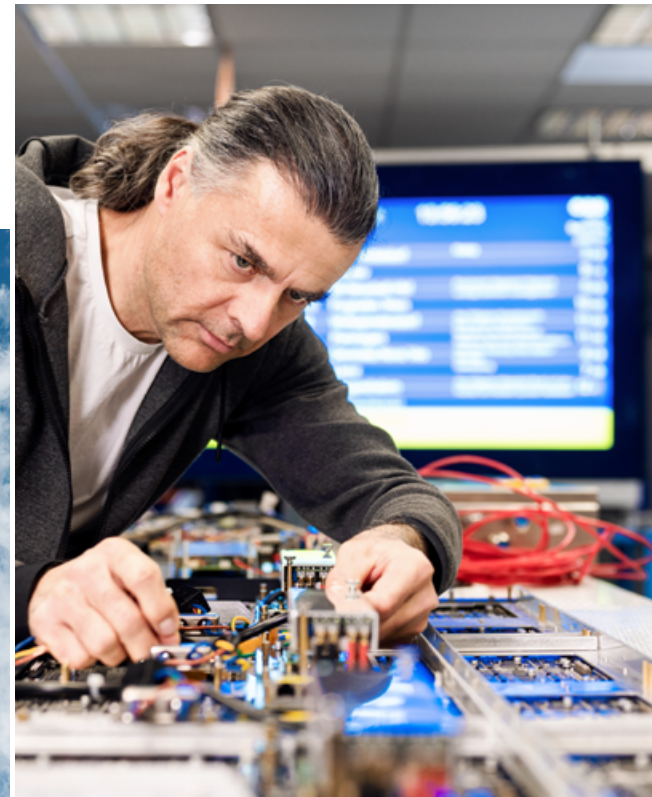


SUSTAINABILITY REPORT HÖRMANN INDUSTRIES GMBH

2024



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Dear Readers and Friends of the Company,

The year 2024 was marked globally by extreme climate disasters, once again highlighting the urgency of taking action on climate protection and sustainability. Europe experienced extraordinary temperature records that far exceeded the seasonal averages, significantly stressing both infrastructure and natural ecosystems. These climatic changes leave a significant footprint on Earth and demand increased efforts from all of us to tackle the climate crisis. A particularly devastating flood in Spain, with over 220 fatalities, further underscored our society's vulnerability to natural disasters.

In addition to climatic challenges, geopolitical events also significantly influenced the year 2024. The ongoing Russian-Ukrainian war led to considerable fluctuations in international trade, affecting both supply chains and the economic stability of many businesses. Furthermore, the government in Germany collapsed after a failed vote of confidence, bringing additional uncertainties at the political level and requiring increased flexibility and adaptability from companies to successfully navigate an ever-changing global environment.

Within the European Union, the topic of sustainability is currently being discussed intensively, with the "Omnibus Package" proposed as a potential relief for companies. This measure is intended to help simplify bureaucracy and regulatory requirements. At the same time, the Corporate Sustainability Reporting Directive (CSRD), which has not yet been transposed into national law in Germany, poses uncertainties for companies striving to align their sustainability reporting with the European Sustainability Reporting Standards (ESRS) with significant effort.

Amidst these dynamic challenges, the HÖRMANN Group continues its sustainability initiatives consistently and remains committed to its responsibility towards the environment and society. Our corporate values—drive, innovation, parity, and responsibility—shape our actions and guide us in developing sustainable solutions that meet both our corporate goals and the demands of a changing world. We are determined to continue contributing to a sustainable world and actively shaping the future.



This report provides you with a comprehensive insight into our diverse sustainability initiatives and the progress we have made in 2024. At the same time, it demonstrates how we continuously address the challenges of the future. We are pleased to have you with us on this journey and invite you to continue accompanying us on our path towards becoming an even more sustainable company. Together with you, we aim to continue this journey and enable sustainable growth in the future.

We trust you will find it a stimulating read.

Yours sincerely,

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

Dr. Michael Radke
CEO of the HÖRMANN Group

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

Johann Schmid-Davis
CFO of the HÖRMANN Group

Welcome to the 2024 sustainability report of the HÖRMANN Group.

We are pleased to present to you the 2024 Sustainability Report of the HÖRMANN Group. In this report, we showcase our commitment to ecological, social, and economic sustainability, providing you with an insight into our progress and future goals.

This report is on HÖRMANN Industries GmbH, based in Kirchseeon, Germany, and its affiliated companies for the 2024 financial year. The companies consolidated in the sustainability report correspond to those in the financial reporting:

HOLDING

- ♦ HÖRMANN Industries GmbH, Kirchseeon
- ♦ HÖRMANN Finance & Accounting GmbH, Kirchseeon
- ♦ HÖRMANN Digital GmbH, Kirchseeon

AUTOMOTIVE

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

COMMUNICATION

- ♦ Funkwerk AG, Köllda
- ♦ Funkwerk Technologies GmbH, Köllda
- ♦ Funkwerk StatKom GmbH, Köllda
- ♦ Funkwerk Systems GmbH, Köllda
- ♦ Funkwerk Systems Austria GmbH, Vienna, Austria
- ♦ Radionika Sp. z o.o., Krakow, Poland
- ♦ Funkwerk Security Solutions GmbH, Nuremberg
- ♦ Funkwerk IoT GmbH, Köllda
- ♦ Elektrotechnik und Elektronik Oltmann GmbH, Berlin
- ♦ HÖRMANN Kommunikation & Netze GmbH, Kirchseeon
- ♦ HÖRMANN Warnsysteme GmbH, Kirchseeon
- ♦ HÖRMANN – KMT Kommunikations- und Meldetechnik GmbH, Salzburg, Austria
- ♦ HÖRMANN Warnsysteme Bulgaria EOOD, Sofia, Bulgaria

INTRALOGISTICS

- ♦ HÖRMANN Intralogistics GmbH, Kirchseeon
- ♦ HÖRMANN Intralogistics Solutions GmbH, Munich
- ♦ HÖRMANN Logistika Polska Sp. z o.o., Gdansk, Poland
- ♦ HÖRMANN Intralogistics Solutions Ges. mbh, Graz, Austria
- ♦ HÖRMANN Klatt Conveyors GmbH, Neumarkt am Wallersee, Austria
- ♦ HÖRMANN Intralogistics Services GmbH, Salzgitter
- ♦ HÖRMANN Energy Solutions GmbH, Lehre/Wolfsburg

ENGINEERING

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

The sustainability report is aimed at employees, potential applicants, customers, suppliers, shareholders, financiers, and the general public interested in our company.

The 2024 Sustainability Report of the HÖRMANN Group is a non-financial performance report published annually. The reporting period covers the fiscal year of the HÖRMANN Group from January 1 to December 31, 2024. The editorial deadline was January 31, 2025. The first sustainability report was published in April 2022 for the fiscal year 2021.

This sustainability report focuses on the data from 2024. Additionally, previous year's data are published, if available, to promote transparency, increase relevance, and enable comparisons. Necessary corrections are appropriately marked and traceable in the GRI Index.

The information in this report relates to all subsidiaries over which HÖRMANN Industries GmbH exerts significant influence.

This includes all affiliated companies in which HÖRMANN Industries GmbH holds more than 51% (**↗ annual report of the HÖRMANN Group**). The key figures were collected in the respective subsidiaries and apply, unless otherwise noted, for the specified period. The depicted data are consolidated at the group level, with this delineation applying to all material topics unless explicitly stated otherwise.

To fully represent the survey period, reasonable estimates and modelling were required in some cases during the report preparation. These estimates are documented internally, with deviations between estimated and actual values possible. Such deviations are corrected accordingly in the following year.

Methodical and structural changes are generally rectified, while deviations exceeding five percent are additionally commented upon. Due to commercial rounding of amounts and percentages, minor differences may occur.

This report was prepared in accordance with the internationally recognised guidelines of the Global Reporting Initiative (GRI) Foundation 2021. The topics presented are based on the materiality principle according to GRI 3. An external audit of the data and report did not take place.

As a non-financial performance report, it provides insight into the HÖRMANN Group's management system for sustainable corporate governance and the progress in implementing measures in business ethics, environmental and climate protection, and social responsibility. The reporting focuses on those topics identified as particularly relevant for the company and its stakeholders within the framework of the double materiality analysis.

The sustainability report is available online in both **↗ German** and **↗ English**. More information can be found on our website at **↗ www.hoermann-gruppe.com** in the Investor Relations section and in the **↗ HÖRMANN Group's annual report**. The next sustainability report will be published in spring 2026.

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The Sustainable Development Goals of the United Nations



The Sustainable Development Goals (SDGs) are 17 objectives adopted by the United Nations in 2015 to promote sustainable development worldwide. These goals cover a wide range of topics, including poverty eradication, education promotion, ensuring clean water and sanitation facilities, and taking action against climate change. The UN Global Compact, the world's largest initiative for sustainable and responsible corporate governance, supports companies in integrating these goals and aligning their business strategies with the SDGs. For companies, the SDGs are particularly important as they provide a framework to integrate responsible actions into business strategy. Companies that orient themselves towards the SDGs and are participants of the UN Global Compact can not only fulfill their societal responsibilities but also secure their long-term competitiveness by implementing sustainable practices and fostering innovation.

The HÖRMANN Group has been a participant of the UN Global Compact since 2022. This commitment underscores the HÖRMANN Group's commitment to responsible actions and the integration of the Sustainable Development Goals (SDGs) into its corporate strategy. As a family-run company, the HÖRMANN Group places particular emphasis on long-term thinking, responsibility towards future generations, and sustainable corporate governance. The principles of the UN Global Compact support the HÖRMANN Group in aligning its values with global sustainability goals. This is not only a step towards a more sustainable future but also a sign of the HÖRMANN Group's commitment to exerting a positive influence on society and the environment.



The HÖRMANN Group is aware of its direct and indirect impacts on all 17 SDGs and has selected eight key focus areas to strategically manage its contribution to sustainable development. The HÖRMANN Group reports on its progress in achieving these sustainability goals and provides information about the measures implemented.



Decent work and economic growth

The HÖRMANN Group considers it its responsibility to respect human rights and ensure appropriate and fair labour and social standards both within its corporate network and along the entire value chain.



Industry, innovation and infrastructure

Through its diversified business activities, whether through the provision of products or services, the HÖRMANN Group significantly contributes to the promotion of sustainable infrastructure and the development of sustainable cities and communities. As a partner and key supplier to other industries, the company plays a crucial role in the industrial transition towards greater sustainability, particularly regarding climate protection and the reduction of greenhouse gas emissions.



Responsible consumption and production

The HÖRMANN Group is committed to making products, processes, and infrastructures more sustainable by collaborating with its customers and leveraging its technological expertise. To boost the rate of innovation, the family-owned company forms partnerships with renowned universities and strategically invests in research and development.



Climate action

The HÖRMANN Group is committed to the goals of the Paris Climate Agreement and actively strives to reduce emissions. In doing so, it places particular emphasis on improving energy efficiency and the use and generation of renewable energy.



Good health and well-being

The health and well-being of its employees and society are of utmost priority for the HÖRMANN Group. With a comprehensive health and safety management system, the HÖRMANN Group continually works to ensure safe workplaces. The protection of human life is the highest priority for all products that the HÖRMANN Group brings to market.



Quality education

The HÖRMANN Group continuously promotes the further education of its employees, recognising that lifelong learning is crucial for societal well-being and innovation. Additionally, the company is committed to increasing the apprenticeship rate to facilitate young people's entry into the professional world and provide them with advanced technical qualifications.



Gender equality and reduced inequalities

The HÖRMANN Group is committed to fostering a work environment characterised by appreciation and free from any prejudice. Respect and dignity are central to the corporate culture, and hostile, demeaning, intimidating, or disparaging behaviour is not tolerated. As a signatory of the Diversity Charter, the HÖRMANN Group reinforces its commitment to equality, fairness, inclusion, and tolerance.



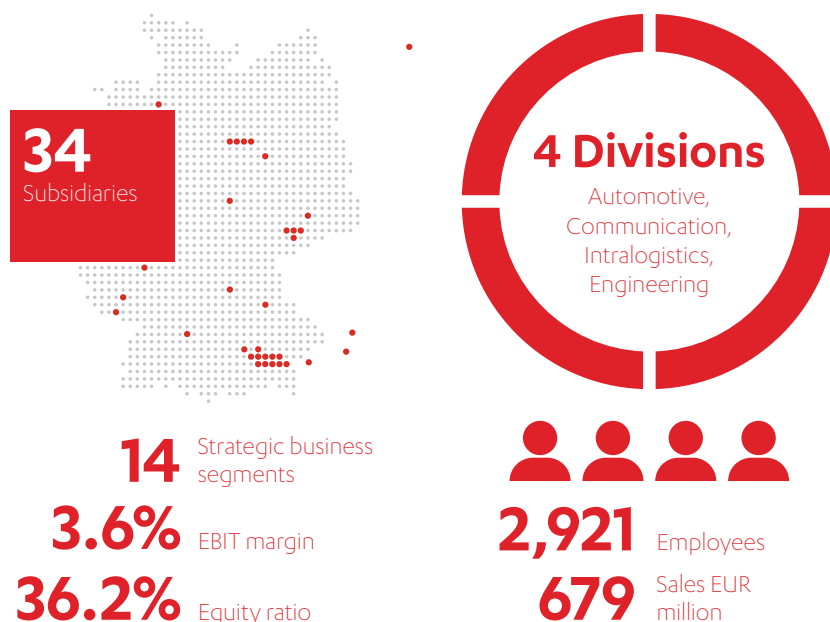
A holistic approach: as a driver of innovation, the HÖRMANN Group utilises its extensive know-how and combines its expertise in four divisions. Working closely with its customers, the company continuously sets new benchmarks and promotes ground-breaking impulses in the market.

The Group, comprising HÖRMANN Industries GmbH, Kirchseeon, and its direct and indirect subsidiaries, forms the industrial subgroup of the HÖRMANN Group. The HÖRMANN Group is broken down into four strategic divisions to which the individual companies are allocated. There are also internal service providers that work across all divisions.

In 2024, Funkwerk AG acquired Elektrotechnik und Elektronik Oltmann GmbH, which specializes in passenger information systems for regional railway transport. As part of a strategic realignment, HÖRMANN Automotive Wackersdorf GmbH was renamed to HÖRMANN Systems Assembly GmbH.

Key figures 2024

» GRI 2-1, 2-6, 2-7, 201-1



AUTOMOTIVE

In the Automotive segment, the HÖRMANN Group operates as a supplier of metallic components, modules, and systems for the European commercial vehicle, construction, and agricultural machinery industries. This business area covers the entire value chain and offers a comprehensive range of services in engineering, production, and logistics.

COMMUNICATION

The Communication division offers a wide range of services, from innovative communication, information, and security systems to infrastructure services in the areas of rail transport, communication technology, and energy supply. Additionally, it includes the development of siren warning systems, which are used for fire alerting or disaster warnings to the public.

INTRALOGISTICS

The Intralogistics division of the HÖRMANN Group consolidates activities in logistics, conveyor technology, automation technology, assembly, and services. This division meets market demand for sustainable, service-oriented, and sophisticated system solutions for automation in warehouse, distribution, and production logistics, as well as service offerings.

ENGINEERING

The Engineering division of the HÖRMANN Group covers a wide range of areas, including industrial design and vehicle development, as well as plant, building, and factory planning. Additionally, the development and production of detectors for detecting ionising radiation expand the scope of services offered.

Sustainable corporate governance is firmly embedded in the corporate philosophy of the HÖRMANN Group as a family-owned business. Below, selected initiatives are presented that highlight the committed actions of individual subsidiaries and their contributions to promoting sustainable development.

1 2 3

Implementation of ESG software

Pioneer for sustainable business development



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The HÖRMANN Group has implemented Tanso software for data management in the sustainability sector to optimize its decarbonization strategy and meet increasing stakeholder demands.

This step addresses both customer requirements, such as Product Carbon Footprint (PCF) and Sustainability Ratings, as well as applicable regulatory requirements (CSRD and ESRS).

tanso

Tanso offers extensive benefits by combining CO₂ accounting and ESG reporting into a centralized solution. Thanks to AI-supported data management, emissions data are processed, assigned, and calculated automatically. Utilizing data synergies streamlines processes, improves data quality, and enables strategically valuable insights. A particularly significant advantage is seen in capturing complex data such as Scope 3 emissions: thanks to automated processing, these can be calculated much faster. This enables the HÖRMANN Group to implement the required reporting processes more efficiently and save valuable resources. Additionally, the software supports informed decision-making by helping to identify hotspots and uncover reduction potentials, paving the way for more sustainable business practices.

Tanso enables the centralized management and audit-proof documentation of all relevant sustainability metrics. This increased efficiency and transparency are crucial for meeting regulatory requirements while simultaneously enhancing the competitiveness of the HÖRMANN Group.

With the implementation of Tanso, the HÖRMANN Group underscores its deep commitment to a sustainable future. The software significantly contributes to minimizing the environmental impact of business activities and supports the group on its path to climate-friendly corporate management.

Decarbonisation roadmap

The path to a lower-emission future



In 2024, the HÖRMANN Group took a significant step towards emission reduction by developing a comprehensive decarbonisation roadmap. This roadmap is part of the sustainability strategy and aims to reduce the group's greenhouse gas emissions by 42% compared to the base year 2022.

The HÖRMANN Group places great emphasis on contributing to sustainable development and fulfilling its responsibility towards future generations. Beyond meeting legal obligations under the Federal Climate Protection Act and the Paris Climate Agreement requirements, the group is committed to addressing increasing customer demands for "Green

Production." It also takes into account the growing expectations of financiers and investors regarding ESG criteria.

