

THERMAL CONTROL SOLUTIONS

EGELHOF

READY FOR THE FUTURE

Sustainability Report 2025

FOREWORD

BY THE CEO

**Dear Readers,
Dear customers, business partners and employees,**

The global energy transition calls for decisive action, and as specialists in thermal management, we are at the heart of this transformation. Today, efficient heating and cooling technology is the key to climate protection—whether in CO₂-neutral mobility, the decarbonization of building heating or in industrial heat generation and waste heat recovery.

For EGELHOF, sustainability is not just a buzzword, but the foundation of our business model. We develop products and technologies to minimize energy losses and conserve resources.

This sustainability report documents our progress, milestones and ambitious goals for a clean and comfortable future.

We thank you for your trust and invite you to continue on this journey with us.

The Management



Dr.-Ing. Stephan Wild
CEO of the EGELHOF Group



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BRIEF COMPANY PROFILE

As a specialist in control technology, the EGELHOF Group develops and manufactures valves for e-mobility and air conditioning, as well as control components for the automotive and heating industries in accordance with the highest technical quality standards. The company has a history spanning more than 80 years and with 11 locations and over 500 employees worldwide, serves as a partner to the international automotive and heating industries.

In addition to the executive management, the headquarters in Fellbach houses, among other departments, global sales and the development department with testing and prototyping facilities. At the production sites in France, China, India, Mexico, and Poland, state-of-the-art production lines and in-house tool and machine manufacturing ensure maximum flexibility and rapid implementation of all customer requirements.

RAY Egelhof, a company newly integrated into the EGELHOF Group in 2019, develops and produces climate-neutral burner systems that are 100% “Made in Germany” and offers a proven portfolio of CO₂-neutral industrial burners for biofuels.



CORPORATE STRATEGY

Sustainability Drives Us: Efficient Thermal Management for a Carbon-Neutral Future

As a global partner for innovative thermal management, we see it as our core mission to actively drive decarbonization in mobility, building technology and industry. Our sustainability strategy combines environmental responsibility with technological progress to create long-term value for the environment, society, customers and shareholders.



More information: www.egelhof.com

Our strategic focus areas across the business units:

Automotive (Focus: E-mobility): We are accelerating the mobility transition. Through highly efficient thermal management components. We maximize the range and battery life of electric vehicles and minimize the resource footprint of vehicles.

Domestic Heat (Focus: Building Heating): We are shaping the heating transition in residential spaces together with our customers. Our intelligent control components optimize the energy consumption of modern heating systems and enable the seamless integration of renewable energy into households.

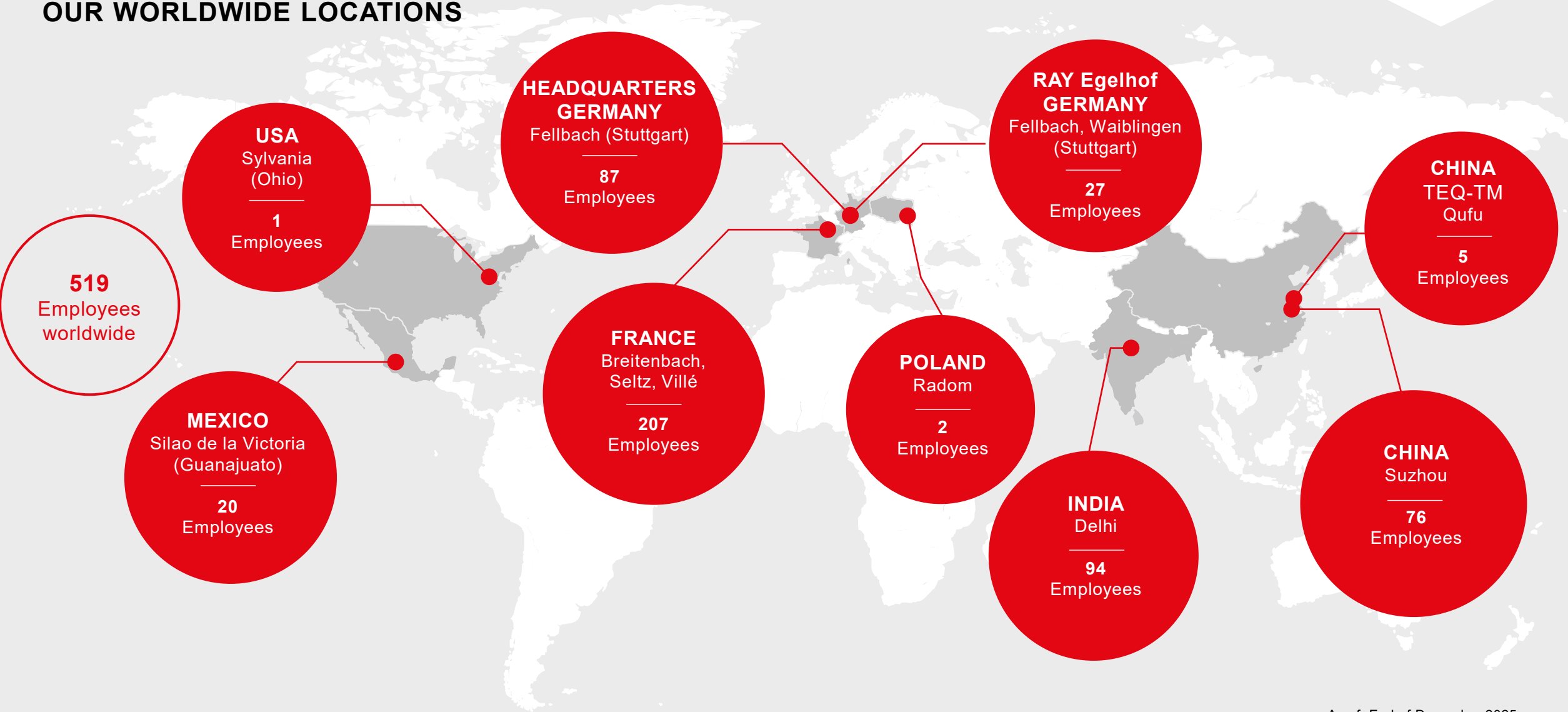
Industrial Heat (Focus: Industrial Heat Generation): We are decarbonizing industry. With customized technologies for low-emission and zero-emission heat generation and waste heat recovery, we reduce the demand for fossil fuels in our customers' demanding production processes.

