



# SUSTAINABILITY REPORT 2024

of the **BERRANG** Group  
according to **ESRS**

# BERRANG Sustainability Report 2024

## Table of Contents

List of illustrations .....	2
Table index .....	2
Abbreviations .....	3
Foreword by the management.....	4
General .....	5
BERRANG Group at a glance.....	5
Initial situation and strategic orientation.....	7
Responsibility and control .....	8
Sustainability Report 2024 - Approach.....	10
Anchoring at all levels .....	10
Stakeholders along the value chain .....	10
Risk management – timeframe and financial risks .....	12
IRO Process and Methodology .....	14
Material topics .....	16
E – Environment // Umwelt.....	17
Climate change and climate protection.....	17
Impact on the environment.....	23
Circular economy .....	25
Water Resources .....	27
Biodiversity.....	29
S – Social // Soziales.....	30
Our employees.....	30
Code of Conduct.....	31

Integration .....	32
Impact on workforce.....	32
Employee Key Figures.....	34
Job security and equal opportunities .....	36
Society and affected communities .....	41
G – Governance // Corporate governance .....	42
Corporate culture and management system.....	42
Imprint.....	44

Please be advised that the European numeric format is applied throughout the English version, using a comma as the decimal separator and a period as the thousands separator.

## List of illustrations

Figure 1: Management of the BERRANG Group .....	4
Figure 2: Berrang at a glance .....	5
Figure 3: Our competencies .....	6
Figure 4: Our value chain .....	6
Figure 5: Our value chain .....	6
Figure 6: Sustainability roadmap .....	7
Figure 7: Governing bodies .....	8
Figure 8: Strategy pyramid .....	9
Figure 9: Our stakeholders .....	11
Figure 10: Double materiality matrix.....	16
Figure 11: Emissions Roadmap .....	17
Figure 12: Electricity mix.....	22
Figure 13: Affiliation and Fluctuation .....	33
Figure 14: Accident statistics 2024 .....	36
Figure 15: Age diversity .....	37
Figure 16: KlIMANetz.....	41

## Table index

Table 1: Scope 1 & 2 .....	21
Table 2: Scope 3 & Total.....	21
Table 3: Waste key figures .....	26
Table 4: Water consumption .....	27
Table 5: Gender diversity.....	34
Table 6: Employees per country .....	34
Table 7: Working conditions.....	35
Table 8: Reported incidents.....	38
Table 9: Supplier Code of Conduct.....	40

## Abbreviations

B2B	Business-to-Business	41
BA	Betriebsanweisung	27
BHKW	Blockheizkraftwerk	22
CBAM	Carbon Border Adjustment Mechanism	14, 20
CoC	Code of Conducts	24
CSDDD	Corporate Sustainability Due Diligence Directive	7
CSRD	Corporate Sustainability Reporting Directive	14
DEI	Diversity, Equity & Inclusion	12
DMA	Double materiality analysis	13, 14
EEL	Edison Electric Institute	20
ERP	Enterprise Resource Planning	14
ESRS	European Sustainability Reporting Standards	5, 7, 8, 10, 13, 14, 15, 16, 17, 18, 23, 25, 27, 29, 35
EU	European Union	7, 26, 43
GBU	Gefährdungsbeurteilung	27
GHG	Greenhouse Gas	17, 20
GRI	Global Reporting Initiative	13, 14, 40
HR	Human Resources	14, 15
ILO	International Labour Organization	30, 39, 40
IROs	Impacts, Risks & Opportunities	8, 9, 13, 14
IT	Information Technology	14, 30, 33
SME	Small and medium enterpris	18
CIP	Continuous Improvement Process	32
LKW	Lastkraftwagen	23
OECD	Organisation for Economic Co-operation and Development	38, 39, 40
PPA	Power Purchase Agreement	19
SBTi	Science Based Targets Initiative	17
SDG	Sustainable Development Goals	39
SWOT	Strengths, Weaknesses, Opportunities, Threats	15
USA	United States of America	5, 20, 26, 34
VDA	Verband der Automobilindustrie	26

# Foreword by the management

As a family-owned company, sustainability is not just a claim for us, but an integral part of our corporate strategy. We have a special responsibility towards future generations and want to ensure that our actions create long-term value. We are convinced that sustainable business practices are key to long-term success. A transparent sustainability report shows our stakeholders how we are fulfilling this responsibility and provides a good basis for continuous improvement.

Even in times of regulatory uncertainty, we have consistently developed our sustainability system further and aligned it even more closely with the requirements of the Corporate Sustainability Reporting Directive (CSRD).

The assessments of the double materiality analysis have confirmed our approach: our focus on climate and the environment is right and is making a positive contribution to a sustainable future. At the same time, we have strengthened another key area with measures in cybersecurity to ensure the long-term protection of our customers and employees.

In the 2024 reporting year, we further developed and refined our sustainability strategy and extended it to 2035. Building on our existing net-zero roadmap, we defined clear milestones to achieve our goals. External assessments also show that we are on the right track: we received the silver medal from EcoVadis for the sixth time in a row, we were once again rated excellent in the current SAQ 5.0 from Drive Sustainability, and we improved our CDP score to “B.”

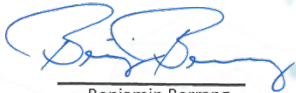
This report provides you with a comprehensive overview of our sustainability activities in 2024. It shows how we have refined our strategy and implemented concrete measures to measurably advance our environmental, social, and economic goals.

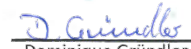
Overall, we are convinced that the sustainable orientation of our company is crucial for a successful future. At the same time, reliable framework conditions are needed: a free and fair economy, reliable global trade routes worldwide, and a climate of trust in entrepreneurial activity. This requires less regulation, fewer reporting requirements, and more economic dynamism.

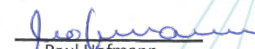



Figure 1: Management of the BERRANG Group


We encourage you to learn more about our developments and activities and look forward to an open exchange with you.


  
Benjamin Berrang

  
Dominique Gründler

  
Paul Hofmann

  
Benedikt Berrang

  
Peter Hofmann

  
Joachim Hermes

# General

## BERRANG Group - Overview

*ESRS 2 BP-1; ESRS 2 SBM-1*

The BERRANG Group was founded over 75 years ago by Karl Berrang. Since its inception, the company has been managed by family members, making BERRANG not only a family-owned company, but also a family-run company. This structure enables independent, long-term, and sustainable corporate development, in which economic success, social responsibility, and environmental concerns are closely intertwined.

This report is the BERRANG Group's first sustainability report in accordance with the European Sustainability Reporting Standards (ESRS) and has been prepared on a consolidated basis. It reflects our understanding of how sustainability is systematically integrated into our business processes and how it is continuously developed. The reporting is based on the principle of double materiality and was prepared with the involvement of relevant stakeholders. Both the financial impact and the impact of our business activities on the environment and society were taken into account.

There were no significant changes within the BERRANG Group or the value chain in the 2024 reporting year.

The BERRANG Group has locations in **Germany, France, Poland, the USA and China**. The report covers the entire group of companies.

With its headquarters in Mannheim and additional branches in Munich, Stuttgart, Freiburg, Hanover, Nuremberg, and Chemnitz, **BERRANG SE** has a presence throughout Germany.

**BERRANG Holding Verwaltungsgesellschaft mbH** comprises the following internationally active subsidiaries:

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

In the 2024 reporting year, the BERRANG Group generated around €343 million with just over 700 employees.

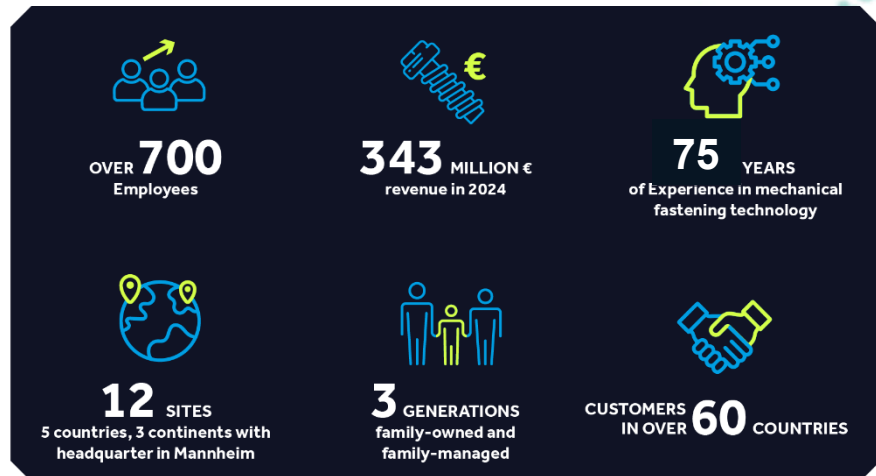


Figure 2: Berrang at a glance

As a globally active, manufacturer- and technology-independent solution partner, BERRANG provides high-end connection technology solutions and engineering services. The aim is to support customers in mastering complex technical challenges and sustainably increasing their innovation and performance capabilities. The focus is on key industries such as medical technology, energy technology, special machine construction, aerospace, optoelectronics, agricultural technology, mobility, and transportation.

With a range of services from standard and custom parts to C-parts management and assembly, right through to comprehensive

engineering, supply chain, and quality management, BERRANG has positioned itself as a strategic solution partner for leading technology companies.

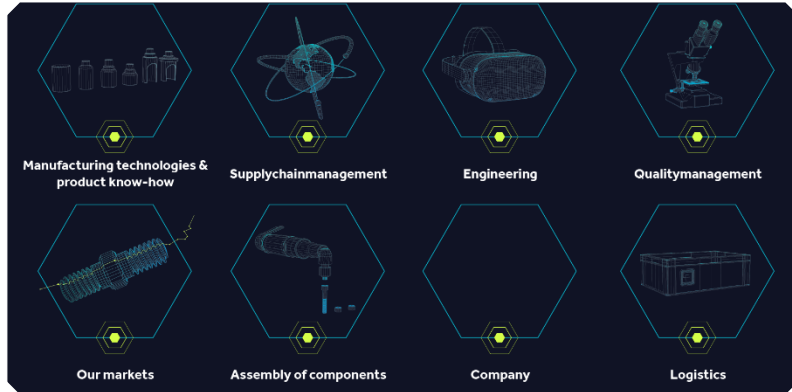


Figure 3: Our Competencies

The BERRANG Group's sustainability report takes into account significant impacts, risks, and opportunities (IROs) along the value chain.

It considers both upstream areas such as the procurement of components and, in some cases, raw materials, as well as downstream aspects. The assessment is based on a group-wide materiality analysis and takes into account legal due diligence obligations. Our core products – mechanical fasteners – are inherently resource-efficient, as they are often used for detachable connections and are therefore ideally suited for disassembling within recycling processes. Used products are added in the form of scrap in the steel manufacturing melting process in line with the circular economy. In collaboration with customers from technologically demanding industries such as medical technology, energy technology, aerospace, and e-mobility, solutions are developed that combine ecological requirements with high technical performance.

Geographically, BERRANG focuses on markets in Europe, North America, and Asia. In these regions, sustainability goals are pursued through local optimization of supply chains, reduction of transport emissions, and site-specific energy efficiency measures

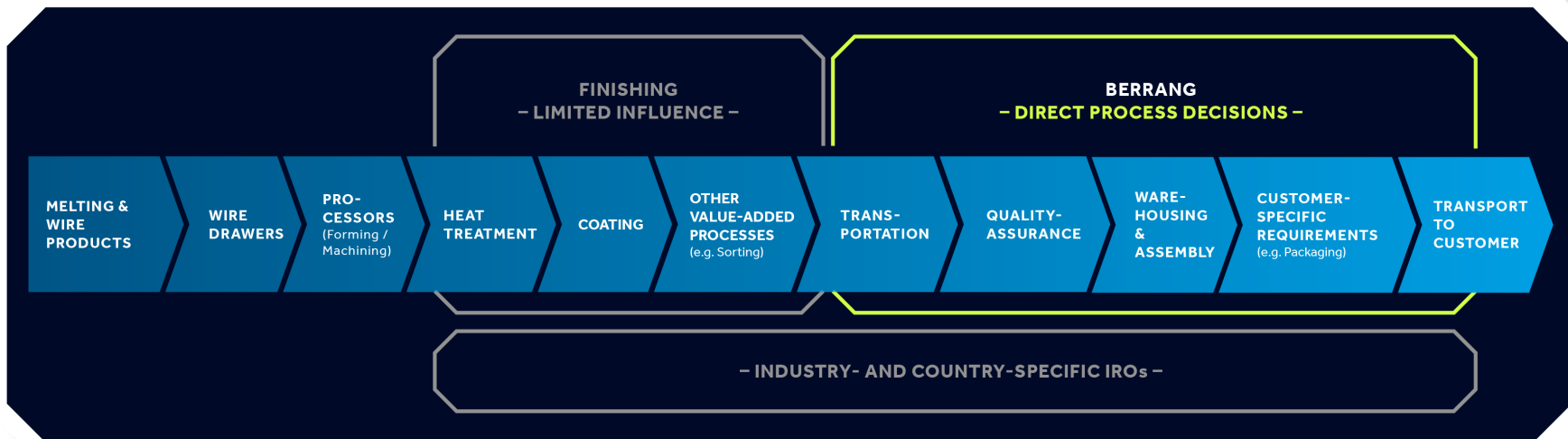


Figure 4: Our value chain

## Base situation and strategic orientation

ESRS 2 BP-2;

Results, data, and facts from our integrated management system form a reliable basis for sustainability reporting.

