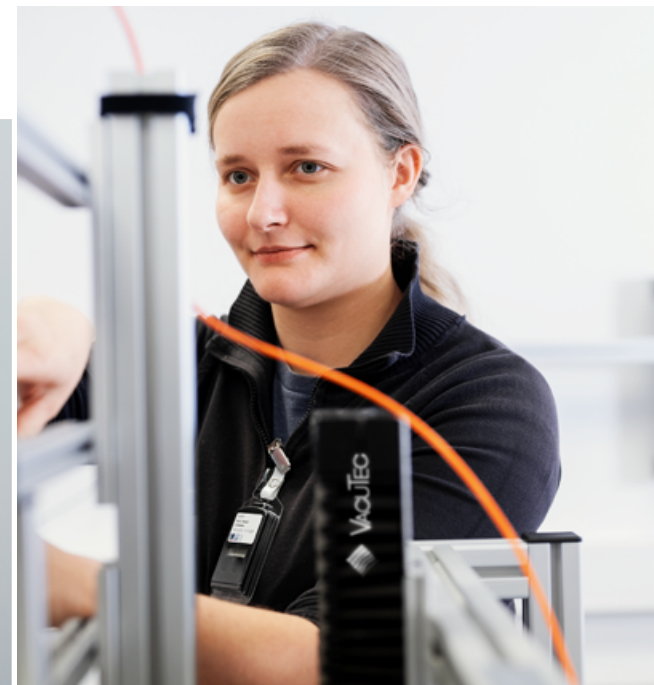


SUSTAINABILITY REPORT HÖRMANN INDUSTRIES GMBH

2022



# Contents

Foreword

---

About this report

---

HÖRMANN Group at a glance

---

SUSTAINABILITY INITIATIVES IN FOCUS

---

Data protection and IT security

Customer satisfaction and  
product responsibility

Emissions

Energy consumption, renewable energy  
and energy efficiency

Occupational health and safety

Diversity, inclusion and equal opportunities

Employees

---

NON-FINANCIAL PERFORMANCE REPORT

---

Strategy and management

Company principles and values

Sustainability management

Management approach

Materiality analysis

The four pillars of the sustainability  
strategy

Sustainability organisation

Risk and opportunity management

Stakeholder dialogue

UN Global Compact

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

Management approach

Emissions

Energy consumption, renewable energy  
and energy efficiency

Waste and recycling

Materials used

Water and effluents

Social responsibility

Principles of the HÖRMANN Group

Employees

Social responsibility

---

OVERVIEW OF KEY FIGURES

---

GRI-INDEX

---

Glossary

Legal information and contact

# Dear Readers and Friends of the Company,

2022 brought climate change to our attention once again, as well as its impact on ecosystems and people. In parts of Africa, Asia and Australia, extreme rainfall lasting several days caused fatal flooding, and in many regions of the world there were heatwaves, drought and forest fires. Germany also experienced its two warmest years since records began, and an excessively dry summer with a rainfall deficit of around 15% compared to the benchmark period (1961 to 1990). In Italy there was a period of drought with major water shortages, resulting in widespread crop failures and massive financial losses for farmers.

In 2022, we also learned that energy in any form is a finite and expensive resource. The effects of the war in Ukraine in particular caused energy prices to spiral. The inflationary increase in producer prices for virtually all commodities to a high level not seen in decades rocked the economy and all consumers. The turning point in 2022 teaches us that the careful use of energy – and all other resources – is not just a matter of sustainability, but has an important economic dimension as well. Today, sustainable corporate governance is increasingly aligned with economic corporate governance.

As a family company, sustainable corporate governance has always been a part of how the HÖRMANN Group sees itself, and it is deeply embedded in its system of values. What we think and do are defined by our responsibility towards people and nature. As an SME with long-standing customer ties, we support the many sustainability initiatives of our customers, which gives rise to new requirements for our company as well. We operate on the belief that long-term business success is possible only in accordance with social and ecological aspects.

Sustainable practises are therefore the foundation for safeguarding the HÖRMANN Group's viability in the long term. In the past year, we have further integrated "sustainable corporate governance" into our organisation and will continue to expand the associated business processes.

The development of our sustainability strategy as a key part of corporate strategy and its future implementation is aligned with our clear commitment to the principles of the United Nations' Global Compact and Sustainable Development Goals as guiding beacons of our work.

People play a key role in achieving sustainability goals and implementing these principles. As a crucial success factor, sustainable thinking and action must become a part of our everyday lives; this requires the sustainable implementation and enhancement of a sustainability culture throughout the HÖRMANN Group. This is put into practice every day as an essential component of corporate culture through our corporate values – a passion for innovation, hands-on mentality, accountability and interacting among equals.



The second sustainability report before you describes our Group's latest progress and most recent sustainability initiatives. It also serves as a basis for aligning our reporting with the future extensive requirements of the European Union.

We hope that you will find it informative and that you will accompany us on our ongoing journey.

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 'J. Schmid-Davis'.

**Johann Schmid-Davis**  
CFO of the HÖRMANN Group

A handwritten signature in black ink, appearing to read 'C. Baur'.

**Dr. Christian Baur**  
CTO of the HÖRMANN Group

# Welcome to the 2022 sustainability report of the HÖRMANN Group.

This report is on HÖRMANN Industries GmbH, based in Kirchseeon, Germany, and its affiliated companies for the 2022 financial year.

The target groups of the sustainability report are employees, applicants, customers, suppliers, associates, financing providers and interested members of the public.

The HÖRMANN Group's 2022 sustainability report is a non-financial report and is published annually. The reporting period is the HÖRMANN Group's financial year from 1 January 2022 to 31 December 2022. The editorial deadline was 31 January 2023. The first sustainability report on 2021 was published in April 2022.

This sustainability report primarily presents data from 2022. If available, supplementary prior-year data are disclosed to enhance transparency and relevance in addition to allowing a comparison. Where necessary, any restatements of information are indicated and can be found in the GRI Index.

The figures relate to all subsidiaries controlled by HÖRMANN Industries GmbH. These are all the affiliated companies in which HÖRMANN Industries GmbH holds more than 51% ([↗ HÖRMANN Group annual report](#)). The key figures were recorded by the respective subsidiaries and, unless indicated otherwise, apply to the stated period. The data presented have been consolidated at Group level. This applies to all material issues unless explicitly stated otherwise.

The report has been prepared on the basis of the internationally recognised Foundation 2021 Standards of the Global Reporting Initiative (GRI). The subjects covered are based on the principle of materiality in accordance with GRI 3. The data and this report have not undergone external assurance.



The management system of the HÖRMANN Group for sustainable corporate and its progress in implementing business ethics, environmental, social and corporate governance are presented in this non-financial report. The disclosures in the report focus on issues identified as material to the company and its stakeholders in conjunction with the [↗ double materiality analysis in 2021](#).

The sustainability report is available online in [↗ German](#) and [↗ English](#). Further information can be found at [↗ www.hoermann-gruppe.com](#) under Investor Relations and in the [↗ HÖRMANN Group's annual report](#). The next sustainability report will be published in spring 2024.

---

**The following entities were included  
in the sustainability report:**

**HOLDING**

- ◆ HÖRMANN Industries GmbH, Kirchseeon
- ◆ HÖRMANN Informationssysteme GmbH, Ginsheim-Gustavsburg
- ◆ HÖRMANN Digital GmbH, Kirchseeon

**AUTOMOTIVE**

- ◆ HÖRMANN Automotive GmbH, Kirchseeon
- ◆ HÖRMANN Automotive Gustavsburg GmbH, Ginsheim-Gustavsburg
- ◆ HÖRMANN Automotive Slovakia s.r.o., Bánovce, Slovakia
- ◆ HÖRMANN Automotive St. Wendel GmbH, St. Wendel
- ◆ HÖRMANN Automotive Saarbrücken GmbH, Saarbrücken
- ◆ HÖRMANN Automotive Wackersdorf GmbH, Wackersdorf
- ◆ HÖRMANN Automotive Eislingen GmbH, Ebersbach
- ◆ HÖRMANN Automotive Assets GmbH, Kirchseeon

**COMMUNICATION**

- ◆ Funkwerk AG, Köllda
- ◆ Funkwerk Technologies GmbH, Köllda
- ◆ FunkTech GmbH, Köllda
- ◆ Funkwerk Systems GmbH, Köllda
- ◆ Funkwerk Systems Austria GmbH, Vienna, Austria
- ◆ Funkwerk video systeme GmbH, Nuremberg
- ◆ Funkwerk IoT GmbH, Bremen
- ◆ Funkwerk vipro.sys GmbH, Leipzig
- ◆ HÖRMANN Kommunikation & Netze GmbH, Kirchseeon
- ◆ HÖRMANN Warnsysteme GmbH, Kirchseeon
- ◆ HÖRMANN KMT Kommunikations- und Meldetechnik GmbH, Salzburg, Austria

**INTRALOGISTICS**

- ◆ HÖRMANN Intralogistics GmbH, Munich
- ◆ HÖRMANN Logistik GmbH, Munich
- ◆ HÖRMANN Logistik Polska Sp. z o.o., Gdansk, Polska
- ◆ HÖRMANN Logistik Systeme GmbH, Graz, Austria
- ◆ HÖRMANN Klatt Conveyors GmbH, Neumarkt a. Wallersee, Austria (formerly Klatt Fördertechnik GmbH)
- ◆ HÖRMANN Services GmbH, Kirchseeon
- ◆ HÖRMANN Industriesservice GmbH, Lehre/Wolfsburg
- ◆ HÖRMANN Intralogistics Services, Kirchseeon (formerly HÖRMANN Automationservice GmbH)
- ◆ MAT Maschinentechnik GmbH, Salzgitter
- ◆ HÖRMANN Energy Solutions GmbH, Lehre/Wolfsburg

**ENGINEERING**

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

# The Sustainable Development Goals of the United Nations



In 2015, the United Nations reached an agreement on goals for sustainable development. Agenda 2030 contains 17 Sustainable Development Goals (SDGs) that form a roadmap for a sustainable future for the international community. These action areas cover a wide range of ecological, economic, social and legal objectives. This way, the United Nations and the 193 member states wish to enable a life of dignity for all while protecting the natural foundations of life. All member states are called on to actively contribute to the world of tomorrow.

**1** NO POVERTY



**2** ZERO HUNGER



**3** GOOD HEALTH AND WELL-BEING



**4** QUALITY EDUCATION



**5** GENDER EQUALITY



**6** CLEAN WATER AND SANITATION



**7** AFFORDABLE AND CLEAN ENERGY



**8** DECENT WORK AND ECONOMY GROWTH



**9** AFFORDABLE AND CLEAN ENERGY



**10** REDUCED INEQUALITIES



**11** SUSTAINABLE CITIES AND COMMUNITIES



**12** RESPONSIBLE CONSUMPTION AND PRODUCTION



**13** CLIMATE ACTION



**14** LIFE BELOW WATER



**15** LIFE ON LAND



**16** PEACE, JUSTICE AND STRONG INSTITUTIONS



**17** PARTNERSHIPS FOR THE GOALS



The HÖRMANN Group is aware that it has a direct or indirect impact on all 17 Sustainable Development Goals. The Group has identified eight key areas to do justice to the principle of materiality and so that it can effectively and positively mould its impact. In the coming years, the HÖRMANN Group will report transparently on its relevant actions in connection with the Sustainable Development Goals and the status of their achievement.



#### Good health and well-being

Protecting the health of its employees is the HÖRMANN Group's top priority. The company provides a safe place to work with active occupational health and safety management in conjunction with a continuous improvement process.



#### Quality education

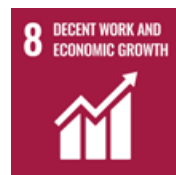
Life-long learning is the basis for social wellbeing and progress. The ever-faster pace of technological change also means constant changes in working environments, which is why the HÖRMANN Group actively promotes qualifications and training for all its employees. The HÖRMANN Group also wishes to further raise its training rate to help young people receive viable training and qualifications so that they can enter and remain in the world of work.



#### Reduced inequalities and gender equality

The HÖRMANN Group fosters a working environment that is characterised by appreciation and free from any prejudice, and it

offers all employees the same opportunities regardless of gender, origin, nationality or religion. Respect and dignity are the key pillars of its corporate culture, which is defined by the values of accountability, drive, equality and innovation.



#### Decent work and economic growth

Both within the Group and its supply chains, the HÖRMANN Group sees it as its responsibility to respect human rights and it is committed to appropriate and fair work and social standards.

The HÖRMANN Group's strategy seeks further growth in order to offer as many employees as possible attractive and forward-facing jobs.



#### Industry, innovation and infrastructure

With all its business activities – supplying products and performing services – the HÖRMANN Group makes an important contribution to a sustainable infrastructure in Europe and more sustainable cities and communities.

As a partner and key supplier for other industries, the company also plays a key role in moving the industry towards more sustainability and, in particular, in terms of climate protection and the reduction of greenhouse gases. The HÖRMANN Group accepts these many new challenges, actively takes responsibility as an industrial partner and is shaping the transition within the industry and infrastructure towards more sustainability together with its customers.



#### Responsible consumption and production

The consideration of sustainability criteria and goals in production requires various measures that will successively be defined and implemented in the coming years. Working with its customers and suppliers, the HÖRMANN Group will systematically leverage its current techno-

logical expertise and new technologies to make all its products, processes and infrastructures more sustainable. Innovation cycles will be accelerated by partnerships with universities and research and development institutions.

In conjunction with sustainable economic activities, the HÖRMANN Group will continue to optimise its resource efficiency for all the materials it uses and the products it markets.



#### Climate action

The HÖRMANN Group supports the objectives of the Paris Agreement and is actively working on ways to enhance its energy efficiency, reduce its energy consumption and minimise its emissions. The use of regenerative energies is a top priority; the in-house generation of renewable energy is another contribution.

The HÖRMANN Group thinks integratively: As a tech company, it networks its knowledge and bundles its expertise in four forward-looking divisions. Working with its customers, the company delivers fresh market stimulus.

The Group, comprising HÖRMANN Industries GmbH, Kirchseeon, and its direct and indirect subsidiaries, forms the industrial subgroup of the HÖRMANN Group. The Group is broken down into four strategic divisions to which the individual companies are allocated. There are also internal service providers that are not allocated to any of the business divisions.

The HÖRMANN Group created a new division in 2022. The new "Intralogistics" division combines the companies HÖRMANN Logistik GmbH with its subsidiary HÖRMANN Logistik Polska Sp. z o.o., HÖRMANN Klatt Conveyors GmbH and HÖRMANN Logistik Systeme GmbH under one banner. The new division also integrates the HÖRMANN Group's former Services division. It will thus continue the strategic expansion of its core competences and generate synergies for ambitious growth.

#### Key figures 2022

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

**30**  
subsidiaries

**15** strategic business segments

**3.5%** EBIT margin

**37.4%** Equity ratio



**2,876** employees

**686** sales EUR millio

#### Automotive

In the Automotive division, the HÖRMANN Group is a supplier of metal components, modules and systems for the European commercial vehicle, construction and agricultural machinery industry. The division covers the entire value chain with its engineering, production and logistics services.

#### Communication

The services in the Communication division range from innovative communication, information and security systems to infrastructure services for railway and communication technology, and from energy supply to warning systems for alerting fire brigades or warning the population about disasters.

#### Intralogistics

HÖRMANN's Intralogistics division bundles the various business activities in the fields of logistics, conveyor engineering, automation engineering, assembly and services. This division is thus tailored to the sharp rise in market demand for sustainable, service-oriented and sophisticated system solutions for automation solutions in warehouse, distribution and production logistics as well as services.

#### Engineering

The Engineering division operates in the fields of industrial design, vehicle development and facility, building and factory planning. This service range is supplemented by the development and production of detectors for measuring ionising radiation.

Sustainable corporate management has a long tradition in the HÖRMANN Group. Based on selected initiatives, the following chapters illustrate the contribution that individual HÖRMANN subsidiaries are already making to sustainable development through their energetic actions.

1 2 3





# Successfully certified

The IT departments of Funkwerk AG pulled off a true act of strength last year. But now the information security management system for the “Train radio communication” area at the Köllda site has been successfully certified.



An information security management system (ISMS) comprises a number of policies, procedures, processes and systems to keep risks under control. These risks can include cyberattacks, hacks, data leaks or data theft. The auditable international standard to define the requirements of an ISMS is ISO 27001. It is a globally accepted standard.

» We are proud to satisfy the requirements and to have received certification from the TÜV Rheinland Group in a relatively short time. «

said **Kerstin Schreiber**  
Director of Funkwerk AG

The accredited certification is reliable and credible proof that an organisation or a business has defined and implemented best-practice processes for information security. It promotes the security, reliability and resilience of information technology systems and infrastructures, improves governance and compliance processes and facilitates cooperation and partnerships between organisations and stakeholders.

“This certification creates a key foundation for the future security of our company and for the development, production and distribution of systems with a high IT security level.” said Kerstin Schreiber, Director of Funkwerk AG.

TÜV Rheinland’s audit report attests to Funkwerk’s stand-out expertise in the field of information security. But there is still much for IT to do. For instance, the recommendations proposed in conjunction with the audit have to be implemented quickly. Moreover, activities and projects already underway have to be completed before the audit review in the spring of 2023.

Furthermore, Funkwerk is aiming to have the ISO 27001 certification expanded to include the “Passenger Information Systems” area at the Karlsfeld and Köllda sites before the end of this year to boost the key aspect of governance in sustainability management.

**9** AFFORDABLE AND  
CLEAN ENERGY



**16** PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS



**17** PARTNERSHIPS  
FOR THE GOALS





# Photovoltaics systems for the energy transition

The PV system solutions from HÖRMANN Energy Solutions GmbH allow companies and private individuals to do their part for climate neutrality by using locally generated electricity.

**7** AFFORDABLE AND CLEAN ENERGY



**9** AFFORDABLE AND CLEAN ENERGY



**11** SUSTAINABLE CITIES AND COMMUNITIES



**13** CLIMATE ACTION



The energy transition is barely imaginable without photovoltaics: After all, generating electricity from fossil fuels like coal, oil and gas releases huge amounts of carbon, while harnessing the power of sunlight is emission-free. The variable end-to-end solutions from HÖRMANN Energy Solutions promote independence from conventional energy providers for consumers for requirements both large and small. They can be scaled not just in terms of the area required but also flexibly in terms of storage necessity. There are systems without storage, with storage including the storage cloud or large-scale storage.