Our Commitment

We reduce CO₂ emissions throughout our entire value chain and focus on circular material cycles. With these three pillars, we transform thermal energy into sustainable success.



OUR WORLDWIDE LOCATIONS



As of: End of December 2025

OUR WORLDWIDE LOCATIONS

LAUNCH OF THE NEW CHINESE JOINT VENTURE (TEQ)

Our Chinese joint venture (TEQ), founded in January 2025, has successfully completed the planning and development phase. The assembly line for the newly developed EXV valve was completed at the Qufu plant in late 2025.

This joint venture project has generated significant interest and positive feedback in the market. We are currently selecting our first customers and conducting further design verification, thereby laying a solid foundation for production expansion and securing future orders.

EGELHOF has a professional team of technicians, engineers and quality experts responsible for this project. They are working closely with our Chinese partners to develop standard operating procedures (SOPs) and present them to a broader customer base.



Fig. 1: First production line of the joint venture project in Qufu, Shandong, China



Fig. 2: EGEHOF EXV valves developed for the joint venture

OUR WORLDWIDE LOCATIONS

CLOSURE OF PRODUCTION IN THE USA AND COMMISSIONING OF THE NEW PLANT IN MEXICO

Taking into account the global strategic direction as the basis for further steps, EGELHOF closed its plant in the USA. The US vehicle market remains highly important to EGELHOF. The former production company EGELHOF Controls (EC) therefore continues to operate as a pure sales company under the new name EGELHOF USA (EUS).

Since mid-2025, production for the Americas has been handled by our newly established production company EGELHOF Mexico (EMX). The new plant is located in central Mexico in the state of Guanajuato, a region experiencing economic growth with a strong focus on the automotive industry.

The machinery was relocated from the USA to the EMX facility. The EMX team received support from colleagues in Europe and China during both the production line setup and quality certification. This enabled the strategic objective of supplying local customers with mass production as early as July 2025.



Fig. 3: Workstations for the new plant in Silao, Mexico, arrived at the site in mid-2025.

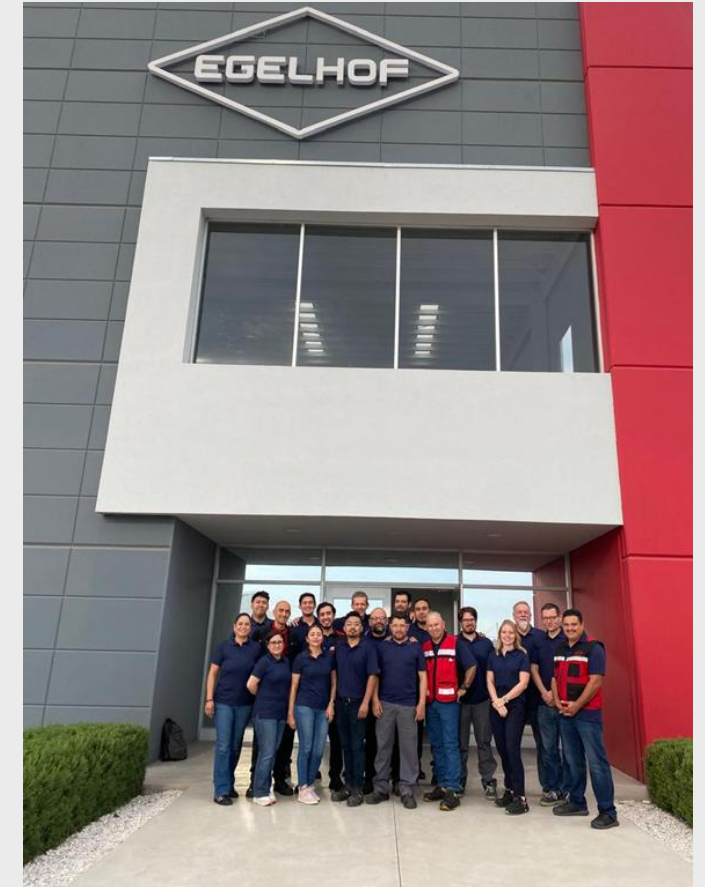


Fig. 4: First EGELHOF team from the Mexican site

OUR WORLDWIDE LOCATIONS

ESTABLISHMENT OF THE NEW POLISH PLANT

Our Polish subsidiary (EPL), founded in December 2024, began installing EGELHOF-specific interior fittings in the plant building in September 2025. The Radom site is located approximately 100 km south of Warsaw and has a population of 200,000. The region is primarily known for its metal industry. It is home to six higher-education institutions and a research institute.

The new plant is located in a spacious production building and is part of a newly developed industrial park. According to strategic planning, the production line for the Audi MWV13 multi-way valve and the TWB400 and TWB550 lines will be relocated from french Neuve-Église to Poland. The plants in France will focus on producing innovative electronic valves.

