



 Hoffmann Group

## SHAPING THE FUTURE TOGETHER.

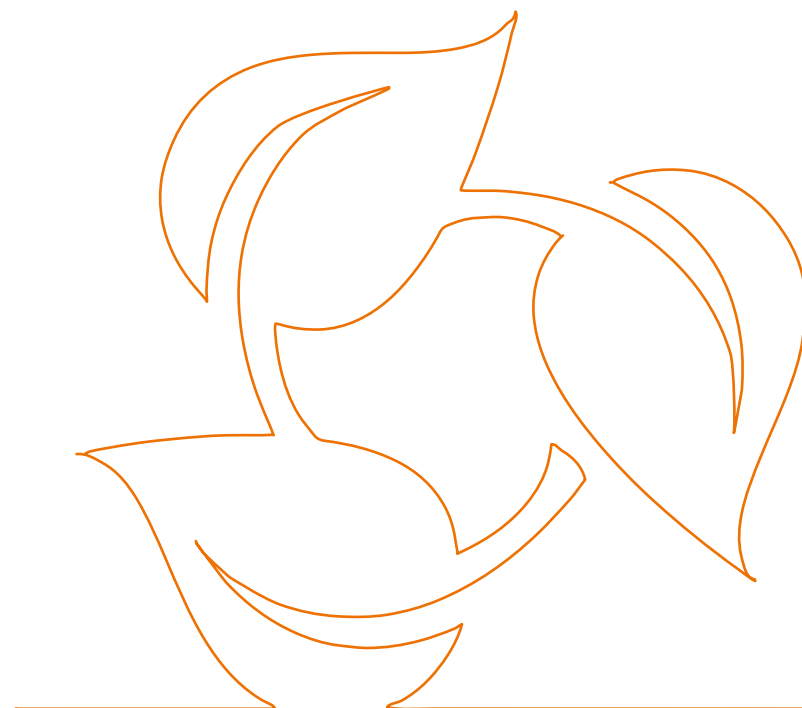
Act sustainably.

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The term "Hoffmann Group" covers all group companies of HOFFMANN SE in accordance with §§ 15 et seq. AktG. Our partner companies Hch. Perschmann GmbH, Gödde GmbH and Oltrogge Werkzeuge GmbH are not included exclusively for the purpose of this publication.



## FACTS & FIGURES

Obtain certified green electricity at all German locations



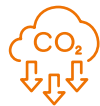
**100 %**

Share of renewable energy in purchased electricity



**appx. 90 %**

Target for reducing CO emissions (Scope 1 and 2) to 2030:



**-50 %**

High proportion of recycled paperboard in shipping cartons



**>70%**

Reduced paper consumption due to 2-year publication of the printed catalog (tons)



**appx. 1,000**

Percentage of recycled material in GARANT GreenPlus series gloves



**78%**

Funded Projects of the HOFFMANN GROUP FOUNDATION (Germany)



**11**

Number of participants in face-to-face and live online training (2022)



**appx. 8,000**

Confirmed Corruption Incidents (2022)



**0**

Award for sustainability performance in the EcoVadis rating 2023



**SILVER**

Chief Executive Officer

**MARTIN  
REICHENECKER**

Sales &amp; Marketing

**CLAUDIA  
LENDERS**

Operations

**ALEXANDER  
ECKERT**

Product Management &amp; Engineering

**BORRIES  
SCHÜLER**

## PREFACE BY THE EXECUTIVE BOARD

Dear readers,

Sustainability and climate change are megatrends and thus have a major impact on the future development of Hoffmann Group. As Europe's leading supplier and partner of quality tools, operating equipment and personal protective equipment, sustainable action is one of our basic principles. The more than 100-year success story of Hoffmann Group would not have been possible without a high demand for sustainability. As demand for sustainable products and solutions grows, the issue is becoming increasingly important throughout the entire value chain. We are continuously working to develop in the areas of environment, social and corporate governance (ESG) and to set ourselves ambitious goals for the future.

For example, we have developed a strategy for decarbonization from the Hoffmann Group. We are convinced that the implementation and further development of the climate strategy and the implementation of the defined CO reduction measures will make us resilient, Hoffmann Group strengthen the confidence of employees and customers, and also promote innovation and our competitiveness. More information can be found on page 10.

It is clear that sustainability is increasingly becoming a differentiating factor and a prerequisite for business success – also for the Hoffmann Group. Events such as the Russian attack on Ukraine make it very clear that sustainability is not limited to environmental and climate issues, but has social and political dimensions. Sustainability thus raises the question of corporate responsibility and the overall social contribution. Together with our employees and through our strong, lasting partnerships with suppliers and customers, we want to live up to this responsibility and shape the future.

Executive Board of Hoffmann SE



## COMPANY PROFILE



**40,000**

packages per day



**500,000**

articles



**50**

countries

Together with its affiliated companies, HOFFMANN SE employs around 3,500 people (reference date: September 30, 2023). Since 2021, Hoffmann Group has been operating the most powerful tool logistics in Europe with the "LogisticCity" in Nuremberg.

LogisticCity can handle up to 40,000 parcels per day and is the Hoffmann Group's central warehouse.

