



The
SUSTAINABILITY
Code

Declaration of conformity 2022

Hugo Müller GmbH & Co KG

Indicator set

GRI SRS

Contact

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Indicator set

The declaration was drawn up in accordance with the following reporting standards:

GRI SRS

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General

General Information

Describe your business model (including type of company, products / services)

In 1929, the company was founded by Hugo Müller. Today it is known for the two strong brands "müller" and "paladin". In 1978 came the change to electronics for Hugo Müller: The first time switch with annual program was launched. As a medium-sized family business, Hugo Müller GmbH & Co KG has specialized in the development and production of timer devices as well as customer-specific control and regulation devices. Our time switches, timers, counters, light and room climate controls as well as our sensors and components for building system technology are mostly used in building electrical installations and in industry. Even today, time switches are an important part of the product portfolio and one of the core competencies of Hugo Müller. Thus, the goal for the future can only be: Continuous optimization and expansion of standard products and absolute individuality for customer-specific and OEM products. The primary goal is the continuous further development of the company, also with regard to sustainability.

CRITERIA 1–10: SUSTAINABILITY POLICY

Criteria 1–4 concerning STRATEGY

1. Strategic Analysis and Action

The company declares whether or not it pursues a sustainability strategy. It explains what concrete measures it is undertaking to operate in compliance with key recognised sector-specific, national and international standards.

We are committed to responsible and sustainable corporate governance. We comply with legal and regulatory requirements. The issues of environmental protection, social and economic values, and sustainability are part of our corporate strategy.

CORPORATE STRATEGY

We are guided by the three-pillar model of sustainability:

Ecological sustainability

Preserving the environment for future generations plays a major role. The following points are important to us:

Protecting the environment and natural resources

- Conscious use of water, energy and raw materials
- Shipping with DPD climate neutral
- Photovoltaic systems
- Heat recovery through heat exchanger compressor
- Wood pellet heating

Developing products sustainably

Recyclable packaging material - avoidance of plastic

Economic sustainability

It is essential to safeguard the quality of life for current and future generations. This requires long-term strategies:

- fair trade
- high-quality raw materials

- fair payment
- promoting education
- development of high quality and durable products

Social sustainability

Responsibility for employees and society - here we focus on society and people.

Fighting poverty

- Creating jobs
- Fighting unemployment

Equal opportunities

- equal access to work
- Fair payment

High occupational safety standards

Education and training

- employee qualification

Social commitment

We plan to develop a sustainability assessment concept for the year 2024.

FIELDS OF ACTION **Climate protection and energy management** By reporting our electricity and gas consumption, we are able to track our sustainability goals. **Resource management** Resource consumption is assessed at least annually. **Supply chain** Our supply chains are assessed both in supplier evaluations (request for sustainability management, e.g. entries in portals) and by obtaining information from suppliers on compliance with the Supplier Sourcing Act and on the country of origin of minerals via the Conflict Minerals Reporting Template (CMRT).

STANDARDS **Goals and measures** Our goals and measures are based on the **ten principles of the UN Global Compact** and the **SDGs (Sustainable Development Goals) of the United Nations**. **Processes** Our processes are based on the **ISO9001** management system that has been in place and certified for many years. **Reports** We use the German Sustainability Code (**Deutscher Nachhaltigkeitskodex DNK**) as our reporting standard.

2. Materiality

The company discloses the aspects of its business operations that have a significant impact on sustainability issues and what material impact sustainability issues have on its operations. It analyses the positive and negative effects and provides information as to how these insights are integrated into the company's processes.

MILIEU

In business and family-owned for almost 100 years now: Hugo Müller Group. We develop and manufacture intelligent products for maximum comfort and for the best possible use of energy. Our products switch, control, count and measure, in buildings and in plants.

We are located in Baden-Württemberg in the Schwarzwald-Baar-Heuberg region. Economically, the region is characterized by medium-sized, often owner-managed companies. Our customers are located throughout Europe, but also occasionally worldwide.

Our suppliers are mostly regional providers as well as well-known importers for our electronic components and parts from countries that occupy top positions in the global sustainability ranking.

KEY SUSTAINABILITY ISSUES Our activities in the field of manufacturing and distribution of intelligent switching and control devices mainly concern energy consumption, emissions and use of resources. **Positive impact from our business activities:** Due to their basic characteristics, Hugo Müller's products have a sustainable effect, as they are suitable for sustainable control and regulation. This leads to reductions in energy consumption and thus to lower CO₂ emissions. Furthermore, our products help to meet environmental regulations and standards in connection with energy efficiency. The production of high-quality and durable products leads to a longer service life and thus contributes to the reduction of electronic waste and the avoidance of resource wastage.

We make this sustainability idea clear in our slogan "**Sustainable switching and control**". **Negative impact due to our business activities:** However, the development of durable and high-quality products may require more elaborate product developments and high quality controls.

Likewise, sustainability topics are brought to us by our environment (interested parties). **Positive impact on our business:** Our customers prefer

environmentally friendly products. By taking sustainability aspects into account, demand for our products is increased. Switching to renewable energy sources and environmentally friendly manufacturing processes will reduce environmental impact. Meeting customer expectations on sustainability strengthens our brand reputation and improves customer trust and our corporate image.

Our collaboration with suppliers to promote sustainable practices leads to stable supply chains and long-term partnerships. **Negative impact on our business activities:** We expect further tightening of legislation and environmental requirements, which may lead to compliance challenges. Another strong negative impact is certainly the enormous effort to document our sustainability topics for each customer on a different portal of choice. We therefore focus on the German Sustainability Code (Deutscher Nachhaltigkeitskodex DNK) as a reporting standard in order to optimally shape the further development of our sustainability topics with our employee resources. The above sustainability issues are critical to our business operations. Balanced consideration of these aspects helps to maximize positive impacts and minimize negative impacts, ultimately establishing and consolidating more sustainable business practices.

