



EGELHOF

# READY FOR THE FUTURE

Sustainability Report 2023

# FOREWORD

## BY THE CEO

In times of globalization and climate change, the use of resources is a particular focus of the economy. A few years ago, the United Nations (UN) launched a sustainability process with the aim of making improvements in the areas of the environment, climate, peace, food and human rights.

That is why we at EGELHOF have made it our mission not only to produce in a CO<sub>2</sub>-neutral way and thus protect the environment, but also to incorporate the issue of sustainability into our development processes. Less material also means less waste of resources. As a family-owned company, it is important to us to design a sustainable product for future generations and thus make our contribution to sustainability.

However, it was not only the topic of sustainability in relation to environmental issues that was highlighted by the UN. It is also important to our customers that production is fair and that relevant criteria are taken into account when awarding projects. In addition to energy consumption, material recycling and compliance with the Supply Chain Act, respect for human rights and social commitment also play an important role. In this reporting year, an agreement was concluded for the first time with a German OEM for a guaranteed contingent of green electricity to cover the corresponding production volume.

Against this background, the EGELHOF Group publishes an annual sustainability report to document what has been achieved and to describe ongoing activities.



**Dr.-Ing. Stephan Wild**  
CEO EGELHOF GROUP

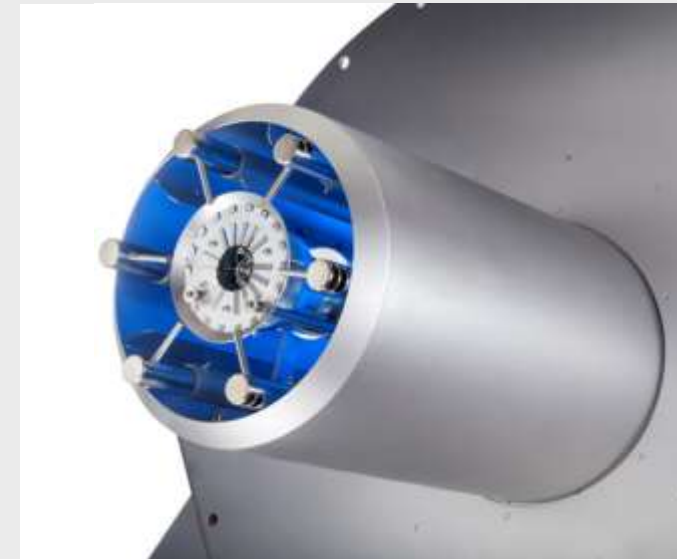
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## BRIEF COMPANY PROFILE

As a specialist in control technology, the EGELOHOF Group develops and produces valves for e-mobility and air conditioning as well as control components for the automotive and heating industry according to the highest technical quality requirements. The company looks back on a history of more than 80 years and is represented worldwide as a partner of the international automotive and heating industry with 8 locations and around 600 employees.

In addition to the management, the global sales department, the development department with testing and prototyping are located at the headquarters in Fellbach, Germany. At the production sites in France, India, China and the USA, state-of-the-art production lines and in-house toolmaking and mechanical engineering ensure maximum flexibility and rapid implementation of all customer requirements.

In 2019, the former RAY Öl- und Gasbrenner GmbH Fellbach was integrated into the EGELOHOF Group. The new company RAY Egelhof develops and produces climate-neutral burner systems 100% "Made in Germany" and has a proven portfolio of CO<sub>2</sub>-neutral industrial burners for bio-fuels.





# OUR LOCATIONS WORLDWIDE





DATAS ON SUSTAINABILITY



**572**  
EMPLOYEES WORLDWIDE



**38%**  
OF ALL LOCATIONS USE  
GREEN ELECTRICITY



**20%**  
GROWTH IN EXPENDITURE ON  
RESEARCH AND DEVELOPMENT  
FOR PRODUCT AND PROCESS



**7%**  
LESS PRODUCTION-RELATED  
CO<sub>2</sub>-EMISSIONS



## COMPANY STRATEGY

The EGELHOF Group consists of the three business units (BU) AUTOMOTIVE, DOMESTIC and INDUSTRIAL HEAT. All three BUs are currently undergoing significant changes due to new market and legislative requirements.

In the AUTOMOTIVE division, the product range is changing from classic expansion valves for air conditioning to solutions for battery management and heat pumps. In addition, PFAS legislation requires new valves for alternative refrigerants. The following pages show the new applications and the newly developed valve portfolio required.

In BU DOMESTIC, the change from classic building heating with oil or gas to heat pumps is taking place in Central Europe. EGELHOF is following this trend by utilizing synergies from BU AUTOMOTIVE.

The INDUSTRIAL HEAT division is also focusing on sustainability. The company is moving away from fossil fuels towards the CO<sub>2</sub>-neutral burning of biofuels. Burners for hydrogen, biogases and bio-oil have been developed for this purpose. In the rest of the world, fossil fuels continue to be used with the lowest pollutant emissions, especially NO<sub>x</sub>. Ultra-low NO<sub>x</sub> burners for liquid and gaseous fuels for single or combined burning of several fluids have been developed for this purpose.



## COMPANY STRATEGY

### MODULES FOR BATTERY VEHICLES (BEV)







# SUSTAINABILITY STRATEGY

## COMMUNICATION WITH STAKEHOLDERS

It is important to EGELOHOF that the relationship with its stakeholders is characterized by mutual appreciation. EGELOHOF also attaches great importance to keeping its stakeholders informed about its business activities. The most important strategic stakeholders are our employees, customers, shareholders, business partners and suppliers. They also include representatives of local authorities, the public and media, NGOs and associations.

EGELOHOF uses various communication channels and relies on a continuous exchange on a wide range of topics with all key stakeholder groups. The company's own employees are kept informed via internal information channels such as the intranet, meeting of the workforce and notice board. EGELOHOF communicates with customers and suppliers mainly in person. EGELOHOF also provides feedback via various social media channels.

