



SUSTAINABILITY REPORT 2022

of the BERRANG GROUP

according to GRI standards

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Sustainable.

Successful.

Work.



Illustration 1: Management from left to right: Benjamin Berrang, Paul Hofmann, Benedikt Berrang, Dominique Gründler

GRI 102-1; 102-14, 102-16

INTRODUCTION

For over 75 years, the BERRANG Group has stood for a sustainable corporate orientation and, as a family business, sees sustainability as both an obligation and an opportunity.

As a mission spanning generations, the BERRANG Group has a strong focus on social and societal issues, on employees and social issues. As a company working within the framework of our society,

BERRANG has a strong interest in embedding the company in and harmonizing it with natural resources. All company processes are based on a globally valid, standardized company manual. They are also founded on sustainable, value-oriented action, an environmentally conscious approach and the well-being of employees are firmly anchored in the BERRANG guidelines. The "BERRANG Code of Conduct" was established at an early stage. An environmental management system has been in place since 2004 and BERRANG has been reporting voluntarily in the Carbon Disclosure Project since 2008.

Sharpening the sustainability strategy

In 2022, the sustainability perspective was sharpened once again as part of the Strategy Conference and the brand identity. The central element of the further development of the sustainability strategy is its consistent alignment with the three ESG dimensions (environment, social and governance), which are part of the corporate strategy. As a framework for the implementation of our strategy, we have defined six areas of action for BERRANG. These stem from the United Nations' Sustainable Development Goals. These six fields of action take into account the internal and procedural requirements of the BERRANG Group as well as the requirements of external stakeholders.

The maxim of this further development strategy is "the power of small steps". We are convinced that each individual can make a big contribution through small successes through their sustainable behavior in their professional and private lives. Small-scale projects with concrete measures of success motivate and contribute to the continued sustainable success of the company.

Creating sustainable value

For the BERRANG Group, creating sustainable value means operating in the market over the long term and combining customer benefits with economic, ecological and social factors. This includes, for example, our expertise in managing global supply chains or developing sustainable products or logistics systems.

The long-term development of our company is at the forefront of all our considerations and we are aware that the implementation of sustainability goals can only succeed together - together across all interest groups with our customers and suppliers, managers and employees, as well as all those people and groups we also work with.

We are equally convinced that there is great potential for sustainable success in innovations that bring about technical and ecological progress. With its products, BERRANG contributes to the creation of future technologies, which in turn contribute to the targeted pursuit of climate and emission goals. This innovative progress is made

possible by our products, engineering and logistics services. As a preferred technology partner, we also want to create potential for our customers and business partners through sustainable solutions. This will enable us to master the challenges of the future together.

Despite its focus on the success of its customers and its own company, BERRANG is always aware that lasting success can only be achieved through sustainable action in harmony with the natural foundations of life. BERRANG also takes into account its responsibility towards its employees. With this in mind, the implementation of high environmental and social standards above and beyond the statutory regulations, at all our locations worldwide, is an integral part of BERRANG's corporate culture.

The entire Executive Board wishes you an exciting and informative read of our Sustainability Report 2022 and thanks you for your interest in the BERRANG Group and our commitment to sustainability.



Benjamin Berrang
Dominique Gründler
Paul Hofmann
Benedikt Berrang
Peter Hofmann

GRI 101; 102-50; 102-51; 102-52; 102-53; 102-54; 102-56

ABOUT THIS REPORT

The sustainability report is prepared annually. This report relates to the 2022 calendar year. It builds on the sustainability reports from 2020 and 2021 and supplements them with the topics and data relevant to the reporting year.

The BERRANG Group's Sustainability Report is prepared in accordance with and on the basis of the GRI Standards and in accordance with the "Core" option of the Global Reporting Initiative (GRI).

Accordingly, the report contains information on economic performance, energy consumption and greenhouse gas emissions according to Scope 1 and 2 in accordance with the Carbon Disclosure Project (CDP). This report pays particular attention to all interested parties, the environment, employees and society as a whole.

If you have any questions about the report, please contact Mr. Paul Hofmann, compliance@berrang.de

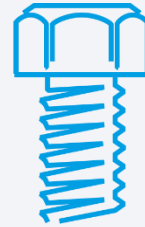
This report is not subject to an external audit.

GRI 102-1; 102-3; 102-4; 102-5; 102-6; 102-7; 102-18

The BERRANG Group at a glance



over **650**
EMPLOYEES



339 Mio. €
TURNOVER 2022



Over **75** Jahre
EXPERIENCE IN MECHANICAL FASTENING TECHNOLOGY



12 Locations

5 countries, 3 continents, with the
headquarter in Mannheim.



3 Generations

A company not only family
owned, but also family run



Customers in more than

60 Länder

**THE POWER
OF SMALL
STEPS**

FUNDAMENTALS, STRATEGIES & MANAGEMENT

Strategy and management

Founded over 75 years ago by Karl BERRANG, the parent company of the BERRANG Group, Karl BERRANG GmbH, is wholly owned by the family: the management has been in the hands of family members without interruption since its very first year. It should be emphasized here that BERRANG is not only a family-owned company, but also a family-managed company. This gives BERRANG the independence for continuous, sustainable company development.

Economic success, a sustainable corporate vision and an awareness of the social and environmental concerns of its own business activities have traditionally been closely linked at the BERRANG Group.

In the reporting year, the company defined six areas of action in line with the United Nations Sustainable Development Goals from an environmental, social and governance (ESG) perspective. These areas of action describe relevant topics such as climate protection and resource conservation.