In 1993, the Hoffmann sales companies founded the Hoffmann Group in GSA together with the other family companies Perschmann, Oltrogge and Gödde. SFS, a family business from Switzerland, subsequently joined the Group. The range comprises around 500,000 items from over 500 brands, of which around 120,000 are immediately available from stock. The Hoffmann Group operates in over 50 countries with its own offices or through partners. In 2022, it generated sales of more than 1.4 billion euros.

As the largest company within the Hoffmann Group, HOFFMANN SE develops and controls the alignment of the group of companies in coordination with the partner companies. The central tasks include the maintenance and further development of products of the GARANT and HOLEX brands, which are exclusively distributed by Hoffmann Group. A broad, responsible perspective and an absolute focus on customer benefits are the most important criteria here.

In order to further expand international growth, long-standing partners SFS Group AG and Hoffmann SE merged in mid-2022. Thanks to the pooling of forces, the companies offer their customers an even wider range of products and services. As a traditional company, we stand for continuity, stability, reliability and sustainability. We challenge ourselves to live up to this standard every day.

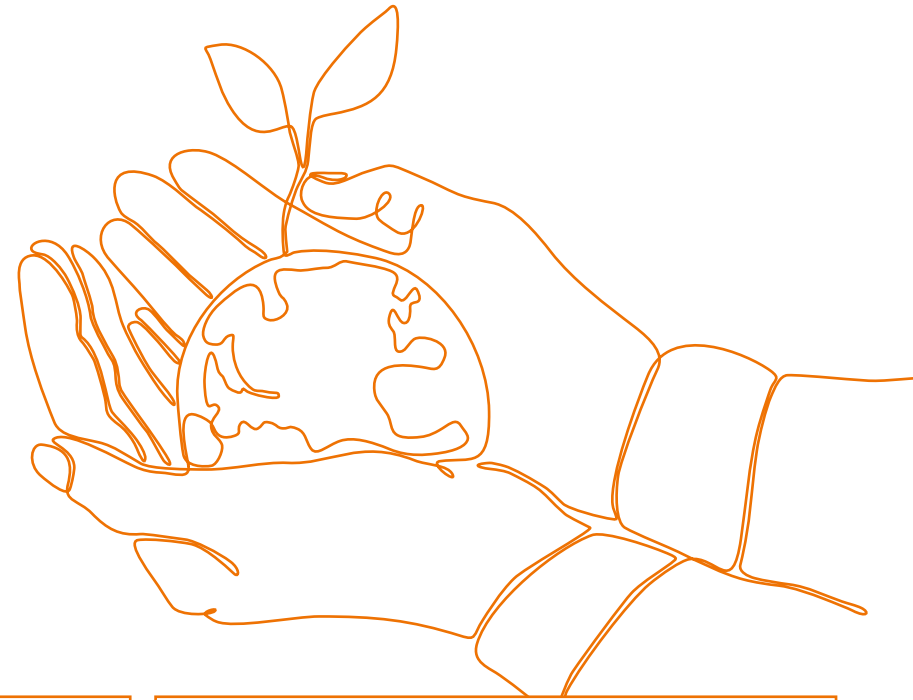
Adopting a sense of responsibility isn't something we feel obliged to do – it's something we truly believe in. That is why Hoffmann Group has been committed to the environment, social issues and good corporate governance for decades. This commitment is an integral part of culture and

The actions of our company. An awareness of our responsibility for our employees, business partners, products and our natural environment has always shaped our corporate policy.

# SUSTAINABILITY STRATEGY

As Europe's leading partner for quality tools, operating equipment and personal protective equipment, sustainable action is one of our fundamental principles. Sustainability is practised as an integral part of our culture. That is why Hoffmann Group has been committed to the environment, social issues and good corporate governance for decades. We are convinced that we are only through one

Integrating ESG criteria (environmental, social, governance – environment, social, corporate governance) into our business activities can generate sustainable added value for our stakeholders, especially our customers.



## HOLISTIC CONSIDERATION OF SUSTAINABILITY

For us, sustainability means taking equal account of economic, ecological and social aspects in our business activities in order to create lasting value.



## THE HOFFMANN GROUP HELPS OTHERS, BECOME MORE SUSTAINABLE

Our innovative product ranges and solutions help our customers to become more sustainable and successful themselves.



## THE HOFFMANN GROUP ITSELF MAKES A CONTRIBUTION THROUGH SUSTAINABLE MANAGEMENT

Together with our employees and through our strong and partnerships with our suppliers and customers we ensure sustainability in our action.