The BERRANG Group complies with a wide range of international and European standards and holds the following certifications:

- Quality Management System (ISO 9001)
- Environmental Management System (ISO 14001)
- Quality Management in the Automotive Industry (IATF 16949)
- Aerospace Quality Management (EN 9120)
- Energy assessment according to energy audit (DIN EN 16247-1)
- Occupational health and safety management system (ISO 45001)
- Information Security in the Automotive Industry (TISAX).

External audits and certifications confirm the quality of our processes. In addition, we hold site-specific certificates such as C-TPAT, AEO-F, and “Known Consignor.”

According to the current legal situation, we are not obliged to submit a sustainability report in accordance with ESRS . Reporting is therefore

entirely voluntary. We are also not subject to any financial reporting obligation within the meaning of the EU-Taxonomy Regulation. Due to the known scope and complexity of the ESRS requirements that exceed the resources of medium-sized companies like ours, we have used the permissible simplifications of reporting as part of the transitional regulations "phase-in". In doing so, we first concentrate on existing data and established processes. We use the phase-in-period in a targeted manner to gradually expand our database.

BERRANG's business model and strategy take into account the impact on the environment, energy and climate as key sustainability aspects. These topics are to be regarded as material, as they are driven by legal requirements as well as by the expectations of stakeholders – especially customers – as well as by the strategic orientation of the company. In addition, there are noticeable economic and financial effects and advantages, for example in the areas of resilience, energy efficiency and retention of skilled workers. We assume that social aspects will also come more into focus in the future, for example as a result of regulatory developments such as the Corporate Sustainability Due Diligence Directive (CSDDD) of the EU or demographic change. We also expect external environmental influences to increasingly affect our business activities. We therefore review our strategic orientation at regular intervals in order to be able to react to relevant sustainability developments at an early stage.

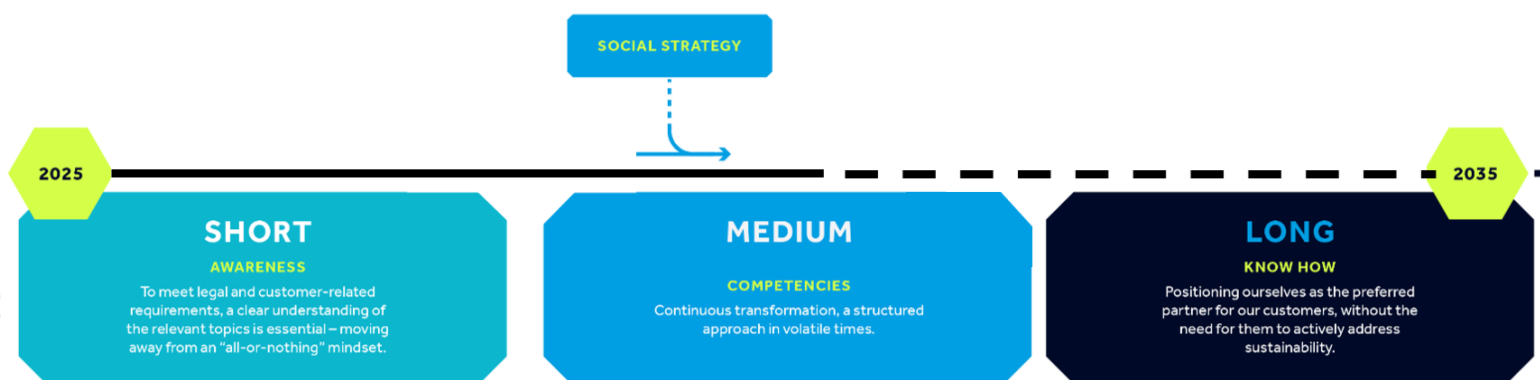


Figure 6: Sustainability Roadmap

## Responsibility and control

*ESRS 2 GOV-1; ESRS 2 GOV-2; ESRS 2 GOV-3; ESRS 2 G1-GOV1*

We pursue a variety of measures to identify, monitor, prevent, and mitigate actual or potential negative impacts in relation to key sustainability aspects – in particular the environment, energy, and climate. These measures are designed to be regional and site-specific and are managed via management plans with clear time frames, target definitions, and effectiveness reviews. The targets are generally formulated using SMART criteria and are based on both quantitative and qualitative indicators. Many of the measures originate from established environmental and energy management systems as well as from IATF 16949, and are actively implemented and further developed. Individual projects and local initiatives contribute to overall progress. Our overarching goal is climate neutrality by 2039. The measures to achieve this are regularly reviewed and adjusted in line with changing conditions. Implementation and target achievement are assessed annually in the global management review using the balanced scorecard and the degree of fulfillment of the management plans for all locations and departments.

BERRANG collects and monitors a large number of quantitative and qualitative key figures along the material sustainability aspects. These include environmental indicators such as CO<sub>2</sub> emissions, electricity and gas consumption, water consumption and waste volumes. In the social sector, we record fluctuation rates, occupational accidents, health indicators, training hours per employee and complaints as part of compliance management, among other things. This is supplemented by classic quality indicators, supplier evaluations and strategic KPIs to manage our value chain. Financial ratios such as investment volume and efficiency ratios are also included.

In the BERRANG Group, the representation of employees is guaranteed by locally organised works councils at various German locations as well as at the international locations according to the country-specific characteristics. These committees are in regular contact with the management and bring the interests of the workforce into relevant decision-making processes.

The members of the management of the BERRANG Group have many years of experience in the automotive and industrial sectors as well as in-depth knowledge of the product groups relevant to the company.

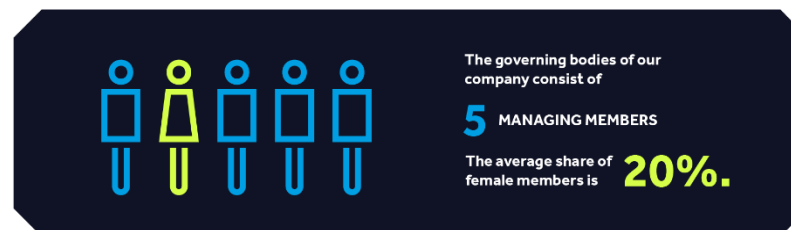


Figure 7: Management bodies

The management has overall responsibility for the strategic orientation and operational management of the company. It sets the corporate principles, makes decisions on the further development of the company, such as investments, innovations and sustainability goals, and ensures that all activities are in line with the company's legal requirements and ethical standards. In addition, she monitors risks and opportunities along the global value chain and is responsible for integrating sustainability aspects into relevant business processes.

The management is also responsible for the implementation of the company's policy principles, including integrity, compliance, sustainability and responsible corporate governance.

Their expertise is complemented by continuous training and active exchange in industry-specific networks. The integration of external expertise as well as the regular examination of regulatory developments and best practices contribute to this.

The company management is regularly informed by the Sustainability Unit about material sustainability topics. This includes, in particular, the monitoring and evaluation of IROs, the implementation of corporate due diligence and the effectiveness of the measures and objectives adopted. Reporting is carried out regularly as part of structured management reports.

As part of the annual management review, the management of the central functions and the site managers of the BERRANG Group are informed about developments in the area of sustainability.

BERRANG takes into account the essential IROs systematically in the strategic management of the company. Sustainability aspects are regularly incorporated into the evaluation of investment decisions, site developments and key business relationships. The Sustainability Unit prepares relevant information and makes it available in a structured form for strategic discussions and decision-making processes.

As part of risk management, IROs are an integral part of risk analysis. Possible conflicting goals – for example between ecological requirements and economic efficiency – are openly discussed and weighed up. Decisions are made with these trade-offs in mind, with the aim of reconciling long-term sustainability and economic stability and pursuing the goal of securing the company.

The long-term existence and sustainable development of the family business are central values that go far beyond individual monetary remuneration as an incentive.



Figure 8: Strategy pyramid

# Sustainability Report 2024 - Approach

## Anchoring at all levels

*ESRS 2 GOV-4; ESRS 2 GOV-5*

The BERRANG Group has established processes to identify, evaluate and manage the potential and actual impacts of its business activities on the environment and society. This process is integrated into strategic planning, risk management and operational implementation.

The most important elements of our corporate due diligence are anchored in various procedural and work instructions and processes and are made available to all employees. These include our mission statement, the corporate strategy with vision and mission, the code of conduct, the management manual, our corporate policies in the areas of management, quality, environment, energy, safety and data protection, the work regulations and site-specific regulations. Implementation is carried out via a structured, integrated management system that identifies risks, derives measures and regularly checks their effectiveness. The results are incorporated into the annual management review. Communication takes place via the intranet, notices, the document management system, training courses and the published sustainability report.

The key elements are documented in various sections of the Sustainability Statement:

- The materiality analysis (see section GOV-2) forms the basis for the identification of relevant sustainability topics.
- The assessment of risks and opportunities (see GOV-5) is carried out on the basis of defined criteria and is incorporated into strategic management.
- The implementation of due diligence along the value chain is described in section BP-1.
- The effectiveness of measures and the achievement of goals are regularly monitored and presented in GOV-2.

- The Sustainability Unit coordinates this process throughout the Group and reports regularly to the management. Integration into the governance structure ensures that sustainability aspects are systematically taken into account and further developed.

Our sustainability reporting management includes identifying, evaluating and prioritizing risks and opportunities that may influence the quality, completeness and significance of sustainability information. It is integrated into the existing company-wide risk management and is coordinated by the Sustainability Unit.

The key components include:

- Regular monitoring of relevant sustainability indicators and target achievement,
- internal coordination processes with the specialist departments for data validation, the application of estimation methods and plausibility checks in the case of incomplete data,
- as well as the documentation and traceability of all report-relevant information.

## Stakeholders along the value chain

*ESRS 2 BP-1; ESRS 2 SBM-2; ESRS 2 SBM-3*

As a provider of solutions in fastening technology in B2B, BERRANG is a central link in the industrial value chain. Our products are further processed and installed by customers, which is why we have no direct relationship with the downstream value chain – except through the close exchange with our customers to implement technical, qualitative and strategic requirements. Upstream, we work closely with our suppliers to ensure the feasibility and efficiency of our solutions. Our goal is to achieve flexibility, quality and reliability along the entire value chain through this close cooperation.

In dialogue with stakeholders – especially customers, suppliers and employees – BERRANG relies on transparent communication, common target definitions and cooperative partnerships. Sustainability is not only

understood as corporate responsibility, but as an integral part of value creation and innovation strategy.

The BERRANG Group organises the involvement of its stakeholders in a systematic and structured manner. As part of the company-wide management review process, a regular review is carried out.

This involves analysing existing relationships, identifying new interested parties and updating or supplementing requirements. This process aims to identify changes in the market environment, regulatory developments and the expectations of customers, suppliers, employees and other stakeholders and to integrate them into the strategic orientation of the company. With the Sustainability Report, we broaden our view and look at a broader group of stakeholders in addition to interested parties.



Figure 9: Our Stakeholders

The results of the review of the requirements of the Interested Parties shall be systematically made available to the management bodies. This will provide them with an informed overview of the views of the stakeholders concerned on the sustainability impact of the business. This enables informed decision-making and the strategic consideration of relevant stakeholder perspectives.

As part of the materiality analysis of the BERRANG Group, central sustainability issues were identified, which are concentrated along the business model, the company's own activities, in relation to the stakeholders, and the upstream and downstream value chain. The analysis is based on the principle of double materiality and takes into account both the environmental and social impact of business activities as well as the financial risks and opportunities for the company.

Significant impacts and risks arise in particular in the following areas. The results will be incorporated into the further development of measures, objectives and control mechanisms.

- Upstream value creation: Opportunities and risks in the area of sustainable procurement, supplier responsibility, material availability and Scope 3 emissions.
- Own activities: Effects of energy consumption, use of resources, waste management, occupational safety and compliance.
- Downstream value creation: Opportunities through recyclable product solutions, CO<sub>2</sub>-optimized connection technologies and the support of sustainable customer applications.

In response to the opportunities and risks identified from the Double Materiality Analysis, the BERRANG Group has already taken measures, including:

- the introduction of a Group-wide sustainability strategy and its monitoring, which includes ecological and social key figures in the strategic target system.
- the training of employees and managers on sustainability topics, as well as the planning of concrete projects to reduce Scope 1-2 emissions.

These measures help to minimise risks, seize opportunities and ensure long-term competitiveness while taking into account sustainable requirements.