RISKS & OPPORTUNITIES The above sustainability issues are significant as they impact your business and present both opportunities and challenges. We see risks in reputational damage due to a lack of sustainability efforts or violations of environmental regulations. Furthermore, new or stricter sustainability requirements would adversely affect our unadjusted business model if our company did not meet the required standards. We also see competitive disadvantages if we do not respond to growing sustainability requirements. Opportunities arise from an even more sustainable improvement in our position in terms of customer retention and customer acquisition, and from a further improvement in the external image of our company. Likewise, the need to find sustainable solutions opens up opportunities for innovation. Likewise, sustainability efforts can lead to efficiency gains that reduce costs. A commitment to sustainability also makes a company more attractive to potential employees.

3. Objectives

The company discloses what qualitative and/or quantitative as well as temporally defined sustainability goals have been set and operationalised and how their level of achievement is monitored.

GOALS

The driving force behind our sustainability goals is our corporate strategy. We have set ourselves various medium- and long-term goals to promote social,

environmental and economic sustainability.

Energy We save energy by continuously upgrading the company infrastructure with modern lighting. Goal: Reduce electricity consumption by 25% by 2030.

Training with reference to sustainability We offer training opportunities to raise awareness of sustainable action. Each of our employees is encouraged to use resources carefully:

- Saving energy by avoiding unnecessary lighting, ventilation strategies, waste avoidance, ...

Goals: electricity consumption see "Energy" Goals: Gas consumption reduction by 10% by 2030. Goals: waste reduction by 10% by 2030. **Health** Our health management includes so far:

- mineral water
- regional fruit.

Goal: Introduction of two further health management measures by 2025.

Environment / natural resources management Compliance with environmental standards and minimizing environmental pollution of any kind are of great importance to us. **Employment** For us, compliance with social standards and educational work to prevent corruption are of utmost importance. Goal: Compliance with all social standards. **Innovation** We realize products for sustainable energy use. Goal: Introduce at least two new products for sustainable uses. **Sustainable consumption and production** When selecting suppliers, regional suppliers are given preference. In this way, our procurement achieves the shortest possible transport distances. Our high vertical range of manufacture also avoids transport routes. Our environmentally friendly production is continuously improving by

- Reducing the energy consumption of our machines by continuously investing in more energy-efficient machines
- CIP to avoid waste in production
- Avoiding the use of air conditioning through shading and ventilation

We use environmentally friendly packaging and ship in a climate neutral way. The targets listed above are based on consistent production throughputs. As we are at the beginning and in the development of our sustainability strategy, we focus and prioritize the topics listed above, as we can influence these goals relatively quickly and directly in our operating environment.

The objectives are assessed at least annually and reviewed as part of the continuous improvement concept of our integrated management system. Every employee is responsible for implementing our sustainability goals. Awareness of environmentally friendly, fair and transparent behavior should be developed and consolidated throughout the company.

The **17 Sustainable Development Goals (SDG) of the United Nations**

are taken into account accordingly when setting goals. We give special consideration to:

- 3 Good Health and Well-being
- 9 Industry, Innovation and Infrastructure
- 12 Responsible Consumption and Production
- 13 Climate Action

4. Depth of the Value Chain

The company states what significance aspects of sustainability have for added value and how deep in the value chain the sustainability criteria are verified.

The field of activity for our company is the development, production and distribution of electrical, electronic and precision mechanical equipment.

VALUE CHAIN

Our value chain starts with the development and continues with the procurement of parts as well as single components, the manufacturing, the distribution, the use at the customer and the disposal.

Development

As early as the development phase, we ensure compliance with legal and regulatory requirements as well as sustainable development results. This is checked in the internal audits.

Procurement

When selecting suppliers, we give preference to regional suppliers so that delivery routes are short, production methods are transparent, jobs are maintained and created in the region, and quality of life is ensured. We rely on long-term business relationships with all suppliers. This creates trust on both sides.

Sustainability certificates are requested in the course of supplier evaluations.

Manufacturing

We manufacture exclusively at our site in Villingen-Schwenningen. This enables us to ensure that social, ecological and economic requirements are met. Sustainability issues are reviewed in internal audits as well as in 5S inspections and other quality-driven activities.

Distribution

Our packaging is free of plastic. Parcel shipping of standard products is carried out via climate-neutral providers (DPD).

Disposal

We comply with the WEEE directive.

Our social and ecological challenges primarily concern the care of our employees and the negative ecological effects of our actions, such as emissions. We are aware of these and counteract them with appropriate programs such as our occupational health management, energy management and our CO₂ reduction targets.

We communicate with our suppliers about sustainability issues during the supplier evaluation process. Sustainability issues are also taken into account when selecting new parts and components to be purchased. For our customers, we refer to our reporting via the Sustainability Code Report in the course of the supply chain law queries of these companies. Furthermore, sustainability issues are also addressed directly by our customers.

Criteria 5–10 concerning PROCESS MANAGEMENT

5. Responsibility

Accountability within the company's management with regard to sustainability is disclosed.

RESPONSIBILITY FOR SUSTAINABILITY ISSUES

Overall responsibility for the implementation of the sustainability strategy at all levels lies with the Executive Board. It decides on the definition and updating of corporate policy and our goals.

Operationally, the sustainability topics are anchored in our integrated management system.

6. Rules and Processes

The company discloses how the sustainability strategy is implemented in the operational business by way of rules and processes.

MANAGEMENT SYSTEM

Our sustainability strategy is reflected in our corporate policy and our corporate goals.

In everyday business, our sustainability strategy is anchored in process descriptions such as the Development Process, Supplier Management Process, Product Management Process, and also in work instructions such as Supplier Selection or Waste Management.

