



Sustainability at Hirschmann Automotive
Reporting year 2020



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1 Foreword

1.1 Foreword by the Executive Board

Turbulent times demand groundbreaking product strategy

In turbulent times such as these, a sustainable and groundbreaking product strategy is more important than ever. After all, our goal is to ensure all jobs are safe in the future and to still be operating successfully in the market in ten years' time while continuing to grow in every respect. So what does the future of Hirschmann Automotive look like? Read on to get an idea of what to expect.

12- and 14-Volt Systems

We are currently planning to reduce new product developments for 12- and 14-volt systems, as our future focus will be on creating new versions. The Hirschmann Automotive portfolio of 12- and 14-volt systems already includes an extensive modular system that is available to our customers.

Hybrid and Electric Vehicles

We are currently emphasizing high-voltage systems used for hybridization and drive systems that are purely electric. The spectrum ranges from 48-volt to 400-volt systems but also extends all the way up to 800-volt systems. We currently cover current class 2 with a variety of electromechanical systems. Depending on the derating, current class 2 is used for an amperage range of up to 60 amperes and is primarily utilized with ancillary units as well as single- and three-phase charging. We also offer various Y- and H-distributor modules. We already supply many international OEMs with these products, allowing us to maintain our position as one of the world's most successful suppliers in this segment.

We have also developed innovative solutions in the area of electrical connectors for battery cell modules in vehicles. As this is something completely new for us, all departments involved are currently participating in the product development process as well as in the design of a prototype. Our product development department is now working on the first new developments for current class 3, which is becoming increasingly relevant for 800-volt systems. Current class 3 is for the amperage range extending up to 120 amperes (at an ambient temperature of 85 degrees). This makes our role as a strong partner for the development of electric vehicles even more important. At the same time, we are making a sustainable contribution to reducing emissions.

The Vehicle Will Be Transformed into a Driving Computer

Just one of many applications to be mentioned at this point is autonomous driving. Autonomous driving requires the number of control devices to be drastically reduced and new software standards to be drafted. For example, so-called over-the-air updates of the vehicle software must be possible anytime as well as anywhere. The objective of smart driving is to bring into our vehicles all the convenience and options we know and appreciate from our smartphones. Networks with data transmission in the gigabit range and a reliable and robust physical on-board power supply in the vehicle are of immense importance to us. Our product development department is already working on a modular system to fill this need, thus setting a clear course for implementing our vision.



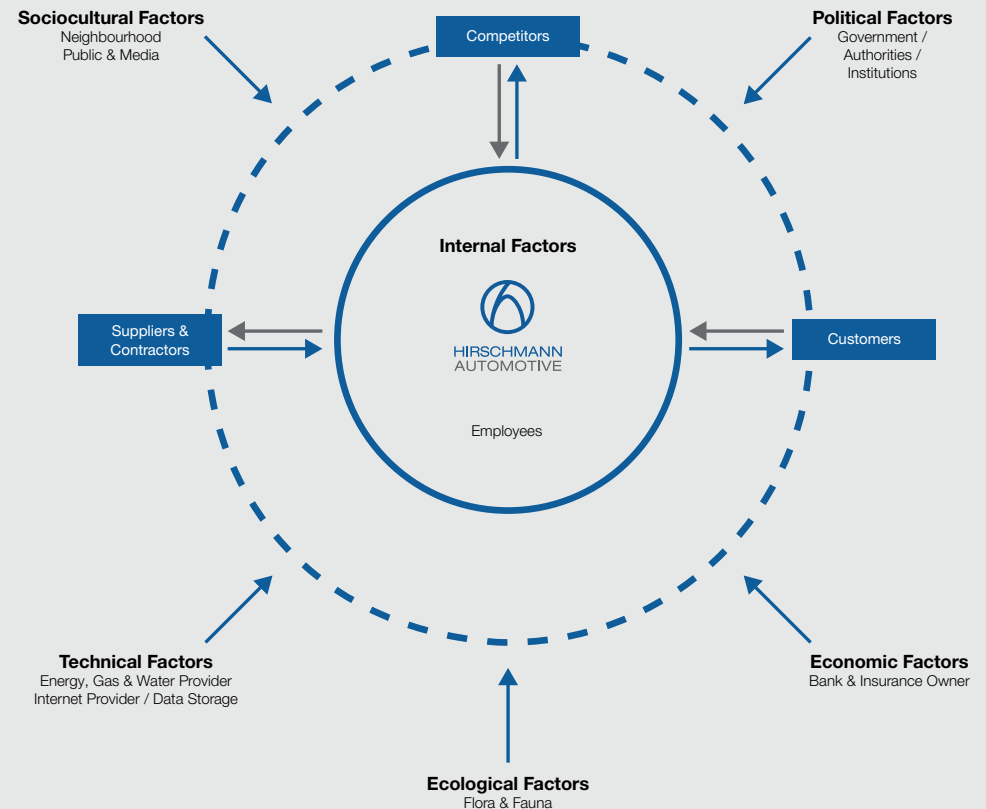
These advancements in the automotive sector will also affect our axle cabling systems in the near future, because future sensors will be able to determine and record road conditions and make this information available to systems in the axle area in real-time logs. We see here how the age of analog technology is coming to an end in the automotive sector. The speed of this process is determined by the required restructuring of the entire value chain, in which cooperation with new suppliers from the consumer sector is also a crucial factor.