BERRANG has a global and decentralized presence. BERRANG supplies all important industrial sectors worldwide from its regional units close to its customers.

The BERRANG Group at a glance - Business activities

BERRANG's customers are among the technological market leaders in defined industrial sectors such as automotive, agricultural engineering, mechanical engineering, medical technology, commercial vehicles and aviation. Through continuous further development, BERRANG regularly qualifies as a partner for new and emerging industries for example, in e-mobility. BERRANG is a reliable partner for its customers and is geared towards the needs and future requirements of its customers.

BERRANG's business model allows its customers to make the most of the strategic and sustainable potential of their applications. This is not only because of the detachable nature of the connection technologies, which offers a sustainable approach to recycling, but also because BERRANG designs sustainable solutions for the future together with suppliers and customers. These solutions are supported by the design phase through to suitability for series production. They take into account the reduction of materials and energy used. BERRANG and its highly qualified employees examine market requirements and investigate manufacturability and procurement worldwide. The foundational premise at Berrang is that everything which

we do should be "resource-saving, sustainable and cost-effective". Through the permanent technical optimization of components, the continuous optimization of delivery routes and innovative products, BERRANG offers a competitive advantage and contributes to increasing the productivity of its customers, while at the same time helping to reduce the burden on the environment. With the know-how and the combination of BERRANG's core competencies as well as its global presence, technical and logistical savings potentials can be realized.

Organization and locations

BERRANG is an automotive and industrial supplier which is active globally. BERRANG is characterized by a decentralized organization with units worldwide.

The BERRANG Group is active in 12 locations in 5 countries and on 3 continents. The head office is located in Mannheim and the subsidiaries of Karl BERRANG GmbH are;

- Dürkes & Obermayer GmbH,
- BERRANG Inc,
- BERRANG France SARL,
- BERRANG Trading (Shanghai) Co., Ltd.
- BERRANG Polska Sp.zo.o..

In the 2022 reporting year, the BERRANG Group generated sales of around EUR 339 million with over 650 employees worldwide.

GRI 102-16, 403-1

The BERRANG management system

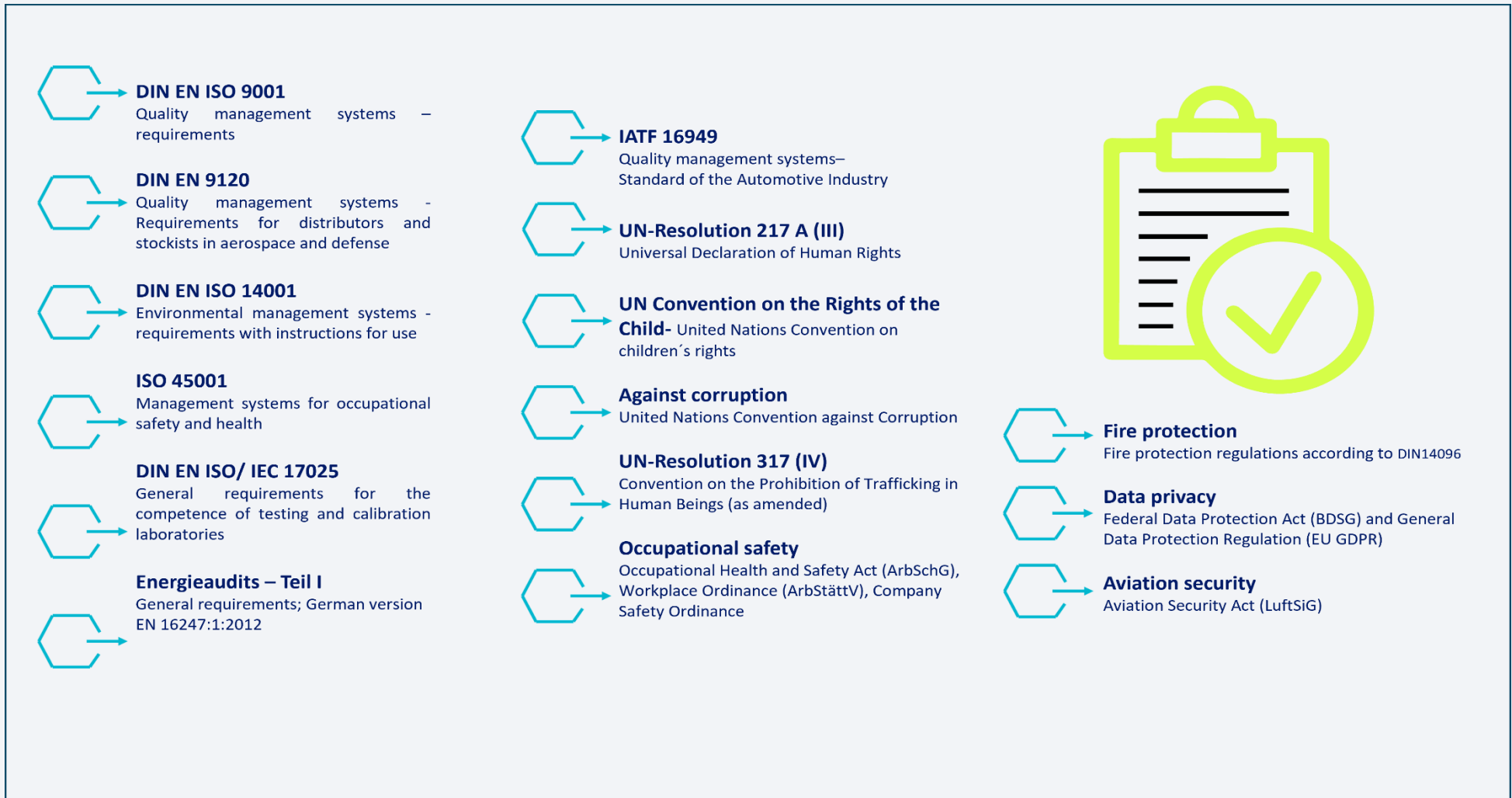


Illustration 3: Management system

GRI 102-16; 102-31; 102-40; 102-42; 102-43; 102-44; 102-47

Sustainability and corporate strategy

The corporate strategy process was relaunched in 2020 and adopted in 2021. The strategy includes areas of action for market development, human resources, digitalization, sustainable development and economic success. Progress towards achieving the strategic goals is reviewed regularly.



