Global Compact Network Germany e.V. to intensify exchange with other companies and further develop best practices.

Progress on the implementation of the ten principles and the Sustainable Development Goals is documented annually in the Communication on Progress (CoP) report and published transparently on the UN Global Compact website. The HÖRMANN Group sees its membership as a commitment to taking responsibility for a sustainable future and acting as a role model for responsible business practices.



HUMAN RIGHTS

- Businesses should support and respect the protection of internationally proclaimed human rights; and
- make sure that they are not complicit in human rights abuses.



LABOUR

- Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- the elimination of all forms of forced and compulsory labour;
- the effective abolition of child labour; and
- the elimination of discrimination in respect of employment and occupation.



ENVIRONMENT

- Businesses should support a precautionary approach to environmental challenges;
- undertake initiatives to promote greater environmental responsibility; and
- encourage the development and diffusion of environmentally friendly technologies.



ANTI-CORRUPTION

- Businesses should work against corruption in all its forms, including extortion and bribery.

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Environmental and climate protection

Social responsibility

Overview of key figures

Index



Governance

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Governance

Compliance, anti-corruption
and anti-bribery
Data protection and IT security
Human rights
Customer satisfaction
and product responsibility

Environmental and climate protection

Social responsibility

Overview of key figures

Index

Glossary

Legal information and contact

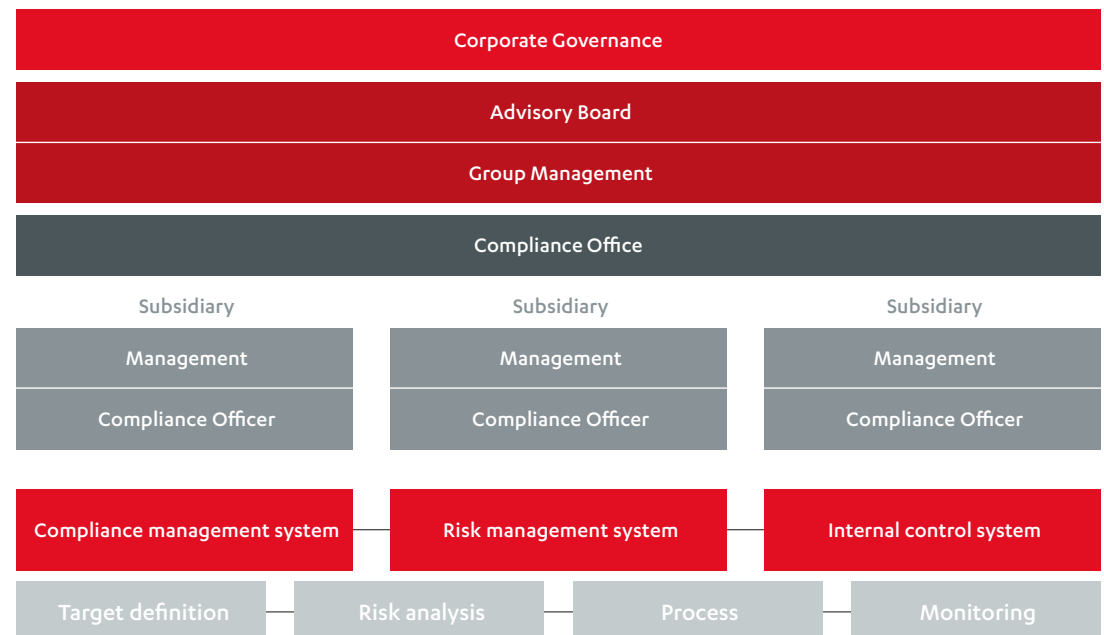
Management approach

As a globally operating corporation, the HÖRMANN Group bears responsibility for its business practices in all countries in which it is active. As a family-owned company, HÖRMANN pursues responsible and long-term oriented corporate governance. The ethically and legally sound implementation of all business activities is of the highest priority. The prevention of legal and regulatory violations as well as compliance with legal requirements are crucial for the long-term success of the company.

The HÖRMANN Group has a values-based corporate culture characterised by respect, trust and appreciation, actively counters discrimination and offers all employees equal development opportunities. This commitment to integrity and ethical behaviour is upheld by the HÖRMANN Group and its subsidiaries towards all stakeholders. Respectful interaction and ethical conduct are central elements of corporate governance and are reflected in the corporate values of “accountability” and “interacting among equals”.

Governance structure of the HÖRMANN Group

» GRI 2-9



Governance

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Governance

Compliance, anti-corruption
and anti-bribery

Data protection and IT security

Human rights

Customer satisfaction
and product responsibility

Environmental and climate protection

Social responsibility

Overview of key figures

Index

Glossary

Legal information and contact

Companies whose corporate culture underestimates employee welfare risk impairing employee motivation and job satisfaction. Inadequate whistleblower protection can lead to retaliation and suppressed reporting, thus causing economic and health risks.

The HÖRMANN Group stands for responsible corporate governance and rule-compliant conduct. The established behavioural guidelines, standards and processes convey clear expectations to employees, customers, suppliers and other stakeholders regarding ethical and social values. These values are embedded in the HÖRMANN Group's Compliance Guidelines. The established code of conduct applies to all employees of the HÖRMANN Group, including the management and executive levels. This conduct is also required of business partners.

For all relevant governance and compliance areas, there are binding group-wide guidelines, in particular on the topics of due diligence, competition law, corruption, money laundering prevention and data protection. In addition, the HÖRMANN Group has defined fundamental rules of conduct within the framework of the Code of Conduct. This also contains provisions on fundamental values and ethical standards.

Organisation

The governance structure at the HÖRMANN Group promotes integrity and trust by establishing clear responsibilities and accountabilities. This structure enables coordinated cooperation of all involved parties and ensures a shared understanding and approach.

The Compliance Office acts as the central unit for coordinating all compliance activities. The Compliance Office links the subsidiaries, the management of the holding company and the Advisory Board and supports the managing directors in compliance and risk management matters. Decentralised compliance officers assist the Compliance Office in the respective companies and support the managing directors in implementing organisational duties.

Due diligence and compliance processes ensure the identification and assessment of potential negative impacts of business activities. Risks are continuously assessed and the effectiveness of measures is monitored. In handling reports of legal violations, fairness and objectivity are paramount.

The HÖRMANN Group ensures that all employees have the means they require to make ethical decisions. To prevent conflicts of interest and strengthen compliance awareness, HÖRMANN relies on regular training and communication measures. These sensitise employees to integrity and inform them about current regulations, policies and laws.

Compliance, anti-corruption and anti-bribery

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Governance

**Compliance, anti-corruption
and anti-bribery**

Data protection and IT security

Human rights

Customer satisfaction

and product responsibility

Environmental and climate protection

Social responsibility

Overview of key figures

Index

Glossary

Legal information and contact

For over 70 years, the HÖRMANN Group has been on a course of profitable growth, guided by the central corporate value of “accountability”. Ethical conduct, integrity and compliance with legal requirements are central success factors. The Group practices a zero-tolerance policy towards bribery, fraud, extortion and any unlawful conduct.

The ethical standards are binding on all employees, managers and business partners. They are based on the Compliance Guidelines (Code of Conduct) and the Policy Statement on Human Rights Strategy. The application of these fundamental principles is the responsibility of every individual, with managers acting as role models. Violations can result in legal and disciplinary consequences. The respective management of each company is responsible for compliance with the standards in its company.

Employees are trained regularly. Compliance training covers code of conduct, competition and cartel law, anti-corruption and money laundering prevention. IT security and data protection are also trained on a regular basis. Training is conducted group-wide by managers, sales staff and other relevant employee groups and is repeated regularly. The Code of Conduct forms the basis for all contractual agreements with business partners.

The Compliance Management System is continuously updated to meet national and European requirements. Regular reviews ensure its effectiveness.

Due diligence process

Before entering into new and in the course of existing business relationships, the HÖRMANN Group checks the integrity of business partners. Business partners are regularly screened for indications of corruption, money laundering, criminal activities or violations of ethical standards.

Risk management in upstream value chains is software-supported. The software enables the categorisation of suppliers into risk groups. Targeted questionnaires sent to suppliers increase transparency regarding potential risks. Business partners are trained as needed. These measures ensure integrity and compliance in the supply chain.



Compliance, anti-corruption and anti-bribery

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Governance

**Compliance, anti-corruption
and anti-bribery**

Data protection and IT security

Human rights

Customer satisfaction

and product responsibility

Environmental and climate protection

Social responsibility

Overview of key figures

Index

Glossary

Legal information and contact

Concerns, consulting and the digital whistleblower system

Employees and stakeholders can report misconduct against internal regulations or statutory requirements through the group-wide and publicly accessible complaint management system. The multilingual platform is accessible to all internal and external stakeholders. Reports can be submitted anonymously.

The system meets the requirements of the EU Whistleblower Directive as well as the requirements of the German Act on Corporate Due Diligence Obligations in Supply Chains. Incoming information is recorded, analysed and processed with the utmost confidentiality. Reports are forwarded to the relevant departments. Compliance officers receive results and recommendations for corrective measures.

If employees have questions or suspect violations, they can contact their supervisor, the Compliance Office or the whistleblower system – anonymously if desired. The Compliance Office is available at any time for inquiries. Inquiries can also be made by email or in writing.

During the reporting period, no reports were received at the reporting centres. The HÖRMANN Group was not aware of any significant incidents during the financial year 2025. There were no violations of laws and regulations in the social, environmental or economic area.

There were no violations of laws or legal proceedings due to anti-competitive behaviour, cartel or monopoly practices. With regard to money laundering, there were no violations.

Taxes

Tax compliance is essential for the HÖRMANN Group for the functioning of free societies and markets as well as for the common good. The Group complies with all tax laws and pays tax obligations on time. The Group operates in accordance with applicable legal requirements.

Donations

No donations were made to political parties or politicians during the reporting period.



Data protection and IT security

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Governance

Compliance, anti-corruption
and anti-bribery

Data protection and IT security

Human rights

Customer satisfaction
and product responsibility

Environmental and climate protection

Social responsibility

Overview of key figures

Index

Glossary

Legal information and contact

The HÖRMANN Group, as a globally operating corporation and digitally connected partner, is committed to ensuring data protection and the secure functionality of all IT systems. The security level complies with national and international legal requirements as well as contractual obligations towards customers. The established processes are legally compliant and particularly fulfil the requirements of the General Data Protection Regulation (GDPR). Data protection and IT security are of central importance to the HÖRMANN Group, as incidents in the field of information technology can cause significant reputational damage and financial losses.

