



HÄRTHA
G R O U P
SURFACE TECHNOLOGIES

WE IMPROVE WHAT MATTERS.

SUSTAINABILITY REPORT 2024



Dear friends of HÄRTH Group,

Sustainability is our business model!

As a specialist for surface technology, we improve the longevity and wear protection of metallic components with our heat treatment processes.

Aside from many other applications, our service actively supports the development and operation of renewable energies such as e.g. wind power and electromobility. Our business model makes a substantial contribution to the conservation of natural resources, furthering energy transition and climate protection.

However, instead of confining sustainability to the definition of a business goal, we view it as an integral part of our company - and just as much as an economic necessity as our intrinsic motivation. Many of our employees have children or grandchildren and want to leave behind an intact planet for the generations to come.

In 2024, we placed our main focus on the systematic increase of energy efficiency at all our production sites. While we have made sizeable investments in a sustainable supply of energy in recent years, for example through photovoltaic systems at several locations, we used the last year to narrow our focus even more on optimizing energy efficiency.

Our teams on site have implemented numerous projects in a bid to further reduce energy consumption and tweak the use of resources. Besides invest-

ing in cutting-edge condensing heating technology, we have also introduced innovative solutions that help reduce energy losses and streamline our operating procedures. Apart from having their share in minimizing our CO2 emissions, these measures have also increased the productivity and economic efficiency of our production processes.

Thanks to everyone involved. We promise our children to continue along this path.

Enjoy reading this report!



Sven Killmer, CEO



Sven Killmer, CEO

ABOUT THE HÄRTHA GROUP



(as of 31 December 2024)

WE IMPROVE WHAT MATTERS.

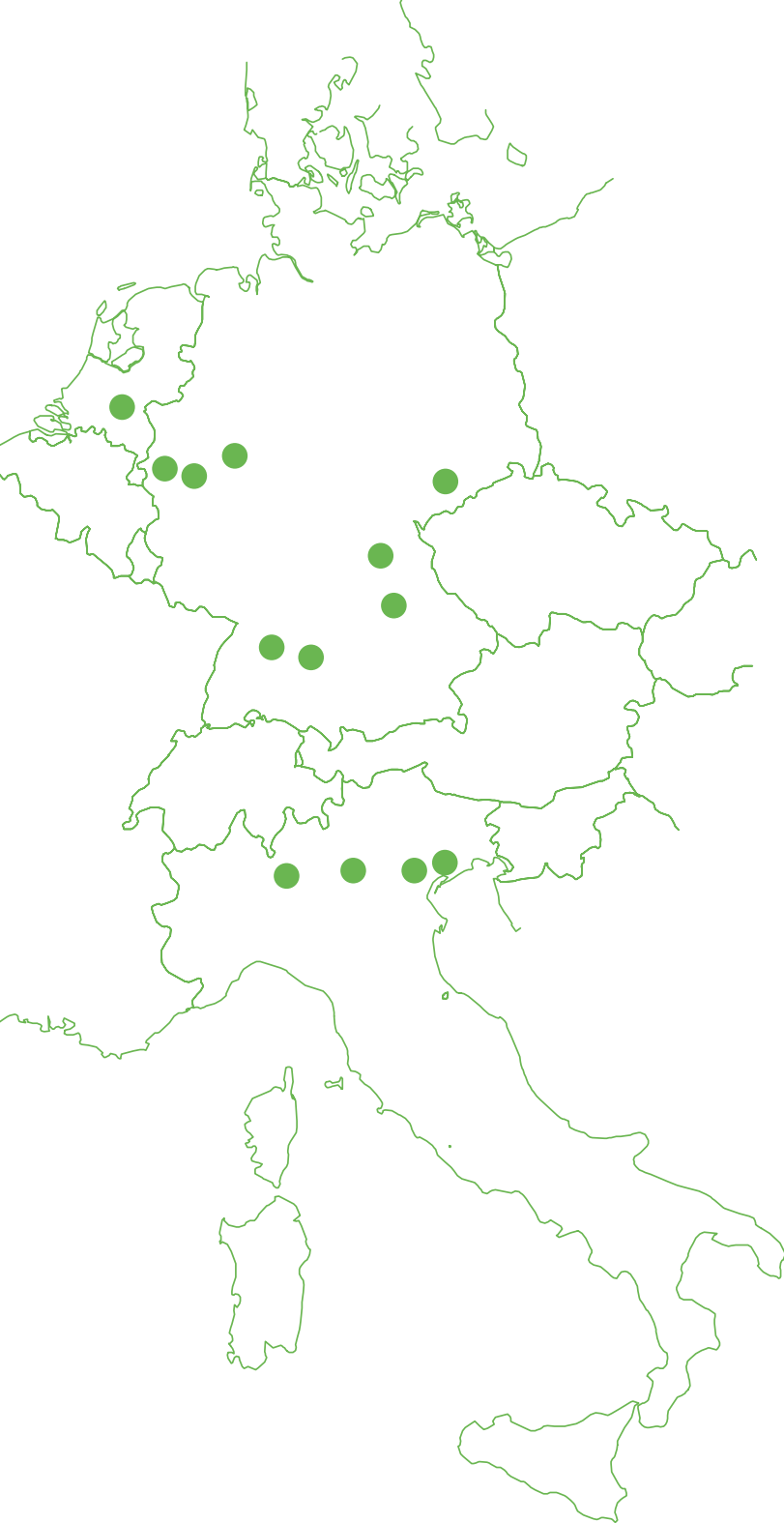
We finish components and thus make them stronger, tougher and more resilient. Perfected heat treatment processes, coating solutions and a commitment to maximum quality. These are the fundamental pillars of our successful business model.