Illustration 4: Corporate strategy

Sustainability strategy

For us, sustainability means creating lasting value: economically, ecologically and socially, for customers as well as for employees, business partners and society as a whole. This principle is anchored in the BERRANG Group's sustainability strategy.



Illustration 5: Corporate focus on sustainability

For the BERRANG Group, sustainable corporate success means assuming ecological and social responsibility in addition to economic responsibility, including along the value chain.

The sustainability strategy at BERRANG was further developed as part of the management and strategy meeting. The central step of this further development within the sustainability strategy is the focus on the three ESG dimensions of environment, social and governance. Six areas of action from the United Nations' Sustainable Development Goals were defined as a framework for implementation. These are the projects and measures, that contribute to greater, are based. The following Sustainable Development Goals were defined for the BERRANG Group.

- Promoting health and well-being
- High-quality education, training and further training
- Sustainable economic growth and good working conditions
- More equality
- Sustainable consumption and production
- Climate protection and CO2 reduction measures



Illustration 6: Development Goals

The maxim of this further development strategy is **"the power of small steps"**. We are convinced that each individual can make a big contribution with small successes through their sustainable behavior in their professional and private environment. Small-scale projects with concrete measures of success motivate and contribute to the further sustainable orientation of the company.

For example, BERRANG initiated a system during the reporting period that will monitor the value-chain with regard to compliance with the Code of Conduct. The monitoring is primarily aimed at compatibility and compliance with legal framework conditions and applicable standards. Examples of these can be found in the areas of human rights, anti-corruption, environmental protection, resource conservation, conflict minerals, cyber security, customs security program, occupational safety, responsibility in the supply chain, quality management, data protection and health assessments.

The various sectors in which BERRANG operates, such as the automotive industry or the agricultural machinery sector, have a considerable environmental footprint and are heavily dependent on upstream value creation. Emissions, the use of conflict minerals as well as other critical raw materials, environmental pollution and human rights risks are particularly in focus. With its monitoring tool, BERRANG has created an instrument that supports the targeted management of sustainability risks and opportunities in the supply chain and ensures even greater transparency.

In addition, BERRANG implemented the management system for occupational health and safety in accordance with the **ISO 45001** standard for selected sites in the BERRANG Group during the reporting period.

Compliance and stakeholder management

BERRANG, of course, complies with existing laws and regulations, agreements with interested parties and voluntary commitments. For us, the economical and careful use of resources and the efficient



Illustration 7: Stakeholders

use of energy are also an integral part of sustainable corporate management.

For us, profitability is not at odds with sustainability and ecology. Our long-term and generation-oriented corporate strategy takes the principles of sustainability into account.

To promote a common understanding of sustainability, the BERRANG Group participates in various initiatives and associations with the aim of contributing to effective sustainability management through standardized measures and processes.

The organization has subjected the various stakeholder groups to a risk assessment of the impact on its market position. The stakeholder groups are regularly reviewed at management and strategy meetings. For example, the materiality analysis was reviewed in 2022. There were no deviating assessments or evaluations compared to the previous year's report. As a result of this review, the classification of the material topics and their relevance to business processes and stakeholders can be presented as follows;

