

Connected across Continents.
Eight Plants. One Goal.

NET ZERO BY 2039



HIRSCHMANN
AUTOMOTIVE



We have added sustainability as a core element to our corporate strategy. Even though we find ourselves in a globally competitive environment where the economic perspective sets the pace, we believe our environmental and social responsibility mindset holds the key to long-term success. Our highly energy-efficient facilities are just the beginning of creating a new era in the automotive industry. A strong focus lies on material research, efficient and automated production processes as well as fostering a circular economy. We pursue the highest commitment to sustainability and maximize the outcome only if manufacturers, partners, customers, suppliers, and political actors work closely together as a society.

Angelo Holzknicht, CEO

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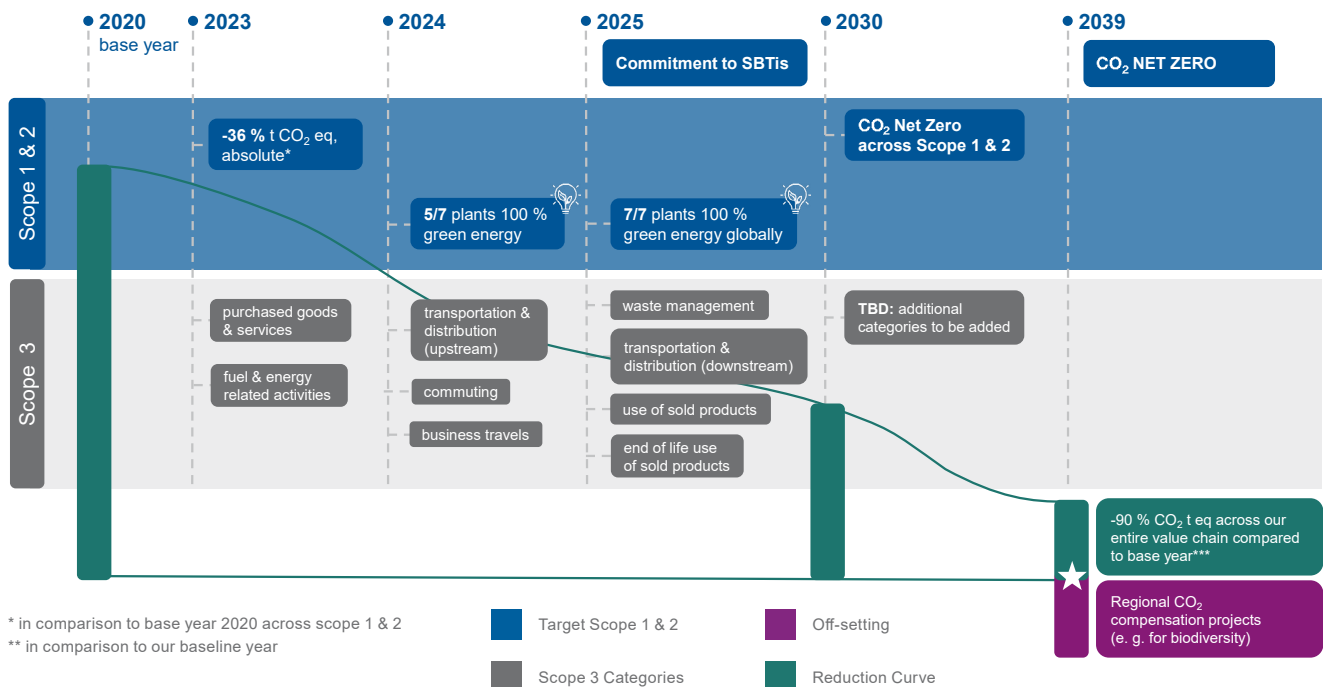
Our Global Commitment: Net Zero by 2039

We are fully committed to achieving Net Zero by 2039 – one of the most ambitious decarbonization targets in the industry. This commitment aligns with the climate goals of our business partners and reflects our responsibility as a global manufacturer.