The decarbonisation roadmap includes numerous measures for emission reduction, developed in collaboration with subsidiaries and respective stakeholders along the emission hotspots of electricity, gas, and fleet. The catalogue currently encompasses over 60 measures, focusing particularly on the electrification of the passenger and commercial vehicle fleet, the use of waste heat, and energy-efficient renovation of buildings. These projects are already being implemented across many companies within the HÖRMANN Group and Funkwerk AG, making a valuable contribution to reducing the ecological footprint.

During the development of the decarbonisation roadmap, short-, medium-, and long-term emission reduction measures were identified. This structured approach enables the HÖRMANN Group to take targeted steps towards effectively and sustainably reducing its emissions. A key strategic decision made during this process is the

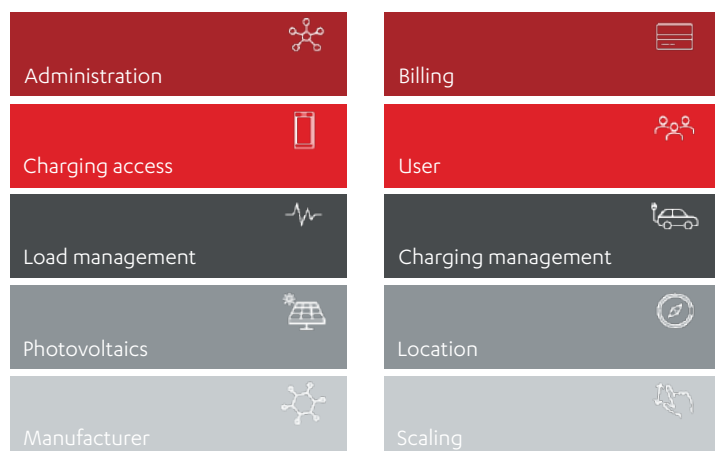
extensive procurement of green electricity starting in 2025. This represents a significant lever to accelerate the energy transition within the company and achieve climate goals even before implementing its own renewable energy generation. Thus, the HÖRMANN Group can contribute to the Paris Climate Agreement at an early stage.

The HÖRMANN Group's decarbonisation roadmap is a testament to its commitment to minimising the environmental impact of its activities and shaping a sustainable future. With the strategic procurement of green electricity and targeted measures, a clear signal is sent regarding its responsibility for climate protection, demonstrating the determination to take a pioneering role.

Electromobility

Group concept for a unified charging infrastructure

As part of its commitment to a sustainable future, the HÖRMANN Group has initiated a comprehensive project to develop a group-wide concept for charging infrastructure, aimed at accelerating the electrification of the vehicle fleet within the group.



For further electrification of the vehicle fleet, it is essential to establish the necessary charging prerequisites on-site while simultaneously lowering usage barriers. Therefore, the HÖRMANN Group has developed a concept for implementation at its locations.

A central aspect of the project was to consider the various locations with their individual prerequisites and find appropriate solutions while keeping complexity in realization, operation, and usage as low as possible.

From this, a vision emerged with ten action fields to consider, with the following core areas being essential for success:

1. Manufacturer-independent

Special emphasis was placed on the interaction of manufacturer-independent components. Due to the strong dynamics in the charging infrastructure market, this was identified as a key success factor for the future functionality of the infrastructure.

2. Administration

A unified administration for handling charging processes, billing, and managing user (groups) becomes increasingly important with growing complexity. It was also necessary to enable cross-location charging, which is achieved through an external and manufacturer-independent management and payment system.

3. Charging access

To facilitate access to electromobility and ensure seamless integration into the everyday lives of employees, a convenient and simple access is indispensable. By means of self-onboarding of users and authorization of the charging process via an app, access hurdles were lowered.

4. Scaling

With an eye on the steadily increasing demand for charging infrastructure, great importance was placed on the seamless scalability of the solution, to flexibly expand existing and new locations as needed in the future.

This pioneering concept for the group paves the way for a smooth expansion of the charging infrastructure within the HÖRMANN Group and enables comfortable access to charging electricity. The pilot was implemented at the Kirchseeon location during the reporting period, and the concept was validated.



Pilot project charging infrastructure Kirchseeon

A step into an electrified future

The pilot project for charging infrastructure in Kirchseeon represents a step forward towards more sustainable and environmentally friendly mobility for the HÖRMANN Group and its employees.

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With the establishment of the pilot charging park in September 2024 at the company parking lot in Kirchseeon, a practical benefit is created for employees, while also setting a strong signal of the company's commitment to an environmentally friendly future.

As part of the pilot charging park, the group-wide charging concept was thoroughly tested, taking into account different parameters and local conditions. This "blueprint" serves as the basis for all further HÖRMANN locations, enabling the identification and addressing of specific requirements and challenges.

In collaboration with a subsidiary, HÖRMANN Kommunikation & Netze, ten charging points were installed in Kirchseeon, managed through load management and the central administration and payment system according to the charging infrastructure concept for the HÖRMANN Group.

The activation of the charging stations is conveniently done via an app, making access comfortable and increasing the acceptance of electromobility within the company. This modern solution

highlights the project's innovative potential by enabling seamless integration into employees' everyday lives.

By integrating into a comprehensive load management system, the available power capacity is distributed across the charging points, preventing overloads and increasing operational safety.

A central management system ensures efficient control of the available capacities and transparent billing of charging processes. The necessary communication is ensured via an LTE modem, which has proven to be a reliable and practical solution for locations where network connection via cable is not possible.

Kirchseeon serves as a pilot location for a concept that is flexible and scalable, intended to be expanded to other locations of the HÖRMANN Group. The experiences gained on-site allow the HÖRMANN Group to implement an effective and unified charging infrastructure concept that meets the needs of the entire organisation and supports the transition to sustainable mobility.

The decision to provide employees with charging electricity at all HÖRMANN charging points until the end of 2026 underscores the group's efforts to promote sustainable mobility.

The active use of the charging stations by employees demonstrates the success and acceptance of this initiative. This illustrates how technological advancements can be combined with ecological responsibility to effect real, tangible change.



Decarbonisation

100 kWp PV system at the Karlsfeld location

In 2024, Funkwerk marked another milestone in its sustainability strategy with the installation of a new photovoltaic system at the Karlsfeld location. This system, with an impressive capacity of almost 100 kWp, represents an important step towards a greener future.

7 AFFORDABLE AND CLEAN ENERGY



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The decision to invest in this technology aligns with the HÖRMANN Group's goal to minimize its ecological footprint and contribute to global decarbonisation. Photovoltaics is not only a clean energy source but also a crucial component in the fight against climate change.

The advantages of a PV self-consumption system are numerous and far-reaching. With the expected annual energy production of over 100 MWh, the system fully covers the location's own needs, leading to a significant reduction in operating costs. Furthermore, the self-consumption system enables greater autonomy and stability in energy supply, which is invaluable, especially in times of energy crises. This sustainable solution not only enhances the ecological balance of the company but also offers economic benefits by reducing

energy costs in the long term and increasing independence from external energy suppliers.

The innovative concept of the photovoltaic system in Karlsfeld, designed and constructed by HÖRMANN Energy Solutions, goes beyond mere self-sufficiency and offers the opportunity for implementing a tenant electricity model. This forward-thinking planning opens up the opportunity to sell excess electricity to other tenants should subleasing occur at the location. By integrating tenant electricity, not only is energy efficiency maximized, but also economic viability is increased. The flexibility of this approach has already attracted the interest of the local energy supply company, as it is considered unique and particularly forward-looking in the Dachau district. This model demonstrates how Funkwerk, as part of the HÖRMANN Group,

designs its projects with foresight to both assume ecological responsibility and fully exploit economic potential.

The project in Karlsfeld is a central component of the HÖRMANN Group's decarbonisation roadmap, with which the company aims to achieve its climate goals by 2030. The system is part of a comprehensive strategy aimed at continuously reducing CO2 emissions and increasing energy efficiency. In addition to photovoltaics, further measures are being taken. The use of innovative technologies and processes is essential to fulfill the responsibility towards the environment and society.



Energy audit

Expertise in energy and waste heat for internal and external parties

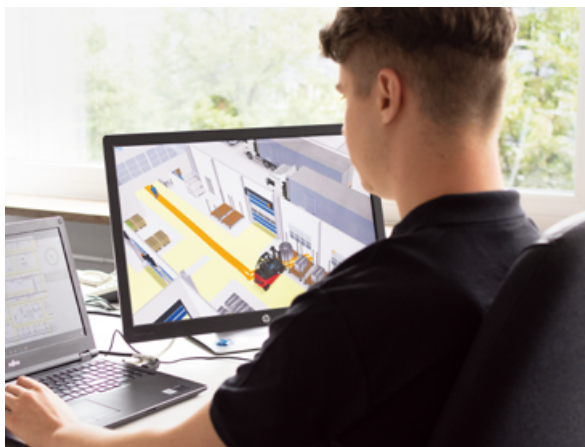
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The HÖRMANN Group supports the UN's sustainability goals, prioritising energy and emissions. These areas hold significant importance in achieving the defined climate targets.

The corporate philosophy of the HÖRMANN Group is based on responsibility towards future generations and the commitment to develop sustainable solutions that are environmentally friendly and economically viable. Through targeted measures to reduce energy consumption and emissions, a contribution to climate protection is made.

The HÖRMANN Group is subject to the Energy Services Act (EDL-G), which mandates the regular

performance of energy audits. The EDL-G requires large companies to systematically analyze their energy consumption, consolidate documentation, and identify savings potentials. These audits are an important tool for identifying energy losses and continuously improving the efficiency of our operational processes.

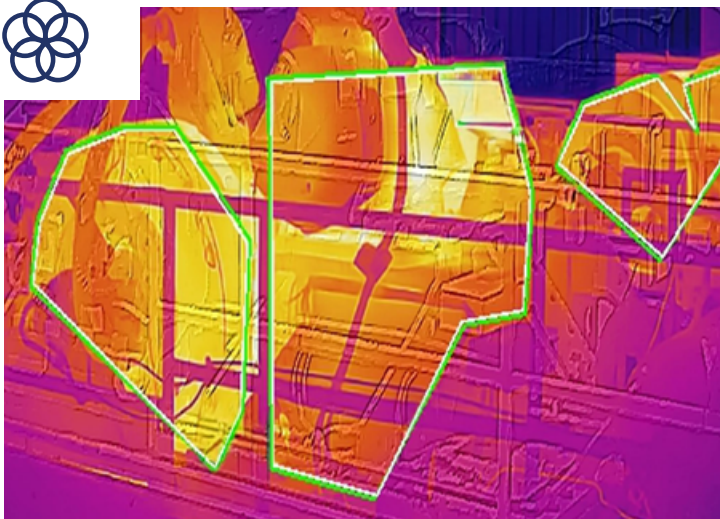
Within the HÖRMANN Group, HÖRMANN Rawema Engineering & Consulting GmbH has strategically expanded its expertise in energy audits. Through intensive training and experience, the company is accredited and listed with BAFA (Federal Office for Economic Affairs and Export Control) to conduct energy audits for both the company group and external clients. This expertise allows for offering tailored solutions that improve energy balance while reducing operating costs.

Another area of expertise at HÖRMANN Rawema is waste heat measurement. Through innovative technologies and methods, waste heat can be efficiently captured and utilized. These measures not only contribute to reducing overall energy consumption but also unlock new energy

sources that have previously remained untapped. The ability to strategically use waste heat is another milestone on the path to greater sustainability and energy efficiency.

Energy audits and waste heat measurement have already been successfully implemented with companies from the Communication and Automotive sectors. The results of these audits have provided valuable insights into the energy flows of the companies and identified concrete savings potentials.

The audits enable sustainable and economical actions that significantly reduce energy consumption, thereby positively impacting the environment and operating costs. HÖRMANN Rawema aims to offer a complete service package in the sector of sustainability for industrial production, for the companies of the HÖRMANN Group and predominantly for external clients.



Participation in ÖKOPROFIT

Promoting sustainability in everyday business



During the reporting period, HÖRMANN Kommunikation & Netze GmbH participated in the ÖKOPROFIT program. ÖKOPROFIT is an environmental management program that helps companies reduce their operating costs through eco-friendly measures while simultaneously improving their environmental balance. The goal of the program is to achieve both economic and ecological benefits by introducing and implementing sustainable practices. Companies participating in ÖKOPROFIT undergo a structured process that includes workshops, consultations, and audits to develop and implement individual environmental measures.

Participation in ÖKOPROFIT brings numerous benefits and added value to HÖRMANN Kommunikation & Netze. On one hand, the company and its

employees benefit from increased environmental expertise and a deeper understanding of sustainable practices. On the other hand, the implementation of the developed measures leads to a reduction in operating costs through more efficient resource use and energy savings. Furthermore, successful participation strengthens the positive image of the company and increases its attractiveness to customers and business partners who place increasing value on sustainability. Overall, ÖKOPROFIT helps enhance the competitiveness of HÖRMANN Kommunikation & Netze and solidify its position as a responsible and forward-looking company.

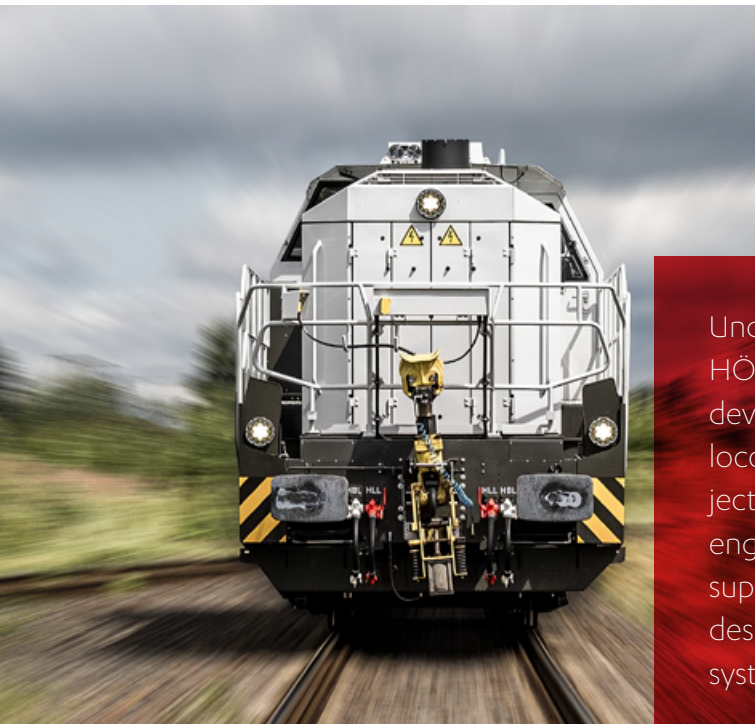
This participation strengthens the focus on sustainability and environmentally conscious business management, aligning with the comprehensive sustainability

strategy of the HÖRMANN Group. The program offers the company an opportunity to further improve its environmental standards and actively commit to a sustainable future.

The “Environmental and Climate Pact Bavaria” certificate was awarded to HÖRMANN Kommunikation & Netze GmbH by District Administrator Robert Niedergesäß. This award honors voluntary commitment to environmental and climate protection and highlights the effort to implement sustainable practices beyond legal requirements. As part of the HÖRMANN Group, HÖRMANN Kommunikation & Netze GmbH demonstrates its readiness to take a pioneering role in sustainable corporate governance and deliver innovative environmental performance.

Innovation vehicles

On the path to sustainable mobility



» Design for Future Mobility «

Under the slogan “Design for Future Mobility,” HÖRMANN Vehicle Engineering has provided development services for the DM20 platform locomotive by Vossloh Rolling Stock. This project work includes system and requirements engineering in specific areas such as energy supply, drive design, climate calculations, TCMS design, as well as fire detection and firefighting systems.

The DM20 platform is a prime example of innovative mobility, as it integrates multiple system solutions for energy supply: diesel, battery, hydrogen, and operation via overhead lines. This complementary combination enables a wide range of applications for the locomotive and lays the foundation for integrating future energy storage and generation technologies. This promotes both flexibility and sustainability in operation.

Of particular note is the modular structure of the drive systems, which allows easy exchange and adaptation to technological advancements. This project is supported by the Federal Ministry for Digital and Transport with 15 million euros to accelerate the introduction of this technology.

In parallel, HÖRMANN Vehicle Engineering has also provided development services for the Toshiba HDB 800 locomotive. In addition to the complete development of the locomotive frame, including attachments, technical calculations, and test support, HÖRMANN Vehicle Engineering was responsible for overseeing the welding design inspection. Furthermore, they developed software solutions for the vehicle

control unit and visualization for the locomotive driver. This diesel-electric hybrid locomotive is characterized by its modular design and high energy efficiency. It features a serial hybrid system that enables operation in the most energy-efficient mode, thereby reducing emissions and saving resources. The electrical components supplied by Toshiba ensure safe, reliable, and energy-efficient operation, paving the way for low-emission transport solutions.

These projects demonstrate the commitment of the HÖRMANN Group to reduce emissions and sustainably shape the mobility of the future through the development of advanced technologies. In doing so, the HÖRMANN Group sets a strong signal for its commitment to promoting eco-friendly technologies in rail transport.

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Junior Management Program (JUMP)

Talent promotion at the HÖRMANN Group

The Junior Management Program (JUMP) of the HÖRMANN Group is a strategic development tool aimed at nurturing young talents and training them to become future leaders within the corporate group.



Following positive experiences in the initial rounds, the program was relaunched in 2024 to address demographic challenges and the need for effective talent management. JUMP is crucial for sustainable personnel development and ensuring the competitiveness of the HÖRMANN Group.

