



SUSTAINABILITY REPORT 2023

BERRANG GROUP
according to GRI standards

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Work.

Successful.

Sustainable.



Illustration 1: Management of the Berrang Group

GRI 102-1, 102-14, 102-16, 102-18, 304-3

INTRODUCTION

Dear Ladies and Gentlemen,

For us, sustainability means a sense of responsibility towards our company, the environment and society. We act on the basis of an ownership structure that has been committed to continuity for over 75 years and focuses on the long-term development of our family business. For more than seven decades, the BERRANG Group has stood for a sustainable corporate orientation and regards sustainability as an obligation and opportunity. In the industries in which BERRANG operates, sustainability is

increasingly becoming a decisive competitive factor. In doing so, we focus not only on the economic future of our company, but also actively contribute to the society in which we operate, the people we work with and the environment that forms the basis of our lives.

"75 years of BERRANG"

Based on this basic attitude, Berrang celebrated its 75th anniversary in a sustainable way and used this milestone to thank all employees for their tireless commitment to the company with a big party. In this sense, the project "Mannheim – Host City of the Special Olympics" was supported in particular. Berrang made it possible for the Moldovan team to come to Germany for this major event and was the host for Team Moldova in Mannheim. In addition, 12 trees were planted symbolically and as an awareness-raising action, one for each Berrang location. By planting a tree as a synonym for sustainable corporate development, the long-term vision and stability was underlined. A tree grows slowly and takes years to reach its full size. This reflects the long-term orientation of a company that does not only focus on short-term profits, but has a sustainable strategy that aims for stability, partnership, continuity and growth over many years.

"For our stakeholders"

For the BERRANG Group, creating sustainable value means being present in the market for the long term and maximizing customer benefits in harmony with economic, ecological and social aspects. This includes our competencies in the management of

global supply chains, as well as in the development of sustainable products and logistics systems. The long-term development of our company is at the heart of all considerations, and we know that the implementation of the sustainability goals can only succeed in close cooperation with all stakeholders – together with our customers, suppliers, managers, employees and all other partners.

We set ourselves ambitious and diverse goals along the various dimensions of sustainability. By 2039, we aim to become a CO₂-neutral¹ company. Our products and components help to reduce energy consumption and pollutant emissions in end products or along the supply chain, whether through weight reduction, sustainable logistics systems or the optimization of supply chains. We also demand compliance with high sustainability standards from our suppliers. In 2023, the BERRANG Group's Supplier Code of Conduct was revised and newly adopted.

We are convinced that there is great potential for sustainable success in innovations that promote ecological and technical progress. With our products, we contribute to the development of future technologies, which in turn contribute to achieving climate and emissions targets. These innovative advances are made possible by our products, our engineering services and logistical services. As a preferred technology partner, we want to exploit potential for our customers and business partners – also through

sustainable solutions in order to master the challenges of the future together.

At BERRANG, we understand quality to be a comprehensive claim that extends from the first contact to the final solution. The people who create this quality are the ones who make the difference. Their skills, professional experience and passion make BERRANG a valued partner to our customers. Our employees are the most valuable asset of our company. Our values are reflected in consistent occupational health and safety, health promotion, development opportunities, an attractive working environment, and respectful interaction with each other. For this reason, a new Code of Conduct for Employees was developed in the year under review, which focuses on integrity. Integrity means doing the right thing – adhering to internal and external rules, acting according to our corporate principles and following the inner compass.

Despite the focus on the success of our customers and our own company, BERRANG is always aware that sustainable success can only be achieved by acting responsibly in harmony with the natural foundations of life.

The entire management wishes you an interesting and insightful read of our Sustainability Report 2023 and would like to thank you very much for your interest in the BERRANG Group

¹ According to Scope 1 and 2 KPIs

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 reporting period covers the 2023 financial year, which runs from January 1 to December 31, 2023. All relevant data available by the editorial deadline of 31 July 2024 were taken into account. The sustainability report is prepared annually. It builds on the sustainability reports of previous years and supplements them with the topics and data relevant to the reporting year.

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

According to the report, the report contains information on economic performance, energy consumption, greenhouse gas emissions according to Scope 1 and 2 according to the Carbon Disclosure Project (CDP). This report pays particular attention to interested parties, the environment, employees and society.

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

This report is not subject to external audit.