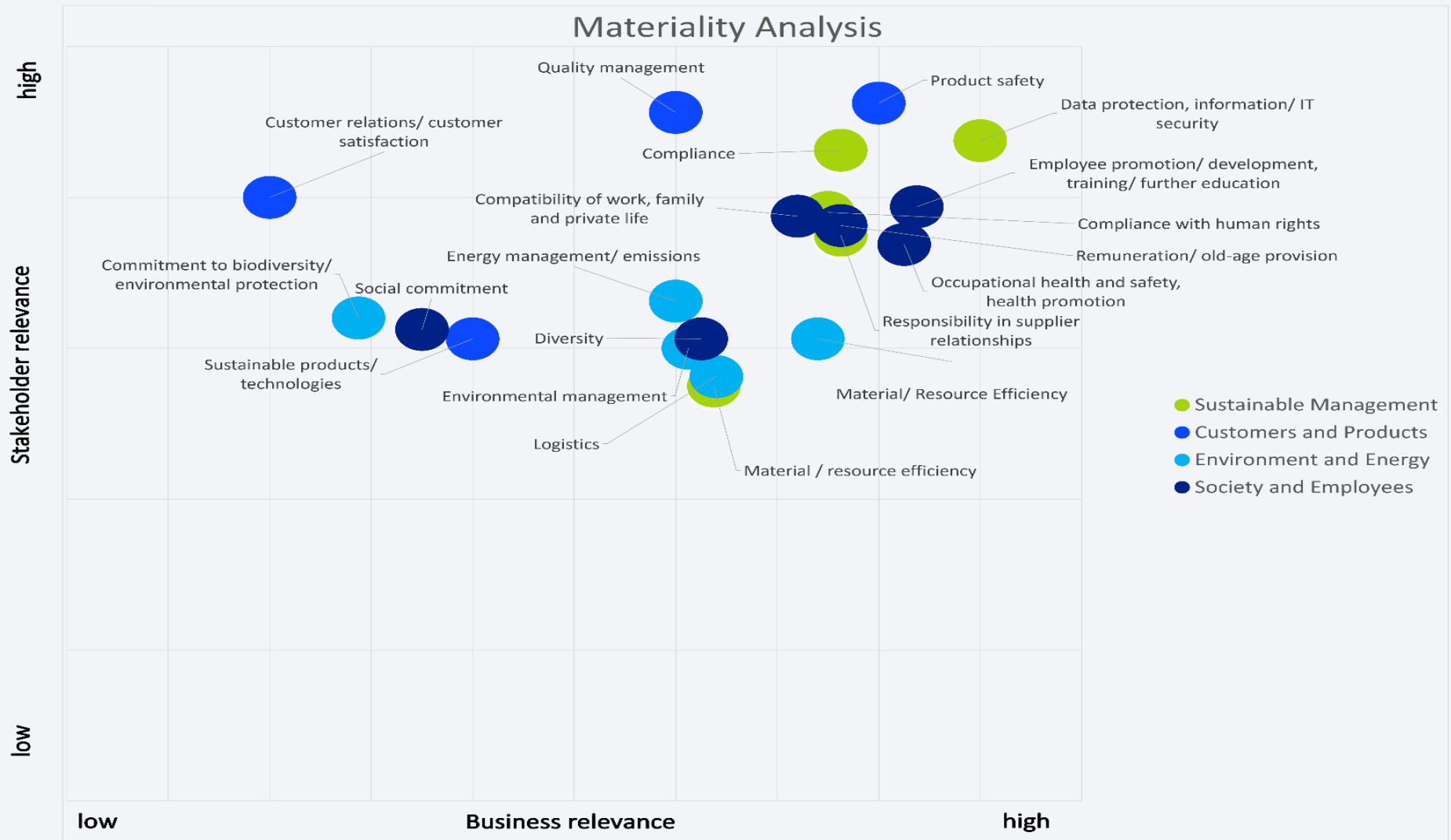


Illustration 8 : Materiality analysis

These material topics are relevant for understanding the company's business performance, results and position, as well as for understanding the impact on non-financial aspects. The material topics were defined and assessed by each member of the strategy meeting. The individual assessment is summarized in Figure 8: Materiality analysis. BERRANG takes into account the needs of the stakeholder groups and incorporates them into considerations for the development of the organization. The BERRANG Group also maintains regular close exchange with them. The most important stakeholders include customers, employees, suppliers and associations, as well as universities and research institutes. The tools used include customer-satisfaction surveys and employee information which is regularly collected.

Sustainability key figures

Sustainability

and environment rankings

The BERRANG Group continued to work on improving sustainability aspects in the 2022 reporting year. It is particularly noteworthy that this continuous improvement is also recognized in the assessments of sustainability ratings and rankings. The leading rating agencies, such as NQC or EcoVadis Scorecard, awarded very good ratings accordingly. In 2022, for example, BERRANG was once again awarded the EcoVadis silver medal. EcoVadis compiles ratings of companies with a focus on the environment, labor and human rights, ethics (including social responsibility) and sustainable procurement.



GRI 102-17

Compliance

Compliance is the adherence to legal provisions, regulatory standards and the fulfillment of ethical standards and requirements set by the company itself.

The management and all employees are committed to these principles. Compliance with these principles is required by the management system and monitored by means of audits.

	2020	2021	2022
Ethics-related incidents	0	0	0
Ethics-related incidents			
Whistleblowing procedure	0	0	0
Whistleblowing procedure			

Table 1 Compliance procedure

If business partners or employees become aware of violations of the principles of integrity applicable in the BERRANG Group, BERRANG has set up a Compliance Office specifically for this purpose. In order to take appropriate measures

to initiate compliance matters you can contact the Compliance Office directly at compliance@BERRANG.de.

The BERRANG Group attaches great importance to the protection of personal rights. Great care and sensitivity is exercised when processing the data of business partners and employees. The corresponding processes comply with the relevant data protection regulations. At BERRANG, the data protection standards have been adapted to a new and uniform level of data protection throughout the BERRANG Group, particularly with regard to the requirements of the EU General Data Protection Regulation (EU GDPR). The BERRANG Group's Data Protection Officer fulfills the role assigned to him by law. He audits compliance with data protection at BERRANG at regular intervals and reports directly to the management.

GRI 102-9; 102-16; 204-1

Responsibility in the supply chain

Our sustainable actions also characterize the cooperation with our suppliers. The BERRANG Group has access to a large number of qualified suppliers. These are mainly manufacturers of screws and mechanical connection technology in accordance with standards and drawings. The basis of the cooperation between BERRANG and the suppliers is the mutual provision of services, whereby the agreed quality is a condition of doing business. The principles of integrity are also taken into account when selecting our suppliers. This also includes ensuring that our suppliers ensure that the use and sale of "Conflict Minerals" does not support conflicts. BERRANG defines the basic requirements for suppliers of direct materials, parts, components and sub-assemblies (used in BERRANG products) with regard to their responsibility for conflict-free procurement of these goods. Our suppliers must undertake to promote compliance with this Code of Conduct among their suppliers in the supply chain to the best of their ability.