7. Control

The company states how and what performance indicators related to sustainability are used in its regular internal planning and control processes. It discloses how suitable processes ensure reliability, comparability and consistency of the data used for internal management and external communication.

KEY PERFORMANCE INDICATORS

We use various key performance indicators to manage and control our sustainability targets. These are evaluated as part of our integrated management system and analyzed in terms of appropriateness and need for improvement.

Life cycle assessments

- Gas
- Water
- Electricity consumption

Waste / Recyclable waste

- Commercial waste
- Paper / Cardboard
- Scrap metal

Proportion of plastic packaging

The DNK reporting standard, for which we have opted for the GRI performance indicators, ensures the comparability and consistency of the data.

Key Performance Indicators to criteria 5 to 7

Key Performance Indicator GRI SRS-102-16: Values

The reporting organization shall report the following information:

a. A description of the organization's values, principles, standards, and norms of behavior.

Our corporate strategy includes the following goals:

Customer satisfaction

Leadership

Employee satisfaction

Improvement

When it comes to sustainability issues, our corporate strategy is based on the three-pillar model of sustainability:

Ecology

Preserving the environment for future generations plays a major role. The following points are important to us:

- A conscious approach to water, energy and raw materials.
- Climate-neutral shipping
- Avoidance of unnecessary packaging
- Expansion of our photovoltaic systems
- Heat recovery systems
- Heating with sustainable raw materials

Economy

sustainable management, in which not only purely monetary-economic aspects are taken into account, but also the well-being of the environment and the people. It is important for us to secure the quality of life for present and future generations.

- fair trade
- high quality raw materials
- fair payment
- promote education
- development of high quality and durable products

Social

We take responsibility for employees and society.

- Creating jobs
- Fighting unemployment
- Equal opportunities for us means "equal access to work"
- fair payment
- high occupational safety standards
- Training and education
- employee qualification
- social commitment

8. Incentive Systems

The company discloses how target agreements and remuneration schemes for executives and employees are also geared towards the achievement of sustainability goals and how they are aligned with long-term value creation. It discloses the extent to which the achievement of these goals forms part of the evaluation of the top managerial level (board/managing directors) conducted by the monitoring body (supervisory board/advisory board).

INCENTIVE SYSTEMS

Due to the small number of employees, there is no designated incentive system. Employees are continuously sensitized to sustainability issues so that they develop ideas on sustainability, which are then evaluated and implemented if necessary. There are no plans for an incentive system.

All managers conduct employee interviews with their employees at least once a year. Sustainability topics are included in the employee questionnaires.

The management level reviews the sustainability targets in the course of the management review of our quality management system with regard to appropriateness and need for improvement.

Key Performance Indicators to criteria 8

Key Performance Indicator GRI SRS-102-35: Remuneration policies

The reporting organization shall report the following information:

a. Remuneration policies for the highest governance body and senior executives for the following types of remuneration:

- i.** Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses, and deferred or vested shares;
- ii.** Sign-on bonuses or recruitment incentive payments;
- iii.** Termination payments;
- iv.** Clawbacks;
- v.** Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees.

b. How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics.

This key performance indicator is not collected or communicated for reasons of confidentiality.

Key Performance Indicator GRI SRS-102-38: Annual total compensation ratio

The reporting organization shall report the following information:

a. Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.

This key performance indicator is not collected or communicated for reasons of confidentiality.

9. Stakeholder Engagement

The company discloses how the socially and economically relevant stakeholders are identified and integrated into the sustainability process. It states whether and how an ongoing dialogue takes place with them and how the results are integrated into the sustainability process.

STAKEHOLDER

As part of determining the context of our organization, a materiality matrix is used to identify the requirements and expectations of our key stakeholders.

Suppliers, customers and employees have emerged as the main stakeholder groups.

Due to our flat corporate hierarchy, our communication channels are short. As a result, there is a direct exchange when necessary. **Customers** Customer needs are identified directly in customer meetings and are incorporated into the further development of our sustainability management as required. News and innovations are also communicated with the public and customers through newsletters. **Employees** All managers conduct employee appraisals with their employees at least once a year. **Suppliers** We oblige suppliers to deliver in accordance with statutory environmental guidelines.

Key Performance Indicators to criteria 9

Key Performance Indicator GRI SRS-102-44: Key topics and concerns

The reporting organization shall report the following information:

a. Key topics and concerns that have been raised through stakeholder engagement, including:

- i.** how the organization has responded to those key topics and concerns, including through its reporting;
- ii.** the stakeholder groups that raised each of the key topics and concerns.

The following key stakeholders have been identified for our company:

- Customers
- Employees

- Management
- Suppliers
- Service Providers
- Authorities
- Society

The main topics are:

- Quality (Customers)
- Trustworthy partnership (Customers, Management, Suppliers, Service Providers)
- Innovation (Customers, Management, Employees)
- Compliance with regulatory requirements (Customers, Management, Employees, Authorities, Society)

We are in constant dialogue with our stakeholders to adapt our business objectives to the requirements and expectations of these stakeholders.

10. Innovation and Product Management

The company discloses how innovations in products and services are enhanced through suitable processes which improve sustainability with respect to the company's utilisation of resources and with regard to users. Likewise, a further statement is made with regard to if and how the current and future impact of the key products and services in the value chain and in the product life cycle are assessed.

Product Management

We develop and manufacture intelligent products for maximum comfort and the best possible use of energy. As early as the development phase, we pay attention to the sustainable use of materials and energy-saving production methods.