### TOPICS

- Products and Innovation
- Compliance with the legal requirements
- Climate protection and Energy efficiency
- Saving resources
- Healthy management and working safety
- Training and continuing education
- Diversity and equal opportunities
- Human rights
- Social engagement
- Responsibility in the supply chain

### COMMUNICATION CHANNELS

- Personal contacts (Tel./Email/Post)
- Customer visit, Exhibitions, Audits
- EGELOHOF Website
- Performance review
- Intranet, Notice board
- Meeting of the workforce
- Supplier audit und survey
- Annual financial report
- Sustainability report
- Social Media
- Webinars
- News & Press

### STAKEHOLDERS

- Customer
- Shareholder
- Employees
- Supplier
- Lender
- Authority
- Neighbourhood / Residents
- Public
- Press
- NGOs

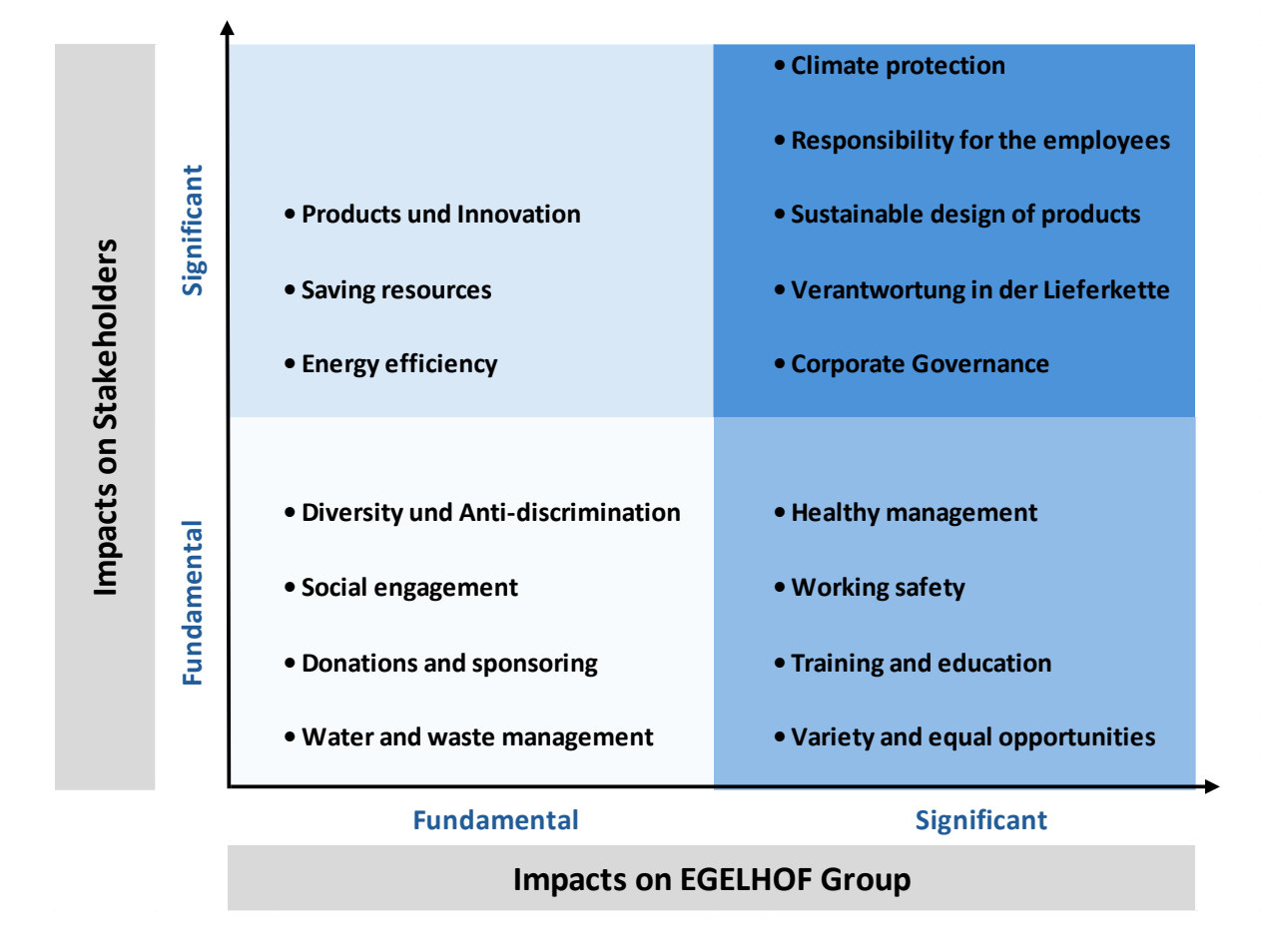


# SUSTAINABILITY STRATEGY

## MATERIALITY ANALYSIS

Through direct exchange we recognize which topics are important for EGELHOF and our various stakeholders.

The results are incorporated into the relevance analysis and provide the basis for our global fields of action in terms of sustainability.



# SUSTAINABILITY STRATEGY

ACTION AREAS FOR MORE SUSTAINABILITY



## ACTION AREAS

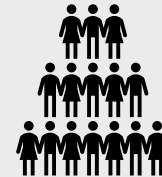
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INNOVATION



ENVIRONMENT



EMPLOYEES



SOCIAL ENGAGEMENT



CORPORATE  
GOVERNANCE

## PRODUCTS & INNOVATION

### SUSTAINABLE DESIGN OF PRODUCTS

The EGELHOF Group's new products have been developed for battery management and climate control in electric vehicles. EGELHOF is thus making a valuable contribution to the transition to e-mobility. This strategy of the EGELHOF Group not only reduces our CO<sub>2</sub> footprint, but also secures sustainable growth and the preservation of the company's jobs in the long term.

The reusability of products and parts is also becoming increasingly important against a backdrop of rising prices and reduced availability of raw materials and resources. The next logical step for EGELHOF is the consistent reduction of product-related CO<sub>2</sub> emissions (Scope 3). This process is already underway, as illustrated in Fig. 1 by the continuous further development of EGELHOF valve bodies with a view to minimizing the use of materials.

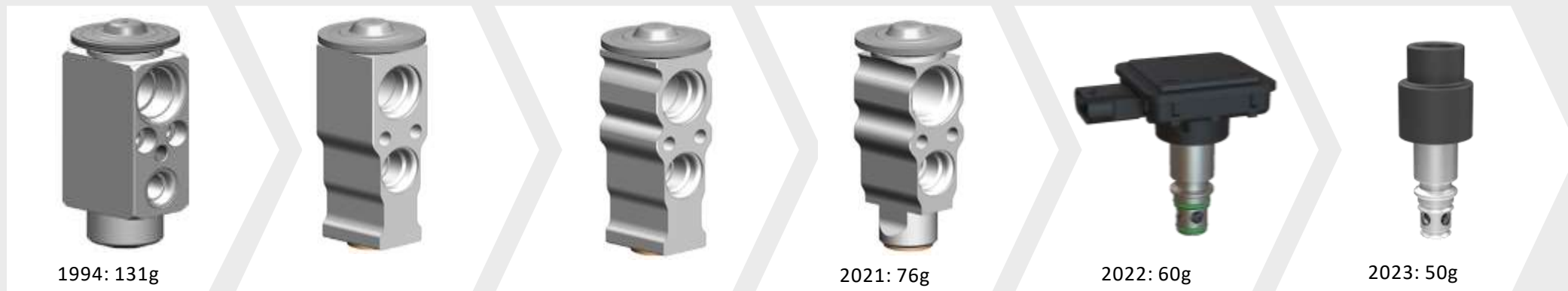


Fig. 1: Weight development of valve bodies

# PRODUCTS & INNOVATION

## ALTERNATIVE DRIVE SYSTEMS

The increasing requirements for thermal management in plug-in hybrid and battery electric vehicles are leading to a wide variety of electronically controlled refrigerant valves. Due to the challenges posed by the use of per- and polyfluorinated alkyl compounds, the basic structure of the valve will in future be determined by the properties of refrigerants that are free from these chemicals.

