



**Hirschvogel  
Group**

Traditionally innovative.

# SUSTAINABILITY REPORT

2024



FOREWORD .....	3
<b>1 THE HIRSCHVOGEL GROUP</b> .....	<b>4</b>
ORGANIZATIONAL DETAILS .....	5
HISTORY & COMPANY STRUCTURE .....	8
ETHICS & INTEGRITY .....	10
PROCEDURES FOR GUIDANCE & CONCERNS REGARDING ETHICS .....	11
BUSINESS PERFORMANCE OF THE HIRSCHVOGEL GROUP WITH AN EXPLANATION OF THE GENERAL CONDITIONS IN THE PAST FISCAL YEAR 2024 .....	12
<b>2 THE SUSTAINABILITY AMBITION OF THE HIRSCHVOGEL GROUP</b> .....	<b>13</b>
SUSTAINABILITY MISSION STATEMENT .....	14
DOUBLE MATERIALITY ANALYSIS .....	16
DIALOGS ALONG THE VALUE CHAIN .....	18
REPORT PROFILE .....	19
<b>3 ENVIRONMENT</b> .....	<b>20</b>
ENVIRONMENTAL & ENERGY MANAGEMENT .....	22
ENERGY CONSUMPTION & EMISSION BALANCE .....	23
DECARBONIZATION STRATEGY .....	26
ECOLOGICALLY SUSTAINABLE VALUE CHAIN .....	27
PRODUCT CARBON FOOTPRINT .....	28
WATER .....	30
WASTE .....	31
<b>4 SOCIAL TOPICS</b> .....	<b>32</b>
OCCUPATIONAL HEALTH & SAFETY .....	33
OCCUPATIONAL HEALTH & SAFETY MISSION STATEMENT .....	34
MEASURES .....	35
OCCUPATIONAL HEALTH MANAGEMENT .....	37
SUPPORTING & DEVELOPING EMPLOYEES .....	38
THE HIRSCHVOGEL GROUP IN FIGURES .....	39
FEEDBACK TO AND FROM EMPLOYEES .....	43
TRAINING & EDUCATION .....	44
WORK-LIFE BALANCE .....	46
INCLUSION AND DIVERSITY AT HIRSCHVOGEL .....	47
THE HIRSCHVOGEL BUSINESS NETWORK – BY WOMEN FOR WOMEN .....	48
SOCIAL COMMITMENT .....	49
<b>5 FRANK HIRSCHVOGEL FOUNDATION</b> .....	<b>50</b>
<b>GRI INDEX</b> .....	<b>54</b>



## DEAR READERS,

the Hirschvogel Group's 2024 Sustainability Report documents our company's ecological, social, and ethical commitment. It provides insights into our sustainability strategy and the implementation activities of the past year. The focus is on environmental and energy management, with targets for reducing emissions, as well as on social aspects such as occupational health and safety and employee development. In addition, the Report outlines the company's social commitment and the work of the Frank Hirschvogel Foundation, which is dedicated to social sustainability in the area of education.

Our sustainability strategy is long-term and is not fundamentally revised on an annual basis. This report should therefore be seen as a continuation of our 2023 Sustainability Report, presenting the key changes and progress made in 2024 in a transparent manner, using updated KPIs and concrete implementation examples. We view our path to sustainable business as a continuous process in which we set ourselves ambitious but realistic goals – despite the current challenging economic times.

Having received successful validation of our 2030 decarbonization targets from the Science Based Targets initiative (SBTi), we achieved an important milestone on the road to decarbonization in 2024. We pushed ahead with the expansion of our electricity supply from renewable energies by commissioning additional on-site photovoltaic systems in Denklingen as well as at our sites in Sanaswadi (India) and Pinghu (China). In addition, the ESG Transparency Award presented by the market research company EUPD Group at the end of the year provided pleasing confirmation of our transparent reporting standards.

I would like to thank all employees whose commitment and expertise made both these successes and the preparation of this Sustainability Report possible. I would also like to thank all other stakeholders, such as customers, suppliers, and investors, for their willingness to cooperate, particularly in the context of the double materiality analysis. The insights gained have been incorporated into our business processes since 2025 and will also be included in our reporting in accordance with the Corporate Sustainability Reporting Directive (CSRD) in the future. We attach great importance to close coordination and constructive dialog with our stakeholders, integrating their perspectives into our sustainability strategy. In this report, we are still guided by simplified materiality and the Global Reporting Initiative (GRI).

I cordially invite you to take a look at the following pages to gain a comprehensive picture of our efforts, our progress, and our goals. We are convinced that our commitment to sustainability is an integral part of our long-term success, strengthening the future viability and resilience of the Hirschvogel Group. If you have any questions or suggestions regarding sustainability at Hirschvogel or this report, please do not hesitate to contact us at [sustainability@hirschvogel.com](mailto:sustainability@hirschvogel.com). We remain committed to sustainability.

Matthias Kratzsch, CEO



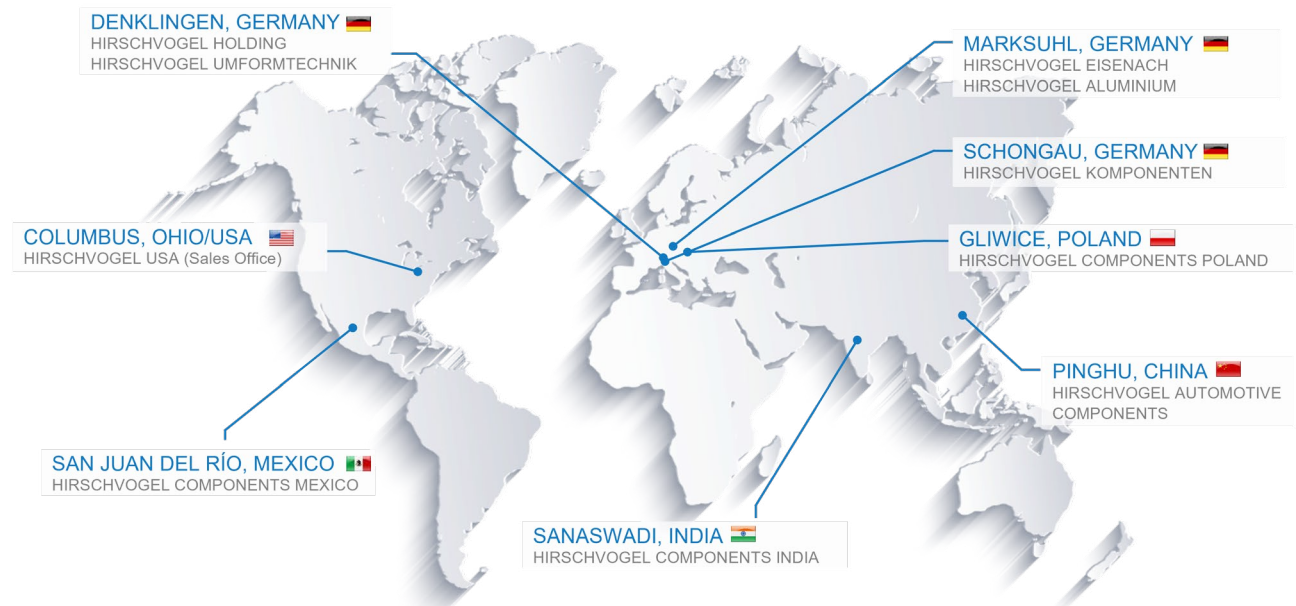
# 1 THE HIRSCHVOGEL GROUP

## ORGANIZATIONAL DETAILS

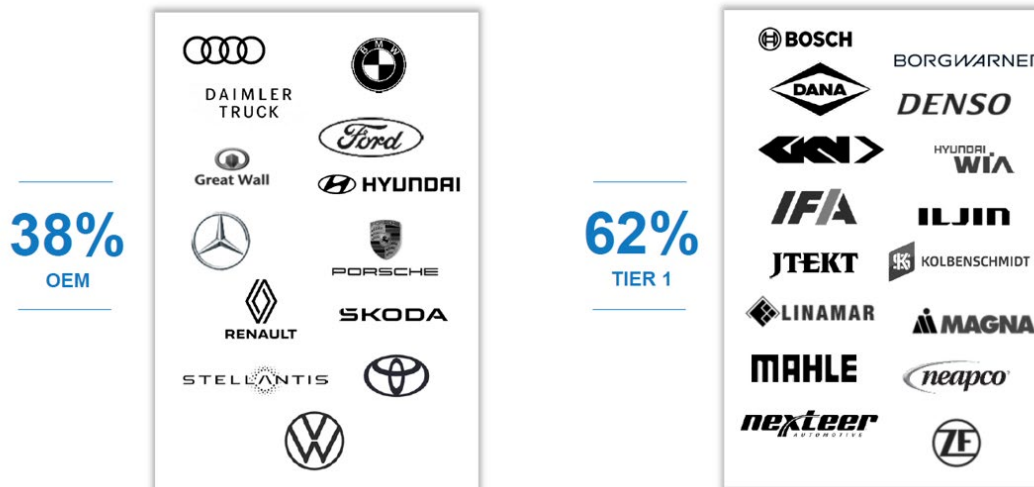
The lead plant of the Hirschvogel Group in Denklingen was founded in 1938 as a drop forge. The Hirschvogel Group is a development partner and manufacturing specialist for automotive components made of steel and aluminum as well as for product solutions in the areas of electronic systems and micromobility. This independent, family-owned group of companies employs around 6,400 people worldwide. Total sales in 2024 amounted to 1.4 billion euros.

The parent company is Hirschvogel Holding GmbH, based in Denklingen, Upper Bavaria. It unites eight 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 eight 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



Innovation has always been core to our business. With the transformation of mobility away from gasoline and diesel engines to electric drives and micromobility, Hirschvogel is faced with a huge responsibility. Until a few years ago, the product portfolio still consisted largely of components for conventional diesel- and

as components that are only used in electric vehicles. In addition, the machinery is being reviewed across the board in terms of energy consumption and resource utilization in order to continuously implement sustainable processes.

“The development towards sustainable companies and products can only succeed through trusting and transparent cooperation along the entire value chain.”

Dr. Christian Hinsel, Vice President, Head of Sustainability Management (Corporate ESG)



gasoline-powered vehicles, accounting for a large proportion of sales. Now both this portfolio as well as the machinery are being adapted to accommodate these changes.

Yet, for Hirschvogel, the mobility transformation not only presents a challenge, but also an opportunity. The goal is to maintain a stable order situation and the associated sales of gasoline and diesel components while increasing sales of components for electromobility. The latter include both drive-independent components that are required for all vehicle types as well

Tonnage supplied by the Hirschvogel Group

2021	2022	2023	2024
346,874 t	346,252 t	378,253 t	378,038 t

**Tonnage supplied by the Hirschvogel Group**

## 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 CO<sub>2</sub>e 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.





## IMPLEMENTATION EXAMPLE AT THE HIRSCHVOGEL GROUP

### IZB International Suppliers Fair “Empowering Partnerships”

In 2024, the IZB International Suppliers Fair took place in Wolfsburg, Germany, under the motto “Empowering Partnerships”. This fair is a platform for technological innovation and the Hirschvogel Group took the opportunity there to highlight possibilities for shaping the automotive industry to make it fit for the future. Among the exhibits was a rotor shaft, which is a central component in electric motors. The rotor shaft supports sustainability not only during its service life, but even during production, when its CO<sub>2e</sub> footprint can be reduced by almost 70% by using steel from low-emission manufacturing and electricity from renewable energies.



## IMPLEMENTATION EXAMPLE AT THE HIRSCHVOGEL GROUP

### Micromobility

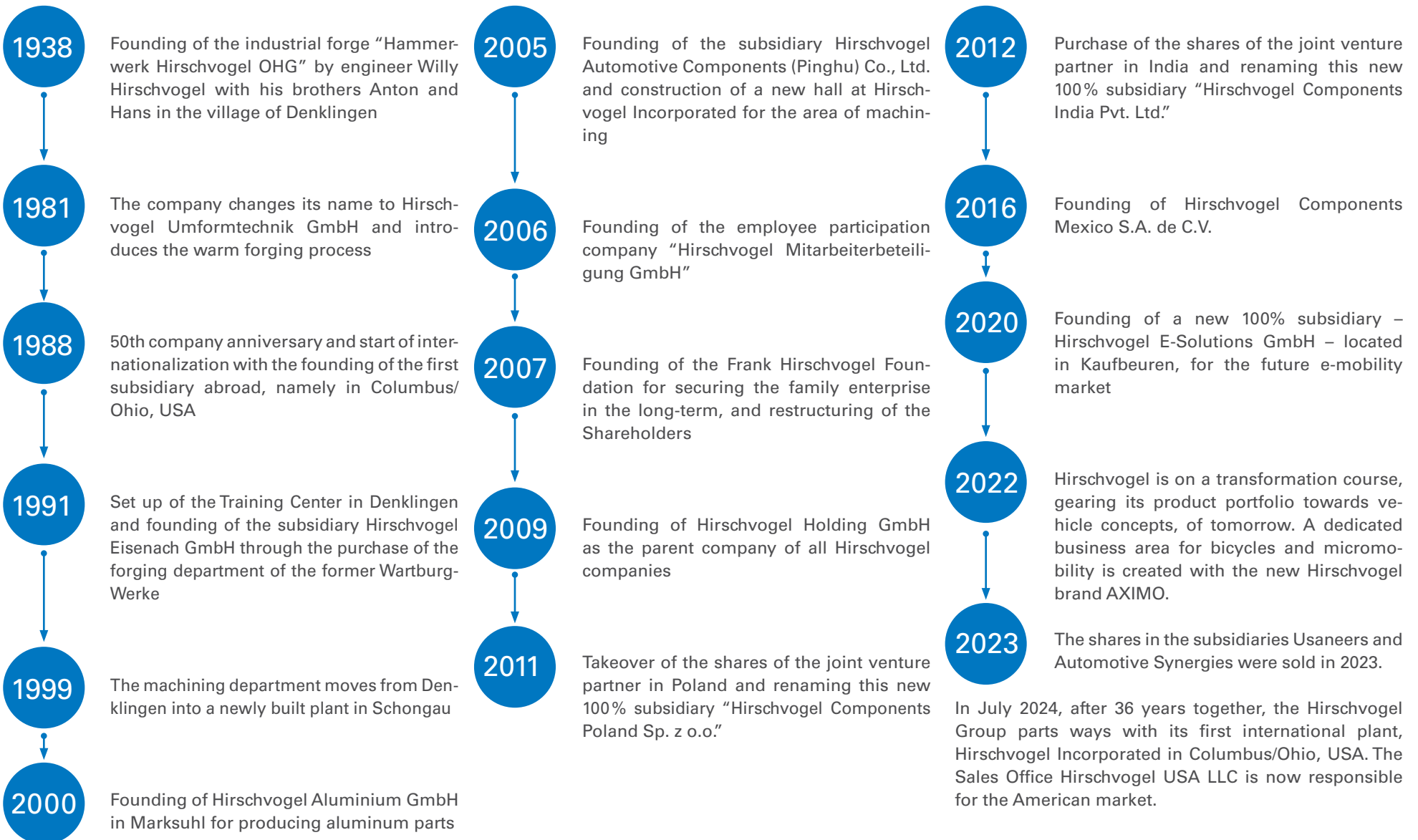
At Hirschvogel E-Solutions GmbH in Schongau, experts from the areas of development and industrialization work with support from Hirschvogel Holding on the micromobility components of the future, which are produced and sold under the AX-IMO brand. In recent years, Hirschvogel has initiated, planned, and 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 micromobiles 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 has been in series production since fall 2024 and is being delivered to the lead customer. Strong market interest is emerging from other well-known customers.

