

**Non-financial  
Statement  
2023/2024**



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## Business model

### Hönle Group at a glance

Dr. Hönle AG is a publicly traded technology company based in Gilching near Munich. The Hönle Group is broken down into three business units: Adhesive Systems, Curing, and Disinfection (previously Adhesives, Equipment & Systems, and Glass & Lamps).

The Adhesive Systems BU offers industrial adhesives for a wide range of applications such as electronics, medical technology, optics and the automotive sector as well as adhesive curing equipment.

The Curing BU provides systems for drying inks and coatings, such as are used in the printing industry, as well as sunlight simulation systems.

The Disinfection BU covers products used to disinfect water, surfaces and air.

Hönle is an internationally operating corporate group with several subsidiaries. Hönle has its own production sites in Germany, France, Austria and Malta. Outside Germany, Hönle maintains locations in those countries that play a key role in its operational business. It also has an

international network of sales and service partners.

Hönle focuses its corporate activities on sustainably increasing enterprise value. In so doing, the Hönle Group strives to live up to its responsibility for the environment as well as its responsibility towards its employees, customers, suppliers and other business partners, all the while meeting its responsibility to investors. Hönle aims to consolidate and expand its market position in its core business areas and relies in particular on customer-specific system solutions. We see ourselves as a partner to our customers.

Our internal management system essentially consists of regular Management Board meetings, a monthly analysis of business performance, strategic corporate planning, quality assurance and environmental management, budgeting for investments, personnel and acquisitions as well as risk and opportunity management. The Management Board reports to and deliberates with the Supervisory Board at regular intervals and on an ad hoc basis as needed.

All major Hönle Group companies that are subject to auditing requirements have a

comprehensive quality management system certified to DIN EN ISO 9001.

The operational objective of Hönle management is to increase revenues, earnings and cash flows on a sustained basis, taking ecological and social aspects into account. Key financial indicators in this context include operating margins, in particular the EBIT margin. Hönle therefore continually monitors the performance of revenues and expense ratios and compares them with its internal planning. Great importance is also attached to increasing the operating cash flow of the Hönle Group.



## Mission Statement

As a technology company, we have taken on the challenge of establishing ourselves in various markets and becoming a top supplier in those markets by developing customer-specific system solutions that are customised to our customers' use cases.

We have set ourselves the goal of ensuring that every one of our customers is satisfied with our products and services.

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

For Hönle, this means:

- ensuring open, fair and respectful interactions with one another
- nurturing and maximizing talent to ensure motivated employees – as our employees are the key to effective workflows and success in our business
- developing our strengths and expanding our knowledge through continuous employee development
- treating all employees equally regardless of age, nationality, skin colour, gender,

religious or political views, social background, disability or sexual orientation

- fulfilling customer requests by offering expert advice and taking account of special criteria for application
- producing high-quality products and reliable services that are tailored to the customer's needs
- building long-term relationships in order to create trust and to help us improve
- fostering quality awareness throughout the Group
- continuously improving workflows and processes at our companies

In terms of making improvements, we set objectives that are reviewed on a regular basis using a standardised system. All employees are informed about the department-specific objectives that have been set as well as on the success of the measures undertaken.

In order to protect the environment, comply with our social and legal obligations and to actively shape a sustainable future, Dr. Hönle AG has defined the guiding principles described in the following.

We integrate environmental awareness into our processes to ensure that we do not merely react ad hoc but actively contribute to a careful use of resources along our entire value chain and in our daily work.

In terms of product development, we prioritise reusable materials for our equipment and plants. Our goal is to enable our products to be disposed of or dismantled in an environmentally friendly manner or to be recycled for reuse after a long service life.

We prefer to reduce environmental impact from the outset and to avoid generating waste



wherever possible, rather than having to dispose of it later. To accomplish this, we work closely with our partners such as customers, suppliers, logistics and waste disposal companies.

Just as technological change is advancing, our Group is also undergoing constant change, which is why we are in a constant process of further enhancing our processes and workflows. Our employees are essential in enhancing and promoting our methods for active environmental protection. We maintain an open employee suggestion scheme to give our employees the opportunity to get involved and actively shape our approach to environmental protection. All employees are encouraged to report mistakes and environmental risks and to point out opportunities for potential savings.

