

SUSTAINABILITY REPORT HÖRMANN INDUSTRIES GMBH

2021



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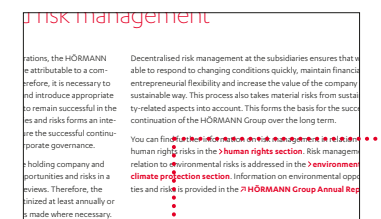
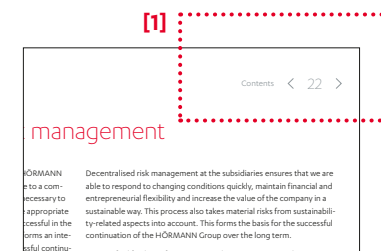
**[1]** You can browse the sustainability report like a book. To do so, use the back and forward arrows in the top right corner.

### Targeted navigation

**[2]** To go directly to a specific chapter, use the menu function on the left side of the page.

**[3]** Thematic contents are linked to each other by internal links. For example, you can go from the GRI-Index to the relevant page in the report. **> Internal link example**

**[4]** External links lead to websites with further information. **↗ External link example**



**[3] [4]**

# Dear Ladies and Gentlemen, Dear friends of the company,

Sustainable corporate governance has a long tradition at German family companies like the HÖRMANN Group. Maintaining the company – often over generations – is the top priority, and is embedded deep in the company's "genetic structure" and culture. The maxims of long-term business success define how they think and what they do on a day-to-day basis as well as strategic decisions. This is a key difference between family companies and other business organisations.

In this context, key importance is attached to properly maintaining a high level of social responsibility for the employees of the company, and for broad society at large beyond the company itself, wherever it operates. Strict observance of human rights, social standards and high ethical benchmarks, even beyond the requirements of the law and industry regulations, is and always has been self-evident at the HÖRMANN Group.

Over the past decade, climate protection has also become more and more significant at the HÖRMANN Group, both within the company's operating activities and when cultivating new business activities of the HÖRMANN Group in the fields of geothermal energy, solar technology and electromobility. In view of the sharp rise in temperatures currently taking place at both of the Earth's poles and the plainly visible impact of climate change, pressure is rapidly rising on all companies to take action to save energy and protect the climate. HÖRMANN aspires to always be systematically investing in sustainable solutions and to make a significant contribution to the transformation of mobility and technology and thus to climate protection.

As a family company, sustainability has always been a part of how the HÖRMANN Group sees itself, and it is deeply embedded in its system of values. Based on this belief, we know that long-term business success is

only possible in accordance with social and ecological aspects. Sustainable practises are therefore the foundation for safeguarding the HÖRMANN Group's viability in the long term.

With this philosophy and a clear commitment to sustainable corporate governance, we are now also creating structures and processes to promote sustainable practises throughout the entire HÖRMANN Group. We have already achieved a lot and, building on this, we wish to keep improving moving ahead.

We have been inspired by the European Union's Corporate Sustainability Reporting Directive to create full transparency of our activities in the HÖRMANN Group in future, and to provide all stakeholders and the public at large with an overview of where we stand in matters of sustainability, the ambitions that guide us and how we intend to achieve our goals. In future, we will report annually in a sustainability report on the progress we have achieved in sustainable corporate governance. The first sustainability report of the HÖRMANN Group, which was prepared based on the standards of the Global Reporting Initiative (GRI), is before you now. Using a variety of examples from throughout the HÖRMANN Group, this report reveals the specific action that has already been taken and how individual subsidiaries of the HÖRMANN Group are actively contributing towards sustainable development.



We would like to take this opportunity to thank each and every employee of the HÖRMANN Group, all its managers in charge at its subsidiaries and all of our stakeholders for their strong commitment to sustainability and their valuable contributions for a sustainable future for our Group. We are delighted by your support for the HÖRMANN Group and we hope you will find this report to be interesting and inspiring reading.

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

**Dr. Michael Radke**  
CEO of HÖRMANN Group

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

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

This first sustainability report of the HÖRMANN Group provides information on its strategy and specific measures for meeting its economic, environmental, social and societal responsibilities.

The target groups it addresses are employees, customers, suppliers, associates, shareholders, providers of finance and interested members of the public.

The reporting period equates to the HÖRMANN Group's financial year from 1 January 2021 to 31 December 2021. This report was published for the first time at the end of April 2022 and will be published on an annual basis in future. The editorial deadline was 31 January 2022.

The figures relate to all subsidiaries over which HÖRMANN Industries GmbH has a dominant influence. These are all affiliated companies in which HÖRMANN Industries GmbH holds an interest of more than 51% ([↗ Annual Report](#)). The key figures were recorded in the respective subsidiaries and, unless otherwise indicated, apply to the period specified. As this is the HÖRMANN Group's first sustainability report, it is not yet possible to present trends in the key figures in most cases. However, we will endeavour to do this in future reports.

The report has been prepared on the basis of the internationally recognised [>Global Reporting Initiative \(GRI\)](#) guidelines. The topics reported on are based on the principle of materiality in accordance with GRI 101. The data and this report have not undergone an external audit.

The sustainability report is available online in [↗ German](#) and [↗ English](#).

You can find further information at [↗ hoermann-gruppe.com](#) and in the [↗ HÖRMANN Group Annual Report](#). The next sustainability report is expected to be published in spring 2023.



# The HÖRMANN Group supports the implementation of the UN's 17 Sustainable Development Goals.

The HÖRMANN Group supports the implementation of the 17 **Sustainable Development Goals, SDGs** adopted by the 193 member states of the United Nations (UN) in September 2015. They represent an important step towards a common understanding of the global challenges we must meet in order to enable sustainable development. The sustainability report therefore refers to these goals throughout, thus making the HÖRMANN Group's contribution to achieving the goals transparent.

**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



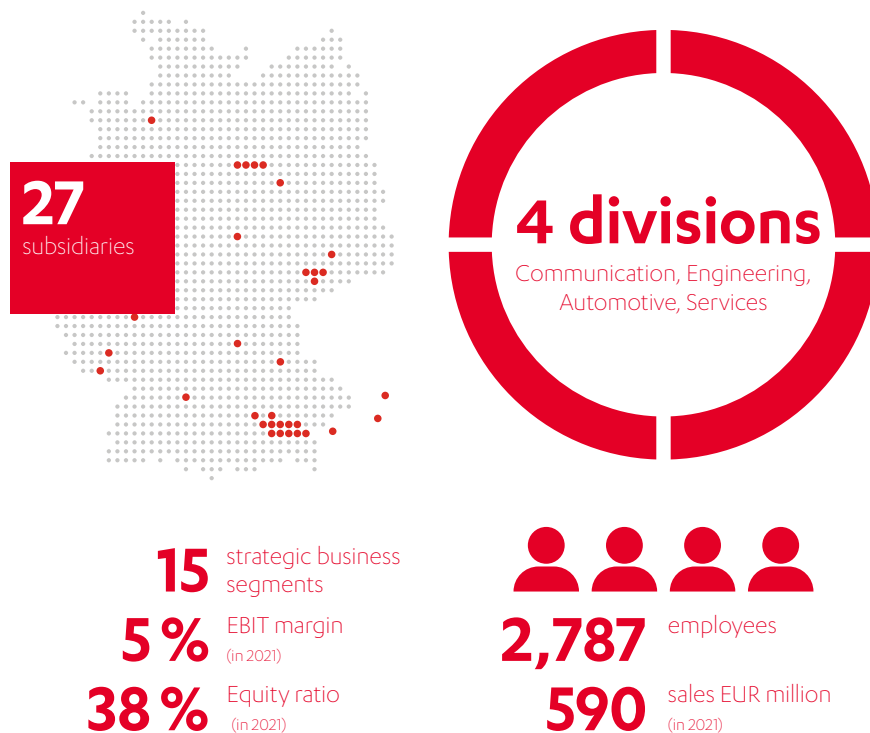
**17** PARTNERSHIPS  
FOR THE GOALS



SUSTAINABLE  
DEVELOPMENT **GOALS**

The performance of the HÖRMANN Group lies in its dynamism – and the focus on four strong divisions.

GRI 102-4, 102-7



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

#### 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 industries. The division covers the entire value chain with its engineering, production and logistics services.

#### Engineering

The Engineering division operates in the fields of industrial design, vehicle development and facility, building and factory planning, through to providing innovative solutions for intralogistics and complex high-bay warehouse systems. This service range is also supplemented by the development and production of detectors for measuring ionising radiation.

#### Communication

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

#### Services

In the Services division, the HÖRMANN Group offers a range of technical services in the industrial environment of automation and complex production facilities. In addition to maintenance work, the service range includes assembly, relocations and commissioning of complete production plants.

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



16 PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS



# IT security – (greater) protection against invisible threats

» You can't see the danger – and once you do, it is usually too late and there is no time to react. Hackers can identify vulnerabilities in IT systems incredibly quickly «

**Uwe Reith** Managing Director of  
HÖRMANN Informationssysteme GmbH



IT security, cybersecurity and data protection are taken extremely seriously at all HÖRMANN Group companies in order to ensure that business systems and expertise enjoy reliable protection against espionage, sabotage and abuse. At their customers' request, some HÖRMANN Group companies even obtain certification for their business and IT systems in accordance with the TISAX standard or the ISO 27001 IT security standard, allowing them to guarantee a particularly high level of security when it comes to data protection, expertise and data exchange.

“But there is no use in having security measures in place if users within the company unknowingly allow dangerous software into the company or run it from an e-mail,” adds Uwe Reith. The gateway is typically the user who clicks an e-mail attachment, inserts a USB stick or uses an insecure Wi-Fi connection – all of which can make an attack possible in the first place. Accordingly, one of the

central elements of HÖRMANN's approach to IT security is to provide employees with continuous training and awareness. In particular, this involves the security training that forms part of the programme offered by our partner SoSafe.

SoSafe is a training platform for increasing IT security that has been customised for the HÖRMANN Group. It uses videos to illustrate technical content clearly and comprehensively for all employees. It ends with a short multiple-choice test on the information learned. Regular test e-mails are used to challenge employees and make sure they stay alert. The regular training and tests are essential when it comes to ensuring a high degree of protection against invisible threats and obtaining IT security certification.



# Train radio for secure rail transport



**9 AFFORDABLE AND  
CLEAN ENERGY**



**11 SUSTAINABLE CITIES  
AND COMMUNITIES**



**12 RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION**



**13 CLIMATE  
ACTION**



The HÖRMANN Group companies cover an extremely wide range of business areas, but they all have one thing in common: a focus on top-quality products and long-standing customer relationships.

Kerstin Schreiber, CEO of Funkwerk AG: "Because our products for train radio communication in rail transport are security-relevant, they boast outstanding quality and are all thoroughly tested before they are delivered. In addition to this reliability, the quality of our train radio products is underlined by their impressive durability."