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.



## HISTORY & COMPANY STRUCTURE





**61%**  
Hirschvogel/Britzger  
families

Hirschvogel Holding GmbH  
Management Board:  
M. Kratzsch, W. Bauer

**39%**  
Frank Hirschvogel  
Foundation

Product Business

Shareholdings

Hirschvogel Umformtechnik  
Denklingen

Hirschvogel Aluminium  
Marksuhl

Hirschvogel Components  
India  
Sanaswadi

Hirschvogel E-Solutions

Hirschvogel Komponenten  
Schongau

Hirschvogel Components  
Mexico  
San Juan del Río

Hirschvogel Components  
Poland  
Gliwice

Eatron

Hirschvogel Eisenach  
Marksuhl

Hirschvogel Automotive  
Components  
Pinghu

Hirschvogel USA  
(Sales Office)  
Columbus

Magnax

Shareholder and Group structure of the Hirschvogel Group



## ETHICS & INTEGRITY

Based on the Code of Conduct (version: June 2024), Hirschvogel is committed to its social responsibility worldwide. In particular, we bear responsibility within the scope of our business activities for our own company and all our employees, for our customers and suppliers in the value chain, and for the environment and society. The Hirschvogel Group is particularly committed to the following principles with regard to environmental, social, and societal responsibility as well as fair competition:

- Compliance with the applicable laws and relevant regulations of the countries in which we do business
- Orientation towards generally accepted ethical values and principles, in particular integrity, honesty, respect for human dignity, and non-discrimination
- Supporting compliance with internationally recognized human rights in accordance with the UN Universal Declaration of Human Rights
- Rejection of all forms of discrimination; this applies in particular to discrimination against employees on the basis of ethnic origin, gender, religion, or worldview, or on the basis of physical or mental disability, age, or sexual identity
- Ensuring occupational health and safety in the workplace in accordance with legal and internal company regulations; promoting continuous development to improve the working environment within the Hirschvogel Group
- Compliance with labor standards regarding maximum working hours and remuneration, in particular with respect to the level of remuneration, in accordance with applicable laws and regulations
- Protecting employees from physical, sexual, psychological, and verbal harassment or violence, and respecting the privacy of employees
- Respecting the prohibition of forced labor and child labor of any kind
- Using resources responsibly and protecting natural resources for present and future generations.
- Rejection of corruption and bribery, respect for fair competition and protection of the trade/business secrets of others; rejection of money laundering and terrorist financing

In particular, all relevant employees receive regular mandatory training to prevent conduct that violates competition or antitrust laws and to prevent corruption. The aim of such training is to raise awareness of and communicate the content of the antitrust, competition law, and anti-corruption guidelines as well as to promote proper conduct in various other situations. To ensure that the content and values of the Hirschvogel Group can be understood by all employees, training is provided in all national languages of the plants. Our Code of Conduct is subject to a continuous improvement process to ensure that it is adapted to changing requirements.





## PROCEDURES FOR GUIDANCE AND CONCERNS REGARDING ETHICS

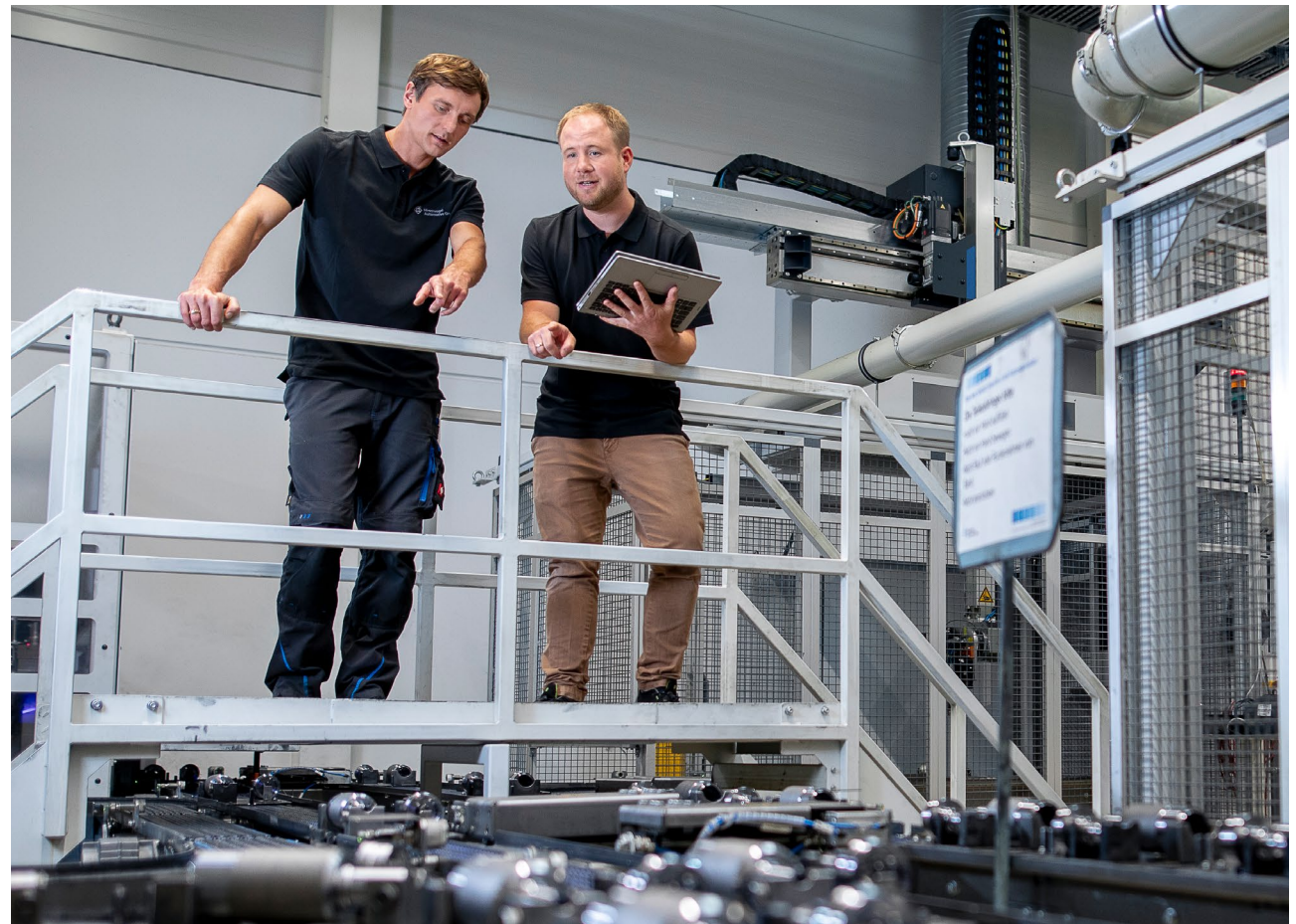
The Hirschvogel Group stands for lawful and ethical conduct. We expect this from all our employees. The Hirschvogel Group has established a Group-wide Compliance Management System (CMS) that aims to promote and support compliance with applicable laws and ethical values within the Group. Leaders are expected to exemplify this compliance every day. As part of our Compliance Management System, a whistleblower procedure has been set up in accordance with the provisions of the German Whistleblower Protection Act (HinSchG), through which whistleblowers can report violations of the aforementioned principles.

If employees or third parties observe violations of legal requirements in connection with the activities of the Hirschvogel Group or receive information about such violations, they can report them confidentially and, if desired, anonymously. When information is submitted anonymously, no data is collected nor is it possible to reconstruct any data that could be used to identify the person providing the information. In accordance with legal requirements, employees have various reporting channels at their disposal and there are no disadvantages for those who submit information.

The Hirschvogel Group has also implemented internal processes and responsibilities for a complaints procedure in accordance with the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG). This procedure enables employees and other parties involved to report violations of human rights and environmental standards.

Such reports enable Hirschvogel to optimize its internal processes, thereby avoiding organizational deficiencies and impairment of personal rights. Investigations are conducted for all cases that meet the criteria for reasonable suspicion of a violation based on objective circumstances. The reports are treated confi-

dentally and investigated by the persons responsible. After the investigation has been completed, the person who reported the incident and any other affected parties are informed of the measures taken in an appropriate manner in accordance with the statutory provisions.



## BUSINESS PERFORMANCE OF THE HIRSCHVOGEL GROUP WITH AN EXPLANATION OF THE GENERAL CONDITIONS IN THE PAST FISCAL YEAR 2024

Revenue and EBIT are used as financial performance indicators for managing the company. The Hirschvogel Group closed the 2024 fiscal year with total sales of around 1.4 billion euros.

Overall, the 2024 fiscal year was characterized by a number of volatile factors. On the plus side, the global economic situation was positively influenced by the global decline in inflation and the resulting cuts in key interest rates. In addition, energy costs declined, easing the supply situation over the course of the year.

On the minus side, the intensified international competitive situation, particularly in the automotive market, and the slow macroeconomic recovery to pre-coronavirus levels had a significant impact on the Hirschvogel Group's business performance. The combination of these two factors contributed significantly to the volatility of the sales situation, with temporary but considerable reductions in customer call-offs and the associated production activities. Combined with the lack of government subsidy programs, this led primarily to a decline in demand in the e-mobility sector. In this context, it should be noted that the demand-related challenges are also reflected in the lower-than-planned sales volumes of the Hirschvogel Group.

Looking at the individual companies, it is clear that all

Hirschvogel plants in the core business fell short of the previous year's figures, with an average (total) decline in sales of -10.0% due to the negative factors described above. The cessation of operations at the US subsidiary Hirschvogel Incorporated at the end of the first half of 2024 had a significant impact on the year-on-year comparison. With the exception of Hirschvogel Components India, none of the other subsidiaries exceeded the previous year's sales level in 2024. This was primarily due to a considerable decline in raw material and energy costs, particularly in Europe, which also led to price reductions on the sales side. In contrast, however, the associated total sales volume was slightly above the previous year's level. The plant in India, in particular, benefited from the ramp-up of new parts and recorded a significant increase in sales volume. The challenging market development in the automotive industry was noticeable at the German plants, which led to sales volumes remaining unchanged.

Despite the decline in sales, the Hirschvogel Group has been able to continuously expand its share of sales in the electromobility-related business since 2019 thanks to the consistent implementation of its corporate strategy. In 2024, too, the company succeeded in increasing this figure and generating additional sales in this business field. The shift towards electromobility is also reflected in customer inquiries for drive-inde-

pendent components. The proportion of these component inquiries has been rising steadily for years and accounted for more than 70% of all inquiries in 2024. In addition, the Hirschvogel Group is benefiting from developments in fuel injection, with a shift away from diesel engines towards gasoline engines. However, the Group continued to generate the largest share of its sales with the transmission business.

In summary, the 2024 fiscal year was – even more so than the previous year – a volatile and therefore tense year for the Hirschvogel Group, and one which the company mastered despite a wide range of challenges.



# 2 THE SUSTAINABILITY AMBITION OF THE HIRSCHVOGEL GROUP



# SUSTAINABILITY MISSION STATEMENT

The Hirschvogel Group has identified its top fields of action for the company 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.

- Reduce greenhouse gas emissions
- Increase utilisation of material and resource
- Designing products and technologies that are more sustainable
- Continuously strengthen occupational health and safety
- Promote continuous learning and equal opportunities for all employees
- Comply with human rights and environmental due diligence within the Group and with suppliers
- Report to customers, banks and the public

<b>Environmental</b> Umwelt 	<b>Social</b> Soziales 	<b>Governance</b> Unternehmensführung 
<p>Reduce <b>greenhouse gas emissions</b></p> <p>Increase utilisation of <b>material and resources</b></p> <p>Design <b>products and technologies</b> that are more sustainable</p> 	<p>Continuously strengthen <b>occupational health and safety</b></p> <p>Promote <b>continuous learning and equal opportunities</b> for all employees</p> 	<p>Comply with <b>human rights and environmental due diligence</b> within the Group and with suppliers</p> <p><b>Report</b> to customers, banks and the public</p> 

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





In order to centrally steer sustainability management across the Group in close cooperation with internal and external stakeholders, Corporate ESG, headed by the Vice President and Head of Sustainability Management (Corporate ESG), was established at Hirschvogel Holding GmbH in April 2022 as a mandate of the Management Board.

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 Energy Management develops the Hirschvogel Group's energy supply in close coordination with Corporate ESG and the 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.

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.

Since 2023, dialog with the Sustainability Circle has taken place regularly every two months. In addition, since 2024, monthly video calls have been held between Corporate ESG and the ESG leaders in the regions and plants in order to further develop sustainability internationally at the Hirschvogel sites.