Our products switch, control, count and measure, in buildings and in plants. Lighting concepts are mentioned here as one of the major use cases. Illumination can be switched on or off with our devices depending on time or environment via sensors. Likewise, devices can also be switched depending on sunrise and sunset without a separate sensor, whereby new values for switching on and off are calculated daily for this function. In this way, lighting concepts are designed to be energy-efficient. With our room climate sensors, ventilation concepts can be designed intelligently. Ventilation/heating is only

carried out when necessary. In this way, the climate conditions in buildings are kept at defined values in an energy-efficient manner. For our customers, the goal is to operate buildings and plants energy-efficiently with our devices. However, we do not have any feedback from customers with quantitative data on energy savings through our systems. Nor has any impact of our products on social areas been surveyed to date. The sustainability assessment concept planned for 2024 will include a data basis for further investigations.

Innovation

Our innovations always aim to provide customers with equipment to increase the sustainable use of their buildings and facilities. We have created a culture of innovation where employees are encouraged to develop innovative solutions to sustainability challenges and actively participate in innovation processes.

Value chain

Sustainability aspects as well as sustainability requirements of our customers are already taken into account and evaluated during the development of our products. When selecting suppliers for raw parts and components for our products, sustainability requirements and compliance with legal and regulatory requirements are given top priority. During the development and production phase, every employee can submit suggestions for improvement with regard to quality, savings potential, processes, and sustainability or environmental aspects as part of the continuous improvement process. Customers are supported during the time they use the equipment.

Key Performance Indicators to criteria 10

Key Performance Indicator G4-FS11

(report also in accordance with GRI SRS): Percentage of assets subject to positive and negative environmental or social screening. (Note: the indicator should also be reported when reporting to GRI SRS)

This performance indicator is not relevant to us as no financial investments are made (on a large scale).

Criteria 11–20: Sustainability Aspects

Criteria 11–13 concerning ENVIRONMENTAL MATTERS

11. Usage of Natural Resources

The company discloses the extent to which natural resources are used for the company's business activities. Possible options here are materials, the input and output of water, soil, waste, energy, land and biodiversity as well as emissions for the life cycles of products and services.

Our actions and the achievement of our corporate goals have an impact on the environment. We aim to keep these as small as possible. Our means of exerting influence are explained below.

NATURAL RESOURCES

We primarily use the following natural resources:

Electricity (direct)

We consider the environmental aspects and effects of electricity consumption to be low, as the scope for influencing them is relatively small.

Gas (direct)

We rate the environmental aspects and effects of gas consumption as low, as it is relatively difficult to influence them.

Waste (direct)

We rate the environmental aspects and impacts of waste as high.

Water (direct)

Water consumption is essentially limited to everyday life situations. We classify the influenceability as very low.

Packaging (direct)

With regard to packaging, the environmental aspects and impacts are rated as low.

Fuels (direct and indirect)

These are consumed directly by our company's vehicle fleet (travel, transport) and indirectly by employees on their way to and from work. We classify the influenceability and impact as high.

Forwarding traffic (indirect)

The influenceability of the environmental aspects and impacts here is very dependent on the customers and on the forwarding companies.

Electricity (indirect)

We classify the environmental aspects and effects as medium. We see great opportunities for our customers in terms of sustainability through the use of our equipment.

USE OF RESOURCES

Electricity: 375,137 kWh Natural gas: 204,148 kWh Diesel: 8,574 liters gasoline: 1,677 liters Cardboard: 5,328 kg Paper: 2,971 kg Water: 424 m²

Waste Household waste: 6,240 l Scrap metal: 0.6 t Waste paper: 6.98 t Electrical scrap: 0.42 t

12. Resource Management

The company discloses what qualitative and quantitative goals it has set itself with regard to its resource efficiency, in particular its use of renewables, the increase in raw material productivity and the reduction in the usage of ecosystem services, which measures and strategies it is pursuing to this end, how these are or will be achieved, and where it sees there to be risks.

TARGETS RESOURCE MANAGEMENT

Electricity (direct)

Goal: Increase the share of green electricity.

Measures: Constant contact with electricity suppliers

Gas (direct)

Goal: Reduction of gas consumption

Measures: No measures possible at the moment

Waste (direct)

Goal: At least maintain waste volume

Measures: Recycling of materials from incoming goods, shuttle system with a customer (reusable).

Water (direct)

only sanitary -> no direct influence possible

Packaging (direct)

Goal: Continue to keep packaging volume as low as possible

Measures: Controlling

Fuels (direct)

Goal: Reduce consumption

Measures: When purchasing new vehicles, attention is paid to improved technologies. The company fleet is increasingly being converted to hybrid vehicles.

Fuels (indirect)

Goal: Increase the share of climate-neutral travel by employees.

Measures: Raise employee awareness: switch to public transportation, bicycles or walking where possible, consider carpooling.

Freight forwarding (indirect)

Goal: Climate-neutral shipping

Measures: Regularly check whether freight forwarders offer climate-neutral shipping.

Electricity (indirect)

Goal: Use our equipment for sustainable energy consumption

Measures: Cannot be verified

Quantitative targets, even with a vague time horizon, are not yet possible, as these are very much dependent on framework conditions over which we have no control. The achievement of previous targets cannot be stated quantitatively either, with this DNK Sustainability Report are at the beginning of our sustainability management.

The only risk we see from our business activities is the consumption of resources. However, without the use of these resources there are no parts and components and thus no products, and without these products there is no business activities.

Key Performance Indicators to criteria 11 to 12

Key Performance Indicator GRI SRS-301-1: Materials used

The reporting organization shall report the following information:

a. Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by:

- i.** non-renewable materials used;
- ii.** renewable materials used.

Renewable materials:

Packaging materials (in kg)

Total: 7,627

Cardboard boxes: 5,328

Filling material: 509

Instruction manuals: 1,790

Office paper (in kg)

Total: 672

Copy paper: 574

Stationery: 98

Non-renewable materials:

Packaging materials (in kg)

Total: 169

Plastics: 169

Key Performance Indicator GRI SRS-302-1: Energy consumption
The reporting organization shall report the following information:

a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.

b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.

c. In joules, watt-hours or multiples, the total:

i. electricity consumption

ii. heating consumption

iii. cooling consumption

iv. steam consumption

d. In joules, watt-hours or multiples, the total:

i. electricity sold

ii. heating sold

iii. cooling sold

iv. steam sold

e. Total energy consumption within the organization, in joules or multiples.

f. Standards, methodologies, assumptions, and/or calculation tools used.

g. Source of the conversion factors used.