With our passion for technology and service to humankind, as well as our flexibility and openness to innovation and adaptation processes, we at Hirschmann Automotive are looking forward to an exciting and successful future.

1.2 Report profil

With this report, Hirschmann Automotive provides an overview of key figures, goals, strategies and activities in the field of sustainability. This report is published annually and relates to the 2020 financial year, which corresponds to the 2020 calendar year.

The sustainability report is aimed at customers, employees, suppliers, government and authorities as well as all other stakeholders who are related to our company and want to know which values and principles we act according to.



2 Fact and figures to Hirschmann Automotive GmbH

2.1 Hirschmann Automotive group profile

The group comprises four divisions, automotive, industrial components, E-JOYN and Renewable Energy, wherein the automotive sector constitutes the major part of doing business.

Automotive

Since more than 60 years, we work on the progress of the automotive industry. We stand for movement and security on the street. For us that means flexibility, reliability and innovation. Our specialty: Contacting- and connectorsystems, sensorsystems, special cable assemblies and overmoulded technology. If it is about standard products or individual customized solutions, our product spectrum ensures reliability under the most extreme conditions and in highly demanding areas within a vehicle.

Industrial Components

We developed a new generation of sensors for the industry. They work contactless and make it without wear parts. If it's about standard sensors or customized solutions, our sensors deliver exact values under most difficult conditions. The scope of application is huge and vary from automation technology and energy supply to aviation and aerospace industry. Thus, we are responsible that our sensors provide precision all over the world.

E-JOYN

The demand for e-bikes and co. has been growing for years. The market is changing rapidly. Especially young, creative visionaries provide fresh ideas with their start-ups – they actively promote the lifestyle of urban mobility. What about us? We are in the middle of it. In addition to our automotive portfolio, we have developed an independent division for this new type of movement: E-JOYN. The unit stands for a smart, dynamic and advanced approach to mobility. It combines our product range for e-bikes, pedelecs, e-scooters and all electrically driven vehicles of the future.

Renewable Energy

Maintenance-free, reliable and weather-resistant: Photovoltaic elements need to fulfill special demands. They have to withstand extreme environmental conditions over their entire service life. In addition, they should be easy to implement, have an optimum cost-benefit ratio and meet the high technical requirements of the UL and IEC norms.

We have assailed these tasks and have developed a new product generation for the wiring of solar modules. Our portfolio includes electrical connectivity solutions like junction boxes for thin-film and crystalline modules as well as connectors.

Worldwide, more than 5.600 brilliant minds work for the success of Hirschmann Automotive.

Hirschmann Automotive is a limited liability company and 100% privately owned.

2.2 Key Figures 2020

Despite the global COVID-19 pandemic the thereof resulting and very challenging market situation, we were able to close the year on a positive note with a turnover of EUR 374 million. We are proud of the result and will continue to invest sustainably in the future.