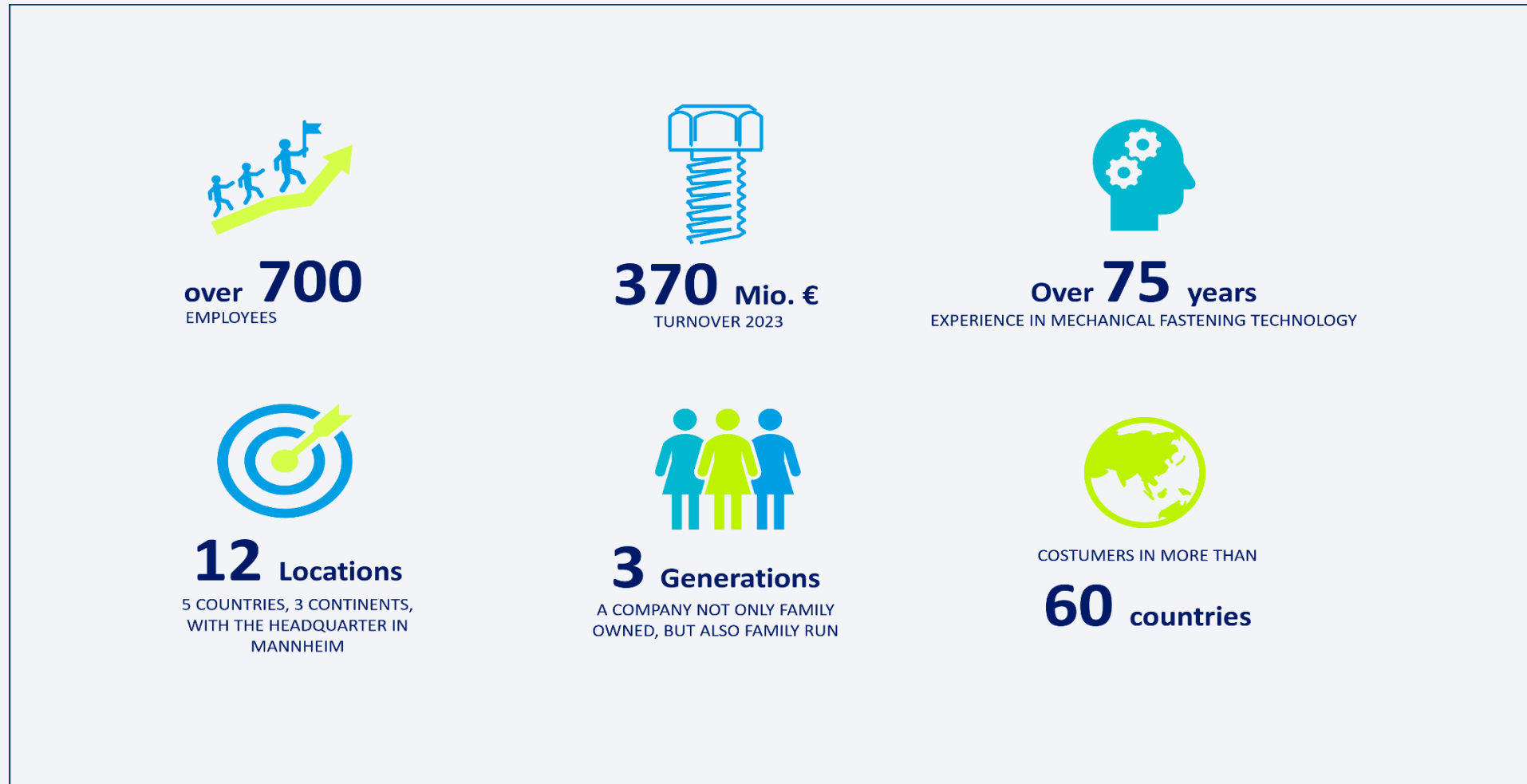


Illustration 2: Berrang Group

UNLOCKING **POTENTIAL** TOGETHER!



AUTHENTICITY

PROXIMITY

EXZELLENC



GRI 102-1; 102-4; 102-5; 102-6; 102-7; 102-18; 102-49

BASICS, STRATEGIES & MANAGEMENT

Strategy and Management

Founded more than 75 years ago by Karl BERRANG, the BERRANG Group, is fully owned by the family: the management has been continuously provided by family members since the first year. It should be emphasized here that BERRANG is not only a family-owned company, but also a family-run company. This gives BERRANG the independence for continuous, sustainable corporate development.

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

In the year under review, the company defined six fields of action based on the environmental, social and governance (ESG) perspectives in six areas of action aligned with the United Nations Sustainable Development Goals. These fields of action describe relevant topics such as climate protection or resource conservation.

BERRANG is global and decentralized. BERRANG supplies all important industrial sectors worldwide from its regional units in close proximity to its customers.

The BERRANG Group at a glance – Business activity

In recent decades, the development of our company has been characterized by increasing internationalization. We have taken this internationalisation into account by choosing a new legal form. In addition, the SE allows us to integrate the growing circle of family shareholders and thus continue to be a family-run family business in the future.

With the publication of the register entry on 06.10.2023, Karl Berrang GmbH has merged into Berrang SE. Berrang SE is thus the legal successor of Karl Berrang GmbH.

We are convinced that the company as an SE will best meet the future challenges in the market.

As a globally active, manufacturer- and technology-independent solution partner, we deliver high-end fastening solutions and engineering services. In this way, we support industries with high technological challenges in making full use of their potential. Our focus is on the markets of medical technology, energy technology, (special) mechanical engineering, aerospace technology, semiconductors, agricultural technology and mobility &

transportation. In these segments, we support the technological market leaders. Through constant further development, BERRANG regularly qualifies as a partner of new and future-oriented industries such as lightweight construction or nanotechnology.

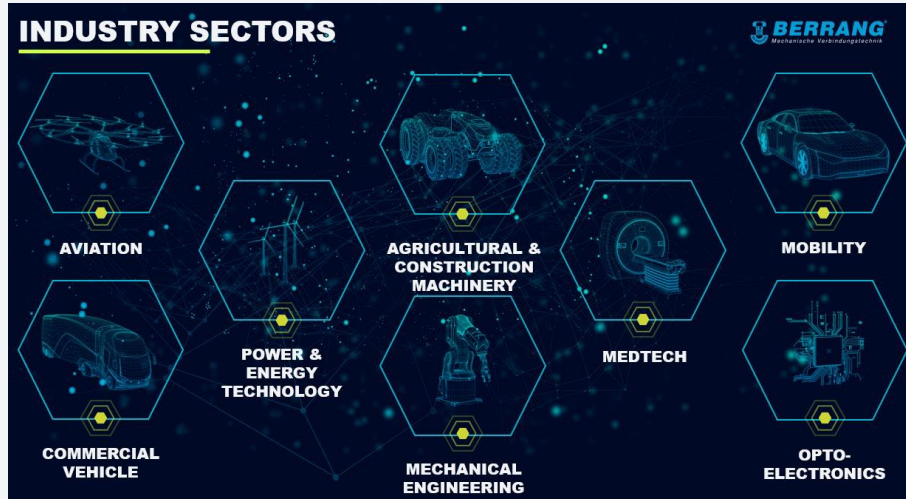


Illustration 3: Markets

Our services range from standard and drawing parts, C-parts management and the assembly of complete assemblies to complex engineering services as well as supply chain and quality management.