Fuel consumption within the company:

Diesel: 84,027 kWh

Gasoline: 14,252 kWh

Electricity consumption:

375,137 kWh

Gas consumption:

204,148 kWh

Key Performance Indicator GRI SRS-302-4: Reduction of energy consumption

The reporting organization shall report the following information:

- a.** Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.
- b.** Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.
- c.** Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.
- d.** Standards, methodologies, assumptions, and/or calculation tools used.

As we have only just begun to establish a sustainability management system, there is currently no evidence of energy saving and energy efficiency initiatives. We have planned this until the next reporting.

Key Performance Indicator GRI SRS-303-3: Water withdrawal
The reporting organization shall report the following information:

- a. Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable:
 - i. Surface water;
 - ii. Groundwater;
 - iii. Seawater;
 - iv. Produced water;
 - v. Third-party water.

- b. Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable:
 - i. Surface water;
 - ii. Groundwater;
 - iii. Seawater;
 - iv. Produced water;
 - v. Third-party water, and a breakdown of this total by the withdrawal sources listed in i-iv.

- c. A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megaliters by the following categories:
 - i. Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids);
 - ii. Other water ($> 1,000$ mg/L Total Dissolved Solids).

- d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.

Water consumption (in thousand liters)

424

Key Performance Indicator GRI SRS-306-3: Waste generated
The reporting organization shall report the following information:

- a. Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste.

- b. Contextual information necessary to understand the data and how the data has been compiled.

Waste generation

Household waste: 6,240 liters

Plastic: 8.08 tons
Paper / cardboard: 6.98 tons
Non-ferrous metals: 0.09 tons
Aluminum: 0.6 tons

13. Climate-Relevant Emissions

The company discloses the GHG emissions in accordance with the Greenhouse Gas (GHG) Protocol or standards based on it and states the goals it has set itself to reduce emissions, as well as its results thus far.

The reporting year 2022 represents the starting point for us for reporting on sustainability topics and CO₂ emissions.

We essentially use the following resources in our company:

- Electricity
- Gas

The goal is to minimize gas and electricity consumption or at least partially replace it with renewable energy. This process is ongoing, therefore a final target date cannot be quantified.

For our base load, we use the photovoltaic systems locally and directly. To reduce electricity consumption, we continue to expand our photovoltaics to the maximum. The lighting will be further converted to modern LED technology.

The achievement of targets is also dependent on external factors, such as capacities at service providers that are required for construction measures.

As we had not set any emissions targets in our company in the past, it is not possible to report here on which targets were achieved, which reference figures were used and which is the base year for the comparisons.

Key Performance Indicators to criteria 13

Key Performance Indicator GRI SRS-305-1: Direct (Scope 1) GHG emissions

The reporting organization shall report the following information:

- a. Gross direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent.
- b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃ or all.
- c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent.
- d. Base year for the calculation, if applicable, including:
 - i. the rationale for choosing it;
 - ii. emissions in the base year;
 - iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.
- e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.
- f. Consolidation approach for emissions; whether equity share, financial control, or operational control.
- g. Standards, methodologies, assumptions, and/or calculation tools used.

Direct emissions from combustion processes at stationary plants (in metric tons of CO₂e):

41 t

Combustion processes of mobile plants, transport and business vehicles (in metric tons CO₂e):

27 t

Key Performance Indicator GRI SRS-305-2: Energy indirect
(Scope 2) GHG emissions

The reporting organization shall report the following information:

- a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent.
- b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent.
- c. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.
- d. Base year for the calculation, if applicable, including:
 - i. the rationale for choosing it;
 - ii. emissions in the base year;
 - iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.
- e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.
- f. Consolidation approach for emissions; whether equity share, financial control, or operational control.
- g. Standards, methodologies, assumptions, and/or calculation tools used.

Indirect emissions from purchased electricity (in metric tons CO₂e):

163 t

Key Performance Indicator GRI SRS-305-3: Other indirect (Scope 3) GHG emissions

The reporting organization shall report the following information:

a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent.

b. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.

c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent.

d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.

e. Base year for the calculation, if applicable, including:

i. the rationale for choosing it;

ii. emissions in the base year;

iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.

f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.

g. Standards, methodologies, assumptions, and/or calculation tools used.

Purchased goods and services (in tons of CO₂e):

Data is not yet available at the moment

Waste generation (in tons of CO₂e):

Commercial waste: 0.6 t

Further data on waste is not yet possible at the moment

Business travel (in tons of CO₂e):

Air travel: 0.15 t

Rental cars: 0.18 t

Key Performance Indicator GRI SRS-305-5: Reduction of GHG emissions

The reporting organization shall report the following information:

- a.** GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO₂ equivalent.
- b.** Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.
- c.** Base year or baseline, including the rationale for choosing it.
- d.** Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).
- e.** Standards, methodologies, assumptions, and/or calculation tools used.

The GHG emissions determined in the reporting year represent the beginning of these emissions records. Therefore, no comparative values can yet be used.

Criteria 14–20 concerning SOCIETY

Criteria 14–16 concerning EMPLOYEE-RELATED MATTERS

14. Employment Rights

The company reports on how it complies with nationally and internationally recognised standards relating to employee rights as well as on how it fosters staff involvement in the company and in sustainability management, what goals it has set itself in this regard, what results it has achieved thus far and where it sees risks.

Highly motivated employees work for the company in the areas of production, purchasing, test equipment construction, sales, development and product management.

The complete production takes place at the only location in Villingen-Schwenningen. All products are Made in Germany.

