



**Hirschvogel
Group**

Traditionally innovative.

SUSTAINABILITY REPORT

2023



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DEAR READERS,

This Sustainability Report for the 2023 fiscal year serves on the one hand to provide an update of the key figures compared to the previous year's report. On the other hand, it allows us to present selected examples to highlight how – following our company's strategic focus on sustainability in 2022 – we are now successively implementing our goals at operational level in the fields of action identified as material.

We strive for sustainable value creation and, what's more, we see sustainability as part of our value creation. By acting sustainably, we offer our customers and business partners added value. From conversations with them, I know how important it is for them to have the Hirschvogel Group as a partner on the path to sustainability. A path that will only be successful if we all – suppliers, service providers, and customers – work together to develop and implement sustainable solutions along the entire value chain. In doing so, we learn with and from each other by remaining in close dialog.

The economic framework conditions are not easy and also put pressure on the Hirschvogel Group in its role as a globally active company headquartered in Germany. This makes it all the more important to find solutions that bring us closer to our sustainability goals, while maintaining a balance between ecological, social, and economic considerations. One example: When it comes to challenges such as decarbonization, we cannot go "all in" technologically or economically and completely decarbonize overnight. But we have defined target values and the path for the coming years. Furthermore, we have integrated these into our strategy implementation process using Hoshin Kanri – at all locations, as demonstrated by the examples from the Hirschvogel world outlined in this report.

This Sustainability Report was still generated with reference to the GRI (Global Reporting Initiative) and on the basis of our materiality analysis for 2021/2022. At the same time, we are preparing ourselves in an interdisciplinary project for the future obligations under the European CSRD (Corporate Sustainability Reporting Directive), which combines the Management Report and the Sustainability Report. This new combined report will be based on a double materiality analysis, which Hirschvogel will carry out for the first time in the course of 2024. In so doing, we will further sharpen our focus on the ecological and social impact of our business activities (inside-out) and on the climate-related risks and opportunities for our business operations (outside-in). This illustrates once again that our focus on sustainability strengthens the resilience and competitiveness of the Hirschvogel Group.

I would like to thank everyone who worked on this year's Sustainability Report and contributed concrete data and implementation examples. If you have any questions or suggestions, our sustainability team would be happy to receive messages at sustainability@hirschvogel.com and to engage in dialog with you.

Walter Bauer, CFO



1 THE HIRSCHVOGEL GROUP

ORGANIZATIONAL DETAILS

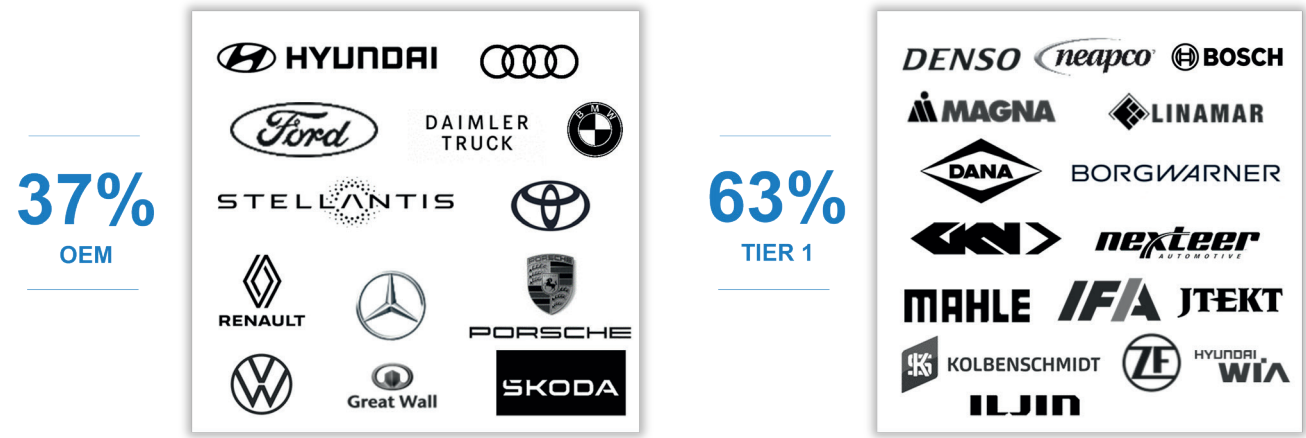
The lead plant of the Hirschvogel Group in Denklingen was founded in 1938 as a drop forge. The Hirschvogel Group is a development partner and manufacturing specialist for automotive components made of steel and aluminum as well as for product solutions in the areas of electronic systems and micromobility. The independent, family-owned group of companies employs approx. 6,500 people worldwide. Total sales in 2023 amounted to 1.5 billion euros.

The parent company is Hirschvogel Holding GmbH, based in Denklingen, Upper Bavaria. It unites nine production companies and two affiliated companies for managing shareholdings. The portfolio ranges from powertrain components for all drive technologies to transmission, chassis, body, and frame components. The products find application in passenger cars, trucks as well as in the micromobility and bike sectors.

Today, the Hirschvogel Group is a global player. With nine production sites in Europe, Asia, and America – operating under the umbrella of Hirschvogel Holding GmbH – we, as a Group, are one of the largest global component manufacturers in the field of steel and aluminum forging as well as subsequent machining.

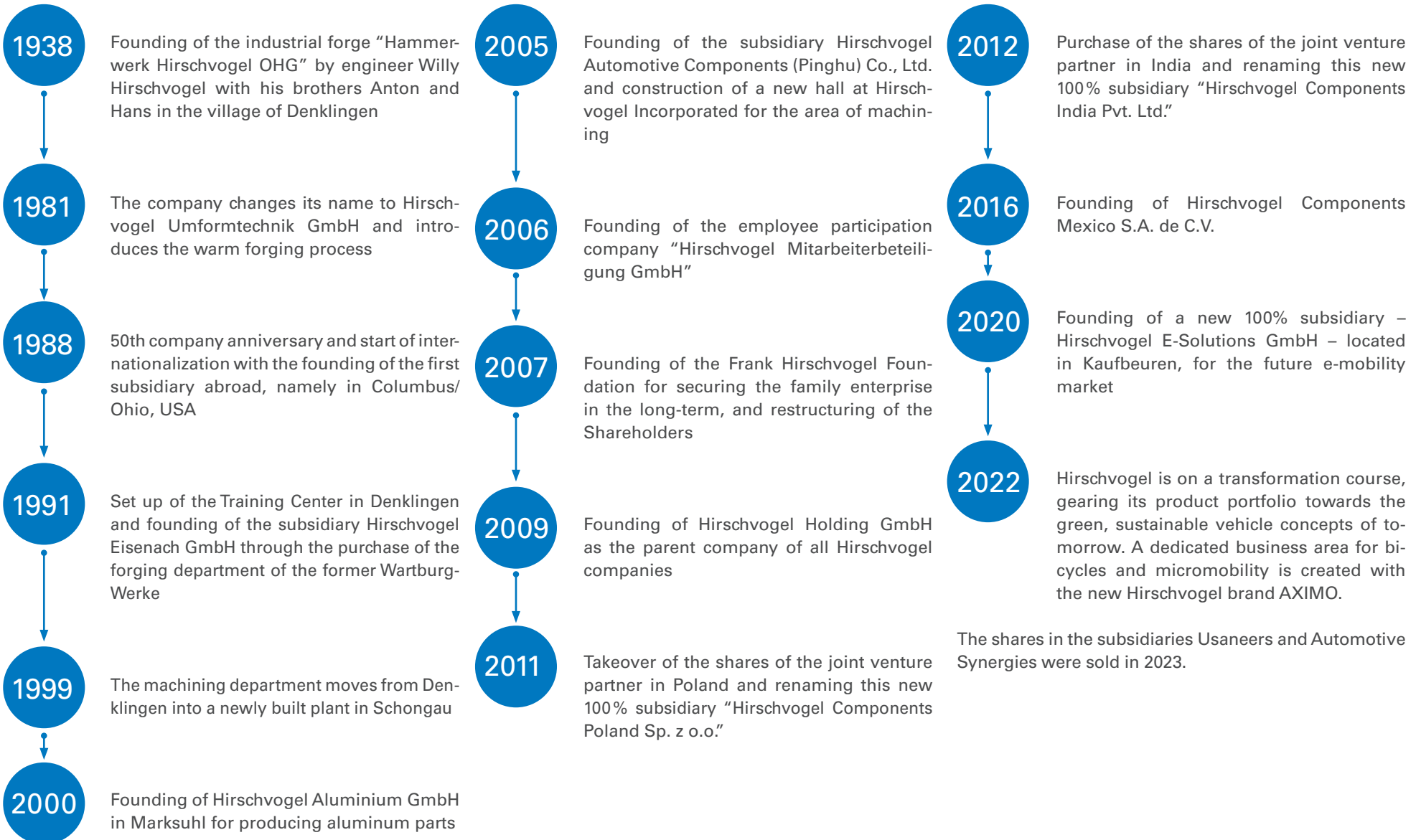


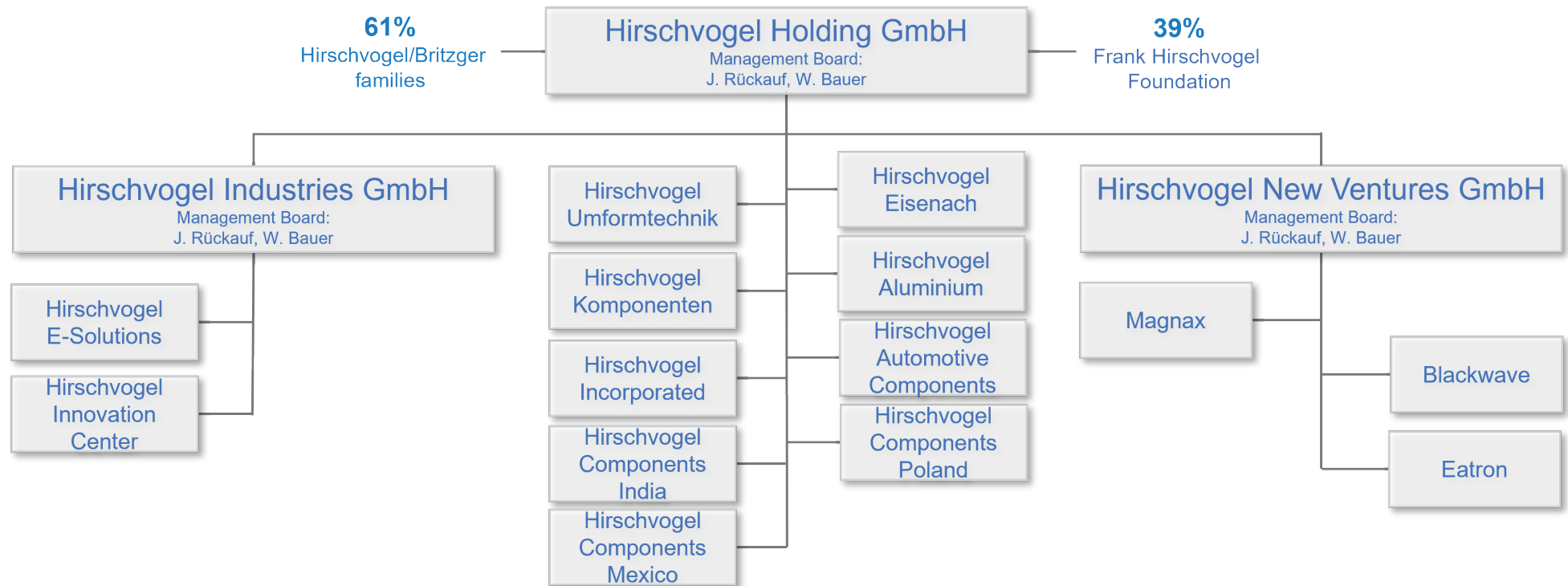
Site overview of the Hirschvogel Group



Customer spectrum of the Hirschvogel Group

HISTORY AND COMPANY STRUCTURE





Majority shareholdings ≥ 50%

Components business

Minority shareholdings < 50%

Shareholder and Group structure of the Hirschvogel Group



ETHICS AND INTEGRITY

Based on the Code of Conduct (version: March 2019), Hirschvogel is committed to its social responsibility worldwide. In particular, within the scope of our business activities, we bear responsibility for our own company with all its employees, for our customers and suppliers in the value chain, as well as for the environment and society. In accordance with the industry guidelines of the German trade association for steel and metal processing, WSM Wirtschaftsverband Stahl- und Metallverarbeitung e. V., Hirschvogel is committed to the following principles with regard to social and societal responsibility as well as fair competition:

- Complying with the applicable laws and relevant regulations of the countries in which we operate
 - Following generally accepted ethical values and principles, in particular integrity, rectitude, respect for human dignity, and non-discrimination
 - Supporting the observance of internationally recognized human rights in accordance with the UN Human Rights Charter
 - Rejecting any form of discrimination. This refers, in particular, to discrimination against employees on the basis of ethnic origin, gender, religion or beliefs, disability, age, or sexual identity.
 - Ensuring occupational health and safety protection at the workplace within the framework of national and company regulations. Hirschvogel promotes the continuous improvement of the working environment.
- Complying with labor standards with regard to maximum permissible working hours and remuneration, in particular with regard to the level of remuneration, in accordance with applicable laws and regulations
 - Protecting the employees from physical punishment and from physical, sexual, psychological, and verbal harassment, as well as respecting the employees' privacy
 - Respecting the prohibition of forced labor and child labor of any kind
 - Protecting natural resources for present and future generations.

Hirschvogel rejects corruption and bribery, respects fair competition, and protects the company/trade secrets of others. To ensure that all leaders are familiar with the relevant laws and regulations, corresponding e-learning units must be completed every two years. The aims of these training sessions are to raise awareness and communicate the content of the anti-corruption policy as well as to provide guidelines on how to act correctly in various situations. To prevent corruption, all employees receive mandatory e-learning training on "Corruption Prevention" once a year. To ensure that the content and values of the Hirschvogel Group are understood by everyone, translations are available in all national languages of the plants. Our Code of Conduct is subject to a continuous optimization process to ensure that it is adapted to changing legal and regulatory requirements.



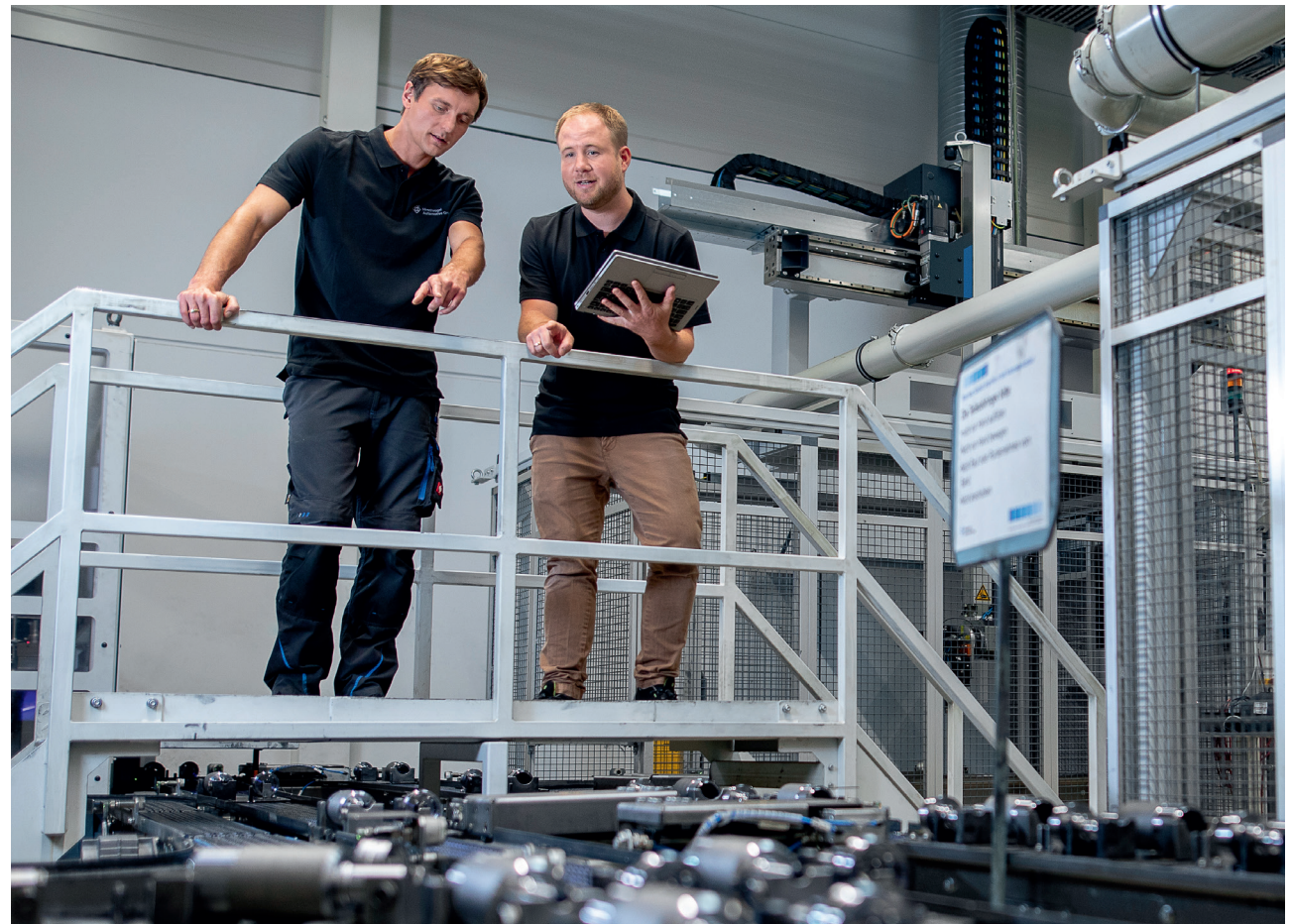


PROCEDURE FOR GUIDANCE AND CONCERNS REGARDING ETHICS

Hirschvogel communicates openly and in a solution-oriented manner about the requirements of the Code of Conduct and the implementation thereof. Here, Hirschvogel pursues an open-door policy and expressly encourages its employees to report violations of the Code of Conduct or of the guidelines and standard operating procedures issued on its basis in accordance with the regulations at the respective site. Employees at the German sites can choose to report to the Management Board or the Chairman of the Group Works Council. Such reports enable Hirschvogel to optimize internal processes and thus also to avoid organizational deficiencies in the long term. All cases are to be reported where there is at least a reasonable suspicion of a violation based on objective circumstances. The reports shall be treated confidentially. The committee called upon shall investigate the reported circumstances independently. After the investigation has been completed, its findings shall be communicated to the reporting party and, as a rule, to other affected parties in an appropriate manner.