Compliance with data protection is mandatory for all data, regardless of whether it is data of the HÖRMANN Group itself or data from customers, suppliers, service providers, business partners or third parties. All data is protected with the utmost care. Customer data within the value chain has a special protection status.

The managing directors of the subsidiaries are responsible for compliance with data protection. Each subsidiary has appointed a data protection coordinator who decentrally manages all activities to fulfil the legal and contractual requirements in the area of data protection. An external data protection officer supports the implementation and monitoring of data protection compliance. Regular training on data protection ensures that all responsible parties are up to date.

The ongoing digitalisation and current geopolitical developments require an increased level of IT security. The focus is on protecting the products and business processes of the HÖRMANN Group as well as the security of internal IT systems. Security-critical products such as electronic sirens for disaster protection, train radio modules and video surveillance systems must meet the highest standards as they are part of critical infrastructure (KRITIS) and must therefore comply with special statutory requirements.

A cyberattack on the HÖRMANN Group's digital infrastructure could lead to production outages and significant consequential damages.

The implementation of IT security requirements for the IT systems of the HÖRMANN Group and its subsidiaries is largely realised by HÖRMANN Informationssysteme GmbH. For the companies of Funkwerk AG, the internal department Funkwerk Informationstechnik assumes this responsibility independently. These IT departments continuously develop the necessary security systems and processes to ensure maximum security levels in accordance with applicable industry standards and the specific security requirements of the subsidiaries. This approach aligns with the Information Security Management System according to ISO/IEC 27001.

The HÖRMANN Informationssysteme GmbH operates a Security Operations Centre (SOC), which serves as the central hub for monitoring and securing the entire digital infrastructure of the corporate group. The SOC is continuously enhanced to address growing challenges in cybersecurity. Cybersecurity Awareness Training and phishing simulations are regularly offered to all employees of the HÖRMANN Group to raise awareness of IT security and data protection and minimise the risk of human misconduct. These measures help protect the HÖRMANN Group's digital infrastructure from potential threats.

During the reporting period, no substantiated complaints regarding violations of customer data were identified. There were no reportable IT security incidents.

In the field of information security, HÖRMANN Automotive Gustavsburg GmbH, HÖRMANN Automotive Slovakia s.r.o. and HÖRMANN Intralogistics Solutions GmbH held TISAX certification during the reporting year. This automotive industry standard ensures the protection of sensitive information along the supply chain.

Human rights

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Governance

Compliance, anti-corruption
and anti-bribery

Data protection and IT security

Human rights

Customer satisfaction
and product responsibility

Environmental and climate protection

Social responsibility

Overview of key figures

Index

Glossary

Legal information and contact

Every human being possesses inalienable and indivisible human rights. The HÖRMANN Group recognises its responsibility in its business activities and commits itself to the protection, respect and enforcement of these rights. Human rights are closely intertwined with corporate values, which is why HÖRMANN takes responsibility for its entire business activities and supply chains and demands strict compliance from all sites and business partners. The corporate group firmly rejects child labour, forced and compulsory labour and tolerates no violations or breaches of human rights; such actions are sanctioned.

As a company with a multi-layered value chain, the HÖRMANN Group sees itself as having special responsibility for compliance with labour and social standards as well as human rights along its supply chain. The HÖRMANN Group commits itself to compliance with international and local laws and regulations concerning labour rights and working conditions. This includes the payment of fair wages as well as combating child labour, human trafficking, labour exploitation and modern slavery.

All employees, suppliers and business partners are required to follow these principles in their daily work and actively prevent any violation of human rights within their business activities. The HÖRMANN Group's Policy Statement on Respect for Human Rights serves as a guide that is in line with international standards.

Supplier management

The HÖRMANN Group's Compliance Guidelines (Code of Conduct) form the basis for all contracts with suppliers, service providers and business partners. These guidelines are accessible on the HÖRMANN Group's homepage. The HÖRMANN Group maintains long-term relationships with its suppliers, promotes local supply relationships and pays attention to supply chain resilience. A systematic review and assessment of suppliers according to sustainability criteria, which goes beyond due diligence obligations, does not yet take place systematically.

Risk management

The risk analysis has been established and internal and external due diligence requirements have been implemented. The aim is to continuously review these requirements, adjust them as needed and maintain compliance with the associated due diligence obligations regarding labour rights and environmental standards. A risk analysis for assessing suppliers regarding human rights risks has been implemented to serve as a basis for effective prevention and remediation measures. Risk management along the supply chain is software-supported to monitor human rights compliance of suppliers and to fulfil due diligence obligations.

Human rights

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Governance

Compliance, anti-corruption
and anti-bribery

Data protection and IT security

Human rights

Customer satisfaction
and product responsibility

Environmental and climate protection

Social responsibility

Overview of key figures

Index

Glossary

Legal information and contact

Monitoring of due diligence obligations is conducted based on the processes defined in the Policy Statement for the protection of labour and human rights. Business partner integrity screening ensures that business partners are in line with ethical principles and legal obligations. Regular communication and monitoring of due diligence compliance is carried out through internal reports and external publications.



Whistleblower system

Since 2022, an anonymous digital whistleblower system has been available to all employees, internal and external stakeholders and third parties to report potential and actual human rights violations anonymously. During the reporting period, no discrimination incidents were reported, and the HÖRMANN Group is not involved in any court or arbitration proceedings. There is no indication that the right to freedom of association and collective bargaining has been threatened or violated at any of the facilities or at any of the suppliers. Furthermore, no incidents of child labour or forced or compulsory labour have been reported.

All new employees of the Group are familiarised with the Compliance Guidelines as part of their induction, which also include compliance with human rights.

Speak up



Customer satisfaction and product responsibility

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Governance

Compliance, anti-corruption
and anti-bribery

Data protection and IT security

Human rights

**Customer satisfaction
and product responsibility**

Environmental and climate protection

Social responsibility

Overview of key figures

Index

Glossary

Legal information and contact

The use of energy-efficient and climate-friendly technologies optimises the use of resources and makes an important contribution to combating climate change. The HÖRMANN Group takes a holistic approach and promotes the expansion of regenerative energies. The development of innovative mobility concepts such as energy-efficient trams, the installation and maintenance of photovoltaic systems and the manufacture of charging stations for electric vehicles are examples of the transition in the HÖRMANN Group's business activities towards a more sustainable future.

Product quality is crucial to business success, which is why all manufacturing subsidiaries of the HÖRMANN Group have certified quality management systems in accordance with globally recognised standards and norms (such as ISO 9001 or IATF 16949). The effectiveness of these processes is monitored through regular internal and external audits. During the reporting period, no serious product liability cases occurred.

Product safety is a central requirement of the HÖRMANN Group for its products. To protect customers, employees, society and the environment, industrial plants and all products and services must meet the highest safety standards so as not to pose a hazard during their use. Compliance with the statutory and official requirements of the countries to which they are delivered is a matter of course.

Customer satisfaction is an essential success factor for the HÖRMANN Group. Regular dialogue with existing and potential customers takes place at trade fairs at home and abroad, at digital events and in webinars, by telephone and e-mail, etc. The close connection of the operating subsidiaries to their customers and continuous exchange enable a deep understanding of their needs and are among the strengths of the corporate group.



Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Environmental and climate protection

Social responsibility

Overview of key figures

Index



Strategy and management

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Environmental and climate protection

Strategy and management

Emissions

Energy consumption and energy mix

Ressources used

Social responsibility

Overview of key figures

Index

Glossary

Legal information and contact

Climate change is one of the central global challenges of our time. Anthropogenic greenhouse gas (GHG) emissions – particularly CO₂ – are primarily responsible for ongoing global warming. The seventh Assessment Report of the Intergovernmental Panel on Climate Change (IPCC) from 2024 documents that climate change has already affected all regions of the Earth and directly impacts more than three billion people. For the HÖRMANN Group, this brings both risks and opportunities.

The HÖRMANN Group is committed to the goals of the Paris Climate Agreement. The company aims to reduce direct greenhouse gas emissions (Scope 1 and 2) by 42 percent by 2030 compared with the base-line year 2022 – a target that corresponds to the ambition level of the Science Based Targets Initiative (SBTi). Furthermore, HÖRMANN aims to achieve Net-Zero emissions across its entire value chain for the most significant emission categories by 2045. Net-Zero means that a company releases no more greenhouse gases than it captures; this represents the goal of a balanced global carbon cycle.

A systematic assessment of physical climate risks in the upstream supply chain and the company's own business area is still pending and is the subject of future analyses.

Compliance with environmental laws and regulations as well as ensuring the highest safety and quality standards are embedded in the HÖRMANN Group's self-understanding. Deviations are continuously monitored, identified and remedied through targeted corrective measures.

Sustainability and climate protection are more than regulatory requirements for the HÖRMANN Group – they are part of its self-understanding. The use of climate-friendly technologies, intensive collaboration with customers and suppliers in developing innovative solutions and the optimisation of resource efficiency enable the company to align ecological and economic objectives. Progress in product development and design help bring more environmentally friendly solutions to the market and reduce the company's ecological footprint.

The subsidiaries Funkwerk Oltmann GmbH, HÖRMANN Automotive Gustavsburg GmbH, HÖRMANN Automotive Saarland GmbH, HÖRMANN Automotive Slovakia s.r.o. and HÖRMANN Systems Assembly GmbH have ISO 14001 certification for their environmental management system during the reporting period. HÖRMANN Automotive Gustavsburg GmbH and HÖRMANN Automotive Slovakia s.r.o. also hold ISO 50001 certification for their energy management system. In addition, HÖRMANN Automotive Gustavsburg GmbH and Funkwerk AG received EcoVadis Silver certification during the reporting period. HÖRMANN Automotive Saarland GmbH and HÖRMANN Kommunikation & Netze GmbH hold EcoVadis Bronze certification.



Emissions

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Environmental and climate protection

Strategy and management

Emissions

Energy consumption and energy mix

Ressources used

Social responsibility

Overview of key figures

Index

Glossary

Legal information and contact

The quantification and management of greenhouse gas emissions forms the basis of the HÖRMANN Group's decarbonisation strategy. HÖRMANN is guided by the internationally recognised Greenhouse Gas Protocol (GHG Protocol) as well as the standards of the Science Based Targets Initiative (SBTi). The science-based climate targets of the HÖRMANN Group correspond to the ambition level of the Science Based Targets Initiative (SBTi) for limiting global warming to 1.5°C in accordance with the goals of the Paris Climate Agreement.