Train radio ensures that rail vehicles can communicate while on the move. More than 50,000 cab radios and 15,000 handheld sets produced by Funkwerk are in use around the world. We have well-established relationships with our customers around the world – from Scandinavia to South Africa, and from Mexico to China and Australia. One particular challenge is cross-border trains, which often have to satisfy different mobile communication standards.

Ensuring that Funkwerk's systems are durable enough to be used in trains and locomotives for many decades represents a major challenge for the company. "The long-term focus of our lifecycle management and our ability to quickly develop equivalent replacement assemblies even after several decades help us to achieve a high degree of customer satisfaction that makes customers stay loyal to us for the long term," Schreiber adds. Thanks to its reliable products, Funkwerk is making an important contribution to safe rail transport.

» With a view to climate protection and rising energy costs, the train will be the most important means of transport in the future. «

**Kerstin Schreiber**  
CEO of Funkwerk AG

# State-of-the-art technologies for lower emissions

3 GOOD HEALTH  
AND WELL-BEING



6 CLEAN WATER  
AND SANITATION



HÖRMANN Automotive Eislingen GmbH has commissioned a new powder coating system at its plant in Ebersbach. "This significantly reduces the emissions that previously resulted from having to transport our products to an external paint shop for many years," says Managing Director Frank Arnhold. The state-of-the-art painting system can apply high-quality coatings to steel and aluminium substrates, thereby reducing the risk of quality defects.

"We opted for an environmentally friendly powder coating system in order to avoid the use of solvents and CFCs in degreasers and paints," explains Frank Arnhold. The automated coating chamber includes a powder recovery system that helps to conserve resources by reducing the use of materials (powder) by around 15 percent. Another special feature of this modern system is that no effluents are disposed of in the sewer system. The plans to intensify utilisation as part of a continuous three-shift pattern mean there will be fewer heat losses in the drying process in future, resulting in a further improvement in energy efficiency.

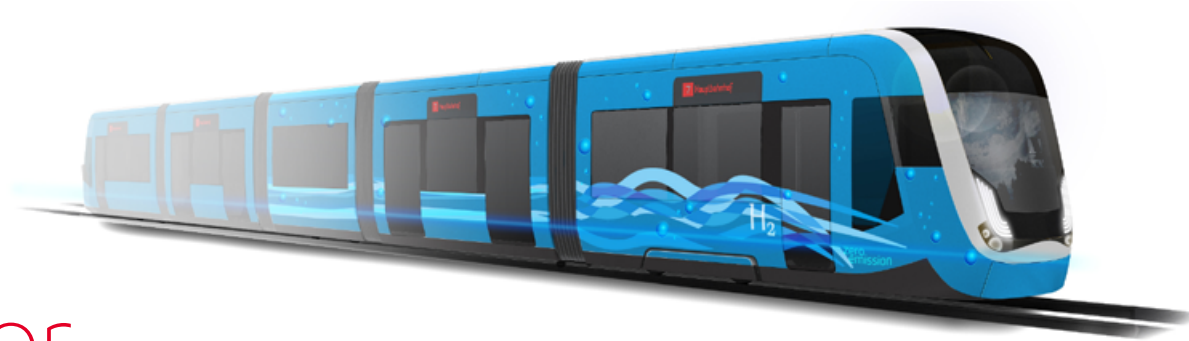
12 RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION



13 CLIMATE  
ACTION



# Hydrogen-powered tram for climate protection



Alternative drive systems are essential in order to ensure mobility while lowering CO<sub>2</sub> emissions and improving climate protection. "Using fuel cell technology to harness hydrogen is already being trialled in various applications, such as buses and trucks," explains Frank Salzwedel, Managing Director of HÖRMANN Vehicle Engineering GmbH (HVE). However, Europe has yet to see a hydrogen-powered tram.

HVE is working to change this in partnership with the Leipzig-based tram manufacturer HeiterBlick and other companies. Together, they are developing one of the most innovative projects for rail vehicles. Customers have also requested an alternative to diesel-powered light rail. However, new approaches are needed if the suburbs and surrounding areas of cities are to be connected without the need for extensive new routes and costly overhead lines. Sustainable products like

tram-trains and hydrogen-powered trams will be key to achieving this. "We need new solutions for connecting climate-friendly urban transport and surrounding areas in a way that is economically viable," emphasises Frank Salzwedel.

» Hydrogen will be a major energy source of the future and can significantly expand the reach of public transportation outside the city centre. «

**Frank Salzwedel** Managing Director  
HÖRMANN Vehicle Engineering GmbH



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CLEAN ENERGY9 AFFORDABLE AND  
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AND PRODUCTION13 CLIMATE  
ACTION

# From the sun to the road – solar energy for e-mobility

Klatt Fördertechnik GmbH has one on the roof of its building in Neumarkt on the Wallersee Lake in Austria, while VacuTec Meßtechnik GmbH in Dresden and HÖRMANN Industrieservice GmbH are in the process of installing them: photovoltaic systems. This technology generates electricity from sunlight and makes an important contribution to environmentally friendly power generation. And it is set to continue to enjoy high demand in future, not least in light of the sharp rise in fossil fuel prices.

“As planners and installers, we offer complete infrastructure solutions for businesses and homes in close cooperation with our partners. In addition to photovoltaic systems, we supply and install solutions for power storage and intelligent cloud solutions for electricity and charging

technology or e-mobility,” says Dirk Jakobs, Managing Director of HÖRMANN Industrieservice.

Peter Klatt, founder and Managing Director of Klatt Fördertechnik, explains the reasons behind his company’s investment decision: “When planning our new building, we decided to take responsibility and make an important contribution to climate protection.” A 350 square metre photovoltaic system on the hall roof generates green electricity (with a nominal output of 50 kW). Klatt combined this move with another

fundamental decision to support e-mobility: The employee parking lot is now home to eight charging stations for eight electric company cars. “From the sun to the road – this is a successful pilot project for a climate-friendly mobility system that is largely independent of oil and gas,” says Peter Klatt with considerable pride.



## Klatt Fördertechnik GmbH

**Area of photovoltaic system:**  
350 m<sup>2</sup>

**Nominal output:** 50 kW

**Annual power generated (2021):**  
50,000 kWh – Used for e-mobility, own consumption and grid feed-in

**Number of charging points:** 8

**Number of electric vehicles:** 8  
(73% of the company car fleet)

The complete production area (the existing hall and the new production hall) have been fully converted to LED lighting.

## VacuTec Meßtechnik GmbH

**Area of photovoltaic system:**  
226 solar modules × 1.125 m<sup>2</sup> = 254.25 m<sup>2</sup>

**Nominal output:** 39.55 kW

**Annual power generated (2021):**  
32,074.9 kWh – Used for own consumption and grid feed-in

The company has been fully converted to LED lighting.





# Charging stations to support the future of e-mobility

3 GOOD HEALTH AND WELL-BEING

11 SUSTAINABLE CITIES AND COMMUNITIES

13 CLIMATE ACTION

17 PARTNERSHIPS FOR THE GOALS



Demand for electric cars is rising. More electric vehicles means increased demand for charging infrastructure in all areas. Germany is planning to install a million publicly accessible charging points between now and 2030. Users will be able to charge their electric vehicles at all petrol stations and customer parking lots in Germany.

“We have focused on this dynamically growing market since 2017,” explains Marcus Schaffranka, Managing Director of HÖRMANN Automotive Wackersdorf GmbH. As a simultaneous engineering partner and process expert, the company supports the manufacturing process for the product, harnesses its network in the automotive supply industry to ensure the broad-based procurement of

electronic components, and assembles a wide range of charging stations for OEMs. Around 600 charging stations a month left the plant in 2021. This figure is set to rise to 800 a month in 2022.



» Our approach is backed up by the large number of enquiries we receive. We are well on our way to becoming one of the biggest manufacturers of charging stations in Germany, thereby making an important contribution to the rapid development of e-mobility and climate protection in Germany.«

**Marcus Schaffranka** Managing Director  
HÖRMANN Automotive Wackersdorf GmbH

# Valuable recycling to conserve natural resources



By definition, scrap is something that gets thrown away. However, scrap metal is a valuable secondary raw material that makes an important contribution to conserving natural resources and reducing the energy used in metal processing. "Industry has long been working hard to develop ways of getting the best possible use out of the expensive commodity of steel and generating as little waste as possible," says Andreas Müller, Managing Director of HÖRMANN Automotive Gustavsburg GmbH. There are different approaches to achieving this: producing less waste by optimising the arrangement of the products to be punched on a board, and investing directly in high-quality recycling.

Steel is well suited to recycling because it can be easily melted down again. "We know that our scrap is transported to selected recyclers. Steelworks then use the scrap steel as aggregate in new

steel products," says Andreas Müller. To ensure the purity and quality of the new material, it is important that scrap is strictly separated and that no foreign substances find their way into the containers. At the Gustavsburg plant, the waste (or scrap) resulting from the pressing and punching process is collected in containers manually or using conveyor belts – and carefully separated by individual material type.

» Although our Gustavsburg plant processes more than 100,000 tons of steel every year, thus converting a huge quantity of raw materials into valuable components for the commercial vehicle industry, we also do our best to conserve the world's natural resources through efficient recycling.«

**Andreas Müller** Managing Director  
HÖRMANN Automotive Gustavsburg GmbH





4 QUALITY EDUCATION



## Training and qualifications for the employees of tomorrow

When he shows people around the training workshop at HÖRMANN Automotive Eislingen GmbH, Artur Knödseder loves to point out the different machines at which trainees start learning their trade. "I have been a training instructor for more than 20 years," he says, adding: "Only ever for boys. But now we have the first two girls training to be construction mechanics."

In-house training has a long tradition at HÖRMANN. Trainees are familiarised with different areas of work, allowing them to decide what suits them best in the long

term. Our aim is to prepare young people for the specific requirements of the respective trade at an early stage and provide them with valuable skills and qualifications for the future. Although the training vocations vary considerably – from construction mechanics to toolmakers to industrial clerks – all of the trainees learn a great deal, are handed responsibility at a young age, and get used to working independently. "At the same time, however, the whole team is always on hand to assist the trainees with their work and help them with any questions or tasks," Artur Knödseder emphasises.



## Dual study programme: theory and practice in perfect harmony



4 QUALITY EDUCATION



The HÖRMANN Group offers students a dual study programme that encompasses both practical training and academic studies. Felix Ullmann has already completed his dual study programme with HÖRMANN Rawema GmbH and now works as a project engineer: "Right from the start, I enjoyed the opportunity to combine hands-on work with theoretical learning."