A complaints procedure has also been set up as part of the German Supply Chain Due Diligence Act that has been in force since January 1, 2023. This complaints mechanism is available to all persons and other internal and external stakeholders. All persons (e.g., employees, customers, suppliers, other persons) who wish to support the Hirschvogel Group in identifying violations to human rights and the environment, or who have themselves been harmed by Hirschvogel or one of its contractual partners can contact us here. The Hirschvogel Group assures whistleblowers that, in the event of an anonymous report, the Hirschvogel

Group will not take any steps that could identify the whistleblower and will ensure the greatest possible protection for the whistleblower and those affected.



BUSINESS PERFORMANCE OF THE HIRSCHVOGEL GROUP WITH AN EXPLANATION OF THE GENERAL CONDITIONS IN THE PAST FISCAL YEAR 2023

Overall, the 2023 fiscal year was characterized by a large number of volatile influencing factors. On the one hand, the official end of the COVID-19 pandemic at the beginning of April 2023 had a positive impact on the global economy. On the other hand, the international semiconductor market developed favorably, with the supply situation easing in a lasting way over the course of the year.

At the same time, the international centers of conflict were exacerbated by the ongoing Russian war of aggression in Ukraine and the Israeli-Palestinian conflict. Both events had a significant impact on global logistics and supply chains and therefore also on production within the automotive sector.

In addition to these social and geopolitical aspects, macroeconomic factors such as declining but still high inflation and higher key interest rates also had a significant impact on the Hirschvogel Group's business performance. The combination of these two factors made a decisive contribution to the volatility of the sales situation with, at times, significant reductions in customer call-offs and the associated production activities. Combined with the discontinuation of government subsidy programs, this led to a decline in demand in the area of e-mobility in particular. In this context, it should be emphasized that the Hirschvogel Group was still able to achieve its planned sales volumes despite the demand-related challenges.

Looking at the individual companies, it is clear that all Hirschvogel plants in the core business were able to exceed the previous year's performance despite the negative factors described above. This sales growth is also due to the partial passing on of price increases for steel and energy on the purchasing side. The Hirschvogel Group continues to face a major challenge when it comes to involving customers in these inflation-related price increases at the purchasing stage. With the exception of Hirschvogel Eisenach GmbH in Marksuhl, all German Hirschvogel plants and the plants in China and India were able to match and even exceed the previous year's sales performance in 2023. In this context, sales volumes were also up on the previous year, particularly at the plants in China and India. The plant in India was less affected by supply bottlenecks and also experienced an increase in sales volumes due to new part ramp-ups. The recovery and positive market development in China made itself felt at the Chinese plant, leading to these higher sales volumes.

IMPLEMENTATION EXAMPLE AT THE HIRSCHVOGEL GROUP

Syndicated Loan Linked to Environmental and Social Factors

Banks and credit institutions are stakeholders, too, since sustainability also has an impact on the financing of the Hirschvogel Group. In 2022, a milestone was reached by linking a syndicated loan with environmental and social factors. This involves two ambitious key figures that are linked to the sustainability strategy:

- A 42% reduction of Scope 1 and Scope 2 CO₂e emissions by 2030 compared to 2023
- A 30% reduction of the Lost Time Incident Rate of the Hirschvogel Group by 2030 compared to 2022

These two continuous reduction targets have an impact on the credit margin in the form of an interest rate adjustment mechanism.



2 THE SUSTAINABILITY AMBITION OF THE HIRSCHVOGEL GROUP



SUSTAINABILITY MISSION STATEMENT

The Hirschvogel Group has drawn up the following Sustainability Mission Statement:

As a family business, we think long-term and stand for sustainable, responsible business practices in order to generate positive added value for our company, our business partners, and society – ecologically, socially, and economically.

To this end, we have identified the top fields of action for the Hirschvogel Group based on the 17 Sustainable Development Goals (SDGs) of the United Nations (UN). Action strategies, measures, and the Hirschvogel Group's contribution to the sustainability goals can be found throughout the Sustainability Report.

- Strengthening occupational health & safety
- Advancing and developing employees
- Decarbonizing the entire value chain
- Increasing material and resource usage
- Designing products and manufacturing technologies sustainably
- Complying with due diligence obligations

KEY FIELDS OF ACTION ON HIRSCHVOGEL'S PATH TO SUSTAINABILITY



Top fields of action of the Hirschvogel Group and their relation to the SDGs





This is the sustainability ambition of the Hirschvogel Group, which is driven forward by a centralized, company-wide sustainability management system and the close cooperation with internal as well as external stakeholders. To achieve this, the central sustainability department, Corporate ESG, started its work in April 2022 at Hirschvogel Holding GmbH, reporting directly to the Management Board. The Vice President and Head of Sustainability Management (ESG) & Production System is responsible for the Hirschvogel Group's ESG corporate function. Sustainability is integrated into the strategic planning process at the Hirschvogel Group and is discussed twice a year at the Strategy Meetings, for example. Current sustainability activities and issues are also coordinated at a meeting every two weeks between the Head of Sustainability and the Management Board. Sustainability management enables Hirschvogel to fulfill its sustainability ambition by means of Corporate ESG, which

- points the way towards sustainability,
- initiates and drives action,
- brings together and networks the expertise, activities, and interests of the internal and external stakeholders at the intersection of E, S, and G,
- ensures consistent and targeted implementation, communication, and reporting of sustainability issues.

Corporate ESG is also responsible for the global EHS function (Environment, Health & Safety).

In 2023, Energy Management was spun off due to its significance and is now an independent global function, Corporate Energy Management. This function works

closely with Corporate ESG to continuously advance the Hirschvogel Group's energy supply towards renewable energy sources, thereby promoting decarbonization. The corporate sustainability department organizes the management and implementation of activities via an interdisciplinary Sustainability Circle, which is made up of experts from the corporate departments of Hirschvogel Holding GmbH. This committee ensures dialog between the specialist departments and the sustainability management team and coordinates their sustainability activities with the process owners. In 2023, the dialog with the Sustainability Circle was intensified and a meeting has been held regularly every two months since then. There are also plans to expand the Circle to include responsible managers from the regions and plants in order to anchor the topic of sustainability internationally at the Hirschvogel plants.

The sustainability management system evaluates the overall ecological and social impact of the Hirschvogel Group as well as its compliance with legislation and ethical corporate governance, in line with the following principles:

- **Transparent:** We put all data "on the table" and address deviations.
- **Objective:** We evaluate, advise, and communicate on the basis of facts.
- **Holistic:** We evaluate sustainability in a holistic way, not just on the basis of individual factors.
- **Networked:** We communicate and work closely together with the relevant internal and external stakeholders.
- **Open:** We are open to innovation and willing to break new ground.

IMPLEMENTATION EXAMPLE AT THE HIRSCHVOGEL GROUP

Sustainability in the Strategy and Management Meeting

Sustainability is always a topic at the Management Meetings on corporate strategy, which take place twice a year. In the summer of 2023, the upper management and representatives from all regions met in Marktoberdorf, Germany, to discuss on the basis of a SWOT analysis where Hirschvogel currently stands on its path to sustainability. The focus was on the opportunities, challenges, and resulting measures, with the aim of offering our customers significant added value on their path to sustainability and showing how sustainability can be established even more strongly at the sites and in business processes.





DIALOGS ALONG THE VALUE CHAIN

Sustainability is not an issue for just a few people; rather it affects everyone. That is why the sustainability management team at Hirschvogel sees it as an essential task to involve all internal and external stakeholders. Only if all stakeholder groups make their contribution to the continuous improvement of sustainability can Hirschvogel become holistically sustainable. In order to identify the topics that are relevant for Hirschvogel and for the stakeholders, a materiality

analysis was carried out for the first time at the end of 2021/beginning of 2022. This serves to determine the most important sustainability topics for the Hirschvogel Group and its stakeholders. The foundation for the materiality analysis was a questionnaire based on the Sustainable Development Goals (SDGs) of the United Nations. To conduct the analysis, internal and external stakeholder groups were first identified and formed.



Stakeholder groups identified as part of the materiality analysis

IMPLEMENTATION EXAMPLE AT THE HIRSCHVOGEL GROUP

Teachers in Industry

On July 14, 2023, the Hirschvogel Group in Denklingen hosted the network meeting of former "Teachers in Industry". 20 teachers exchanged ideas with our experts from the sustainability and recruiting teams during a tour of the plant and in intensive discussions. An interactive workshop focused on the 17 sustainability goals of the United Nations, to which Hirschvogel aligns its key fields of action. Together, the teachers worked out which sustainability topics affect the success of schools and how schools can, in turn, contribute to achieving the sustainability goals. "Teachers in Industry" is a unique German-wide project launched by the vbw – Bavarian Industry Association – together with the Bavarian State Ministry of Education and Culture, Science and the Arts.





An online questionnaire was made available to most stakeholder groups, while interviews were conducted, where possible, with stakeholders who have a significant influence on Hirschvogel's business. These included banks, the Management Board, Shareholders, customers, and Vice Presidents (Plant Managers and corporate functions). In a first step, the most important topics were identified internally and a catalog of questions was compiled. This catalog of questions was then agreed upon with the relevant departments and consolidated. The following topics were included to cover sustainability interests in a holistic way:

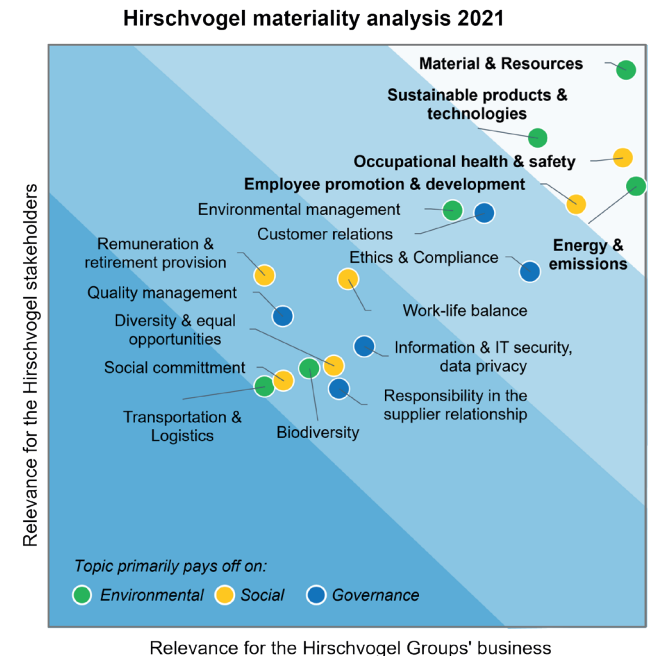
The resulting online questionnaire was made available in different languages to all employees as well as to 103 external partners. A total of 487 people took part in the online questionnaire between November 1, 2021 and February 4, 2022. After evaluating the questionnaire, the second step was to present all topics in a materiality matrix, resulting from the two axes of stakeholders and business relevance. This provided a graphical representation of how the sustainability issues were ranked. A threshold value was then used to identify the key topics from a point cloud.

The following aspects were rated as particularly relevant by all stakeholders surveyed:

- Sustainable products and technologies
- Energy & emissions
- Material and resource efficiency
- Occupational health and safety
- Employee promotion and development



Topics taken into consideration in the materiality analysis



Materiality matrix of the Hirschvogel Group





With regard to the Corporate Sustainability Reporting Directive (CSRD), the topics identified as material in 2022 were only checked to ensure that they were up to date. In preparation for the new reporting guidelines, according to which the Hirschvogel Group will report from 2025, a new materiality analysis will be carried out in 2024.

Even after the successful implementation of the materiality analysis, Hirschvogel remains in continuous communication with stakeholders in order to identify changes, implement improvements, and always be up to date on all sustainability issues within the company. This is achieved via direct communication with stakeholders, through employee surveys, and via rating platforms such as CDP and NQC, as well as many other channels.

Concrete examples of stakeholder dialogs in 2023 include the following:

- Exchange with customers and experts from the automotive industry at the Automobilwoche conference “Sustainability as a Success Factor” (Munich, March 2023)

- Presentation on the topic of “Financing Sustainable Transformation in medium-sized enterprises”, outlining the Hirschvogel Group's syndicated loan, held at the Deutsche Bank Finance Forum (online, March 2023)
- Participation in the Catena-X Product Carbon Footprint pilot project with joint presentation at the Catena-X booth at Hannover Messe (Hannover, April 2023)
- Tour of the LSW Lech steelworks and dialog on ways to reduce emissions in steel production (Meitingen, March 2023)
- Tour of the GMH steelworks and dialog on ways to reduce emissions in steel production (Georgsmarienhütte, April 2023)
- Exhibitor at the IAA MOBILITY 2023, showcasing components for new mobility and presenting ways of reducing the CO₂e footprint of components (Munich, September 2023)



Tour of the GMH steelworks



The Hirschvogel Group at IAA MOBILITY

Rating	Scale	Assessment Year		
		2021	2022	2023
CDP Climate	A to D- (A = best value & D- = worst value)	B	B	B
EcoVadis 2022	Platinum to Bronze (Platinum, Gold, Silver, & Bronze)	-	Silver*	Silver*
NQC SUPPLIER ASSURANCE	0% to 100% (0% = worst value & 100% = best value)	80% (SAQ 4.0)	84% (SAQ 4.0)	77% (SAQ 5.0)

*Hirschvogel Komponenten GmbH

To measure and evaluate its sustainability performance, the Hirschvogel Group regularly participates in various ratings.



- Participation alongside various suppliers of the Mercedes-Benz Group in the Mercedes-Benz Sustainability Dialogue, covering topics such as achieving net climate neutrality, sustainable resource procurement, and compliance with human rights in the value chain (Stuttgart, November 2023)



Participation in the Mercedes-Benz Sustainability Dialogue

- Exhibitor at Volkswagen AG's International Supplier Fair "Zoom In", which took place under the motto "Sustainable Materials". The Head of Corporate ESG took part in the panel discussion on achieving sustainability with steel and aluminum components (Wolfsburg, November 2023)

- Dialog with customers and experts from the automotive industry at the Automobilwoche congress "Mission Zero" (Berlin, November 2023)



ESG Workshop with international colleagues (here: at the plant in China)



REPORT PROFILE

With this report, Hirschvogel presents its activities and performance in the area of sustainability in a transparent manner for its stakeholders. The focus of Hirschvogel and its stakeholders is always on the continuous improvement of sustainability performance. The contents have been compiled with reference to the standards of the Global Reporting Initiative (GRI). The Sustainability Report covers all plants of the Hirschvogel Group's core business as well as Hirschvogel E-Solutions GmbH.

The core plants are as follows:

- Hirschvogel Holding GmbH
- Hirschvogel Umformtechnik GmbH
- Hirschvogel Komponenten GmbH
- Hirschvogel Aluminium GmbH
- Hirschvogel Eisenach GmbH
- Hirschvogel Components Poland Sp. z o.o.
- Hirschvogel Automotive Components (Pinghu) Co., Ltd.
- Hirschvogel Components India Pvt. Ltd.
- Hirschvogel Components Mexico S.A. de C.V.
- Hirschvogel Incorporated

This report was compiled with reference to the GRI Standards and describes the selected approaches within the reporting period from January 1, 2023 to December 31, 2023. The preparation of a Sustainability Report with reference to the GRI standard takes place in a yearly cycle. The most relevant part of this option for Hirschvogel concerns the disclosure of key topics based on topic standards.

The responsibility for sustainability topics lies with the Management Board of Hirschvogel Holding GmbH. The contents of this report were, for the most part, not subject to an external audit. Within the framework of the syndicated loan, the CO₂e emissions in Scope 1 & 2 as well as the LTIR and the underlying calculations were audited by an auditing firm with limited assurance.