### Code of Conduct

As an internationally operating corporate group, we are subject to the laws and regulations of various countries. At the same time, we have a responsibility not only to our employees, but also to our customers, partners and shareholders as well as to society and the environment.

We have therefore created a framework for compliant and ethically correct action in the form of a Code of Conduct, and we ensure that all employees are provided with the Code and understand it. It applies to all Hönle Group employees and is intended to support them in implementing both regulatory requirements and our corporate principles in their daily work. The Code of Conduct specifies potential areas of risk or conflict and provides guidelines for handling them. Each and every employee is responsible for ensuring that their actions reflect the Code of Conduct. Even greater responsibility is placed on Group executives and managers due to their function as role models. We are confident that by following the Code, we are contributing to a positive future for the Hönle Group and a sustained increase in value.

### Sustainability targets

According to the Group's Mission Statement, the Management Board of Dr. Hönle AG must ensure that the Hönle Group acts sustainably. Apart from long-term financial targets, the Mission Statement also takes adequate account of ecological and social targets. Management Board remuneration therefore includes a sustainability related component.

Sustainability targets are defined for the non-financial performance indicators that are relevant to the Hönle Group's business activities. The main strategic targets are laid out in the Mission Statement.

The Management Board has also set specific targets on whose progress is reported.



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## Environment

### Technology and products

UV technology is one of the core competences of the Hönle Group. UV curing systems from Hönle are used for a wide variety of printing and coating applications. Compared to conventional thermal curing methods, UV curing is usually significantly more environmentally friendly. The use of modern UV curing systems is recommended due to the systems' superior energy performance when compared to conventional infrared and hot air curing systems. In addition, the high quality and scratch resistance of the varnishes and coatings serves to reduce the need for repairs arising from mechanical stress, thus increasing service life.

The use of UV curing technology also makes it possible to significantly reduce the amount of environmentally harmful solvents used. Emissions of volatile organic compounds is restricted under the German Solvent Ordinance (*Bundes-Immissionsschutzverordnung, BImSchV*). One way of adhering to the BImSchV is to use UV inks and coatings. The process of

further limiting emissions continues across national borders, for example in the form of the VOC Directive and the National Emission Ceilings (NEC) Directive. This means that there will be promising opportunities going forward to increase the proliferation of UV technology in the areas of printing, varnishes and coatings.

In addition to UV discharge lamps, Hönle offers an ever-growing range of UV LED systems. The use of LED technology improves the energy performance of the UV systems even further. Compared to conventional discharge lamps, LED lamps use less power and have a longer service life. The compact size and flexible spectrum range of LED lamps make them ideal for adapting to any application. The Hönle Group therefore invests in production facilities as well as in development and production staff for innovative UV LED systems.

Another of the Hönle Group's business areas involves the disinfection of drinking water and wastewater. Ultraviolet rays ensure very high germ killing/inactivation rates while minimising or entirely avoiding the use of chemicals. For example, microorganisms contained in the outflow from sewage treatment plants are neutralised in an environmentally friendly manner without the use of chemicals. UV technology helps to protect bodies of water by maintaining or restoring their self-cleaning properties.

The international Ballast Water Management Convention came into force in 2017. The BWM Convention is intended to halt the global spread of foreign species contained in ballast water that is taken in and expelled by container ships, for example. In addition to the BWM Convention, further guidelines have now been adopted that specify the testing and approval of ballast water treatment systems. The Marine Environment Protection Committee (MEPC) of the International Maritime Organization (IMO) has adopted transitional rules for the entry into force of the BWM Convention. The transitional rules specify that all ships and vessels concerned must be equipped with ballast water





treatment systems that demonstrably meet the quality standard defined in the Convention by September 2024. uv-technik Speziallampen GmbH offers suitable UV systems for disinfecting water on ships. The systems are an environmentally friendly alternative to the chemical treatment of ballast water.

For decades, UV disinfection has also been successfully used worldwide in the field of surface disinfection, for example in the food industry. UV disinfection offers numerous advantages over chemical disinfection methods. For example, UV disinfection produces no byproducts that are harmful to health. In addition, UV disinfection does not affect aesthetic features, such as the taste, smell or colour of the food. And finally, UV disinfection makes it unnecessary to transport or store chemicals, and especially to dispose of them.

