



Sustainability Report 2025

by the Hirschmann Automotive Group

prepared in accordance with the GRI Standards 2021

in consideration of emerging requirements under the European Sustainability Reporting Standards (ESRS)

Reporting Period: January 1 to December 31, 2025

Publication Date: April 2026

Information about the Report and Imprint

Hirschmann Automotive hereby presents its Sustainability Report for the 2025 financial year.

The report has been prepared in accordance with the GRI Standards 2021.

Unless otherwise stated, the information in this report relates to the companies of the Hirschmann Automotive Group included in the consolidated financial statements.

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This report has been prepared in accordance with the GRI principles for defining report content and quality:

- » Accuracy
- » Balance
- » Clarity
- » Comparability
- » Completeness
- » Sustainability Context
- » Timeliness
- » Verifiability

As well as in consideration of emerging requirements under the **European Sustainability Reporting Standards (ESRS)**.

This report has not been subject to external assurance.

List of Abbreviations

AGV: Automated Guided Vehicle
APAC: Asia-Pacific
AFR: Accident Frequency Rate

CCF: Corporate Carbon Footprint
CO₂: Carbon Dioxide
CO₂e: Carbon Dioxide Equivalent
CSRD: Corporate Sustainability Reporting Directive

DMA: Double Materiality Assessment

EHS: Environment, Health and Safety
EMEA: Europe, Middle East and Africa
ESG: Environmental, Social and Governance
ESRS: European Sustainability Reporting Standards
EU: European Union

GAFTA: Greater Arab Free Trade Area
GHG: Greenhouse Gas
GRI: Global Reporting Initiative

HR: Human Resources

ISO: International Organization for Standardization
ISO 45001: Occupational Health and Safety Management System Standard
IROs: Impacts, Risks and Opportunities

kWh: Kilowatt Hour

LKSG: Lieferkettensorgfaltspflichtengesetz

MWh: Megawatt Hour
MWp: Megawatt Peak

NQC: NQC Supplier Assurance Platform

OEM: Original Equipment Manufacturer

PCF: Product Carbon Footprint
PPWR: Packaging and Packaging Waste Regulation
PV: Photovoltaic

R&D: Research and Development

SAQ: Self-Assessment Questionnaire
SAP: Systems, Applications and Products (in data processing)
SFM: Sustainability Footprint Management
SDGs: Sustainable Development Goals
Scope 1: Direct Greenhouse Gas Emissions from Owned or Controlled Sources
Scope 2: Indirect Greenhouse Gas Emissions from Purchased Energy
Scope 3: All Other Indirect Greenhouse Gas Emissions along the Value Chain

USMCA: United States–Mexico–Canada Agreement

Glossary of Terms

A Apprenticeship Programs
Structured training programs combining practical experience and theoretical learning to develop young talent. Includes international rotations and specialized post-apprenticeship programs.

CCF (Corporate Carbon Footprint)
The total greenhouse gas emissions (Scope 1, 2, and relevant Scope 3) generated directly and indirectly by an organization.

CO₂ (Carbon Dioxide)
A greenhouse gas emitted from human activities such as energy production, transportation, and manufacturing. A key metric for measuring climate impact.

Corporate Culture & Values
Core principles guiding work at Hirschmann Automotive: Cooperation, Commitment, and Passion.

Corporate Social Benefits
Benefits promoting well-being, flexibility, and community, including health programs, sports, home office options, and cultural events.

Diversity, Equity, and Inclusion (DEI)
Corporate initiatives fostering representation, equal opportunities, and inclusive workplace culture.

Employee Engagement & Satisfaction
Measures of how committed and motivated employees are, captured via tools like Great Place to Work® surveys.

Employee Training & Development
Programs to build skills, leadership capabilities, and career progression opportunities, including structured career paths (Platzhirsch Career Paths).

Employee Turnover & Retention Metrics
Indicators of workforce stability, including newly hired employees, employee departures, and measures to improve retention.

Equal Opportunity
Ensuring employees have the same access to career development, training, and leadership roles, regardless of gender, origin, age, or other characteristics.

ESRS (European Sustainability Reporting Standards)
EU reporting standards for sustainability, providing detailed guidance on disclosure topics and metrics.

GHG (Greenhouse Gas)
Gases in the atmosphere that trap heat, contributing to global warming. Includes carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), and fluorinated gases.

GRI (Global Reporting Initiative)
International standards for sustainability reporting, providing a framework for companies to disclose environmental, social, and governance (ESG) impacts.

Internal Talent Pipelines
Systems and programs to identify, develop, and retain future leaders and key specialists.

ISO 45001
International standard for occupational health and safety management systems, ensuring safe and healthy workplaces.

Leadership Programs
Structured development initiatives, such as “From Talent to Leader” or coaching sessions, to support internal talent pipelines.

Learning & Development (L&D)
Programs and initiatives supporting continuous employee training, skill development, and career growth (e.g., Hirschmann Automotive School).

Net Zero
Achieving a balance between greenhouse gases emitted and removed from the atmosphere. Often refers to corporate or national climate targets.

Occupational Health & Safety (OHS)
Policies, systems, and practices that protect employees’ physical and mental well-being at work.

PCF (Product Carbon Footprint)
The total greenhouse gas emissions associated with a product over its entire lifecycle, from raw material extraction to disposal.

Scope 1
Direct GHG emissions from sources owned or controlled by the organization (e.g., company vehicles, on-site fuel combustion).

Scope 2
Indirect GHG emissions from the generation of purchased electricity, heat, or steam consumed by the organization.

Scope 3
Other indirect GHG emissions from the value chain, including suppliers, business travel, product use, and disposal.

Safe Working Environment
Ensuring appropriate equipment, protective measures, and safety standards for all operational areas.

Sustainability Key Figures
Key metrics tracking performance in environmental, social, and governance areas, including emissions, health & safety, DEI, and employee development.

WE TAKE THE LEAD
Hirschmann Automotive’s global leadership development initiative supporting employees in taking on greater responsibility and developing leadership capabilities.

Workplace Health Initiatives
Measures to promote employee health, including access to medical services, wellness programs, mental health support, and preventive campaigns (e.g., breast cancer awareness, vaccination programs).

Workplace Risk Assessment
Regular evaluation of hazards in operational areas to mitigate safety risks.

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We are #DrivenByPassionForSustainability.



About the GRI Report

Our GRI Report covers the financial period from **January 1 to December 31, 2025**, building on our previous Sustainability Reports for the years **2020–2024**. Selected key performance indicators are presented across this full period to illustrate developments and trends over time.

This report has been prepared in accordance with the **Global Reporting Initiative (GRI) Standards 2021** and considers emerging requirements under the **European Sustainability Reporting Standards (ESRS)**, in **preparation for the Corporate Sustainability Reporting Directive (CSRD) aligned reporting cycle for 2027**. The report focuses on the activities of the Hirschmann Automotive Group, headquartered in Rankweil, Austria, with seven additional production sites in Freyung/DE, Kenitra/MA, Oujda/MA, Nantong/CN, San Miguel/MX, Târgu Mureş/RO, and Vsetín/CZ.

The reporting cycle for future reports is **annual**, following the Sustainability Reporting Standards of the European Commission, under the ongoing CSRD transition.

Document Guide

To ensure a clear understanding of the contents, the report is structured as follows:

- » The report opens with forewords **by the Executive Board and the Core Sustainability Team** and presents the main data from the reporting period, the company's sustainability commitment, and the results of the double materiality analysis. It then outlines the status of our Sustainability Key Figures with an outlook up to 2030.
- » Following the introduction, the **General Disclosures** are presented. These include an overview of the core activities and operational locations of Hirschmann Automotive, key management figures regarding our employees, memberships and associations, and a presentation of our sustainability governance.
- » The **Material Topics** resulting from the **Double-Materiality Analysis** are subsequently presented. Each topic is structured along the key development fields of **Governance, Ecology, and Social Affairs**.
- » Within the **GRI Index combined with the ESRS Index**, the report provides detailed information on data availability, tracking, and presentation, including longitudinal data since 2020 to illustrate trends over time.

The report is published on the **sustainability website of Hirschmann Automotive**. For more information about this report and the company's sustainability commitment, please contact our Sustainability Management team at: sustainability.global@hirschmann-automotive.com.

Foreword of the Executive Board

Strategic Leadership in Times of Transformation

The year 2025 has been defined by profound geopolitical challenges that required Europe to seek for new strategic orientation. Ongoing trade tensions, regulatory shifts, and macroeconomic uncertainty have reshaped global supply chains and market dynamics. For the automotive industry, these developments require not only operational flexibility but long-term strategic resilience.

Although sustainability related regulatory pressure in the EU was relieved from corporations and sustainability related efforts were diluted or reversed in other countries and regions around the globe, we remain committed to achieving our ambitious sustainability goals. In this evolving environment, sustainability efforts have become more of a strategic commitment and less a mere regulatory compliance issue. It enables stronger, more transparent global value chains, fosters resilient supplier partnerships, and shifts traditional linear business relationships toward shared responsibility and new opportunities in circular value creation.

We see our efforts as a driver for innovation, risk mitigation, and eventually a competitive advantage.

In 2025, we continued to embed sustainability deeper into our corporate strategy, strengthening governance structures, advancing CSRD readiness, and aligning our long-term ambition with our Sustainability Strategy 2030. Our commitment remains clear: sustainable and profitable growth, built on innovation, accountability, and collaboration across our global operations.



Angelo Holzknacht, CEO



Stefan Tschol, CFO



Core Sustainability Team Message

2025 – Stepping into Visibility & Action

The year 2025 has taught us that sustainability requires endurance and perseverance. Even as European regulations continue to evolve and the automotive industry faces increasing international pressure, true transformation cannot be rushed. It demands time, resilience, and a clear, long-term vision.

Looking back on the past year, we are proud of what we have achieved together. Teamwork truly makes the difference. Through persistence, strong team spirit, and genuine passion for sustainability management, we were able to implement numerous projects and significantly increase the visibility of our efforts – both internally and externally.

Operational Achievements

From an operational perspective, we consequently went all the extra miles to enhance transparency and ecology along our value chain. From investigating into more sustainable materials up to the end-of-life of our products, we took into account numerous variables of a more sustainable production. This includes the shift to 100 % green energy supply across all our production sites (until mid of 2026), expanding our photovoltaic capacity and intensifying our efforts in energy, water, waste, and emission savings across operations.

We completed our first automated Product Carbon Footprint (PCF) calculations and transparently shared results with customers. At the corporate level, we further expanded our Scope 3 categories within the Corporate Carbon Footprint (CCF), enhancing transparency across our value chain.

In parallel, we strengthened our supplier evaluation processes by systematically integrating sustainability criteria into supply chain management. This includes enhanced assessments of environmental performance, social standards, and compliance practices, reinforcing shared accountability and promoting responsible sourcing across our value chain.

CSRD Readiness

A key milestone in 2025 was the completion of our **Double Materiality Assessment**, involving internal and external stakeholders. The regular engagement with stakeholders is building the foundation of our Sustainability Strategy. However, the CSRD-driven approach enabled deeper insights into stakeholder interests and shaped our new material topics for reporting and sustainable development. The newly defined topics are already included in this year's reporting, supporting the shift to mandatory reporting aligned with CSRD in 2027.

Community & Awareness

Beyond operational progress, we continued strengthening awareness, enhancing visibility and transparency.

Internally, we offered targeted sustainability trainings, shared our progress in Social Media Postings and on our own Sustainability Website as well as started to roll out the global digital sustainability communication strategy. Our global Earth Day initiative 2025 was one of our annual highlights: together with more than 100 participants across all plants, we engaged in campaigns for climate protection and biodiversity.

Our efforts did not stay unnoticed: in October, we officially got recognized by the **Reuters Drive Award** as one of the **Top 10 Automotive Companies in the category of decarbonization**.

Outlook 2026

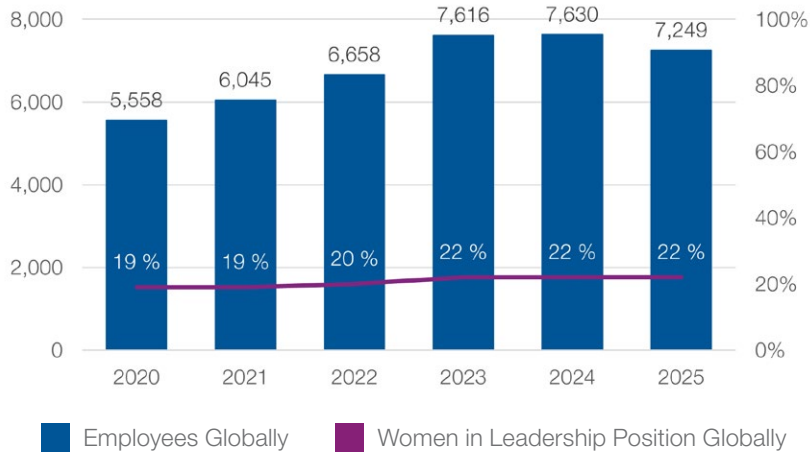
Sustainability transformation is rarely linear. Not every initiative delivers immediate results. Often, progress begins with deeply understanding existing processes, identifying leverage points, and gradually integrating new structures. It requires training, communication, and persistence.

In 2026, we aim to further increase awareness across all plants and functions, empowering teams to actively contribute to our sustainability goals. New projects, new challenges, new ambitions: together with more than 7.000 employees worldwide, we firmly believe that we can create a just and sustainable future for all of us.



Hirschmann Automotive in Numbers

Employee Development



Key Facts



15 Locations in 9 Countries on 4 Continents



24 % of Group Sales from xEV Products

Sustainability Highlights



140 Stakeholders Assessed in Our Double-Materiality-Analysis



100+ Earth Day Participants Worldwide



78 % Green Energy Globally – final transition phase reached*



Top 10 Climate Strategy Reuters Drive Award

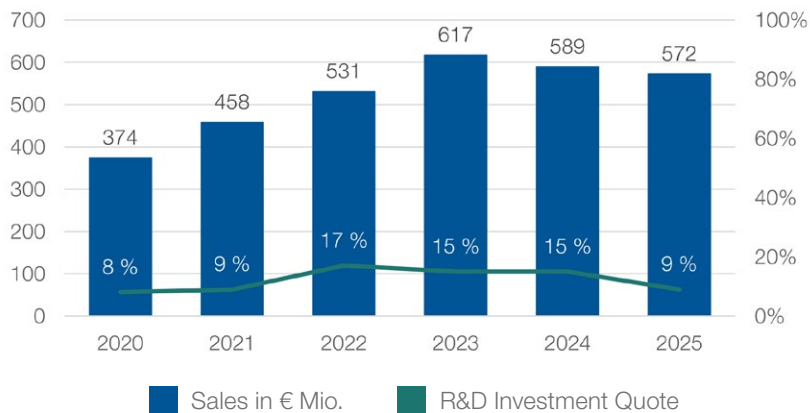


7 Photovoltaic Systems in 6 Plants



6/8 Plants Certified with Great Place to Work®

Share of Research and Development Investment



* Transition in Kenitra, Oujda & San Miguel until mid-2026

Sustainability Commitment

CEO Statement – Taking the Lead

2025 has been a year of progress and learning. Across **eight production plants and 7,249 employees worldwide**, we have strengthened our sustainability strategy while navigating global challenges, including regulatory changes under the EU Omnibus Package.

We remain committed to **advancing sustainable mobility** and embedding environmental and social responsibility at the core of our operations. This year, we successfully launched our **Sustainability Website**, completed a **Double Materiality Analysis** with internal and external stakeholders, and navigated towards **100 % green energy across all production sites**. Initiatives such as our **global Earth Day campaign**, engaging over 100 employees worldwide, and recognition as a **Top 10 Automotive Company for Climate Strategy by Reuters DRIVE**, highlight both our progress and the impact of our dedicated teams.

Innovation remains central to our approach, from material research and circular economy projects to expanded Scope 3 emissions accounting. Through these initiatives, Hirschmann Automotive continues to lead by example, combining ambition with responsibility, and shaping a **greener, more sustainable future for the automotive industry**.



Angelo Holzkecht, CEO

Our Sustainability Commitment

Building on this leadership vision, Hirschmann Automotive pursues sustainability through clear, measurable commitments across our operations and value chain:

- » **CO₂ Neutrality by 2039** – reducing our environmental footprint across production, products, and supply chain.
- » **Biodiversity Protection** – safeguarding ecosystems at production sites and through responsible sourcing initiatives.
- » **Employee Empowerment** – promoting health, safety, diversity, inclusion, and continuous development.
- » **Responsible Value Chain** – ensuring fair working conditions, local sourcing where feasible, and supplier engagement on sustainability standards.
- » **Innovation & Circular Economy** – increasing recycled content, improving resource efficiency, and implementing sustainable product design.

We recognize that achieving these ambitions requires **collaboration with partners, customers, suppliers, and policymakers**, creating shared value for society, the planet, and future generations. By integrating sustainability as a **core element of our corporate strategy**, we ensure that Hirschmann Automotive remains a **Platzhirsch for Individual Customer Solutions**, driving meaningful change today and for decades to come.

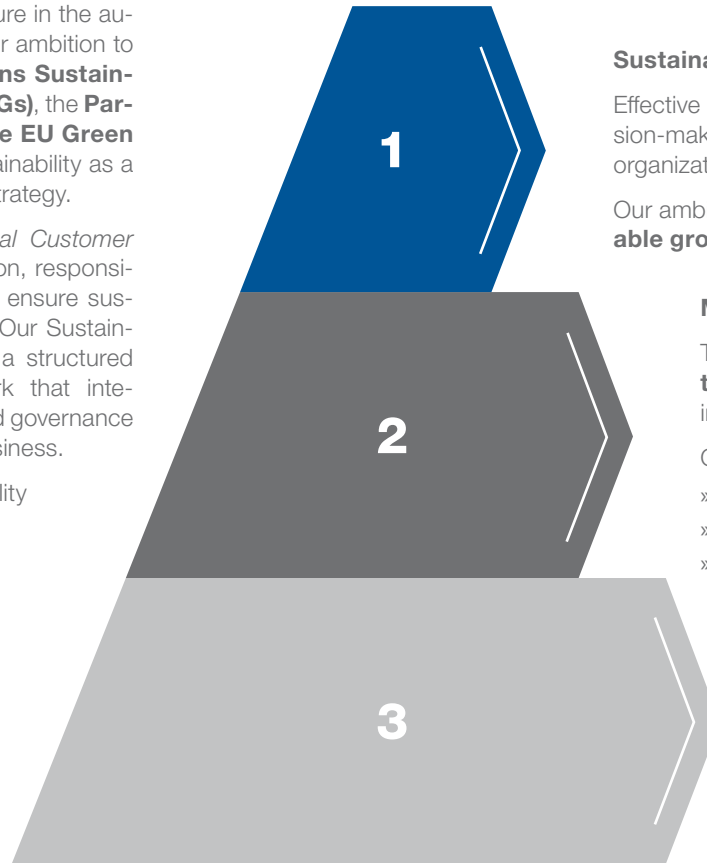
Sustainability Strategy 2030

Shaping Sustainable Value

Hirschmann Automotive is on a mission to actively shape a sustainable future in the automotive industry. Guided by our ambition to contribute to the **United Nations Sustainable Development Goals (SDGs)**, the **Paris Climate Agreement** and the **EU Green Deal**, we have embedded sustainability as a core element of our corporate strategy.

As the *Platzhirsch for Individual Customer Solutions*, we combine innovation, responsibility, and long-term thinking to ensure sustainable and profitable growth. Our Sustainability Strategy 2030 provides a structured and forward-looking framework that integrates environmental, social, and governance priorities into all areas of our business.

#DrivenByPassionForSustainability



Strategic Foundation

Our Sustainability Strategy 2030 is built on **three elements**:

Sustainability Governance

Effective governance drives our sustainability agenda. Clear responsibilities, transparent decision-making processes, and defined reporting structures ensure accountability at all levels of the organization.

Our ambition is to achieve **one billion euros in sales by 2030 through sustainable and profitable growth**, supported by our defined sustainability focus areas.

Measurable Performance

To operationalize our strategy, we have defined measurable **key sustainability figures and targets** across all plants and departments. Performance is tracked regularly and integrated into management processes.

Our long-term ambition includes:

- » CO₂ neutrality by 2039
- » 100 % of renewable energy use by 2025/2026
- » Strengthening circular economy principles

Stakeholder Engagement

Stakeholder Engagement and Exchange build the foundation of our Sustainability Strategy. In 2025, we completed a comprehensive **Double Materiality Analysis**, engaging internal and external stakeholders. The results define our eight material topics and strategic priorities across the dimensions of **Governance, Ecology, and Social Affairs**.

These material topics build up on our foundation of key development areas and ensure alignment with emerging **European Sustainability Reporting Standards (ESRS)** requirements.

Creating Long-Term Value

By integrating these three layers, Hirschmann Automotive ensures that sustainability is not a separate initiative, but an integral part of our corporate transformation toward 2030 and beyond.

Strategic CSRD Integration

Regulatory Background and Objective

The European regulatory framework for sustainability reporting has evolved significantly with the introduction of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). As a European-based automotive supplier operating in a global value chain, Hirschmann Automotive acknowledges the increasing expectations for transparency, comparability, and accountability in ESG reporting.

Although mandatory CSRD reporting will be applied for our reporting period for 01.01.2027 – 31.12.2027, we have proactively initiated the transition toward ESRS alignment. While this report continues to follow the GRI Standards 2021, **it already integrates key CSRD elements, including the implementation of the results of our Double Materiality Assessment, updated material topics, and accordingly new sustainability key figures.** Our objective is not only regulatory compliance, but the further integration of sustainability into our strategic and operational decision-making. Furthermore, we have completed an initial mapping of our business activities against the EU Taxonomy. While detailed disclosure is not the focus of this report, it forms part of our ongoing preparation for CSRD-aligned sustainability reporting.

The following chapter outlines our structured approach to CSRD integration, covering the methodology applied, the execution of the Double Materiality Assessment, and how its results are embedded into our reporting, strategy, and sustainability management processes.

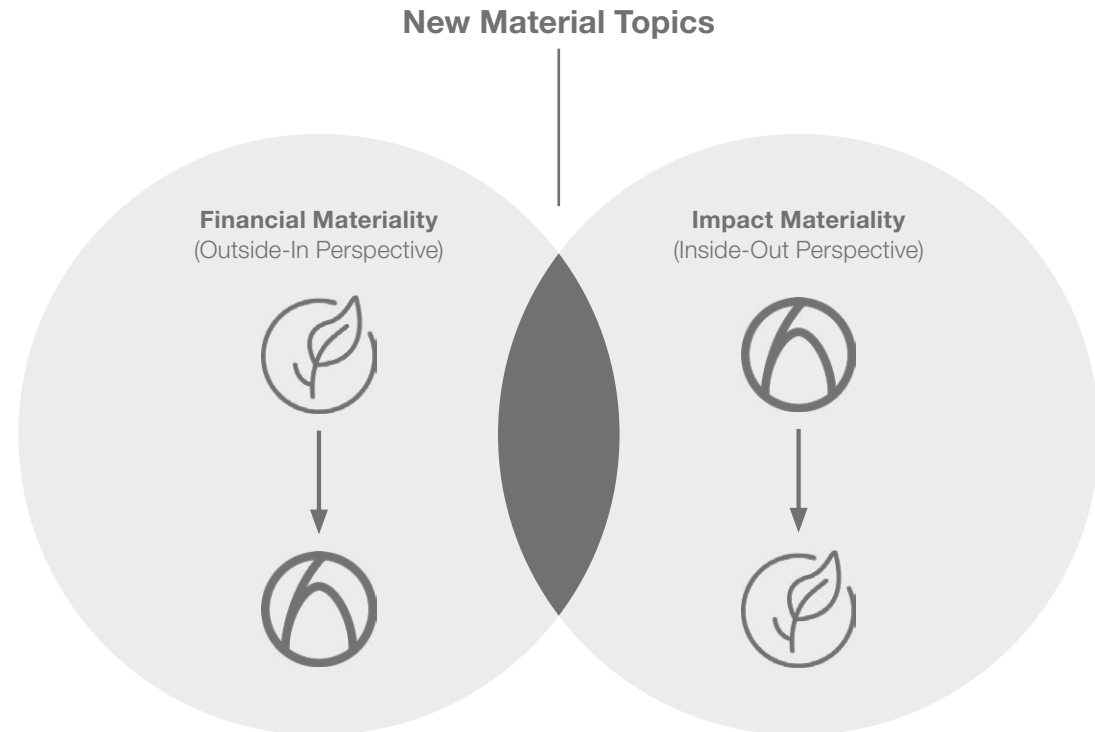
Double Materiality Assessment

The **Double Materiality Assessment (DMA)** is a cornerstone of Hirschmann Automotive's transition to CSRD-aligned reporting. Following the ESRS guidance, we assessed sustainability topics from two complementary perspectives:

Financial Materiality (Outside-In Perspective): Includes all external sustainability impacts that could internally impact the future profitability of the company.