IMPLEMENTATION EXAMPLE AT THE HIRSCHVOGEL GROUP

ESG – From Regulation to Competitiveness

Two experts, a professor of strategy and a former strategy manager from Bosch, were invited to the Management Meeting in Weilheim in December 2023. In their keynote speeches, they emphasized the importance of sustainability in enabling companies to increase their resilience and competitiveness. In the subsequent panel discussion, the experts and Hirschvogel leaders discussed the challenges and opportunities of implementing sustainability activities.





3 SUSTAINABLE PRODUCTS AND TECHNOLOGIES



The Hirschvogel Group is one of the largest global automotive suppliers in the field of steel and aluminum forging as well as subsequent machining. Innovations have always been part of our business.

the machine fleet is undergoing consistent analysis in terms of energy consumption and resource utilization in order to implement sustainable processes on an ongoing basis in this area.

“By lowering the emissions caused by the material used and in our production, we are reducing the CO₂e footprint of our components. In this way, we are making a decisive contribution to reducing the CO₂e footprint of vehicles.”

Dr. Christian Hinsel, Vice President Corporate ESG & Hirschvogel Production System



With the transformation of mobility away from gasoline and diesel engines to electric drives and micromobility, Hirschvogel is also faced with a huge responsibility. It is not only the product portfolio, which a few years ago consisted largely of components for conventional diesel and gasoline-powered vehicles and was therefore responsible for a large proportion of sales, that is transforming. The machine fleet is also being adapted to the changing conditions.

Hirschvogel sees the mobility transformation not only as a challenge, but also as an opportunity. In addition to maintaining a stable order situation and, by association, stable sales of gasoline and diesel components, the goal is to increase sales of components related to electromobility. These components include not only drive-independent parts required for all vehicle types, but also electromobility-related components used exclusively in electrically driven vehicles. In addition,

In its focus on the future, Hirschvogel is also looking beyond internal processes and considering the entire supply chain, which includes both suppliers and customers. Furthermore, this enables the Hirschvogel Group to recognize developments in the value chain at an early stage and thus, for example, to specifically incorporate megatrends, such as electromobility, into the corporate strategy. In order to develop systems and technologies that go beyond the state of the art, the Hirschvogel Group actively cooperates with various research and funding institutions.

IMPLEMENTATION EXAMPLE AT THE HIRSCHVOGEL GROUP

Catena-X Pilot Project

In a joint pilot project, we determined the product carbon footprint along the entire value chain for an aluminum wishbone forged by Hirschvogel. The pilot project provided valuable insights into the practical applicability of the Catena-X PCF Rulebook (the future standard for calculating the CO₂e emissions generated during the manufacture of a product) and the functionality of the platform. The project team of the participating companies met at Hannover Messe in April 2023.





RESPONSIBILITY ALONG THE SUPPLY CHAIN

Just as society is increasingly evolving with regard to sustainability, Hirschvogel, as a company, must also change. The topic of sustainability is more important than ever for both customers and society and has become an integral part of ongoing discussion. Particularly in the case of end products that incorporate Hirschvogel components, the demand for sustainable products has been increasing significantly in recent years and is an aspect that influences purchasing behavior.

The Hirschvogel Group wants to offer its customers an optimum solution that achieves the highest possible quality standard and has the least impact on the environment. In addition, the Hirschvogel Group wants to secure its existing competitiveness with its constantly evolving product portfolio.

Even policymakers are becoming active with regard to sustainable mobility and have a considerable influence on the business. For example, various governments of the countries in which Hirschvogel has plants or to which Hirschvogel supplies its components are discussing and planning a ban on the registration of vehicles with combustion engines. Final decisions are currently still pending, but in the European countries, for instance, a ban is being aimed for between 2030 and 2035. From this perspective, too, the company is called upon to make the transition to e-mobility.

Hirschvogel not only wants to manufacture products that have a low carbon footprint in the use phase, but also aims to significantly reduce emissions from production itself by 2030 and to restructure the entire supply chain to minimize CO₂e. The long-term goal of the company is to contribute to zero-emission mobility and thus meet stakeholder requirements. In doing so, we consider the products according to the cradle-to-gate approach, i.e., from the origin of the products to the point at which they leave the Hirschvogel plant.

IMPLEMENTATION EXAMPLE AT THE HIRSCHVOGEL GROUP

International Suppliers Fair “IZB Zoom In”

Together with experts from Volkswagen and other VW suppliers, Dr. Christian Hinsel, Vice President Corporate ESG, discussed the possibilities of decarbonizing metallic components in a one-hour panel discussion. He emphasized the opportunities offered by forging, for example those achieved through technologies such as heat treatment from the forging heat and heat recovery, lightweight design and near net shape forging, or through the use of renewable energies in the production and processing of materials.



2021	2022	2023
346,874 t	346,252 t	378,253 t

Tonnage supplied by the Hirschvogel Group



IMPLEMENTATION

Thanks to the consistent implementation of the corporate strategy towards drive-independent business, the Hirschvogel Group has been able to continuously increase its share of sales from electromobility-related business since 2019. The company was also able to increase this figure in 2023 and generate additional sales in this business area. The shift towards electromobility is also reflected in customer inquiries for drive-independent components. These component inquiries have been rising for years and reached a new high in 2023.

The Hirschvogel Group has set itself the goal of generating the majority of its sales by 2030 with products that are installed directly in e-mobility powertrains or with products and chassis components that are independent of the powertrain. In addition, 64% of investments in 2023 were made in the area of "Green Business". When referring to "Green Business", the Hirschvogel Group means carbon-free mobility concepts. This shall ensure that the machine fleet is equipped for the ongoing shift towards electromobility.

MICROMOBILITY

In the course of the transformation process, the Hirschvogel Group is building up the new micromobility business area. "Micromobility" refers to vehicles that will shape the mobility of the future, from (electric-assisted) bicycles to micro and light vehicles. The acceptance and success of such vehicles as an alternative for personal mobility and for delivery traffic in urban areas depend not only on the user experience, but above all on their cost-effectiveness. The availability of inexpensive, robust, and modular components is what makes this possible in the first place. It is with this goal that a dedicated Business Unit was set up at Hirschvogel: At Hirschvogel E-Solutions GmbH, experts from the areas of development and industrialization work with support from Hirschvogel Holding on the micromobility components of the future, which are produced and sold under the AXIMO brand.

In recent years, Hirschvogel has initiated, planned, and implemented various projects in the field of micromobility, from the initial idea to the finished product. At the IAA MOBILITY 2021 in Munich, the company showcased for the very first time a component platform for three- and four-wheeled micromobility under the brand name AXIMO. Specific products were then successively derived from this concept phase and brought to series maturity:

In 2022, an L2e axle for three-wheeled vehicles, which enables new, dynamic driving behavior thanks to its innovative design and compact construction, was further developed for series production. Since then, this has been installed by a major bicycle manufacturer in its electric cargo trike. At the same time, the drive system for e-bikes based on a direct-rotor rear-hub motor was further developed. This will be presented at

the next Eurobike and, in fall 2024, will go into series production for delivery to the lead customer. The innovative, extremely robust, and maintenance-friendly motor with integrated sensors and power electronics has been specially developed for the challenges of commercial use – such as in the courier or rental sector for cargo bikes – as well as for use in S-pedelecs. A drive axle for use in heavy cargo bikes and in two-track light vehicles in the L6e and L7e classes is also under development. The combination of two powerful hub drives with a simple, compact suspension system enables the implementation of cost-effective and robust vehicle concepts. Thanks to the modular design, customer-specific adaptations, for example to the track width, the load capacity, or the connection points, are easily possible.





6 CLEAN WATER AND SANITATION



7 AFFORDABLE AND CLEAN ENERGY



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



14 LIFE BELOW WATER



15 LIFE ON LAND

4 ENVIRONMENT



ENERGY AND EMISSIONS

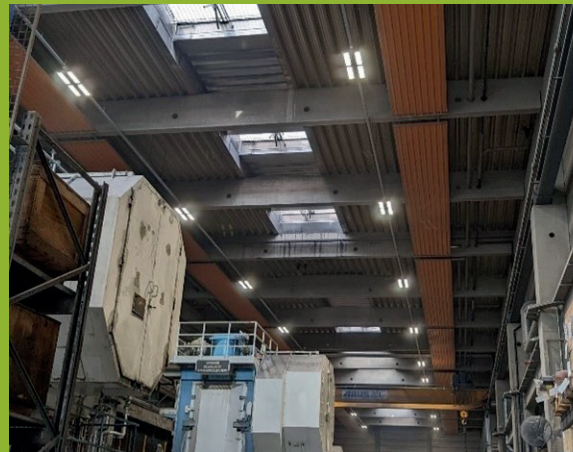
For its core business, namely the development and production of automotive components made of steel and aluminum, all locations of the Hirschvogel Group require a large number of resources, such as operating supplies, water, natural gas, and fuels. The activities of the Hirschvogel Group have an impact far beyond its plant boundaries, so that the upstream and downstream value chain are also taken into account. In addition to the required input and raw materials, the downstream processes also have an effect on the environment. The use of electricity and natural gas has a further impact on the environment due to the generation of CO₂e emissions. The Hirschvogel Group attaches great importance to transparency here and is continuously refining its CO₂e accounting.

In order to meet the requirements of the stakeholders in the best possible way, the company has established certified energy and environmental management systems according to ISO 50001 and ISO 14001 in the individual plants. To ensure implementation thereof, Hirschvogel has created a corporate function for both management systems in addition to the plant functions, whereby the standards are specified at corporate level and implemented by the relevant teams at plant level on a site-specific basis, always taking into account regional laws and standards. The overarching goal is to conserve natural resources and, in so doing, to also reduce production and energy costs. Site-specific measures have been defined and implemented to achieve these goals. There are thus also plant-specific environmental and energy targets. In addition, all employees are trained once a year in the areas of energy, waste, and the environment.

IMPLEMENTATION EXAMPLE AT HIRSCHVOGEL INCORPORATED AND HIRSCHVOGEL UMFORMTECHNIK

Replacement of the Lighting

The previous lighting in several production halls at the US plant and the Denklingen plant has been replaced by LED lights. The switch to LED lighting with effective energy efficiency has been carried out gradually over the last few years. Due to the great effort involved in switching to LED lights during ongoing operations, it is only possible to proceed gradually. In addition to the savings of several 100 MWh/a, employees have also reported a much better lighting experience. New buildings have been directly equipped with LED lighting.



Hirschvogel is aware of its role in the supply chain and its associated responsibility towards the environment, and does not only act in the short term, but also looks toward long-term success. All processes are evaluated with regard to their environmental impact, and measures are continuously taken to keep this to a minimum. However, the company's responsibility does not end at the plant gates, but extends beyond the plant boundaries, encompassing both the entire upstream and downstream value chains. It is upstream that a large proportion of the products' greenhouse gas emissions are generated, namely in the manufacture of raw materials such as steel and aluminum. To counteract this, Hirschvogel is working together with suppliers and customers to achieve the goal of a carbon-neutral component. In addition, the Hirschvogel Group maintains regular dialog with its stakeholders, particularly with customers and suppliers.

ENERGY MANAGEMENT

Each plant has an energy team, which includes the site's Energy Manager, the Plant Manager, the Head of Production, and the Energy Mentors, among others. This team meets quarterly to discuss important energy issues and derive measures.

The energy supply is also currently in the process of change, as the Hirschvogel Group is endeavoring to make greater use of renewable energy sources. Likewise, environmentally friendly and renewable resources are also increasingly being used in production. By purchasing certificates of origin for green electricity at the German locations, it was possible to significantly reduce emissions in Scope 2 in 2023. However, this step towards a large-scale supply of renewable energy represents only one of many further steps.

On-site photovoltaic projects, which have already been initiated, are additional building blocks within the decarbonization strategy of the Hirschvogel Group. In addition to the on-site capacities, the procurement strategy in the area of electricity is currently being transformed. Here, long-term power purchase agreements (PPAs) from renewable energy sources are becoming increasingly important for a sustainable and economical energy supply. By consistently driving forward technologies such as load management systems, a better integration of renewable energy into the industrial load profile can be achieved.

Guidelines that are applicable in this context include standard operating procedures on energy and the en-

vironment, a standard for suppliers, and a general mission statement on environmental protection. All plants of the Hirschvogel Group are certified according to ISO 14001. Additionally, in China, a certified environmental management system is applied according to the national standard. With the exception of the two production plants in Mexico and the USA, all sites are also certified according to ISO 50001. The environmental and energy management systems contribute to the continuous improvement of environmental and energy performance. These are combined in an integrated management system in order to take advantage of synergies between the certifications. Since 2022, the Hirschvogel Group has been striving for international consistency in management systems and standards in order to create the same basis at all plants

and to enable interaction on an equal footing. Through the company's internal standards, which are based on ISO 50001, the structures at all international plants are already aligned with this standard.

	2021	2022	2023
Natural gas [MWh]	118,630	125,154	130,333
Electricity [MWh]	289,299	299,790	325,822
Natural gas consumption [MWh/tonnage]	0.347	0.361	0.345
Electricity consumption [MWh/tonnage]	0.845	0.866	0.861

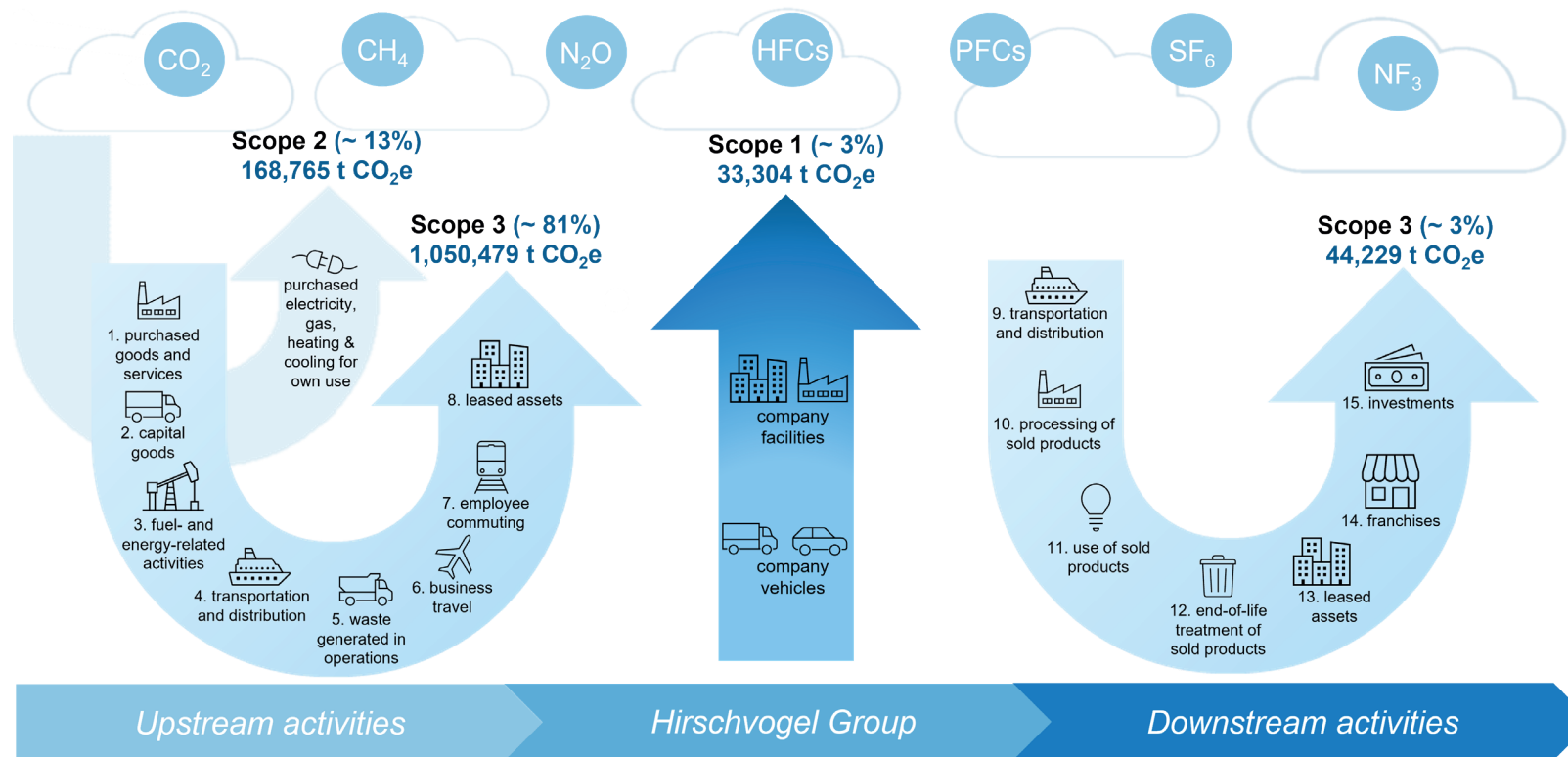
Energy consumption of the Hirschvogel Group

EMISSIONS BALANCE

Due to the very energy-intensive production processes, Hirschvogel is one of the largest energy consumers in the respective regions. Production steps such as raw material heating, forging, and heat treatment require a considerable amount of natural gas and electricity. Thus, the total energy requirements of the Hirschvogel plants amounted to 456,155 MWh in 2023. To record

the impact of production in figures, the Hirschvogel Group has been calculating Scope 1 and 2 greenhouse gas emissions since 2016 and Scope 3 emissions since 2019 in accordance with the GHG (Green House Gas) Protocol.