More at: haertha.de



You can find our company video [here](#):





Germany

- HÄRTHA – ALDENHOVEN GmbH
52457 Aldenhoven
- HÄRTHA – Weißenburg GmbH, Cadolzburg Plant
90556 Cadolzburg
- Härtereier Aribert Conrad GmbH
58640 Iserlohn
- Donau-Härtereier GmbH
89231 Neu-Ulm
- FORTE Wärmebehandlung GmbH
09366 Stollberg
- HÄNDLE Härtereier GmbH
72070 Tübingen
- HÄRTHA – Weißenburg GmbH, Head Office
91781 Weissenburg
- HÄRTHA GROUP GmbH, Corporate Headquarters
52477 Alsdorf

Netherlands

- SABO BOXTEL BV
5281 PK Boxtel

Italy

- HAERTHA – VERDELLO S.R.L., Verona Plant
37036 San Martino Buon Albergo (VR)
- HAERTHA COATING S.R.L.
37036 San Martino Buon Albergo (VR)
- VACUUM S.P.A.
20090 Trezzano sul Naviglio (MI)
- HAERTHA – VERDELLO S.R.L., Head Office
24049 Verdello (BG)

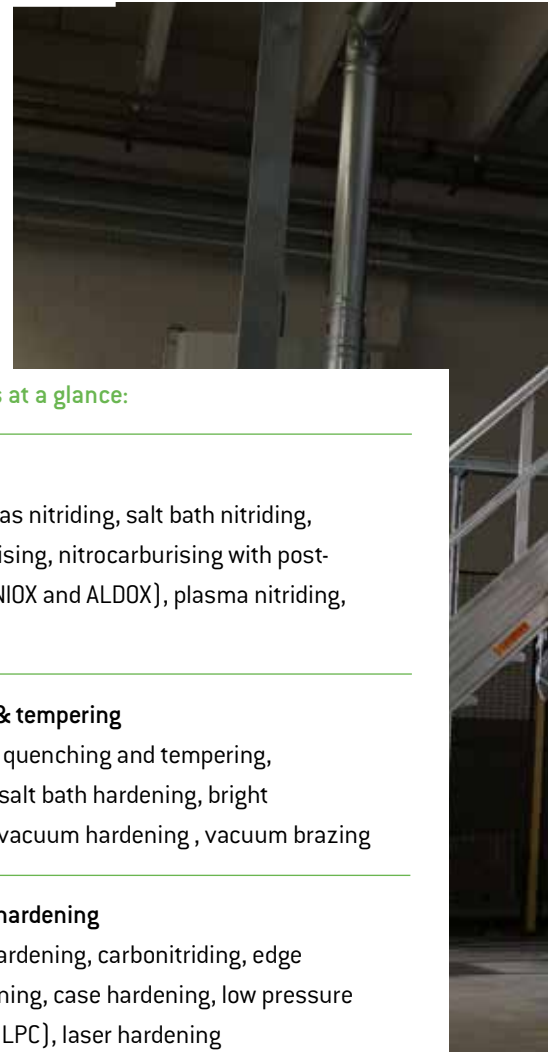


VERY MODERN LOCATIONS WITH SUSTAINABLE CUTTING-EDGE TECHNOLOGY

Making the state of the art our standard – this claim makes us one of the leading providers of heat treatment processes and coating solutions in Europe.

For our processes, we rely on cutting-edge technologies such as plasma nitriding, vacuum hardening, low pressure carburising and inductive hardening. We attach primary importance to reproducible quality. We know: Every component that leaves our furnaces must hold up in critical situations.

This is why we tailor each process individually to the needs of our customers. Our team of experts advises you on the treatment process from start to finish. Together we choose the process that fits your requirements best.



Our processes at a glance:

→ Nitriding

Oxidising, gas nitriding, salt bath nitriding, nitrocarburising, nitrocarburising with post-oxidation (NIOX and ALDOX), plasma nitriding, tenifer-qqq

→ Hardening & tempering

Bainitising, quenching and tempering, tempering, salt bath hardening, bright hardening, vacuum hardening, vacuum brazing

→ Edge layer hardening

Inductive hardening, carbonitriding, edge layer hardening, case hardening, low pressure hardening (LPC), laser hardening

→ Annealing

Soft annealing, stress-free annealing, precipitation hardening, normal annealing, solution annealing, intermediate annealing

→ Coating

PVD coating, DLC coating, phosphating

→ Additional services

Straightening of steel, deep cryogenic treatment, magnetic powder crack testing, blast cleaning, material analysis, hardness testing, metallography



We continue to invest in resource-saving cutting-edge technology.

Low pressure carburising (LPC) is an alternative process for case hardening under protective gas. The steel is heated in a carburising atmosphere to a temperature between 900 °C and 1,000 °C. This leads to an enrichment of the edge layer with carbon. This enrichment increases the hardness of the component surface, while keeping the core malleable. This is usually followed by processes for hardening and tempering.

The combination of the acetylene carrier gas and the vacuum furnace makes low pressure carburising emission-free in terms of CO₂, and is thus particularly environmentally friendly.

Advantages:

- Uniform case hardening depths even on components with complex geometries
- Very clean component surface, so no need for subsequent abrasive blast cleaning
- Increased hardness under the surface and faster than alternative carburising methods
- Little warping
- Environmentally friendly

RELIABILITY EVEN IF
THE NEXT WORKSHOP
IS 20,000 KM AWAY.



QUALITY, THAT SOARS.

The aerospace industry places the highest standards on quality, precision and dependability. In opting for the HÄRTHA GROUP, our customers choose a partner who not only meets these standards, but exceeds them.

Our certified heat treatment processes and innovative coating technologies are exactly what components require to hold up against extreme conditions.



Technology at the forefront:

Tailor-made processes that turn components into powerful and durable performers.

Experience counts:

Decades of expertise in an industry where mistakes are not an option.

Verifiable quality:

Processes with a fully traceable record for maximum security.



Challenges imposed by our customers:

- **Steep material requirements:** Components must withstand extreme temperatures, pressure levels, and loads.

- **Weight optimization:** Less weight without compromising on stability.

- **Strict regulations:** Compliance with such regulatory standards as EN 9100 and Nadcap is essential.

Our solutions:

- **Innovative heat treatments:** Processes such as vacuum hardening and plasma nitriding increase the performance and service life of components.

- **Maximum precision:** Our use of technologies that optimize every micrometre guarantees consistently flawless outcomes.

- **Certified quality:** Our EN9100 and Nadcap certificates speak for themselves – safety and reliability that our customers can count on.

VISION AND STRATEGY

By means of our technologies, we make products more resistant, longer lasting, and therefore more sustainable.

We enable key technologies, for example in wind power, medical engineering and electromobility, and thus, day by day, we improve the life of our fellow humans. At the same time, we achieve resource-saving use of raw materials by increasing the time that they can be used. With this in our DNA, we are right now making a sustainable world possible, plus a future worth living for coming generations.

Because we have a duty to future generations, we want to drive forward transformative change. The sustainability strategy of the HÄRTHA GROUP is closely connected to the 17 Sustainable Development Goals (SDG) of the United Nations.

In order to maximise our contribution, we concentrate on specific fields of activity, such as sustainable energy provision and energy efficiency. We have set ourselves specific goals in all areas, and we use measurable indicators, in order to track progress and to include all stakeholders.