An interesting project as an example is the one that HÖRMANN Energy Solutions carried out in 2022 with Heide-Bäckerei Meyer from Wahrenholz. The newly built baking facility there supplies more than 130 branches of the long-established bakery in the north of Germany. Sustainability is extremely important to the company's owner: not just in its largely regional supply chain, but for energy generation as well. After all, baking and cleaning are energy-intensive processes, especially in defined phases when the ovens are heating up.

So it was not enough to install a 100-kWp system on the roof to immediately cover its electricity requirements 1:1. Rather, the company should lend a hand specifically during expensive power peaks, when customers often pay the normal price of electricity many times over. A smart solution was needed. Using corresponding power monitoring to considerably shaved peak loads, for example by starting the washer for baskets after the ovens have heated up and using the electricity from the roof at the same time. There are already plans to expand the system.

As soon as production has properly ramped up in the spring of 2023, HÖRMANN Energy Solutions will create a dashboard to show the customer and employees the output of the solar installation. This will bring even more attention to the issue of sustainability.

## PV solutions from HÖRMANN in figures

**Total PV area installed** around 6,000 m<sup>2</sup>

**More than 100 systems fitted**

**Generation of more than 1,200 kWp**

**Electricity yield of at least 1,050,000 kWh p. a.**

**Reduction of carbon emissions of more than 440,000 kg p. a.**

**Average electricity cost saving per year:**

around EUR 400,000

# Light rail vehicles: A pioneer in comprehensive sustainability



It is one of the biggest investments in the history of DSW21, the company in charge of Dortmund's public utilities: In the spirit of being green, 64 existing vehicles were modernised and 26 new carriages were purchased. HÖRMANN Vehicle Engineering developed the new Dortmund metro for the Leipzig light rail manufacturer HeiterBlick, overseeing the process from inception to launch. The contract consisted of the development of a new metro and an analogue refurbishment for existing vehicles. The vehicles developed set benchmarks on several fronts: from energy efficiency and comfort to safety and accessibility.

Energy efficiency first: Thanks to testing in the climate facility, heating energy for the new generation of vehicles has been reduced from 100 kW for the existing vehicles to 27 kW. In turn, energy savings and enhanced efficiency allow track and heating electricity to be reduced by approximately 12.5%, which benefits efficiency accordingly.

Double glazing and unique insulation also help to further enhance the energy efficiency. The new vehicles reduce DSW21's annual power consumption by around 4.8 million kWh and thus cut carbon emissions. And there are other positive effects besides this significant contribution to climate protection.

The new vehicles are state-of-the-art, and allow full access to public transport for people with restricted mobility. In the interests of accessibility, DSW21 is introducing Germany's first network vehicles that reduce the gap to the platform with air pressure. Not



only does this make it easier for people with restricted mobility to get on and off, it is also one less thing to worry about for parents with pushchairs.

Such steps are important in making the mobility transition a reality, as only the utmost comfort and optimum safety will motivate road users to switch to public transport and thus increase the number of passengers in the long term. This way, HÖRMANN Vehicle Engineering is making a key contribution to sustainable infrastructures and climate protection.

Sustainability means more than just being green. That's why HÖRMANN Vehicle Engineering GmbH is especially proud to be taking part in another holistic project: Stadtbahn Dortmund was going for energy, comfort, safety and accessibility.



9 AFFORDABLE AND  
CLEAN ENERGY

10 REDUCED  
INEQUALITIES

11 SUSTAINABLE CITIES  
AND COMMUNITIES

13 CLIMATE  
ACTION



# Gas consumption halved by used of waste heat

838,190 kWh

385,371 kWh

2021 2022

8 DECENT WORK AND  
ECONOMY GROWTH

12 RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION

13 CLIMATE  
ACTION



Saving energy is not just good business sense. It also helps environmental and climate protection by reducing carbon emissions and the use of resources. HÖRMANN Automotive Slovakia s.r.o. thought about it and identified lots of different ways to potential reduce energy consumption. Its in-house Facility Management implemented them in conjunction with its continuous improvement process.

Everybody knows that machinery uses a lot of energy. But they also give off heat, most of which is lost. HÖRMANN Automotive Slovakia took a closer look: Laser cutters especially, but also air compressors and forming presses, generate a great deal of waste heat that can be utilised.

This waste heat is almost enough to heat the entire production floor of approximately 25,000 m². General conditions play a part as well: the good heat insulation in the

building's shell and the newly installed air conduits that evenly distribute the heat and bring it where it is needed.

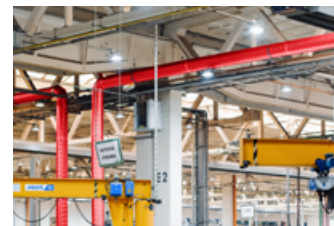
A heat exchanger also recently installed in the cooling system for the presses pre-heats water as well. This method greatly reduces the energy required for the hot water system. The plan for the next stage is to generate the energy for the heating elements in the heat exchanger using photovoltaics.

With these steps, HÖRMANN Automotive Slovakia has reduced gas consumption in 2022 by 55% compared to 2021, thereby making a key contribution to climate protection.

This conduit distributes the waste heat from the compressors.



These conduits distribute the waste heat from the laser cutters.



The heat exchangers in the presses cooling system heat the air in this hall.



Heat exchanger for heat generation.





7 AFFORDABLE AND  
CLEAN ENERGY



9 AFFORDABLE AND  
CLEAN ENERGY



11 SUSTAINABLE CITIES  
AND COMMUNITIES



13 CLIMATE  
ACTION



# On the path to energy neutrality

An energy-neutral, multi-purpose arena is the city of Ludwigsburg's stated aim. It is investing a great deal in the MHPArena as a space for sports, cultural and business events. HÖRMANN Kommunikation & Netze GmbH is not just helping to make the highly functional building greener, but also to make sure that the city of Ludwigsburg's investment pays for itself quickly.



The key modernisation work also includes changing the lighting to low-maintenance LED technology. Above all, this will significantly improve energy efficiency. It is calculated that the power consumption for lighting will be reduced by around 70%, which will have a positive impact on the building's carbon footprint. As new evacuation technology will be installed in addition to the lighting system, Ludwigsburg is assuming that carbon emissions will be reduced by between 150 and 200 t per year.

HÖRMANN Kommunikation & Netze GmbH played a highly significant part in a big step on the path to energy-neutrality in 2022. The facts: HÖRMANN Kommunikation & Netze GmbH dismantled approximately 400 spotlights and bulbs as well as around 5,000 m of wiring. As the next step, 166 RGBW LEDs and 88 LED high-performance floodlights were delivered and assembled, the full lighting management system (19" rack including control components) was set up and programmed and



roughly 11.5 km of power and data lines were laid. Emergency lighting was also installed.

HÖRMANN Kommunikation & Netze is proud to have made a significant contribution to a plan that will make the vision of energy neutrality by 2030 a reality for the MHPArena.

As those visiting the venue should benefit from the renovations besides it being more efficient and greener, they will have some sustainable fun to look forward to as well: The LED lights can project a variety of colours, which is a highlight in Germany so far!



# Practiced sustainability within HÖRMANN

HÖRMANN does not just help other companies to manufacture and be greener: It also practices sustainability for itself. This includes using LED technology and the modernisation of air compressors – steps that were taken by HÖRMANN Automotive Gustavsburg GmbH last year.



LED technology consumes significantly less energy than conventional lighting technology. And because it lasts 25 times longer as well, it reduces the need for raw materials and energy to produce new units. And when it finally has to be disposed of after all, it's a relatively straight-forward process: While fluorescent tubes contain mercury, LEDs do not contain any hazardous materials. All facts that convinced those in charge to go ahead with a gradual but complete transition at the Gustavsburg plant.

The investments required for the respective sub-projects were therefore already made a fixed point in the annual business plan years ago. Fortunately, the sub-projects in progress at two production facilities since 2021 have benefitted from a government subsidy of 20%. Since then, around EUR 1 million has been invested to provide green, energy saving lighting for 60,000 m<sup>2</sup> of production space, office buildings

and outdoor grounds. Power consumption for lighting in the individual areas declined by between 40% and 70%.

But the changeover also has a positive effect on occupational health and safety. The light intensity can now be better adjusted in line with workplace policies. Employee wellbeing also benefits from the fact that their work areas are illuminated with the optimal colour temperature for their work. This makes the costs and effort entailed by an extensive and time-consuming project of this nature worthwhile. Time and again, departments faced new hurdles that caused delays, whether due to a missing delivery of materials because of a crisis or the fact that renovation work had to be carried out while maintaining production operations.

Besides lighting, compressed air is another constant energy guzzler in industrial operations. In 2022, three base load compressors that provided a total of 14 million m<sup>3</sup> of

compressed air every year were replaced at HÖRMANN Automotive in Gustavsburg.

The new units feature gearless, efficient IE4 drive and slow-speed compression. They are more efficient and produce more compressed air for the same performance. This allows an energy saving of 16%. Furthermore, the maintenance costs are lower as the different units can be optimally controlled and utilised through a central control system. The waste heat generated by the compressors is used to heat a warehouse for pressing tools and to assist the hot-water system, thereby tapping further potential for savings. 30% of the investment of around EUR 100,000 was funded by the German Federal Office for Economic Affairs and Export Control (BAFA).



# Solar-powered independence – We are generating our own power



HÖRMANN Klatt Conveyors GmbH is taking the next steps towards a sustainable energy supply and positive carbon footprint for Scope 1 and 2 by increasing the size of its photovoltaic system.

**7** AFFORDABLE AND CLEAN ENERGY



**9** AFFORDABLE AND CLEAN ENERGY



**12** RESPONSIBLE CONSUMPTION AND PRODUCTION



**13** CLIMATE ACTION



“Sustainability” has always been an issue for the Klatt family and all the employees at Neumarkt am Wallersee (Austria). For instance, the innovative conveyor technology produced here is packaged in cardboard rather than plastic wherever possible, to be shipped to a large number of international industrial clients. Klatt was also one of the first businesses to install photovoltaic (PV) panels on the roof of its factory, thereby generating around 40 kWp of power. In consideration of the ever-higher energy costs for electricity and heating, another milestone has now been achieved for sustainable and energy-efficient self-sufficiency.

## Carbon-neutral energy generated by eight times as many PV modules

The new solar panels on the roofs of the factory buildings have increased power generation eight times over. Klatt feeds around 360 kWp into the public grid – a significant surplus in excess of its own needs. The company then draws power back from the grid as necessary. In order to optimise the use of the energy generated in this way, the existing gas heating was shut down and new air source heat pumps installed in the production and assembly hall. These provide heat in the winter and cool air as needed in the summer. The office building is now also heated by electric air source heat pumps. The entire company can boast a positive carbon footprint for Scope 1 and 2 (emissions that can be directly influenced) thanks to the clean power generated.

The company’s fleet contributes to this as well. In total, seven fully electric company cars are charged on the company’s own charging stations right in front of the office building. A fully electric van will be added in the summer to replace the diesel service bus for trips around the site. The lighting in the assembly hall was already replaced with LEDs last year. In addition to the better energy efficiency, these also ensure that light is available much faster.

The installation of the new solar panels on the roofs took around two weeks, plus another two weeks to connect them up and install the distributors and the control cabinets. Another 14 days later, the assembly of the air source heat pumps with pipes and cabling was completed. The full system will finally be switched on in the spring of 2023. With a sustainable benefit for HÖRMANN Klatt Conveyors and the environment:

- ♦ Low-cost electricity thanks to excess feed-in
- ♦ Positive carbon footprint (Scope 1 and 2)
- ♦ Independence from fossil-based energy providers
- ♦ Flexibility with the power service provider
- ♦ Optimal heating combined with cooling in the summer

The valuable experience from this flagship project will serve as a blueprint for the energy transition and the HÖRMANN Group’s path to more climate protection.



3 GOOD HEALTH  
AND WELL-BEING8 DECENT WORK AND  
ECONOMY GROWTH17 PARTNERSHIPS  
FOR THE GOALS

## Sports at HÖRMANN: Fairness and team spirit

Exercising by yourself is good for your health, but exercising with the people you work with also allows team spirit to blossom. No wonder that so many people at HÖRMANN love sport ...

Exercise is a perfect counterpoint to work: It eases the musculature, fires up the metabolism and is healthy. At the same time, it is fun to share your abilities and passions with others. Having goals in common outside work projects can also deepen the sense of belonging.

Teams sports such as football especially are enormously good for team spirit. This has been exemplified by the dedicated employees of HÖRMANN Warnsysteme GmbH, HÖRMANN Rawema Engineering & Consulting GmbH and HÖRMANN Vehicle Engineering GmbH, who took part in HÖRMANN's football tournament in Chemnitz. With a little bit of skill, endurance, fairness and tactics, these football nuts faced off but always kept one goal in mind: to have fun together!

Corporate runs are always a welcome opportunity to do something to keep fit and help team spirit at the same time. This often begins when training together. Large numbers of employees at HÖRMANN companies take part in corporate runs, for example in Chemnitz. Also, 74 HÖRMANN employees put their best foot forward by running through Mainz's old town.

In the interests of health management, the HÖRMANN Group wants to have more of its workforce joining in at sporting events moving forward, and hopes that they all have fun and win.



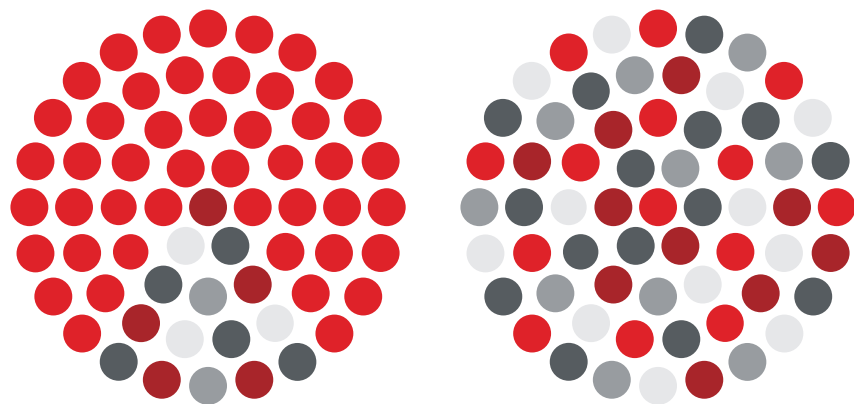
## Day-to-day inclusion: Appreciated and adding value

At HÖRMANN Vehicle Engineering GmbH, inclusion is particularly important as a key factor in an efficient and appreciative co-working experience. A diverse and inclusive work environment stimulates creativity and innovation, and is an enrichment for all.

**8** DECENT WORK AND  
ECONOMY GROWTH

**10** REDUCED  
INEQUALITIES

**17** PARTNERSHIPS  
FOR THE GOALS



Integration → Inclusion

Inclusion means that everyone is accepted, respected and appreciated regardless of the cultural, philosophical, religious or other differences – including at work. Companies have to remove barriers and create structures in which every employee has the same opportunities for development and achievement. Social justice is only truly possible in an inclusive society.

To share one example that was a positive experience for all, this is the story of the integrative and cooperative working experience with two employees of HÖRMANN Vehicle Engineering who formally qualify as “severely disabled” due to a serious hearing impairment: Marc, who works in Functional System Development as a circuit diagram planner, and David, who is a technical project leader in Bogie Development, currently working on an Indian project.

Like in any other department, communication between a team’s members is vital to work on the

project. When working with Marc and David, this communication is usually in writing, frequently using Teams or Outlook, and often using a pen and notepad. Thanks to his cochlear implant, David has slight hearing and can take part in conversations as well. As they have different grades of disability, the two help each at work, for example by interpreting in sign language.

For bigger company meetings, business meetings or events, interpreters are provided by the German Union of the Deaf. Moreover, the Association for the Severely Disabled provides them both with special telephones that allow lip-reading through integrated video cameras.

“Without David, my department wouldn’t be the way it is!,” says Matthias Büttner. The same goes for Marc as well. Inclusion is an important part of our society, and therefore in HÖRMANN Vehicle Engineering’s workforce as well.

» These are simply special requirements that we’re happy to take care of – they’re not an obstacle. As we see it, a diverse environment can be an enormous enrichment for all of us. «

**Matthias Büttner**

Head of Bogie Development  
at HÖRMANN Vehicle Engineering

Inclusion and diversity play a big role in all the companies of the HÖRMANN Group, and is reflected in values such as a passion for innovation, hands-on mentality, accountability and interacting among equals.

# HHR — NXT 2025



The HÖRMANN Group will offer innovative and efficient solutions for all subsidiaries in conjunction with its new HR strategy “HHR NXT 2025” (HÖRMANN Human Resources Next 2025). The goal is to share HR resources within the Group and thereby to make the company even more competitive moving ahead. It is important to recruit, retain and develop employees. Contemporary corporate governance and professional HR work are key success factors for achieving goals. Also, the culture of diversity and inclusion is still being actively fostered in the HÖRMANN Group and its companies.



**4** QUALITY  
EDUCATION



**5** GENDER  
EQUALITY



**8** DECENT WORK AND  
ECONOMY GROWTH



**10** REDUCED  
INEQUALITIES



The HÖRMANN Group is using modern HR tools to achieve these goals:

The basis is the introduction of holistic HR software that digitally covers an employee's entire “journey” within the company. Another key area is the training centre, the HÖRMANN learning worlds. This new learning experience is available to all employees on their smartphone at any time using the in-house e-learning platform. The introduction of career paths for management and experts is another component in mastering future challenges. HÖRMANN Group offers a home for talented, ambitious employees. The goal is to provide both employees and management with a digital and transparent overview of all HR activities.

Since 2022, our transparent and open corporate communications have been aided by the “MyHörmann” social intranet, which is available to every employee at work or as an app on their smartphone.

## Attractive employer

The HÖRMANN Group is building its employer appeal in the long term – Our stated goal is to become more attractive to potential applicants and existing employees. This process has a major impact on the company's success. The focus is shifting to factors such as monetary and additional benefits, the working climate, personal development opportunities and work structures, and these are crucial for a strong employer brand and a positive employer image. The HÖRMANN Group is actively counting on



ecological sustainability as well as pro-family and pro-health working models. In addition to ongoing process digitalisation (e.g. active sourcing, digital interviews, working from home), “green” employee benefits (e.g. company bikes, electric cars, fruit baskets) are being expanded as well. The active fostering of internal talent, the creation of modern work structures and flexible working models highlight HÖRMANN’s appeal.