Impact Materiality (Inside-Out Perspective): Includes all impacts of the company's operations on its stakeholders, including impacts on society and the environment.

The graphic illustrates the intersection of Inside-Out and Outside-In perspectives, highlighting the topics that are most material for both societal impact and business relevance.



Relevant Locations for Sustainability Reporting

All production sites of Hirschmann Automotive are considered material for the purposes of our sustainability reporting and Double Materiality Assessment.

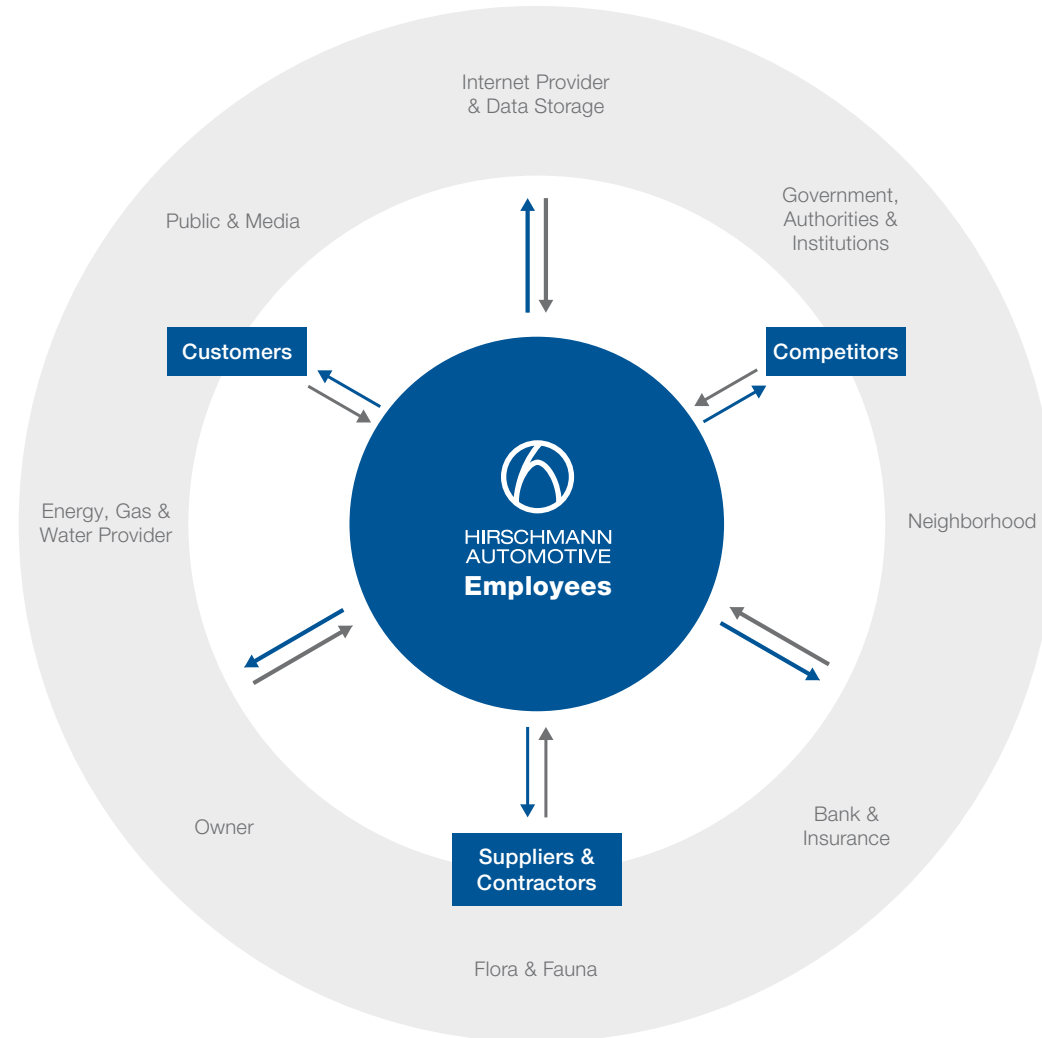
The Competence Center in Târgu Mureș, Romania, is legally and organizationally part of the Târgu Mureș production site and is therefore implicitly included in our reporting. All standards and requirements applicable to the production organization also apply to employees at this Competence Center.

The remaining Competence Centers each employ less than 1 % of the Hirschmann Automotive Group workforce. While group-wide standards, compliance requirements, and all relevant international and local regulations are fully applied at these sites, they have not been separately included in the reporting. Due to their limited operational size and, from a materiality perspective, their minimal influence on overall sustainability performance, these locations do not generate significant financial impacts or material sustainability effects (e.g., negligible Scope 1–3 emissions, no resource-intensive operations). As a result, their inclusion would not materially affect the statements presented in this report.

Stakeholder Selection & Assessment

To ensure a robust and representative analysis, we mapped our stakeholders according to the ESRS categories, adapting our existing stakeholder model. Selected stakeholders were invited to participate in structured surveys designed around ESRS topics, providing insights from both inside-out and outside-in perspectives. This process ensures that our materiality assessment reflects both societal expectations and business-relevant risks and opportunities.

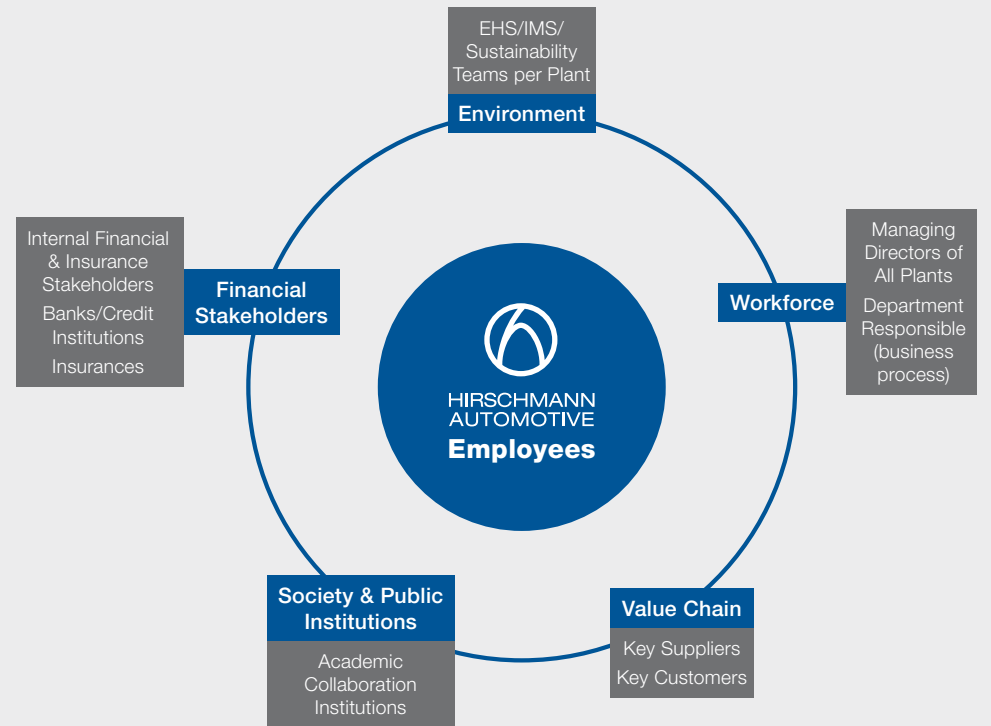
1. Original Stakeholder Selection



2. Mapping Stakeholders with CSRD Requirements

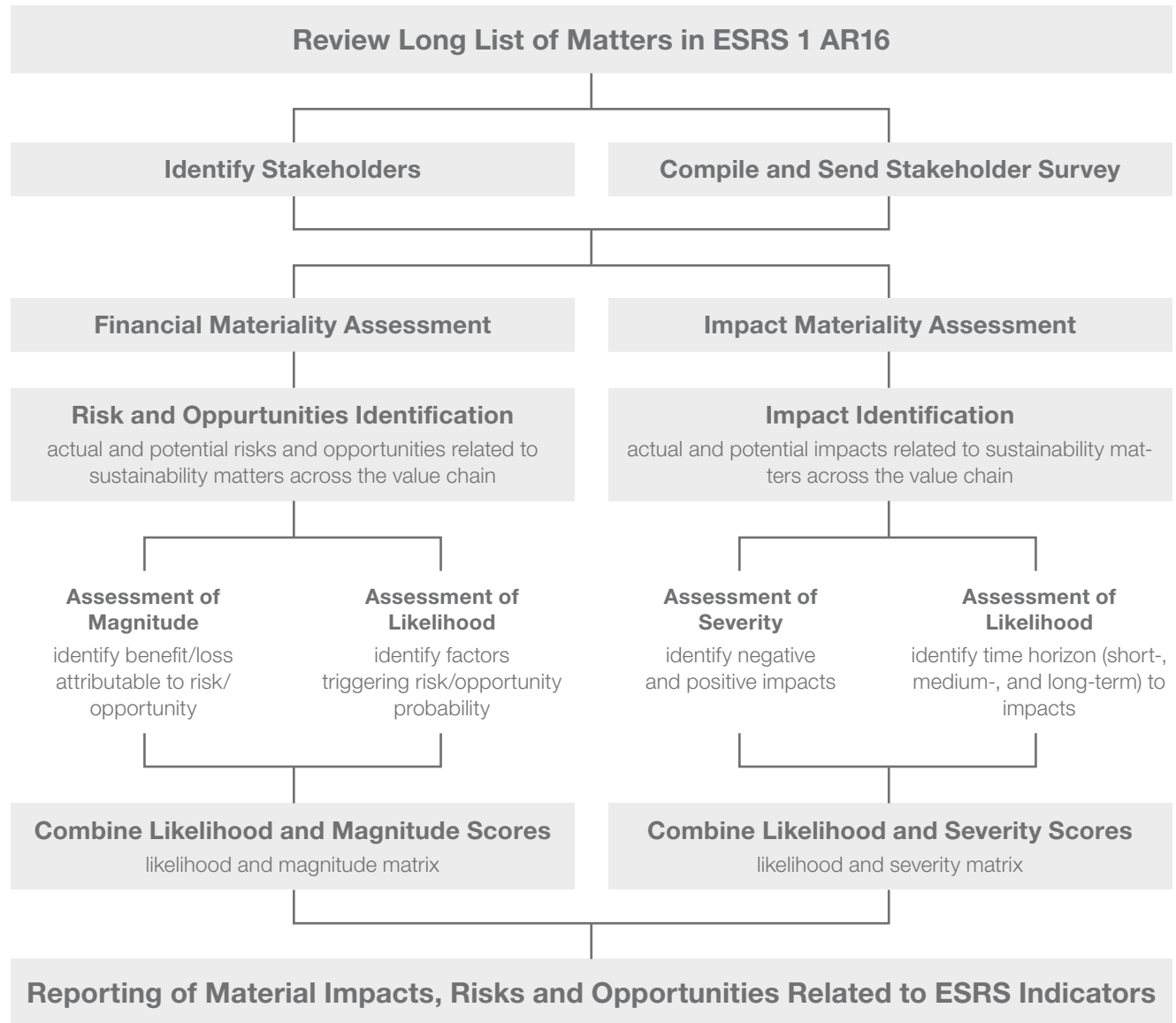


3. Further Stakeholder Selection



From Longlist to IROs

The DMA process began with a comprehensive longlist of potential topics, which was refined through stakeholder input and internal analysis. Each topic was evaluated based on its associated Impacts, Risks, and Opportunities (IROs), providing a structured approach to prioritization. This process ensures that selected material topics are both societally relevant and strategically important, forming the foundation for reporting and decision-making.



The table below presents the prioritized material topics with their associated impacts, risks, and opportunities (IROs), providing the foundation for reporting and strategic management.

ESRS Topic	Subtopic	Impact/Risk/Opportunity	Description	Direction of Action	Time Horizon	Localization	Value Chain Stage
Climate Change Mitigation							
E1 - Climate Change	climate change mitigation	impact	Development of a climate-focused supply chain can cut carbon emissions.	positive	medium & long-term	local, regional, global	● ● ●
E1 - Climate Change	climate change mitigation	impact	Direct and indirect greenhouse gas emissions (Scope 1, 2 and 3) deriving from business activities contribute to global warming.	negative	short, medium & long-term	local, regional, global	● ● ●
Energy							
E1 - Climate Change	energy consumption	impact	Adoption of energy-efficient technologies strategies lowers energy use, reducing emissions.	positive	short, medium & long-term	local, regional, global	● ●
E1 - Climate Change	energy consumption	impact	Implementing on-site renewable energy systems reduces fossil fuel use, reducing greenhouse gas emissions.	positive	short, medium & long-term	local, regional, global	●
Water & Marine Resources							
E3 - Water and Marine Resources	water use – how much water we use	impact	Excessive water use in operations can deplete local water supplies, affecting communities and ecosystems downstream.	negative	short, medium & long-term	local, regional, global	● ●

ESRS Topic	Subtopic	Impact/Risk/Opportunity	Description	Direction of Action	Time Horizon	Localization	Value Chain Stage
Resources							
E5 - Resource Use and Circular Economy	resource inflows - resources (materials, energy, water) entering operations	impact	Incorporating recycled or renewable materials in production reduces environmental impact and supports resource conservation.	positive	short, medium & long-term	local, regional, global	● ● ●
Own Workforce							
S1 - Own Workforce	equal treatment and opportunities for all – training and skills development	impact	A well-trained, diverse workforce fosters innovation, driving new technologies for the machinery industry's sustainable transition.	positive	short, medium & long-term	local, regional, global	●
S1 - Own Workforce	working conditions – adequate wages	impact	Fair compensation can motivate workers, leading to higher efficiency and better-quality outputs in the value chain.	positive	short, medium & long-term	local, regional, global	●
S1 - Own Workforce	working conditions – secure employment	impact	Secure jobs enhance financial stability for employees, positively impacting local economies and communities.	positive	short, medium & long-term	local, regional, global	●
S1 - Own Workforce	working conditions – health and safety	impact	Strong health and safety measures can reduce workplace accidents, ensuring employee safety.	positive	short, medium & long-term	local, regional, global	●
Workers in the Value Chain							
S2 - Workers in the Value Chain	working conditions – adequate wages	impact	Fair compensation can motivate workers, leading to higher efficiency and better-quality outputs in the value chain.	positive	short, medium & long-term	local, regional, global	●
Consumers & End-Users							
S4 - Consumers and End-Users	personal safety of consumers and end-users – health and safety	risk	Companies must follow strict consumer protection regulations to avoid legal issues, fines, and reputation damage.		short, medium & long-term	local, regional, global	●
Business Conduct							
G1 - Business Conduct	corporate culture	impact	A positive culture that values diversity and inclusion fosters societal equity and improves employee well-being.	positive	short, medium & long-term	local, regional, global	●
G1 - Business Conduct	protection of whistleblowers	risk	Failing to protect whistleblowers risks criticism from stakeholders and damages reputation and trust.		short, medium & long-term	local, regional, global	●

From Double Materiality to Action

The results of the Double Materiality Assessment mark a key milestone in Hirschmann Automotive's transition toward CSRD-aligned reporting. By systematically identifying and prioritizing our most relevant sustainability impacts, risks, and opportunities, we have established a robust foundation for both our reporting and strategic decision-making.

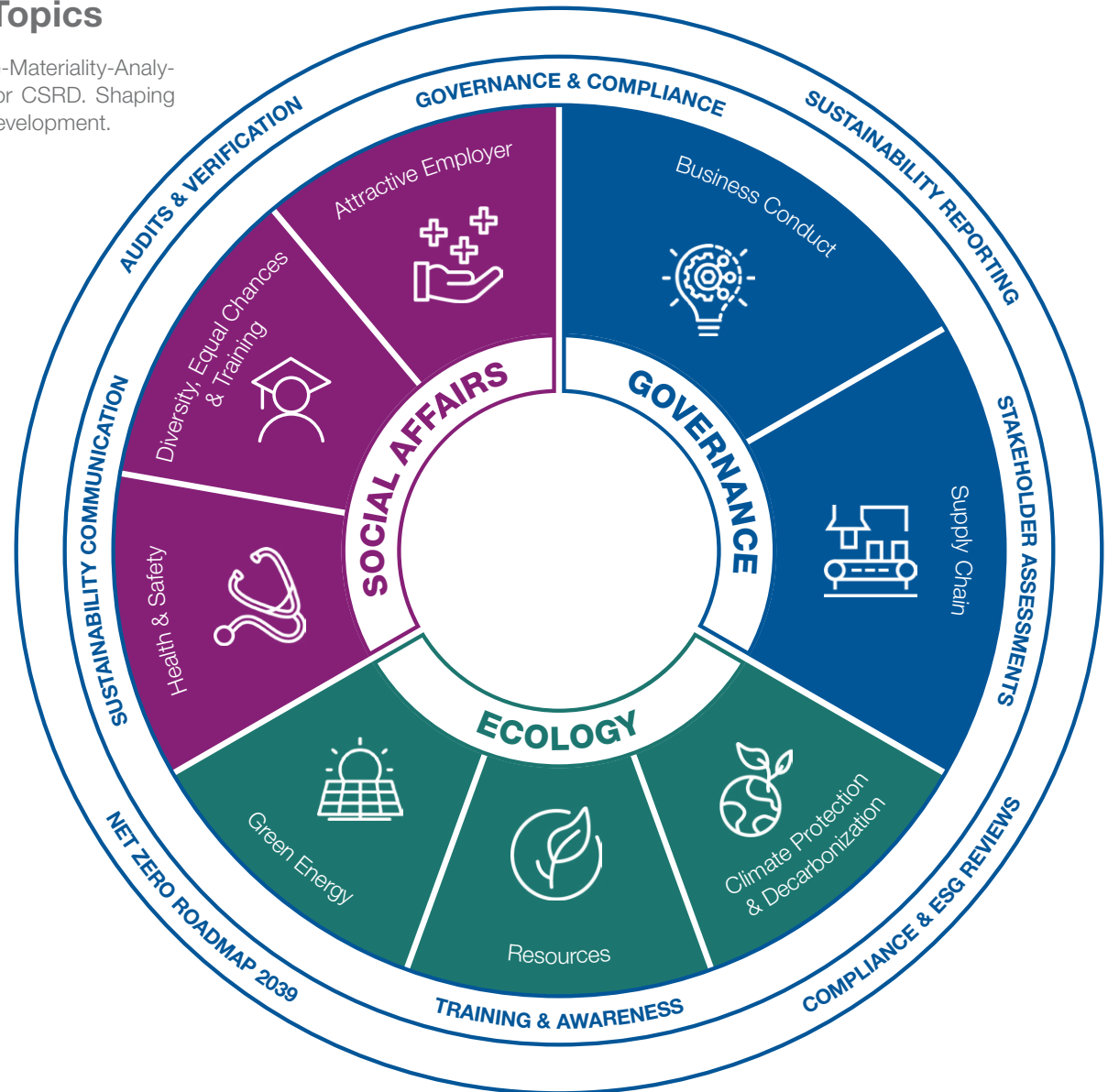
Based on this analysis, our original **material topics have been updated and further refined** in line with ESRS requirements. Compared to previous reporting periods, this has led to the integration of new focus areas, a stronger alignment with regulatory expectations, and a more structured approach to managing sustainability across our organization.

The identified material topics now serve as a **central guiding framework** for this report. They define the structure of the following chapters and reflect the areas where Hirschmann Automotive has the greatest impact on the environment and society, as well as the areas that are most relevant for our long-term business success.

In the following sections, we provide detailed insights into each material topic, outlining our **approach, key initiatives, and performance indicators**.

New Material Topics

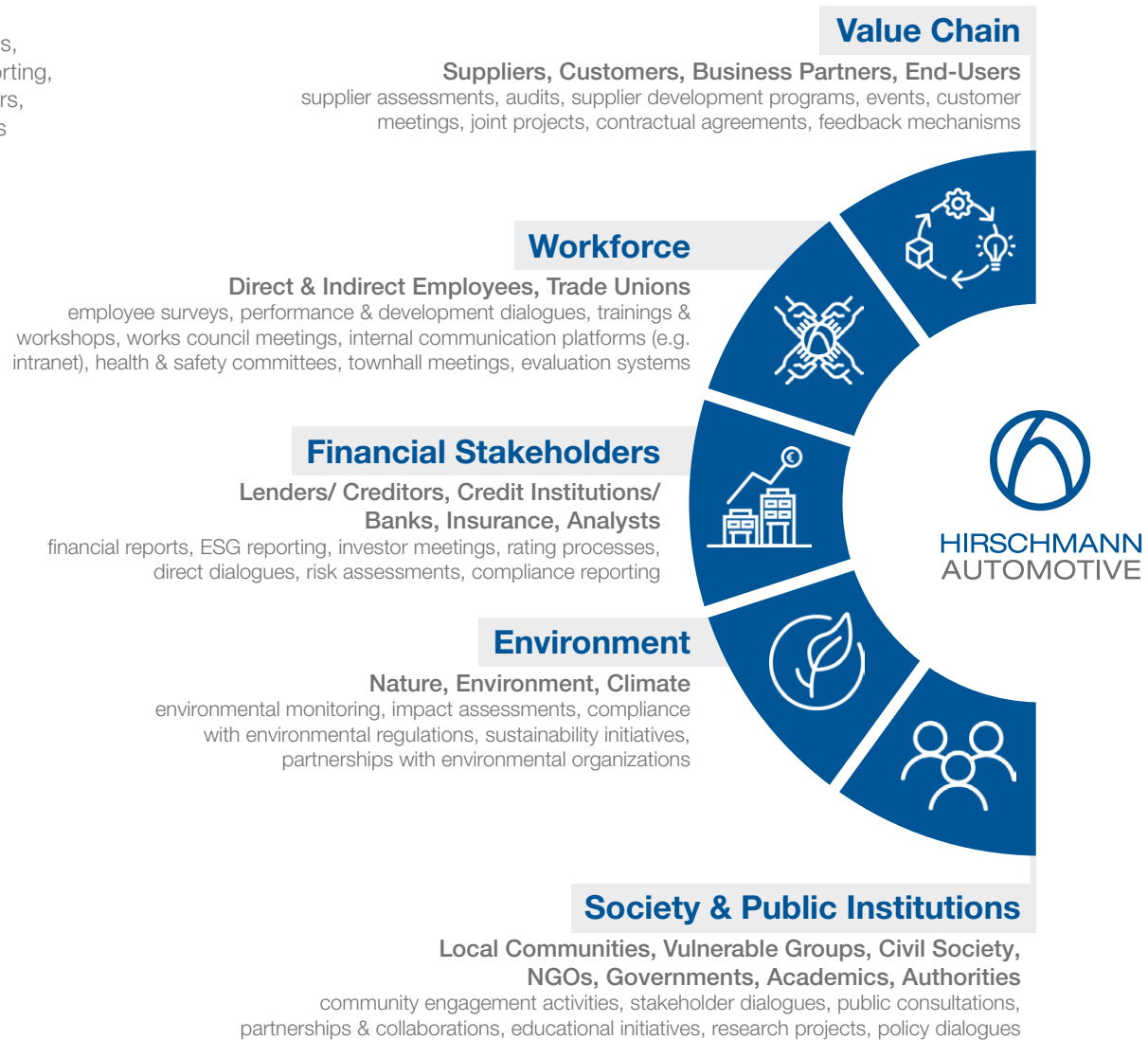
Resulting from our Double-Materiality-Analysis 2025. In preparation for CSRD. Shaping the future of sustainable development.



Stakeholder Communication

Communication with every stakeholder group:

dialogues, meetings, plant visits, events, press releases, social media communication, sustainability group reporting, website, rankings, conferences, industry dialogues, fairs, policies, group reports, surveys, trainings & workshops



Challenges Ahead: Status Quo and Outlook 2025-2030

We are operating in a highly dynamic and transformative environment, where geopolitical developments, regulatory changes, and evolving market expectations continuously reshape the automotive industry. In this context, **innovation, adaptability, and resilience** are key to long-term success.