In accordance with the SBTi Corporate Net-Zero Standard, the long-term emission reduction target covers all seven greenhouse gases defined in the Kyoto Protocol as well as all relevant categories of Scopes 1, 2 and 3. Net-Zero is defined by SBTi as an absolute reduction of at least 90 per cent of emissions across the entire value chain and permanent neutralisation of remaining residual emissions.

Responsibility for climate protection and energy targets as well as climate-related resilience of the company lies with the management. Operational management is carried out through integrated management systems that are specifically aligned towards reducing operational emissions, expanding renewable energies and increasing energy efficiency. In addressing physical climate risks, the central sustainability and risk management work closely with the responsible parties at the respective sites.

The HÖRMANN Group records its greenhouse gas emissions according to the Greenhouse Gas Protocol and uses the following approach to manage climate protection measures and adapt to climate change:

- Annual determination of greenhouse gas emissions through calculation of the Corporate Carbon Footprint
- Derivation of decarbonisation measures
- Effectiveness review and improvement as part of greenhouse gas accounting
- Needs-based determination of Product Carbon Footprints

During the reporting period, direct emissions (Scope 1) and indirect energy-related emissions (Scope 2) were fully recorded. In addition, upstream emissions of the value chain (Scope 3 Upstream) were primarily accounted for using a spend-based approach. In category 3.1, a hybrid approach was used.

The emission factors used come from public databases such as the Department for Environment, Food and Rural Affairs (DEFRA), the Greenhouse Gas Protocol as well as the environmental agencies of Germany and Austria. Supplier-specific information was additionally included to ensure accurate accounting of the upstream value chain.

Emissions

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Environmental and climate protection

Strategy and management

Emissions

Energy consumption and energy mix

Ressources used

Social responsibility

Overview of key figures

Index

Glossary

Legal information and contact

Scope 1 and 2

During the reporting period, the HÖRMANN Group emitted 14,050 tonnes of CO₂ equivalents (market-based) in Scope 1 and 2, which represents a reduction of 44% compared to the previous year. The actual emission reduction compared to the baseline year 2022 is already above the target pathway required to achieve the 42 percent reduction target by 2030. In the reporting period, the switch to renewable energy sourcing at energy-intensive sites contributed significantly to the emission reduction.

Direct emissions (Scope 1) amounted to 12,600 tonnes CO₂e during the reporting period. These include emissions from the combustion of fossil fuels in stationary and mobile facilities: natural gas consumption for electricity and heat generation, consumption of heating oil and other fuels, petrol and diesel consumption of the fleet, liquefied gas consumption of transport vehicles as well as emissions from refrigerants and fire extinguishing agents, process gases and volatile gases. The decline compared to the previous year is due not only to targeted efficiency measures, such as the use of regenerative post-combustion technology at the Gustavsburg site, but also to the increase in electromobility.

Market-based Scope 2 emissions fell significantly to 1,450 tonnes CO₂e. This reduction of 86% compared to the previous year is primarily attributable to the switch to renewable energy sourcing at energy-intensive sites. Scope 2 accounts for all indirect emissions from the purchase of electricity and district heating.

GHG emissions and intensity (Scope 1 and 2)

GRI 305-4	2025	2024	2023
GHG intensity, sales	20.2	37.1	37.5
GHG intensity, employees	4.8*	8.6	10.7

*Limited comparability due to changed definition compared to previous years.

Intensity metrics and business division shares

Emissions by business division show shifts between the divisions. In the reporting year, approximately 9,160 tonnes CO₂e of market-based Scope 1 and Scope 2 emissions were attributable to the Automotive division, which corresponds to a share of 65.1 percent (previous year: 82.0 percent). The Communication division recorded a higher percentage share of emissions at 27.2 percent (previous year: 12.0 percent), while Intralogistics at 4.1 percent (previous year: 4.0 percent), Engineering at 2.1 percent (previous year: 1.0 percent) and Holding at 1.5 percent (previous year: 1.0 percent) showed low volatility overall. The switch to renewable energies at energy-intensive sites brought about this shift.

The emission intensity of the HÖRMANN Group continued to fall in the reporting year: GHG intensity per sales fell to 20.2 tonnes CO₂e per million EUR (2024: 37.1), GHG intensity per employee decreased to 4.8 tonnes CO₂e (2024: 8.6).

Share of emissions by division

	2025	2024	2023
Holding	1.5%	1.0%	1.0%
Automotive	65.1%	82.0%	85.1%
Communication	27.2%	12.0%	10.2%
Intralogistics	4.1%	4.0%	2.3%
Engineering	2.1%	1.0%	1.3%

Emissions of HÖRMANN Group by business division in scope 1 and 2 (marketbased).

Emissions

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Environmental and climate protection

Strategy and management

Emissions

Energy consumption and energy mix

Ressources used

Social responsibility

Overview of key figures

Index

Glossary

Legal information and contact

GHG emissions disaggregated by Scopes 1 and 2 and significant Scope 3

ESRS E1-6, GRI 305-1, 305-2, 305-3 in t CO ₂ e	Retrospective					
	Base Year 2022	N-2 2023	N-1 2024	N 2025	Change N / N-1 N / Base Year	
Scope 1 GHG emissions						
Gross Scope 1 GHG emissions	16,200	16,600	14,800	12,600	-15%	-22%
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	0	0	0	0	0	0
Scope 2 GHG emissions						
Gross location-based Scope 2 GHG emissions	15,400	14,900	9,750	10,250	5%	-33%
Gross market-based Scope 2 GHG emissions	12,450	14,500	10,400	1,450	-86%	-88%
Gross market-based Scope 1 & 2 GHG emissions	28,650	31,100	25,200	14,050	-44%	-51%
Gross location-based Scope 1 & 2 GHG emissions	31,600	31,500	24,550	22,850	-7%	-28%
Significant scope 3 GHG emissions						
Total Gross indirect (Scope 3) GHG emissions	376,350	412,850	321,630	370,040	15%	-2%
1 Purchased goods and services	365,200	400,450	310,700	356,800	15%	-2%
2 Capital goods	2,400	3,750	1,050	3,025	188%	26%
3 Fuel and energy-related Activities (not included in Scope1 or Scope 2)	3,800	3,600	4,100	5,150	26%	36%
4 Upstream transportation and distribution	1,350	1,450	1,450	1,250	-14%	-7%
5 Waste generated in operations	100	100	115	175	52%	75%
6 Business traveling	100	100	115	140	22%	40%
7 Employee commuting	3,400	3,400	4,100	3,500	-15%	3%
Total GHG emissions						
Total GHG emissions (location-based)	407,950	444,350	346,180	392,890	13%	-4%
Total GHG emissions (market-based)	405,000	443,950	346,830	384,090	11%	-5%

Emissions

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Environmental and climate protection

Strategy and management

Emissions

Energy consumption and energy mix

Ressources used

Social responsibility

Overview of key figures

Index

Glossary

Legal information and contact

Scope 3

The HÖRMANN Group's upstream Scope 3 emissions increased by 15 percent year-on-year to 370,040 tonnes CO₂e. This increase is primarily attributable to two factors: On the one hand, to category 3.1 (Purchased Goods and Services), in which steel is the significant emission driver because it is processed in large quantities in the automotive plants, for example in the manufacture of frame side members. On the other hand, the increase results from the change in calculation methodology from a purely spend-based to a hybrid approach. This combines spend-based and activity-based data and results in more precise but also higher accounting of actual emissions. The percentage development in category 3.1 is identical to the overall increase.

In categories 3.2 (Capital Goods) and 3.3 (Fuel and Energy-related Activities), there were also increases. Category 3.2 reflects the higher investment volume, while category 3.3 reflects the expansion of the vehicle fleet in fleet-intensive companies such as HÖRMANN Kommunikation & Netze GmbH and HÖRMANN Warnsysteme GmbH.

The HÖRMANN Group is continuously developing its methods for calculating and assessing upstream emissions. The aim is to improve data quality and precision in order to more accurately reflect the environmental impacts along the value chain.

Vehicle fleet

In addition to natural gas and electricity consumption, the vehicle fleet represents the third significant lever for emission reduction. The share of electric vehicles – including battery-electric and hybrid drives – increased to over 20 percent during the reporting period; battery-electric vehicles were the key driver. Compared to the previous year, the share increased by 78 percent. To further accelerate the transition of the vehicle fleet to alternative drives, new charging infrastructure was installed at the locations of Keltern, Vilsbiburg, Dresden, Ingolstadt and Karlsfeld. At the Kirchseeon site, the existing charging infrastructure was expanded. Further expansion is planned for 2026, including at the HÖRMANN Group's largest site in Gustavsburg and at the Kölleda location.

The electrification of the fleet is actively promoted through the group-wide company car policy, which provides incentives for battery-electric vehicles. In investment decisions, alongside ecological criteria, economic aspects are also considered to ensure a sustainable and cost-efficient transformation of mobility.

Vehicle fleet by drive type

	2025		2024		2023	
	Count	%	Count	%	Count	%
Electric/hybrid	155	21%	87	13%	60	10%
Combustion engine	576	79%	595	87%	551	90%
Total	731		682		611	

Energy consumption and energy mix

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Environmental and climate protection

Strategy and management

Emissions

Energy consumption and energy mix

Ressources used

Social responsibility

Overview of key figures

Index

Glossary

Legal information and contact

The HÖRMANN Group consumes large quantities of energy for the production of products and the operation of buildings and vehicle fleets. The main energy sources are natural gas for generating process heat and electricity, grid electricity and fuels for the vehicle fleet. Energy consumption is systematically recorded for all consolidated companies under operational control. The basis for this is site-specific data requests with the companies. For smaller office sites, comparable properties with low consumption as well as small vehicle fleets, appropriate extrapolations and estimates are used where required. In individual cases, energy consumption is based on calendar year data when complete data on a financial year basis is not available. To differentiate the electricity source into fossil, nuclear and renewable shares, the respectively purchased electricity mix or residual mix of the relevant country is used – analogous to the accounting of greenhouse gas emissions (Scope 1 and 2). The previous presentation of energy consumption in accordance with GRI was adjusted to the requirements of ESRS reporting during the reporting period.



The management of energy consumption and energy efficiency is carried out through certified management systems and site-specific responsibilities. Energy management systems in accordance with DIN EN ISO 50001 have been implemented at the most energy-intensive sites of HÖRMANN Automotive Gustavsburg GmbH and HÖRMANN Automotive Slovakia s.r.o. At these sites, energy management officers identify savings potentials, assess measures and oversee their implementation. The managing directors of the subsidiaries are responsible for supporting energy efficiency measures and increased use of renewable energies and integrating them into their investment decisions.