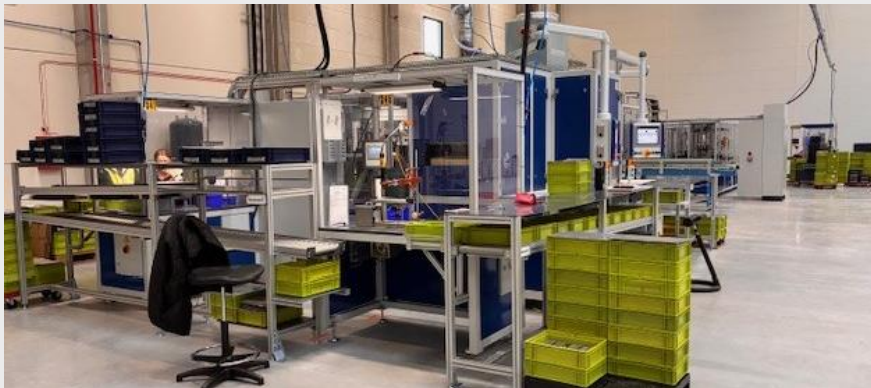


Fig. 5: First workstations arrived in the new production hall



Fig. 6: EGELHOF plant building in Poland



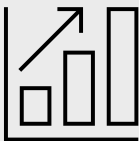
SUSTAINABILITY BY THE NUMBERS



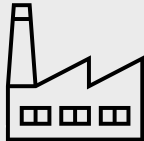
519
EMPLOYEES WORLDWIDE



36%
ALL LOCATIONS USE
GREEN ELECTRICITY



2,4%
INCREASE IN EXPENDITURES FOR
RESEARCH AND PRODUCT AND
PROCESS DEVELOPMENT IN THE
ELECTRONICS/SOFTWARE TEAM



0.86%
INCREASE IN PRODUCTION-
RELATED CO₂ EMISSIONS

CORPORATE GOVERNANCE

COMPLIANCE AND BUSINESS CODE

EGELHOF is committed to ensuring the highest standards of business ethics and compliance with legal regulations. These are reflected in our global EGELHOF [Code of Conduct](#).

Within the EGELHOF Group, the Code of Conduct serves as the benchmark for the actions and conduct of all employees, including all members of management and executives. It defines the key principles and guidelines for addressing corruption and bribery, conflicts of interest, discrimination, occupational safety, health protection, data protection and environmental protection. It promotes fair competition and equal opportunity in interactions with colleagues.

To receive confidential and anonymous reports of potential misconduct or violations of rules in the course of business activities, the EGELHOF Group has implemented a whistleblowing portal ([Whistleblowing tool](#)). Employees, as well as business partners and third parties, can report compliance violations at any time, including anonymously.



More information on the Code of Conduct and the whistleblowing system can be found on the EGELHOF website under [“About EGELHOF.”](#)



CORPORATE GOVERNANCE

DIALOGUE WITH STAKEHOLDERS

EGELHOF considers it important that its relationships with stakeholders are characterized by mutual respect. EGELHOF places great importance on keeping stakeholders informed about its business activities. The most strategically important stakeholders include employees, customers, shareholders, business partners and suppliers. In addition, there are representatives of local authorities, the general public and the media, as well as NGOs and associations.

EGELHOF uses various communication channels and maintains an ongoing dialogue with all key stakeholder groups on a wide range of topics. Its own employees are informed via internal communication channels such as the intranet, staff meetings, or bulletin boards. EGELHOF communicates primarily in person with customers and suppliers. EGELHOF also provides avenues for feedback through various social media channels.

TOPICS

- Products and Innovation
- Compliance with Legal Requirements
- Climate Protection and Energy Efficiency
- Resource Conservation
- Health Management and Occupational Safety
- Training and Continuing Education
- Diversity and Equal Opportunity
- Anti-Discrimination and Human Rights
- Fair Working Conditions
- Social Engagement
- Responsibility in the Supply Chain

COMMUNICATION CHANNELS

- Personal Contacts (Phone/Email/Mail)
- Customer visits, trade shows, audits
- EGELHOF website
- Employee reviews
- Intranet, bulletin board
- Company-wide meetings
- Supplier audits and surveys
- Annual Financial Report
- Sustainability Report
- Social Media
- Webinars
- Press release

STAKEHOLDERS

- Customers
- Shareholders
- Employees
- Suppliers
- Lenders
- Government
- Neighbors / Local Residents
- The public
- Press
- Non-governmental organizations