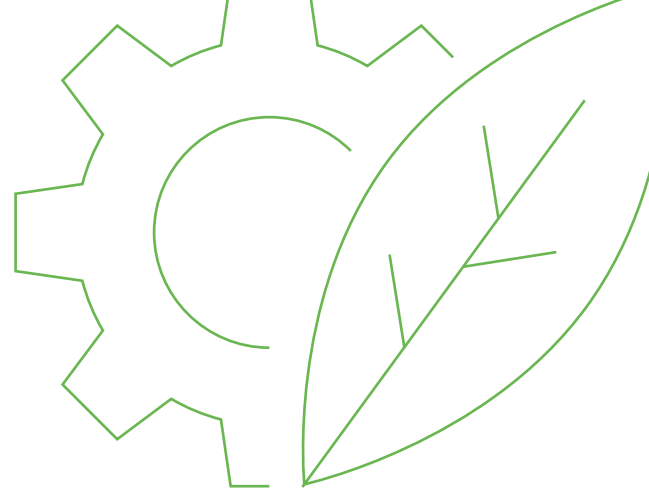
Our commitment to, and our obligation in, the worldwide Science Based Target Initiative (SBTi) for the reduction of CO2 emissions are important to us.

Responsibility for implementing the sustainability strategy is an important core task for all managers. For this task, we have created an organisation which we have equipped in terms of personnel, finance and expertise. In order to emphasise the key importance of this subject to all employees, we have internally developed and implemented a targeted communication strategy, combined with training sessions at all locations, with all employees.



“As CEO I am the top person responsible for sustainability in the HÄRTHA GROUP. I am shaping the transformation to increased sustainability out of complete conviction – for my son and for all subsequent generations. Commercial thinking and responsibility for our planet must go hand in hand for this.”

Sven Killmer, CEO



Sustainability as an opportunity.

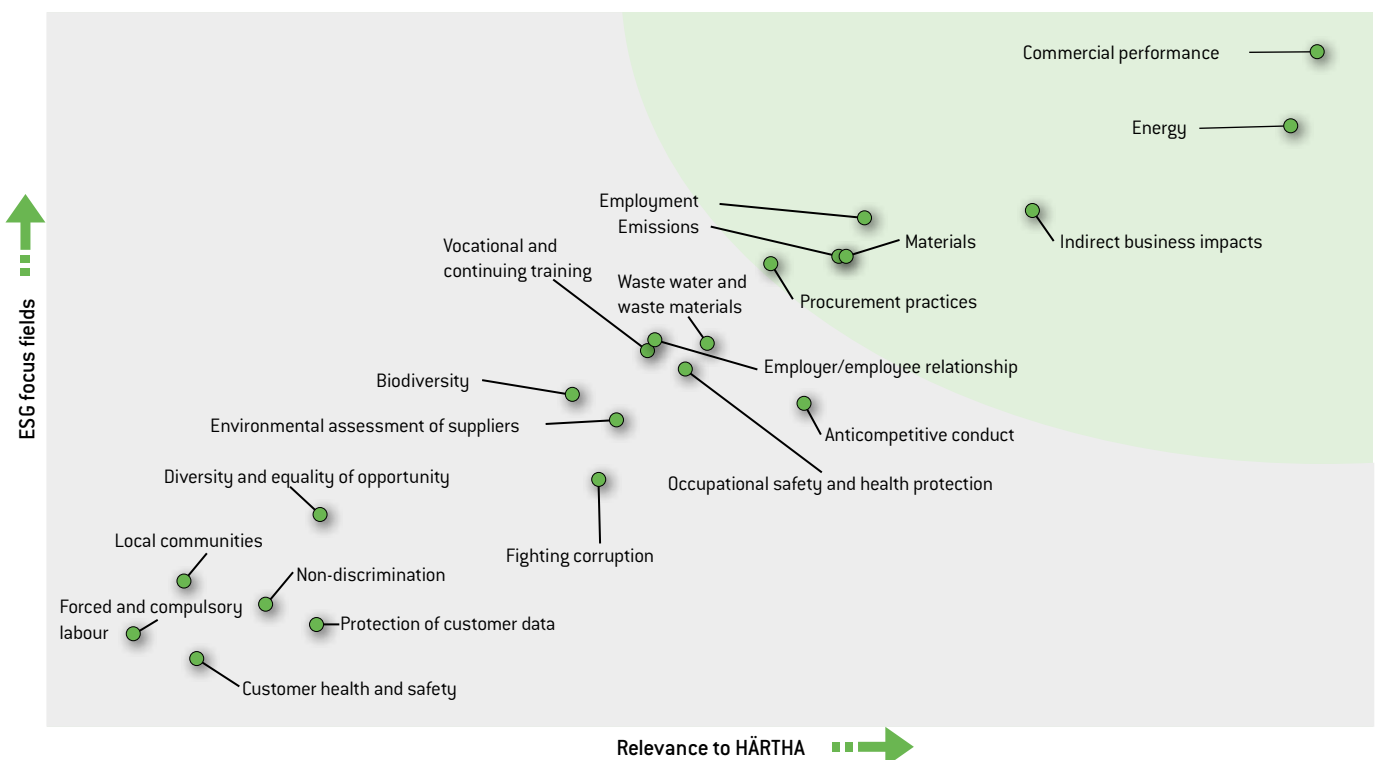
In order to identify and assess the topics relevant to the HÄRTHA GROUP, we have performed a materiality analysis. Its objective was to identify the areas in which our group of companies has the greatest leverage. This enabled us to merge major ESG requirements, stakeholder expectations and legal requirements with our group strategy.

In order to make sustainability performance measurable, transparent and comparable, the HÄRTHA GROUP orients itself on internationally established frameworks, such as the Global Reporting Initiative (GRI), law on implementation of Corporate Social Responsibility directives (CSR-RUG), various ESG sustainability ratings, and stakeholder expectations.

We consider that our reporting is an opportunity to identify our strengths and weaknesses, define improvement potentials, and encourage dialogue as well as concrete activities with all stakeholders.

In the course of the materiality analysis 55 stakeholders, both internal and external, were polled; in-depth personal interviews were conducted with some of them. The results of this extensive survey are shown in the materiality matrix below. The topics which are particularly relevant have a green background.

HÄRTHA GROUP materiality matrix



SUSTAINABLE ENERGY SUPPLY

Climate change is increasingly becoming a reality.