Energy consumption and energy mix

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Environmental and climate protection

Strategy and management

Emissions

Energy consumption and energy mix

Ressources used

Social responsibility

Overview of key figures

Index

Glossary

Legal information and contact

The HÖRMANN Group's total energy consumption of approximately 99,000 MWh was composed of 32.0 percent from renewable sources, 2.8 percent from nuclear energy and 65.3 percent from fossil energy sources during the reporting period. Energy intensity continued to decline: based on sales, it fell from 152.8 to 142.2 MWh per million EUR, while energy intensity per employee decreased from 35.5 to 33.7 MWh.

Energy intensity

ESRS E1-39 / GRI 302-1	2025	2024	2023
in MWh/EUR million sales	142.4	152.8	139.0
in MWh/employees	33.7*	35.5	39.6

*Limited comparability due to changed definition compared to previous years.

Energy consumption and mix

ESRS E1-5, GRI 302-1	2025	
	in MWh	in %
(1) Fuel consumption from coal and coal products	0	0.0%
(2) Fuel consumption from crude oil and petroleum products	14,639	14.8%
(3) Fuel consumption from natural gas	47,391	47.8%
(4) Fuel consumption from other fossil sources	0	0.0%
(5) Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	2,658	4.1%
(6) Total fossil energy consumption (MWh)	64,688	65.3%
(7) Consumption from nuclear sources	2,763	2.8%
(8) Fuel consumption for renewable sources, including biomass	148	0.1%
(9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	31,167	31.4%
(10) The consumption of self-generated non-fuel renewable energy	369	0.1%
(11) Total renewable energy consumption	31,685	32.0%
Total energy consumption	99,136	

Ressources used

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Environmental and climate protection

Strategy and management

Emissions

Energy consumption and energy mix

Ressources used

Social responsibility

Overview of key figures

Index

Glossary

Legal information and contact

The HÖRMANN Group uses various resources along its value chain, in particular metals, energy and water. Responsible management of these resources – from procurement through processing to the utilisation of waste materials – is an essential part of operational environmental management. The Group pursues the goal of reducing resource consumption, closing material cycles and avoiding or utilising waste. Suppliers are increasingly being assessed according to social, ecological and governance criteria.

Materials used

The HÖRMANN Group processes different materials in its business divisions, with the automotive sector in particular being characterised by the use of metallic materials. Steel represents the most important raw material both in terms of weight and procurement costs. In addition, plastics, electronic components, packaging materials and auxiliary and operating materials are used.

Associated with the business model as a supplier to the automotive industry are impacts on climate change. Greenhouse gases are emitted and energy is consumed in the production processes and in the upstream and downstream value chain. The production of steel and other metallic pre-materials in the upstream value chain is primarily carried out using fossil energy sources and causes considerable emissions. At the same time, economic opportunities arise through the development of energy-efficient and low-emission products, which can contribute to reducing the ecological footprint of customers.

The HÖRMANN Group pursues the goal of designing material use efficiently, minimising scrap and returning material flows to cycles. Through design optimisations, improved cutting strategies, the use of reusable transport containers and the recovery of metal scrap and other valuable materials, specific material consumption per production unit is reduced. Material efficiency is closely linked to waste generation: the higher the efficiency, the lower the production-related residual materials.



Ressources used

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Environmental and climate protection

Strategy and management

Emissions

Energy consumption and energy mix

Ressources used

Social responsibility

Overview of key figures

Index

Glossary

Legal information and contact

Waste and recycling

The HÖRMANN Group pursues the goal of avoiding, reducing and utilising waste along its value chain. In addition to efficient use of energy and water, economical use of materials and raw materials is the focus in order to limit waste volumes and close material cycles. A central approach is the separate collection of waste generated in order to enable recycling and strengthen the circular economy.

Special attention is paid to the paint shops in the automotive business division, where hazardous waste is generated. Technical and organisational measures are implemented here to reduce this waste. Where avoidance or internal reuse is not possible, a high level of recycling and utilisation is sought.

When manufacturing components on press lines, profile lines and laser cutting machines, unavoidable quantities of metal scrap are generated through multi-stage forming and stamping processes. The metal scrap generated is fully returned to recycling processes.

Responsibility for waste management lies with the companies and their appointed waste officers, or if none are appointed, with the managing directors. In companies with a certified environmental management system in accordance with ISO 14001, waste balances are regularly reviewed and serve as the basis for identifying further prevention and utilisation measures. The subsidiaries comply with the principle "prevention before utilisation". Where packaging or auxiliary materials cannot be avoided, reusable transport racks and containers are used or attention is paid to material selection optimised for recovery.



Ressources used

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Environmental and climate protection

Strategy and management

Emissions

Energy consumption and energy mix

Ressources used

Social responsibility

Overview of key figures

Index

Glossary

Legal information and contact

As the majority of waste is generated in the manufacturing subsidiaries, the waste volumes generated there are systematically recorded and evaluated. During the reporting period, a total of 43,535 tonnes of waste were generated. 43,180 tonnes were non-hazardous waste and 355 tonnes were hazardous waste within the meaning of the German Waste Catalogue Ordinance (AVV). Depending on the type of waste, disposal is carried out via recycling, incineration, composting, chemical treatment or landfill. The previous presentation of waste streams in accordance with GRI was adjusted to future requirements of reporting.

The recycling rate reached 97.3 percent in the reporting year and thus remains at a high level, although it declined slightly compared to the previous year. Waste intensity based on sales declined to 62.3 tonnes per million EUR, while waste intensity per employee remained at the previous year's level at 14.8 tonnes.

Waste intensity

	2025	2024	2023
in t/EUR million sales	62.3	63.7	66.8
in t/employees	14.1*	14.8	19.0

*Limited comparability due to changed definition compared to previous years.

Recycling rate

	2025	2024	2023
Waste volume/total waste volume taken to recycling	97.3 %	98.1 %	98.2 %

Waste volume

ESRS E1-5 / GRI 306-3, 306-4, 306-5

in t	2025	2024	2023
Non-hazardous	43,180	42,700	54,500
Diverted from disposal	42,165	-	-
Preparation for reuse	10	-	-
Recycling ¹	42,030	-	-
Other recovery	125	-	-
Directed to disposal	1,015	-	-
Incineration	730	-	-
Landfilling	245	-	-
Other disposal	40	-	-
Hazardous	355	500	700
Diverted from disposal	290	-	-
Preparation for reuse	0	-	-
Recycling ¹	225	-	-
Other recovery	0	-	-
Directed to disposal	65	-	-
Incineration	55	-	-
Landfilling	0	-	-
Other disposal	10	-	-
Radioactive	0	-	-
Total waste	43,535	43,200	55,200

Ressources used

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Environmental and climate protection

Strategy and management

Emissions

Energy consumption and energy mix

Ressources used

Social responsibility

Overview of key figures

Index

Glossary

Legal information and contact

Water and effluents

The HÖRMANN Group uses water at production and warehousing facilities as well as at administrative sites. None of the production sites is located in a region with high water stress.

During the reporting period, 118,500 m³ of water were withdrawn by the Group companies. Water withdrawal intensity based on sales was 170.2 m³ per million EUR, while water intensity per employee was 38.3 m³. The volume of wastewater discharged amounted to 102,250 m³.

The difference between water withdrawn and water discharged results from evaporation losses in cooling and process applications.

In the automotive sector, water is used for cooling and cleaning purposes. The HÖRMANN Group reduces water consumption through optimisation of water intake and reuse by means of closed-loop systems and treatment facilities. With the exception of HÖRMANN Automotive Gustavsburg GmbH, which also operates its own well for groundwater extraction, all subsidiaries draw their water from the local supply network. In the other business divisions, water consumption is limited to sanitary facilities and kitchens.

Process water and wastewater are discharged via the local wastewater networks. Compliance with legal limit values is monitored by independent testing laboratories. During the reporting period, 102,250 m³ of waste water were discharged, of which 27,050 m³ were treated and 75,200 m³ were untreated water. 16,250 m³ of water evaporated during use.

The wastewater generated by the paint shops of HÖRMANN Automotive Gustavsburg GmbH is regularly tested for contamination and compliance with limit values through analyses. The test results are documented semi-annually and submitted to the responsible regional council.

Responsibility for measures to reduce water consumption and for consumption measurements lies with the environmental officers of the subsidiaries, or if none are appointed, with the managing directors.

Water withdrawal and discharge

GRI 303-3, 303-4, 303-5

in m ³	2025	2024	2023
Absolute water withdrawal	118,500	120,600	134,440
Freshwater	118,500	120,600	134,440
Surface water	-	-	-
Groundwater	99,600	97,700	112,750
from public/private waterworks	18,900	22,900	21,700
other sources	-	-	-
Reused water	-	150	150
Absolute water discharge	118,500	120,600	134,450
Waste water	102,250	105,000	107,200
fed into public sewer system	102,250	105,000	107,200
Treated water	27,050	25,800	38,800
fed into public sewer system	27,050	25,800	38,800
Untreated effluents	75,200	79,200	68,400
fed into public sewer system	75,200	79,200	68,400
Evaporated water	16,250	15,600	27,250

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Environmental and climate protection

Social responsibility

Overview of key figures

Index



Principles

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Environmental and climate protection

Social responsibility

Principles

Own workforce

Working conditions, remuneration and employee retention

Social dialogue and co-determination

Occupational health and safety

Diversity, inclusion and equal opportunities

Training and development

Community engagement

Overview of key figures

Index

Glossary

Legal information and contact

The HÖRMANN Group employs around 3,100 workers including temporary agency workers at locations in various countries. The dedicated and qualified workforce is the backbone of the company and plays a key role in its economic success. For HÖRMANN, the focus of its HR strategy is on the cohesion and promotion of the knowledge, performance and satisfaction of every individual within the “Hörmannschaft” (HÖRMANN team).

The HÖRMANN Group has various opportunities to influence social aspects for its workers but also faces challenges due to different labour and social law frameworks. The aim is to strengthen positive impacts: these include appropriate working conditions, equal treatment, equal opportunities and the promotion of well-being and job satisfaction, which supports productivity. Challenging working conditions such as accident and health risks, inadequately regulated working hours, workload and stress or lack of job security can impair the health and well-being of workers. Low representation of women, possible pay gaps and insufficient consideration of diversity aspects can influence equal opportunities.

The concepts and measures of the HÖRMANN Group are designed to strengthen positive impacts on its own workforce and minimise possible negative impacts. Key focuses include fair working conditions and respect for workers’ rights and entitlements based on international frameworks and conventions such as the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the fundamental labour standards of the International Labour Organisation (ILO). These frameworks include recognition of the principles of the Universal Declaration of Human Rights of the United Nations. The HÖRMANN Group’s Policy Statement sets out the key aspects of respect for human rights and the environment and compliance with due diligence obligations.