TURNOVER
EUR 374 M



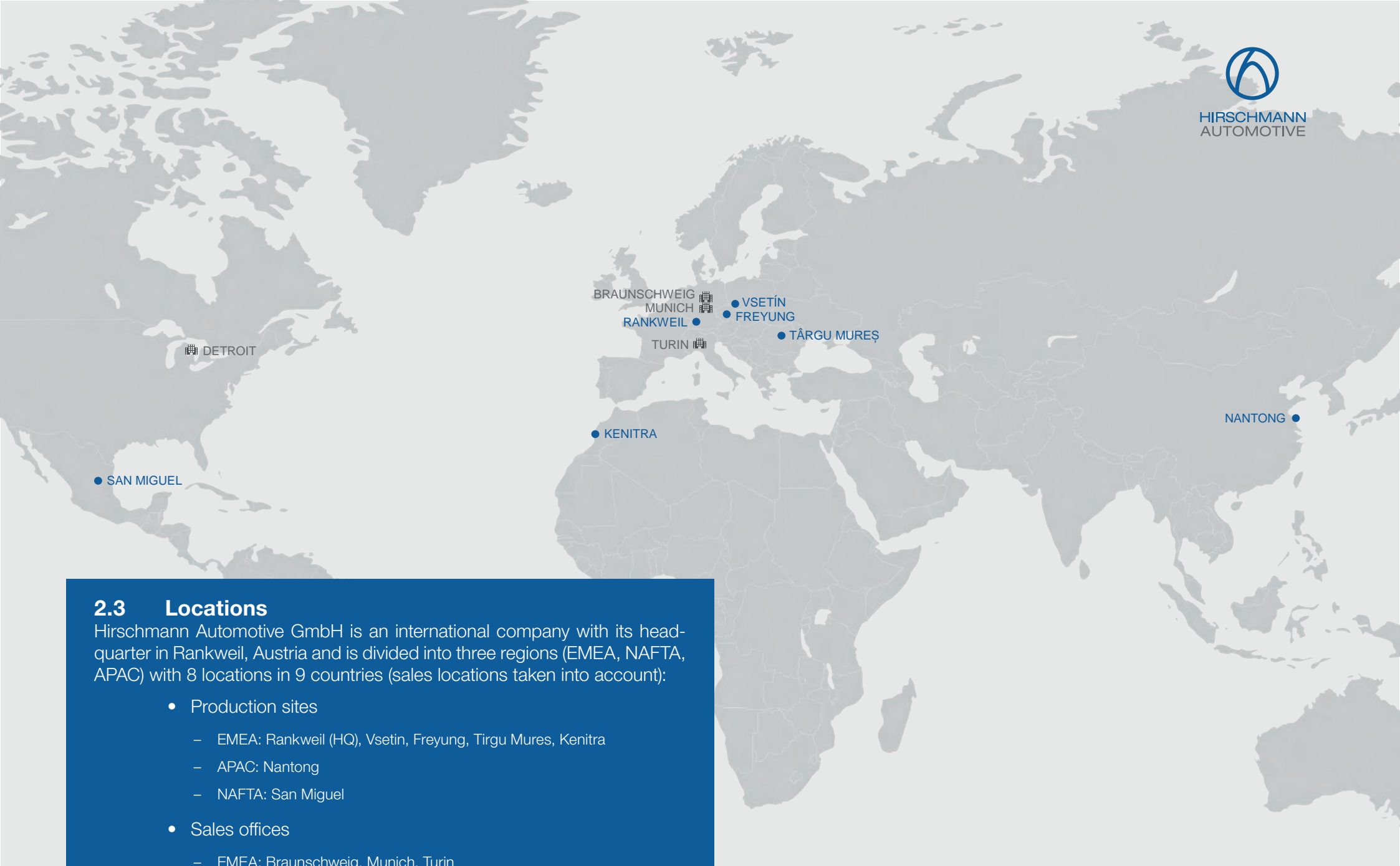
VS. 2019
- 7.4 %



INVESTMENTS
EUR 50.51 M



INV. OF TURNOVER
13.5 %



2.3 Locations

Hirschmann Automotive GmbH is an international company with its headquarter in Rankweil, Austria and is divided into three regions (EMEA, NAFTA, APAC) with 8 locations in 9 countries (sales locations taken into account):

- Production sites
 - EMEA: Rankweil (HQ), Vsetin, Freyung, Targu Mures, Kenitra
 - APAC: Nantong
 - NAFTA: San Miguel
- Sales offices
 - EMEA: Braunschweig, Munich, Turin
 - NAFTA: Detroit

● PRODUCTION SITES

■ SALES OFFICES

3 Principles of EHS policy

Our Environmental, Health & Safety (EHS) policy applies to all locations of Hirschmann Automotive GmbH and its global subsidiaries (“Hirschmann Automotive”). It describes our objectives concerning environmental and energy management, health & safety. The policy and its subordinate rules applies to all Hirschmann employees, including employees on a contractual basis, leasing workforce etc. The management of Hirschmann is obliged to clearly convey the regulations of this policy to their employees and has to act as an example.



Employees

Health and safety at work has the highest priority. We are committed to the zero-work accident philosophy and therefore to the elimination of dangers and minimization potential hazards.

In addition, we promote a proactive cooperation on the topics of environmental protection, energy, health and safety at work. We support this through regular evaluation of training needs and offer appropriate further education as well as information platforms.

Legal Requirements

The compliance with all relevant regulations for environment, health and safety are mandatory for us. We collect these systematically and develop appropriate measures, which we bring to effective implementation in accordance with the applicable requirements.

Resources and Technology

Environmental and climate protection as well as energy efficiency are important corporate goals for us, and we therefore pay attention to health & safety at work, environmental friendliness and resource conservation through the use of modern technology in the development of new products and production processes.

We commit ourselves to providing the necessary resources for the maintenance and further development of the EHS management system.

Communication

In order to create awareness and transparency as well as a common understanding on the topics of environmental protection, energy, health and safety at work, we seek the dialogue with internal and external interested parties in an appropriate manner and thus gain additional ideas for the ongoing improvement.

The co-contractors working on our premises and visitors are obliged to apply to our standards and rules.