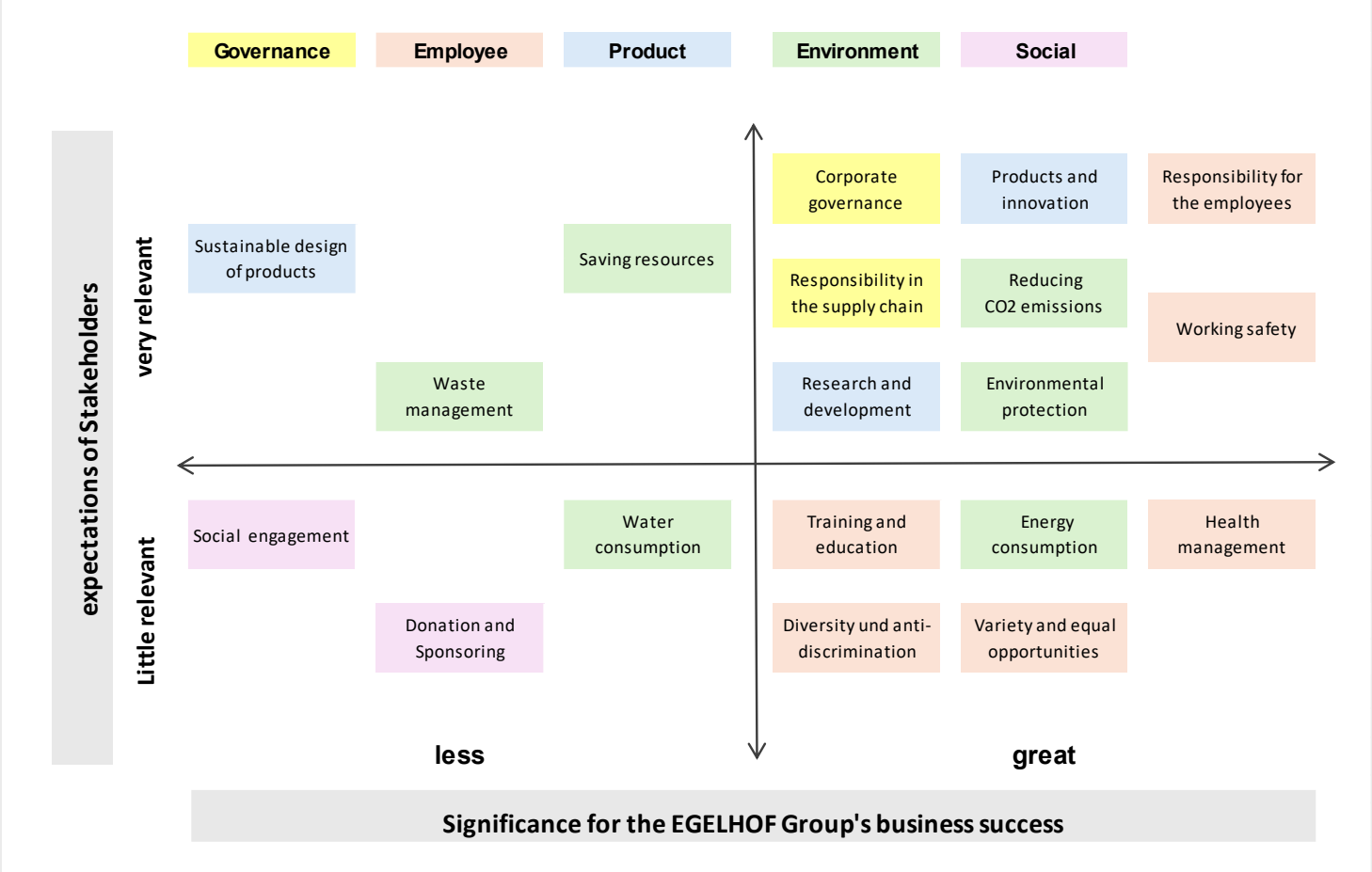


CORPORATE GOVERNANCE

MATERIALITY ANALYSIS

Through direct dialogue with our stakeholders, we identify the issues that are important to EGELHOF and our various stakeholder groups.

The results are incorporated into the relevance analysis and form the basis for our global areas of action in the context of sustainability.





CORPORATE GOVERNANCE

QUALITY AND INFORMATION SECURITY

EGELHOF products are used worldwide by all leading manufacturers in the automotive and heating industries. High standards of quality and attention to detail are a given at EGELHOF. To eliminate risks for our customers from the outset, product safety and compliance officers ensure that customer-specific requirements and legal regulations are implemented.

EGELHOF is committed to providing all necessary resources to achieve its safety, quality, and corporate goals. To minimize risk, all production sites of the EGELHOF Group have a certified quality management system in place.

In the area of information security, EGELHOF follows the information security questionnaire of the German Association of the Automotive Industry (VDA ISA) and has implemented comprehensive security measures. The certification of our Fellbach site with the TISAX label and our ongoing development efforts protect us and our business partners from increasingly frequent and aggressive cyber risks.

	OE	ESA1	ESA2	ESA3	ESO	ESONE	ERS	ERD	RAYE	EMX	EPL
	Fellbach (DE)	Breitenbach (FR)	Neuve-Église (FR)	Seltz (FR)	Seltz (FR)	Neuve-Église (FR)	Suzhou (CN)	Noida (IN)	Waiblingen (DE)	Silao (MX)	Radom (PL)
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			
TISAX	x										

Fig. 7: Overview of certifications of all EGELHOF sites at the end of 2025

CORPORATE GOVERNANCE

FIVE FIELDS OF ACTION FOR GREATER SUSTAINABILITY



FIELDS OF ACTION



CORPORATE
GOVERNANCE



INNOVATION



ENVIRONMENT



EMPLOYEES



SOCIAL
ENGAGEMENT

PRODUCTS & INNOVATIONS

PFAS CONSIDERATIONS FOR FUTURE PRODUCTS

The EU's new PFAS legislation will have significant implications for many industrial products, even though the exact details of the law have not yet been finalized. On other continents as well, the effects of TCA on nature and humans are well known, and similar measures are in the works.

At EGELHOF, Teflon compounds are used in critical components that also fall under this classification. Consequently, alternatives have been developed that render the use of Teflon obsolete. The illustration on the left shows a switching valve that operates with two Teflon seals—one on the pilot side at the top and one on the main valve at the bottom.

The replacement material is an HNBR or EPDM elastomer that has been specifically optimized for use in refrigeration circuits. Through a clever design combination, it was possible to eliminate the need for a brass component. The HNBR seal is also suitable for other future natural refrigerants, such as R290 (propane).