To turn this vision into measurable action, we have defined a clear roadmap with bold interim targets:

- » By the end of 2025, we will power all sites with 100 % green electricity.
- » By 2030, we aim to achieve Net Zero emissions for Scope 1 and Scope 2 – across all global operations.
- » By 2039, we will reach full Net Zero, including Scope 3, through transformation across our entire value chain.

This roadmap is backed by concrete projects, innovative energy strategies, and close collaboration with our suppliers and partners. Sustainability is not an option – it's how we secure the future of our business and our planet.



Reaching 100 % Green Energy by 2025

To reach this target, we've invested in solar installations with a combined capacity of 9,5 MWP, supporting our ambition to operate all sites with renewable power. This step is part of our broader strategy to become as energy independent as possible and ensure that every process runs on green electricity.

Achieving this milestone will bring us significantly closer to our interim target of reaching Net Zero emissions in Scope 1 and 2 by 2030.

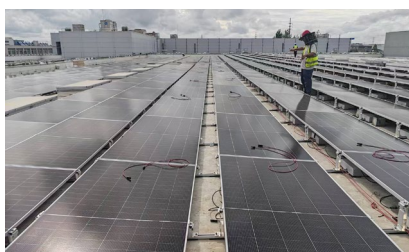
Highlights:

- » We have commissioned the largest PV-systems in the group at our plant in Târgu Mureș, with a total capacity of nearly 5 MWP (Mega Watt Peak). The solar system covers almost 40 % of the current electricity demand at our Romanian site through self-generated power.
- » Furthermore, our plant in Vsetín has eliminated the use of natural gas for heating for the second year. Instead, we harness 100 % heat recovery from our production technology, making a significant step towards energy efficiency and sustainability.