Measure and Control

The integrated management system ensures that within the framework of economic opportunities, the policy is implemented in concrete goals and management programs and is constantly improved. The effects of our locations on the environment will be constantly updated, documented, evaluated and derived measures will be progressed efficient and effective.

Context of the sustainability goals of the United Nations with our internal principles of EHS policy

17 sustainability goals the UN has set the course for the future of our world: They are intended to ensure healthy nutrition and a life free from poverty. The established Sustainable Development Goals (SDGs) also promote access to education and health infrastructure for all people. 193 countries have agreed on the future treaty in order to achieve these goals by 2030.

With our certifications, we do have a lasting influence on the 17 goals of the United Nations.

Ending poverty and other disadvantages is as much a part of our principles and policies, as improving health and education, reducing inequalities and climate protection.



[source: <https://www.welthungerhilfe.org/our-work/focus-areas/civil-society-and-advocacy/sustainable-development-goals/>]

4 Employees

4.1 Targets

4.1.1 What do we want to achieve?

- Promoting employees as a whole person
- Supporting superiors in their responsibility to promote employees
- The support in the transfer of knowledge and employee qualification by internal and external specialists
- The promotion of know-how transfer

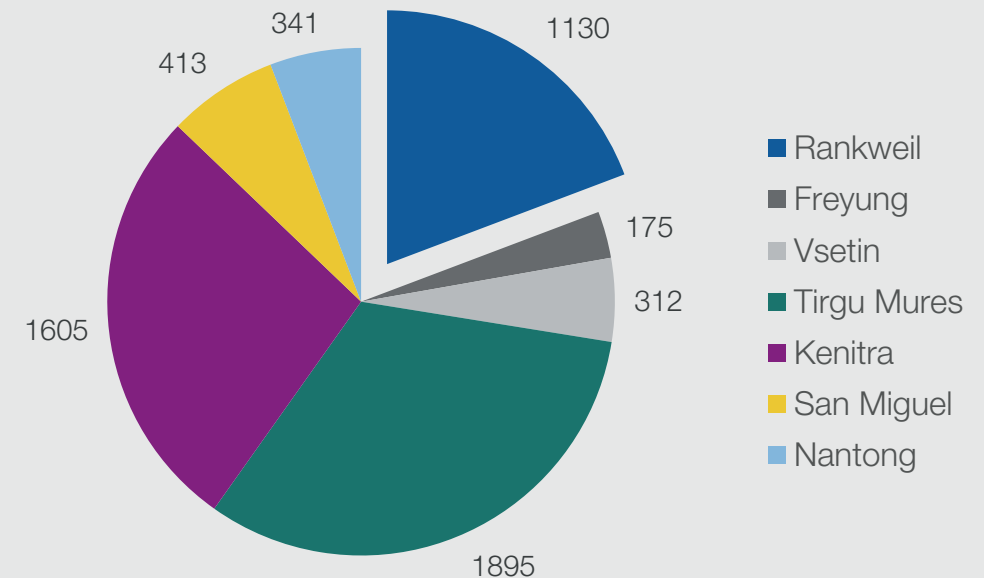
4.1.2 What have we achieved?

- Large internal pool of trainers
- Due to our dynamic growth strategy, there are permanent new development opportunities for which we primarily employ internal candidates from our own trainees. These are primarily former apprentices and experienced employees.
- Rankweil among the top employers 2020 - 86th place in the overall ranking
- Securing jobs in the Corona crisis year by short-time work

4.2 Highlights & Key Figures

4.2.1 Global employer

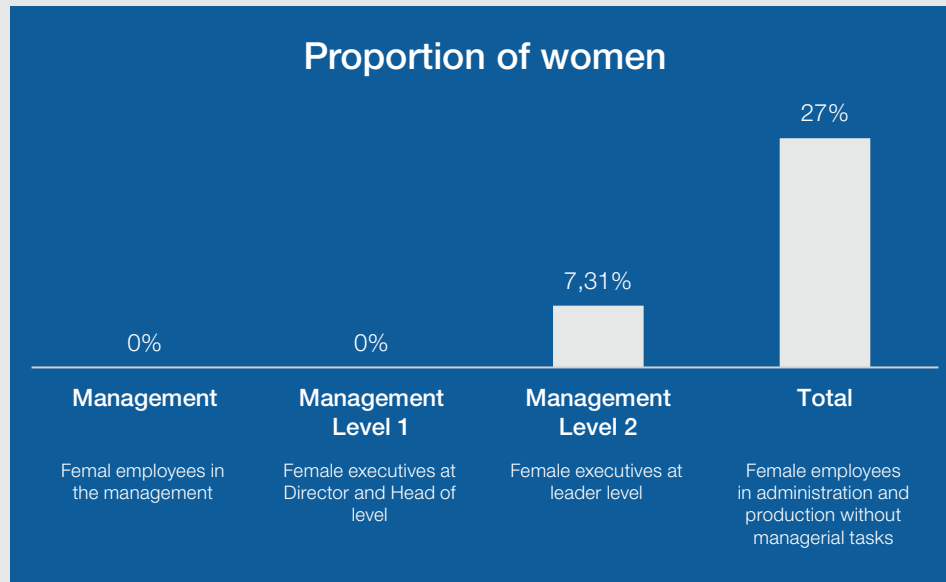
At the end of the reporting year, Hirschmann Automotive had 5,557 permanent employees around the world, which were divided as follows:



Employees around the world

4.2.2 Diversity

We value diversity, regardless of whether it is age, gender, nationality, individual skills or gender.