## Recruitment

The HÖRMANN Group is supporting recruitment of new members for its team by implementing an HR shared service centre in Kirchseon. This has comprehensive expertise to serve as a central and nationwide point of contact for HR issues of all kinds. As internal HR services providers, the team has excellent knowledge of how to use the various recruitment instruments (online and offline). This can be done using classic print ads, digital jobs portals, social media channels, careers fairs or experienced personnel services providers – to name just a few examples. To do so they coordinate the job requirements, the target group and the recruitment channels. Whether for an ongoing strategy or a short-term campaign – they will help you to reach your target group and fill your vacancies. They do this by relying on social aspects such as equal rights and opportunities.

## HR development

The HÖRMANN Group uses active HR development and sees it as a central pillar of its forward-facing operations. Building on this, all employees in all areas are given the chance to continue their development and to flourish. The aim is to prepare all employees as well as possible for future challenges and to identify prospects for their own career development within the Group. HÖRMANN uses a variety of tools to do this: A key element in this is HÖRMANN learning worlds, which make knowledge available to “everyone” and integrate learning into day-to-day working life through a learning platform. Furthermore, we use a transparent talent review process as a basis for identifying our own talents early on and actively advancing them with talent programmes such as the junior management programme. When it comes to developing managers, the company uses a programme specific to HÖRMANN so that it can fulfil the many requirements of tomorrow. This Group-wide and systematic approach encourages the sharing of experiences and enhances community cooperation.

## HR-Strategy of HÖRMANN Group

### Vision

What do we want to be?

Placing HÖRMANN as an attractive employer brand

### Mission

What do we want to achieve?

Efficient sharing of HR resources „Shared service & competence centre“

### Goal

Why do we exist?

Offering Innovative and efficient HR solutions to create a launch pad for strategy implementation

### Strategy

How we achieve our vision, mission and goal

CREATING & SHARING TOGETHER

Continuing development of HR expertise and HR organisation

Harmonising and digitalising HR processes

Employee recruitment

Employee development

Employee loyalty

### Basis

What do we need to do that?

Uniform digital platforms

HR operational excellence

We work as a team

### Values

Our foundations and common platform

Equality

Drive

Accountability

Innovation

The sustainability report of the HÖRMANN Group was prepared in accordance with the guidelines of the international Global Reporting Initiative (GRI). This creates full transparency for all stakeholders and the general public regarding HÖRMANN's actions with regard to sustainable corporate 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

Social responsibility

OVERVIEW OF KEY FIGURES

GRI-INDEX

Glossary

Legal information and contact



# 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

UN Global Compact

Business ethics

Environmental and climate protection

Social responsibility

OVERVIEW OF KEY FIGURES

GRI-INDEX

Glossary

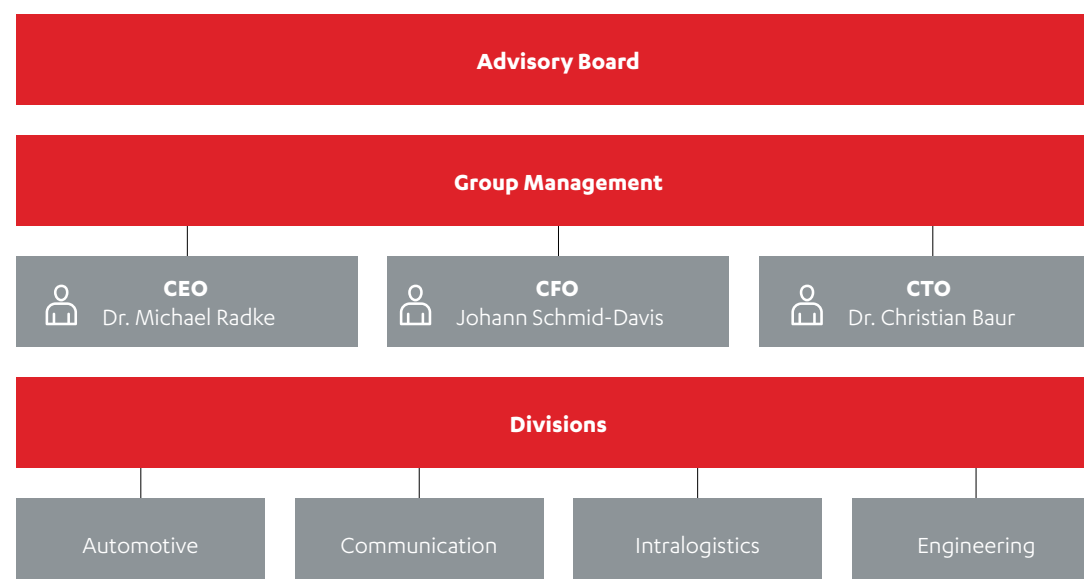
Legal information and contact

Responsible corporate governance serves to safeguard long-term success and maintain high confidence on the part of all stakeholders. A key contribution towards this is made by the integration of the sustainability issues identified as material and the implementation of the sustainability strategy in all companies of the HÖRMANN Group across all business processes and levels of its organisation.

The most senior body of the HÖRMANN Group is the Advisory Board with its six members: Dipl.-Ing. Hans Hörmann Sr. (Honorary Chairman), Dr. Andreas Albath (Chairman), Stefan Buchner, Prof. Dipl.-Ing. Siegfried Bülow, Dipl.-Ing. (FH) Johann Hörmann and Florian Schauenburg. The Advisory Board monitors, oversees and supportively advises the management of the HÖRMANN Group.

The management of the HÖRMANN Group consists of Dr Michael Radke (CEO), Johann Schmid-Davis (CFO) and Dr Christian Baur (CTO). They are responsible for the business direction and leadership of the HÖRMANN Group with its four divisions.

### HÖRMANN Group GRI 2-9



# 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

UN Global Compact

Business ethics

Environmental and climate protection

Social responsibility

OVERVIEW OF KEY FIGURES

GRI-INDEX

Glossary

Legal information and contact

The corporate values are vital to corporate governance and to what all employees of the HÖRMANN Group think and do. The values give everyone guidance on day-to-day work and on working and communicating with each other.

### Hands-on mentality

“What we do, we do right – with maximum quality and reliability. We draw on the knowledge of the entire 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 corporate values form the basis for our interactions with employees and co-workers as well as with business partners, customers and suppliers. The HÖRMANN Group's Compliance Guidelines, which apply at all subsidiaries and that are practiced and implemented by all employees, were derived from these values.

### Values of HÖRMANN Group

GRI 2-23



The HÖRMANN Group is characterised by high diversity with a number of subsidiaries with different business models. The individual locations are broadly distributed and are set apart by their regional roots, historic corporate development and their specific corporate culture. The employees define the respective companies of the Group with the diversity of their cultural backgrounds, their training, individual experiences and personalities. The shared values, joint goals and the feeling of belonging to a strong family-run business are the elements that bind all subsidiaries and all employees of the HÖRMANN Group.



# 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

UN Global Compact

---

Business ethics

---

Environmental and climate protection

---

Social responsibility

---

OVERVIEW OF KEY FIGURES

---

GRI-INDEX

---

Glossary

Legal information and contact

The HÖRMANN Group extensively documented the ESG responsibility it has been practising for years when it published its first sustainability report last year.

The key issues identified in conjunction with the 2021 materiality analysis were grouped into the three dimensions of “business ethics”, “environmental and climate protection”, and “social responsibility”.

As a key factor in doing justice to the responsibility of the company for the sustainable development of the international community and sustainable corporate governance, a sustainability strategy has been developed on the basis of the materiality analysis. The sustainability strategy will make it easier to measure the HÖRMANN Group’s sustainable corporate governance activities moving ahead, which will hone its focus on sustainable action.

Four pillars of the sustainability strategy were defined on the basis of the identified key issues in 2021. One of the pillars is “Embedding Sustainability Culture” so that the HÖRMANN Group can do justice to its responsibility as a part of society and all employees can work towards a better future.

The other pillars – “Sustainable Value Chains”, “Becoming Climate-neutral” and “Progress for the People” – are core elements of the sustainability strategy and will be explained in more detail below. For all key issues, the company is continuously developing strategies, defining and taking

action and monitoring progress. In line with this management approach, the HÖRMANN Group will develop a comprehensive, long-term sustainability strategy in conjunction with a system of performance indicators in 2023 in order to actively and efficiently drive progress in the individual pillars of the sustainability strategy.

A sustainability organisation was set up in 2022 to refine and the sustainability strategy and integrate it into the overall organisation. This organisation is of central importance for the close focus of management as a whole on sustainability activities and to achieve sustainability goals efficiently and effectively.

# 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

UN Global Compact

Business ethics

Environmental and climate protection

Social responsibility

OVERVIEW OF KEY FIGURES

GRI-INDEX

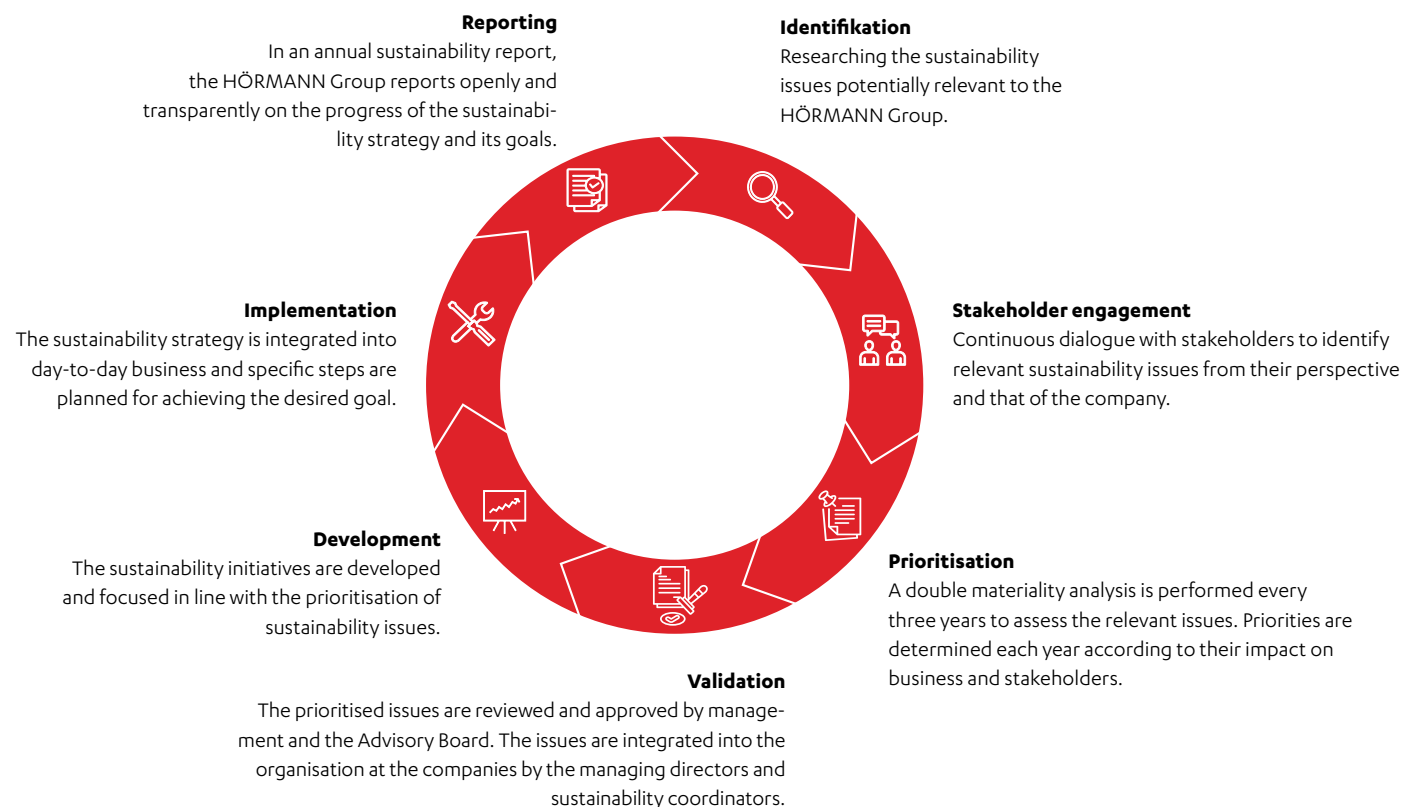
Glossary

Legal information and contact

### Management approach

The complex issue of sustainability and its various facets develops a little more every day. New challenges and the shifting interests of the individual stakeholder groups influence the sustainability strategy and its implementation in conjunction with economic, ecological and social responsibility of the company. To do justice to the constantly changing

requirements as a company, the HÖRMANN Group has developed a systematic approach – from the identification of sustainability issues to the implementation and tracking of the desired effects. The steps in this systematic approach are integrated into the business processes of the HÖRMANN Group.



GRI 3-1, 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

UN Global Compact

Business ethics

Environmental and climate protection

Social responsibility

OVERVIEW OF KEY FIGURES

GRI-INDEX

Glossary

Legal information and contact

### Materiality analysis

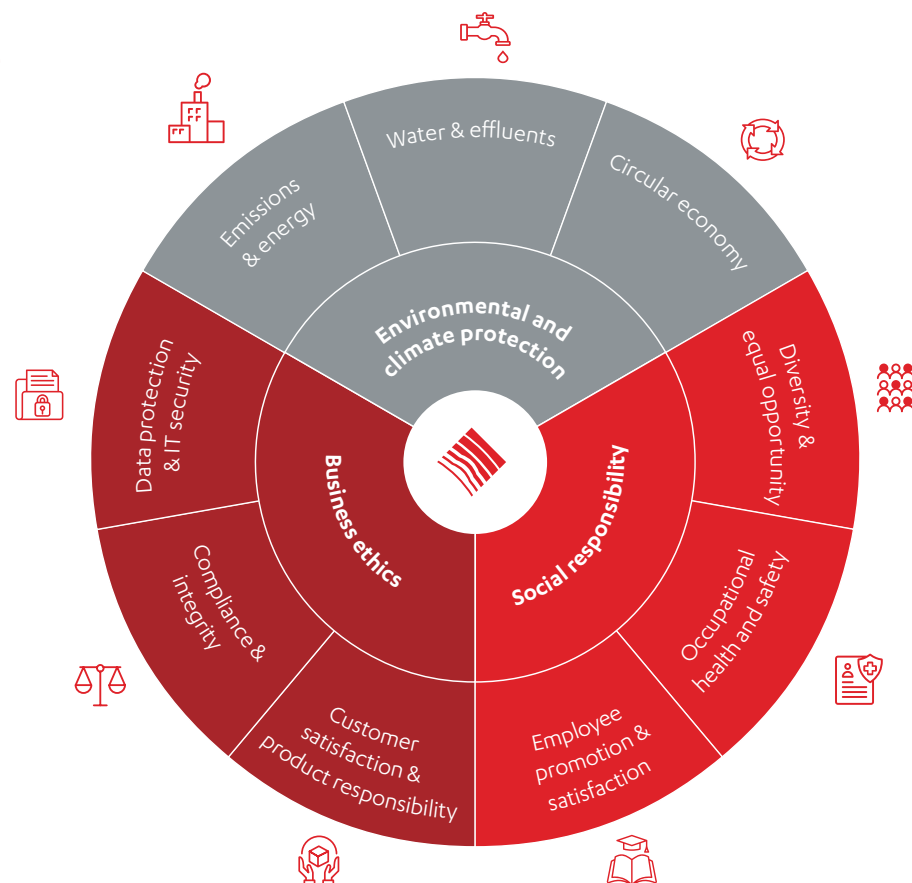
Each of the identified stakeholder groups has individual expectations, concepts and goals for the HÖRMANN Group. During the materiality analysis in 2021, dialogues were proactively conducted with the relevant stakeholder groups to identify the material issues:

### Key sustainability issues of the HÖRMANN Group

GRI 3-2

More precise information on the methods used in the materiality analysis can be found in the 2021 sustainability report.

The management of the HÖRMANN Group believes that these issues identified in a dialogue with various stakeholders are still valid and indispensable. The focus of the sustainability strategy was derived from the issues identified as material.



# 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

UN Global Compact

Business ethics

Environmental and climate protection

Social responsibility

OVERVIEW OF KEY FIGURES

GRI-INDEX

Glossary

Legal information and contact

## The four pillars of the sustainability strategy

Being sustainable means taking responsibility. The HÖRMANN Group has been committed to different areas of sustainability for many years. The HÖRMANN Group is determined to make a key contribution to the sustainable development of our world and to align its business activities even more closely to the principles of sustainable corporate governance moving ahead. Knowing this, the HÖRMANN Group has built its sustainability strategy defined on the basis of the issues identified by the materiality analysis on four pillars:

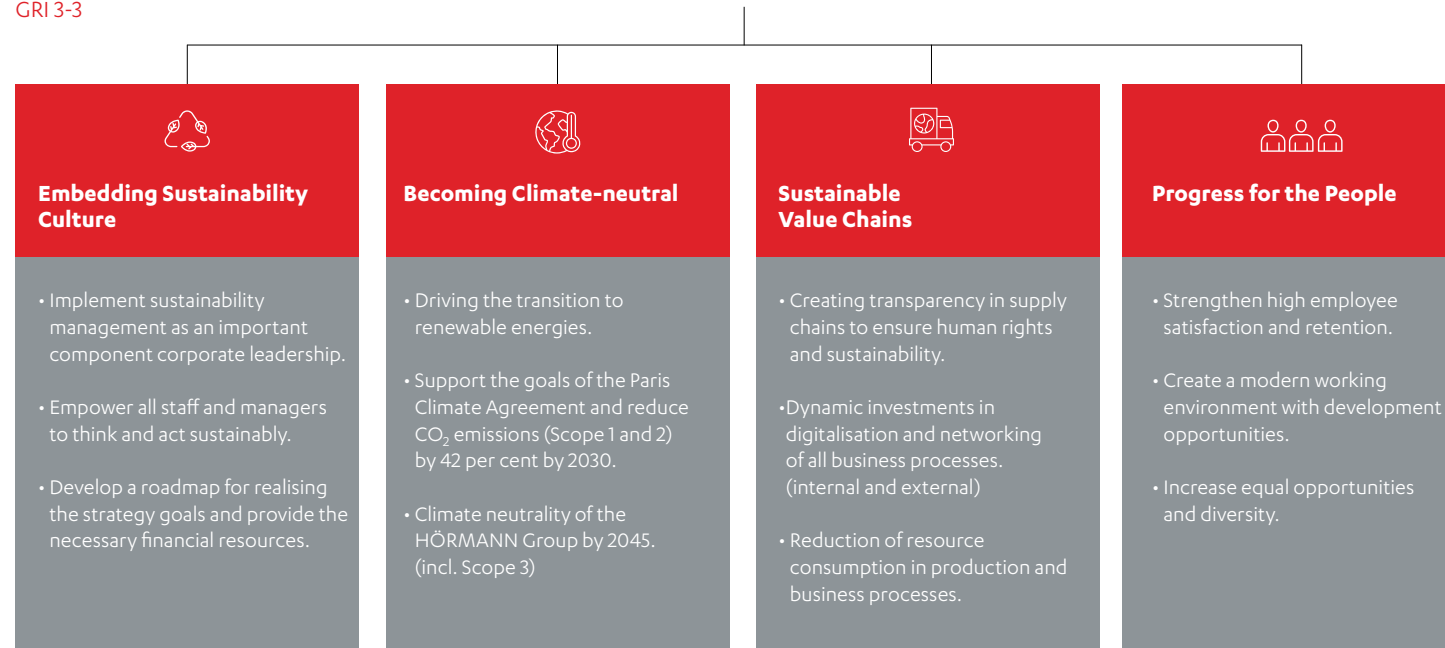
## Embedding Sustainability Culture

Sustainability concerns every one of us, and every one of us can help to think and act more sustainably. The integration of sustainability management into the leadership of the HÖRMANN Group is an essential component for success on the path to becoming a more sustainable company. Employees are a key success factor in devising and implementing sustainability activities. The HÖRMANN Group therefore endeavours to enable and encourage all employees to act sustainably. Training sessions, workshops and regular updates (employee magazine, social intranet) are

## The sustainability strategy of the HÖRMANN Group

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

UN Global Compact

Business ethics

Environmental and climate protection

Social responsibility

OVERVIEW OF KEY FIGURES

GRI-INDEX

Glossary

Legal information and contact

used to raise employee awareness of these issues in order to develop an understanding of the necessary changes and to implement sustainability as a key criterion in their work. By the end of 2023, the HÖRMANN will devise a detailed roadmap for achieving its sustainability goals and calculating the necessary financial requirements. A decarbonisation roadmap for achieving climate objectives will be a key component of this detailed strategy.