EGELHOF is a manufacturer of valves and modules in refrigerant circuits and advances innovative solutions for valve actuation and functional integration in order to address the future topics of thermal management in electric vehicles, lightweight construction and acoustics.

Our newly founded technical team conducts research and development with the aim of creating innovative and environmentally friendly products for the long term.




Fig. 2: Extract from the magazine MTZ, issue 01/2024 (German)

# PRODUCTS & INNOVATION

## MODULAR VALVE PORTFOLIO FOR ALL REFRIGERANTS / CONSIDERATION OF PFAS FOR FUTURE PRODUCTS

The expected future legislation on the replacement of PFAS products is already being taken into account in development. Example:

- Replacement of Teflon in sealing technology with elastomers
- Design of valves that also work for alternative refrigerants in the same construction form

VALVES IN MASS PRODUCTION						OEM-APPROVAL IN JAN. 2024 WITH R744		A-SAMPLE TEST INTERNALLY	
									
	TXV	TXV-LSO (Lateral Switch Over)	SOV (Switch Over Valve)	MWV (Multi Way Valve)	EXV-S (SM-Actuator)	EXV-S (SM-Actuator / no LIN)	EXV-N (Needle + Stepper Motor) Ø 1 / 3 / 7 / 10 mm	ESV-P (Piston + Stepper Motor) Ø 8 mm	EXV-B (Ball + Stepper Motor) Ø 8 / 10 mm
	thermostatic flange block valve	TBF with lateral shut off unit	shut off valve	electronic multi way valve	shape memory expansion valve	shape memory expansion valve	electronic needle valve / electronic expansion valve	electronic 3/2- way valve	bi-flow ball expansion valve
R744 (CO2)	✗	✗	✗	✗	✓	✓	✓	✓	✗
R290 (Propan)	✓	✓	✓	✓	✓	✓	✓	✓	✓
R1234yf	✓	✓	✓	✓	✓	✓	✓	✓	✓



## PRODUCTS & INNOVATION

### SAVING RAW MATERIALS BY OPTIMIZING THE COMPONENTS

The weight reduction of our products not only reduces the loss of refrigerant, but also makes it easier to operate the vehicle.

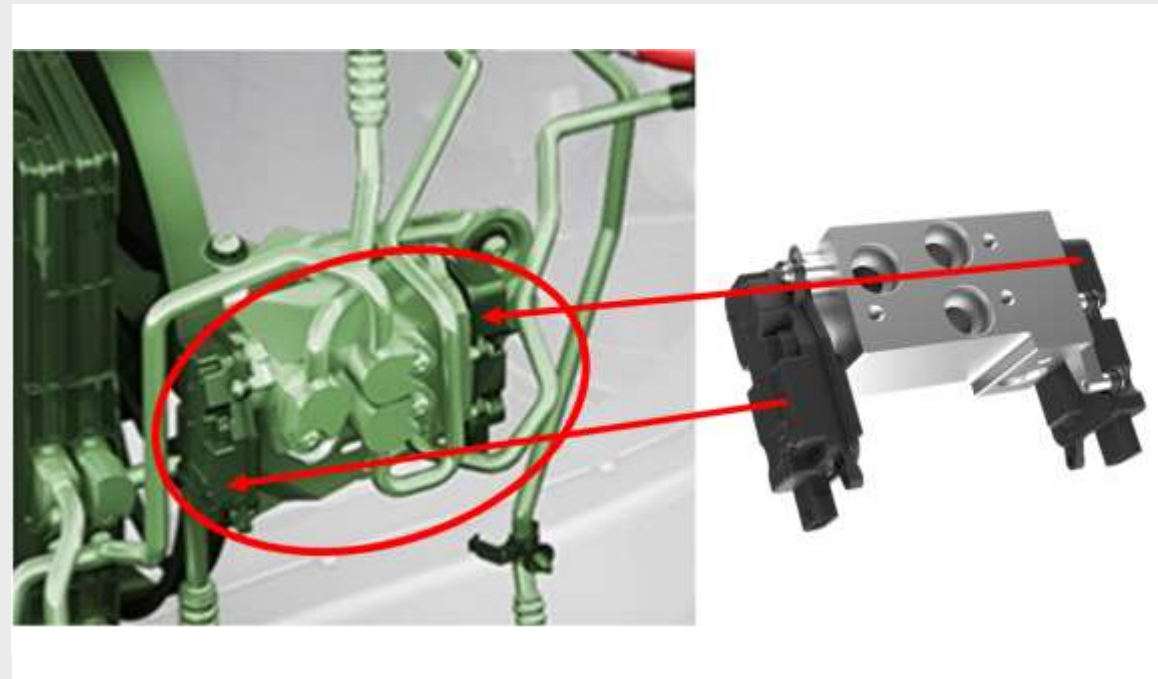
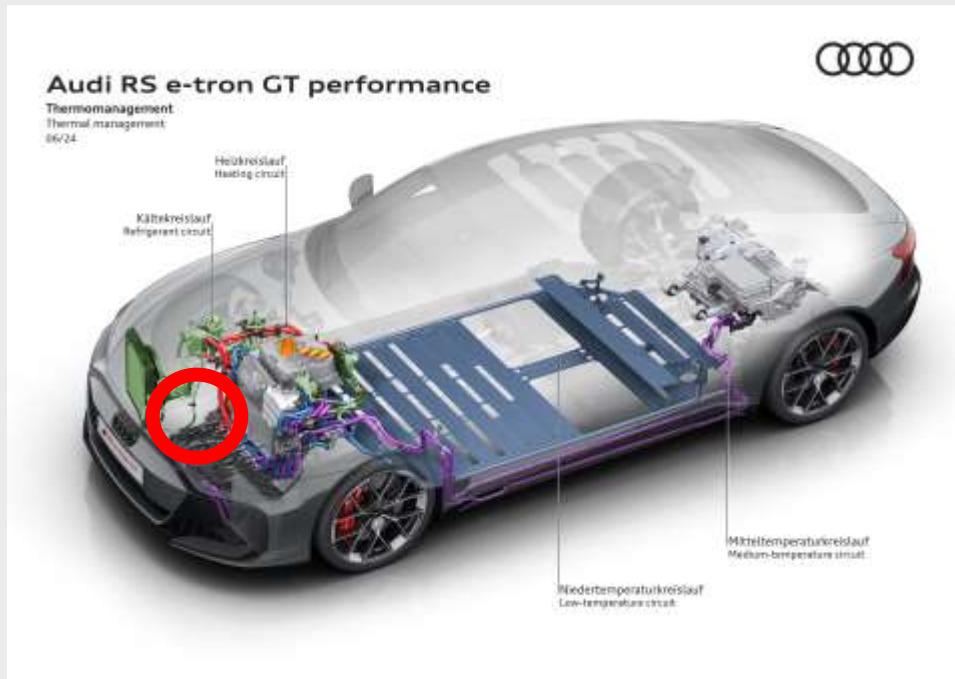