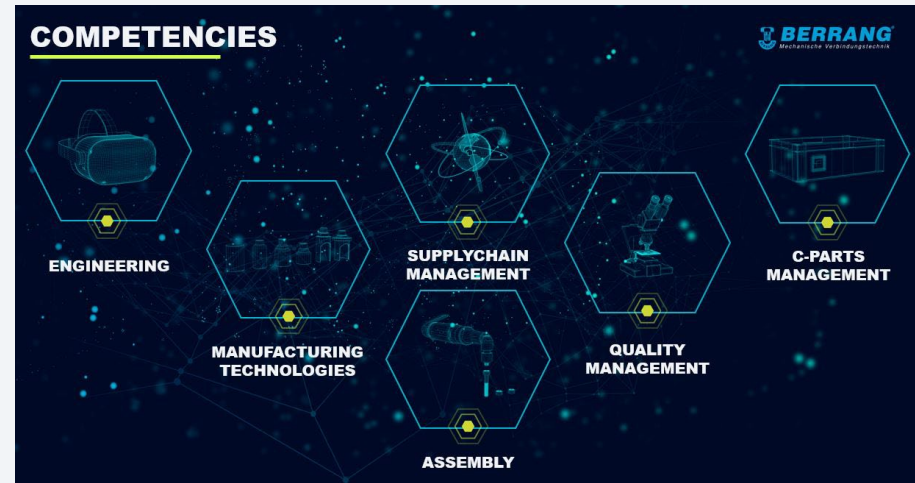


Illustration 4: Spectrum

We help to ensure smooth production, reduce the complexity of processes and supplier relationships, optimize processes and costs and achieve savings on a total cost basis. We also enable our customers to make tangible improvements in their efforts to achieve greater sustainability.

Through constant further development, BERRANG regularly qualifies as a partner to new and up-and-coming industries, for example in e-mobility. BERRANG is a reliable partner for its customers, focused on 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. Not only because the detachable connection 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 to series production, also taking into account the reduction of the materials used, materials used and energy used. With its highly qualified employees, BERRANG examines market requirements and examines manufacturability and procurement worldwide under the premise of "resource-saving, sustainable, inexpensive". Through the permanent technical optimisation of components, the continuous optimisation of delivery routes and innovative products, BERRANG offers a competitive advantage and contributes to increasing the productivity of its customers and thereby favours steps towards reducing the burden on the environment. With the know-how and the combination of BERRANG's core competencies and its worldwide presence, technical and logistical savings potentials can be implemented.

Organization and locations

BERRANG is a globally active automotive and industrial supplier company. BERRANG is characterised by a decentralised organisation with central units. The BERRANG Group is active at 12 locations in 5 countries and on 3 continents.

The BERRANG Group is headquartered in Mannheim. Berrang SE has locations in Mannheim, Munich, Stuttgart, Freiburg, Hannover, Nuremberg and Chemnitz.

The subsidiaries of Berrang Holding Verwaltungsgesellschaft mbH include:

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

In the 2023 reporting year, the BERRANG Group generated sales of approx. € 370 million with over 700 employees worldwide.

GRI 102-16, 403, 403-1

The BERRANG management system



Illustration 5: Managementsystem

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

Sustainability and corporate strategy

The corporate strategy of 2021 is still valid and is regularly reviewed. BERRANG has firmly anchored sustainability in its corporate strategy and is successively setting itself various goals in all areas of action that are essential for BERRANG and that enable the transformation process. The strategy includes fields of action for market development, human resources, digitalization, sustainable development and economic success. The progress towards achieving the strategic goals is regularly reviewed.



Illustration 6: Corporate strategy

For the BERRANG Group, sustainable corporate success means taking on ecological and social responsibility in addition

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 sustainability strategy of the BERRANG Group.



Illustration 7: Corporate focus on sustainability

to economic responsibility, also along the value chain, insofar as it can be influenced.

The sustainability strategy at BERRANG was further developed during the management and strategy meeting. The central step in this further development within the sustainability strategy is the alignment with the three ESG dimensions of environment, social and governance. Six fields of action from the United Nations' Sustainable Development Goals have been defined as a framework for implementation, which are used as a basis for projects and measures that contribute to greater sustainability. The following Sustainable Development Goals were defined for the BERRANG Group.

- Promoting health and well-being
- High-quality education, education and training
- Sustainable economic growth and good working conditions
- Less inequality
- Sustainable consumption and production
- Measures for climate protection and CO2 reduction



Illustration 8: Sustainable Development Goals

The maxim of this further development strategy is **"the power of small steps"**. We are convinced that each individual can make a great contribution through his or her sustainable behavior in the professional and private environment through small successes. Projects on a small scale with concrete performance measurement motivate and contribute to the further sustainable orientation of the company.

For example, during the reporting period, BERRANG initiated a system that will monitor the value chain with regard to compliance with the Code of Conduct. The monitoring is primarily aimed at reconciling and complying with legal framework conditions and applicable standards, such as 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 or health assessments.

The various industries in which BERRANG operates, such as the automotive sector or the agricultural machinery sector, have a significant environmental footprint and are highly dependent on upstream value creation. Emissions, the use of conflict minerals and other critical raw materials, environmental pollution and human rights risks are particularly in focus. With the monitoring tool, BERRANG is creating an instrument that supports the targeted handling of the sustainability risks and opportunities of the supply chain and ensures even more transparency.

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

GRI 102-40, 102-42, 102-43



Illustration 9: Stakeholder

Compliance und Stakeholdermanagement

Of course, BERRANG 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 use of energy are also part of sustainable corporate management.

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

In order 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 an assessment of the risk on the impact on the market position. The review of the stakeholder groups takes place regularly in the management and strategy meeting. In 2023, too, there were no different assessments or assessments from the previous year's report with regard to the materiality analysis. 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.