Rapid, decisive action is necessary for the 1.5 degree target of the Paris Climate Protection Accord still to be achieved. As a group of energy-intensive companies, it is a particular requirement that we reduce our CO2 footprint.

We are facing up to this responsibility.

In order to create a cleaner and more sustainable environment for future generations, we are speedily transforming the energy provision for the HÄRTHA GROUP towards renewable energies.

As a result of these and other measures from renewable sources, in 2024 the proportion of green energy in Germany was at approximately 95 %, tending upwards.

In order to demonstrate our sincerity about the sustainable transformation, we have joined the worldwide Science Based Target Initiative (SBTi). Through the energy procurement measures which

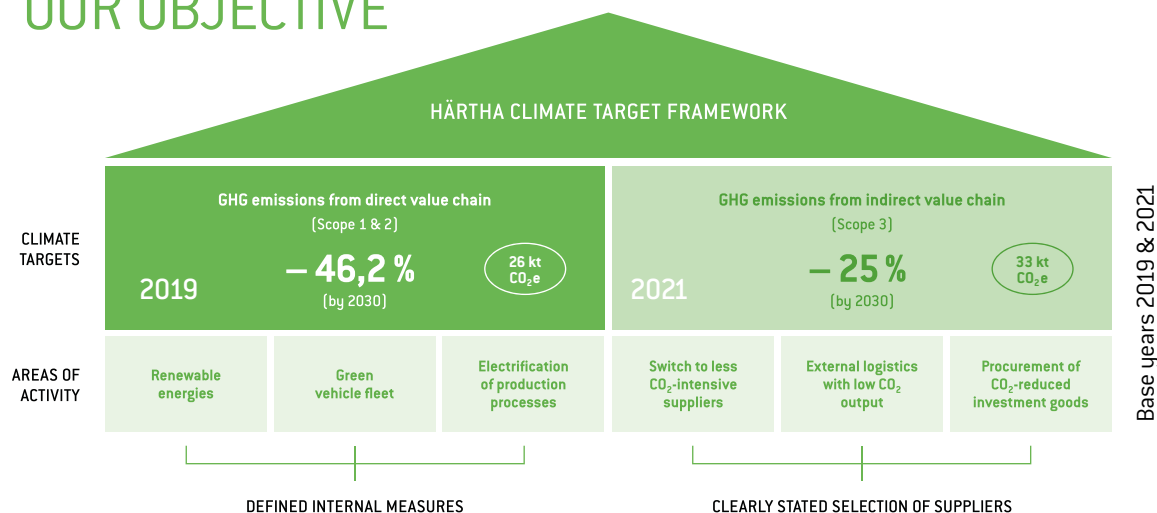
we have defined and the energy efficiency measures which we are ongoingly implementing, in Scopes 1 and 2 we will reduce our CO2 emissions by at least 46 % by 2030.

On the basis of our progress so far and the experience we have gained, we remain positive that we will achieve this ambitious objective.

Concrete measures:

- Development of our own photovoltaic installations at the Aldenhoven, Iserlohn, Neu-Ulm, Boxtel and Verona locations, annual output 3.34 GWh
- Conclusion of a long-term PPA in Germany (photovoltaic energy), annual quantity approx. 10 GWh
- Purchase of wind energy, annual quantity 8 GWh

OUR OBJECTIVE











ENERGY EFFICIENCY

The level of energy consumption has a significant effect on the financial results of the HÄRTHA GROUP.

The implementation of energy efficiency measures therefore has both ecological as well as financial benefits. Decarbonisation measures go hand-in-hand with the exploitation of potential efficiencies.

In order to uncover these potentials, workshops took place in 2023 at all locations. For this, we relied on the people who know the situation best: our colleagues onsite. They are the real experts who, thanks to their experience and ideas, are able to recognise potential energy savings and to implement measures.

The measures identified include optimised washing and

hardening processes, heat recovery, increased building efficiency, optimisation of burner technologies at the various furnaces, improved insulation of heating plant, etc.

The assessment and prioritisation of the implementation of reduction measures is based on clearly defined ecological, financial and strategic decision criteria.

Measures so far:

→ Workshops at all locations

→ Conversion to energy-efficient burner technologies

→ Investments in recovery of heat and waste heat

→ Optimisation of load management

→ Upgrade in building technology



Workshop, HÄNDLE Härterei GmbH (DE)

BIODIVERSITY

The topic closest to our heart.

In 2021 we started to create a natural biotope at the Aldenhoven location. In addition to 20 rare types of fruit, 300,000 bees made their new home on the company grounds.

In 2023 we were able to harvest fruit from our own trees for the first time.



And our bees are happy here too, and say thank you by industriously producing tasty HÄRTHA honey.



Examples of our sustainability awards:

→ EURAZEO Gold status

→ BENCIS ESG award

→ CVC ESG recognition

→ MJ Hudson ESG

→ Bavarian environmental agreement



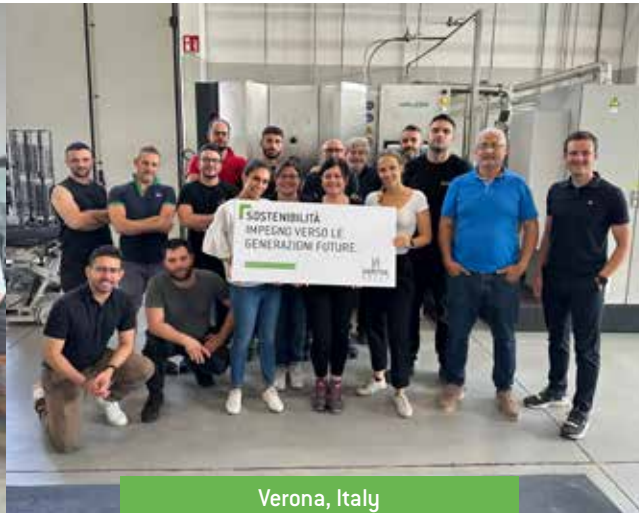
You can find our sustainability video [here](#):



SUSTAINABILITY, COMMITTED TO FUTURE GENERATIONS.



Verdello, Italy



Verona, Italy



Stollberg, G



Weissenburg, Germany



Cadolzburg, Germany



Aldenhoven,



Tübingen, Germany



Tübingen, Germany



Aldenhoven,



Germany



Stollberg, Germany



Weissenburg, Germany



Germany



Aldenhoven, Germany



Iserlohn, Germany



Germany



Aldenhoven, Germany



Boxtel, Netherlands

EMPLOYEES

A part of the HÄRTHA success story. It is our dedicated employees who make all the difference.

