

Non-financial Statement

2024/25



hœenle



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Business Model

Hoenle Group at a glance

Hoenle AG is a listed technology company based in Gilching near Munich. The Hoenle Group is divided into three business units: Adhesive Systems, Drying and Disinfection.

The Adhesive Systems business segment includes industrial adhesives and adhesive drying equipment for a wide range of applications, including electronics, medical technology, optics and the automotive sector.

The Drying Business Unit comprises systems for ink and varnish drying in the printing industry as well as UV drying units for industrial coatings.

The disinfection business area includes products for the disinfection of water, surfaces and air.

Hoenle is an internationally active group of companies with several subsidiaries. Hoenle has its own production sites in Germany, France, Austria and Malta. Abroad, Hoenle has its own locations in those countries that play a key role in the operating business. In addition, it has an international network of sales and service partners.

The aim of entrepreneurial action is to sustainably increase the value of the company. In addition to its responsibility towards investors, the Hoenle Group also wants to live up to its responsibility towards the environment as well as towards its employees, customers, suppliers and other business partners. Hoenle strives to consolidate and expand its market position in its core business areas, focusing in particular on customer-specific system solutions. We see ourselves as a partner to our customers.

The company's internal management system essentially consists of regular board meetings, a monthly analysis of business development, strategic corporate planning, quality and environmental management, investment, personnel and acquisition planning, as well as risk and opportunity management. The Executive Board reports regularly to the Supervisory Board and, whenever necessary, exchanges information with the Supervisory Board on an unscheduled basis.

All large companies of the Hoenle Group that are subject to auditing have a comprehensive quality management system and are ISO 9001 certified.

The operational goal of the Hoenle management is to sustainably increase sales, earnings and cash flow, taking into account ecological and social aspects. Important financial indicators in this context are the operating margins, in particular the EBITDA margin. Hoenle therefore constantly monitors the development of sales and expense ratios and compares them with internal planning. Great importance is also attached to increasing the operating cash flow of the Hoenle Group.



Company Guideline

As a technology company, we have taken on the challenge of establishing ourselves in various markets and being one of the top suppliers there by developing customer-specific system solutions tailored to our customers' use cases.

We have set ourselves the goal of satisfying each of our customers with our products and services.

We always strive to meet the demands of customers, the expectations of shareholders and the public regarding our products, services and processes.

For Hoenle, this means:

- ensuring open, fair and respectful interaction with each other;
- Promoting the motivation of our employees, as they are the key to functioning processes and successful business operations;
- the development of our strengths and the expansion of our knowledge, through the continuous development of our staff;
- the equal appreciation of all employees – regardless of age, nationality, skin colour, gender, religious and political

opinions, social background, disability or sexual orientation;

- the fulfilment of customer requirements on the basis of expert advice and the recording of special application criteria;
- the realization of high-quality products tailored to the customer as well as reliable services;
- building long-term relationships, as they build trust and help us improve;
- promoting quality awareness in all areas of our business;
- the continuous development of our processes in our companies.

We set ourselves goals for improvements, which are regularly reviewed according to a standardized system. All employees are informed about the defined department-specific goals and about the success of the measures applied.

Environmental policy

We are aware of our ecological responsibility and are actively committed to protecting the environment. Our environmental policy is based on the following principles:

- Resource conservation: We reduce the consumption of energy and raw materials through efficient processes and the use of sustainable technologies.
- Emission and waste minimization: Through innovative developments and optimized production processes, we minimize emissions and waste in order to continuously reduce our environmental impact.
- Compliance with legal requirements: We comply with all environmental laws, regulations and obligations and, where possible, go beyond them.



- Awareness and responsibility: We take environmental aspects into account in our operational decisions and rely on clear, efficient processes to avoid environmental pollution. Our employees work in an environment that integrates sustainable technologies and resource-saving working methods.
- Environmentally friendly technologies: Our UV technology enables processes that require fewer chemicals and energy compared to alternative processes. We are constantly developing our products to improve their environmental footprint and promote resource-saving applications.

Our aim is to combine economic success and environmental awareness in daily practice.

Code of Conduct

As an internationally active group of companies, we have to comply with laws and regulations in different countries and at the same time have a responsibility towards our employees, but also our customers, partners, shareholders, society and the environment.

We have therefore created a framework for acting in accordance with regulations and ethically. We ensure that employees have received and understood the Code. It applies to all employees of the Hoenle Group and supports them in implementing the regulatory requirements and the principles of our company in their daily activities. In doing so, it identifies possible areas of risk and conflict and provides guidelines. Every employee has the responsibility to act in accordance with the Code of Conduct. Due to their role model function, all managers and superiors have a special responsibility. We are convinced that by following the Code, we contribute to the positive development and sustainable increase in value of the Hoenle Group.

Sustainability-related goals

In accordance with the corporate guidelines, the Management Board of Hoenle AG is committed to sustainable behaviour of the Group. In addition to long-term economic goals, ecological and social goals are also adequately taken into account. Management Board compensation therefore also includes a sustainable, environmentally oriented component.

The sustainability targets are defined for the non-financial performance indicators that are important for the business activities of the Hoenle Group. Key strategic goals are explained in the corporate guideline.

In addition, the board has set concrete goals, the progress of which will be reported.





Environment

Technology and products

UV technology is one of the core competencies of the Hoenle Group. Hoenle UV dryers are used in a wide variety of printing and coating applications. Compared to conventional thermal drying processes, UV processes are usually characterized by significantly better environmental compatibility. The use of modern UV dryers has a more favourable energy balance compared to conventional infrared and hot air dryers. In addition, the high quality and scratch resistance of the paints and coatings reduce repair work due to mechanical stress and increase their service life.

The use of UV technology also makes it possible to save considerable amounts of environmentally harmful solvents. The Federal Immission Control Ordinance limits the emission of volatile organic compounds (Volatile Organic Compounds = VOC). The use of UV inks and varnishes is one way of complying with the requirements of this Directive. The process to further limit emissions, for

example in the form of the VOC and NEC Directives (the National Emission Ceilings Directive), continues across countries. Therefore, there are also good opportunities for the further spread of UV technology in the areas of printing, varnishing and coating in the future.

In addition to UV discharge lamps, Hoenle offers an ever-expanding range of UV LED systems. The use of LED technology can further improve the already good energy balance of UV technology. Compared to conventional discharge lamps, LED lamps have a lower power consumption and at the same time a significantly longer service life. With their compact dimensions and different lamp spectrums, they can be ideally adapted to any application. For these reasons, the Hoenle Group invests in production facilities as well as in development and production employees for innovative UV LED systems.