Scope 1 includes all direct emissions within the plant boundaries; Scope 2 includes all emissions from the consumption of purchased energy; and Scope 3 includes all other upstream and downstream emissions. For Scope 1, natural gas, propane, diesel, and gasoline are identified and taken into account as emission sources. Only electricity consumption is relevant for Scope 2.



CO₂e: CO₂-equivalent

Emissions balance of the Hirschvogel Group

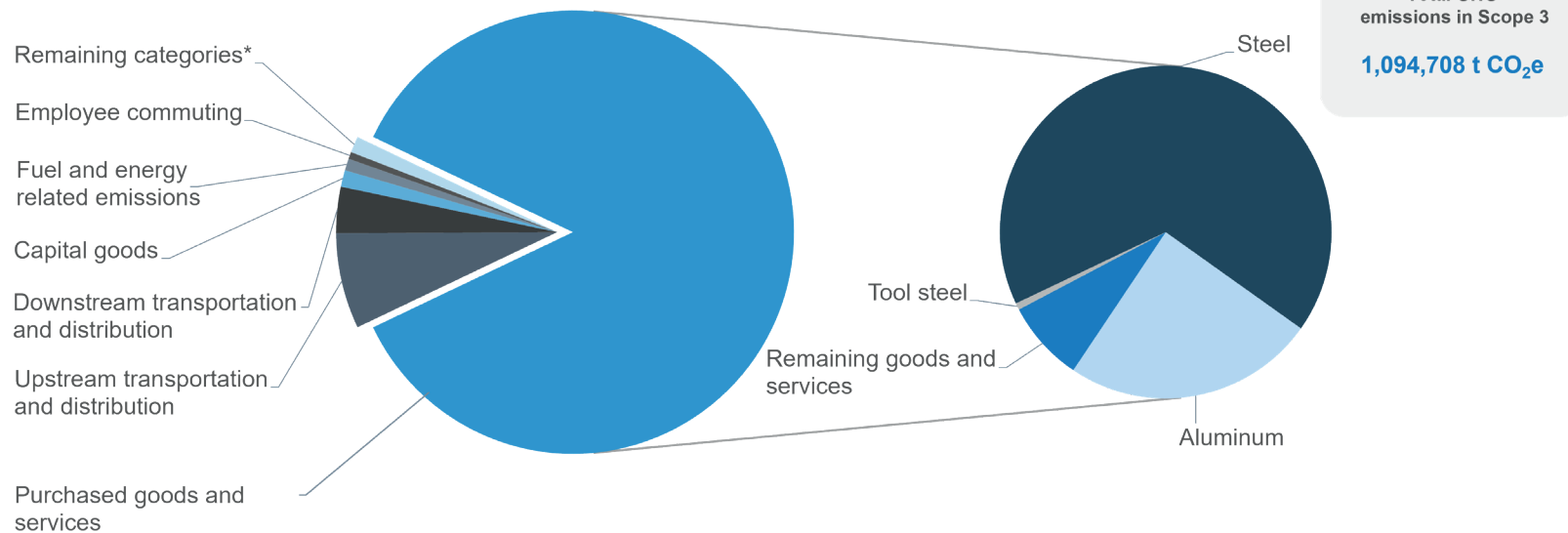


In Scope 3, emissions attributable to Hirschvogel arise in the following categories: purchased goods and services (category 1), capital goods (category 2), fuel and energy-related emissions (category 3), transportation and distribution upstream (category 4), waste (category 5), business trips (category 6), employee commuting (category 7), transport and distribution downstream (category 9), processing of sold products (category 10), handling of sold products at the end of their lifecycle (category 12), and investments (category 15).

Hirschvogel is continuously working on improving the quality of the data to be collected and the corresponding calculations. Thus, as part of the submission of the decarbonization targets to the Science Based Target initiative (SBTi), the calculation of the Corporate Carbon Footprint (CCF) was further developed. For the purposes of providing a holistic emissions analysis, emissions from upstream chains will be taken into account alongside direct Scope 1 and 2 emissions from 2023 onwards, which lead to an increase in the total emissions. In addition, the country-specific Scope 2

emission factors are only taken from one data source, thus ensuring RE100 conformity, uniformity, and comparability. In Scope 3, additional categories are taken into account compared to previous years and the calculation method has been improved in some cases. For example, in category 1, the emissions of the remaining commodities (all purchased goods and services except the raw materials steel and aluminum) are taken into account using the spend-based method instead of extrapolation.

Scope 3 greenhouse gas emissions of the Hirschvogel Group in 2023



*includes the categories processing of sold products, end-of-life treatment of sold products, waste generated in operations, business travel, investments

Greenhouse gas emissions of the Hirschvogel Group





The Hirschvogel Group's CCF for 2023 was 1,296,777 t CO₂e. Compared to the previous year, greenhouse gas emissions in Scope 1, Scope 2, and Scope 3 increased. On the one hand, this increase was due to the change in data collection and calculation methodology described above. Another reason was the increase in tonnage applied compared to the previous year. This increase led to higher emissions in production, which are reflected in Scope 1 and 2, as well as to higher indirect emissions due to the purchased raw material, which can be seen in Scope 3.

The overall balance sheet shows that the majority of emissions, around 84% (1,094,708 t CO₂e), were generated within Scope 3. The emissions in Scope 2, at 13% (168,765 t CO₂e), and in Scope 1, at 3% (33,304 t CO₂e), are significantly lower. As a result, Hirschvogel is exchanging information within the supply chain to identify opportunities for reducing Scope 3 greenhouse gas emissions. In order to reduce energy requirements and greenhouse gas emissions in Scope 1 and 2, self-generation projects, power purchase agreements, and RE100-compliant green electricity certifications will be actively examined for all plants in the coming years.

IMPLEMENTATION EXAMPLE AT HIRSCHVOGEL AUTOMOTIVE COMPONENTS AND HIRSCHVOGEL UMFORMTECHNIK

More Efficient Use of Heat and Renewal of Air Conditioning Systems

Heating and cooling the production halls and office buildings consumes a lot of energy. For this reason, the conversion of the air conditioning systems at the plant in China to water-cooling systems began at the end of 2021. In 2023, new systems were also installed in other production halls; these only require around a third of the energy compared to the previous air-based cooling system. A hot forging furnace at the Denklingen site was expanded in 2023 so that the heat can be fed into the heating network. This will save around 360 MWh of natural gas per year. The German Federal Ministry for Economic Affairs and Climate Action is supporting this energy-saving measure with financial aid as part of a competition.



	2021	2022	2023
Scope 1 [t CO ₂ e]	21,885	26,245	33,304
Scope 2 [t CO ₂ e]	110,334	83,911	168,765
Scope 3 [t CO ₂ e]	867,162	1,017,988	1,094,708
Corporate Carbon Footprint [t CO ₂ e]	999,381	1,128,144	1,296,777
Emissions per Euro of revenue [t CO ₂ e*/Million EUR]	92.85	78.68	133.74
Emissions per employee [t CO ₂ e*/FTE**]	22.60	17.42	32.00
Emissions per area*** [t CO ₂ e*/m ²]	0.47	0.42	0.76

*Scope 1 & 2 considered
 **FTE year 2023: 6,413.03
 *** Total area of the Hirschvogel Group: 266,800 m²

Greenhouse gas emissions of the Hirschvogel Group





DECARBONIZATION STRATEGY

To make its contribution to the decarbonization of the industrial sector, Hirschvogel has set targets according to the Science Based Targets initiative (SBTi). From 2023, Hirschvogel aims to achieve a 42% reduction in site-related greenhouse gas emissions (Scope 1 and 2) by 2030. Greenhouse gas emissions in Scope 3 are to be reduced by 25% over the same period. In addition, each of the plants set themselves individual targets in the area of energy and the environment in order to continuously improve their respective performance. This gives the plants the opportunity to identify key topics in the area of energy and the environment, and to promote these in a systematic manner.

Customers are also increasingly demanding a transparent representation of energy and emissions consumption along the entire value chain in order to reduce greenhouse gas emissions as a whole. Sustainability aspects are becoming more and more important with award processes. The demands for green electricity at production sites, raw material specifications, and concrete energy efficiency measures are increasing significantly and are now mandatory in many award procedures. In addition to successfully implementing the requirements, Hirschvogel proactively approaches customers to establish optimum interaction in peer dialogs. The Hirschvogel Group also participates in various training courses organized by customers, in which knowledge about measures, sustainability, and customer visions is passed on. This knowledge is assessed and disseminated within the company. If an added value for the company can be determined, measures are actively implemented, the sustainability know-how is integrated into the internal processes, and the customer vision is taken into account when setting the direction for the subsequent years.

DECARBONISATION FIELDS OF ACTION IN LINE WITH THE SCIENCE BASED TARGETS INITIATIVE¹

SCOPE 1 – “GREEN PRODUCTION”



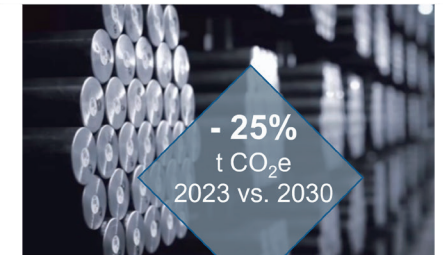
- Substitution of fossil fuel, especially heat treatment facilities
- Energy efficiency
- Heat pumps for heating buildings

SCOPE 2 – “GREEN ENERGY”



- On-site supply of electricity with photovoltaics
- On-site and off-site power purchase agreements (PPAs)²
- Guarantees of origin for green electricity
- Energy efficiency

SCOPE 3 – “GREEN SUPPLY CHAIN”



- Procurement of low-emission steel and aluminum³
- Maximizing the share of recycled material
- Limitation of emissions in the other Scope 3 fields

¹ Status: committed, validation is pending

² in preparation

³ planned

Decarbonization goals of the Hirschvogel Group by 2030





IMPLEMENTATION EXAMPLE AT THE GERMAN SITES AS WELL AS AT THE PLANTS IN INDIA AND CHINA

Promoting Sustainable Mobility for Employees

In cooperation with the company Bikeleasing-Service GmbH & Co. KG, Hirschvogel offers all employees at the German sites the opportunity to lease company bicycles. As a further incentive, Hirschvogel assumes the costs for fully comprehensive insurance for the bicycle. There are also buses at the plants in China, India, and Denklingen, which are available free of charge to employees and have operating times in line with shift and office hours. This reduces the amount of individual traffic resulting from commuting by car and makes it easier to travel to and from work.



IMPLEMENTATION EXAMPLE AT HIRSCHVOGEL AUTOMOTIVE COMPONENTS AND HIRSCHVOGEL COMPONENTS MEXICO

Expansion of In-house Electricity Production

In 2023, in-house electricity production was expanded by means of photovoltaic systems. In line with the expansion plan, another 1.2 MWp was installed on the production halls at the Chinese plant, just like in 2022. A 500 MWp ground-mounted system was also completed at the plant in Mexico in 2023. Further systems will be built in 2024 to ensure a sustainable power supply for the Hirschvogel Group and to drive forward decarbonization.



IMPLEMENTATION EXAMPLE AT HIRSCHVOGEL COMPONENTS INDIA

Improvement of the Air Compressor Motor

The previous compressor motor (160 kW) was inefficient and delivered 700 CFM (cubic feet per minute) with higher power consumption, i.e., 180 kWh at full load and 90 kWh at no load. In 2023, we replaced this compressor with an energy-efficient IE 3 motor that delivers 1,100 CFM with lower power consumption, meaning 172 kWh at full load and 48 kWh at no load. In short, replacing the electricity-intensive air compressor motor with a motor requiring low electricity consumption has resulted in an energy saving of 6,760 kWh/month and a cost saving of 67,600 rupees/month (approx. €750).

WATER

Water is an important resource for the Hirschvogel Group. Especially in times of climate change, this resource is precious. Water is becoming increasingly scarce in more and more regions around the world, and we are also dependent on the availability of water. Sustainable water management is therefore a focal point of our corporate environmental protection measures. For us, sustainable water management means not negatively impacting the status of the waters from which we obtain fresh water or into which we discharge treated wastewater. Our wastewater should therefore not contain any trace substances such as heavy metals. We observe the applicable laws on water protection in all measures and processes, and adapt them immediately should they become even more stringent.

Water plays a key role in the production processes of forging and machining. It is used in the cooling lubricant for controlled process management and cooling in the process to prevent the tools from overheating and to increase tool life. As a medium in the cooling lubricant, water also reduces friction and wear and ensures chip removal during machining. Water-based media are also used in cleaning processes. This makes it an indispensable resource. The availability of water is not a given at all Hirschvogel Group sites, with drought playing a particularly critical role at the sites in Mexico and India. In addition, the availability of water will continue to alter in the coming years due to climate change.

Against this backdrop, responsible use of the resource is highly important. To protect water as a resource and the associated ecosystems, the Hirschvogel Group is committed to optimizing processes globally. In line with the circular economy, for example, cooling water is treated and fed back into the production process at our site in India. The circular economy is also practiced outside of production, with process water from the Indian canteen being used to irrigate the outdoor facilities. These optimizations are communicated internally at Hirschvogel and, where possible, are also promptly adopted at the other plants.

IMPLEMENTATION EXAMPLE AT HIRSCHVOGEL COMPONENTS INDIA

Treatment of Coolant/Cutting Oil

Since summer 2023, the coolants from the machining processes have been treated on site at the plant in India and the water separated from the coolant waste has been reused in a closed cycle. This not only saves costs, but also ensures compliance with legal regulations in accordance with local standards. In addition, the new system was able to be integrated into the existing wastewater treatment plant at no additional cost.

IMPLEMENTATION EXAMPLE AT HIRSCHVOGEL COMPONENTS POLAND

World Water Day

Raising awareness starts with a drop, like a small drop of water constantly dripping onto a stone and eroding it. That is what we do at Hirschvogel Components Poland. Like small drops, one by one, we create awareness of responsible water consumption. In 2023, we organized a drawing competition for the children of our employees on the topic of water consumption and conservation. Our team was amazed at the number of pictures we received. All participants received water bottles with an integrated filter – tap water consumption and waste prevention in one!





WASTE

Waste is sorted in all plants, at the least in accordance with the applicable national regulations. Particular attention is paid to the possibility of recycling. Due to the varying disposal possibilities and conditions at the sites, there are large regional differences in the number of waste categories covered. The company also strives for continuous improvement as part of its environmental management system. The increase in total waste volumes compared to the previous year was partly due to the increase in the tonnage supplied.

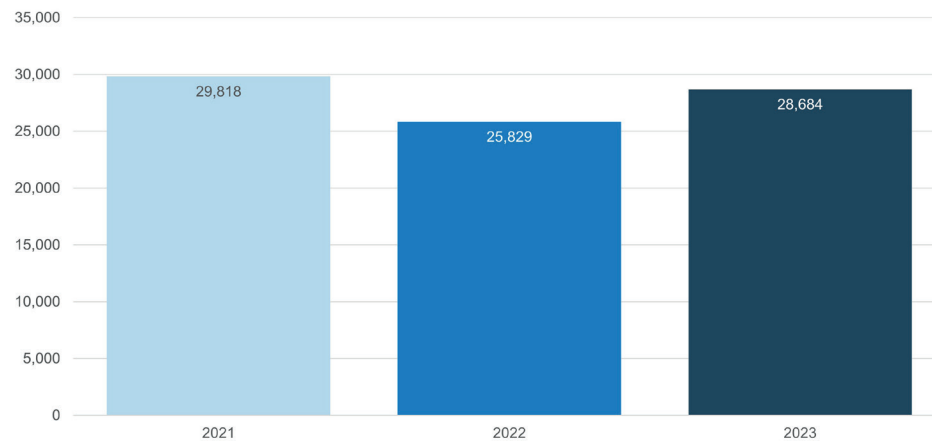


“We don't see our used operating materials as waste, but rather as a valuable resource – as relevant, reusable raw materials. For example, process oils can be recycled. Thanks to the fine filtration process (3 - 5 µm), even higher purity levels are achieved than with new oil.”

Georg Leinsle, employee in the area of Corporate Industrialization Equipment Planning

Avoiding waste is a high priority for the Hirschvogel Group. Avoiding waste also always means saving and reusing resources, regardless of whether we are talking about burrs from machining or lubricoolants. Wherever possible, the Hirschvogel Group relies on circular economy, recycling, and reuse. The Hirschvogel Group also pays attention to the circular economy when it comes to packaging materials. For example, reusable (and recyclable) steel crates are used in the plants. Customer packaging is often used for delivery to the customer; this can be directly reused after unpacking. Other packaging materials such as wood, cardboard or, where unavoidable, plastic packaging are recycled as far as possible.

Waste volumes of the Hirschvogel Group in a year-on-year comparison in tonnes



Waste volumes of the Hirschvogel Group in a year-on-year comparison





MATERIAL AND RESOURCES

The topics of materials and resources are closely linked to the issues of energy and emissions as well as sustainable products and technologies. For its core business, namely the development and production of automotive components made of steel and aluminum, a large number of resources are required at all locations. These resources include operating supplies, water, natural gas, and fuels. Thus, the lead plant in Denklingen, for example, is one of the biggest consumers of resources in the region. For the manufacture of its products, large quantities of steel and aluminum in particular are required as materials and these account for a large proportion of the resource consumption. The activities of the Hirschvogel Group have an impact far beyond the plant boundaries, so that the upstream and downstream value chains are also taken into account. In addition to the required input and raw materials, the downstream processes of the customers also have an impact on the environment.