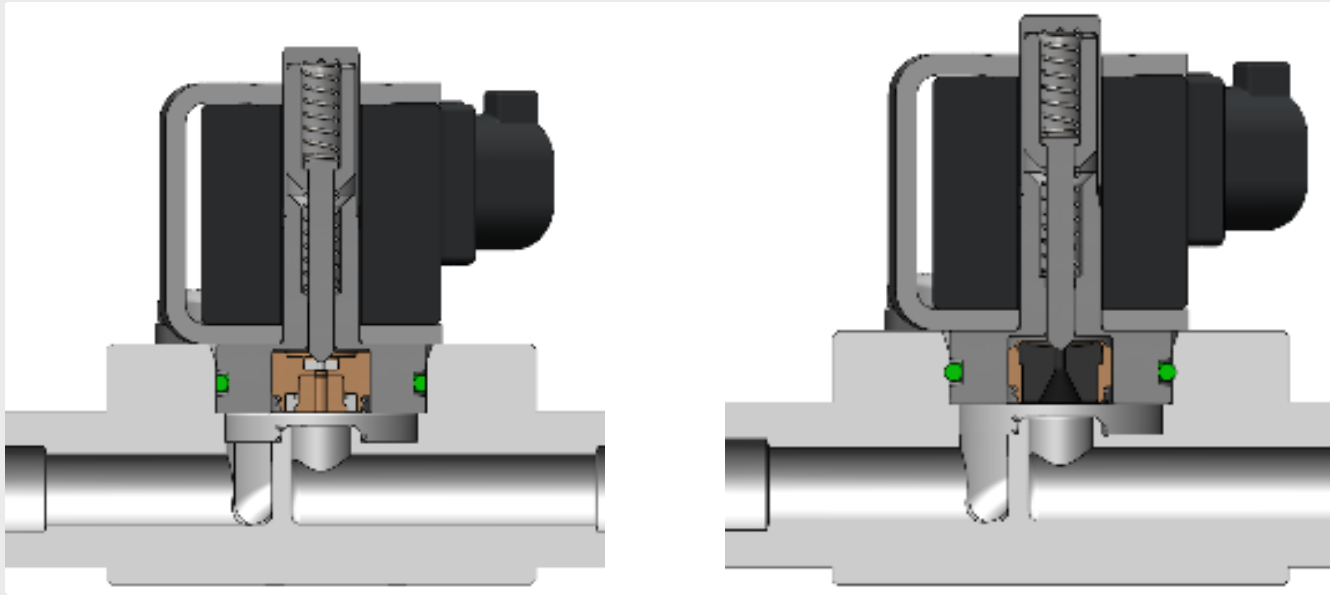


Fig. 8: Cross-sections of the EGELHOF switching valve

PRODUCTS & INNOVATIONS

RAY EGELHOF BURNER SYSTEMS

With a particular focus on CO₂ -neutral industrial burners for biofuels, our subsidiary RAY Egelhof GmbH offers environmentally friendly alternatives to conventional fuels, thereby contributing to the reduction of greenhouse gas emissions.

The ability to co-combust process fuels is another key feature of RAY Egelhof GmbH's industrial burners. This effective use of resources and the resulting reduction in waste products are crucial to the versatile application of RAY Egelhof industrial burners and essential for future-oriented, sustainable industrial facilities.