Our business activities have a direct and indirect impact on people and the environment, even if we do not manufacture ourselves. The negative effects are mainly due to energy consumption for the maintenance of our buildings – especially heating, lighting and air conditioning – as well as emissions from transport and logistics. These emissions, including those from upstream and downstream stages of the value chain, contribute to air pollution and climate change. In addition, the shortage of skilled workers can increase the workload and have a negative impact on the quality and well-being of employees. These impacts are predominantly short-term to medium-term and are closely related to our business model, which relies on efficient supply chains and logistics.

At the same time, our strategy and corporate culture have numerous positive effects. We rely on measures to reduce emissions that affect both our own sites and the value chain. The increased use of renewable energies as well as consistent compliance with legal requirements and binding obligations contribute to reducing environmental pollution and ensuring human rights. In addition, we promote the health and safety of employees and equal opportunities, as well as the work-life balance. These measures improve the working environment and strengthen our attractiveness as an employer.

A particularly important aspect is the protection of sensitive data. We rely on the highest standards in data protection and cyber security, including TISAX certification, which is of central importance to us as a company. TISAX ensures the security of confidential information. In this way, we not only protect our customers' data, but also the privacy and security of our employees. This protection is essential for trust in our business relationships and for the integrity of our processes.

Other positive effects come from sustainable procurement practices, ensuring product safety and customer satisfaction, and transparent reporting on sustainability measures. Some of these effects are relevant in the short term, some in the medium term and in the long term, and are closely linked to our strategic orientation.

## Risk management – timeframe and financial risks

Overall, the expected effects can be classified into three time horizons: short-term (0–2 years) on topics such as compliance, occupational safety and energy consumption; in the medium term (2-5 years) for emission reduction measures and DEI initiatives; long-term (>5 years) in the transition to renewable energy and the development of sustainable supply chains. At the same time, we assess financial impacts in several levels from "insignificant" without damage to "catastrophic". This combination of time and financial perspective makes our risk management robust.

While the negative effects arise primarily from the maintenance of our buildings and external market conditions, the positive effects are predominantly strategically motivated and an expression of our commitment to sustainability and responsible business practices. In the short term, we expect financial effects from rising taxes in the fossil fuel sector. This development may have an impact on our cost structure, especially in connection with energy for building maintenance such as heating and lighting. In addition, we are monitoring the geopolitical situation as we do business and source globally. Political instability or trade restrictions could have an impact on our supply chains.

Our strategy and business model are geared towards actively managing material impacts and risks and exploiting opportunities. As a family-run company, we have a high level of adaptability, which enables us to react quickly to regulatory, technological and societal changes.

Robust risk management and clear compliance structures protect us against environmental, social and governance risks. This also includes the protection of sensitive data through the highest cyber security standards such as TISAX to ensure the safety of employees and customers. At the same time, we take advantage of opportunities through a corporate culture that promotes equal opportunities and work-life balance. This strengthens our attractiveness as an employer and helps to counteract the shortage of skilled workers. Our flexibility and

long-term orientation enable us to implement sustainable solutions while securing competitive advantages.

This is the first report under ESRS with a double materiality analysis (DMA). As this process has been newly implemented, no changes in the main IROs can yet be seen compared to the previous reporting period. In previous reports under GRI standard, we have carried out materiality analyses that form a solid basis for the current assessment. The DMA complements these previous approaches and allows for a more comprehensive view of the impacts, risks and opportunities.

## IRO Process and Methodology

### ESRS 2 IRO-1; ESRS 2 IRO-2

The basis for identifying, evaluating and prioritizing key IROs forms the double materiality analysis (DMA), which is based on our previous materiality analysis according to GRI and supplemented by internal and external factors.

#### *Initial situation*

The identification of the material information related to the IROs rated as material was carried out at BERRANG in a structured, multi-stage process that takes into account both internal and external perspectives.

The starting point was the detailed mapping of our value chain and the relevant stakeholders along the supply chain. Based on this, existing management systems such as ISO 9001, ISO 14001 and the energy audit according to DIN EN 16247-1 as well as regulatory requirements (e.g. material compliance such as meeting the requirements of RoHS and REACH, Supply Chain Due Diligence Act, CBAM) are systematically included.

In the Sustainability Core Team, a long list of potentially relevant topics was first created. This was assessed with regard to its short-, medium- and long-term effects and supplemented with a point system for IRO evaluation. External sources were used for a benchmark analysis in order to complement the internal perspective and take into account external expectations. In addition, random questionnaires were sent to selected customers and suppliers or answered by representatives/experts in order to obtain further external assessments.

The selection of the report content is based on defined threshold values. The aim was to create a robust basis for future reporting and governance that reflects both internal priorities and external requirements.

#### *Methods and Assumptions:*

The identification is carried out by the DMA, supports industry comparisons within our CSRD software, internal management systems (environmental, energy, risk management) and controlling for financial materiality. Specialist departments contribute their specific expertise: HR for social issues, purchasing and technology for product requirements and supply chains, sales and marketing for customer issues. Public debates, legal developments and information from associations, customers and suppliers complement the process. The assumptions were a time horizon of three years, the scope of the value chain and our ability to influence the first ESRS report is much more detailed than previous GRI reports and can thus create additional transparency that can be used for future improvements

#### *Data sources:*

We use internal data from our management systems (environmental, energy, risk management), IT- and ERP systems as well as HR tools. In addition, we draw on external sources such as industry associations, public reports, websites of customers and suppliers as well as information from authorities and chambers of industry and commerce.

#### *Process and Focus:*

The process includes value chain mapping, stakeholder mapping, impact assessment in the corporate context and prioritization. In doing so, we take into account our own activities as well as the value chain, in particular purchasing decisions and engineering, which have an impact on suppliers and product requirements. There are no geographical focuses, except for data availability.

#### *Prioritization and criteria:*

Negative effects are assessed according to severity and probability of occurrence. Positive impacts are prioritized based on their expected benefits and likelihood of realization. For the assessment, we use qualitative and quantitative criteria as well as threshold values that are based on the ESRS specifications.

### *Risks and opportunities:*

The analysis of financial risks and opportunities is carried out via our risk management system. Risks are assessed using a risk matrix that combines damage potential (property, financial, personal injury, image damage) and probability of occurrence. The classification is made in four categories from "no risk" to "unacceptable risk", with corresponding measures such as immediate measures. For strategic topics, we also use SWOT analyses and the Turtle model for process analysis.

### *Governance and integration:*

Decisions are made by the management and the sustainability core team in coordination with HR and controlling. Control mechanisms are anchored in the existing management systems. The process is integrated into general risk management and is used to assess the overall risk profile.

### *Changes and updates:*

As this is the first report under ESRS no changes compared to the previous year can yet be determined. Regular review and adaptation is planned in the future to take account of new regulatory and market developments.

## Main topics

As part of the materiality analysis, BERRANG concludes that certain environmental aspects in accordance with ESRS E and certain social aspects according to ESRS S are currently not material to our business activities. This assessment is based on the size of our company, the nature of our activities and the location profile: We do not operate our own production, cause only low direct emissions and do not use any land for agricultural purposes. Nevertheless, we expressly acknowledge the global relevance of these issues.

Our influence as a medium-sized company is limited, but we are aware that metal-based products can have an environmental impact along the value chain. We also recognize our social responsibility within the value chain. Our customers, mostly globally active industrial companies, take on an active steering role here, which we follow and which we transfer to our processes.

We also try to positively influence seemingly non-essential topics within the scope of our possibilities. We do not record indicators for non-material topics, but we still want to make a positive contribution – in the spirit of the **"power of small steps"**.

Transition risks and opportunities arise primarily from the costs, availability and future viability of materials and energy sources as well as from regulatory requirements. We see opportunities in new markets such as electromobility, renewable energies and digital technologies. Risks arise from volatility in industries such as automotive and energy, as well as the challenge of modernizing older buildings economically. The evaluation is based on probability, extent and duration. In the short term, we are concerned with issues such as rising energy costs and CO<sub>2</sub> prices, while long-term adjustments are continuously planned. We recognize that some measures could be implemented more quickly, but that the pace is not sustainable in the long term.

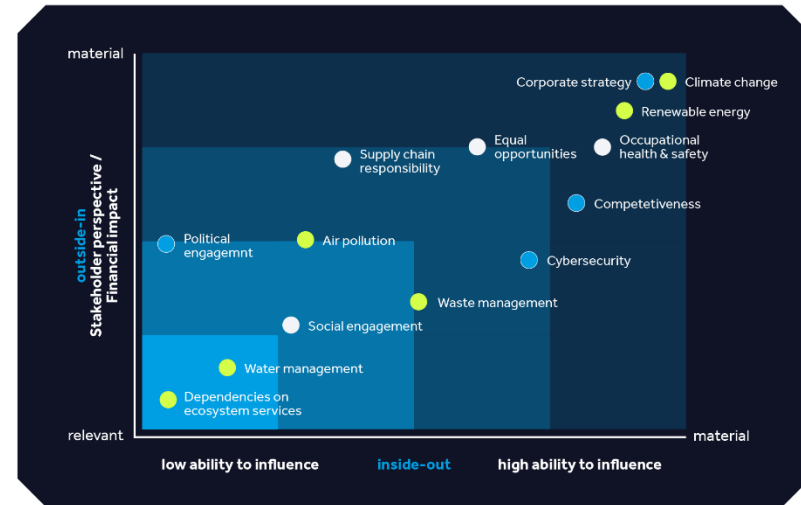


Figure 10: Double materiality matrix

# E – Environment

## Climate change and climate protection

### E1 – ESRS 2 E1-IRO-1

The BERRANG Group assesses its impact on climate change as part of the Group-wide sustainability monitoring. The focus is on the recording and analysis of greenhouse gas emissions in accordance with Scopes 1, 2 and 3. The assessment is based on available data, model-based estimates and projections, especially in the area of Scope 3, and is regularly updated and integrated into decision-making processes.

The scenarios and strategic plans are regularly reviewed and adapted to take into account new findings and regulatory developments.

The assessment of our climate-related impacts is based on a structured process that takes into account both our own activities and the value chain. Greenhouse gas emissions are calculated according to the GHG Protocol. For Scope 1 and 2, we use our own consumption data as well as information from energy producers on invoices. Scope 3 has been calculated with the "Scope3Analyzer" tool for several years. This tool creates emission factors based on value flow data and the country of reference. If necessary, we supplement the calculations with industry-specific assumptions, for example from industry associations such as the German Steel Association. In addition, where it makes sense, we pay attention to sourcing as regionally as possible, as our locations are close to the customers and thus enable short, efficient logistics routes.

Physical risks are assessed as part of our integrated risk management. In principle, all locations can be affected, as climate risks have a global impact. Obvious hazards include heat effects on employees, extreme weather events such as heavy rainfall and floods that affect buildings and infrastructure, and effects on the supply chain, such as low water in rivers, which makes it difficult to transport steel and energy sources. Drought can also put a strain on our properties and green spaces. Location-related factors such as groundwater stress are taken into

account. The assessment is based on the probability of occurrence and damage potential, analogous to our opportunity and risk management.

## Vision 2039

### E1 E1-1

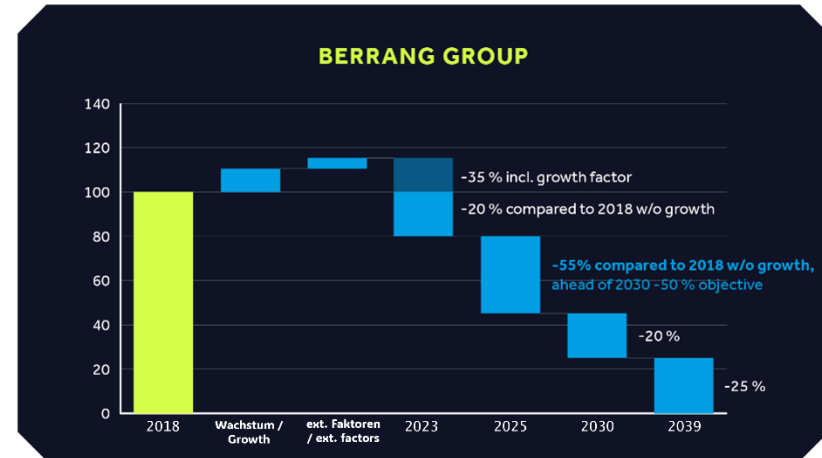


Figure 11: Emissions Roadmap

The Paris Climate Agreement, which was adopted by the international community in 2015, sends a clear signal for global climate protection. The aim is to limit global warming to well below 2 °C, preferably to 1,5 °C, compared to pre-industrial levels. We are also making our contribution to this global goal and pursuing an ambitious environmental strategy. A central component is the targeted CO<sub>2</sub> neutrality in the areas of Scope 1 and Scope 2 by 2039. This includes both direct emissions from own sources and indirect emissions from purchased energy. This is based on systematic energy management and continuously developed environmental management that makes our operational processes sustainable.