Another business area of the Hoenle Group is drinking water and wastewater disinfection. The ultraviolet rays ensure very high germ killing or inactivation rates. The use of chemicals is minimized or can be completely omitted. For example, microorganisms are killed at the outflow of sewage treatment plants in an environmentally friendly way without chemicals. With the help of UV technology, water bodies are protected and their self-cleaning properties are maintained or restored.

The international ballast water convention is intended to stop the worldwide spread of alien species through the intake and release of ballast water, for example from container ships. In addition to the Ballast Water Convention, further guidelines have now been adopted that specify the testing and approval of ballast water treatment plants. The Committee for the Protection of the Marine Environment (MEPC) of the International Maritime Organisation (IMO) has decided that all ships concerned must be equipped with ballast water treatment systems that can be proven to meet the quality standard set out in the Convention. Hoenle offers suitable UV systems for water disinfection on ships.



These represent an environmentally friendly alternative to the chemical treatment of ballast water.

UV disinfection has also been successfully used worldwide in the field of surface disinfection for decades, for example in the food industry. It has numerous advantages over chemical disinfection methods. This prevents the formation of disinfection by-products that are harmful to health. In addition, aesthetic characteristics such as the taste, smell or colour of the food are not impaired. And finally, the transport, storage, but above all the disposal of chemicals become superfluous. In addition to devices for UV disinfection, Hoenle also offers its own laboratory analyses to prove sterility. The food and pharmaceutical industries need appropriate proof.

The product range also includes energy-saving air disinfection devices, which are used in the food industry, among other things. The viruses and other pathogens contained in the air can be inactivated easily, safely and effectively by means of UVC radiation. Disinfection with UV light is a particularly environmentally friendly process, as no chemicals are used and the energy required to operate the devices is low compared to conventional filter systems.

In the field of industrial adhesives, the Hoenle Group also contributes to environmental protection. In addition to the common adhesives, the product range also includes UV and light-curing adhesives, which dry without the emission of solvents. The adhesives react to the irradiation, the molecules cross-link and cure in seconds – eliminating the use of solvents. UV and light-curing adhesives are therefore characterized by good environmental compatibility.

Research and development

The development of new products can help to increase energy efficiency and reduce energy costs. With our solutions, which are often individually adapted to the requirements of our customers, we contribute to the resource-saving use and reduction of our customers' CO2 footprint. The average number of employees in the R&D departments rose from 99 to 106. Research and development expenses developed as follows:

R&D	2022/23	2023/24	2024/25
Employees ¹⁾	91	99	106
Share in % ²⁾	15.6	17.0	18.5
Expenses in T€	7,539	7,286	6,282

1) Number of average employees

2) Proportion of total employees

The following is a selection of R&D activities in the last fiscal year.



Adhesive Systems Business Unit

The Hoenle Group has developed a new adhesive system specifically for magnetic bonding, which is used in electric motors. It hardens completely under the application of temperature. The adhesive has a high adhesive force, is characterized by high impact resistance and allows it to be used in material pairings that have a different coefficient of thermal expansion. In addition, the adhesive is characterized by high resistance to aggressive liquids. Another important criterion for this area of application is excellent damping properties. The product convinces with a long open time and can be processed at room temperature for several days.

Curing Business Unit

With the UV Scan MACS, Hoenle offers a new type of UV system for exact and reproducible measurements. The measuring unit sets standards in terms of simple and reliable determination of the UV dose. The innovative principle is based on a patented technology based on a combination of measuring strip and readout unit. The measuring strip is glued to the substrate and then passes through the UV field. After irradiation with UV lamps, the readout unit is used and determines the UV dose introduced at the defined measuring point. The self-adhesive and flexible measuring strips reliably achieve exact measurement results in horizontal and vertical processes, but also in roller and hard-to-reach applications, and thus make a significant contribution to process reliability.

Disinfection Business Unit

The Hoenle Group has a unique product range for disinfection with the help of UV technology. The process uses the disinfecting effect of ultraviolet radiation and does not require any chemical agents. The wide range of products is unique, enabling germ killing rates from Log 1 to Log 7. An in-house laboratory provides the necessary microbiological evidence of the effectiveness of the products used in the disinfection process. This expertise enables a leading food producer to produce refined baked goods in large quantities, to make them last longer and to deliver them in consistent quality. Together with the customer, the UV disinfection solutions were precisely adapted to the individual production processes at the respective production sites.



Resources

The increase in the world's population and increasing prosperity are contributing to an increasing demand for resources. It is therefore a central task for companies and consumers to use resources and our nature carefully and responsibly. With the introduction of the environmental management system, we are stepping up our efforts to protect the environment effectively and sustainably. Hoenle AG has had a certified environmental management system in accordance with ISO 14001 since 2018. The Ilmenau site has also been ISO 14001 certified since 2021. In 2008, the Steinbach site introduced ÖKOPROFIT, an environmental management system based on DIN EN ISO 14001, in which it undertakes to comply with its environmental and sustainability requirements as part of its environmental policy and thus to go beyond applicable laws and regulations. The three companies mentioned are the main production sites of the Hoenle Group, which account for 64.1% of Group sales.

The Hoenle Group has implemented several measures to conserve resources and reduce energy consumption. Some of these

measures are explained in the chapters 'Resources', 'Energy and CO2 balance' and 'Water and waste'.

With the installation of a photovoltaic system at our site in Malta, we have been making a contribution to environmental protection since 2017. The system has an output of 197 kWp and generates electricity from sunlight, which can be used by the user or fed into the public power grid. Emissions of greenhouse gases and other air pollutants are significantly reduced compared to electricity generation from fossil fuels. With this plant, Hoenle reduced CO2 emissions by 122 tonnes in the year under review.

During the construction of the corporate headquarters in Gilching near Munich, Hoenle attached importance to sustainable elements in the energy supply. It is heated with district heating and cooled with groundwater. A special ventilation concept is used to air condition the production area. In addition, the roof of the administration building is greened. A photovoltaic system went into operation on the roof of the logistics building in 2022. This has an output of 200 kWp and made it

possible to save 80 tonnes of CO2 in the year under review.