During the 18-month program, participants work on a series of challenging, practical projects that cover various areas:

- ♦ Strategy and Corporate Development
- ♦ Operational Leadership
- ♦ Innovation Management

These projects are selected by managing directors and executives from various business areas. Participants are closely supported by a mentor, usually an experienced managing director, during the execution of these projects. This provides them with valuable insights into decision-making processes at the highest level and continuously challenges them to present their results to the management.

A key aspect of JUMP is fostering an open and flexible mindset among participants. They must be ready to quickly familiarize themselves with new topics, accept criticism, and learn from feedback. The diversity of projects and geographical distribution also require a high willingness to travel and the ability to adapt to different working environments. The program coordinators ensure that organizational processes are transparent and effective, so participants are always informed and can focus on their tasks.

The JUMP program offers young talents not only the opportunity to develop professionally but also to find entry into challenging tasks within the HÖRMANN Group upon completion of the program. After finishing the program, participants are well-prepared to take on responsible positions and make a significant contribution to the company's development with their acquired knowledge.

By integrating external talents and training them with specific "HÖRMANN knowledge", JUMP helps to further develop and strengthen the corporate culture of the HÖRMANN Group. The JUMP program underscores the group's commitment to sustainable growth by preparing the next generation of leaders to embody the corporate values of drive, innovation, equality, and responsibility.

4 QUALITY
EDUCATION



5 GENDER
EQUALITY



17 PARTNERSHIPS
FOR THE GOALS



Partnership for employee engagement

Collaboration with Sustayn

In May 2024, the HÖRMANN Group entered into a partnership with Sustayn, an innovative start-up. This collaboration aims to raise awareness among employees by providing comprehensive knowledge, practical tips, and the latest news on sustainability.



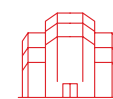
Climate change



Sustainable finance



Mobility



Sustainability in the office



Energy



Health



Digitalization

Through Sustayn, sustainability is embedded in employees' daily lives and illustrated through practical examples.

The employees of the HÖRMANN Group play a central role in achieving sustainability goals. To strengthen their awareness and knowledge, information is provided twice a week via the intranet. These updates cover topics such as climate change, energy, sustainable finance, and many other relevant areas. Interactive quiz rounds offer the opportunity to deepen acquired knowledge in a playful manner and actively engage with the content.

In addition to regular posts, professional articles are published on the intranet, offering the opportunity to delve deeper into specific sustainability topics. The aim of these activities is not only to impart knowledge but also to strengthen the sense of community and motivation to work together for a more sustainable future.

A key component of the HÖRMANN Group's sustainability strategy is to empower employees to think and act sustainably. The partnership with Sustayn ensures that all employees receive the necessary resources and knowledge to make sustainable decisions—both professionally and personally. A strong awareness of sustainability and practical action options enable everyone to make a significant contribution to achieving sustainability goals. The family company's commitment to sustainability is not only a strategic decision but also an expression of responsibility toward future generations.

4 QUALITY EDUCATION



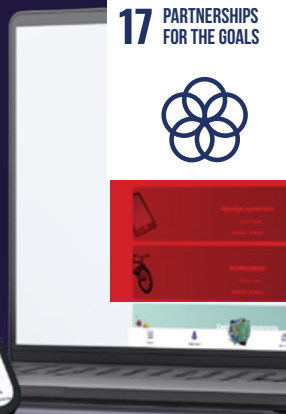
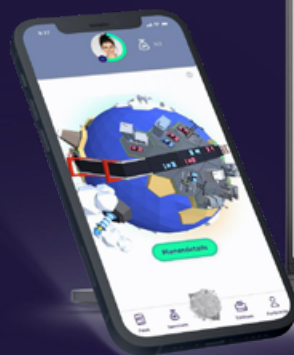
12 RESPONSIBLE CONSUMPTION AND PRODUCTION



17 PARTNERSHIPS FOR THE GOALS



sustainably inspire through
knowledge & engagement



“Girls and Boys Day” at the Gustavsburg location

A success all along the line

4 QUALITY EDUCATION



5 GENDER EQUALITY



At the HÖRMANN Automotive Gustavsburg GmbH location, the annual “Girls and Boys Day” took place, an event that offers young people impressive insights into various career fields. Students from the region had the opportunity to look behind the scenes for a day and experience the working world up close.



From technical professions to commercial activities, the variety of offered activities was impressive and provided the young participants with valuable guidance for their future careers.

Participants of the “Girls and Boys Day” went through several exciting stations accompanied by apprentices. Initially, they received a presentation and information about HÖRMANN Automotive Gustavsburg GmbH and vocational training, followed by a quiz and a word puzzle with questions about the location. In the project room, basic logical functions were explained, and various exhibits, such as a traffic light circuit and a 3D printer, were displayed. At the electrical station, the young people learned about the structure and function of a circuit diagram and were allowed

to wire a motor circuit. In the pneumatics station, they built a pneumatic circuit that moved several cylinders using compressed air. Finally, participants could construct the “Hot Wire” model in the metal station, showcasing their craftsmanship skills.

The connection to sustainability is evident: through events like the “Girls and Boys Day,” the company not only promotes career orientation for young people but also the development of a sustainable society. By providing insights into various professions, the HÖRMANN Group helps young people make informed decisions about their career paths. This is a crucial tool for securing well-trained and committed future employees who can tackle challenges with knowledge and creativity.

For the HÖRMANN Group, the “Girls and Boys Day” holds great significance. It not only enables early engagement with potential future talent but also strengthens social commitment and local networking. By nurturing young talents and presenting them with future prospects, the HÖRMANN Group invests in its own future and that of society.



Siren project Saarlouis

A contribution to safety

9 INDUSTRY,
INNOVATION AND
INFRASTRUCTURE



11 SUSTAINABLE
CITIES AND
COMMUNITIES



17 PARTNERSHIPS
FOR THE GOALS



As part of the siren project in the Saarlouis district, the HÖRMANN Group is executing one of the largest orders for HÖRMANN Warnsysteme. Over a period of four years, more than 200 sirens will be installed across the district to create a unified and comprehensive warning system.

Siren locations are being renewed or newly constructed by the Saarbrücken branch to ensure an effective siren warning system throughout the district.

In 2024, 44 sirens were built.

The aim of this project is to ensure the safety of the population in case of a crisis. A fast and reliable

warning system is essential to effectively alert the population, even in the event of mobile network or power grid failures. This is ensured through the installation of modern electronic sirens. The models ECN 600-DT and ECN 1200-DT were delivered, which are MoWaS-ready and meet all requirements.

The importance of a functioning warning system is underscored by the insights of recent years, during which both natural disasters and geopolitical events have highlighted the necessity of robust emergency communication. The Saarlouis district thus relies on a comprehensive siren warning system that operates reliably even during mobile network or power grid outages. This initiative is being pursued seriously by the lower disaster protection authority to quickly and efficiently warn the population in case of a crisis.

With this project, the HÖRMANN Group demonstrates its commitment to innovative and sustainable solutions for civil protection. By modernizing and renewing siren locations, not only is the efficiency of the warning system increased, but a significant contribution to sustainable infrastructure development is also made. The siren project in the Saarlouis district exemplifies how advanced technologies can be used to strengthen community safety. The HÖRMANN Group emphasizes its commitment to enhancing infrastructure resilience through the use of modern and sustainable solutions. This project impressively shows how technological innovation is combined with social responsibility to ensure a sustainable and secure future for all.

The sustainability report of the HÖRMANN Group has been prepared in accordance with the guidelines of the international Global Reporting Initiative (GRI). This ensures comprehensive transparency for all stakeholders and the public regarding the sustainable corporate governance of the HÖRMANN Group.

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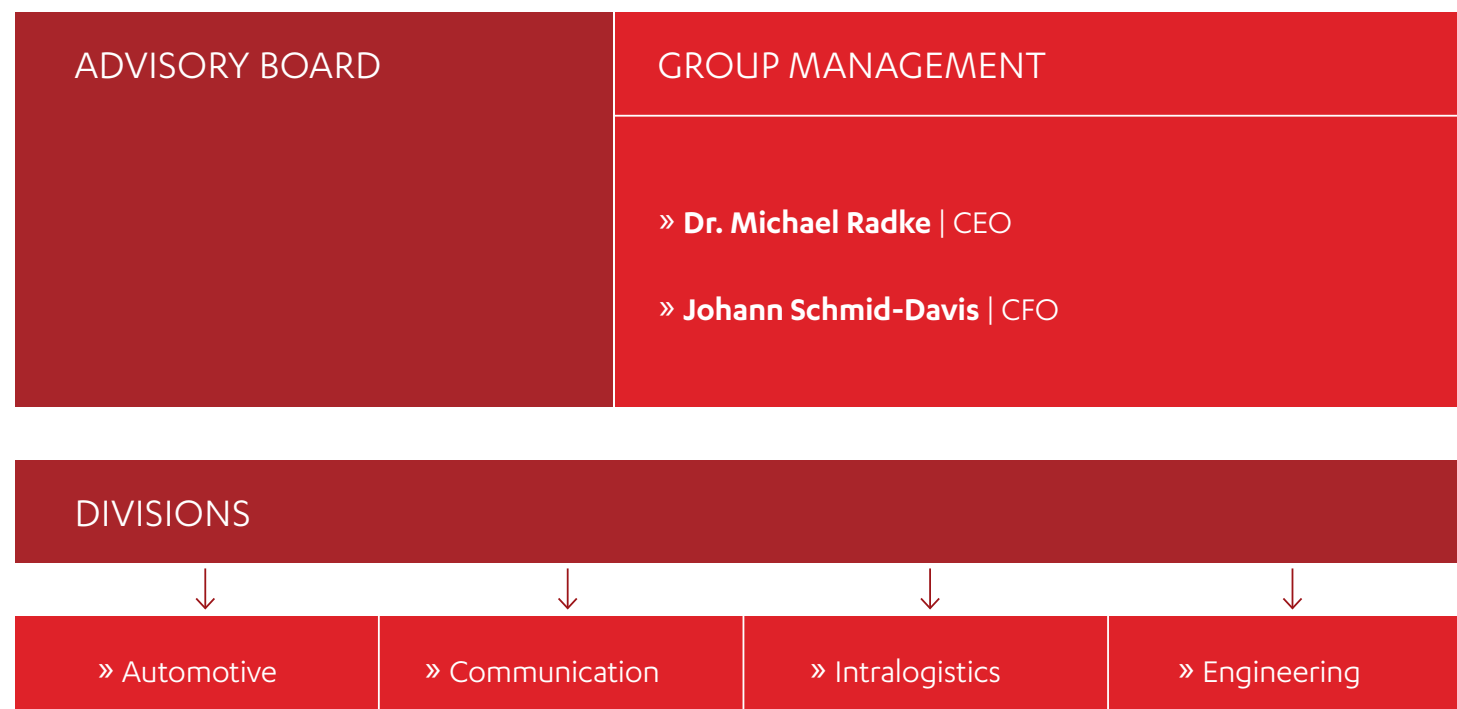
Responsible corporate governance is crucial for ensuring long-term success and the trust of all stakeholders. A key step in this direction is integrating core sustainability topics and implementing the sustainability strategy across all companies within the corporate group, spanning all business processes and organizational levels. The advisory board, as the highest supervisory body, plays a central role in this. It consists of seven members: Dipl.-Ing. Hans Hörmann sen. (Honorary Chairman),

Dr. Andreas Albath (Chairman), Stefan Buchner, Prof. Dipl.-Ing. Siegfried Bülow, Dipl.-Ing. (FH) Johann Hörmann, Florian Schauenburg, and Mr. Daniel Szabo. The advisory board monitors and controls the management of the HÖRMANN Group and provides them with advice.

Dr. Christian Baur, CTO of the HÖRMANN Group, left the company on December 31st, 2024, at his own request and is no longer part of the management team.

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

Hands-on mentality

“What we do, we do right – with maximum quality and reliability.

We draw on the knowledge of the HÖRMANN Group. We want to be proud of what we achieve.”

Accountability

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

Interacting among equals

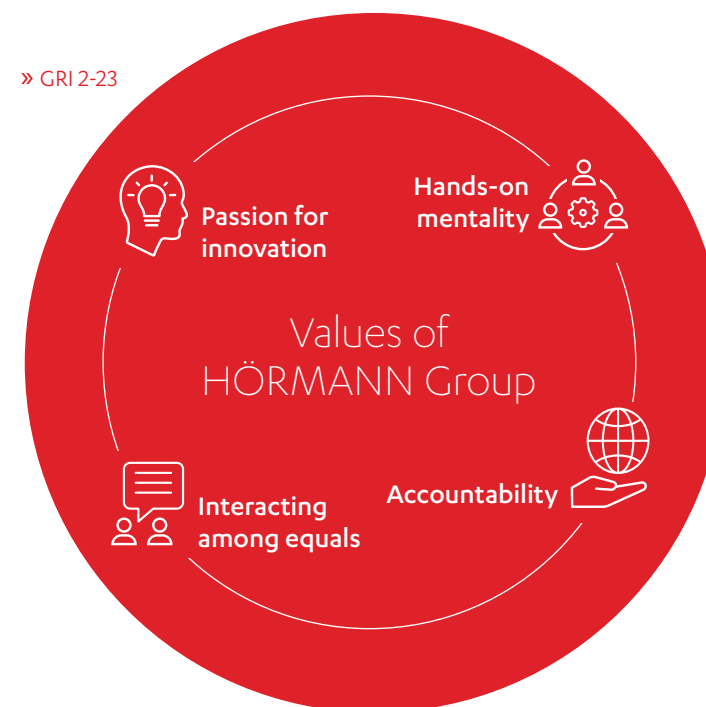
“We show respect to the people we interact with, whether they are co-workers, customers or partners. We conduct ourselves fairly.”

Passion for innovation

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

The corporate values form the basis for our interactions with employees, co-workers, as well as business partners, customers, and suppliers. They were used to derive the Group's Compliance Guidelines, which are mandatory for all subsidiaries and are practiced and implemented by all employees.

» GRI 2-23



The HÖRMANN Group is characterized by a diverse structure consisting of numerous subsidiaries with different business models. The individual locations are broadly distributed and are defined by their regional roots, historic corporate development, and specific corporate culture.

Employees contribute their diverse cultural backgrounds, training, individual experiences, and personalities to the character of the respective HÖRMANN Group companies. Despite this diversity, shared values, collective objectives, and the feeling of belonging to a strong family-owned company are elements that bind all the family business's subsidiaries and employees.

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With the publication of the first sustainability report in 2021, the HÖRMANN Group documented its long-standing commitment to ecological, social, and societal responsibility in accordance with the GRI framework. The key topics identified in 2021 as part of the GRI 3 materiality analysis, which include business ethics, environmental and climate protection, and social responsibility, were confirmed by the steering committee. Due to the “Omnibus Package,” there was no clarity as of the reporting date regarding the regulatory requirements for companies.

To meet the United Nations’ requirements for sustainable development and corporate governance, a sustainability strategy was developed in 2022 based on the materiality analysis according to GRI 3. This strategy enables the measurement of the HÖRMANN Group’s activities concerning sustainable corporate governance and reinforces the focus on sustainable action. A central pillar of this strategy is the establishment of a sustainability culture to ensure that the HÖRMANN Group fulfills its societal responsibilities and that all employees work together for a better future.

The other pillars of the sustainability strategy—“sustainable value chains”, “becoming climate neutral”, and “progress for people”—are of central importance and are described in detail below. The company continuously develops strategies for all key topics, implements appropriate measures, and monitors progress.



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Management approach

The dynamic and complex topic of sustainability is constantly evolving and encompasses numerous facets. New challenges emerge daily, and the changing interests of various stakeholder groups influence the sustainability strategy and its implementation within the company's economic, ecological, and social responsibilities.

To meet these continuously changing demands, the HÖRMANN Group has developed a systematic approach. This approach ranges from identifying relevant sustainability topics to implementing measures and tracking their impacts. It is integrated into the business processes of the HÖRMANN Group to ensure that sustainability aspects are continuously considered.

» GRI 3-1, 3-3

Identification

Research into potentially relevant sustainability topics for the HÖRMANN Group.

Stakeholder Engagement

Continuous dialogue with stakeholders to identify relevant sustainability topics.

Prioritization

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



Validation

The review and approval of prioritized topics are conducted by the management and the advisory board. In the companies, the topics are conveyed into the organization by the managing directors and sustainability coordinators.