Reliable and satisfied employees are important to us, because they are the ones who significantly shape the success and quality of the company. That is why we encourage our employees to work together. Only in this way can we achieve the best possible results and ensure long-term success.

EMPLOYEE RIGHTS

Compliance with employee rights is a basic requirement for us in dealing with our employees. Our goal is to comply with all employee rights.

Compliance with employee rights is also ensured by our works council and by our occupational safety specialists.

Information for our employees is communicated transparently on information boards and through various committees.

Due to the systems that have been successfully installed for years, there is also no need for generally scheduled targets for individual areas.

Employees have the option of contacting their superiors at any time. In the future, all employees will also have the opportunity to draw attention to abuses via the whistleblower system, which will be introduced as part of the establishment of the Whistleblower Protection Act.

Our processes are lived and living guidelines. "Living" means that these processes can be changed in a controlled manner by our change management, for example, due to changing requirements. Every employee can provide input and suggestions for further improvement in dealing with employees at any time.

We do not see any fundamental risks that negatively impact employee rights from our business activities. We strictly comply with the statutory regulations. In the risk assessment of our interested parties, employees and thus also their rights are considered.

15. Equal Opportunities

The company discloses in what way it has implemented national and international processes and what goals it has for the promotion of equal opportunities and diversity, occupational health and safety, participation rights, the integration of migrants and people with disabilities, fair pay as well as a work-life balance and how it will achieve these.

Our corporate activities are based on responsibility and sustainability, both towards society and towards our employees. From an economic, ecological and social perspective. In doing so, we strive for a corporate culture based on equal opportunities and justice as values.

EQUALITY

We follow the principle of equal work, equal pay. Our employees are treated and also paid regardless of nationality, ethnicity, age, gender, sexual orientation, marital status, disability, religion or ideology.

We have adopted the Code of Conduct of ZVEI e.V. (German Electrical and Digital Manufacturers' Association) as our code of conduct. One point in this Code of Conduct is the promotion of diversity and variety, equal opportunities. All employees undertake to comply with the Code of Conduct. Concrete targets for individual areas are to be developed from the 2024 reporting year.

FAMILY AND CAREER We want to enable our employees to work flexibly through various work models, e.g., part-time employment or flexible working hours that can be adapted to the respective private situation. There is the possibility of mobile working if special situations require it.

No targets have yet been defined in this area. This is also not planned for the time being. For this reason, there is also no reporting on the achievement of targets.

16. Qualifications

The company discloses what goals it has set and what measures it has taken to promote the employability of all employees, i.e. the ability of all employees to participate in the working and professional world, and in view of adapting to demographic change, and where risks are seen.

PROMOTING EMPLOYABILITY

We pursue various approaches to promote the employability of our employees.

Further training

- internal further education and training (product training, process training, safety instructions)
- external trainings with different providers (IHK Chamber of Commerce and Industry, trade associations, quality societies, ...)

Occupational safety and age-appropriate workplace design

- partly height-adjustable desks at the computer workstations
- optimal lighting conditions in production

Health management

- Company integration management
- Company medical care
- free mineral water
- free fruit offer

Employee satisfaction All managers conduct employee interviews with their employees at least once a year, in which employee satisfaction is assessed. We regard employee satisfaction as an important factor in the assessment of psychological stress in the workplace.

Training and further education Up to now offered vocational trainings could all be finished successfully. Trainees are involved in projects and teams from the very beginning and supervise small projects. In this way, they acquire technical, organizational and social skills. Our takeover rate is 100%.

Risks For Qualification Rapid digital change makes further training necessary, especially for older employees. Future possible increases in personnel fluctuations make knowledge transfer necessary; this is observed in our risk matrix. There are no targets for any of the above points. For us as a company, these are ongoing important points that are regularly addressed in employee reviews, company medical examinations, walk-throughs, occupational safety committee meetings, etc.

Key Performance Indicators to criteria 14 to 16

Key Performance Indicator GRI SRS-403-9: Work-related injuries
The reporting organization shall report the following information:

a. For all employees:

- i.** The number and rate of fatalities as a result of work-related injury;
- ii.** The number and rate of high-consequence work-related injuries (excluding fatalities);
- iii.** The number and rate of recordable work-related injuries;
- iv.** The main types of work-related injury;
- v.** The number of hours worked.

b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:

- i.** The number and rate of fatalities as a result of work-related injury;
- ii.** The number and rate of high-consequence work-related injuries (excluding fatalities);
- iii.** The number and rate of recordable work-related injuries;
- iv.** The main types of work-related injury;
- v.** The number of hours worked.

You will find the remaining numbers c-g of the indicator SRS 403-9 in the GRI standard and may additionally report them here.

Key Performance Indicator GRI SRS-403-10: Work-related ill health

The reporting organization shall report the following information:

a. For all employees:

- i.** The number of fatalities as a result of work-related ill health;
- ii.** The number of cases of recordable work-related ill health;
- iii.** The main types of work-related ill health.

b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:

- i.** The number of fatalities as a result of work-related ill health;
- ii.** The number of cases of recordable work-related ill health;
- iii.** The main types of work-related ill health.

You will find the remaining numbers c-e of the indicator SRS 403-10 in the GRI standard and may additionally report them here.

Type of injury and number

Cut injuries (to cardboard boxes, packaging): 24 Bruises/bruises: 5
Scratches/abrasions: 4 Fatalities: 0
Work-related ill health: 0

Key Performance Indicator GRI SRS-403-4: Worker participation on occupational health and safety

The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:

a. A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.

b. Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.

Our employees are regularly trained in occupational safety topics.

In addition, first aiders are trained and counseling sessions on occupational safety are held.