Fig. 3: Application of EGELHOF multi-way valves (MWV) in Audi RS e-tron GT

## PRODUCTS & INNOVATION

### RAY EGELHOF BURNER SYSTEMS

With a special focus on CO<sub>2</sub>-neutral industrial burners for biofuels, our subsidiary RAY Egelhof GmbH offers environmentally friendly alternatives to conventional fuels and thus contributes to the reduction of greenhouse gas emissions.

The possibility of co-combustion of process fuels is another aspect of RAY Egelhof's industrial burners. This effective use of resources and the resulting reduction of waste products are decisive for the versatile application of RAY Egelhof industrial burners and essential for future-oriented sustainable industrial plants.



Fig. 4: RAY Oil pressure atomizer  
PDE-K, KVA Delfzijl, Netherlands



Fig. 5: RAY Oil line,  
KVA Delfzijl, Netherlands

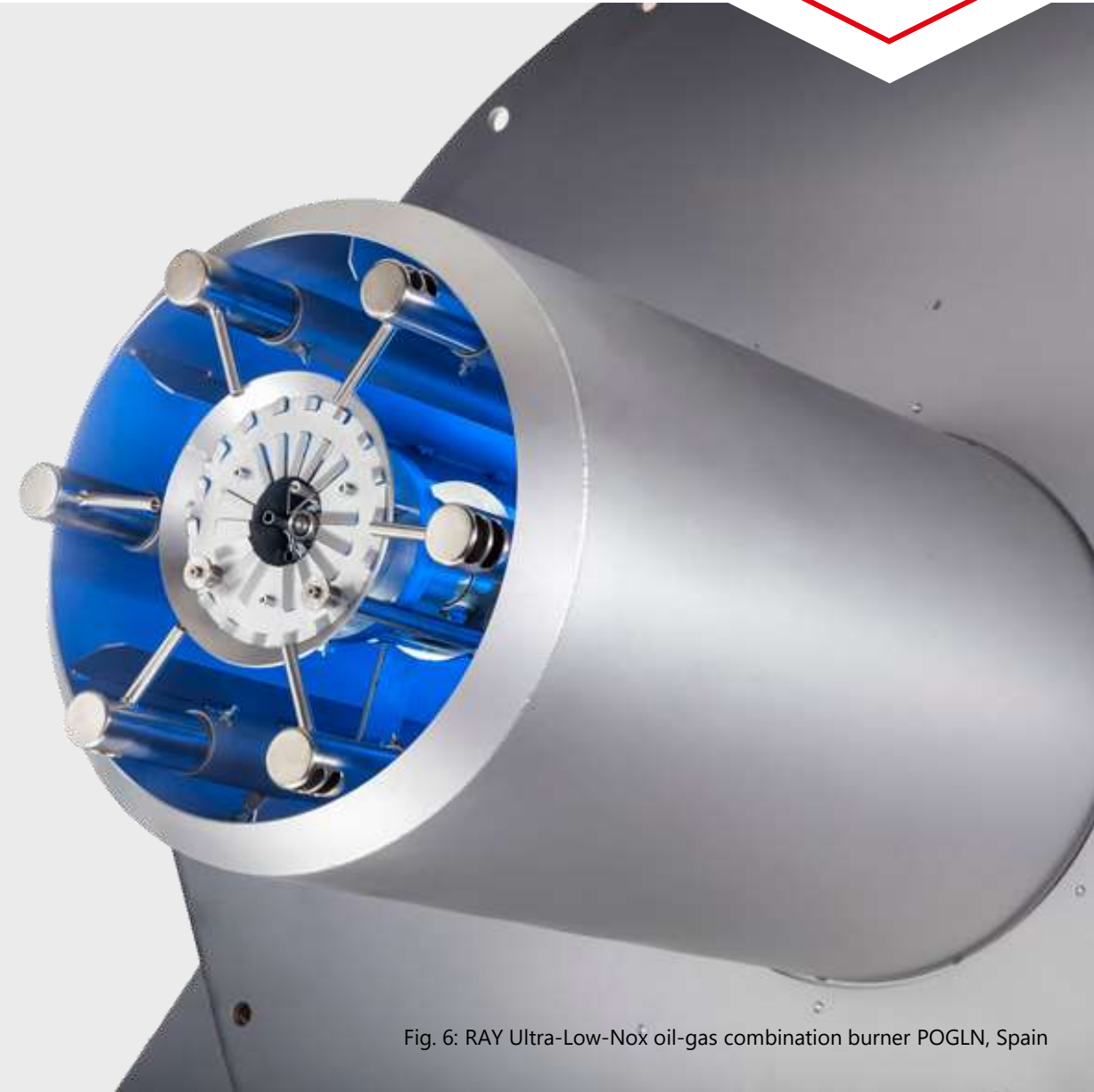


Fig. 6: RAY Ultra-Low-Nox oil-gas combination burner POGLN, Spain

# PRODUCTS & INNOVATION

## HYDROGEN TECHNOLOGY

RAY Egelhof GmbH works closely with customers to provide high-quality, efficient burner systems and solutions tailored to their specific requirements. Our products are customizable to meet any special technical, spatial, or environmental conditions our customers may have.

RAY Egelhof manufactures its burners using a modular design that allows the company to offer customers individual solutions and to flexibly convert the burners to different fuels, such as hydrogen.

In light of the ongoing energy transition, RAY Egelhof has introduced a new generation of burners to the market. With over a decade of experience in hydrogen burner manufacturing, the company has now expanded its product range to include ultra-low NOx hydrogen burners, which are among the most environmentally-friendly on the market. These burners are set to become the industry standard in the near future.



Fig. 7: An example of a hand-signed Ray burner

### Wenn Brenner Paten haben

Die Unabhängigkeit von fossilen Brennstoffen ist erklärtes Ziel der Energiewende. Wasserstoff – das Erdöl von morgen – spielt in diesem Zusammenhang eine zentrale Rolle. Die RAY Egelhof GmbH aus Fellbach hat die Bedeutung von Wasserstoff früh erkannt und reagiert. Der Hersteller von Brennern hat sich auf Sonderlösungen spezialisiert und Anlagen entwickelt, die dank modularer Bauweise flexibel auf unterschiedliche Brennstoffe umgestellt werden können. Zum Beispiel auf Wasserstoff.