## IMPLEMENTATION EXAMPLE AT THE HIRSCHVOGEL GROUP

### Transparency Award

The Hirschvogel Group was honored with the ESG TRANSPARENCY AWARD by EUPD Research in Bonn. This award recognizes companies that have anchored forward-looking sustainability concepts in their organization and communicate these transparently in the form of a sustainability report.

With an overall score of 89%, the Hirschvogel Group was described as a "pioneer in transparent sustainability reporting".

© EUPD/Wenski

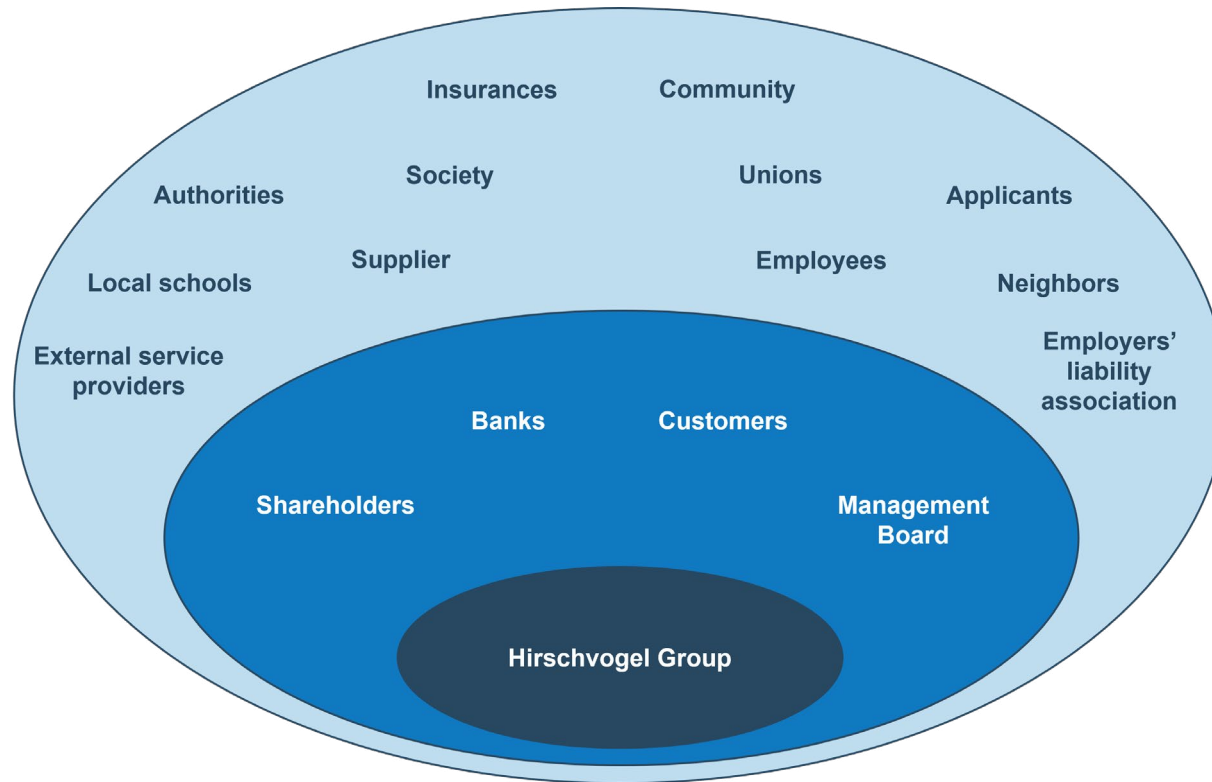




## DOUBLE MATERIALITY ANALYSIS

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.



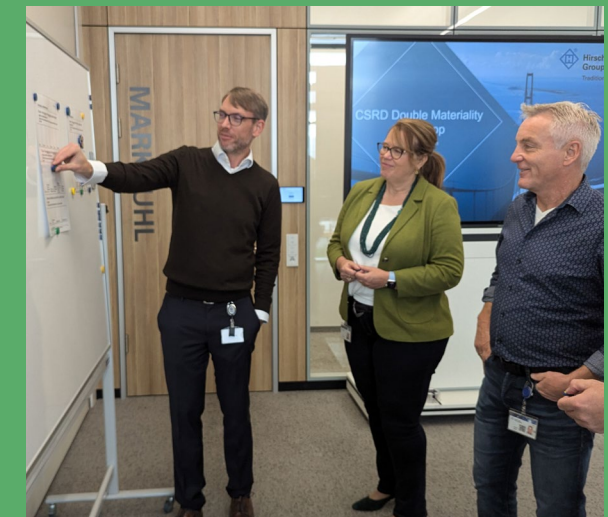
Stakeholder groups identified as part of the materiality analysis

### IMPLEMENTATION EXAMPLE AT THE HIRSCHVOGEL GROUP

#### Workshop on CSRD

From 2027, the Corporate Sustainability Reporting Directive (CSRD) is expected to replace the current reporting based on the Global Reporting Initiative of the Hirschvogel Group.

In preparation for this, workshops were held with leaders and experts from all plants during the fall and winter to identify the material topics. To this end, impacts, risks, and opportunities were assessed, initial fields for action were identified, and communication between departments was strengthened.





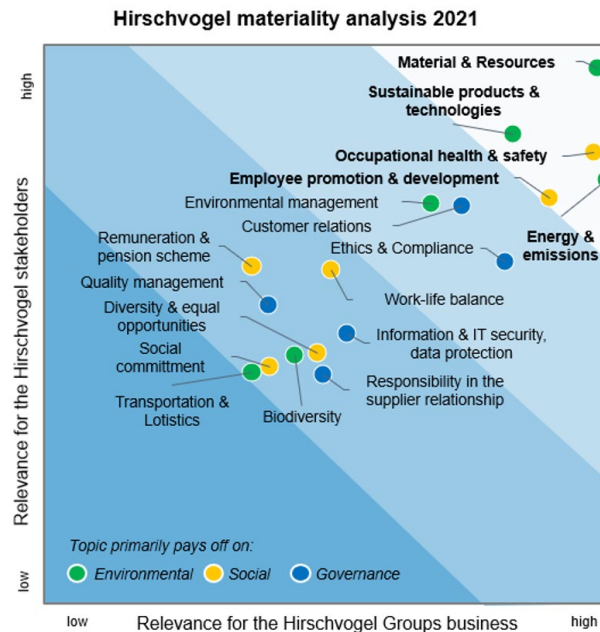
An online questionnaire was made available to most stakeholder groups, while interviews were conducted, where possible, with stakeholders who have a significant influence on Hirschvogel's business. These included banks, the Management Board, Shareholders, customers, customers, Plant Managers and corporate 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. In order to fully assess the sustainability interests, the topics shown on the right in the diagram were included.

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 and emissions
- Material and resource efficiency
- Occupational health and safety
- Employee promotion and development

With regard to the Corporate Sustainability Reporting Directive, the topics identified as material in 2022 were only reviewed for relevance. In preparation for the new reporting directive, various stakeholder groups were again involved in 2024 and the foundation was laid for the double materiality analysis. This will form the basis for the sustainability strategy and reporting from 2025 onwards.



Materiality matrix of the Hirschvogel Group

Key topics

Occupational health & safety	Environmental management
Biodiversity	Employee promotion and development
Energy & Emissions	Customer relations
Ethics & Compliance	Material & Resources
Diversity & equal opportunities	Responsibility in the supplier relationship
Sustainable products & technologies	Social commitment
Quality management	Remuneration & retirement provision
Transportation & Logistics	Work-life balance
Information & IT security, data privacy	

Topics taken into consideration in the materiality analysis





## DIALOGS ALONG THE VALUE CHAIN

The Hirschvogel Group is in continuous dialog with its stakeholders in order to identify changes, implement improvements, and remain up to speed on all sustainability issues within the company. This is achieved through direct communication with stakeholders, via rating platforms such as CDP, NQC, Ecovadis, and M2030, and in a variety of ways through personal communication.

Specific examples of stakeholder dialog in 2024 include:

- Dialog with the Institute of Manufacturing Technology at Friedrich-Alexander-University Erlangen-Nuremberg on current research priorities in sustainability and resource efficiency in products and manufacturing processes (Denklingen, Germany, May 2024)
- Exchange of experience with RATIONAL AG regarding the opportunities and challenges of sustainability (Landsberg a. L., Germany, July 2024)
- Kopernikus Symposium on “Energy Transition and Climate Neutrality: Technologies and Pathways through the Bridge Decade” – exchange on the interim status of Kopernikus projects with

partners from industry, science, and politics (Berlin, Germany, July 2024)

- Networking among SMEs. Experience-driven exchange on sustainability, climate protection, and the CSRD led by Bosch Climate Solutions (Sinsheim, Germany, October 2024)
- Visit from Ovako’s decarbonization and sustainability experts at the lead plant in Denklingen (Denklingen, Germany, October 2024)
- Keynote speech by Dr. Christian Hinsel on “Industry Insight – Opportunities and Challenges on the Path to Sustainable Value Chains from the Global Perspective of an Automotive Supplier” at the Sustainability Congress (Berlin, Germany, October 2024)
- Exhibition booth at the International Suppliers Fair with a focus on sustainability in the product range and sustainable use of materials (Wolfsburg, Germany, October 2024)



Dialog on sustainability in steel production with Ovako at the Denklingen site.



Experience-driven exchange on sustainability & climate protection in SMEs by Bosch Climate Solutions. © Dilara Can

Rating	Scale	Assessment year			
		2021	2022	2023	2024
	A to D- (A = best score & D- = worst score)	Climate B	Climate B	Climate B	Climate C
		-	-	-	Water C
ecovadis	Platin to Bronze (Platinum, Gold, Silver & Bronze)	-	Silver <sup>1</sup>	Silver <sup>1</sup>	Committed <sup>2</sup>
		0% to 100% (100% = best score & 0% = worst score)	80% (SAQ 4.0)	84% (SAQ 4.0)	77% (SAQ 5.0)

<sup>1</sup> Hirschvogel Komponenten GmbH  
<sup>2</sup> Hirschvogel Group

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





## 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. Hirschvogel Incorporated is partially included up to and including June 2024, with any exceptions explicitly stated.

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 USA LLC
- Hirschvogel Incorporated (until 30.06.2024)

This report was compiled with reference to the GRI Standards and describes the selected approaches within the reporting period from January 1, 2024 to December 31, 2024. 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 CO<sub>2</sub>e emissions in Scope 1 & 2 as well as the LTIR and the underlying calculations were audited by an auditing firm with limited assurance.

The emission values in Scope 1 and 2 for Hirschvogel Components India were audited for the years 2019 to 2024 in accordance with the international audit standards ISAE 3410, ISAE 3000 and ISO 17029, including an on-site audit by TÜV Süd.

### IMPLEMENTATION EXAMPLE AT THE HIRSCHVOGEL GROUP

#### Strategy in 100 Seconds

Strategy moves people – including the employees of the Hirschvogel Group. In a series of short internal videos, experts and leaders explain the strategic direction to the workforce. For example, in his video message in summer 2024, Dr. Christian Hinsel explained how important it is to anchor sustainability in the corporate strategy of the Hirschvogel Group, not only for people and the environment, but also for the future viability of the company in order to secure its position with customers and financiers and to safeguard its attractiveness as an employer. Using the quote “The future depends on what you do today” from Mahatma Gandhi, Dr. Christian Hinsel calls on everyone to take action together and to think and act sustainably at all levels of the company and in all processes.





# 3 ENVIRONMENT





For its core business, namely the development and production of automotive components made of steel and aluminum, the Hirschvogel Group requires a large number of resources at all locations, such as raw materials, operating supplies, water, natural gas, and fuels. The Hirschvogel Group's activities extend far beyond the boundaries of its plants, so that upstream and downstream stages of the value chain must also be taken into account. In addition to the necessary input stock and raw materials, the downstream processes also have an impact on the environment. The use of electricity and natural gas has additional repercussions for the environment due to the generation of GHG emissions (greenhouse gas emissions). The Hirschvogel Group attaches great importance to transparency in this regard and continuously optimizes its data collection and reporting.

Hirschvogel is aware of its role in the supply chain and its associated responsibility towards the environment. It does not act solely with a short-term perspective but is guided by long-term success. Processes are eval-

uated in terms of their environmental impact, with a view to continuous improvement and in order to derive measures. However, the company's responsibility does not end at the plant gates but extends beyond the plant boundaries to include both the upstream and downstream value chains.

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 continuous dialog with its customers and suppliers to verify that the technical, economic, and ecological requirements in the value chain are met. Regular communication with stakeholders is a high priority at the Hirschvogel Group in order to remain informed about current developments. The goal of our company's environmental performance is to achieve continuous improvement. Compliance with all laws and regulations is a basic prerequisite for the Hirschvogel Group's actions.

## IMPLEMENTATION EXAMPLE AT HIRSCHVOGEL GROUP

### Replacement of lighting

The production halls in Denklingen and the USA were the first to have their lighting replaced back in 2022 and 2023, and this process continued in 2024, with LED lights replacing the existing lighting at the Schongau and Denklingen sites. In addition, smart lighting controlled by motion sensors was tested at our Chinese plant as part of a pilot project. This resulted in savings of around 60% in electricity for lighting. The switch to LED lighting with effective energy efficiency has been carried out gradually over the last few years. Due to the considerable effort involved in making the change during ongoing operations, this is being achieved step by step.



## ENVIRONMENTAL & ENERGY MANAGEMENT

In order to meet stakeholder requirements as effectively as possible, the company has established a certified energy and environmental management system in accordance with ISO 50001 and ISO 14001 at the individual plants. All plants of the Hirschvogel Group are certified in accordance with ISO 14001. In China, a certified environmental management system in accordance with national standards is also in place. With the exception of the production plant in Mexico, all sites are additionally 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 to leverage synergies between the certifications. Since 2022, the Hirschvogel Group has been working to implement international harmonization of the management systems and standards in order to have the same basis at all plants and enable exchange on an equal footing. Thanks to internal standards based on ISO 50001, all plants are already structured in line with this norm. Other guidelines that apply in this context include standard operating procedures on energy and the environment, a standard for suppliers, and the environmental and energy mission statement.