Reporting

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

Implementation

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

Development

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

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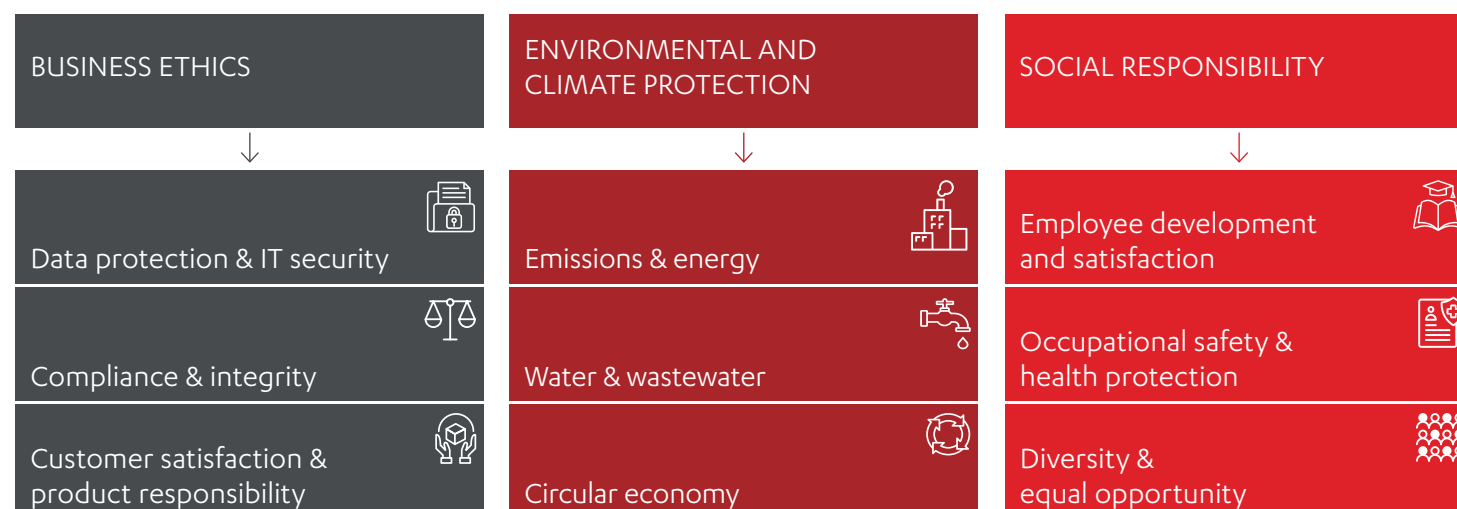
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Material topics

Each of the identified stakeholder groups brings its own expectations, perspectives, and goals to the HÖRMANN Group. As part of the materiality analysis in 2021, active dialogues were conducted with relevant stakeholder groups to identify crucial topics. Detailed information on the methodology applied in the materiality analysis is available in the 2021 sustainability report. The renewal of the materiality analysis according to

the European Sustainability Reporting Standards (ESRS) has been postponed in response to the Omnibus Package. The reason for this is the current uncertainty regarding future requirements, which could be influenced by planned simplifications. The HÖRMANN Group is awaiting further clarity on regulatory guidelines to ensure that adjustments to the materiality analysis align with upcoming regulatory requirements.

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The four pillars of the sustainability strategy

Sustainable action requires taking responsibility. The HÖRMANN Group has been actively engaging in various areas of sustainability for many years and is committed to making a significant contribution to the sustainable development of our world. In the future, it intends to align its business activities even more closely with the principles of sustainable corporate governance. For this reason, the HÖRMANN Group has founded its sustainability strategy on four pillars, which stem from the topics identified in the materiality analysis.

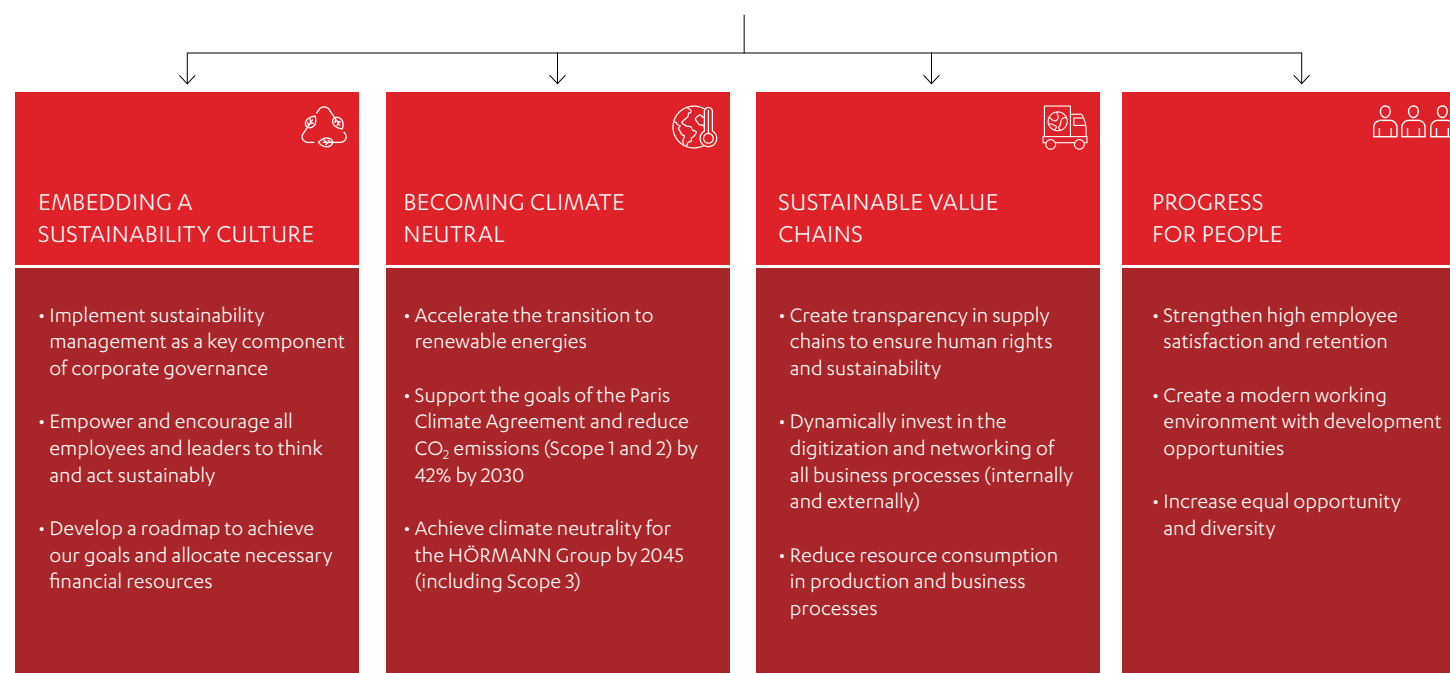
Embedding a sustainability culture

Sustainability is an issue that affects everyone, and each individual has the opportunity to contribute to greater sustainability through their thoughts and actions. Integrating sustainability management into the leadership of the HÖRMANN Group is essential for success on the path to becoming a more sustainable company. Employees play a crucial role in the development and implementation of sustainability measures. Therefore, the HÖRMANN Group focuses on empowering and motivating its employees to act sustainably.

The sustainability strategy of the HÖRMANN Group

» GRI 3-3

Sustainability strategy



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Employees are sensitized to sustainability topics through training, workshops, and regular information channels, such as the employee magazine and social intranet. The goal is to create awareness of necessary changes and embed sustainability as a significant criterion in their work areas.

Becoming climate neutral

To limit global warming to 1.5°C, the HÖRMANN Group supports the goals of the Paris Climate Agreement. With the aim of reducing greenhouse gas emissions, the HÖRMANN Group plans to accelerate the transition to renewable energies as the main energy source to contribute to the decarbonization of its value chain. The group aims to reduce directly controllable, self-generated emissions (so-called Scope 1 and Scope 2 emissions) by 42% compared to the base year 2022 by 2030. This decarbonization target aligns with the ambition level of the Science Based Targets Initiative (SBTi), which the group supports. The focus is on increasing energy efficiency in value-adding processes, using renewable energies, alternative drives, climate-friendly technologies, and energy-efficient building renovations. The HÖRMANN Group aims to be climate neutral by 2045.

Sustainable value chains

Establishing sustainable value chains is crucial to reducing environmental impact, resource consumption, and social inequalities in the global economy. Transparency along supply chains is essential to ensure compliance with labor and human rights and maintain the integrity of our business actions. The HÖRMANN Group actively collaborates with its suppliers throughout the entire supply chain to meet its ecological, social, and ethical responsibilities. Investments in digitization can make internal and external processes more efficient, making work easier and

more flexible (through remote work), indirectly contributing to climate protection. The use of climate-friendly technologies and consistent recycling enables optimization of resource use. Responsible handling of limited amounts of raw materials, energy, and water is essential for responsibility towards future generations. The HÖRMANN Group actively promotes optimizing resource use, efficiency in all business and production processes, and reducing CO₂ emissions.

Progress for people

People and employees are always at the center of all business activities of the HÖRMANN Group. Employee satisfaction is closely linked to sustainable corporate governance. To increase employee satisfaction and foster long-term commitment, the HÖRMANN Group strives to create a modern work environment with development opportunities for all employees. Promoting a culture of responsible action and lifelong learning aims to further enhance employee engagement and positively impact the company's sustainability. Additionally, the HÖRMANN Group focuses on creating an appreciative work environment that is free from any discrimination and offers equal opportunities for all.

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Sustainability organisation

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

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

for “business ethics”. Fabian Schellhas, Group Sustainability Manager, is responsible for “environmental and climate protection”, managing the technical development, steering, and monitoring of the group’s sustainability activities, including reporting and serving as the central contact point for all affiliated companies. The “social responsibility” is overseen by Anna Katharina Kiefer, Chief HR Director.

The group-wide leaders collectively bear responsibility for specific sustainability topics and projects, such as the development of the climate protection strategy, implementation of the personnel strategy, and ensuring compliance with human rights due diligence obligations. They are available to subsidiary companies as points of contact for specialized questions.

Responsibilities of the sustainability organisation

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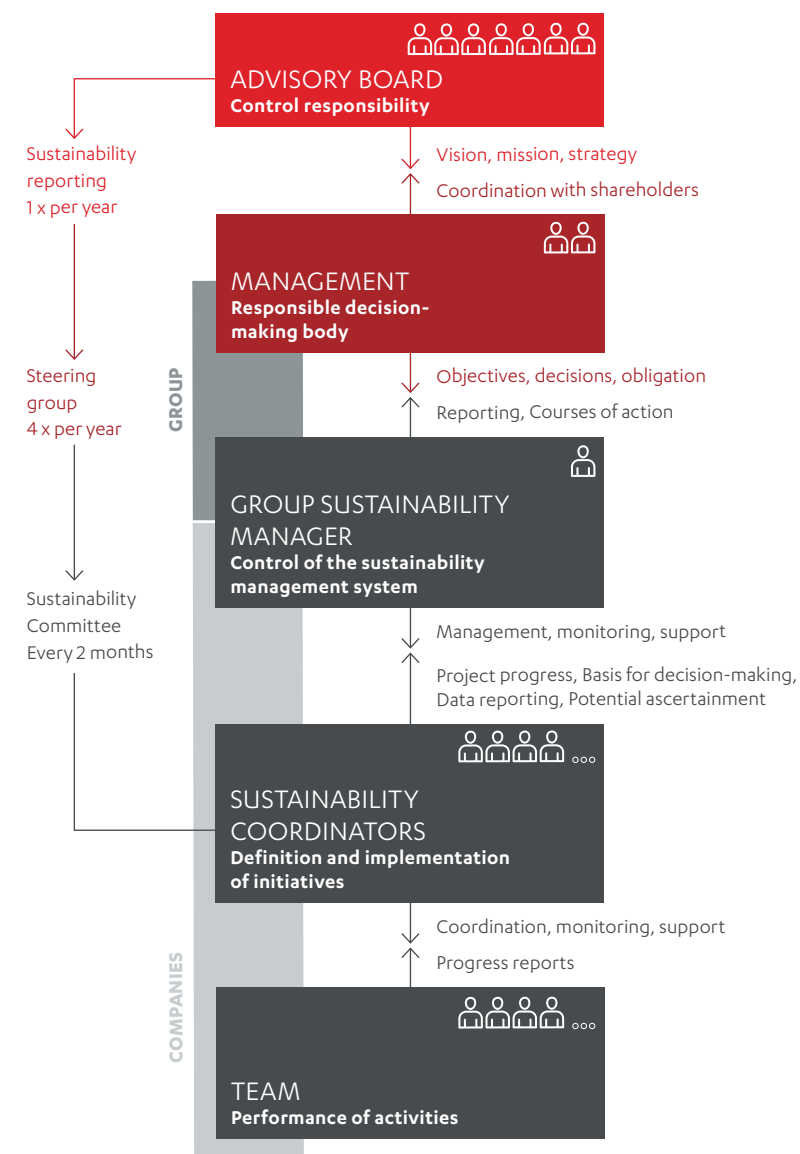
The advisory board acts as a supervisory body and, in coordination with the shareholders of the HÖRMANN Group, approves the vision, mission, and strategy for sustainable corporate governance as well as larger related investments presented by the management. It is also responsible for overseeing the implementation of the sustainability strategy.

The management of HÖRMANN Industries GmbH, as the leading operational responsibility and decision-making body of the HÖRMANN Group, is responsible for developing a long-term strategy for sustainable corporate governance and its targeted implementation. Annually, it presents a report to the advisory board as part of the Sustainability Reporting and leads the stakeholder dialogue. Goals, decisions, and commitments are communicated to the Group Sustainability Manager, who steers the strategy implementation, continuously reports to the management, and presents alternative courses of action.

In 2022, the sustainability organization was established across all business units and affiliated companies of the HÖRMANN Group. A Sustainability Coordinator was appointed in each company, responsible for coordinating all activities related to sustainability within their company. These coordinators receive support from cross-functional employees within the company or experts from the group. Regular progress reports from the Sustainability Coordinators are prepared as part of a continuous exchange of experiences with the Group Sustainability Manager.

Sustainability organisation of the HÖRMANN Group

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The Sustainability Coordinators and the Group Sustainability Manager are deeply engaged with the relevant topics of corporate sustainability. In addition to initiating and implementing measures, the following tasks are central:

- ♦ Identifying potentials
- ♦ Monitoring the progress of sustainability measures
- ♦ Risk management
- ♦ Reporting

To effectively embed the sustainability management system within the diverse and complex corporate group, respond to current developments, and prepare decisions, a steering committee for sustainability management has been established. This committee consists of members from the management of HÖRMANN Industries (CEO, CFO), the Group Sustainability Manager, the individuals responsible for the areas of business ethics, “environmental and climate protection”, and “social

responsibility”, as well as representatives from the business units.

The steering committee meets quarterly and supports the management in monitoring the implementation and effectiveness of the sustainability strategy, including the defined measures and achieved progress. Additionally, the committee ensures that the sustainability strategy is integrated into the structures and processes of the HÖRMANN Group.

Through this structure, the promotion and assurance of sustainable corporate governance within the HÖRMANN Group is guaranteed by expanding knowledge and encouraging regular exchange of experiences. The sustainability organization plays a crucial role in permanently embedding sustainability into the corporate culture.



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The HÖRMANN Group, a broadly diversified and globally active corporation, faces a multitude of risks. In a complex and dynamic environment characterized by rapidly changing economic, political, and social conditions, continuous analysis of opportunities and risks is part of the corporate duties. Identified opportunities and risks are assessed and actively managed through targeted measures. Effective risk management is crucial for the long-term economic success of the company and the achievement of its strategic goals; it is an integral part of all business processes.

The revolving strategy process, managed by HÖRMANN Industries GmbH as the holding company with all subsidiaries, reflects both opportunities and risks in the strategy reviews. Supported by the strategy department of the holding, this process occurs at least once a year. If necessary, the strategic direction of the subsidiaries is critically questioned, and necessary adjustments are made. The managing directors of the respective subsidiaries are responsible for the regular management of opportunities and risks. Opportunities and risks are assessed based on potential impact, probability of occurrence, and innovation and market potential. The advisory board, as the highest supervisory body, together with the management of the HÖRMANN Group, assumes a consulting and monitoring role.

Decentralized risk management in the subsidiaries allows for rapid adaptation to dynamic conditions, preserves entrepreneurial and financial flexibility, and contributes to the sustainable increase in corporate value. Possible risks in the area of sustainability are also considered, taking into account the topics identified as material. Effective handling of the risk landscape is crucial for the long-term success and existence of the HÖRMANN Group. Further information on risk management concerning human rights risks can be found in the Human Rights chapter, while the Environmental and Climate Protection chapter addresses the management of climate and environment-related risks. Economic opportunities and risks are detailed in the HÖRMANN Group's annual report.



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Stakeholder concept

For the HÖRMANN Group, stakeholders are individuals, groups, or organizations that can influence corporate actions or are affected by the group's activities, or believe they are affected. The HÖRMANN Group aims to consider both internal and external stakeholders in relation to sustainability and maintain continuous exchange and dialogue with them.

Stakeholder management

The stakeholder management of the HÖRMANN Group involves systematic and ongoing interaction with stakeholder groups and is an essential part of responsible corporate conduct. The goal is to engage in respectful, open, constructive, and critical dialogue with stakeholders to understand and address their requirements and expectations of the family-owned company, particularly regarding sustainable corporate governance and the sustainability strategy.

Stakeholder engagement and interests

Building sustainable relationships is based on mutual trust, which must be continuously nurtured. Trust is particularly crucial for productive collaboration on significant issues and decisions, characterized by transparent dialogue on equal footing and open, constructive exchange of various views and opinions. In strategy development, active engagement of stakeholders and consideration of their interests are key elements for achieving corporate goals and fostering growth. Defining and realizing corporate objectives in alignment with stakeholder interests also reflect the values of "interacting among equals" and "accountability".

At the center of the broad circle of all stakeholders of the HÖRMANN Group are the employees, management team, executive board, advisory board, and shareholders of the family-owned company. Around this center, two additional stakeholder groups have been identified. Particularly relevant for sustainability management are direct external stakeholders such as customers, suppliers, business partners, and financiers. Indirect external stakeholder groups like competitors, politics, associations, society, academia, and legislators can also significantly influence the sustainability management of the HÖRMANN Group.

Engagement with stakeholders occurs through cross-media means, both personally and digitally, across a variety of channels such as individual discussions, formal meetings of decision-making and supervisory bodies, video conferences, workshops, webinars, interviews, social media, the internet, and more. The information, requirements, and opinions obtained in this manner serve as a basis for the management of the HÖRMANN Group to regularly adjust the sustainability strategy and continuously optimize the corporate system for sustainability management.

We engage our stakeholders through regular communication, feedback, professional development, and sustainability initiatives to create mutual benefit, foster trust, and drive sustainable growth.