The Code of Conduct follows on from this and serves to establish clear guidelines for workers’ conduct and ethical standards in order to promote a culture of integrity and accountability. By signing the Diversity Charter, the HÖRMANN Group has reaffirmed its commitment to equal opportunities and against discrimination based on criteria such as ethnic origin, gender, sexual orientation, religion, age and disability.

To meet the objectives of a fair and safe working environment, flexible working time models for better work-life balance and effective measures for health promotion and accident prevention, the HÖRMANN Group relies on strategic HR management with employee-oriented work concepts, modern working environments and diverse opportunities for personal and professional development. The HR department of HÖRMANN Holding supports the subsidiaries in implementation, with responsibility for implementation lying with the managing directors of the respective companies.

During the reporting period, the HÖRMANN Group changed its reporting from employees to workers to comply with the requirements of ESRS reporting. In addition, the definition of management positions was expanded to include team leaders. Due to these methodological changes, comparability with prior-year figures is limited, which is why prior-year figures are largely omitted.

Own workforce

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Environmental and climate protection

Social responsibility

Principles

Own workforce

Working conditions, remuneration and employee retention

Social dialogue and co-determination

Occupational health and safety

Diversity, inclusion and equal opportunities

Training and development

Community engagement

Overview of key figures

Index

Glossary

Legal information and contact

Structure

The average number of employees increased to 2,940 compared to the previous year. Due to the transition to the ESRS definition of workers, comparison with prior-year values is only possible to a limited extent. Additionally, the presentation was adjusted to ESRS requirements, which is why prior-year values are no longer shown in the following tables.

During the reporting period, the HÖRMANN Group employed a total of 3,092 persons. Of these, 2,535 are male and 557 are female, which corresponds to a share of approximately 82.0 percent men and 18.0 percent women.

The workers are distributed as follows across the countries where the HÖRMANN Group has at least 30 workers: The majority, with 2,779 workers, are employed in Germany, followed by Slovakia with 227 workers. In Austria, there are 45 workers and in Poland 35 workers.

Employees by country

ESRS S1-6	
Headcount	2025
Germany	2,779
Slovakia	227
Austria	45
Poland	35

Presentation of the number of employees in countries where the company has at least 30 employees, which represent at least 10% of the company's total workforce.

Employees

GRI 2-7			
Headcount	2025	2024	2023
Total employees*	2,940	2,921	2,919

*Number of employees in accordance with section 267(S) HGB.

Employees by gender

ESRS S1-6	
Headcount	2025
Male	2,535
Female	557
Others*	0
Not reported	0
Total employees	3,092

*Gender as stated by employees themselves.



Own workforce

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Environmental and climate protection

Social responsibility

Principles

Own workforce

Working conditions, remuneration and employee retention

Social dialogue and co-determination

Occupational health and safety

Diversity, inclusion and equal opportunities

Training and development

Community engagement

Overview of key figures

Index

Glossary

Legal information and contact

The employment structure of the HÖRMANN Group is characterised by a high degree of continuity in employment relationships. Of the total 3,092 workers during the reporting period, 2,957 persons are in permanent employment. Only 135 persons are employed on a fixed-term basis, which reflects the long-term orientation of the HR policy.

This structure is also evident in the regional view: In Germany, 2,688 of the total 2,779 workers have permanent contracts, while 91 persons are employed on a fixed-term basis. In Slovakia, 202 of the 227 workers are in permanent employment, 25 are employed on a fixed-term basis. Austria shows a similar distribution with 42 permanently employed persons and three persons on fixed-term contracts. In Poland, all 35 workers have permanent contracts.

Across all locations, it is clear that the HÖRMANN Group relies on stable, long-term employment relationships.

With regard to working time, there is a clear predominance of full-time employment: 2,508 workers work full-time, while 584 persons work part-time. This distribution corresponds to the production-oriented focus of the HÖRMANN Group. From a regional perspective, 2,042 workers in Germany work full-time and 737 part-time. In Slovakia, 82 workers are employed full-time and 145 part-time. Austria has 37 full-time workers and eight part-time workers, while in Poland 31 workers are employed full-time and four part-time. The availability of part-time models is utilised across all locations and contributes to work-life balance.

Employees by contract type and broken down by gender

Headcount	Male	Female	Others*	Not reported	Total
Total employees	2,535	557	0	0	3,092
permanent employees	2,428	529	0	0	2,957
temporary employees	107	28	0	0	135
full-time employees	2,194	314	0	0	2,508
part-time employees	341	243	0	0	584

*Gender as stated by employees themselves.

Employees by contract type and broken down by country

Headcount	Germany	Slovakia	Austria	Poland	Total
Total employees	2,779	227	45	35	3,092
permanent employees	2,688	202	42	35	2,967
temporary employees	91	25	3	-	119
full-time employees	2,042	82	37	31	2,192
part-time employees	737	145	8	4	894

Own workforce

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Environmental and climate protection

Social responsibility

Principles

Own workforce

Working conditions, remuneration and employee retention

Social dialogue and co-determination

Occupational health and safety

Diversity, inclusion and equal opportunities

Training and development

Community engagement

Overview of key figures

Index

Glossary

Legal information and contact

The workforce consists of 557 female and 2,535 male workers, which corresponds to a female share of 18.0 percent. The age structure shows that 60 of the female workers are under 30 years old, 290 are between 30 and 50 years old and 207 are over 50 years old. Among men, 345 are under 30 years old, 1,266 are between 30 and 50 years old and 924 are over 50 years old. This age distribution illustrates the challenges of demographic change facing the locations.

The employment rate of severely disabled persons was 3.0 percent during the reporting period. The decline compared to the previous year is due to methodological and structural reasons.

The turnover rate calculated according to the Schlüter formula was 9.9 percent in the reporting year. The decline compared to the previous year is mainly due to the change in calculation methodology as part of the ESRS adjustment.

In addition to employed workers, 41 non-employee workers work for the HÖRMANN Group. As at 31 December 2025, 35 were temporary agency workers and 6 were self-employed workers. These workers are subject to the same occupational health and safety standards as employed workers and are supervised in their work by the respective occupational safety specialists.

Employees by age group and broken down by gender

ESRS E1-5 / GRI 405-1	
Headcount	2025
Total employees	3,092
under 30 years old	405
30–50 years old	1,556
over 50 years old	1,131
Female	557
under 30 years old	60
30–50 years old	290
over 50 years old	207
Male	2,535
under 30 years old	345
30–50 years old	1,266
over 50 years old	924
Others*	-
Not reported	-

*Gender as stated by employees themselves.

Non-employees

ESRS S1-7	
Headcount	2025
employment activities	35
self-employed people	6

Working Conditions, Remuneration and Employee Retention

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Environmental and climate protection

Social responsibility

Principles

Own workforce

Working conditions, remuneration and employee retention

Social dialogue and co-determination

Occupational health and safety

Diversity, inclusion and equal opportunities

Training and development

Community engagement

Overview of key figures

Index

Glossary

Legal information and contact

A fair working environment is the foundation for satisfactory employment relationships. The HÖRMANN Group offers all workers appropriate remuneration in accordance with applicable standards as well as additional performance-related compensation components. All workers are socially protected against loss of income due to illness, unemployment, occupational accidents and diseases, parental leave and in retirement.

Flexible working time models and individual offers for work-life balance are provided to meet the needs of workers. Particular focus is placed on opportunities to reconcile work and family life in order to enable young parents to pursue a committed career despite family commitments. Remote working has become an integral part of individual working time management since the coronavirus pandemic, depending on the type of employment.

The HÖRMANN Group was once again recognised as an attractive employer during the reporting period, for example through the “Top Company” seal from Kununu for excellent employee reviews, among others. These recognitions reflect worker satisfaction and the recruitment process and confirm the effectiveness of measures for employee retention.

Flat hierarchies offer workers the opportunity to take responsibility and influence decisions. Challenging projects and demanding tasks at modern workplaces with digital work tools promote commitment and innovative strength.



The HÖRMANN Group is working on group-wide succession planning to sustainably close gaps arising from retirements. Collaboration also takes place across subsidiaries to enable workers to make internal transfers within the Group where necessary. The key measures to improve satisfaction and strengthen retention lie with the managing directors and managers in the subsidiaries. Regular team events, company outings, family days and works meetings help create a sense of community and cohesion.

Employee surveys as well as annual performance appraisal and feedback discussions provide insights into satisfaction and serve to identify individual development needs. All managers of the HÖRMANN Group are in regular dialogue with their teams and employee representatives to positively influence the corporate culture.



Social Dialogue and Co-determination

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Environmental and climate protection

Social responsibility

Principles

Own workforce

Working conditions, remuneration and employee retention

Social dialogue and co-determination

Occupational health and safety

Diversity, inclusion and equal opportunities

Training and development

Community engagement

Overview of key figures

Index

Glossary

Legal information and contact

Cooperation with employee representative bodies is central to the corporate culture of the HÖRMANN Group. During the reporting period, around 60 percent of workers were represented by employee representative bodies at the subsidiaries' locations. In addition, there is a Group Works Council, which is composed of representatives of the works councils of the subsidiaries and maintains regular contact with the management of HÖRMANN Industries GmbH. The cooperation is characterised by mutual respect, openness and constructive dialogue.

National legislation determines the involvement of employee representatives in decision-making processes. As part of regular Economic Committee meetings, representatives are informed about the economic situation of the companies. Regular meetings between management and the Works Council ensure timely involvement in decisions subject to co-determination in compliance with co-determination laws.

In subsidiaries without established works representation or for workers without collective bargaining agreements, alternative opportunities for social dialogue and exchange on working conditions are available.

Workers as well as external interest groups such as customers, suppliers and service providers have the opportunity to report potential misconduct anonymously via the HÖRMANN Group's whistleblower system. The publicly accessible rules of procedure transparently explain the complaints process as well as the waiver of retaliation. Cases are individually investigated, reviewed and documented.



Occupational Health and Safety

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Environmental and climate protection

Social responsibility

Principles

Own workforce

Working conditions, remuneration and employee retention

Social dialogue and co-determination

Occupational health and safety

Diversity, inclusion and equal opportunities

Training and development

Community engagement

Overview of key figures

Index

Glossary

Legal information and contact

The safety and health of workers is the top priority for the HÖRMANN Group. The aim is to create a working environment in which work-related injuries and illnesses can be completely prevented. This includes not only the prevention of occupational accidents, but also the provision of means to improve workplace ergonomics and the implementation of health promotion measures. The HÖRMANN Group not only acts in accordance with applicable legal requirements, but also pursues the aim of minimising downtime due to work-related health impairment.