The product range also includes energy-saving air disinfection devices that are used in the food industry, for example. UVC radiation can be used to inactivate viruses and other airborne pathogens easily, safely and effectively. Disinfection using UV light is a unique environmentally friendly process, as no chemicals are used and the energy required for the equipment's operation is low compared with traditional filter systems.

The Höhle Group also contributes to environmental protection in the field of industrial adhesives. In addition to common adhesives, the product range also includes UV and light curing adhesives that enable a drying process without the emission of solvents. The adhesives react to radiation and the molecules interconnect and cure in seconds – without the use of solvents, thus demonstrating the environmental compatibility of UV and light curing adhesives.

## Research and development

New products can be developed to help to increase energy efficiency and reduce energy costs. With our solutions, which are often individually adapted to the requirements of our customers, we contribute to resource-saving use and to reducing our customers' CO2 footprint. The average number of employees in our R&D departments rose from 91 to 99. Research and development expenses changed as follows:

R&D	2021/2022	2022/2023	2023/2024
Employees <sup>1)</sup>	97	91	99
Share in %	14.8	15.6	17.0
Expense in € thousands	7,154	7,539	7,286

1) Average number of employees

2) Percentage of total employees

A selection of R&D activities carried out in the past financial year is presented below:



### *Adhesives segment*

Manufacturers of flexible consumer electronics are reaching their limits in terms of functionality and flexibility of design. In response, Hönle teamed up with Group company Panacol to develop solutions consisting of multifunctional adhesives and UV curing devices that can be adapted to novel applications in flexible electronics and organic photovoltaics. Panacol has developed flexible UV adhesives for flexible circuits, including new underfills for chip bonding and edge bonding.

With respect to organic PV, new UV-curing adhesives were developed specifically for the lamination of barrier films. These adhesives offer increased resistance to environmental stresses, improved compatibility with PV materials, and low water vapor permeability. Because the adhesives cure quickly under UV light, they are particularly suitable for processes at high production speeds. This increases efficiency and lowers production costs.

### *Equipment & Systems segment*

Equipment & Systems segment: With its LED Powerline LC HV product, Hönle has succeeded in developing a solution for the main curing process for printing applications and coatings. This LED curing array works quickly, extremely efficiently, and allows for variable use. It can be used for both intermediate curing (pinning) and final curing for printing applications and varnishes as well as for a wide variety of substrates, even substrates such as films that can only withstand low temperatures (where the array is especially useful). Thanks to water cooling, the LED system achieves very high intensities. This enables reliable and fast curing, which reduces machine throughput times and thus increases productivity.

### *Glass & Lamps segment*

One interesting use case for UV lamps is photolysis. Photolysis is a chemical reaction triggered by light or ultraviolet radiation, where different radiation source wavelengths can cause different reactions. In addition to established areas of photolysis application, Hönle is also involved in research projects aimed at finding new fields of application. The emission spectrum of the lamps can be modified by making targeted adjustments, for example by adding metals. Hönle is also researching the use of UV-emitting diodes for this area of application. Photolysis can be used for a wide variety of applications, ranging from the manufacture of fertilizers and cleaning agents to plant protection agents.





## Resources

The increase in the world's population and rising prosperity are contributing to an increasing demand for resources. It is therefore a central task for companies and consumers to handle resources as well as our natural environment with care and responsibility. By introducing an environmental management system, we are intensifying our efforts to ensure effective and sustainable environmental protection. Dr. Hönle AG has had an environmental management system certified to ISO 14001 in place since 2018. uv-technik Speziallampen GmbH has been certified to ISO 14001 since 2021. Panacol-Elosol GmbH introduced an environmental management system called ÖKOPROFIT back in 2008. ÖKOPROFIT is based on DIN EN ISO 14001 and represents the company's commitment to comply with its own environmental and sustainability requirements – which go beyond the applicable laws and regulations – as part of its environmental policy. The three companies mentioned above represent the Hönle Group's main production sites and account for 66.7 % of Group revenue.