The main building of our Adhesive Systems business unit is in Steinbach near Frankfurt. The building was completed in 2021 and has a heat recovery system in the production area. The roof areas are green and all parking areas are not sealed and are therefore permanently permeable to water.

Source: Hoenle AG, BAFA info sheet CO2 factors

Energy and CO2 balance

The following information on the topics of energy and greenhouse gas emissions refers to the largest companies in the Group (Hoenle AG, Hoenle Adhesives GmbH and Hoenle UV Disinfection GmbH), which are active at five locations in Germany.

Among other factors, greenhouse gas emissions are one of the main reasons for climate change. We therefore want to make a contribution to climate protection and limit our CO2 footprint. In the Hoenle Group, emissions depend to a large extent on the amount of products produced. While Scope 1 includes emissions directly caused by the company,



such as natural gas and fuels, Scope 2 refers to emissions for purchased energy such as electricity and district heating. The values for Scop2 are determined according to the market-based calculation.

In order to promote the Group's CO2 neutrality, several companies of the Hoenle Group have been using green electricity since January 2021. As a result, 748.1 tonnes of CO2 were saved in the year under review (previous year: 661.9), which corresponds to 73.4% (previous year: 64.2%) of the emissions generated by electricity.

In recent years, three locations of the Hoenle Group have been relocated. This had a positive effect on the energy balance due to the improved energy efficiency of the new buildings. The number of companies connected to the district heating network also increased. Several energy efficiency measures have been implemented at the Gilching site. As a result, the district heating demand was significantly reduced from 1,048 MWh to 709 MWh in the previous year and further to 486 MWh in the year under review.

Total emissions

in t CO ₂ e	2022/23	2023/24	2024/25
Total	1,119,61	825,43	687,66
Scope 1	193,79	257,22	274,82
Scope 2	925,82	568,21	452,55

Scope 1 emissions do not include values for the operation of the vehicle fleet and industrial trucks.

Energy consumption by business units

in kWh	2022/23	2023/24	2024/25
Total	4,759,208	4,265,616	4,126,995
Curing	1,431,691	1,125,147	952,812
Adhesives	1,527,359	1,497,680	1,443,950
Disinfection	1,800,157	1,642,789	1,730,234

Energy consumption by media

in kWh	2022/23	2023/24	2024/25
Electricity	2,762,055	2,371,611	2,388,435
District heating	1,048,428	708,618	485,534
Fossil fuels			
Natural gas	867,167	1,024,614	1,068,301
Propane	81,558	94,208	111,930
Non-fossil fuels			
Dif. Gases	0	66,565	72,794

Water and waste

The consumption of drinking water has been noticeably reduced since the 2023/24 financial year through the use of a cooling water system at Hoenle UV Disinfection GmbH.

The proportion of recyclable waste has been increased from 61% in the 2021/22 financial year to 67% in the 2024/25 financial year by feeding it into suitable recycling systems.

Water and waste

in m ³	2022/23	2023/24	2024/25
Drinking water	4,462	2,754	3,046
Cooling water	198,444	141,005	194,486
Wastewater	4,462	2,754	3,046

in t

commercial waste	251	225	171
of which recyclable	166	169	114
in %	66%	75%	67%
Hazardous waste	19	15	14



EU Taxonomy

The EU Taxonomy Regulation came into force in 2022. It results from the European Green Deal, which pursues the goal of continuously reducing greenhouse gas emissions. According to this, the European Union is to become climate-neutral by 2050. The obligation to disclose sustainable economic activities will increasingly direct financial flows to companies that contribute to environmental and climate protection. Against the backdrop of climate change and the destruction of natural habitats, Hoenle AG supports the efforts of the European Commission.

The EU taxonomy classifies economic activities according to their contribution to six defined environmental objectives. These are:

- (1) Climate protection:
CCM (Climate Change Mitigation)
- (2) Adaptation to climate change:
CCA (Climate Change Adaptation)
- (3) Water and marine resources:
WTR (Water)
- (4) Circular economy: CE (Circular Economy)
- (5) Pollution prevention and control:
PPC (Pollution Prevention and Control)
- (6) Biodiversity and ecosystems:

BIO (Biodiversity and Ecosystems)

In accordance with Article 8 of the EU Taxonomy Regulation, Hoenle reports on the share of taxonomy-eligible and taxonomy-compliant economic activities in revenue, operating expenses (OpEx) and capital expenditure (CapEx). In order to determine which economic activities at Hoenle are taxonomy-eligible, a screening was carried out. The analysis and collection of the data was carried out with the involvement of the controlling department.

The information on revenue, operating expenses (OpEx) and capital expenditure (CapEx) for the EU Taxonomy was provided in accordance with Commission Delegated Regulation 2023/2486 of 27.06.2023 on the basis of the International Financial Reporting Standards applicable to the consolidated financial statements. In order to determine the taxonomy-eligible and taxonomy-compliant indicators, the economic activities of the Hoenle Group were predominantly directly allocated to the economic activities listed in the Commission's delegated acts in connection with Regulation (EU). In order to avoid double counting, the assignment was always

made to only one economic activity. Following the taxonomy-eligibility assessment, compliance with the criteria for a significant contribution to the taxonomy-eligible economic activities was documented on the basis of appropriate reporting levels, such as application or areas of application. In order to check the taxonomy's conformity, it was first examined whether the taxonomy-eligible economic activity makes a significant contribution. Compliance with the criteria for avoiding significant harm (Do No Significant Harm) was then assessed together with product managers. In addition, compliance with the minimum protection, which includes basic minimum protection provisions, such as the Universal Declaration of Human Rights of the United Nations (UN) and corporate guidelines such as the Code of Conduct, was examined.

Revenue is based on the consolidated income statement for the year under review. The turnover share indicates the ratio of turnover from taxonomy-eligible and/or taxonomy-compliant economic activities to total sales revenues. Due to the Hoenle Group's activities in the areas of water supply, water



disposal and biodiversity protection, at least some of the activities have been covered by the taxonomy since the 2022/23 financial year. Regarding the environmental objective (3) Water and marine resources: WTR (Water) Hoenle sells UV systems for the disinfection of drinking water (water supply) (€656 thousand) and products for the treatment of wastewater (water disposal) (€1,394 thousand). However, the majority of the Hoenle Group's business activities are not covered by the taxonomy. In most cases, no proof could be provided that none of the other environmental objectives were significantly harmed (do no significant harm – DNSH) and that basic minimum social safeguards were complied with.