**Interview mit**



Dr. Stephan Wild,  
Geschäftsführer  
RAY



Harald Heinze,  
Geschäftsführer  
der RAY Egelhof Group

**Wirtschaftsforum:** Herr Dr. Wild, Herr Heinze, der Name RAY Egelhof ist bekannt für maßgeschneiderte Brenner vor allem für den Anlagenbau. Wie haben sich die vergangenen Jahre mit Corona und dem Krieg in der Ukraine auf das Geschäft ausgewirkt?

**Dr. Stephan Wild:** Wir haben 2022 ein Umsatzwachstum von 45%. Warum? Deutschland und Mitteleuropa haben seit 20 Jahren den Fokus auf Gas. Wir setzen bei Großbrennern auf ein modulares System und können flexibel auf jeden Brennstoff umstellen. Die Nachfrage nach Sonderlösungen war immens.

**Wirtschaftsforum:** Gibt es weitere Innovationen im Portfolio?

**Harald Heinze:** Vor dem Hintergrund der Energiewende haben wir eine neue Brennergeneration auf den Markt gebracht. Die Nachfrage nach Wasserstoff ist groß, allerdings muss dafür eine entsprechende Menge an Wasserstoff da sein. Kundenindividuelle Lösungen, die verschiedene Brennstoffe in einem Verbrennungsprozess mischen, haben deshalb eine große Bedeutung. In unseren Brennern kommen diese Brennstoffe kontinuierlich zum Einsatz.

**Dr. Stephan Wild:** Der langfristige Trend geht eindeutig Richtung Wasserstoff beziehungsweise Brenner, die später wasserstofftauglich sind. Wir machen seit über zehn Jahren Wasserstoffbrenner und haben das Angebot jetzt um Low-NOx-Wasserstoffbrenner erweitert, also niedrigen Stickoxid emittierende Wasserstoffbrenner, da wir dort großes Zukunftspotenzial sehen.

**Wirtschaftsforum:** Was sind die Stärken, um den Marktentforderungen von morgen zu genügen?

**Dr. Stephan Wild:** Anders als zum Beispiel Automobilzulieferer wie Egelhof sind wir nicht von 2-Jahres-Konjunkturzyklen abhängig. Energie wird immer benötigt. Brenner damit auch in Zukunft sehen wir einen wachsenden Bedarf an Pflanzgasbrennstoffen auf pflanzlicher oder tierischer Basis. Es gibt ganze Kraftwerke, die mit Subbrennstoffen betrieben werden. Unsere Stärken sind Innovationskraft, Flexibilität, Service und Zuverlässigkeit. Jeder Brenner ist engineered und made in Germany – ein international anerkanntes Gütesiegel. Unsere Brenner sind entsprechend gelabelt, von den Verantwortlichen handgezeichnet, jeder Brenner hat einen Paten. Engineered und made in Germany ist kein Wandaufkleber in unserer Strategie, sondern ein aktives Bewusstsein. Auch vor dem Hintergrund, dass wir die letzten sind, die in der Kategorie alles in Deutschland machen.

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RAY  
EGELHOF



Siehe Sonderanlage in Wuhlen wurde erstmals remote in Betrieb genommen.



Wie sagt die Zukunft? – Anlage mit Brennstoffen auf pflanzlicher Basis.



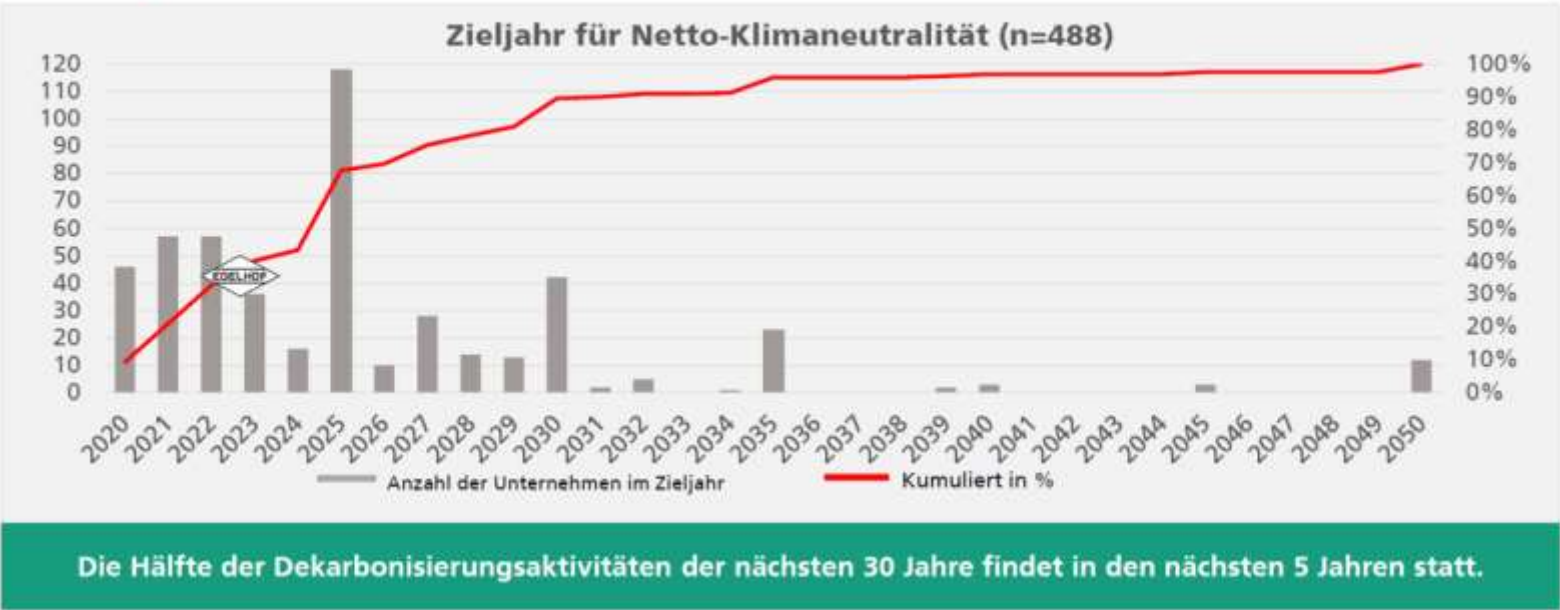
RAY Egelhof liefert Brenner made in Germany in die ganze Welt, hier eine Anlage in Indonesien.