By installing a photovoltaic system at our site in Malta, we have been contributing to environmental protection since 2017. The plant has an output of 197 kWp and generates electricity from sunlight, which can be used directly or fed into the public power grid. This significantly reduces the emission of greenhouse gases and other air pollutants compared to electricity generated from fossil fuels. The plant enables Hönle to reduce its greenhouse gas emissions by 135 tonnes of CO<sub>2</sub> per year.

When building the Group headquarters in Gilching near Munich, we attached great importance to sustainable elements in the energy supply. The building is heated with district heating and cooled with groundwater. A special ventilation concept is used to cool the production area. In addition, the roof of the administration building is covered in greenery. A photovoltaic system came on stream on the roof of the logistics building in 2022. The system has an output of 200 kWp and makes it possible to reduce greenhouse gases by 82 tonnes each year.

Our Adhesive Systems business unit is headquartered in Steinbach near Frankfurt. The building was completed in 2021 and has a heat recovery system in the production area. The roof areas have been greened, and all of the parking areas are water permeable as they have not been sealed.

3) Source: own calculations, Fraunhofer ISE, [www.meteoblue.com](http://www.meteoblue.com).



## Energy and carbon balance

The following information on energy and greenhouse gas emissions relates to the Group's largest companies (Dr. Hönle AG, Panacol Elosol GmbH and uv-technik Speziallampen GmbH), which operate at five locations in Germany. Raesch Quarz (Germany) GmbH was sold and has therefore not been part of the Hönle Group since the 2022/2023 financial year.

Along with other factors, greenhouse gas emissions are one of the main reasons for climate change. We therefore want to limit our carbon footprint to contribute to climate protection. In the Hönle Group, emissions depend to a large extent on the quantity of products manufactured. The production and processing of quartz glass products is very energy-intensive, which is why the Glass & Lamps segment accounted for over 80% of total Scope 1 and Scope 2 emissions by financial year 2021/2022. Both energy consumption and carbon emissions have fallen significantly since the 2022/2023 financial year due to the sale of Raesch Quarz (Germany) GmbH.

While Scope 1 emissions include emissions caused directly by the company such as natural gas and fuels, Scope 2 refers to emissions for purchased energy such as electricity and district heating.

Several Hönle Group companies have been using green electricity since January 2021 with the aim of advancing carbon neutrality in the Group. As a result, carbon emissions were reduced by 661.9 tonnes in the reporting year (previous year: 547.1 tons), which corresponds to 64.2% (previous year: 46.4%) of all emissions generated by electricity.

Three Hönle Group sites were relocated in recent years, which has had a positive effect on the Group's energy balance due to the improved energy efficiency of the new buildings. The number of Group companies connected to the district heating network has also increased.

### Total emissions

in t CO <sub>2</sub> e	2021/2022	2022/2023	2023/2024
<b>Total</b>	<b>8,146.97</b>	<b>1,119.61</b>	<b>825.43</b>
Scope 1	2,038.33	193.79	257.22
Scope 2	6,108.64	925.82	568.21

Scope 1 emissions do not include figures for the operation of the vehicle fleet or industrial trucks.

### Energy consumption by segment

in kWh	2021/2022	2022/2023	2023/2024
<b>Total</b>	<b>20,720,481</b>	<b>4,759,208</b>	<b>4,265,616</b>
Equipment & Systems	2,184,376	2,153,891	1,692,714
Adhesives	729,787	1,020,118	1,099,046
Glass & Lamps	17,806,318	1,585,199	1,473,856

### Energy consumption by type

in kWh	2021/2022	2022/2023	2023/2024
Electricity	15,751,081	2,762,055	2,371,611
District heating	1,015,947	1,048,428	708,618
Fossil fuels			
Natural gas	654,773	867,167	1,024,614
Propane	80,631	81,558	94,208



Non-fossil fuels			
Misc. gases	3,218,049	0	66,565

### Water and waste

The use of a cooling water system at uv-technik Speziallampen GmbH reduced the consumption of drinking water in the reporting year.

The proportion of recyclable waste increased from 61% in the 2021/22 financial year to 75% in the 2023/24 financial year by feeding it into suitable recycling systems.