The capital expenditure ratio reflects the ratio of capital expenditure from taxonomy-eligible and/or compliant economic activities to total capital expenditure. The taxonomy-eligible investments are capitalised rights of use for vehicles in the fleet (€501 thousand) and capitalised rights of use for or investments in buildings (€811 thousand). In most cases, no proof could be provided that none of the other environmental objectives were

significantly harmed (do no significant harm – DNSH) and that basic minimum social safeguards were complied with.

The operating expenditure ratio shows the ratio of operating expenses from taxonomy-eligible and/or taxonomy-compliant economic activities to total operating expenses. Operating expenditure consists of research and development, building rehabilitation expenses, short-term leasing, maintenance and repair, as well as any other direct expenditure related to the day-to-day maintenance of property, plant and equipment assets as defined in Annex I to the Commission Delegated Regulation. Operating expenses of €112 thousand are attributable to maintenance, servicing and repairs of taxonomy-eligible property, plant and equipment. The other taxonomy-eligible operating expenses of €82 thousand relate to research and development expenses associated with the economic activities described for the revenue ratio. In most cases, no proof could be provided that no significant harm (DNSH) was not significantly harm to any of the other environmental objectives and that basic social safeguards were complied with.

Key figures according to the EU Taxonomy Regulation

Activity	Total in Mio. €	Taxonomy- eligible in %	not Taxonomy- eligible in %
Revenue	93.7	2.2	97.8
Operating expenses (OpEx)	7.6	2.3	97.7
Investments (CapEx)	3.4	38.3	61.7

Activity	Total in Mio. €	Taxonomy- compliant in %	not Taxonomy- compliant in %
Revenue	93.7	0.0	100.0
Operating expenses (OpEx)	7.6	0.0	100.0
Investments (CapEx)	3.4	0.0	100.0

Further information on the taxonomy can be found in the tables in the Annex.





Employees

Our employees are the fundamental and most important resource for the economic success of our company.

Human resources work includes all employee-related measures to achieve the Group's goals. It includes recruitment, employee development, employee protection, personnel development and employee retention.

Working conditions

Hoenle is in competition for specialists and managers. In particular, the market for skilled workers and engineers is competitive. The attractiveness of the employer is of great importance in the decision-making process of the applicants. Hoenle therefore attaches great importance to a good working atmosphere, targeted further training measures and in-house training and offers promising career prospects. In addition, Hoenle works closely with selected universities and offers internships as well as bachelor's and master's theses, offering young people the opportunity to gain a deeper insight into a technology company.

Hoenle is also counteracting the shortage of skilled workers through its own vocational training. The range of apprenticeships on offer in the industrial sector has been significantly expanded in recent years. The Hoenle Group trains electricians, IT specialists, warehouse logistics specialists, industrial clerks, industrial mechanics and process mechanics, among others. We support the exchange of trainees within the Group companies. This professional exchange within the group of companies, both nationally and internationally, is intended to help trainees gain valuable professional experience during their training. 17 young people completed an apprenticeship in the group of companies as of September 30, 2025 (previous year: 19).

To ensure a high level of qualification, Hoenle continuously invests in the training and further education of its staff. For this purpose, internal experts from the respective departments as well as external service providers are used. In the 2024/25 financial year, expenses for personnel training and further education amounted to €451 thousand (previous year: €580 thousand).

Personnel development is an essential task for the Hoenle Group. Employee appraisals and the agreement of target agreements form the basis for the individual promotion and development of our employees.

We offer all employees the opportunity to participate in further training measures. Here we rely on internal experts from the individual departments as well as on external service providers. The training courses include, for example, foreign languages, office applications, subject-specific tasks and the topic of social skills. Through individual support, we increase the motivation of our employees and promote innovation, which forms the basis for new, competitive products. The efficiency of training measures is checked by the employee and his or her supervisor.



Mitarbeitende

We offer our employees promising career prospects. If they are suitable, employees can develop further within the Hoenle Group and take on new professional challenges. Senior positions are preferably filled internally.

In addition to interesting tasks and good development opportunities, the Hoenle Group also offers its employees attractive conditions. In addition to an appropriate salary, these include, for example, continuous salary development, performance-oriented employee participation and a company pension scheme. In addition, there are also variable compensation components for some items. In order to achieve a good work-life balance, Hoenle offers an employee-friendly flexitime model instead of fixed working hours, as well as the possibility of mobile working, provided that this is compatible with the job performed. In addition to full-time employment, Hoenle also offers part-time employment. The holiday entitlements of Hoenle AG employees go beyond the legal requirements. Hoenle generally employs its employees in regular and permanent contracts. In order to cover order peaks, employees may be

employed on temporary work by means of personnel agencies.

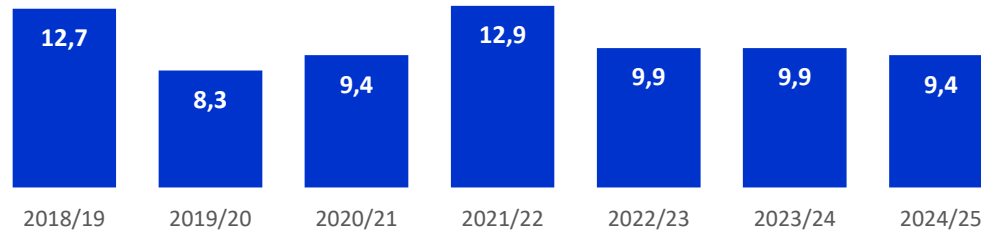
Qualified and motivated employees are the basis for the long-term success of our company. We value open, fair and respectful communication. HR work is designed to promote this culture and thus positively influence the attractiveness as an employer. This includes structured employee appraisals or joint activities. Hoenle AG regularly organises company outings and Christmas parties and takes part in running events, for example, in order to strengthen interdisciplinary communication and cooperation.

At the end of the financial year, 567 people of 36 different nationalities worked in the companies of the Hoenle Group.

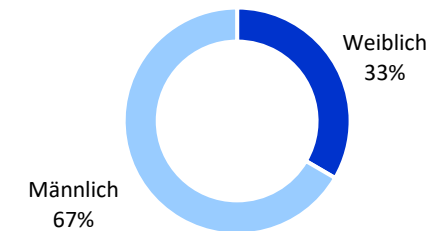
The Board attaches great importance to the satisfaction and motivation of the staff. Despite the personnel measures implemented at Hoenle AG, the fluctuation rate in the year under review was 9.4%. Nevertheless, it is below its historical average of 10.4% in recent years (see chart Fluctuation).