To ensure implementation, each plant has Environmental and Energy Managers. The plant functions are supported by corporate functions, which specify company-wide framework conditions and standards. The teams at the plants implement these in accordance with regional laws and standards. The overar-

ching goal is to conserve natural resources and thus also reduce production and energy costs. Site-specific measures are defined and implemented to achieve this goal. There are therefore also plant-specific environmental and energy targets.

Hirschvogel Group employees are integrated into the company's environmental protection program. All employees receive annual training in the areas of energy, waste, and the environment. The aim is to achieve the highest possible level of environmental awareness. In addition, internal and external audits are used to monitor the effectiveness of the environmental and energy management systems and to identify potential for improvement.

Each plant has an energy team consisting of 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. Specifically, energy efficiency measures, projects for in-house energy generation and energy storage, and efficient load management systems are discussed. The table shows the absolute and relative electricity and gas consumption in recent years.

	2021	2022	2023	2024
Natural gas [MWh]	118,630	125,154	130,333	117,300
Electricity [MWh]	289,299	299,790	325,822	299,839
Natural gas consumption [MWh/Tonnage]	0.347	0.361	0.345	0.310
Electricity consumption [MWh/Tonnage]	0.845	0.866	0.861	0.793

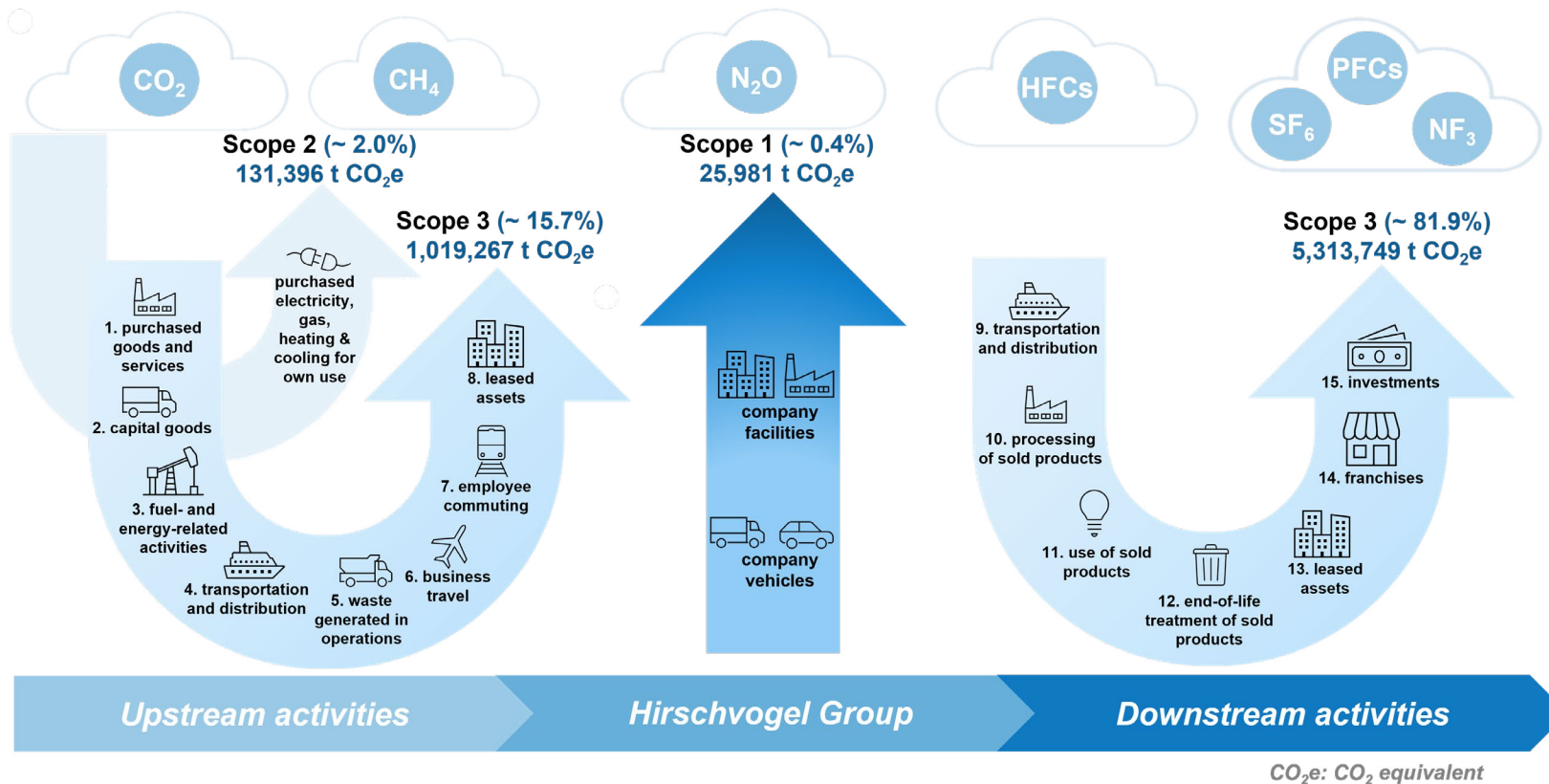
### Energy consumption of the Hirschvogel Group

# ENERGY CONSUMPTION & EMISSION BALANCE

Due to its energy-intensive production processes, Hirschvogel is one of the largest energy consumers in its respective regions. Production steps such as heating raw material, forging, and heat treatment require large amounts of electricity and natural gas. The total energy requirement of these energy sources at the Hirschvogel sites amounted to 417,138,145 MWh in 2024. In order to quantify the impact of its production,

the Hirschvogel Group calculates its Corporate Carbon Footprint (CCF) annually, which includes all greenhouse gas emissions (GHG emissions) caused directly and indirectly by the activities of the Group. Specifically, Scope 1 and 2 GHG emissions have been calculated since 2016 and Scope 3 GHG emissions since 2019 in accordance with the Greenhouse Gas (GHG) Protocol. The diagram shows the figures for 2024.

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



Emissions balance of the Hirschvogel Group



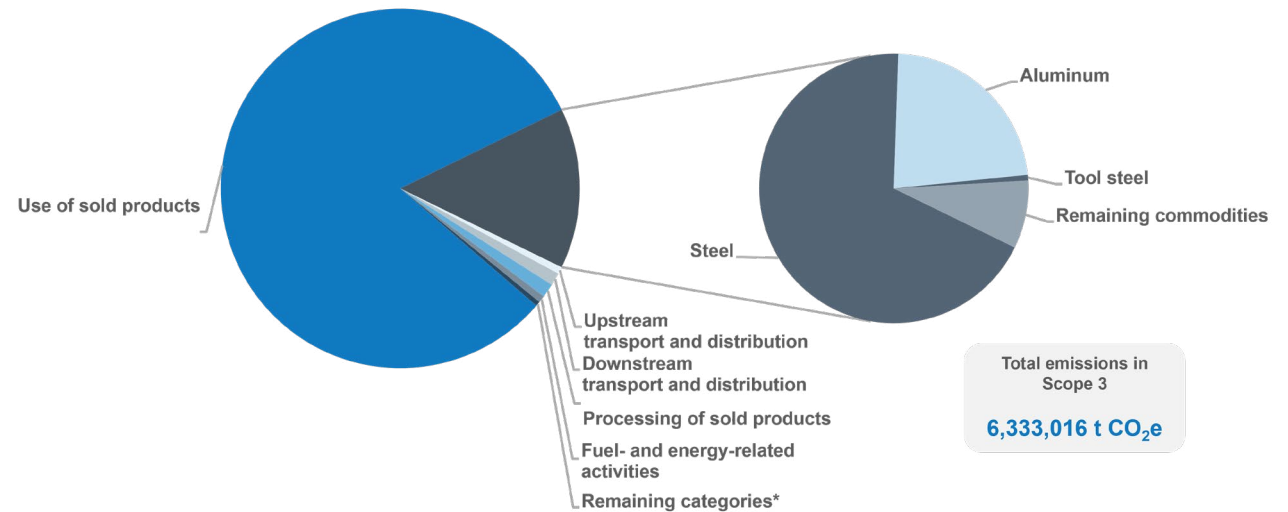
Scope 3 includes emissions attributable to the Hirschvogel Group in the following categories:

- Upstream: Purchased goods and services (category 3.1), Capital goods (3.2), Fuel- and energy-related activities (3.3), Upstream transport and distribution (3.4), Waste generated in operations (3.5), Business travel (3.6), Employee commuting (3.7).
- Downstream: Downstream transport and distribution (category 3.9), Processing of sold products (3.10), Use-phase of sold products (3.11), and End-of-life handling of products sold (3.12).

The Hirschvogel Group continuously works to improve the quality of the data collected and the calculations made. For example, the calculation of the Corporate Carbon Footprint (CCF) was further developed as part of the validation of the decarbonization targets by the Science Based Targets initiative (SBTi). From 2024, upstream emissions from energy carriers and energy generation plants will no longer be included in Scope 1 and 2, but in Scope 3.3 – the category for fuel- and energy-related emissions. In addition, country-specific Scope 2 emission factors will now be taken from a single data source, ensuring RE100 compliance, consistency, and comparability. The calculation method for Scope 3 has been improved in some areas. Also, as part of the validation by the SBTi, a further category, namely the use-phase of sold Hirschvogel components in vehicles (3.11), has been fully taken into account compared to previous years.

This means that the weight-related impact of the components on vehicle emissions is now included in the calculation, which significantly increases the downstream Scope 3.11 (Use-phase of sold products) and thus the overall Corporate Carbon Footprint of the Hirschvogel Group compared to previous years. Investments are not included as they account for only < 0.015% of total GHG emissions and therefore fall well below the permissible exclusion threshold of the SBTi.

### Greenhouse gas emissions in Scope 3 of the Hirschvogel Group in 2024



\*Includes the categories end-of-life treatment of sold products, waste generated in operations, business travel, employee commuting, capital goods, upstream & downstream leased assets, franchises, investments

### Greenhouse gas emissions of the Hirschvogel Group





The CCF of the Hirschvogel Group for 2024 amounts to 6,333,016 t CO<sub>2</sub>e. This is significantly higher than the figure in the previous year’s Sustainability Report. The reason for this is that, as described above, the use-phase of sold products had to be taken into account for validation of the decarbonization targets by the SBTi. This validation took place after the publication of last year’s Report. As a result, the CCF for 2023 was recalculated for SBTi validation. Retroactively, the total emissions value for 2023 was correspondingly corrected to 6,642,715 t CO<sub>2</sub>e. Based on this value, GHG emissions in Scope 1, Scope 2, and Scope 3 in 2024 were reduced by 309,699 t CO<sub>2</sub>e compared to 2023. This reduction is not only due to the decrease in tonnage produced but

also to the Hirschvogel Group’s efforts to decarbonize its operations, thereby reflecting the energy efficiency measures implemented and the increase in the share of electricity from renewable sources. In Scope 3, the reduction was achieved through a decrease in purchased goods and through a reduction in the GHG emissions of purchased raw material. The overall balance shows that the majority of emissions, approximately 97.6% (6,333,016 t CO<sub>2</sub>e), were generated within Scope 3. Emissions in Scope 2 at 2% (131,396 t CO<sub>2</sub>e) and in Scope 1 at 0.4% (25,981 t CO<sub>2</sub>e) are significantly lower. The breakdown of GHG emissions in Scope 3 according to the categories mentioned above can be seen in the diagram on the previous page.

As a consequence, Hirschvogel is exchanging information within the supply chain to identify further opportunities for reducing Scope 3 GHG emissions. In order to reduce the energy requirement and GHG emissions in Scope 1 and 2, in-house generation projects, power purchase agreements, and RE100-compliant green electricity certifications will be actively reviewed for all plants in the coming years.

### IMPLEMENTATION EXAMPLE AT HIRSCHVOGEL COMPONENTS INDIA

## Emissions reduction through replacement of diesel-powered forklifts

All plants of the Hirschvogel Group use forklifts to transport (intermediate) products on the plant premises. Diesel-powered vehicles not only use expensive fossil fuels, but also cause air emissions, which place an additional burden on employees in production halls. The proportion of diesel-powered forklifts in the production area in India has fallen from 33% to 6% thanks to the switch to electric forklifts. In addition, the quieter, emission-free electric motors create a healthier and more pleasant working environment.

