

THERMAL CONTROL SOLUTIONS

EGELHOF

READY FOR THE FUTURE

Sustainability Report 2024

EGELHOF GROUP

FOREWORD

BY THE CEO

Sustainability remains a dominant global megatrend. However, in recent years, the pandemic and changing geopolitics have set their own priorities. Nevertheless, sustainability — also referred to as 'neo-ecology' or 'eco-intelligence' — is widely regarded as one of the most important factors for the future.

Eco-intelligence aptly describes the transformation at EGELHOF. We have made it our mission not only to produce CO₂-neutrally and thus protect the environment, but also to incorporate sustainability into our development process. Using less material also means consuming fewer resources and becoming more competitive. As a family business now in its fourth generation, we are committed to developing sustainable products for future generations, thereby making our contribution to sustainability.

This report presents some examples from the past financial year. However, EGELHOF's eco-intelligence is not limited to its products. In recent years, production logistics have also been adapted to meet new challenges. "Local for Local" is a slogan that describes how we have largely eliminated globally distributed sub-production. All locations produce goods with high added value for customers in their regions. This reduces freight costs, transport times and emissions.

During election campaigns in Germany and the European Union, the European Supply Chain Act on respect for human rights and social commitment was often criticized as a bureaucratic monster. EGELHOF is committed to its core values and has incorporated relevant monitoring into its ongoing supplier audits. Stepping away from the polemics, this offers a pragmatic approach to advancing human rights, education, and prosperity.

Against this backdrop, the EGELHOF Group publishes an annual sustainability report to document its achievements and describe ongoing activities.



Dr.-Ing. Stephan Wild
CEO EGELHOF Group



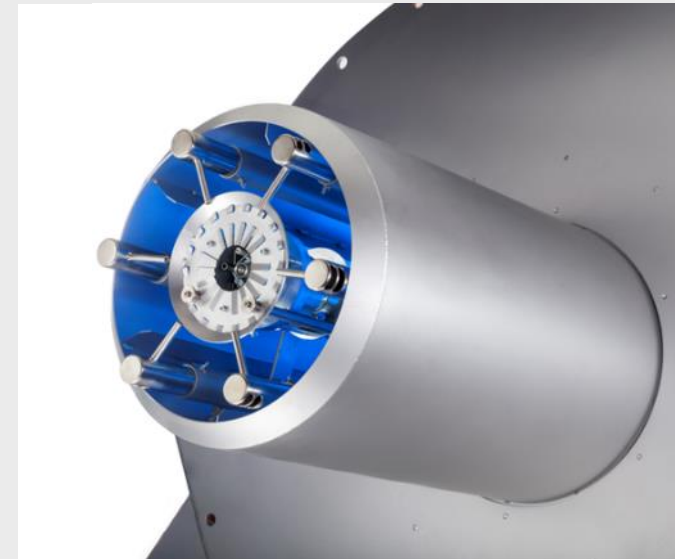
1	COVER	
2	FOREWORD BY THE CEO	
3	CONTENT	
4	BRIEF COMPANY PROFILE	
5	Foundation of new Chinese joint venture (TEQ)	
6	OUR LOCATIONS WORLDWIDE	
7	COMPANY STRATEGY	
8	Modules for battery vehicles (bev)	
9	DATAS ON SUSTAINABILITY	
10	GOVERNANCE	
10	Communication with stakeholders	
11	Materiality analysis	
11	Compliance and Business Code	
13	Responsibility in the supply chain	
14	Data privacy and information safety	
15	Product safety and quality management	
16	Action areas for more sustainability	
17	PRODUCTS & INNOVATION	
17	Alternative drive systems	
19	Modular valve portfolio for all refrigerants / Consideration of PFAS for future products	
20	Saving raw materials by optimizing the components	
21	In-depth understanding of the hydraulics and magnetism of switching valves	
22	Consideration of drive energy in building services	
23	RAY Egelhof burner systems	
24	Green Steam Project Hürth	
25	Increasing efficiency through modernisation - RAY Egelhof fire system in Thailand	
26	Quality assurance	
27	ENVIRONMENT	
27	CO ₂ -Emissions in the supply chain	
29	Product related energy consumption	
30	Water and waste	
31	Green energy for an OEM customer	
32	RESPONSIBILITY TO EMPLOYEES	
32	Diversity and anti-discrimination	
33	Variety and equal opportunities	
34	Training and continuing education for employees	
35	Management of health and safety in the workplace	
36	SOCIAL ENGAGEMENT	
36	For our locations / Supporting the local economy	
37	Attracting young talent from the region	
38	Donations and sponsoring	
40	INDEX OF FIGURES	
41	REMARKS ON THE REPORTING	

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 560 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 CO₂-neutral industrial burners for bio-fuels.



BRIEF COMPANY PROFILE

THE FOUNDATION OF THE NEW CHINESE JOINT VENTURE (TEQ)

EGELHOF has been investing in the development of high-quality electronic refrigerant valves for many years. To expand its existing portfolio of valves, EGELHOF has set up a new division to focus on development of thermal management modules.

The EGELHOF Group is systematically continuing its market and product offensive for electromobility applications by entering into a forward-looking partnership with the Chinese company TEMB. Effective January 1, 2025, the two companies established a joint venture specializing in the development and production of valves and modules for electric vehicles.

This new joint venture will develop innovative electronic valves tailored to the requirements of Chinese car manufacturers (OEMs), thereby making a significant contribution in advancing e-mobility in China.



Fig.1: Qufu, October 10, 2024 / Signing ceremony for the new joint venture (TEQ) between EGELHOF and its Chinese partner TEMB



OUR LOCATIONS WORLDWIDE



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 CO₂-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_x. Ultra-low NO_x burners for liquid and gaseous fuels for single or combined burning of several fluids have been developed for this purpose.

More information: www.egelhof.com

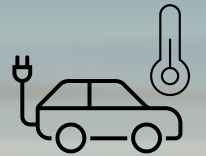
*PFAS legislation refers to a series of regulations and bans aimed at reducing or prohibiting the production, use, and release of per- and polyfluoroalkyl substances (PFAS) because they are considered harmful to the environment and to human health.