Other students also appreciate the practical experience and the specific insights into the world of work. Benjamin Bielefeld, Managing Director of HÖRMANN

Rawema, adds: "Dual study programmes require employers to integrate students into working processes at an early stage, making them the ideal combination of in-house training and external education." The prospective engineers at HÖRMANN companies such as Automotive, BauPlan and Rawema are quickly made a part of the team – and typically end up staying with the company for the long term. This is hugely advantageous, not least at a time when there is a shortage of engineers.

# The highest standards of health management



Over the past two years, the key topics for Bernd Jermis have been the COVID-19 pandemic, protecting more than 600 employees and maintaining the factory's production capability. He is responsible for occupational safety at HÖRMANN Automotive Gustavsburg GmbH – and thus also for health protection. "We had some cases of infection, but no major outbreaks," he notes with relief. Working in close cooperation with management, he and his colleagues at the plant adopted a "safety first" approach right from the start.

At the onset of the pandemic, the occupational safety team at the Gustavsburg plant provided employees with high-quality masks that they could also use outside the workplace. A test

facility was quickly established and mobile teams were even able to perform tests in the workplace. At the factory gate, a strict checkpoint was set up for all visitors and truck drivers with mandatory testing and, later, mandatory application of the German "3G" rules.

A vaccination centre was established at the plant at a very early stage and the necessary vaccines were provided to employees via various special campaigns. Family members were also offered vaccinations. This helped to prevent numerous infections and identify cases as quickly as possible. As Bernd Jermis says: "We achieved our goal. The production capability of the plant was never in danger – thanks to everyone's efforts."



## Working safely in a dangerous environment



### 3 GOOD HEALTH AND WELL-BEING



“Fortunately, we have never had a workplace accident with serious consequences for anyone’s health – even though our employees do spend time in dangerous environments. For example, some of them work on pylons or at great heights, while others work on the railway track bed. Protecting our employees is our top priority!” These are the words of Johannes Antoni, Managing Director of HÖRMANN Kommunikation & Netze GmbH.

The certified health and safety management system, which is also used at the company’s nine branches, controls all processes

in order to ensure the highest possible degree of occupational safety. The company has a dedicated safety expert to assist the management in fulfilling its responsibilities in this area. Johannes Antoni adds: “Every year, we organise an occupational safety week and health days. Regular training, continuous awareness of potential dangers and the systematic analysis of incidents, including the implementation of protective measures, are the key to preventing accidents. Every branch, every task and every construction site has its own specific requirements and hazardous situations and requires the appropriate occupational safety measures.”

## Benefits for cycling to work



### 3 GOOD HEALTH AND WELL-BEING



### 13 CLIMATE ACTION



Cycling is good for the climate and good for your health. And benefits increase employee satisfaction and make work more fun. HÖRMANN is offering one such benefit in partnership with [www.jobrad.org](http://www.jobrad.org): Employees can select the bicycle of their choice from a range of selected dealers. The employer then leases the bicycle and provides it to the employee to use whenever and however they want: to travel to work, in their everyday lives, and on holiday. This saves them money compared with buying a bicycle the usual way.

Vedran Beslač, Senior Legal Counsel at HÖRMANN Industries GmbH, is full of enthusiasm:

» I intend to cycle more in future, so the offer from the HR department came at just the right time for me. I have already gone on my first rides. Cycling to work is a bit too much for me right now, since I live a few dozen kilometres away – but who knows, it might well become an option as I get fitter.«

## The hot topics at the Group



Daniela Heger, industrial designer at HÖRMANN Vehicle Engineering GmbH: "I never fail to be impressed by the diversity within the HÖRMANN Group. The 'mittendrin' employee magazine regularly showcases the different companies and provides insights into their flagship projects, working environment and culture. I especially enjoy the introduction, which neatly summarises the current situation and the hot topics at the Group and gives you the good feeling of belonging."

## Thinking about tomorrow today

1 NO POVERTY



"As an employer, we are also responsible for ensuring our employees' pension provision," says Johann Schmid-Davis, CFO of the HÖRMANN Group. The HÖRMANN Group offers its employees a modern, pioneering system: the HÖRMANN pension.

All employees can voluntarily contribute portions of their salary to a separate pension scheme, saving them taxes and social security contributions while also

allowing them to benefit from an extremely generous employer subsidy. Johann Schmid-Davis: "By providing a strong company pension scheme, we are doing our bit to ensure that our employees can look to the future without worry."



## Support for young people and upcoming talents



For HÖRMANN as a family-owned company, for our company founder Hans Hörmann and for the Hörmann shareholder family, corporate responsibility goes hand in hand with social responsibility. We strive to create added value for society as a whole.



Every year, the HÖRMANN Foundation supports talented, high-achieving students at the Technical University of Munich as part of the Scholarship for Germany scheme. Scholarships are also awarded to doctoral students. "Supporting young people is extremely important to us. We want to enable talented young people to flourish above and beyond their studies and obtain an insight into the diversity of the industry and the HÖRMANN Group at an early stage," explains Elizabeth Hörmann, Chair of the HÖRMANN Foundation.

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



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# Company principles and values

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The HÖRMANN Group focuses on responsible corporate governance aimed at long-term success and ensuring a high level of trust among all stakeholders. The increased integration of sustainability aspects into all processes and at all levels of the Group is also a contributing factor here.

Based on its values, the HÖRMANN Group has set itself guidelines for day-to-day thinking and actions that each individual can use as a guide every day – like a compass – but can also be measured against by colleagues, employees, customers, suppliers and business partners on a continuous basis.

All employees are required to conduct themselves with personal integrity. This is also a prerequisite for maintaining credibility and being held in high public regard and thus makes a key contribution to the future of the HÖRMANN Group. The following brief explanation describes what each value means for the HÖRMANN Group in very practical everyday terms.

### 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 colleagues, customers or partners. We conduct ourselves fairly.

### Passion for innovation

We think in opportunities, in both technological and entrepreneurial terms. Everyone can initiate developments. We want to improve every day.



The HÖRMANN Group is characterised by a high degree of diversity with many different businesses and subsidiaries that have their regional roots and characteristics in different locations and have all played a different part in the development of the company's history. In particular, our employees have diverse cultural backgrounds, a wide range of training and experiences and very specific individual qualities. The values represent the element that binds all the HÖRMANN Group's subsidiaries and employees together and provides a uniform value system.

The HÖRMANN Group's shared values were developed in 2019 as part of a multi-stage process involving all the managing directors of the subsidiaries. During this process, specific attention was paid to ensuring only a few concise values, and thus the most important values were defined as guiding principles.

These values are used to define the basis for dealing with customers and business partners as well as interactions within the company. The values are documented in the **HÖRMANN Group's Compliance Guidelines**, which are generally applicable and binding on all subsidiaries and employees, who are required to live and implement them.

# Opportunity and risk management

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As a broadly diversified group with global operations, the HÖRMANN Group is exposed to a variety of risks. These are attributable to a complex and extremely dynamic environment. Therefore, it is necessary to analyse opportunities and risks continuously and introduce appropriate measures to assess and control them in order to remain successful in the market. For this reason, managing opportunities and risks forms an integral part of all business processes so as to ensure the successful continuation of the company based on sustainable corporate governance.

The strategy process, which is managed by the holding company and developed with all the subsidiaries, reflects opportunities and risks in a cyclical and structured way through strategy reviews. Therefore, the strategic orientation of the subsidiaries is scrutinized at least annually or on an ad hoc basis as required and adjustments made where necessary. Responsibility for the process lies with the managing directors of the subsidiaries, who are assisted by the holding's strategy department. The management of the holding company and the Advisory Council that has been established perform an additional advisory and supervisory role. Risks and opportunities are assessed based on their likelihood of occurrence and level of damage or market and innovative potential.

This process often identifies potential that may positively influence the course of the business. In particular, innovations can represent a unique selling point and help expand market share through profitable growth. The sustainability and environmental efficiency of products also plays a decisive role here.

Decentralised risk management at the subsidiaries ensures that we are able to respond to changing conditions quickly, maintain financial and entrepreneurial flexibility and increase the value of the company in a sustainable way. This process also takes material risks from sustainability-related aspects into account. This forms the basis for the successful continuation of the HÖRMANN Group over the long term.

You can find further information on risk management in relation to human rights risks in the **>human rights section**. Risk management in relation to environmental risks is addressed in the **>environmental and climate protection section**. Information on environmental opportunities and risks is provided in the **↗ HÖRMANN Group Annual Report**.



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In 2021, a comprehensive materiality analysis created the foundations for a complete revision of the HÖRMANN Group's sustainability strategy. This identified 14 key sustainability issues for the HÖRMANN Group that are relevant to understanding the course of the business, the business results and the company's situation. Furthermore, these issues aid understanding of the HÖRMANN Group's impact on non-financial aspects. The sustainability strategy is scrutinised and enhanced on a continuous basis.

Specifically, the materiality analysis comprised the following steps:

- ♦ **Researching all the sustainability issues of potential relevance to the HÖRMANN Group**  
Research regarding potentially relevant issues was based on a competitive analysis and took into account current national and international sustainability standards (e.g. > **Global Reporting Initiative (GRI)**, > **Sustainable Development Goals (SDGs)**, German Sustainability Code (DNK) and the principles of the > **UN Global Compact**.
- ♦ **Bringing insights together**  
Creating a list of the different issues of potential relevance to the HÖRMANN Group.
- ♦ **Stakeholder engagement**  
Conducting individual interviews with the managing directors and various stakeholders to assess the issues in terms of their materiality for the HÖRMANN Group. This assessment was undertaken partly by internal experts representing specific stakeholder groups.

The stakeholders taken into account include family shareholders, employees, customers of subsidiaries, suppliers and providers of equity and external funding. During the selection, account was taken of the stakeholder groups who are particularly affected by the HÖRMANN Group's activities and have an influence on their success.

## ♦ Materiality workshop and validation

The results of the interviews were presented to the management of the holding company at the materiality workshop, where the issues were discussed and the material issues for the HÖRMANN Group were determined and subsequently agreed by the management of the holding company.

This process identified the following material issues for the HÖRMANN Group.