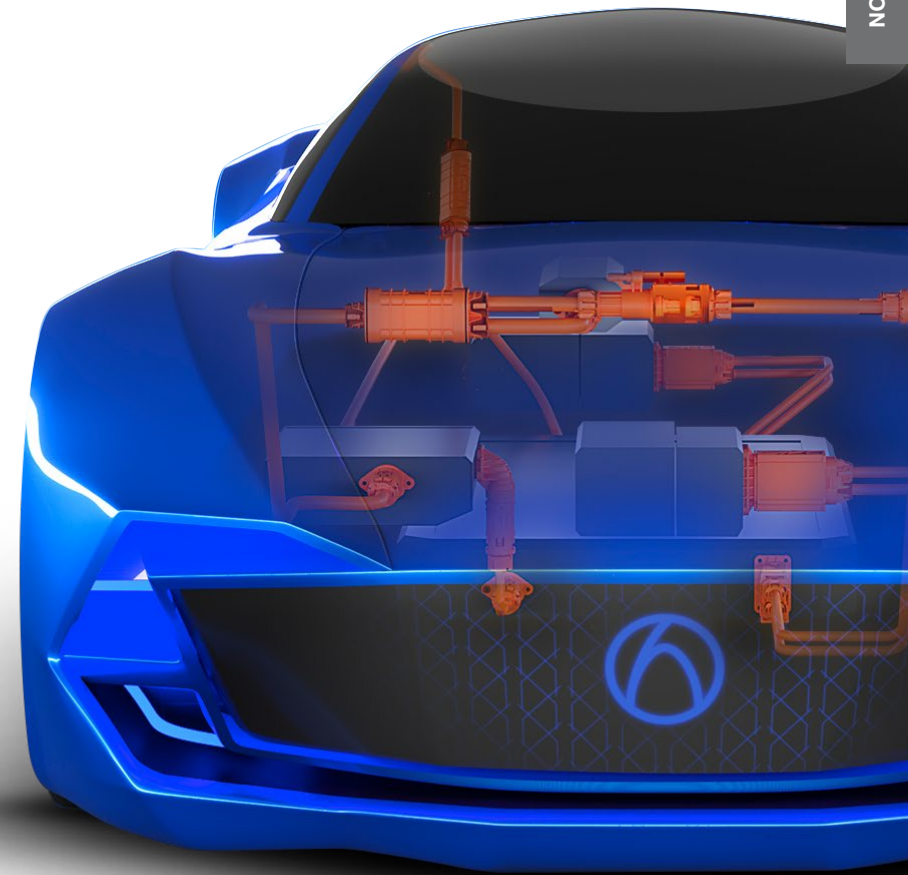
This section provides a comprehensive overview of our current sustainability performance across all locations, forming the basis for our future development. Building on the GRI Standards and our ongoing transition toward **CSRD and ESRS alignment**, we have further strengthened our data foundation and expanded our performance measurement.

The following overview presents our **Sustainability Key Figures**, highlighting the status across our key sustainability areas. At the same time, it outlines the **main levers for improvement and transformation**, guiding our actions toward a more sustainable, resilient, and future-oriented organization through 2030.

Driven by the dedication of our global teams, we continue to advance our sustainability journey – **connected across regions, cultures, and functions, and united by a shared ambition to shape a greener future.**

Overview of our plant locations for key sustainability figures calculation:

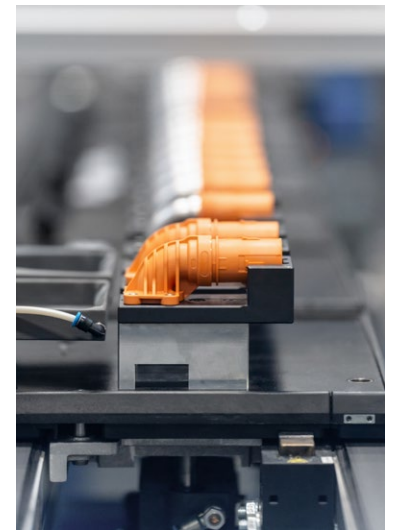
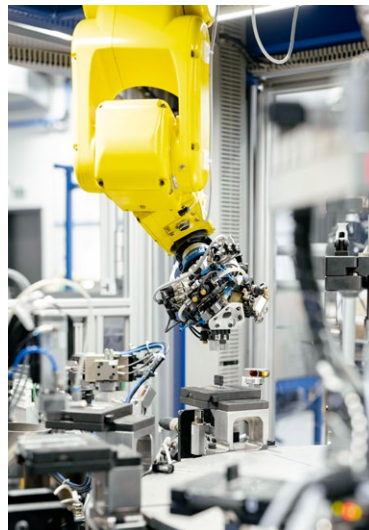
Rankweil | AUSTRIA
Kenitra | MOROCCO
Oujda | MOROCCO
Vsetín | CZECH REPUBLIC
Târgu Mureş | ROMANIA
San Miguel | MEXICO
Nantong | CHINA
Freyung | GERMANY



Sustainability Key Figures 2025-2030

Governance	Key Figure	Status Quo	Goals 2026	Goals 2030	Measures
BUSINESS CONDUCT	<i>No key sustainability figures yet defined, will be adopted in next reporting cycle 2026</i>				
SUPPLY CHAIN	414-1: New Suppliers that were Screened using Social Criteria (Key Suppliers)	Screened with the Hirschmann Automotive Supplier Code of Conduct Starting 2023 NQC Portal: 1 st Campaign for Key Suppliers (direct & indirect) was carried out in 2023 2023: 74 2024: 108 2025: 123	» screen all suppliers (old and new ones) via the NQC platform	» only cooperate with suppliers who have a 100 % feedback rate & fulfill a certain score (knockout criteria for new suppliers)	» install the NQC platform as legal requirement to cooperate with suppliers (cooperation agreements) & CoC for suppliers
	308-1: New Suppliers that were Screened using Environmental Criteria (Key Suppliers)	Screened with the Hirschmann Automotive Supplier Code of Conduct Starting 2023 NQC Portal: 1 st Campaign for Key Suppliers (direct & indirect) was carried out in 2023 2023: 74 2024: 108 2025: 123	» screen all suppliers (old and new ones) via the NQC platform	» only cooperate with suppliers who have a 100 % feedback rate & fulfill a certain score	» install the NQC platform as legal requirement to cooperate with suppliers (cooperation agreements) & CoC for suppliers

Governance	Key Figure	Status Quo	Goals 2026	Goals 2030	Measures
	<p>204-1: Proportion of Expenditure on Local Suppliers</p>	<p>Status Quo 2025: The local-to-local principle is already implemented for the majority of key suppliers, while keeping in the mind, that the automotive industry is highly allocated around the D-A-CH region</p> <p>EMEA:</p> <ul style="list-style-type: none"> » APAC (2 %) » USMCA (2 %) » EU/EEA (96 %) <p>MOROCCO:</p> <ul style="list-style-type: none"> » APAC (4 %) » EU/EEA (82 %) » GAFTA (14 %) <p>CHINA:</p> <ul style="list-style-type: none"> » APAC (60 %) » EU/EEA (40 %) <p>MEXICO:</p> <ul style="list-style-type: none"> » USMCA (74 %) » EU/EEA (26 %) 	<ul style="list-style-type: none"> » keep the local-for-local principle 	<ul style="list-style-type: none"> » keep the local-for-local principle 	<ul style="list-style-type: none"> » constantly screen if materials can be procured more local



Ecology	Key Figures	Status Quo	Goals 2026	Goals 2030	Measures
CLIMATE CHANGE AND DECARBONIZATION	305-2: Direct GHG Emissions (Scope 1 & 2)	Global CO₂-Footprint Scope 1 & 2: 2020: 21,032 t CO ₂ e 2021: 17,720 t CO ₂ e 2022: 13,795 t CO ₂ e 2023: 13,375 t CO ₂ e 2024: 15,952 t CO ₂ e 2025: 18,648 t CO ₂ e	» CO ₂ reduction according to the biggest identified levers in accordance with the plants.	» global CO ₂ neutrality across Scope 1 & 2	» identify the most significant emission factors/levers for each plant and define concrete measures to reduce CO ₂ emissions in these plants; make this a criterion for strategic decisions
	305-3: Other Indirect GHG Emissions (Scope 3)	» fuel- and energy-related emissions (vehicle fleet) » waste generated in operations » capital goods » 2025: 17,433 t CO ₂ e	Categories: » upstream transportation & distribution » downstream transportation & distribution according to GHG protocol) » purchased goods & services » business travels » commuting » waste generated in operations	» continuous adding of further categories according to impact	» add additional Scope 3 categories, implement tools for tracking, provide PCF for all our product portfolio, develop a CO ₂ strategy for all plants
	305-4 Intensity of Greenhouse Gas Emissions* *only Scope 1 and Scope 2 were considered	Intensity of GHG Emissions/ Production Area: 2023: 0.266 t CO ₂ /m ² 2024: 0.237 t CO ₂ /m ² 2025: 0.272 t CO ₂ /m ² Intensity of GHG Emissions/Sales: 2020: 56.24 t CO ₂ /Mio € 2021: 38.69 t CO ₂ /Mio € 2022: 25.98 t CO ₂ /Mio € 2023: 21.68 t CO ₂ /Mio € 2024: 27.08 t CO ₂ /Mio € 2025: 32.60 t CO ₂ /Mio €	» considering Scope 3 emissions and reducing accordingly	» considering Scope 3 emissions and reducing accordingly	» add additional Scope 3 categories » implement tools for tracking » provide PCF for all our product portfolio » develop a CO ₂ strategy for all plants

Ecological Dimension	KPI	Status Quo	Goals 2026	Goals 2030	Measures
	305-5 Reduction of Greenhouse Gas Emissions	<p>Reduction needs to be calculated to the Baseline Year 2020.</p> <p>Most important Levers:</p> <ul style="list-style-type: none"> » more efficient production measures » conversion to green energy » material changeover: PA 66 to PA6 » material research for more sustainable alternatives » changeover to R32 chiller in KE and TM (coolant) » change to gas heating in 2021 (RW) » investment in new photovoltaik systems (TM, SM) » fostering sustainable commuting of employees 	<ul style="list-style-type: none"> » gradual conversion to 100 % green energy by 2025/2026 in all plants » a material changeover to secondary materials with lower carbon footprints, as materials make up to 80-90 % of our corporate carbon footprint 	<ul style="list-style-type: none"> » take into account Scope 3 emissions and reduce accordingly 	<ul style="list-style-type: none"> » add additional Scope 3 categories » implement tools for tracking » provide PCF for all our product portfolio » develop a CO₂ strategy for all plants
ENERGY	302-1: Energy Consumption within the Organization	<p>2020: 34,772, 303 kWh</p> <p>2021: 47,424,716 kWh</p> <p>2022: 54,854,445 kWh</p> <p>2023: 56,201,536 kWh</p> <p>2024: 59,975,793 kWh</p> <p>2025: 56,063,184 kWh</p>	<ul style="list-style-type: none"> » plant-specific KPIs for energy efficiency ratio 	<ul style="list-style-type: none"> » will be defined on an annual basis 	<ul style="list-style-type: none"> » analyze the biggest levers for energy reduction per plant » implement measures to reduce energy consumption per plant » define the budget available for improvement measures » PV Installation/Green Energy Supply
	Intensity of Energy Consumption	<p>Energy consumption in kWh/relation to production surface</p> <p>2023: 882 kWh/m²</p> <p>2024: 873 kWh/m²</p> <p>2025: 749 kWh/m²</p>	<ul style="list-style-type: none"> » identify biggest levers in the production area and define reduction targets 	<ul style="list-style-type: none"> » TBD 	<ul style="list-style-type: none"> » exchange with relevant departments and define CO₂ levers

Ecological Dimension	KPI	Status Quo	Goals 2026	Goals 2030	Measures
	Transition to 100 % Green Energy globally	2020: 0 % 2021: 40 % 2022: 68 % 2023: 67 % 2024: 76 % 2025: 78 %	» Kenitra: increase the share of green energy by installing PV systems » Târgu Mureş 1 & 2: installation of PV systems in 2024 to ensure 100 % green energy » Additional PV systems in SM, NT & TM	» 100 % Green Energy globally	» maintain green energy certificates » prolong green energy contracts » increase PV systems at the plant sites
	Internally consumed Energy through PV in 2025	2025: 8,637 kWh (increase of solar energy production between 2024 and 2025: 30 %)	» will be defined according to the capacity of the PV systems	» will be defined according to the capacity of the PV systems	» use of PV systems according to solar hours and energy-saving capacity
RESOURCES AND CONFLICT MINERALS	301 Materials used by Weight or Volume	No data is currently available.	» generate an overview of materials	» generate an overview of materials	» generate an overview of materials and switch to secondary materials if possible
	301-2 Recycled Raw Materials used	Approximately 1,000 t of regranulates per year (inhouse recycling in Vsetín), while we use up to 30 % of regranulates per product aligning with customer requirements.	» increase in recycled raw materials in accordance with the European Green Deal and customer requirements	» increase in recycled raw materials in accordance with the European Green Deal and customer requirements	» increase recycling rates in non-critical products in close cooperation with customers
LOGISTIC AND TRANSPORTATION	Intercompany Cross-Company In and Outbound Data	Very few data available retrospectively for 2020-2023.	» track and overview data	» track and overview data	» install a global transport management system » set goals for CO ₂ limits/special transportation, etc.

Social Affairs	Key Figures	Status Quo	Goals 2026	Goals 2030	Measures
DIVERSITY AND EQUAL OPPORTUNITIES	405-1 Diversity in Supervisory Bodies and among Employees	<p>Global 2020:</p> <ul style="list-style-type: none"> » Leadership Male: 225 » Leadership Female: 52 » Employees Male: 2,628 » Employees Female: 2,956 <p>Global 2021:</p> <ul style="list-style-type: none"> » Leadership Male: 247 » Leadership Female: 59 » Employees Male: 2,857 » Employees Female: 3,187 <p>Global 2022:</p> <ul style="list-style-type: none"> » Leadership Male: 267 » Leadership Female: 69 » Employees Male: 3,042 » Employees Female: 3,612 <p>Global 2023:</p> <ul style="list-style-type: none"> » Leadership Male: 288 » Leadership Female: 82 » Employees Male: 3,626 » Employees Female: 3,983 <p>Global 2024:</p> <ul style="list-style-type: none"> » Leadership Male: 318 » Leadership Female: 87 » Employees Male: 3,677 » Employees Female: 3,949 <p>Global 2025:</p> <ul style="list-style-type: none"> » Leadership Male: 307 » Leadership Female: 86 » Employees Male: 3,515 » Employees Female: 3,730 	» TBD	» TBD	» provide opportunities for women to take over leadership positions (shared job positions, flexible working conditions)



Social Affairs	Key Figures	Status Quo	Goals 2026	Goals 2030	Measures
ATTRACTIVE EMPLOYER	401-1 Newly Hired Employees and Employee Turnover	<p>Hires: 2020: 1,819 2021: 3,350 2022: 3,851 2023: 3,111 2024: 1,854 2025: 1,784</p> <p>Fluctuation: 2020: 1,538 2021: 2,751 2022: 2,855 2023: 3,095 2024: 1,969 2025: 1,605</p>	<ul style="list-style-type: none"> » use of natural fluctuation » retain skilled employees for as long as possible » promote health at the workplace 	<ul style="list-style-type: none"> » use of natural fluctuation » retain skilled employees for as long as possible » promote health at the workplace 	<ul style="list-style-type: none"> » promotion of health (mental and physical health in the workplace) » bonding/networking with the company » building interpersonal relationships » company events » modern workplace: » flexible working hours » trusting working environment » digital working methods » remote/home office possibilities » shared leadership
OCCUPATIONAL HEALTH & SAFETY	403-1 Occupational Health and Safety Management System	ISO 45001 implemented in all Plants	» continuous	» continuous	» regular audits
	403-2 Hazard Identification, Risk Assessment, and Incident Investigation	Workplace Risk Evaluation at all Plants	» continuous	» continuous	» continuous re-evaluation (event-based)
	403-3 Occupational Health Services	Medical Services and Plant Doctors	» continuous	» continuous	» remain and overview medical services and plant doctors
	403-4 Employee Involvement, Consultation, and Communication on Occupational Safety and Health	Happens in Workplace Risk Evaluation/ Documentation of Work Accidents	» continuous	» continuous	<ul style="list-style-type: none"> » event-based evaluation and re-evaluation » work incidents analysis » internal audits

Social Affairs	Key Figures	Status Quo	Goals 2026	Goals 2030	Measures
	403-5 Employee Training on Occupational Health and Safety	Continuous Training for all Employees	» continuous	» continuous	» plan in continuous training in regular intervals
	403-6 Promoting the Health of Employees	Social Initiatives (running/cycling events, yoga, tennis, company doctor, etc.)	» continuous	» continuous	» plan in event-based initiatives for each plant
	403-7 Prevention and Mitigation of Occupational Health and Safety Impacts Directly Associated with Business Relationships	Compliance with Legal and National Regulations	<ul style="list-style-type: none"> » compliance with legal and national regulations for workforce » evaluation process for future workplaces considers legal and national regulations as criteria 	<ul style="list-style-type: none"> » compliance with legal and national regulations for workforce » evaluation process for future workplaces considers legal and national regulations as criteria 	» regular audits to comply with regulations for leasing workforce and workplaces
	403-8 Employees covered by an Occupational Health and Safety Management System	45001: covers all Employees and Leasing Employees	» continuous	» continuous	» remain the certificates
	403-9 Work-Related Injuries	<p>AFR: 2020: 11.27 2021: 10.62 2022: 13.42 2023: 10.27 2024: 15.45 2025: 14.52</p> <p>* Index calculated by the number of accidents globally/ all employees x 1000</p>	» zero injury policy	» zero injury policy	<ul style="list-style-type: none"> » training of employees/safety instructions » evaluation of work-related accidents/injuries and preventive measures » evaluation of workplaces to identify and illustrate workplace hazards



General Disclosures 2021

Laying the Foundation for a Sustainable Future

The following chapter provides an overview of Hirschmann Automotive's organizational structure, reporting practices, and key operational details. It covers information on business activities, workforce composition, governance structures, corporate strategy, policies, and practices in line with the **GRI 2021 General Disclosures**. In addition, this chapter already integrates selected **CSRD-relevant elements**, reflecting our proactive alignment with upcoming European sustainability reporting requirements and supporting a transparent and forward-looking approach to ESG disclosure.

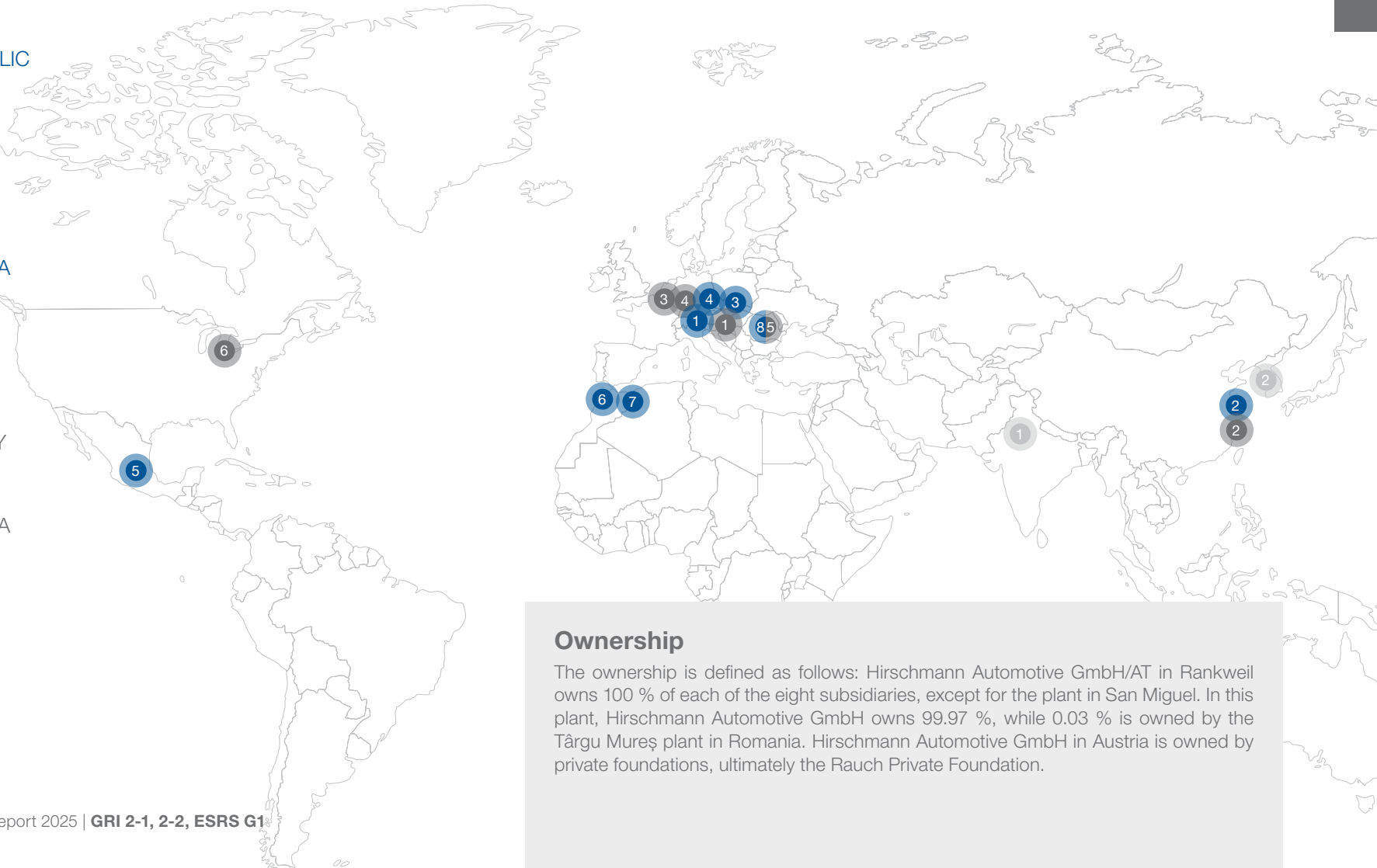
Hirschmann Automotive Locations

- Production Site
- Competence Centers
- Distributor

- 1 Rankweil | AUSTRIA
- 2 Nantong | CHINA
- 3 Vsetín | CZECH REPUBLIC
- 4 Freyung | GERMANY
- 5 San Miguel | MEXICO
- 6 Kenitra | MOROCCO
- 7 Oujda | MOROCCO
- 8 Târgu Mureș | ROMANIA

- 1 Vienna | AUSTRIA
- 2 Shanghai | CHINA
- 3 Boeblingen | GERMANY
- 4 Munich | GERMANY
- 5 Târgu Mureș | ROMANIA
- 6 Detroit | USA

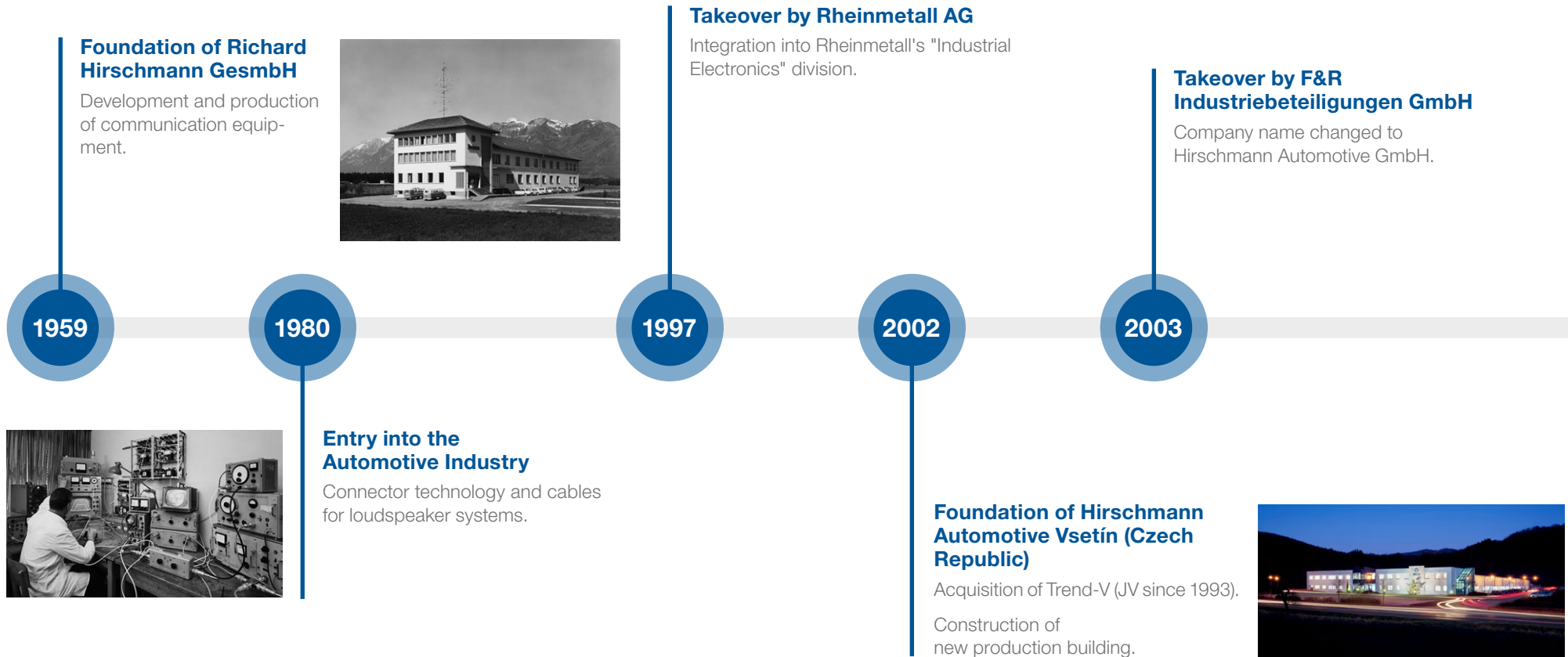
- 1 Noida | INDIA
- 2 Seoul | SOUTH KOREA



Ownership

The ownership is defined as follows: Hirschmann Automotive GmbH/AT in Rankweil owns 100 % of each of the eight subsidiaries, except for the plant in San Miguel. In this plant, Hirschmann Automotive GmbH owns 99.97 %, while 0.03 % is owned by the Târgu Mureș plant in Romania. Hirschmann Automotive GmbH in Austria is owned by private foundations, ultimately the Rauch Private Foundation.