Rankweil, Austria



Nantong, China



Vsetín, Czech Republic



Freyung, Germany



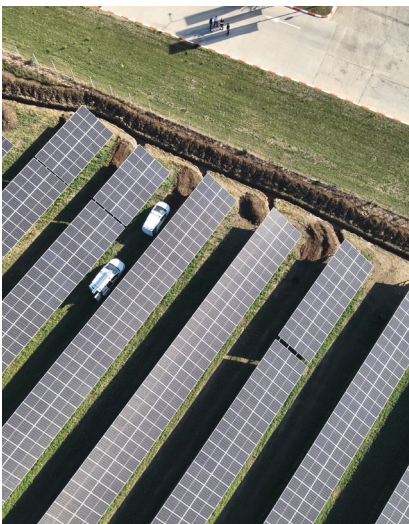
San Miguel, Mexico



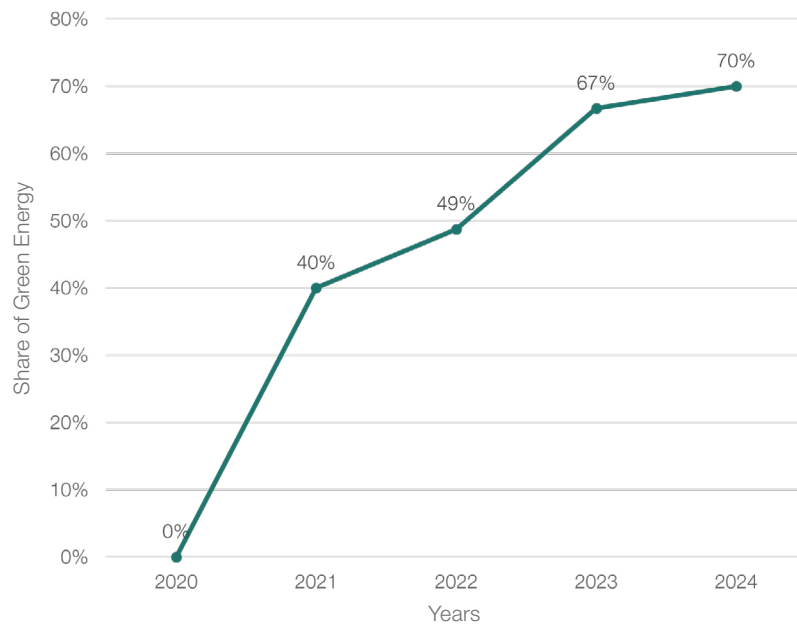
Kenitra, Morocco



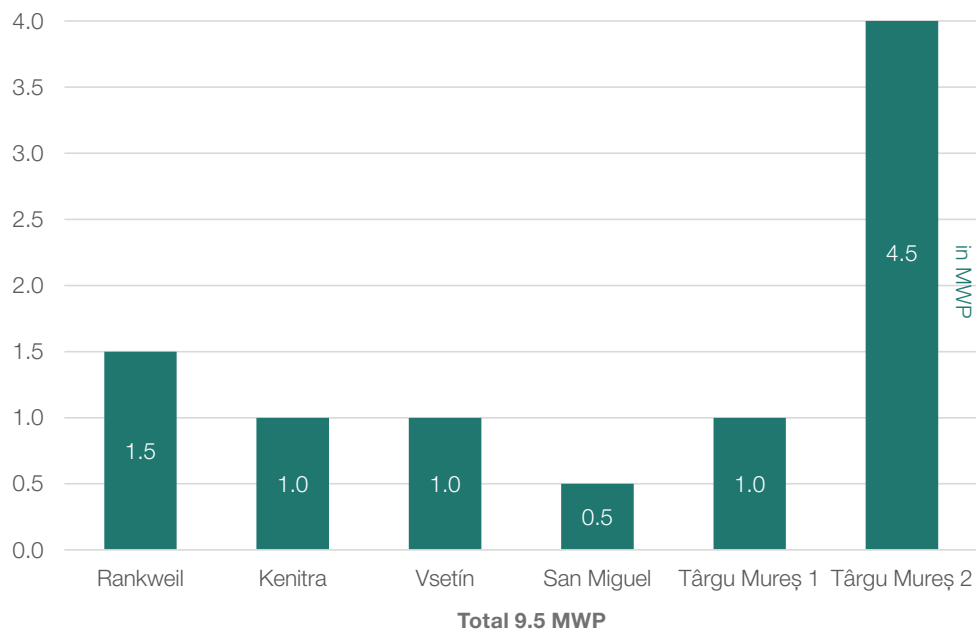
Târgu Mureș, Romania



Share of Green Energy Globally



Overview Megawatt Peak of our PV Systems



Circular Economy: Closing the Loop for a Sustainable Future

Our corporate carbon footprint assessments from 2020 to 2024 revealed that up to 80 % of our total global emissions fall under Scope 3 – Purchased Goods and Services, with a significant impact from **copper** and **thermoplastics** used across our product range.

Driven by these insights — and in alignment with the EU Ecodesign Regulation, the EU Green Deal, and the End-of-Life Vehicle Directive — we have launched a series of targeted initiatives to reduce material-related emissions across our entire value chain.