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

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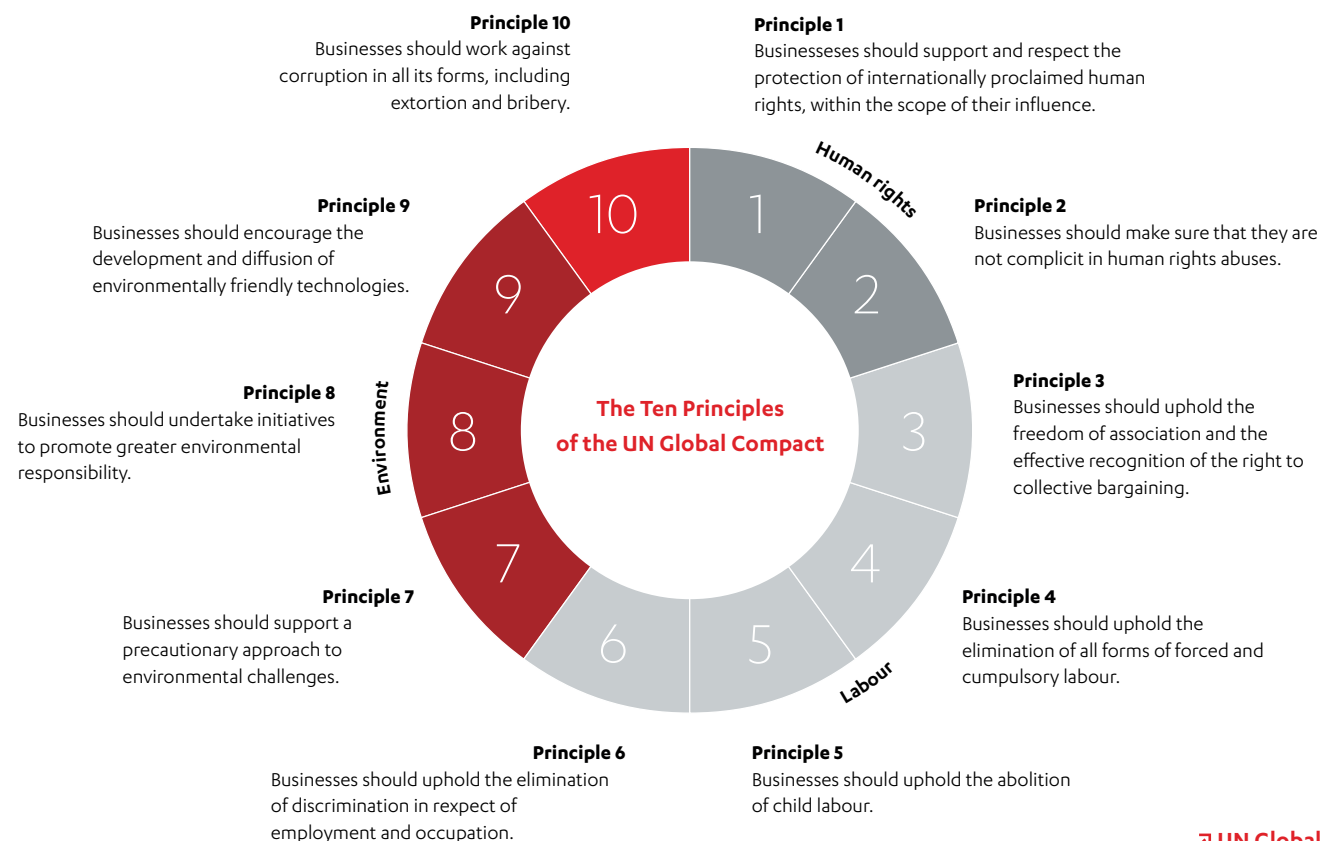
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The HÖRMANN Group is committed to adhering to the ten principles of the UN Global Compact, which focus on human rights, labor standards, environmental protection, and anti-corruption. As a signatory, the family-owned company actively supports these global sustainability goals and integrates them into its corporate strategy and daily business practices. This commitment underscores the HÖRMANN Group's dedication to responsible corporate governance and sustainable development worldwide.

Progress regarding the implementation of these principles is regularly documented and can be viewed in the annual Communication on Progress (CoP) report on the UN Global Compact website. This report provides stakeholders and the public with insights into the HÖRMANN Group.



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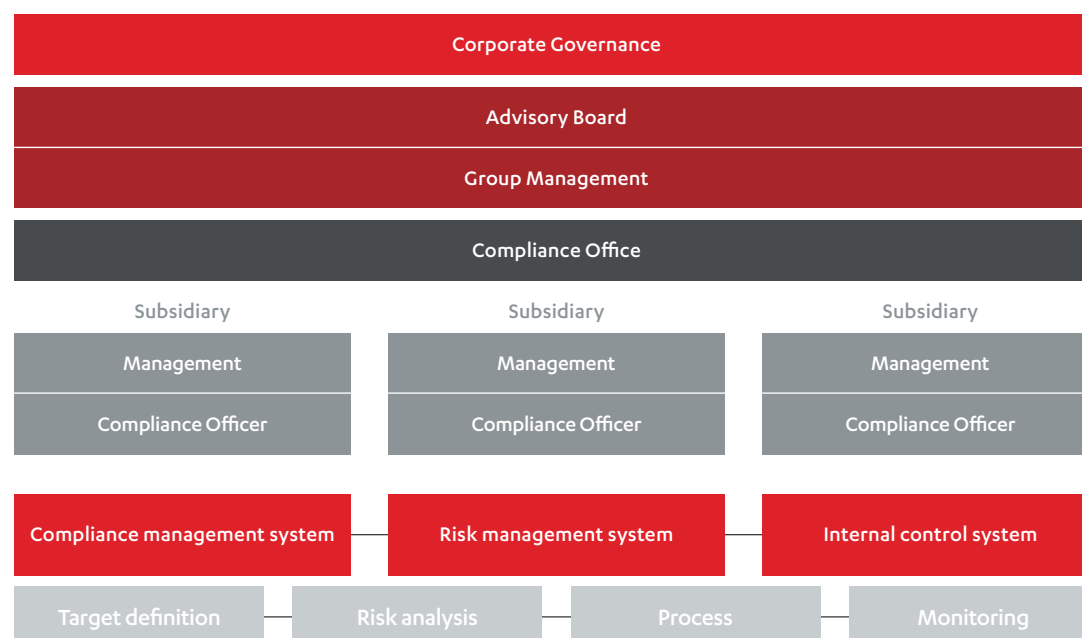
Management approach

The HÖRMANN Group, an internationally operating corporation, bears responsibility for its business practices in all countries in which it is active. The prevention of legal and regulatory violations, as well as compliance with legal requirements, are crucial for the long-term success of the company. This commitment to integrity and ethical behaviour is upheld by the HÖRMANN Group and its subsidiaries towards all stakeholders. Respectful interaction and ethical conduct are central elements of corporate governance and are reflected in the corporate values of “accountability” and “Interacting among equals”.

These values are firmly embedded in the compliance guidelines of the HÖRMANN Group. The established code of conduct, which is communicated to all employees, applies to all employees of the HÖRMANN Group, including the management and executive levels. This behaviour is also expected from business partners.

Governance structure of the HÖRMANN Group

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Organisation

The governance structure at the HÖRMANN Group promotes integrity and trust by establishing clear responsibilities and accountabilities.

This structure enables coordinated collaboration among all parties involved and ensures a shared understanding and approach.

The Compliance Office of the HÖRMANN Group serves as the central unit for coordinating all compliance activities. During the reporting period, the compliance area was strengthened by Nadine Wallich, the central Risk & Compliance Manager of the HÖRMANN Group.

The Compliance Office connects the subsidiaries, the management of the holding company, and the advisory board, supporting the managing directors in compliance and risk management matters. Risks are continuously assessed, and the effectiveness of measures is monitored.

Decentralized compliance officers assist the Compliance Office in the respective companies. They support the managing directors in fulfilling organizational duties. Within the compliance management system, behavioural guidelines for employees and managers have been introduced.

The HÖRMANN Group ensures that all employees have the necessary resources to make ethical decisions. Regular training sessions raise awareness among employees about integrity and inform them about current regulations, guidelines, and laws to foster a culture of ethics.

The goal of the HÖRMANN Group is to ensure that all employees understand the defined behavioural guidelines, comply with laws, and are aware of the expected standards of conduct. The compliance management system aims to prevent legal and regulatory violations, protecting the company as well as its executives and employees from personal liability.



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For over 70 years, the HÖRMANN Group has pursued a successful course of profitable growth, driven by the central corporate value of “accountability”. Ethical conduct, integrity, and compliance with legal requirements are crucial success factors that also strengthen the company’s reputation. A strict zero-tolerance policy towards violations such as bribery, fraud, extortion, abuse, and any unlawful behaviour for personal gain at the expense of the company is firmly embedded in the HÖRMANN Group.

To prevent any misconduct, the HÖRMANN Group adheres to the highest ethical standards, which are integrated at all levels of the company. These standards are binding for all employees, managers, and business partners, and promote the continuous improvement of business practices. The ethical standards, including compliance guidelines (Code of Conduct) and the fundamental statement on the human rights strategy, are based on the corporate values and form the foundation of actions.

The daily application of these core principles is the responsibility of everyone, with leaders holding personnel responsibility serving as role models. Violations of these standards can result in legal and disciplinary consequences. The responsibility for implementing and adhering to the corporate standards lies with the respective management in the companies.

To prevent potential violations, employees are regularly trained in handling gifts and fair competition practices. The Code of Conduct (Compliance Guidelines) forms the basis for all contract agreements between the companies of the HÖRMANN Group and their business partners. The compliance management system is continuously updated and expanded to meet the requirements of national and European laws. Regular reviews ensure the effectiveness of the system in preventing, detecting, and investigating bribery and other irregular actions. The results of these reviews are communicated to the respective managing directors.

Due diligence process

Before entering new and within existing business relationships, the HÖRMANN Group conducts a comprehensive due diligence process to review the integrity of business partners, which is constantly adapted to changing conditions. To prevent integrity violations, business partners are regularly monitored to obtain information that might indicate corruption, money laundering, or other criminal activities, as well as breaches of fundamental ethical standards.

Risk management and risk analysis in upstream value chains, including suppliers and service providers, is software-supported. The software “osapiens” used allows for the categorization of suppliers into specific risk groups, supporting more efficient management and assessment of risks. By sending targeted questionnaires to suppliers, transparency in the supply chain is increased by collecting relevant information on potential risks. Additionally, business partners are qualified through training as needed. These measures help ensure integrity and compliance along the entire upstream supply chain.

Concerns, consulting and the digital whistleblower system

All employees and stakeholders of the HÖRMANN Group are encouraged to report potential or actual misconduct against internal policies or legal requirements—whether by colleagues or business partners—through the group-wide, publicly accessible complaint management system. This multilingual platform is open to all internal and external stakeholders and employees, as all parties can provide valuable information to uncover breaches of ethical standards. Reports can be submitted anonymously, without fear of retaliation.

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The digital complaint management system of the HÖRMANN Group not only considers and fulfills the EU Whistleblowing Directive but also the requirements of the Supply Chain Due Diligence Act. Incoming data and information are systematically recorded, analysed, and processed with the utmost confidentiality. Reports are forwarded to the relevant departments for clarification. After review, compliance officers receive the results and recommendations for possible countermeasures.

During the reporting period, misconduct by an employee within the HÖRMANN Group was identified. Following a comprehensive analysis, appropriate disciplinary action was initiated and implemented. The incident was properly addressed and documented. Furthermore, suitable remedial and preventive measures were developed and implemented.

The Compliance Office and compliance officers are available to employees at any time for questions related to compliance topics. All employees can anonymously seek advice through the inquiry system in the digital whistleblower protection system if needed. Alternatively, inquiries can also be made via email or in writing, if desired.

Taxes

For the HÖRMANN Group, tax compliance is of crucial importance for the functioning of free societies and markets as well as for the well-being of the public. Companies bear an immense responsibility to comply with all tax laws and make tax payments on time—a responsibility that the HÖRMANN Group consciously assumes and actively fulfils. It is a matter of course for the corporation to operate in accordance with the applicable legal provisions.

Donations

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



Whistleblower-system:



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

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

The responsibility for compliance with data protection lies with the managing directors of the subsidiaries. Each subsidiary has appointed a data protection coordinator who decentral manages all activities to fulfil the legal and contractual requirements around data protection. The implementation and external monitoring of data protection compliance are supported by an external data protection officer. Regular training sessions on the topic of data protection are conducted to ensure that all responsible parties are always up to date with the changing conditions and that optimal implementation is guaranteed. This helps strengthen customer trust in the HÖRMANN Group and secure the company's reputation.

The ongoing digitalization, the accompanying changes in politics, science, economy, society, and the current geopolitical transformations require an increased level of IT security or cybersecurity. The focus is on protecting the products and business processes of the HÖRMANN

Group as well as the security of internal IT systems. Security-critical products such as electronic sirens for disaster protection, train radio modules, and video surveillance systems must meet the highest security standards. A cyberattack on the HÖRMANN Group's digital infrastructure could, in the worst case, lead to production outages in the plants and significant consequential damages.

The implementation of IT security requirements for the IT systems of the HÖRMANN Group and its subsidiaries is largely realized by HÖRMANN Informationssysteme GmbH, an internal qualified service provider. For the companies of FUNKWERK AG, the internal department Funkwerk Informationstechnik assumes this responsibility independently. These IT departments continuously develop the necessary security systems and processes to ensure maximum security levels according to applicable industry standards and the specific security requirements of the subsidiaries. This approach aligns with the Information Security Management System according to ISO/IEC 27001. The HÖRMANN Group utilizes a state-of-the-art Security Operations Center (SOC), which serves as the central hub for monitoring and securing the entire digital infrastructure of the corporate group. This SOC is continuously enhanced to remain at the forefront of technology and to address the growing challenges in cybersecurity with innovative solutions and advanced security protocols. These measures help protect the HÖRMANN Group's digital infrastructure from potential threats and ensure the smooth continuation of business processes.

The information security management system of HÖRMANN Informationssysteme GmbH is certified according to the ISO/IEC 27001 standard. Furthermore, in 2024, both FUNKWERK AG in the train radio business area and HÖRMANN Rawema Engineering & Consulting GmbH held certifications according to ISO 27001. During the reporting period, HÖRMANN Intralogistics Solutions GmbH and HÖRMANN Vehicle Engineering GmbH possessed a TISAX certificate (Trusted Information Security Assessment Exchange) from initial certifications in previous years.

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For the first time, HÖRMANN Automotive Gustavsburg GmbH, HÖRMANN Automotive Slovakia s.r.o., and HÖRMANN Intralogistics Services GmbH received a TISAX certification during the reporting period. This standard, defined by the German Association of the Automotive Industry (VDA), encompasses the secure handling of confidential information, protection of prototypes, and compliance with data protection regulations according to the General Data Protection Regulation (GDPR) in the automotive industry.

A comprehensive "Cybersecurity Awareness Training" is regularly offered to all employees of the HÖRMANN Group to enhance their awareness of IT security and data protection and to minimize the risk of human misconduct.

During the reporting period, a brute-force attack on an IT system of a company within the HÖRMANN Group was detected. Due to the existing IT infrastructure and implemented security measures, the attack was identified early and successfully repelled. There was no unauthorized access to data or systems. The incident confirms the effectiveness of the existing security mechanisms as well as the high quality of the continuously evolving IT landscape of the HÖRMANN Group.

During the reporting period, no substantiated complaints regarding the violation of customer data were identified.



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Every person possesses unrestricted, indivisible, and inalienable human rights. As an integral part of society, the HÖRMANN Group acknowledges its responsibility in its business activities and explicitly commits to safeguarding, respecting, and enforcing these rights. Human rights are closely intertwined with the company's values, which is why the HÖRMANN Group takes responsibility for its entire business operations and supply chains and demands strict compliance from all locations and business partners. The corporate group firmly rejects child labour, forced and compulsory labour, and tolerates no violations or infringements of human rights; such actions are sanctioned.

Furthermore, the HÖRMANN Group is committed to complying with international and local laws and regulations concerning labour rights and conditions. This includes paying fair wages and combating child labour, human trafficking, exploitation of workers, and modern slavery. The HÖRMANN Group strives to ensure that these rights are respected throughout the entire value chain, to make a positive contribution to a fairer future for all people.

All employees, suppliers, and business partners are expected to adhere to these principles in their daily work and actively prevent any violations of human rights within their business activities. The fundamental statement on the human rights strategy and respect for human rights of the HÖRMANN Group serves as a guideline that aligns with international standards.

The compliance guidelines (Code of Conduct) of the HÖRMANN Group form the basis for all contractual agreements with suppliers, service providers, and business partners. These guidelines are also accessible to all suppliers on the HÖRMANN Group's homepage. During the reporting period, a widely used software was introduced to enhance risk

management along the supply chain, specifically regarding the observance of human rights. A continuous risk analysis to assess suppliers concerning human rights risks was implemented to serve as a foundation for effective prevention and remediation measures, as well as their outcome utilization. This measure strengthens risk management to monitor and ensure human rights compliance among the suppliers of the HÖRMANN Group and fulfil due diligence obligations.

Since 2022, an anonymous digital whistleblower system has been available to all employees, internal and external stakeholders, and third parties to anonymously report potential and actual human rights violations. In 2023, this system was complemented by an expanded complaint management system. During the reporting period, no incidents of discrimination were reported, and the HÖRMANN Group is not involved in any court or arbitration proceedings. There is no indication that the right to freedom of association and collective bargaining has been threatened or violated at any of the sites or by any suppliers. Additionally, no incidents of child labour or forced or compulsory labour have been reported.