### *Becoming Climate-neutral*

The HÖRMANN Group supports the goals of the Paris Agreement to limit advancing global warming to 1.5°C. In order to reduce its greenhouse gas emissions, the HÖRMANN Group is planning to accelerate the transition to renewable energies as a source of energy, thereby helping to decarbonise our value added. The HÖRMANN Group supports the goal of reducing the directly generated emissions that it can influence directly (Scope 1 and 2 emissions) by around 42% as against the benchmark year of 2022 by 2030. This decarbonization target corresponds to the ambition level of the Science Based Targets Initiative (SBTi) approach, which the HÖRMANN Group supports. This focuses on enhancing energy efficiency in value-adding processes, the use of regenerative energies, alternative drives and green technologies as well as energy-efficiency improvement in buildings. The HÖRMANN Group is pursuing the goal to be climate-neutral by the year 2045.

### *Progress for the People*

People and employees are at the heart of all business operations. Employee satisfaction and sustainable corporate governance are closely intertwined. By creating a modern working environment with development opportunities for all employees, the HÖRMANN Group is seeking to improve employee satisfaction and long-term retention. Fostering a culture of responsible action and continuous learning will further enhance commitment and have a positive effect on the company's

sustainability. Another component is fostering an appreciative working environment free from discrimination in any form and with equal opportunities for all.

### *Sustainable Value Chains*

Creating sustainable value chains helps to reduce environmental impact, the consumption of resources and social inequality in the global economy. Creating and maintaining supply chain transparency are vital in ensuring compliance with labour and human rights and that integrity is upheld in our business activities. The HÖRMANN Group therefore wishes to actively work with its suppliers along its full supply chain to do justice to its ecological, social and ethical responsibility as a company. High investment in digitalisation makes it possible to make internal and external processes more efficient, facilitates work for employees and makes it more flexible (e.g. working from home), thereby making an indirect contribution to climate protection.

The use of resources can be optimised by using green technologies and systematic recycling. A responsible approach to limited quantities of raw materials, energy and water is essential in conjunction with our responsibility for future generations. The HÖRMANN Group actively advocates the optimised use of resources, the optimised effectiveness of business and production processes and the reduction of carbon emissions.

# 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

UN Global Compact

Business ethics

Environmental and climate protection

Social responsibility

OVERVIEW OF KEY FIGURES

GRI-INDEX

Glossary

Legal information and contact

### Sustainability organisation

A sustainability organisation has been implemented to promote sustainable ideas and action within the company and to ensure that sustainability is a key component of corporate culture and corporate strategy. Its goal is to continue the efficient development of the sustainability culture and to integrate and implement the sustainability strategy throughout the entire organisation.

Responsibility for senior management and thus overall responsibility for the sustainability management system lies with the CEO of the HÖRMANN Group, Dr Michael Radke. To do justice to the three key dimensions of “business ethics”, “environmental and climate protection” and “social responsibility”, officers for the Group as a whole were appointed to be in charge of these respective issues. The Senior Legal Counsel of the HÖRMANN Group, Vedran Beslač, is responsible for business ethics.

Fabian Schellhas is responsible for “Environmental and Climate Protection” in addition to his function as Group Sustainability Manager. The newly appointed Group Sustainability Manager is in charge of the technical planning, management and monitoring of the sustainability activities of the HÖRMANN Group. He is also responsible for sustainability reporting and is the central point of contact for the affiliated companies for all key sustainability management issues. Social responsibility has been assigned to Anna Katharina Kiefer, Chief HR Director of the HÖRMANN Group.

Together, those in charge throughout the Group take responsibility for specific sustainability issues and projects such as the climate protection strategy, the implementation of the HR strategy or compliance with human rights due diligence requirements. They are also the point of contact for the subsidiaries for specific technical issues.

### Responsibilities of the sustainability organisation

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  
 UN Global Compact

Business ethics

Environmental and climate protection

Social responsibility

OVERVIEW OF KEY FIGURES

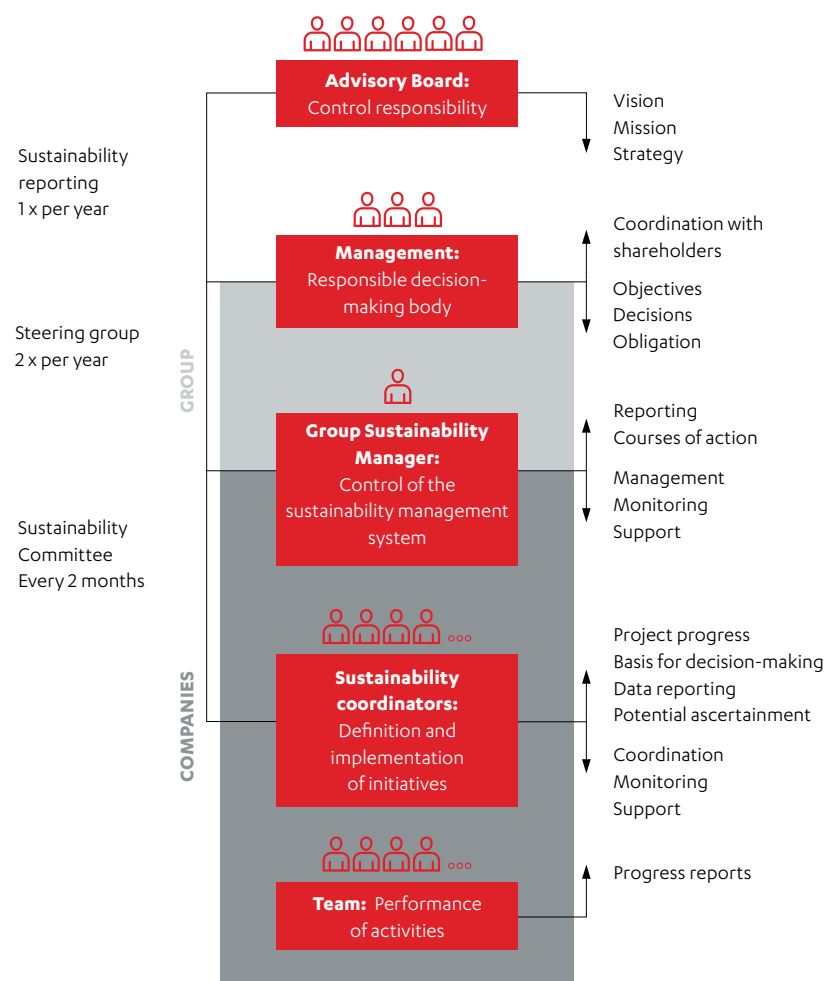
GRI-INDEX

Glossary

Legal information and contact

## Sustainability organisation of the HÖRMANN Group

GRI 3-3



As the supervisory body, the Advisory Board approves the vision, mission and strategy devised by management for sustainable corporate governance and any major investments required in this context in coordination with the shareholders of the HÖRMANN Group. It also has controlling responsibility for implementing the sustainability strategy.

As the most senior decision-making body of the HÖRMANN Group, the management of HÖRMANN Industries is in charge of defining a long-term strategy for sustainable corporate governance and its active implementation. Management reports to the Advisory Board once per year in conjunction with sustainability reporting and directs the stakeholder dialogue.

Management passes on specific goals, decisions and obligations to the Group Sustainability Manager. The process of implementing the strategy is the responsibility of the Group Sustainability Manager, who reports to management on an ongoing basis and identifies alternative courses of action. The sustainability organisation was introduced throughout all divisions and all affiliated companies of the HÖRMANN Group in the period under review. A sustainability coordinator was appointed at each company to coordinate all the sustainability activities at that company. These sustainability coordinators assist in the identification of steps that can be taken by gathering data and implementing action at a grassroots level, and are aided by an interdisciplinary team at the respective company or by



# 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

UN Global Compact

---

Business ethics

---

Environmental and climate protection

---

Social responsibility

---

OVERVIEW OF KEY FIGURES

---

GRI-INDEX

---

Glossary

Legal information and contact

experts from the HÖRMANN Group. The sustainability coordinators regularly report on their progress to the Group Sustainability Manager as part of the regular sharing of information.

The sustainability coordinators and the Group Sustainability Manager discuss the relevant sustainability matters and issues in this Sustainability Committee. Besides initiating and implementing action, the following issues are on the agenda:

- ♦ Identification of potential
- ♦ Progress in sustainability activities
- ♦ Risk management
- ♦ Reporting

A Sustainable Corporate Governance steering group was set up to establish the sustainability management system in the diversified and complex HÖRMANN Group, to keep up with the latest developments and to

prepare decisions. It consists of management members of HÖRMANN Industries (CEO, CFO, CTO), the Group Sustainability Manager and the three officers in charge of “business ethics”, “environmental and climate protection” and “social responsibility”, as well as selected managing directors of the subsidiaries. This steering group meets twice per year and aids management in monitoring the implementation and the effectiveness of the sustainability strategy including the defined procedures and the progress achieved. It is also intended to ensure the implementation of the sustainability strategy within the organisation and processes of the HÖRMANN Group.

The sustainability organisation will promote and safeguard sustainable corporate governance within the HÖRMANN Group by spreading and regularly sharing knowledge. The sustainability organisation is a key element in sustainably 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

UN Global Compact

Business ethics

Environmental and climate protection

Social responsibility

OVERVIEW OF KEY FIGURES

GRI-INDEX

Glossary

Legal information and contact

As a broadly diversified and global corporation, the HÖRMANN Group is exposed to a variety of risks. A continuous analysis of risks and opportunities is essential in remaining successful in this complex and fast-paced landscape of shifting economic, political and social circumstances. The risks and opportunities identified are assessed and actively managed by means of suitable measures. Effective risk management is an indispensable and integrated component in all business processes to safeguard the company's long-term business success and ensure its strategic objectives.

The revolving strategy process controlled by HÖRMANN Industries GmbH as a holding company that incorporates all subsidiaries reflects the risks and opportunities in strategy reviews. This process assisted by the Strategy department of the holding company is carried out at least once per year. If the situation demands it, the subsidiary's strategy is scrutinised and necessary adjustments are made. Responsibility for regular risk and opportunity management lies with the managing directors of the respective subsidiaries. The risks and opportunities are assessed based on the potential amount of damage and probability of occurrence, and on their innovative and market potential. As the most senior body, the Advisory Board provides a consulting and monitoring function with the management of the HÖRMANN Group.

This decentralised risk management at the subsidiaries allows a rapid response to changing circumstances to preserve business and financial flexibility and increase enterprise value in the long term. Potential risks are also taken into account in this segment on the basis of the sustainability issues identified as material. An effective approach to the risk landscape of the HÖRMANN Group is the basis for its long-term success as a going concern.

Further information on risk management regarding human rights risks can be found in the section on human rights. Risk management in relation to climate and environmental risks is described in the section on environmental and climate protection. Information on environmental risks and opportunities can be found 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**

UN Global Compact

Business ethics

Environmental and climate protection

Social responsibility

OVERVIEW OF KEY FIGURES

GRI-INDEX

Glossary

Legal information and contact

### Stakeholder concept

For the HÖRMANN Group, stakeholders are individuals, groups or organisations who influence or are influenced by the HÖRMANN Group's business activities, and those who believe themselves to be influenced by it. The HÖRMANN Group must take the interests of all internal and external stakeholders into account in its approach to sustainability and maintains a constant dialogue with them.

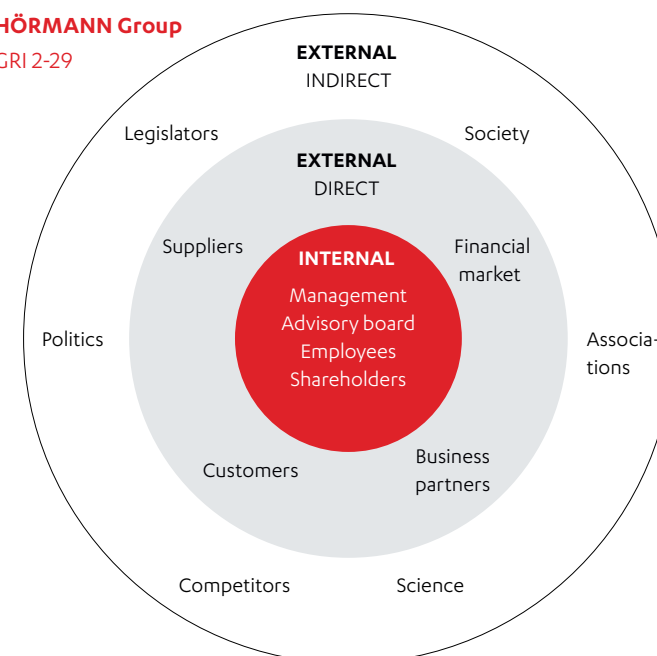
### Stakeholder management

At the HÖRMANN Group, stakeholder management means a systematic and continuous interaction with stakeholder groups as a key part of responsible business activity. The aim is a consistently, open, constructive and critical dialogue with stakeholders about their requirements and expectations of the HÖRMANN Group, in particular in terms of sustainable corporate governance and its sustainability strategy.

### Stakeholder engagement and interests

Establishing and preserving mutual trust is essential in maintaining lasting relationships. Particularly for key issues and decisions, trust is the basis for a fruitful cooperative experience, characterised by a transparent dialogue between equals and the open, constructive sharing of different perspectives and opinions. In conjunction with strategy development, the involvement of stakeholders and the consideration of their interests is a key component for achieving corporate goals and growth. Defining and achieving corporate goals in accordance with stakeholder interests is also reflected in the values of interacting among equals and accountability.

### Stakeholders of the HÖRMANN Group GRI 2-29



# 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**

UN Global Compact

---

Business ethics

---

Environmental and climate protection

---

Social responsibility

---

OVERVIEW OF KEY FIGURES

---

GRI-INDEX

---

Glossary

Legal information and contact

Thanks to the regular dialogue conducted by the HÖRMANN Group, and in particular the management of the holding company and the managers of its subsidiaries, with its stakeholders and business partners, it is able to take a wide range of perspectives into account, to identify trends, minimise risks, explore opportunities and gain insight into mutual expectations.

At the heart of the biggest group of the HÖRMANN Group's stakeholders are its employees, the management team, management, the Advisory Board and the shareholders of the family-run business. Four further stakeholder groups were identified around this centre. A special role in terms of sustainability management is played by direct external stakeholders such as customers, suppliers, business partners and financing providers.

Competitors, politicians, associations, society, the scientific community and lawmakers are indirect external stakeholder groups who also have a big effect on sustainability management at the HÖRMANN Group.

The cross-media dialogue with stakeholders takes place in person and digitally using the following channels: one-to-one talks, formal meetings of executive bodies, video conferences, workshops, webinars, interviews, social media, etc. The wide range of information gathered, requirements and opinions serve the management of the HÖRMANN Group as a foundation for regular revisions of its sustainability strategy and the continuous optimisation of the company's sustainability management system.