It is the responsibility of the Hirschvogel Group to conserve resources regionally and globally and thus to ensure that they are used efficiently. To this end, Hirschvogel is in constant dialog with customers and suppliers in order to ensure that the technical, economic, and ecological requirements in the value chain are met. Regular exchange with stakeholders is a high priority for the Hirschvogel Group in order to stay up to speed on current developments. The goal is to purchase the raw materials required for production regionally to an even greater extent in the future, since valuable resources are conserved by means of short transport routes. Continuous improvement is the ongoing goal with regard to the company's envi-

ronmental performance. To this end, open dialog with customers, authorities, and the public is essential. Compliance with all laws and regulations is a basic prerequisite for the actions of the Hirschvogel Group.



“I submit savings proposals in the area of fossil energies because I would like my employer to become independent of rising CO₂ charges in the area of energy supply. It's a great affirmation for me to see that the proposals are being implemented. The last proposal in which I was involved concerned the avoidance of gas burners, which were previously used to shrink tool assemblies.”

Ludwig Hippmann-Regneri, employee in the area of Corporate Development



SUSTAINABLE VALUE CHAIN

In order to conserve resources at all stages of the value chain, Hirschvogel is opting to replace conventionally generated electricity with sustainable and regenerative energies. Another step towards greater sustainability involves increasing the use of materials from recycled steel and aluminum scrap. Here, as far as technically possible, the Hirschvogel Group builds on partnerships with suppliers who largely use scrap for the manufacture of production materials.

The recycled steel (secondary steel) produced from various kinds of steel scrap in the EAF process (electric arc furnace) has a similar quality to primary steel for Hirschvogel products, so that its use is possible from a technical standpoint. Compared to the conventional LD process (Linz-Donauwitz process, in the blast furnace), the EAF process generates approx. 60% fewer CO₂e emissions. In this process, the steel is not produced in conventional blast furnaces, but rather in electric arc furnaces. Here, the steel is melted from >90% scrap. The scrap produced during the melting process can also be reused. Therefore, the use of EAF steel is sustainable in the sense of a circular economy. In this way, no additional resources are taken from the Earth. The Hirschvogel Group already largely purchases secondary steel from its suppliers. This percentage will be successively increased, as customers worldwide are already demanding greater use of secondary steel.

The use of steel and aluminum with a reduced CO₂e footprint is of great importance to the Hirschvogel Group and its customers. Production material accounts for the largest share of Scope 3 greenhouse gas emissions and of the total product. Thanks to the close exchange of information with suppliers, the Hirschvogel Group has a good overview of the carbon

footprint of the material in its as-delivered state, the materials that are already being offered on the market as emission-reduced steel, and what next steps the suppliers are taking or planning to take in order to further reduce CO₂e emissions. The greatest potential on the way to carbon-neutral materials lies, for example, in using electricity from renewable energy sources, increasing energy efficiency, and transitioning from gas to hydrogen.

The Hirschvogel Group sees itself as a central link between material suppliers upstream and with customers downstream in the value chain, promoting circular economy and the use of materials with a reduced carbon footprint. To this end, the Hirschvogel Group will further intensify its discussions with its partners. The Hirschvogel Group also ensures the continuous development of its suppliers in terms of sustainability and decarbonization, using its market position as a driver of the process. In addition to the suppliers, all employees of the Hirschvogel Group are integrated into the company's environmental activities. For this reason, employees are offered training courses to maximize environmental awareness. Furthermore, internal and external audits serve to monitor the effectiveness of the environmental and energy management systems and to identify potential for improvement.

PRODUCT CARBON FOOTPRINT

In order to increase transparency in the supply chain, Hirschvogel is able to calculate a product carbon footprint (PCF) for the respective component at the customer's request. This allows customers to consider the carbon footprint in addition to costs. The PCF includes Scope 1 and 2 emissions within Hirschvogel production as well as raw material and transport emissions. Currently, Scope 1 and 2 emissions are calculated on a component-specific basis using the routing and facility-specific average values, while raw material emissions are based on primary data from our suppliers. In the future, the calculation of our own Scope 1 and 2 emissions will be refined by linking the energy measurements available in the energy data management system with order-specific information. Thus, facility-specific average values will be replaced by component-specific emissions for each facility.



5 SOCIAL TOPICS

OCCUPATIONAL HEALTH & SAFETY

The health and well-being of people is our top priority at the Hirschvogel Group. It is important to Hirschvogel that all employees come to work healthy and return home equally healthy. In this way, the Hirschvogel Group can ensure that it offers its customers the best solutions in the long term, with regard to both qual-

ity and social aspects. In normal day-to-day production, a large number of processes run simultaneously, which means that workflows are associated with risks. On the one hand, for example, there are electrical induction heating systems that operate at high temperatures and emit electromagnetic fields. On the other hand, we use presses which operate with great force and high pressure to forge the heated parts, and which thus generate noise. And despite increasing automation, employees carry out countless operations every day in which components, tools, and operating resources are handled, moved, processed, assembled,

“The health and performance of our employees has a direct influence on the quality of our products and services – health was and is therefore an essential value for people and the company!”

Robert Steck, Health Manager Germany



and transported. Hirschvogel pays particular attention to occupational health and safety in all work processes and in the technologies used – this also applies to employees in the supporting processes because here, too, the safety and well-being of each individual is of great importance.

IMPLEMENTATION EXAMPLE AT HIRSCHVOGEL UMFORMTECHNIK AS WELL AS AT THE PLANTS IN MEXICO AND POLAND

Occupational Health & Safety Campaign Days

What you experience yourself remains in your memory: The Occupational Health & Safety Campaign Days in Denklingen were carried out in line with this motto. Here, all employees were able to find out what it is like to read when you are blind, how to tie your shoes without thumbs, and what your inner ear looks like. The danger to unprotected eyes was also clearly demonstrated. Such Campaign Days raise employee awareness and increase safety. Campaign Weeks on the subject of occupational safety were also held at the international plants, for example in Mexico and Poland. In Poland, all employees had the opportunity to refresh their knowledge of fire safety and first aid, and various discussions and workshops were held. Furthermore, the participants were also able to take up the offer of having their hearing checked.



OCCUPATIONAL HEALTH AND SAFETY MISSION STATEMENT

Hirschvogel defines proactive behavior as the guiding maxim in the area of occupational health and safety. To this end, all locations are certified according to ISO 45001 (or equivalent local systems). It is also the

Although the success of occupational health and safety depends to a large extent on the leaders setting a good example, the sole responsibility does not lie with them. Rather, each individual is responsible for health

“Health and safety are essential for us in the company. We believe that safety should not end within the company itself. The best safety practices should extend to the entire daily lives of our employees. Knowing how to minimize the risk of injury to yourself and your loved ones is important for a healthy and safe lifestyle.”

Piotr Lietz, Global Manager for Environment, Health and Safety



responsibility of the Hirschvogel Group to go beyond the legal requirements in order to actively prevent accidents. As a result, the company addresses risks as soon as they are identified.

Our vision is as follows:

- The Hirschvogel Group values the health of each individual as the prime asset.
- The Hirschvogel Group regards prevention measures in occupational health and safety as its obligation.
- The Hirschvogel Group designs all workplaces to be safe, ergonomic, and health friendly.

and safety. The company values a culture of giving and receiving feedback and is implementing behavior-based safety programs at Hirschvogel. In addition, all employees receive annual training on occupational health and safety. The content varies depending on the workplace and country-specific regulations. Particular attention is paid to training leaders in order to fulfill this responsibility. Only if leaders set a good example and actively share this responsibility will employees internalize occupational health and safety both in their daily work as well as in their personal lives – after all, Hirschvogel wants to extend safety measures beyond the company. Occupational health and safety measures are practiced by leaders and communicated to all employees, students, contractors, and visitors.

IMPLEMENTATION EXAMPLE AT HIRSCHVOGEL COMPONENTS POLAND AND HIRSCHVOGEL UMFORMTECHNIK

Healthy Teams and an Active Break in Production

To mark International Women’s Day and International Men’s Day, Hirschvogel Components Poland organized medical examinations for its employees instead of traditional gifts such as flowers or chocolate. Employees were given the opportunity to have their cancer risk checked. Health is also a priority in everyday life: With the concept of an active break, the health management team in Denklingen aims to bring more movement into day-to-day production operations. This exercise break during working hours is being successively introduced in other areas.



MEASURES

In order to ensure the highest possible level of safety for Hirschvogel employees and to protect their health, local Environment, Health & Safety (EHS) departments have been in place at the individual plants for many years, sharing best practices and common solutions internationally. Since 2022, occupational health and safety (EHS) has been a global function that provides the plants with a common and uniform approach to occupational health and safety, and networks the EHS teams at the sites in order to learn with and from each other.

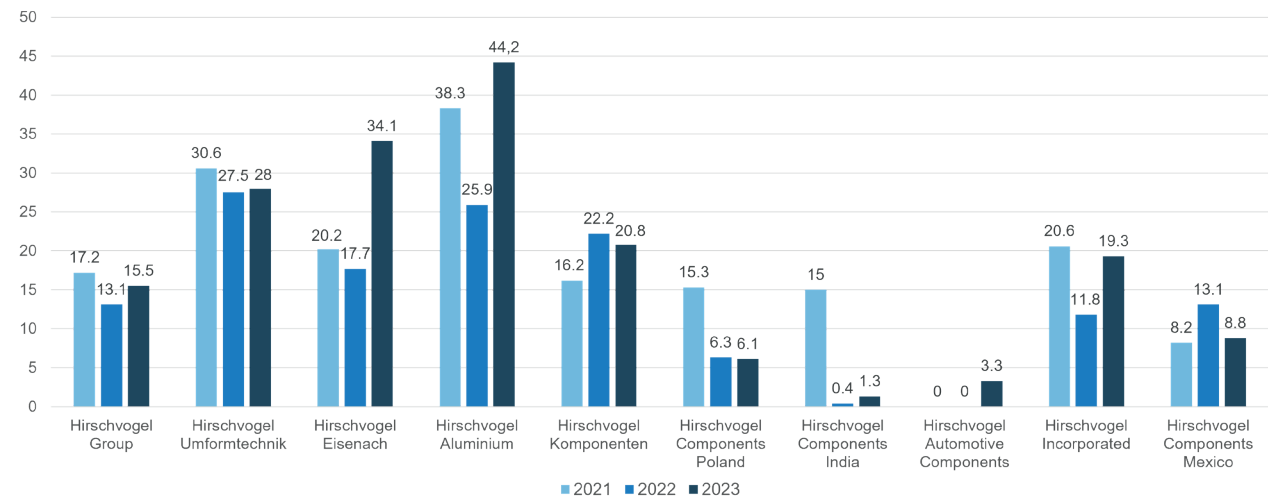
The efforts of the Hirschvogel Group in the area of occupational health and safety extend beyond the plant gates. For example, during the COVID-19 pandemic, Hirschvogel took care to create an ergonomic and safe workplace for those working from home in order to meet the health and safety requirements of employees in the long term. This equipment and the regulations on working from home continue to apply even beyond the pandemic.

In addition, Hirschvogel demands a high standard of occupational health and safety from its suppliers. The implementation of occupational health and safety measures is a continuous improvement process. It is not just the goal of “zero accidents” that is set out in the Operational Excellence dialog picture of the ideal plant, but also the significant reduction of risks. It is about living by a “culture of safety” while on the job and beyond.

The global EHS team consists of various specialists – in addition to the globally applicable safety standards of the Hirschvogel Group, every Hirschvogel plant also always ensures compliance with regional as well as local laws and regulations regarding occupational health and safety. In addition to the legal requirements for

each site, the Hirschvogel Group must also consider the surroundings and cultural background. Nevertheless, safety incidents are reported across plants and dealt with jointly in order to minimize health and safety risks and prevent similar incidents from occurring at other sites or being repeated internally. An important key figure in the area of occupational health and safety is the Lost Time Incident Rate (LTIR) in relation to total working hours. This approach gives the Hirschvogel Group a better opportunity to monitor trends over the years in the improvement of health and safety conditions at all locations.

Lost Time Incident Rate (LTIR) Hirschvogel Group



*per one million working hours

Lost Time Incident Rate (LTIR)

All employees receive mandatory training in the basics of safety awareness at the start of their employment and at recurring intervals after that. In addition, risk assessments are carried out for the individual work areas in order to impart knowledge specific to the workplace. The Hirschvogel Group attaches great importance to ensuring that employees are well trained and prepared to react correctly in hazardous situations. The individual plants also have specially trained employees as first aiders, fire safety catalysts, and emergency response teams. The aim is to use a standardized reporting system for accidents in the future so that all plants are equally informed and possible improvements in occupational health and safety can be implemented as quickly as possible across the company.

IMPLEMENTATION EXAMPLE AT HIRSCHVOGEL UMFORMTECHNIK

Back Injury Prevention Courses in Kurs73

The in-house fitness area, "Kurs73", at the Denklingen plant regularly offers health courses and lectures on health topics. This course concept is to be rolled out at the other German locations in future. One example of a health course is the back injury prevention course, in which over 107 employees took part on 16 dates from October to December. The lecture series with the health company Krankenhaus GmbH Weilheim-Schongau held by Prof. Dr. med. Reinhold Lang was newly introduced. Here, employees receive valuable health input four times a year, either online or on site.



IMPLEMENTATION EXAMPLE AT HIRSCHVOGEL UMFORMTECHNIK

Set up of a Health Center at the Denklingen Site

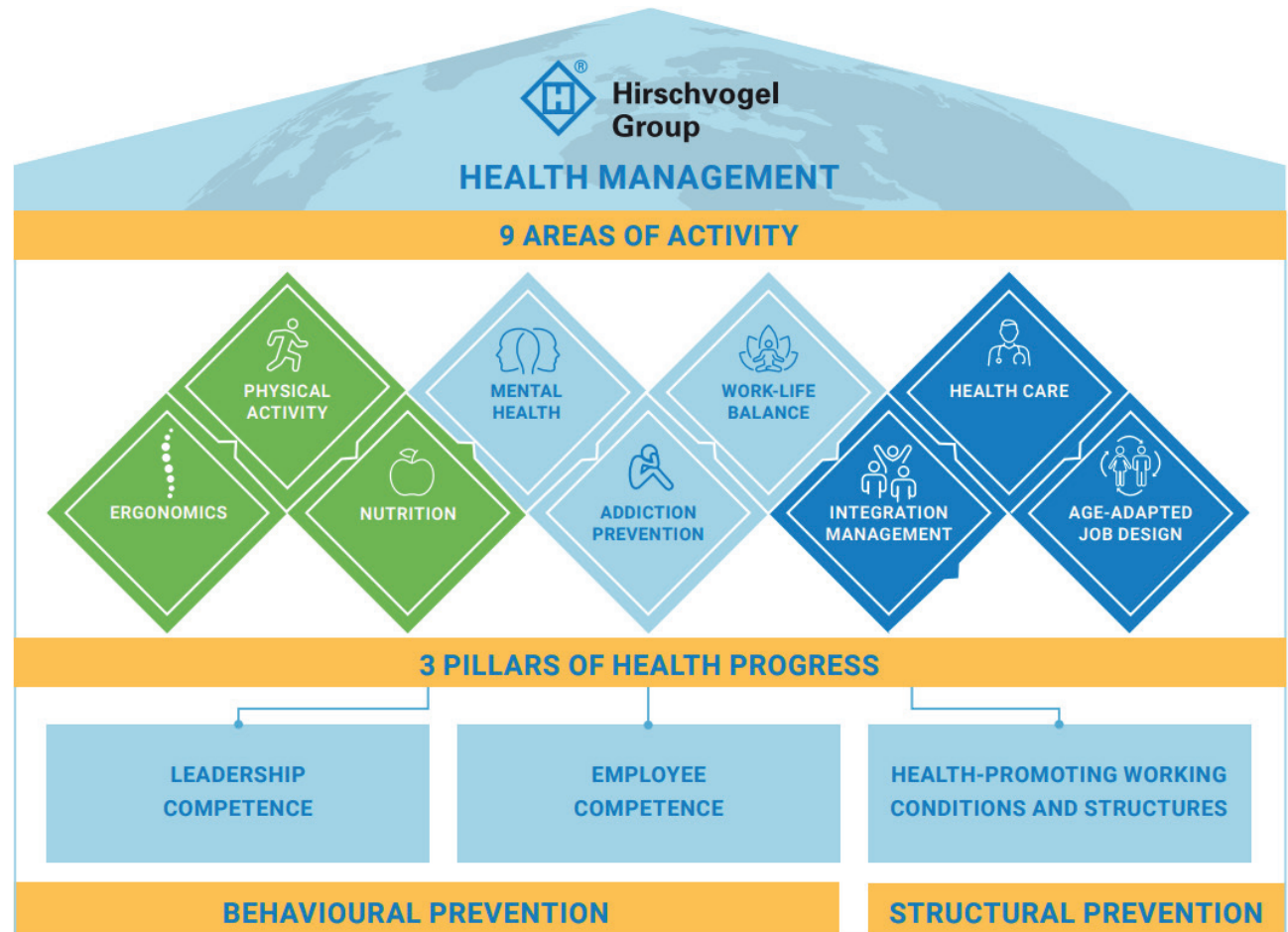
With the opening of the Hirschvogel Health Center in 2023, the company is following its guiding principle which states that: "The safety and health of our employees is a top priority at Hirschvogel". In addition to a company medical practice where employees can consult a doctor four days a week, the two facilities, Fit73 and Kurs73, are a leading example of the company's health philosophy. In the in-house fitness area, Fit73, employees can do health and sports-oriented strength training on state-of-the-art equipment 24/7 outside working hours.