#### Water and waste

in m <sup>3</sup>	2021/2022	2022/2023	2023/2024
Drinking water	3,884	4,462	2,754
Cooling water	168,926	198,444	141,005
Wastewater	3,884	4,462	2,754

#### in t

Commercial waste	290	251	225
of which recyclable	177	166	169
in %	61%	66%	75%
Hazardous waste	17	19	15

### EU Taxonomy

The EU Taxonomy Regulation came into force in 2022. It resulted from the European Green Deal, which aims to continuously reduce greenhouse gas emissions in order to reach climate neutrality in the European Union by 2050. The obligation to disclose which economic activities are sustainable will increasingly steer cash flows to companies that contribute to environmental and climate protection. Dr. Hönle AG supports the efforts of the European Commission against the backdrop of climate change and the destruction of natural habitats.

The EU Taxonomy classifies economic activities according to their contribution to the following six environmental objectives:

- (1) Climate change mitigation
- (2) Climate change adaptation
- (3) Sustainable use and protection of water and marine resources
- (4) Transition to a circular economy
- (5) Pollution prevention and control
- (6) Protection and restoration of biodiversity and ecosystems

In accordance with Article 8 of the EU Taxonomy Regulation, Hönle reports on the proportion of revenue, operating expenses (OpEx) and capital expenditure (CapEx) associated with economic activities that qualify as environmentally sustainable. In order to determine which of Hönle's economic activities are taxonomy-eligible, a screening was carried out. The data was collected and analysed in cooperation with the management cost accounting department. In the reporting year, the first two environmental objectives were assessed to determine the proportion of economic activities that qualify as either taxonomy eligible or taxonomy aligned, while only taxonomy eligibility was assessed for the other four environmental objectives.

The disclosures on revenues, operating expenses (OpEx) and capital expenditures (CapEx) for the EU Taxonomy were made in accordance with Commission Delegated Regulation 2023/2486 of 27 June 2023 on the basis of the International Financial Reporting Standards applicable to the consolidated financial statements. For the purpose of determining the taxonomy-eligible and taxonomy-aligned ratios,



most of the Höhle Group's economic activities were allocated directly to the economic activities listed in the Commission's delegated acts in the context of the EU Taxonomy Regulation. In order to avoid double counting, the Group's activities were allocated to one economic activity only. Following the assessment of taxonomy eligibility, compliance with the criteria for a substantial contribution to taxonomy-eligible economic activities was documented on the basis of appropriate reporting levels, such as areas of application or use. In order to verify the proportion of economic activities that qualify as taxonomy aligned, we first examined whether the taxonomy-eligible economic activity makes a significant contribution. Subsequently, compliance with the Do No Significant Harm criteria was evaluated together with product owners. In addition, we examined compliance with the minimum level of protection, which includes basic minimum protection provisions such as the Universal Declaration of Human Rights of the United Nations (UN) and corporate guidelines such as the Code of Conduct.

Revenue is derived from the consolidated income statement for the year under review. The

revenue ratio indicates the proportion of revenues from taxonomy-eligible and/or taxonomy-aligned economic activities to total revenues. Thanks to the Höhle Group's activities in the areas of water supply, water disposal and biodiversity protection, at least a portion of economic activities have been covered by the taxonomy since the 2022/2023 financial year. With regard to the environmental objective (3) Sustainable use and protection of water and marine resources, Höhle sells UV systems for the disinfection of drinking water (water supply) (€734 thousand) and products for the treatment of wastewater (water disposal) (€1,422 thousand). However, the majority of the Höhle Group's business activities are not covered by the taxonomy. In most cases, it was not possible to provide evidence that a Group activity did not significantly harm any of the other environmental objectives (do no significant harm – DNSH) or that it complied with minimum social safeguards.

Revenue in the previous year was only allocated to the first two environmental targets, in which Höhle does not generate taxonomy-eligible revenue.

The capital expenditure ratio reflects the ratio of capital expenditure from taxonomy-eligible and/or taxonomy-aligned economic activities to total capital expenditure. The taxonomy-eligible investments concern capitalised rights of use for vehicles in the fleet (€683 thousand) and capitalised rights of use for and investments in buildings (€811 thousand). In most cases, it was not possible to provide evidence that a Group activity did not significantly harm any of the other environmental objectives (do no significant harm – DNSH) or that it complied with minimum social safeguards.