# UN Global Compact

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  
**UN Global Compact**

Business ethics

Environmental and climate protection

Social responsibility

OVERVIEW OF KEY FIGURES

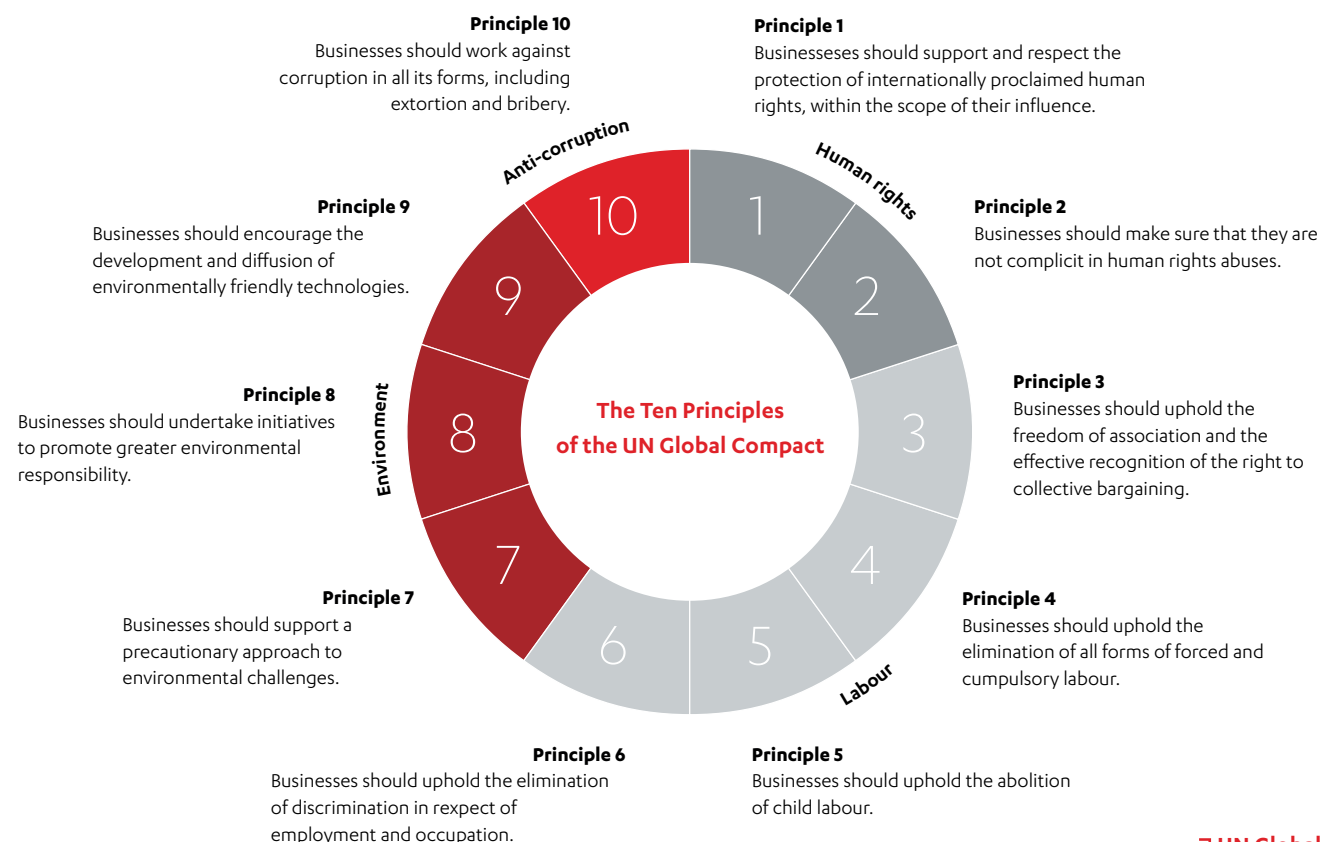
GRI-INDEX

Glossary

Legal information and contact

In 2022, the HÖRMANN Group joined the United Nations' Global Compact, thereby publicly documenting its clear commitment to the achievement of the UN's Sustainable Development Goals. The HÖRMANN Group promotes the ten principles of the UN Global Compact in the areas of human rights, labour standards, environmental protection and anti-corruption and implements them in all its business activities:

In the following non-financial report, the assigned Global Reporting Initiative (GRI) Index therefore also shows which of the answered GRI indicators simultaneously cover one or more of the principles of the UN Global Compact. Furthermore, the GRI Index shows the contribution made to the UN Sustainable Development Goals in each case.



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

GRI-INDEX

Glossary

Legal information and contact



# 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

GRI-INDEX

Glossary

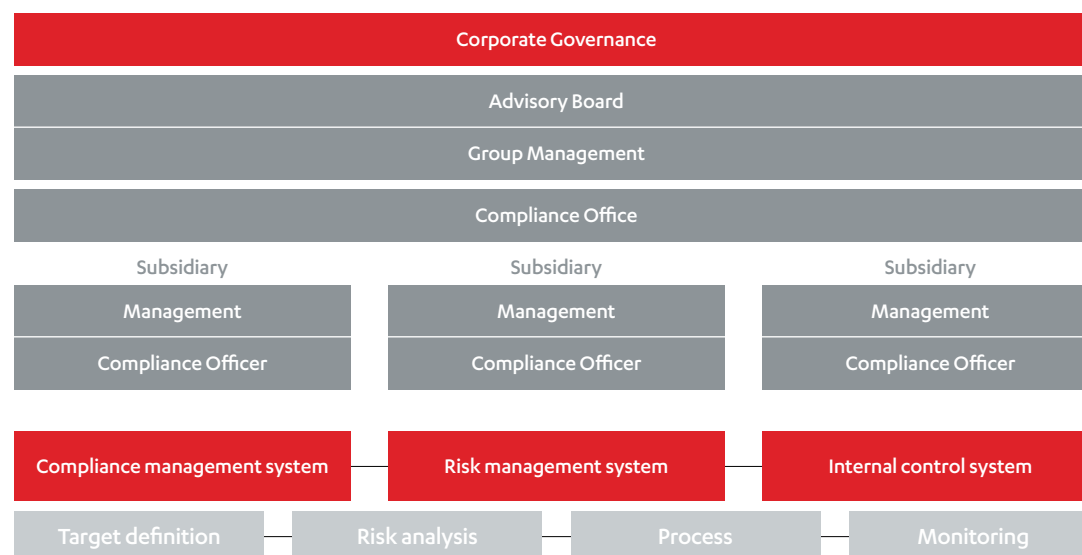
Legal information and contact

### Management approach

As a global corporation, the HÖRMANN Group and its operating subsidiaries bear responsibility for their business activities in all the countries in which they operate. Legally compliant conduct and preventing violations of the law and regulations are key components for a company's sustainable success. The holding company of the Group and the affiliated companies uphold this responsibility for integrity and ethical conduct towards all stakeholder groups.

Fairness and integrity are a key pillar of corporate governance at the HÖRMANN Group and are reflected in the corporate values of equality and accountability. These values are also embedded in HÖRMANN's compliance guidelines. This defined standard of conduct applies to all employees of the HÖRMANN Group including its management.

### 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

GRI-INDEX

Glossary

Legal information and contact

At the respective companies, the Compliance Office can consult with the local compliance officers who are in charge of assisting the respective managing directors in implementing their organisational duties. As a component of the compliance management system of the HÖRMANN Group, various codes of conduct have been implemented for employees and management.

The HÖRMANN Group offers all employees at all levels of the company the means that they require to make ethical decisions. Employees receive regular awareness training on integrity and current developments in provisions, policies and laws to amplify the culture of integrity and ethics. The aim of the HÖRMANN Group is to ensure that all employees understand the defined codes of conduct and other policies, comply with the law and know the standards of conduct expected of all employees.

The compliance management system serves the prevention of violations of statutory and internal regulations, the prevention of harm by the company as well as the avoidance of personal liability on the part of management and employees.





# 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

GRI-INDEX

Glossary

Legal information and contact

For more than 68 years, the corporate value of “responsibility” has kept the HÖRMANN Group successfully on course for sustainable growth. Ethical conduct, integrity and legally compliant conduct are a key element of the success while preserving the reputation. The HÖRMANN Group has a zero-tolerance policy for violations of bribery, fraud, extortion, abuse, misappropriation of the company’s assets and any unfairness to generate a personal advantage at the company’s expense.

To avoid unfairness, the HÖRMANN Group is committed to the utmost ethical standards, which are embedded at all levels of the company. These standards apply to all employees, all managers and all business partners of the HÖRMANN Group and contain an obligation to the continuous improvement of the nature of their business practices.

The ethical standards, including the compliance guidelines and the human rights policy, are founded on the corporate values and form the basis for what the HÖRMANN Group does. Every employee is responsible for day-to-day compliance with these principles in their actions. In particular, managers with HR responsibility are expected to act as role models. In addition to legal implications, a breach of these standards can also lead to disciplinary consequences. The respective managing directors are responsible for the implementation of and compliance with corporate standards at the individual companies of the HÖRMANN Group.

To prevent potential breaches, employees receive regular training on inducements and fair competitive conduct. As the basis for business relationships, the Supplier Code of Conduct applies to all contracts entered into between the companies of the HÖRMANN Group and their business partners.

The compliance management system is continuously being revised and expanded to ensure that it will satisfy future requirements arising from national and European legislation as well. There is a periodic review to assess the effectiveness of the compliance management system. These

reviews guarantee effectiveness in preventing, identifying and investigating bribery and other breaches of compliance. The respective management members will be informed of the results of this review.

### Due diligence process

A due diligence process is carried out prior to new and existing business relationships to determine the integrity of business partners. This process is continuously adjusted in line with changing requirements. To prevent integrity violations, business partners are regularly reviewed to obtain information that could indicate corruption, money laundering or other criminal activities or breaches of minimum ethical standards.

### Concerns, consulting and the electronic whistleblower system

The HÖRMANN Group expects all employees and stakeholders who observe or become aware of potential or actual breaches of internal regulations or statutory requirements – by other employees or business partners – to report the incidents to supervisors or the compliance officer through the Group-wide whistleblower system. This platform is accessible to all internal and external stakeholders and employees as the company firmly believes that everyone involved can be a valuable source of information for detecting violations of ethical standards. Incidents can be reported anonymously without fear of reprisals.

The data and issues reported are systematically handled, analysed and processed with the utmost confidentiality. These reports are forwarded to the relevant departments for investigation. Once this investigation is complete, the results are reported back to the compliance officer with a recommendation for countermeasures. There were no reports indicating misconduct by employees of the HÖRMANN Group that would have required disciplinary action in the period under review. Furthermore, there were no pending or concluded proceedings against the HÖRMANN Group due to corruption, anti-competitive behaviour, anti-trust or monopoly practices. Consequently, no fines or other monetary penalties were imposed against the HÖRMANN Group in the period under review.

# 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

---

GRI-INDEX

---

Glossary

Legal information and contact

The Compliance Office and the compliance offices can be consulted by all employees on compliance issues. Any employee with a question can also anonymously seek advice in the electronic whistleblower system; alternatively, this can also be done by e-mail or written communication if so desired.

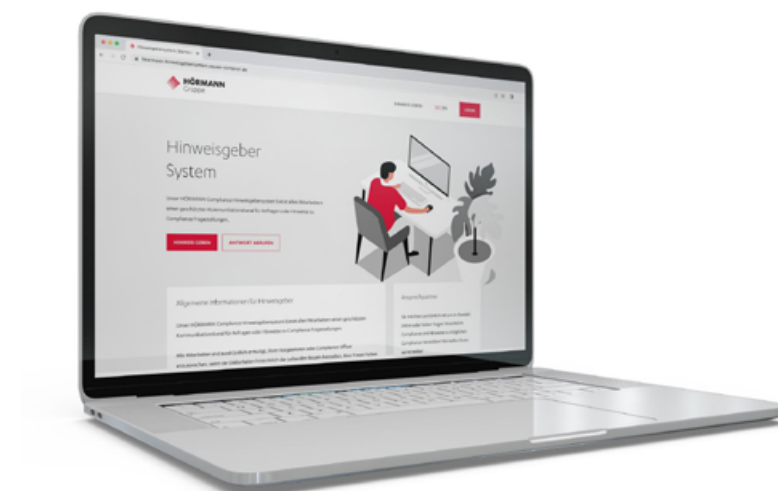
### Taxes

The HÖRMANN Group firmly believes that tax compliance is a vital component for free companies and markets, and thus for the common good. Companies therefore bear an important responsibility to which the

HÖRMANN Group wishes to do justice. Compliance with applicable laws goes without saying at the HÖRMANN Group, and the transparency of financial reporting reflects the mutual trust between the company and its stakeholders.

### Donations

No donations were made to political parties or politicians in the period under review.



# 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

---

GRI-INDEX

---

Glossary

Legal information and contact

As a global corporation and a key, often digitally networked partner to customers, the HÖRMANN Group has an obligation to ensure the highest standard of data protection and the secure functionality of all its IT systems. This level of protection is in line with the requirements of national and international as well as contractual obligations. The processes used are in accordance with the law and consistent with the General Data Protection Regulation (GDPR) in particular. Data protection and IT security are of essential importance to the HÖRMANN Group as IT security incidents can lead to a severe loss of reputation and endanger business performance.

Data protection is complied with regardless of whether this involves data of the HÖRMANN Group, customers, suppliers, service providers, business partners or third parties. All data are protected with great care and sensitivity at the HÖRMANN Group. Customer data are a central and sensitive asset within the HÖRMANN Group's value chain.

The managing directors of the subsidiaries bear responsibility for compliance with data protection. Data protection coordinators have been appointed by the subsidiaries to coordinate all activities concerning compliance with all legal and contractual data protection requirements at a local level. Implementation assistance and the external controlling of data protection compliance are performed by external data protection officer. Regular training is provided on data protection so that all in charge are up-to-date on the changing landscape and the best-possible implementation can be guaranteed.

Advancing digitalisation and the associated changes in politics, science, the economy and society require a high level of cybersecurity. This focuses on protecting the products of the HÖRMANN Group and on protecting internal IT systems. Products relevant to security such as electronic sirens for disaster protection, train radio modules or video surveillance systems have to satisfy the highest security requirements. In a worst-case scenario, a potential cyberattack on the digital infrastructure of HÖRMANN Group can lead to production downtime and cause immense consequential damage.

Typically, the IT security requirements for the IT landscape of the HÖRMANN Group and its associated subsidiaries are implemented by an internal qualified service provider, HÖRMANN Informationssysteme GmbH. This continues to develop the security systems required throughout the Group to ensure the highest level of security in accordance with the applicable industry standards and the individual security requirements of the subsidiaries. The procedure is based on the information security management system in line with ISO/IEC 27001. A comprehensive programme of measures for further optimising IT security was derived from this and is being implemented. HÖRMANN Informationssysteme GmbH is planning certification in accordance with ISO/IEC 27001 for 2023.

# 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

---

GRI-INDEX

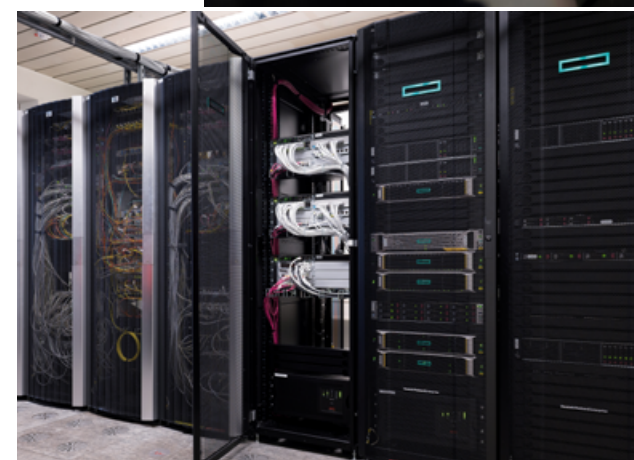
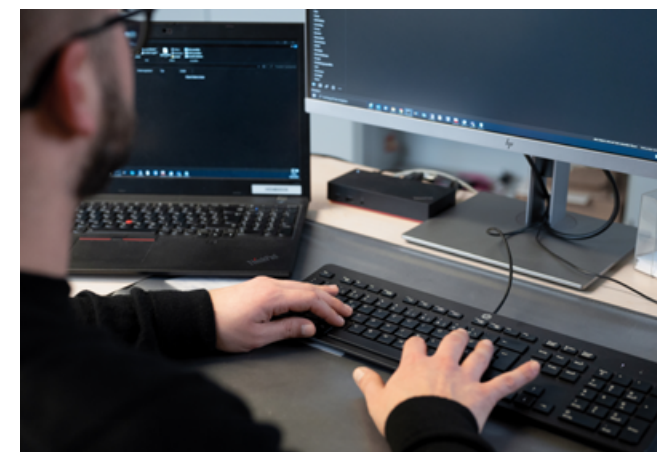
---

Glossary

Legal information and contact

Funkwerk AG in the train radio communication systems division at the Köllda site was certified according to ISO/IEC 27001 in the period under review. Certification will be extended to the passenger information system division at the Karlsfeld site in 2023. Among others, HÖRMANN Logistik GmbH and HÖRMANN Vehicle Engineering GmbH received a Trusted Information Security Assessment Exchange (TISAX) certificate in 2022. This standard, which is defined by the German Association of the Automotive Industry (VDA), concerns the secure processing of confidential information, the protection of prototypes and data protection in accordance with the General Data Protection Regulation (GDPR) in the automotive industry. Further subsidiaries, HÖRMANN Automotive Gustavsburg GmbH, HÖRMANN Automotive Wackersdorf GmbH and HÖRMANN Automotive Slovakia s.r.o., are planning to obtain TISAX certification in 2023.

Cybersecurity awareness training is regularly offered available to all employees of the HÖRMANN Group for the issues of IT security and data protection to minimise the risk of human misconduct. No substantiated complaints concerning breaches of customer privacy or data protection breaches were identified in the period under review.





# 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

GRI-INDEX

Glossary

Legal information and contact

Human rights are indivisible and inalienable rights to which every human being is entitled. The HÖRMANN Group is aware of its responsibility as a part of society in conjunction with its business activities and is committed to upholding, enforcing and complying with these rights. Human rights are inextricably linked with the company's corporate values, which is why it takes responsibility for business activities and the supply chain and demands strict compliance at all locations and from all business partners. The HÖRMANN Group strongly opposes child, forced and compulsory labour. No violations or breaches of human rights are tolerated and will be sanctioned.

The HÖRMANN Group is also committed to upholding and adhering to international and local laws and provisions on labour laws and conditions, including fair pay, combating child labour and human trafficking, the exploitation of workers and modern slavery. The HÖRMANN Group demands compliance with the law throughout its value chain to make a positive contribution to a fairer future for all people.

All employees, suppliers and business partners are required to comply with these principles in their day-to-day work and to actively prevent any violations of human rights in conjunction with their business activities. The framework for this is formed by the HÖRMANN Group's declaration on human rights, which is in line with the following international standards:

- ◆ UN Universal Declaration of Human Rights
- ◆ UN Convention on the Rights of the Child
- ◆ UN Convention on the Elimination of All Forms of Discrimination against Women
- ◆ Fundamental conventions of the International Labour Organisation (ILO)
- ◆ Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises
- ◆ Principles of the UN Global Compact
- ◆ International Covenant on Civil and Political Rights
- ◆ International Covenant on Economic, Social and Cultural Rights

The Supplier Code of Conduct forms the basis for contracts entered into by all companies of the HÖRMANN Group with suppliers, service providers and business partners. Risk analysis measures to assess suppliers' human rights risks, for instance in the form of effective preventive and remedial measures, and the corresponding utilisation of results were also initiated in 2022. This expanded risk management to further enhance respect for human rights at the HÖRMANN Group and its suppliers.

All employees, internal and external stakeholders and third parties have been able to access an anonymous electronic whistleblowing system for reporting potential or actual human rights violations since 2022. Whistleblowers can use this to provide information anonymously.

No instances of discrimination were reported in the period under review and the HÖRMANN Group was not involved in any court or arbitration proceedings relating to instances of discrimination. There was no reason to assume that the right to freedom of association and collective bargaining could be at risk or even violated, or that incidents of child labour or incidents of forced or compulsory labour occurred at one of its operations or those of its suppliers.

During their induction, all new employees of the HÖRMANN Group are familiarised with the compliance guidelines, which also address compliance with human rights.