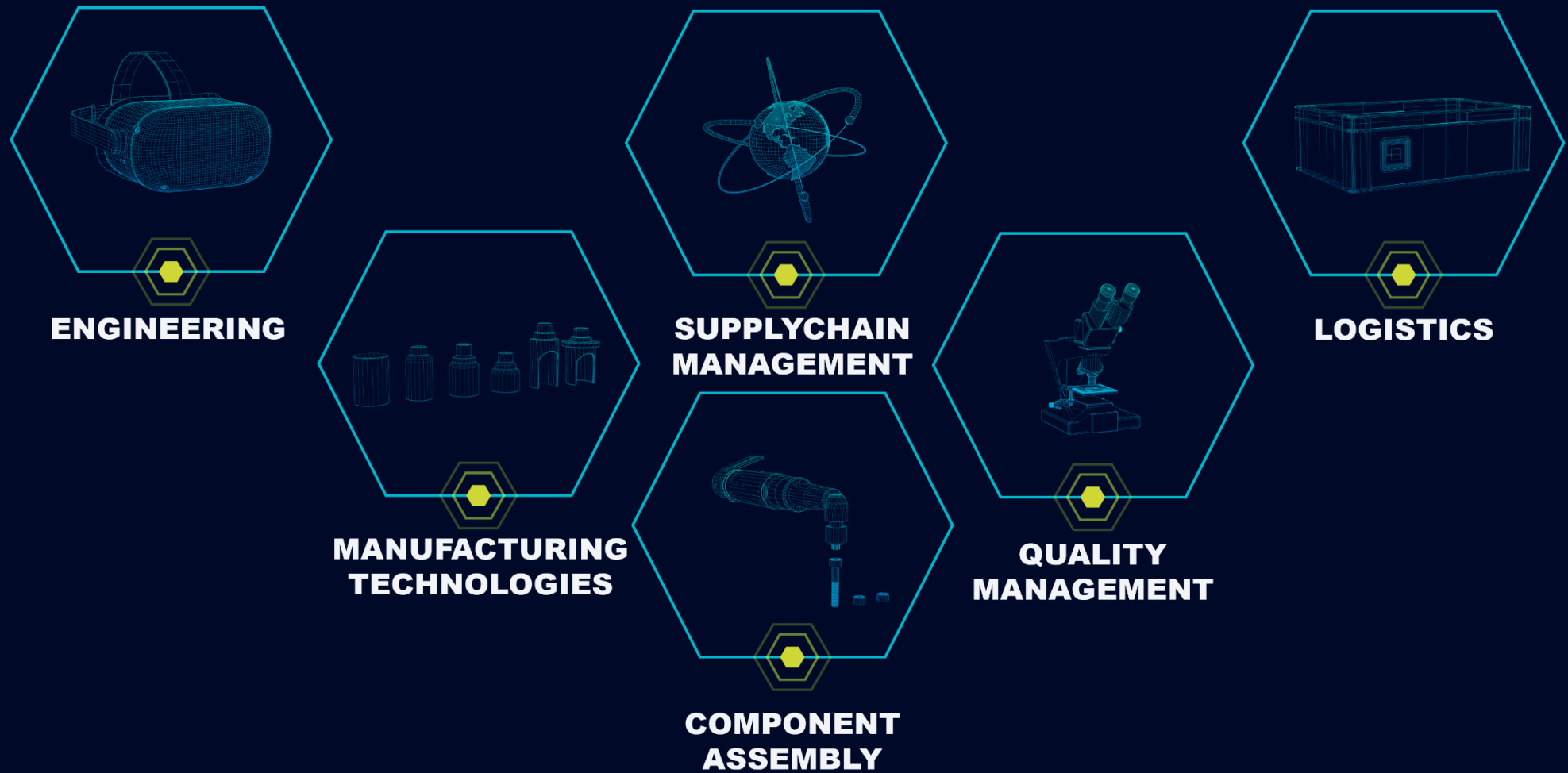
For many years, signing the Code of Conduct has been a prerequisite for being approved as a supplier at BERRANG. BERRANG's efforts to pass on the requirements of sustainable and ethical behavior in the supply chain are proving effective. In the reporting year, the

proportion of suppliers with a signed code of conduct or their own code of conduct that are accepted by BERRANG was **97.7%**. This positive development is the result of the strict supplier approval process and the close monitoring of the BERRANG supplier network. The suppliers who have not yet been able to present a signed code of conduct are those suppliers prescribed by customers.

	2020	2021	2022
Share of suppliers with signed supplier codex	99.4%	95.8%	97.7%
<i>Share of suppliers with signed supplier codex</i>			

Table 2- Signed Supplier Code of Conduct

When selecting suppliers, BERRANG ensures that - assuming technical and economic viability - BERRANG's requirements are sustainable and that consolidation in procurement avoids unnecessary transportation routes.



GRI 102-2, GRI 102-11; 304-3; 304-4

PRODUCTS, CUSTOMER RELATIONSHIPS & CORE COMPETENCIES

BERRANG's customers are among the technological market leaders in industrial sectors such as automotive, agricultural engineering, mechanical engineering, medical technology, commercial vehicles and aviation. Through continuous further development, BERRANG regularly qualifies as a partner for new and emerging industries, for example in e-mobility. BERRANG is a reliable partner for its customers and is geared towards the needs and future requirements of its customers. BERRANG's business model allows its customers to make the most of the strategic and sustainable potential of their applications. This is not only because the detachability of our connection solutions offers a sustainable approach to recycling, but also because BERRANG designs sustainable solutions for the future together with suppliers and customers. These solutions are developed from the design phase through to suitability for series production, also taking into account the reduction of materials and energy used. BERRANG and its highly qualified employees examine market requirements and investigate manufacturability and procurement worldwide under the premise of "resource-conserving, sustainable, cost-effective".