Fig. 9: Ray Gas Burner



Fig. 10: Ray Special Burner TWL

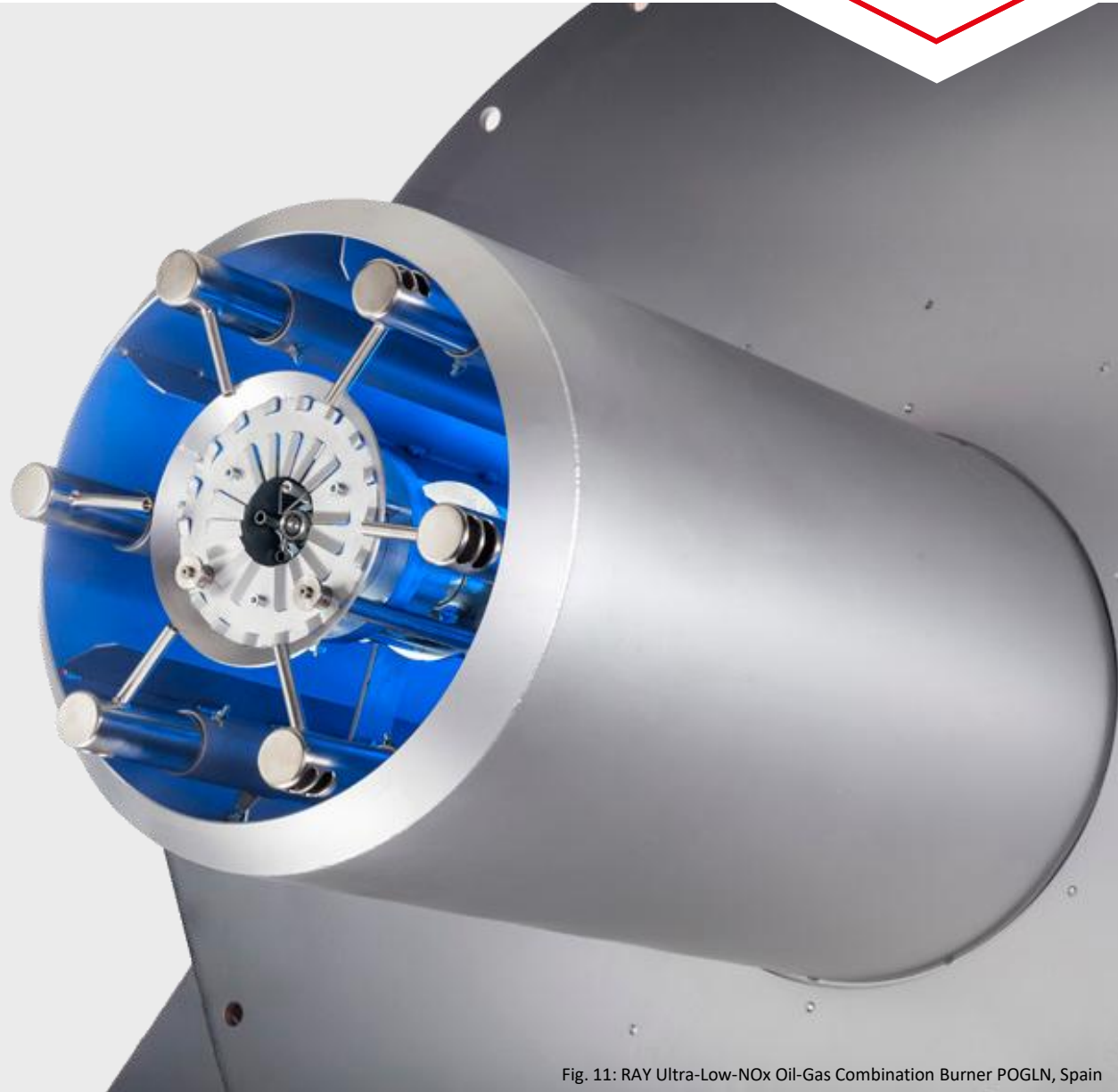


Fig. 11: RAY Ultra-Low-NOx Oil-Gas Combination Burner POGLN, Spain



PRODUCTS & INNOVATIONS

LNG TERMINAL IN BRUNSBÜTTEL—A MILESTONE FOR RAY EGELHOF

By winning the prestigious contract for the liquefied natural gas (LNG) terminal in Brunsbüttel, RAY Egelhof has become an integral part of one of the most important infrastructure projects for securing Germany’s energy supply.

RAY Egelhof GmbH was awarded the contract to supply ten burners, each with a capacity of 22MW, for the German LNG terminal in Brunsbüttel. This LNG terminal converts liquefied natural gas back into its gaseous state through a process known as regasification, in order to feed the recovered gas into the energy grid. Our burners generate the necessary process heat to regasify the liquid natural gas, which is cooled to $-162\text{ }^{\circ}\text{C}$, thereby making it usable for injection into our gas grid.

LNG is transported to the terminals by tanker or truck and fed into vacuum-insulated tanks at the LNG facilities. During regasification, a small portion of the enormous volume of gas is burned using burners supplied by RAY Egelhof; the heat from this combustion is used to vaporize the remaining gas. The vaporized natural gas is then fed into the gas grid.

Spain is the leading European country in the field of LNG technology. This contract was secured through close collaboration with Quemadores RAY España—a company in which RAY Egelhof holds a stake.



Fig. 12: RAY Egelhof gas burners for the LNG terminal in Brunsbüttel





ENVIRONMENT

PRODUCT-RELATED ENERGY CONSUMPTION AND CO₂ EMISSIONS

Environmental awareness and expertise are essential prerequisites for effective environmental management. The environmental management systems at nearly all production sites are certified according to ISO 14001.

Analysis of energy consumption and CO₂ emissions shows a significant increase in total energy consumption by 9.4% in 2025, while total Scope 1 and 2 emissions remain almost unchanged (+0.9%). This indicates improved CO₂ efficiency, as well as the positive effects of an optimised electricity mix and the use of renewable energy. Furthermore, CO₂ intensity has improved significantly despite rising energy consumption. It stood at 0.225 kg CO₂/kWh, compared to 0.244 kg CO₂/kWh in 2024 — an improvement of around 7.8%.

Consequently, CO₂ intensity displayed a positive trend despite the increase in energy consumption. This indicates that the rise in energy demand during the reporting period was not accompanied by a proportional increase in Scope 1 and 2 emissions.

The significant increase in fuel consumption can be attributed to the rented plant building in Mexico. In 2025, the facility was without a power supply for an extended period, making it dependent on diesel generators.

EGELHOF Group energy consumption in kWh	2025	2024	2023
Total energy consumption	15,567,264	14,233,957	14,251,763
Natural gas	1,246,809	1,293,204	1,183,752
Electricity	12,875,590	11,841,795	11,983,585
Electricity generation (photovoltaics)	-119,823	-111,890	-111,810
Fuel	481,812	137,902	99,775
Heating oil	227,636	238,560	182,409
Propane	855,240	834,386	914,052
Average energy consumption per euro of revenue	0.186	0.186	0.190

Fig. 13: EGELHOF Group energy consumption statistics

Production-related CO ₂ emissions of the EGELHOF Group (in T CO ₂)	2025	2024	2023
Total CO ₂ emissions	3,503	3,473	3,613
Direct Scope 1 emissions (natural gas, fuels, heating oil, propane)	644	559	531
Indirect Scope 2 emissions (electricity)	2,859	2,914	3,082

Fig. 14: EGELHOF Group CO₂ emissions statistics



ENVIRONMENT

WATER AND WASTE

Responsible use of water and materials is an essential component of the EGELHOF Group’s environmental management. Regular environmental audits ensure that existing processes are continuously reviewed and improved.

Since water is not used as a direct resource in production processes and over 95% of consumption is attributable to sanitary water, the overall resource-related impact of business operations remained low. The wastewater generated during cooling and cleaning processes is treated entirely by certified waste disposal partners and is not discharged into the environment.

The quantity of non-hazardous waste increased to 1,372 tonnes during the reporting period. This was mainly due to an increase in aluminium waste resulting from higher production volumes and increased material throughput.

The volume of hazardous waste decreased by 30% compared to the previous year, which is a positive trend. In particular, lower quantities of oils and chemicals were disposed of, indicating the ongoing optimisation of production and maintenance processes.

A particular success is the continuous improvement in the recycling rate. The share of recycled waste increased to 93%. This further improved resource efficiency and the circular use of valuable materials.