## Sustainability issues of the HÖRMANN Group GRI 102-47

### Business ethics

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

### Environmental and climate protection

- ♦ Emissions
- ♦ Energy consumption, renewable energy and energy efficiency
- ♦ Waste and recycling
- ♦ Materials used
- ♦ Water and effluents



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### Social responsibility

- ♦ Employee satisfaction
- ♦ Occupational health and safety
- ♦ Diversity and equal opportunity
- ♦ Employee promotion and development
- ♦ Societal responsibility

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Each stakeholder group has its own expectations of the HÖRMANN Group and pursues different aims and interests. Therefore, the results of the stakeholder survey were also taken into account when determining the material issues. From the stakeholders' perspective, the key issues are:

- ◆ Occupational health and safety
- ◆ Compliance, anti-corruption and anti-bribery
- ◆ Data protection and IT security
- ◆ Customer satisfaction and product responsibility

Responsibility for the issue of sustainability lies with the management of the HÖRMANN Group, which specifies the strategic direction and makes the relevant decisions. The HÖRMANN Group primarily pursues the following strategic sustainability goals:

- ◆ Further developing the risk-based approach to sustainability issues in the supply chain
- ◆ Contributing to climate protection by reducing the HÖRMANN Group's environmental impact
- ◆ Creating a safe working environment for all employees
- ◆ Promoting diversity within the HÖRMANN Group in general and in management positions

These strategic goals are implemented through a variety of measures. The managing directors of the subsidiaries coordinate and are responsible for implementing the measures. In future, we will publish our progress with implementing the sustainability strategy in the sustainability report annually and measure it against fixed key criteria. The processes for collecting data for non-financial performance indicators will be optimised in the coming year, thereby improving the scope and verifiability of the key figures. You can find further information on corporate governance at the HÖRMANN Group in the **>governance section**.

In addition to supporting implementation of the **>UN Sustainable Development Goals**, the HÖRMANN Group is committed to the ten principles of the **>UN Global Compact (UNGC)** in the areas of human rights, labour standards, environmental protection and anti-corruption:

### Human rights

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

### Labour

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
4. Businesses should advocate for the elimination of all forms of forced and compulsory labour.
5. Businesses should advocate for the effective abolition of child labour.
6. Businesses should advocate for the elimination of discrimination in respect of employment and occupation.

### Environment

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

### Anti-Corruption

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

The **>GRI-Index** therefore also shows which of the answered GRI indicators simultaneously cover one or more of the **>UN Global Compact principles**. Furthermore, the GRI Index indicates the contribution made to the **>UN Sustainable Development Goals** in each case.



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# Human rights

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Human rights are indivisible and inalienable rights to which every human being is entitled without restriction. The HÖRMANN Group is aware of its specific responsibility to uphold, observe and enforce these rights. It therefore strongly opposes child, forced and compulsory labour and assumes responsibility for strict compliance with human rights in all of its operations and business processes. It also expects the same of its business partners. Human rights abuses and violations are not tolerated and incur rigorous sanctions.

At a global level, the HÖRMANN Group undertakes to comply with laws and regulations aimed at ensuring fair working conditions and combating human trafficking, the exploitation of workers and modern slavery. The management and all employees and suppliers are required to comply with these principles and prevent all types of human rights abuses in their business activities. The HÖRMANN Group's **statement on respecting human rights** – published on the website – provides the framework for this. This is consistent 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 Organization (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 all HÖRMANN Group companies' contractual relationships with suppliers and service providers. As of 2022, employees and third parties can report human rights violations via the newly established whistleblower system. A risk analysis to assess suppliers in terms of human rights risks will also be introduced in 2022. This will further expand risk management to further strengthen the observance of human rights at the HÖRMANN Group and its suppliers' companies.

No instances of discrimination were reported during the reporting period, neither was the HÖRMANN Group involved in any court or arbitration proceedings relating to instances of discrimination. Furthermore, 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.

All new employees of the HÖRMANN Group are familiarised with the Compliance Guidelines, which also address compliance with human rights, during their induction. As described above, risk management will be expanded to cover human rights risks in 2022.

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## PRINCIPLES AND ORGANISATION

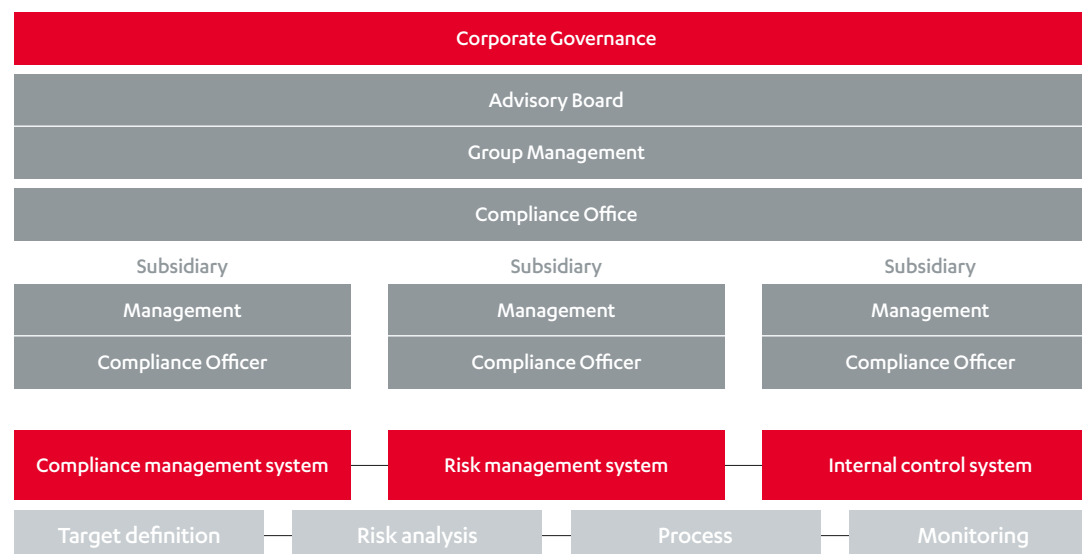
Actions based on integrity and relationships characterised by trust are the cornerstones of corporate governance at all HÖRMANN Group companies. The governance structure supports this stance and creates transparency regarding responsibilities and accountability. This enables coordinated cooperation between all those involved and ensures a united approach. The following chart visualises the governance structure at the HÖRMANN Group.

The Compliance Office is the interface between the subsidiaries, management and the Advisory Council. The Compliance Office's task here is to support the managing directors to carry out their organisational duties relating to compliance and risk management. This involves regularly scrutinising existing risk reduction measures, developing new

measures and monitoring their implementation. For their part, each of the subsidiaries has appointed a compliance officer and must independently assume responsibility for performing its organisational duties. Through regular training, the HÖRMANN Group ensures employees are familiar and thus comply with the latest regulations, guidelines and laws at all times.

The issues of compliance and anti-corruption are also of very high importance to the HÖRMANN Group. Therefore, particular care is taken to prevent corruption, money laundering and economic crime. There is an equally strong focus on the issues of data protection and IT security, which have gained increasing significance over recent years.

### Governance structure of the HÖRMANN Group GRI 102-18



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## COMPLIANCE, ANTI-CORRUPTION AND ANTI-BRIBERY

The overarching core principle of “responsibility” has sustained the family-owned HÖRMANN Group and kept it on a growth course for over 66 years. Sustainable business success is ensured through legally compliant behaviour and preventing violations of laws and regulations. In addition to compliance with statutory provisions, this also includes meeting the ethical standards and requirements we have set for ourselves. The latter are based on the corporate values, oriented towards established principles and documented in the **↗ Compliance Guidelines** applicable to all employees as well as the HÖRMANN Group’s **↗ state-ment on respecting human rights**. Every employee bears responsibility for ensuring their actions align and comply with these principles. In particular, an important role falls to the management staff here due to their personal responsibility and function as role models. In addition to legal implications, breaches of the guidelines may also lead to disciplinary consequences. For the HÖRMANN Group, breaches can also lead to loss of reputation and loss of customer relationships. The managing directors of the subsidiaries are required to implement the guidelines in their companies and ensure they are applied.

Various preventive measures are implemented to prevent breaches. For example, employees receive regular training on dealing with contributions and fair competitive practices. In addition, the Supplier Code of Conduct forms the basis for all contractual relationships between HÖRMANN Group companies and their suppliers.

Employees are required to report any irregularities to their supervisor or the respective compliance officer responsible immediately. Furthermore, employees also have the possibility to address reports directly to the Compliance Office of the HÖRMANN Group. Reports entered in the Group-wide whistleblower system are systematically recorded, processed and forwarded to the relevant departments for investigation. These departments check the facts and report back to the compliance

officer with the results and recommended countermeasures. During the reporting period, no reports were received based on actual misconduct of HÖRMANN Group employees and it was not necessary to take any disciplinary measures. No proceedings were concluded or pending against the HÖRMANN Group due to corruption, anti-competitive behaviour, anti-trust or monopoly practices, hence no fines or monetary penalties were imposed either.

The due diligence process for checking the integrity of business partners was expanded further during the reporting period to enable us to track compliance with laws and adherence to ethical principles in even greater detail. To this end, all potential and existing business partners underwent an integrity check. The aim here is to identify any potential integrity breaches early on and prevent them. Expansion of this process in 2021 further improved its protective function.

The compliance management system is revised and extended on a continuous basis to ensure it also meets future requirements from draft laws at national and European level.

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



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## DATA PROTECTION AND IT SECURITY

Data from business contacts or employees are protected with great care and sensitivity at the HÖRMANN Group. Customer data are particularly worthy of protection as a key asset within the value chain. However, protecting the privacy of third parties and complying with data protection requirements are also of central importance. The processes established in this area align with legal data protection regulations, including the General Data Protection Regulation (GDPR). The HÖRMANN Group attaches major importance to data protection due to the high risk to business success posed by loss of reputation in the event of IT security incidents.

Responsibility for compliance with data protection requirements lies with the managing directors of the subsidiaries, who have all appointed data protection coordinators. The data protection coordinators manage their activities locally, thus ensuring compliance with all legal regulations and customer requirements. They are supported in their work by an external data protection officer who checks compliance with data protection requirements, supports implementation and regularly carries out training.

IT security and cybersecurity are gaining major importance due to the process of ever-increasing digitalisation and networking. This affects both our own IT systems and their protection as well as the products the HÖRMANN Group develops and introduces on the market. In particular, security-related products such as electronic sirens and train radio modules have to meet the highest security requirements. Furthermore, an attack on the HÖRMANN Group's digital infrastructure may, for example, lead to production downtime and rapidly cause immense consequential damage.

In most of the subsidiaries, HÖRMANN's IT security requirements are met via a qualified internal service provider, HÖRMANN Informations-systeme GmbH, which constantly enhances the security standards for

the entire Group and thus ensures the highest possible level of security. The procedure here aligns with the ISO/IEC 27001 standard and also takes further industry-specific regulations into account in some cases. An internal IT security audit took place at all the subsidiaries during the reporting period. A comprehensive programme of measures for further optimising IT security was derived from this and is being implemented.

During the reporting period, HÖRMANN Vehicle Engineering obtained a Trusted Information Security Assessment Exchange (**>TISAX**) certificate. 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 are planning to obtain **>TISAX certification** in 2022.

During the reporting period, we started offering online training on IT security and data protection to all employees of selected subsidiaries. This training programme will be expanded to all subsidiaries in the coming year and thus help further increase the security of IT systems and reduce human error. No substantiated complaints concerning breaches of customer privacy or data protection breaches were identified during the reporting period.