GRI 102-47

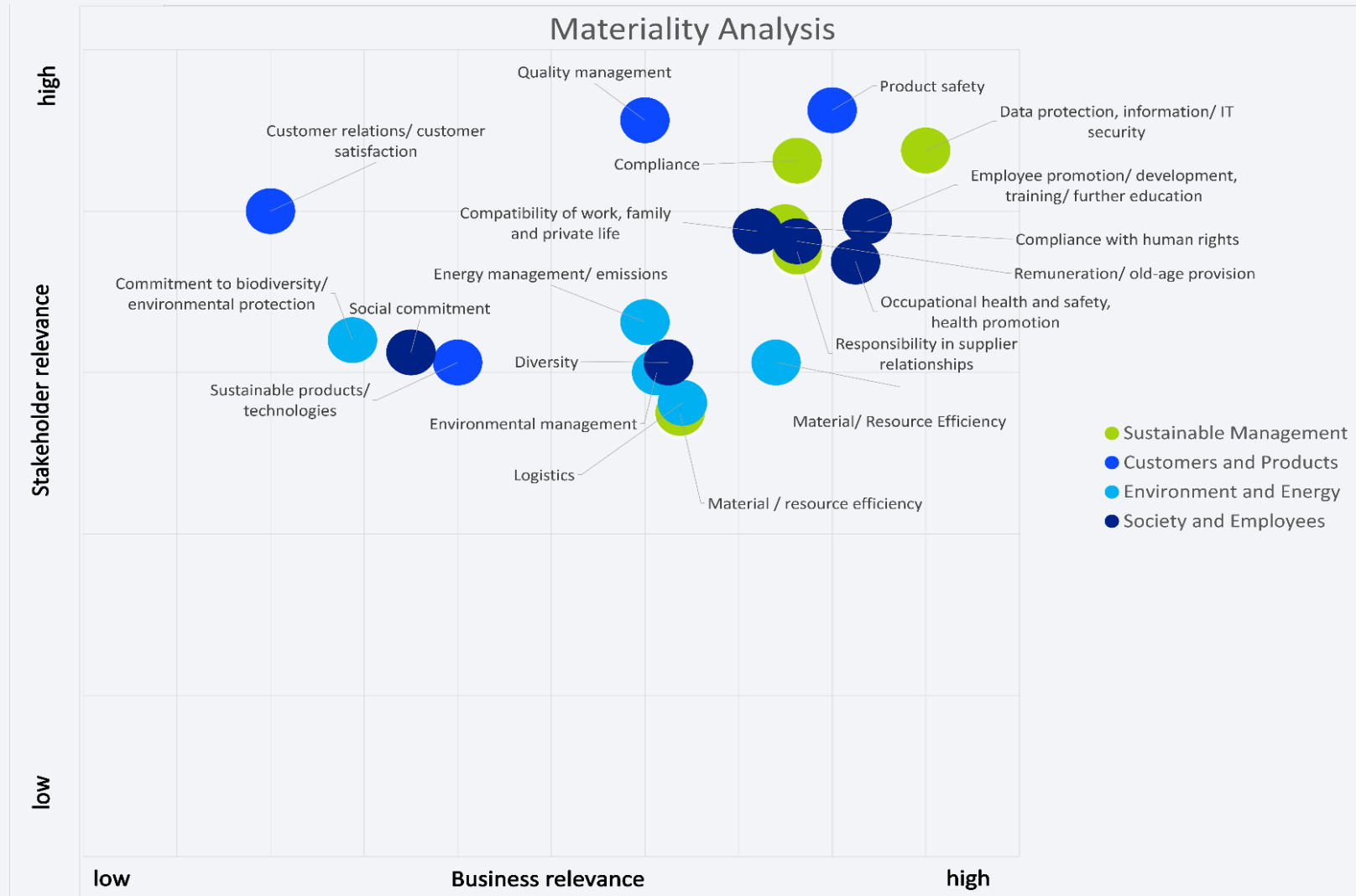


Illustration 10: Materiality Analysis

These material topics are relevant both 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 evaluated by each member of the strategy meeting. The individual assessment is summarised in Figure 9: Materiality analysis. BERRANG takes into account the needs of stakeholder groups and involves them in considerations for the development of the organization. The BERRANG Group also maintains a regular close exchange with them. The most important stakeholders include customers, employees, suppliers and associations, as well as universities and research institutions. The instruments include customer satisfaction measurements or regular employee information.

GRI 102-17

Compliance

Compliance is the adherence to legal provisions, regulatory standards and the fulfilment of self-imposed ethical standards and requirements by companies.

The management and all employees are committed to these principles. Compliance with these requirements is required in the management system and monitored as part of audits.

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 be able to initiate appropriate measures, the

Compliance Office can be contacted directly under compliance@BERRANG.de.

	2021	2022	2023
Ethics-related incidents	0	0	0
<i>Ethics related incidents</i>			
Whistleblowing proceedings	0	0	0
<i>whistleblowing procedure</i>			

The protection of personal rights is a high priority in the BERRANG Group. The processing of the data of business partners and employees is handled with great care and sensitivity. The corresponding processes are in accordance with the respective data protection requirements. At BERRANG, the data protection standards have been adapted to a uniform level of data protection that applies throughout the BERRANG Group, especially with regard to the requirements of the EU General Data Protection Regulation (EU GDPR). The data protection officer of the BERRANG Group fulfils the role assigned to him by law. He audits compliance with data protection at BERRANG at regular intervals. He reports directly to the management.

Sustainability metrics

Sustainability and environmental rankings

In the 2023 reporting year, the BERRANG Group continued to work on improving sustainability aspects. It is particularly noteworthy that this continuous improvement is also recognised in the assessments of sustainability ratings and rankings. The leading rating agencies such as NQC or EcoVadis Scorecard awarded correspondingly very good ratings. In 2023, for example, BERRANG was once again awarded the EcoVadis Silver Medal. EcoVadis creates ratings of companies with a focus on the environment, labor and human rights, ethics (including social responsibility) and sustainable procurement.