BERRANG offers a competitive advantage through the permanent technical optimization of components, the continuous optimization of delivery routes and innovative products. The company contributes to increasing the productivity of its customers while at the same time helping to reduce the burden on the environment. With the know-how and the combination of BERRANG's core competencies and global presence, technical and logistical savings potentials can be realized.

For further details, please refer to www.berrang.de or the Sustainability Report 2021.

BERRANG has succeeded in consolidating its position as a preferred supplier for sophisticated fastener technology in the field of e-mobility by using its core competencies and expertise in the various product technologies. For example, a connection problem, involving the fastener of an on-board power generation of hydrogen for ships, was successfully solved through application technology consulting.

GRI 102-11; 304-3; 304-4

ENVIRONMENT AND ENERGY

Environment and biodiversity

BERRANG maintains an environmental management system in accordance with **DIN EN ISO 14001**. This environmental management system is regularly audited to ensure compliance with current standards. BERRANG has set itself the goal of minimizing the environmental impact of its business activities, continuously improving the environmental management system and achieving ongoing development of its environmental performance. The management is committed to ensuring that managers and employees in the company, who are expected to contribute to the effectiveness of the environmental management system, receive effective support. Various training measures and awareness-raising campaigns are also used to make all employees aware of the importance of using natural resources and the impact on business activities.

Our core products - mechanical fasteners - are already resource-friendly per se, as they generally stand for detachable connections and are therefore ideal for a recycling process.

We design our buildings and properties in such a way that the requirements of biodiversity are taken into account wherever possible. Promoting biodiversity is important to us. At our site in Mannheim,

for example, we maintain a biotope for wall lizards, an endangered species of lizard.

In order to maintain the biotope while respecting the natural habitat of the wall lizards, the green area is maintained using a herd of goats.

We have also made an important contribution to insect conservation by planting wildflower meadows. Nesting sites for wild bees were also set up to further promote biodiversity.

In line with the strategy "The power of small steps", projects to promote sustainability were implemented at all BERRANG Group locations. At the Mannheim site, for example, the reduction of CO₂ emissions from in-house energy generation was successfully implemented. Adjustments were made to the combined heat and power plant in conjunction with the condensing boiler.

At the same time, these adjustments increased the utilization of the combined heat and power plant to produce a maximum amount of electricity for its own consumption during heating.

This measure will save 98.84 tCO₂ / year in future. In addition, the consistent conversion to LED lighting was driven forward at various locations, which will result in savings of around 85,000 kWh/year. A project was also implemented to reduce the movements of automated storage and retrieval machines through intelligent warehouse control. Both projects will save 2,802 kWh in the future. In addition, the modernization of the BERRANG vehicle fleet was driven forward. By switching to

resource-saving drive systems, BERRANG is making a further contribution to environmental conservation. The optimization of the



truck fleet is expected to save 15.63t CO₂e per year. Added to this are CO₂e savings that have been implemented by

optimizing access routes through new ways of loading.



Illustration 10: Environmental protection

GRI 302-1; 302-2

Energy

As a family business we are committed to future generations. BERRANG established an energy management system in 2016 and passed the **ISO 50001** certification. The aim of the system is to use energy more efficiently and to continuously identify and implement potential savings in the area of energy use. This has shown that energy consumption is not a fundamental factor in our processes and that it is therefore difficult to realize potential energy savings every year. As our building is an investment from the last 5 to 10 years and was built in the context of high energy efficiency, further potential savings are particularly difficult to realize. For this reason, we switched the energy management system from **ISO 50001** to DIN 16247 after the **ISO 50001 certification** expired in October 2019. This has shown that energy management is adapted to our needs. Instead of annual energy audits, independent energy consultants now visit the various locations to analyze energy consumption and identify energy-saving options where possible and where economically viable. The first review cycle was completed in the 2022 reporting year. Measures were defined that will be implemented in 2023. Due to the energy source mix, 66.7% of the energy is covered by renewable energies. BERRANG generates its own electricity from the combined heat and power plant operated by BERRANG at the Mannheim site. Thanks to efficient combined heat and power generation

(CHP), CO₂ emissions are minimized. With the combined heat and power generation BERRANG is making a valuable contribution to environmental protection, conserving resources and reducing ongoing energy costs. In the reporting period, the switch to LED lighting was continued at all locations.

Consumption figures within the organization <i>Internal consumption figures</i>	Unit <i>unit</i>	2019	2021	2022	Δ 2021/2022
Electricity used <i>electricity used</i>	KWh	2.108.352	2.120.907	2.147.078	1,23%
Fuel purchased <i>fuel purchased</i>	KWh	4.195.547	4.928.239	4.149.971	-15,79%
Fuel used for CHP <i>fuel used for CHP</i>	KWh	1.674.515	2.083.940	1.748.275	-16,11%
amount heating/ FTE'S <i>amount heating/ FTE'S</i>	KWh	4.163	4.814	3.833,33	-20,38%
amount energy/ FTE'S <i>amount energy/ FTE'S</i>	KWh	3.482	3.590	3.426,94	-4,55%

Table 3: Consumption figures within the organization

Consumption figures outside the organization <i>external consumption figures</i>	Unit <i>unit</i>	2020	2021	2022	Δ 2021/2020
Fuel cars purchased <i>fuel cars purchased</i>	Unit <i>unit</i>	6.717	11.620	12.561	8.09%
Fuel commercial vehicles purchased <i>fuel commercial vehicles purchased</i>	l	32.229	33.652	31.768	-5.60%
Cardboard/ paper consumption/ sales <i>cardboard amount/ sales</i>	l	0.01	0.02	0.01	-10.06

Table 4: Consumption figures outside the organization

Consumption outside the organization improved compared to 2022. The modernized Berrang fleet is particularly noticeable in the area of commercial vehicles. Despite increasing sales and journeys, consumption was reduced compared to the previous year. The figure for car fuel consumption is higher than in the previous year. This was caused due to more frequent visits to our business partners. These figures were very low in previous years due to the coronavirus where visits to customers were strictly limited.