From the Local Producer to a Global Automotive Player





Strategic Realignment

Foundation of Hirschmann Automotive Târgu Mureș (Romania).

Start of the global economic crisis.

2007

2008

Production Start Târgu Mureș (Romania)

Start of the strategic product shift.

2013 Purchase and adaptation of an additional production hall.

2014 Start of construction of the new production hall.

2022 Expansion of the production capacity with another and so far largest production hall with a total area of 9,100 m².



Production Site Kenitra (Morocco)

2011 Foundation of Hirschmann Automotive KE (Morocco).

2012 Opening the new production plant and start of production.

2017 Doubling of the production area at the site.

2012

2014

Production Start Nantong (China)

2013 Foundation of Hirschmann Automotive NT (China).

2014 Start of local-for-local production.

2019 Full expansion of the site.





Expansion of Rankweil Site

Opening of the new employee center (MAZ).
New tool and special machine building center with apprentice workshop.



Production Start Smart Factory

Commission automated and digitalized plant in Vsetín.
Release and launch of strategic investment projects for Rankweil and Târgu Mureş.
Management of the Corona crisis.

2016

Production Start San Miguel (Mexico)

2015 Foundation of Hirschmann Automotive SM (Mexico).
2016 Start of production for the American market.



2017

2018

Strategic Acquisition Stamping & Bending Technology

Acquisition of Geissler Präzisionserzeugnisse GmbH and Beuthauser Stanztec GmbH.
2019 Fusion to Hirschmann Automotive Freyung GmbH (Germany).



2020



New Competence Centers in Târgu Mureș & Vienna

Expansion of our know-how with two new Competence Centers in Târgu Mureș (Romania) & Vienna (Austria).



New Office in Shanghai & Production Start Oujda (Morocco)

Opening new office in Shanghai (China).

Opening and commissioning of the plant in Oujda (Morocco).

100 % green energy transition across 8/8 plants*

*SM, OU & KE until end of 2026

2022

Expansion of Rankweil Site

2022 Opening new office building Connectivity Center.

2023 The new Logistics Center is equipped with Servus, which focuses on increasing flexibility, performance, speed, and efficiency in all intra-logistics processes.



2023

2024

Expansion

Foundation of Hirschmann Automotive OU SARL-AU and start of construction of a new production plant in Oujda (Morocco).

Construction of new photovoltaik systems in Vsetín (Czech Republic), Târgu Mureș (Romania) and San Miguel (Mexico).

2025

eMobility

The company's relevant markets are EMEA, APAC, and USMCA. The type of customers are OEMs, 1st and 2nd tiers. Hirschmann Automotive operates in the automotive industry and produces plug housings, high voltage applications, special cable assemblies, chassis cabling, sensor technology, stamping, and bending technology for the automotive industry. Our company is developing solutions for a sustainable, mobile future, focusing on eMobility and implementing eco-friendly processes and techniques within all production plants.

1 HIGH VOLTAGE APPLICATIONS

- HPS40-1
- HPS40-2
- HPS40-2+4
- HPS Distributors
- HPS In-Line Connector

2 ENGINE

- SealStar
- SealStar HMK
- Gearbox Harness
- Oil-Tight Connectors

3 BUMPER

- Bumper Harness
- Sensors

4 DOOR

- Door Handle Harness

5 AXLE

- Axle Wiring

6 MIRROR

- Mirror Harness

7 WINDSHIELD

- Aquablade



Milestones of Success: Navigating a Responsible Value Chain

Hirschmann Automotive is actively participating in the transition towards a more sustainable industry. We have identified our key levers alongside the entire value chain, incorporating the entire life cycle of our product. We aim to minimize any negative impacts of our business activities and create long-term sustainable value for all stakeholders in relation to our organization.

The value chain is composed as follows:

product development » supply chain » production » product operation » recycling

We hereby depict the progress we made within the reporting period from 2020 to 2024 in the various fields of action.



Product Development

9 % of annual sales are spent on **Research and Development** in 2025.

The OPEX rate increased from 16.7 % in 2020 to **38.6 %** in 2025.

22 % of leadership positions at Hirschmann Automotive worldwide were consistently held by **women** between 2020 and 2025.



Supply Chain

123 suppliers have been assessed by NQC

local-for-local principle



Production

78 % of the total electricity consumption in the production (kWh p.a.) is generated by **renewable energy sources**

-14.2 % electricity consumption **per production unit** in 2025, compared to 2024.



Product Operation

The share of our products in **electrified vehicles (xEV)** in group sales has increased from 10.3 % in 2020 to **24 %** in 2025.



Recycling

About **70 %** of our globally generated waste was **recycled** and returned to circular economies in 2025.

Corporate Culture

At Hirschmann Automotive, we are #ConnectedByPassion – across oceans, borders, and cultural differences. As the »Platzhirsch for Individual Customer Solutions«, we shape the mobility of the future. We do not just work for today; we work for the world we want to leave behind. With us, you can push boundaries, think independently, drive innovation, and make an impact that affects millions of people around the world. We foster a culture of passion, cooperation, and commitment, ensuring every team member feels valued and empowered. These values are more than words; they are the foundation of everything we do. At Hirschmann Automotive, you are more than just a role; you are given the chance to leave your mark on a global stage. We support you in being your true self and in your healthy development while balancing work with life's needs.

Employer Value Proposition

What Corporate Culture Means at Hirschmann Automotive

At Hirschmann Automotive, corporate culture is the foundation of how we collaborate, innovate, and grow as a global organization. It defines our daily interactions, shapes our decision-making, and connects employees across locations, cultures, and functions.

Our culture is built on three core values:

- » **Passion:** We love challenges.
- » **Cooperation:** We support each other.
- » **Commitment:** We are true to our word.

A Diverse and Global Workforce

With employees from more than 60 nationalities and operations across multiple continents, diversity is a defining element of our corporate culture. Diverse cultural backgrounds, languages, and perspectives enrich our organization and strengthen our ability to respond to global challenges.

Living Our Culture

In 2025, we actively fostered our corporate culture through a wide range of global and local initiatives, including:

- » Cultural celebrations, such as Chinese New Year and local holidays across our sites.
- » Awareness campaigns, including Breast Cancer Awareness initiatives and global Earth Day activities.
- » Employee engagement events, such as Women's and Men's Days and other local initiatives.

These activities help to strengthen team spirit, promote inclusion, and create a sense of belonging across our global workforce.

Policies and Standards

Our corporate culture is supported by clear policies and standards, including our Code of Conduct for Employees and Business Partners, which defines our expectations regarding ethical behaviour, compliance, and mutual respect across our value chain.



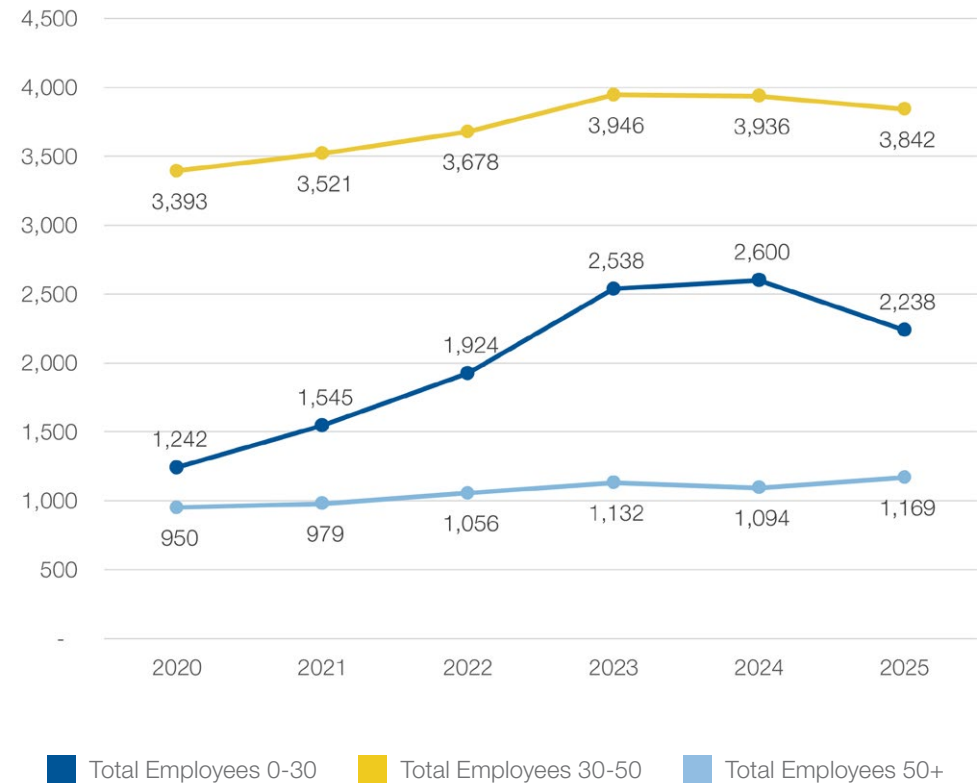
The Journey Of Our Employees Over The Last 6 Years

Our employees have gradually increased in line with the positive sales development of the last 5 years. For the subsequent analysis, the headcount of employees was considered:

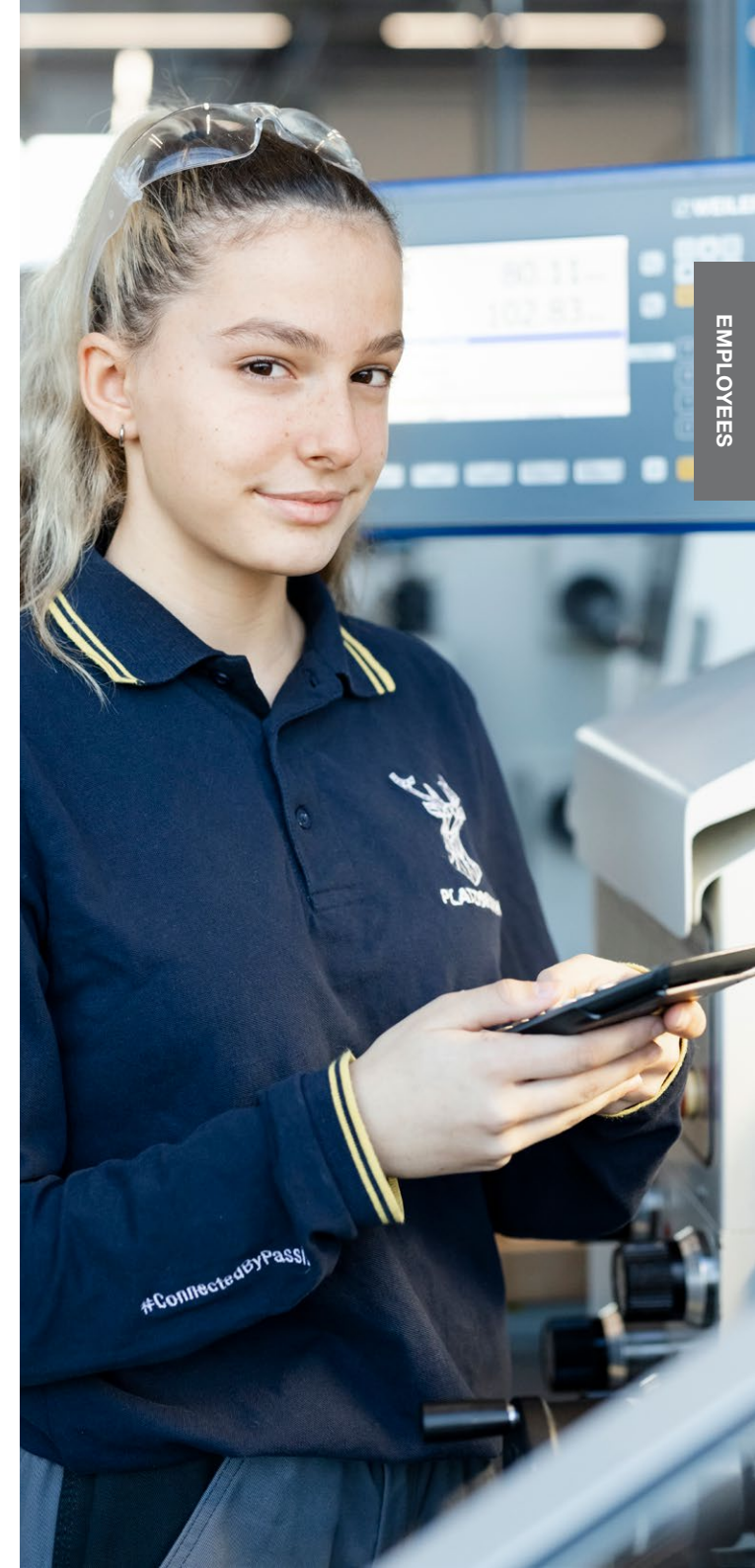
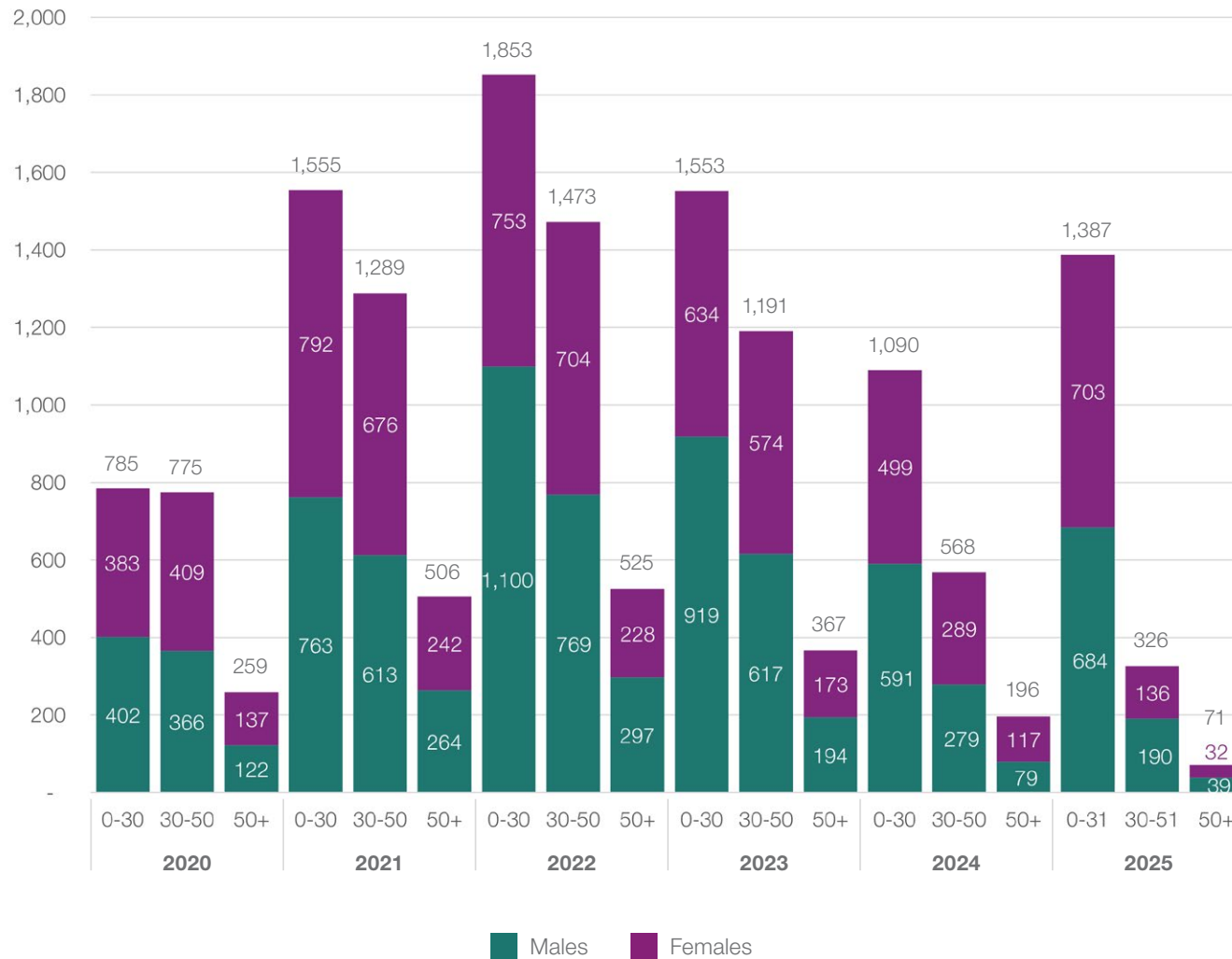
Total Number of Employees
broken down of this total by Gender*
*the data "by region" was not available for this reporting time



Total Number of Employees
Age Group broken down by Year



Number of People who joined the Company by Age Group and Gender



EMPLOYEES

Number of People who left the Company by Age Group and Gender



Memberships & Associations



Hirschmann Automotive GmbH

- » Wirtschaftskammer Österreich
- » Fachverband der Elektro- und Elektronikindustrie
- » ZVEI (Verband der Elektro- und Digitalindustrie)
- » Wirtschaftsbund
- » Vereinigung der Österreichischen Industrie (Industriellenvereinigung)
- » Memberships at various Research Institutions and Networks (Netzwerk Logistik, Plattform V, etc)

Rankweil | AUSTRIA

- » EEEI (Electrical Equipment & Electronic Industry)

San Miguel | MEXICO

- » Member for State Institution to Support all Automotive Companies in Guanajuato State
- » Claugto

Târgu Mureș | ROMANIA

- » Member of Chamber of Commerce from Târgu Mureș County

Nantong | CHINA

- » German Chamber of Commerce Shanghai
- » Labor Union – Local Government
- » Chamber of Commerce-related Human Resources Management

Detroit | USA

- » USCAR Council for Connectors

Freyung | GERMANY

- » Bayme (Verband der bayerischen Metall- und Elektroindustrie)
- » IHK (Industrie- und Handelskammer)
- » Maschinenring unterer Bayerischer Wald
- » Controller Forum (TH Deggendorf)
- » KIST e.V. (Kompetenz- und Innovationszentrum für die Stanztechnologie Dortmund e. V.)
- » BBA e.V.
- » Creditreform
- » Werbegemeinschaft Freyung
- » BG Holz und Metall

Kenitra | MOROCCO

- » AMICA (Association of Automotive Industry Morocco)

Sustainability Governance

Governing an enterprise through change to build a more sustainable, resilient company can be challenging. Just as when you are guiding a vehicle through difficult terrain, you need optimum preparation and robust guidance.

In the subsequent section, we present our Sustainability Governance Structure and examine the nomination and selection processes, delegation of responsibility, impact management, and compliance management in more detail.



General Governance Structure

By Governance, we understand the complete system by which our organization operates and is controlled and all the mechanisms by which it and its people are held accountable. Governance thus includes a full framework of rules and practices for managing, operating, leading, and monitoring our organization. This includes strategic planning, compliance, risk management, internal control systems, and internal audits. These Governance activities affect the whole organization and all management levels while ensuring a general governance structure in our organization is a core responsibility of the **Supervisory Board** and the **Executive Board**.

Supervisory Board

The Supervisory Board is – in Austria – a legally mandatory board for large, limited liability companies like Hirschmann Automotive GmbH. The **Supervisory Board** consists of members representing the shareholders and members representing the interests of the workforce (“Works Council members”). The Supervisory Board is a core element of our organization’s Governance Structure and currently counts six permanent members, consisting of a chairman, three additional shareholder representatives, and two employee representatives, supervising the organization’s activities. This Board consists of four non-executive members and two members who are actively working in Hirschmann Automotive GmbH and are members of the Works Council. Their primary duty is consulting, monitoring, and supervising the Executive Board. Moreover, major operating activities resp. decisions by the Executive Board have to be approved by the Supervisory Board (e.g., the decision to build a new plant, the definition of general company policies, or significant investments). Their responsibilities also cover overseeing the management of the organization’s impacts on the economy, environment, and people. The members of this Board partly have other functions outside of the company, such as management functions in investment companies, law firms, or other supervisory boards. The gender ratio in the Supervisory Board is 5:1, represented by five men and one woman. The independence of all supervisory board members, freedom from any external influence, and conflicts of interest are guaranteed through the participation of various members representing different interest groups and stakeholders while being balanced by an independent chairman.

Executive Board

Furthermore, the highest level in our organization’s operating Governance Structure is the **Executive Board**, consisting of two Executive Board members: the CEO, Angelo Holzknicht, and the CFO, Stefan Tschol. The Executive Board is the highest operational body and is responsible for day-to-day business. It is further responsible for ensuring compliance with applicable laws as well as making decisions on the management of the organization’s impacts on the economy, environment, and people. The articles of association and the rules of procedure govern their responsibilities. The members are selected and appointed by the shareholders of the company. Their terms of office are regulated in their employment contracts. The gender ratio in the Executive Board is 2:0, represented by two men and zero women. The independence of all members of the Executive Board, freedom from any external influence, and conflicts of interest are guaranteed through the appointment by the shareholders and respective internal guidelines that create a system of “checks and balances”.

In addition to the Executive Board at our organization’s headquarters, there are local **Managing Directors** in each plant, who are the highest operating Governance Body locally.

Appointment

The Supervisory Board and the Executive Board members are appointed by the shareholders in the shareholders' meeting. The criteria used for the nomination and selection of the highest governance bodies are decided to the best of the shareholders' knowledge and belief. The chair of the Supervisory Board is elected amongst the members of the Supervisory Board. The members of the Supervisory Board are appointed without limitations of duration.

Management of Impacts

The Executive Board and the Directors of each department have declared the organization's sustainable development one of the **Top Challenges for 2030**.

The different Governance Levels are highly involved in **developing, approving, and updating** Hirschmann Automotive's Sustainability Strategy.

Our vision is to become the »Platzhirsch for Individual Customer Solutions« in the industry, driven by our Core Values:

- » **Passion:** We love challenges.
- » **Cooperation:** We support each other.
- » **Commitment:** We are true to our word.

Managing impacts related to sustainable development is **governed top-down**, while all relevant **stakeholders** are closely involved, and **bottom-up initiatives by employees** are encouraged.

Note: This report does not display the annual compensation ratio due to sensitive, personal information. Management bonuses are linked to the achievement of KPI targets.

Sustainability Governance Overview

The subsequent overview shows our Sustainability Governance, which is divided into three levels: the Sustainability Steering Committee, the Group Sustainability Team, and the Plant Sustainability Teams.

Organizational Hierarchy	Members	Responsibilities
SUSTAINABILITY STEERING COMMITTEE	<ul style="list-style-type: none"> » Supervisory Board » Executive Board 	The Steering Committee manages and specifies the Sustainability Strategy, provides the necessary resources, sets specific targets, and defines KPIs.
GROUP SUSTAINABILITY TEAM	<ul style="list-style-type: none"> » Global Sustainability Management » Directors 	The Group Sustainability Team coordinates and executes the Sustainability Strategy globally. It raises awareness about the three dimensions and their subtopics among all employees and educates them through individual and AI trainings. It overviews regulations, sets the roadmaps for each year, and is responsible for the global rollout and sustainability reporting.
PLANT SUSTAINABILITY TEAMS	<ul style="list-style-type: none"> » Plant Managing Directors » Plant Sustainability Coordinators 	The Plant Sustainability Teams implement the Sustainability Strategy, track and survey the KPIs, collect data, and report to the Group Sustainability Team.

Compliance Management

Integrity and compliance are fundamental values of Hirschmann Automotive. We have, therefore, implemented a state-of-the-art Compliance Management System (CMS) that is based on our strategy, vision, and values as well as accompanied by regular compliance communication from our Top Management (“tone from the top”). Our CMS is a robust framework designed to prevent, detect, and manage compliance risks while fostering a culture of integrity and accountability. Overall, our CMS comprises the following core elements:



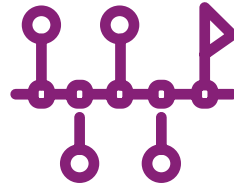
Prevent

- » Compliance Analysis
- » Code of Conduct
 - » Guidelines
 - » Trainings
 - » Awareness
- » Emergency Plans
- » Compliance Help Desk



Detect

- » Whistleblowing System
- » Ombudsman & Works Council
- » Compliance Audits & Reviews
- » Business Partner Checks



React

- » Internal Investigations
- » Implementation of Measures (to stop misconduct and avoid incidents in the future)
- » Damage Claims & Labor Law Consequences

This CMS emphasizes a culture of continuous improvement, with regular reviews and updates to adapt to evolving regulatory landscapes. In addition, Hirschmann Automotive's Compliance team has implemented regular compliance reports to the Executive Board.