	2021	2022	2023 <sup>4</sup>	2024 <sup>4</sup>
Scope 1 [t CO <sub>2</sub> e]	21,885	26,245	28,688	25,981
Scope 2 [t CO <sub>2</sub> e]	110,334	83,911	141,292	131,396
Scope 3 [t CO <sub>2</sub> e]	867,162	1,017,988	6,472,735	6,333,016
Corporate Carbon Footprint [t CO <sub>2</sub> e]	999,381	1,128,144	6,642,715	6,490,393
Emissions per Euro of revenue [t CO <sub>2</sub> e <sup>1</sup> /Million EUR]	92.85	78.68	133.74	115.57
Emissions per employee [t CO <sub>2</sub> e <sup>1</sup> /FTE <sup>2</sup> ]	22.60	17.42	32.00	25.07
Emissions per area <sup>3</sup> [t CO <sub>2</sub> e <sup>1</sup> /m <sup>2</sup> ]	0.47	0.42	0.76	0.68

<sup>1</sup>Scope 1 & 2 considered

<sup>2</sup>FTE year 2024: 6316.41

<sup>3</sup>Total area of the Hirschvogel Group 2024: 230,200 m<sup>2</sup>

<sup>4</sup>From 2023 onwards, adjustment of the data basis as described in text and inclusion of additional categories in Scope 3

### Greenhouse gas emissions of the Hirschvogel Group





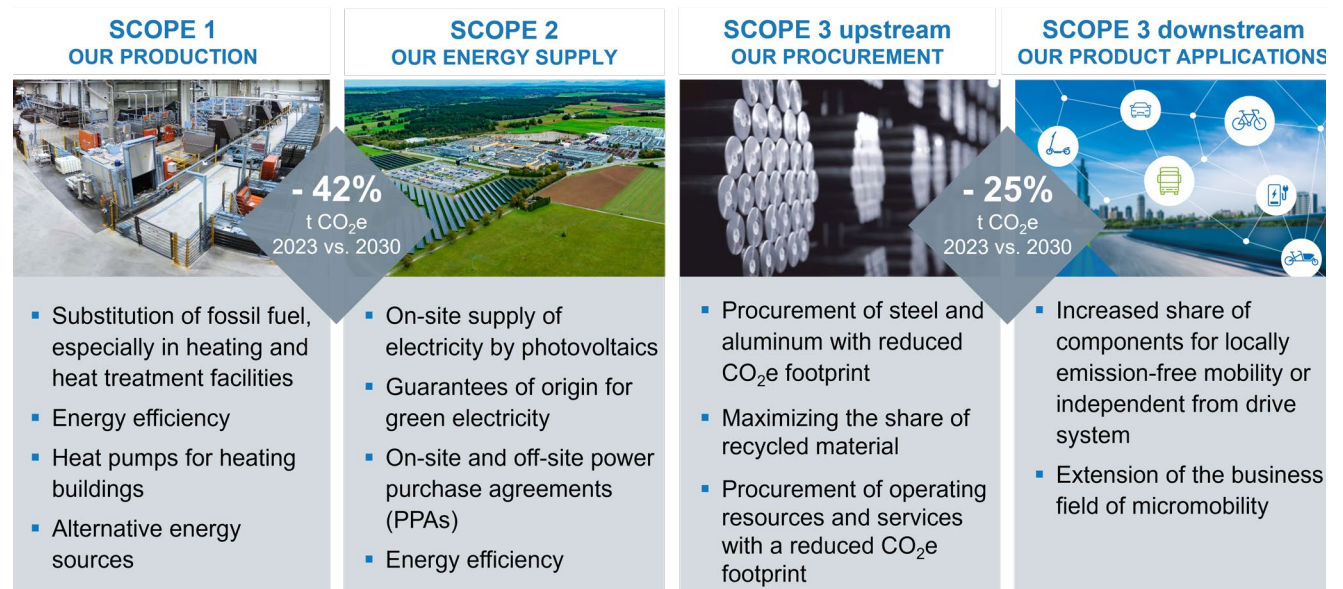
## DECARBONIZATION STRATEGY

To contribute to the decarbonization of industry, Hirschvogel has set targets with the Science Based Targets initiative (SBTi). The SBTi has approved Hirschvogel’s short-term science-based emission reduction targets for 2024. The Hirschvogel Group is thus committed to reducing its site-related GHG emissions (Scope 1 and 2) by 42% between 2023 and 2030. GHG emissions in Scope 3 are to be reduced by 25% over the same period. The Scope 1 & 2 target was achieved in 2024, but the Scope 3 target was not met. The targets are managed centrally and serve as a basis for plant-specific targets, which provide for continuous improvement. This enables the plants to identify key issues and promote them in a systematic manner.

The energy supply is currently undergoing radical change as the Hirschvogel Group strives to make greater use of renewable energies. By purchasing green electricity certificates for the electricity used at its German sites, emissions in Scope 2 were further reduced in 2024. However, this step towards a large-scale supply of renewable energies is only one of many other measures. On-site photovoltaic projects, some of which were already launched in the past, are further building blocks within the Hirschvogel Group’s decarbonization strategy. In addition to on-site capacities, the procurement strategy in the area of electricity is currently being transformed. Long-term power purchase agreements (PPAs) from renewable energy sources are becoming increasingly important for a sustainable and economical energy supply. By consistently promoting technologies such as load management systems, renewable energy can be better integrated into the industrial load profile.

With regard to indirect GHG emissions in the upstream value chain (see diagram), the procurement of low-emission steel and aluminum and an increase in the proportion of secondary materials are important levers for decarbonization at the Hirschvogel Group. The indirect GHG emissions of the downstream value chain (see diagram) can be reduced by increasing the

proportion of components that Hirschvogel supplies to locally emission-free vehicles, such as electric vehicles.



<sup>1</sup> validated in August 2024

### Decarbonization goals of the Hirschvogel Group by 2030



## ECOLOGICALLY SUSTAINABLE VALUE CHAIN

The largest share of the CO<sub>2</sub>e footprint of products arises in the upstream value chain, namely in the production of raw materials such as steel and aluminum. Further reducing the footprint to achieve the vision of CO<sub>2</sub>e-neutral components therefore requires close cooperation across the entire value chain. To this end, the Hirschvogel Group maintains regular dialog with its raw material suppliers and customers in order to develop solutions together.

Customers are increasingly demanding transparent reporting of energy and emission consumption along the entire value chain in order to reduce greenhouse gas emissions in a holistic way. Sustainability aspects are becoming increasingly important in the awarding of contracts. Demands for renewable energies at production sites, raw material specifications, and concrete energy efficiency measures are growing rapidly and are now mandatory in many contract award processes. In addition to implementing these requirements, Hirschvogel proactively approaches customers to establish optimal exchange in peer dialogs. Examples of this can be found under "Dialogs along the Value Chain." In addition, the Hirschvogel Group participates in various training courses offered by customers, in which knowledge about measures, sustainability, and customer visions is passed on. This knowledge is reviewed and disseminated within the company. If added value for the company can be identified, measures are actively implemented, sustainability knowledge is integrated into internal processes, and the customer's vision is taken into account in setting the direction for the following years. The use of steel and aluminum with a reduced CO<sub>2</sub>e footprint is of great importance to the Hirschvogel Group and its customers. Thanks to

close communication with its suppliers, the Hirschvogel Group knows the CO<sub>2</sub>e footprint of the material in its delivered state and which materials are already available on the market as low-emission raw materials. The company also knows what steps suppliers are taking or planning to take to further reduce GHG emissions. The greatest potential on the path to CO<sub>2</sub>e-neutral materials involves, for example, switching to more resource-efficient processes and facilities, using electricity from renewable energy sources, increasing energy efficiency and the proportion of recycled materials as well as switching from natural gas to hydrogen for heating processes.

The Hirschvogel Group sees itself as a central link between material suppliers in the upstream value chain and customers in the downstream value chain, promoting the circular economy and the use of materials with a reduced CO<sub>2</sub>e footprint. To this end, the Hirschvogel Group will further intensify its discussions with its partners. The Hirschvogel Group supports the continuous development of its suppliers in terms of sustainability and decarbonization.

### IMPLEMENTATION EXAMPLE AT HIRSCHVOGEL GROUP

#### Industry Insight at the Sustainability Congress

In a keynote speech at a congress, Dr. Christian Hinsel, Head of Sustainability Management (Corporate ESG), outlined the importance of close cooperation in the value chain on the path to sustainability. In this regard, the Hirschvogel Group sees itself as an important link between the material manufacturers and the system and automotive manufacturers. Using a concrete example, Dr. Hinsel showed that the CO<sub>2</sub>e footprint of forged steel and aluminum components can already be significantly reduced. Measures contributing to this reduction include material efficiency, the use of electricity from renewable energies, and the implementation of a circular economy in the value chain.



## PRODUCT CARBON FOOTPRINT

In order to conserve resources at all stages of the value chain, Hirschvogel is committed to switching from conventionally generated electricity to sustainable and renewable energies, including at its suppliers. A further step towards greater sustainability can be achieved by increasing the use of recycled steel and aluminum scrap. Where technically possible, the Hirschvogel Group relies on partnerships with suppliers who use

are extracted from the planet. The Hirschvogel Group already obtains most of its steel from suppliers in the form of secondary steel. This proportion is being gradually increased, as customers worldwide are already demanding greater use of secondary steel.

In the case of aluminum, the recycling rate depends heavily on market availability and technical feasibility.

“A good example of circular economy in our Tool- and Die-making department is the reconditioning of used forging tools so that they can be put back in operation. This has enabled us to reduce our demand for tool steel and machining. In addition, the lubricants required for machining are recycled for reuse with the aid of an oil recycling plant.”

Sahil Jain, Plant Manager at Hirschvogel Components India Pvt. Ltd.



mostly scrap for the manufacture of production materials. The secondary steel produced from various types of steel scrap in the EAF (electric arc furnace) process has a similar value to primary steel for Hirschvogel products, making it possible to use from a technical standpoint. Compared to the conventional LD process (Linz-Donawitz process, in a blast furnace), the EAF process causes approximately 60% fewer GHG emissions. In this process, steel is produced in an electric arc furnace instead of a conventional blast furnace. The steel, with a scrap content of > 90%, is melted down. The scrap produced during the melting operation can also be reused. EAF steel is therefore sustainable in terms of a circular economy. This means that fewer additional resources

For example, when using post-consumer scrap, the same material properties cannot necessarily be guaranteed as when using primary material. Post-consumer scrap is material that is disposed of by consumers after a product has been used, such as aluminum cans. Pre-consumer scrap, on the other hand, refers to materials that are generated as waste during a production process and do not reach consumers before entering a new production process. Accordingly, aluminum has even greater potential for increasing the recycling ratio compared to steel.

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. 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.

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.



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

### Promoting sustainable mobility for employees

In cooperation with Bikeleasing-Service GmbH & Co. KG, Hirschvogel offers all employees at its German sites the option of leasing company bicycles. As a further incentive, Hirschvogel covers the cost of comprehensive insurance for the bicycle. In addition, shuttle buses are available at the plants in China, India, and Denklingen (for apprentices only), which pick up employees free of charge and in alignment with shift and office hours. This reduces individual traffic from commuting with private cars and simplifies the journey to and from work.



## IMPLEMENTATION EXAMPLE AT HIRSCHVOGEL GROUP

### Expansion of in-house electricity production

Since 2022, in-house electricity production has been expanded through in-house PV systems. In addition to the existing 11 MWp, a further 1.43 MWp was commissioned in China, 0.6 MWp in Denklingen, and 0.7 MWp in India in 2024. Due to regulatory hurdles, further expansion of in-house power generation at the Mexican plant is not feasible. In India, however, restrictions were lifted in 2024, opening up further potential there. The latest rooftop PV system at the plant in India was inaugurated with a ceremony attended by Shareholders and the CEO to mark the plant's 15th anniversary.



## IMPLEMENTATION EXAMPLE AT HIRSCHVOGEL COMPONENTS POLAND AND HIRSCHVOGEL UMFORMTECHNIK

### Conserving resources in day-to-day work

Electrical waste is rarely at the forefront of people's minds. This also means that in Poland, for example, less than 20% of these valuable materials are properly collected, processed, and recycled. On World Environment Day, workshops on electrical waste were held at the Polish plant. These workshops also highlighted non-obvious electrical waste that many people encounter in their daily lives, such as in children's shoes or e-cigarettes. In addition, there was a training session on how to separate electrical waste and where to dispose of it.



## 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 KOMPONENTEN

#### Internal processing of coolant/cutting oil

By recycling the cooling lubricants from the aluminum briquetting press and the chip containers, they can be reused. This measure allows approximately 70 tons of cooling lubricants to be returned to the cycle for reuse. This not only saves large amounts of water but also leads to cost savings by reducing water consumption, waste, and the need for new cooling lubricants.

	Hirschvogel Umformtechnik	Hirschvogel Komponenten	Hirschvogel Eisenach	Hirschvogel Aluminium	Hirschvogel Automotive Components	Hirschvogel Components Poland	Hirschvogel Components India	Hirschvogel Components Mexico
Water withdrawal [m³]	1,154,165	333,87	39,588	17,664	97,933	22,597	44,487	28,115
Water discharge [m³]	1,110,243	330,478	30,764	14,581	1,717	3,774	28,899	127
Water consumption [m³]	43,922	3,392	8,824	3,083	96,216	18,823	15,588	27,988

\*Sum from ground water, surface water, sea water, reused water and third party water

#### Water withdrawal, discharge and consumption according to Hirschvogel plants





## WASTE

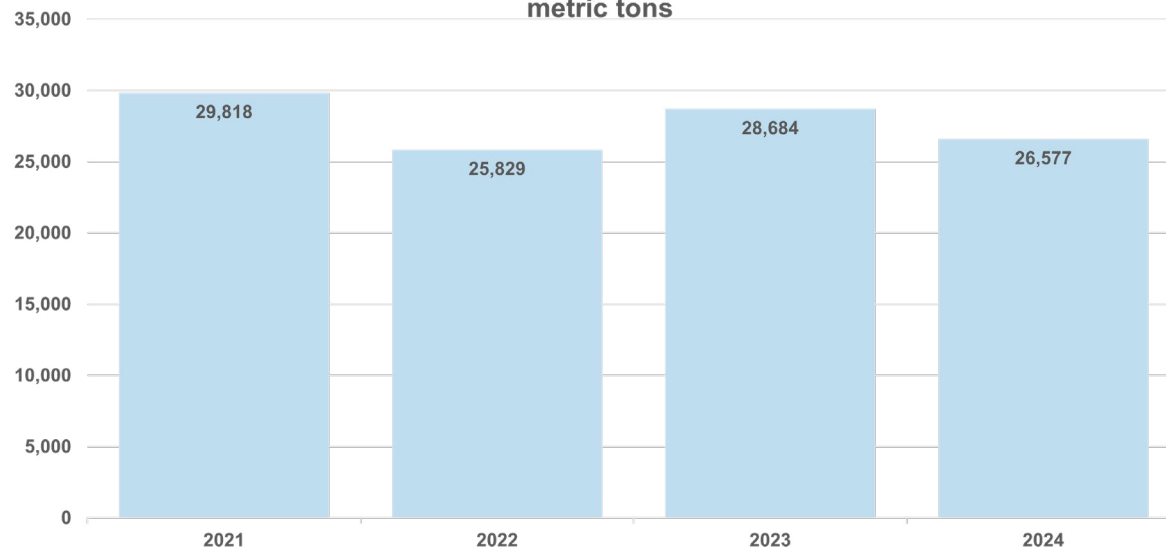
Waste is sorted in all plants, at the least in accordance with the applicable national regulations. Particular attention is paid to the possibility of recycling. Due to the varying disposal possibilities and conditions at the sites, there are large regional differences in the number of waste categories 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 are working to return at least 50% of the water from our bonderizing machine to the cycle in 2025. This is a financial opportunity that we already have available internally, as the costs are manageable and will amortize within 18 months. In this way, we are using existing resources both responsibly and cost-effectively.”

Markus Obholzer, Plant Manager, Hirschvogel Umformtechnik GmbH

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



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

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.