They are the ones who use their experience and know-how to advise our customers in the best possible way and face-to-face. They extend our technological and innovative lead in the field of heat treatment and coating processes.

They are decisively responsible for the high quality of HÄRTHA's products. It is for them that we at HÄRTHA wish to create the best possible working environment. An environment that offers attractive development and career opportunities for people with the most diverse qualifications and backgrounds.

Corporate culture. Better together.



We attach great importance to a corporate culture that is both appreciative and constructive. A pleasant working atmosphere and strong teams are major contributors to our success.

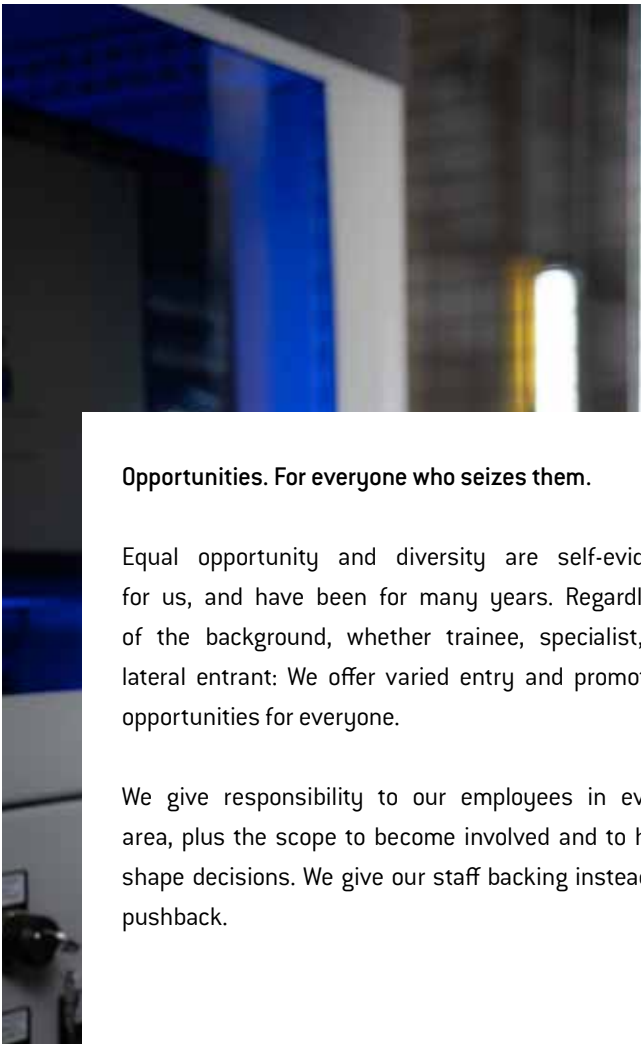
The fact that our locations experience only minor employee turnover is indicative of this sense of community that is alive and well.

This matters to us:

- Occupational safety
- Health is a valuable asset
- Career and development opportunities
- Team spirit
- Identification with company and occupation

We live diversity. These are some the countries that our employees come from:

Albania, Armenia, Belgium, Bulgaria, Chile, Columbia, Croatia, Germany, Ghana, Georgia, Greece, Iraq, Italy, Kosovo, Montenegro, Morocco, the Netherlands, North Macedonia, Pakistan, Poland, Russia, Serbia, Türkiye...



Opportunities. For everyone who seizes them.

Equal opportunity and diversity are self-evident for us, and have been for many years. Regardless of the background, whether trainee, specialist, or lateral entrant: We offer varied entry and promotion opportunities for everyone.

We give responsibility to our employees in every area, plus the scope to become involved and to help shape decisions. We give our staff backing instead of pushback.

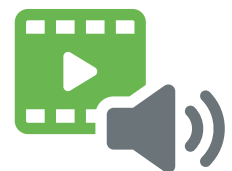


A selection of our employee benefits:

- Monthly prepaid benefits card
- Bicycle leasing with employer contribution
- Employees obtain employee bonuses
- Capital-forming benefits
- Company pension
- 30 days annual holiday
- High-quality work clothing, free of charge



You can find our employer branding video [here](#):



You can find our Code of Conduct [here](#):



VOCATIONAL AND CONTINUING TRAINING



“I appreciate the opportunities for promotion at HÄRTHA. I started out as a trainee, but I'm now responsible for two locations.”

Mario Neuwerth, authorised signatory and works manager

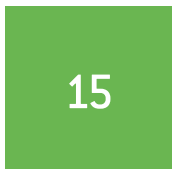


Training. Launch into your career.

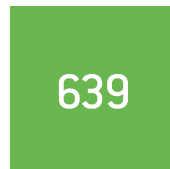
We offer young people a selection of qualified training positions. In particular, our training aims to recruit young people as long-term team members. This effort has been recognised. This is evident, for instance, in the multiple Chamber of Industry and Commerce awards won by our companies, HÄRTHA in Weissenburg and FORTE in Stollberg, for being “exemplary training companies”.

Continuing training. Keep learning throughout your career.

Trainees are not the only people who learn continuously with us. We also invest heavily in internal and external training measures for our existing staff members. To this end, we have our own well-equipped training facilities on site. We follow the motto: Knowledge grows when it is shared.



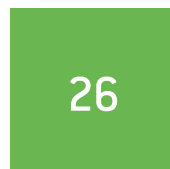
15 Training positions



639 Trainings carried out



5.38 % Fluctuation rate as per BDA formula



26 Employee nationalities

RESPONSIBLE COMPANY MANAGEMENT AND COMPLIANCE

At HÄRTHA governance and compliance are not viewed just as a hygiene factor; rather we understand both areas to be prerequisites for sustainable company success.

Responsible management processes, compliance with various legal requirements and cultural conventions ensure our long-term future. Everything we do is based on our company's five core values, which we continuously communicate to all HÄRTHA employees:

CUSTOMER FOCUS: Our customers decide the success of our company.

ENTREPRENEURIAL SPIRIT: Our culture is marked by entrepreneurial spirit.

LONG-TERM VISION: We strive to achieve long-term success.

INTEGRITY: We keep our word. Our partners and everyone in our team can rely on this. We commit ourselves to fair competition, and perform our business activities solely within the framework of the statutory regulations, and with integrity.

Speed: To maintain our advantage, we operate with short lines of communication and simple processes.

The Code of Conduct bindingly anchors our core values in the company's working life for all employees. The code includes detailed topics such as corruption, competition law, human rights, employment and social standards, conflicts of interests, trade control and data protection.