The car fuel consumption level is still lower than before the pandemic.

Consumption within the organization shows improvements in fuel procurement and fuel consumption compared to 2021. By optimizing the settings on the condensing boiler and optimizing the heating and cooling process, fuel consumption was reduced by 16.11% compared to 2021.

GRI 303-5

Water

BERRANG pays attention to the careful use of water. When designing its sites, for example in Mannheim or Munich, BERRANG has ensured that all roof drainage is returned to the natural cycle via soak-aways or infiltration trenches. Ornamental green areas are watered using water stored in a rainwater cistern. In addition, when modernizing the buildings, care is always taken to integrate sensible and sustainable measures to reduce water consumption, such as automatic flush regulators.

In the reporting period for the 2022 financial year, water consumption increased by 29.09%. This is due to the fact that 20.53% more fresh water had to be fed into the cistern at locations with cisterns and fresh water. Fresh water was also used at other locations for watering green spaces due to the hot summer. In addition, the "Group-wide return" to the offices after the coronavirus pandemic led to an increase in the consumption of service water.

	Unit unit	2020	2021	2022	Δ 2021/2022
Water consumption					
<i>water</i>	m ³	2.887	2.674	3.452	29.09%
<i>Consumption</i>					

Table 5 Water consumption

GRI 305-1; 305-2; 305-3

Emission

Overall, the emissions figures are at a very low level. Here too, the comparison with the previous year is not representative due to the various influences caused by the pandemic.

emissions <i>emissions</i>	Unit		2020	2021	2022	Δ 2021/2022
emissions building <i>emissions building</i>	CO ₂	to	1.467	1.551	1.477,231	-4.79%
Scope 1 emissions <i>scope 1 emissions</i>	CO ₂	to	761	900	767	-14.74%
Scope 2 emissions <i>scope 2 emissions</i>	CO ₂	to	838	813	862	5.94%
Scope emissions total <i>scope emissions total</i>	CO ₂	to	1.599	1.713	1.629	-4.92%
Emissions cars <i>emissions cars</i>	CO ₂	to	16.7	30.7	33,4	8.66%
Emissions commercial vehicles <i>emissions commercial vehicles</i>	CO ₂	to	73.570	81.506	70,592	-13.39%

Table 6: Emission figures part

Key figures <i>key indicators</i>	Unit	2020	2020	2022	Δ 2021/2022
emissions scope total / delivered parts <i>emissions scope total / delivered parts</i>	kg CO ₂ / parts	0.00067	0.00062	0.00056	-9.32%
emissions scope total / goods movement <i>emissions scope total / goods movement</i>	kg CO ₂ / Pos.	1.99	1.74	1.63	-6.08%

Table 7: Emission figures part II

It is very positive that the BERRANG Group's Scope 2 emission values improved again in 2022. Optimization of heating use at many locations contributed to this. In addition, adjustments were made to the operating times of heating/ventilation and cooling cycles. The decline in emissions from commercial vehicles is mainly due to the modernization of the BERRANG fleet to the latest models. The increase in emissions from passenger cars is associated with the increased external visits to our business partners' locations.

BERRANG is actively working to reduce CO2 emissions. BERRANG has set itself the goal of reducing its CO2 footprint by 25%* by 2025. BERRANG intends to achieve a reduction of -50%* by 2023.

BERRANG aims to be CO2 neutral for the Scope 1 / Scope 2 KPI by 2033.

* Reduction in Scope 1 / Scope 2 KPIs in relation to 2018

SOCIETY, EMPLOYEES

Along with all interested parties, our employees and the society in which we operate are among the most important. We take their interests into account by implementing numerous measures.

For us, as a family-run company, mutual respect for one another is the basic principle of human coexistence and work. Our values are binding for us and are lived by us and our employees. We attach great importance to the following principles in particular;

Social responsibility

In the wake of the drastic inflationary trend in the 2022 reporting year, BERRANG paid its employees an additional salary component to mitigate the consequences of this development.

In the second half of the reporting year, projects to promote teamwork and collaboration were once again carried out in all branches, we are committed to maintaining and rebuilding the contacts that had become inactive during the coronavirus pandemic.

Particularly noteworthy is BERRANG's sponsorship of the CURE (Co-operative University Racing Car Engineering) project.

CURE Mannheim e.V. is an interdisciplinary project at the DHBW Mannheim. Every year, the team works together on the development and construction of an electric racing car and the marketing of the project.

In this CURE project work and research is being carried out on the transition from conventional mobility to e-mobility without CO2 emissions. The project combines university and company, theory with practice and creates the perfect platform for innovation thanks to its agility and flexibility.

GRI 102-12, 102-16, 102-20

Behaving with integrity

In a society it is necessary to take responsibility. We are therefore committed to our social responsibility, our responsibility towards our employees and our business partners. Last but not least, we stand by our values and principles and align our actions accordingly.