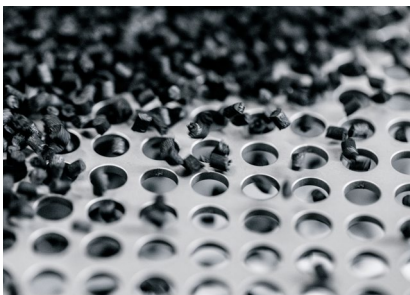
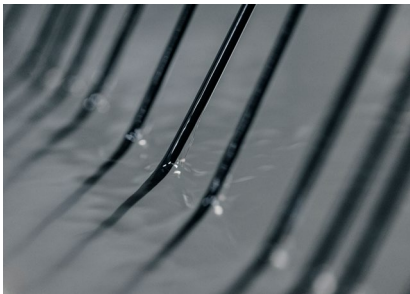
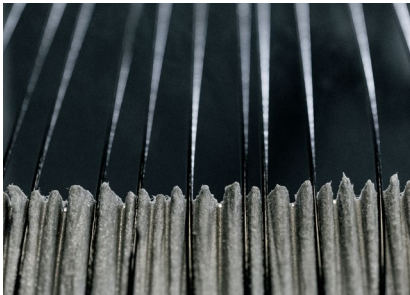
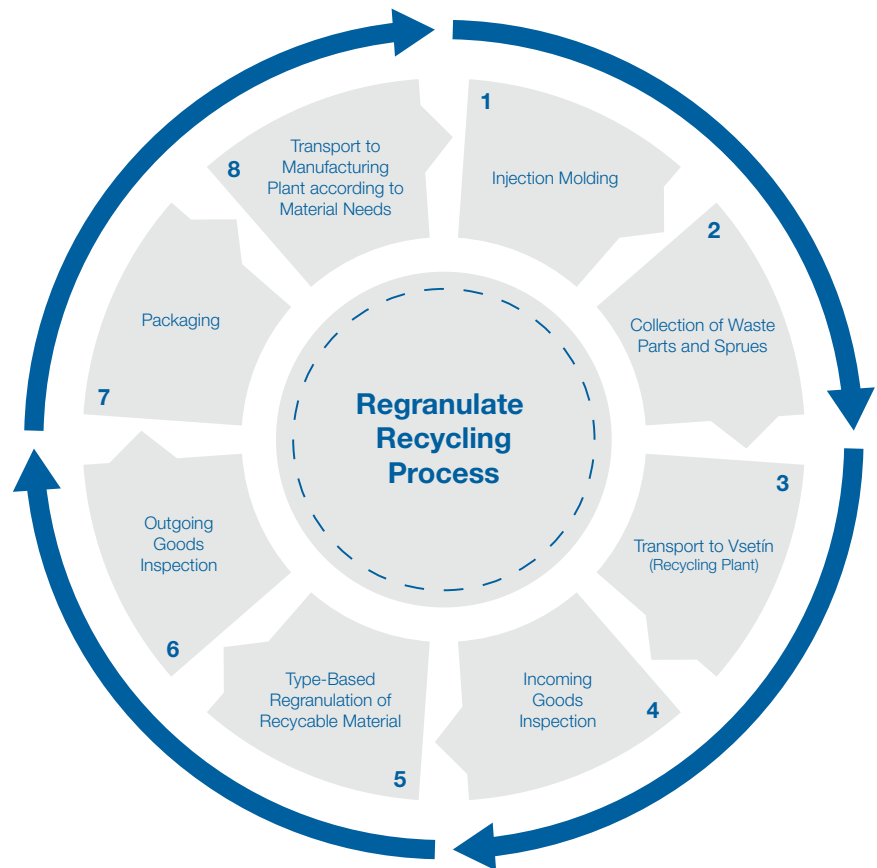
We are leveraging our in-house plastics engineering team and our ISO-certified plastic laboratories to develop and test more sustainable thermoplastic solutions. In parallel, we are reducing our reliance on virgin copper by substituting it with up to 40 % high-quality recycled alternatives.

By addressing materials at their source, we are closing the loop on emissions and moving toward a truly circular and low-carbon production model.



Our Own Recycling Plant

At the heart of this effort is our own **recycling plant in Vsetín**, which plays a central role in processing scrap material and returning it to the value chain. Across all our sites, we are increasing the use of **recycled materials in our products** (up to 30 % of inhouse-recycled, post-industrial material) and actively working to **reduce waste at every stage of production**.



Closed Loop Industry Collaboration

A major milestone in this transformation is our **Closed Loop Automotive Project** — a **doctoral research initiative** funded by the **Austrian Federal Ministry for Climate Action, Environment, Energy, Mobility, Innovation and Technology**. This pioneering project brings together key stakeholders across the automotive industry, including **OEMs, recyclers, and suppliers**, to jointly develop a **circular supply chain model**.

Through scientific analysis, industrial collaboration, and practical implementation, the project explores how materials can be reintroduced into the production cycle efficiently and sustainably. It exemplifies how **academic research and industrial innovation** can align to accelerate the shift toward a circular economy — with real-world impact.