OCCUPATIONAL HEALTH MANAGEMENT

Using a holistic approach to occupational health management, the Hirschvogel Group has been systematically promoting the health of employees at the German sites in Denklingen, Schongau, and Marksuhl since 2018. Building blocks and fields of action for occupational health and safety management are decided on a Germany-wide and site-specific basis via the "House of Health" using key health indicators. Internal and external surveys, analyses, and reports are used to identify needs as well as to develop and expand target-group or company-specific prevention programs. For example, health management covers the nine fields of action of ergonomics, physical activity, nutrition, mental health, addiction prevention, health care, work-life balance, integration management, and age-adapted job design. The topics and fields of action for the respective plants and departments are defined and driven forward in regular meetings of the "Health Circles", which comprise plant-specific teams made up of representatives from management, HR, and occupational health and safety, as well as the Health Manager, the company physician, the Works Council, and the representatives of the severely disabled. These meetings take place at least 4-6 times a year at the German plants and at the Training Center.

The site in Mexico has its own dedicated room where all employees can go for regular medical examinations. The site in India also has the option of providing on-site care for employees in an examination room and with the physician. Some of the plants also offer the option of a private medical plan for all employees and their families, which can include doctors from various medical disciplines.



"House of Health" – health management at the Hirschvogel Group

EMPLOYEE PROMOTION AND DEVELOPMENT

The electric motor is gaining in importance. Consequently, the Hirschvogel Group is also in the midst of the transformation process towards e-mobility. The expansion of the product portfolio required for this process and, in particular, the development of new business areas can only succeed with creative, flexible, and motivated employees. In view of the transformation to e-mobility as well as to the sustainable management and growth of the Hirschvogel Group, the development and advancement of our employees is a key priority. To encourage employee motivation and commitment, the Hirschvogel Group also promotes sustainability with regard to social issues. Thus, areas such as diversity, inclusion, upskilling, and feedback as well as work-life balance, are given just as much importance as ecological and economic considerations.

For Hirschvogel, a willingness to change and the ability to cooperate across plant and national boundaries are decisive factors for success. Supporting and developing employees is therefore a central issue, not only for the employees themselves, but also for all stakeholders in the company.

CORPORATE CULTURE

The Hirschvogel Group is a family business. This is not only reflected in the figures of the ownership structure, but also in the daily interaction with employees, customers, and business partners, which is always marked by respect and trust. Meeting people at eye level characterizes the corporate culture, and continuous learning as well as equal opportunities are essential fields of action on the path to sustainability at the Hirschvogel Group. In order to develop and advance Hirschvogel employees in an optimum manner, they are professionally accompanied in all personnel processes and issues by a dedicated Human Resources department (HR). In addition, Hirschvogel has an open teaching and learning culture, through which each and every employee can and should learn from superiors and colleagues. With the Hirschvogel upskilling system, the Hirschvogel Group provides all employees worldwide with a strong network in which they can grow and develop, and through which they can be optimally integrated into the corporate culture.

IMPLEMENTATION EXAMPLE AT HIRSCHVOGEL UMFORMTECHNIK

Employer Assistance Program (EAP) TALINGO

Hirschvogel is particularly committed to supporting employees and their family members, even during difficult phases in their professional or private lives. For this reason, we offer the free and anonymous telephone counseling service, Talingo EAP. Employees and family members can contact Talingo with any issues that are concerning them. In addition, Talingo offers regular live talks online covering mental health topics. According to evaluations, 3.7% of employees at the German plants used this service in 2023.



THE HIRSCHVOGEL GROUP IN FIGURES

Attractive working conditions are decisive for the performance and motivation of all employees at the Hirschvogel Group and are characterized by fair payment, flexible working time models, as well as diverse development opportunities. Each and every employee ultimately contributes to the attractiveness and success of Hirschvogel and is an important part of the company. In order to implement and continuously develop these ambitious goals and concerns, Hirschvogel relies on strategic HR management and on the empowerment and development of leaders and employees in line with the OpEx 1-9-3-8 (Operational Excellence) production system: Employees are actively involved in the continuous improvement process, for example through the Hirschvogel Group's globally standardized idea management system based on the I-Box. Leaders are empowered to support their employees in solving daily problems and eliminating waste in order to continuously improve the customer focus and added value of processes. The "Great Place to Work" award in Mexico and "Most Preferred Workplace in Manufacturing" award in India, for example, are an expression of our joint efforts.

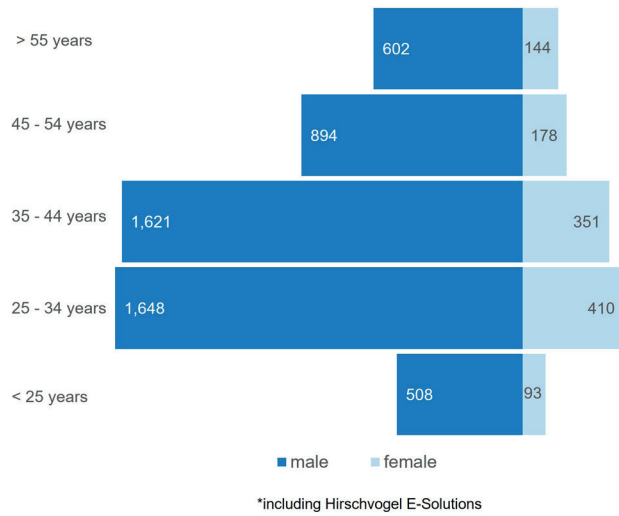
In 2023, an average of 6,479 people were employed at the Hirschvogel Group. The Hirschvogel Group thus continues to record growth, with 289 more employees than in the previous year. In total, 18% of employees at all plants are women. 12% of the leaders are women, which represents a slight increase on the previous year.

	0 - 24	25 - 34	35 - 44	45 - 54	55 +
Hirschvogel Aluminium	33	49	112	54	62
Hirschvogel Automotive Components	113	411	362	48	6
Hirschvogel Components India	34	283	130	22	1
Hirschvogel Components Mexico	45	276	136	36	4
Hirschvogel Components Poland	20	103	111	46	7
Hirschvogel Eisenach	26	66	136	80	77
Hirschvogel E-Solutions*	3	3	6	2	0
Hirschvogel Holding	12	65	74	47	33
Hirschvogel Incorporated	17	64	85	68	68
Hirschvogel Komponenten	62	272	309	229	82
Hirschvogel Umformtechnik	238	497	513	440	406

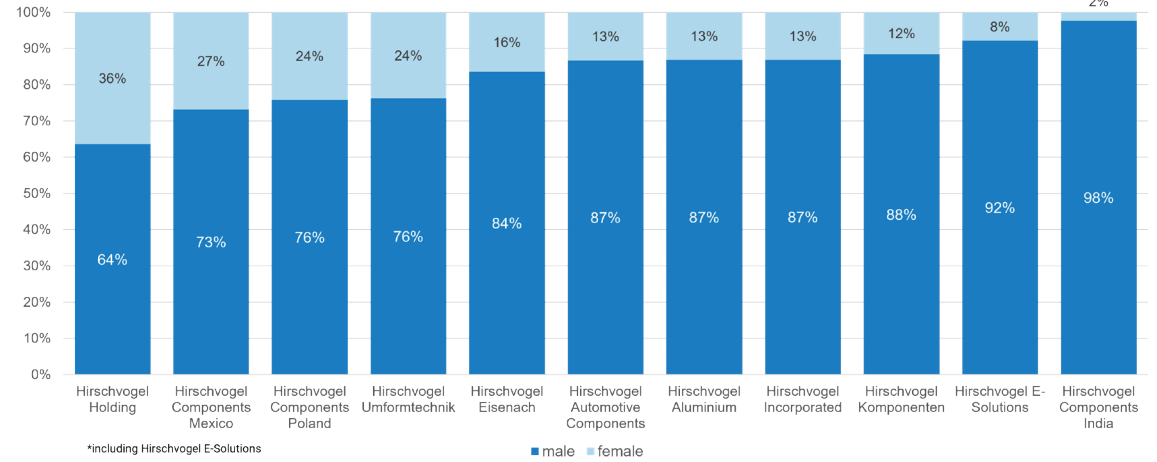
Annual average, values rounded
*including Hirschvogel E-Solutions

Employees according to plant and age

Age pyramid of the Hirschvogel Group*



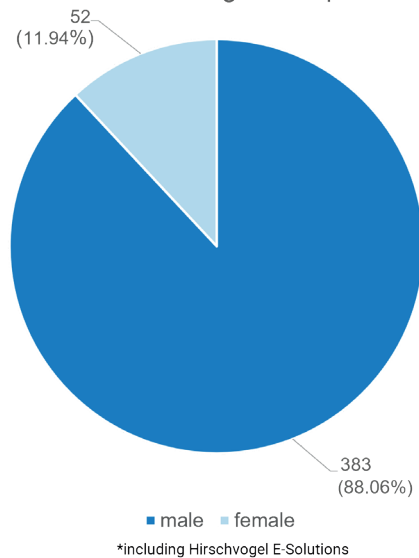
Employees according to plant and gender*



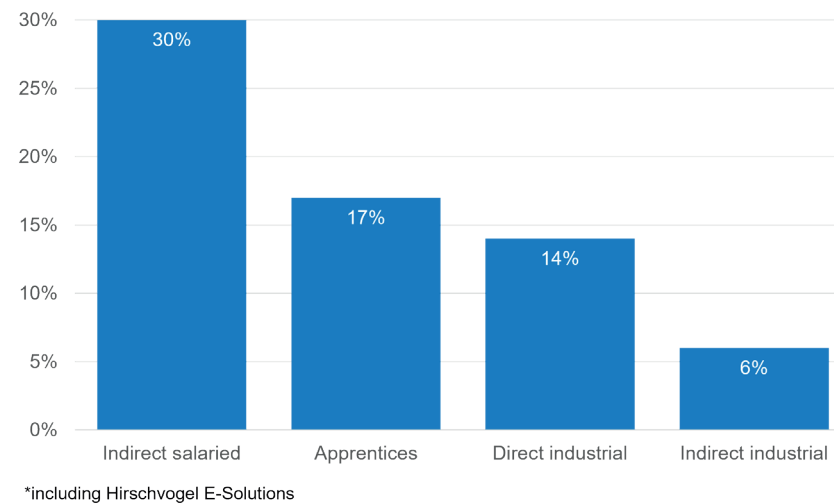
Age pyramid at the Hirschvogel Group

Employees according to plant and gender

Gender distribution in leading positions at the Hirschvogel Group*



Percentage of women by employment relationship*

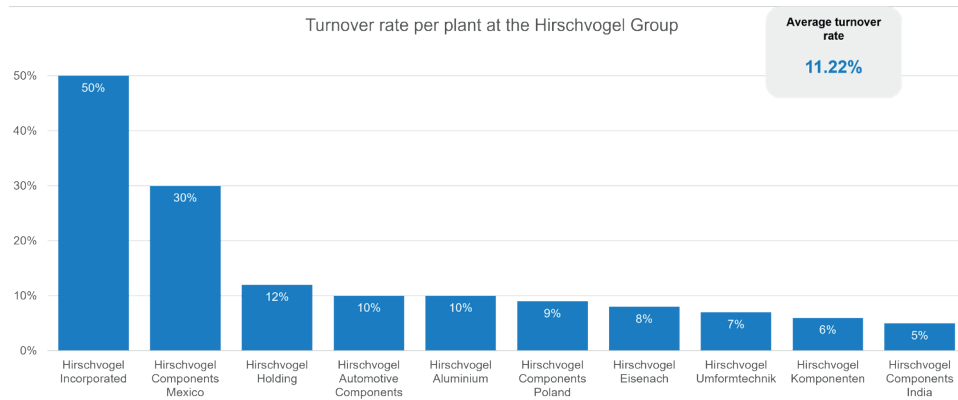


Gender distribution in leadership positions at the Hirschvogel Group

Percentage of women according to employment relationship at the Hirschvogel Group

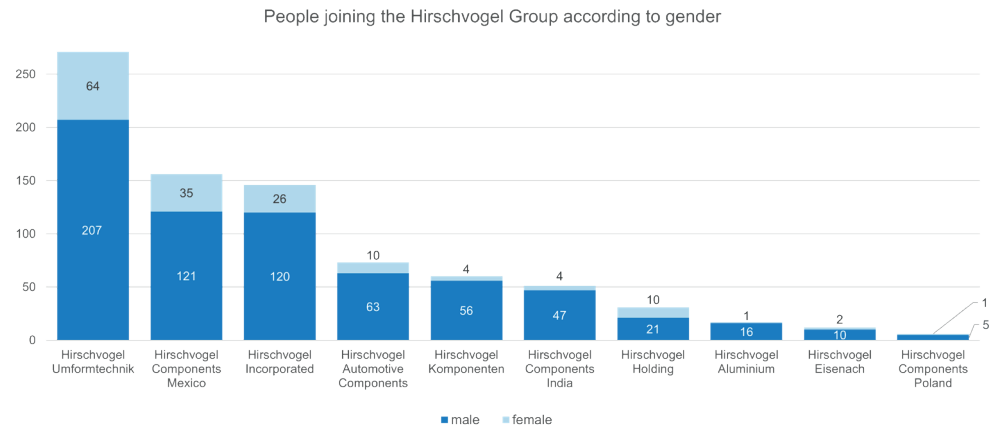
The shortage of skilled workers is already omnipresent – and the automotive industry as well as its suppliers are no exception. To successfully counter this challenge, the Hirschvogel Group focuses on two main pillars when it comes to personnel retention – firstly, retaining its own talent within the company and, secondly, keeping valuable knowledge within the company for as long as possible.

By offering partial retirement, Hirschvogel enables long-serving employees to prepare for retirement, but also to bring added value to the company by passing on valuable knowledge to younger colleagues.

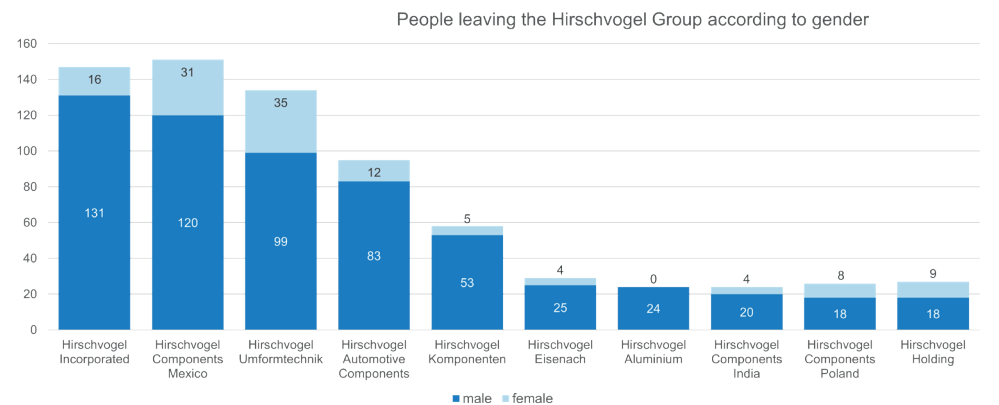


Fluctuation rate per plant at the Hirschvogel Group

The fluctuation rate in 2023 was relatively low. Only in the plants in the USA and Mexico was a comparatively high level of employee fluctuation observed. In the USA, this was due to a complete restructuring of the plant and the labor market. In Mexico, on the other hand, the highly competitive labor market was the main reason for the increased fluctuation rate. Nevertheless, the fluctuation rate in Mexico was also below average compared to the market.



People joining the Hirschvogel Group according to gender



People leaving the Hirschvogel Group according to gender



FEEDBACK TO AND FROM EMPLOYEES

The Hirschvogel Group attaches particular importance to employee feedback. After all, this is the only way to secure the company's existence and success in the long term. All employees have the opportunity to express criticism and/or praise as part of the obligatory annual appraisal with their respective leaders. This feedback helps all participants enormously in identi-

fying strengths and weaknesses in a transparent manner and at an early stage, and in subsequently deriving measures, both to remedy grievances and to further strengthen positive aspects. The appraisal rate is the key indicator of the extent to which feedback is provided to and from employees, i.e., how regularly employees receive appraisals.

The corporate culture of the Hirschvogel Group also offers all employees the opportunity to continuously improve the company and thus also their own workplace, as well as to develop and expand on their own potential. In this context, it is important that employees can communicate their ideas for stabilizing or improving processes, for occupational health and safety, for environmental protection, for resource efficiency, and for many other topics in an uncomplicated and accessible manner. The prerequisite in each case is that the ideas have a sustainable impact and added value for the company. These ideas are recorded and automatically managed in a digital, globally standardized process (I-Box), to which all employees have access at all times. This knowledge database makes all ideas transparent and allows them to be multiplied across the entire Group. This process is supported by idea managers in all plants.