COMPANY STRATEGY

MODULES FOR BATTERY VEHICLES (BEV)



AIR CONDITION
REMAINS

+



BATTERY COOLING
NEW

+



HEAT PUMP
NEW



EGELHOF
PRODUCTS:
VALVES
MODULES



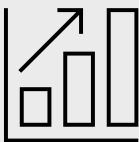
DATAS ON SUSTAINABILITY



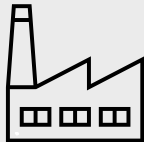
562
EMPLOYEES WORLDWIDE



38%
OF ALL LOCATIONS USE
GREEN ELECTRICITY



-2.55%
GROWTH IN EXPENDITURE ON
RESEARCH AND DEVELOPMENT
FOR PRODUCT AND PROCESS *



4%
LESS PRODUCTION-RELATED
CO₂-EMISSIONS

*R&D remains at a high level, with the reference value being the record amount in 2023.



SUSTAINABILITY STRATEGY

COMMUNICATION WITH STAKEHOLDERS

It is important to EGELHOF that the relationship with its stakeholders is characterized by mutual appreciation. EGELHOF 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.

EGELHOF 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. EGELHOF communicates with customers and suppliers mainly in person. EGELHOF 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
- EGELHOF 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

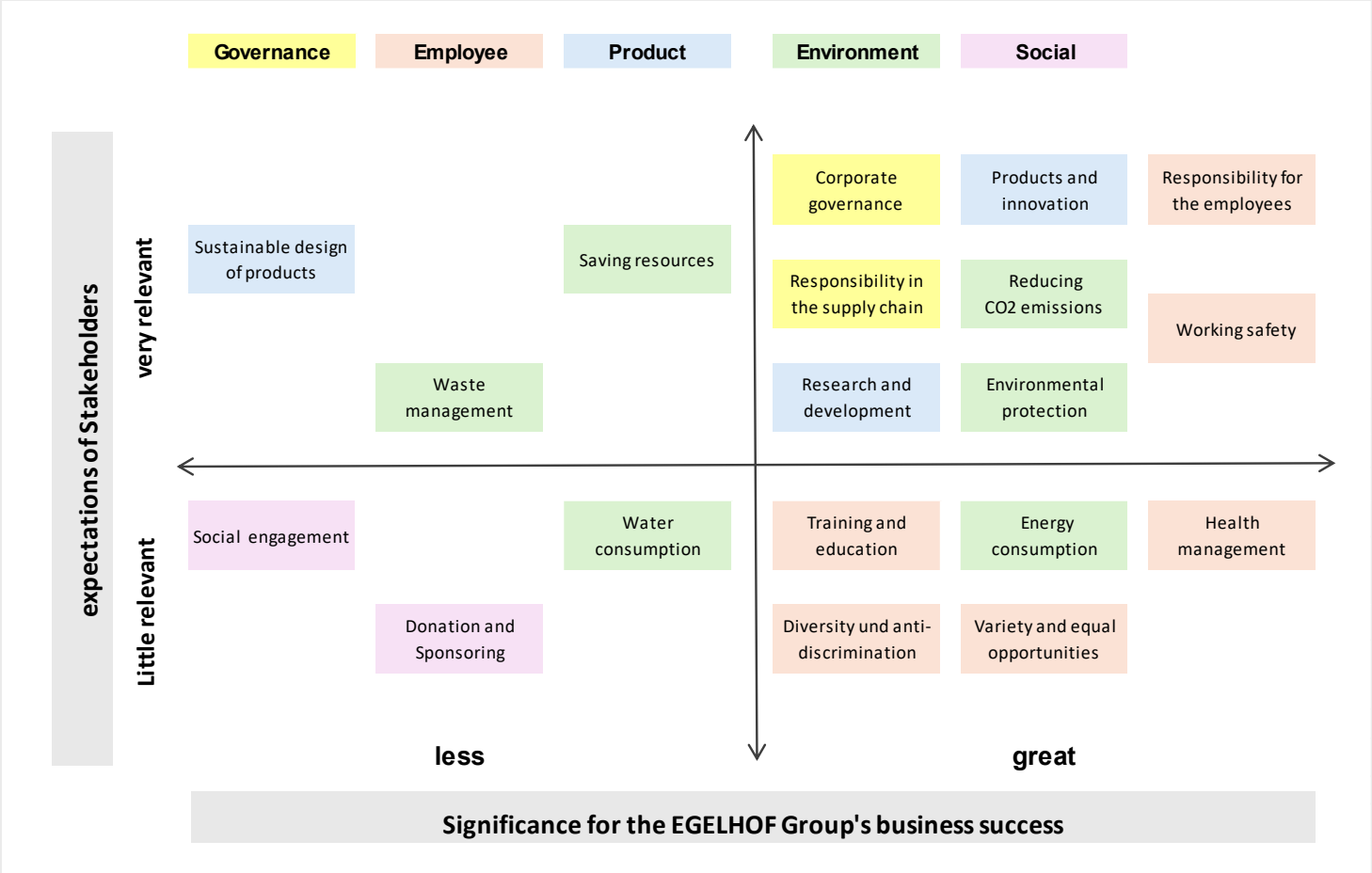


GOVERNANCE

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.



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"](#).

GOVERNANCE

RESPONSIBILITY IN THE SUPPLY CHAIN

We believe in complying with the human rights and environmental obligations of the Supply Chain Due Diligence Act, and we promote this concept throughout our production and supply chains. We take economic, ecological, and social factors into account.

EGELHOF maintains regular contact with selected suppliers and global logistics partners to reduce the carbon footprint during transport and traffic.

Furthermore, EGEHOF avoids using materials or raw materials whose production or extraction violates environmental, social, or human rights standards. EGEHOF annually analyzes and evaluates the countries or regions of origin of the components and raw materials it purchases. Analyses from 2024 showed no evidence of the use of ores from non-compliant regions.



Fig.2: Supplier audit by global QS of the EGEHOF Group



Fig.3: Audit of an Indian supplier by EGEHOF's QA and Purchasing department

GOVERNANCE

DATA PRIVACY AND INFORMATION SAFETY

At EGELHOF, we place great importance on the confidentiality, availability and integrity of information. To protect sensitive data as effectively as possible, we have implemented a wide range of security measures guided by the Information Security Questionnaire of the German Association of the Automotive Industry (VDA ISA).