By adopting a proactive and comprehensive CMS, our organization aims to not only meet regulatory and legal requirements but also to encourage an environment that values integrity, transparency, and ethical conduct at every level and on a global scale.

Code of Conduct

Code of Conduct for Employees

Hirschmann Automotive has established an internal **Code of Conduct for Employees** worldwide to ensure they comply with applicable laws and accept their social and ecological responsibility. The Code of Conduct for Employees serves as a worldwide standard for the behavior of all employees. It is based on the United Nations Global Compact Principles and is characterized by openness, honesty, transparency, and fairness.

The Code of Conduct for Employees applies to all Hirschmann Automotive employees, including managers, employees, workers, employees on a contractual basis, leasing workforce, etc., and is published on our website.

The Code of Conduct for Employees obliges employees to act by laws, regulations, and guidelines. It ensures legally compliant behavior, responsible action, fair and respectful interaction, sustainability, and integrity throughout the Hirschmann Automotive Group. Based on the UN Global Compact, human rights are defined within the section of social responsibility: any form of discrimination, sexual harassment, child labor, or any form of slavery is strictly prohibited.

Working hours and remuneration must be by applicable legal standards, while Hirschmann Automotive respects the rights and freedom of association of its employees by observing the relevant legal standards. The safety and health of the employees are of the utmost priority to Hirschmann Automotive, which is why high safety standards are applied at all workplaces and an appropriate working environment is created.

The Code of Conduct for Employees can be found *here*.



! Compliance with Laws and Regulations

Hirschmann Automotive is unaware of any non-compliance with environmental laws or regulations relating to its operations or activities from January 1, 2020, to December 31, 2025.

Code of Conduct for Business Partners

Hirschmann Automotive has established a **Code of Conduct for Business Partners**, most recently updated in March 2025. The Code of Conduct defines our expectations regarding ethical behavior, environmental responsibility, human rights, and regulatory compliance across the supply chain. Adherence to the Code of Conduct is embedded within our supplier management framework. Business partners confirm their commitment as part of the onboarding process, supporting responsible sourcing, supply chain transparency, and ongoing improvements in sustainability performance.

The Code of Conduct requires our Business Partners to comply with all nationally and internationally applicable guidelines, laws and regulations, in particular on environmental, climate protection, social and governance issues, such as the Environmental Social Governance (ESG) guidelines, the Principles of the United Nations Global Compact, the European Sustainability Reporting Standards (ESRS), the EU Corporate Sustainability Due Diligence Directive (after respective implementation in the member states). In order to ensure compliance with these requirements, Business Partners are required to implement appropriate processes that support compliance with applicable laws in their companies and promote continuous improvement with regard to the requirements of this Code of Conduct. It is therefore required that Business Partners commit themselves to the United Nations International Bill of Human Rights, the UN Guiding Principles on Business and Human Rights, the Ten Principles of the UN Global Compact and the internationally recognized standards (core labor standards) of the International Labor Organization (ILO).

Business Partners are selected and evaluated taking into account key factors such as cost, quality, reliability, innovation and sustainability. In a constantly changing market environment, these criteria are essential to ensure long-term and successful partnerships. Special attention is also paid to the environmental and social aspects, which are assessed using a standardized self-assessment questionnaire (SAQ). This is provided via the NQC platform and must be completed and submitted by Business Partners at regular intervals at the request of Hirschmann Automotive.

The Code of Conduct for Business Partners can be found *here*.



Protection of Whistleblowers



The Governance Structure at Hirschmann Automotive creates a system that prevents non-compliance or conflicts and mitigates risks for the organization from the beginning. Hirschmann Automotive follows the **three lines of the defense model**, where governance bodies (1), management (2), and internal audit (3) work closely together.

In addition, the four-eye principle is used for every important decision. The internal **Code of Conduct for Employees** further defines clear behavioral rules for all employees globally and serves as an expression of our commitment to Sustainable Corporate Governance accompanied by social and ecological responsibility.

Whistleblower Mechanism

Legal compliance and integrity are top priorities at Hirschmann Automotive. To safeguard these values and avoid possible breaches of the relevant regulations, it is crucial that misconduct or wrongdoing is identified, reported, investigated, and eliminated at an early stage. Therefore, Hirschmann Automotive has established a global, secure, and confidential whistleblowing system that allows completely anonymous reports.

Our **Whistleblower Mechanism** offers everyone (internally and externally) the possibility to (also anonymously) raise concerns about non-compliance with Codes of Conduct or applicable laws. No critical concerns were reported within the reporting period for January 1, 2020, and December 31, 2023.

Which breaches can be reported?

The Hirschmann Automotive whistleblowing system shall be used to report (suspected) violations of applicable laws as well as violations of the Codes of Conduct.

How can a report be filed?

The Hirschmann Automotive Whistleblowing System is available to our employees and external persons (such as customers and suppliers) worldwide and online around the clock. Confidential or anonymous reports can be filed via the following independent reporting channels: online, via e-mail, by phone, by regular mail, or in person (if desired).

Our Whistleblowing System guarantees the greatest possible protection for whistleblowers. All reports are, therefore, handled with the utmost confidentiality. Submitting reports and/or communicating with us completely anonymously via our Whistleblowing System is also possible.

» [Hirschmann Automotive Whistleblowing Plattform](#)

Our Commitment to the SDGs

Building on the global framework of the United Nations Sustainable Development Goals (SDGs) and our ongoing contributions across economic, ecological, and social dimensions, Hirschmann Automotive has identified its **new material topics** as the key focus areas for sustainability reporting and strategic action.

These material topics reflect both the most significant impacts of our operations on society and the environment (inside-out perspective) and the sustainability-related risks and opportunities that may affect our business performance (outside-in perspective). They were defined through a structured process, combining stakeholder input, regulatory guidance from the CSRD/ESRS framework, and internal strategic priorities.

The updated material topics now serve as a **central guiding framework** for this report. They determine the structure of the subsequent chapters, highlight the areas where Hirschmann Automotive can make the greatest contribution to sustainable development, and ensure a consistent approach to managing ESG impacts, risks, and opportunities across the organization and value chain.

Governance/Business Conduct

- » **Corporate Culture – G1**
Hirschmann Automotive fosters a positive corporate culture based on diversity, inclusion, and ethics, supporting societal equity and employee well-being. (SDG 5, SDG 10)
- » **Protection of Whistleblowers – G1**
The company protects whistleblowers to maintain trust, mitigate reputational risks, and strengthen governance practices. (SDG 16)



Ecology/Environment

- » **Climate Change Mitigation – E1**
Hirschmann Automotive develops a climate-focused supply chain and reduces direct and indirect emissions (Scope 1, 2, 3), supporting the company's contribution to a low-carbon economy. (SDG 13)
- » **Energy Consumption – E1**
The Group adopts energy-efficient technologies and implements on-site renewable energy systems to reduce fossil fuel use and greenhouse gas emissions. (SDG 7, SDG 13)
- » **Water Use – E3**
Hirschmann Automotive manages water responsibly to avoid depleting local resources and to protect communities and ecosystems downstream. (SDG 6)
- » **Resource Inflows – E5**
The company incorporates recycled and renewable materials and applies circular economy principles to reduce environmental impact across operations. (SDG 12)



Social Affairs

- » **Training & Skills Development – S1**
Hirschmann Automotive invests in employee training and skills development, fostering innovation and supporting the sustainable transition of the company. (SDG 4, SDG 8)
- » **Working Conditions – Adequate Wages – S1**
By providing fair compensation, Hirschmann Automotive motivates employees, enhances efficiency, and contributes to local economic stability. (SDG 8, SDG 1)
- » **Working Conditions – Secure Employment – S1**
The company ensures secure employment, strengthening financial stability for employees and positively impacting local communities. (SDG 8, SDG 1)
- » **Health & Safety – S1**
Hirschmann Automotive implements strong workplace health and safety measures to protect employees and minimize workplace accidents. (SDG 3)
- » **Workers in the Value Chain – S2**
Through fair wages and good working conditions for supply chain employees, Hirschmann Automotive ensures productivity and sustainable value creation. (SDG 8, SDG 12)
- » **Consumers & End-Users – S4**
The company ensures the personal safety and health of consumers and end-users, complying with regulations and maintaining trust. (SDG 3, SDG 12)



The subsequent 11 Material Topics were chosen to impact our three sustainability dimensions most:



GOVERNANCE



ECOLOGY



SOCIAL AFFAIRS

We provide a detailed overview of each material topic, describing its relevance and impact across the three dimensions of sustainability. For every topic, both quantitative and qualitative data were collected to identify relevant key sustainability figures and define targets for 2025 and 2030. While the 2021 GRI Topic Standards were used where applicable, the reporting already integrates key **CSRD/ESRS elements**, reflecting our proactive alignment with upcoming European sustainability requirements. These material topics play a key role in identifying the financial risks and opportunities associated with the company's impacts. The selection and review of the material topics were conducted with the involvement and approval of the Executive Board.



Governance

Strengthening Governance and Responsible Business Conduct

At Hirschmann Automotive, robust governance and ethical business practices form the foundation of sustainable growth. In this section, we present our key focus areas for corporate conduct, highlighting initiatives, strategies, and measures that ensure transparency, integrity, and accountability across the organization. By fostering a positive corporate culture, protecting whistleblowers, and embedding ethical standards into daily operations, we aim to build trust with our stakeholders and strengthen resilience across our business.

Our focus development areas are:

- » Business Conduct
- » Supply Chain

Business Conduct

Hirschmann Automotive places high importance on strong governance and ethical business practices as a foundation for sustainable and responsible operations. Key elements such as our Code of Conduct, the whistleblower mechanism, compliance processes, and the promotion of a positive corporate culture are integral to how we operate across all levels of the organization and with our business partners. Detailed information on these measures and their implementation can be found in the respective sections of this report.

- » Codes of Conducts
- » Whistleblower Mechanism
- » Compliance
- » Corporate Culture



Supply Chain & Purchasing



“Through industry-aligned supplier assessments, sustainability is firmly anchored in our purchasing processes. This approach supports transparency, risk mitigation, continuous improvement, and effective supply-chain due diligence across the automotive supply chain.”

- Christoph Zimmermann, Purchasing Director

Responsibility on a Global Scale

As an automotive supplier, we recognize that achieving our sustainability ambitions requires responsible action beyond our own operations. We focus on building ethical, sustainable, and compliant supply chains, based on the conviction that collaboration across the value chain is essential. In close cooperation with the purchasing department, the sustainability team continuously strengthens the effectiveness of supply-chain due diligence.

With more than 800 direct and indirect suppliers worldwide and resources sourced from different continents, we have set ourselves the goal of screening our supply chains according to various sustainability criteria. Because at Hirschmann Automotive, responsibility begins at the outermost link in the supply chain.

The EU Packaging and Packaging Waste Regulation (PPWR) strengthens sustainability across the supply chain by setting harmonized requirements for packaging reduction, recyclability, and transparency. From 2026 onward, it guides our collaboration with suppliers and customers toward more circular and responsible packaging solutions.



Regulatory Framework for Supply Chain Due Diligence

Our supply-chain due-diligence activities are aligned with leading international and national regulatory requirements, including:

EU Corporate Sustainability Due Diligence Directive (CSDDD)

covering mandatory human-rights and environmental due diligence, climate-transition planning, and responsible supply-chain management.

German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz – LkSG)

requiring comprehensive risk identification, preventive measures, corrective actions, and documentation throughout the supply chain.

OECD Due Diligence Guidance for Responsible Business Conduct

establishing a global reference for risk-based due diligence.

UN Global Compact and UN Guiding Principles on Business and Human Rights (UNGPs)

forming the ethical foundation of our internal policies.

PPWR Packaging and Packaging Waste Regulation

sets harmonized, legally binding rules for all packaging and packaging waste placed on the EU market.

These regulations influence the scope, methodology, and documentation of our supplier assessments, ensuring that our processes meet or exceed global expectations for responsible sourcing.

Driving Transparency: Our Evaluation Process of Suppliers

The careful selection of suppliers is essential for our business activities worldwide. In our Code of Conduct for Business Partners, we showcase how we regulate our upstream supply chain, to what extent we take social and environmental aspects into account when purchasing materials and equipment, and what measures we are taking for the future.

Strengthening Sustainability through Supply Chain Due Diligence

Our due diligence system is designed to identify, prevent, and mitigate risks related to human rights, environmental protection, occupational health and safety, and ethical business conduct, while strengthening transparency and resilience across all tiers of our supply chain.

A key element of this approach is the annual supplier sustainability assessment conducted via the NQC Supplier Assurance Portal, which enables a standardized, internationally aligned evaluation of supplier performance. Through this structured, digital process, Hirschmann Automotive implements risk-based due diligence in line with the OECD Guidelines for Responsible Business Conduct and the Corporate Sustainability Due Diligence Directive (CSDDD), supporting the systematic identification, assessment, and mitigation of sustainability, ethical, and compliance risks across the supply chain. NQC operates the Self-Assessment Questionnaire (SAQ) platform developed by Drive Sustainability, an initiative of leading automotive OEMs. The SAQ is a widely accepted industry standard for evaluating supplier sustainability performance and reducing duplicate customer requests.

The process is embedded in our supplier engagement and enables proactive risk identification, assessment, and mitigation across the upstream supply chain.

Embed

Suppliers are invited to complete a standardized questionnaire and upload supporting evidence via a centralized platform. Real-time tracking, automated reminders, and transparent communication ensure early embedding of responsible business conduct and documented due-diligence implementation.

Identify

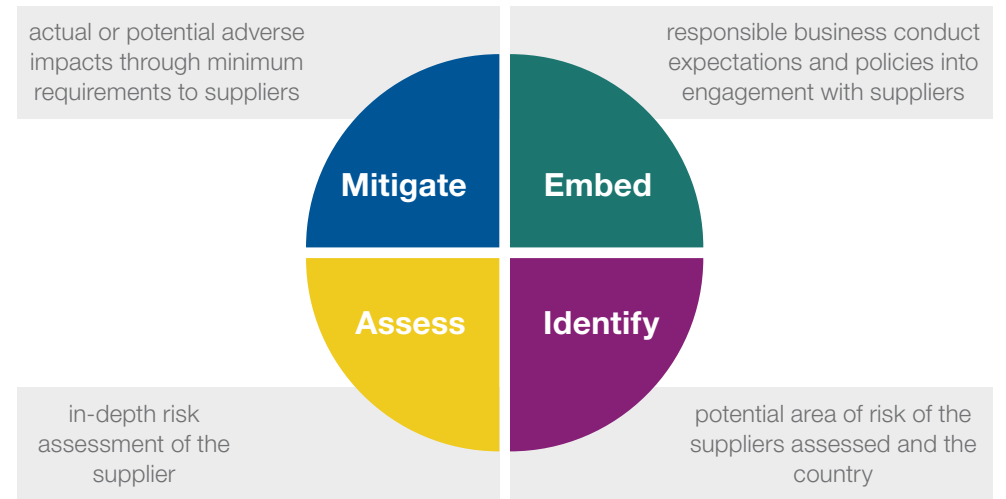
Supplier responses and evidence are reviewed by a compliance team to verify consistency and completeness. The platform highlights gaps and enables the identification and prioritization of potential risks using predefined criteria and filters.

Assess

Identified risks are evaluated to determine their materiality, considering supplier performance and country-specific risk factors. This enables focused attention on suppliers posing a tangible sustainability or compliance risk.

Mitigate

Material risks are addressed through auditable, time-bound action plans with defined minimum requirements and deadlines. Progress is monitored digitally, supported by automated follow-ups and escalation mechanisms to ensure effective risk mitigation and continuous improvement.



reference to NQC-platform

The supplier assessment addresses key topics across governance, environmental, and social dimensions.

These include company management, health and safety, business ethics, human rights and working conditions, environmental protection, responsible sourcing of raw materials, and responsible supply chain management. Together, these focus areas enable a comprehensive evaluation of supplier practices and support responsible, transparent, and resilient supply chains.



Company Management



Business Ethics



Health & Safety



Environment



Human Rights & Working Conditions



Responsible Sourcing of Raw Materials



Responsible Supply Chain Management

Highlights 2025

In 2025, Hirschmann Automotive strengthened the integration of sustainability and responsible business conduct across its supply chain by systematically conducting a supplier sustainability assessment and embedding sustainability requirements into supplier governance. A total of 94 direct and 29 indirect suppliers were invited to participate, with 74 % completing the assessment by year-end, significantly enhancing supply chain transparency and risk prioritization.

Ethical standards were reinforced through an additional Code of Conduct questionnaire, completed by 56 % of key suppliers. Sustainability requirements were further institutionalized by making participation in the assessment mandatory under the General Terms and Conditions for all key suppliers during onboarding. By the end of 2025, 43 % of participating suppliers met or exceeded the defined minimum sustainability requirements, supporting targeted improvement and contributing to a more transparent, resilient, and responsible supply chain alongside existing IATF 16949 and ISO 14001 audits.

123 key suppliers were screened via NQC platform by 2025

- » 74 % of key suppliers completed the sustainability assessment by 2025
- » 43 % of key suppliers meet or exceed our minimum requirements by 2025

A Continuous Path Forward

We continuously refine our due-diligence system in line with regulatory changes, evolving customer expectations, and global best practices. Insights from the NQC portal and supplier engagements help us strengthen preventive measures, improve risk management, and enhance transparency across all levels of our supply chain. We therefore regularly exchange with our suppliers. These interactions help us understand their needs, identify emerging risks and opportunities, and develop balanced, future-proof solutions.

Our commitment to supply chain due diligence is both a responsibility and an opportunity to strengthen trust, reduce risk, and support a more sustainable future for the automotive industry. By combining structured supplier assessments, active industry collaboration, and transparent stakeholder engagement, we are working to ensure that sustainability is embedded in every stage of our value chain

Sustainable Purchasing Principles

Besides evaluating our supply chain, we strongly focus on sustainable purchasing methods for our materials and equipment. Overall, we have implemented the local-for-local principle, which means that whenever possible, we opt for the most local supplier possible for each plant.

Definition of Material:

We distinguish between direct and indirect material.

Direct material refers to the raw material needed for the products we manufacture (e.g., for cables, connectors, and seals).

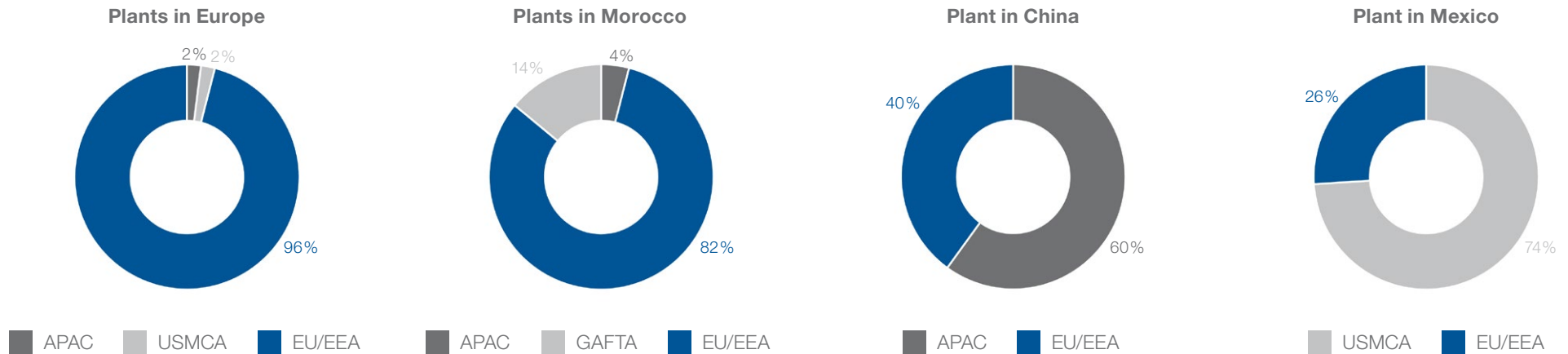
Indirect material is divided into two sections:

- 1: Equipment and Machines to produce our products.
- 2: Other Material: Everything our plants need to operate, such as office supplies or furniture.

Sustainability Criteria for Materials and Equipment

Currently, we are focusing on the local-for-local principle of sourcing material within the continents where our plants are located. Whenever possible, we source all materials from suppliers with the shortest delivery routes, depending on local availability.

Overview of Sourcing Direct Materials from Regional/Local Suppliers
Average Distribution between 2020 – 2025 in %



Personal Safety of Users and End-Users

The personal safety of consumers and end users is a top priority for us. We strictly adhere to our **Code of Conduct (CoC)** and the highest **quality standards** throughout the development and production of our products. All components undergo thorough **audits, validations, and testing** to ensure safety, reliability, and compliance with applicable regulations, guaranteeing that our products are not only functional but also safe for end users.

European Union Packaging and Packaging Waste Regulation (PPWR) Readiness and Sustainable Packaging

The **EU Packaging and Packaging Waste Regulation (PPWR)** will enter into force on 12 August 2026 and introduces binding requirements across the full packaging life cycle. For Hirschmann Automotive, PPWR compliance is not only a regulatory obligation, but a **key lever for improving supply chain transparency, efficiency, and sustainability.**

Packaging within the automotive supply chain is currently characterized by historically grown, customer- and country-specific solutions. This results in high variability in packaging materials, recyclability, returnable packaging rates, labeling, and logistics efficiency across suppliers, plants, and OEM customers. The lack of a centralized overview increases complexity in logistics, procurement, and compliance management and creates risks related to regulatory non-compliance, market access, and supply chain stability.

» To address these challenges, Hirschmann Automotive initiated a **PPWR Readiness project with a strong focus on inbound and outbound logistics.** The project establishes a global overview of packaging materials and suppliers, assesses compliance with PPWR requirements, and evaluates packaging from a supply chain perspective, including cost, material use, handling, and logistics performance.

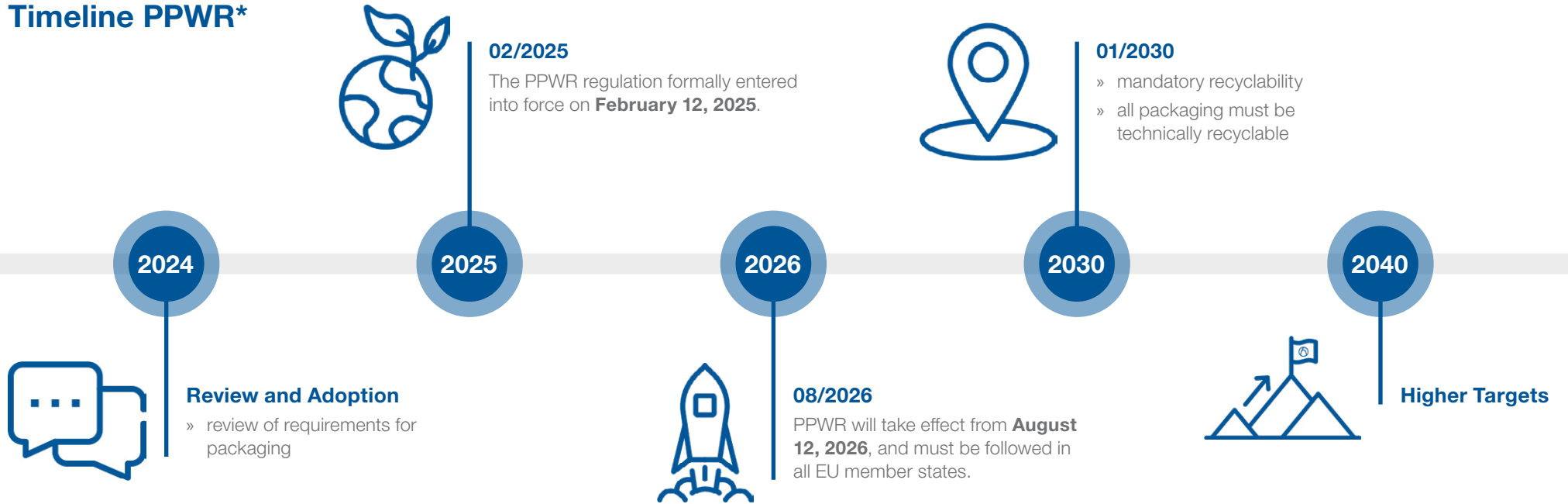
Based on this analysis, optimization and standardization potentials will be identified, such as packaging downsizing, and alternative materials with lower environmental impact. Close collaboration with suppliers and OEMs ensures alignment on requirements and feasible solutions. The project provides the foundation for a global packaging strategy that strengthens supply chain resilience while supporting circular economy principles and CO₂ reduction.