Overall, the results confirm the effectiveness of the established environmental management system and consistent waste separation at all locations.

	2025	2024	2023
Total Water Consumption (m³)	7,550	7,266	9,199
Non-hazardous waste (t)	1,372	1,090	838
Plastic	13	6	2
Paper and cardboard	47	46	48
Metal	156	168	146
Aluminum	1100	795	593
Other non-hazardous waste	56	75	49
Hazardous waste (t)	35	50	43
Oils	16	26	18
Chemicals	4	5	7
Filter paper	1	3	3
Cleaning cloth	4	6	6
Activated carbon	0.5	1	1
Other hazardous wastes	10	9	7
Percentage of recycled waste (%)	93%	89%	84%

Fig. 15: EGELHOF Group Water and Waste Statistics for the past three years

ENVIRONMENT

NEW EQUIPMENT FOR ENVIRONMENTAL PROTECTION

Since the installation of the new cleaning system, the cleaning performance for plastic boxes has improved significantly. Nearly all aluminum shavings and other particles in the containers are captured by the integrated filter system and properly disposed of, thereby reducing the environmental impact.

In Seltz, a new extraction system was also implemented and successfully commissioned for the heating area. This reduces emissions of hazardous solvents by approximately 50%. Current emissions are extremely low and almost fully comply with applicable French regulations. The reduction in hazardous solvent emissions also significantly lowers the risk of explosion.



Fig. 16: New cleaning system for plastic boxes in Seltz



Fig. 17: New extraction system in Seltz



ENVIRONMENT

CO₂ EMISSIONS IN THE SUPPLY CHAIN

RAY Egelhof has once again been awarded the GOGREEN PLUS certificate for 2025 by the world-renowned logistics company DHL.

Thanks to DHL's GoGreen Plus service, Ray Egelhof was able to reduce well-to-wheel emissions from air transport in its supply chain by almost 30% by using Sustainable Aviation Fuel (SAF).

Well-to-wheel emissions cover the entire life cycle of an energy carrier, from production to use. For 2025, the emission factors from the GLEC Framework 3.1 (kerosene, diesel, and natural gas-based fuels) as well as the latest emission factors from the IEA (electricity and district heating) were applied to the reference transport.



Fig. 18: GoGreen Plus Certificate 2025 for RAY Egelhof



RESPONSIBILITY FOR EMPLOYEES

DIVERSITY, INTERCULTURALITY AND ANTI-DISCRIMINATION

EGELHOF respects the fundamental personal rights of its employees and treats them with dignity and respect. We do not tolerate discriminatory, harassing or insulting behaviour under any circumstances. No one will be harassed or discriminated against on the basis of skin color, race or ethnic origin.

Diversity, interculturality and internationality are of great importance to our company and corporate culture. More than 500 employees from different nations form a vibrant mix of cultures and lifestyles.

Employee satisfaction is reflected in an average length of service of 14 years.



Total number of employees	519
Average age (years)	40
Average length of service (years)	14
Percentage of women in the total workforce	42
Percentage of women in leadership positions	24

Fig. 19: EGEHOF Group Employee Statistics as of the End of 2025

Fig. 20: EGEHOF employees from different locations



RESPONSIBILITY FOR EMPLOYEES

ENGAGEMENT AND TEAM SPIRIT

Strong collaboration is an important part of our corporate culture. EGELHOF actively promotes cohesion and a sense of belonging among employees at all of its international locations.

By supporting sports clubs, joint leisure activities and cross-site team events, we create opportunities for personal exchange outside everyday work and strengthen team spirit.

In France, EGELHOF has supported the local sports clubs FC EGELHOF and FC SELTZ for many years and enables employees to participate in sporting activities together. At our other locations as well, events such as team days, company celebrations and joint recreational activities are also held regularly to promote collaboration and strengthen cohesion across cultural and organizational boundaries.



Fig. 21: Our Indian team celebrating the traditional Diwali festival



Fig. 22: French EGELHOF employees playing soccer



Fig. 23: EGELHOF employees from Suzhou on a team-building outing

RESPONSIBILITY FOR EMPLOYEES

EQUAL OPPORTUNITY AND PROFESSIONAL DEVELOPMENT

All employees at EGELHOF have the right to fair, courteous and respectful treatment. We value performance-based fairness and provide development opportunities to employees who are willing to perform. Equal opportunities are at the heart of our mutual respect and appreciation.

For open positions, we prefer to select suitable candidates from our internal workforce. As a first step, job vacancies are published on the company intranet. External recruitment is considered only as a second step.

EGELHOF offers attractive vocational training programs and dual-study positions in both technical and commercial fields for trainees and young interns in order to develop its own skilled workforce.

EGELHOF also promotes the exchange of expertise between locations and departments, as well as the development of intercultural skills through cross-site teams and staff assignments.



Fig. 24: Colleagues from France visited the Fellbach headquarters



Fig. 25: Open day with the "Industry Roadshow" motto in Breitenbach



RESPONSIBILITY FOR EMPLOYEES

HEALTH MANAGEMENT AND OCCUPATIONAL SAFETY

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

High standards apply throughout the company to prevent occupational accidents. These include regular safety training, the use of personal protective equipment and occupational safety inspections. Compliance with regulations and guidelines is verified through systematic internal and external audits.

A key element of the standard is employee participation. This is achieved both through the involvement of employee representatives in decision-making processes and through the assignment of additional responsibilities, such as first-aider roles.

By introducing an occupational health and safety management system, our company has embarked on a path to standardize and continuously improve the already high standards and wide range of measures in this area worldwide. Standardized key performance indicators are used for monitoring and control. A centralized audit process also ensures regular internal performance reviews.