In May 2024, Otto Egelhof GmbH & Co. KG successfully acquired the TISAX (Trusted Information Security Assessment Exchange) certificate. The TISAX label is based on the ISO 27001 standard, which ensures both general and cyber security.

This certification guarantees compliance with the automotive industry's stringent information security requirements. It is an important prerequisite for successful collaboration with leading automotive companies and helps protect EGELHOF and its partners from growing cyber risks.





GOVERNANCE

PRODUCT SAFETY AND QUALITY MANAGEMENT

EGELHOF products are used by all the leading manufacturers in the automotive and heating industries worldwide. At EGELHOF, high quality standards and excellent service are taken for granted. To eliminate risks for our customers from the outset, the teams responsible for product safety and compliance pay attention to ensuring that both customer-specific requirements and legal regulations are met. EGELHOF provides all the necessary resources to achieve its safety, quality, and corporate goals.

To minimize risk, the EGELHOF Group has certified quality management systems at all its production plants.

	OE Fellbach (DE)	ESA1 Breitenbach (FR)	ESA2 Neuve Eglise (FR)	ESA3 Seltz (FR)	ESO Seltz (FR)	ESONE Neuve Eglise (FR)	ERS Suzhou (CN)	ERD Noida (IN)	RAYE Waiblingen (DE)
ISO 9001:2015					x	x			x
ISO 14001:2015	x	x	x	x	x	x	x		
IATF 16949:2016 (including ISO 9001:2015)	x	x	x	x			x	x	

Fig.4: Overview of the certifications of all EGELHOF locations

GOVERNANCE

ACTION AREAS FOR MORE SUSTAINABILITY

A large, stylized white number "5" is positioned on the left side of the slide, partially overlapping the "ACTION AREAS" header.

ACTION AREAS



CORPORATE
GOVERNANCE



INNOVATION



ENVIRONMENT



EMPLOYEES



SOCIAL
ENGAGEMENT



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



PRODUCTS & INNOVATION

ALTERNATIVE DRIVE SYSTEMS

Following years of research and work, the EXV-S valve has been nominated as a finalist for the Automotive News PACE Award 2025.

The electronic expansion valve with shape memory actuator is characterised among refrigerant expansion valves by the fact that it is not motor-driven. Instead, it uses a shape memory actuator.

This innovative approach is silent, does not require calibration and weighs only 60 grams in cartridge form.



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 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

Against a backdrop of rising prices and dwindling raw materials and resources, the reusability of products and components is becoming ever more important. EGELHOF has been consistently working for decades to continuously further develop valve bodies with the aim of minimizing material usage and reducing product-related CO₂ emissions.

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

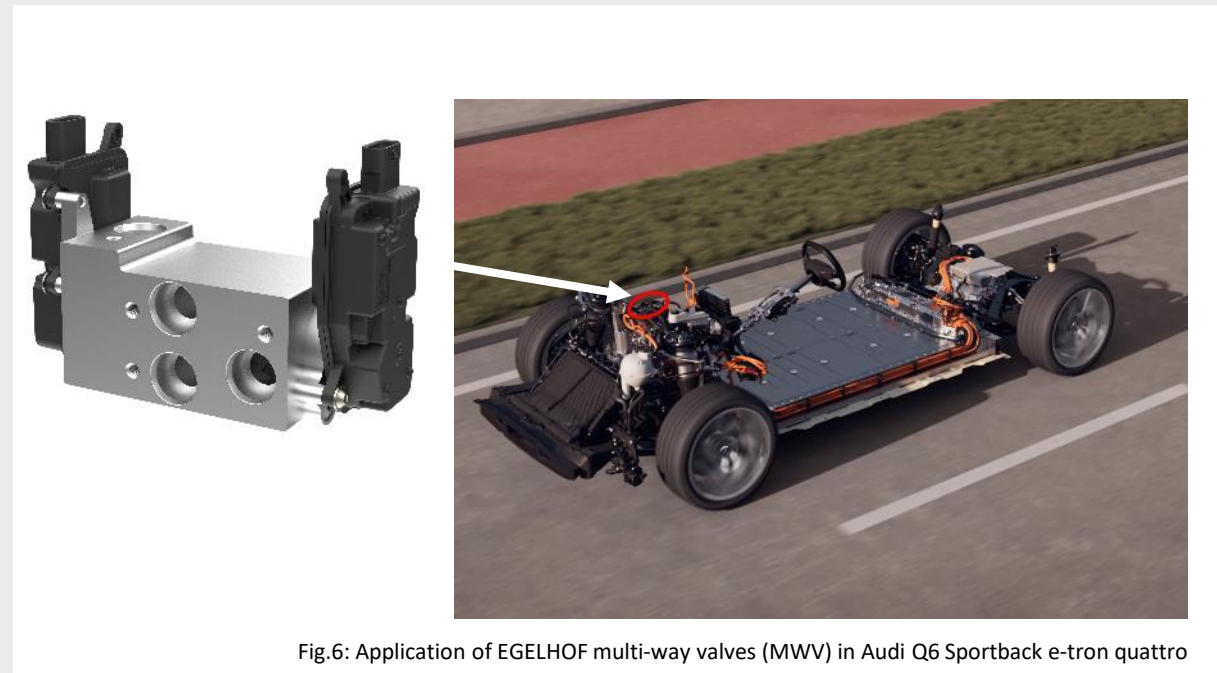
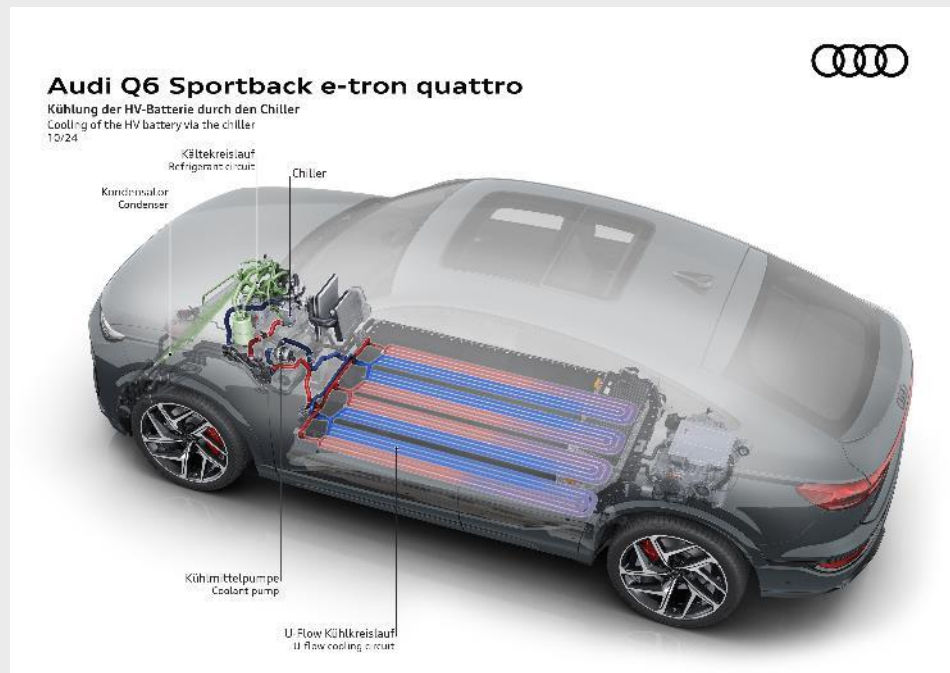