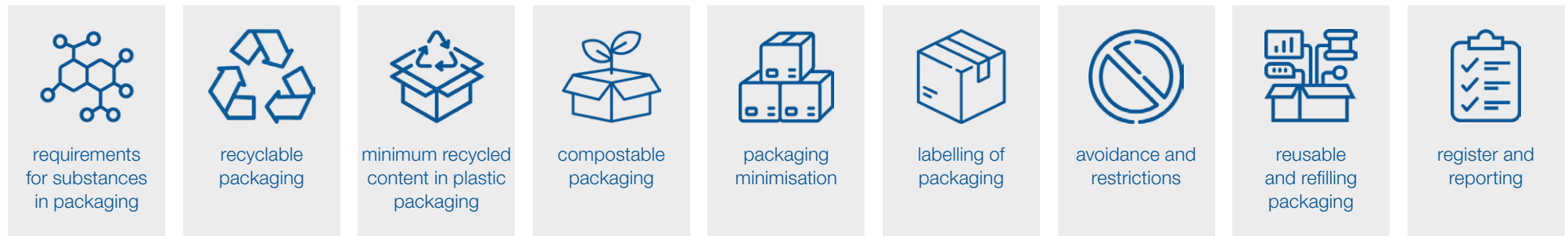
“The PPWR project is a key step towards establishing global transparency and standardization of packaging across our supply chain. By aligning regulatory compliance with operational excellence, we aim to create sustainable, efficient, and future-ready packaging solutions together with our suppliers and customers. This initiative strengthens our environmental responsibility while also enhancing supply chain stability and long-term competitiveness.”

- Jody Forster, Global Head of Logistics Operations

Timeline PPWR*



Key Topics of PPWR





Ecology

As an internationally operating company, Hirschmann Automotive aims to leave a green footprint on planet Earth. Prioritizing ecological sustainability is therefore a central element of our responsible business practices. Through our ecological efforts, we ensure compliance with national and international regulations while actively contributing to a low-carbon and resource-efficient economy.

We promote climate protection by gradually reducing direct and indirect greenhouse gas emissions and implementing climate-focused strategies across our operations and value chain. Energy efficiency and the use of renewable energy are key levers in this process. At the same time, we carefully manage water and other critical resources, incorporate recycled and renewable materials, and apply circular economy principles to reduce environmental impact.

Our focus development areas are:

- » Climate Protection and Decarbonization
- » Energy Consumption and Renewable Energy
- » Water and Marine Resources
- » Resources and Circular Economy

Climate Protection and Decarbonization

Our Understanding of Net Zero

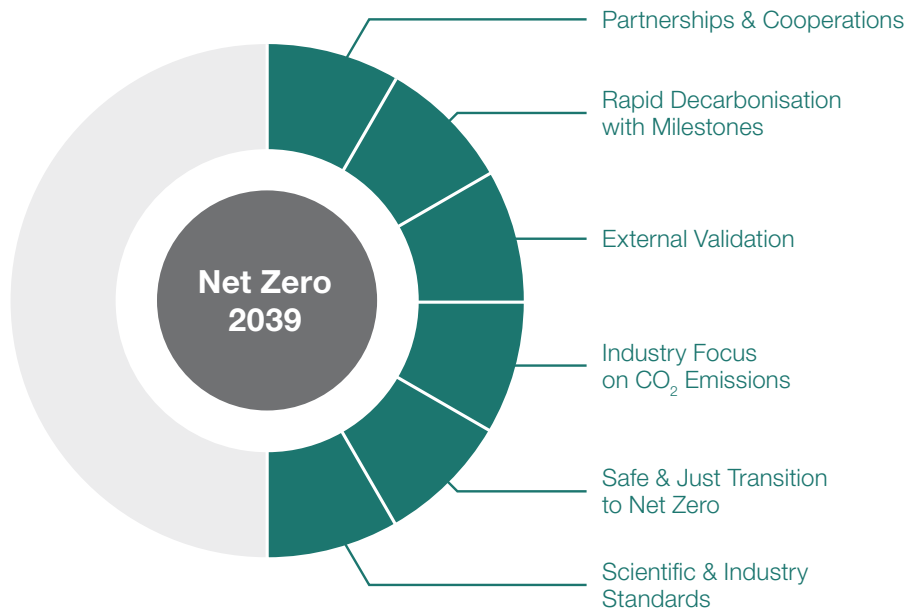
For us, net zero means taking clear and responsible steps to reduce our impact on the environment. We believe that we can develop into a more conscious and sustainable company—always in close alignment with the needs of our markets and customers.

A key part of this is **reducing our emissions quickly**, especially in the areas where we cause the most impact. By setting near-term goals, we make sure that we move forward step by step and focus on what matters most.

We base our actions on **scientific knowledge and strategies**. This helps us choose the right measures and ensures that our work follows proven and reliable methods.

Our understanding of net zero also includes looking beyond carbon. We make sure to **consider ecosystems and social impacts**, because protecting nature and supporting communities are essential for true sustainability.

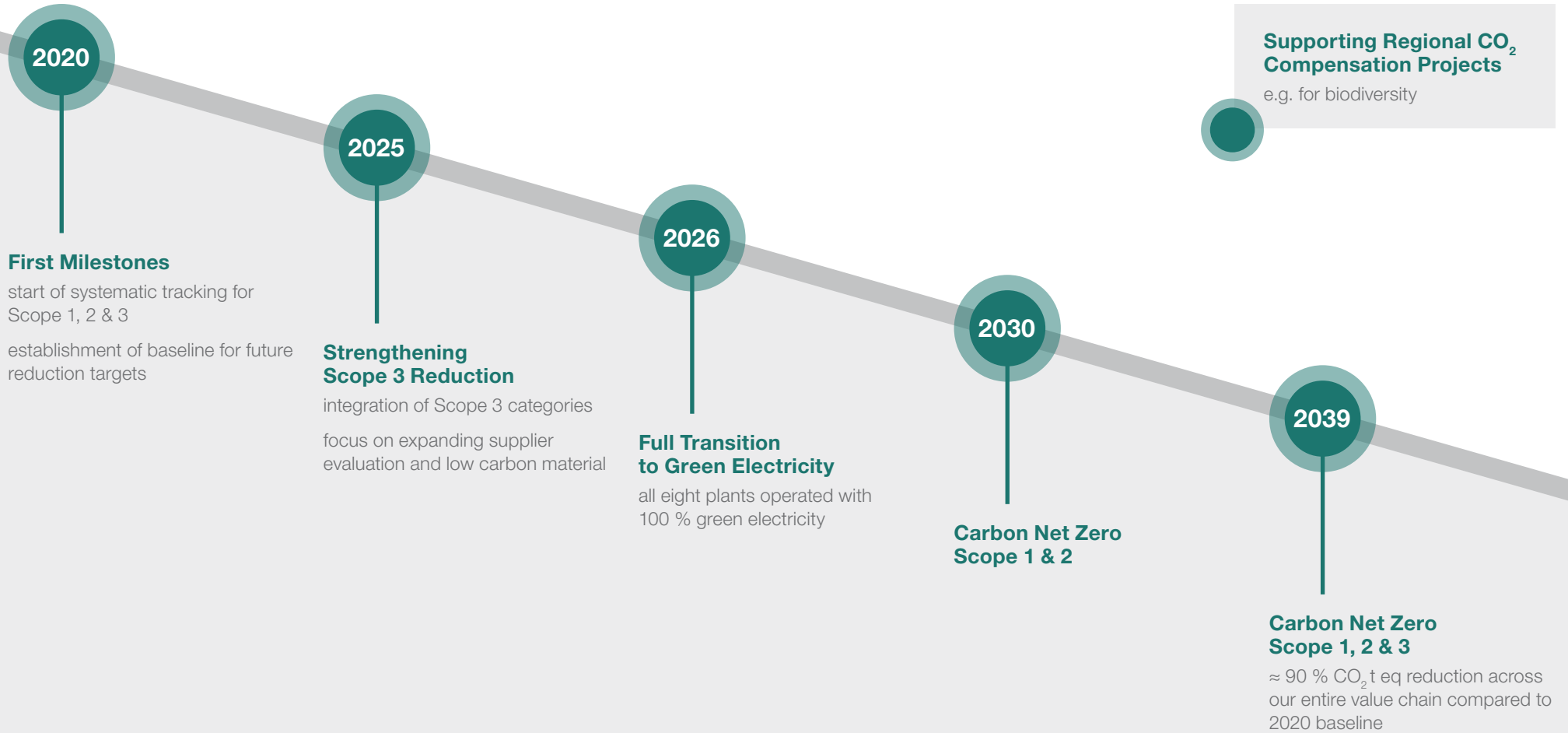
To stay on track, we continuously **measure our emissions and work to reduce them as much as possible**. This helps us stay transparent, learn from our progress, and keep improving over time.



CO₂ & Climate Terms

- » **CO₂ (Carbon Dioxide)**: A greenhouse gas released from burning fossil fuels, industrial processes, or natural sources.
- » **Net Zero**: The goal of balancing emitted greenhouse gases with reductions or carbon removal, resulting in a net-zero impact on the climate.
- » **GHG (Greenhouse Gas)**: Collective term for gases like CO₂, methane (CH₄), or nitrous oxide (N₂O) that trap heat in the atmosphere.
- » **Scope 1**: Direct GHG emissions from company-owned facilities or vehicles.
- » **Scope 2**: Indirect GHG emissions from purchased electricity, heat, or cooling.
- » **Scope 3**: All other indirect emissions along the value chain, e.g., transport, suppliers, or product use.
- » **GHG Intensity (Emissions per Unit)**: The ratio of emitted greenhouse gases to production, revenue, or number of employees, allowing performance to be compared over time.
- » **CCF (Corporate Carbon Footprint)**: The total greenhouse gas emissions generated by a company's operations, including Scope 1, Scope 2, and selected Scope 3 emissions.
- » **PCF (Product Carbon Footprint)**: The total greenhouse gas emissions associated with a specific product, covering its entire life cycle from raw materials to disposal.

Net Zero 2039



Reduction Curve: Scope 1, 2 & 3

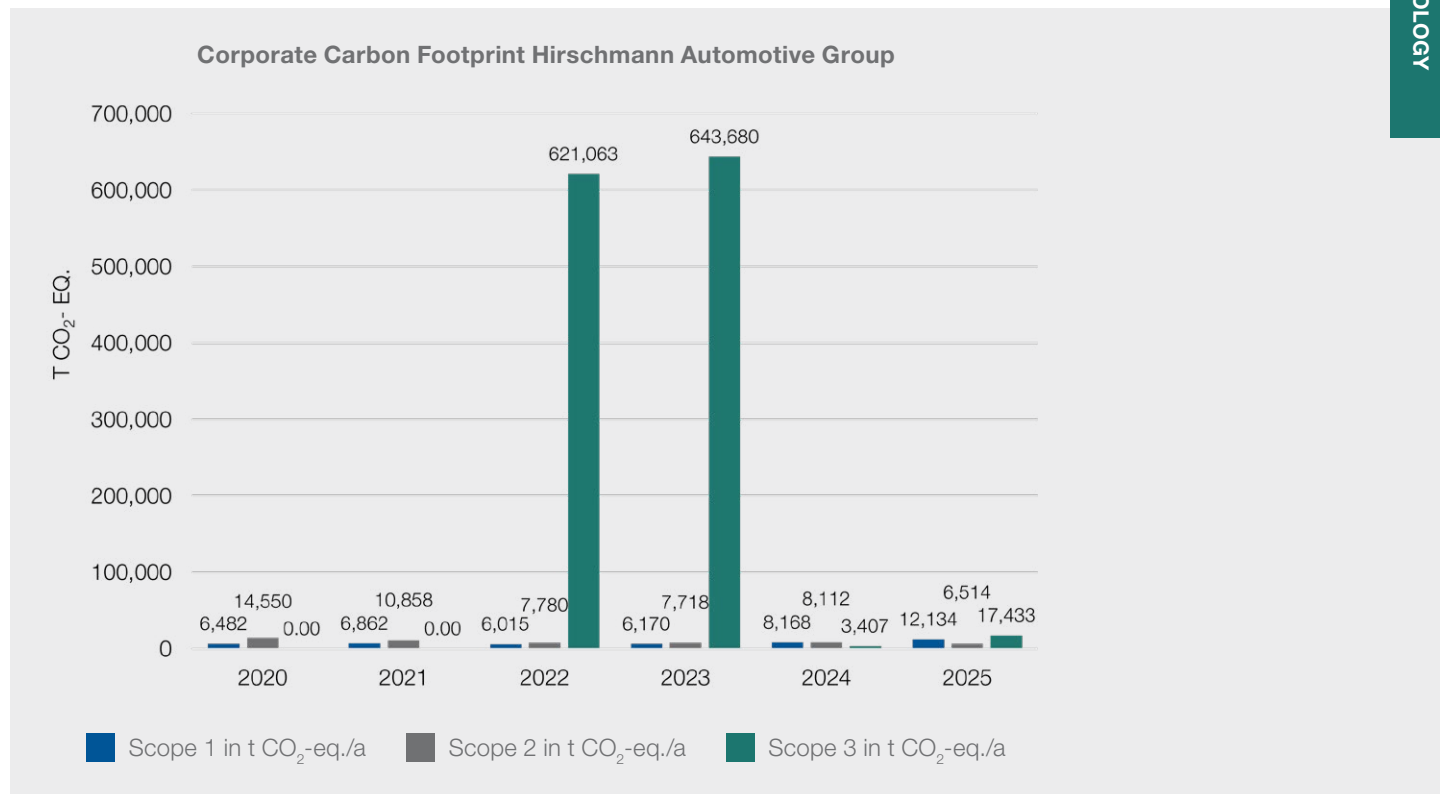
The roadmap follows a science-aligned emission curve, reducing emissions as far as possible before applying compensation measures.

Our Corporate Carbon Footprint: Status Quo & Targets

We have defined reduction targets for all three scopes to achieve carbon neutrality by 2039 for the entire Hirschmann Automotive Group.

- » **CO₂ neutrality across Scope 1 and Scope 2 by 2030**
- » **CO₂ neutrality across Scope 1, 2 and 3 by 2039**

Reducing CO₂ emissions requires a multi-layered approach: collaboration, innovation, and introducing sustainable practices are mandatory.

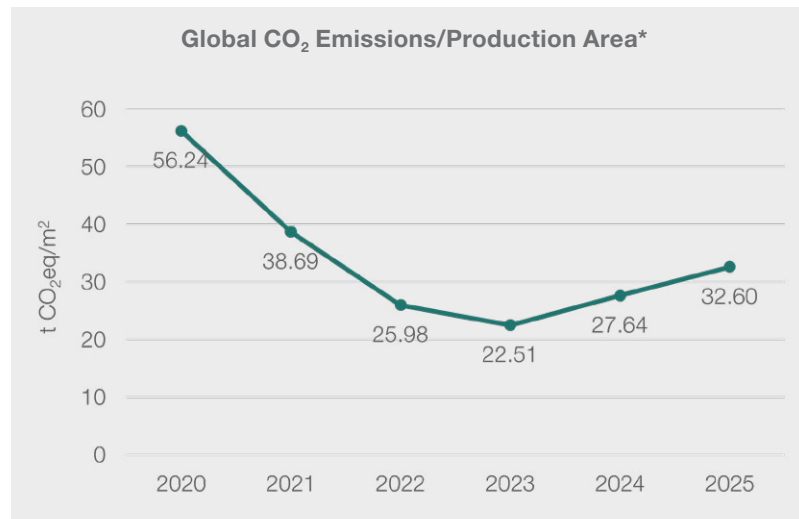
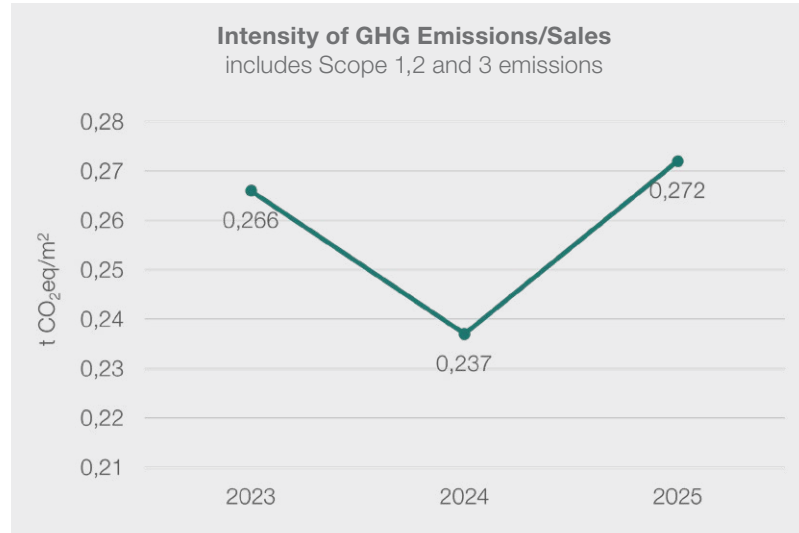


SCOPE 1 & 2

Scope 1 covers all direct emissions from own or controlled sources, while Scope 2 includes indirect emissions from purchased electricity, steam, heat or cooling.²

During the reporting period, a moderate increase in total emissions was recorded, primarily due to the commissioning of our new plant in Oujda. At the same time, we have established structured processes across the company to systematically record, validate and document savings in the areas of **waste, water, energy** and **emissions**, regardless of whether they result from EHS initiatives, facility management measures or Lean projects. This approach enables transparent traceability of achieved reductions and strengthens the effective evaluation of our sustainability-related measures.

Further information on the complete switch to 100 % green energy is provided in the relevant chapter.



² <https://www.epa.gov/climateleadership/scope-1-and-scope-2-inventory-guidance>

SCOPE 3

Analysis and Selection of the Relevant Scope 3 Categories

The selection process for the relevant Scope 3 categories was based on the **GHG Protocol Corporate Value Chain (Scope 3) Standard**, which defines a total of 15 categories.

The relevance assessment was carried out in close collaboration between the sustainability management team and external consulting company.

Two central criteria were applied:

Influence on the Corporate Footprint

- » In which areas do the greatest potential emissions arise along the value chain?
- » Which categories have a high material significance due to Hirschmann Automotive's business activities?

Availability and Quality of the Data Basis

- » Which data is already available in sufficient quality?
- » For which categories must new data processes be implemented?

This structured approach ensured that the selection was fact-based and transparent. Categories that do not apply to the business model were consistently excluded. An example of this is the category 3.14 „**Franchises**“, which is not relevant to Hirschmann Automotive as it does not have any franchise structures.



■ already calculated ■ in progress

SCOPE 3

As part of the extended rollout of CCF calculations, **additional Scope 3 categories** have been selected for calculation. These categories were prioritized because they contribute to the overall footprint and there is sufficient data transparency available:

Waste Generated in Operations

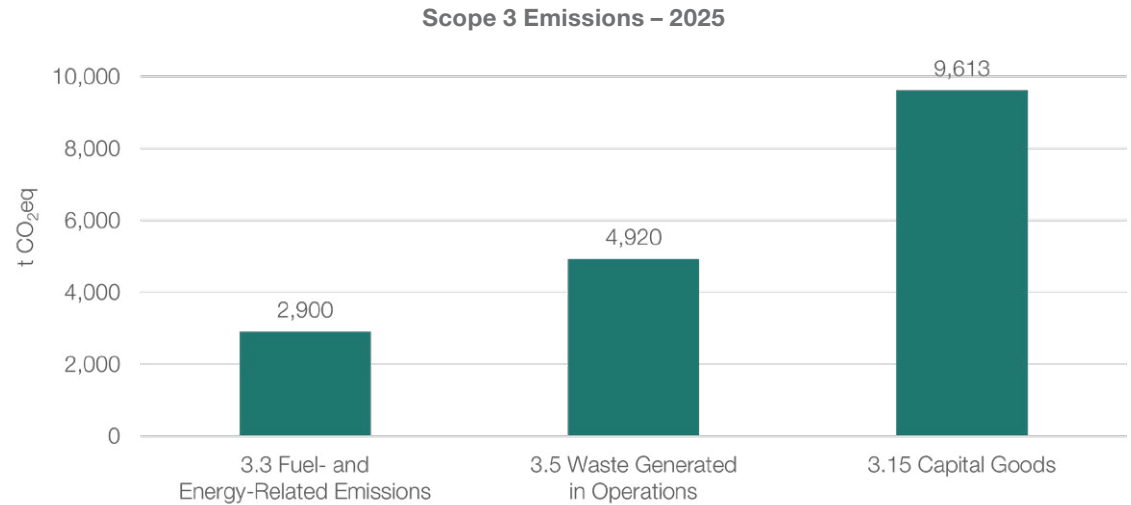
This category includes all waste generated during operational activities, including its treatment by external waste disposal companies. Due to the global production sites, a significant emissions contribution is generated here, particularly in the form of material losses, packaging waste and process – specific residual materials.

Capital Goods

This category refers to emissions from capital goods-related activities, such as machinery, equipment or other long-lived assets required for production. This category is relevant for Hirschmann Automotive, as the procurement of such capital goods generates upstream Scope 3 emissions, and transparency along the supply chain is becoming increasingly important.

Transport and Distribution – Upstream

This category considers emissions generated by transport services before materials reach the plant. This includes the transport of purchased parts and raw materials by external logistics partners. Due to the international supply chains, this category is a central element of Scope 3 emissions. Transport emissions are currently under calculation.



Product Carbon Footprint

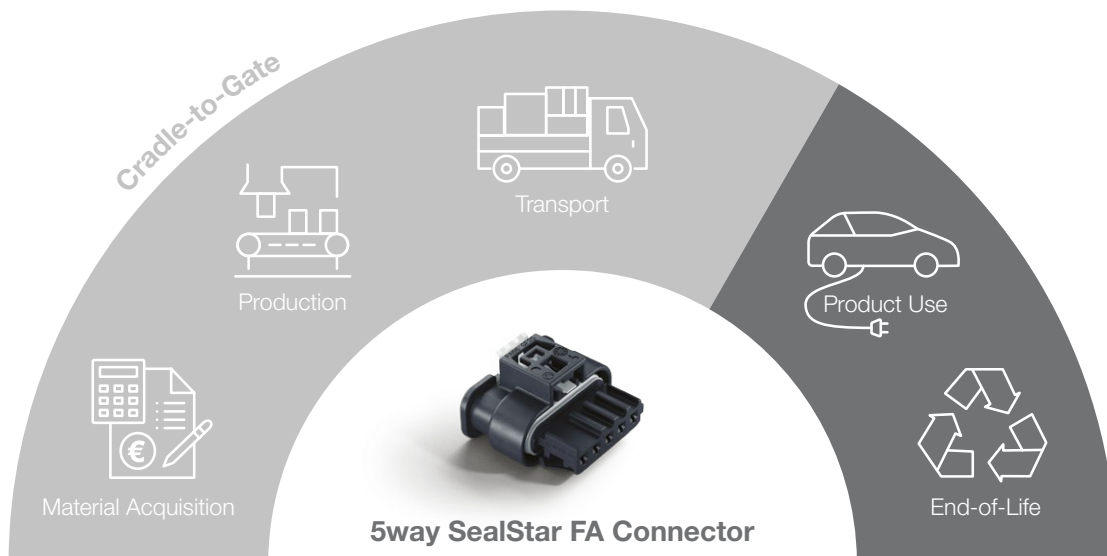
From Pilot Project to Global Rollout

In 2023, we launched a pilot project to calculate the Product Carbon Footprint (PCF) for one of our high-runner products, the 5-way 1.2 SealStar F Connector. Building on the experience from this pilot, we have now expanded the initiative into a broader rollout covering all product groups.

As part of this rollout, we are currently conducting a detailed error analysis for four selected products. The assessment focuses on Gate-to-Gate emissions, ensuring transparency and accuracy in the emissions generated within our operational boundaries.

The next steps include resolving system-related errors, mapping missing emission factors, and integrating transport into the overall calculation. These improvements will enable us to gradually extend robust and comparable CO₂ footprints across our entire product portfolio.

Calculation based on the Catena-X Product Carbon Footprint Rulebook, ISO 14067, ISO 14040, and ISO 14044.



Transparent CO₂ Data for Targeted Decarbonization

Last fiscal year, Hirschmann Automotive took a significant step to further embed sustainability in the company: In collaboration with BearingPoint, SAP Sustainability Footprint Management (SAP SFM) was successfully integrated into the global system landscape, creating the basis for transparent, automated and scalable calculations of the Product Carbon Footprint (PCF). This solution enables the first seamless, transaction-based use of data across materials, production, logistics and energy consumption. At the same time, the corporate carbon footprint was largely rolled out, enabling CS-RD-compliant reporting to be implemented efficiently, consistently and auditable in future. The increased data quality and transparency support the company in identifying emission hotspots, deriving target decarbonization measures, and strengthening the sustainability of communication with customers and stakeholders.