Our targets are currently not verified by the Science Based Targets Initiative (SBTi). Nevertheless, our measures are based on sound principles and, taken as a whole, contribute to effectively reducing our emissions and neutralizing them in the long term.

Another focus is on the development of a concept for Scope 3 emissions, especially upstream. In the coming years, we will continue to intensify our efforts along the supply chain in order to achieve realistic emission reductions in this area as well. In doing so, we are pursuing a holistic approach that takes into account both ecological responsibility and economic feasibility.

Currently, our reduction measures are primarily focused on Scope 1 and Scope 2 emissions. The biggest levers are in electricity consumption, energy consumption and heating supply.

Particularly relevant are our sites in Mannheim, Munich and, in the future, Stuttgart, where these factors make a significant contribution to the emissions balance. Thanks to the electricity purchases for the coming years, which were already completed in 2024, we can already confirm today that we will reach the CO<sub>2</sub> savings target of 50% by 2030 as a milestone in 2025 as planned by purchasing green electricity, much earlier than planned.

Scope 3 represents the largest share of emissions in trade and in industries closely related to the steel industry. Due to the complexity and the large number of indirect influencing factors, we are first striving for a reliable database before adopting further concrete measures for Scope 3. Our goal is to make well-founded decisions that are sensible, effective and realistically implementable.

Our products do not cause any direct greenhouse gas emissions in the use phase. They are predominantly metal fasteners that do not consume any energy themselves and therefore do not release any emissions when they are used. In addition, our products are usually recyclable, which significantly reduces their environmental impact over the entire life cycle.

Due to the high material quality and recyclability, our products contribute to resource conservation and the circular economy. From today's perspective, they do not jeopardize the achievement of our emission reduction targets, as they do not cause relevant emissions either in use or disposal.

## Climate change as an opportunity

### *E1 MDR-P*

Climate change brings with it a variety of risks such as extreme weather, stricter legal requirements and rising energy prices, but also offers opportunities for innovation and efficiency. We systematically meet these challenges as part of our established environmental management system in accordance with ISO 14001. Relevant environmental aspects such as energy consumption and emissions are regularly assessed, specific emission reduction targets are set and appropriate measures are integrated into our operational processes. For monitoring and continuous improvement, we also use DIN EN 16247, which enables structured energy audits. In addition, we also assess the issue of climate change as part of our integrated management system and in classic risk management at management level in order to identify strategic impacts at an early stage and manage them in a targeted manner. We also consider the health and safety of our employees to be a central aspect – especially in connection with climate-related stresses such as heat or extreme weather. These topics are included in the social area "S" of the ESRS and are also taken into account by us.

The scope of our approach to assessing climate-related risks covers the entire value chain, with a particular focus on our direct activities as well as the upstream area. Potential supply bottlenecks that can arise from climate-related events such as extreme weather or resource scarcity pose a significant risk. In our previous analyses, direct suppliers have been taken into account. The extended value chain can be determined due to our company size and the current legal situation, in particular the exemption of SMEs of certain reporting obligations. Nevertheless, the topic is to play a stronger role in supplier management in the coming years in order to increase transparency and resilience to climate-related risks in a targeted manner there as well.

Responsibility for the climate management concept lies with the company management, the branch managers, the environmental management officers and purchasing. In order to anchor the topic in a structured and effective way, a separate office for sustainability management has also been created. This division of roles allows for

clear responsibility and promotes the integration of sustainability aspects into strategic and operational decisions.

## Climate concept

*E1 E1-2; E1 MDR-A; E1 E1-3; E1 MDR-T*

A central component of our concept is the procurement of Electricity from renewable energies. With this measure, we achieve the greatest effects in connection with our CO<sub>2</sub> emissions. In 2025, this will be done via a certified green electricity tariff, and for the following years Power Purchase Agreements (PPAs) to achieve long-term security of supply and additional climate impact. At the same time, we are pursuing the goal of continuously reducing our energy requirements and becoming independent of fossil fuels in the medium term – especially in the area of heating and cooling. In addition, we are planning to install further photovoltaic systems at selected locations in order to further increase the share of self-generated renewable energy.

Continuous access to finance is of great importance for the implementation of our climate protection measures. Investments in energy-efficient technologies, the transition to renewable energies, and measures for electrification and digitalization require long-term financial planning and stability. In doing so, we draw on both internal budgets and external funding programs. In addition, the success of our measures also depends on the expansion and maintenance of the supply infrastructure – especially by grid operators, who have to ensure a reliable and efficient energy supply. In order for these measures to be sustainable in the long term, they must also be economical to a certain extent. Economical efficiency is a decisive factor in permanently integrating climate protection into our business processes and strategically developing it further.

## Emissions

*E1 E1-4; E1 E1-6*

Our company has systematically identified the largest issuers within Scopes 1 and 2. On this basis, a comprehensive cost-benefit analysis was carried out, taking into account both economic and ecological aspects. This shows considerable potential for cost savings and CO<sub>2</sub>

reductions, especially through the switch to lower-emission energy sources.

At the same time, risks arise from the existing dependence on certain energy sources, especially with regard to price volatility and security of supply. The increasing demands of customers and legal requirements are increasing the pressure to act and confirm the strategic relevance of our measures to reduce emissions. In addition, there are financial risks due to rising taxes in connection with CO<sub>2</sub> emissions and energy procurement, which further underlines the need for efficient and climate-friendly energy solutions.

Our emissions reduction target includes Scopes 1 and 2. We are aiming for climate neutrality in these areas by 2039, with an interim target of 50 percent emission reductions by 2030. Currently, about 45 percent of our emissions come from Scope 1 and around 55 percent from Scope 2. In the coming years, this ratio will shift significantly, as Scope 2 emissions will be almost completely eliminated by the purchase of renewable electricity. Emissions are recorded in CO<sub>2</sub> equivalents. A transparent database is guaranteed by our energy suppliers as well as by recognised databases, for example in the field of fuels.

Scope 3 has not yet been fully defined. In the future, we will be guided by the requirements of national and European legislation.

We have chosen 2018 as the base year for Scope 1 and 2 because it represents an economically stable and representative starting point for our company. This year, there were no extreme or exceptional events that would have skewed our emissions data. To validate the data, relevant KPIs, such as CO<sub>2</sub> emissions at partial level, were reviewed together with selected customers. In addition, we compared country-specific values, such as the electricity mix of our energy supplier, with nationwide averages to ensure the significance and representativeness of the initial data.

Scope 1: Reduction of gas consumption through efficiency measures and, in the long term, through the use of alternative technologies such as heat pumps. This corresponds to a reduction of about 750 t CO<sub>2</sub>.

Scope 2: Optimization of electricity procurement with a focus on the procurement of renewable energies and the electrification of processes to replace fossil fuels. This corresponds to a reduction of about 950 t CO<sub>2</sub>.

We intend to introduce new technologies and, in the medium term, alternative drive types for our vehicle fleet. By and large, electrification is to take place in order to make us independent of fossil fuels and to obtain renewable energies in a climate-neutral way.

Scope 3: Only the upstream categories of Scope 3 are relevant for our organization. Direct data collection from suppliers has not yet been carried out nationwide.

However, since 2021, we have been using the Scope3Analyzer to calculate our Scope 3 emissions, which has allowed us to gain reliable insights into our emission focuses.

A significant reduction potential of our emissions can be assigned to Scope 3, Category 1, "Purchased goods and services" according to the Greenhouse Gas Protocol (GHG Protocol).

Our company has not yet taken into account different climate scenarios and does not currently plan to do so. The main drivers for our decarbonization strategy result from the industries in which we operate – in particular the steel industry as the main source of our raw materials as well as the requirements and developments in our customers' sales markets. These external factors have a direct influence on our options for action and play a key role in determining the relevant levers for reducing emissions.

Nevertheless, the comparability of emissions data over the last few years is only possible to a limited extent. Reasons for this include changes in data availability, optimized calculation bases and the further development of our internal database. In the case of Scope 3 in particular, rough assumptions such as the energy mix in sourcing countries were initially used; with the clarification of the GHG Protocols and the introduction of the Carbon Border Adjustment Mechanism (CBAM), in 2024 there was a partly inadequate data situation on the part

of suppliers, which could only be improved gradually. Overall, the analysis is based on a mix of own and publicly available data. The goal for 2024 and 2025 is to record the current situation as accurately as possible in order to further optimize the database in the following years and to oblige our suppliers more strongly to provide data.

Scope 1 emissions are based on our own measurements and data collection, for example the consumption data of the heating system or the vehicle fleet.

Scope 2 emissions have historically been based on GHG dataprocol. The data of the GHG Protocol are on a very rough level and local peculiarities could not be taken into account. For the 2024 reporting year, for the first time on the information provided by electricity suppliers in Germany and France, and for the locations in the USA and China, public sources are used. For example, the EEI Report (Edison Electric Institute) of South Carolina and the electricity mix of Shanghai to the data of statista.com

Scope 3 emissions are based on the calculations of the Scope3Analyzer. The Scope3Analyzer calculates emissions by multiplying purchasing sales by industry-specific emission factors. This results in a monetary-based estimate of upstream CO<sub>2e</sub> emissions for each country from which we source our products.

## Emissions

Emissions					Intermediate targets and target years			Einheit unit	
Scope 1 & 2	Basis Jahr 2018	2023	2024	Δ 2023/ 2024	Δ 2018/ 2024	2030	2039		
Scope-1-THG-Emissionen <i>scope 1 emissions</i>	1.139	755	737	-2,38%	-35,29%	-50%	-100%	tCO <sub>2e</sub>	
Scope-2-THG-Emissionen <i>scope 1 emissions</i>	847	873	973	11,45%				14,88%	tCO <sub>2e</sub>
Gesamt Scope 1 & 2 <i>Total Scope 1 &amp; 2</i>	1.986	1.628	1.710	5,04%				-13,90%	tCO <sub>2e</sub>
THG-Emission pro 1€-Umsatz <i>GHG-emission per 1€-sales</i>	0,00000786	0,00000440	0,00000500					tCO <sub>2e</sub>	
THG-Emission p. Warenbewegung <i>GHG-emission p. goods movement</i>	0,00174000	0,00169000	0,00218000					tCO <sub>2e</sub>	

Table 1: Scope 1 & 2

Scope 3	Basis Jahr 2021	2023	2024	Δ 2023/ 2024	Δ 2021/ 2024		
1 Eingekaufte Waren und Dienstleistungen <i>1 Purchased goods and services</i>	140.060	154.460	145.800	-5,61%	4,10%	Tbd	tCO <sub>2e</sub>
3 Energie- und brennstoffbezogene Aktivitäten (nicht in Scope 1 oder Scope 2 enthalten) <i>3 Fuel- and energy-related activities (not incl. in Scope 1 / 2)</i>	n/A	260	230	-11,54%			tCO <sub>2e</sub>
7 Pendeln der Arbeitnehmer <i>7 Employee commuting</i>	n/A	840	990	17,86%			tCO <sub>2e</sub>
Gesamt Scope 3 <i>Total Scope 3</i>	140.060	155.560	147.020	-5,49%	4,97%		tCO <sub>2e</sub>
<b>Gesamt / Total Scope 1-3</b>	<b>142.046</b>	<b>157.188</b>	<b>148.730</b>	<b>-5,38%</b>	<b>4,71%</b>		<b>tCO<sub>2e</sub></b>

Table 2: Scope 3 & Total

## Energy requirements

### E1 E1-5

As part of our environmental and energy management, we record the energy consumption of all locations on a monthly basis. The total energy requirement includes both electricity consumption and fuel consumption. With one exception, our fuels are based on fossil fuels, usually natural gas. One site obtains district heating, which is generated by a wood pellet plant.

Until now, total energy consumption has been heavily influenced by fossil fuels: We see this as a major need for action and have defined the decarbonization of our energy mix as a strategic goal.

Switching from gas to renewable energy is a complex challenge. In the coming years, we will develop a roadmap to increase the share of renewable energies and further reduce our dependence on fossil fuels.

The largest gas consumer is the combined heat and power plant (CHP) at the Mannheim location. This technology has long been considered innovative, but is increasingly being viewed critically from a sustainability perspective. Of the total energy requirements of the group of companies, around 1,5 GWh are accounted for by the CHP plant.

Up to and including 2024, we purchased conventional electricity because we were bound to a long-term contract from which we could not exit early. As can be seen from the provider's annual report, demand for electricity increased significantly during this period, while the expansion of its own renewable energy generation facilities largely stagnated. This development has been reflected in the CO<sub>2</sub> values of the standard products supplied:

Based on the results for 2024, we have decided to convert all German and French sites to green electricity. The changeover will initially take place by adapting the existing long-term electricity contract, so that the supply will be "green" from 2025. Instead, we were able to conclude Power Purchase Agreements (PPAs) for the following years. We are very proud of this and look forward to reporting on it in detail in the 2025 report.