Fig.6: Application of EGELHOF multi-way valves (MWV) in Audi Q6 Sportback e-tron quattro

PRODUCTS & INNOVATION

A COMPREHENSIVE EXPLORATION OF THE HYDRAULIC AND MAGNETIC PRINCIPLES UNDERLYING SWITCHING VALVES

EGELHOF has worked intensively on hydraulic and magnetic circuits to achieve sustainable optimization. These allow the use of identical components. These allow the use of identical drive units in all switching valves up to 16 mm in diameter.

By optimizing the magnetic components, the force curves can be controlled to such an extent that even large valves can be reliably switched using small, energy-efficient coils. Valves can be switched reliably. The illustration shows a corresponding example.

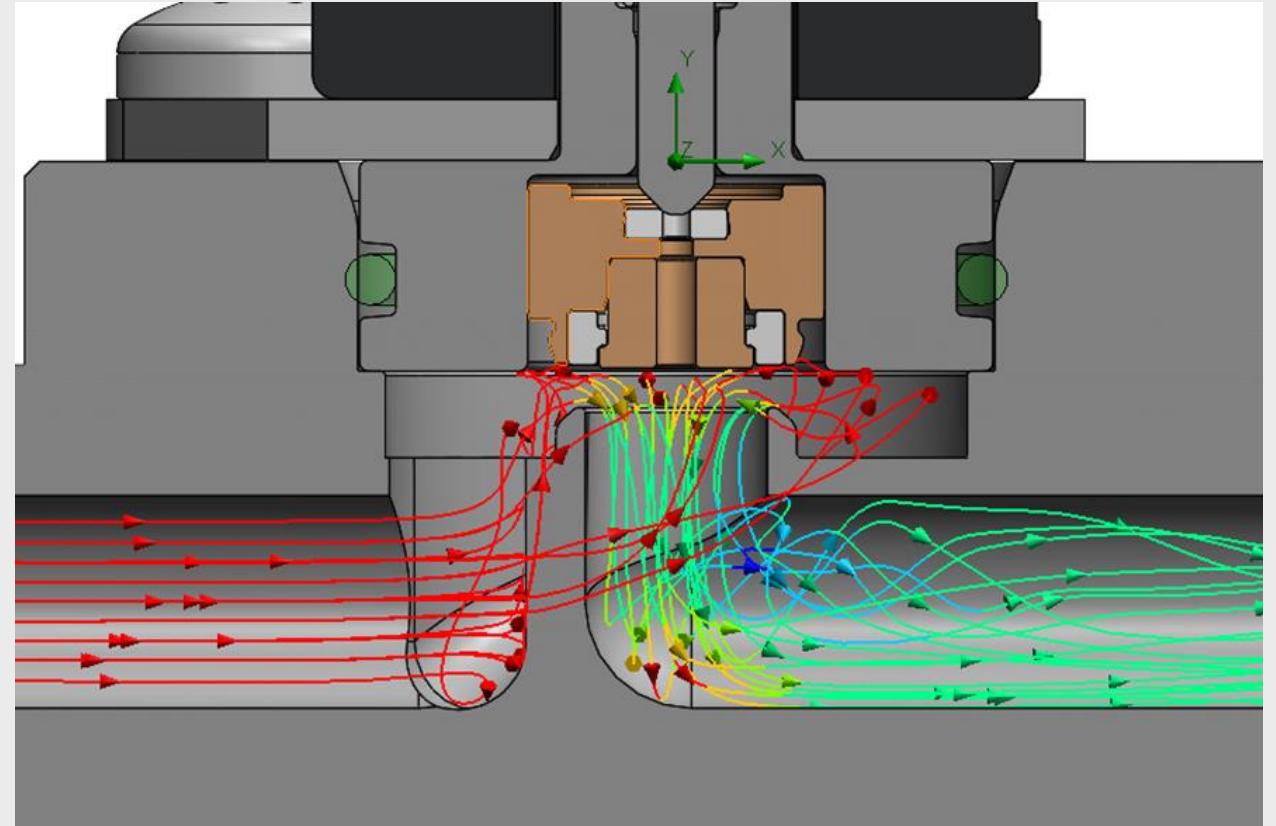


Fig.7: Reduction of pressure losses through flow simulation

PRODUCTS & INNOVATION

CONSIDERATION OF DRIVE ENERGY IN BUILDING SERVICES

Actuators are currently being developed that save approx. 50% drive energy compared to the units currently on the market (from 2 to approx. 0.75 W/part). This may not seem like much, but considering the long service life and utilization period, it is a significant improvement.

Regarding the raw material situation, the shape memory principle is applied to make the parts considerably lighter.