The operating expenditure ratio shows the ratio of operating expenditure from taxonomy-eligible and/or taxonomy-aligned economic activities to total operating expenditure. Operating expenditure consists of expenditure on research and development, building refurbishment, short-term leasing, maintenance and repair, and all other direct expenditure related to the day-to-day maintenance of property, plant and equipment assets as defined in Annex I to the Commission Delegated Regulation. Operating expenses of €93 thousand are attributable to the maintenance, servicing and repair of



taxonomy-eligible property, plant and equipment. Other taxonomy-eligible operating expenses (€53 thousand) refer to research and development expenses associated with the economic activities described for the sales ratio. In most cases, it was not possible to provide evidence that a Group activity did not significantly harm any of the other environmental objectives (do no significant harm – DNSH) or that it complied with minimum social safeguards.

*Key figures according to the EU Taxonomy Regulation*

Economic activity	Total in € million	Taxonomy eligible in %	Not taxonomy eligible in %
<b>Revenue</b>	98.3	2.2	97.8
<b>Operating expenditure (OpEx)</b>	8.1	1.8	98.2
<b>Capital expenditure (CapEx)</b>	4.1	36.7	63.3

Economic activity	Total in € million	Taxonomy aligned in %	Not taxonomy aligned in %
<b>Revenue</b>	98.3	0.0	100.0
<b>Operating expenditure (OpEx)</b>	8.1	0.0	100.0
<b>Capital expenditure (CapEx)</b>	4.1	0.0	100.0

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





## Employees

Our employees are the fundamental, most important resource for the economic success of our Company.

Human resources work comprises all employee-related measures aimed at reaching the Group's objectives. It includes personnel recruitment, employee development, employee safety and employee retention.

### Working conditions

Hönle competes for specialists and executive staff. The market for skilled workers and engineers is particularly competitive. Employer attractiveness is of great importance in applicants' decision making. Hönle therefore attaches great importance to a good working atmosphere, targeted further training measures and in-house training and offers promising career prospects. Hönle also works closely with selected universities and offers internships as well as options for completing Bachelor's and Master's theses. In so doing, Hönle offers young people the opportunity to gain deeper insight into a technology company.

Hönle also counteracts the shortage of skilled workers through its own vocational training programmes, and the Group has significantly expanded its offering of vocational training programmes in recent years. The Hönle Group trains electricians, IT specialists, warehouse logistics specialists, industrial clerks, industrial mechanics and process mechanics, among other professions. We support trainee communication within the Group companies. This type of professional exchange within the Group (both within Germany and internationally) is intended to help trainees gain valuable experience in their field while still in training.

A total of 19 trainees completed a vocational training programme in the Group as at 30 September 2024 (previous year: 27).

To ensure a high level of qualification, Hönle continuously invests in the education and training of its personnel by internal experts from the respective departments as well as by external service providers. Expenses for personnel training and continuing education amounted to €580 thousand in financial year 2023/2024 (previous year: €658 thousand).

Personnel development is an important factor for the Hönle Group. Employee appraisal and target agreements form the basis for the individual promotion and development of our employees.

We offer all employees the opportunity to participate in continuing education programmes. In so doing, we rely on internal experts from the individual departments as well as external service providers. The training programmes include, for example, foreign languages, Office applications, subject-specific tasks and social skills. By offering individual support, we increase the motivation of our employees and foster their powers of innovation as the basis for new, competitive products. The effectiveness of the training measures is reviewed by the employee and their superior.





We offer our employees promising career prospects. Suitable employees are given the opportunity for further development within the Hönle Group to enable them to face new professional challenges. For senior positions, we prioritize staffing from within the Group.

In addition to interesting tasks and good development opportunities, the Hönle Group also offers its employees attractive conditions. These include – in addition to an appropriate salary – regular raises, performance-based employee participation options and a company pension scheme. Variable remuneration components also apply to some positions. To ensure a good work-life balance, Hönle offers an employee-friendly flexitime model in lieu of fixed working hours as well as remote work options where possible for the respective role. Hönle also offers part-time employment in addition to full-time employment as well as a holiday entitlement in excess of the legal requirements. Hönle generally employs its staff as regular employees on a permanent basis. Occasionally, employees may be sourced from temporary employment agencies to cover peak periods.