All new employees of the group are familiarized with the compliance guidelines, which also encompass the observance of human rights, as part of their onboarding process.

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The use of energy-efficient and climate-friendly technologies optimizes resource utilization and makes a significant contribution to combating climate change. The HÖRMANN Group pursues a holistic approach and promotes the expansion of renewable energies. The development of innovative mobility concepts and “green” products, such as energy-efficient trams, the installation and maintenance of photovoltaic systems, and the production of charging stations for electric vehicles, are examples of the transformation in the business activities of the HÖRMANN Group, aimed at a more sustainable future.

Product quality is crucial for the company’s success, which is why all manufacturing subsidiaries of the HÖRMANN Group adhere to certified quality management systems based on internationally recognized standards and norms (such as ISO 9001 or IATF16949). The effectiveness of these processes is monitored through regular internal and external audits. During the reporting period, no significant product liability cases occurred.

Product safety is another central requirement for the HÖRMANN Group’s products. To protect customers, employees, society, and the environment, industrial facilities and all products and services must meet the highest safety standards to pose no risk during their use. Compliance with legal and regulatory requirements of the countries to which they are delivered is a given.

Customer satisfaction is an indispensable success factor for the HÖRMANN Group. Regular dialogues with existing and potential new customers take place at trade fairs domestically and internationally, at digital events, in webinars, as well as via phone and email. The close connection of the HÖRMANN Group’s operational subsidiaries to their customers and the continuous exchange enables a deep understanding of their needs and represent one of the strengths of the corporate group.



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Global warming presents significant challenges to the world. Under the Paris Climate Agreement, the goal was set to limit global warming to a maximum of 1.5°C above pre-industrial levels. Germany has ratified this agreement and committed to achieving greenhouse gas neutrality by 2045 through the Climate Protection Act. Additionally, a growing segment of society is demanding more intensive climate protection measures.

The importance of environmental and climate protection in the corporate goals of the HÖRMANN Group was confirmed by stakeholders during the materiality analysis. Therefore, climate protection is a central pillar of the group's sustainability strategy. The company is actively committed to contributing to climate protection and minimizing the impact of its business activities on the climate and environment.

The HÖRMANN Group and its subsidiaries have pledged to gradually reduce the greenhouse gas emissions resulting from their business activities. In line with the Paris Climate Agreement and the Federal Climate Protection Act, the company aims to reduce greenhouse gas emissions by 42% by 2030 compared to the base year 2022 and achieve greenhouse gas neutrality by 2045. To realize these ambitious goals, the HÖRMANN Group focuses on expanding renewable energy and implementing various energy efficiency measures to reduce specific energy consumption in all value-adding processes.

Compliance with environmental laws and regulations and ensuring the highest quality and safety standards are deeply embedded in the HÖRMANN Group's self-concept. Through a continuous improvement process, specifications and deviations are constantly monitored, promptly detected, and addressed through targeted corrective measures.

Sustainability and climate protection are not only essential aspects of the HÖRMANN Group's social responsibility but also open up numerous opportunities for long-term economic success. By employing climate-friendly technologies and closely collaborating with customers and suppliers in the development of environmentally friendly innovations, ecological and economic goals can be harmonized. Advances in product development and design contribute to bringing more environmentally friendly products to market and reducing the ecological footprint of the HÖRMANN Group.

Since 2022, the HÖRMANN Group has been a participant of the UN Global Compact, underscoring its commitment to contributing to a more sustainable future. In 2024, the corporation additionally joined the UN Global Compact Netzwerk Deutschland e.V. As part of the strategic process, the central sustainability goals were defined, where the company can and intends to make a significant contribution. The aim is to reduce operational emissions, conserve natural resources, increase eco-efficiency, and promote awareness of environmental and sustainability issues.

During the reporting period, the subsidiaries HÖRMANN Automotive Gustavsburg GmbH, HÖRMANN Automotive St. Wendel GmbH, HÖRMANN Automotive Wackersdorf GmbH, and HÖRMANN Automotive Slovakia s.r.o. have ISO 14001 certification for their environmental management systems. HÖRMANN Automotive Gustavsburg GmbH, the largest automotive site of the HÖRMANN Group, also holds certification for its energy management system according to ISO 50001. Furthermore, HÖRMANN Automotive Gustavsburg GmbH, Funkwerk AG, and HÖRMANN Kommunikation & Netze GmbH received a Silver EcoVadis certification during the reporting period.



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Climate change has profound effects on the global climate, ecosystems, and society as a whole. In 2015, 195 countries signed the groundbreaking Paris Climate Agreement, aiming to limit global warming to below 2°C and ideally reduce it to 1.5°C compared to pre-industrial levels.

The HÖRMANN Group is committed to supporting these goals and contributing to a 42% reduction in direct CO₂ emissions (Scope 1 and 2) by 2030 compared to the base year 2022. By 2045, the group aims to achieve full greenhouse gas neutrality. In 2023, the foundation was laid for the development of a comprehensive decarbonization strategy, which includes concrete interim goals, measures, and investment plans. To achieve these ambitious goals, specific expertise and resources were allocated.

The basis for quantifying the emissions of the HÖRMANN Group and setting reduction targets is the internationally recognized Greenhouse Gas Protocol (GHG) standard. During the reporting period, emissions in the Scope 1 and 2 categories were recorded. For the first time, upstream emissions in the value chain, known as Scope 3 Upstream, were also captured using an expenditure-based approach. The greenhouse gases listed in the Kyoto Protocol were converted into CO₂ equivalents. Emission factors were sourced from public databases such as the Department for Environment, Food and Rural Affairs (DEFRA), the Greenhouse Gas Protocol, and published data from the environmental agencies of Germany and Austria. Additionally, information from suppliers was included to obtain a comprehensive view of emissions along the entire upstream value chain.



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GHG emissions and intensity (Scope 1 and 2)

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

in t CO ₂ e	2024	2023	2022
Scope-1-Emissions	14,800	16,600	16,200
Scope-2-Emissions market-based	10,400	14,500	12,450
<i>Scope-2-Emissions location-based</i>	<i>9,750</i>	<i>14,900</i>	<i>15,400</i>
Total Scope 1 and Scope 2 emissions (market-based)	25,200	31,100	28,650
GHG intensity, sales	37.1	37.5	41.8
GHG intensity, employees	8.6	10.7	10.0

In the 2024 reporting period, the HÖRMANN Group emitted a total of 25,200 tons of CO₂ equivalents (market-based), representing a reduction of 23.4%. This decrease is partly due to reduced business activity. Additionally, the emissions burden from the electricity mix has improved compared to the previous year, which is reflected in the significantly reduced emissions burden in Scope 2. Furthermore, the decarbonization measures are showing effects, as evident in the intensity metrics.

Scope 1 emissions have significantly decreased to 14,800 tons of CO₂ equivalents compared to the previous year. In addition to reduced business activities, the effect of the new regenerative afterburning at the Gustavsborg site is evident here. Scope 1 includes direct emissions from combustion in stationary or mobile facilities of the HÖRMANN Group. This encompasses natural gas consumption for electricity and heat generation, fuel consumption for heat generation, gasoline and diesel consumption of the fleet, liquefied gas consumption of transport vehicles, as well as the consumption of refrigerants and fire extinguishing agents, process gases, and volatile gases.

The market-based Scope 2 emissions have significantly decreased to 10,400 t CO₂e compared to the previous year. Due to reduced business activities and a lower average emissions factor of the electricity mix, there was a 28.3% reduction compared to the previous year. Scope 2 accounts for all indirect emissions from the purchase of energy. The HÖRMANN Group accounted for electricity and district heating here.

Share of emissions by division

	2024	2023	2022
Holding	1.0%	1.0%	1.0%
Automotive	82.0%	85.1%	84.5%
Intralogistics	4.0%	2.3%	2.8%
Communication	12.0%	10.2%	10.1%
Engineering	1.0%	1.3%	1.6%

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

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Other indirect (Scope 3) GHG emissions

GRI 305-3

in t CO ₂ e	2024	2023
3.1 Purchased goods and services	310,700	400,450
3.2 Capital goods	1,050	3,750
3.3 Fuel- and energy-related activities	4,100	3,600
3.4 Upstream transportation and distribution	1,550	1,450
3.5 Waste generated in operations	115	100
3.6 Business travel	1,100	450
3.7 Employee commuting	4,100	3,400
3.8 Upstream leased assets	–	–
Total	322,715	413,200

With 310,700 tons of CO₂ equivalents, category 3.1 represents the largest source of emissions within the Scope 3 upstream emissions, mainly due to the significant steel consumption in the automotive plants. Compared to the previous year, the value has decreased by more than 20%. Due to the reduced sales volume, significantly less steel was processed in the Automotive and Intralogistics business units. As a result of lower investment volumes, Scope 3.2 decreased. Due to sales growth in sales-intensive industries, emissions from business travel increased.

As a responsible company, the HÖRMANN Group continuously invests in the advancement of methods for calculating and assessing upstream emissions. The goal is to optimize the methods and data sources to obtain a more accurate picture of the environmental impact.

Vehicle fleet by drive type

	2024		2023		2022	
Electric/hybrid vehicles	87	13%	60	10%	57	10%
Combustion engine vehicles	595	87%	551	90%	520	90%
Total	682		611		577	

The proportion of electric vehicles, including battery-electric and hybrid drives, continued to increase slightly during the reporting period. In the coming years, the transition of the vehicle fleet to alternative drives is to be further accelerated, while also taking economic viability into account in investment decisions. During the reporting period, the HÖRMANN Group developed a comprehensive cross-site charging infrastructure concept and implemented a pilot charging park at the Kirchseeon site.

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The HÖRMANN Group primarily uses natural gas for the generation of process heat and electricity, as well as grid-bound electricity and fuels for its fleet as energy carriers. To efficiently and conservatively utilize these energy sources, a certified energy management system according to DIN EN ISO 50001 was implemented at the most energy-intensive site, HÖRMANN Automotive Gustavsburg GmbH. Additionally, energy audits according to the EDL-G standard were conducted for the sites of HÖRMANN Warnsysteme GmbH and the entire Funkwerk Group. At energy-intensive sites, energy management representatives are responsible for identifying and implementing energy-saving measures. The managing directors of the respective subsidiaries are responsible for supporting energy-saving measures and promoting renewable energies. Comprehensive recording and reporting on energy use in all business areas forms the basis for deriving future measures to increase energy efficiency.

During the reporting period, HÖRMANN Kommunikation & Netze GmbH actively participated in the ÖKOPROFIT program (Ecological Project for Integrated Environmental Technology) to further improve its environmental standards. As a long-standing member of the Bavarian Environmental Pact, the subsidiary prepared specifically for ISO 14001 certification to strengthen and formalize its environmentally friendly practices. Moreover, in 2024, HÖRMANN Kommunikation & Netze GmbH received recognition from the Environmental and Climate Pact Bavaria, further underscoring its commitment to sustainability and environmental protection. This recognition reflects the successful implementation of ecological measures and continuous efforts to reduce environmental impact and promote a sustainable future.



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Energy intensity

	2024	2023	2022
in MWh/EUR million sales	152.8	139.0	162.5
in MWh/employees	35.5	39.6	38.8

During the reporting period, the energy intensity in MWh per million euros of revenue increased from 139.0 to 152.8, representing a rise of approximately 10%. However, compared to the previous year, the energy intensity in MWh per employee was reduced from 39.6 to 35.5. The absolute energy consumption in the current reporting period was 103,760 MWh, significantly below the previous year's level, primarily due to reduced electricity consumption.

Energy consumption

GRI 302-1

in MWh	2024	2023	2022
Fuel consumption from non-renewable energies	68,300	73,500	70,550
of which petrol	2,200	1,100	1,150
of which diesel	13,800	13,000	11,800
of which natural gas	51,100	54,950	56,200
of which heating oil	600	3,000	200
of which liquid gas (LPG)	600	1,450	1,200
Electricity consumption from purchased electricity	33,500	40,700	39,400
of which from mixed sources ¹	33,000	40,500	38,750
of which from renewable sources ²	500	200	650
Electricity consumption from self-generated electricity from renewable sources	260	50	50
Heating energy consumption	1,700	1,300	1,500
of which district heating	1,700	1,300	1,500
Energy sold	330	250	50
of which electricity from renewable sources	330	250	50
Total energy consumption	103,760	115,550	111,450

¹Standard electricity mix from the public grid.

²According to certified green energy contracts.

The calculation of energy quantities is based on the conversion factors published by the Federal Office for Economic Affairs and Export Control. Included energy sources: electricity, natural gas, district heating, liquefied petroleum gas (LPG), heating oil, diesel, petrol.

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The HÖRMANN Group is committed to designing its processes as resource-efficiently as possible. This includes not only reducing energy and water consumption but also the economical use of materials and raw materials to minimize waste volumes. A central focus is on the pure separation of waste to promote the circular economy and support resource conservation. The aim is to enable efficient handling of raw materials and reduce environmental pollution from waste or wastewater.

Since the manufacturing subsidiaries generate the majority of the waste in the HÖRMANN Group, the waste quantities produced there are continuously recorded and analyzed. A distinction is made between non-hazardous and hazardous waste according to the Waste Catalogue Ordinance (AVV), and they are disposed of accordingly—whether through recycling, incineration, composting, chemical treatment, or landfill.

Special attention is given to the paint shops in the Automotive business unit, where hazardous waste is generated. Targeted measures are taken here to reduce this waste as much as possible. If waste prevention or reuse is not technically feasible, a high recycling rate is pursued.

The identification and implementation of measures in waste management are the responsibility of the waste officers in the subsidiaries. Waste balances are regularly reviewed as part of the certified environmental management system according to ISO 14001. In companies without a certified environmental management system or appointed waste officers, the responsibility for proper waste management lies with the executives. All subsidiaries of the HÖRMANN Group follow the principle “prevention before recycling” in handling waste. Especially in the serial production of components, reusable transport racks and containers are used to reduce the need for packaging materials. If the use of packaging materials is still necessary, optimal recyclability is ensured.

Waste volume

GRI 306-3

in t	2024	2023	2022
Total waste volume	43,200	55,200	48,335
of which non-hazardous waste	42,700 98.8%	54,500 98.7%	47,700 98.7%
of which scrap metal	41,150	53,200	46,400
of which hazardous waste	500 1.2%	700 1.3%	635 1.3%

The amount of waste in the reporting period decreased by approximately 12,000 tons, falling below the quota from the year 2022. This reflects progress in waste prevention measures, although reduced business activities influenced the amount.

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Waste intensity

	2024	2023	2022
in t/EUR million sales	63.6	66.5	70.5
in t/employees	14.8	18.9	16.8

The waste intensity per million euros of revenue, as well as the metric per employee, which now stands at 14.8, has been declining for the second consecutive year and can be quantified at 63.6.

In the automotive sector, components are manufactured on press lines, profiling lines, and laser cutting machines, where the complex multi-stage forming and stamping processes generate considerable amounts of metal scrap. Despite continuous optimization efforts, waste generation cannot be completely avoided. To reduce the consumption of natural resources, special attention is given to the pure separation of the generated waste. This practice is particularly crucial for metal scrap and other waste types to ensure closed material cycles. All metal scrap generated in the automotive sector is subject to comprehensive recycling and even constitutes a significant economic factor. The recycling rate remains at a high level of 98.1%, consistent with the previous year.

Waste volume by type of disposal

GRI 306-4, 306-5

in t	2024	2023	2022
Total waste volume	43,200	55,200	48,335
Recycling*	42,400 98.1%	54,230 98.2%	47,300 97.9%
Landfill	300 0.7%	300 0.6%	300 0.6%
Incineration	400 0.9%	600 1.1%	600 1.2%
Composting	70 0.2%	40 0.1%	50 0.1%
Chemical treatment	30 0.1%	30 0.1%	85 0.2%

*including scrap and metals.

Recycling rate

	2024	2023	2022
Waste volume/total waste volume taken to recycling	98.1%	98.2%	97.9%

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The HÖRMANN Group is committed to the responsible and efficient use of natural resources such as soil, air, and water, as well as raw materials, fuels, and combustibles. To achieve this goal, the relevant resource consumption in business processes is continuously optimized through targeted measures.

As a corporation whose business activities are deeply rooted in the automotive supply industry, steel plays a central role. Both in terms of usage weight and cost, steel is the most frequently used material within the HÖRMANN Group. The manufacturing of various vehicle components significantly drives steel consumption. To offer competitive products to customers, not only economic but also ecological and social aspects must be considered in material procurement. For this reason, suppliers are partially evaluated based on environmental and social criteria, and the results are incorporated into the supplier selection process.



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The HÖRMANN Group places great importance on the sustainable and responsible use of the natural resource water at all its locations.

Although the corporation does not have production facilities in regions with high water stress, the economical use of water is of utmost importance. Water is used in production and storage facilities as well as at administrative sites.

During the reporting period, a total of 120,600 m³ of water was extracted by the group companies, representing a decrease of 13,850 m³.

Water withdrawal

GRI 303-3, 303-5

in m³	2024		2023		2022	
Absolute water withdrawal	120,600		134,450		120,500	
Water sourced from other companies	–	0%	–	0%	–	0%
Freshwater	120,600	100%	134,450	100%	120,500	100%
Surface water	–	0%	–	0%	–	0%
Groundwater	97,700	81.0%	112,750	83.9%	99,000	82.2%
from public/ private waterworks	22,900	19.0%	21,700	16.1%	21,500	17.8%
other sources (> 1,000 mg/l total dissolved solids)	–	0%	–	0%	–	0%
Reused water	150		150		150	

Despite the decrease, the water withdrawal intensity in the current reporting period increased from 161.8 to 177.6 m³ per million euros in revenue compared to the previous year. This reflects the additional wet paint process in the production at HÖRMANN Automotive Gustavsburg GmbH. The water intensity per employee decreased to 41.3.