In terms of pure electricity procurement in the BERRANG Group, the share of green electricity in 2024 was just under 40% of our total electricity consumption. In addition, around 13% of our electricity consumption comes from our own CHP plant at the Mannheim site.

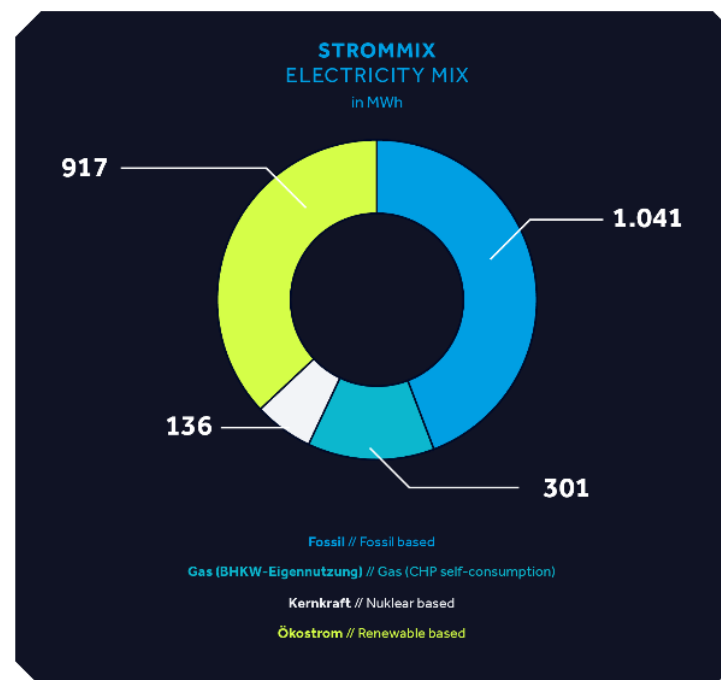


Figure 12: Electricity Mix

## Impact on the environment

*E2 – ESRS 2 E2-IRO-; E2 MDR-A*

The BERRANG Group identifies and evaluates material impacts on environmental pollution as part of its materiality analysis and, above all, the environmental management system. Relevant emission sources, materials used and potential pollutants are identified, prioritized and regularly monitored. The assessment is based on legal requirements, binding obligations, internal environmental goals and feedback from stakeholders.

We have systematically reviewed our activities to determine the actual and potential impacts, risks and opportunities associated with environmental pollution – both in our own business activities and along the upstream and downstream value chains. Since we do not produce ourselves, the direct environmental impact of our activities is low overall. Procurement is particularly relevant: When selecting our suppliers, we pay attention to environmental standards, prefer ISO 14001-certified companies or at least expect a corresponding commitment. Other potential impacts result from our energy supply, the vehicle fleet as part of logistical processes, and the construction or conversion of sites. The use of chemicals is carried out exclusively in very small quantities and under controlled conditions. In addition, we have a waste management system and continuously optimize our business trips in terms of environmental compatibility. Assessment of risks associated with environmental pollution and measures to protect the environment are firmly anchored in our environmental management and are regularly reviewed and further developed.

The reasons for the lack of additional measures lie in the low materiality of the sustainability topics assessed. The identified risks and impacts were classified as minimal as part of the materiality analysis. The company has an established environmental management system in accordance with ISO 14001 as well as a structured occupational safety management system in accordance with ISO 45001, which already ensures a high degree of control and prevention. Measures are primarily taken as part of the continuous improvement process, with locations learning from each other, adopting best practice examples and

optimising existing processes. The greatest remaining risks relate to incidents in connection with truck traffic during deliveries and deliveries as well as the improper disposal of hazardous substances. These topics are treated with great care

## Environmental management

*E2 MDR-P*

Our concept for environmental pollution is based on the requirements of ISO 14001 and includes the systematic analysis and evaluation of opportunities and risks as well as the derivation of concrete measures. The relevant environmental aspects in our company relate to the areas of soil, air, water and noise. As we are not a manufacturing industry, the direct environmental impact of our activities is low overall.

Nevertheless, there are specific opportunities and risks: In the area of waste management, we see a significant opportunity to achieve ecological and economic benefits through consistent waste separation and the promotion of the circular economy. The use of recyclable and recycled materials in packaging and transport securing supports this goal. Risks can arise when handling hazardous substances in laboratory areas, both during use and disposal. Further potential environmental pollution can arise from accidents during loading and unloading. Noise emissions occasionally occur from truck traffic during opening hours, but mainly affect industrial areas and rarely residential areas. All identifiable risks have been assessed and have been proven with appropriate preventive measures. The environmental aspect of soil is taken into account in all construction, conversion and expansion measures in order to avoid negative effects such as sealing or contamination.

The environmental aspects described above relate in particular to our own activities that can be directly influenced. In addition, we recognize that environmental impacts also arise along the upstream value chain, especially in the direction of our suppliers, over which we can influence to a certain extent. All aspects mentioned are regularly monitored, evaluated and documented and further developed in our environmental management system.

We are aware that the procurement of raw materials has an ecological impact. Therefore, we advocate, for example, the increased use of scrap materials to replace primary raw materials and conserve resources. In addition, we advise our customers already in the design phase on the use of resource-saving products, such as cold extruded parts instead of machined parts, as well as on their processing processes. In this way, we actively contribute to minimizing environmental impacts not only internally, but also externally along the value chain.

The environmental management system and the topic of environmental pollution are actively responsible for and supported by the Board of Management and the company management. They are integrated into the information chain in the event of incidents and emergencies and ensure that decisions and measures are coordinated and supported at the highest level.

As part of our integrated management system, relevant interested parties were systematically recorded and taken into account. For example, customer requirements are now very transparent about contracts and codes of conduct (CoC). There is a regular exchange with cities, municipalities and responsible authorities at our locations. Employees and the works council are actively involved, as are the management and the board. To determine the requirements, we mainly use publicly available information. The requirements of the interested parties are regularly reviewed in order to be able to react to changes in a timely manner.

## Circular economy

### E5 – ESRS 2 E5-IRO-1

As a company in the metal industry, we are part of an already established circular economy. Steel and other metallic products are in principle very easy to recycle.

The global average of recycled or scrap in steel is around 30 percent. Our products, such as screws or clips, are designed as detachable fasteners and thus enable the dismantling and recycling of complex assemblies. They thus make an active contribution to the circular economy by facilitating dismantling and material separation.

We also rely on single-origin separation and recycling of packaging. Cardboard, wood, foil and strapping are collected and recycled separately. Our goal is to keep the proportion of non-recyclable waste below eight percent throughout the Group. In addition, we use reusable containers such as small load carriers (SLC) and Kanban systems in customer logistics to use resources efficiently. Rejects or components that are discarded in the course of quality inspections are also included in the scrap cycle and are recycled accordingly.

Risks exist in particular in the improper separation of materials. However, these are reliably addressed by clear legal requirements and regional standards as well as by internal control mechanisms. The recyclability of our products and processes is regularly reviewed and further developed in order to make the best possible use of ecological potential.

## Conservation of resources

### E5 MDR-P

Our company has adopted concepts for managing the key sustainability aspects with regard to resource use and the circular economy – especially within the framework of ISO 14001. However, the procurement of products is strongly influenced by market mechanisms and industry-specific framework conditions. The recycled content has been around 30% globally for years, a standard that is accepted, but in our view could be significantly expanded. We would be happy if there

was more movement here. The associations of which we are a member support this development.

Packaging and waste prevention are particularly important to us. We are increasingly relying on reusable packaging such as SLC, using cardboard boxes with a very high recycled content – in most cases up to 100% – and optimising the use of stretch films, both in terms of material use and recyclability. Many things are tested and checked for economic efficiency.

Our delivery conditions clearly describe which packaging is to be used and what recycled content is expected. Digitization also contributes to resource conservation: Paper consumption has been significantly reduced by introducing electronic invoices and switching to new printing systems with optimized printing behavior and reduced toner consumption.

In the metal sector, the circular economy is a matter of course for us. Our components are recyclable and can be melted down and reused as often as desired. Particularly important to us is the use of detachable fastener technologies that actively contribute to recyclability. This makes it easier for vehicles to be returned to the material cycle, regardless of the metal or coating used. These processes are globally established and technologically already very advanced. At the same time, mechanical fastening elements support the repair options.

The concept of resource conservation and circular economy is applied in several areas, with a clear focus on internal processes. Here, the focus is on waste avoidance and efficient use of resources. Measures such as the optimization of packaging, the use of reusable containers and the digitization of administrative processes are central components.

The concept is also effective on the customer side. In many cases – especially in Kanban-driven delivery processes – reusable packaging is already established and is actively used by our customers. Interest in sustainable solutions is high, which is also reflected in the close cooperation in the development of resource-saving delivery and packaging concepts.

On the supplier side, the requirements are clearly defined in our terms and conditions of delivery. Large suppliers within Europe are open to sustainable packaging concepts and are increasingly implementing them. Implementation is more challenging for non-European suppliers, as reusable packaging is often not economically viable there, and against the background of a life cycle assessment, it is usually not useful to use. Nevertheless, we are continuously working to achieve improvements here as well.

The VDA is an important framework provider, whose requirements we consistently implement. In addition, the optimization of manufacturing processes and the development of alternative manufacturing methods is an integral part of our engineering consulting. We see great potential here, especially with regard to Scope 3 emissions, which we want to leverage together with our partners. This consulting service is one of our strengths.

The top level of our organization, which is responsible for the implementation of the concept, is the management or the board. This entity is fully behind the concept, takes over active tracking and supports the implementation operationally and structurally.

## Waste prevention

### E5 E5-1

In our concepts, the prioritization of waste prevention and minimization over waste treatment is consistently taken into account. The EUwaste hierarchy forms the central basis for this, and not only at our European sites. Also internationally, especially in the USA, this principle is implemented, supported by the ISO 14001 certification of our sites there.

In addition to the ecological aspects, the economic dimension also plays an important role: waste causes costs, both in disposal and in logistics. Our goal is therefore to generate as little waste as possible along the entire value chain. We strive to avoid packaging waste from our suppliers, to work internally in a resource-saving manner and also not to burden our customers unnecessarily

We are aware that waste cannot be completely avoided in certain cases. Nevertheless, we are doing everything we can to reduce volumes and actively offer our customers support in the development and implementation of suitable solutions.

<b>Abfallkennzahlen</b> <i>Waste figures</i>	Einheit <i>unit</i>	2022	2023	2024	Δ 2023/ 2024
<b>Papier / Kartonage</b> <i>cardboard</i>	to	169,60	155,70	131,70	-15,41%
<b>Folie</b> <i>foil</i>	to	53,40	43,00	52,90	23,02%
<b>Abfall zur Verwertung</b> <i>residual waste</i>	to	17,30	19,50	7,90	-59,49%
<b>Holz</b> <i>wood</i>	to	86,40	87,00	93,00	6,90%
<b>Metallschrott</b> <i>metal scrap</i>	to	99,80	57,70	42,80	-25,82%
<b>Gesamt / Total</b>	to	454,10	421,40	341,30	-19,01%

Table 3: Waste key figures

## Our contribution to the circular economy

### E5 E5-5

Our products are designed to be circular from the ground up, in particular through the use of detachable mechanical joining techniques that enable dismantling and return to the material cycle by type. Regardless of the type of metal or coating, the components are almost completely recyclable and can be reused as often as desired.

The actual production is carried out by our suppliers, where the topic of circular economy also plays a central role. Surplus material, such as that generated during milling, punching or other machining processes, is considered a valuable resource. Rejects, scrap and so-called "scraps" are systematically collected and recycled.

In addition, we actively support our customers in optimising product design and the layout of assembly processes. For example, numerous product designs have already been adapted in such a way that resource-intensive production steps have been replaced, for example

by switching from turning processes to forming processes or the use of direct screwing systems. Such changes not only reduce material consumption and waste, but also improve the energy efficiency and recyclability of the products.

## Hazardous substances

### E2 E2-1

Only a few hazardous substances are used in the company, and these only in small quantities that are almost customary in households. Every hazardous substance undergoes a defined test process before use: the manufacturer's information, the classification into hazardous substance classes and possible substitution options are systematically evaluated.

Risk assessments (GBU), safety data sheets and operating instructions (BAs) is complete and up-to-date. In this way, we ensure that the handling of hazardous substances is controlled, safe and in accordance with the law.

## Water Resources

### E3 – ESRS 2 E3-IRO-1; E3 MDR-P; E3 E3-4

Water and marine resources have been assessed as part of our materiality analysis, but are not currently considered material to our operations. Nevertheless, we are aware of our responsibility and take into account potential indirect impacts, especially in connection with transport routes, packaging materials and our waste management. We mainly use recycling-based or reusable packaging and pay attention to professional disposal. Our goal is to actively contribute to the conservation of water resources – for example, by avoiding unnecessary burdens along the supply chain and by continuously optimizing our processes in terms of environmental compatibility.