# 4 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, Hirschvogel Health Manager Germany



### IMPLEMENTATION EXAMPLE AT HIRSCHVOGEL GROUP

#### Occupational Health & Safety Campaign Days

Learning by doing: This was the motto under which all employees experienced occupational health and safety at the Hirschvogel plants during the Campaign Days. With fire drills, waste workshops, knowledge tests on occupational health and safety, or information on the importance of adequate fluid intake for the human body, there was something interesting on offer for everyone. The Campaign Days raise awareness among employees and increase safety. Other such Campaign Weeks on the topic of occupational health and safety have also taken place at 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.

## 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.

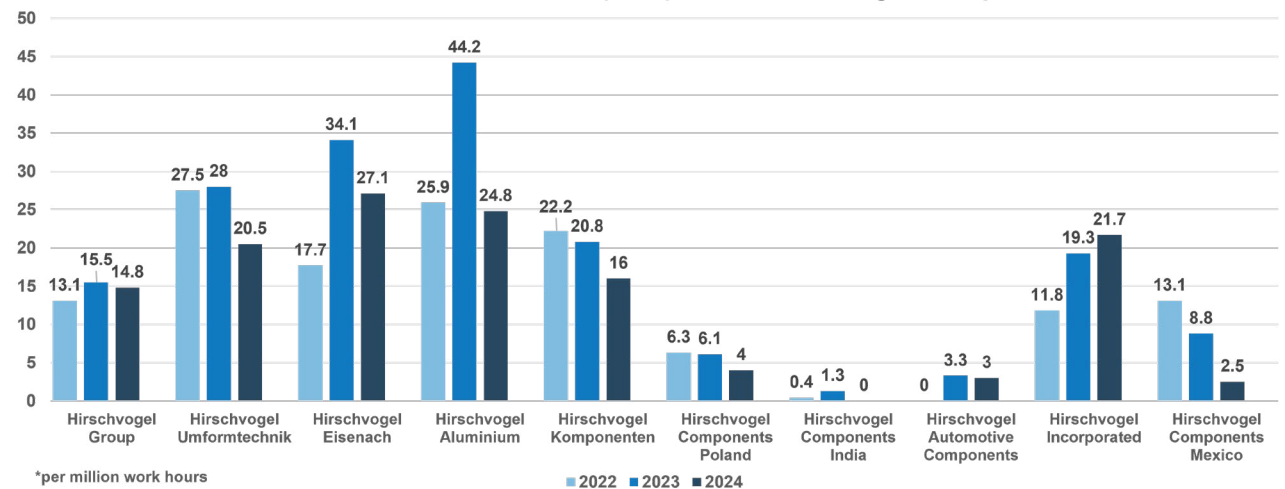
The efforts of the Hirschvogel Group in the area of occupational health and safety extend beyond the plant gates. For example, during the COVID-19 pandemic, Hirschvogel took care to create an ergonomic and safe workplace for those working from home in order to meet the health and safety requirements of employees in the long term. The provision of the necessary equipment for home offices and the regulations on working from home continued to apply in 2024.

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) of the Hirschvogel Group\*



### Lost Time Incident Rate (LTIR)



All employees receive mandatory training in the basics of safety at the beginning of their employment and at regular intervals after that. In addition, risk assessments are carried out for the individual work areas in order to impart workplace-specific knowledge. The Hirschvogel Group attaches great importance to ensuring that employees are well trained and prepared to react correctly in hazardous situations. All plants also have specially trained employees for first aid and fire safety, as well as safety catalysts, and emergency response teams.

### 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

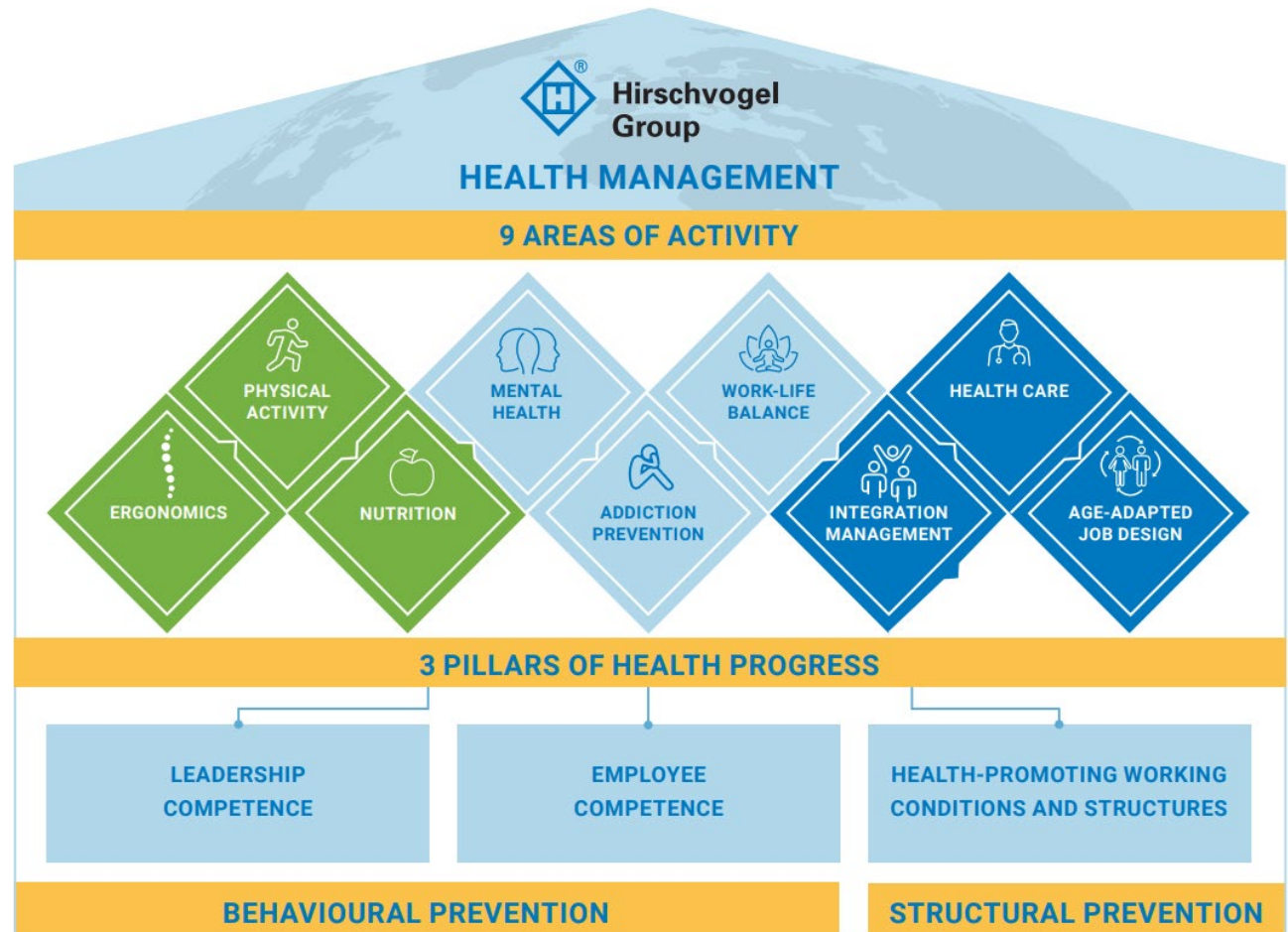
With the opening of the Hirschvogel Health Center in 2023, the company is following its guiding principle which states that: "The safety and health of our employees is a top priority at Hirschvogel". In addition to a company medical practice where employees can consult a doctor four days a week, the 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

## SUPPORTING & DEVELOPING EMPLOYEES

In a time of volatile markets, rapid technological developments, and global challenges, it is crucial that we support and develop our employees. Continuous learning and equal opportunities in apprenticeship training and professional development measures are important fields of action for the Hirschvogel Group on its path to sustainability. Key factors for success include a willingness to embrace change, the promotion of cross-cultural and cross-border cooperation as well as collaboration and working conditions that are characterized by respect and trust, even in economically challenging times.

In order to offer Hirschvogel employees optimal support and development opportunities, they receive professional assistance from the Human Resources department with regard to all personnel processes and matters. In addition, Hirschvogel has an open teaching and learning culture in which every employee can and should learn from their superiors and colleagues. With the Hirschvogel professional development program, the Hirschvogel Group provides all employees worldwide with a strong network in which they can grow and develop, and through which they are 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, 3.2% of employees at the German plants used this service in 2024.



### IMPLEMENTATION EXAMPLE AT HIRSCHVOGEL TRAINING CENTER IN DENKLINGEN

#### Workshop on stress management

Stress management – not just an issue for leaders, but at all levels and in all life and work situations. This is why our apprentices took part in a workshop held by the company Servus Stress which allowed them to learn methods for developing sustainable stress management strategies. In a world of ever-increasing demands, this workshop represents an important step towards developing such strategies as well as a sufficient level of resilience early on, thereby preventing burnout and increasing employee satisfaction.



## THE HIRSCHVOGEL GROUP IN FIGURES

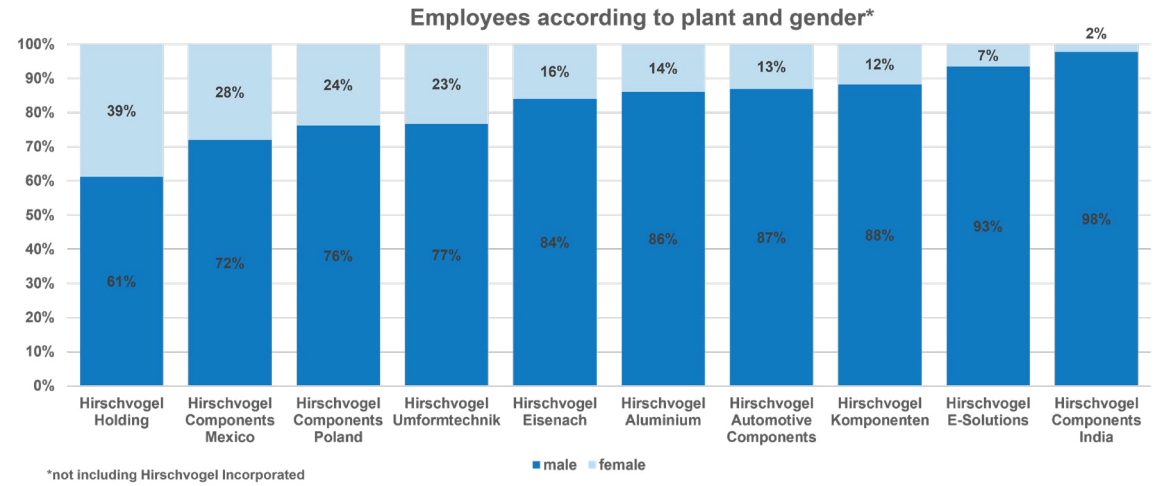
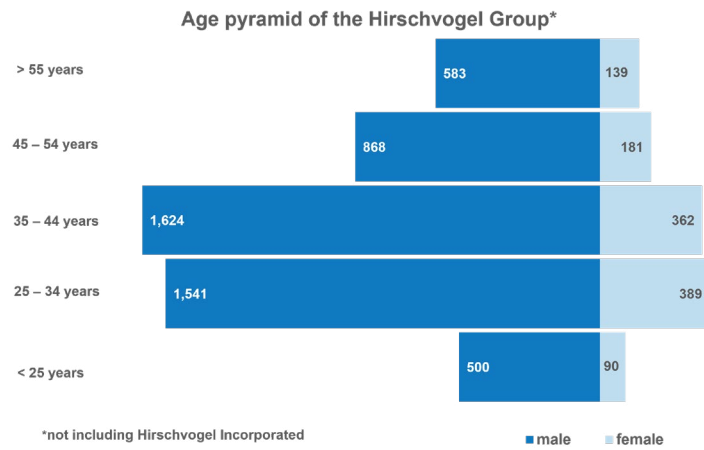
The Hirschvogel Group is committed to strategic HR management and to empowering and developing its leaders and employees in line with the OpEx 1-9-3-8 (Operational Excellence) production system. To this end, employees are actively involved in the continuous improvement process, for example through the Hirschvogel Group's globally standardized idea management system based on the I-Box. Leaders are empowered to support their employees in solving day-to-day problems and eliminating waste, with the aim of continuously improving customer focus and increasing the added value of our processes.

In 2024, the Hirschvogel Group employed an average of 6,423.5 people, thus recording a slight reduction compared to the previous year. A total of 18% of the workforce at all plants are women. 11% of leaders are women. This chapter presents additional KPIs of the Hirschvogel Group.