Fig. 8: Fuels: Hydrogen, vegetable oil, biogas

# ENVIRONMENT

## EGELHOF CO<sub>2</sub>-NEUTRALITY FROM 2023 ONWARDS

Von ca. 850 Unternehmen streben 489 Klimaneutralität an, 2/3 dieser bereits für 2025 (prä-COVID-19)



EEP Energieeffizienz-Index der deutschen Industrie 2019/II

Fig. 9: Target year with Climate Neutrality. Source: Fraunhofer Gesellschaft







# ENVIRONMENT

## PRODUCT RELATED ENERGY CONSUMPTION

In the EGELHOF Group's international production plants, over 80% of the energy required for production is covered by electricity, which is roughly on a par with the previous year. This means that electricity is the biggest lever in terms of our carbon footprint.

All plants have been working extremely resource efficiently for years and the French plants also have the advantage of a very good CO<sub>2</sub> balance due to French nuclear power.

Natural gas is mainly used to heat the production and administration buildings and covers around 8% of the total energy consumption of all EGELHOF sites. The consumption of natural gas has fallen by around 8% compared to the previous year.

The reduction in energy consumption is due to EGELHOF's consistent energy saving measures.

EGELHOF Group Energy consumption (kwh)	2023	2022
Energy consumption overall result	14.251.763	15.089.718
Natural Gas	1.183.752	1.286.125
Electricity	11.983.585	12.579.976
Home-generated electricity (Photovoltaic)	-111.810	-135.323
Fuel	99.775	83.128
Light Oil	182.409	278.062
Propane	914.052	997.750
Average energy consumption per sales part	1,16	1,30

Fig. 10: EGELHOF Group Energy consumption

## ENVIRONMENT

### SAVING RESOURCES / ENERGIESSEN (PROJECT)

As one of five members, our French plant in Villé is actively involved in the local energy-saving program, "Energiesen." The objective of the project is to develop photovoltaic systems with collective self-consumption in partnership with local companies, situated in the heart of the Villé valley.

The project's fundamental premise is to utilize the rooftops of local businesses to generate electricity, thereby meeting their energy demands.

The electricity generated by the photovoltaic system on the roofs of the company buildings not only covers their own energy requirements, but the surplus can also be sold to other member companies. Should there be a further surplus of electricity, this can be sold to the municipalities and made available to the residents of the valley at a favorable price.



Fig. 11: Photovoltaic systems on a company building of the "Energiesen" project in Villé

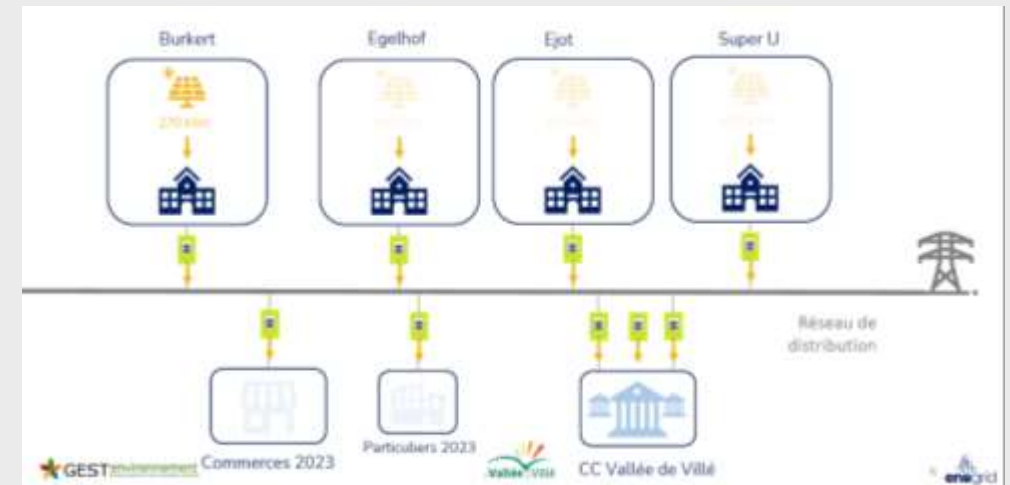


Fig. 12: The „Energiesen“ Projekt in Villé



## ENVIRONMENT

### SAVING RESOURCES / HEAT STORAGE

At our ESO plant in Seltz, France, a new classification of product groups has made it possible to uniformly assign storage temperatures to improve oven utilization. Storage times were also optimized to minimize energy consumption.

As a result, 2 of the 7 ovens could be shut down completely and, depending on logistical possibilities, individual ovens no longer have to be operated throughout the year. T

he restructuring of the plant's heating rooms and ovens has resulted in a saving of approximately 5% of total electricity consumption over the past year.



Fig. 13: Heating oven at the ESO plant in France

## ENVIRONMENT

### SAVING RESOURCES / VEHICLES

The vehicle fleet in Fellbach has undergone constant change over the past few years. All company cars with internal combustion engines have been converted to electric or hybrid vehicles.

An electric car with a range of 100 km is available for short distances. Two other electric vehicles are available for trips of up to 500 km. A neutral CO<sub>2</sub> balance is guaranteed for all three vehicles.

In addition, other vehicles can be used as hybrid cars with a range of about 100 km for various purposes.

The vehicles are charged at our own charging stations, which are powered by our two PV systems in good weather.



Fig. 14: Company vehicles from OE, Fellbach



# ENVIRONMENT

## CO<sub>2</sub>-EMISSION

The energy-saving measures described illustrate the sustainable use of energy sources. The purchase of green electricity at our plants in Germany and France offers the potential to reduce CO<sub>2</sub> emissions.

Due to the low energy demand, the remaining CO<sub>2</sub> emissions can be compensated by the purchase of CO<sub>2</sub> certificates. The certificates come from projects in the countries where Egelhof operates its plants. The projects are selected according to the principle of least environmental impact. Keywords: only running water, no dams, otherwise solar and wind energy. It is planned to have these projects inspected on site by local Egelhof employees.

From the beginning of 2023, the Egelhof Group is therefore certified CO<sub>2</sub>-neutral worldwide according to the EU requirements for Scope 1 and 2.