Illustration 11: EcoVadis Ranking

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

Responsibility in the supply chain

Our sustainable actions also shape the cooperation with our suppliers. BERRANG relies on a large number of qualified suppliers. These are essentially manufacturers of screws and mechanical connection technology according to 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 prerequisite. In our selection of suppliers, we also take into account the principles of integrity in our selection of suppliers. This includes ensuring that our suppliers ensure that the use and sale of conflict minerals does not support conflict. BERRANG specifies the basic requirements for suppliers for direct materials, parts, components and sub-assemblies (incoming into BERRANG products) with regard to their responsibility for conflict-free procurement. In doing so, our suppliers must commit to promoting compliance with this Code of Conduct among their suppliers in the supply chain in the best possible way. 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 integrity in the supply chain are expedient. In the year under review, the proportion of suppliers with signed codes of conduct or their own guidelines of conduct accepted by BERRANG was **98.03%**. The positive development is the result of the strict supplier approval process and close monitoring. The suppliers who

have not yet been able to present a signed code of conduct are suppliers prescribed by customers.

	2021	2022	2023
Proportion of suppliers with signed supplier code of conduct			
<i>Share of suppliers with signed supplier codex</i>	95,80%	97,70%	98,03%

Table 2: Signed Supplier Code of Conduct

When selecting suppliers, BERRANG makes sure that - provided that it makes technical and economic sense - procures from local supply sources. Thanks to BERRANG's sustainable requirements and consolidation in procurement, BERRANG also avoids unnecessary transport routes.

The positive development is also due to the fact that BERRANG has an impact on its suppliers through awareness-raising measures regarding sustainability.

In the 2023 reporting year, BERRANG **IntegrityNext** as an instrument for monitoring supply chains. IntegrityNext is used to monitor legal ESG requirements. In addition, risks can be identified and managed earlier and sustainability in the supply chain.

GRI 102-6, 304-3

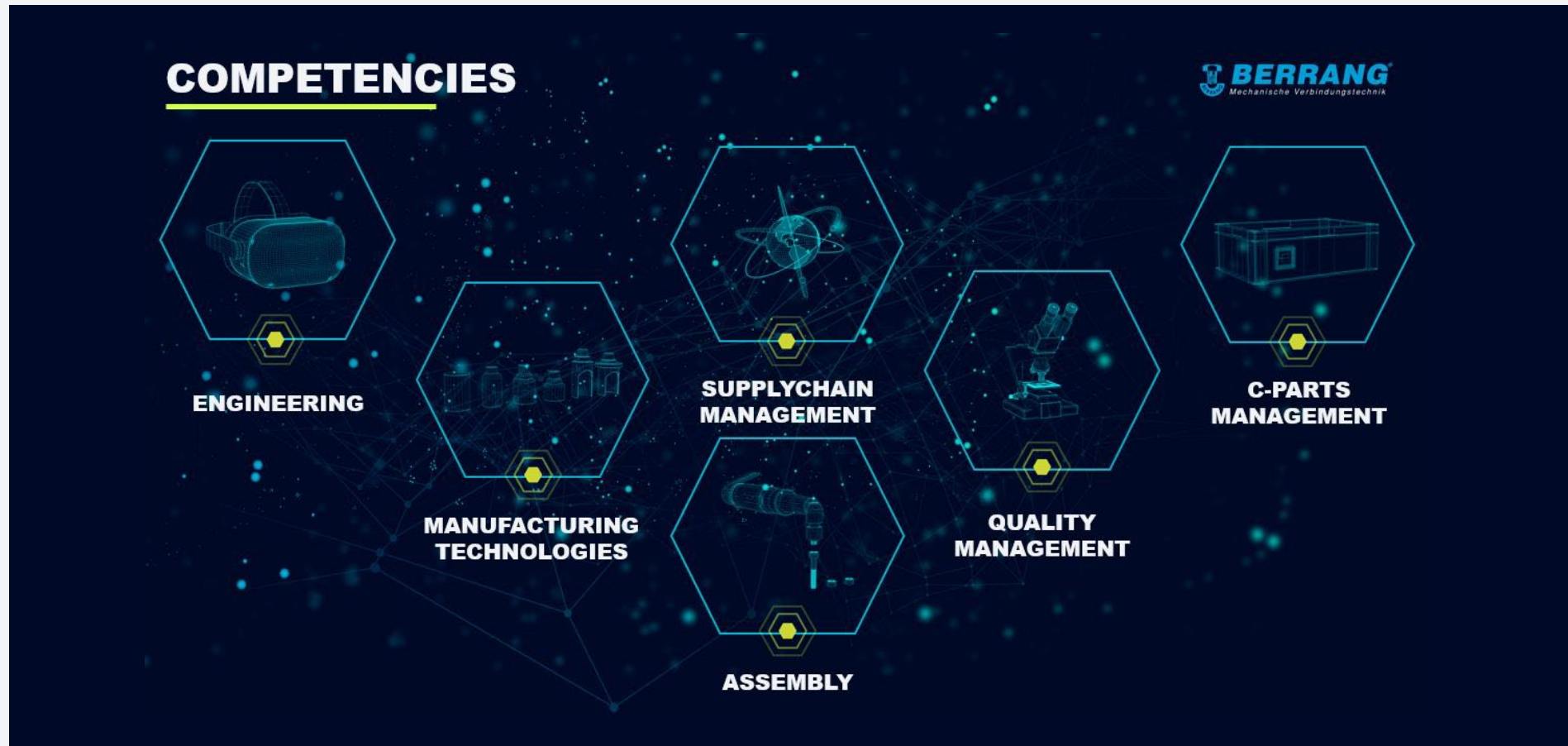


Illustration 13:Spectrum

Products, Customer Relationships & Core Competencies

BERRANG's customers are among the technological market leaders in defined industrial sectors such as automotive, agricultural technology, mechanical engineering, medical technology, commercial vehicles or aviation. Through constant further development, BERRANG regularly qualifies as a partner to new and up-and-coming industries, for example in e-mobility. BERRANG is a reliable partner for its customers, focused on 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. Not only because the detachable connection 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 to series production, also taking into account the reduction of the materials used, the materials used and the energy used. With its highly qualified employees, BERRANG examines market requirements and examines manufacturability and procurement worldwide under the premise of "resource-saving, sustainable, inexpensive". Through the permanent technical optimisation of components, the continuous optimisation of delivery routes and innovative products, BERRANG offers a competitive advantage and contributes to increasing the productivity of its customers and thereby favours steps towards reducing 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. For more detailed information, please refer to www.berrang.de or the Sustainability Report 2022.