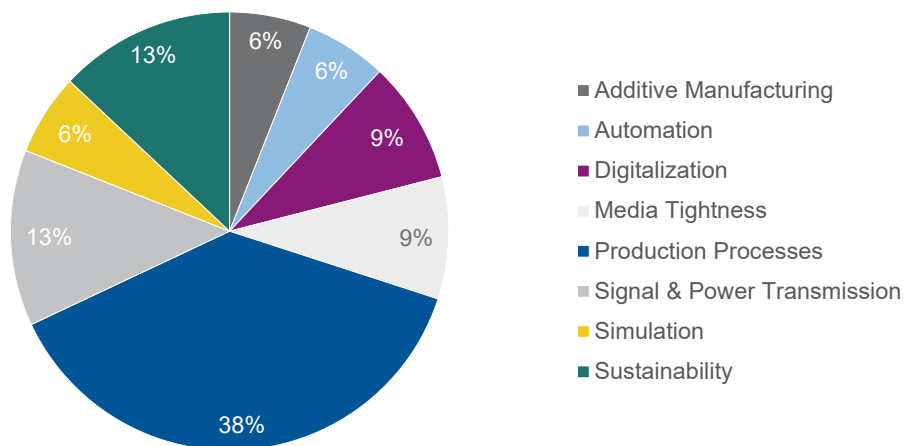
Material Innovation for a Low-Carbon Future

We are continuously advancing our materials strategy to support our Net Zero ambition. This includes:

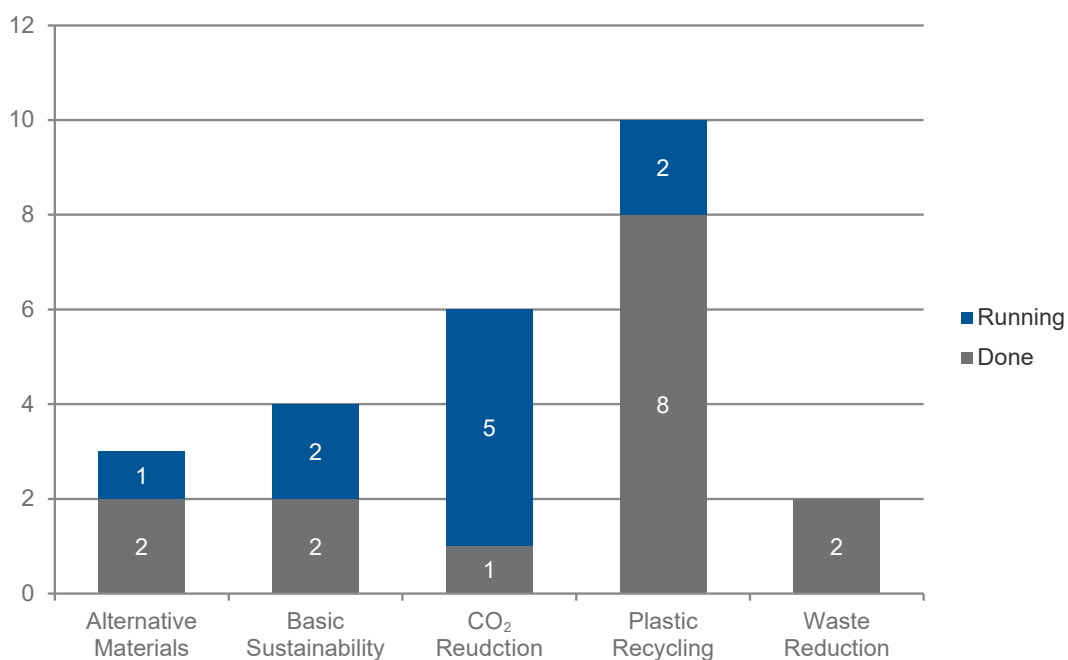
- » Researching recycling options to extend the lifecycle of materials and reduce dependence on virgin resources.
- » Developing low-CO₂ material solutions, from alternative materials to material reductions.
- » Collaborating with academic and industrial partners on sustainability-driven research projects that focus on material circularity, energy efficiency, and emissions reduction.
- » 14 % of our annual turnover is allocated to research and development, of which 13 % is specifically invested in sustainability initiatives.