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Sustainable technologies enable the conversion to and efficient use of renewable energy to combat climate change successfully. The HÖRMANN Group takes a holistic approach here, supporting the development of renewable climate-friendly energy. In particular, it helps to develop modern, environmentally friendly mobility concepts and manufacture appropriate products for this. Examples here include manufacturing charging stations for electric vehicles, expanding and modernising rail transport and installing and maintaining photovoltaic systems.

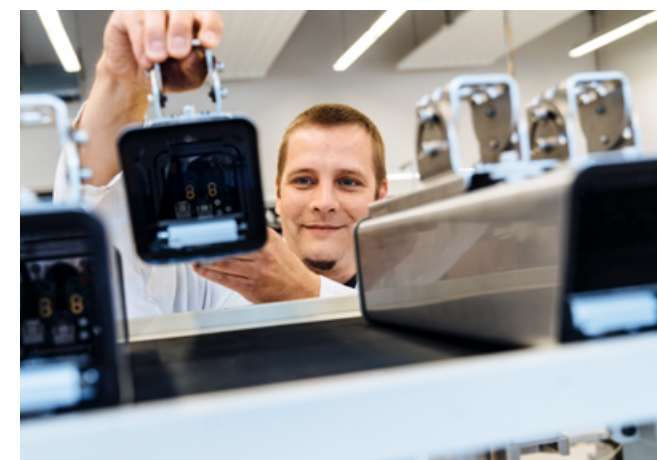
Product quality plays a decisive role here. For this reason, all manufacturing subsidiaries of the HÖRMANN Group have certified management systems developed in accordance with globally recognised standards and quality norms. The conformity of the processes is checked and confirmed in regular internal and external audits. This led to serious product liability cases being completely prevented during the reporting period.

The safety of the products manufactured and sold by the HÖRMANN Group is also a fundamental requirement. Industrial facilities as well as all products and services provided have to meet the highest product safety standards so that they do not present a hazard when used. All products meet the statutory and official requirements of the countries in which they are supplied at all times. Responsibility for implementing these requirements lies with the managing directors and quality assurance officers at the subsidiaries.

Customer satisfaction is particularly important to the HÖRMANN Group. The subsidiaries visit a range of different trade fairs in Germany and abroad to establish regular dialogue with existing and new customers. As these were only held on a very restricted basis owing to the coronavirus pandemic, there was an increased focus on digital events and webinars.

The proximity of all HÖRMANN companies to their customers gives them a deep understanding of their requirements and is one of the Group's strengths.

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The protection of the environment and climate is one of the greatest challenges of the 21st century. The HÖRMANN Group actively assumes responsibility through sustainable products, services and processes that are continuously optimised further. The aim here is to use the most energy-efficient, resource-saving and environmentally sound processes possible, which also ensure compliance with the highest quality and safety standards. The products and services often support HÖRMANN customers in reducing their own environmental footprint and making tomorrow's world as sustainable as possible.

The HÖRMANN Group pursues the goal of complying with all applicable environmental laws and regulations as a matter of course. To this end, it identifies new regulations and deviations and initiates corrective measures on an ongoing basis. The focus is on minimising or reducing the environmental impact of the HÖRMANN Group's business operations and products. In particular, this involves using natural resources sparingly, minimising waste, using materials and raw materials efficiently and consistently reducing energy consumption and greenhouse gas emissions.

In addition to presenting challenges, climate change also offers a range of opportunities for the HÖRMANN Group. New technologies and innovations help ensure the company has a future-oriented approach and support sustainable corporate development that combines environmental goals with economic growth.

During the reporting period, HÖRMANN Kommunikation & Netze GmbH obtained certification from the German Quality Alliance for Environmentally Friendly Businesses (QUB) and participated in Umwelt + Klimapakt Bayern (Bavarian environment and climate convention). Together with the Funkwerk Group, it also underwent a comprehensive sustainability assessment by the agency EcoVadis; both subsidiaries were awarded the silver medal. The HÖRMANN Group has set itself the goal of gradually expanding this comprehensive independent sustainability assessment to all subsidiaries.





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In the Paris Climate Change Agreement, the community of nations committed to limiting global warming to well below 2°C, preferably to 1.5°C, compared to pre-industrial levels. The HÖRMANN Group undertakes to contribute to achieving this goal.

In order to make all climate protection measures and activities transparent and measurable, for the first time the HÖRMANN Group is preparing an account of its greenhouse gas emissions (**>GHG emissions**) for the year 2021. The calculation will be based on the globally recognised Greenhouse Gas Protocol (**>GHG-Protocol**) standards (LINK to glossary). The report will focus on emission categories (Scopes) 1 and 2.

The subsidiaries in the Automotive division, in particular, account for a large share of the HÖRMANN Group's overall emissions. The following companies in this division are therefore certified via an environmental management system based on DIN EN ISO 14001: HÖRMANN Automotive Gustavsburg GmbH, HÖRMANN Automotive Slovakia s.r.o., HÖRMANN Automotive St. Wendel GmbH and HÖRMANN Automotive Wackersdorf GmbH. Environmental officers manage the implementation of measures at the certified locations. The managing directors of all subsidiaries are responsible for implementing measures on their sites.

The calculation took into account all greenhouse gases identified under the Kyoto Protocol and included the corresponding **>CO<sub>2</sub> equivalents (CO<sub>2</sub>e)**. The emission factors for the calculation originate from the public databases of the Department for Environment, Food and Rural Affairs (Defra), the Greenhouse Gas Protocol, the data published by the German and Austrian Environment Agencies and supplier information.

The largest contributions to the HÖRMANN Group's GHG emissions arise at the production sites from burning natural gas to generate electricity and process heat (Scope 1) as well as from purchasing electrical energy (Scope 2).

Scope 1 contains the direct emissions from combustion in stationary or mobile facilities at HÖRMANN's own sites. This includes consumption of natural gas for generating power and heat, consumption of fuel oil for generating heat, consumption of petrol and diesel by the vehicle fleet and consumption of liquid gas by transport vehicles.

During the reporting period, total Scope 1 emissions amounted to 14,750 t CO<sub>2</sub>e.

Scope 2 comprises all indirect emissions from the purchase of energy. For the HÖRMANN Group, this relates to purchased electricity and district heating. In accordance with the principle of dual reporting prescribed in the **↗ "GHG Protocol Scope 2 Guidance"**, Scope 2 emissions are calculated using two different methods.



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In accordance with the location-based method, emissions are calculated based on the emission intensity of the respective country-specific power grids. The market-based method uses the emission factors provided by the energy provider. In cases where this provider-specific information is not available, the country-specific emission factor is used instead. Comparing these two figures provides the advantage that the purchase of energy from renewable sources can be more easily identified and made transparent using the market-based method, while the location-based method provides a comparative country-specific figure.

Overall, the location-based Scope 2 emissions for the reporting period amounted to 14,300 t CO<sub>2</sub>e. The market-based Scope 2 emissions amounted to 9,050 t CO<sub>2</sub>e.

To ensure the results of the GHG emissions calculation remain comparable over multiple years, GHG intensity ratios are provided in addition to the absolute figures. These are calculated from the total of Scope 1 and Scope 2 emissions (market-based), in relation to sales generated or full-time equivalents (FTEs). This ensures that it is possible to make comparisons across years even if there are changes in sales or the scope of consolidation. The GHG intensity ratios for the reporting year were 40.4 t CO<sub>2</sub>e/EUR million sales and 8.5 t CO<sub>2</sub>e/FTE.

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

Scope-1-Emissions	14,750 t CO <sub>2</sub> e
Scope-2-Emissions, market-based	9,050 t CO <sub>2</sub> e
Scope-2-Emissions, location-based	14,300 t CO <sub>2</sub> e
Total Scope 1 and Scope 2 emissions (market-based)	23,800 t CO <sub>2</sub> e
GHG intensity, sales	40.4 t CO <sub>2</sub> e/EUR million sales
GHG intensity, employees	8.5 t CO <sub>2</sub> e/employees

Sources of emissions taken into account: Scope 1 (natural gas, fuel oil, petrol, diesel, LPG) and Scope 2 (electricity, district heating)

Very high importance is also attached to emissions in the HÖRMANN Group's operating activities. Numerous research projects are addressing future mobility topics such as lightweight construction, charging stations, battery concepts and fuel cells. In addition, investments are continuously made in reducing emissions, particularly in the manufacturing subsidiaries (e.g. modern filter systems, energy recovery). Aside from quality and costs, the shortest possible transport routes for logistics are taken into account when selecting suppliers in order to reduce emissions due to freight transport.

The switch to video conferences brought about by the coronavirus pandemic is also to be retained for some meetings in future and will thus make a contribution to reducing emissions from travel and personal transport. For the same reason, the HÖRMANN Group's vehicle fleet is to be gradually switched to hybrid or electric vehicles.

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#### GHG-Emissions

in t CO<sub>2</sub>e

GRI 305-1, 305-2

**9,050**  
Scope 2-Emissions  
(market-based)

**14,750**  
Scope 1-Emissions

#### Vehicle fleet by drive type

in %

**95**  
Combustion  
vehicles

**5**  
Electric or  
hybrid vehicles

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The HÖRMANN Group's energy consumption is primarily attributable to consumption of natural gas to generate electricity and process heat, consumption of fuel by the vehicle fleet and transport vehicles and electricity consumption.

To make energy consumption as efficient as possible and save resources, a certified energy management system in accordance with DIN EN ISO 50001 has been established at the HÖRMANN Group production site with the highest energy consumption, HÖRMANN Automotive Gustavsburg GmbH. Energy management officers manage the implementation of measures to reduce energy consumption there and at other locations that are not yet certified. At all other subsidiaries, the managing directors are tasked with advancing measures aimed at saving energy and using renewable energy. Company-wide recording and reporting on energy use provides the basis for further initiatives in this area in the future.

The HÖRMANN Group already uses a wide range of technologies to reduce energy consumption to a minimum and manage energy as responsibly as possible. For example, in the last few years most lighting has already been switched to energy-saving LED lighting, photovoltaic systems have been installed in several locations and a co-generation plant has been commissioned. Furthermore, work is constantly underway on further reducing continuous energy consumption at the production plants.

During the reporting period, the HÖRMANN Group consumed the following quantities of energy from non-renewable sources.

### GRI 302-1

Total energy consumption from non-renewable sources	110,550 MWh
Of which natural gas	56,850 MWh
Of which electrical energy	39,350 MWh <sup>1)</sup>
Of which fuel oil	150 MWh
Of which district heating	1,450 MWh
Of which liquid gas (LPG)	850 MWh
Of which petrol	900 MWh
Of which diesel	11,000 MWh

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.

<sup>1)</sup> Purchased electricity only, as co-generated power is recorded via gas consumption. Self-generated power from photovoltaic systems is not taken into account.