ENVIRONMENT AND ENERGY

Environment and biodiversity

BERRANG operates an environmental management system in accordance with **DIN EN ISO 14001**, which is regularly audited to ensure compliance with current standards. Our goal is to minimize the environmental impact of our business activities and to continuously improve the environmental management system in order to achieve a continuous improvement in environmental performance.

The management actively supports managers and all employees in promoting the effectiveness of the environmental management system. Through targeted training and awareness-raising measures, we convey to all employees the importance of responsible use of natural resources and their influence on our business activities.

Our core products – mechanical fasteners – are inherently resource-efficient, as they are often used for detachable joints, making them ideal for recycling processes. Recycled steel products are always added to the new extraction of steel in the smelting process, in line with the "circular economy". Our buildings and properties are also designed with biodiversity requirements in mind wherever possible. The promotion of biodiversity is particularly close to our hearts: At our site in Mannheim, for example, we have created a biotope for the endangered wall lizard. To

maintain this biotope, we use a herd of goats that maintain the green area in harmony with the natural habitat of the lizards.

In addition, we make an important contribution to insect protection by creating wildflower meadows. In the meantime, rare birds such as the goldfinch can be seen here again on the company premises. To further promote biodiversity, we have set up nesting sites for wild bees.

As part of our strategy "The power of small steps", we implement projects to promote sustainability at all locations of the BERRANG Group. One example of this is the successful reduction of CO₂ emissions from the company's own energy generation at the Mannheim site. Further optimisations of the settings on the combined heat and power plant were made and at the same time the utilisation of the combined heat and power plant was increased in order to produce a maximum amount of electricity for self-consumption during heating. The measure introduced led to a saving of around 90 tCO₂ in the year under review. In addition, the consistent conversion to LED lighting has been largely completed at various locations, which will result in savings of over 85,000 kWh/year.

As part of an awareness training course in the use of natural resources, all users of the BERRANG vehicle fleet were trained with driver training in the 2023 reporting year. The ADAC ECO driver training showed that savings of up to 20% in fuel

consumption, wear costs and CO₂ emissions can be achieved without any significant loss of time – especially in urban areas and on country roads.

As part of the renewal of the commercial vehicle fleet, another low-emission Sprinter of the latest technology was integrated into

the fleet in 2023. Its use makes it possible to complete tours with small load weights efficiently and with low pollutant emissions.



Illustration 14: Environmental protection

Energy

As a family business, we are committed to the next generations. BERRANG established an energy management system in 2016 and passed **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 energy saving potential every year. If our building is an investment of the last 5 to 10 years and was built in the context of high energy efficiency, further savings potential is particularly difficult to realize. Therefore, after the expiry of the **ISO 50001** certification in October 2019, we changed the energy management system from **ISO 50001 to DIN 16247**. It has been shown that this adapts energy management to our needs. Instead of annual energy audits, independent energy consultants now visit the various locations to analyze energy consumption there and, where possible and economically viable, to identify energy-saving options. The first review cycle was completed in the 2022 reporting year. Measures have been defined that will be implemented in 2023.

Due to the energy source mix, 59.4% of the energy is covered by renewable energies. BERRANG generates its own electricity through the combined heat and power plant operated by BERRANG at the Mannheim site. Thanks to efficient combined heat and power (CHP), the result is minimized CO2 emissions. With

the combined heat and power plant, BERRANG makes a valuable contribution to environmental protection, conserves resources and reduces ongoing energy costs. In the reporting period, the conversion to LED lighting was further advanced at all locations.

Consumption figures within the organization		Unit				
<i>Internal consumption figures</i>	<i>unit</i>		2021	2022	2023	Δ 2022/2023
Electricity consumption						
<i>electricity used</i>	Kwh		2.120.907	2.147.078	2.129.215	-0,83%
Fuel Purchase						
<i>fuel purchased</i>	Kwh		4.928.239	4.149.971	3.733.931	-10,03%
Fuel consumption CHP						
<i>fuel used for CHP</i>	Kwh		2.083.940	1.748.275	1.600.267	-8,47%
Consumption Heating/ FTE's						
<i>amount heating/ FTE'S</i>	Kwh		4.814	3.833	3.254	-15,11%
Consumption of electricity/ FTE'S						
<i>amount energy/ FTE'S</i>	Kwh		3.590	3.427	3.247	-5,24%

Table 3: Consumption figures within the organization

These effects occurred primarily due to the further optimization of the CHP plant. In addition, the temperature settings in the work areas have been optimized. The climatic seasonal conditions in the 2023 reporting year were also conducive to resource conservation.

Consumption figures outside the Organization	Unit				Δ
<i>external consumption figures</i>	<i>unit</i>	2021	2022	2023	2022 /2023
Fuel purchase for cars					
<i>fuel cars purchased</i>	l	11.620	12.561	17.212	37,03%
Fuel purchase for commercial vehicles					
<i>fuel commercial vehicles purchased</i>	l	33.652	31.768	42.246	32,98%
Cardboard/paper consumption per €1 turnover	kg/€	0,015	0,014	0,012	-14,29%
<i>cardboard amount per 1€-sales</i>					

Table 4: Consumption figures outside the organization

Fuel purchases for vehicles recorded a planned increase. After the Corona pandemic, business travel was again possible without restrictions and was used to promote business activities. Fuel purchases for commercial vehicles go hand in hand with sales growth and the need to supply customers.