Fig.8: Application of the thermoelectric control valve FTV in the heating circuit manifold



PRODUCTS & INNOVATION

RAY EGELHOF BURNER SYSTEMS

With a special focus on CO₂-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.9: RAY Oil pressure atomizer PDE-K, KVA Delfzijl, Netherlands



Fig.10: RAY Oil line, KVA Delfzijl, Netherlands

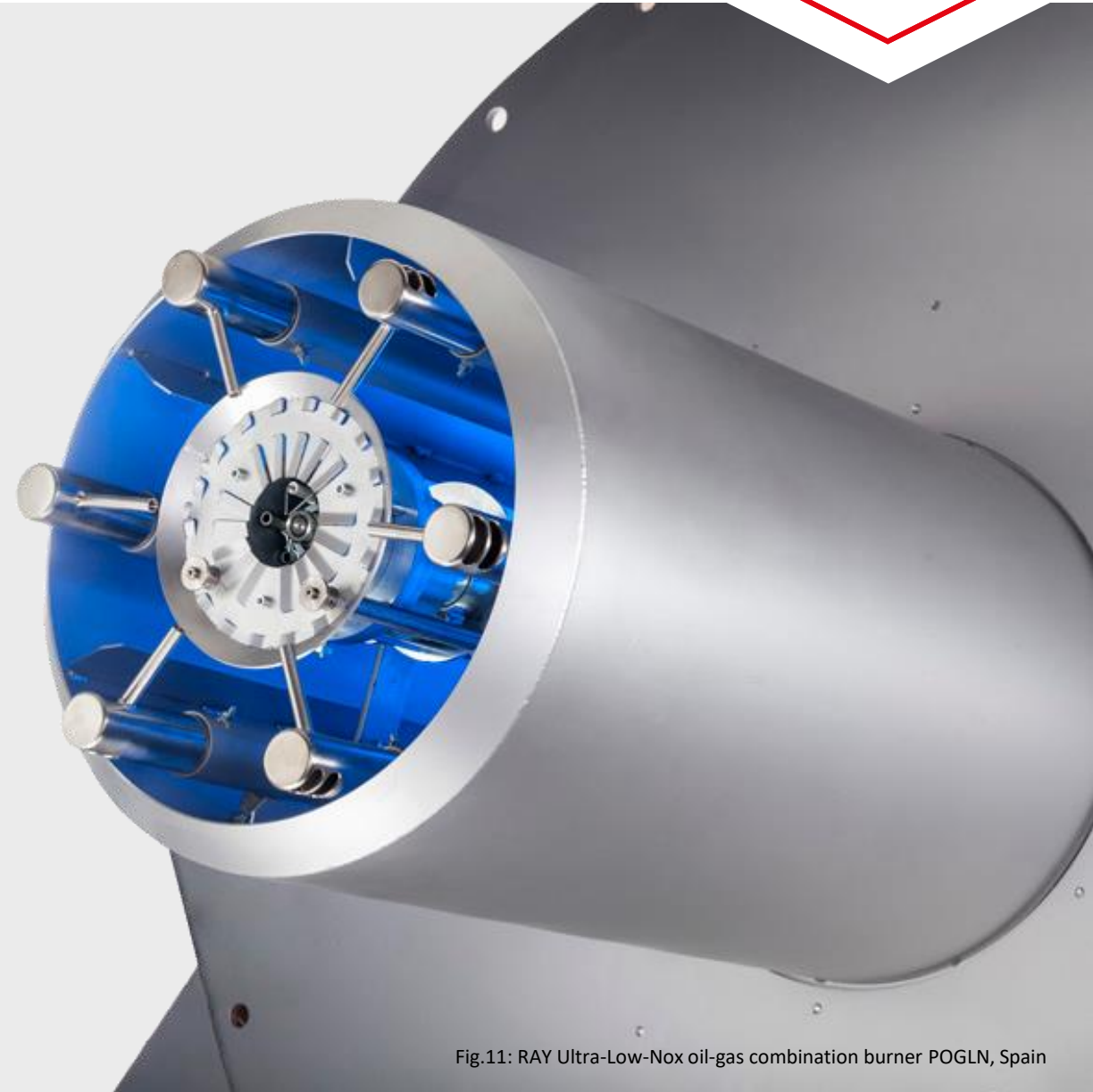


Fig.11: RAY Ultra-Low-Nox oil-gas combination burner POGLN, Spain

PRODUCTS & INNOVATION

GREEN STEAM PROJECT HÜRTH

In collaboration with other suppliers, RAY Egelhof GmbH has constructed a „Green Steam” biomass power plant in Hürth for the energy company E.ON SE.

Previously, a lignite-fired power plant at the Hürth site supplied the heat required for the energy-intensive production of up to 330 000 tons of paper per year. Thanks to the „Green Steam Hürth” project, the customer can now use regional harvest residues and wood from municipal tree cuttings as fuel. With a heat output of 88 MW and an electrical output of 20 MW, the power plant will supply climate-neutral electricity and green steam for paper production.

It will also supply electricity to the public grid, thereby contributing to the energy transition and grid stability. Compared to the previous energy supply, this power plant will reduce CO₂ emissions by 190 000 tons each year.



Fig.12: RAY Egelhof burner in the power station (RAY rotary burner BGE 25000)

PRODUCTS & INNOVATION

INCREASING EFFICIENCY THROUGH MODERNISATION - RAY EGELHOF FIRE SYSTEM IN THAILAND

RAY Egelhof is working with a long-standing customer to modernize their firing systems in Thailand. Rather than using a mechanical coupling of air and fuel valves, the new system relies on precise electronic control. Each servomotor is individually controlled, and the fuel-air ratio is monitored and optimized electronically.

Additional oxygen control in the flue gas minimizes unnecessary air supply and increases combustion efficiency. This is especially important for our customer, who uses a combination of heavy fuel oil and biogas with a fluctuating composition.

Thanks to the state-of-the-art control system, switching between biogas and heavy fuel oil is now possible during operation without shutting off the burner. As well as classic single-fuel operation, the simultaneous combustion of both fuels is possible, enabling flexible mixing depending on availability.

With this technology, we are setting new standards in terms of safety, efficiency and future-proofing.



Fig.13: Presentation with our German customer at an event organized by a Thai company



Fig.14: Tapioca biogas in Thailand (@Bangkok Post)



PRODUCTS & INNOVATION

QUALITY ASSURANCE

Our ERD plant in India has been honored by Subros India Limited for its consistent quality performance and ongoing efforts to achieve zero defects.