Water withdrawal intensity

	2024	2023	2022
m³/EUR million sales	177.6	161.8	175.7
m³/employee	41.3	46.1	41.9

In the automotive sector, water is primarily used for cooling and cleaning purposes. The HÖRMANN Group aims to reduce water demand by optimizing water withdrawal and reuse through suitable circulation systems and treatment plants. Apart from HÖRMANN Automotive Gustavsburg GmbH, all subsidiaries obtain water exclusively from the local water network. In Gustavsburg, an additional well is used for extracting groundwater. In other business areas, water consumption is mainly limited to sanitary facilities and kitchens, where fresh water is used, and consumption is reduced using common water-saving devices.

Local authorities establish minimum standards for the return of process water, which are regularly checked by independent testing laboratories for compliance with the limit values. The HÖRMANN Group aims not only to meet these minimum standards but to exceed them. Due to the evaporation of cooling water, the amount of water withdrawn often exceeds the amount returned. The company returns wastewater exclusively through local networks in the quality specified by the local authorities.

During the reporting period, the HÖRMANN Group returned a total of 105,000 m³ of water, including 25,800 m³ of treated and 79,200 m³ of untreated water. Additionally, 15,600 m³ of water evaporated during use in various process activities.

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The wastewater used in the paint shops of HÖRMANN Automotive-Gustavsburg GmbH is subject to strict internal control through regular tests for possible contamination and compliance with regulatory limits, which are conducted by internal testing laboratories. The company places special emphasis on maintaining the highest standards and quality assurance. A comprehensive report on the results of these tests is prepared biannually and submitted to the respective regional government office to ensure compliance with all relevant regulations and requirements.

The responsibility for implementing measures to reduce water consumption and conducting consumption measurements lies with the environmental officers of the respective subsidiaries. In all other companies, it is the responsibility of the executives to record and further reduce water consumption. These savings measures bring significant cost savings in addition to ecological benefits. Especially at the HÖRMANN Automotive Gustavsburg GmbH site, which is ISO 14001 certified, the importance and benefits of energy management systems are evident.

Water discharge

GRI 303-4

in m ³	2024	2023	2022
Absolute water withdrawal	120,600	134,450	120,500
Absolute water discharge	105,000	107,200	102,600
fed into public sewer system	105,000	107,200	102,600
fed into surface waters	–	–	–
fed into groundwater	–	–	–
other sources (> 1,000 mg/l total dissolved solids)	–	–	–
Treated water	25,800	38,800	35,400
fed into public sewer system	25,800	38,800	35,400
fed into surface waters	–	–	–
fed into groundwater	–	–	–
other sources (> 1,000 mg/l total dissolved solids)	–	–	–
Untreated effluents	79,200	68,400	67,250
fed into public sewer system	79,200	68,400	67,250
fed into surface waters	–	–	–
fed into groundwater	–	–	–
other sources (> 1,000 mg/l total dissolved solids)	–	–	–
Evaporated water	15,600	27,250	17,900

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For more than 70 years, the corporate culture of the HÖRMANN Group has been characterized by trusting and respectful cooperation. characterized by trust and respect. The Group consciously assumes its responsibility towards society and its employees. The committed and qualified employees are the backbone of the company and make a and make a decisive contribution to the company's success. In addition to the employees the HÖRMANN Group cultivates a respectful and responsible relationship with all dealings with all stakeholders - from the neighbours of the company to customers and suppliers, across all subsidiaries.

As a "corporate citizen", the HÖRMANN Group actively assumes responsibility in a wide range of different social projects and contributes to the development of a more sustainable future.



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Management approach

The HÖRMANN Group believes that cohesion and the promotion of knowledge, performance and satisfaction of each individual employee as key success factors in view of its size and diversity. The Group bears a special responsibility for 2,921 employees in the reporting year. responsibility. In addition to the protection of work and health aspects such as the compatibility of work and private life or work and family, fair family, fair pay, retirement provisions, health management and the professional and the professional development of everyone are important.

To achieve these goals, the HÖRMANN Group relies on strategic personnel human resources management with employee-oriented work concepts as well as the creation of modern working environments and diverse opportunities for personal and professional development. HÖRMANN Holding supports the subsidiaries with the Group's HR department, with responsibility for the implementation of suitable responsibility for implementing suitable measures lies with the managing directors of the respective subsidiaries.

Employees

GRI 2-7

	2024	2023	2022
Total employees*	2,921	2,919	2,876

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

The HÖRMANN Group's workforce is 81.7% male, with approximately half of this group aged between 30 and 50. Women make up 18.3% of the workforce, with an age distribution similar to that of the male employees.

Age structure

GRI 405-1

	2024	in %	2023	in %
Total employees	2,921		2,919	
under 30 years old	335	11.5%	373	12.8%
30–50 years old	1,526	52.2%	1,477	50.6%
over 50 years old	1,060	36.3%	1,069	36.6%
divers	–	0%		
under 30 years old	–	0%		
30–50 years old	–	0%		
over 50 years old	–	0%		
Women	535	18.3%	536	18.4%
under 30 years old	56	10.5%	57	10.5%
30–50 years old	271	50.7%	286	53.5%
over 50 years old	208	38.8%	193	36.1%
Men	2,386	81.7%	2,383	81.6%
under 30 years old	279	11.7%	316	13.3%
30–50 years old	1,255	52.6%	1,191	50.0%
over 50 years old	852	35.7%	876	36.7%

Share of employees covered by employee representatives

GRI 2-7

	2024	2023	2022
Employees covered by employee representatives	65%	64%	63%

In the reporting period, around 65% of employees were represented by employee representatives at the locations of the subsidiaries. There is also a Group Works Council, which consists of representatives of the works

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councils of the subsidiaries and is in regular contact with the management of HÖRMANN Industries GmbH. The cooperation between the works council and management is characterized by mutual respect, openness, and constructive dialog. Through a continuous and trusting exchange between management and the Works Council, both at subsidiary and holding company level subsidiaries and the holding company, the future viability of the company is secured.

National legislation determines the involvement of employee representatives in the decision-making processes of the subsidiaries. As part of regular economic committee meetings, the employee representatives in many subsidiaries are informed about the current economic situation of the companies. Regular meetings between the management and the Works Council ensure that timely involvement of employee representatives in decisions requiring co-determination decisions requiring co-determination, in compliance with co-determination laws and corresponding procedures.

Employee satisfaction

the world of work is in a state of constant change, characterized by demographic change, globalization and rapid technological progress such as automation and progress such as automation and digitalization. Companies must adapt to these changes and continuously new challenges to ensure their long-term economic secure their long-term economic success. The HÖRMANN Group recognizes the vital role of committed and satisfied employees and attaches great importance to promoting and retaining them in the long term. to the company.

An attractive and fair working environment is the basis for satisfactory employee relations. In addition to fair remuneration and attractive performance-related remuneration components, the HÖRMANN Group offers additional company benefits. Flexible working time models and individual offers for balancing work and private life work-life balance are

provided to meet the individual needs of employees. to meet the individual needs of employees. The focus is particularly on a wide range of options for reconciling work and family life, to enable younger mothers and fathers to pursue a dedicated career despite family to work despite family commitments. Since the coronavirus pandemic, mobile working and working from home have also become an integral part of individual working time management. These elements are crucial for an attractive working environment and high employee satisfaction.

In 2023, the HÖRMANN Group was recognized as one of the most family-friendly employer, an honour that was awarded by the magazine "Freundin" magazine in cooperation with the Kununu rating platform was awarded. This award highlights the family company's strong commitment to fostering a working environment that actively promotes and supports a healthy work-life balance. With flexible working hours, home office options and comprehensive social benefits, the HÖRMANN Group the HÖRMANN Group shows that it takes the needs of its employees seriously and actively takes measures to improve their quality of life.

In addition, the HÖRMANN Group was recognized for the first time as a "Top Company 2024" by Kununu, a seal that honours companies for honours companies for outstanding employee ratings. This recognition reflects the satisfaction and appreciation of employees and confirms the HÖRMANN Group as an exemplary employer that is characterized by a positive corporate culture and high standards in the areas of career advancement and employee support.



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Employee surveys are an essential part of appreciative personnel management and provide insights into employee satisfaction both at the group level and within the individual subsidiaries. All executives of the HÖRMANN Group engage in regular exchanges with their employees and the employee representatives to continuously receive feedback and positively influence corporate culture and employee satisfaction.

In a survey conducted by “Stern” and “Statista” in 2024, HÖRMANN Automotive ranks among the top 15 employers in the automotive industry. This recognition is a testament to the company’s commitment to providing its employees with an excellent work environment. Through innovative work models, comprehensive training opportunities, and a culture of appreciation, HÖRMANN Automotive has established itself as an attractive employer. The award reflects employee satisfaction and motivates the company to continue investing in their development and well-being.

Flat hierarchies offer all employees the opportunity to take responsibility and influence decisions. Additionally, employees are provided with demanding projects and challenging tasks at modern workplaces equipped with digital tools.

The company’s leadership philosophy, which is strongly oriented towards employees, is reflected in high employee loyalty and long-term employment. The turnover rate in the reporting period has slightly increased and stands at 11.6%. Nevertheless, employee turnover has significantly risen in recent years, due to the increased retirement of the “Baby Boomer generation” and changing values and increased mobility among younger generations. The HÖRMANN Group is continuously working on succession planning across the group to support young employees and sustainably fill the resulting gaps. Collaboration also extends across subsidiaries to facilitate internal transfers for employees, if necessary.

The key measures for improving employee satisfaction and increasing employee retention lie in the responsibility of the executives and managers on-site at the subsidiaries and local locations. This responsibility promotes dialogue between different hierarchical levels and strengthens the corporate culture. Regular team events, company outings, family days, and company meetings significantly contribute to creating and maintaining a sense of community and cohesion.

Occupational, health and safety

The safety and health of employees are top priorities for the HÖRMANN Group. This includes not only the prevention of workplace accidents but also the provision of resources to improve work ergonomics and the implementation of health-promoting measures. The HÖRMANN Group not only acts in compliance with applicable legal regulations but actively protects its employees and strives to minimize downtime as much as possible. To effectively ensure this, safety and health aspects must be firmly integrated into the organization, business processes, and workflows.

All executives bear personal responsibility for providing employees with a safe and ergonomic work environment where they feel comfortable and work-related injuries and illnesses are best avoided. Great emphasis is placed on compliance with all legal regulations to protect the health of employees.

The HÖRMANN Group regularly analyses and monitors relevant work processes for potential health and safety risks and takes appropriate measures to reduce hazards. Regular site inspections at workplaces, considering government and trade association regulations, are carried out by professionals and those responsible for occupational safety. They systematically analyse workplace accidents and evaluate reports and recommendations from authorities such as the district government, industrial inspection, the office for occupational safety, or the trade association.

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Raising awareness among executives and employees about occupational safety and health-promoting working conditions is of crucial importance. During field operations on construction sites or service deployments, special attention is paid to complying with occupational safety regulations, with specially trained employees often taking responsibility for other service providers or subcontractors.

To promote occupational safety and health protection, the HÖRMANN Group relies on numerous initiatives that represent a sustainable investment in the company's future. The responsibility for occupational safety and health protection is decentralized and lies with the executives of the subsidiaries, supported by trained occupational safety professionals or experts from the trade association and occupational health service. In regular meetings of a local occupational safety committee, the topic of "occupational safety" is discussed at a site or company-specific level with management, professionals, and employee representatives (if available), and appropriate remedial and improvement measures are determined.

Currently, HÖRMANN Automotive Slovakia s.r.o., Funkwerk Security Solutions GmbH, and Kommunikation & Netze GmbH have a DIN EN ISO 45001 certified occupational health and safety management system. All other production sites are also aligned with high standards, even though they are not certified.

Employees and employee representatives are explicitly encouraged to address unsafe practices or potential hazards in the workplace and actively contribute improvement suggestions. Such incidents can be reported anonymously through the HÖRMANN Group's whistleblower system, which includes a special section for occupational safety. An internal suggestion system, regular workplace-related risk assessments, the investigation of workplace accidents, and regular meetings of the occupational safety committee provide numerous opportunities for this purpose.

Occupational health and safety

GRI 403-9

	2024	2023	2022
Reportable non-fatal workplace accidents	52	75	95
Fatal workplace accidents	0	0	0
Accident rate per 1,000 workers	17.8	25.7	33.0

In addition, all employees of the HÖRMANN Group have access to an occupational health service or company doctor. This is intended to take early measures to prevent work-related complaints and illnesses and to identify problems as early as possible. During the reporting period, the HÖRMANN Group recorded 52 reportable workplace accidents and 46 near misses. There were no fatal workplace accidents. The accident rate per 1,000 full-time employees decreased to 17.8.

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Diversity, inclusion and equal opportunities

Diversity within society is influenced by factors such as changing values, demographic change, globalization, and immigration from diverse cultural backgrounds. This diversity is seen as a strength within the HÖRMANN Group, as it promotes innovation and adaptability through various perspectives. Promoting diversity is therefore a key factor for long-term economic success.

Gender breakdown

GRI 405-1

	2024	2023	2022
Total employees	2,921	2,919	2,876
Women	535 18.3%	536 18.4%	489 17.0%
of which in management positions	34 13.2%	43 11.7%	42 11.3%
Men	2,386 81.7%	2,383 81.6%	2,387 83.0%
of which in management positions	224 86.8%	321 88.3%	330 88.7%

By signing the "Charta der Vielfalt" (Diversity Charter), the HÖRMANN Group has clearly underscored its commitment to equal opportunities and against discrimination based on criteria such as ethnic origin, gender, sexual orientation, religion, age, and disability. The aim is to create a work environment characterized by tolerance and acceptance, offering every employee equal development opportunities.



Share of employees with severe disabilities

GRI 405-1

	2024	2023	2022
Percentage of employees with severe disabilities	3.5%	3.7%	3.6%

In new hires and the design of processes, various dimensions of diversity are always considered. The company's values promote respectful interaction at eye level among all employees. An established complaint management system is available to employees should any violations of the communicated principles occur. During the reporting period, no complaints were reported.

Actively embracing diversity enhances the HÖRMANN Group's adaptability to changing market conditions and strengthens its competitiveness. In personnel management, a non-discriminatory work environment for all employees is pursued.

The representative body for disabled employees and inclusion officers are important contacts for employees with disabilities. They provide support with applications, such as assessing the degree of disability, or for special work equipment and questions about reintegration after a prolonged illness. During the reporting period, the employment rate of disabled people was 3.5%, slightly below the previous year's level. In the reporting year 2023, one company made an incorrect report by stating the total number of disabled employees instead of the number as of the reference date. This results in a correction to 3.7% for 2023.

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The HÖRMANN Group is particularly committed to promoting women and aims to increase the proportion of women both in the overall workforce and in leadership positions. Measures to balance family and career, as well as programs for the reintegration of women after parenting-related absence, are of crucial importance. Key figures are used to track the sustainability goal of “gender equality” within the HÖRMANN Group. During the reporting period, 535 women were employed, which corresponds to a female proportion of 18.3% within the HÖRMANN Group.

Employee advancement and development

The HÖRMANN Group places great importance on lifelong learning and the continuous development of its employees to keep pace with technological and digital advancements. Employee development is a component of the company’s sustainability strategy, as it ensures adaptability and innovation in the long term. The HÖRMANN Learning Worlds were introduced in the reporting year 2023 to offer all employees comprehensive development opportunities. These digital training offerings are available to all employees, regardless of their role or educational level, to systematically expand their competencies.

Within the subsidiaries, specific development and training programs exist, complemented by group-wide offerings. Executives and managers are responsible for the continuous training and education of their employees to ensure their performance in a dynamic environment. Annual performance assessments and feedback discussions serve to determine individual training needs and discuss development opportunities.

In the reporting year, the average expenditure on training amounted to 261 euros per employee, with these expenses continuously increasing. Additionally, there is an aim to increasingly meet the demand for specialists and managers from within the company. The HÖRMANN Group places special emphasis on the forward-looking development of its leaders. During the reporting period, the HÖRMANN Group’s management program entered its second round, with a total of 76 second-level managers participating. The focus is on promoting responsible and goal-oriented leadership, which concentrates on actively shaping the future of the HÖRMANN Group. The aim is to convey the family company’s values of “responsibility”, “initiative”, “equal footing” and “innovation”, as well as to cultivate a corporate culture characterized by appreciation and respect. In terms of employee retention, second and third-level managers play a special role.

The program is specifically aimed at the second and third management levels of the HÖRMANN Group and includes topics that are highly relevant to these positions. Methods of digitalization and innovation are applied to foster new thinking and actions, as well as the ability to adapt to change within the company. Additionally, the program offers five digital specialty modules in the areas of Controlling, Finance, Labor Law, Process Management, and Project Management, to impart targeted knowledge in these essential fields and optimally prepare leaders for their tasks. Another focus of the program is promoting networking among participants to support the exchange of experiences and ideas. In 2025, this program will continue with another round, with 60 participants starting the program and attending the modules.

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In the reporting year, the HÖRMANN Group employed 108 apprentices and dual students, with the training rate increasing to 3.7% compared to the previous year. Almost all apprentices are offered a permanent position after successfully completing their training.

Employee advancement and development

GRI 404-2

	2024	2023	2022
Trainees and dual students	108	95	86
Training rate	3.7%	2.9%	3.0%
Training expenditure per employee	261 €	262 €	237 €



Community engagement

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For the shareholders, stakeholders, and executives of the HÖRMANN Group, corporate responsibility is inseparably linked with the exercise of social responsibility. The HÖRMANN Group strives to have a sustainably positive impact as a corporate citizen within its sphere of influence.