All managing directors bear personal responsibility for providing workers with a safe and ergonomic working environment. HÖRMANN Automotive Slovakia s.r.o., Funkwerk Security Solutions GmbH and HÖRMANN Kommunikation & Netze GmbH have an occupational health and safety management system certified according to DIN EN ISO 45001. All other production sites are also aligned with high standards, although they are not certified.

The HÖRMANN Group analyses and monitors relevant work processes for potential health and safety risks and takes measures to reduce hazards. Workers are trained regularly on safety and health in the workplace. Regular site inspections are carried out by occupational health and safety specialists in accordance with statutory and occupational association requirements. They systematically analyse occupational accidents and assess reports and recommendations from authorities such as the regional government, the Trade Inspectorate, the Office of Occupational Health and Safety or the occupational health and safety agency.

Special attention is paid to compliance with occupational health and safety regulations during external assignments on construction sites or service calls, where specially trained workers often also assume responsibility for other service providers or sub-contractors. Responsibility for occupational health and safety is organised decentrally and lies with the managing directors of the subsidiaries, supported by trained occupational health and safety specialists or experts from the occupational health and safety agency and the occupational health service.

Workers and employee representatives are explicitly encouraged to speak up about unsafe practices or potential hazards in the workplace and to put forward improvement suggestions. Such incidents can be reported anonymously via the HÖRMANN Group's whistleblower system.

Workers of the HÖRMANN Group generally have access to an occupational health service or company doctor to take measures early to prevent work-related complaints and illnesses. During the reporting period, the HÖRMANN Group recorded 69 reportable occupational accidents. There was no fatal occupational accident. The relative accident frequency per 1,000 workers (1,000-worker rate) was 23.5 and increased compared to the previous year from 17.8.



Diversity, Inclusion and Equal Opportunities

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Environmental and climate protection

Social responsibility

Principles

Own workforce

Working conditions, remuneration and employee retention

Social dialogue and co-determination

Occupational health and safety

Diversity, inclusion and equal opportunities

Training and development

Community engagement

Overview of key figures

Index

Glossary

Legal information and contact

Diversity in society is influenced by factors such as changing values, demographic change, globalisation and immigration from different cultural groups. The HÖRMANN Group regards this diversity as a strength, as it promotes innovation and adaptability through different perspectives. The promotion of diversity is a key factor for long-term business success.

By signing the Diversity Charter, the HÖRMANN Group has reaffirmed its commitment to equal opportunities and against discrimination based on ethnic origin, gender, sexual orientation, religion, age and disability.

The aim is to create a working environment that is characterised by tolerance and acceptance and in which all workers have equal development opportunities. The corporate values promote respectful interaction among all workers on equal terms. Various dimensions of diversity are taken into account when hiring new workers and designing processes.

Discrimination is not tolerated in the HÖRMANN Group. The representative body for workers with severe disabilities and the inclusion officers are important points of contact for workers with disabilities. The employment rate of severely disabled workers was 3.0 percent during the reporting period.



charta der vielfalt



Measures to reconcile work and family life and programmes to support women returning to work after a career break to raise a family are prioritised in order to align the gender distribution. During the reporting period, 557 women were employed, which corresponds to a female share of 18.0 percent. Of the total 364 management positions, which now also include team leaders due to the expanded definition, 66 are held by women, which corresponds to a share of 18.1 percent. 298 management positions are held by men. As in many areas of the characteristic automotive industry, the gender distribution is not evenly distributed either in the workforce or at management level.

Employees in management positions broken down by gender

ESRS S1-9/GRI 405-1	
Headcount	2025
Total employees	3,092
Female	557
in management positions	66
Male	2,535
in management positions	298
Others*	-
Not reported	-

*Gender as stated by employees themselves.

Training and Development

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Environmental and climate protection

Social responsibility

Principles

Own workforce

Working conditions, remuneration and employee retention

Social dialogue and co-determination

Occupational health and safety

Diversity, inclusion and equal opportunities

Training and development

Community engagement

Overview of key figures

Index

Glossary

Legal information and contact

The HÖRMANN Group is committed to lifelong learning and the development of its workers to keep pace with technological and digital developments. Employee development is part of the company's sustainability strategy, as it sustainably ensures adaptability and innovative strength.

The HÖRMANN Learning Worlds offer all workers digital further training opportunities regardless of function or level of education in order to systematically expand competencies. Within the subsidiaries, there are specific development and further training programmes, which are supplemented by group-wide offers. Managing directors and managers bear responsibility for the training and development of their teams to ensure their performance capability in a dynamic environment. Annual performance appraisals and feedback discussions serve to identify individual training requirements and discuss development opportunities.

In the reporting year, training expenses averaged EUR 497 per worker. The HÖRMANN Group aims to meet the need for specialists and managers increasingly from its own ranks and places particular emphasis on the future-oriented development of its managers.

The HÖRMANN Group's management programme is aimed at the second and third management levels and promotes responsible, goal-oriented leadership with a focus on actively shaping the future. The centre of attention is the conveyance of the corporate values of accountability, drive, equal footing and enthusiasm for innovation as well as the development of a corporate culture characterised by appreciation and respect. The programme includes technical modules in the areas of controlling, finance, labour law, process management and project management as well as the promotion of networking among participants. After completion of the second round, a total of 160 managers will have been trained.

In the reporting year, the HÖRMANN Group employed 96 trainees and dual students, which corresponds to a training rate of 3.3 percent. Almost all trainees are offered a permanent position after successful completion.



Community Engagement

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Environmental and climate protection

Social responsibility

Principles

Own workforce

Working conditions, remuneration and employee retention

Social dialogue and co-determination

Occupational health and safety

Diversity, inclusion and equal opportunities

Training and development

Community engagement

Overview of key figures

Index

Glossary

Legal information and contact

Community engagement is an integral part of responsible corporate governance for the shareholders, stakeholders and management of the HÖRMANN Group. The Group sees itself in the regions in which it operates as a “Corporate Citizen” and wants to actively shape its immediate environment for the better. Many workers engage in social and charitable activities. This predominantly voluntary engagement is actively supported by the HÖRMANN Group – for example, through the provision of time off. In the in-house employee magazine “mitten-drin”, such initiatives are regularly featured to provide recognition and encourage other workers to get involved as well.

A key focus is on promoting education and social participation. The Hans Hörmann Foundation participates in the Deutschlandstipendium and supports selected students through a combined funding concept combining financial contributions and ideological support. Through scholar days, students get to know the HÖRMANN Group better, gain insights into different business divisions and can build initial professional networks. During the reporting period, for example, collaboration took place with a workshop for people with disabilities. This collaboration is regionally anchored: for example, contracts are awarded to workshops in the immediate vicinity of the sites, which not only enables short distances but also strengthens the local economic structure. In this way, jobs for people with disabilities are secured and their social participation in the immediate vicinity of the sites is promoted.



Furthermore, the HÖRMANN Group and its subsidiaries engage through donations and sponsorship in numerous projects, which are aimed in particular at children, young people and other disadvantaged groups. In many companies, it is avoided to distribute gifts to business partners at Christmas; instead, the corresponding budgets flow to local non-profit organisations. An example of lived voluntary engagement is HÖRMANN Warnsysteme GmbH, which cooperates with local fire brigades as a “Partner of the Fire Brigade” and supports this engagement through flexible time off and donations in kind. These activities demonstrate that social responsibility in the company is not understood in abstract terms, but is concretely implemented in the everyday life of the sites.



Overview of key figures

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Environmental and climate protection

Social responsibility

Overview of key figures

Index

Glossary

Legal information and contact

Environmental and climate protection

GHG emissions disaggregated by Scopes 1 and 2 and significant Scope 3

ESRS E1-6, GRI 305-1, 305-2, 305-3 in t CO ₂ e	Retrospective					
	Base Year 2022	N-2 2023	N-1 2024	N 2025	N / N-1	N / Base Year
Scope 1 GHG emissions						
Gross Scope 1 GHG emissions	16,200	16,600	14,800	12,600	-15%	-22%
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	0	0	0	0	0	0
Scope 2 GHG emissions						
Gross location-based Scope 2 GHG emissions	15,400	14,900	9,750	10,250	5%	-33%
Gross market-based Scope 2 GHG emissions	12,450	14,500	10,400	1,450	-86%	-88%
Gross market-based Scope 1 & 2 GHG emissions	28,650	31,100	25,200	14,050	-44%	-51%
Gross location-based Scope 1 & 2 GHG emissions	31,600	31,500	24,550	22,850	-7%	-28%
Significant scope 3 GHG emissions						
Total Gross indirect (Scope 3) GHG emissions	376,350	412,850	321,630	370,040	15%	-2%
1 Purchased goods and services	365,200	400,450	310,700	356,800	15%	-2%
2 Capital goods	2,400	3,750	1,050	3,025	188%	26%
3 Fuel and energy-related Activities (not included in Scope 1 or Scope 2)	3,800	3,600	4,100	5,150	26%	36%
4 Upstream transportation and distribution	1,350	1,450	1,450	1,250	-14%	-7%
5 Waste generated in operations	100	100	115	175	52%	75%
6 Business traveling	100	100	115	140	22%	40%
7 Employee commuting	3,400	3,400	4,100	3,500	-15%	3%
Total GHG emissions						
Total GHG emissions (location-based)	407,950	444,350	346,180	392,890	13%	-4%
Total GHG emissions (market-based)	405,000	443,950	346,830	384,090	11%	-5%

Overview of key figures

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Environmental and climate protection

Social responsibility

Overview of key figures

Index

Glossary

Legal information and contact

GHG emissions and intensity (Scope 1 and 2)

GRI 305-4	2025	2024	2023
GHG intensity, sales	20.2	37.1	37.5
GHG intensity, employees	4.8*	8.6	10.7

*Limited comparability due to changed definition compared to previous years.