# 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

---

GRI-INDEX

---

Glossary

Legal information and contact

The use of energy-efficient and green technologies optimises the use of resources and helps to counteract climate change. The HÖRMANN Group takes a holistic approach and supports the development of regenerative energies. The development of state-of-the-art mobility concepts and green products such as energy-efficient trams, the installation and maintenance of photovoltaic systems and the production of charging stations for electric vehicles are but a few examples of the transition towards a more sustainable future.

Product quality is crucially important to business success, which is why all manufacturing subsidiaries of the HÖRMANN Group have certified management systems in accordance with globally accepted standards and quality norms. The effectiveness of these processes is reviewed and ensured in regular internal and external audits. There were no serious product liability cases in the period under review.

The safety of the products sold is another key issue for the HÖRMANN Group. To protect customers, employees, society and the environment, industrial plants and all products and services must satisfy the highest possible product safety standards so as not to pose a potential hazard when used. Compliance with the statutory and official requirements of the countries to which they are delivered goes without saying.

Customer satisfaction is an essential success factor for the HÖRMANN Group. The regular dialogue with existing and potential new customers takes place at trade fairs at home and abroad, at digital events and in webinars, by telephone and e-mail, etc. The proximity of the operating companies of the HÖRMANN Group to their customers and the continuous dialogue gives them a deep understanding of their requirements and is one of the Group's strengths.



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

GRI-INDEX

Glossary

Legal information and contact



# Management approach

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

#### Management approach

Emissions

Energy consumption, renewable energy  
and energy efficiency

Waste and recycling

Materials used

Water and effluents

Social responsibility

OVERVIEW OF KEY FIGURES

GRI-INDEX

Glossary

Legal information and contact

Even today, the consequences of the climate crisis can be keenly felt, for instance with storms, heatwaves, drought and flooding threatening ecosystems, biodiversity and the lives of millions of people. Against this backdrop, the world is facing immense challenges. The Paris Agreement set the target of limiting global warming to 1.5°C above pre-industrial levels. Germany has ratified the agreement and has taken steps to implement it: The German Climate Protection Act requires the country to achieve greenhouse gas neutrality by 2045. Ever-larger sections of society are also increasingly calling for more action on climate protection.

The importance of environmental and climate protection to the HÖRMANN Group was affirmed by its stakeholders in conjunction with the materiality analysis. Climate protection is therefore one of the pillars of the HÖRMANN Group's sustainability strategy. The company seeks to make an active contribution to climate protection and to minimise the impact of its economic activities on climate and the environment.

The efforts of the HÖRMANN Group for an active contribution to environmental and climate protection are to be underscored by the launch of an environmental and occupational health and safety policy in 2023. In it, the HÖRMANN Group and its subsidiaries undertake to continuously reduce the greenhouse gas emissions caused in connection with its business activities. The goal is to reduce greenhouse gas emissions by 42% compared to the benchmark year 2022 by 2030 and to achieve greenhouse gas neutrality throughout the HÖRMANN Group by 2045. To achieve these ambitious goals, the Group is also working to increase its use of renewable energies and to reduce its specific energy consumption in all value-adding processes by means of various renewable energies measures.

Compliance with environmental laws and regulations, and guaranteeing the highest standards or quality and safety, are a part of the HÖRMANN Group's philosophy. In conjunction with the continuous improvement process, targets and deviations are constantly being monitored and any corrective measures are taken immediately.

Sustainability and climate protection are not just vital issues in terms of responsibility, but also offer the HÖRMANN Group a variety of opportunities for long-term business success. The use of green technologies and the development of green innovations in cooperation with customers and suppliers can help to find a balance between ecological and economic goals. Innovations in product development and in product design can help to launch greener products and thereby reduce the ecological footprint of the HÖRMANN Group.

In the period under review, the HÖRMANN Group joined the UN Global Compact and reiterated its intention to contribute towards a more sustainable future. Key sustainable development goals (see above) to which the company can and make a particular contribution were defined in conjunction with the strategy process.

The subsidiaries HÖRMANN Automotive Slovakia, HÖRMANN Automotive St. Wendel and HÖRMANN Automotive Wackersdorf have an environmental management system certified according to ISO 14001. The company HÖRMANN Automotive Gustavsburg also has an energy management system certified according to ISO 50001. Funkwerk AG and HÖRMANN Kommunikation & Netze GmbH received their sustainability certification from EcoVadis in the period under review and were both awarded a silver medal.



# 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

Management approach

**Emissions**

Energy consumption, renewable energy  
and energy efficiency

Waste and recycling

Materials used

Water and effluents

Social responsibility

OVERVIEW OF KEY FIGURES

GRI-INDEX

Glossary

Legal information and contact

Climate change has an immense impact on the climate, on ecosystems and thus on society. In 2015, 195 countries signed an international treaty in Paris to limit global warming to 2°C, ideally to 1.5°C, above pre-industrial levels. The HÖRMANN Group supports the goals of the Paris Agreement and intends to reduce the carbon emissions it can influence directly (Scope 1 and 2) by 42% as against 2022 by 2030. The HÖRMANN Group wants to achieve climate neutrality by 2045. A long-term roadmap for the decarbonisation of the HÖRMANN Group with specific interim targets, steps and the necessary investment will be devised in 2023.

The internationally accepted Greenhouse Gas Protocol (GHG) is the basis for quantifying the emissions of the HÖRMANN Group and the associated targets for their reduction. The Scope 1 and 2 emission categories were calculated for the reporting period. In 2023, the HÖRMANN Group will also look into its Scope 3 emissions, i.e. the emissions in its upstream and downstream value chains. To calculate Scope 1 and 2 emissions, the greenhouse gases named in the Kyoto Protocol were taken into consideration and included with emission factors as CO<sub>2</sub> equivalents. The emission factors used in calculations were taken from public databases such as those of the Department for Environment, Food and Rural Affairs (Defra), the Greenhouse Gas Protocol and data published by the German and Austrian Environment Agencies. Supplier information is also taken into account.

### GHG emissions and intensity

#### GRI 305-1, 305-2, 305-4

	2022	2021
Scope-1-Emissions	16,200 t CO <sub>2</sub> e	14,750 t CO <sub>2</sub> e
Scope-2-Emissions, market-based	12,450 t CO <sub>2</sub> e	9,850 t CO <sub>2</sub> e <sup>1)</sup>
Scope-2-Emissions, location-based	15,400 t CO <sub>2</sub> e	14,300 t CO <sub>2</sub> e
Total Scope 1 and Scope 2 emissions (market-based)	28,650 t CO <sub>2</sub> e	24,600 t CO <sub>2</sub> e <sup>1)</sup>
GHG intensity, sales	41.8 t CO <sub>2</sub> e/EUR million sales	41.8 t CO <sub>2</sub> e/EUR million sales <sup>1)</sup>
GHG intensity, employees	10.0 t CO <sub>2</sub> e/employees	8.8 t CO <sub>2</sub> e/employees <sup>1)</sup>

<sup>1)</sup> Corrected.

The HÖRMANN Group generated total emissions of 28,650 t CO<sub>2</sub>e (market-based) in 2022, an increase of approximately 4,000 t CO<sub>2</sub>e as against 2021. The restrictions on production in the wake of the COVID pandemic have been eased since 2021 and there has been an increase in manufacturing activity. Quantity-based GHG intensity t in CO<sub>2</sub>e per EUR million remained at the previous year's level of 41.8.

Scope 1 emissions have increased by 10% year-on-year to 16,200 t CO<sub>2</sub>e. The main factors driving this increase in emissions are the higher consumption of fuels by the fleet of vehicles, partly as a result of meetings now being held in person again and an increased level of business and travel. Scope 1 contains the direct emissions from combustion in stationary or mobile facilities of the HÖRMANN Group. This includes the consumption of natural gas to generate electricity and heat, the consumption of fuels to generate heat, the consumption of petrol and diesel for the fleet of vehicles, the consumption of liquefied petroleum gas for transport vehicles and the consumption of coolants and fire extinguishing agents, process gases and volatile gases.



# 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

Management approach

#### Emissions

Energy consumption, renewable energy  
and energy efficiency

Waste and recycling

Materials used

Water and effluents

Social responsibility

OVERVIEW OF KEY FIGURES

GRI-INDEX

Glossary

Legal information and contact

Market-based Scope 2 emissions are up by approximately 26% year-on-year at 12,450 t CO<sub>2</sub>e on account of the marked change in the electricity mix. Some of the emission factors for the electricity mix sourced have risen significantly compared to the comparative period. The HÖRMANN Group's sites are mainly located in Germany. More coal-fired power plants were connected to the grid on the German market in the period under review as a consequence of the economic recovery, the associated increase in demand for electricity and, in particular, the effects of the war in Ukraine, which significantly increased the emission factors of the electricity mix. Scope 2 comprises all indirect emissions from purchased energy. The HÖRMANN Group recognised electricity and district heating in this context.

In accordance with the principle of dual reporting described in the GHG Protocol Scope 2 Guidance, Scope 2 emissions are determined using two different methods. The location-based method uses the emissions intensity of each country's power grid to calculate emissions. The market-based method uses the emission factors provided by the energy provider. If information is not available from specific providers, the emission factor specific to the country is used instead. The market-based method has the advantage of making the use of renewable energy sources transparent, while the location-based method can be used to compare different countries.

The majority of emissions were generated by subsidiaries in the Automotive division in the period under review. Production at the plants of the Automotive division demands high use of machinery and, in some cases, high levels of process energy. The second-biggest issuer was the Communication division. These emissions are mostly caused by the fleet that is needed for extensive assembly work.

### Share of emissions by division

Holding	1.0%
Automotive	85.3%
Communication	10.0%
Intralogistics	2.1%
Engineering	1.6%

Emissions of HÖRMANN Group by business division in scope 1 and 2 (market-based).

The share of battery and hybrid electric vehicles was increased to 10% in the period under review. Further progress will be made in switching the fleet to alternative drives in the coming years, though the current procurement/supply problems and economic aspects must also be taken into account. Progress was made in expanding the charging infrastructure for the transition to electromobility at various sites of the HÖRMANN Group in the period under review.

### Vehicle fleet by drive type

	2022		2021	
Electric/hybrid vehicles	57	10%	30	5%
Combustion engine vehicles	520	90%	517	95%
Total	577		547	

# Energy consumption, renewable energy and energy efficiency

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

Management approach

Emissions

**Energy consumption, renewable energy  
and energy efficiency**

Waste and recycling

Materials used

Water and effluents

Social responsibility

OVERVIEW OF KEY FIGURES

GRI-INDEX

Glossary

Legal information and contact

The main energy sources used by the HÖRMANN Group are gas to generate process heat and electricity, the fuels used by the fleet and electricity from the grid.

To make energy consumption as efficient as possible and to conserve resources, a certified energy management system according to DIN EN ISO 50001 has been established at the HÖRMANN Group production site with the most intensive energy consumption, HÖRMANN Automotive Gustavsburg GmbH. In Gustavsburg and at other energy-intensive sites, energy management officers have been tasked to identify and implement energy savings. The managing directors of the other subsidiaries are responsible for promoting steps to save energy and use renewable energies. The holistic recording and reporting of energy use across all parts of the HÖRMANN Group forms the basis for deriving future steps to enhance energy efficiency.

Energy intensity in MWh/EUR million in sales fell by around 14% from 188.0 to 162.5 in the period under review. Compared to the previous year, energy intensity in MWh/employee decreased from 39.7 at 38.8. Absolute energy consumption was slightly higher year-on-year at 111,450 MWh in the current reporting period. This is primarily due to the increased fuel consumption for the fleet.

### Energy consumption

#### GRI 302-1

	2022	2021
Fuel consumption from non-renewable energies	70,550 MWh	69,750 MWh
of which petrol	1,150 MWh	900 MWh
of which diesel	11,800 MWh	11,000 MWh
of which natural gas	56,200 MWh	56,850 MWh
of which heating oil	200 MWh	150 MWh
of which liquid gas (LPG)	1,200 MWh	850 MWh
Electricity consumption from purchased electricity	39,400 MWh	39,350 MWh
of which from mixed sources <sup>1</sup>	38,750 MWh	39,350 MWh
of which from renewable sources <sup>2</sup>	650 MWh	–
Electricity consumption from self-generated electricity from renewable sources	50 MWh	–
Heating energy consumption	1,500 MWh	1,450 MWh
of which district heating	1,500 MWh	1,450 MWh
Energy sold	50 MWh	–
of which electricity from renewable sources	50 MWh	–
Total energy consumption	111,450 MWh	110,550 MWh

<sup>1</sup>Standard electricity mix from the public grid.

<sup>2</sup>According to certified green energy contracts.

The energy quantities are calculated using the conversion factors published by the German Federal Office for Economic Affairs and Export Control (BAFA). Energy sources included: electricity, natural gas, district heating, liquid gas (LPG), fuel oil, diesel, petrol.

# Waste and recycling

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

Management approach

Emissions

Energy consumption, renewable energy  
and energy efficiency

**Waste and recycling**

Materials used

Water and effluents

Social responsibility

OVERVIEW OF KEY FIGURES

GRI-INDEX

Glossary

Legal information and contact

The HÖRMANN Group's aim is to make processes as resource-efficient as possible. Besides saving energy and water, this is about the economical use of raw and other materials to reduce waste volumes as well. Attention is paid to the proper separation of waste to contribute to the circular economy and thus promote the conservation of resources.

This is intended to achieve the most efficient use of raw materials possible and to reduce environmental pollution due to waste matter or effluents.

As the manufacturing subsidiaries account for the biggest share of the company's waste volume, the waste they generated is tracked and analysed continuously. A distinction is made between hazardous and non-hazardous waste in accordance with the German Waste Classification Ordinance, as well as between the disposal methods of recycling, incineration, composting, chemical treatment and landfill.

In particular, the paint shops in the Automotive division generate hazardous waste that activities are focusing on to reduce them as much as possible. If it is not technically possible to avoid or reuse waste, the Group strives for as high a recycling rate as possible.

The waste officers at the subsidiaries are responsible for identifying and implementing waste management activities. Waste reports are also the subject of the annual audit in conjunction with the certified environmental management system according to ISO 14001 at the corresponding locations. In cases where there is not a certified environmental management system or waste officer has not been appointed, responsibility for proper waste management lies with the managing directors.

All subsidiaries of the HÖRMANN Group follow the principle of prevention before recycling when dealing with waste. In particular, reusable transport frames and containers are used in the series production of components to reduce the use of packaging materials as much as possible. If

the use of packaging materials when packing products is unavoidable or requested by the customer, employees are instructed to choose the most recyclable option possible.

### Waste volume

#### GRI 306-3

	2022		2021	
Total waste volume	48,335 t		47,050 t	
of which non-hazardous waste	47,700 t	98.7%	46,500 t*	98.8%
of which scrap metal	46,400 t		not recorded	
of which hazardous waste	635 t	1.3%	550 t	1.2%

\*including scrap and metals.

The waste volume increased by around 1,300 t in the period under review. More waste was generated in the Communication division than in the comparative period in conjunction with the implementation of major projects. For this reason, waste volumes in conjunction with large projects will be recorded and reported separately in the coming reporting period.

# Waste and recycling

## 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

#### Management approach

#### Emissions

#### Energy consumption, renewable energy and energy efficiency

#### Waste and recycling

#### Materials used

#### Water and effluents

### Social responsibility

## OVERVIEW OF KEY FIGURES

## GRI-INDEX

## Glossary

## Legal information and contact

### Waste intensity

	2022	2021
in t/EUR million sales	70.5	79.9
in t/Employees	16.8	16.9

Waste intensity per EUR million in sales declined to 70.5. The figure per employee was down slightly at 16.8.

### Waste volume by type of disposal

#### GRI 306-4, 306-5

	2022		2021	
Total waste volume	48,335 t		47,050 t	
Recycling*	47,300 t	97.9%	46,225 t	98.2%
Landfill	300 t	0.6%	240 t	0.5%
Incineration	600 t	1.2%	430 t	0.9%
Composting	50 t	0.1%	30 t	0.1%
Chemical treatment	85 t	0.2%	125 t	0.3%

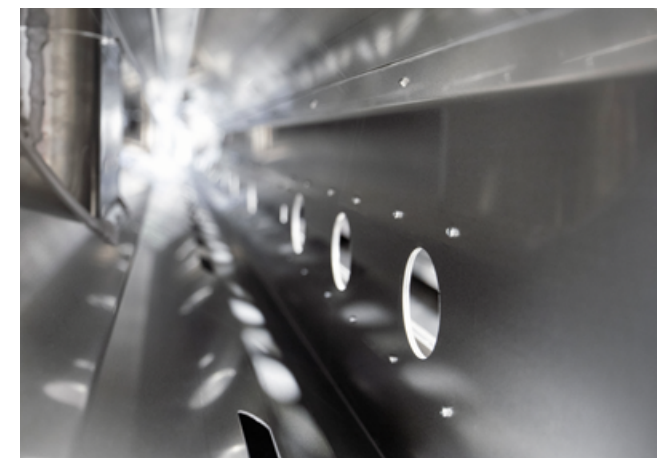
\*including scrap and metals.

In the Automotive division, body parts are produced on press lines, a process that generates large quantities of scrap metal due to the complicated shaping and punching process. Despite continuous optimisation, waste cannot be avoided entirely. In order to reduce the consumption of natural resources to a minimum, special attention is paid to the proper separation of the waste produced. This is particularly significant for scrap metals and other types of waste in order to close gaps in materials cycles.

### Recycling rate

	2022	2021
Waste volume/total waste volume taken to recycling	97.9%	98.2%

At 97.9%, the recycling rate is slightly lower than in the previous year but still at a very high level.



# Materials 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

Management approach

Emissions

Energy consumption, renewable energy  
and energy efficiency

Waste and recycling

**Materials used**

Water and effluents

---

Social responsibility

---

OVERVIEW OF KEY FIGURES

---

GRI-INDEX

---

Glossary

Legal information and contact

The HÖRMANN Group is committed to the efficient use of the natural resources of land, air and water as well as raw materials and fuels. To this end, relevant consumption of resources in business processes is being successively optimised with specific actions.

As the Group's business activities focus on the automotive supply industry, steel is a key resource. Steel is the most frequently used material at the HÖRMANN Group in terms of both operating weight and cost. The production of vehicle components is a key driver in steel consumption. To be able to offer customers competitive products, not just economic but also ecological and social aspects must be taken into account when procuring materials. In some cases, suppliers are therefore reviewed for environmental and social criteria and the results are taken into account in supplier selection.