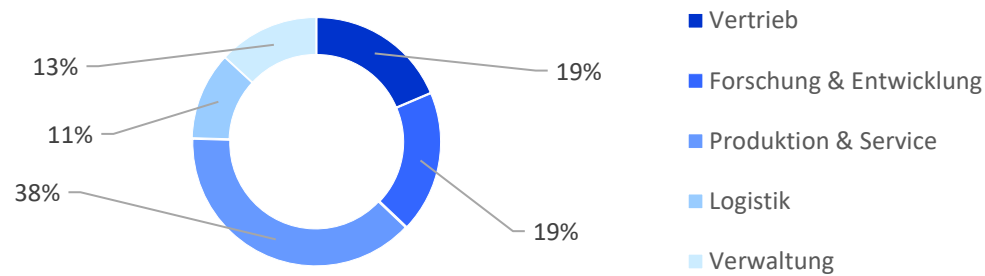
Fluctuation (Resignations in %)



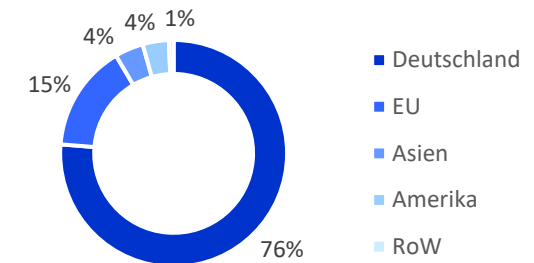
Gender



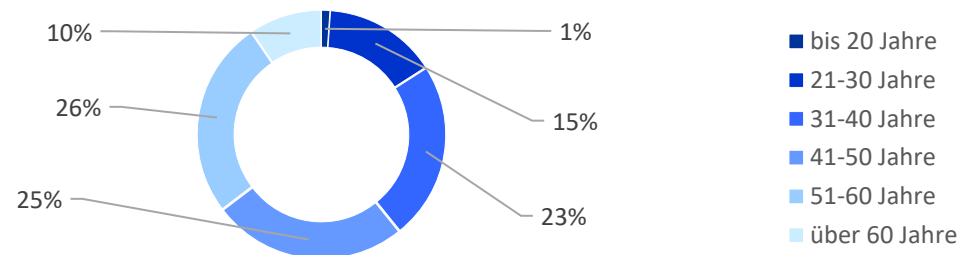
Employees by functional area



Regional Distribution



Employees by age group



36 Nationalities from 5 continents work together successfully in the companies of the Hoenle Group.



Mitarbeitende

Health and safety at work

The safety and health of our employees is important to us. We therefore ensure that our sites comply with the legal requirements for occupational health and safety.

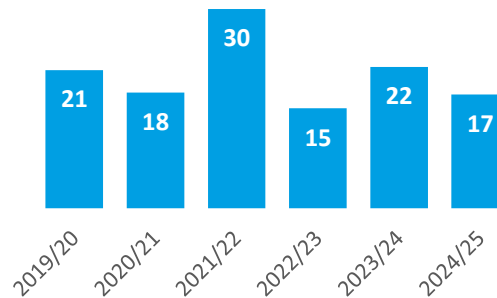
We carry out measures that help to increase occupational safety and prevent accidents. The basis is formed by risk assessments that are carried out in the various departments and specialist areas and from which occupational safety measures are derived whenever necessary. Especially in the production area, employees are made aware of the dangers at their workplaces and regularly trained individually. In addition to the stresses on physical health associated with the individual activity, the risk assessment also includes possible effects on the mental constitution of the employees.

The design of the workplace is an important criterion for keeping the burden on employees as low as possible. This includes, for example, ergonomic issues, the illumination of the workplace and the limitation of noise and emissions. In addition, company doctors are available to employees.

In the past fiscal year, there were 17.3 accidents at work per 1,000 full-time employees

(previous year: 21.5). The accidents occurred during the exercise of professional activity, on the way to work or at events such as company outings.

Accidents at work



Equal Opportunities and Diversity

It is our goal to give all employees the same appreciation – regardless of age, nationality, skin colour, gender, religious and political beliefs, social background, disability or sexual orientation. Rather, the decisive factors for the assessment of employees are their professional and personal qualifications as well as their work commitment. We are guided by these principles in personnel decisions such as hiring, promotions, compensation and terminations. We value the differences and diverse qualities of our employees. We maintain an open, fair and respectful relationship with each other.

Unfair treatment or unjustified discrimination will not be tolerated. If necessary, misconduct is immediately countered with appropriate measures.

We are of the opinion that personal qualifications and individual ability, but not gender, are decisive when filling supervisory bodies and management positions. Notwithstanding this, corresponding targets must be defined in accordance with the requirements of the Act on the Equal Participation of Women and Men in Leadership Positions in the Private and Public



Mitarbeitende

Sectors. The following targets for the proportion of women in Hoenle AG to be achieved by 30.09.2028 were set on 24.01.2024:

- at least 40% on the Supervisory Board; the proportion of women on the Supervisory Board currently corresponds to 40%
- at least 33% on the board, provided that the board consists of at least three members; the proportion of women on the Executive Board currently corresponds to 0%
- at least 20% in the first management level below the Management Board; the proportion of women at this level is currently 14%
- at least 20% in the second management level below the Management Board; the proportion of women at this level currently corresponds to 19%



Social & Governance

Initiatives

The Hoenle Group consists of several internationally active individual companies. Each location has different framework conditions. The social commitment is carried out regionally on its own initiative, but in coordination with the corporate headquarters. We support social institutions and regional sports clubs. In view of its importance for the economy and society, we consider dialogue with political decision-makers to be important. In doing so, we are politically neutral and do not make donations to political parties or institutions that have close ties to political parties.

We give teenagers and young adults the opportunity to get to know different professions and offer various internships for this purpose. To deepen their knowledge, we offer students bachelor's and master's theses and work regionally with universities for this purpose.

Respect for human rights

We are committed to the protection of human rights and distance ourselves from child and forced labour. We observe the principles of the UN Global Compact Initiative and also oblige our suppliers to comply with them in our General Terms and Conditions of Purchase. These mainly concern the protection of international human rights, the right to collective bargaining, the exclusion of forced labour and child labour, the exclusion of discrimination in recruitment and employment, responsibility for the environment and the prevention of corruption. Further information on the Global Compact Initiative is available at www.unglobalcompact.org.