Vehicle fleet by drive type

	2025		2024		2023	
Electric/hybrid	155	21%	87	13 %	60	10%
Combustion engine	576	79%	595	87 %	551	90%
Total	731		682		611	

Energy consumption and mix

ESRS E1-5, GRI 302-1	2025	
	in MWh	in %
(1) Fuel consumption from coal and coal products	0	0.0%
(2) Fuel consumption from crude oil and petroleum products	14,639	14.8%
(3) Fuel consumption from natural gas	47,391	47.8%
(4) Fuel consumption from other fossil sources	0	0.0%
(5) Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	2,658	4.1%
(6) Total fossil energy consumption (MWh)	64,688	65.3%
(7) Consumption from nuclear sources	2,763	2.8%
(8) Fuel consumption for renewable sources, including biomass	148	0.1%
(9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	31,167	31.4%
(10) The consumption of self-generated non-fuel renewable energy	369	0.1%
(11) Total renewable energy consumption	31,685	32.0%
Total energy consumption	99,136	

Share of emissions by division

	2025	2024	2023
Holding	1.5%	1.0%	1.0%
Automotive	65.1%	82.0%	85.1%
Communication	27.2%	12.0%	10.2%
Intralogistics	4.1%	4.0%	2.3%
Engineering	2.1%	1.0%	1.3%

Emissions of HÖRMANN Group by business division in scope 1 and 2 (marketbased).

Energy intensity

ESRS E1-39 / GRI 302-1	2025	2024	2023
in MWh/EUR million sales	142.4	152.8	139.0
in MWh/employees	33.7*	35.5	39.6

*Limited comparability due to changed definition compared to previous years.

Overview of key figures

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Environmental and climate protection

Social responsibility

Overview of key figures

Index

Glossary

Legal information and contact

Waste volume

ESRS E1-5 / GRI 306-3, 306-4, 306-5

in t	2025	2024	2023
Non-hazardous	43,180	42,700	54,500
Diverted from disposal	42,165	-	-
Preparation for reuse	10	-	-
Recycling ¹	42,030	-	-
Other recovery	125	-	-
Directed to disposal	1,015	-	-
Incineration	730	-	-
Landfilling	245	-	-
Other disposal	40	-	-
Hazardous	355	500	700
Diverted from disposal	290	-	-
Preparation for reuse	0	-	-
Recycling ¹	225	-	-
Other recovery	0	-	-
Directed to disposal	65	-	-
Incineration	55	-	-
Landfilling	0	-	-
Other disposal	10	-	-
Radioactive	0	-	-
Total waste	43,535	43,200	55,200

Waste intensity

	2025	2024	2023
in t/EUR million sales	62.3	63.7	66.8
in t/employees	14.1*	14.8	18.9

*Limited comparability due to changed definition compared to previous years.

Recycling rate

	2025	2024	2023
Waste volume/total waste volume taken to recycling	97.3 %	98.1 %	98.2 %

Overview of key figures

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Environmental and climate protection

Social responsibility

Overview of key figures

Index

Glossary

Legal information and contact

Water withdrawal and discharge

GRI 303-3, 303-4, 303-5			
in m ³	2025	2024	2023
Absolute water withdrawal	118,500	120,600	134,440
Freshwater	118,500	120,600	134,440
Surface water	-	-	-
Groundwater	99,600	97,700	112,750
from public/private waterworks	18,900	22,900	21,700
other sources	-	-	-
Reused water	-	150	150
Absolute water discharge	118,500	120,600	134,450
Waste water	102,250	105,000	107,200
fed into public sewer system	102,250	105,000	107,200
Treated water	27,050	25,800	38,800
fed into public sewer system	27,050	25,800	38,800
Untreated effluents	75,200	79,200	68,400
fed into public sewer system	75,200	79,200	68,400
Evaporated water	16,250	15,600	27,250

Water intensity

	2025	2024	2023
in m ³ /EUR million sales	170,2	177,6	161,8
in m ³ /employees	38,3*	41,3	46,1

*Limited comparability due to changed definition compared to previous years.

Overview of key figures

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Environmental and climate protection

Social responsibility

Overview of key figures

Index

Glossary

Legal information and contact

Social responsibility

Employees by gender

ESRS S1-6	
Headcount	2025
Male	2,535
Female	557
Others*	0
Not reported	0
Total employees	3,092

*Gender as stated by employees themselves.

Employees by country

ESRS S1-6	
Headcount	2025
Germany	2,779
Slovakia	227
Austria	45
Poland	35

Presentation of the number of employees in countries where the company has at least 30 employees, which represent at least 10% of the company's total workforce.

Employees by contract type and broken down by gender

Headcount	Male	Female	Others*	Not reported	Total
Total employees	2,535	557	0	0	3,092
permanent employees	2,428	529	0	0	2,957
temporary employees	107	28	0	0	135
full-time employees	2,194	314	0	0	2,508
part-time employees	341	243	0	0	584

*Gender as stated by employees themselves.

Employees by contract type and broken down by country

Headcount	Germany	Slovakia	Austria	Poland	Total
Total employees	2,779	227	45	35	3,092
permanent employees	2,688	202	42	35	2,967
temporary employees	91	25	3	-	119
full-time employees	2,042	82	37	31	2,192
part-time employees	737	145	8	4	894

Non-employees

ESRS S1-7	
Headcount	2025
employment activities	35
self-employed people	6

Overview of key figures

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Environmental and climate protection

Social responsibility

Overview of key figures

Index

Glossary

Legal information and contact

Employees by age group and broken down by gender

ESRS E1-5 / GRI 405-1

Headcount	2025		
Total employees	3,092		
under 30 years old	405		
30–50 years old	1,556		
over 50 years old	1,131		
Female	557		
under 30 years old	60		
30–50 years old	290		
over 50 years old	207		
Male	2,535		
under 30 years old	345		
30–50 years old	1,266		
over 50 years old	924		
Others*	-		
Not reported	-		

*Gender as stated by employees themselves.

Share of employees with severe disabilities

GRI 405-1	2025	2024	2023
Percentage of employees with severe disabilities	3.3%*	3.5%	3.7%

*Limited comparability due to changed definition compared to previous years.

Share of employees covered by employee representatives

GRI 2-7	2025	2024	2023
Employees covered by employee representatives	60%*	65%	64%

*Limited comparability due to changed definition compared to previous years.

Employees

GRI 2-7

Headcount	2025	2024	2023
Total employees*	2,940	2,921	2,919

*Number of employees in accordance with section 267(5) HGB.

Employees in management positions broken down by gender

ESRS S1-9/GRI 405-1

Headcount	2025	
Total employees	3,092	
Female	557	
in management positions	66	
Male	2,535	
in management positions	298	
Others*	-	
Not reported	-	

*Gender as stated by employees themselves.

Occupational health and safety

GRI 403-9	2025	2024	2023
Reportable non-fatal workplace accidents	69	52	75
Fatal workplace accidents	0	0	0
Accident rate per 1,000 workers	23.5	17.8	25.7

Training and development

GRI 404-2	2025	2024	2023
Trainees and dual students	96	108	95
Training rate	3.3%*	3.7%	3.3%
Training expenditure per employee	497 €*	261 €	262 €

*Limited comparability due to changed definition compared to previous years.

The HÖRMANN Group anchors sustainable corporate governance through appropriate structures and processes that systematically promote sustainable action throughout the entire company.

This report was prepared in accordance with the GRI Standards and the European Sustainability Reporting Standards (ESRS) and thus documents a systematic transition process between the two frameworks. The GRI Index lists all GRI indicators applied as well as further information and amendments to them. Where only limited information is available on a GRI indicator or this is published in other publications, this is explained in a comment. GRI indicators for which no information is available have been omitted. The ESRS data points are indexed analogously to the GRI data points.

1 2 3

Universal standards

GRI	Information	Page	Further information	ESRS	UNGC
GRI 2: General Disclosures 2021					
2-1	Legal name of the organisation	4			
2-1	Nature of ownership and legal form	4	The HÖRMANN Group is a family-owned company in the ownership of the Hörmann family. The parent companies of the HÖRMANN Group have the legal form GmbH & Co. KG.		
2-1	Location of headquarters	4			
2-1	Countries of operation		The HÖRMANN Group operated in seven countries during the reporting year. Further information at www.hoermanngruppe.com/en/company		
2-2	Included entities in the sustainability reporting	4	For further information, see 2025 Annual Report, Management Report, Basic information on the Group.		
2-3	Reporting period	5	01.01.2025 - 31.12.2025		
2-3	Date of the report		30.04.2026		
2-3	Reporting frequency	5	Annually		
2-3	Contact point	5; 75			
2-4	Restatements of information	5			
2-5	External assurance	5	The data have not undergone an external audit.		
2-6	Sectors	6	www.hoermanngruppe.com/en/segments		
2-6	Activities, brands, products and services	6	www.hoermanngruppe.com/en/segments		
2-6	Markets served	6	www.hoermanngruppe.com/en/segments		
2-6	Supply Chain	52			
2-6	Significant changes compared to the previous reporting period	6			
2-7	Employees	6, 58,, 59, 60	No information for 2-7 b.		

GRI	Information	Page	Further information	ESRS	UNGC
2-9	Governance structure and composition	64			
2-12	Role of the highest governance body in overseeing the management of impacts	24, 36			
2-14	Role of the highest governance body in sustainability reporting	28, 29			
2-22	Statement on sustainable development strategy	3, 23, 26			
2-23	Statement from senior decision-maker	3, 7, 27, 34, 36, 37, 38, 39, 40, 41	www.hoermanngruppe.com/en/segments		
2-23	Values, principles, standards and norms of behaviour	22, 34, 36, 38, 41			
2-23	Precautionary principle or approach		For further information, see 2025 Annual Report, Management Report, Report on opportunities, risks and expected developments.		
2-25	Processes to remediate negative impacts	39, 42			
2-26	Mechanisms for seeking advice and raising concerns	38, 39			
2-27	Compliance with laws and regulations	37, 38, 39, 40, 41, 42, 43, 45	The HÖRMANN Group was not aware of any significant incidents during the reporting period.		
2-29	Approach to stakeholder engagement	32, 33			
2-29	Categories of stakeholders	33			
2-29	Purpose of the stakeholder engagement	24, 32, 33			
GRI 3: Material Topics 2021					
3-1	Process to determine material topics	24	See 2021 Sustainability Report.		
3-2	List of material topics	25			
3-3	Management of material topics	24, 25			

Topic standards

GRI	Information	Page	Further information	ESRS	UNGC
GRI 200: Economy					
GRI 201: Economic Performance 2016					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
201-1	Direct economic value generated and distributed	6	See 2025 Annual Report.	SBM-1	
201-3	Defined benefit plan obligations and other retirement plans		See 2025 Annual Report.		1, 8
GRI 205: Anti-corruption 2016					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
205-1	Operations assessed for risks related to corruption	37, 38	Operations assessed for risks related to corruption.		
205-2	Communication and training about anti-corruption policies and procedures	36, 37	Communication and training about anti-corruption policies and procedures.		P10, 16
205-3	Confirmed incidents of corruption and actions taken	37	Confirmed incidents of corruption and actions taken.	G1-4	
GRI 206: Anti-competitive Behavior 2016					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	37	The HÖRMANN Group was not aware of any significant incidents during the reporting period.		P10, 16
GRI 207: Tax 2019					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
207-1	Approach to tax	38			