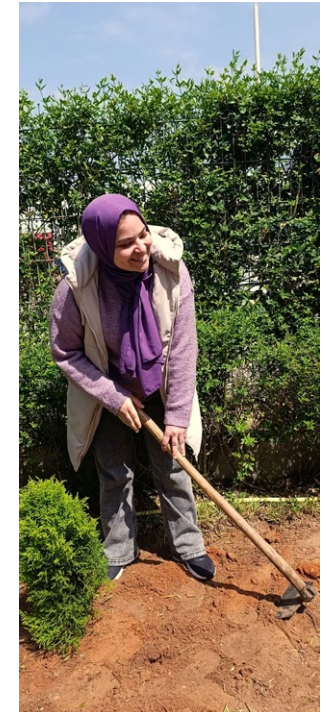
Recap 2025: Celebrating Earth Day Across the Plants

Building on the success of our first global Earth Week campaign in 2024, we conducted our second global climate protection initiative to foster environmental protection and biodiversity around Earth Day 2025. To us, Earth Week presents a great opportunity to join forces across all departments and plants, engage employees worldwide and support initiatives for ecosystems, foster environmental knowledge, and strengthen our contribution to the United Nations Sustainable Development Goals (SDGs).

Across all locations, employees once again took part in hands-on activities to protect and restore nature while raising awareness of climate change and biodiversity.

- » **Nantong, China:** Employees planted trees in the company garden, directly contributing to biodiversity and carbon reduction while strengthening local green spaces.
- » **Freyung, Germany:** Teams created habitats for wildlife by planting flowers for pollinators, building birdhouses, and establishing nesting sites for local species.
- » **Rankweil, Austria:** A seedball workshop, herb garden, and bird feeders promoted biodiversity and demonstrated practical, resource-efficient solutions.
- » **Târgu Mureș, Romania:** Employees collaborated with local organizations to plant trees near forest areas, reinforcing community engagement and long-term environmental impact.
- » **Kenitra, Morocco:** Tree planting initiatives supported local ecosystems and contributed to regional biodiversity enhancement.
- » **Vsetín, Czech Republic:** A clean-up campaign and replanting activities improved both the local environment and workplace surroundings.
- » **San Miguel, Mexico:** In partnership with a local eco-center, employees combined environmental education with tree planting and ecosystem-focused activities.

These initiatives highlight Hirschmann Automotive's commitment to environmental responsibility and demonstrate how collective action across global sites can create meaningful local and global impact.



Resources and Circular Economy

Resource efficiency and circular economy are key pillars of our decarbonization strategy. Initial carbon footprint assessments have shown that **purchased goods and services represent the largest share of our emissions**, making them the most important lever for CO₂ reduction.

We therefore see circular economy not only as an environmental responsibility, but as a strategic opportunity to **reduce resource consumption, extend product and material lifecycles, and minimize waste across our operations and value chain.**

To structure our approach, we divide resource management into three strategic dimensions:

- » **Resource Inflow** – focusing on materials and purchased goods.
- » **Resource Consumption** – addressing the use of resources within our internal processes.
- » **Resource Outflow** – covering end-of-life management, waste reduction, and recycling.

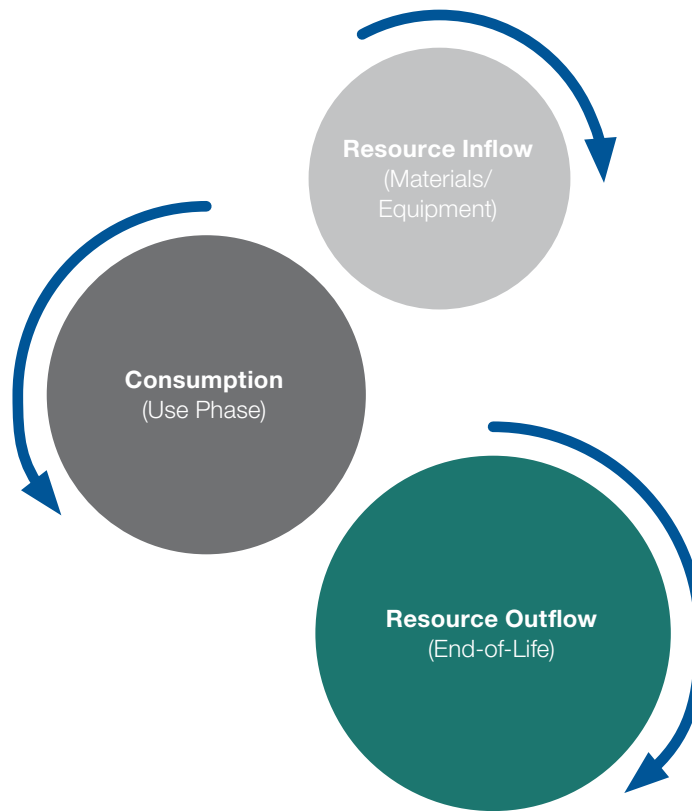
This holistic perspective allows us to identify and address resource efficiency potentials along the entire value chain.

At the same time, circular approaches enable us to **build more resilient and long-term business relationships**, strengthening collaboration with partners and suppliers while reducing dependency on virgin resources.

Driving this transformation requires a high level of innovation – a core strength of Hirschmann Automotive. By leveraging our expertise in engineering, production, and process optimization, we aim to actively shape the transition towards a more resource-efficient and circular future.

Circular Economy Initiatives

To implement our resource and circular economy strategy, we organize our activities along the 9 R strategies, a globally recognized framework for circularity. This allows us to systematically address every stage of our operations – from materials inflow, through internal consumption, to end-of-life management.



Resource Inflow

- R0 Refuse: avoid unnecessary purchases, reduce virgin material
- R1 Rethink: modular interior, repurpose of spaces, process redesign
- R2 Reduce: tooling innovation (sprue reduction), LED retrofit, material efficiency

Consumption (Company Level)

- R3 Reuse: furniture redistribution, equipment reuse
- R4 Repair: component rework, cable assembly fixes
- R5 Refurbish: control system upgrades, system cleaning for efficiency
- R6 Remanufacture: not yet implemented
- R7 Repurpose: conversion of halls/building reuse

Resource Outflow

- R8 Reuse: internal recycling plant, closed loop materials returns (~70 %)
- R9 Recover: waste heat recovery from production & facility systems

Circularity at Hirschmann Automotive – A Deep Dive

R0 Refuse – Avoidance

- » Avoidance of unnecessary new purchases by utilizing existing furniture (e.g. from relocations).
- » Selective avoidance of unsuitable materials (e.g. floor coverings in heavy industrial areas).
- » Elimination of floor drains in production areas to prevent material losses (e.g. plastic granulate).
- » Use of long-life equipment (e.g. refrigerants with 10–15-year lifespan) to avoid frequent replacement.

R1 Rethink – Rethinking Usage Models

- » Implementation of modular interior concepts (e.g. drywall, glass partitions) to enable flexible space usage.
- » Repurposing existing buildings.
- » Employee awareness initiatives for waste separation and responsible resource use.

R2 Reduce – Resource Efficiency

- » Continuous reduction of the Product Carbon Footprint through:
 - » material substitution and reduced material use.
 - » increased efficiency in production (e.g. tool heating planning).
- » LED retrofits, reducing energy consumption.
- » Optimized maintenance of technical systems (ventilation, compressors, heat pumps) improving efficiency.
- » Closed-loop water and cooling systems reducing water consumption.
- » Structured waste separation systems (e.g. 4-stream collection points in CC) reducing residual waste.
- » Oil separators and filtration systems minimizing environmental emissions.
- » Tooling innovation in injection molding:
 - » Development of new tooling concepts to significantly reduce sprue (runner) material in automated injection molding processes, which will systematically reduce material input and production waste in future series production.

R3 Reuse – Reuse of Products and Components

- » Reuse of furniture from relocations and internal site changes.
- » Internal redistribution of equipment between buildings
- » Planned reuse of ventilation systems.
- » Selective reuse of infrastructure components during refurbishments.

R4 Repair – Maintenance and Repair

- » Preventive and corrective maintenance of technical equipment (ventilation systems, compressors, heat pumps).
- » Component-level repairs where technically and economically feasible.
- » Rework of production parts in specific cases:
 - » removal of defects (e.g. trimming, grinding, thermal correction).
 - » repair of cable assemblies (e.g. fixing banding or markings).

R5 Refurbish – Refurbishment and Upgrading

- » Upgrading of existing systems (e.g. control system replacements to improve performance).
- » Cleaning and servicing of equipment to restore efficiency (e.g. heat exchangers).
- » Technical upgrades instead of full replacement where feasible.

R6 Remanufacture – Remanufacturing

- » No industrial-scale remanufacturing processes in place.

R7 Repurpose – Repurposing

- » Conversion of existing buildings and infrastructure for new uses.
- » Adaptation of spaces for changing operational requirements instead of new construction.

R8 Recycle – Recycling

- » Scrap rate of up to 1,000 tons per year, processed in the company's own recycling facility.
- » Approximately 70 % of waste is returned to closed material loops at each plant.
- » Internal recycling of production waste or external recycling.
- » Closed material cycles in production wherever technically feasible.

R9 Recover – Energy Recovery

- » Waste heat recovery from production & facility systems.

Currently Running R&D Projects:

- » 38 % of our innovation projects focus on reducing the CO₂ footprint of our products.
- » 12 % of our research & development projects are related to sustainability.

Driving Sustainable Innovation

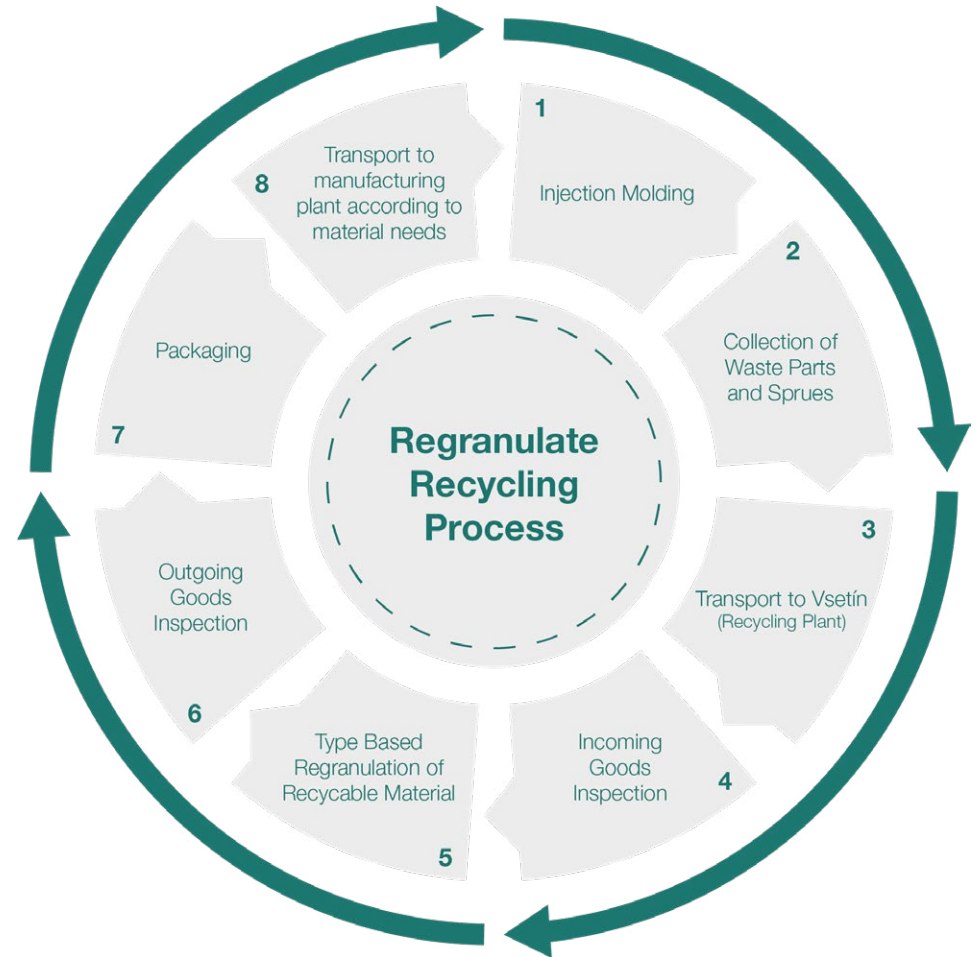
Today, our innovation focus extends beyond performance: **sustainability drives our material choices and product development**. We are investing heavily in circular and recyclable plastics, collaborating closely with suppliers and material experts to reduce CO₂ emissions, minimize waste, and optimize resource use. Our R&D team ensures that our products not only meet functional and safety requirements but also advance Hirschmann Automotive's sustainability targets.



“By engaging closely with leading research institutions, our OEM partners, and suppliers, we are advancing the development of recyclable and circular plastics for the automotive industry. These collaborations inspire novel material solutions and design approaches, driving both sustainable performance and circularity across our portfolio.”

Markus Battisti,
Global Head of Research & Development

Driving Sustainable Innovation



Water & Marine Resources

In line with the requirements of ESRS E3, Hirschmann Automotive addresses the responsible use and management of water and marine resources across its operations. This includes the assessment of water consumption, potential impacts on local water availability, and the identification of water-related risks and opportunities along the value chain.

The company aims to monitor and continuously optimize water use, particularly in regions where water scarcity may pose environmental or operational risks. Measures focus on improving water efficiency, preventing pollution, and ensuring compliance with applicable environmental regulations. In addition, Hirschmann Automotive is working towards increasing transparency in water-related data and integrating water management into its broader environmental strategy.

As a plastics-processing company, Hirschmann Automotive places particular focus on preventing water pollution and protecting marine resources. All production processes are designed to minimize the release of microplastics and other contaminants, with measures including oil separators and fully closed water circuits to ensure that no pollutants enter local drinking water or ecosystems. In addition, water-related risks, such as potential scarcity or impacts on marine resources, are evaluated annually as part of our comprehensive risk analysis, ensuring that water management remains effective and aligned with both environmental and operational requirements.

Energy Consumption & Renewable Green Energy

Our Green Mission

The global automotive industry is undergoing a decisive transformation toward sustainable operations and supply chains. From OEMs to suppliers, all stakeholders along the value chain are committed to decarbonizing processes, enhancing energy resilience, and meeting increasing customer and regulatory expectations for environmental responsibility.

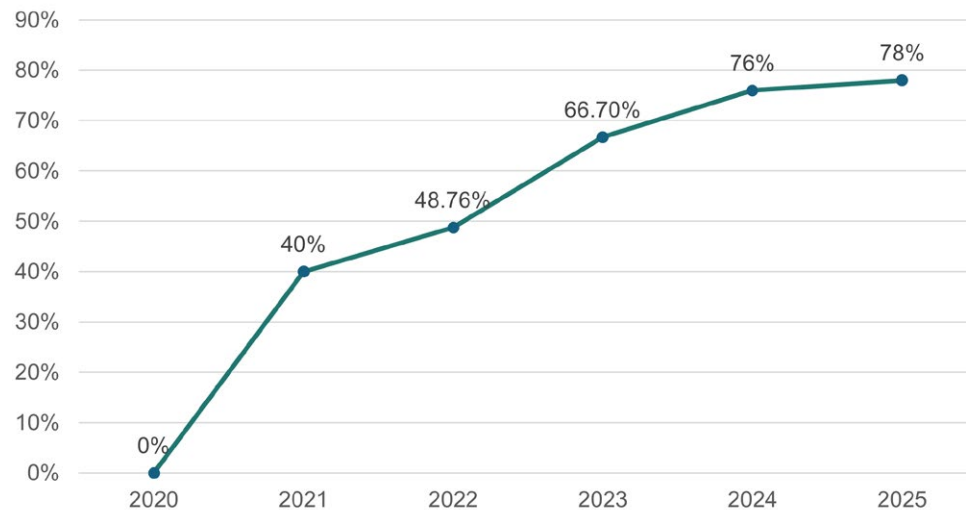
At Hirschmann Automotive, **transitioning to renewable energy is central to our sustainability strategy**. We have set a clear roadmap to Net Zero by 2039, **with a key milestone: achieving 100 % green energy across all production facilities by the end of 2026**. This ambition covers our eight production plants on four continents and reflects our dedication to sustainable transformation.

Our global investments include photovoltaic systems, energy storage, and green energy contracts, enabling us to operate more energy-efficiently, resiliently, and independently, while keeping the preservation of natural resources at the forefront of our actions.

Our target is to operate entirely on green energy by the end of 2025. Due to regulatory and administrative requirements, the full transition to 100 % green electricity across all sites will be completed in 2026. A substantial share of our renewable energy demand is covered by our photovoltaic systems.

Through targeted optimization measures and capacity adjustments, we increased our photovoltaic electricity generation by 30 % compared with 2024. The remaining energy demand continues to be sourced from certified local green energy providers. In doing so we place strong emphasis on a thorough assessment of the origin of the supplied green energy and long-term supply reliability. As a next step, we are developing a standardized guideline for energy procurement contracts, providing all sites with a consistent framework and preparing the introduction of a group-wide energy contracting policy.

Share of Green Energy Globally

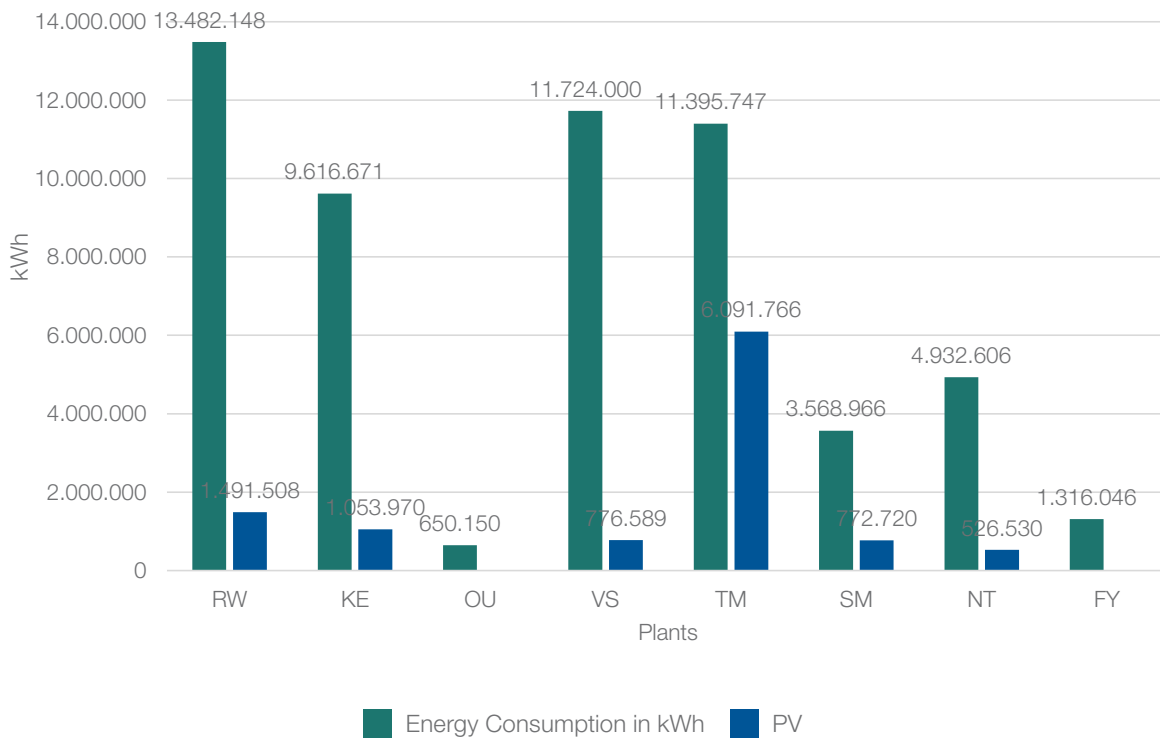


ECOLOGY

Connected Across Continents

We operate eight production plants worldwide, with integrated solar power generation across Europe, North Africa, Asia, and America. As of 2025, all central sites feature PV systems, contributing significant shares of renewable energy to our operations with a total of **10.5 MWp (Megawatt Peak)**:

Energy Consumption vs. PV – Production in 2025



ECOLOGY

Why We Invest in Green Energy

We approach our green energy transformation from three angles:

1. Regulations & EU Market

International frameworks like the EU Green Deal and Circular Economy Action Plan accelerate the shift to renewable energy. Early investments in PV, wind, thermal, and hydro sources secure energy independence and position us for a compliant, future-ready operation.

2. Customer Requirements

Our customers increasingly require green energy in production. Through contracts and collaboration, we are delivering on this demand, making Hirschmann Automotive a frontrunner in sustainable manufacturing.

3. Internal Sustainability Strategy

Our energy-intensive production processes demand proactive solutions. By becoming energy-independent and resilient, we mitigate supply chain risks and use natural resources responsibly.

Path to 100 % Green Energy by End of 2026

All facilities will run fully on green electricity, combining **self-generated PV power** with **certified green energy from responsible providers**. By 2026, every site will feature:

- » Renewable energy via PV systems.
- » Energy-efficient production processes.
- » Green electricity contracts with responsible & transparent energy production methods.

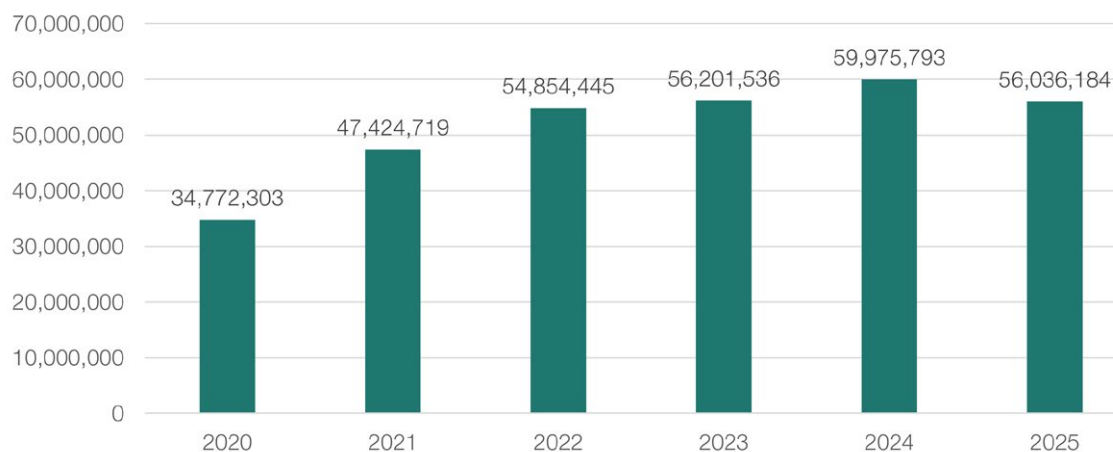
This strategy ensures energy independence, resilience, and maximum environmental responsibility.

Our energy-saving measures and PV installations have already produced measurable results:

- » **6.3 million kWh saved globally** through optimized production, lighting, and heat recovery (2025).
- » **9.5 MWp total PV capacity** across all sites, generating millions of kWh of renewable energy annually.
- » Significant reductions in CO₂ emissions and increased energy self-sufficiency at all plants.

Our journey continues with ongoing monitoring, employee engagement, and investment in innovative technologies to fully realize a **carbon-neutral, green energy-powered production network**.

Energy Consumption within the Organization



Energy Consumption in kWh related to the Production Area in 2025 was 749 kWh/m²



Social Affairs

Our employees are at the heart of Hirschmann Automotive's sustainability approach. With a workforce representing **more than 60 nationalities across eight production sites worldwide**, our organization is shaped by a diverse mix of cultures, perspectives, and languages. This diversity is a key strength, driving innovation, collaboration, and long-term success.

It aligns with our **corporate culture**, which is built on the values of **Passion, Cooperation, and Commitment**. These values guide how we work together across regions and functions, forming the foundation for an inclusive, respectful, and high-performing work environment.

We are committed to creating a workplace that ensures **health, safety, inclusion, and equal opportunities** for all employees. Acting responsibly and in line with social and ethical standards is fundamental to how we operate globally. At the same time, we continuously invest in **training, development, and employee benefits** to attract, retain, and empower talent worldwide.

Our ambition is to foster an environment where people feel valued, supported, and motivated to grow. By strengthening our position as an **attractive employer** and embedding a strong corporate culture, we aim to build resilient teams and enable sustainable performance across our global organization.

In the following sections, we provide insights into how we implement and continuously develop our social responsibility across our key focus areas:

- » Health & Safety
- » Diversity, Equal Opportunities & Training
- » Attractive Employer

Diversity, Equal Opportunities & Training



“ People and organizational development are key drivers of sustainable growth at Hirschmann Automotive. Through structured career paths and targeted learning initiatives, we enable our employees to build competencies, take on new responsibilities, and shape long-term career perspectives. This strengthens not only individual development, but also our internal talent pipelines and organizational resilience.”