“The ESG Circle was founded at the Training Center to allow us to contribute ideas and to raise our awareness of relevant topics. This Circle works together with the Health Circle, as the topics of sustainability and health are closely linked.”

Lilly Weiß, apprentice in Technical Product Design



In 2023, around 2,800 ideas in the areas of sustainability, environmental protection, energy saving, resource conservation, as well as occupational health and safety were implemented at all Hirschvogel Group plants. In this way, accident risks have been further reduced and resources saved, both in production and at office workplaces – a further step on the Hirschvogel Group's path to becoming a sustainable company.

	Apprentice	Direct industrial	Indirect salaried	Indirect industrial	Total
Hirschvogel Automotive Components	-	100.00%	100.00%	100.00%	100.00%
Hirschvogel Aluminium	100.00%	90.88%	98.21%	96.66%	94.81%
Hirschvogel Components India	-	100.00%	100.00%	100.00%	100.00%
Hirschvogel Components Mexico	-	89.88%	95.28%	88.06%	90.55%
Hirschvogel Components Poland	-	77.78%	100.00%	97.92%	92.28%
Hirschvogel Eisenach	100.00%	91.94%	96.30%	93.68%	94.17%
Hirschvogel Holding	100.00%	-	97.90%	-	97.93%
Hirschvogel Incorporated	100.00%	100.00%	100.00%	-	100.00%
Hirschvogel Komponenten	-	98.97%	97.70%	98.60%	98.46%
Hirschvogel Umformtechnik	100.00%	94.31%	94.10%	93.42%	94.30%
Total	100.00%	95.90%	97.13%	94.94%	96.21%

Average appraisal rate according to employment relationship at the Hirschvogel Group



TRAINING AND EDUCATION

After the first production hall was relocated to the outskirts of Denklingen, the Training Center was founded at the birthplace of the company in the center of the village. Since then, we have been training our young talent under the best conditions in this state-of-the-art building. Subsequently, additional Training Centers were established in Marksuhl (Germany, Thuringia), China, the USA, and Mexico. Hirschvogel's primary goal in its apprenticeship training worldwide is to introduce the next generation of employees to practical work at a very early stage, which is facilitated by the proximity to production. In addition, our young people also learn company-specific skills early on, thereby contributing to employee retention. A key component of our sustainability strategy is to strengthen knowledge and awareness of sustainability throughout the company – among everyone, from apprentices to leaders.

In 2023, the Denklingen Training Center, together with Corporate ESG, took the first steps towards integrating sustainability into all three years of training. The apprentices always participate in the introductory workshops with great interest. Since 2023, the topic of sustainability has been pursued in a separate committee ("ESG Circle") in the area of apprentice training. In the ESG Circle, apprentices meet once a quarter with the apprenticeship training management and the ESG team to discuss and further develop projects and measures initiated by the apprentices themselves.



ESG Circle at the Training Center in Denklingen

To prevent Hirschvogel's rural location at the lead plant in Denklingen from becoming a location disadvantage, Hirschvogel offers its own bus to its industrial/technical apprentices to ensure that an apprenticeship at Hirschvogel is not ruled out due to insufficient mobility in the region. In addition to providing apprenticeships in its own training facilities, Hirschvogel also supports students at the Baden-Württemberg Cooperative State University (DHBW) in Ravensburg and the Gera-Eisenach Cooperative State University in the form of dual bachelor's and master's degree programs, as well as through the subsequent prospect of a permanent position in the company. The Frank Hirschvogel Foundation provides significant support to young people during their apprenticeships or their studies in the form of projects, scholarships, and awards.

IMPLEMENTATION EXAMPLE AT THE HIRSCHVOGEL TRAINING CENTER IN DENKLINGEN

Sustainable Mindset and Action in Apprenticeship Training

A visit to the Hohenpeißenberg weather observatory in Bavaria provided us with a purposeful opportunity to address climate change and the importance of the Hirschvogel Group's decarbonization strategy. Here, the apprentices were shown how the concentration of particulate matter in the air has increased in recent years and they learned about the impact of combustion engines on the levels of particulate matter. The current changes in the weather as well as the climate changes that can be expected in the long term were also outlined. In addition, the apprentices discussed how the Hirschvogel Group can contribute to decarbonization by developing vehicle components for emission-free driving and reducing emissions in production.





IMPLEMENTATION EXAMPLE AT THE HIRSCHVOGEL TRAINING CENTER IN DENKLINGEN

ESG at the Career Info Day

At the Hirschvogel Group, sustainability starts as early as apprenticeship training. At the annual Career Info Day at the Denklingen Training Center, visitors are informed about how sustainability is taught to trainees in the three years of their apprenticeship through projects and workshops.



Not only apprenticeship training, but also ongoing professional development, or upskilling, for all employees is important to the Hirschvogel Group. Hirschvogel offers a wide range of professional development opportunities in order to provide continuous training for its employees.

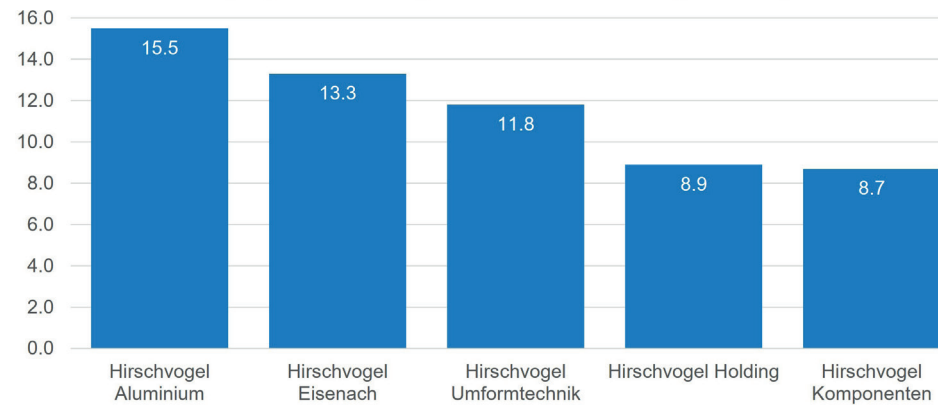
These training measures include:

- an induction program for new employees,
- the onboarding of new leaders,
- an open course program for improving technical, methodological, and social skills,
- mentoring,
- a trainee program for people starting their careers,

- work & travel opportunities in cooperation with the international Hirschvogel plants,
- Hirschvogel management Training (HMT) for new leaders,
- an in-house training platform (SuccessFactors) as a supplemental learning management system,
- the OpEx Academy with its training program on lean methods and leadership behavior within the Hirschvogel Production System (Operational Excellence).

Training at Hirschvogel includes online and presence formats, depending on requirements and practicality. This dual approach enables all employees to benefit from the wide range of professional development training on offer – even across locations.

Average hours spent on professional development per employee at each plant of the Hirschvogel Group



(Data only available for German plants of the Hirschvogel Group)

Average hours spent on professional development per employee at each plant of the Hirschvogel Group

WORK-LIFE BALANCE

It is important to Hirschvogel to enable work to co-exist with employees' family and private lives. In the administrative area, employees have the option of working flexibly from home, with the necessary technical equipment provided by Hirschvogel. The flex-time working model, which has been established in the company for years, also contributes to a high degree of flexibility.

It is not only the individual employee, but also the families of the employees that are the focus at Hirschvogel. The company fulfills this commitment in the form of numerous events and activities (e.g., ski cups, plant tours, etc.), through which the Hirschvogel family grows together.

Family Days are held at many Hirschvogel plants, where there is a special program for family members. The aim is for everyone to get to know each other better in a relaxed atmosphere and to spend an enjoyable time together. Hirschvogel also offers its employees plant tours for families and friends. In the extensive tour, the company is introduced before the visitors are then guided through the plant. This provides all participants with a deep and interesting insight into the company and its processes. In addition, the Hirschvogel Group organizes sporting events with its employees, allowing them and their family members to compete in various disciplines.

IMPLEMENTATION EXAMPLE AT HIRSCHVOGEL COMPONENTS MEXICO

Environmental Campaign Days

In October 2023, the plant in Mexico carried out a one-week environmental campaign. During these days, employees were informed about the new environmental policy and the environmental aspects and impacts that can arise from their work. The Environmental Managers also showed what measures all employees can take. To accompany this, Hirschvogel organized various activities to promote environmental protection, such as a drawing competition in which the employees' children made comics on the subject of environmental protection, a recycling craft competition, and a competition on environmental aspects and impacts. At the end of the week, some employees took part in planting several seedlings of a tree species endemic to Mexico (Querétaro) in the plant's green areas.





INCLUSION AND DIVERSITY AT HIRSCHVOGEL

At Hirschvogel, all employees – whether in production or in the administrative areas – should feel equally welcome. This also includes the integration of people with disabilities. For this purpose, the company established a voluntary committee, the Representative Council for Severely Disabled Employees (SBV). This provides an important addition to the efforts of the Works Council and the Employee Representatives, ensuring that people with disabilities are integrated into the company,

that workplaces are designed to be barrier-free, and that occupational health and safety is expanded upon. The SBV is the mouthpiece for the specific issues and problems of people with disabilities in the company. The promotion of diversity is becoming increasingly important for companies. Companies with a high level of diversity in their workforce not only report higher profitability, but also demonstrate greater innovative strength and boast more satisfied employees.

IMPLEMENTATION EXAMPLE AT THE HIRSCHVOGEL GROUP

Diversity – Equity – Inclusion

The aim of two DEI Workshops in 2023 was to shed light on future opportunities to promote diversity, equal opportunities, and inclusion at the Hirschvogel Group from different perspectives. Together with colleagues from the Works Council, the Representative Council for Severely Disabled Employees, the Equal Opportunities Office, the Hirschvogel Business Network, and the Diversity team from Corporate Development, the Sustainability department has developed fields of action and formulated a target direction.



Development of DEI-related fields of action for the Hirschvogel Group



THE HIRSCHVOGEL BUSINESS NETWORK – BY WOMEN FOR WOMEN

With increasing competitive pressure, it is important for Hirschvogel to promote and leverage diversity within the company. In order to sustainably prepare Hirschvogel for the challenges of the future, we must be open to all people in our society. Furthermore, diversity brings with it the opportunity to improve ideas and solutions from the moment employees with their different backgrounds join forces. Supporting diversity means, in particular, recognizing differences in gender, origin, age, religion, physical abilities, and sexual orientation, as well as ensuring that no discrimination occurs. However, as can be read in the chapter on implementation, the percentage of female employees at Hirschvogel lies at less than 20%. In order to promote women, in particular, at Hirschvogel, the Hirschvogel Business Network was founded in the fall of 2021 on the initiative of some female employees.

The Hirschvogel Business Network is aimed at all ambitious female employees who want to help shape the future of Hirschvogel in a responsible manner. Today, the network is managed by a core team comprising female employees from different areas of the company. In 2023, the number of members fell slightly; this is due, in part, to colleagues taking parental leave.

As an active part of a large network, female employees benefit from the experience, knowledge, and contacts that each member brings to it. The goal of the Hirschvogel Business Network is for female colleagues to empower each other as well as to position themselves and become visible within the company. In addition, members can participate in exclusive events that deal with topics specifically for women in the working world. Besides these special member

events, such as training sessions, meet-ups, and General Meetings, the core team also regularly organizes events, such as presentations, aimed at all employees in the company in order to raise diversity awareness. In 2023, for example, the “Profit by Difference” workshop was held with the aim of improving the culture of discussion between the genders by sharing knowledge and experience and, in the best case, creating a level playing field. The core team is also present at events for schoolgirls, such as Girls’ Day.

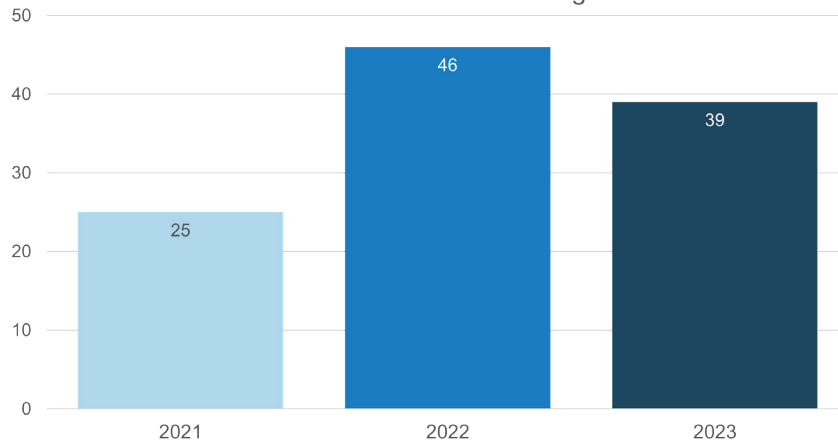
Review of member events:

- General meetings
- Network meetings
- Workshops and training sessions
- Meet-Ups

Review of open events for all employees:

- Presentation at Hirschvogel events (for example, Girls’ Day, Girls for Technology Camp)
- External presentations
- Discussion rounds with external experts

Number of members in the Hirschvogel Business Network



Number of members in the Hirschvogel Business Network





SOCIAL COMMITMENT

The plants of the Hirschvogel Group are closely linked to their locations and the surrounding communities. Hirschvogel employees are involved in various projects on a voluntary basis. The Hirschvogel Group supports such projects in the categories of art and culture, sport, employees and social issues, and schools and

education through donations and sponsorship. The focus is primarily on promoting local involvement by associations and institutions, schools and kindergartens. There are no fixed guidelines, but the emphasis is on the diversity of the projects. In addition, some employees collect donations or take part in social pro-

jects. The Hirschvogel Group has also shown its commitment in the event of disasters – most recently in 2023 after the severe earthquakes in Turkey, donating to an aid organization that provided help directly on site in Turkey.

IMPLEMENTATION EXAMPLE AT HIRSCHVOGEL COMPONENTS POLAND

Help for those in Need

In Poland, some employees joined a campaign organized by Noble Gifts – an association that helps people who find themselves in a difficult situation. Here, elderly and lonely people, families with many children, accident victims, the sick, and people with disabilities receive donated gifts. Those who wish to can also offer other kinds of support instead of gifts, for example manual work.



IMPLEMENTATION EXAMPLE AT HIRSCHVOGEL COMPONENTS POLAND

A Heart for Animals!

Which animal is a person's best companion? Perhaps a dog, a cat, a rabbit, or a hamster? Unfortunately, some of these four-legged friends are less fortunate than others and have to spend a lot of time at the animal shelter. For Valentine's Day, the employees in Poland showed their love of animals. Together, they donated pet food to a local animal shelter following a fundraiser. This was a great opportunity to take the dogs for a walk and spend some quality time in nature with colleagues and family.



IMPLEMENTATION EXAMPLE AT HIRSCHVOGEL HOLDING, HIRSCHVOGEL UMFORMTECHNIK, AND HIRSCHVOGEL KOMPONENTEN

Christmas Wish List Campaign

The wish list campaign for the St. Alban children's home in Dießen was held for the first time in Denklingen at Christmas 2015. Due to the great response and a request from the plant in Schongau, this campaign was expanded in 2017 to include the Tabaluga children's homes. All children are allowed to make a gift wish list at Christmas. Our employees choose a wish that they would like to fulfill for the children. They are always happy to make bigger wishes come true, such as a trip to an amusement park.





6 FRANK HIRSCHVOGEL FOUNDATION





FRANK HIRSCHVOGEL FOUNDATION. BUILDING BRIDGES. SHAPING THE FUTURE.

With the founding of the Frank Hirschvogel Foundation in 2007, the former family Shareholders together with the Foundation's founder, Dr. Manfred Hirschvogel, set the course for the future. The non-profit, public-law foundation, which is politically and religiously independent, is primarily committed to promoting education, training, and science in the regions surrounding the Hirschvogel Group's plants. With selected support measures, such as awards, scholarships, and projects, the Foundation enables young people to discover and explore new things. In this way, the Foundation builds bridges between aspiring young talents and experienced mentors to facilitate the transfer of knowledge between education and industry.

In addition, the Frank Hirschvogel Foundation, as a Shareholder of the Hirschvogel Group, has a blocking minority, helping to safeguard the company in the long term as an economically independent and autonomous family business in the interests of the employees.

FUNDING GOALS IN TERMS OF SUSTAINABILITY

ENSURING HIGH-QUALITY EDUCATION

High-quality education is the basis for sustainable development. Access to education equips people with the necessary tools to develop innovative solutions for future challenges.

The Foundation contributes to improving the quality of education at schools, colleges, and universities by providing financial support and implementing projects in the STEM field. In this way, it enables school and university students to take advantage of alternative teaching opportunities in the fields of mathematics, science, and technology. In the practical projects and excursions supported by the Foundation, young people can surpass themselves, discover new skills, and learn independently and in an application-oriented way in a real-world context. Additionally, the Foundation promotes the social skills of school students with various seminars and events, enabling them to successfully contribute to society. By improving their conflict, team and communication skills as well as their empathy, young people are well equipped for future challenges.