By rethinking materials from the ground up, we're not only lowering our environmental footprint — we're actively shaping the sustainable products of tomorrow.

Ratio Focus



Sustainability Projects in R&D 2025



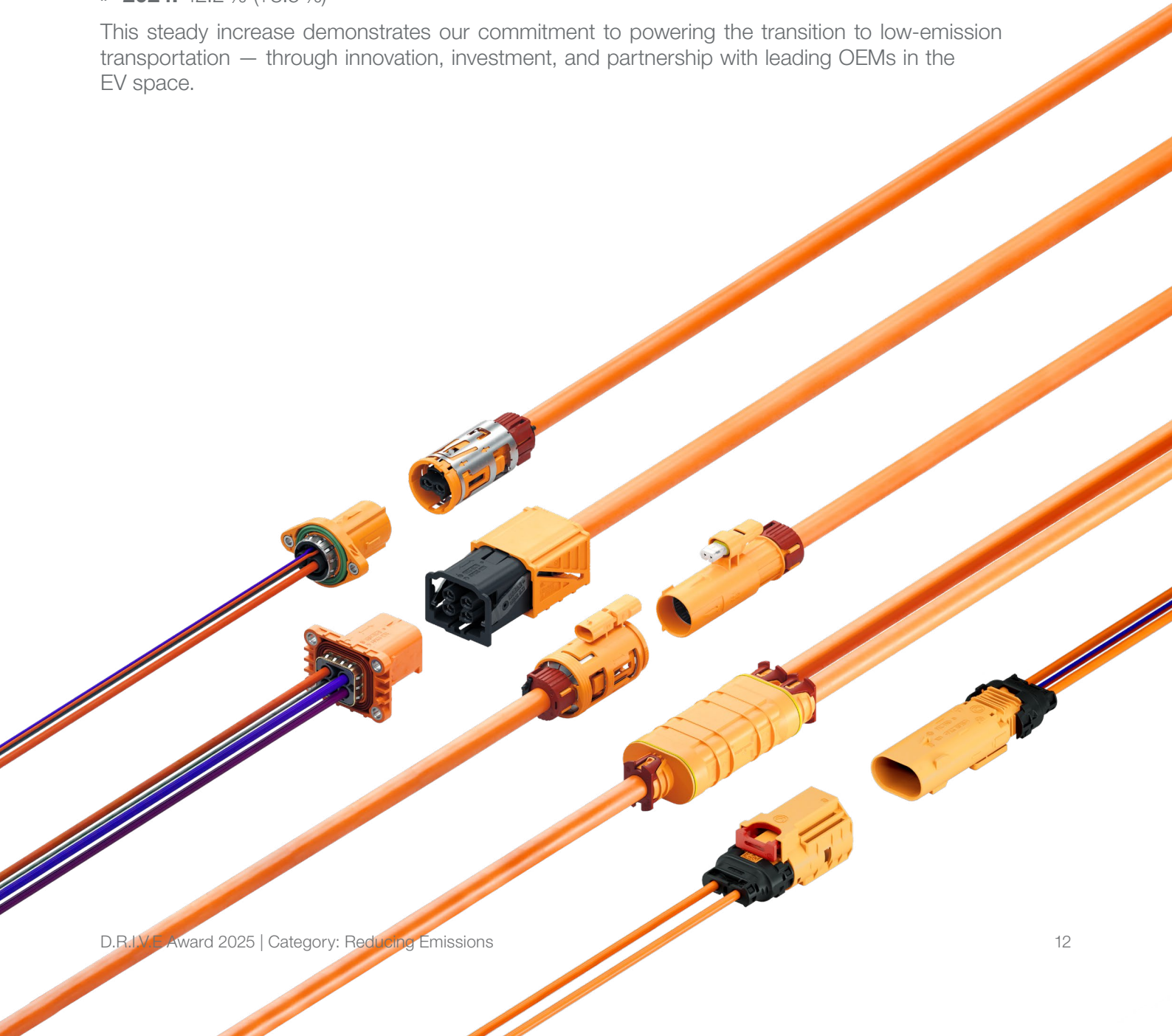
Accelerating the Decarbonization of Vehicles

Electrification is one of the most powerful levers to decarbonize mobility — and we are driving this transformation forward with measurable impact.