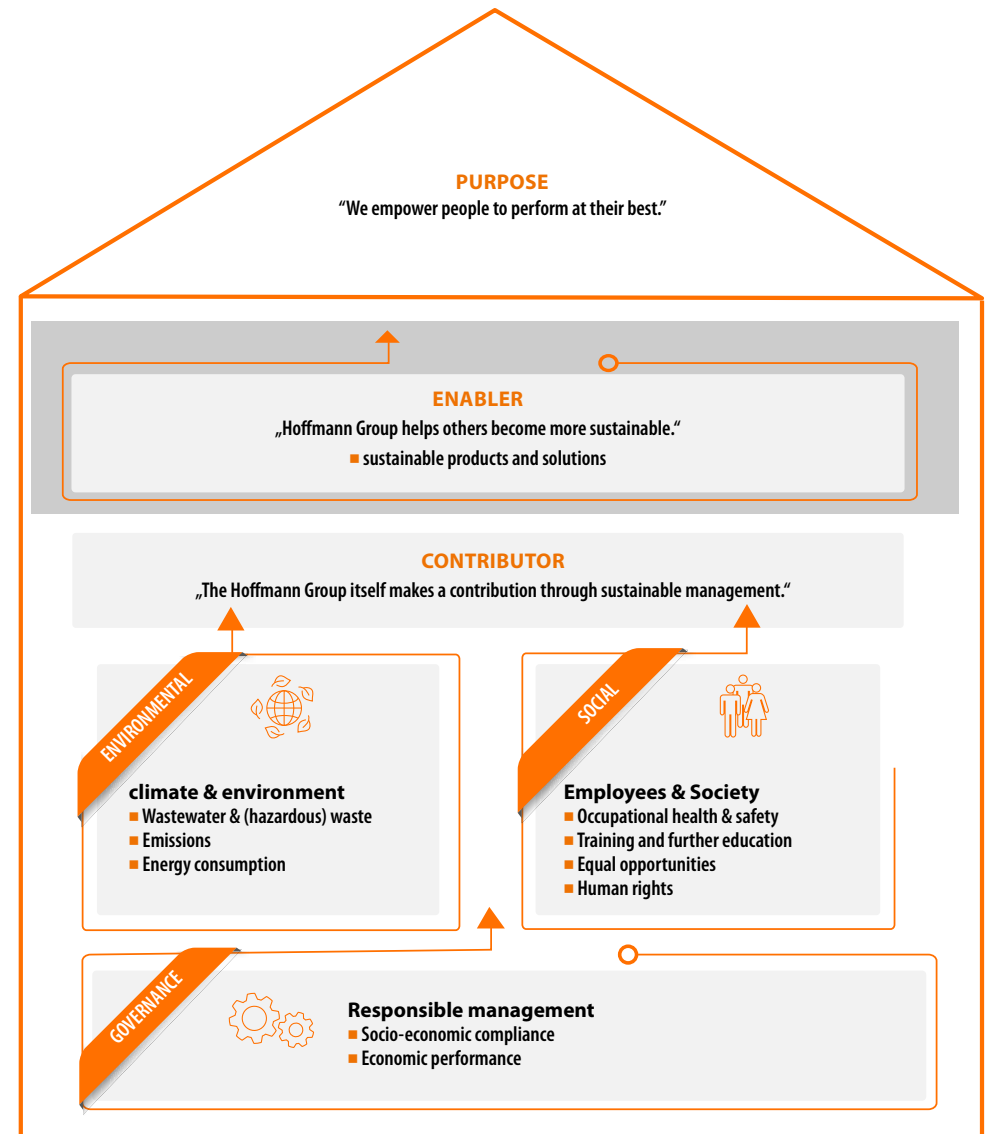


In 2022, Hoffmann Group developed and presented a Group-wide sustainability strategy. Our goal is to link ESG aspects even more closely with the corporate strategy of the Hoffmann Group and to take a holistic view of the economic, ecological and social performance of the Group. We are consistently working to advance integration, to further develop objectives, key performance indicators and measures in the strategic fields of action, and to improve sustainability performance of the Hoffmann Group.

Based on the results of the materiality analysis, which we regularly verify, we define the content orientation of our sustainability activities. We are already active in all areas with a large number of measures. In 2023 focus was on topics such as:

- Develop a climate strategy and define CO<sub>2</sub> mitigation measures.
- Measures to electrify the fleet.
- First Sustainability Days.
- Expansion of GARANT GreenPlus product series
- Erweiterung der Produktserie GreenPlus der Marke GARANT.
- Improvement of results in sustainability ratings (e.g. EcoVadis)

The Executive Board of HOFFMANN SE bears the overall responsibility of the Hoffmann Group for Sustainability / ESG. The Compliance, Risk & Sustainability (CRS) division reports directly to the CFO and develops the content orientation of sustainability activities in line with stakeholder requirements and is committed to implementation. For the Executive Board, the operating divisions and the corporate functions. With its specific expertise, CRS supports all departments and divisions in the implementation of sustainability projects. The ESG team in the area of CRS coordinates closely with the parent company SFS and defines the guidelines and framework conditions for sustainability activities in the Hoffmann Group.



Hoffmann Group pursues a holistic approach to sustainability management and is convinced that companies can make a positive contribution to achieving social sustainability goals through both sustainable service offerings and sustainable value creation.

The United Nations (UN) Sustainable Development Goals (SDGs) provide the framework for our sustainability strategy. They define global priorities and goals for sustainable development by 2030 and aim to mobilize global efforts to achieve a common set of goals and targets. The Hoffmann Group also wants to contribute to this transformation. Below are the goals that we have identified as particularly relevant for our business activities and their contribution to the SDGs, as well as a selection of measures that have already been implemented.