Proportion of women HQ Rankweil

4.3 Society and commitment

4.3.1 Humanitarian work

Hirschmann e-bike raffle

In the summer of 2020, 14 Hirschmann e-bikes were raffled among employees at the Rankweil site for a small fee.

The touring bikes designed for hilly landscapes (model year 2014 - 2016) were in great demand and participation was correspondingly large.

100% of the proceeds from the e-bikes were donated to the children's cancer charity.

Corona bonus

In addition, at the Rankweil site, the Corona bonus totaling €300,000 was paid out in July (total costs including non-wage labor costs). We have increased this collectively agreed allowance of €150/employee per employee (based on 100%) to €200 or €400 gross.

4.3.2 Training

In addition to our apprenticeship training, the constant qualification of our employees is very important to us. Training courses take place regularly in the company's own academy.

“With the comprehensive training programme, we offer our employees interesting development and career opportunities.

Beate Zech, Training

76 Trainer

91 Apprentice

~ 500 internal training

Key figures training HQ Rankweil

4.4 Opportunities and Diversity

As a global company, Hirschmann Automotive is as colorful and diverse as its workforce. Our success as an employer depends on how well we manage to attract and retain the best talent - worldwide.

There are special expert and management development programs in order to bind employees with head, heart and hand in the long term. These are of course also tailored to the local framework conditions of the individual organizations. In the area of leadership training, there are module-based programs that range from training for new managers to completing a university master's program. The Hirschmann Academy and its internal trainers form the backbone for expert training.

“Passionate employees and a pleasant working atmosphere are the most important criteria of success in our present day.

Volker Buth, CEO Hirschmann Automotive

4.5 Sustainability program for people and the environment

4.5.1 Investment in a sustainable future through innovation

More and more companies are tackling the issue of climate protection with their own innovative strengths, and are building on a solid sustainability strategy. This is also the case with Hirschmann Automotive Group, because in the automotive industry there are particularly strong external pressures, i.e. from our customers, to achieve the set climate targets. The big question that arises, though, is this: How can we effectively and economically contribute to long-term emission reductions?

In order to be able to achieve the ambitious goals set, first and foremost, the necessary infrastructure must be put in place. There are many minor adjustments that can be made to improve the climate balance. These are not only found in the targeted expansion of the digital communication world and thus in the reduction of travel activities, the promotion of ride sharing (such as works buses, electrified pool vehicles, etc.), the use of groundwater for cooling purposes and waste heat for heating, and the use of renewable energy sources; there also exists enormous potential for improving the balance sheet through recycling and waste recovery.

Measurement according to international standards

The Greenhouse Gas Protocol, or GHG Protocol for short, is the most widely-used set of standards for calculating greenhouse gas emissions and the corresponding reporting of these for companies and, increasingly, other organizations. The development of these standards is coordinated by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD). The standards established within the GHG Protocol are mainly based on those of the international climate policy framework, which covers the greenhouse gases of CO₂, methane, nitrous oxide, fluorocarbons, perfluorinated hydrocarbons, sulphur hexafluoride and nitrogen fluoride, which are regulated under the Kyoto Protocol. Regulatory gaps that have not yet been filled by the state are thus addressed.

Our current and planned projects for the reduction of CO₂ emissions:

- New buildings and conversions are equipped with a LED lighting concept
- New compressors with water cooling
- Conversion of heating from oil to gas
- Effective utilization of waste heat to heat various areas
- Photovoltaic system
- Refrigerants in ventilation systems and air conditioning units
- Subsidies for public transport

4.5.2 Other initiatives in the areas of people and the environment

At the Rankweil location, the Radius cycling competition was successfully completed again in 2020.



Statistic details Radius- cycling competition 2020



5 Legal Requirements

5.1 Targets

5.1.1 What do we want to achieve?

- Systematic monitoring, review and implementation of all relevant legal changes
- Fulfillment of notification requirements and inspection obligations
- Implementation and documentation of all relevant safety instructions
- The materials used for products comply with the REACH Regulation (EC) No. 1907/2006 and other EU chemical directives

5.1.2 What have we achieved?

- All relevant and active requirements from notices and legal provisions are systematically recorded with corresponding entries in software. Adherence to these entries is monitored and ensured through ongoing monitoring.
- Elaboration of an official statement regarding SCIP database

5.2 Highlights & Key Figures

In 2020, all relevant legal changes were implemented and the requirements of the REACH Regulation (EC) No. 1907/2006 and other EU chemical directives were met.