Production-related CO <sub>2</sub> emissions of the Egelhof Group (in T CO <sub>2</sub> )	2023	2022
CO <sub>2</sub> output overall result	3.613	3.892
Direct emissions Scope 1 (natural gas, fuels, heating oil, propane)	531	593
Indirect emissions Scope 2 (electricity)	3082	3.299

Fig. 15: Egelhof Group CO<sub>2</sub>-Balance



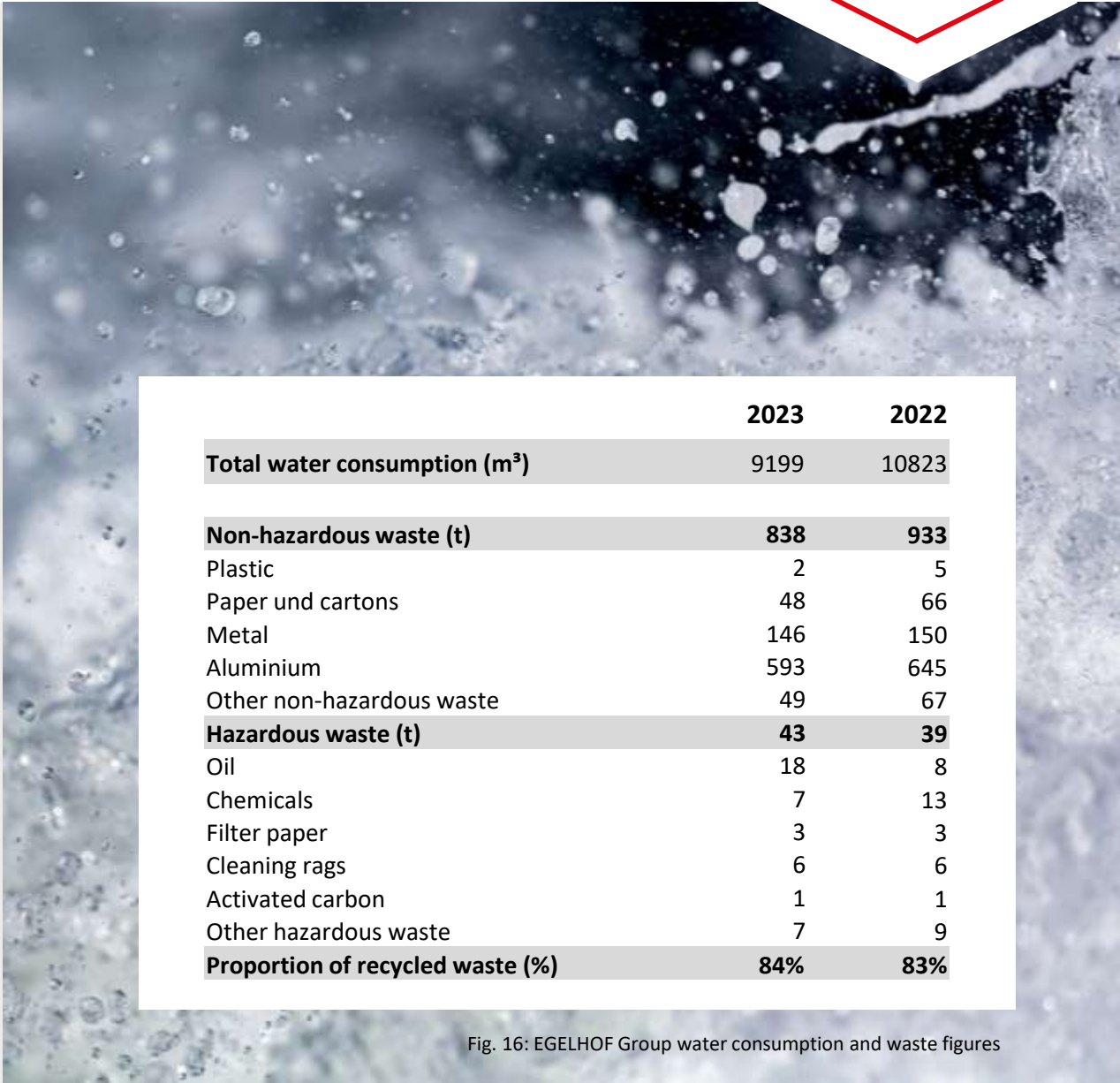
# ENVIRONMENT

## WATER AND WASTE

Environmental awareness and competence are among the most important prerequisites for practicing environmental management. All our plants worldwide have an environmental management system certified to ISO 14001. Regular environmental audits verify the effectiveness of the environmental management system. Our management is based on guidelines for handling water and wastewater as well as materials and waste.

EGELHOF does not use water as a direct resource for production processes. More than 95% of the total water consumption is sanitary water. The remaining small quantities of wastewater from cooling and cleaning processes are neither discharged directly nor indirectly. They are completely disposed of as waste by certified contractual partners.

At all EGELHOF sites worldwide, the quantities of waste generated are recorded and separated into non-hazardous and hazardous waste. The proportion of recycled waste remains constant at just under 85%.



	2023	2022
<b>Total water consumption (m³)</b>	9199	10823
<b>Non-hazardous waste (t)</b>	<b>838</b>	<b>933</b>
Plastic	2	5
Paper und cartons	48	66
Metal	146	150
Aluminium	593	645
Other non-hazardous waste	49	67
<b>Hazardous waste (t)</b>	<b>43</b>	<b>39</b>
Oil	18	8
Chemicals	7	13
Filter paper	3	3
Cleaning rags	6	6
Activated carbon	1	1
Other hazardous waste	7	9
<b>Proportion of recycled waste (%)</b>	<b>84%</b>	<b>83%</b>

Fig. 16: EGELHOF Group water consumption and waste figures





# RESPONSIBILITY TO EMPLOYEES

## DIVERSITY AND ANTI-DISCRIMINATION

EGELHOF respects the highly personal rights of its employees and treats them with dignity and respect and does not tolerate discriminatory, harassing or offensive behavior under any circumstances. No one will be harassed or discriminated against on the basis of color, race or ethnic origin.



Fig. 17: Employees from the Indian plant ERD



Fig. 18: Employees from the Chinese plant ERS



## RESPONSIBILITY TO EMPLOYEES

### VARIETY AND EQUAL OPPORTUNITIES

EGELHOF is a family-friendly company. Diversity, interculturalism and internationality are of great importance to our company and our corporate culture. Approximately 600 employees from 11 different nations form a lively mix of cultures and lifestyles, which is one of the success factors of the company.

Equal opportunity is at the heart of our mutual respect and appreciation. All employees have the right to be treated fairly, courteously and respectfully.

The satisfaction of our employees is reflected in an average length of service of 13 years.



Fig. 19: ERS employees with certificate for 10th anniversary



Fig. 20: Celebration with the jubilarians from OE and their families





# RESPONSIBILITY TO EMPLOYEES

## TRAINING AND CONTINUING EDUCATION FOR EMPLOYEES

We live in a time of demographic change and increasing competition for skilled workers. Corporate responsibility is an increasingly important factor for employees. EGELOHOF pays attention to fair performance and offers development opportunities to motivated employees.

It is our tradition to train our own specialists through various training programs and dual study programs. In addition to the recruitment of external specialists, these measures are also important for the further training of internal specialists and the long-term retention of qualified employees.

EGELOHOF always tries to offer interesting training opportunities to apprentices and young trainees.