#### Health and wellbeing

- Occupational health management (Including Health Day, Ergonomics Consulting and Sports Courses)
- Other social and ancillary benefits such as free company restaurants (select locations) and company pension plans.
- Certification according to ISO 45001 (occupational health and safety management systems)



#### High-quality education

- Social engagement within the Hoffmann Group Foundation.



#### Gender equality

- Competence model for women's participation and equal opportunities in taking on leadership roles.



#### Affordable and clean energy

- Use of green electricity at all German locations.
- Modern and environmentally friendly energy concepts in LogisticCity.
- ISO certifications for environmental and energy management (ISO 14001 and 50001)



#### Decent work and economic growth

- Code of Conduct, including essential principles of integrity and ethical conduct.
- Code of Conduct for suppliers, including compliance with human rights standards.



## WE SUPPORT



Since the end of 2021, Die Hoffmann SE has been a signatory of the United Nations Global Compact (UN) and is therefore expressly committed to its ten principles in the areas of human rights, labor standards, the environment and climate as well as corruption prevention. The United Nations Global Compact is the world's largest and most important initiative for responsible corporate governance.

Based on ten universal principles and the Sustainable Development Goals (SDGs), it pursues the vision of an inclusive and sustainable global economy. With the accession, we are demonstrating, in addition to more than 13,000 other companies and organizations from civil society, politics and science in more than 160 countries, that we want to help shape this vision and gradually strengthen our commitment to sustainability. Reaffirming our commitment to sustainability and the ten principles is particularly important to us in the context of current global challenges. For this reason, we have been a member of the UN Global Compact Network Germany Association since 2023.

The Hoffmann Group is already implementing numerous measures that demonstrate the holistic approach and responsibility related to sustainable action. These include the Hoffmann Group Foundation's social commitment to disadvantaged children and adolescents and a company-wide compliance management system for good corporate governance. In addition, the measures include various initiatives in the areas of climate and environmental protection, such as an environmentally friendly packaging concept with recyclable filling and shipping materials, the procurement of green electricity at all German locations, the GARANT GreenPlus product line and certification.

International standards, for example in the areas of environmental and energy management.



### Industry, innovation and infrastructure

- Longevity thanks to the highest product quality and offers such as regrinding service.
- Zertifizierung nach ISO 9001 (Qualitätsmanagementsysteme)



### Fewer inequalities

- Social engagement within the Hoffmann Group Foundation.



### Sustainable consumption and production

- GARANT GreenPlus product series for more sustainability in workshops and production.
- Use of alternative raw materials as a choice for customers (e.g. bamboo at GARANT GridLine), distribution of products from manufacturer brands with sustainability labels (e.g. "protecting planet").



### Climate protection measures

- Alignment of the fleet to electrically powered vehicles.
- Sustainable mobility offers for employees (e.g. service bike, public transport subsidy).
- Environmentally friendly shipping packaging with a high percentage of recycling.



### Peace, justice and strong institutions

- Company-wide Compliance Management System (CMS).
- Internal Trade Compliance Program (Trade ICP) for export control.
- Sustainability guideline as a fundamental document for sustainable action in the company.

# CLIMATE & ENVIRONMENT

## Strategic thrust

The Hoffmann Group sees it as its responsibility to contribute to the achievement of the Paris climate goals by **reducing direct and indirect greenhouse gas emissions**. We strive for a **responsible use of the environment** as well as a **sustainable and efficient use of natural resources** and take measures to reduce our energy consumption.



As a company, Hoffmann Group is committed to a responsible and considerate approach to the environment and natural resources. We strive for a sustainable, efficient use of energy and take measures to reduce our energy consumption. We have also implemented processes and procedures for the proper identification, management, handling, disposal and replacement of hazardous substances and prohibited materials. The development and sale of sustainable products and solutions that reduce direct and indirect emissions, optimise the use of raw materials and promote the use of recycled materials is a particular challenge.

Every day, we ship thousands of shipments worldwide with high delivery accuracy. Packaging and logistics are therefore an important lever for reducing our waste generation and thus our downstream emissions. We see the introduction of further recycling concepts for the production of closed circuits as well as the optimization of logistics processes with regard to sustainability criteria as one of the central tasks for the future. By using packaging material made from recycled paper, we are already reducing the consumption of water and energy, as well as CO emissions. In addition, we contribute to climate protection through tree planting campaigns from various German and international locations (e.g. Bremen, Italy and Great Britain).



We see it as the responsibility of every organization to contribute to achieving the Paris climate goals by reducing greenhouse gas emissions. The Hoffmann Group's greenhouse gas emissions for 2022 were calculated on the basis of CO equivalents (CO<sub>e</sub>). Our climate balance includes emissions from direct sources within the company (Scope 1) and from the production of pipeline-based energy (Scope 2), as well as emissions that are caused by the company's activities but are not directly controlled and occur in the upstream and downstream value chain (Scope 3).

2022 greenhouse gas emissions in tons of CO<sub>2</sub>e.