Water consumption will be sparing, quantities and consumption will be monitored as a matter of principle. In the event of accidents, precautionary measures are in place to rule out a risk to the groundwater. Even though water and marine resources are not a material issue for us, we keep an eye on possible risks and opportunities

in this area and integrate them into our environmental considerations as necessary.

Wasserverbrauch	Einheit	2022	2023	2024	Δ 2023/ 2024
<i>water consumption</i>	<i>unit</i>				
<b>Frischwasser</b>					
<i>fresh water</i>	m³	4.743	5.858	<b>4.205</b>	-28,21%
<b>Zisterne</b>					
<i>cistern</i>	m³	1.275	1.284	<b>1.361</b>	6,00%

Table 4: Water consumption

Water does not play a central role in our company, as we are not a manufacturing industry. Consumption is limited to sanitary use such as washing hands, showering and going to the toilet, as well as irrigation of outdoor facilities. Nevertheless, we recognize the importance of water as a vital resource and see both opportunities and risks in dealing with it, especially in the context of climate change and falling groundwater levels.

Drinking water must be used carefully and sparingly. Basic sanitary services are of course available to all employees. To reduce water consumption, we rely on water-saving fittings, toilets with economy button or stop flush as well as the use of cistern water for irrigation. Young trees in particular, which were planted as part of our 75th company anniversary in 2023, are specifically supplied with water bags. Despite the low water demand, there are risks, for example due to long dry periods or possible contamination of the groundwater as a result of accidents during truck delivery and collection. To prevent these risks, our surfaces are concreted and equipped with collecting troughs and oil separators. Binders are available at all locations, in some cases even complete emergency sets, so that we can react quickly in an emergency.

We are aware that the production of our products, especially the metalworking processes in the upstream supply chain, is associated with high water consumption. Even though this consumption does not take place directly in our own operations, we recognize the responsibility that comes with the indirect use of water resources. In the future, we want to make our suppliers more aware of this issue, actively involve

them and create more transparency about water-related impacts along the value chain. Geographical conditions should also play a greater role in this: We do not want to place an additional burden on regions with high water stress through our procurement decisions.

In addition to direct water consumption in the company, we also look at the role of waterways in our logistics processes. Some of our raw materials and products are transported via rivers or seaports. We are aware of the increasing climate-related challenges: Flood events can affect infrastructure, while persistent low water levels limit navigability and thus interrupt or delay supply chains. These developments not only influence the availability and punctuality of materials, but also the planning reliability in procurement and distribution.

The responsibility for the conscious use of water lies with all employees in the company. This common understanding is strengthened by the active support of the board and management. Water consumption is an integral part of our quarterly reporting and is regularly addressed in the management meetings attended by all executives. In this way, we ensure that the topic is not only operationally but also strategically anchored and continuously incorporated into decision-making processes.

Our customers are increasingly interested in water demand along the supply chain. Within the value chain, the willingness to be open and transparent about water-related impacts still needs to evolve. Even though our own business does not consume any significant water, we would like to promote transparency in the future.

## **Sense of responsibility for the element of water**

### **E3 E3-1; E3 MDR-A**

Water plays a role in metalworking at various points, for example in cooling processes, cleaning processes, surface treatment or the use of auxiliary materials. The choice of the respective production method has a significant influence on how much water is required. The use of recycled material such as scrap steel can also reduce water consumption by reducing or simplifying certain process steps. We regularly advise our customers on technical feasibility and the

optimization of manufacturing processes. So far, the focus has not been on water consumption. In the future, however, the topic can be given greater consideration, similar to other resources or CO<sub>2</sub> emissions, in order to jointly identify potential for greater efficiency and sustainability

Water consumption is not essential for our own operation. Nevertheless, water-related risks are taken into account in our overarching concepts. This risk assessment is carried out individually, depending on the location or department, and is based on the respective operational conditions and potential environmental impacts. Water consumption is continuously recorded at our sites in order to identify possible dependencies on external factors such as weather events or supply bottlenecks at an early stage. At the same time, monitoring helps to quickly identify leaks or unusual consumption patterns and initiate appropriate measures.

Water is not a major sustainability issue for the company, as there are no water-intensive production processes. Nevertheless, water consumption is systematically recorded and continuously optimized as part of the environmental management system. Its use is limited to sanitation and irrigation of outdoor facilities, with consumption highly dependent on weather conditions such as temperature and precipitation. All consumption quantities are recorded via water meters. Cisterns are being used at several locations to minimise the use of fresh water. For the targeted and efficient supply of the trees, water bags are used, which enable systematic irrigation. Water-saving fittings were already taken into account during the planning and construction of the buildings.

Even though water is not an essential issue for us in the strict sense, we are aware of its importance as a valuable resource and do not use it wastefully. We are aware of phased groundwater shortages, also known as temporary groundwater stress, and we take them into account when planning and implementing measures.

## Biodiversity

### *E4 – ESRS 2 E4-IRO-1; E4 MDR-P*

The BERRANG Group identifies and assesses potential and actual impacts on biodiversity and ecosystems as part of its materiality analysis and environmental management system. In doing so, the company considers its own locations as well as upstream and downstream processes. Evaluation is based on criteria such as land consumption, intervention in natural habitats, use of materials and indirect effects through supply chains. Biodiversity has already been identified as a relevant topic in previous sustainability reports and will be systematically analysed further in the future.

Activities that contribute to the conservation of biodiversity include, for example, greening measures, wildflower meadows, environmental awareness training and the integration of biodiversity aspects into the environmental management system. This will raise awareness of the need to protect natural habitats. These activities contribute to the preservation of ecological diversity and sustainable development.

Due to our non-manufacturing activities, direct impacts on biodiversity are low overall, especially when compared to industries that make heavy use of natural spaces, such as agriculture. Nevertheless, we recognize our responsibility and possible indirect influences, for example in the case of new buildings or conversions of locations. In such cases, we pay specific attention to ecological aspects and try to avoid or minimise interventions in existing ecosystems.

The assessment is carried out qualitatively on the basis of site analyses, environmental impact assessments and the consideration of local protected areas and biodiversity. In doing so, we also include potentially disturbed ecosystem services, for example through land sealing or interventions in natural water and material cycles. Biodiversity is a globally relevant topic for us, to which we would like to contribute actively, albeit on a small scale. We regularly raise awareness among our employees of the importance of biodiversity and promote awareness of the need to protect natural habitats.

In addition, we meet all relevant legal requirements, for example within the framework of building regulations, which now take greater account of biodiversity and ecological concerns. These specifications are firmly integrated into our planning and approval processes and are regularly reviewed.

The lack of a formal concept for the management of biodiversity and ecosystems can be explained by the low relevance of the company's own business activities to this sustainability issue. As a trading company, the direct impact on biodiversity and ecosystems is minimal. Nevertheless, the topic is given appropriate attention in the context of structural measures and the design of the outdoor areas. The existing green spaces are managed consciously and close to nature: wild plants and weeds are allowed to grow, bloom and wither, excessive mowing is avoided. At some locations, sheep are allowed to graze on the areas, which contributes to ecological diversity and at the same time enables sensible use. Since 2023, honey bees have been kept, which not only contribute to the promotion of biodiversity, but also produce honey for employees and business partners. In addition, insect hotels have been installed. A special example is a lizard biotope that was established after rare lizards were discovered on the site. In addition, there are compensation areas, tree plantings and other biodiversity-promoting elements, some of which even go beyond legal requirements.

## S – Social

### Our employees

*S1 S1-4; S1 MDR-P*

Our employees are the most important resource and a central component of our integrated management system. Risks and opportunities related to the workforce are systematically analysed – including within the framework of ISO standards, IATF 16949 and TISAX. In doing so, we consider both risks that can arise from employees (e.g. human error) and those that can arise for employees – for example, from activities, company processes, investment projects, IT changes or environmental influences.

To mitigate these risks and take advantage of opportunities, we have established binding regulations and processes. Compliance is regularly monitored and audited by internal and external committees. In this way, we ensure that both the safety and well-being of our employees are sustainably protected and promoted.

The planning and management of investments and resources to cope with significant impacts is carried out by us within the framework of regular management meetings. This is where strategic priorities are defined, risks and opportunities are assessed and appropriate measures are adopted. Through transparent communication and documented processes, we enable internal and external stakeholders to have a clear understanding of how we deal with our material impacts.

The management of material impacts is carried out across all divisions by various internal functions, including management, specialist departments, human resources, occupational safety, employee representatives and the employees themselves.

We have adopted concepts that address key sustainability aspects with regard to our own workforce. These are anchored in documents such as the Employee Code, the Management Handbook, the Management Policy and the Work Regulations. The focus is on promoting good working conditions, the further development and qualification of

employees, equal opportunities and the prevention of discrimination. The most important contents include general goals such as safe and healthy workplaces, fair development opportunities and respectful cooperation. Risks such as discrimination or a shortage of skilled workers are taken into account as well as opportunities to strengthen the resilience of the company. The effectiveness of the concepts is monitored via defined KPIs, including turnover rate, health rate, number of occupational accidents, training hours and participation, as well as reports of compliance violations.

The scope of application includes all employees, both permanent and external, in all companies of the group.

Our company has committed itself to the following external standards and initiatives in the implementation of its concepts for respecting human rights and promoting sustainable working conditions:

- IATF 16949 (Automotive industry)
- ISO 45001 (Occupational Health and Safety Management)
- ISO 14001 (Environmental Management)
- UN Resolution 217 A (III) – Universal Declaration of Human Rights
- United Nations Convention on the Rights of the Child
- ILO Convention No. 182 – Prevention of Child Labour
- United Nations Convention against Corruption
- UN Resolution 317 (IV) – Convention for the Elimination of Trafficking in Human Beings
- ILO Convention on Working Hours (e.g. 1919 (No. 1), 1930 (No. 30), 1957 (No. 106))
- ILO-Convention No. 29 - Prevention of Forced or Compulsory Labour
- ILO-Conventions No. 111 and 100 Prohibition of Discrimination
- ILO-Conventions No. 138, No. 182 and No. 98

These standards form the basis for our internal guidelines and processes for dealing with our employees.

The concept is made available to interested stakeholders via several channels: It is stored in the company's internal document management

system, is part of the mission statements posted at the sites, is conveyed as part of employee training and is publicly accessible via the Sustainability Report.

## Code of Conduct

### S1 S1-1

As a globally active company, BERRANG has been committed to respecting human rights since its foundation and is committed to complying with internationally recognised standards.

These values are firmly anchored in the management system through our Code of Conduct and the Code of Conduct for Suppliers and apply to all employees, managers and management. There were no significant changes to the Code during the reporting period – the human rights principles remain valid and are consistently applied.

We are actively committed to ensuring that there are no negative human rights impacts within our business activities and are taking measures to prevent and remedy them. Compliance is monitored by internal regulations, binding procedural instructions and a whistleblower system that enables confidential reports and processes them fairly.

Our employees are key partners in this: they are involved through training, transparent communication and a corporate culture that makes it possible to express concerns or reports of grievances openly and without fear of disadvantage. We promote diversity and equal opportunities, reject all forms of discrimination, child and forced labor, and create a work environment based on respect, safety, and health. The cooperation with employee representatives is respectful and in accordance with international standards and legal requirements.

Our management system specifies these obligations in binding regulations and enables systematic monitoring. All employees are obliged to know the contents of the Code of Conduct and to act accordingly. Communication and anchoring takes place via various channels: as part of the induction, via the document management system, through notices at the sites, via the intranet and through the published sustainability report.

The following concepts and practices are part of the company-wide engagement:

- **Human rights and labour standards:** There are clear guidelines to prevent human trafficking, forced labour and child labour along the entire value chain.
- **Occupational safety:** An established management system for the prevention of occupational accidents contributes to the safety and health protection of employees.
- **Diversity and anti-discrimination:** The company implements targeted measures to promote equal opportunities and combat discrimination and harassment. The concepts explicitly cover grounds of discrimination such as ethnic origin, skin colour, gender, sexual orientation, gender identity, disability, age, religion, political opinion, national and social origin and other legally relevant forms.
- **Fair HR processes:** Decisions on hiring, placement, training and promotion are based on qualifications, skills and experience. At the same time, it is recognised that structural barriers can make access to such conditions more difficult for certain groups.
- **Skills development:** Programs to promote access to skills development are established and support employees in continuously developing their skills – regardless of their starting point or previous qualifications.
- **Awareness raising and training:** Leaders, especially in middle and upper management, are regularly trained on anti-discrimination and inclusive practices to identify and effectively prevent systemic and incidental discrimination.
- **Structural equal treatment:** The company has assessed whether workplace requirements unintentionally disadvantage certain groups and has made appropriate adjustments.
- **Transparency and monitoring:** Records of hiring, training and promotions are continuously updated and enable transparent tracking of development opportunities within the company.
- **Reporting:** BERRANG has a complaints procedure that enables confidential information; legal action is also available within the framework of the rule of law.