Internal training:

- Safety officers
- department heads

External service providers

- Engineering office (Safety Specialist)
- First-aid instructors
- Company doctor

Key Performance Indicator GRI SRS-404-1: Average hours of training

The reporting organization shall report the following information:

a. Average hours of training that the organization's employees have undertaken during the reporting period, by:

- i.** gender;
- ii.** employee category.

All internal training courses are documented on lists of participants. Hours are

not specified, as they are not recorded in the individual training records. Key figures on this are to be collected from reporting year 2024.

Key Performance Indicator GRI SRS-405-1: Diversity

The reporting organization shall report the following information:

a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:

i. Gender;

ii. Age group: under 30 years old, 30-50 years old, over 50 years old;

iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).

b. Percentage of employees per employee category in each of the following diversity categories:

i. Gender;

ii. Age group: under 30 years old, 30-50 years old, over 50 years old;

iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).

Control bodies:

Management 2 persons:

i: 50% female, 50% male

ii: 2x over 50 years old

Employees:

i: 70% female, 30% male

ii: 9% under 30 years old, 51% 30-50 years old, 40% over 50 years old

Key Performance Indicator GRI SRS-406-1: Incidents of discrimination

The reporting organization shall report the following information:

a. Total number of incidents of discrimination during the reporting period.

b. Status of the incidents and actions taken with reference to the following:

i. Incident reviewed by the organization;

ii. Remediation plans being implemented;

iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes;

iv. Incident no longer subject to action.

Criterion 17 concerning RESPECT FOR HUMAN RIGHTS

17. Human Rights

The company discloses what measures it takes, strategies it pursues and targets it sets for itself and for the supply chain for ensuring that human rights are respected globally and that forced and child labour as well as all forms of exploitation are prevented. Information should also be provided on the results of the measures and on any relevant risks.

HUMAN RIGHTS

We attach great importance to the observance of human rights by all stakeholders and contributors. This is part of our corporate policy. In the case of our suppliers, we pay attention to sustainable certifications and compliance with national and international regulations on human rights.

We have no other subsidiaries or locations than our headquarters in Villingen-Schwenningen. Suppliers are preferably from the region or well-known importers. We pay attention to sustainability and compliance with national and international rules for the protection of human rights.

Our goal is to ensure compliance with all human rights at our company and at our service providers, as well as in our supply chain. Concrete targets for individual areas are to be developed from reporting year 2024.

The risks are transferred to our evaluation matrix. We see possible violations of human rights in the supply chain as risks, especially with our suppliers' upstream suppliers, as we are not granted any insight there due to our lack of economic significance. Here, we can only rely on the reputation of our supplier and its statements regarding its compliance with human rights.

Key Performance Indicators to criteria 17

Key Performance Indicator GRI SRS-412-3: Investment agreements subject to human rights screenings

The reporting organization shall report the following information:

- a.** Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.
- b.** The definition used for ‘significant investment agreements’.

We do not have investment agreements and contracts that contain human rights clauses.

Key Performance Indicator GRI SRS-412-1: Operations subject to human rights reviews

The reporting organization shall report the following information:

- a.** Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.

Since we do not have any subsidiaries or locations other than our headquarters in Villingen-Schwenningen, and since compliance with human rights is covered by German law here, our operations are not audited with regard to human rights. --> 0

Key Performance Indicator GRI SRS-414-1: New suppliers subject to social screening

The reporting organization shall report the following information:

- a.** Percentage of new suppliers that were screened using social criteria.

Sustainability certificates are queried in the course of our supplier evaluation. For all new suppliers, the sustainability aspects are already assessed at the time of new installation.

Key Performance Indicator GRI SRS-414-2: Social impacts in the supply chain

The reporting organization shall report the following information:

- a. Number of suppliers assessed for social impacts.
- b. Number of suppliers identified as having significant actual and potential negative social impacts.
- c. Significant actual and potential negative social impacts identified in the supply chain.
- d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.
- e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.

However, due to the size of our company, it is not possible for us to control or influence negative social impacts such as working conditions.

Criterion 18 concerning SOCIAL MATTERS

18. Corporate Citizenship

The company discloses how it contributes to corporate citizenship in the regions in which it conducts its core business activities.

We stand by our social responsibility. That is why we are involved in local organizations in many ways.

COMMITMENT

We support the youth work of several sports clubs, kindergartens, city and cultural events, sporting events, hospice and the palliative care center.

Furthermore, we are a member of two regional business associations and volunteer at the Chamber of Industry and Commerce.

Key Performance Indicators to criteria 18

Key Performance Indicator GRI SRS-201-1: Direct economic value generated and distributed

The reporting organization shall report the following information:

- a.** Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:
- i.** Direct economic value generated: revenues;
 - ii.** Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments;
 - iii.** Economic value retained: 'direct economic value generated' less 'economic value distributed'.
- b.** Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.

Disclosure is made within the framework of the statutory provisions in the German Federal Gazette. No further data is currently disclosed for reasons of confidentiality and contractual law.

Criteria 19–20 concerning ANTI-CORRUPTION AND BRIBERY MATTERS

19. Political Influence

All significant input relating to legislative procedures, all entries in lobby lists, all significant payments of membership fees, all contributions to governments as well as all donations to political parties and politicians should be disclosed by country in a differentiated way.

RELEVANT LEGISLATION

A whole range of legislative procedures are relevant to our work.

INDEPENDENCE AND NEUTRALITY We are neutral in political matters and decisions, but also towards political parties, and act independently. We do not make any kind of submissions on legislative projects or exert political influence in any other form. We do not make donations to political parties or are a member of any politically active organization.

We are a member of the "Wirtschaftsverband Industrieller Unternehmen Baden e.V." (wvib) and the "Gewerbeverband Oberzentrum e.V." (GVO) in which we are also active on a voluntary basis. Furthermore, we are honorary members of the IHK Schwarzwald-Baar-Heuberg.