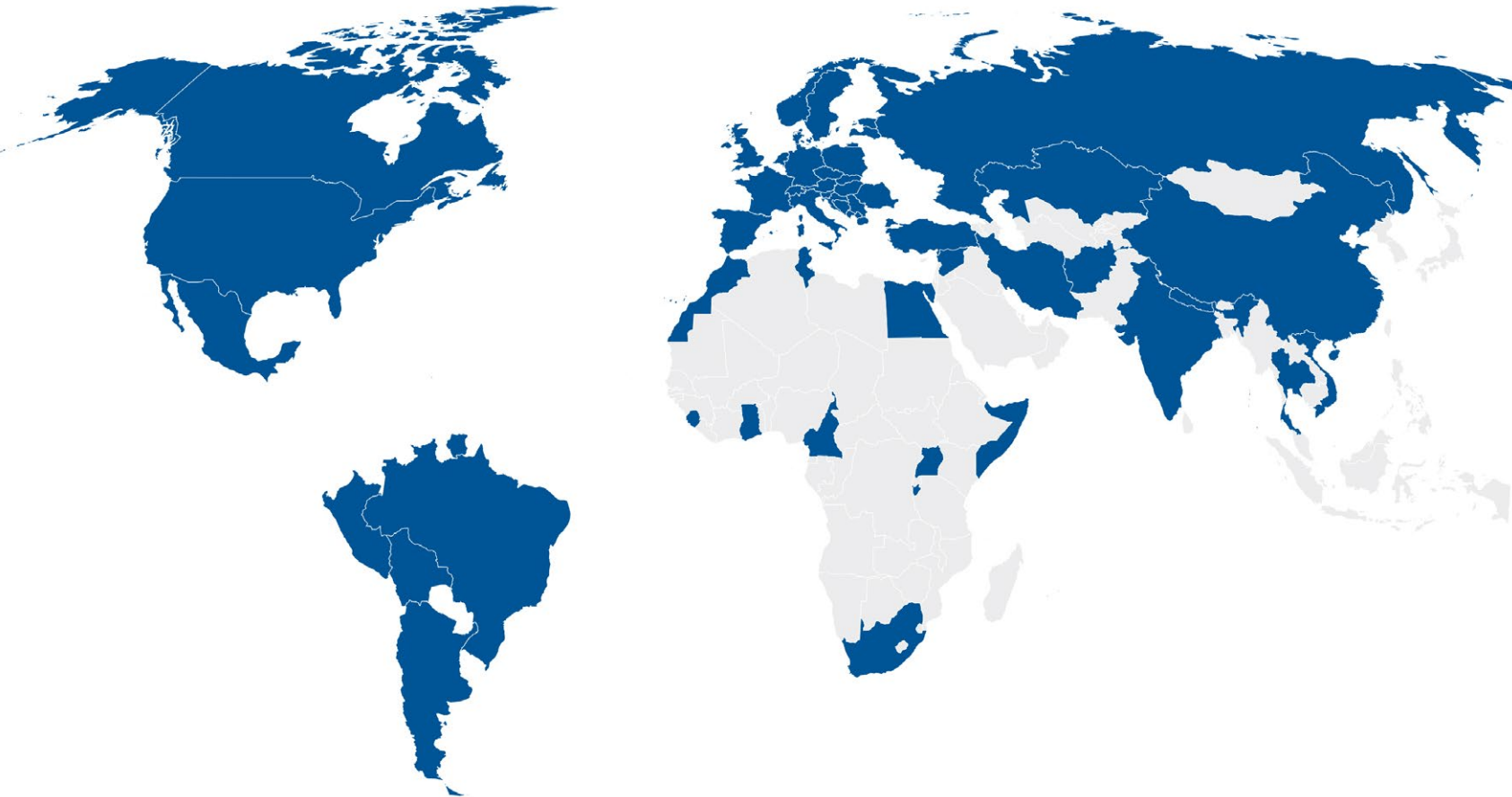
- Simon Stoß, Global Head of People & Organizational Development

At Hirschmann Automotive, we believe that sustainable growth is driven by people. Our approach to diversity, equal opportunities, and employee development is based on a competency- and potential-oriented mindset, ensuring that all employees have access to development opportunities regardless of gender, background, or other personal characteristics.

Diversity

Across our global organization, we foster an inclusive working environment where individual strengths, skills, and career aspirations are actively supported. Rather than focusing on specific groups, our programs are designed to provide equal access to learning, development, and career pathways for all employees, enabling long-term growth within the company.

In our headquarter, we employ more than 60 different nationalities:



Equal Opportunities

We aim to foster a work culture in which people of all ages, genders, origins and cultural backgrounds can contribute their unique strengths and perspectives. Our company values of **passion, cooperation and commitment** form the foundation for this, supporting one another and creating an environment of mutual respect and appreciation.

We are committed to providing equal opportunities at every stage of employment, from recruitment to training, education and leadership development. We are committed to ensuring that every employee has the same opportunities to develop their skills, pursue personal and professional growth and design their own career path.

Our development and learning programs take a competency- and potential-based approach. All programs development pathways and training formats are accessible to all employees, regardless of gender or other demographic characteristics. The focus is on fostering individual strengths, competencies and career and career aspirations. Our programs are designed to ensure equitable development and learning opportunities for everyone in the organization.

The diversity rate among supervisory bodies and employees shows that women hold 22 % of leadership positions globally and represent over 52 % of our global workforce (as of the end of 2025.)

Number of Leaders by Year and Gender



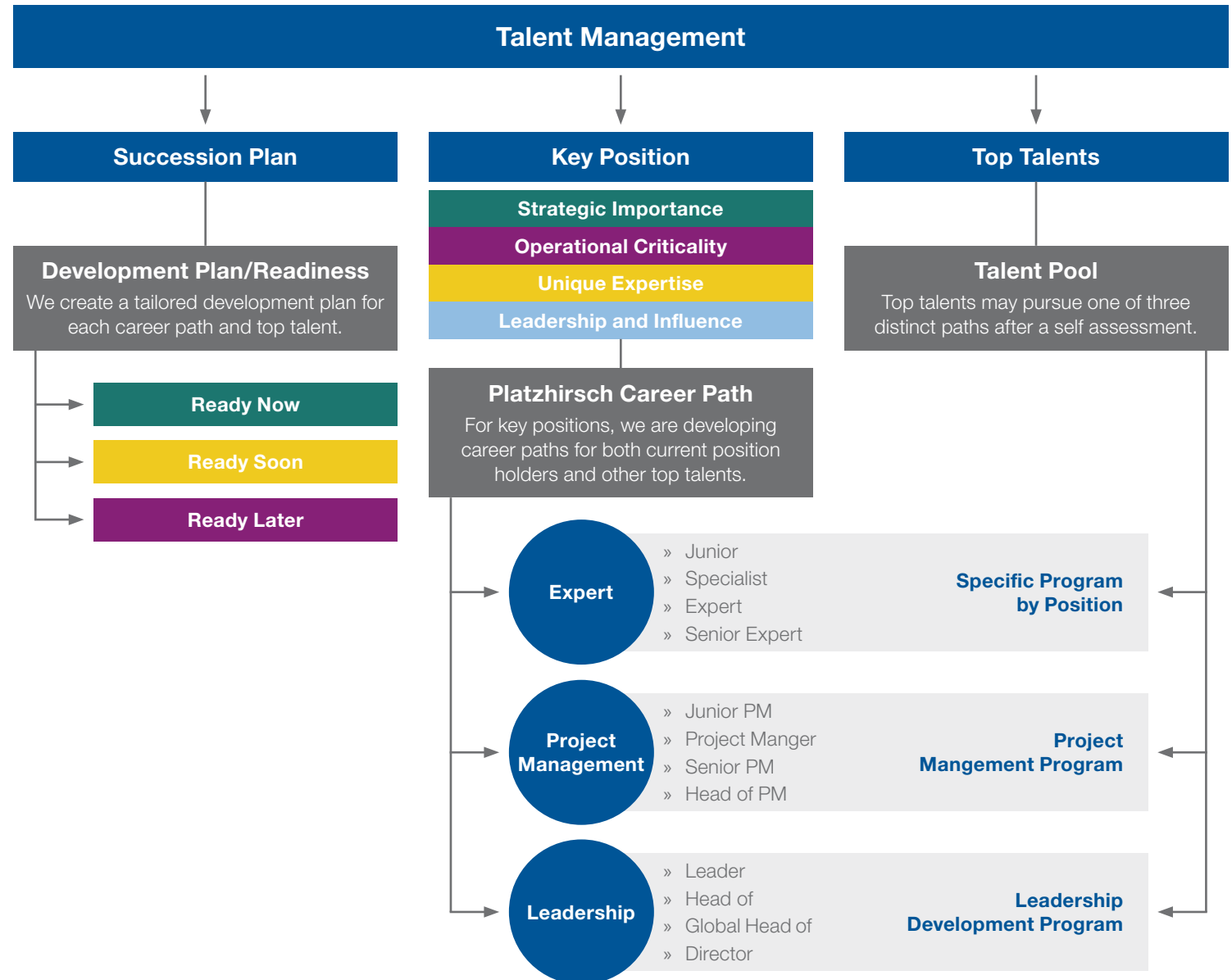
Training

Structured Development & Career Pathways

Our people and organizational development are built on clearly defined and structured career paths. Employees can grow within three key development tracks:

- » Leadership
- » Expert Career
- » Project Management

These “Platzhirsch Career Paths” provide transparent development opportunities and support employees in taking on new responsibilities and shaping long-term career perspectives. Complementary initiatives such as leadership development programs, coaching, and talent management activities further strengthen internal talent pipelines and promote cross-functional mobility.



WE TAKE THE LEAD.

Our global initiative “**WE TAKE THE LEAD**” is developed to support employees in taking on greater responsibility and sustainably developing their leadership capabilities. The program is currently being rolled out worldwide. In parallel, training on our “collaboration model” has already been successfully implemented across all sites based on the **train-the-trainer principle**.

The implementation of the developed training formats – including “From Talent to Leader,” “My Role as a Leader,” “Positive Consequence Management,” and “Communication & Rhetoric” – takes place both at headquarters and across our international locations. We combine the train-the-trainer approach with carefully selected external training partners to ensure scalable and consistent delivery of content worldwide. The objective is to establish a shared understanding of leadership across the organization and to define clear expectations for our leaders.

A standardized, professionally designed **360° Leadership Performance Review** has been successfully in place for over a year. It enables a structured assessment, enhances transparency regarding individual strengths and development areas, and provides the foundation for targeted and effective personal development.

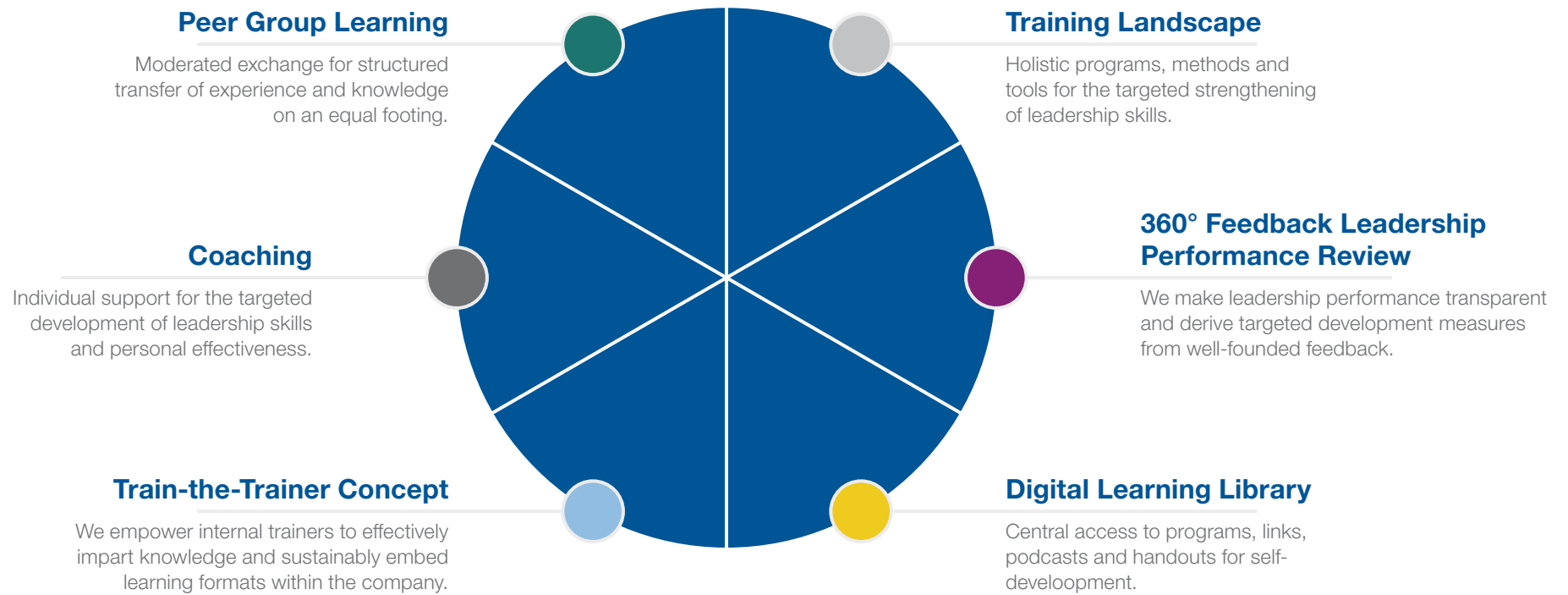
In addition, **coaching programs and peer group sessions** foster continuous exchange and support the sustainable development of our leaders.



“ WE TAKE THE LEAD empowers both our young and experienced leaders to unleash their potential and succeed in their leadership roles“.

- Willi Schanung,
Global Leadership Development Expert

Core Elements



Learning & Development

Continuous learning is a central element of our sustainability strategy. We offer a broad range of **training formats**, including classroom trainings, e-learning modules, and programs provided through the Hirschmann Automotive Academy.

While training activities are currently managed and tracked locally across sites, we are working towards a more **standardized global approach to learning data**, which will further enhance transparency and reporting in the future.

Learning & Development Highlights 2025*

- » **150 employees trained** through the Hirschmann Automotive School.
- » **308 training sessions and knowledge checks** conducted.
- » **479 training hours** completed.

Apprenticeship & Skills Development

Investing in young talent is a key pillar of our long-term workforce strategy. Our apprenticeship programs combine **structured training, practical experience, and international exposure**.

In 2025, key initiatives included:

- » International rotation programs across multiple locations.
- » Targeted onboarding and development formats for new apprentices.
- » Active participation in career events, school partnerships, and training fairs.
- » Specialized post-apprenticeship programs to develop skilled professionals in production and technical areas.

In addition, the **Hirschmann Automotive School** provides targeted training for employees, focusing on practical skill development and continuous qualification.

Apprenticeship & Skills Development Highlights 2025*

- » **7 apprentices** participated in international rotation programs.
- » **~200 applicants** engaged through trial days and recruitment activities.
- » **400–500 visitors** at apprenticeship events and open workshop days.
- » **16 new apprentices** onboarded through structured onboarding programs.

Our Commitment

By combining structured career development, continuous learning, and equal access to opportunities, we aim to create an environment in which all employees can **develop their full potential**.

This approach not only strengthens individual careers but also enhances organizational resilience by building strong internal talent pipelines and supporting long-term employee engagement.

Specialized Development Programs Highlights 2025*

- » **6 employees** enrolled in post-apprenticeship specialization programs (production).
- » First participants started in newly established **technical specialization programs**.

*in the headquarter in Rankweil



Attractive Employer



“Our commitment to being an attractive employer is rooted in the belief that engaged employees and an open corporate culture are essential for sustainable success and continuous development. The very positive results of the most recent Great Place to Work® survey, as well as the certification received, confirm that the measures implemented based on the findings of the previous survey were the right steps forward. This feedback serves both as recognition and motivation for us: we are currently working intensively on a targeted and effective action plan to further strengthen the working environment and to position Hirschmann Automotive as an employer of choice in the long term.”

- Natalie Natter, Head of HR Operations

Great Place To Work® & Employee Experience

Since 2022, we have conducted annual employee surveys at all our plants to gain valuable insights into our teams' satisfaction and needs. The survey is conducted in partnership with **Great Place to Work®** using the Emprising™ tool and is fully anonymous to ensure complete privacy.

Objectives of Our Employee Survey

- » **Understand Different Perspectives:** Capture the diverse views of our employees.
- » **Identify Strengths:** Recognize what we are already doing well and should maintain.
- » **Spot Opportunities for Improvement:** Highlight areas where we can enhance the work environment.
- » **Promote Employee Engagement:** Active participation shows that our teams take responsibility for a positive workplace.

The survey covers key focus areas, including **collaboration, communication, fairness, leadership, innovation, and team spirit.**

Key Learnings

Overall, Hirschmann Automotive is seen as a fair, collaborative, and engaging employer. Employees value meaningful work, strong teams, and transparent communication, while taking pride in being part of the company. These insights guide our ongoing efforts to enhance the workplace experience globally. These results demonstrate that we are on the right path to being an attractive employer and help us develop targeted measures to further improve our workplace.

Understanding Our Employees' Needs

We recognize that talent naturally moves and evolves, and we aim to understand the reasons behind these changes. By listening to our employees through surveys, feedback, and personal exchanges, we create a supportive environment that fosters growth, meaningful work, and professional development.

Connecting with our people on a personal level ensures every voice is heard and valued, building trust, engagement, and a culture where both employees and the organization can thrive, innovate, and adapt.



Corporate Social Benefits

We create an environment where people feel supported, valued, and empowered – through benefits that enhance well-being, flexibility, and community.

At Hirschmann Automotive, our corporate culture defines how we collaborate globally, make decisions, and achieve our shared goals. It is built on mutual respect, trust, and strong collaboration. Our culture connects people from different countries, backgrounds, and perspectives, creating an environment where everyone can contribute, grow, and thrive. We are Connected by Passion.

Our values guide our daily work, relationships with customers, and role in society:

- » **Passion:** We love challenges.
- » **Cooperation:** We support each other.
- » **Commitment:** We are true to our word.

Our employees come from a wide range of nationalities and cultures, shaping our global identity. At our headquarters in Rankweil alone, more than 60 nationalities collaborate daily. This diversity fosters fresh perspectives, drives innovation, and strengthens cross-border collaboration.

Our culture is reflected in numerous global initiatives and activities:

- » Men's & Women's Day: Promoting equality, diversity, and mutual understanding in everyday work life.
- » Chinese New Year & Regional Holidays: Celebrating cultural traditions and strengthening team spirit.
- » Breast Cancer Awareness: Global campaigns raising health awareness and encouraging preventive care.
- » Earth Day: Initiatives focused on sustainability and environmental responsibility.
- » Social Benefits: Supporting our employees every day.

Our ambition to be an attractive employer is driven by the belief that a motivated and diverse workforce is essential for fostering innovation, advancing sustainability, and ensuring long-term success at Hirschmann Automotive. Through a wide range of benefits, corporate events, global campaigns, and community initiatives, we actively engage our employees and empower them to be part of our sustainability journey.

**Supporting our employees every day, in every way.
Because a strong company starts with its people.**



We organize our offerings into three main categories:

1. Well-Being & Health

- » on-site medical support and health programs
- » sports and fitness programs
- » mental health initiatives

2. Flexibility & Everyday Support

- » flexible working hours and home office options
- » bike leasing and mobility programs
- » employee discounts and other benefits

3. Community & Development

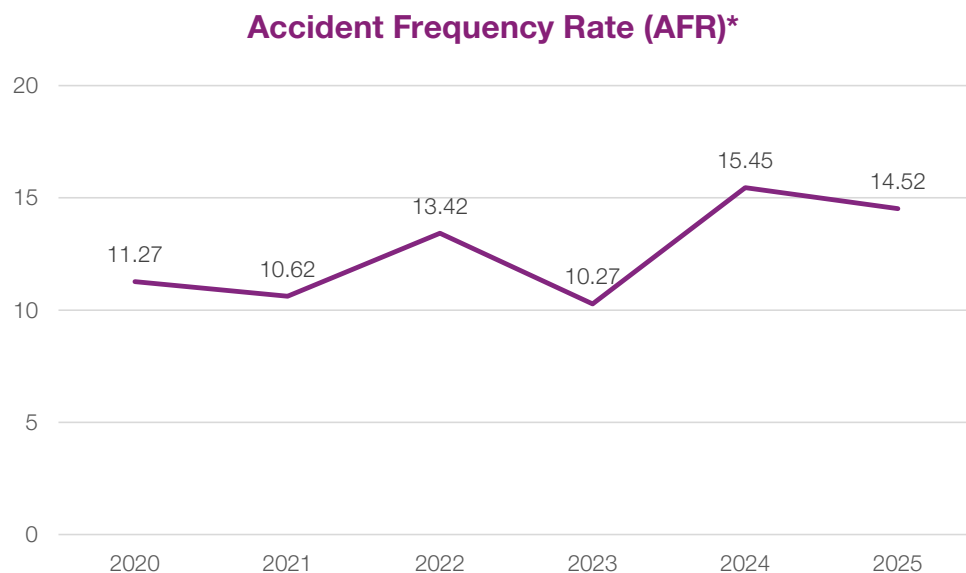
- » social events, team activities, and cultural celebrations
- » learning & development opportunities through our Academy
- » global campaigns and initiatives fostering community engagement

Health and Safety

The health, safety, and well-being of our employees are at the core of Hirschmann Automotive's social responsibility. We are committed to providing a **safe, healthy, and supportive working environment** across all our global operations, recognizing that employee well-being is essential for sustainable performance, trust, and long-term success.

Our approach goes beyond compliance and risk mitigation. We aim to actively promote both **physical and mental health**, fostering a workplace culture where employees feel safe, supported, and empowered. This commitment is embedded in our global management systems, with all sites certified according to the **ISO 45001** standard, ensuring a structured and proactive approach to occupational health and safety.

ISO 45001 provides a framework for identifying workplace hazards, assessing risks, and implementing preventive measures. It also promotes continuous improvement and active employee involvement in health and safety processes, supporting our ambition to minimize workplace incidents and enhance overall well-being.



* Index calculated by the number of accidents globally / all employees x 1,000

Our Approach to Health & Safety

We implement a comprehensive set of measures to ensure safe and healthy working conditions across all locations:

» Workplace Risk Assessment

We regularly evaluate workplace risks by involving employees from different departments and operational areas, ensuring diverse perspectives in identifying and mitigating potential hazards.

» Training & Awareness

Employees receive regular health and safety training through both on-site sessions and digital learning formats, strengthening awareness and preventive behaviour.

» Safe Working Environment

We provide appropriate equipment, tools, and protective measures to ensure safe working conditions across all operational areas.

» Promoting Health & Well-Being

In addition to workplace safety, we actively promote employee well-being through a wide range of **health and lifestyle initiatives across our sites**. These include:

- » Access to **company doctors and medical services**.
- » **Health awareness initiatives**, such as Breast Cancer Awareness campaigns and health days.
- » Preventive measures such as **vaccination programs, blood donations**.
- » A variety of **sports and wellness activities**, including running and cycling events, football matches, ski days, and access to fitness programs such as EGYM Wellpass®.
- » On-site facilities such as **tennis courts** at selected locations.
- » Initiatives promoting **healthy nutrition**, including fruit days and balanced meal options in canteens.

Through these initiatives, we aim to create a working environment that not only protects our employees, but actively contributes to their **long-term health, motivation, and quality of life**.

Further Information on Reporting

GRI Standard	Description	ESRS Topic	ESRS Subtopic	Page	Comment
2-1	Organizational Details	G1	Business Conduct	30–34	company structure, legal entities, sites
2-2	Entities Included in Reporting	G1	Reporting Boundaries	6, 13, 30–34	scope definition incl. HQ + 8 plants
2-3	Reporting Period & Contact			6	reporting year and contact details
2-4	Restatements			6	no major restatements identified
2-5	External Assurance	G1	Business Conduct	6	no external assurance
2-6	Activities & Value Chain	S2	Working Conditions	35–36	overview of operations and value chain
2-7	Employees	S1	Working Conditions	37–40	workforce breakdown
2-8	Non-Employees	S2	Working Conditions	37–40	external workforce included
2-9	Governance Structure	G1	Business Conduct	42–43	board structure and roles
2-10	Nomination Process	G1	Business Conduct	43	selection process governance
2-11	Chair Role	G1	Business Conduct	42–43	chair responsibilities
2-12	Oversight Impacts	G1	Business Conduct	42–43	supervision of ESG impacts
2-13	Delegation	G1	Business Conduct	42–43	responsibilities assigned
2-14	Reporting Role	G1	Business Conduct	42–43	governance of sustainability reporting
2-15	Conflicts of Interest	G1	Business Conduct	42–44	compliance and conflicts of interests handling
2-16	Critical Concerns	G1	Whistleblowers	45–46	speak-up channels
2-17	Collective Knowledge	G1	Business Conduct	42–43	competence at board level
2-18	Evaluation	G1	Business Conduct	42–43	board performance evaluation
2-19	Remuneration Policies			42–43	compensation structure
2-20	Remuneration Process			42–43	decision process remuneration
2-21	Compensation Ratio			42–43	sensitive KPI
2-22	Strategy Statement	E1, G1	Climate, Business Conduct	7–11, 20	strategy and sustainability direction
2-23	Policy Commitments	G1	Business Conduct	44–45	policies described
2-24	Embedding Policies	G1	Business Conduct	44	integration into processes
2-25	Remediation Processes	G1	Business Conduct	44	corrective actions
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