Preparation of an official statement on the introduction of the SCIP database. With this statement, Hirschmann Automotive confirms that the data is transmitted to the ECHA and thus, if relevant, also the entry in the SCIP database via the IMDS entries.

6 Resources and Technology

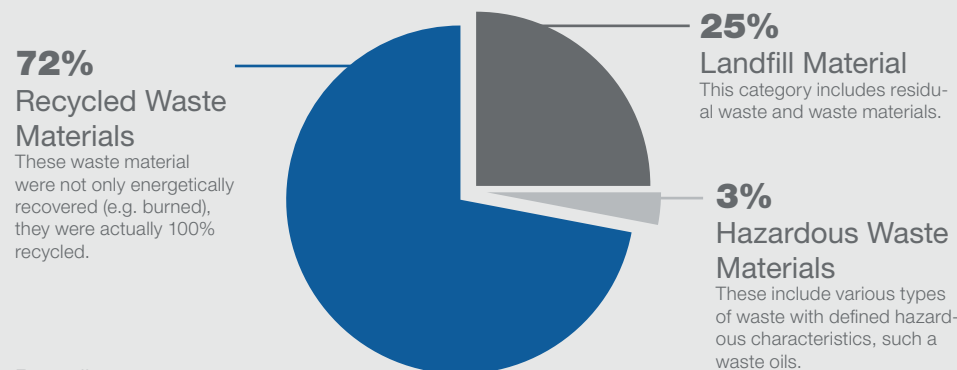
6.1 Targets

6.1.1 What do we want to achieve?

- Design of the production and process landscape according to ergonomic aspects and consideration of lean management principles
- Development of innovative new production and product concepts
- Resource-saving handling of raw materials, i.e. to keep materials in circulation and to collect and recycle waste.

6.1.2 What have we achieved?

- Location expansion in the Czech Republic with networked intralogistics and smart production
- Consistently good recycling rate at the Rankweil headquarters



Recycling stage p.a.

6.2 Highlights & Key Figures

Cross-company packaging optimization

As a company certified according to ISO 14001, sustainable waste management has always been a focus of Hirschmann Automotive. Therefore, the “Cross Company Packaging Optimization” project was initiated in 2020 to evaluate the cross-company transport taking place between our plants in the EMEA region and the replacement of the packaging film previously used there with reusable packaging.

A great potential for optimization was seen here with regard to waste savings. The pallets, which are sent between the plants, were previously wrapped in PE film and additionally provided with a PE cover film. Up to now, this packaging method has generated around 4 t of PE waste per year.

The primary project goal was therefore to reduce PE waste to 0 kg by using reusable packaging. Therefore, various packaging concepts were examined and tested. Based on a benefit analysis, the decision was made in favor of an ergonomic packaging machine with reusable lids.

With this packaging concept, the PE film and the PE cover film can be completely dispensed with and thus the targeted 4 t PE waste in the EMEA region can be saved annually (of which 1.2 t at the Rankweil site - plastic packaging not licensed, waste code no .57118).

The deadline for the implementation of the new packaging concept in the EMEA region between the plants is the first quarter of 2021.

This project was partly financed as part of a project by the waste prevention promotion of the collection and recycling systems for packaging in Austria.

The optimization of the machine park started in 2018 by using more energy-efficient injection molding machines in the HQ in Rankweil was completed in 2019. As a result of this change, an energy saving of 12.7% could be achieved in Rankweil compared to the initial situation.



[Source: <https://united-against-waste.at/partners/verpackungskoordinierungsstelle-vks/>]

6.3 Suppliers

Hirschmann Automotive attaches great importance to a partnership with its suppliers in order to be able to guarantee the high demands of the customers on an equal footing with our partners.

We rely on a supplier portfolio that identifies and orientates itself sustainably with the demands of the automotive industry in terms of quality, price / performance and sustainability.

A global footprint of the supplier production facilities promotes the reduction of transport routes and transport times and thus increases flexibility in the volatile automotive business.

6.3.1 Supplier-Code of Conduct

The Hirschmann Code of Conduct is already passed on to our suppliers in the inquiries and is questioned and checked jointly during approval audits.

7 Communication

7.1 Targets

7.1.1 What do we want to achieve?

- Awareness raising and information through clearly defined communication channels
- Ensuring a common value system for all employees
- Transparent, efficient and legally compliant corporate management

7.1.2 What have we achieved?

- Company-wide valid code of conduct
- Maintaining anonymous communication channels within the locations to give employees the opportunity to anonymously communicate information about grievances or violations of the value system.
- Clear values and principles are based on the specific needs of an ethical entrepreneurial orientation and the principles of the automotive industry.
- Clearly defined communication structure

7.2 Highlights & Key Figures

No violations of our code of conduct were reported in 2020.