In order to facilitate comparisons over multiple reporting periods, in addition to the absolute figures the energy intensity is also provided as a ratio of total energy consumption from non-renewable sources within the HÖRMANN Group in relation to sales generated. The energy intensity in the current reporting period amounts to 188 MWh/EUR million sales.

Petrol and diesel consumption is to be reduced in the next few years by switching the HÖRMANN Group's vehicle fleet from pure combustion vehicles to hybrid or electric vehicles. As far as possible, the resulting increased electricity requirements are to be covered through self-generated regenerative energy or purchasing regenerative energy.

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The HÖRMANN Group's central aim is to make processes as resource-efficient as possible. Aside from saving energy and water, this also involves the economical use of materials and raw materials. Better use of materials and raw materials will also reduce the volume of waste. In addition to reducing volume, attention is also paid to clean separation of waste to contribute to the circular economy and thus promote the conservation of resources.

The manufacturing subsidiaries account for the largest share of the total volume of waste generated at the HÖRMANN Group. For this reason, the quantities of waste generated there are recorded and analysed on a continuous basis. Here, a distinction is made between non-hazardous and hazardous waste in accordance with the German Waste Classification Ordinance (AVV), as well as between the disposal methods of recycling, incineration, composting, chemical treatment and landfill. Hazardous waste is generated in the paint shops in the Automotive division, for example. The HÖRMANN Group's activities focus on this waste and aim to reduce it as far as possible. If it is not technically possible to avoid or reuse waste, the HÖRMANN Group endeavours to achieve the highest recycling rate possible.





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Waste officers manage the implementation of measures at the subsidiaries. Waste balances are also the subject of annual audits in connection with the certified environmental management system in accordance with DIN EN ISO 14001 in locations where this has been introduced.

Where no certified environmental management system is in place and no waste officer has been appointed, responsibility for waste management lies with the managing directors.

All HÖRMANN Group subsidiaries consistently follow the same principle when dealing with waste: prevention before recycling. Therefore, in the series production of components, in particular, reusable transport frames and containers are used to replace the use of packaging materials as far as possible. If it is not possible to avoid the use of packaging material when packing products, the most recyclable option possible is selected.

The following waste volumes were generated by the HÖRMANN Group during the reporting period.

### GRI 306-3

Total waste volume	47,050 t
Of which non-hazardous waste	46,500 t*
Of which hazardous waste	550 t

\*including scrap and metals

These waste volumes were disposed of using the following methods.

### GRI 306-4, 306-5

Recycling	46,225 t*
Landfill	240 t
Incineration	430 t
Composting	30 t
Chemical treatment	125 t

\* including scrap and metals

Waste intensity is calculated based on the ratio of volume of waste generated to sales. The waste intensity during the reporting period amounted to 80 t waste/EUR million sales.

The recycling rate is 98.2%. This is primarily due to the high volume of scrap metal in the Automotive division, which cannot be avoided for process and product-related reasons. This is due to the production of body parts on press lines where, in addition to shaping, blanks and contours are punched from coils in a multi-stage process. Although the metal waste generated in this process is continuously optimised, it cannot be avoided completely. In the case of scrap metal, in particular, but also for all other types of waste, the focus is on closing material loops. Therefore, particular attention is paid to clean separation of the waste generated, as this is the only way the consumption of natural resources can be reduced to a minimum.

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Steel is the most-used material at the HÖRMANN Group by a large margin when measured in terms of both weight used and cost. The Automotive division accounts for a particularly large share of this through the production of various body part components. When procuring materials, it is important to take environmental and social aspects into account alongside economic aspects in order to offer customers competitive products. To this end, in some cases suppliers are checked based on environmental and social criteria and the results taken into account when selecting suppliers.

All the HÖRMANN Group subsidiaries' business activities are focused on using the most environmentally sound and renewable raw materials as possible at both the processing and engineering level. In particular, there is potential for replacing the use of metals and plastics through the use of recycled or environmentally friendly raw materials.

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Saving natural resources is one of the HÖRMANN Group's central sustainability goals. Although the HÖRMANN Group companies' overall water consumption is not particularly high and production facilities are not operated in areas under extremely high water stress, it is important to them to use water carefully and efficiently.\*

In the Automotive division, process water is used for cooling and cleaning. Here, particular attention is paid to reducing water withdrawal and reusing withdrawn water through appropriate closed-loop systems and processing facilities. With the exception of HÖRMANN Automotive Gustavsburg GmbH, water is withdrawn exclusively from the local water network. In addition, the Gustavsburg production site operates its own well to withdraw groundwater. In the other divisions, water consumption is limited mostly to sanitary and kitchen areas.

The minimum standards for discharging process water are set by the local authorities and compliance with threshold values is regularly checked by independent test laboratories. The HÖRMANN Group's aim is not only to meet, but also to exceed the specified values. The fact that the volume of water withdrawn is greater than the volume discharged is attributable to the evaporation of cooling water. Effluents are discharged exclusively via the local networks and are of the quality determined by the local authorities.

Effluents from the paint shops are additionally subject to very strict regular checks by internal test laboratories to rule out the possibility of contamination or exceeding the threshold values specified by the authorities. Reports on these checks are prepared at six-monthly intervals and submitted to the regional council responsible.

Measures for reducing water consumption and measuring consumption are developed, implemented and enforced by the environmental officers at the subsidiaries concerned. At all other companies, the

managing directors are tasked with recording and further reducing water consumption. Aside from environmental benefits, the savings measures also bring cost benefits.

The total volume of water withdrawn by the HÖRMANN Group during the reporting year amounted to 118,250 m³. The volume of effluents generated amounted to 97,750 m³.

### GRI 303-3, 303-5

Total water withdrawal	118,250 m³
Of which water from third parties	17,550 m³
Of which groundwater	100,700 m³

### GRI 303-4

Total water discharge	97,750 m³
Of which water discharged to third parties	97,750 m³

The water withdrawal intensity at the HÖRMANN Group during the reporting period amounted to 200 m³/EUR million sales.

\*Assessment of whether an area is under water stress is based on the Aqueduct Water Risk Atlas from the World Resources Institute

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As a family-owned company with a tradition dating back over 66 years, the HÖRMANN Group is aware of its responsibility towards its employees and society. Employees are the most important pillar for long-term business success on account of their motivation, expert knowledge and readiness to learn. However, the HÖRMANN Group equally wishes to treat its business partners and many neighbours at its sites throughout Europe in a responsible manner. As a corporate citizen, the HÖRMANN Group meets its responsibilities towards society (corporate social responsibility) and engages in a variety of projects, always with the aim of contributing to the sustainable development of the society the HÖRMANN Group considers itself part of.



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## MANAGEMENT APPROACH

The HÖRMANN Group employed 2,787 staff during the reporting year. It is aware of its particular responsibility towards them in terms of occupational health and safety, enabling their development from trainees to skilled workers and managers and providing fair, performance-based remuneration as well as pension provision. The HÖRMANN Group also supports flexible working time models that help employees to balance their work and private lives.

### GRI 102-7

		2021	2020	2019	Change against the previous year
Total employees	employees*	2,787	2,774	2,821	0.47 %

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

Employee representatives can be found in some of the largest subsidiaries and thus cover a share of 59% of the total workforce of the HÖRMANN Group. The partnership between the Staff Council and the management has been characterised by respectful, open and constructive dialogue for many years. These regular and trust-based exchanges help safeguard the HÖRMANN Group's future viability. National statutory provisions govern how the workforce is involved via co-determination. The managing directors and Staff Council meet regularly to discuss day-to-day matters. In the case of co-determined decisions, the employee representatives are involved in good time, the co-determination laws are observed and, depending on the measures, the prescribed procedures used.

## EMPLOYEE SATISFACTION

It is of great strategic and economic importance to the HÖRMANN Group to attract highly qualified employees as well as to motivate and retain them over the long term. Therefore, the satisfaction of all employees at the HÖRMANN Group and its affiliated subsidiaries is particularly important. There has been a strong sense of connectedness with many employees for many years, which has also helped us successfully to overcome the challenges of the coronavirus pandemic. This cohesion within the HÖRMANN Group is one of the family-owned company's greatest strengths.

As a forward-looking employer, the HÖRMANN Group allows its employees wide scope to structure their work based on clear objectives and a transparent strategy for the future. Day-to-day interactions and cooperation in strong, mutually supportive teams are characterised by treating one another with respect, appreciation and fairness and communicating as equals. Flat hierarchies enable employees to assume responsibility early on and foster entrepreneurial thinking and actions among all employees. In addition, it is just as important to offer employees interesting projects and tasks they can perform using state-of-the-art machinery or the latest digital work equipment at attractive workplaces.

The people-focused leadership philosophy at the family-owned company is also reflected in our employees' high degree of loyalty and long-standing service. The fluctuation rate within the HÖRMANN Group during the reporting period was 6.4%.

The holding company develops and pilots a variety of Group-wide initiatives aimed at continuously improving employee satisfaction and subsequently provides them at the subsidiaries. This includes various benefit programmes such as the HÖRMANN pension, the offer of company cycles and a regular employee magazine entitled "mittendrin" ("right at the centre of things"), which is written by HÖRMANN Group employees

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for HÖRMANN Group employees and aims to improve communication and share information within a diversified company with a broad regional structure.

In addition, there are a variety of initiatives and activities at the subsidiaries and local sites. Responsibility for employee satisfaction at the sites lies with the managing directors at the subsidiaries. Regular team events or works meetings are arranged at many subsidiaries to ensure regular dialogue between managing directors, managers and employees as well promote the corporate culture. Owing to the coronavirus pandemic, this was possible only to a very limited degree in the past year, but there are plans to resume these activities as soon as the situation allows.

In future, the management of the holding company also plans to record employee satisfaction by conducting regular employee surveys to ensure a high degree of satisfaction through appropriate measures at all times.

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## OCCUPATIONAL HEALTH AND SAFETY

Employees' health and safety has top priority for the HÖRMANN Group. All managing directors assume personal responsibility for this and provide their employees with a safe and productive working environment where they feel comfortable and where ill health and, in particular, work-related injuries are prevented. Great importance is attached to complying with statutory regulations.

Numerous initiatives are introduced to promote occupational health and safety and represent a long-term investment in the future of the HÖRMANN Group. Although only HÖRMANN Automotive Slovakia s.r.o. has a certified occupational safety management system in accordance with DIN EN ISO 45001 at present, all other production sites are

also aligned with these high standards. Responsibility for occupational health and safety lies with the managing directors, who are assisted by trained occupational health and safety specialists in many cases.

Particular attention is paid to compliance with occupational health and safety regulations during external assignments on construction sites or service calls. HÖRMANN Group employees often also assume responsibility for other service providers or subcontractors in this context.