A major element in fulfilling the compliance guidelines is regular mandatory training for all employees.

The assessment and the effectiveness of our compliance structures and processes are continuously verified through internal and external audits.

We are active in the Industrieverband Härtetechnik (IHT) [hardening technology industry association], Arbeitsgemeinschaft Wärmebehandlung (AWT) [heat treatment working group] and in the Senat der Wirtschaft [economic senate].



“Our guiding principle: We want to be an honest merchant.”

Timo Röskes, CFO

Transparency and ethics: External hotline allows anonymous reporting worldwide in the event of rule violations.

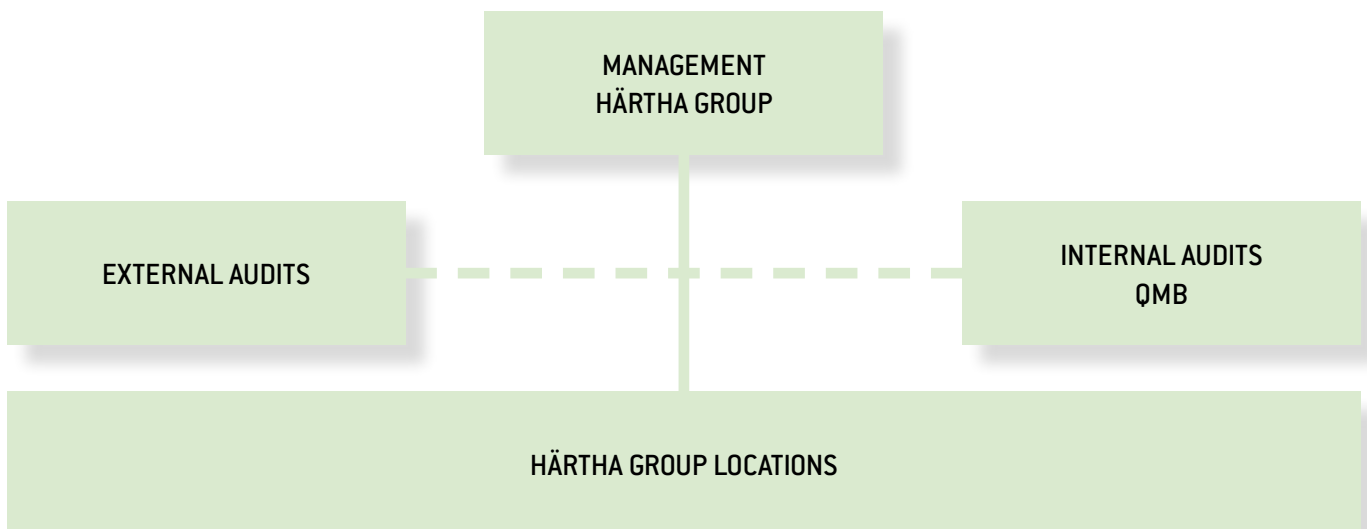
A hotline is available to all employees, as well as to third parties, for reporting violations of the law or breaches of our Code of Conduct. This service is operated by an independent external provider, is available worldwide, and also allows anonymous reporting.

Direct responsibility: Corporate Audit management monitors business risks in the Group.

As well as external audits (e.g. performed by financial auditors or even state bodies) the corporate body also performs corporate audits. The Corporate Audit management (quality management representatives (QMB) of the corporate body) reports directly to the Group's executive board.



These regular audits monitor business risks at our production and administration locations. They are an important tool for identifying risks and potential improvements.



SOCIAL RESPONSIBILITY

Our social commitment does not stop at the factory gates.

As part of a supporting and responsible society, we also engage actively in our local communities by sponsoring social organisations and sports clubs.

In order to encourage future generations at an early stage, our Weissenburg location has cooperated, together with the University of Bayreuth, for a number of years with the “Elefant Racing e.V.” club, in which students build their own formula racing car, and are thus able to develop their engineering skills.

The organisations which we support include:

Kinderschicksale Mittelfranken e. V., Elterninitiative krebskranker Kinder e. V., VFL Treuchtlingen e. V., Ortsfeuerwehren Stollberg, Freiwillige Feuerwehr Jahnsdorf, Tierrettung Chemnitz e. V., Grundschule Jahnsdorf, Verein “groß & klein” e. V. Stollberg, Gartenbauverein “Grüner Winkel”, Sächsische Jugendstiftung (genial Sozial), FC Stollberg e. V. & MC Grünhain e. V., Jugendhilfeeinrichtung Königshof, Jülicher Tafel e. V., Katholische Kita Mariäheimsuchung, Freiwillige Feuerwehr Aldenhoven, Narrenzunft Hirschau e. V., and many more.



“The HÄRTHA GROUP practises social responsibility well beyond the factory gates. Active participation in our local communities, whether through sponsoring social organisations or sports clubs is very important to my colleagues and me.”

Thomas Jahn, HR manager





REDUCING CO2 EMISSIONS AND CO2 DRIVERS

We are active in achieving the 1.5 degree target of the Paris climate accord.

We have formalised this inner conviction by joining the worldwide Science Based Target Initiative (SBTi). So that we can derive concrete, science-based emission reduction targets, as a first step we have analysed our global energy consumptions and emissions.

The results were summarised in Scope 1 (direct emissions) and Scope 2 (emissions from purchased energy).

On this basis, we have derived measurable targets for the reduction of our CO2 footprint, and have defined concrete measures for reaching these targets.

Our aspiration: DO IT! Real reduction!
Through sustainable energy supply and maximum energy efficiency.

Reduction potential

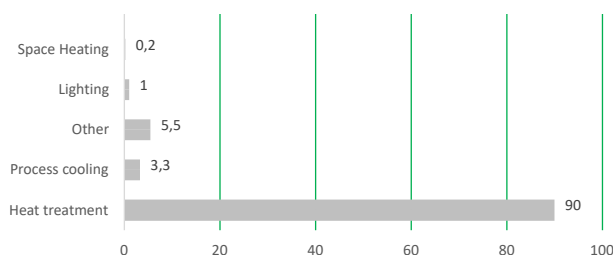
Electricity and gas consumption:
78,250 MWh energy supply, of which
7,825 MWh for infrastructure and
70,425 MWh for production

The largest proportion of energy consumption is:

→ Production with 90 %

→ Infrastructure follows with 10%

Production is principally operated using natural gas and electricity.