7.3 Code of Conduct

Compliance with binding rules of conduct is important to us. These rules of conduct are anchored in our values and principles. Since 2010 we have been able to anonymously report violations to someone you trust.

Our code of conduct essentially comprises the following points:

- Acting in accordance with laws, regulations and guidelines
- Social responsibility, health, work and environmental protection
- Avoiding the use of conflict minerals (<http://conflictminerals.aiag.org/>)
- Prohibition of corruption, acceptance of gifts and fraudulent behavior
- Avoidance of conflicts of interest
- Commitment to confidentiality and careful handling of company property
- Protection of intellectual property
- Lawful competitive behavior

7.4 Values and Principles

Our common values – respect, preparedness for reaction, results – are the principles, which we incorporate in our work and on which we focus in our behavior. They define our responsibility to the whole environment of the company (customers, owners, colleagues, suppliers...) and are relevant for the whole organization. We live these values – day after day.

7.4.1 Integrity

We act frankly, honestly, and fair. We take for granted that everybody acts on one's own responsibility and keeps with our agreements. Thereby we establish long term trusting relationships.

7.4.2 Communication and Respect

We treat people with dignity and respect. We openly share information among each other, give feedback and listen to each other. Our environment embeds us in a continuous learning process. This enables all employees – independent of their cultural background, gender or status (or social ranking) – to unfold their full potential. Everybody contributes with its individuality to our variety. This represents our understanding of social responsibility.

7.4.3 Quality und Innovation

We aim for innovation and quality in all our processes. We commit ourselves to a zero-defect philosophy.

7.4.4 Environment

By using modern technologies we consider the attentive utilization of the natural resources. The defined methods of production and established checks help us to abide and continuously enhance our environmental ambitions. For this purpose, we have also defined an environmental policy and maintain a certified ISO 14001 environmental management system.

7.4.5 Safety at work

The safety of our employees in the workplace is the top priority. We achieve this with strict workplace evaluations and responsible hazardous materials management. We measure ourselves against the requirements of the existing and upright ISO 45001 certification.

7.4.6 Technology and Efficiency

We consider our technology not as an end in itself but as an instrument for efficient production and to achieve a unique selling proposition. Thereby we aim for maximum standardization (e.g. technology, processes, energy efficiency, material efficiency, software...). We want to continuously optimize our value creation with interdisciplinary and proactive participation in continuous improvement processes (CIP).

7.4.7 Risk

We admit to an active risk management based on the identification, evaluation and rating of known risk potentials. To proof our Company Group from damage we derivate acceptable actions.

8 Measure and Control

8.1 Targets

8.1.1 What do we want to achieve?

- Avoidance of accidents at work
- Prevention of work-related illnesses
- Design of safe & healthy workplaces
- Raising awareness of accident and health risks
- Creation of a safety culture
- Compliance with legal requirements

8.1.2 What have we achieved?

- Number of accidents at work per 1000 employees (absence of more than 3 working days) per 1000 employees remained stable at a low Level

8.2 Highlights & Key Figures

8.2.1 Health and safety at work

Safety at work concerns the safety of everyone in our company. We are committed to upright health + safety management in accordance with ISO 45001 in order to guarantee our employees a safe working environment.

We achieve this through workplace evaluations, regular safety tours by our occupational safety officers, training courses and safety instructions, safety rules, safety inspections of machines and systems and the provision of personal protective equipment.

8.2.2 Environmental protection / waste management / recycling

Environmental protection was and is an important point of our corporate strategy. That is why our plants, with the exception of the newly acquired plant in Freyung, are certified to ISO 14001. This plant will be ISO 14001 certified in 2022.

We are committed to the resource-efficient use of our raw materials and continuously and specifically question ourselves about possible potential. To this end, we also maintain an environmental management system with clearly measurable annual targets.

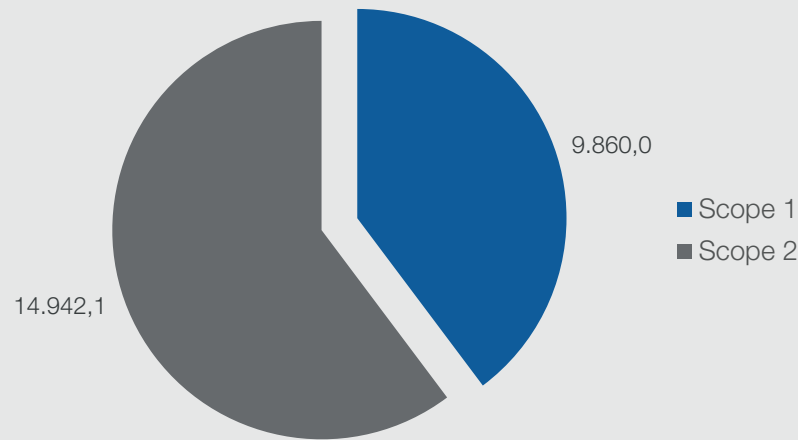
Thanks to targeted projects, our energy consumption even fell last year, despite the growth of the entire Hirschmann Automotive Group.