The group, and especially its employees, take on a variety of societal and social tasks, thereby making a valuable contribution to social sustainability. The HÖRMANN Group supports this predominantly voluntary engagement of its employees through additional leave from work, in-kind contributions, or donations. Through regular reporting on exemplary social engagement by employees in the employee magazine “mit-tendrin”, the HÖRMANN Group demonstrates its high appreciation and actively promotes more social engagement among employees.

During the reporting period, the HÖRMANN Group was awarded the prestigious Bayern’s Best 50 prize, a recognition that honors the company’s outstanding performance, growth, and creation of new employment opportunities. This award particularly highlights the HÖRMANN Group’s commitment to providing its employees with new opportunities through sustainable business practices and continuous growth. The group combines economic success with sustainability by implementing resource-saving processes and assuming social responsibility. This recognition is evidence that the efforts of the HÖRMANN Group to embed sustainability as an integral part of its corporate strategy are valued by both the economy and society. By combining economic growth with responsible corporate governance, the HÖRMANN Group sets a strong example for a sustainable and opportunity-rich future for its employees.

The HÖRMANN Group and its subsidiaries demonstrate strong social commitment through donations and sponsorships for numerous projects that specifically benefit children, young people, and disadvantaged groups. In many subsidiaries, there is a conscious decision to forgo Christmas gifts for business partners and instead make donations to local charitable organizations. Additionally, the HÖRMANN Group promotes the volunteer activities of its employees, exemplified by HÖRMANN Warnsysteme GmbH as a “Partner of the Fire Department”.



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ENVIRONMENTAL AND CLIMATE PROTECTION

GHG emissions and intensity (Scope 1 and 2)

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

in t CO ₂ e	2024	2023	2022
Scope-1-Emissions	14,800	16,600	16,200
Scope-2-Emissions market-based	10,400	14,500	12,450
<i>Scope-2-Emissions location-based</i>	<i>9,750</i>	<i>14,900</i>	<i>15,400</i>
Total Scope 1 and Scope 2 emissions (market-based)	25,200	31,100	28,650
GHG intensity, sales	37.1	37.5	41.8
GHG intensity, employees	8.6	10.7	10.0

Other indirect (Scope 3) GHG emissions

GRI 305-3

in t CO ₂ e	2024	2023
3.1 Purchased goods and services	310,700	400,450
3.2 Capital goods	1,050	3,750
3.3 Fuel- and energy-related activities	4,100	3,600
3.4 Upstream transportation and distribution	1,550	1,450
3.5 Waste generated in operations	115	100
3.6 Business travel	1,100	450
3.7 Employee commuting	4,100	3,400
3.8 Upstream leased assets	–	–
Total	322,715	413,200

Energy intensity

	2024	2023	2022
in MWh/EUR million sales	152.8	139.0	162.5
in MWh/employees	35.5	39.6	38.8

Energy consumption

GRI 302-1

in MWh	2024	2023	2022
Fuel consumption from non-renewable energies	68,300	73,500	70,550
of which petrol	2,200	1,100	1,150
of which diesel	13,800	13,000	11,800
of which natural gas	51,100	54,950	56,200
of which heating oil	600	3,000	200
of which liquid gas (LPG)	600	1,450	1,200
Electricity consumption from purchased electricity	33,500	40,700	39,400
of which from mixed sources ¹	33,000	40,500	38,750
of which from renewable sources ²	500	200	650
Electricity consumption from self-generated electricity from renewable sources	260	50	50
Heating energy consumption	1,700	1,300	1,500
of which district heating	1,700	1,300	1,500
Energy sold	330	250	50
of which electricity from renewable sources	330	250	50
Total energy consumption	103,760	115,550	111,450

¹Standard electricity mix from the public grid.

²According to certified green energy contracts.

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Waste volume

GRI 306-3

in t	2024		2023		2022	
Total waste volume	43,200		55,200		48,335	
of which non-hazardous waste	42,700	98.8%	54,500	98.7%	47,700	98.7%
of which scrap metal	41,150		53,200		46,400	
of which hazardous waste	500	1.2%	700	1.3%	635	1.3%

Waste intensity

	2024	2023	2022
in t/EUR million sales	63.6	66.5	70.5
in t/employees	14.8	18.9	16.8

Recycling rate

	2024	2023	2022
Waste volume/total waste volume taken to recycling	98.1%	98.2%	97.9%

Waste volume by type of disposal

GRI 306-4, 306-5

in t	2024		2023		2022	
Total waste volume	43,200		55,200		48,335	
Recycling*	42,400	98.1%	54,230	98.2%	47,300	97.9%
Landfill	300	0.7%	300	0.6%	300	0.6%
Incineration	400	0.9%	600	1.1%	600	1.2%
Composting	70	0.2%	40	0.1%	50	0.1%
Chemical treatment	30	0.1%	30	0.1%	85	0.2%

*including scrap and metals.

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Water withdrawal

GRI 303-3, 303-5

in m ³	2024		2023		2022	
Absolute water withdrawal	120,600		134,450		120,500	
Water sourced from other companies	–	0%	–	0%	–	0%
Freshwater	120,600	100%	134,450	100%	120,500	100%
Surface water	–	0%	–	0%	–	0%
Groundwater	97,700	81%	112,750	83.9%	99,000	82.2%
from public/private waterworks	22,900	19%	21,700	16.1%	21,500	17.8%
other sources (> 1,000 mg/l total dissolved solids)	–	0%	–	0%	–	0%
Reused water	150		150		150	

Water withdrawal intensity

	2024	2023	2022
m ³ /EUR million sales	177.6	161.8	175.7
m ³ /employee	41.3	46.1	41.9

Water discharge

GRI 303-4

in m ³	2024	2023	2022
Absolute water withdrawal	120,600	134,450	120,500
Absolute water discharge	105,000	107,200	102,600
fed into public sewer system	105,000	107,200	102,600
fed into surface waters	–	–	–
fed into groundwater	–	–	–
other sources (> 1,000 mg/l total dissolved solids)	–	–	–
Treated water	25,800	38,800	35,400
fed into public sewer system	25,800	38,800	35,400
fed into surface waters	–	–	–
fed into groundwater	–	–	–
other sources (> 1,000 mg/l total dissolved solids)	–	–	–
Untreated effluents	79,200	68,400	67,250
fed into public sewer system	79,200	68,400	67,250
fed into surface waters	–	–	–
fed into groundwater	–	–	–
other sources (> 1,000 mg/l total dissolved solids)	–	–	–
Evaporated water	15,600	27,250	17,900

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SOCIAL RESPONSIBILITY

Employees

GRI 2-7

	2024	2023	2022
Total employees*	2,921	2,919	2,876

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

Share of employees covered by employee representatives

GRI 2-7

	2024	2023	2022
Employees covered by employee representatives	65%	64%	63%

Occupational health and safety

GRI 403-9

	2024	2023	2022
Reportable non-fatal workplace accidents	52	75	95
Fatal workplace accidents	0	0	0
Accident rate per 1,000 workers	17.8	25.7	33.0

Employee advancement and development

GRI 404-2

	2024	2023	2022
Trainees and dual students	108	95	86
Training rate	3.7%	2.9%	3.0%
Training expenditure per employee	261 €	262 €	237 €

Gender breakdown

GRI 405-1

	2024	2023	2022
Total employees	2,921	2,919	2,876
Women	535 18.3%	536 18.4%	489 17.0%
of which in management positions	34 13.2%	43 11.7%	42 11.3%
Men	2,386 81.7%	2,383 81.6%	2,387 83.0%
of which in management positions	224 86.8%	321 88.3%	330 88.7%

Share of employees with severe disabilities

GRI 405-1

	2024	2023	2022
Percentage of employees with severe disabilities	3.5%	3.7%	3.6%

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Age structure

GRI 405-1

	2024	in %	2023	in %
Total employees	2,921		2,919	
under 30 years old	335	11.5%	373	12.8%
30–50 years old	1,526	52.2%	1,477	50.6%
over 50 years old	1,060	36.3%	1,069	36.6%
Divers	–	0%		
under 30 years old	–	0%		
30–50 years old	–	0%		
over 50 years old	–	0%		
Women	535	18.3%	536	18.4%
under 30 years old	56	10.5%	57	10.5%
30–50 years old	271	50.7%	286	53.5%
over 50 years old	208	38.8%	193	36.1%
Men	2,386	81.7%	2,383	81.6%
under 30 years old	279	11.7%	316	13.3%
30–50 years old	1,255	52.6%	1,191	50.0%
over 50 years old	852	35.7%	876	36.7%

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Through a steadfast commitment to sustainable corporate governance, the HÖRMANN Group establishes structures and processes that foster sustainable practices throughout the entire organization.

This report has been prepared in accordance with the GRI Standards. The GRI Index lists all the GRI indicators applied as well as further information and amendments. If only limited information is available on a GRI indicator or this is published in other publications, this is explained in a comment. GRI indicators for which no information is available were left out.

Universal standards

GRI-STANDARD	Information	Description on page	Further information and amendment	UNGC principles	SDGs
GRI 2: GENERAL DISCLOSURES 2021					
2-1	Legal name of the organisation	4			
2-1	Nature of ownership and legal form	4	The HÖRMANN Group is a family-owned company in the ownership of the Hörmann family. The parent companies of the HÖRMANN Group have the legal form GmbH & Co. KG (a limited partnership in which the unlimited partner is a private limited company).		
2-1	Location of headquarters	4			
2-1	Countries of operation		The HÖRMANN Group operated in five countries during the reporting year. Further information at www.hoermanngruppe.com/en/company		
2-2	Included entities in the sustainability reporting	4	For further information, see 2024 Annual Report, Management Report, Basic information on the Group.		
2-3	Reporting period	5	1 January 2024 to 31 December 2024		
2-3	Date of the report		30.04.2025		
2-3	Reporting frequency	5	Annually		
2-3	Contact point	5, 83			
2-4	Restatements of information	5, 65			
2-5	External assurance	5	The data have not undergone an external audit.		
2-6	Sectors	8	Further information at www.hoermanngruppe.com/en/segments		
2-6	Activities, brands, products and services	8	Further information at www.hoermanngruppe.com/en/segments		

GRI-STANDARD	Information	Description on page	Further information and amendment	UNGC principles	SDGs
2-6	Markets served	8	Further information at www.hoermanngruppe.com/en/segments		
2-6	Supply Chain	56			
2-6	Significant changes compared to the previous reporting period	8			
2-7	Employees	8, 61, 65, 72, 73	No information for 2-7 b.		
2-9	Governance structure and composition	24, 39			
2-12	Role of the highest governance body in overseeing the management of impacts	24			
2-14	Role of the highest governance body in sustainability reporting	31, 32			
2-22	Statement on sustainable development strategy	3, 26, 29			
2-23	Statement from senior decision-maker	3, 27, 37, 39, 40, 41, 42, 43, 45			
2-23	Values, principles, standards and norms of behaviour	24, 37, 39, 41, 45			
2-23	Precautionary principle or approach		For further information, see 2024 Annual Report, Management Report, Report on opportunities, risks and expected developments.		
2-25	Processes to remediate negative impacts	41, 42, 45			
2-26	Mechanisms for seeking advice and raising concerns	41			

Universal standards

GRI-STANDARD	Information	Description on page	Further information and amendment	UNGC principles	SDGs
2-27	Compliance with laws and regulations	41, 42, 43, 44, 45, 46, 48, 62	The HÖRMANN Group was not aware of any significant incidents during the reporting period.		
2-29	Approach to stakeholder engagement	35, 36			
2-29	Categories of stakeholders	36			
2-29	Purpose of the stakeholder engagement	27, 35, 36			
GRI 3: WESENTLICHE THEMEN 2021					
3-1	Process to determine material topics	27	For further information, see 2021 Sustainability Report, Materiality analysis and sustainability strategy		
3-2	List of material topics	28	For further information, see 2021 Sustainability Report, Materiality analysis and sustainability strategy		
3-3	Management of material topics	27, 28			

Topic standards

GRI-STANDARD	Information	Description on page	Further information and amendment	UNGC principles	SDGs
GRI 200: ECONOMY					
GRI 201: ECONOMIC PERFORMANCE 2016					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
201-1	Direct economic value generated and distributed	8	For further information, see 2024 Annual Report		1, 8
201-3	Defined benefit plan obligations and other retirement plans		For further information, see 2024 Annual Report		
GRI 205: ANTI-CORRUPTION 2016					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
205-1	Operations assessed for risks related to corruption	42	The HÖRMANN Group was not aware of any significant incidents during the reporting period.	10	16
205-2	Communication and training about anti-corruption policies and procedures	40, 41			
205-3	Confirmed incidents of corruption and actions taken	42	The HÖRMANN Group was not aware of any significant incidents during the reporting period.		
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	42		10	16

GRI-STANDARD	Information	Description on page	Further information and amendment	UNGC principles	SDGs
GRI 207: TAX 2019					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
207-1	Approach to tax	42		10	16
GRI 300: ENVIRONMENT					
GRI 301: MATERIALS 2016					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
301-1	Materials used by weight or volume	56		7, 8	8, 12
GRI 302: ENERGY 2016					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
302-1	Energy consumption within the organization	53, 69		7, 8	7, 12, 13
302-3	Energy intensity	53, 69			
302-4	Reduction of energy consumption	53, 69			

Topic standards

GRI-STANDARD	Information	Description on page	Further information and amendment	UNGC principles	SDGs
GRI 303: WATER AND EFFLUENTS 2018					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
303-1	Interactions with water as a shared resource	57		7, 8	6, 12
303-2	Management of water discharge-related impacts	58			
303-3	Water withdrawal	57, 71			
303-4	Water discharge	58, 71			
303-5	Water consumption	57, 71			
GRI 305: EMISSIONS 2016					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
305-1	Direct (Scope 1) GHG emissions	50, 69		7, 8	3, 12, 13, 15
305-2	Energy indirect (Scope 2) GHG emissions	50, 69			
305-2	Other indirect (Scope 3) GHG emissions	51, 69			
305-4	GHG emissions intensity	50, 69			

GRI-STANDARD	Information	Description on page	Further information and amendment	UNGC principles	SDGs
GRI 306: WASTE 2020					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
306-1	Waste generation and significant waste-related impacts	54, 55		8	3, 12, 13, 15
306-2	Management of significant waste-related impacts	54, 55			
306-3	Waste generated	54, 55, 70			
306-4	Waste diverted from disposal	54, 55, 70			
306-5	Waste directed to disposal	54, 55, 70			
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
308-1	New suppliers that were screened using environmental criteria	56	To date, not all suppliers are comprehensively assessed using environmental criteria.	7, 8	12

Topic standards

GRI-STANDARD	Information	Description on page	Further information and amendment	UNGC principles	SDGs
GRI 400: SOCIAL AFFAIRS					
GRI 401: EMPLOYMENT 2016					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
401-1	New employee hires and employee turnover	61, 72		6	5, 8
401-2	Benefits	62			
GRI 404: TRAINING AND EDUCATION 2016					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
404-2	Programs for upgrading employee skills and transition assistance programs	66, 67		6	4, 8
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
405-1	Diversity of governance bodies and employees	65, 72		1, 6	5, 8, 10
GRI 406: NON-DISCRIMINATION 2016					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
406-1	Incidents of discrimination and corrective actions taken	45	The HÖRMANN Group was not aware of any significant incidents during the reporting period	6	5, 8, 16

GRI-STANDARD	Information	Description on page	Further information and amendment	UNGC principles	SDGs
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
403-1	Occupational health and safety management system	63, 64		1	3, 8
403-2	Hazard identification, risk assessment, and incident investigation	63, 64			
403-3	Occupational health services	64			
403-4	Worker participation, consultation, and communication on occupational health and safety	64			
403-5	Worker training on occupational health and safety	63, 64	All employees receive training when hired and at least once per year. More frequently depending on activity or countryspecific requirements.		
403-6	Promotion of worker health	63, 64	Workstations are regularly assessed in terms of ergonomics.		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	63, 64			
403-8	Workers covered by an occupational health and safety management system	63, 64			
403-9	Work-related injuries	64, 72			

Topic standards

GRI-STANDARD	Information	Description on page	Further information and amendment	UNGC principles	SDGs
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	45, 56	The HÖRMANN Group was not aware of any significant incidents during the reporting period.	2, 3	8
GRI 408: CHILD LABOR 2016					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
408-1	Operations and suppliers at significant risk for incidents of child labor	45, 56		2, 5	8, 16
GRI 409: FORCED OR COMPULSORY LABOR 2016					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	45, 56		2, 4	8
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
414-1	New suppliers that were screened using social criteria	56		1-6	8

GRI-STANDARD	Information	Description on page	Further information and amendment	UNGC principles	SDGs
GRI 415: PUBLIC POLICY 2016					
415-1	Political contributions	42		10	16
GRI 418: CUSTOMER PRIVACY 2016					
Management approach according to GRI 3: Material Topics 2021					
3-3	Management of material topics				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	44	The HÖRMANN Group was not aware of any significant incidents during the reporting period.		16

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C

Corporate Sustainability Reporting Directive (CSRD)

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

D

Diversity Charter

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

E

European Sustainability Reporting Standards (ESRS)

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

G

Global Reporting Initiative (GRI)

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

Greenhouse gas emissions (GHG emissions)

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

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Greenhouse Gas Protocol (GHG Protocol)

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

S

Sustainable Development Goals (SDGs)

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

T

Trusted Information Security Assessment Exchange (TISAX)

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

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.

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As at

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