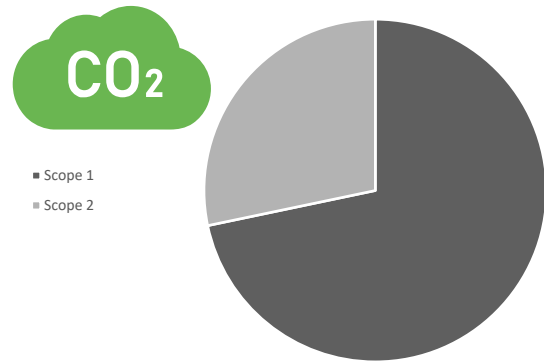
Energy sources: Electricity and gas **Plants included:** Top 5 emission generators in the group of companies

OVERVIEW OF EMISSIONS, SCOPES 1 & 2

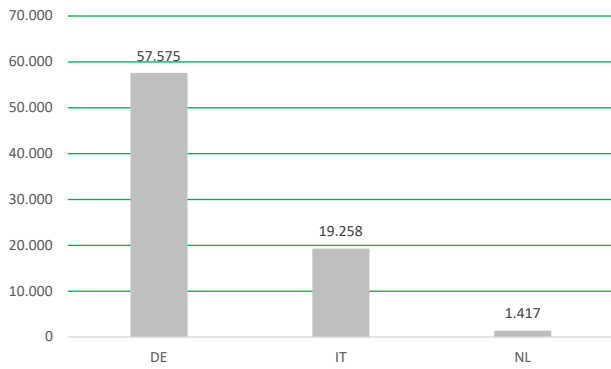
OVERALL CONSUMPTION: 78,250 MWh



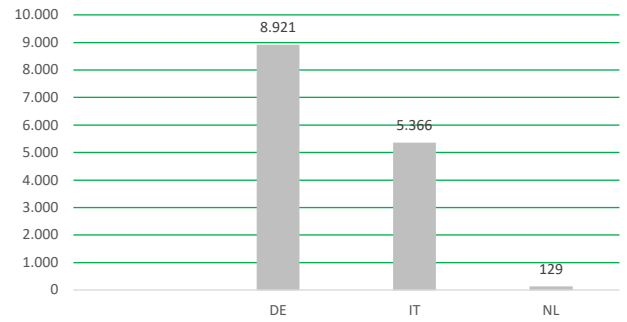
OVERALL: 14,417 TONNES



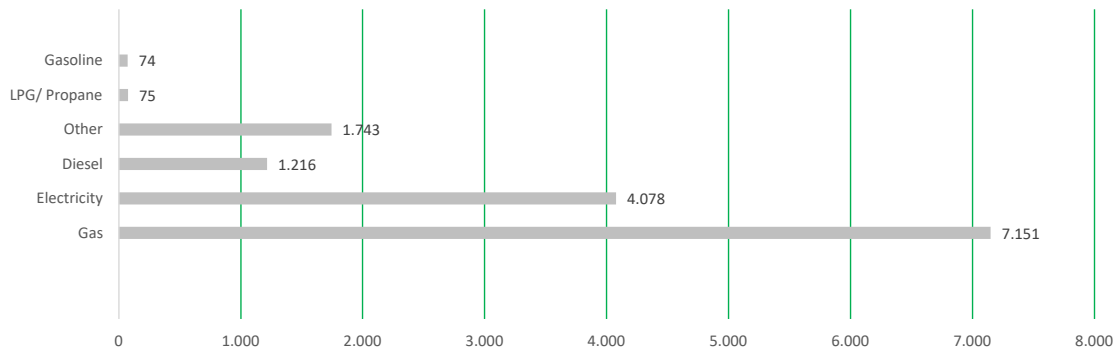
ENERGY REQUIREMENT PER COUNTRY IN MWh



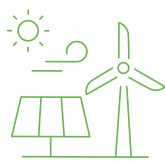
CO2 EMISSIONS PER COUNTRY IN TONNES



CO2 EMISSIONS PER ENERGY SOURCE IN TONNES



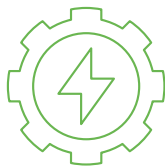
THE FOUR LEVERS FOR REDUCING CO2, AND THEIR THEORETICAL POTENTIALS



The HÄRTHA GROUP is banking on **renewable energy**: PV installations at 5 locations have joint peak power of approx. 3,340 kwp. A PV PPA in Massbach delivers an additional 10 GWh, and a wind PPA with 8,33 GWh covers 21 % of the overall requirement. **Sustainable energy for a green future.**



Changing over to genuine green electricity for the rest of the locations will reduce the CO2 balance by 40 %. This will create additional costs > € 300,000 per year for the HÄRTHA GROUP.

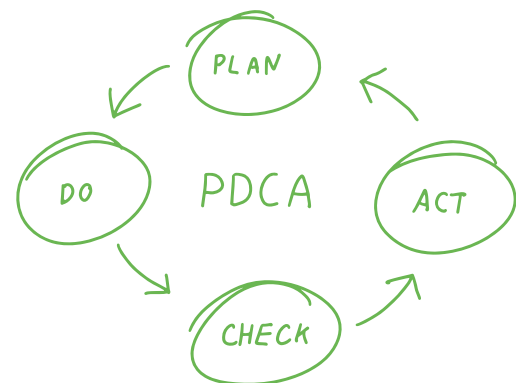


Energy efficiency measures have the potential to reduce consumption by approx. 9 %. Of this, waste heat utilisation (40 %) and optimised heat supply (34 %) are promising medium-term measures for reducing consumption. In the short term, an enhancement of the measurement infrastructure is recommended. This would allow identification of energy efficiency measures, such as shutdown management.



As a last resort, **compensation** of unavoidable emissions, using so-called carbon credits, can open the path to CO2 neutrality. At present the HÄRTHA GROUP is not pursuing this option; instead it is concentrating all its efforts on the first two options. **Real reduction and real ACTION.**

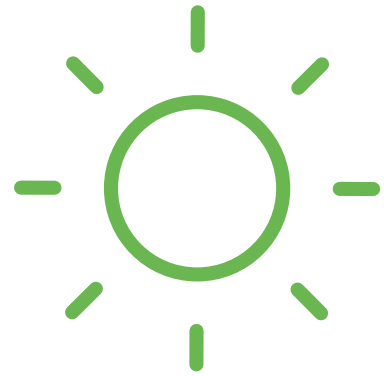
For implementing the energy efficiency measures, we use the methodical PDCA approach to continuous control and improvement of the measures implemented. Coordinated by the Central Sustainability Manager, a lively exchange of information between the locations takes place, and so a “best practice” culture is created.