# Water and effluents

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

Management approach

Emissions

Energy consumption, renewable energy  
and energy efficiency

Waste and recycling

Materials used

**Water and effluents**

Social responsibility

OVERVIEW OF KEY FIGURES

GRI-INDEX

Glossary

Legal information and contact

The HÖRMANN Group attaches particular importance to the sustainable and careful use of the natural resource of water at all locations. While the Group goes not operate any production facilities or sites in areas with high water stress, the careful use of water is still very important.<sup>1</sup> Water is used at production and warehousing facilities and at administrative sites.

The companies of the HÖRMANN Group used 120,500 m<sup>3</sup> of water in the period under review. Consumption increased marginally by around 2,000 m<sup>3</sup> year-on-year, primarily as a result of the reduction in employees working from home as the COVID pandemic died down.

### Water withdrawal

#### GRI 303-3, 303-5

	2022		2021	
Absolute water withdrawal	120,500 m <sup>3</sup>		118,250 m <sup>3</sup>	
Water sourced from other companies	–		not recorded	
Freshwater	120,500 m <sup>3</sup>	100.0%	118,250 m <sup>3</sup>	100.0%
Surface water	–	0.0%	not recorded	
Groundwater	99,000 m <sup>3</sup>	82.2%	100,700 m <sup>3</sup>	85.2%
from public/private water-works	21,500 m <sup>3</sup>	17.8%	17,550 m <sup>3</sup>	14.8%
other sources ( > 1,000 mg/l total dissolved solids)	–	0.0%	not recorded	
Reused water	150 m <sup>3</sup>		not recorded	

Water withdrawal intensity declined from 200.8 to 178.5 m<sup>3</sup>/EUR million in sales in the current period under review. The figure per employee was down by 0.5 percentage points compared to the previous year.

<sup>1</sup> Assessment whether an area has water stress according to the Aqueduct Water Risk Atlas of the World Resources Institute.

### Water withdrawal intensity

	2022	2021
m <sup>3</sup> /EUR million sales	175.7	200.8
m <sup>3</sup> /employee	41.9	42.4

In the HÖRMANN Automotive division, process water is needed for cooling and cleaning. To reduce the consumption of water, attempts are being made to optimise water intake and reuse through appropriate closed-loop systems and processing facilities. With the exception of HÖRMANN Automotive Gustavsburg GmbH, subsidiaries draw their water exclusively from the local water network. The Gustavsburg site also operates its own well to draw groundwater. In the other divisions, water consumption is largely limited to sanitation and kitchen areas. Primarily fresh water is used and consumption is reduced by the use of standard water-saving appliances.

The local authorities set minimum standards for discharging process water that are regularly reviewed for compliance by independent laboratories. The HÖRMANN Group has set itself the goal of not just satisfying, but actually exceeding minimum standards. The evaporation of cooling water means that the amount of water withdrawn is greater than the amount put back. The company exclusively discharges its effluents into the local networks in the quality stipulated by the local authorities.

# Water and effluents

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

Management approach

Emissions

Energy consumption, renewable energy  
and energy efficiency

Waste and recycling

Materials used

**Water and effluents**

Social responsibility

OVERVIEW OF KEY FIGURES

GRI-INDEX

Glossary

Legal information and contact

## Water discharge

### GRI 303-4

	2022	2021
Absolute water withdrawal	120,500 m <sup>3</sup>	118,250 m <sup>3</sup>
Absolute water discharge	102,600 m <sup>3</sup>	97,750 m <sup>3</sup>
fed into public sewer system	102,600 m <sup>3</sup>	97,750 m <sup>3</sup>
fed into surface waters	–	not recorded
fed into groundwater	–	not recorded
for reuse at another company	–	not recorded
Treated water	35,400 m <sup>3</sup>	not recorded
fed into public sewer system	35,400 m <sup>3</sup>	not recorded
fed into surface waters	–	not recorded
fed into groundwater	–	not recorded
for reuse at another company	–	not recorded
Untreated effluents	67,200 m <sup>3</sup>	not recorded
fed into public sewer system	67,200 m <sup>3</sup>	not recorded
fed into surface waters	–	not recorded
fed into groundwater	–	not recorded
for reuse at another company	–	not recorded
Evaporated water	17,900 m <sup>3</sup>	not recorded

The HÖRMANN Group discharged 102,600 m<sup>3</sup> of water in the reporting period, 35,400 m<sup>3</sup> of which treated and 67,200 m<sup>3</sup> untreated. 17,900 m<sup>3</sup> of water evaporated in conjunction with process activities.

The effluents generated by the paint shops are regularly and very strictly monitored internally for possible contamination, and compliance with official values is monitored by internal laboratories. The company attaches particular importance to the highest standards and quality assurance. At semi-annual intervals, a report is produced on the results of this testing and submitted to the competent regional council to ensure that all relevant provisions and requirements are complied with.

The environmental officers at the subsidiaries concerned are responsible for implementing steps to reduce water consumption and for taking consumption readings. At all other companies, recording and further reducing water consumption is the responsibility of the managing directors. Besides the ecological benefits, the savings measures also entail cost advantages.

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

GRI-INDEX

Glossary

Legal information and contact





# Principles of the HÖRMANN 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

Principles of the HÖRMANN Group

Employees

Social responsibility

OVERVIEW OF KEY FIGURES

GRI-INDEX

Glossary

Legal information and contact

The corporate culture of the HÖRMANN Group is defined by trusting and respectful interactions. The HÖRMANN Group has been conscious of its responsibility to society and employees for more than 68 years. Dedicated and qualified employees are a key pillar of the company and make a crucial contribution to its business success every day.

Besides its employees, the HÖRMANN Group wishes to maintain a responsible and respectful relationship with all its stakeholders, from the company's neighbours to customers, at all subsidiaries. In a wide variety of projects, the HÖRMANN Group acts as a corporate citizen in upholding its responsibility as a part of society and contributes to the development of a more sustainable future.



# Employees

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 of the HÖRMANN Group

**Employees**

Social responsibility

OVERVIEW OF KEY FIGURES

GRI-INDEX

Glossary

Legal information and contact

## MANAGEMENT APPROACH

Given the size and diversity of the HÖRMANN Group, cohesion and fostering the performance, productivity and satisfaction of every individual is a key success factor for the Group. The HÖRMANN Group bears special responsibility for its employees, who numbered 2,876 in the period under review. In addition to guaranteeing occupational health and safety, criteria such as work-life balance, fair pay, pension schemes and personal development are highly important as well.

### Employees

#### GRI 102-7

	2022	2021	2020	Change as against previous year
Total employees*	2,876	2,787	2,774	3.2%

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

To achieve this, the HÖRMANN Group relies on strategic HR management with employee-oriented work concepts to create modern working environments and various opportunities for the personal and professional development of every individual.

#### Share of employees covered by employee representatives

	2022	2021
Employees covered by employee-representatives	63%	59%

Around 63% of the employees of the HÖRMANN Group were represented by employee representative bodies at the subsidiaries in the period under review. The interactions and partnership between the Works Council and management have been characterised by respectful, open and constructive dialogue for many years. This continuous and trusting discourse between the managing directors and the Works

Council in the respective subsidiaries, and between the management of the holding company and the Group Works Council as well, ensures the future viability of the company. National legislation sets out how employee representatives are involved in decision-making processes. The managing directors and Works Council meet regularly to discuss matters. When decisions subject to co-determination need to be made, employee representatives are consulted early on, the provisions of the laws on co-determination are complied with and the corresponding procedures are applied.

## EMPLOYEE SATISFACTION

The world of work is in a state of flux owing to demographic change as well as developments in digitalisation and globalisation. Companies have to adapt to these changes and face new challenges. To guarantee long-term economic success, it is more important today than ever to have dedicated and satisfied employees. It is important to inspire loyalty to the company among these employees.

The HÖRMANN Group creates the foundation for satisfied employees with an attractive and fair working environment. To this end, fair pay goes without saying and additional work benefits are granted on top of collectively agreed wages. This is supplemented by flexible working models that adapt to employees' unique needs and individual options for work-life balance. This principle forms the basis for high employee satisfaction.

Employee surveys are a key component of appreciative HR management at the company. They allow an impression of employee satisfaction at the HÖRMANN Group and all its subsidiaries.



# Employees

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 of the HÖRMANN Group

**Employees**

Social responsibility

OVERVIEW OF KEY FIGURES

GRI-INDEX

Glossary

Legal information and contact

The HÖRMANN Group uses various measures and projects to facilitate work-life balance and promote an attractive working environment. One way of doing this is to make the working day more individual and more flexible and individual working hours, which also includes the option of employees working from home.

Flat hierarchies allow all employees to take responsibility, influence decisions and so to develop their business skills. It is also highly important to offer employees appealing and demanding projects and challenging work that they can perform at state-of-the-art workplaces using the latest digital work equipment.

The leadership philosophy of the family-owned company is focused on people and is reflected in our employees' high level of loyalty and long-standing service. The turnover rate within the HÖRMANN Group was 16.5% in the reporting period and has increased compared to the previous year. The main driver has been the restructuring within the business units.

In the subsidiaries and the locations, there are a number of initiatives and activities run by the local managing directors. Regular team events and works meetings encourage the dialogue between managing directors, management, employees and employee representatives and foster the corporate culture.

### OCCUPATIONAL HEALTH AND SAFETY

The health and safety of employees is the top priority for the HÖRMANN Group. This not only includes preventing work accidents but also providing activities to promote health. The HÖRMANN Group does not just operate in line with the legal requirements, but also takes active steps to protect its employees and strives to avoid time off as much as possible. To do this effectively, health and safety aspects have to be firmly integrated into the organisation and business processes.

All managing directors are personally responsible for providing employees with a safe and productive work environment where they feel comfortable and where work-related injuries and illnesses are prevented as far as possible. Great importance is attached to compliance with all statutory regulations to protect employee health.

The company regularly analyses and checks relevant work processes for potential health and safety risks and takes suitable steps to reduce hazards. Regular site inspections are carried out by management and those in charge of work safety in line with state and cooperative provisions. They systematically analyse work accidents and assess reports and recommendations by authorities such as the regional government, the Trade Inspectorate, the Office of Occupational Health and Safety office or the occupational health and safety agency.

Raising management and employee awareness of work safety and healthy working conditions and processes is of crucial importance. Particular attention is paid to compliance with occupational health and safety regulations during external assignments on construction sites or service calls, when employees often also assume responsibility for other service providers or subcontractors.

A number of initiatives are used to promote occupational health and safety and represent a long-term investment in the future of the company. Responsibility for occupational health and safety lies with the managing directors, who are assisted by trained occupational health and safety specialists or experts from the occupational health and safety agency and the occupational health service in many cases.

HÖRMANN Automotive Slovakia currently has an occupational safety management system certified according to DIN EN ISO 45001, though all other production sites are also aligned with these high standards.

Employees and employee representatives are expressly encouraged to speak up about unsafe practices or possible hazards in the workplace and to actively suggest improvements. The internal suggestions scheme,

# Employees

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 of the HÖRMANN Group

**Employees**

Social responsibility

OVERVIEW OF KEY FIGURES

GRI-INDEX

regular workplace hazard assessments, the investigation of workplace accidents and regular meetings of the Work Safety Committee provide a range of opportunities for this.

Furthermore, all employees of the company have access to a company medical service or a company physician. This helps to implement measures to prevent work-related complaints and ill health at an early stage and to identify problems as early as possible.

### Occupational health and safety

#### GRI 403-9

	2022	2021
Reportable non-fatal workplace accidents	95	77
Fatal workplace accidents	0	1
Accident rate per 1,000 workers	33.0	28.0

There were 95 reportable non-fatal workplace accidents in the HÖRMANN Group in the period under review. There were also 65 near-miss accidents. There were no fatal workplace accidents. The relative accident rate per 1,000 full-time employees rose to 33.0.

## DIVERSITY, INCLUSION AND EQUAL OPPORTUNITIES

An increasingly diverse society is emerging as a result of demographic change, globalisation, immigration from other cultures and a fundamental change in values. This diversity represents value added for the HÖRMANN Group as it adds multi-dimensional cooperation to boost the capacity for innovation and change. Fostering diversity within the company is thus a crucial factor in the long-term business success of the HÖRMANN Group.



The HÖRMANN Group has sent a clear signal by signing the Diversity Charter, clearly demonstrating its position in favour of equal opportunities and against discrimination based on ethnic origin or nationality, gender or gender identity, sexual orientation, religious affiliation, philosophy or cultural background, age, health or disability. The aim is to create an appreciative working environment characterised by tolerance and acceptance and free from prejudice. Every employee at the HÖRMANN Group has equal opportunities to advance, contribute and flourish.

Diversity dimensions are always taken into account when hiring new employees and developing processes and policies. Furthermore, the practiced corporate values call for the respectful and fair treatment of all employees as equals.

Glossary

Legal information and contact

# Employees

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 of the HÖRMANN Group

**Employees**

Social responsibility

OVERVIEW OF KEY FIGURES

GRI-INDEX

Glossary

Legal information and contact

In the event of these principles and positions being breached, all employees have access to an established complaints procedure that can also be used anonymously. No complaints were reported in the period under review.

The practiced diversity allows the HÖRMANN Group to be more adaptable to changing market conditions and enhances its competitive capability. A diverse employee structure is fostered in conjunction with HR management to create a working environment free from discrimination for all employees.

The representative body for employees with severe disabilities and inclusivity officers are key points of contact for employees with disabilities or those facing a disability. The representative body for employees with severe disabilities can be contacted at any time and provides advice, for example, on social security applications, reintegration after prolonged illness and other legal issues. It also helps the employer to include new employees.

### Share of employees with severe disabilities

#### GRI 405-1

	2022	2021
Percentage of employees with severe disabilities	3.7%	4.2%

The percentage of people with severe disabilities employed at the HÖRMANN Group was slightly below the previous year's level at 3.7% in the period under review.

In particular, the HÖRMANN Group is committed to campaigning for affirmative action for women to increase the share of women both throughout the company and in management positions. The work/life balance and programmes that support women in returning to work after a career break for raising a family are particularly important here.

### Gender breakdown

#### GRI 405-1

	2022		2021	
Total employees*	2,876		2,798	
Women	489	17.0%	442	15.8%
of which in management positions	42	11.3%	36	9.7%
Men	2,387	83.0%	2,356	84.2%
of which in management positions	330	88.7%	335	90.3%

\* Not based on the total number of employees in accordance with section 267(5) HGB, but rather the total number of employees in 2021.

The sustainability goal of "gender equality" is recorded within the HÖRMANN Group. In the period under review 489 women were employed, which corresponds to 17.0% in the HÖRMANN Group.



# Employees

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 of the HÖRMANN Group

**Employees**

Social responsibility

OVERVIEW OF KEY FIGURES

GRI-INDEX

## EMPLOYEE ADVANCEMENT AND DEVELOPMENT

The HÖRMANN Group attaches great importance to lifelong learning and the continuous advancement of its employees to ensure that both the personal development of each individual as well as the professional and methodological competences of all employees are guaranteed in the face of technological development and, above all, ever faster digitalisation. For this reason, HR development is a key component of the HR strategy developed and approved by the executive bodies during the reporting period.

Continuing professional development is available to all employees at all locations and regardless of their function, activity or level of education. In this way, the HÖRMANN Group supports the systematic expansion of the skills of all employees. Through these diverse measures, the HÖRMANN Group promotes its sustainable existence and can thus also operate successfully under dynamic market developments. The aim is to increasingly cover the growing demand for specialists and managers from within the company.

Some subsidiaries have their own development and training programmes that are supplemented by Group-wide development and training opportunities. In line with the organisational structure, the managing directors and the managers in the subsidiaries are responsible for the continuous training and further development as well as for the personal development of their employees in order to sustainably ensure the performance of the subsidiary for which they are responsible, even in the very rapidly changing environment of the 21<sup>st</sup> century. A key feature of the shared understanding of leadership is that employees and managers hold annual performance appraisal and feedback meetings, in which they discuss further development opportunities for the employee and identify individual training and development needs.

Training expenses amounted to around EUR 237 per employee in the period under review. Compared to the previous year, this is an increase of 82%.

The forward development of its management personnel is another key issue for the company. In the reporting year, a self-developed leadership programme with 5 modules lasting several days was launched and offered to all executive and special managers. So far, 24 executive and selected managers have been trained in the first round. In 2023/ 2024, this management programme will also be offered to second- and third-level managers. For junior executives, a support programme specially designed for this target group will be developed and launched in 2023.

There were 86 trainees and dual students in the HÖRMANN Group in the reporting period. The training rate in the HÖRMANN Group was 3.0% and therefore slightly above the previous year's level. Almost all trainees can be offered a job after successfully completing their training.

### Employee advancement and development

#### GRI 404-2

	2022	2021
Trainees and dual students	86	82
Training rate	3.0%	2.9%
Training expenditure per employee	EUR 237	EUR 130

Glossary

Legal information and contact

# Social responsibility

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 of the HÖRMANN Group  
Employees

**Social responsibility**

OVERVIEW OF KEY FIGURES

GRI-INDEX

Glossary

Legal information and contact

The HÖRMANN Group takes its responsibility as a corporate citizen seriously and strives to have a positive influence wherever it can. Both the HÖRMANN Group and its employees take on various social duties and have a positive effect of the dimension of social sustainability.

The HÖRMANN Group and its subsidiaries sponsor and donate to various projects to help children, teenagers and the disadvantaged. Some subsidiaries even make donations to charities at Christmas instead of giving gifts to business partners. One example of this is the work done by employees at HÖRMANN Automotive Gustavsburg GmbH. Together with local fire brigades and associations as well as the town of Ginsheim-Gustavsburg and the Bischofsheim community, a fund-raising campaign was set up to help the people of Ukraine in the period under review. There were plenty of volunteers to help collect and sort donations thanks to trainees and the company fire department. More than 180 pallets of humanitarian aid were loaded onto five 40t trailers and two company fire department vehicles and driven to the Ukraine border.

The HÖRMANN Group encourages volunteer work by its employees by allowing them time off wherever the law allows. Stand-out volunteer work by employees is recognised and published in the staff magazine to help inspire others.