	0 - 24	25 - 34	35 - 44	45 - 54	55 +
Hirschvogel Aluminium	39	41	111	56	59
Hirschvogel Automotive Components	105	343	401	59	17
Hirschvogel Components India	42	278	156	27	1
Hirschvogel Components Mexico	45	208	152	42	5
Hirschvogel Components Poland	28	102	112	57	8
Hirschvogel Eisenach	26	58	129	86	73
Hirschvogel E-Solutions	2	3	9	2	-
Hirschvogel Holding	11	68	76	48	38
Hirschvogel Komponenten	53	246	302	231	91
Hirschvogel Umformtechnik	240	522	539	441	431

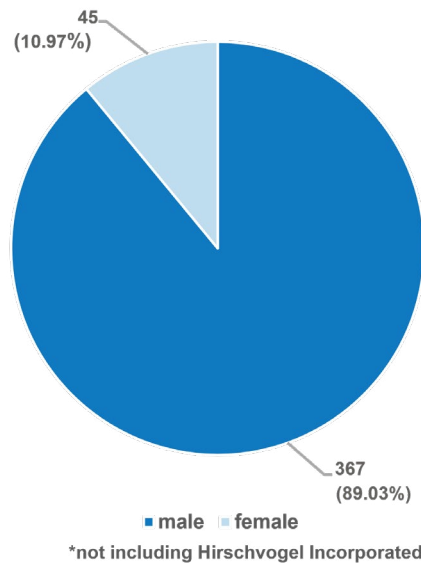
Annual average, values rounded  
\*not including Hirschvogel Incorporated

### Employees according to plant and age



### Age pyramid at the Hirschvogel Group

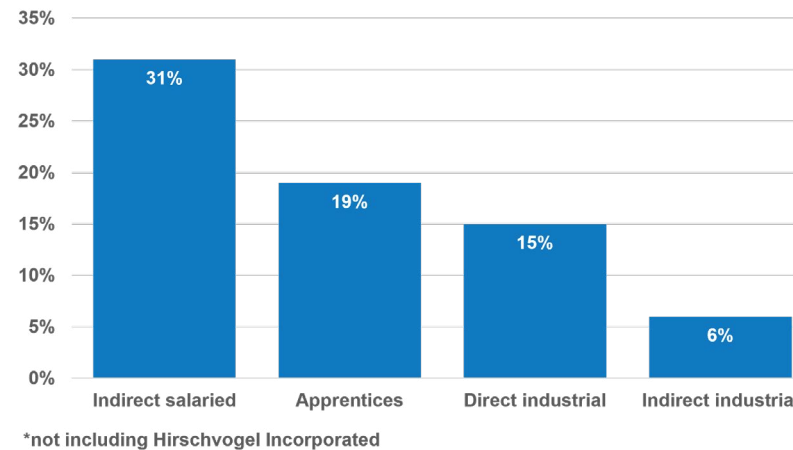
### Gender distribution in leadership positions at the Hirschvogel Group\*



### Gender distribution in leadership positions at the Hirschvogel Group

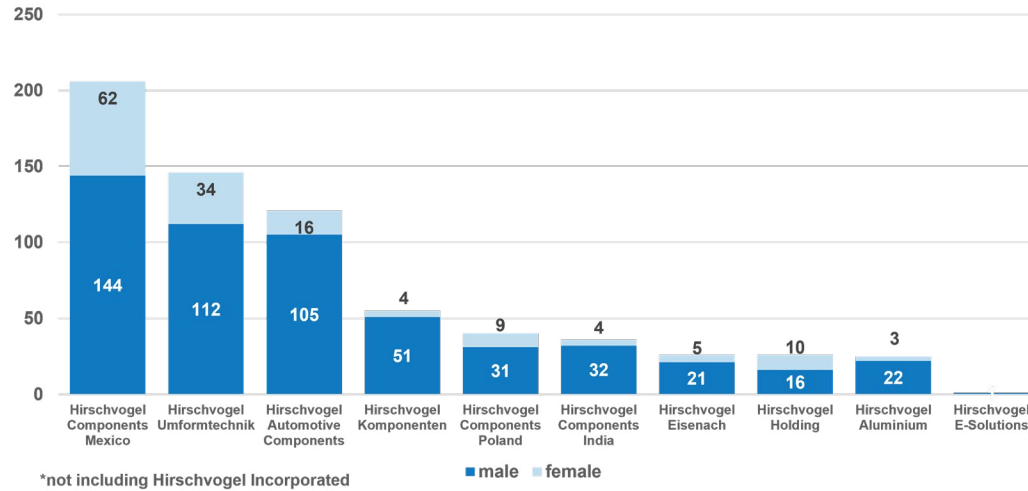
### Employees according to plant and gender

### Percentage of women by employment relationship\*



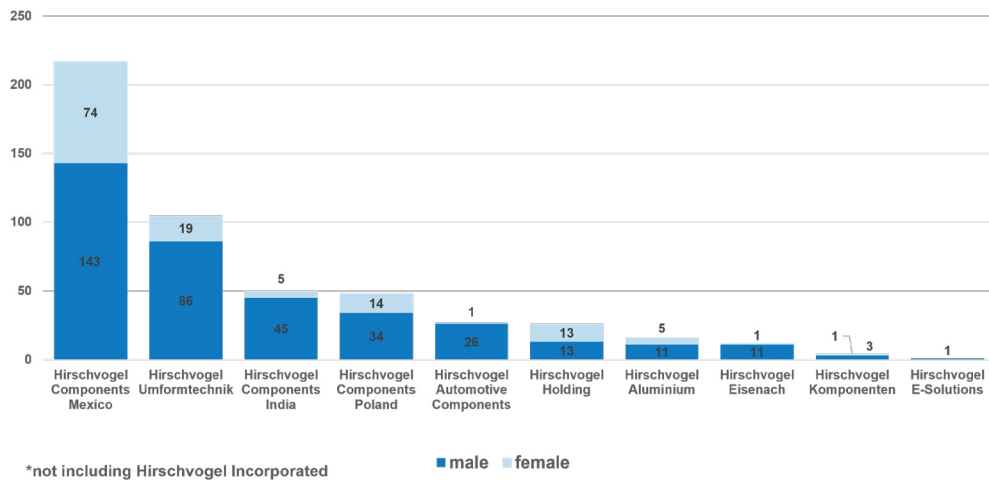
### Percentage of women according to employment relationship at the Hirschvogel Group

People leaving the Hirschvogel Group according to gender\*



People leaving the Hirschvogel Group according to gender

People joining the Hirschvogel Group according to gender\*



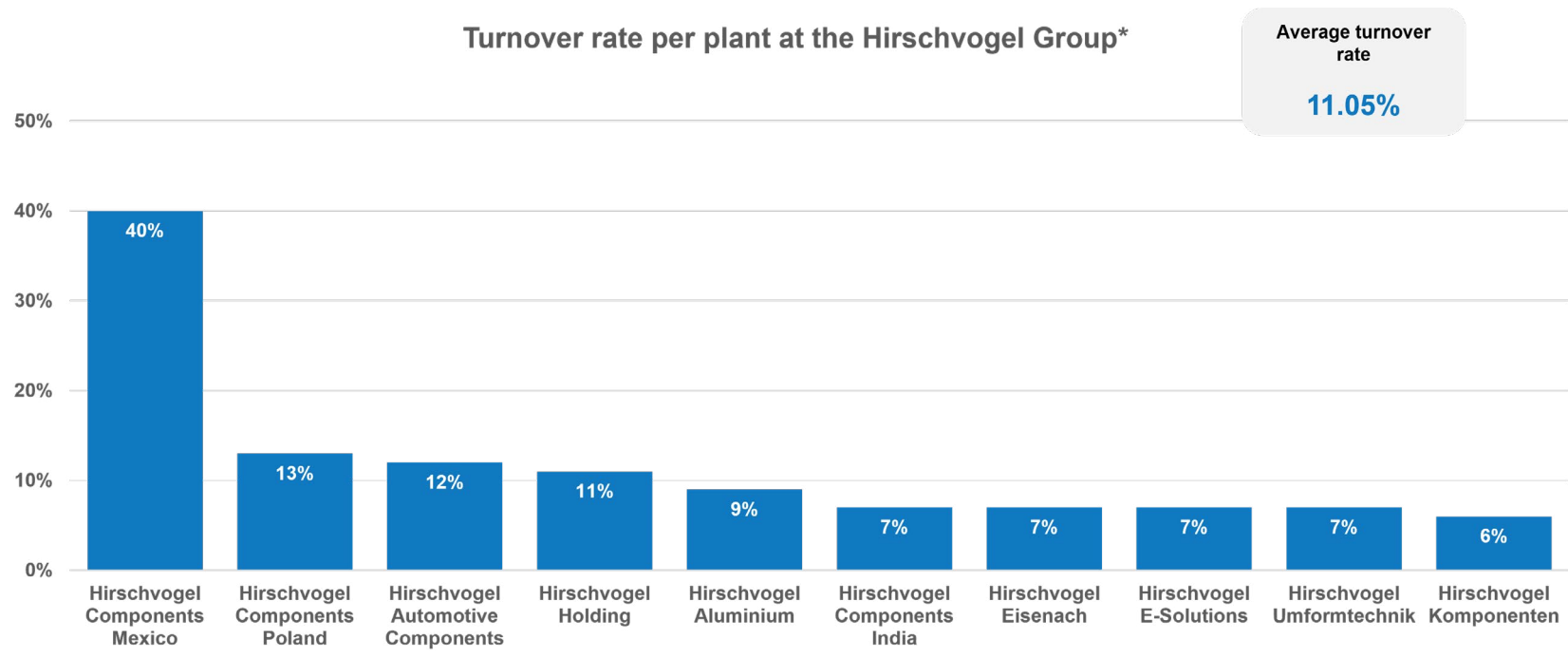
People joining the Hirschvogel Group according to gender

	0 - 24	25 - 34	35 - 44	45 - 54	55 +	Total
Hirschvogel Aluminium	-	3	6	5	11	25
Hirschvogel Automotive Components	40	36	35	9	1	121
Hirschvogel Components India	6	23	6	1	-	36
Hirschvogel Components Mexico	44	95	58	7	2	206
Hirschvogel Components Poland	2	12	15	11	-	40
Hirschvogel Eisenach	-	3	6	8	9	26
Hirschvogel E-Solutions	-	1	-	-	-	1
Hirschvogel Holding	3	7	8	3	5	26
Hirschvogel Komponenten	5	20	18	6	6	55
Hirschvogel Umformtechnik	27	38	30	14	37	146
<b>Total</b>	<b>127</b>	<b>238</b>	<b>182</b>	<b>64</b>	<b>71</b>	<b>682</b>

People leaving the Hirschvogel Group by plant and age

	0 - 24	25 - 34	35 - 44	45 - 54	55 +	Total
Hirschvogel Aluminium	2	5	7	2	-	16
Hirschvogel Automotive Components	-	2	3	-	22	27
Hirschvogel Components India	18	26	5	1	-	50
Hirschvogel Components Mexico	59	93	55	10	-	217
Hirschvogel Components Poland	15	17	11	5	-	48
Hirschvogel Eisenach	2	3	4	2	1	12
Hirschvogel E-Solutions	-	-	1	-	-	1
Hirschvogel Holding	2	10	6	5	3	26
Hirschvogel Komponenten	1	2	1	-	-	4
Hirschvogel Umformtechnik	32	45	17	7	4	105
<b>Total</b>	<b>131</b>	<b>203</b>	<b>110</b>	<b>32</b>	<b>30</b>	<b>506</b>

People joining the Hirschvogel Group by plant and age



Fluctuation rate per Hirschvogel Group plant



## 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 in identifying 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.

In 2024, around 2,600 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 Aluminium	100.00%	91.18%	98.80%	96.10%	<b>95.03%</b>
Hirschvogel Automotive Components	-	100.00%	100.00%	100.00%	<b>100.00%</b>
Hirschvogel Components India	-	100.00%	100.00%	100.00%	<b>100.00%</b>
Hirschvogel Components Mexico	-	18.39%	95.10%	80.00%	<b>50.80%</b>
Hirschvogel Components Poland	-	97.70%	96.30%	87.78%	<b>93.80%</b>
Hirschvogel Eisenach	100.00%	92.17%	95.61%	93.22%	<b>93.89%</b>
Hirschvogel E-Solutions	-	-	100.00%	-	<b>100.00%</b>
Hirschvogel Holding	100.00%	-	97.16%	-	<b>97.16%</b>
Hirschvogel Komponenten	-	98.16%	97.10%	97.52%	<b>97.69%</b>
Hirschvogel Umformtechnik	100.00%	94.57%	94.85%	92.98%	<b>94.52%</b>
<b>Total</b>	<b>100.00%</b>	<b>89.02%</b>	<b>96.86%</b>	<b>93.15%</b>	<b>92.82%</b>

\*not including Hirschvogel Incorporated

**Average appraisal rate according to employment relationship at the Hirschvogel Group**

## TRAINING & 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 addition to apprenticeship training at its own Training Centers, Hirschvogel also supports students from the Baden-Württemberg Cooperative State University (DHBW) in Ravensburg, Germany, and the Gera-Eisenach Cooperative State University, Germany, in the form of dual bachelor's and master's degree programs and with the prospect of permanent employment at the company at the end of the program. The Hirschvogel Group is also committed to training young people internationally. Since the beginning of 2023, Hirschvogel Automotive Components in China has been working with the Bijie Industrial Vocational and Technical College, which is located about 1,600 km from the Hirschvogel plant. A technical trainer instructs students there in their manufacturing professions, thereby also supporting the sustainable development of the economy in this structurally weak region. Students from Pinghu Technician College are also supported

during their apprenticeship training at Hirschvogel. The best students of the class of 2024 were invited to take part in a three-week exchange program at the apprentice training site in Denklingen, with the aim of improving the professional skills of young apprentices and promoting their intercultural understanding.

The Indian plant has a cooperation agreement with COEP Technological University and the Indo-German Training Centre (IGTC) in Pune. Students of engineering and those on postgraduate programs in business administration have the opportunity to complete their mandatory internships or practical semesters at Hirschvogel.

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.

### IMPLEMENTATION EXAMPLE AT THE HIRSCHVOGEL TRAINING CENTER IN DENKLINGEN

#### Sustainable mindset & actions in apprenticeship training

A visit to the weather observatory in Hohenpeisenberg, Germany, on offer for the second consecutive year, provided a targeted impetus on climate change and the importance of the Hirschvogel Group's decarbonization strategy.

In 2024, the ESG Circle implemented its second project. As part of the "Schoolyard Design" project, flower beds were planted with perennials to promote biodiversity. In addition to providing food and a habitat for bees and insects, these beds create an important counterbalance to increasing surface sealing at the Hirschvogel Group's founding location.





## 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.

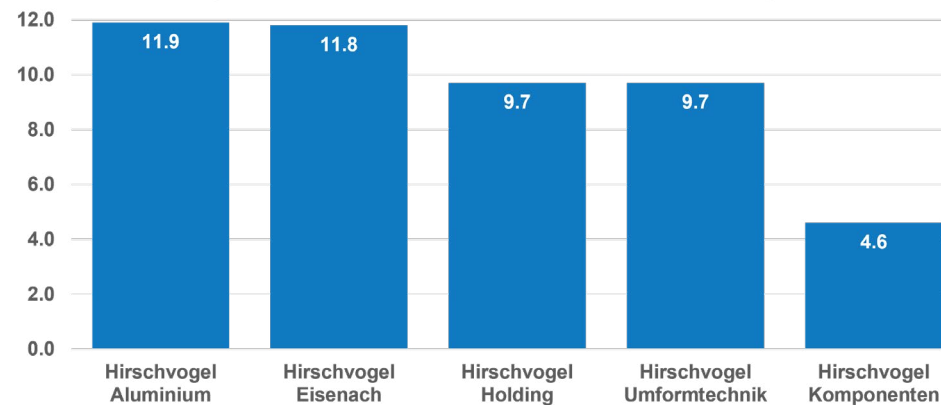
These training measures include:

- 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,
- as well as the OpEx Academy with its professional development measures on lean management (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 of professional development by plant



(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 Group to enable work to coexist 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 flextime 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 THE INTERNATIONAL PLANTS

#### Team sports bring people together

Exercise is not only good for your health but also promotes team spirit. The plant in China holds an annual friendly badminton tournament. A team from Hirschvogel Automotive Components also took part in the local rowing competition, even managing to secure first place. The first German-Indian Cricket League took place in 2024. Despite temperatures of 45 degrees Celsius in India, 16 teams took part and were cheered on loudly by their fans. In the end, the team from the company Rödl & Partner emerged victorious. Another sporting event took place in Mexico, where teams participated in friendly soccer matches, playing against two companies from their local area. This event not only strengthened the sporting spirit, but also the relationship between the companies.