The development of paper consumption is pleasing to see. In the reporting period, successful projects for converting packaging to reusable container systems were implemented.

Water

BERRANG pays attention to the careful use of water. For example, when designing its locations, for example in Mannheim or Munich, BERRANG has made sure that the entire roof surface drainage is returned to the natural cycle via seepage ditches or ditches. The irrigation of ornamental greenery is carried out via the water stored in a rainwater cistern. In addition, when modernising the buildings, care is always taken to integrate sensible and sustainable instruments to reduce water consumption, such as automatic flushing controllers.

Water consumption	Unit				
<i>water consumption</i>	<i>unit</i>	2021	2022	2023	Δ 2022 / 2023
Total	m³	2.674	3.452	3.210	-7,01%
Total					

Table 5:Water consumption

Emission

Emissions	Unit					Δ
<i>emissions</i>	<i>unit</i>		2021	2022	2023	2022/2023
Emissions Buildings	CO2	to	1.551	1.477,23	1.423	-3,65%
<i>emissions building</i>						
Scope 1 Issue	CO2	to	900	767	740	-3,46%
<i>scope 1 emissions</i>						
Scope 2 Issue	CO2	to	813	862	873	1,29%
<i>scope 2 emissions</i>						
Scope 1 & 2 total emissions	CO2	to	1.713	1.629	1.614	-0,95%
<i>scope emissions total</i>						
Emissions PKW	CO2	to	30,7	33,4	45,1	34,94%
<i>emissions cars</i>						
Emission NFZ	CO2	to	81,5	70,6	98,6	39,72%
<i>Emissions commercial vehicles</i>						
Total Emissions Scope / Parts Delivered	kg CO2/ parts		0,00062	0,00056	0,00054	-3,17%
<i>emissions scope total / delivered parts</i>						
Total Emissions Scope / Movement of Goods	kg CO2/ Pos.		1,74	1,63	1,67	2,73%
<i>emissions scope total / goods movement</i>						

Table 6: Emission Metrics

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

It is positive that Scope1&2 emissions have improved again in 2023 in the BERRANG Group. Optimisations of heating behaviour at many locations have contributed to this. In addition, there were adjustments in the operating times of heating/ventilation and cooling cycles.

The increase in emissions from our vehicles corresponds to the planned increase in fuel consumption. Compared to 2019, before the Corona pandemic, emissions from commercial vehicles have improved by around 11% (2019: 111.4 to/CO2), and we have almost the same emissions from passenger cars as before the pandemic (2019: 45.3 to/CO2)

BERRANG is actively working on reducing CO2 emissions. BERRANG has set itself the goal of reducing its CO2 footprint by 25%* by 2025. The aim is to achieve a reduction of -50%* in 2030.

BERRANG aims to be CO2 neutral for the Scope 1 & Scope 2 KPIs by 2039.

SOCIETY, EMPLOYEES

Among the interested parties, our employees and the society in which we operate are among the most important. We take your interests into account through numerous measures.

For us as a family-run company, mutual respect for each other 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 particular importance to the following principles.

Social Responsibility



Support for employees with children to improve the compatibility of family and career

Our employees are our most important asset. Therefore, in 2023, we decided to increase our support for those employees who have children in order to make it easier for them to reconcile family and career. In Europe and the USA, we are now offering a childcare cost bonus, which provides important financial relief for our employees.

This measure is part of our commitment to creating a family-friendly work environment and ensuring that our employees receive the best possible support to balance their work and family commitments.

Our social commitment does not end at the company door. We are actively committed to making a positive impact on the communities in which we operate. One example of this is our

support for the purchase of a passenger transport minibus at our location in Wroclaw, Poland.

With this measure, we have made a significant contribution to



Illustration 15: Minibus

making it easier and safer for employees of a workshop for the disabled to get to work. The new minibus enables these employees to manage their daily commutes more comfortably and efficiently. This represents an important contribution to the integration and participation of people with disabilities in working life.

Through such initiatives, we underscore our commitment to integration and community, both inside and outside our company. We pride ourselves on making a positive difference in people's lives.

BERRANG Education Program 2023

After a five-year break due to corona, the BERRANG education program finally took place again in October 2023.

In total 60 trainees and employees in the Sauerland region gain practical insights into manufacturing partner companies.

All participants were able to gain important knowledge in various production processes such as bolt production, turning, wire bending, spring washer production, plastics processing and stamping shops. The program was completed by the participation of an electroplating shop, a hardening shop and a sorting company. After each training course, a small test was carried out to document the training success.

GRI 102-12, 102-16, 102-20, 102-31

Conduct with integrity

In a society, it is necessary to take responsibility. In this way, we are committed to our social responsibility, our responsibility towards our employees, our business partners and, last but not least, the common good. 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 bargaining agreements within the scope of the Basic Law of the Federal Republic of Germany, we attach particular importance to the following principles:

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

These principles result in

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

In addition, we measure

- sustainable environmental protection;
- the fight against corruption

great importance.

We respect and respect the personality of our employees and business partners.

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

- 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 for the Elimination of Trafficking in Human Beings

. 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

Occupational safety

Good success can only be achieved in a good working environment. Therefore, 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 geared to 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 goal is to ensure the safety of our employees in the performance of their work, i.e. the control and avoidance of hazards to their safety and health.

To this end, we follow the legal requirements and take measures

- for the prevention of accidents at work,
- to minimise work-related health hazards,
- on the humane design of workplaces and work contents, and
- for preventive health protection.

In doing so, we ensure that not only the respective legal bases are complied with, but also that experience and findings for improving occupational safety and preventive health protection are implemented. BERRANG also contributes to the achievement of the UN Sustainable Development Goals (SDGs) point 8 (decent work and economic growth).