In 2021, the EU Regulation on Conflict Minerals (Regulation EU 2017/821) came into force. Since then, EU importers of conflict minerals have been subject to extensive due diligence and testing obligations along the supply chain. The aim is to curb the financing of violence and human rights violations in conflict-affected or high-risk areas. European importers of 3TG (tin, tantalum, tungsten, their ores and gold) must have a risk management system in place when purchasing raw materials,



which is verified by a 3rd party audit. Furthermore, Hoenle ensures that its suppliers only supply products to Hoenle AG and its subsidiaries that do not contain conflict minerals within the meaning of the Dodd–Frank Act.

Combating corruption and bribery

Corruption is the abuse of entrusted power for private or business benefit. Corruption occurs in many forms and extents. The most common form of corruption is bribery in the initiation or settlement of business. Bribery is punishable worldwide.

The relationship with our business partners is based on the quality of our products and services, reliability, and competitive prices and conditions. Clear transparency and internal control mechanisms ensure adequate protection.

Hoenle does not tolerate any form of bribery. Corruption risks are monitored as part of the risk management system.

Supply chain design

Supplier Code of Conduct

The Hoenle AG Code of Conduct for Suppliers is based on the values of our company and reflects Hoenle AG's expectations with regard to the commitment and actions of our suppliers in social and ecological terms.

It is based on recognised standards such as the International Bill of Human Rights of OHCHR, the International Labour Organisation (ILO) and the principles of the UN Global Compact (UNGC). The employees of the purchasing department are trained in the Supplier Code of Conduct and the selection of suppliers.

This Supplier Code of Conduct applies to the entire supply chain and includes all suppliers of our suppliers. When selecting our suppliers, we take into account whether their values are compatible with our corporate principles. We have long-standing business relationships with most of our suppliers. Even though we are an international technology company, we mainly have regional suppliers. We treat them fairly and maintain open, transparent and cooperative communication. We conduct training and audits with our suppliers. If, in the event of deviations from the Code, suppliers

are unable to comply with the requirements of the Supplier Code, even after corrective measures have been agreed upon and re-audits, the Supplier Selection Procedure Instructions stipulate that these suppliers will be excluded and the cooperation will be terminated.

Supplier audit

Hoenle AG has a supplier management system based on supplier qualification, evaluation and development. The supplier evaluation according to ISO9001:2015 is integrated into the ERP system. Supplier audits are carried out with questionnaires optimized for the respective range of parts of the supplier. As part of the supplier audits, on-site visits and supplier interviews are also carried out. The results for the largest suppliers in terms of sales are collected and analysed annually.



Transparency in the upstream value chain

Hoenle AG actively demands compliance with the Supplier Code of Conduct from important suppliers. In doing so, suppliers undertake to comply with the principles of the Code of Conduct. In addition, the suppliers are committed to the introduction and implementation of the standards from the Code with their subcontractors and any other business partners and to check compliance with them.

Cybersecurity and data protection

Personal data is subject to special protection. The improper use of personal data can have serious consequences for the data subject. We therefore handle personal data carefully and responsibly and respect privacy. To ensure that the requirements of the General Data Protection Regulation (GDPR) are complied with and implemented, we have created a comprehensive data protection concept. Personal data is only used for lawful and well-defined purposes. Anyone who handles the data of employees or other people bears a high level of responsibility. We protect confidential data from unauthorized use, alteration, disclosure and loss. The areas of application and use of personal data are

transparent. Compliance with regulatory requirements is checked by a data protection officer.

In addition to an adequate merchandise management system, the essential prerequisites for compliance with data protection include in-depth training of personnel, the definition of responsibilities and the separation of functions, as well as controlled access at the IT system level. In order to be able to rule out a possible threat to data as far as possible, Hoenle constantly strives to review and further develop preventive measures in the IT sector. Regular updates and, if necessary, extensions of the system are just as much a matter of course as compliance with internal safety guidelines by employees. Protection against unauthorized access, misuse and destruction is ensured, among other things, by the use of multi-level firewall systems and virus protection programs, by access controls at the operating system and application level as well as by multiple data backups.

Employees are regularly trained in the areas of IT security, cybersecurity and data protection.





Explanations

The non-financial Group report explains various aspects of the Hoenle Group's Corporate Social Responsibility. Corporate Social Responsibility, or CSR for short, is the social responsibility of companies as part of sustainable business.

In accordance with the Non-Financial Reporting Directive (NFRD) and the CSR Directive Implementation Act, a separate non-financial Group report was prepared in accordance with Section 315b of the German Commercial Code (HGB) in conjunction with Section 289c of the German Commercial Code (HGB). Recognized frameworks such as the German Sustainability Code (DNK) and the guidelines of the United Nations Global Compact (UNGC) were used for orientation in the preparation of the report. In addition, reports are made in accordance with the requirements of the EU Taxonomy Regulation. The Non-Financial Group Report is unaudited.

Concepts and Goals

Due to the importance and significance for the Hoenle Group, responsibility for the objectives lies directly with the Management Board. The non-financial goals and rules of conduct are regularly reviewed. This is also the case for the significant non-financial performance indicators mentioned in this report. The performance indicators were recorded as part of a systematic analysis and assessed with regard to their materiality for Hoenle. As an internationally active group of companies, our actions must be in accordance with laws and regulations in different countries. In addition, we pay attention to voluntary rules of conduct that are binding on us. These include the corporate guideline and the environmental policy of Hoenle AG. We observe the principles of the United Nations Global Compact.

Non-financial performance indicators

Significant non-financial performance indicators that are significant for the business activities of the Hoenle Group are presented below:

Environmental concerns

- Protection of resources
- Technology and products
- Research and development

Employee matters

- Working conditions
- Health and safety at work
- Equal Opportunities and Diversity

Social

- Initiatives
- Respect for human rights
- Combating corruption and bribery



Significant risks

Entrepreneurial opportunities are usually also offset by risks, which must be identified and evaluated as early as possible. The risk policy of Hoenle AG sets out risk policy principles. By opportunities and risks in the sense of risk management, we mean possible positive or negative deviations from a plan or goal. In order to identify, analyse and assess risks at an early stage, Hoenle has established a standardised risk management system.