<b>Scope 1</b>	7,667
<b>Scope 2</b>	72
<b>Scope 3</b>	391,737
Upstream value chain	278,387
Downstream value chain	113,351
<b>Total</b>	399,476

### Corporate Carbon Footprint (CCF) Explanations

In calculating the CCF, we have used the criteria and definitions of the Global Reporting Initiative (GRI) and the following standards: Greenhouse Gas (GHG) Protocol – Corporate Accounting

And Reporting Standard, Corporate Value Chain Accounting and Reporting Protocol of the World Resources Institute (WRI), and World Business Council for Sustainable Development (WBCSD). The Hoffmann Group uses the operational control approach for accounting for the CCF. The base year for the calculation is the calendar year 2022. In the calculation, all relevant greenhouse gases (CO, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>).

For its scope 1+2 accounting, Hoffmann Group has primarily used a quantity-based data collection process. For the calculation of Scope 1+2 emissions, primary data were collected at all sites >50 Full Time Equivalents (FTE). The other sites were extra-polished on the basis of the FTE in order to fully display the emissions. Scope 1+2 emissions were calculated both market- and location-based. The market-based calculation, which forms the basis for the emission values in the table above, uses emission factors or energy mix data provided directly by the energy suppliers.

For the calculation of Scope 3 emissions, a materiality analysis was carried out at the beginning to identify the relevant Scope 3 categories: Scope 3.1 purchased goods and services, Scope 3.2 capital goods, Scope 3.3 fuel and energy related emissions, Scope 3.4 transport and distribution (upstream), Scope 3.5 waste, Scope 3.6 business travel, Scope 3.7 employee commuting, Scope 3.9 transport and distribution (downstream), Scope 3.11 use of sold products, Scope 3.12

Based on the calculations of greenhouse gas emissions for 2022, we have defined the goal of reducing the scope 1+2 emissions of the Hoffmann Group by at least 50 percent by 2030. In developing the reduction path, we have been guided by the requirements of the Science Based Target Initiative (SBTi) for science-based goals. The main levers for decarbonization are the gradual conversion of the company car fleet to electric mobility, the switch to alternative energy sources for the heat supply of our buildings and the procurement of green electricity outside of German locations.

Due to the business model, Scope 3 emissions account for the majority of total emissions. The central emission categories in which we intend to implement reductions in future together with our supplier are the purchase of products and services as well as upstream and downstream transport. As a next step, we have set ourselves the goal of developing an SBTi-compliant target for Scope 3. This requires continuous improvement of data quality and processes for data collection for emission calculation.

By defining the reduction path and developing climate management, Hoffmann Group contributes to the achievement of the SFS Group's climate and environmental goals. In the future, we will regularly verify the objectives and, if necessary, deal with adjustments, among other things against the background of regulatory innovations, changes in the data basis, updates of emission factors and methodological improvements.

Handling sold products at the end of their lifecycle. Data collection was carried out on a quantity-based basis, if possible.

The ecoinvent version 3.9.1 database was the central source for the other emission factors used. The freely accessible database of the Department for Business, Energy & Industrial Strategy (DBEIS) was used as an additional source for emission factors.



## HOFFMANN GROUP EXPANDS ITS SUSTAINABLE PRODUCT RANGE

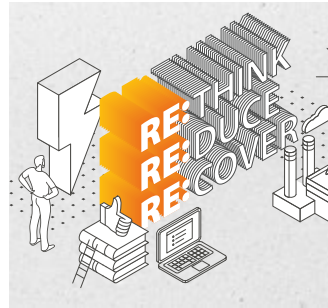
The GARANT GreenPlus product series makes it possible to work more sustainably in workshops and production – with the highest standards of safety, quality and performance. In 2023, the Hoffmann Group presented for the first time multipurpose and cut protective gloves of the GARANT series GreenPlus. The "green" gloves are made of up to 78 percent recycled material and therefore have a smaller CO footprint. The sustainable GARANT protective glove models of the GreenPlus series are suitable

For professional use in dry, wet, greasy and oily environments. Elastic fine knit made of 100 percent skin-friendly nylon, modern coatings and ergonomic fits give them high wearing comfort, sensitivity and touchscreen capability. For precise working in dry environments, the multipurpose glove is made of 18-gauge fine knit with a light palm coating

Polyurethane is an excellent tactile sensation. Its carrier material is made of 86 percent recycled nylon. The GreenPlus protective gloves are supplied in plastic-free packaging.

### Improving safety at work, protecting the environment, saving costs

Sustainability, security and efficiency have become key pillars in the business strategy of many companies. Since 2020, Hoffmann Group has been offering non-marking chemical-technical products for workshops and production under the product brand GARANT GreenPlus. In addition to the new protective gloves, the GreenPlus sustainability series thus includes non-marking cleaning agents, anaerobic glues without solvents, a grinding oil and a non-marking ultrasonic cleaner series. All products in the range are classified as non-hazardous under the CLP Regulation. It is therefore not necessary to store the products in a hazardous material storage area and to train the personnel to handle them. This simplifies work processes, protects the environment, and reduces the costs for occupational health and safety measures, storage, and disposal. With our sustainable products, we optimize the performance of our customers and contribute to the protection of the environment and people.