Total number of employees	572
Average ages (Years)	44
Average length of services (Year)	13
Number of women in the total workforce in %	46
Number of women in management positions in %	26

Fig. 21: Employees of the EGELOHOF Group at the end of 2023

## RESPONSIBILITY TO EMPLOYEES

### HEALTHY MANAGEMENT

In addition to economic success and sustainability, the well-being of our employees is a key corporate objective. Compliance with health and safety regulations takes precedence over short-term economic gain. We therefore promote the health and safety of all employees and are committed to providing an appropriate working environment.



Fig. 22: Fitness equipment for employees at the plant in Seltz



# RESPONSIBILITY TO EMPLOYEES

## WORKING SAFETY

The company has high standards for preventing accidents at work. These include regular safety briefings, the use of protective equipment and occupational safety inspections. Compliance with regulations and requirements is monitored through systematic internal and external audits.

With the introduction of a management system for occupational health and safety, our company has set out to standardize and continuously improve the already high standards and various measures worldwide. Standardized indicators are used for monitoring and control. In addition, a central audit procedure ensures regular internal performance monitoring.

A key focus of the standard is employee involvement. This is achieved by involving employee representatives in the decision-making process and by assigning additional tasks (e.g. first aiders).

Occupational accidents	2023	2022
with more than 3 days' absence	3	6

Fig. 23: Statistics on occupational accidents in the EGELHOF Group



Fig. 24: Occupational safety training at the ERD plant in India

## SOCIAL ENGAGEMENT

### FOR OUR LOCATIONS / STREAM RENATURALIZATION

As a globally active company, EGELHOF is committed to its social responsibility. Within the scope of our possibilities, we support social and ecological projects at the respective locations worldwide.

Our plants in Alsace continue the company's tradition of being closely connected to local life. The pond next to our French plant in Villé was created in 1990 and is fed by water from the hill that flows into the Giessen stream. As the water had stopped flowing into the stream in recent years, we restored the pond and created a level difference in the terrain. The water can now flow down the hill directly into the Giessen stream. At the same time, green plants were planted in the original location of the pond.

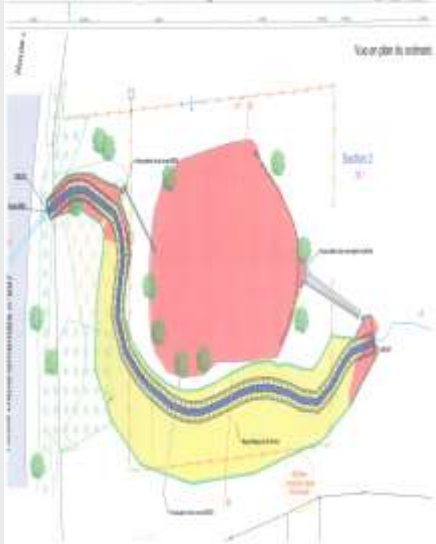


Fig. 25: Stream naturalization next to the French plant in Villé



## SOCIAL ENGAGEMENT

### FOR OUR LOCATIONS / LOVE FOR ANIMALS

Three chickens and a goat are raised in the meadow on the company's premises in Seltz. The chickens are fed with leftovers from the canteen, and the eggs they lay are shared among the company's employees. A "mascot" lives in the meadow next to the henhouse: the goat, the "lawnmower".

The Seltz employees love the animals and take care of them every day in their free time.



Fig. 26: Animal breeding at the company premises in Seltz, France

## SOCIAL ENGAGEMENT

### FOR OUR LOCATIONS / PRACTICAL SUPPORT FOR EXTERNAL STUDENTS

As well as providing financial support for local youth and sports clubs, our French plants also support research projects at local universities.

Around 20 third-year students from Colmar Technical University (l'IUT) took part in a project to optimise energy efficiency of the company's building at the Neuve-Église plant. Over a period of six months, the students analysed and proposed both traditional and innovative solutions for the building's ventilation and cooling system.



Fig. 27: Support for the student project at the Neuve-Eglise plant



## SOCIAL ENGAGEMENT

### DONATIONS AND SPONSORING

As part of our sustainability strategy, we support cultural and social projects at the respective locations worldwide. EGELHOF also supports social projects worldwide with donations and sponsoring activities.

At our site in Noida, India, EGELHOF donates school uniforms and pays the school fees for the children of employees with needs.

In the French region of Alsace, our factory also continues the tradition of sponsoring youth and sports clubs and supporting the local voluntary fire brigades.



Fig. 28: Award of the "Employer Partner of the Fire Brigade" certificate by the President of the Alsace European Community for our French plant ESA in Alsace



Fig. 29: Sports activities of French employees

## SOCIAL ENGAGEMENT

### DONATIONS AND SPONSORING

In Stanford, South Africa, EGELHOF has been supporting the „FOOD4THOUGHT“ project for the Funimfundo preschool for three to six-year-old black children for many years. A total of 74 children currently attend the three classes of the Funimfundo preschool.

The donations enable the children to have better equipment in their classrooms and a safe school bus.



Fig. 30: „FOOD4THOUGHT“ project supports preschool children in South Africa

# CORPORATE GOVERNANCE

## COMPLIANCE AND BUSINESS CODE

EGELHOF is committed to the highest standards of business ethics and legal compliance. These are reflected in our global EGELHOF Code of Conduct.

The Code of Conduct is the benchmark for the actions and behaviour of all employees of the EGELHOF Group, including all members of the management and executives as well as all employees. It defines the most important principles and the handling of corruption and bribery, conflicts of interest, discrimination, work safety, health protection, data protection and environmental protection. It promotes fair competition and equal opportunities in dealing with colleagues.

The EGELHOF Group has implemented a whistleblowing tool to receive confidential and anonymous reports of possible misconduct or violations in the course of business activities. Employees as well as business partners and third parties can report compliance violations at any time, also anonymously.



More information on the Code of Conduct and the Whistleblowing tool can be found on the EGELHOF homepage at ["About EGELHOF"](#).



## CORPORATE GOVERNANCE

### RESPONSIBILITY IN THE SUPPLY CHAIN

Compliance with the human rights and environmental obligations set out in the law on due diligence in the supply chain is a matter of course for us. We have made this a voluntary commitment with our own ethical and moral code of conduct, the EGELHOF Code of Conduct. We promote this along the entire production and supply chain, which not only takes economic but also ecological and social factors into account.

EGELHOF is in regular contact with selected suppliers and global logistics partners in to improve the carbon footprint from transport and traffic.

We avoid the use of materials or raw materials whose production and extraction are not environmentally and socially compatible or violate human rights. EGELHOF carries out an annual analysis and evaluation of the countries and regions of origin of the components and raw materials it purchases. This analysis for 2023 revealed no evidence of conflict minerals being sourced from the regions mentioned.





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## REMARKS

### ON THE REPORTING

This report was written in accordance with the guidelines of the Global Reporting Initiative (GRI) and has not been externally audited or validated.

The data presented were determined in cooperation with the relevant departments within the EGELOHOF Group. The numerical values are commercially rounded.

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