The risk management process provides for appropriate measures to be taken whenever appropriate to avoid the risk or reduce the possible amount of damage after risks have been identified. In relation to non-financial aspects, no material risks related to business activities could be identified that are very likely to have or will have a serious negative impact on non-financial performance indicators. Further information on material risks can be found in the Opportunities and Risks Report of the Annual Report.



Appendix: EU Taxonomy

Template 1 – Nuclear and fossil gas related activities

Row	Nuclear energy related activities	
1.	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	No
2.	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	No
3.	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	No
	Fossil gas related activities	
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	No
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	No
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	No

Appendix: EU Taxonomy

2024/2025 financial year	Year			Substantial contribution criteria						DNSH criteria ("Does not significantly harm") (h)							Proportion of taxonomy-aligned (A.1) or taxonomy-eligible (A.2) revenue, previous year (18)			Enabling activities category (19)	Transitional activities category (20)
Economic activities (1)	Code(a) (2)	Revenue (3)	Revenue share for FY 2023/2024 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum safeguards (17)					
		EUR thousands	%	Y, N N/EL (b) (c)	Y, N N/EL (b) (c)	Y, N N/EL (b) (c)	Y, N N/EL (b) (c)	Y, N N/EL (b) (c)	Y, N N/EL (b) (c)	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T		
A. TAXONOMY-ELIGIBLE ACTIVITIES																					
A.1 Environmentally sustainable activities (Taxonomy-aligned)																					
Revenue from environmentally sustainable activities (Taxonomy-aligned) (A.1) (d)		0	0.0														0				
of which enabling activities		0	0.0														0				
of which transitional activities		0	0.0														0				
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (e)																					
				EL N/EL (f)	EL N/EL (f)	EL N/EL (f)	EL N/EL (f)	EL N/EL (f)	EL N/EL (f)								0.5				
Water supply		WTR 2.1	656	0.7	N/EL	N/EL	EL	N/EL	N/EL												N/EL
Wastewater treatment		WTR 2.2	1,395	1.5	N/EL	N/EL	EL	N/EL	N/EL												N/EL
Revenue from Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)			2,051	2.2	N/EL	N/EL	EL	N/EL	N/EL												N/EL
A. Revenue from Taxonomy-eligible activities (A.1+A.2)			2,051	2.2	N/EL	N/EL	EL	N/EL	N/EL												N/EL
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																					
Revenue from Taxonomy non-eligible activities (B)		91,631	97.8																		
TOTAL (A + B)		93,682	100.0																		

Appendix: EU Taxonomy

2024/2025 financial year	Year			Substantial contribution criteria						DNSH criteria ("Does not significantly harm") (h)									
Economic activities (1)	Code(a) (2)	CapEx (3)	CapEx share for FY 2022/2023 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum safeguards (17)	Proportion of taxonomy-aligned (A.1) or taxonomy-eligible (A.2) CapEx, previous year (18)	Enabling activities category (19)	Transitional activities category (20)
		EUR thousands	%	Y, N N/EL (b) (c)	Y, N N/EL (b) (c)	Y, N N/EL (b) (c)	Y, N N/EL (b) (c)	Y, N N/EL (b) (c)	Y, N N/EL (b) (c)	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1 Environmentally sustainable activities (Taxonomy-aligned)																			
CapEx for environmentally sustainable activities (Taxonomy-aligned) (A.1) (d)		0	0.0														0		
of which enabling activities		0	0.0														0		
of which transitional activities		0	0.0														0		
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (e)																			
				EL N/EL (f)	EL N/EL (f)	EL N/EL (f)	EL N/EL (f)	EL N/EL (f)	EL N/EL (f)										
Vehicle fleet	CCM 6.5	501	14.6	EL	N/EL	N/EL	N/EL	N/EL	N/EL								14.4		
Acquisition and ownership of buildings	CCM 7.7	811	23.7	EL	N/EL	N/EL	N/EL	N/EL	N/EL								21.7		
CapEx for Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		1,312	38.3	EL	N/EL	N/EL	N/EL	N/EL	N/EL								36.1		
A. CapEx for Taxonomy-eligible activities (A.1+A.2)		1,312	38.3	EL	N/EL	N/EL	N/EL	N/EL	N/EL								36.1		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CapEx for Taxonomy non-eligible activities (B)		2,113	61.7																
TOTAL (A + B)		3,425	100.0																

Appendix: EU Taxonomy

2024/2025 financial year	Year			Substantial contribution criteria						DNSH criteria ("Does not significantly harm") (h)												
Economic activities (1)	Code(a) (2)	OpEx (3)	OpEx share for FY 2022/2023 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum safeguards (17)	Proportion of taxonomy-aligned (A.1) or taxonomy-eligible (A.2) OpEx, previous year (18)	Enabling activities category (19)	Transitional activities category (20)			
		EUR thousands	%	Y, N N/EL (b) (c)	Y, N N/EL (b) (c)	Y, N N/EL (b) (c)	Y, N N/EL (b) (c)	Y, N N/EL (b) (c)	Y, N N/EL (b) (c)	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T			
A. TAXONOMY-ELIGIBLE ACTIVITIES																						
A.1 Environmentally sustainable activities (Taxonomy-aligned)																						
OpEx for environmentally sustainable activities (Taxonomy-aligned) (A.1) (d)		0	0.0													–	0.0					
of which enabling activities		0	0.0													–	0.0					
of which transitional activities		0	0.0													–	0.0					
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (e)																						
				EL N/EL (f)	EL N/EL (f)	EL N/EL (f)	EL N/EL (f)	EL N/EL (f)	EL N/EL (f)													
Acquisition and ownership of buildings		CCM 7.7	112	1.4	EL	N/EL	N/EL	N/EL	N/EL	N/EL											1.5	
Water supply		WTR 2.1	21	0.3	N/EL	N/EL	EL	N/EL	N/EL	N/EL											0.1	
Wastewater treatment		WTR 2.2	45	0.6	N/EL	N/EL	EL	N/EL	N/EL	N/EL											0.3	
OpEx for Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)			178	2.3	EL	N/EL	EL	N/EL	N/EL	N/EL											1.9	
A. OpEx for Taxonomy-eligible activities (A.1+A.2)			178	2.3	EL	N/EL	EL	N/EL	N/EL	N/EL											1.9	
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																						
OpEx for Taxonomy non-eligible activities (B)		7,455	97.7																			
TOTAL (A + B)		7,633	100.0																			

Appendix: EU Taxonomy

(a) The Code constitutes the abbreviation of the relevant objective to which the economic activity is eligible to make a substantial contribution, as well as the section number of the activity in the relevant Annex covering the objective, i.e.:

- | Climate Change Mitigation: CCM
- | Climate Change Adaptation: CCA
- | Water and Marine Resources: WTR
- | Circular economy: CE
- | Pollution Prevention and Control: PPC
- | Biodiversity and ecosystems: BIO

For example, the “Afforestation” activity would have code “CCM 1.1”. Where activities are eligible to make a substantial contribution to more than one objective, the codes for all objectives should be indicated. For example, if the operator reports that the activity “Construction of new buildings” makes a substantial contribution to climate change mitigation and circular economy, the code would be “CCM 7.1 / CE 3.1”. The same codes should be used in Sections A.1 and A2 of this template.