### Sustainable solutions for greater resource efficiency

We are committed to continuously improving our processes and the quality of our products, and have geared our quality policy towards this. This objective is supported by a suitable quality assurance system. In addition to the high product quality, offers such as the regrinding service for cutting tools also contribute to increasing the service life of our products. By regrinding tools, our customers can also contribute to environmental protection in addition to saving money on a new purchase. Regrinding has a positive impact on the environment through the reuse of resources such as steel and the reduction of transport capacities. Resource efficiency and sustainable management thus go hand in hand.



### Alternative energy concepts and certified management systems

We aim to limit our impact on the environment by using state-of-the-art and environmentally compatible energy concepts in our company buildings. This is especially true for our highly automated logistics center in Nuremberg, which started operations in 2021. In addition, we are aiming for certification according to the LEED (Leadership in Energy and Environmental Design) procedure for the new company headquarters in Munich-Freiham, an internationally recognized certification system for ecological building. We are already certified to ISO 14001 standards at most locations and additionally to 50001 for environmental and energy management systems in Munich.





#### Hoffmann Group relies on environmentally friendly packaging solutions

Together with an external partner, Hoffmann Group switched to a solution made of 100 percent recycled paper for the filling material of bubble wrap packages in 2020. In addition, the waste paper (about 600 tons per year) has been processed in the in-house baling press in LogisticCity in Nuremberg since 2023. The supplier can use the bales produced in this way to produce paper for the paper-upholstery machines used by Hoffmann Group as part of the regular material deliveries. The result of the cooperation is not only a modern, efficient packaging solution, but also a sustainable circular economy. Another important lever for reducing packaging material is the optimization of the carton sizes used, which we are continuously working on.



#### Reduce paper consumption and expand digital customer offerings

With the publication of its catalog in 2021/2022, the Hoffmann Group has decided that it will now only be published biennially. The extended useful life of the printed product reduces paper consumption by around 1,000 tons Pro a year and also avoids greenhouse gas emissions generated during transport. By extending the useful life, we can improve our environmental footprint. We are using the resources released as part of this sustainability initiative specifically to expand our digital channels in order to be able to offer our customers an even better Service.



#### Hoffmann Group continues to expand electromobility

Since 2022, we have tested electromobility in the Hoffmann Group as part of a cross-site pilot project. In this context, we have also expanded our charging infrastructure at select locations, enabling customers, suppliers, guests and employees to charge their e-vehicles. After the successful completion of the pilot project, Hoffmann Group 2023 went into regular operation in Germany and Austria. This means that we want to gradually change our fleet and significantly reduce greenhouse gas emissions in the next few years. Hoffmann UK already has a 80 percent share of electric vehicles in the company car fleet.



#### Activities of the international locations for climate and environmental protection

In 2023, Hoffmann Italy implemented a variety of communication and marketing measures to raise awareness of sustainability among its customers and employees and to draw attention to sustainable products and solutions. In addition, the company covers about half of its annual electricity requirements through its own photovoltaic system. Among other things, the subsidiary has increasingly offered customer training on the GARANT GreenPlus product line and has made changes in transport management to reduce CO emissions. The employees in

France has committed itself (e.g. participation in Cleanup Day) as well as through customer campaigns for greater sustainability.

# EMPLOYEES & SOCIETY

## Strategic thrust

The Hoffmann Group offers an **attractive working environment** that is characterized by mutual trust and where performance and commitment are worthwhile. **Occupational safety and health** are important criteria for **employee satisfaction** and are a basic prerequisite for one

High level of motivation. Social **responsibility and social commitment** are an integral part of the company culture.



Hoffmann Group is a company whose diversity is already reflected in its internationally oriented group structure. Diversity contributes to a positive overall climate and strengthens our entrepreneurial performance. In addition to gender, ethnicity, age and disability, religion, personal lifestyle and sexual orientation are also expressions of diversity. We promote a work environment in which diversity is respected and respected, and we are committed to fair and equal treatment.

By adhering to high social standards in the conduct of our business and by promoting awareness and knowledge of ethical values and principles, both within our own staff and among suppliers, Hoffmann Group can make a positive contribution to society. Social responsibility and social commitment have been an integral part of the corporate culture for decades, which is reflected in the Hoffmann Group Foundation, among other things.

For the first time this year there was the Hoffmann Group honey, which was imbibed by employees from LogisticCity. The honey is offered on a donation basis for the Hoffmann Group Foundation. This project not only contributes to greater sustainability and biodiversity at the Nuremberg stand, but also benefits our company foundation. In addition, this year, Hoffmann Group implemented various other actions in the area of corporate social responsibility, for example for the earthquake victims in Turkey and Syria, the flood victims in Austria and Slovenia, and for people in Burkina Faso, West Africa.

## "TOOLS CREATE PARAMETERS": THE HOFFMANN GROUP FOUNDATION HELPS

Under the motto "Tools create parameters", the Hoffmann Group Foundation has been supporting primarily non-profit institutions in Germany since 2006 that promote the development of disadvantaged and traumatized children and adolescents. These include young people who are disadvantaged or traumatized by the most serious diseases, by disabilities of any kind or by a difficult social environment. The Foundation projects are intended to serve as a place of retreat where children can recharge their batteries, while at the same time offering them plenty of space for creativity and self-realisation. Working in the workshops is a lot of fun for the children and helps them on many levels. They can try themselves out, grow on their own work of art and gain new self-confidence.