## Integration

### S1 S1-2

The views of our employees are actively incorporated into decisions through legally enshrined co-determination rights, in particular through the work of the works councils. In addition, we use the continuous improvement process (CIP) in order to translate suggestions from everyday work directly into measures. In this way, we ensure that the experiences and concerns of employees are taken into account when designing working conditions.

The involvement of our employees is demand-driven and situational, especially in phases of planning, implementation and evaluation of relevant measures. Either directly with our own workforce or through employee representatives

The operational responsibility for involving the company's own workforce and for incorporating the results into company-wide concepts lies with the highest-ranking management level – in our case the board of directors or the management. This function ensures that feedback and participation processes are systematically taken into account and integrated into strategic decisions.

Our company does not need a supplementary, formal framework agreement with employee representatives to respect human rights, as corresponding standards are already enshrined in law and are a matter of course for us. We consistently implement these principles worldwide through internal guidelines, established co-determination structures and an active dialogue with our employees

We evaluate the effectiveness of the cooperation with our employees on the basis of the fluctuation rate, among other things, which serves as an indicator of satisfaction, loyalty and the quality of the working environment. In addition, feedback from the continuous improvement process as well as from discussions with works councils and managers is included in the evaluation.

A central component is the multilingual provision of all relevant information, processes and documents. These are available in the three

corporate languages German, English and French and thus cover the needs of our global locations. In this way, we ensure that all employees, regardless of their linguistic background, have access to important information and decisions.

Our company respects the human rights of all stakeholders involved by consistently complying with legal requirements and internal company guidelines. These include, in particular, the right to privacy, freedom of expression and peaceful assembly. These principles are firmly anchored in our principles of conduct and compliance structures and are actively lived in our daily interactions.

We have assessed the effectiveness of workforce engagement procedures both in previous reporting periods and in the current period. This is done, among other things, through internal and external audits as well as regular inspections. The knowledge gained from this will be incorporated into the further development of our participation formats and communication processes in order to continuously improve their effectiveness.

## Impact on workforce

### S1 S1-3

No negative impact on our workforce was identified in the reporting period. If there are such reports, they will be systematically investigated. We carry out a root cause analysis, initiate targeted measures to remedy the situation and document the process transparently as part of our integrated management system.

Our company provides various directly established communication channels through which employees can express their concerns confidentially and easily. This includes the intranet, the compliance e-mail address, regularly updated notices at the locations and our open-door policy, which enables direct exchange with managers. These channels were set up by the company itself, are operated internally and are open to all employees at all times.

In addition, the works councils are also available as additional points of contact. While the works councils act in close cooperation with the

company management, the trade unions as independent organisations offer external advice and support for our employees.

Our company has a specific procedure for handling complaints related to employee matters. The procedure consists of the following steps: acceptance of the complaint, substantive examination of the concern, involvement of the relevant employee representatives and, where possible, the initiation of remedial measures. The aim is to process concerns transparently and in a solution-oriented manner and to avoid or remedy negative effects at an early stage

systematically recorded, evaluated and processed. The effectiveness of the channels and the implementation of measures are regularly reviewed in the management review.

Our company ensures that employees are familiar with the existing structures and procedures for expressing concerns. This is done, among other things, through online training, regular information on the intranet and the integration of relevant topics into internal audits, for example in the area of occupational safety. In this way, it is continuously checked whether the communication channels are known, accessible and effective.

Our company ensures that communication channels are available to employees at all times. Information on contact persons and reporting channels is visibly communicated via notices at the locations. In addition, our intranet is available as a digital platform, which has a stable IT infrastructure is reliably accessible. Employees can contact internal contact persons at any time via clearly communicated and easily accessible reporting channels.

Concerns and issues raised through our communication channels are addressed as part of our continuous improvement process is systematically recorded, evaluated and processed. The effectiveness of the channels and the implementation of measures are regularly reviewed in the management review.

Our company ensures that employees are familiar with the existing structures and procedures for expressing concerns. This is done,

among other things, through online training, regular information on the intranet and the integration of relevant topics into internal audits, for example in the area of occupational safety. In this way, it is continuously checked whether the communication channels are known, accessible and effective.

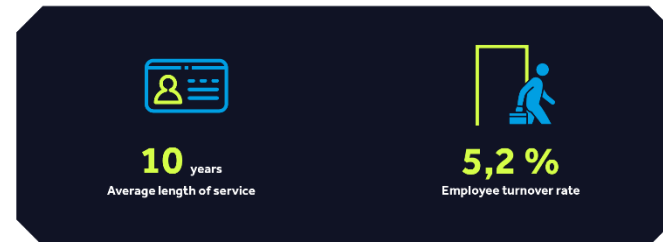


Figure 13: Affiliation and Flukutation

Within our group, a wide range of mandatory trainings is available, which all employees must complete regularly. Key areas include occupational safety and cybersecurity. Updates to our Code of Conduct are trained directly by the management team. The document is accessible centrally via the intranet, and content is refreshed through our digital learning platform, especially regarding compliance and the consequences of errors. All new employees and temporary colleagues including working students or interns go through the same onboarding structure. Everyone receives an introduction and training plan with common core trainings plus department specific topics.

- Principles of human resource and personnel administration, basics of data protection
- Introduction according to the onboarding guideline and operating instructions (BA, ANW, VAW,...)
- Principles of environmental and energy management
- Principles of the information security management system, online trainings on the learning platform: information security, cybersecurity, safe email use, secure workplace,...
- Introduction to the organisation, company culture, strategic direction and site tour with occupational safety instruction (BG, OSHA-standard,...)
- Management handbook including management policies and the Code of Conduct

## Employee Key Figures

S1 S1-6; S1 S1-7; S1 S1-8; S1 S1-9; SBM-1

All data are given as an **average of the entire reporting period** and are presented in **FTE**.

An FTE – a full-time equivalent – corresponds to a full-time working position. In our case, a full-time position with 38.5 hours per week is defined as 1,0 FTE. For example, if a person works 19,25 hours per week, this corresponds to 0,5 FTE; at 9,625 hours, it is 0,25 FTE. This calculation enables a standardised and comparable representation of the number of employees regardless of the individual working time model. The totals may therefore differ slightly for rounding reasons.

Nach Geschlecht <i>By gender</i>	2022	2023	2024
<b>Männlich</b> <i>Male</i>	453 (68%)	447 (67%)	<b>457 (67%)</b>
<b>Weiblich</b> <i>Female</i>	212 (32%)	215 (33%)	<b>225 (33%)</b>
<b>Sonstige</b> <i>Other</i>	0	0	<b>0</b>
<b>Gesamt / Total</b>	<b>665</b>	<b>661</b>	<b>681</b>
<b>Vielfalt auf der obersten Führungsebene</b> <i>Diversity of employees at the top management level</i>			
<b>Männlich</b> <i>Male</i>	<b>4</b>	<b>4</b>	<b>4</b>
<b>Weiblich</b> <i>Female</i>	<b>1</b>	<b>1</b>	<b>1</b>

Table 5: Gender diversity

Nach Standorten <i>By location</i>	2022	2023	2024
<b>Deutschland / Germany</b>	561	556	<b>572</b>
<b>Frankreich / France</b>	25	25	<b>26</b>
<b>Polen / Poland</b>	2	2	<b>2</b>
<b>USA</b>	54	56	<b>59</b>
<b>China</b>	25	23	<b>24</b>
<b>Gesamt / Total</b>	<b>667</b>	<b>662</b>	<b>683</b>

Table 6: Employees per country

Anteil der Beschäftigten nach Beschäftigungsart <i>Proportion of employees by type of employment</i>	2022 <sup>1</sup>	2023		2024	
	Total	female	male	female	male
<b>Vollzeit</b> <i>Full-time</i>	532 (80,1%)	145 (87%)	430	<b>147</b> (86%)	<b>439</b>
<b>Teilzeit</b> <i>Part-time</i>	103 (15,5%)	70 (13%)	16	<b>78</b> (14%)	<b>18</b>
<b>Auszubildende</b> <i>Apprentices</i>	29 (4,4%)	8 (4,7%)	23	<b>7</b> (4,7%)	<b>25</b>
<b>Anteil der Beschäftigten nach Arbeitsvertrag</b> <i>Proportion of employees by to employment contract</i>					
<b>Befristet (alle Standorte)</b> <i>Temporary (all locations)</i>	32 (4,7%)	6 (4,2%)	22	<b>4</b> (3,8%)	<b>22</b>
<b>Unbefristet (alle Standorte)</b> <i>Permanent (all locations)</i>	633 (95,3%)	209 (95,8%)	424	<b>221</b> (96,8%)	<b>440</b>
<b>Arbeitsbedingungen</b> <i>working conditions</i>					
<b>Anteil der Beschäftigten, die unter Tarifvertrag fallen</b> <i>Proportion of employees covered by collective agreements</i>	77,1%		80,5%	<b>75,0%</b>	
<b>Anzahl der Beschäftigten mit Arbeitnehmerüberlassung</b> <i>Number of employees in temporary agency work</i>			9,7	<b>8,6</b>	
<b>Anteil Arbeitnehmer die von Arbeitnehmervertretern abgedeckt sind</b> <i>Share of employees covered by employee representatives</i>			45,9%	<b>62,8%</b>	

Table 7: Working conditions

<sup>1</sup> Andere Berechnungsgrundlage: Arbeitnehmer und Auszubildende als Summer der gesamten Mitarbeitenden, ab 2023 nach ESRS s.o.

## Job security and equal opportunities

S1 S1-10; S1 S1-11

We have a Group-wide occupational safety management system that is actively practiced and systematically tracked. One site is certified according to ISO 45001 and thus sets a binding quality level that all other locations are guided by. Compliance with legal requirements is regularly monitored and audited by the responsible employers' liability insurance associations.

In addition, the topic of health is firmly anchored in our everyday work. We carry out site-specific risk assessments every year, in which health aspects play a central role. Our company doctors regularly inspect the sites and provide advice. In addition, we offer a wide range of preventive health measures – including preventive medical check-ups, sports activities, fitness rooms and fresh fruit. External health campaigns and events also contribute to promoting the well-being of our employees.



Figure 14: Accident statistics 2024

## Social benefits

S1 S1-15; S1 S1-14

All our employees are covered by social security – either through statutory social security systems or supplementary company benefits. The cover covers all relevant life events such as illness, unemployment, accidents at work and disability, parental leave and retirement. This coverage begins at the time of employment and complies with the legal requirements and the standards of our company.

All of our company's own employees as well as all external workers are fully integrated into the health and safety management system. This system is based on the applicable legal requirements as well as recognized standards and guidelines. It is checked internally and additionally audited or certified externally. The coverage rate for both groups is 100%.

All employees of our company are entitled to family-related leave of absence from work on the basis of socio-political and collective agreements. The basis for this is the valid collective agreement for wholesale and foreign trade in Baden-Württemberg, which provides for corresponding regulations on paid leave in the event of family events such as birth, marriage, death or care responsibilities. These rights are an integral part of our human resources policy and are communicated and implemented transparently.

All our employees receive appropriate remuneration. Remuneration is at least according to the statutory minimum wage or the applicable collective agreements for wholesale and foreign trade in Baden-Württemberg, which ensure fair and transparent salary structures.

## Employees with physical or mental disabilities

### S1 S1-12

We do not have any concrete information about whether and which employees have a disability. This is legally justified: According to the Social Security Code IX, the General Data Protection Regulation (GDPR) and the General Equal Treatment Act (AGG), personal health data may only be collected and processed under strict conditions. Employees are not obliged to disclose a disability and the company has no right to information. The preservation of privacy and protection against discrimination are in the foreground.

Regardless of this, companies are legally obliged to provide a certain quota of jobs for severely disabled people. If this quota is not met, compensatory levies may be due in accordance with Book IX of the Social Security Code. So far, we have not had to pay any fines or compensatory levies, which is why we assume that we comply with the legal requirements for employing people with disabilities.

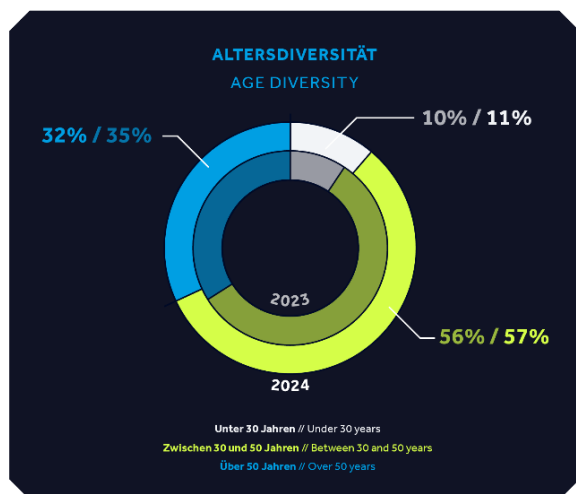


Figure 15: Age diversity

## Reporting for incidents of any kind

### S1 S1-17

All people in the upstream and downstream value chain have the opportunity to express concerns or indications of violations of the standards enshrined in the Code of Conduct for Suppliers directly to BERRANG. A whistleblower system is available for this purpose, which can be reached via the following e-mail address:

[compliance@BERRANG.de](mailto:compliance@BERRANG.de). This channel was set up by BERRANG itself and is open to all customers, suppliers, their employees, and other affected parties. The reporting system is regularly tested according to a defined process and checked for accessibility. Suppliers are obliged to inform their employees about this opportunity to report

No human rights-related incidents or complaints were identified in the year under review. There are no reports of serious impacts such as forced labour, human trafficking or child labour. Our employees are fully informed about the applicable standards, in particular the internal Code of Conduct. Confidential and accessible communication channels are available for reporting potential breaches, which are communicated and reviewed regularly.