It was selected as the best supplier among all partners and awarded for its outstanding performance in the areas of supply chain management, quality control, customer and OEM audits, compliance with 4M changes, cleanliness, sustainability, fire and safety, empathy and more.

ERD was also recognized for its excellence in dojo training and compliance, a requirement of Maruti Suzuki Limited, and received the prestigious "Gold Award" in this category.



Fig.15: EGELHOF India (ERD) receives ‘Overall Excellence Award’ from Subros Limited for 2023-2024



ENVIRONMENT

CO₂ EMISSIONS IN THE SUPPLY CHAIN

Effective environmental management requires environmental awareness and expertise. Nearly all EGELOHOF production plants have environmental management systems certified according to ISO 14001 standards.

Since the beginning of 2023, the EGELOHOF Group has been certified as CO₂-neutral worldwide in accordance with EU requirements for Scopes 1 and 2. Purchasing green electricity at our plants in Germany and France offers potential to reduce CO₂ emissions.

The greatest potential for reducing Scope 3 emissions lies in sourcing aluminum for the valve body because it has the greatest impact on the carbon footprint. EGELOHOF has decades of experience continuously further developing valve bodies to minimize material usage. We collaborate with customers, select suppliers, and global logistics partners to optimize the entire supply chain, including packaging, storage, and transport.

Production-related CO ₂ emissions of the EGELOHOF Group (in T CO ₂)	2024	2023	2022
Total CO ₂ Emissions	3.473	3.613	3.892
Direct emissions Scope 1 (natural gas, fuels, heating oil, propane)	559	531	593
Indirect emissions Scope 2 (electricity)	2.914	3.082	3.299



Fig.16: Ecological reusable packaging for reusable valves

Fig.17: Summary of CO₂ emissions of the EGELOHOF Group

ENVIRONMENT

CO₂ EMISSIONS IN THE SUPPLY CHAIN

RAY Egelhof was awarded the "GOGREEN PLUS CERTIFICATE 2024" by the renowned logistics company DHL.

Through the GoGreen Plus service, DHL has directly reduced CO₂ emissions from air transport in EGELHOF's supply chain by more than 20 percent using Sustainable Aviation Fuel (SAF).

SAF is sourced from more environmentally friendly materials, such as waste cooking oil or agricultural and forestry waste. It is then blended with conventional aviation fuel. Aircraft using SAF can reduce CO₂ emissions by up to 80 percent over their entire lifecycle compared to aircraft using conventional fuel.



Fig.18: RAY Egelhof has received a GoGreen Plus certificate for 2024 in recognition of the CO₂ emissions saved through air transport with DHL Express



ENVIRONMENT

PRODUCT RELATED ENERGY CONSUMPTION

Over 80% of the energy required for production at the EGELHOF Group's international production plants is covered by electricity. Therefore, electricity is the most important factor in our carbon footprint.

All our plants have been operating extremely efficiently for years, and our French plants also benefit from a favorable CO₂ balance thanks to French nuclear power.

Natural gas is primarily used to heat production and administrative buildings, accounting for approximately 9% of total energy consumption across all EGELHOF sites. Compared to last year, natural gas consumption has increased by about 9%.

Due to increased power outages at the Indian plant, fuel consumption rose by nearly 40%. Diesel generators are used there to compensate for power outages. Despite this, CO₂ emissions per finished valve decreased by 7% compared to 2023.

EGELHOF Group Energy consumption (kwh)	2024	2023	2022T
Total Energy consumption	14.233.957	14.251.763	15.089.718
Natural Gas	1.293.204	1.183.752	1.286.125
Electricity	11.841.795	11.983.585	12.579.976
Home-generated electricity (Photovoltaic)	-111.890	-111.810	-135.323
Fuel	137.902	99.775	83.128
Light Oil	238.560	182.409	278.062
Propane	834.386	914.052	997.750
Average energy consumption per euro of turnover	0,186	0,190	0,192

Fig.19: EGELHOF Group Energy consumption





ENVIRONMENT

WATER AND WASTE

We conduct regular environmental audits to verify the effectiveness of our environmental management system. Our management is based on the guidelines for handling water and wastewater as well as materials and waste.

At EGELHOF, water is not required as a direct production resource. Over 95% of total water consumption is accounted for by sanitary water. Small quantities of wastewater generated during cooling and cleaning processes are not discharged directly or indirectly into the water system. They are fully disposed of as waste by certified contractors.

At all EGELHOF sites worldwide, waste volumes are recorded and classified as either non-hazardous or hazardous. In 2024, about 89% of waste was recycled.