### Foundation aims to give children confidence

The Foundation sees itself not only as a funder of charitable institutions and projects, but also acts cooperatively, in partnership and on an equal footing. The range of our support in the workshop, the riding hall or in art, music and dance therapy enables children and young people to discover their talents, develop their skills and develop their self-confidence in this way.

The foundation was also able to tackle this great goal in the ORANGE PROJECT Berlin, which opened a year ago, in 2023. The children and young people have done a lot in the new creative and therapy workshop and, e.g., built furniture or produced great community projects, such as a large throwing game made of wood, and spent a varied holiday.



### Attractive working environment and fair pay

Hoffmann Group offers its employees a family-like and appreciative corporate atmosphere and a safe workplace. We comply with the laws and regulations of the individual countries and regions in which Hoffmann Group is active in relation to working conditions, wages and working hours, and we are committed to an attractive working environment and fair pay. The extensive range of services includes flexible working hours and the option of mobile working throughout Germany. Depending on the location, we also offer a wide range of social and ancillary services, such as sports courses, discounted tooling and company pension plans.



### High value placed on education and training

We consider education and training to be an important social task and a central instrument for maintaining and strengthening the competitiveness of the Hoffmann Group. We therefore provide individual support for young people entering professional life. Support for the development and development of skills includes, among other things, dual forms of training for the targeted training of skilled workers. Transitions into the company or between positions are also facilitated in this way. We also place a high priority on the continuous professional development of our employees. The personal and professional development of our employees is supported, among other things, by our certified training academy.





#### Girls' Day at the Hoffmann Group

Following the positive feedback from the previous year, Hoffmann Group again actively participated in Girls' Day in 2023. For the Future Day for Girls, companies, businesses and universities throughout Germany are opening their doors to schoolgirls from 5th grade onwards. At the Munich and Nuremberg stand locations, employees from the TEC, Logistics and IT departments showed young and interested girls the world of work at Hoffmann Group on April 27. In Munich, they were allowed to try out their own file and drill at the workbenches and were thus introduced to the world of machining. Programming tasks were awaiting in IT, and in Nuremberg everything revolved around our logistics and the tasks of the specialist warehouse staff.



#### Health and safety for employees and customers

Through our quality, environmental and security policy, we strive for the safety and health of our employees in the exercise of their activities, prevent accidents at work and promote mental and physical health. We have the appropriate certifications, e.g. according to ISO 45001 (Occupational Safety and Health Management Systems) at our Munich location. We comply with all applicable regulations for the health and safety of our customers. We also have a wide range of personal protective equipment for the industrial workplace in our product portfolio LIO. In addition, we offer training and specialist seminars for customers to effectively prevent health damage.



#### Health Day 2023 at the Munich location

Under the motto "Together strong and healthy", the Hoffmann Group focused on employee satisfaction at its Munich location in October and demonstrated how sustainable corporate health management can work. In addition to informative lectures

On the subject of exercise, nutrition and resilience, employees also had the option of conducting free examinations and health checks and participating in sports courses. This enabled us to make an important contribution to raising the awareness of our employees for their own physical and mental health.



#### Social commitment of the Hoffmann Group

There are numerous options for Hoffmann Group employees to support the Foundation's projects. On the ORANGE Social Days, they can get to know one of the children's facilities and use the day to get started on site and do good. This year, outdoor facilities were repaired, bicycles repaired, a bicycle shelter and a ball pool were built. Employees can also be involved in sporting events, such as company races or cycling events. A highlight in 2023 was the ORANGE SPORTS Challenge. In seven weeks, employees have collected over 700,000 minutes of sports for a good cause.

# RESPONSIBLE CORPORATE GOVERNANCE

## Strategic thrust

The Hoffmann Group believes that a **strong culture of integrity, reliability and transparency** leads to better business performance and is essential not only for our long-term success, but also for the protection and well-being of our employees. Through **responsible supply chains**, Hoffmann Group also contributes to the protection of **human rights and fair working conditions**.



Integrity is the foundation for any modern, transparent, and successful business. Clear and convincing parameters that guide all employees are a prerequisite for business success and a good and sustainable future. To anchor integrity and value-based action even more firmly as part of the corporate culture

The Hoffmann Group establishes compliance under the leadership of the compliance officer. An important building block in this context is a Compliance Management System (CMS) to ensure compliance at all times in all business activities.

We firmly believe that a strong culture of integrity, reliability and transparency leads to better business performance and is essential not only for our long-term success, but also for the protection and well-being of our employees. Through responsible supply chains, the Hoffmann Group also contributes to the protection of international human rights and the avoidance of forced and child labor as well as fair working conditions. We are a fair partner and set the highest standards for our actions.