“We at HÄRTHA don’t just talk, we LIVE sustainability. I promise my children to continue along this path. The HÄRTHA GROUP relies on a blend of technological, organizational and strategic measures to effect a lasting reduction in CO2 emissions at their hardening plants. The consistent application of the Four Levers of Control helps bring us closer to the goal of decarbonisation. This scientifically based approach has shaped the HÄRTHA GROUP into a pioneer for sustainable transformation in the metalworking industry. HÄRTHA GROUP – Boost efficiency, reduce emissions, shape the future.”

Miloud Abdellaoui, Sustainability Manager

INSTALLATION OF PHOTOVOLTAIC CAPACITIES PREPARED FOR A GREAT FUTURE!



Aldenhoven (DE) Start: 04.2023
Max. output: 1,700 MWh



Iserlohn (DE) Start: 07.2023
Max. output: 800 MWh



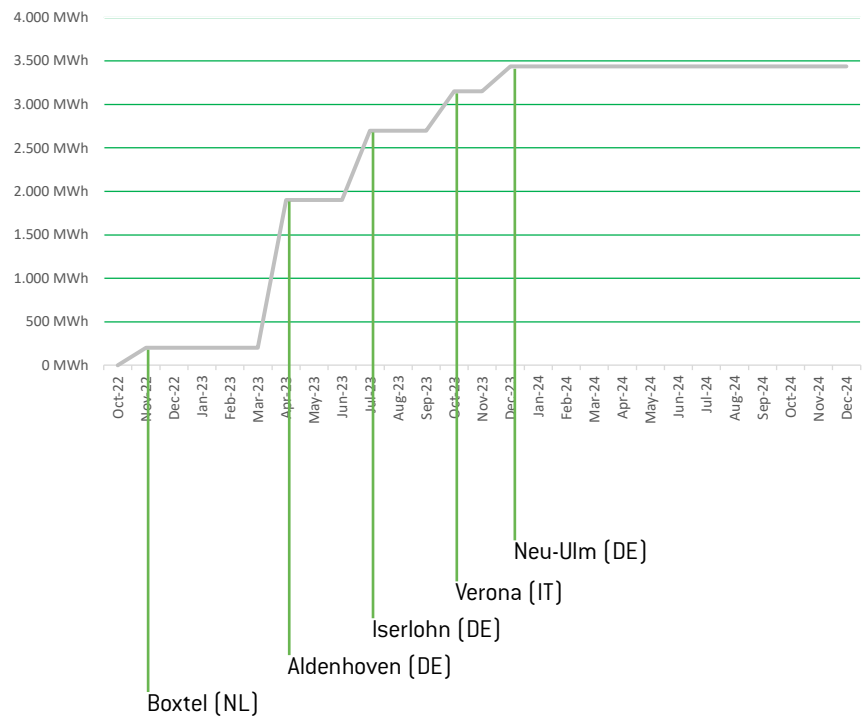
Neu-Ulm (DE) Start: 12.2023
Max. output: 190 MWh



Verona (IT) Start: 10.2023
Max. output: 450 MWh



Boxtel (NL) Start: 11.2022
Max. output: 200 MWh



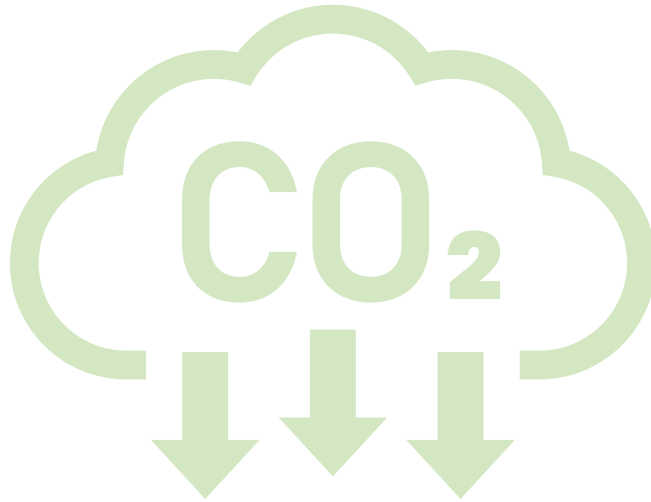
APPENDIX

OVERALL DATA SUMMARY OF THE CORPORATE CARBON FOOTPRINT (CDP-COMPLIANT)

Total t CO2e	Scope 1	Scope 2	Total energy requirement MWh	Renewable energy generation MWh	Green electricity supply MWh
14,417	10,339	4,078	83,385	2,160	32,351

Countries	Locations	Employees	Incoming orders	Intensity of t CO2e/FTE	Intensity of t CO2e/M€
3	13	425	€ 60 mill.	38	240

Country	Total t CO2e	Scope 1	Scope 2	Demand MWh
DE	8,921	8,634	287	61,775
IT	5,366	1,575	3,791	20,121
NL	129	129	0	1,483
Total	14,417	10,339	4,078	83,385



BU	Total t CO2e	Scope 1	Scope 2	t CO2/FTE
Hardening	14,621	10,290	4,331	41
Coating	-242	14	-256	-54
Headquarters	37	35	3	3
Total	14,416	10,339	4,078	38 (average)

Energy	Demand MWh	t CO2
Electricity	42,674	4,078
Natural gas	35,575	7,151
Diesel	4,578	1,216
LPG/ Propane	283	75
Gasoline	275	74
Other	-	1,743
Total	83,385	14,337

Other GHGs	t CO2e
CH4	71
CO2	9
Total	80

This sustainability report of the HÄRTHA GROUP for 2024 was created with reference to the Consolidated Standards 2021 of the Global Reporting Initiative (GRI). The report appears once per year and covers the complete calendar year (from 1 January to 31 December).

GRI-2	General details	
	1. The organisation and its reporting practices	
GRI 2-1	Organisational profile	3,4
GRI 2-2	Entities included in the organisation's sustainability reporting	3,4
GRI 2-3	Reporting period, frequency, and point of contact	30,32
	2. Activities and employees	
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GRI 2-7	Employees	16, 17, 18, 19
	3. Governance	
GRI 2-9	Management structure and composition	8, 9, 20
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	4. Strategy, guidelines and practices	
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GRI 2-26	Process for obtaining proposals and reporting concerns	9, 20, 21
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GRI 201-1	Directly generated and paid out financial value	4
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GRI 404	Vocational and continuing training	
GRI 404-1	Average number of vocational and continuing training hours per year and employee	19

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