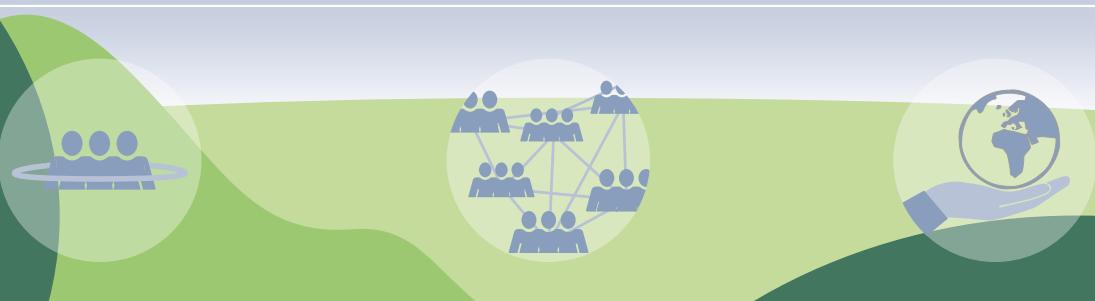


HETTICH SUSTAINABILITY GUIDELINES



As an internationally active 4th generation family business, sustainability is an essential part of our corporate culture. With more than 130 years of history, we combine long-term entrepreneurial responsibility with a clear commitment to shaping a sustainable future. Our sustainability strategy follows a holistic **Environmental, Social and Governance (ESG)** approach.

GOVERNANCE

- We ensure an effective **sustainability organisation** with appropriate **structures, processes and resources**. Our sustainability guidelines are **binding** for all our Hettich colleagues at all levels.
- We **empower** our **colleagues** at all levels through **communication** and **training** to **act responsibly** in the interest of successful sustainability management, and invite them to play an active role in shaping the future.
- We foster a **many-to-many culture** in which everyone can contribute their strengths, passions and ideas in the best possible way and we learn from each other. We rely on **trust** and **transparency** so that we can work effectively in networks.
- We are committed to **complying** with **applicable legal requirements** and **standards** as well as **internal obligations**. We apply the **Hettich Code of Conduct** as a binding guideline to ensure legally compliant and responsible business practices throughout our company. We regularly check compliance and document the results.
- We oblige our **contractual partners** to fulfill our sustainability requirements and create a **trusting relationship** with our customers, authorities and the public through **information and cooperation**.

- We respect **international human rights** across our own operations. As part of our corporate due diligence, we ensure that this requirement is also met throughout the **supply chain**. We are committed to a **just and educated society**.

ENVIRONMENTAL RESPONSIBILITY

- We identify our **environmental impacts** which are managed through structured systems with regular monitoring, target setting and periodic reviews by senior management.
- We continuously **improve our environmental performance** by increasing resource efficiency, minimising waste, reducing emissions, using energy and water responsibly, and fostering biodiversity.
- We measure our **greenhouse gas emissions** (scope 1–3) in accordance with the **GHG Protocol**. We are committed to the near-term science-based **emissions reduction targets**, aligned with the Paris Climate Agreement.
- We **advance circular economy** principles through improved product recyclability, sustainable materials and innovative manufacturing methods.

SOCIAL AND SOCIETAL RESPONSIBILITY

- We provide a **safe working environment**. Our own health and that of our colleagues is our top priority.
- We systematically reduce the risk of accidents at work through comprehensive **preventive measures** as well as concentrated, forward-looking work and **safety-conscious behaviour** with the long-term goal of zero work-related accidents.
- We actively promote **diversity** and **equal opportunities** in a respectful, prejudice-free working environment.

On behalf of all colleagues

Timo
Pieper

Jana
Schönfeld

Michael
Lehmkühl