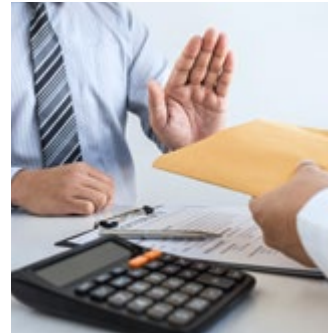
The Code of Conduct summarizes the essential principles and rules that apply to all of our activities. It is a guideline for all employees worldwide and forms the basis for our daily dealings with each other, with customers and with business partners. The Code of Conduct also regulates in particular how human rights should be upheld. We also expect our suppliers to unconditionally respect and uphold human rights and check whether they do so as part of our supplier selection process.

The obligation to respect human rights is also set out in our Supplier Code of Conduct. In addition to the existing rules, the Sustainability Directive forms the basis for the Hoffmann Group's self-conception of sustainability.

## HOFFMANN GROUP AWARDED SILVER ECOVADIS MEDAL FOR SUSTAINABILITY PERFORMANCE

At the end of 2022, we immediately received a bronze medal for the entire group in our first sustainability rating by EcoVadis. In 2023, we were able to reach 63 points out of 100 (previous year: 55) and were awarded the silver EcoVadis medal for this achievement. With this result, Hoffmann Group is one of the top 25 percent of the companies assessed by EcoVadis. This success is recognition and encouragement at the same time to expand our sustainability activities, to further develop objectives and key figures in the strategic fields of action and to continuously improve the sustainability performance of Hoffmann Group.

The EcoVadis rating is one of the most renowned sustainability ratings internationally. Using a scorecard, the rating measures various indicators such as sustainable objectives, implemented activities, certifications or controlling measures. Depending on the industry, company size or geographical location, the rating considers sustainability criteria along the entire value chain. A total score as well as four individual values on the areas of environment, ethics, people and labor rights as well as sustainable procurement mirror the evaluation and allow comparison with other companies.



### No tolerance of corruption or bribery

The Hoffmann Group does not tolerate any form of corruption or bribery, offer or grant, or demand or accept unreasonable benefits or benefits to attempt – or even appear – to unlawfully influence another person's decision; To gain an unfair advantage. This zero tolerance principle applies not only to our employees, but also to all other persons and organisations acting on our behalf or in our interest. The corresponding regulations are listed in the Code of Conduct, the Integrity Directive and the Sustainability Directive, among others.



### Data protection as a collective responsibility and legal obligation

We consider education and training to be an important social task and a central tool for maintaining and strengthening the competitiveness of the Hoffmann Group. The entry of young people into the profession is therefore promoted individually. Supporting the development and expansion of skills includes dual forms of education for the targeted training of skilled workers. Transitions into the company or between positions are also facilitated in this way. The continuous further training of our employees is also of great importance. Our certified training academy is one of the ways in which we support the personal and professional development of our employees.

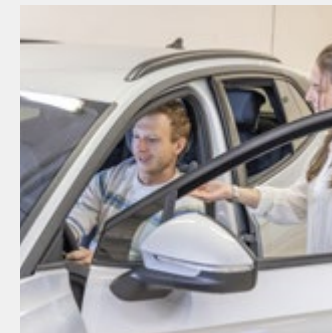




# NACHHALTIGKEITSTAGE

ZUKUNFT GEMEINSAM GESTALTEN

MÜNCHEN  
20./21. SEPT.  
2023



## SHAPING THE FUTURE TOGETHER

On 20 and 21 September, the HOFFMANN GROUP hosted Sustainability Days for the first time at its Munich location. Under the motto "Shaping the future together", employees were able to find out about the various aspects of sustainability at numerous stands. In actions and tutorials, they experienced what sustainability means in concrete terms in the corporate and private context.

In addition to the ESG team, various departments demonstrated how they are already acting sustainably today and thus making an important contribution to the sustainability strategy. These included, for example, the general services division with the topics of building management, energy efficiency and saving, sustainable travel as well as disposal and recycling, the HOFFMANN GROUP foundation with its commitment to disadvantaged children and young people

and the HR department also presented the extensive social and ancillary benefits provided by HOFFMANN GROUP once again. In addition, an e-bike parkour and an electric rocar from the HOFFMANN GROUP vehicle fleet awaited all those who wanted to test electromobility live.

Another focus of the Sustainability Days was the question of how Hoffmann Group can help its customers become even more sustainable themselves. Therefore, there was also a "GARANT GreenPlus" booth, where the product management team prepared information material on sustainable cleaning and gluing, presented the effectiveness of the products in applications and was available for many questions. In addition, employees in a repair and sustainability café gave their know-how to interested colleagues as part of tutorials.

Colleagues continue (e.g. "How do I repair my bike", "Up-cycling: Make new out of old!"). And of course, the physical well-being was also taken care of: With a sustainable lunch in the company canteen as well as various tastings, including the first Hoffmann Group honey from beekeeper colleagues from LogisticCity in Nuremberg. In order to make our employees more aware of sustainability in the future, the idea of the Sustainability Days is to be continued and implemented at other HOFFMANN GROUP locations worldwide.

# IMPRINT



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We have used the standards of the Global Reporting Initiative (GRI) as a guide in preparing this publication.

Further information can be found in the Sustainability Report 2022 of the SFS Group: <https://sustainability.sfs.biz/media-sustainability/downloads/sustainability-report-2022.pdf>

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