Employees and employee representatives are encouraged to highlight unsafe practices or hazards in the workplace and actively suggest improvements. The internal suggestions scheme, the preparation of risk assessments, the investigation of workplace accidents and regular meetings of the occupational safety committee provide opportunities for this.

All HÖRMANN Group employees have access to occupational physicians or an occupational health service. The aim is to implement measures to prevent work-related complaints and ill health at an early stage and identify problems as early as possible.



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During the reporting period, there were 77 reportable non-fatal workplace accidents at the HÖRMANN Group. There was also one fatal workplace accident during the reporting year. The relative accident rate per 1,000 full-time employees was 28.0.

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#### DIVERSITY AND EQUAL OPPORTUNITY

A key factor in the HÖRMANN Group's business success are its employees with the diverse talents, potential and skills they bring to the Group. For this reason, valuing and fostering our employees' diversity in a targeted way is an important part of our corporate culture.

The HÖRMANN Group resolutely advocates for equal opportunity and against discrimination based on ethnic origin or nationality, gender or gender identity, sexual orientation, religious affiliation, beliefs or cultural background, age, health or disability. The aim is a working environment characterised by tolerance and acceptance and free from prejudice. Every employee at the HÖRMANN Group has an equal opportunity to advance, contribute and flourish.

This principle is anchored in the **Code of Conduct** applicable to all employees. Diversity aspects are always taken into account when hiring new employees or developing new processes and guidelines. The lived corporate values also call for the respectful and fair treatment of all employees as equals.

The HÖRMANN Group also supports the inclusion of people with severe disabilities in society and working life. Many sites also have an inclusion officer who is tasked with ensuring this. During the reporting period, the rate of people with severe disabilities employed at the HÖRMANN Group was 4.2%.

To enable employees to achieve an optimum work-life balance, the HÖRMANN Group creates targeted opportunities that support this. These include flexible working models, balanced rotating shift models, part-time jobs, working from home and mobile working and teleworking jobs. In addition, special leave, for example for raising children, caring for relatives or for personal development, is enabled where required.





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In the area of vocational training, the HÖRMANN Group is committed to motivating young women to pursue careers and studies in scientific and technical fields. To this end, it uses activities such as its participation in Girls' Day, when some subsidiaries open their doors, as an opportunity to present career opportunities and possibilities to young women.

The HÖRMANN Group records the share of women diversity dimension through key figures. During the reporting period, 442 women were employed at the HÖRMANN Group, corresponding to a share of 15.8%.

#### GRI 405-1

Year	2021	
Total employees	2,798	
Women	442	15.8 %
Of which in management positions	36	9.7 %
Men	2,356	84.2 %
Of which in management positions	335	90.3 %

Not based on FTEs, but rather the total number of employees in 2021.

The HÖRMANN Group has, in particular, undertaken to advocate for the promotion of women in order to increase the share of women in general as well as in management positions. The compatibility of work and family life as well as programmes that support women to return to work following a career break for raising a family are particularly important here.

In 2022, the HÖRMANN Group plans to sign the Diversity Charter and thus put additional weight behind its commitment to diversity and equal opportunity. The Diversity Charter is an initiative by German organisations to promote diversity in companies and institutions.

An established complaints procedure is available to anyone who wishes to report a breach of these principles. All employees may use this, including anonymously if they prefer. No complaints were reported during the reporting period.

### EMPLOYEE PROMOTION AND DEVELOPMENT

To a very large degree, the future of the HÖRMANN Group depends on the knowledge and skills of its employees. Based on this belief, the HÖRMANN Group is strongly committed to the training and continuous personal, methodological and professional development of its employees. Continuing education is available to employees in all regions and at all hierarchy levels and helps expand skills in a systematic and targeted way. In this way, the HÖRMANN Group ensures it can also meet future requirements and continue to operate successfully in the market. The aim is increasingly to cover the growing need for skilled workers and managers from among our own employees.

Some subsidiaries have their own development programmes, which are supplemented by Group-wide development and training opportunities. In line with the organisational structure, the managing directors and managers at the subsidiaries are the first points of contact for training and education as well as for their employees' continuing personal development. A key characteristic of our shared understanding of leadership is that employees and managers hold annual performance assessment and feedback discussions and identify individual training and education needs in this context.

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The HÖRMANN Group also attaches great importance to developing its managers in a forward-looking way. To this end, during the reporting year it developed its own training programme, which will be offered to all managing directors in the coming year and subsequently also opened to junior managers. In addition, 2021 saw the launch of the initial test run of a new trainee programme for junior managers in which these different strategic projects will be implemented at the subsidiaries with the support of experienced mentors.

During the reporting year, 82 trainees were employed at the HÖRMANN Group, corresponding to a training rate of 2.9%. Almost all trainees can be offered a job after successfully concluding their training. Furthermore, numerous students were employed through a dual training scheme.

The novel conditions during the coronavirus pandemic made it necessary to digitalise training content and avoid face-to-face training as far as possible. Events that it was essential to hold face to face were conducted in compliance with the applicable hygiene measures. Training expenses came to around EUR 130 per employee during the reporting year.

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For the HÖRMANN Group, assuming social responsibility is inextricably linked with corporate responsibility and characterises its approach to corporate social responsibility (CSR). In order to fulfil its role as a corporate citizen, the HÖRMANN Group and its employees assume a variety of social responsibilities.

Through donations and sponsorship, the HÖRMANN Group supports numerous projects serving children, young people and weaker groups in society in various ways. Many subsidiaries make donations to charitable organisations at Christmas in lieu of Christmas gifts to business partners. A particular example during the reporting year was a donation of EUR 103,000 from the employees and management of HÖRMANN Automotive Gustavsburg GmbH to children's charity Aktion Kleiner Prinz Internationale Hilfe für Kinder in Not e.V. as immediate assistance for those affected by the flooding disaster in the Ahr Valley.

Many HÖRMANN Group employees are dedicated to working for the common good in a voluntary and personal capacity. Wherever possible, these commitments are supported beyond the level of statutorily regulated leave for voluntary activities. The employee magazine "mittendrIn" ("right at the centre of things") also recognises employees' particular voluntary commitments in view of their function as role models.

Although it is outside HÖRMANN Industries GmbH's immediate sphere of influence as the reporting entity, the long-standing social engagement of the Hörmann shareholder family and the Hörmann Foundation (HÖRMANN Stiftung e.V.) should also be mentioned here. Among these activities, promoting young talent is especially important to HÖRMANN Stiftung e.V. It aims to encourage young talents and give them the opportunity to flourish freely and independently. Through the National Scholarship Programme, Scholarship for Germany (Deutschlandstipendium), HÖRMANN Stiftung e.V. enables numerous students to commence degree studies at the Technical University of Munich. It also supports an Israeli-German exchange programme to foster innovative and entrepreneurial activities across borders.

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## ENVIRONMENTAL AND CLIMATE PROTECTION

### Emissions

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

Scope 1 emissions	14,750 t CO <sub>2</sub> e
Scope 2 emissions, market-based	9,050 t CO <sub>2</sub> e
Scope 2 emissions, location-based	14,300 t CO <sub>2</sub> e
Total	23,800 t CO <sub>2</sub> e
GHG intensity, sales	40.4 t CO <sub>2</sub> e/EUR million sales
GHG intensity, employees	8.5 t CO <sub>2</sub> e/employee

Sources of emissions taken into account: Scope 1 (natural gas, fuel oil, petrol, diesel, LPG) and Scope 2 (electricity, district heating)

### Energy consumption, renewable energy and energy efficiency

#### GRI 302-1

Total energy consumption from non-renewable sources	110,550 MWh	
Of which natural gas	56,850 MWh	51 %
Of which electrical energy	39,350 MWh <sup>1)</sup>	36 %
Of which fuel oil	150 MWh	0 %
Of which district heating	1,450 MWh	1 %
Of which LPG	850 MWh	1 %
Of which petrol	900 MWh	1 %
Of which diesel	11,000 MWh	10 %
Energy intensity	188 MWh/EUR million sales	

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, LPG, fuel oil, diesel, petrol.

<sup>1)</sup> Purchased electricity only, as co-generated power is recorded via gas consumption. Self-generated power from photovoltaic systems is not taken into account.

## Waste and recycling

### GRI 306-1, 306-3

Total waste volume	47,050 t
Of which non-hazardous waste	46,500 t*
Of which hazardous waste	550 t
Waste intensity	80 t waste/EUR million sales
Recycling rate	98.2 %

\*including scrap and metals

### GRI 306-4, 306-5

Recycling	46,225 t*
Landfill	240 t
Incineration	430 t
Composting	30 t
Chemical treatment	125 t

\*including scrap and metals

## Water and effluents

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

Total water withdrawal	118,250 m³
Of which water from third parties	17,550 m³
Of which groundwater	100,700 m³
Total water discharge	97,750 m³
Of which water discharged to third parties	97,750 m³
Water withdrawal intensity	200 m³/EUR million sales

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## SOCIAL RESPONSIBILITY

### Employees

#### GRI 102-7, 401-1

	unit	2021	2020	2019	Change against the previous year
Total employees	employees*	2,787	2,774	2,821	0.47 %
Coverage rate of employees represented by employee representatives	%	59	–	–	–
Fluctuation rate	%	6.4	–	–	–

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

### Occupational health and safety

#### GRI 403-9

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

### Diversity and equal opportunity

#### GRI 405-1

Year	2021	
Total employees	2,798	
Women	442	15.8 %
Of which in management positions	36	9.7 %
Men	2,356	84.2 %
Of which in management positions	335	90.3 %

Not based on FTEs, but rather the total number of employees in 2021.

#### GRI 405-1

	2021
Rate of employees with severe disabilities	4.2 %

### Employee promotion and development

#### GRI 404-2

	2021
Trainees	82
Training rate	2.9 %
Training expenses	approx. EUR 130/employees

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With our clear commitment to sustainable corporate management, we are now also creating structures and processes that promote sustainable action across the entire HÖRMANN Group.

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.