Key Performance Indicators to criteria 19

Key Performance Indicator GRI SRS-415-1: Political contributions
The reporting organization shall report the following information:

- a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary.
- b. If applicable, how the monetary value of in-kind contributions was estimated.

We do not make donations to federal and state governments, political parties, politicians or entities associated with them.

20. Conduct that Complies with the Law and Policy

The company discloses which measures, standards, systems and processes are in place to prevent unlawful conduct and, in particular, corruption, how they are verified, which results have been achieved to date and where it sees there to be risks. The company depicts how corruption and other contraventions in the company are prevented and exposed and what sanctions are imposed.

By complying with internal and external rules, we ensure that we continue to be perceived as a trustworthy company by our business partners and society.

RESPONSIBILITY

The implementation of legal, regulatory and internal rules is mandatory for each of our employees. Processes are provided through our management

system to ensure compliant behavior.

Standards, systems and processes are also checked against external requirements as part of internal audits. Furthermore, the comprehensive collection of key performance indicators in the course of the GSC declaration will provide the basis for checking deviations in the future.

Responsibility for compliance with laws and guidelines lies with the management. Compliance issues are taken into account in the course of our control loop for determining and maintaining issues.

CODE OF CONDUCT

We have adopted the Code of Conduct of ZVEI e.V. (German Electrical and Digital Manufacturers' Association) as our Code of Conduct. All employees undertake to comply with the Code of Conduct and, in the event of uncertainty, to discuss this with their supervisor. The Code of Conduct covers the following points in particular:

- Compliance with the law
- Integrity and compliance
- Dealing with gifts and benefits
- Dealing with business secrets
- Dealing with company property
- Dealing with conflicts of interest
- Communication (social media guidelines, dealing with AI e.g. chatbots)
- Health and safety
- Compensation for working hours
- Compliance with human rights
- Environment, energy and climate protection
- Dealing with conflict materials
- Supply chain
- Consumer interests
- Implementation and enforcement

OBJECTIVES The aim is to comply with all compliance requirements applicable to us. Preparations for compliance with the Whistleblower Protection Act were made in the reporting year. The aim is to achieve full compliance in 2023. Preparations for compliance with the Supply Chain Act are also being made in the reporting year. The aim here is to achieve full compliance in 2024. There are no confirmed incidents or proceedings relating to deviations in legal and policy compliant behavior for the reporting year.

COMPLIANCE RISKS As part of our risk analysis, our business activities are reviewed with regard to possible risks in relation to laws and directives. In this context, social disadvantages in the supply chain as well as aspects damaging to our image are also taken into account. Furthermore, we aim to avoid damages caused by fines.

Key Performance Indicators to criteria 20

Key Performance Indicator GRI SRS-205-1: Operations assessed for risks related to corruption

The reporting organization shall report the following information:

- a.** Total number and percentage of operations assessed for risks related to corruption.
- b.** Significant risks related to corruption identified through the risk assessment.

There are no confirmed incidents or proceedings relating to corruption for the reporting year 2022.

Key Performance Indicator GRI SRS-205-3: Incidents of corruption

The reporting organization shall report the following information:

- a.** Total number and nature of confirmed incidents of corruption.
- b.** Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.
- c.** Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.
- d.** Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.

There are no confirmed incidents or proceedings relating to corruption for the reporting year 2022.

Key Performance Indicator GRI SRS-419-1: Non-compliance with laws and regulations

The reporting organization shall report the following information:

- a.** Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of:
 - i.** total monetary value of significant fines;
 - ii.** total number of non-monetary sanctions;
 - iii.** cases brought through dispute resolution mechanisms.

- b.** If the organization has not identified any non-compliance with laws and/or regulations, a brief statement of this fact is sufficient.

- c.** The context against which significant fines and non-monetary sanctions were incurred.

There are no confirmed incidents or proceedings related to laws in the social and economic sphere for the reporting year 2022.

Overview of the GRI indicators in the Sustainable Code declaration

In this Sustainable Code declaration, we have reported according to the "comply or explain" principle on the GRI indicators listed below. This document refers to the GRI Standards 2016, unless otherwise noted in the table.

Areas	Sustainable Code criteria	GRI SRS indicators
STRATEGY	1. Strategic Analysis and Action	
	2. Materiality	
	3. Objectives	
	4. Depth of the Value Chain	
PROCESS MANAGEMENT	5. Responsibility	GRI SRS 102-16
	6. Rules and Processes	
	7. Control	
	8. Incentive Systems	GRI SRS 102-35 GRI SRS 102-38
	9. Stakeholder Engagement	GRI SRS 102-44
	10. Innovation and Product Management	G4-FS11
ENVIRONMENT	11. Usage of Natural Resources	GRI SRS 301-1
	12. Resource-Management	GRI SRS 302-1 GRI SRS 302-4 GRI SRS 303-3 (2018) GRI SRS 306-2 (2020)*
	13. Climate-Relevant Emissions	GRI SRS 305-1 GRI SRS 305-2 GRI SRS 305-3 GRI SRS 305-5
SOCIETY	14. Employment Rights	GRI SRS 403-4 (2018)
	15. Equal-Opportunities	GRI SRS 403-9 (2018)
	16. Qualifications	GRI SRS 403-10 (2018) GRI SRS 404-1 GRI SRS 405-1 GRI SRS 406-1
	17. Human Rights	GRI SRS 412-3 GRI SRS 412-1 GRI SRS 414-1 GRI SRS 414-2
	18. Corporate-Citizenship	GRI SRS 201-1
	19. Political Influence	GRI SRS 415-1
	20. Conduct that Complies with the Law and Policy	GRI SRS 205-1 GRI SRS 205-3 GRI SRS 419-1

*GRI has adapted GRI SRS 306 (Waste). The revised version comes into force on 01.01.2022. In the course of this, the numbering for reporting on waste generated has changed from 306-2 to 306-3.