As a group of companies, whose parent company is a company bound by collective agreements within the scope of the Basic German Law, we attach particular importance to the following principles:

- respect for human dignity;
- the protection of human rights

These principles result in;

- respect for fundamental employee rights, in particular freedom of association and the right to collective bargaining;
- the avoidance of discrimination in recruitment and employment;
- the rejection of forced and child labor;
- the rejection of human and organ trafficking

In addition, we measure both;

- sustainable environmental protection and
- the fight against corruption
as being of great importance.

We honor and respect the personalities of our employees and business partners.

It is a matter of course for us to comply with applicable laws and regulations and to adhere to;

- UN Resolution 217 A (III): Universal Declaration of Human Rights
- the United Nations Convention on the Rights of the Child (UN Convention on the Rights of the Child)
- the United Nations Convention against Corruption
- UN Resolution 317 (IV): Convention on the Suppression of Trafficking in Persons

We are committed to following all of these principles. Among other things, we work to ensure that not only we, but also our business partners, follow these principles through appropriate contractual agreements.

GRI 102-11; 403-1

Occupational safety

Good results can only be achieved in a good working environment. That is why the BERRANG Group attaches great importance to the continuous modernization of the working environment. We offer our employees a safe, healthy working environment that is based on the latest findings in workplace design. In this way, we promote the health, motivation and satisfaction of our employees.

The BERRANG Group promotes the personal responsibility of its employees and designs the working environment in such a way that it contributes to maintaining the long-term health and performance of its employees.

Our aim is to ensure the safety of our employees in the performance of their work, i.e. to control and avoid risks to their health and safety.

To this end, we comply with the legal requirements and take measures;

- for the prevention of accidents at work,
- to minimize work-related health hazards,
- to ensure the human-centered design of workplaces and work content, and
- to provide preventive health protection.

User-friendly

In doing so, we ensure that not only the relevant legal requirements are complied with, but also that experience and findings are implemented to improve occupational safety and providing preventive health protection. BERRANG also contributes to achieving the UN Sustainable Development Goals (SDGs) point 8 - Decent Work and Economic Growth.

Both internal and external audits are carried out regularly.

In the 2022 reporting period, BERRANG successfully passed the **ISO 45001** certification for the occupational health and safety management system.

GRI 403-3; 403-4; 403-5; 403-6

Health

Our employees are crucial to the success of the BERRANG Group. The health and performance of our employees are therefore of paramount importance to us. In addition to the already high standards for the well-being of our employees, as an employer we also need to respond flexibly to changing lifestyles and the needs of a changing and ageing society.

Our occupational health and safety measures therefore include holistic health management, occupational safety and ergonomics,

modern working time models and a range of healthy food options at our locations. In the reporting year, for example we extended the option for our employees to attend fitness courses at various locations such as Hanover and Freiburg.



Illustration 11: Health and well-being of employees

GRI102-8

Employee key figures at a glance

By location	2020	2021	2022
Europe	577	557	586
USA	43	49	54
China	30	25	25

By type of employment	2020	2021	2022
Full-time	78.80%	78.70%	80.10%
Part-time	14.40%	14.30%	15.53%
Apprentices	6.80%	6.10%	4.37%

According to employment contract	2020	2021	2022
Temporary (all locations)	3.20%	1.70%	4.74%
Permanent (all locations)	96.80%	98.30%	95.26%

Proportion of employees covered by collective agreements	2020	2021	2022
Proportion of employees covered by collective wage agreements	80.00%	77.1 %	77.1 %

Table 8: Employee key figures

GRI 401-1; 403-2; 403-9; 404-1; 404-2; 405-1



32 %

Women's quota

20% women in management position



Average age

42 years



Over **25** nationalities



2.228

Training days,

with an average of 1.8 training days per employee



10 years

Average period of Berrang employee



6,20 %

Turnover rate



13,18

Accident frequency quota,
per 1 million hours worked



327

Training measures



91,01 %

Healthcare quota

Illustration 12: Employees

Further training

The individual skills and strengths of our employees are fundamental to ensuring the company's competitiveness.

BERRANG therefore offers training programmes for the qualification and further development of its employees. These include;

- Language courses
- Technical training
- Further training for the development of leadership behavior
- Compliance
- Intercultural training

In 2022, the range of further training and qualification measures increased significantly compared to the previous year.

GRI 102-41; 102-13

Other operating services

In 2022, BERRANG provided the following company benefits, among others, from which employees could choose.

- BERRANG - an employer bound by collective agreements
- BERRANG - promotes company pension schemes
- BERRANG - subsidizes direct or pension fund insurance policies

- BERRANG subsidizes building society savings contracts through capital-forming benefits
- BERRANG has the job ticket for public transport
- BERRANG offers modern & ergonomic workstations
- BERRANG offers the possibilities of mobile working

An overview of all corporate benefits can be found on the website under [BERRANG Corporate Benefits](#).

Memberships

BERRANG is a member of various associations and interest groups. The following list provides an overview of memberships;

- Trade Association of the Screw Wholesale Trade (FDS)
- Association for Services, Wholesale and Foreign Trade Baden-Württemberg e.V. (VDGA)
- Employer's Liability Insurance Association for Trade and Goods Logistics (BGHW)
- German Association of Materials Management, Purchasing and Logistics (BME)
- German Institute for Standardization (DIN)
- Employers' Association
- Rhein-Neckar Chamber of Industry and Commerce (IHK).

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IMPRINT

If you have any questions about this report, please do not hesitate to contact us.

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