Both internal and external audits are carried out on a regular basis. Selected sites are certified according to **ISO 45001** for the occupational health and safety management system.

Bless you

Employees are crucial to the success of the BERRANG Group. The health and performance of our employees are therefore of particular importance to us. In addition to the already high standards for the well-being of our employees, there is also the need for us as an employer to react flexibly to the changing lifestyles and needs of a changing and aging society.

Our occupational health and safety therefore includes holistic health management, occupational safety and ergonomics, modern working time models and a range of healthy nutrition at our sites. In the year under review, for example, fitness cooperations were rolled out at various locations such as Hanover and Freiburg.

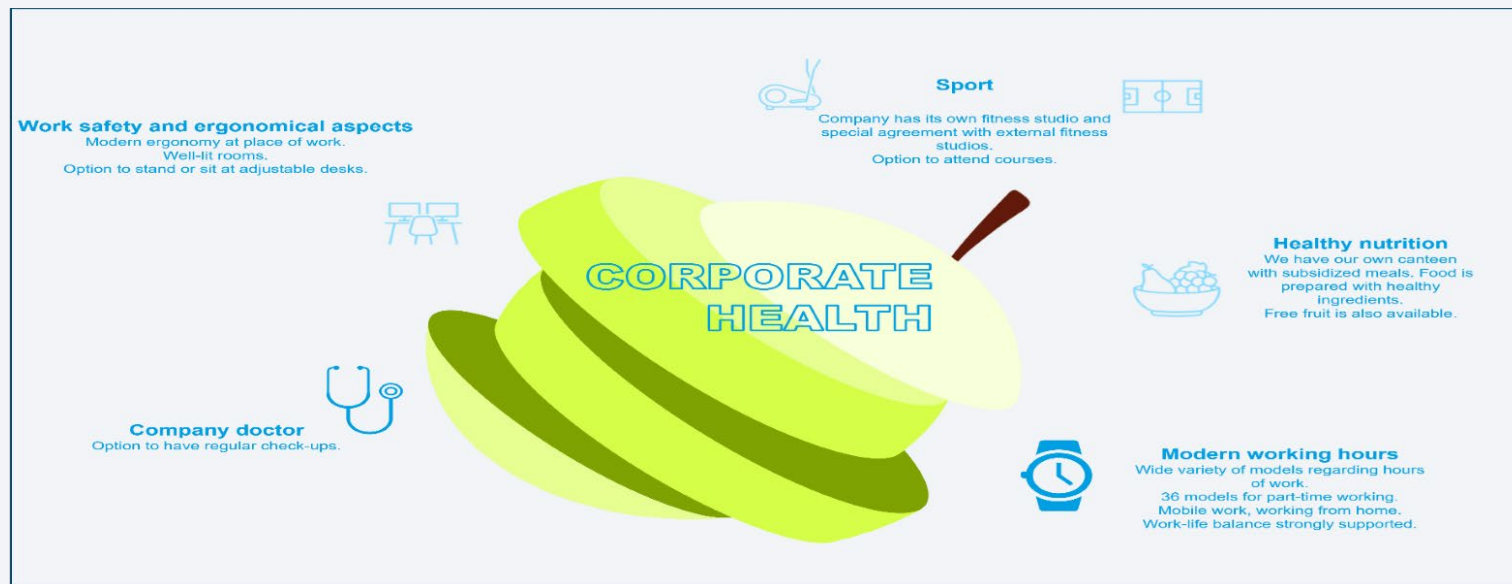


Illustration 16: Health and well-being of employees

GRI102-8,102-41

Employee key figures at a glance*Employee key figures at a glance***By location**

<i>By location</i>	2021	2022	2023
Europe	557	586	622
USA	49	54	57
China	25	25	27

Proportion of employees by type of employment*Proportion of employees by type of employment*

Full time <i>Full-time</i>	78,70%	80,10%	78,61%
Part-time <i>Part-time</i>	14,30%	15,53%	15,69%
Trainee <i>Apprentices</i>	6,10%	4,37%	5,70%

Proportion of employees by employment contract*Proportion of employees by to employment contract*

Temporary (all locations) <i>Temporary (all locations)</i>	1,70%	4,74%	2,53%
Unlimited (all locations) <i>Permanent (all locations)</i>	98,30%	95,26%	97,47%

Proportion of employees according to collective agreement*Proportion of employees covered by collective agreements*

Proportion of employees covered by collective agreement <i>Proportion of employees covered by collective wage agreements</i>	80,00%	77,10%	77,10%
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Table 7: Employee Key Figures

GRI 102-41, 403-2, 403-9, 404-1, 404-2, 405-1



Illustration 17: Employee Key Figures

GRI 404-1, 404-2

Further education

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

Therefore, BERRANG pursues a training program for the qualification and further development of its employees with

- Language courses
- technical training
- Training for the development of leadership behavior
- Compliance
- interkulturelles Training

In 2023, the range of further training and qualification measures on offer increased significantly compared to the previous year.

GRI 102-41; 102-13

Other company benefits

In 2023, BERRANG provided the following company benefits, among others, from which employees could choose.

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

- BERRANG subsidises home savings contracts through capital-forming benefits
- BERRANG has the job ticket
- BERRANG offers modern and ergonomic workplaces
- BERRANG offers the possibilities for 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 gives an overview of the memberships:

- Fachverband des Schrauben-Großhandels e.V. (FDS)
- Association for Services, Wholesale and Foreign Trade Baden-Württemberg e.V. (VDGA)
- Employers' Liability Insurance Institution for Trade and Goods Logistics (BGHW)
- Federal Association for Materials Management, Purchasing and Logistics (BME)
- German Institute for Standardization (DIN)
- Employers' Association
- Rhine-Neckar Chamber of Industry and Commerce (IHK)

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

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