Our growing share of **OPEX in high-voltage applications** reflects our strategic focus on supporting the electric vehicle ecosystem. Over the past five years, we've significantly expanded our activities in this segment:

- » **2020:** 16.7 %
- » **2021:** 24.6 % (+7.9 %)
- » **2022:** 26.9 % (+2.3 %)
- » **2023:** 33.7 % (+6.7 %)
- » **2024:** 42.2 % (+8.5 %)

This steady increase demonstrates our commitment to powering the transition to low-emission transportation — through innovation, investment, and partnership with leading OEMs in the EV space.



Industry 4.0 – Enhancing Efficiency

Digitalization as Driving Force for Speed & Flexibility

Digitalization ranks among the **top challenges** within our Agenda 2030. Therefore, we have decided to spotlight the automatization of our production processes. To us, this process means a constant increase in efficiency at the workplace level. To achieve our sustainability goal, we are focusing on paperless production and the connection of machines through a gradual conversion to fully automated processes, driven by some of our Key Success Factors: **speed and flexibility**.

As early as 2016, the Hirschmann Automotive Group started the megaproject automation and digitalization.



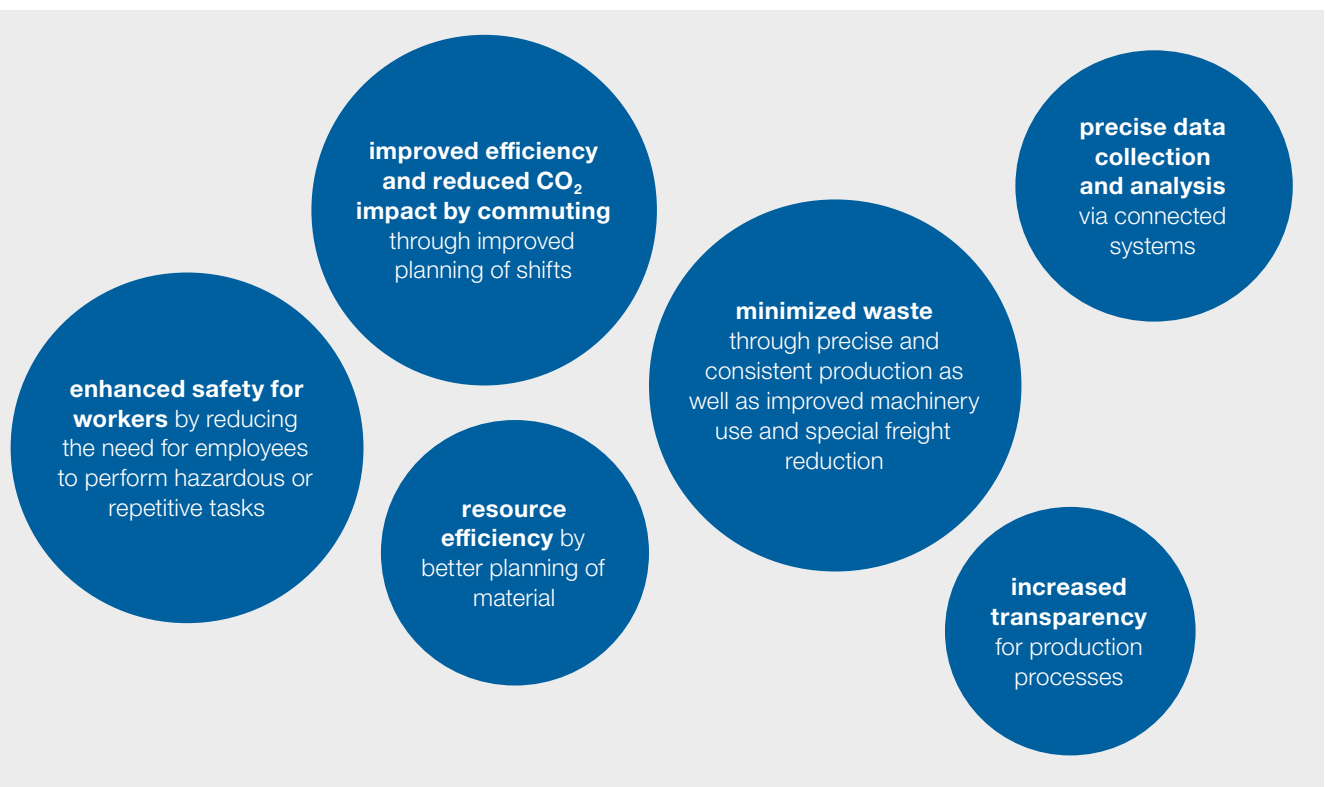
We automate processes and strengthen the use of virtual simulation methods, transport robots, and rapid prototyping. The benefits? The production is more efficient and agile. This reduces costs and the consumption of raw materials. In this way, we not only contribute to the future viability of the industry, but also to the protection of the environment.