Fig. 27: Fire extinguisher training for about twenty colleagues at the Breitenbach site

Workplace Accidents	2025	2024	2023
resulting in more than 3 days of lost time	8	6	3

Fig. 26: Statistics on workplace accidents at the EGELHOF Group over the past three years

SOCIAL ENGAGEMENT

RESPONSIBLE PROCUREMENT

Compliance with human rights, social, and environmental due diligence obligations throughout our entire value chain and supply chain is an integral part of our business operations. As a responsible company, we ensure that environmental, social and human rights standards are considered alongside economic aspects.

Through transparent processes, long-term partnerships, and ongoing dialogue with our suppliers, we promote sustainable procurement practices and contribute to a responsible global supply chain.

Responsibility in the supply chain

At EGELHOF, we select our suppliers and international logistics partners based on defined quality, sustainability and compliance criteria. We collaborate with our partners based on trust, transparency, and a shared commitment to sustainable business practices. All business partners are required to adhere to the EGELHOF Business Partner Code of Conduct, which sets out clear requirements relating to human rights and the environment.

Risk analysis and supplier assessments

To identify and minimize potential risks, we regularly conduct risk analyses within our supply chain. In doing so, we focus in particular on human rights, social, environmental and compliance-related risks. In addition, we conduct supplier evaluations and self-assessments to transparently evaluate and continuously improve the sustainability performance of our business partners. This systematic approach allows us to identify risks early on, implement appropriate preventive measures and strengthen the resilience of our supply chain.

Conflict minerals

EGELHOF avoids materials and raw materials whose extraction or processing violates environmental, social or human rights standards. The countries and regions of origin of purchased components and raw materials are analysed and assessed annually.

To ensure transparency, we collaborate closely with our suppliers and regularly conduct surveys using the Conflict Minerals Reporting Template (CMRT) and the Extended Minerals Reporting Template (EMRT). This provides us with information about the origin of the materials used, as well as the smelters and refineries involved. If any deviations from legal, regulatory or internal company requirements are identified, we demand the implementation of appropriate corrective and improvement measures.

SOCIAL ENGAGEMENT

PRACTICAL SUPPORT FOR THE YOUNGER GENERATION IN THE REGION

Our French companies in Alsace have long been committed to regional economic development and cultural exchange. They support research and education projects at local universities and schools for the younger generation.

For example, as part of a collaborative project with AC:TIONS (the Central Alsace Industry Association), seven ninth-graders visited the plant in Breitenbach. There, they learned about pressure control technology, component selection, caliper measurement techniques, manual assembly, and much more. A hands-on exercise based on the 5S method was integrated into the lesson to illustrate the benefits of applying the 5S method.



Fig. 28: Trainees spent their cross-company day in Breitenbach

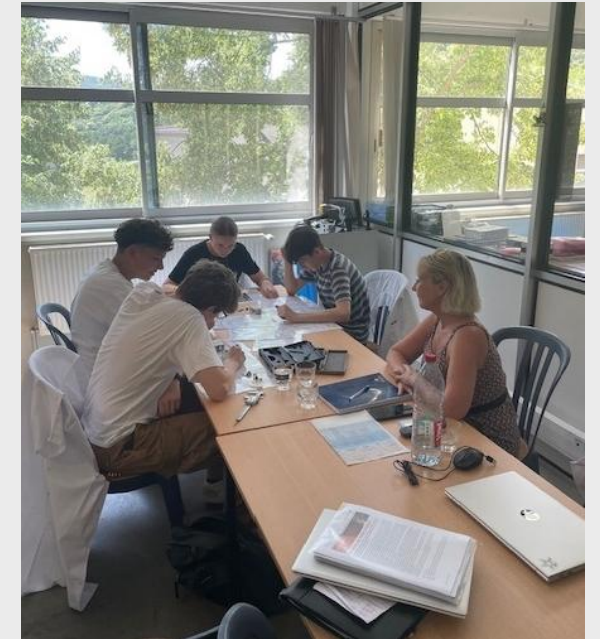


Fig. 29: Technical introduction for ninth-grade students in Breitenbach



SOCIAL ENGAGEMENT

FOR OUR LOCATIONS

As part of our sustainability strategy, we support cultural and social projects at our locations worldwide. EGELOHOF also promotes social projects globally through donations and sponsorships.

Our plant in France has maintained a long-standing and close relationship with the local community. As a supporter of the community, EGELOHOF enjoys a good reputation locally and actively supports numerous social projects, including various sports clubs, music events and social institutions.



Fig. 30: Cycling club “La Steigeoise”



Fig. 31: Cultural event “Festival Décibulles” in Villé



Fig. 32: Basketball club from Villé

SOCIAL ENGAGEMENT

DONATIONS AND SPONSORSHIP

In the small South African town of Stanford, about 150 km east of Cape Town, EGELHOF has been supporting the “FOOD4THOUGHT” educational project for many years. The project focuses on a preschool for children aged three to six from the two local “informal settlements”. The school is called “Funimfundo” in Xhosa, the children’s native language, meaning “search for knowledge”. Today, approximately seventy children are taught there five days a week by three trained educators on a full-day basis. In addition, the children receive affection and protection, medical care and healthy, balanced meals every day.

The overarching goal of FOOD4THOUGHT e.V. is to support a project at the local level in South Africa that prepares children from socially disadvantaged groups to successful attendance at state primary schools. This gives the children the opportunity to acquire the knowledge and skills needed for a successful start at school and to avoid a future characterized by unemployment and, in many cases, crime.



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REPORTING NOTES

This report was prepared with reference to the guidelines of the Global Reporting Initiative (GRI). No external audit or assurance was obtained.

The data presented were determined in cooperation with internal departments of the EGELHOF Group. Numerical values are commercially rounded.

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