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# General information

GRI-STANDARD	Information	Description on page	Further information and amendments
102-1	Name of the organisation	>6	
102-2	Activities, brands, products and services	>6	Further information at <a href="http://www.hoermann-gruppe.com/en/segments">www.hoermann-gruppe.com/en/segments</a>
102-3	Location of headquarters	>6, 57	
102-4	Location of operations	>6	The HÖRMANN Group operated in five countries during the reporting year. Further information at <a href="http://www.hoermann-gruppe.com/en/company">www.hoermann-gruppe.com/en/company</a>
102-5	Ownership and legal form		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)
102-6	Markets served	>6	Further information at <a href="http://www.hoermann-gruppe.com/en/segments">www.hoermann-gruppe.com/en/segments</a>
102-7	Scale of the organisation	>6, 42, 49	
102-8	Information on employees and other workers		No information is available on the total number of employees by fixed-term or permanent contract or by employment type.
102-9	Supply chain	>38	
102-10	Significant changes to the organisation and its supply chain		There were no significant changes to the organisation or its supply chain during the reporting period.
102-11	Precautionary principle or approach	>22	For further information, see 2021 Annual Report, Management Report, Report on opportunities, risks and expected developments.
102-12	External initiatives	>26	Includes Paris Climate Change Agreement, Fundamental conventions of the International Labour Organization (ILO), Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, United Nations Universal Declaration of Human Rights, Principles of the UN Global Compact

GRI-STANDARD	Information	Description on page	Further information and amendments
102-14	Statement from senior decision-maker	>3	Foreword by Dr Michael Radke, CEO of HÖRMANN Group, and Johann Schmid-Davis, CFO of HÖRMANN Group
102-16	Values, principles, standards and norms of behaviour	>21, 26	
102-18	Governance structure	>27	
102-40	List of stakeholder groups	>23	
102-42	Identifying and selecting stakeholders	>23	
102-43	Approach to stakeholder engagement	>23	
102-44	Key topics and concerns raised	>24	
102-45	Entities included in the consolidated financial statements	>4	For further information, see 2021 Annual Report, Management Report, Basic information on the Group.
102-46	Defining report content and topic boundaries	>4, 23	
102-47	List of material topics	>23	
102-48	Restatements of information	>3, 4	This is the first publication.
102-49	Changes in reporting	>3, 4	This is the first publication.
102-50	Reporting period	>4	1 January 2021 to 31 December 2021
102-51	Date of most recent report	>3, 4	This is the first publication.
102-52	Reporting cycle	>4	Annually
102-53	Contact point for questions regarding the report	>57	
102-54	Claims of reporting in accordance with the GRI Standards	>4, 50	
102-55	GRI content index	>50 ff.	
102-56	External assurance	>4	The data have not undergone an external audit.

## Topic-specific disclosures

GRI-STANDARD	Information	Description on page	Further information and amendments	UNGC principles	SDG
<b>GRI 200: ECONOMY</b>					
<b>Anti-corruption and anti-competitive behaviour</b>					
GRI 103: Management approach 2016				10	16
103	Management approach 2016 (inkl. 103-1, 103-2, 103-3)	>28			
GRI 205: Korruptionsbekämpfung 2016					
205-2	Communication and training about anti-corruption policies and procedures	>28			
<b>Anti-competitive behaviour</b>					
GRI 103: Management approach 2016				10	16
103	Management approach 2016 (inkl. 103-1, 103-2, 103-3)	>28			
GRI 206: Anti-competitive behaviour 2016					
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	>28			
<b>GRI 300: ENVIRONMENT</b>					
<b>Materials</b>					
GRI 103: Management approach 2016				7, 8	8, 12
103	Management approach 2016 (inkl. 103-1, 103-2, 103-3)	>38			
GRI 301: Materials 2016					
301-1	Materials used by weight or volume	>38			

GRI-STANDARD	Information	Description on page	Further information and amendments	UNGC principles	SDG
<b>Energy</b>					
GRI 103: Management approach 2016				7, 8	7, 12, 13
103	Management approach 2016 (inkl. 103-1, 103-2, 103-3)	>35			
GRI 302: Energie 2016					
302-1	Energy consumption within the organisation	>35, 48			
302-3	Energy intensity	>35, 48			
<b>Water and effluents</b>					
GRI 103: Management approach 2016				7, 8	6, 12
103	Management approach 2016 (inkl. 103-1, 103-2, 103-3)	>39			
GRI 303: Water and effluents 2018					
303-1	Interactions with water as a shared resource	>39			
303-2	Management of water discharge-related impacts	>39			
303-3	Water withdrawal	>39, 48			
303-4	Water discharge	>39, 48			
303-5	Water consumption	>39, 48			
<b>Emissions</b>					
GRI 103: Management approach 2016				7, 8	3, 12, 13, 15
103	Management approach 2016 (inkl. 103-1, 103-2, 103-3)	>33			
GRI 305: Emissions 2016					
305-1	Direct (Scope 1) GHG emissions	>33, 34, 48			
305-2	Energy indirect (Scope 2) GHG emissions	>33, 34, 48			
305-4	GHG emissions intensity	>33, 34, 48			



## Topic-specific disclosures

GRI-STANDARD	Information	Description on page	Further information and amendments	UNGC principles	SDG
<b>Waste</b>					
GRI 103: Management approach 2016				8	3, 12, 13, 15
103	Management approach 2016 (inkl. 103-1, 103-2, 103-3)	>36, 37			
GRI 306: Waste 2020					
306-1	Waste generation and significant waste-related impacts	>36, 37			
306-2	Management of significant waste-related impacts	>36, 37			
306-3	Waste generated	>37, 48			
306-4	Waste diverted from disposal	>37, 48			
306-5	Waste directed to disposal	>37, 48			
<b>Environmental compliance</b>					
GRI 103: Management approach 2016				8	12, 16
103	Management approach 2016 (inkl. 103-1, 103-2, 103-3)	>32			
GRI 307: Environmental compliance 2016					
307-1	Non-compliance with environmental laws and regulations		The HÖRMANN Group was not aware of any significant incidents during the reporting period.		

GRI-STANDARD	Information	Description on page	Further information and amendments	UNGC principles	SDG
<b>Supplier environmental assessment</b>					
GRI 103: Management approach 2016				7, 8	12
103	Management approach 2016 (inkl. 103-1, 103-2, 103-3)	>38			
GRI 308: Supplier environmental assessment 2016					
308-1	New suppliers that were screened using environmental criteria	>38	To date, not all suppliers are comprehensively assessed using environmental criteria.		
<b>GRI 400: SOCIAL AFFAIRS</b>					
<b>Employment</b>					
GRI 103: Management approach 2016				6	5, 8
103	Management approach 2016 (inkl. 103-1, 103-2, 103-3)	>42, 43			
GRI 401: Employment 2016					
401-1	New employee hires and employee turnover	>42, 49			
<b>Occupational health and safety</b>					
GRI 103: Management approach 2016				1	3, 8
103	Management approach 2016 (inkl. 103-1, 103-2, 103-3)	>43, 44			
GRI 403: Occupational health and safety 2018					
403-1	Occupational health and safety management system	>43			
403-2	Hazard identification, risk assessment, and incident investigation	>43			
403-3	Occupational health services	>43, 44			
403-4	Worker participation, consultation, and communication on occupational health and safety	>43			

## Topic-specific disclosures

GRI-STANDARD	Information	Description on page	Further information and amendments	UNGC principles	SDG
403-5	Worker training on occupational health and safety		All employees receive training when hired and at least once per year. More frequently depending on activity or country-specific requirements.		
403-6	Promotion of worker health		Workstations are regularly assessed in terms of ergonomics.		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	>43			
403-8	Workers covered by an occupational health and safety management system	>43			
403-9	Work-related injuries	>44, 49			
<b>Training and education</b>					
GRI 103: Management approach 2016				6	4, 8
103	Management approach 2016 (inkl. 103-1, 103-2, 103-3)	>45, 46			
GRI 404: Training and education 2016					
404-2	Programmes for upgrading employee skills and transition assistance programmes	>45, 46, 49			
<b>Diversity and equal opportunity</b>					
GRI 103: Management approach 2016				1, 6	5, 8, 10
103	Management approach 2016 (inkl. 103-1, 103-2, 103-3)	>44, 45			
GRI 405: Diversity and equal opportunity 2016					
405-1	Diversity of governance bodies and employees	>44, 45, 49			

GRI-STANDARD	Information	Description on page	Further information and amendments	UNGC principles	SDG
<b>Non-discrimination</b>					
GRI 103: Management approach 2016				6	5, 8, 16
103	Management approach 2016 (inkl. 103-1, 103-2, 103-3)	>44, 45			
GRI 406: Non-discrimination 2016					
406-1	Incidents of discrimination and corrective actions taken	>26	The HÖRMANN Group was not aware of any significant incidents during the reporting period.		
<b>Freedom of association and collective bargaining</b>					
GRI 103: Management approach 2016				2, 3	8
103	Management approach 2016 (inkl. 103-1, 103-2, 103-3)	>26			
GRI 407: Freedom of association and collective bargaining 2016					
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	>26	The HÖRMANN Group was not aware of any significant incidents during the reporting period.		
<b>Child labour</b>					
GRI 103: Management approach 2016				2, 5	8, 16
103	Management approach 2016 (inkl. 103-1, 103-2, 103-3)	>26			
GRI 408: Child labour 2016					
408-1	Operations and suppliers at significant risk for incidents of child labour	>26, 38			

## Topic-specific disclosures

GRI-STANDARD	Information	Description on page	Further information and amendments	UNGC principles	SDG
<b>Forced or compulsory labour</b>					
GRI 103: Management approach 2016				2, 4	8
103	Management approach 2016 (inkl. 103-1, 103-2, 103-3)	> 26			
GRI 409: Forced or compulsory labour 2016					
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	> 26			
<b>Human rights assessment</b>					
GRI 103: Management approach 2016				1, 2	8
103	Management approach 2016 (inkl. 103-1, 103-2, 103-3)	> 26			
GRI 412: Human rights assessment 2016					
412-2	Employee training on human rights policies or procedures	> 26			
<b>Supplier social assessment</b>					
GRI 103: Management approach 2016				1 – 6	8
103	Management approach 2016 (inkl. 103-1, 103-2, 103-3)	> 26			
GRI 414: Supplier social assessment 2016					
414-1	New suppliers that were screened using social criteria	> 26			
<b>Public policy</b>					
GRI 415: Public policy 2016				10	16
415-1	Political contributions	> 28			

GRI-STANDARD	Information	Description on page	Further information and amendments	UNGC principles	SDG
<b>Data protection and IT security</b>					
GRI 103: Management approach 2016					16
103	Management approach 2016 (inkl. 103-1, 103-2, 103-3)	> 29			
GRI 418: Customer privacy 2016					
418-1	Substantiated complaints regarding breaches of customer privacy and losses of customer data	> 29	The HÖRMANN Group was not aware of any significant incidents during the reporting period.		
<b>Socioeconomic compliance</b>					
GRI 103: Management approach 2016					16
103	Management approach 2016 (inkl. 103-1, 103-2, 103-3)	> 28			
GRI 419: Socioeconomic compliance 2016					
419-1	Non-compliance with laws and regulations in the social and economic area		The HÖRMANN Group was not aware of any significant incidents during the reporting period.		

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## G

### 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.

### 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.

## 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

### TISAX (Trusted Information Security Assessment Exchange)

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.

### 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 CO<sub>2</sub>e, i.e. CO<sub>2</sub> equivalent.

## 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. [➤ Further information](#)



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- ♦ United Nations Department of Economic  
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