	2022	2023	2024
<b>Whistleblowing-Verfahren</b> <i>whistleblowing procedure</i>	0	0	0
<b>Gemeldete Vorfälle von Korruption</b> <i>Reported incidents of corruption</i>	0	0	0
<b>Gemeldete Vorfälle von Diskriminierung und Belästigung</b> <i>Reported incidents of discrimination and harassment</i>	0	0	0
<b>Festgestellte schwerwiegende Menschenrechtsverletzungen (z.B. Zwangsarbeit, Menschenhandel, Kinderarbeit)</b> <i>Identified serious human rights violations (e.g. forced labor, human trafficking, child labor)</i>	0	0	0
<b>Eingereichte Beschwerden über interne Kanäle</b> <i>Complaints submitted through internal grievance channels</i>	0	0	0
<b>Beschwerden über nationale Kontaktstellen für multinationale OECD-Unternehmen</b> <i>Complaints submitted via national contact points for multinational OECD enterprises</i>	0	0	0
<b>Gezahlte Geldbußen, Sanktionen oder Schadenersatzzahlungen</b> <i>Total amount of fines, sanctions, or compensation payments made</i>	0	0	0

Table 8: Reported incidents

## Manpower in the value chain

*S2 MDR-P; S2 S2-1; S2 S2-2; S2 S2-3*

Through the Code of Conduct for Suppliers, the BERRANG Group obliges its business partners to comply with comprehensive sustainability standards, which relate in particular to the protection and rights of workers along the entire value chain. The focus is on respect for internationally recognised human rights and compliance with labour and social standards in accordance with the ILO conventions. Suppliers must pay fair wages, comply with legal working hours and actively exclude child and forced labour. Discrimination of any kind is prohibited and freedom of association and the right to collective bargaining must be respected.

In addition, suppliers are expected to systematically implement human rights due diligence obligations – for example, through risk management processes and transparency measures in the supply chain. This also includes the control of upstream suppliers, especially with regard to sensitive raw materials such as conflict minerals. Occupational health and safety and the protection of local communities are also integral parts of the Code. Violations of these standards can lead to contract terminations, which is why suppliers are obliged to continuously improve and set up whistleblowing systems.

The Code of Conduct for Suppliers of the BERRANG Group applies to all direct suppliers as well as their subcontractors who provide products or services to BERRANG. It is applicable worldwide and supplements the applicable national and international laws and regulations, in particular in the areas of labor law, human rights, environmental standards and compliance.

In addition, the Code of Conduct aims to ensure compliance with material compliance requirements. The aim is to ensure a high level of protection for people and the environment from risks posed by chemicals or certain hazardous substances. When determining the sources of supply and materials for our parts, we attach great importance to meeting key requirements such as REACH, RoHS or the

Declaration on Conflict-Free Minerals. We also include other standards such as POP, TSCA or California Proposition 65 wherever possible.

The BERRANG Group's Code of Conduct for Suppliers makes it clear that the ultimate responsibility for the implementation of the concept lies with the management and the board of directors, both on the part of BERRANG and on the part of the suppliers. At BERRANG, the company management stands united behind the sustainability goals and the supplier code. The active support of the management underlines the strategic importance of sustainability and human rights due diligence throughout the supply chain.

The preamble expressly states that the management of suppliers and subcontractors is encouraged to be sustainable and to continuously improve compliance with sustainability standards. In addition, suppliers are expected to establish and take responsibility for appropriate structures and processes in their companies, in particular to respect human rights, avoid risks and promote fair working conditions.

In implementing our Code of Conduct for Suppliers, we rely on internationally recognized standards and initiatives to ensure responsible and sustainable business practices along the entire supply chain.

Our actions are based on the principles of the UN Global Compact and the Sustainable Development Goals (SDG), which for us represent central guidelines for social, ecological and human rights responsibility. In addition, we are committed to complying with the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the UN Declaration on Cleaner Production. Respect for human rights is non-negotiable for us – which is why we rely on central conventions of the International Labour Organization (ILO), including Conventions Nos 1, 29, 30, 100, 106, 111, 138, 182 and 98

In addition to these foundations, we at BERRANG have integrated other normative and industry-specific standards into our processes: These include ISO 14001 for environmental management, ISO 45001 for

occupational safety and TISAX for information security, and IATF 16949 for quality management in the automotive industry. The GRI standards for sustainability reporting are incorporated into our assessment and communication.

We also refer to international conventions such as the UN Convention on the Rights of the Child, the UN Convention against Corruption, UN Resolution 217 A (III) on the Universal Declaration of Human Rights and UN Resolution 317 (IV) on combating trafficking in human beings. No cases of non-compliance with the United Nations Guiding Principles on Business and Human Rights, the ILO Declaration on fundamental principles and rights at work or on the OECD guidelines for multinational enterprises concerning workers in the upstream or downstream value chain.

By signing the Code of Conduct for Suppliers, we encourage our suppliers to commit themselves to the standards defined therein. When selecting new suppliers, the obligation to comply with the Code is a prerequisite. In addition, we reserve the right to carry out appropriate tests or audits if there are specific indications of discrepancies or risks, if necessary also with the involvement of the affected employees.

	2022	2023	2024
<b>Anteil Lieferanten mit unterzeichnetem Lieferantenkodex</b>			
<i>Share of suppliers with signed supplier codex</i>	97,70%	98,03%	<b>99,86%</b>

Table 9: Supplier Code of Conduct

Our company has a general process for involving the workforce in the value chain in order to systematically address potential impacts on them. In doing so, we work specifically with credible deputies in order to take appropriate account of the employees' perspectives and derive effective measures.

## Society and affected communities

*S3 S3-2; S4 MDR-P; S4 MDR-A*

We maintain a regular exchange with regional actors, municipalities and cities and are represented in relevant associations. Our presence is transparent and well-known, so we can be contacted at any time on different topics. Customers and suppliers are actively involved in relevant processes. In addition, we continuously analyze and monitor industry-specific and company-specific topics in order to identify risks and opportunities at an early stage.

Our employees and the works council are involved in decision-making processes, especially with regard to social and work-related issues. Risks and opportunities in the areas of the environment, occupational safety and company-relevant topics are systematically analysed and assessed within the framework of our integrated management system and in risk management.

A separate concept for the management of material sustainability aspects in relation to consumers and end users is not necessary for our company. As a wholesaler and full-service provider for fastening technology, we supply industrial customers.

If problems nevertheless occur in the end application, the feedback is sent back to us via our downstream value chain – i.e. via our direct customers or their customers. This indirect feedback system ensures that relevant information reaches us and can be taken into account even without direct contact with end users. Although there are no specific measures for end users, we ensure transparency and our findability for all stakeholders. Our company information is publicly available via our website, the commercial register and relevant business directories. In this way, we ensure that our company is also accessible to end consumers when needed.

Overall, our measures and communication channels are oriented towards the requirements of our B2B customers, without excluding the possibility of responding appropriately to end-user concerns, provided that they are brought to us through the value chain.

As an active member of the **KliMANetz**, Mannheim's first energy efficiency and sustainability network, our company is specifically involved in the common goal of reducing CO<sub>2</sub> emissions and increasing energy efficiency. As part of the network period until the end of 2026, we are participating in concrete measures and goals. Through regular exchange with other participating companies and experts from the fields of energy, environment and sustainability, we make an active contribution to the implementation of the Climate Action Plan 2030 of the City of Mannheim. The cooperation in the network not only strengthens our ecological responsibility, but also our long-term competitiveness.



Figure 16: KliMANetz

# G – Governance // Corporate governance

## Corporate culture and management system

*G1 MDR-; G1, G1-1; G1 G1-MDR-T*

The corporate culture of the BERRANG Group is characterized by a high level of quality awareness and a clear customer focus. Each individual employee is responsible for the quality of his or her work and compliance with the agreed requirements. Error avoidance through forward-looking planning ("create quality, not check") and the pursuit of zero deviations are central principles. At the same time, we have established a common error policy as part of our Code of Conduct. The culture promotes personal responsibility, process reliability and an attitude of continuous improvement – with the aim of ensuring the highest level of customer satisfaction in the long term.

BERRANG has a group-wide, uniform manual for management systems. This includes management systems in accordance with IATF 16949, ISO 9001, DIN EN 9120, ISO14001, ISO 45001, DIN EN ISO / IEC 17025, DIN EN 16247 and TISAX, among others. The sustainability aspect is integrated into all these management systems. For example, in the area of the environment, there is a system of key figures that transparently presents improvements and reductions in terms of consumption, energy or emissions and uses it to monitor developments.

To continuously improve and manage our governance practices, we have adopted measurable results-oriented targets. These targets serve as a basis for assessing our progress and deriving further measures to ensure good corporate governance.

The Management Systems Handbook applies to the BERRANG Group and is approved by the top management. With approval, the top management and all employees undertake to implement, review and further develop the management systems.

In addition, there is a strong ecological awareness: the **environmental policy** promotes resource-saving work, environmentally friendly product solutions and the involvement of all employees through training and participation.

The **occupational health and safety policy** underlines the importance of safety and prevention in everyday work, with managers and employees actively contributing to the effectiveness of the system.

**Data protection** and information security are also firmly anchored in the corporate culture. The responsible handling of personal data, the preservation of integrity and confidentiality as well as the sensitization of employees to data protection and information security-related topics are central components.

Overall, the BERRANG Group stands for a value-oriented corporate culture that combines quality, sustainability, safety and responsibility – and relies on the active participation and awareness of all employees.

Violations of laws, guidelines and other regulations can lead to massive economic damage, criminal and fine risks for BERRANG and its employees, as well as damage to image and reputation. Therefore, violations must be detected in good time in order to avert damage to BERRANG and its employees and business partners and to ensure fair cooperation. If we as employees observe a violation of the rules or if we have reason to suspect that there may be a violation at BERRANG or at our business partners, we do not hesitate to address this. Our complaints office is open to all employees, business partners and third parties who want to address violations of rules with a high risk for the company and its employees. High-risk violations include, for example, corruption, antitrust and money laundering offences, violations of human rights, as well as violations of technical specifications or violations of environmental regulations. You can contact the complaints office at a specially created e-mail address.

If employees want to address low-risk violations, they have other points of contact, such as your managers, at their disposal. The Complaints Office accompanies the processing of information until the conclusion of

the proceedings. In doing so, the complaints office ensures the highest level of confidentiality. In addition, we attach great importance to fairness in our whistleblower system – both in dealing with whistleblowers and with employees who are affected by an allegation. The principle of proportionality is always observed and the consequences that are suitable, necessary and appropriate are examined in each individual case.

Our company has established procedures for the protection of whistleblowers, which are in line with the applicable legal requirements, in particular the EU Directive 2019/1937. These procedures ensure confidential and secure reporting of grievances and their consistent follow-up.

In addition, we have implemented internal processes to investigate incidents related to corporate governance – including corruption and bribery – promptly, independently and objectively. These measures strengthen the integrity of our organization and promote a responsible corporate culture.

## Memberships

Being a member of various associations and interest groups strengthens our ability to address sustainability or economic topics effectively. As part of these networks, we are not dealing with issues alone but working jointly with others who face similar demands. Collective expertise, shared learning and coordinated action enable faster, more robust solutions. Membership also ensures early access to regulatory updates, best practices and industry standards relevant to ESG, ESRS and other frameworks. Through collaboration, we contribute to shaping future developments rather than only reacting to them.

BERRANG is a member of various associations and interest groups. The following list gives an overview of the memberships:

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

# Imprint

## *Publisher:*

BERRANG Group  
Elsa-Brändström-Strasse 12  
68229 Mannheim, Germany

Phone: +49 (621) 8786-0  
Fax.: +49 (621) 8786-400

Mail: [corporate.responsibility@BERRANG.de](mailto:corporate.responsibility@BERRANG.de)  
Website: <https://www.BERRANG.de>

## *Contact person and project manager for the Sustainability Report 2024 of the BERRANG Group*

Paul Hofmann, Managing Partner  
Sandra Hollweg, Sustainability Specialist

## *Design concept, layout, graphics, copyright photos:*

BERRANG Holding Verwaltungsgesellschaft mbH

## *Release date / version status:*

27. November 2025	/ V1	– DE
29. January 2026	/ V2	– DE
13. March 2026	/ V1	– EN
31. March 2026	/ V3	– DE