# Overview of key figures

Foreword

About this report

HÖRMANN Group at a glance

SUSTAINABILITY INITIATIVES IN FOCUS

NON-FINANCIAL PERFORMANCE REPORT

**OVERVIEW OF KEY FIGURES**

GRI-INDEX

## ENVIRONMENTAL AND CLIMATE PROTECTION

### GHG emissions and intensity

#### GRI 305-1, 305-2, 305-4

	2022	2021
Scope-1-Emissions	16,200 t CO <sub>2</sub> e	14,750 t CO <sub>2</sub> e
Scope-2-Emissions, market-based	12,450 t CO <sub>2</sub> e	9,850 t CO <sub>2</sub> e <sup>1)</sup>
Scope-2-Emissions, location-based	15,400 t CO <sub>2</sub> e	14,300 t CO <sub>2</sub> e
Total Scope 1 and Scope 2 emissions (market-based)	28,650 t CO <sub>2</sub> e	24,600 t CO <sub>2</sub> e <sup>1)</sup>
GHG intensity, sales	41.8 t CO <sub>2</sub> e/EUR million sales	41.8 t CO <sub>2</sub> e/EUR million sales <sup>1)</sup>
GHG intensity, employees	10.0 t CO <sub>2</sub> e/employees	8.8 t CO <sub>2</sub> e/employees <sup>1)</sup>

<sup>1)</sup>Corrected.

## Energy consumption

### GRI 302-1

	2022	2021
Fuel consumption from non-renewable energies	70,550 MWh	69,750 MWh
of which petrol	1,150 MWh	900 MWh
of which diesel	11,800 MWh	11,000 MWh
of which natural gas	56,200 MWh	56,850 MWh
of which heating oil	200 MWh	150 MWh
of which liquid gas (LPG)	1,200 MWh	850 MWh
Electricity consumption from purchased electricity	39,400 MWh	39,350 MWh
of which from mixed sources <sup>1)</sup>	38,750 MWh	39,350 MWh
of which from renewable sources <sup>2)</sup>	650 MWh	–
Electricity consumption from self-generated electricity from renewable sources	50 MWh	–
Heating energy consumption	1,500 MWh	1,450 MWh
of which district heating	1,500 MWh	1,450 MWh
Energy sold	50 MWh	–
of which electricity from renewable sources	50 MWh	–
Total energy consumption	111,450 MWh	110,550 MWh

<sup>1)</sup>Standard electricity mix from the public grid.

<sup>2)</sup>According to certified green energy contracts.

Glossary

Legal information and contact

# Overview of key figures

Foreword

About this report

HÖRMANN Group at a glance

SUSTAINABILITY INITIATIVES IN FOCUS

NON-FINANCIAL PERFORMANCE REPORT

**OVERVIEW OF KEY FIGURES**

GRI-INDEX

## Waste volume

### GRI 306-3

	2022		2021	
Total waste volume	48,335 t		47,050 t	
of which non-hazardous waste	47,700 t	98.7%	46,500 t*	98.8%
of which scrap metal	46,400 t		not recorded	
of which hazardous waste	635 t	1.3%	550 t	1.2%
Waste volume/total waste volume taken to recycling	97.9%		98.2%	

\*including scrap and metals.

## Waste intensity

	2022	2021
in t/EUR million sales	70.5	79.9
in t/Employees	16.8	16.9

## Waste volume by type of disposal

### GRI 306-3

	2022		2021	
Total waste volume	48,335 t		47,050 t	
Recycling*	47,300 t	97.9%	46,225 t	98.2%
Landfill	300 t	0.6%	240 t	0.5%
Incineration	600 t	1.2%	430 t	0.9%
of which energy recovery	572 t			
of which without energy recovery	3 t			
Composting	50 t	0.1%	30 t	0.1%
Chemical treatment	85 t	0.2%	125 t	0.3%

\*including scrap and metals.

Glossary

Legal information and contact

# Overview of key figures

Foreword

About this report

HÖRMANN Group at a glance

SUSTAINABILITY INITIATIVES IN FOCUS

NON-FINANCIAL PERFORMANCE REPORT

**OVERVIEW OF KEY FIGURES**

GRI-INDEX

## Water withdrawal

### GRI 303-3, 303-5

	2022		2021	
Absolute water withdrawal	120,500 m <sup>3</sup>		118,250 m <sup>3</sup>	
Water sourced from other companies	–	0.0%	not recorded	
Freshwater	120,500 m <sup>3</sup>	100.0%	118,250 m <sup>3</sup>	
Surface water	–	0.0%	not recorded	
Groundwater	99,000 m <sup>3</sup>	82.2%	100,700 m <sup>3</sup>	
from public/private waterworks	21,500 m <sup>3</sup>	17.8%	17,550 m <sup>3</sup>	
other sources ( > 1,000 mg/l total dissolved solids)	–	0.0%	not recorded	
Reused water	150 m <sup>3</sup>		not recorded	

## Water withdrawal intensity

	2022		2021	
m <sup>3</sup> /EUR million sales	175.7		200.8	
m <sup>3</sup> /employee	41.9		42.4	

## Water discharge

### GRI 303-4

	2022		2021	
Absolute water withdrawal	120,500 m <sup>3</sup>		118,250 m <sup>3</sup>	
Absolute water discharge	102,600 m <sup>3</sup>		97,750 m <sup>3</sup>	
fed into public sewer system	102,600 m <sup>3</sup>		97,750 m <sup>3</sup>	
fed into surface waters	–		not recorded	
fed into groundwater	–		not recorded	
for reuse at another company	–		not recorded	
Treated water	35,400 m <sup>3</sup>		not recorded	
fed into public sewer system	35,400 m <sup>3</sup>		not recorded	
fed into surface waters	–		not recorded	
fed into groundwater	–		not recorded	
for reuse at another company	–		not recorded	
Untreated effluents	67,200 m <sup>3</sup>		not recorded	
fed into public sewer system	67,200 m <sup>3</sup>		not recorded	
fed into surface waters	–		not recorded	
fed into groundwater	–		not recorded	
for reuse at another company	–		not recorded	
Evaporated water	17,900 m <sup>3</sup>		not recorded	

Glossary

Legal information and contact

# Overview of key figures

Foreword

About this report

HÖRMANN Group at a glance

SUSTAINABILITY INITIATIVES IN FOCUS

NON-FINANCIAL PERFORMANCE REPORT

## OVERVIEW OF KEY FIGURES

GRI-INDEX

Glossary

Legal information and contact

## SOCIAL RESPONSIBILITY

### Employees

#### GRI 102-7

	2022	2021	2020	Change as against previous year
Total employees*	2,876	2,787	2,774	3.2%
Employee turnover	16.5%	6.5%	–	–

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

### Share of employees covered by employee representatives

	2022	2021
Employees covered by employee representatives	63%	59%

### Occupational health and safety

#### GRI 403-9

	2022	2021
Reportable non-fatal workplace accidents	95	77
Fatal workplace accidents	0	1
Accident rate per 1,000 workers	33.0	28.0

### Employee advancement and development

#### GRI 404-2

	2022	2021
Trainees and dual students	86	82
Training rate	3.0%	2.9%
Training expenditure per employee	EUR 237	EUR 130

### Gender breakdown

#### GRI 405-1

	2022	2021
Total employees*	2,876	2,798
Women	489	442
of which in management positions	42	36
Men	2,387	2,356
of which in management positions	330	335

\* Not based on the total number of employees in accordance with section 267(5) HGB, but rather the total number of employees in 2021.

### Share of employees with severe disabilities

#### GRI 405-1

	2022	2021
Percentage of employees with severe disabilities	3.7%	4.2%

With a clear commitment to sustainable corporate management, the HÖRMANN Group created structures and processes that promote sustainable action across the entire company.

This report has been prepared in accordance with the GRI Standards. The GRI Index lists all the GRI indicators applied as well as further information and amendments. If 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 were left out.



## Universal standards

GRI-STANDARD	Information	Description on page	Further information and amendment	UNGC principles	SDGs
<b>GRI 2: GENERAL DISCLOSURES 2021</b>					
2-1	Legal name of the organisation	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 (a limited partnership in which the unlimited partner is a private limited company).		
2-1	Nature of ownership and legal form	4			
2-1	Location of headquarters	4			
2-1	Countries of operation		The HÖRMANN Group operated in five countries during the reporting year. Further information at <a href="http://www.hoermanngruppe.com/en/company">www.hoermanngruppe.com/en/company</a>		
2-2	Included entities in the sustainability reporting	5	For further information, see 2022 Annual Report, Management Report, Basic information on the Group.		
2-3	Reporting period	4	1 January 2022 to 31 December 2022		
2-3	Date of the report		28.04.2023		
2-3	Reporting frequency	4	Annually		
2-3	Contact point	77			
2-4	Restatements of information	4			
2-5	External assurance	4	The data have not undergone an external audit.		
2-6	Sectors	8	Further information at <a href="http://www.hoermanngruppe.com/en/segments">www.hoermanngruppe.com/en/segments</a>		
2-6	Activities, brands, products and services	8	Further information at <a href="http://www.hoermanngruppe.com/en/segments">www.hoermanngruppe.com/en/segments</a>		

GRI-STANDARD	Information	Description on page	Further information and amendment	UNGC principles	SDGs
2-6	Markets served	8	Further information at <a href="http://www.hoermanngruppe.com/en/segments">www.hoermanngruppe.com/en/segments</a>		
2-6	Supply Chain	53			
2-6	Significant changes compared to the previous reporting period	8	Further information at <a href="http://www.hoermann-intralogistics.com/en/news/newsmeldung/future-now-our-new-business-segment-hormann-intralogistics">www.hoermann-intralogistics.com/en/news/newsmeldung/future-now-our-new-business-segment-hormann-intralogistics</a>		
2-7	Employees	8, 58, 61, 67	No information for 2-7 b.		
2-9	Governance structure and composition	23, 38			
2-12	Role of the highest governance body in overseeing the management of impacts	23			
2-14	Role of the highest governance body in sustainability reporting	31			
2-22	Statement on sustainable development strategy	3, 25, 28			
2-23	Statement from senior decision-maker	3, 24, 36, 38, 40, 44,			
2-23	Values, principles, standards and norms of behaviour	23, 36, 40, 42, 44			
2-23	Precautionary principle or approach		For further information, see 2022 Annual Report, Management Report, Report on opportunities, risks and expected developments.		
2-25	Processes to remediate negative impacts	40, 41, 44			
2-26	Mechanisms for seeking advice and raising concerns	40			

## Universal standards

GRI-STANDARD	Information	Description on page	Further information and amendment	UNGC principles	SDGs
2-27	Compliance with laws and regulations	40, 41, 42, 44, 45, 47, 59	The HÖRMANN Group was not aware of any significant incidents during the reporting period.		
2-29	Approach to stakeholder engagement	34, 35			
2-29	Categories of stakeholders	34			
2-29	Purpose of the stakeholder engagement	26, 34			
<b>GRI 3: MATERIAL TOPICS 2021</b>					
3-1	Process to determine material topics	27	For further information, see 2021 Sustainability Report, Materiality analysis and sustainability strategy		
3-2	List of material topics	27	For further information, see 2021 Sustainability Report, Materiality analysis and sustainability strategy		
3-3	Management of material topics	26			

# Topic standards

GRI-STANDARD	Information	Description on page	Further information and amendment	UNGC principles	SDGs
<b>GRI 200: ECONOMY</b>					
<b>GRI 201: ECONOMIC PERFORMANCE 2016</b>					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
201-1	Direct economic value generated and distributed	8	For further information, see 2022 Annual Report		1, 8
201-3	Defined benefit plan obligations and other retirement plans		For further information, see 2022 Annual Report		
<b>GRI 205: ANTI-CORRUPTION 2016</b>					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
205-1	Operations assessed for risks related to corruption	40	The HÖRMANN Group was not aware of any significant incidents during the reporting period.	10	16
205-2	Communication and training about anti-corruption policies and procedures	39			
205-3	Confirmed incidents of corruption and actions taken	40, 41	The HÖRMANN Group was not aware of any significant incidents during the reporting period.		
<b>GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016</b>					
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	40, 41	The HÖRMANN Group was not aware of any significant incidents during the reporting period.	10	16

GRI-STANDARD	Information	Description on page	Further information and amendment	UNGC principles	SDGs
<b>GRI 207: TAX 2019</b>					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
207-1	Approach to tax	41		10	16
<b>GRI 300: ENVIRONMENT</b>					
<b>GRI 301: MATERIALS 2016</b>					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
301-1	Materials used by weight or volume	53		7, 8	8, 12
<b>GRI 302: ENERGY 2016</b>					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
302-1	Energy consumption within the organization	50, 64		7, 8	7, 12, 13
302-3	Energy intensity	50, 64			
302-4	Reduction of energy consumption	13			

# Topic standards

GRI-STANDARD	Information	Description on page	Further information and amendment	UNGC principles	SDGs
<b>GRI 303: WATER AND EFFLUENTS 2018</b>					
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		7, 8	6, 12
303-2	Management of water discharge-related impacts	55			
303-3	Water withdrawal	54, 66			
303-4	Water discharge	55, 66			
303-5	Water consumption	55, 66			
<b>GRI 305: EMISSIONS 2016</b>					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
305-1	Direct (Scope 1) GHG emissions	48, 66		7, 8	3, 12, 13, 15
305-2	Energy indirect (Scope 2) GHG emissions	48, 66			
305-4	GHG emissions intensity	48, 66			

GRI-STANDARD	Information	Description on page	Further information and amendment	UNGC principles	SDGs
<b>GRI 306: WASTE 2020</b>					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
306-1	Waste generation and significant waste-related impacts	51, 52		8	3, 12, 13, 15
306-2	Management of significant waste-related impacts	51, 52			
306-3	Waste generated	51, 52, 65			
306-4	Waste diverted from disposal	52, 65			
306-5	Waste directed to disposal	52, 65			
<b>GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016</b>					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
308-1	New suppliers that were screened using environmental criteria	53	To date, not all suppliers are comprehensively assessed using environmental criteria.	7, 8	12

## Topic standards

GRI-STANDARD	Information	Description on page	Further information and amendment	UNGC principles	SDGs
<b>GRI 400: SOCIAL AFFAIRS</b>					
<b>GRI 401: EMPLOYMENT 2016</b>					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
401-1	New employee hires and employee turnover	58, 67		6	5, 8
401-2	Benefits	58			
<b>GRI 404: TRAINING AND EDUCATION 2016</b>					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
404-2	Programs for upgrading employee skills and transition assistance programs	62		6	4, 8
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016</b>					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
405-1	Diversity of governance bodies and employees	61, 67		1, 6	5, 8, 10
<b>GRI 406: NON-DISCRIMINATION 2016</b>					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
406-1	Incidents of discrimination and corrective actions taken	61	The HÖRMANN Group was not aware of any significant incidents during the reporting period	6	5, 8, 16

GRI-STANDARD	Information	Description on page	Further information and amendment	UNGC principles	SDGs
<b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018</b>					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
403-1	Occupational health and safety management system	59, 60		1	3, 8
403-2	Hazard identification, risk assessment, and incident investigation	59, 60			
403-3	Occupational health services	59, 60			
403-4	Worker participation, consultation, and communication on occupational health and safety	59, 60			
403-5	Worker training on occupational health and safety	59	All employees receive training when hired and at least once per year. More frequently depending on activity or countryspecific requirements.		
403-6	Promotion of worker health	59, 60	Workstations are regularly assessed in terms of ergonomics.		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	59, 60			
403-8	Workers covered by an occupational health and safety management system	59, 60			
403-9	Work-related injuries	60, 67			



## Topic standards

GRI-STANDARD	Information	Description on page	Further information and amendment	UNGC principles	SDGs
<b>GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016</b>					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	44, 53	The HÖRMANN Group was not aware of any significant incidents during the reporting period.	2, 3	8
<b>GRI 408: CHILD LABOR 2016</b>					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
408-1	Operations and suppliers at significant risk for incidents of child labor	44, 53		2, 5	8, 16
<b>GRI 409: FORCED OR COMPULSORY LABOR 2016</b>					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	44, 53		2, 4	8
<b>GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016</b>					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
414-1	New suppliers that were screened using social criteria	53		1-6	8

GRI-STANDARD	Information	Description on page	Further information and amendment	UNGC principles	SDGs
<b>GRI 415: PUBLIC POLICY 2016</b>					
415-1	Political contributions	41		10	16
<b>GRI 418: CUSTOMER PRIVACY 2016</b>					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	43	The HÖRMANN Group was not aware of any significant incidents during the reporting period.		16

# Glossary

Foreword

About this report

HÖRMANN Group at a glance

SUSTAINABILITY INITIATIVES IN FOCUS

NON-FINANCIAL PERFORMANCE REPORT

OVERVIEW OF KEY FIGURES

GRI-INDEX

Glossary

Legal information and contact

## 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.

## 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 (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), partially halogenated hydrocarbons (HCFCs), perfluorocarbons (PFCs) and sulphur hexafluoride (SF<sub>6</sub>). A factor specifies the greenhouse effect of the individual gases compared to CO<sub>2</sub> as a reference level and is hence stated as a CO<sub>2</sub> equivalent (CO<sub>2</sub>e).

### 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. There is no reporting on further indirect emissions along the value chain (Scope 3) at present.

## 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. Further information

## 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.

# Glossary

Foreword

---

About this report

---

HÖRMANN Group at a glance

---

SUSTAINABILITY INITIATIVES IN FOCUS

---

NON-FINANCIAL PERFORMANCE REPORT

---

OVERVIEW OF KEY FIGURES

---

GRI-INDEX

---

## 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.

# Legal information and contact

Foreword

---

About this report

---

HÖRMANN Group at a glance

---

SUSTAINABILITY INITIATIVES IN FOCUS

---

NON-FINANCIAL PERFORMANCE REPORT

---

OVERVIEW OF KEY FIGURES

---

GRI-INDEX

---

## **Publisher**

HÖRMANN Industries GmbH  
Hauptstraße 45 – 47  
85614 Kirchseeon  
Germany  
T +49 8091 5630-0  
F +49 8091 5630-195  
info@hoermann-gruppe.com  
www.hoermann-gruppe.com

## **Management**

Dr.-Ing. Michael Radke, CEO  
Johann Schmid-Davis, CFO  
Dr. Christian Baur, CTO

## **Sustainability management system**

Fabian Schellhas

## **Marketing & Communication**

Celina Begolli

## **Text on sustainability initiatives**

Kochan & Partner GmbH  
Annett Sachs

## **Concept & Design**

Kochan & Partner GmbH

## **Image credits**

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

- ♦ DSW21 – Dortmunder Stadtwerke AG
- ♦ Jochen Dottermann
- ♦ Funkwerk AG
- ♦ Getty Images
- ♦ United Nations Department of Economic  
and Social Affairs, Sustainable Development

## **As at**

April 2023

## **Contact**

Fabian Schellhas  
Group Sustainability Manager

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

Glossary

Legal information and contact



HÖRMANN Industries GmbH  
Hauptstraße 45-47 / 85614 Kirchseeon  
T +49 8091 5630-0 / F +49 8091 5630-195

[www.hoermann-gruppe.com](http://www.hoermann-gruppe.com)