Annual sporting events also take place at the European plants. On February 24, 2024, the 30th anniversary of the Hivo Ski Cup was celebrated on the Hausberg mountain in Garmisch-Partenkirchen, Germany. This year, 125 participants took part in the competition, including employees from our German plants in Denklingen, Schongau, and Marksuhl, from our Polish plant in Gliwice, and one participant from the plant in Ohio, USA. In 2024, a new ice hockey team was also founded with members from the German plants in Schongau and Denklingen. Summer sports enthusiasts are also catered for, with the Hirschvogel team successfully participating in the 24th Rennsteig Relay Race in Thuringia, Germany, and the 15th Thuringian Company Run in Germany. The Hirschvogel team also won the soccer tournament against other companies in the region. All events were characterized by a competitive spirit and promoted teamwork and camaraderie.





## 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 UMFORMTECHNIK

#### Focus on diversity

To mark German Diversity Day on May 28, initiated by the Diversity Charter, Hirschvogel organized a campaign day to raise employee awareness of the various dimensions of diversity. One highlight was the Privilege Walk, which highlighted how different starting conditions in professional life can be due to individual backgrounds. In addition, the representative for severely disabled employees provided a wheelchair to enable people without physical limitations to experience barriers in the working environment.



Development of DEI-related fields of action for the Hirschvogel Group 2023



## THE HIRSCHVOGEL BUSINESS NETWORK – BY WOMEN FOR WOMEN

Diversity offers the opportunity to improve ideas and solutions when employees with different backgrounds come together. Supporting diversity means, in particular, recognizing differences in gender, origin, age, religion, physical abilities, and sexual orientation, and ensuring that no discrimination occurs. As can be seen in the chapter “The Hirschvogel Group in Figures,” the percentage of female employees at Hirschvogel is less than 20%. In order to empower women at Hirschvogel, the Hirschvogel Business Network was founded at the German plants in fall 2021 on the initiative of female employees. The Hirschvogel Business Network is aimed at all ambitious female employees who want to play a responsible role in shaping the future of Hirschvogel. Today, the network is managed by a core team consisting of female employees from various areas of the company. In 2024, membership declined

slightly, partly due to female colleagues taking parental leave or leaving the company.

As an active part of a large network, female employees benefit from the experience, knowledge, and contacts that each member brings to the network. The goal of the Hirschvogel Business Network is for female colleagues to empower each other as well as to enable them to position themselves within the company and become more visible. In addition, members can participate in events exclusively reserved for network members that deal with topics specifically relevant to women in the workplace. Furthermore, the core team is present at events for schoolgirls, such as the MUT-IG project (engl. ‘brave’, acronym for ‘girls and technology - a compelling approach’) of the Frank Hirschvogel Foundation or Girls’ Day.

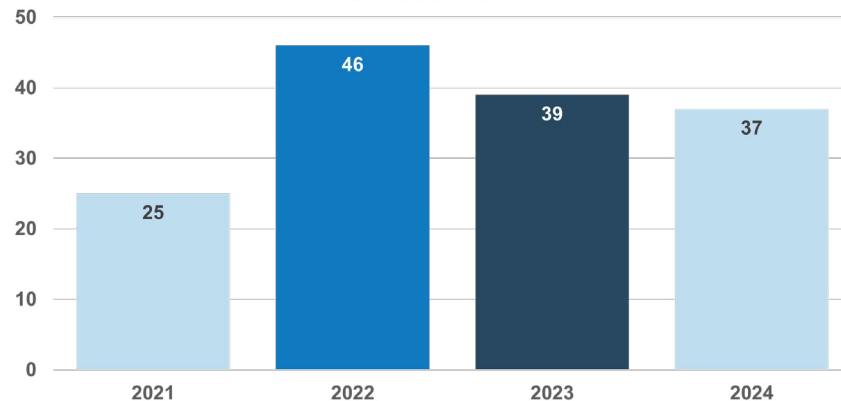
### IMPLEMENTATION EXAMPLE AT THE HIRSCHVOGEL TRAINING CENTER IN DENKLINGEN

#### Girls’ Day

Girls’ Day, where schoolgirls can experience technology in practice, is also a fixed part of the program. In 2024, 11 participants visited the Training Center in Denklingen. Under the guidance of Hirschvogel trainers, the girls were able to make illuminated picture frames, operate turning and milling machines with the support of the apprentices, and carry out simple electrical wiring. Everyone was enthusiastic about the day and delighted with the successful results of their work.



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 – for example 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 INDIA

#### Support for the Maher Vadu Center

Hirschvogel Components India supports various social projects every year. In 2024, the focus was on the Maher Vadu Center. Maher is an interfaith and caste-free non-governmental organization that has been providing shelter and care to poor, destitute men, women, and children since its founding in 1997. It also runs welfare and development programs in the villages surrounding its centers. In 2024, donations were used to repair 30 toilet doors for children. Financial support was also provided for the purchase of writing materials for around 140 schoolchildren and for the construction of a new outdoor play area.



### 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.





# 5 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 2024

In 2024, the Frank Hirschvogel Foundation supported a total of 70 funding projects at schools, colleges, and universities with around 49 funding partners in Germany and abroad (Germany, Poland, USA, Mexico, China, India). The Foundation also presented 361 awards to school and university students for outstanding educational achievements and awarded 39 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.


**FRANK HIRSCHVOGEL  
STIFTUNG**

MANFRED HIRSCHVOGEL AWARD		
	<p><b>COMMEMORATING</b></p>  <p>the life's work of the visionary Dr. Manfred Hirschvogel (* 2010)</p> <p>In his professional life, he was responsible for the development and success of the Hirschvogel Group as a managing shareholder since he joined the company.</p> <p>Dr. Manfred Hirschvogel has transformed the company into a global leader in the forging industry.</p>	<p><b>AWARD FOR</b></p>  <p>the best dissertation in the field of mechanical engineering / economics as the only prize in all renowned TU9-Universities</p> <p>Prize money: €5,000</p> <p>Award: As an important symbol of Hirschvogel, the heart carrier stands for a positive corporate culture and mutual appreciation. It is a reminder not to lose sight of the matters close to one's heart.</p>



# GRI INDEX

**Declaration of use:** The Hirschvogel Group has reported the information specified in this GRI Index for the period from January 1, 2024 to December 31, 2024 with reference to the GRI Standards.

**GRI 1 used:** GRI 1: Basics 2021

Requirement(s)	Chapter	Remarks
<b>GRI 2: GENERAL DISCLOSURES 2021</b>		
<b>1. THE COMPANY AND ITS REPORTING PRACTICES</b>		
2-1 Organizational details	Organizational Details; History & Company Structure	
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	Environmental & Energy Management; Energy Consumption & Emission Balance	
2-5 External assurance	Report Profile	
<b>2. ACTIVITIES AND WORKERS</b>		
2-6 Activities, value chain and other business relationships	Organizational Details; History & Company Structure	
2-7 Employees	Supporting & Developing Employees; The Hirschvogel Group in Figures	
2-8 Workers who are not employees		
<b>3. GOVERNANCE</b>		
2-9 Governance structure and composition	History & 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		
<b>4. STRATEGY, POLICIES AND PRACTICES</b>		
2-22 Statement on sustainable development strategy	Foreword; Sustainability Mission Statement	
2-23 Policy commitments	Ethics & Integrity	
2-24 Embedding policy commitments	Ethics & Integrity; Procedures for Guidance and Concerns regarding Ethics	
2-25 Processes to remediate negative impacts	Ethics & Integrity; Procedures for Guidance and Concerns regarding Ethics	
2-26 Mechanisms for seeking advice and raising concerns	Ethics & Integrity; Procedures for Guidance and Concerns regarding Ethics	
2-27 Compliance with laws and regulations	Ethics & Integrity; Procedures for Guidance and Concerns regarding Ethics	
2-28 Membership associations		
<b>5. STAKEHOLDER ENGAGEMENT</b>		
2-29 Approach to stakeholder engagement	Dialogs Along the Value Chain; Double Materiality Analysis	



2-30 Collective bargaining agreements		
<b>GRI 3: MATERIAL TOPICS 2021</b>		
3-1 Process to determine material topics	Double Materiality Analysis; Dialogs Along the Value Chain	
3-2 List of material topics	Double Materiality Analysis	
3-3 Management of material topics	Environment; Occupational Health & Safety; Supporting & Developing Employees;	
<b>GRI 101: Biodiversity 2024</b>		
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		
<b>GRI 201: ECONOMIC PERFORMANCE 2016</b>		
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		
<b>GRI 202: MARKET PRESENCE 2016</b>		
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		
<b>GRI 203: INDIRECT ECONOMIC IMPACTS 2016</b>		
203-1 Infrastructure investments and services supported		
203-2 Significant indirect economic impacts	Organizational Details	



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 & 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		
204-4 Country-by-country reporting		
GRI 301: MATERIALS 2016		
301-1 Materials used by weight or volume	Ecologically Sustainable Value Chain	Qualitative description
301-2 Recycled input materials used	Ecologically Sustainable Value Chain	Qualitative description
301-3 Reclaimed products and their packaging materials	Ecologically Sustainable Value Chain	Qualitative description
GRI 302: ENERGY 2016		
302-1 Energy consumption within the organization	Environmental & Energy Management	
302-2 Energy consumption outside the organization	Environmental & Energy Management	Information in CO <sub>2</sub> e
302-3 Energy intensity	Environmental & Energy Management	
302-4 Reduction of energy consumption	Environmental & Energy Management	
302-5 Reduction in energy requirements of products and services	Environmental & 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	
<b>GRI 304: Biodiversity 2016</b>		
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		
<b>GRI 305: EMISSIONS 2016</b>		
305-1 Direct (Scope 1) GHG emissions	Energy Consumption & Emission Balance; Product Carbon Footprint	
305-2 Energy indirect (Scope 2) GHG emissions	Energy Consumption & Emission Balance; Product Carbon Footprint	
305-3 Other indirect (Scope 3) GHG emissions	Energy Consumption & Emission Balance; Dialogs Along the Value Chain;	
305-4 GHG emissions intensity	Energy Consumption & Emission Balance; Product Carbon Footprint	
305-5 Reduction of GHG emissions	Energy Consumption & Emission Balance; Decarbonization Strategy; Ecologically 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
<b>GRI 306: WASTE 2020</b>		
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		
<b>GRI 306: Effluents and Waste 2016</b>		
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		
<b>GRI 308: Supplier Environmental Assessment 2016</b>		
308-1 New suppliers that were screened using environmental criteria		
308-2 Negative environmental impacts in the supply chain and actions taken	Environment	Qualitative description
<b>GRI 401: Employment 2016</b>		
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		
<b>GRI 402: Labor/Management Relations 2016</b>		
402-1 Minimum notice periods regarding operational changes		
<b>GRI 403: Occupational Health and Safety 2018</b>		
403-1 Occupational health and safety management system	Occupational Health & Safety; Occupational Health & Safety Mission Statement; Measures; Occupational Health Management	
403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health & Safety; 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; Occupational Health Management	
403-10 Work-related ill health	Measures	
<b>GRI 404: TRAINING AND EDUCATION 2016</b>		
404-1 Average hours of training per year per employee	Training & Education	
404-2 Programs for upgrading employee skills and transition assistance	Environmental & Energy Management; Training & Education; Supporting & Developing Employees	
404-3 Percentage of employees receiving regular performance and career development reviews	Feedback To and From Employees	
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016</b>		
405-1 Diversity of governance bodies and employees	The Hirschvogel Group in Figures; Inclusion and Diversity at Hirschvogel; The Hirschvogel Business Network	Qualitative description
405-2 Ratio of basic salary and remuneration of women to men		
<b>GRI 406: NON-DISCRIMINATION 2016</b>		
406-1 Incidents of discrimination and corrective actions taken		
<b>GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016</b>		
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		
<b>GRI 408: CHILD LABOUR 2016</b>		



408-1 Operations and suppliers at significant risk for incidents of child labor		
<b>GRI 409: FORCED OR COMPULSORY LABOR 2016</b>		
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		
<b>GRI 410: SECURITY PRACTICES 2016</b>		
410-1 Security personnel trained in human rights policies or procedures	Ethics & Integrity	
<b>GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016</b>		
411-1 Incidents of violations involving rights of indigenous peoples		
<b>GRI 413: LOCAL COMMUNITIES 2016</b>		
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		
<b>GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016</b>		
414-1 New suppliers that were screened using social criteria		
414-2 Negative social impacts in the supply chain and actions taken		
<b>GRI 415: PUBLIC POLICY 2016</b>		
415-1 Political contributions		
<b>GRI 416: CUSTOMER HEALTH AND SAFETY 2016</b>		
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		
<b>GRI 417: MARKETING AND LABELING 2016</b>		
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		
<b>GRI 418: CUSTOMER PRIVACY 2016</b>		
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		



# Hirschvogel Group

Traditionally innovative.

Hirschvogel Holding GmbH  
Dr.-Manfred-Hirschvogel-Str. 6  
86920 Denklingen  
Germany

Phone: +49 8243 291-0  
[sustainability@hirschvogel.com](mailto:sustainability@hirschvogel.com)  
[hirschvogel.com](http://hirschvogel.com)