(b) Y – Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective

N – No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective

N/EL – not eligible, Taxonomy-non-eligible activity for the relevant environmental objective

(c) Where an economic activity contributes substantially to multiple environmental objectives, non-financial undertakings shall indicate, in bold, the most relevant environmental objective for the purpose of computing the KPIs of financial undertakings while avoiding double counting. In their respective KPIs, where the use of proceeds from the financing is not known, financial undertakings shall compute the financing of economic activities contributing to multiple environmental objectives under the most relevant environmental objective that is reported in bold in this template by non-financial undertakings. An environmental objective may only be reported in bold once in one row to avoid double counting of economic activities in the KPIs of financial undertakings. This shall not apply to the computation of Taxonomy-alignment of economic activities for financial products defined in Article 2(12) of Regulation (EU) 2019/2088. Non-financial undertakings shall also report the extent of eligibility and alignment per environmental objective, that includes alignment with each of environmental objectives for activities contributing substantially to several objectives, by using the template below:

	Proportion of revenue/total revenue	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	—	—
CCA	—	—
WTR	—	2.2%
CE	—	—
PPC	—	—
BIO	—	—

(d) The same activity may align with only one or more environmental objectives for which it is eligible.

(e) The same activity may be eligible and not aligned with the relevant environmental objectives.

(f) EL – Taxonomy-eligible activity for the relevant objective.

N/EL – Taxonomy-non-eligible activity for the relevant objective.

(g) Activities shall be reported in Section A.2 of this template only if they are not aligning to any environmental objective for which they are eligible. Activities that align to at least one environmental objective shall be reported in Section A.1 of this template.

(h) For an activity to be reported in Section A.1 all DNSH criteria and minimum safeguards shall be met. For activities listed under A2, columns 5 to 17 may be filled in on a voluntary basis by non-financial undertakings. Non-financial undertakings may indicate the substantial contribution and DNSH criteria that they meet or do not meet in Section A.2 by using: (a) for substantial contribution – Y/N and N/EL codes instead of EL and N/EL; and (b) for DNSH – Y/N codes.

Appendix: EU Taxonomy

	CapEx/total CapEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	—	38.3%
CCA	—	—
WTR	—	—
CE	—	—
PPC	—	—
BIO	—	—

(d) The same activity may align with only one or more environmental objectives for which it is eligible.

(e) The same activity may be eligible and not aligned with the relevant environmental objectives.

(f) EL – Taxonomy-eligible activity for the relevant objective.

N/EL – Taxonomy-non-eligible activity for the relevant objective.

(g) Activities shall be reported in Section A.2 of this template only if they are not aligning to any environmental objective for which they are eligible. Activities that align to at least one environmental objective shall be reported in Section A.1 of this template.

(h) For an activity to be reported in Section A.1 all DNSH criteria and minimum safeguards shall be met. For activities listed under A.2, columns 5 to 17 may be filled in on a voluntary basis by non-financial undertakings. Non-financial undertakings may indicate the substantial contribution and DNSH criteria that they meet or do not meet in Section A.2 by using: (a) for substantial contribution – Y/N and N/EL codes instead of EL and N/EL; and (b) for DNSH – Y/N codes.

	OpEx/total OpEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	—	1.4%
CCA	—	—
WTR	—	0.9%
CE	—	—
PPC	—	—
BIO	—	—

(d) The same activity may align with only one or more environmental objectives for which it is eligible.

(e) The same activity may be eligible and not aligned with the relevant environmental objectives.

(f) EL – Taxonomy-eligible activity for the relevant objective.

N/EL – Taxonomy-non-eligible activity for the relevant objective.

(g) Activities shall be reported in Section A.2 of this template only if they are not aligning to any environmental objective for which they are eligible. Activities that align to at least one environmental objective shall be reported in Section A.1 of this template.

(h) For an activity to be reported in Section A.1 all DNSH criteria and minimum safeguards shall be met. For activities listed under A2, columns 5 to 17 may be filled in on a voluntary basis by non-financial undertakings. Non-financial undertakings may indicate the substantial contribution and DNSH criteria that they meet or do not meet in Section A.2 by using: (a) for substantial contribution – Y/N and N/EL codes instead of EL and N/EL; and (b) for DNSH – Y/N codes.

ESG goals

Economic activity	Initial level	Current level	Target
Climate neutrality (Scope 1+Scope 2) by 2045 by increasing energy efficiency, producing renewable energies, increasing the share of green electricity and financing offset projects	688 t CO ₂ e	688 t CO ₂ e	0 t CO ₂ e
Increase the share of purely electrically powered company vehicles between 2022 and the end of 2025	6.4%	32.9	> 6.4%
Increase the performance of installed photovoltaic systems between 2022 and the end of 2025	397 kWp	397 kWp	> 397 kWp
Reduce the number of deviations from the Corporate Governance Code by the end of 2025 (as at 9/2023: 17)	17	2	< 17
Increase the proportion of women on the Management Board from 0% in 1/2024 to 33% by 9/2028, provided the Board consists of at least three members	0%	0%	0% or 33%
Increase the proportion of women at the first management level below the Management Board from 17% as at 1/2024 to 20% by 9/2028	17%	14%	20%
Increase the proportion of women at the second management level below the Management Board from 15% in 1/2024 to 20% by 9/2028	15%	19%	20%
Achieve a proportion of women on the Supervisory Board of at least 40% by 09/2028 (as at 01/2024: 20%)	20%	40%	40%
Improve internal company communications by the end of 2025 (last revised in 2022)	As at 12/2025: <ul style="list-style-type: none"> - number of staff meetings increased - frequency of departmental head meetings increased - regular shop floor meetings introduced 		



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