Pioneering Progress: Full-Automation Project Takes the Lead

We collaborated with the Hirschmann Automotive team and our Lean Logistic Experts to find a holistic concept for process automation. The output was an ideal concept for our production site in Vsetín: we significantly increased efficiency, flexibility, and workplace security. In short, **a milestone towards creating a smart factory and unmanned production was set.**

The tailor-made solution at our competence center for injection molding enables a seamless flow of materials between incoming goods, injection molding machines, packaging systems, assembly stations, high-bay warehouses, granulation, and outgoing goods. The ARCs (Autonomous Robotic Carriers) move goods according to the pull principle and thus ensure maximum process reliability and space savings in the entire warehouse and production logistics. This system is additionally being implemented in production in Rankweil and is already partly in use in Târgu Mureș.

Benefits of Digitalization and Automation of Production Processes

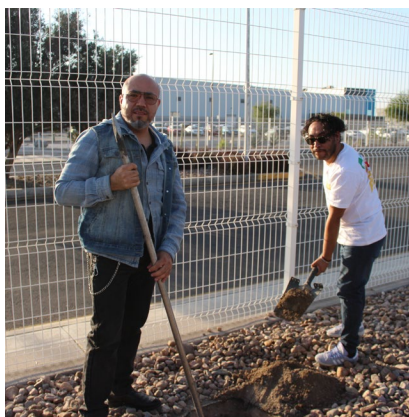
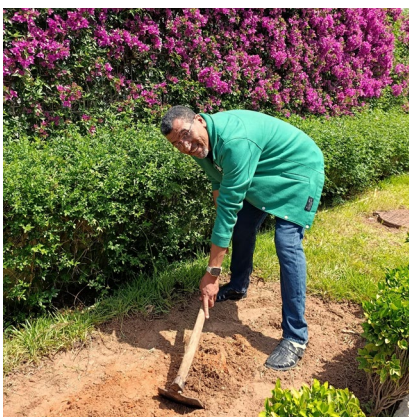


Global Earth Day Campaigns: Engaging Our Employees for Climate Action

As part of our commitment to sustainability, we launched Earth Day campaigns across all our plants on every continent. These initiatives aimed to raise awareness, inspire climate action, and actively involve our teams in our decarbonization strategy.

The response was outstanding: employees not only participated enthusiastically, but also contributed their own ideas on how to protect the climate and biodiversity. Together, we took hands-on action — from planting trees, to creating flower seed balls, birdhouses, and insect habitats.

These campaigns demonstrated the power of collective engagement and showed that sustainability is a shared responsibility — and a shared passion — across our global workforce.





Learn More about Hirschmann Automotive

This is us



High Voltage Product Video



Our plant in Vsetín (Regranulation)