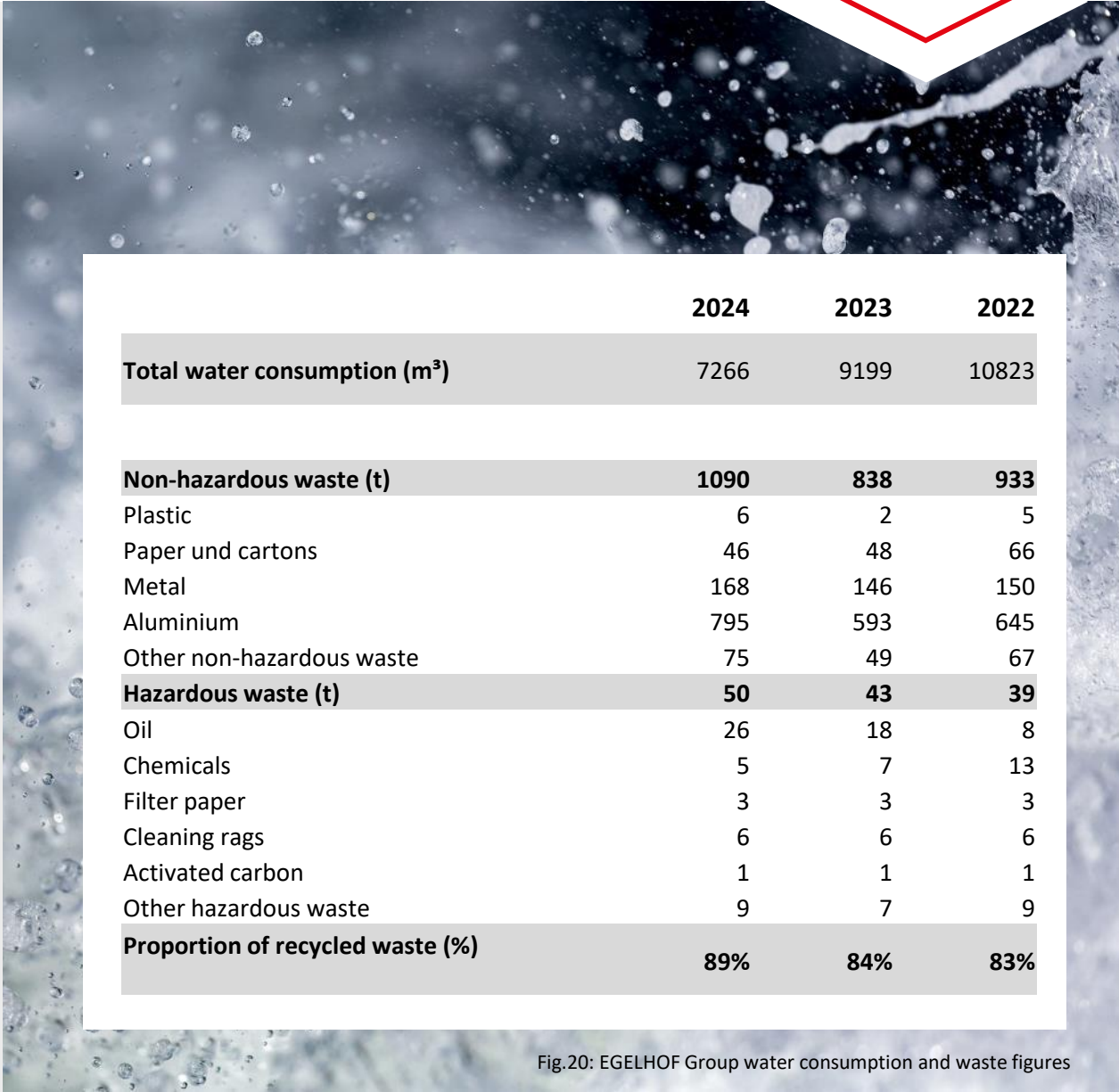


Fig.20: EGELHOF Group water consumption and waste figures

ENVIRONMENT

THE FIRST CERTIFIED GREEN ELECTRICITY PRODUCTS FOR AN OEM-CUSTOMER

As one of five members, our French plants in Breitenbach and Neuve Eglise are actively involved in the local energy-saving program “Energiessen”. The project aims to develop photovoltaic systems for collective self-consumption in collaboration with companies in the Val de Villé.

The principle of the project is to utilize the roofs of the companies in the valley to generate electricity for the participating companies. With a collector area of 1200 m², the system generates 282 MWh of electricity per year.

This electricity covers not only the companies' own energy requirements. Any surplus electricity is also sold to other member companies. Any further surplus electricity is sold to neighboring communities and valley residents at a favorable price.

By participating in this project, the EGELHOF plant in Breitenbach (France) is supplying a German OEM customer with renewable, certified green electricity.



Fig.21: Photovoltaic systems on a company building of the "Energiessen" project in Villé



RESPONSIBILITY TO EMPLOYEES

DIVERSITY AND ANTI-DISCRIMINATION

EGELHOF respects its employees' highly personal rights, treats them with dignity and respect, and does not tolerate any form of discriminatory, harassing, or offensive behavior under any circumstances. No one is harassed or discriminated against based on their skin color, race, or ethnic origin.



Fig.22: The employees of the Neuve Eglise plant in France celebrated International Women's Day with roses.

RESPONSIBILITY TO EMPLOYEES

VARIETY AND EQUAL OPPORTUNITIES

EGELHOF is a family-friendly company. Diversity, multiculturalism and internationality are of great importance to us and form a key part of our corporate culture. Around 560 employees from 11 different nations come together to form a vibrant mix of cultures and lifestyles — one of the factors that contribute to our success.

Equal opportunities lie at the heart of our mutual respect and appreciation. All employees have the right to be treated fairly, politely and respectfully.

The average length of employment for our employees is 13 years, which reflects their satisfaction.



Fig.23: Christmas party at the ERD plant in India



Fig.24: EGELHOF honored an employee from Fellbach for his 35 years of service



RESPONSIBILITY TO EMPLOYEES

TRAINING AND CONTINUING EDUCATION FOR EMPLOYEES

Employees are increasingly considering corporate responsibility when choosing a company to work for. At EGELHOF, we focus on fair performance and offer development opportunities to motivated employees.

We have a long-standing tradition of training our own specialists through various training and dual study programs. These programs are important not only for recruiting external talent, but also for the continued development of our internal professionals and retaining qualified staff in the long term.

EGELHOF always strives to provide valuable training opportunities for trainees and young interns.

Total number of employees	562
Average ages (Years)	44
Average length of employment (Year)	13
Number of women in the total workforce in %	42
Number of women in management positions in %	22

Fig.27: EGELHOF Group employee statistics as of the end of 2024



Fig.25: EGELHOF and RAY Egelhof at the trade fair ‘FokusBeruf24’ in 2024 - Search for trainees



Fig.26: Team meeting to solve a technical improvement measure at our Breitenbach plant in France



RESPONSIBILITY TO EMPLOYEES

HEALTH MANAGEMENT AND WORKING SAFETY

In addition to economic success and sustainability, the well-being of our employees is one of our company's key objectives. We prioritize compliance with health and safety requirements over the prospect of short-term economic gains. We promote the health and safety of all our employees and are committed to providing an appropriate working environment.

The company maintains high standards to prevent accidents at work. These include regular safety instructions, the use of protective equipment, and occupational safety checks. Internal and external audits are systematically carried out to ensure compliance with regulations and requirements.

A key focus of the standard is employee involvement. This is achieved by involving employee representatives in the decision-making process, as well as by assigning additional tasks, such as first aid duties.

By implementing an occupational health and safety management program, our company has embarked on a path to standardizing and continuously improving its already high standards and diverse measures worldwide. Standardized key performance indicators are used for monitoring and control. A centralized audit process also ensures regular internal performance monitoring.