GRI	Information	Page	Further information	ESRS	UNGC
GRI 300: Environment					
GRI 301: Materials 2016					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
301-1	Materials used by weight or volume	51		E5-4	P7, P8, 8, 12
GRI 302: Energy 2016					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
302-1	Energy consumption within the organization	50, 67		E1-5	P7, P8, 7, 12, 13
302-3	Energy intensity	50, 67		E1-5	
302-4	Reduction of energy consumption	50, 67			
GRI 303: Water and Effluents 2018					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
303-1	Interactions with water as a shared resource	54		SBM-3	
303-2	Management of water discharge-related impacts	54		E2-3	P7, P8, 6, 12
303-3	Water withdrawal	54, 69		E3-4	
303-4	Water discharge	54, 69		E3-4	
303-5	Water consumption	54, 69		E3-4	
GRI 305: Emissions 2016					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
305-1	Direct (Scope 1) GHG emissions	47, 66		E1	
305-2	Energy indirect (Scope 2) GHG emissions	47, 66		E1	
305-3	Other indirect (Scope 3) GHG emissions	47, 66		E1	P7, P8, 3, 12, 13, 15
305-4	GHG emissions intensity	46, 66		E1-6	
305-5	Reduction of GHG emissions	47, 66		E1	

Topic standards

GRI	Information	Page	Further information	ESRS	UNGC
GRI 306: Waste 2020					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
306-1	Waste generation and significant waste-related impacts	52, 53		SBM-3 E5	
306-2	Management of significant waste-related impacts	52, 53		E5	P8, 3, 12, 13,
306-3	Waste generated	53, 68		E5-5	15
306-4	Waste diverted from disposal	53, 68		E5-5	
306-5	Waste directed to disposal	53, 68		E5-5	
GRI 308: Supplier Environmental Assessment 2016					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management von wesentlichen Themen				
308-1	New suppliers that were screened using environmental criteria	51	To date, not all suppliers are comprehensively assessed using environmental criteria.	G1	P7, P8, 12
GRI 400: Social Affairs					
GRI 401: Employment 2016					
Management approach according to GRI 3: Material Topics 2021					
401-1	New employee hires and employee turnover	59		S1-6	P6, 5, 8
401-2	Benefits	60		S1-11	

GRI	Information	Page	Further information	ESRS	UNGC
GRI 403: Occupational Health and Safety 2018					
Management approach according to GRI 3: Material Topics 2021					
403-1	Occupational health and safety management system	62			S1-1
403-2	Hazard identification, risk assessment, and incident investigation	62			S1-1
403-3	Occupational health services	62			S1-1
403-4	Worker participation, consultation, and communication on occupational health and safety	62			
403-5	Worker training on occupational health and safety	62	All employees receive training when hired and at least once per year. More frequently depending on activity or countryspecific requirements.		P1, 3, 8
403-6	Promotion of worker health	62	Workstations are regularly assessed in terms of ergonomics.		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	62			S2-4
403-8	Workers covered by an occupational health and safety management system	62			S1-14
403-9	Work-related injuries	62			S1-4

Topic standards

GRI	Information	Page	Further information	ESRS	UNGC
GRI 404: Training and Education 2016					
Management approach according to GRI 3: Material Topics 2021					
404-2	Programs for upgrading employee skills and transition assistance programs	64		S1-1	P6, 5, 8
GRI 405: Diversity and Equal Opportunity 2016					
Management approach according to GRI 3: Material Topics 2021					
405-1	Diversity of governance bodies and employees	63			P1, P6, 5, 8, 10
GRI 406: Non-discrimination 2016					
Management approach according to GRI 3: Material Topics 2021					
406-1	Incidents of discrimination and corrective actions taken	63	The HÖRMANN Group was not aware of any significant incidents during the reporting period.	S1-17	P6, 5, 8, 16
GRI 407: Freedom of Association and Collective Bargaining 2016					
Management approach according to GRI 3: Material Topics 2021					
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	41	The HÖRMANN Group was not aware of any significant incidents during the reporting period.		P2, P3, 8
GRI 408: Child Labor 2016					
Management approach according to GRI 3: Material Topics 2021					
408-1	Operations and suppliers at significant risk for incidents of child labor	41		S1 S2	P2, P5, 8, 16
GRI 409: Forced or Compulsory Labor 2016					
Management approach according to GRI 3: Material Topics 2021					
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	41		S1 S2	P2, P4, 8
GRI 414: Supplier Social Assessment 2016					
Management approach according to GRI 3: Material Topics 2021					
414-1	New suppliers that were screened using social criteria	41, 51		G1-2	P1-6, 8

GRI	Information	Page	Further information	ESRS	UNGC
GRI 415: Public Policy 2016					
Management approach according to GRI 3: Material Topics 2021					
415-1	Political contributions	38		G1-5	P10, 16
GRI 418: Customer Privacy 2016					
Management approach according to GRI 3: Material Topics 2021					
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	39	The HÖRMANN Group was not aware of any significant incidents during the reporting period.	S4-3	16

Glossary

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Environmental and climate protection

Social responsibility

Overview of key figures

Index

Glossary

Legal information and contact

C

Corporate Sustainability Reporting Directive (CSRD)

The Corporate Sustainability Reporting Directive (CSRD) is a European directive aimed at improving and standardizing corporate sustainability reporting. It expands the scope of the existing Non-Financial Reporting Directive (NFRD) and requires large companies as well as publicly listed companies to disclose more comprehensive information about environmental, social, and governance aspects in their reports. The CSRD is intended to enhance the comparability, accuracy, and reliability of sustainability information to better inform investors, stakeholders, and society as a whole about the long-term impacts of companies on the environment and society, thus promoting sustainability practices.

D

Diversity Charter

The Diversity Charter is an initiative to promote diversity and inclusion in companies and organisations. It was created in Germany in 2006, since when it has become an international movement. By signing the Charter, companies and organisations undertake to work towards equal opportunities and diversity within their workforce and work environment. The Charter comprises various aspects of diversity such as age, gender, origin, sexual orientation and disability and fosters the creation of an inclusive corporate culture.

E

European Sustainability Reporting Standards (ESRS)

The European Sustainability Reporting Standards (ESRS) are a framework developed by the European Union to assist companies in reporting on their sustainability performance. These standards establish clear guidelines and indicators to help companies identify, measure, and report on relevant aspects of their ecological, social, and governance-related activities. By providing uniform guidelines for sustainability reporting, the ESRS contribute to promoting transparency, providing reliable information to investors, regulatory authorities, and other stakeholders, and ultimately strengthening long-term sustainability in European companies.

G

Global Reporting Initiative (GRI)

The Global Reporting Initiative has devised global standards for sustainability reporting and enhances them on a continuous basis. The aim of these standards is to create transparency regarding a company's sustainability activities through standardisation and comparability. The HÖRMANN Group decided to apply these standards due to their wide use in practice.

Greenhouse gas emissions (GHG emissions)

The information on emissions relates to the greenhouse gases specified in the United Nations Kyoto Protocol. These include carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), partially halogenated hydrocarbons (HFCs), perfluorocarbons (PFCs) and sulphur hexafluoride (SF₆). A factor specifies the greenhouse effect of the individual gases compared to CO₂ as a reference level and is hence stated as a CO₂ equivalent (CO₂e).

Glossary

Foreword

About this report

HÖRMANN Group at a glance

Sustainability initiatives in focus

Non-financial performance report

Strategy and management

Business ethics

Environmental and climate protection

Social responsibility

Overview of key figures

Index

Greenhouse Gas Protocol (GHG Protocol)

The GHG Protocol is a series of standards for recording, quantifying and reporting on greenhouse gas emissions along the value chain. The World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) are coordinating its development. In this context, the HÖRMANN Group adheres to the Corporate Standard for directly (Scope 1) and indirectly (Scope 2) generated greenhouse gas emissions. Indirect (Scope 2) greenhouse gas emissions are reported in accordance with the dual reporting principle using the location-based and market-based methods. The location-based method uses national average emission factors and the market-based method provider-specific emissions factors.

S

Sustainable Development Goals (SDGs)

In order to create globally sustainable structures, the member states of the United Nations have set themselves 17 goals to be achieved by 2030 that are documented in the 2030 Agenda for sustainable development. These 17 Sustainable Development Goals should be achieved by all emerging, developing and industrialised countries and are interdependent and indivisible. The aim of achieving the goals is to make the world fairer, healthier, more peaceful and more socially just.

T

Trusted Information Security Assessment Exchange (TISAX)

A quality standard defined by the German Association of the Automotive Industry (VDA) that ensures information security along the entire value chain of a vehicle. TISAX is a common verification and exchange mechanism that is considered a trust anchor within the automotive industry. The certification must be repeated every three years, thus ensuring a reliable basis for trust between business partners and a high degree of information security in certified businesses.

U

UN Global Compact (UNGC)

The UN Global Compact is the world's largest voluntary initiative for sustainable and responsible corporate governance. It was initiated by the United Nations and supports more socially just and environmentally friendly globalisation. The UN Global Compact is based on ten principles that companies, associations and local authorities can commit to on a voluntary basis.

Glossary

Legal information and contact

Legal information and contact

Publisher

HÖRMANN Industries GmbH
Hauptstraße 45–47
85614 Kirchseeon
Germany
T +49 8091 5630-0
info@hoermann-gruppe.com
www.hoermann-gruppe.com

Management

Dr. Michael Radke, CEO
Johann Schmid-Davis, CFO

Sustainability

Fabian Schellhas

Marketing & communication

Celina Häseker

As at

April 2026

Image credits

All images belong to the HÖRMANN Group –
with the exception of: :

- Charta der Vielfalt
- Deutscher Feuerwehrverband e. V.
- Funkwerk AG
- Jochen Dottermann
- United Nations Department of Economic and Social
Affairs, Sustainable Development

Contact

Fabian Schellhas
Group Sustainability Manager

HÖRMANN Industries GmbH
Hauptstraße 45–47
85614 Kirchseeon
Germany
T +49 8091 5630-0
info@hoermann-gruppe.com



HÖRMANN Industries GmbH
Hauptstraße 45-47 / 85614 Kirchseeon
T +49 8091 5630-0

www.hoermann-gruppe.com