INCREASING EQUAL OPPORTUNITIES IN THE EDUCATION SYSTEM

Alongside healthcare as well as social and economic participation, access to education is a key factor in inequality. Education enables people to improve their political, social, cultural, and economic situation, thereby counteracting socio-economic differences. The Frank Hirschvogel Foundation contributes to equalizing starting opportunities in the education system with measures such as promoting reading, mathematics, and music skills for children as early as elementary school age.

With its project funding, for example for language and integration courses as well as extracurricular learning opportunities, the Foundation also supports the education and inclusion of marginalized groups, who have



more difficult starting conditions due to their ethnicity or physical and/or mental disabilities.

With grants for excursions and study trips as well as scholarships, the Frank Hirschvogel Foundation ensures that pupils and students can benefit from supplementary educational opportunities regardless of their social background. With its commitment to education, the Foundation supports the elimination of inequalities. High-quality education enables young people to participate in society and politics and to advance socially.

MEASURES FOR SUPPORTING CLIMATE PROTECTION

Climate change affects every country and every person on every continent. Young people, in particular, are paying a lot of attention to climate and environmental protection. Teachers train children to use resources sustainably as part of their future-oriented educational mission. In physical, chemical, or biological projects and excursions, schoolchildren are taught about scientific relationships between greenhouse gases and global warming, for example. The Frank Hirschvogel Foundation supports these educational measures financially and, in accordance with its Foundation charter, is particularly committed to environmental protection, especially the protection of air and water as the basic elements of life. It also supports research and science projects at universities in which technological solutions are developed for the fundamental problems of industrial society.

SELECTED FUNDING MEASURES IN 2023

In 2023, the Frank Hirschvogel Foundation supported a total of 61 funding projects at schools, colleges, and universities with around 70 funding partners in Germany and abroad (Germany, Poland, USA, Mexico, China, India). The Foundation also presented 154 awards to school and university students for outstanding educational achievements and awarded 28 scholarships both nationally and internationally.



CAREER ORIENTATION FOR GIRLS (MUT-IG)

The 16 participants in the “MUT-IG” (engl. ‘brave’, acronym for ‘girls and technology - a compelling approach’) project initiative started the new 2023/24 school year with a great deal of courage and commitment. The Frank Hirschvogel Foundation launched the pilot project with five project partners from the Landsberg am Lech region in Bavaria in order to strengthen career guidance for girls in the fields of technology and trades. In a diversified program, the participants from the 8th grade gain insights into technical and trade professions through internships and visits to events, thereby discovering their own skills and talents. In this way, the Frank Hirschvogel Foundation promotes a gender-equitable career choice in which young women can assert their individual strengths free from gender stereotypes.



IMMERSIVE SCHOOL LESSONS WITH VIRTUAL REALITY

Since 2021, the Frank Hirschvogel Foundation has been working on alternative teaching concepts based on virtual reality technology under the title "VR BEST". Last year, 10 partner schools in Bavaria and Thuringia were introduced to digital, immersive training content, enabling school students and teachers to use virtual technology. The focus was on the VR "Oscilloscope" training developed by the Foundation together with a software company. This training explains the most important basics of oscilloscope operation to school students, paving the way for access to electrical engineering and STEM professions. In this way, the Foundation



contributes to anchoring digital teaching methods in everyday school life and strengthening students' digital skills.

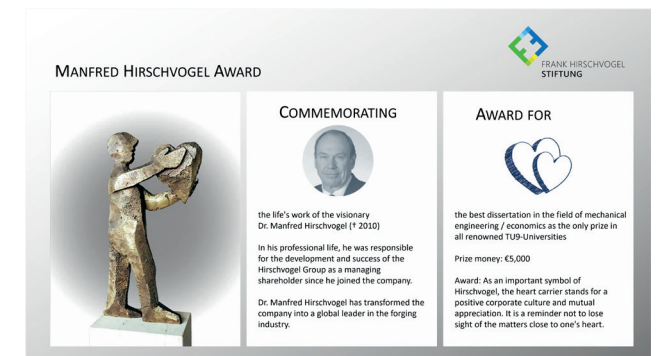
SCHOLARSHIPS FOR STUDENTS

As a sponsor of the Germany Scholarship (Deutschlandstipendium), the Frank Hirschvogel Foundation supports students at six German colleges and universities. In addition to good grades, the criteria for awarding the scholarship are social commitment and overcoming personal hurdles on the educational path. In this way, the scholarship reaches young people from different backgrounds, emphasizes the importance of social commitment, and values non-linear educational paths. This financial relief offers students the option to focus entirely on their studies. In addition to financial aid, the Frank Hirschvogel Foundation supports networking between students and people from the world of work. Visits to the Hirschvogel Group provide insights into everyday working life and highlight future career opportunities.



AN AWARD IN MEMORY OF THE FOUNDER

Every year, in memory of its founder, the Frank Hirschvogel Foundation awards the Manfred Hirschvogel Prize for the best dissertations at the top nine technical universities (TU9) in Germany. In addition to outstanding grades, this prize recognizes innovative approaches to science and their transferability to industrial practice. Besides honoring outstanding achievements, the Frank Hirschvogel Foundation is also committed to networking these talents with each other and with industry.



Depending on the corporate success of the Hirschvogel Group, the Frank Hirschvogel Foundation is also planning to support and fund activities on a similar scale in the coming years.



OTHER KEY FIGURES

	2021	2022	2023
Hirschvogel Automotive Components	954	936	940
Hirschvogel Aluminium	251	271	310
Hirschvogel Eisenach	430	419	385
Hirschvogel Components India	372	419	471
Hirschvogel Components Mexico	384	471	496
Hirschvogel Components Poland	249	265	287
Hirschvogel Komponenten	908	918	954
Hirschvogel Umformtechnik	2,021	1,994	2,094
Hirschvogel Incorporated	294	289	301
Hirschvogel Holding	180	204	229
Hirschvogel E-Solutions*	5	6	13
Total	6,048	6,192	6,479

*including Hirschvogel E-Solutions

Average headcount per year and plant at the Hirschvogel Group

	0 - 24	25 - 34	35 - 44	45 - 54	55 +	Total
Hirschvogel Aluminium	3	6	5	1	2	17
Hirschvogel Automotive Components	20	37	10	2	4	73
Hirschvogel Components India	16	27	8	-	-	51
Hirschvogel Components Mexico	34	81	31	9	1	156
Hirschvogel Components Poland	2	2	2	-	-	6
Hirschvogel Eisenach	1	5	2	2	2	12
Hirschvogel Holding	6	9	11	3	2	31
Hirschvogel Incorporated	8	37	48	38	15	146
Hirschvogel Komponenten	14	28	13	4	1	60
Hirschvogel Umformtechnik	69	111	63	17	11	271
Total	173	343	193	76	38	823

People joining the Hirschvogel Group according to age structure

	0 - 24	25 - 34	35 - 44	45 - 54	55 +	Total
Hirschvogel Aluminium	2	6	1	-	3	12
Hirschvogel Automotive Components	19	48	26	2	-	95
Hirschvogel Components India	-	19	4	-	1	24
Hirschvogel Components Mexico	36	73	33	8	1	151
Hirschvogel Components Poland	2	17	6	-	1	26
Hirschvogel Eisenach	3	8	6	7	5	29
Hirschvogel Holding	2	8	7	7	3	27
Hirschvogel Incorporated	14	42	44	33	14	147
Hirschvogel Komponenten	6	26	13	5	8	58
Hirschvogel Umformtechnik	18	51	22	19	24	134
Total	100	301	167	82	65	715

People leaving the Hirschvogel Group according to age structure

GRI INDEX

Declaration of use: The Hirschvogel Group has reported the information specified in this GRI Index for the period from January 1, 2023 to December 31, 2023 with reference to the GRI Standards.

GRI 1 used: GRI 1: Basics 2021

Requirement(s)	Chapter	Remarks
GRI 2: GENERAL DISCLOSURES 2021		
1. THE COMPANY AND ITS REPORTING PRACTICES		
2-1 Organizational details	Organizational Details	
2-2 Entities included in the organization's sustainability reporting	Report Profile	
2-3 Reporting period, frequency and contact point	Report Profile	
2-4 Restatements of information	Energy and Emissions; Emissions Balance	
2-5 External assurance	Report Profile	
2. ACTIVITIES AND WORKERS		
2-6 Activities, value chain and other business relationships	Organizational Details	
2-7 Employees	Employee Promotion and Development; The Hirschvogel Group in Figures	
2-8 Workers who are not employees		
3. GOVERNANCE		
2-9 Governance structure and composition	History and Company Structure	
2-10 Nomination and selection of the highest governance body		
2-11 Chair of the highest governance body	Organizational Details	
2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Mission Statement	
2-13 Delegation of the responsibility for managing impacts	Sustainability Mission Statement	



2-14 Role of the highest governance body in sustainability reporting	Report Profile	
2-15 Conflicts of interest		
2-16 Communication of critical concerns		
2-17 Collective knowledge of the highest governance body		
2-18 Evaluation of the performance of the highest governance body		
2-19 Remuneration policies		
2-20 Process to determine remuneration		
2-21 Annual total compensation ratio		
4. STRATEGY, POLICIES AND PRACTICES		
2-22 Statement on sustainable development strategy	Foreword; Sustainability Mission Statement	
2-23 Policy commitments	Ethics and Integrity	
2-24 Embedding policy commitments	Ethics and Integrity; Procedures for Guidance and Concerns regarding Ethics	
2-25 Processes to remediate negative impacts	Ethics and Integrity; Procedures for Guidance and Concerns regarding Ethics	
2-26 Mechanisms for seeking advice and raising concerns	Ethics and Integrity; Procedures for Guidance and Concerns regarding Ethics	
2-27 Compliance with laws and regulations	Ethics and Integrity; Procedures for Guidance and Concerns regarding Ethics	
2-28 Membership associations	Ethics and Integrity	
5. STAKEHOLDER ENGAGEMENT		
2-29 Approach to stakeholder engagement	Dialogs Along the Value Chain; Responsibility Along the Supply Chain	
2-30 Collective bargaining agreements		



GRI 3: MATERIAL TOPICS 2021		
3-1 Process to determine material topics	Dialogs Along the Value Chain	
3-2 List of material topics	Dialogs Along the Value Chain	
3-3 Management of material topics	Sustainable Products and Technologies; Environment; Occupational Health & Safety; Employee Promotion and Development; Energy and Emissions	
GRI 101: Biodiversity 2024		
101-1 Policies to halt and reverse biodiversity loss		
101-2 Management of biodiversity impacts		
101-3 Access and benefit-sharing		
101-4 Identification of biodiversity impacts		
101-5 Locations with biodiversity impacts		
101-6 Direct drivers of biodiversity loss		
101-7 Changes to the state of biodiversity		
101-8 Ecosystem services		
GRI 201: ECONOMIC PERFORMANCE 2016		
201-1 Direct economic value generated and distributed	Organizational Details	
201-2 Financial implications and other risks and opportunities due to climate change		
201-3 Defined benefit plan obligations and other retirement plans		
201-4 Financial assistance received from government		
GRI 202: MARKET PRESENCE 2016		
202-1 Ratios of standard entry level wage by gender compared to local minimum wage		
202-2 Proportion of senior management hired from the local community		
GRI 203: INDIRECT ECONOMIC IMPACTS 2016		
203-1 Infrastructure investments and services supported		
203-2 Significant indirect economic impacts		





GRI 204: PROCUREMENT PRACTICES 2016		
204-1 Proportion of spending on local suppliers		
GRI 205: ANTI-CORRUPTION 2016		
205-1 Business operations assessed for risk related to corruption		
205-2 Communication and training about anti-corruption policies and procedures	Ethics and Integrity; Procedures for Guidance and Concerns regarding Ethics	
205-3 Confirmed incidents of corruption and actions taken		
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016		
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		
GRI 207: TAX 2019		
207-1 Approach to tax		
207-2 Tax governance, control, and risk management		
207-3 Stakeholder engagement and management of concerns related to tax		
207-4 Country-by-country reporting		
GRI 301: MATERIALS 2016		
301-1 Materials used by weight or volume	Sustainable Value Chain	Qualitative description
301-2 Recycled input materials used	Sustainable Value Chain	Qualitative description
301-3 Reclaimed products and their packaging materials	Sustainable Value Chain	Qualitative description
GRI 302: ENERGY 2016		
302-1 Energy consumption within the organization	Energy Management	
302-2 Energy consumption outside the organization	Energy Management	Information in CO ₂ e
302-3 Energy intensity	Energy Management	
302-4 Reduction of energy consumption	Energy Management	
302-5 Reduction in energy requirements of products and services	Energy Management	
GRI 303: Water and Effluents 2018		
303-1 Interactions with water as a shared resource	Water	



303-2 Management of water discharge-related impacts	Water	
303-3 Water withdrawal	Water	
303-4 Water discharge	Water	
303-5 Water consumption	Water	
GRI 304: Biodiversity 2016		
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		
304-2 Significant impacts of activities, products and services on biodiversity		
304-3 Habitats protected or restored		
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		
GRI 305: EMISSIONS 2016		
305-1 Direct (Scope 1) GHG emissions	Emissions Balance; Product Carbon Footprint	
305-2 Energy indirect (Scope 2) GHG emissions	Emissions Balance; Product Carbon Footprint	
305-3 Other indirect (Scope 3) GHG emissions	Emissions Balance	
305-4 GHG emissions intensity	Emissions Balance; Product Carbon Footprint	
305-5 Reduction of GHG emissions	Emissions Balance; Decarbonization Strategy; Sustainable Value Chain	
305-6 Emissions of ozone-depleting substances (ODS)		not relevant
305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions		not relevant
GRI 306: WASTE 2020		
306-1 Waste generation and significant waste-related impacts	Waste	
306-2 Management of significant waste-related impacts	Waste	
306-3 Waste generated	Waste	
306-4 Waste diverted from disposal		
306-5 Waste directed to disposal		



GRI 306: Effluents and Waste 2016		
306-1 Water discharge by quality and destination		
306-2 Waste by type and disposal method		
306-3 Significant spills		
306-4 Transport of hazardous waste		
306-5 Water bodies affected by water discharges and/or runoff		
GRI 308: Supplier Environmental Assessment 2016		
308-1 New suppliers that were screened using environmental criteria		
308-2 Negative environmental impacts in the supply chain and actions taken	Material and Resources	Qualitative description
GRI 401: Employment 2016		
401-1 New employee hires and employee turnover	The Hirschvogel Group in Figures	
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		
401-3 Parental leave		
GRI 402: Labor/Management Relations 2016		
402-1 Minimum notice periods regarding operational changes		
GRI 403: Occupational Health and Safety 2018		
403-1 Occupational health and safety management system	Occupational Health & Safety; Occupational Health & Safety Mission Statement	
403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health & Safety Mission Statement	
403-3 Occupational health services	Occupational Health & Safety Mission Statement; Occupational Health Management; Measures	
403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health & Safety Mission Statement; Measures	
403-5 Worker training on occupational health and safety	Occupational Health & Safety Mission Statement; Measures	



403-6 Promotion of worker health	Occupational Health Management; Measures	
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Measures; Occupational Health Management	
403-8 Workers covered by an occupational health and safety management	Occupational Health & Safety Mission Statement; Measures; Occupational Health Management	
403-9 Work-related injuries	Measures	
403-10 Work-related ill health	Measures	
GRI 404: TRAINING AND EDUCATION 2016		
404-1 Average hours of training per year per employee	Training and Education	
404-2 Programs for upgrading employee skills and transition assistance	Training and Education	
404-3 Percentage of employees receiving regular performance and career development reviews	Feedback To and From Employees	
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016		
405-1 Diversity of governance bodies and employees	The Hirschvogel Group in Figures; Inclusion and Diversity at Hirschvogel	Qualitative description
405-2 Ratio of basic salary and remuneration of women to men		
GRI 406: NON-DISCRIMINATION 2016		
406-1 Incidents of discrimination and corrective actions taken		
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016		
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		
GRI 408: CHILD LABOUR 2016		
408-1 Operations and suppliers at significant risk for incidents of child labor		
GRI 409: FORCED OR COMPULSORY LABOR 2016		
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		



GRI 410: SECURITY PRACTICES 2016		
410-1 Security personnel trained in human rights policies or procedures	Ethics and Integrity	
GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016		
411-1 Incidents of violations involving rights of indigenous peoples		
GRI 413: LOCAL COMMUNITIES 2016		
413-1 Operations with local community engagement, impact assessments, and development programs	Social Commitment; Frank Hirschvogel Foundation	
413-2 Operations with significant or potential negative impacts on local communities		
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016		
414-1 New suppliers that were screened using social criteria		
414-2 Negative social impacts in the supply chain and actions taken		
GRI 415: PUBLIC POLICY 2016		
415-1 Political contributions		
GRI 416: CUSTOMER HEALTH AND SAFETY 2016		
416-1 Assessment of the health and safety impacts of products and service categories		
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		
GRI 417: MARKETING AND LABELING 2016		
417-1 Requirements for product and service information and labeling		
417-2 Incidents of non-compliance concerning product and service information and labeling		
417-3 Incidents of non-compliance concerning marketing communications		
GRI 418: CUSTOMER PRIVACY 2016		
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		



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