Fig.28: Training room for occupational safety at the ERD plant in India



Fig.29 Fire drill at the ERS plant in China

Occupational accidents	2024	2023	2022
with more than 3 days' absence	6	3	6

Fig.30: Statistics on occupational accidents in the EGELHOF Group

SOCIAL ENGAGEMENT

FOR OUR LOCATIONS / SUPPORTING THE LOCAL ECONOMY

As a global company, EGELHOF is committed to its social responsibility. Within our means, we support social and ecological projects in our locations around the world.

The Alsace plants follow the corporate tradition of maintaining strong connections with the local community, an important part of its commitment to the region.



Fig.31: EGELHOF employees in France tasting sheep's cheese from a local milk product manufacturer



Fig.32: EGELHOF products on display at the local trade fair in Grand Est Alsace

SOCIAL ENGAGEMENT

FOR OUR LOCATIONS / ATTRACTING YOUNG TALENT FROM THE REGION

The Alsace plants carry on the company's tradition of close ties with the local community. They have long been committed to promoting local economic development and cultural exchange.

Participating in local job fairs and welcoming student interns is an excellent opportunity to highlight career opportunities at the site and establish valuable contacts between EDELHOF and the region's talent.



Fig.33: Six students from the 9th grade of the Lycée Villé in France on an internship at EDELHOF Breitenbach



Fig.34: EDELHOF France took part in the 'A job, an apprenticeship... in my valley' forum for the third time

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 with donations and sponsoring activities.

In Fellbach, EGELHOF supports the employees' playgroup with fun leisure activities.

Our plants in the French region of Alsace upholds tradition by sponsoring the youth and sports club, as well as supporting the local volunteer fire brigade.



Fig.35: Casual board games for employees in Fellbach, Germany



Fig.36: The Kicktipp competition for the European Football Championship award ceremony, organized by the Fellbach staff



Fig.37: Sports activities of French employees

SOCIAL ENGAGEMENT

DONATIONS AND SPONSORING

For years, EGELHOF has supported the 'FOOD4THOUGHT' educational project in Stanford, a small town in South Africa. The organization was founded in Germany in 2005 and established the "Funimfundo" preschool, which aims to give Black children from low-income backgrounds, aged three to six, a successful start to school.

The organization's goal is to equip children from disadvantaged backgrounds with the knowledge and skills they need to succeed at school, helping them to avoid the risks of unemployment and crime in the future.



Fig.38: Support for pre-school children with the 'FOOD4THOUGHT' project in South Africa



INDEX OF FIGURES

Fig.1: Qufu, 10 October 2024 / Signing ceremony for the new joint venture (TEQ) between EGELHOF and its Chinese partner TEMB

Fig.2: Supplier audit by global QS of the EGELHOF Group

Fig.3: Audit of an Indian supplier by EGELHOF's QA and Purchasing department

Fig.4: Overview of the certifications of all EGELHOF locations

Fig.5: Extract from the magazine MTZ, issue 01/2024 (German)

Fig.6: Application of EGELHOF multi-way valves (MWV) in Audi Q6 Sportback e-tron quattro

Fig.7: Reduction of pressure losses through flow simulation

Fig.8: Application of the thermoelectric control valve FTV in the heating circuit manifold

Fig.9: RAY Oil pressure atomizer PDE-K, KVA Delfzijl, Netherlands

Fig.10: RAY Oil line, KVA Delfzijl, Netherlands

Fig.11: RAY Ultra-Low-Nox oil-gas combination burner POGLN, Spain

Fig.12: RAY Egelhof burner in the power station (RAY rotary burner BGE 25000)

Fig.13: Presentation with our German customer at an event organized by a Thai company

Fig.14: Tapioca biogas in Thailand (@Bangkok Post)

Fig.15: EGELHOF India (ERD) receives 'Overall Excellence Award' from Subros Limited for 2023-2024

Fig.16: Ecological reusable packaging for reusable valves

Fig.17: Summary of CO₂ emissions of the EGELHOF Group

Fig.18: RAY Egelhof has received a GoGreen Plus certificate for 2024 in recognition of the CO₂ emissions saved through air transport with DHL Express.

Fig.19: EGELHOF Group Energy consumption

Fig.20: EGELHOF Group water consumption and waste figures

Fig.21: Photovoltaic systems on a company building of the "Energiesen" project in Villé

Fig.22: The employees of the Neuve Eglise plant in France celebrated International Women's Day with roses.

Fig.23: Christmas party at the ERD plant in India

Fig.24: EGELHOF honored an employee from Fellbach for his 35 years of service

Fig.25: EGELHOF and RAY Egelhof at the trade fair 'FokusBeruf24' in 2024 - Search for trainees

Fig.26: Team meeting to solve a technical improvement measure at our Breitenbach plant in France

Fig.27: EGELHOF Group employee statistics as of the end of 2024

Fig.28: Training room for occupational safety at the ERD plant in India

Fig.29: Fire drill at the ERS plant in China

Fig.30: Statistics on occupational accidents in the EGELHOF Group

Fig.31: EGELHOF employees in France tasting sheep's cheese from a local milk product manufacturer

Fig.32: EGELHOF products on display at the local trade fair in Grand Est Alsace

Fig.33: Six students from the 9th grade of the Lycée Villé in France on an internship at EGELHOF Breitenbach

Fig.34: EGELHOF France took part in the 'A job, an apprenticeship...in my valley' forum for the third time

Fig.35: Casual board games for employees in Fellbach, Germany

Fig.36: The Kicktipp competition for the European Football Championship award ceremony, organized by the Fellbach staff

Fig.37: Sports activities of French employees

Fig.38: Support for pre-school children with the 'FOOD4THOUGHT' project in South Africa

REMARKS

ON THE REPORTING

This report was prepared in accordance with the guidelines of the Global Reporting Initiative (GRI). It has not been reviewed and approved by an external auditor.

The data presented were determined in cooperation with internal departments of the EGELHOF Group. The figures have been commercially rounded.

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EGELHOF Group: Page 2, 4, 5, 8, 13, 17-28, 31-38
<https://www.audi-mediacycenter.com>: Page 20
<https://www.bangkokpost.com/business/general/375565/tapioca-giant-taps-biogas>: Page 25
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