For this purpose, energy audits according to DIN EN 16247-1 in accordance with the EU Energy Efficiency Directive 2012/27 / EU are also regularly carried out at the European locations.

8.2.3 Sustainability

CO₂-Footprint der Hirschmann Automotive

Also in 2020, the CO₂ footprint was determined according to the GHG protocol (Green House Gas Protocol) across all locations in tons for scope 1 and 2.

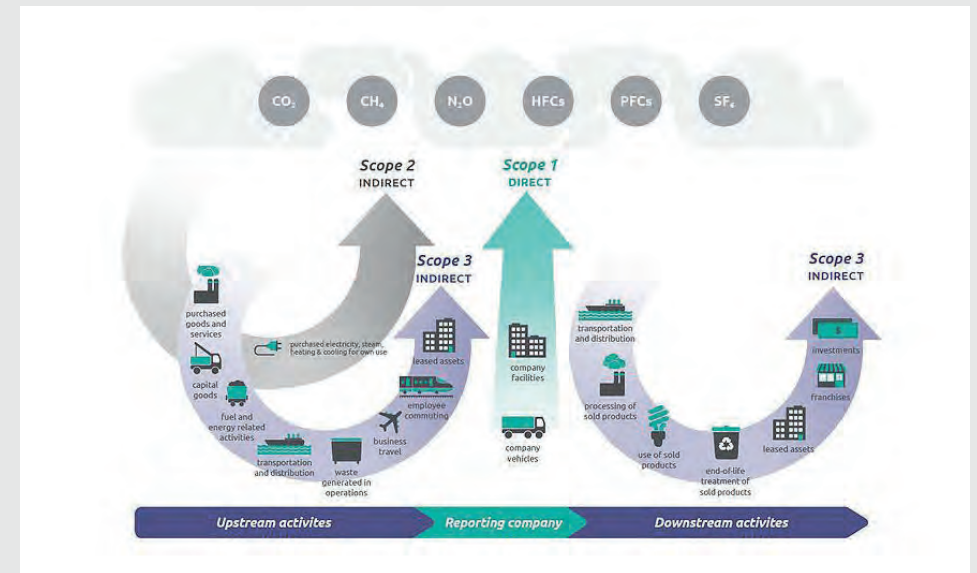


GHG-Emissions Scope 1+2 [t CO₂ equ.]

Scope 1 covers the direct GHG emissions occurred from sources that are owned or controlled by the company, for example, emissions from combustion in owned or controlled boilers, furnaces, vehicles, etc.; emissions from chemical production in owned or controlled process equipment.

Scope 2 includes the indirect greenhouse gas emissions that result from the generation of the energy procured by a company. These are, for example, secondary energy sources such as electricity, district heating, steam or cooling energy consumed by the company.

Scope 3, which Hirschmann Automotive is only planning in a second step for 2020/2021, is an optional reporting category that includes all other indirect greenhouse gas emissions that result from upstream and downstream corporate activities. This includes all goods and goods purchased for production (e.g. metals, chemical products, agricultural raw materials), the use of the goods produced, the disposal of the products used, activities necessary for business activities (e.g. logistics services, business travel or waste disposal).



[Source: www.ghgprotocol.org]

Seen globally, Hirschmann Automotive was able to achieve the following result:

Energy consumption in GWh		
	2019*	2020
Scope 1 direct energy	6,463	5,996
Scope 2 indirect energy	48,341	44,740
Total Scope 1 + 2	54,804	50,736

Energy intensity in million euros of sales revenue		
	2019*	2020
In MWh	140,80	144,64
In t CO ₂ equ.	69,04	70,71

*updated data 2019

9 Certifications / Awards

9.1 Certifications

- ISO 9001 (certification of the quality management system)
- IATF 16949 (automotive standard certification)
- ISO 14001 (certification of the environmental management system) => Freyung until 2022
- ISO 45001 (Occupational health and safety management systems certification) = > By 2023 certification of all locations according to ISO 45001
- AEO certificate (certification by customs authorities) => Headquarter Rankweil

The certificates are available for download under the following link:

<https://www.hirschmann-automotive.com/en/download-center>

9.2 Awards 2020

- Award for HQ Rankweil as an inclusion-friendly company 2019-2020



10 Information about the report and imprint

Hirschmann Automotive hereby presents its current sustainability report.

For reasons of better legibility, the female and male forms have not been used consistently for people. Corresponding formulations apply to both genders in the interests of equal treatment.

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