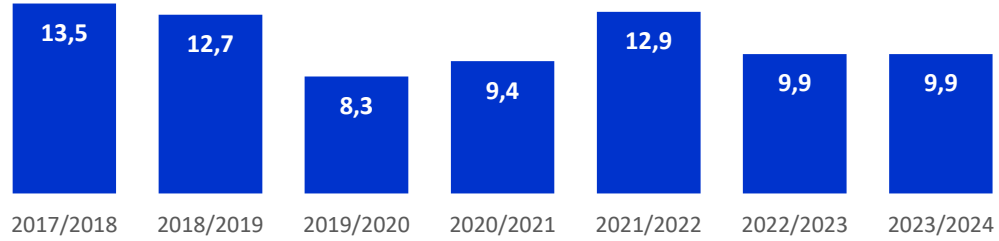
Qualified and motivated employees are the basis for the long-term success of our Company. Our HR work, which includes structured employee reviews and joint activities, is geared towards promoting a culture of open, fair and respectful communication and thus positively impacting our attractiveness as an employer. Dr. Hönle AG regularly organizes company excursions and holiday season parties and participates in running events (for example) to help strengthen interdisciplinary communication and cooperation.

At the end of the financial year, 594 people of 35 different nationalities worked in the companies of the Hönle Group.

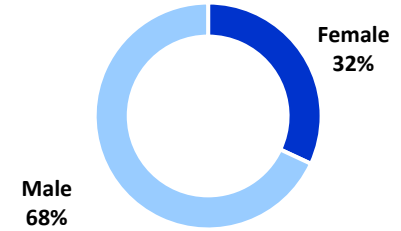
The Management Board attaches great importance to employee satisfaction and motivation. Although the staff turnover rate was 9.9% in the reporting year, this was partly due to the relocation of a production site. The turnover rate was nonetheless below the historical average of 10.9% for recent years (see “Employee turnover” chart).



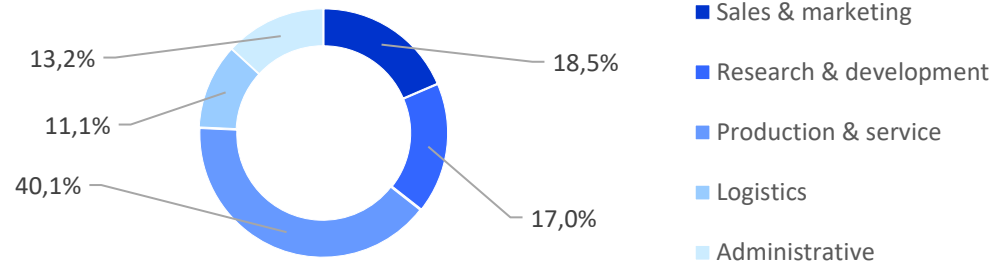
### Employee turnover rate (in %)



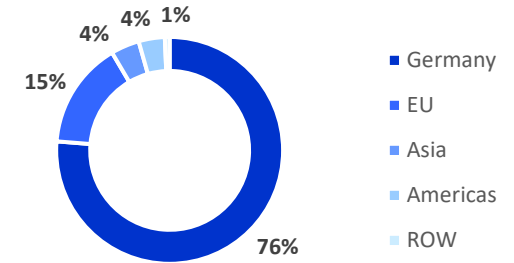
### Gender



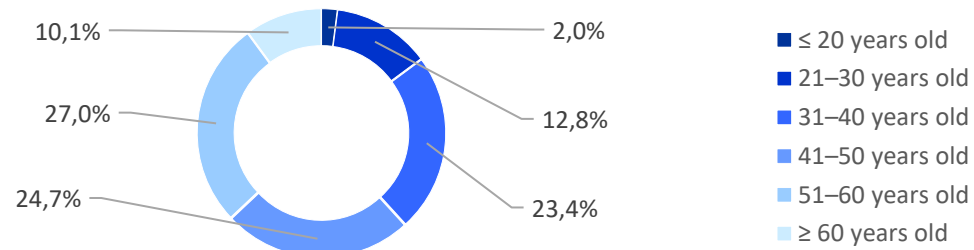
### Employees by functional area



### Regional distribution



### Employees by age group



Employees

### Workplace health and safety

The safety and health of our employees are important to us. We therefore ensure compliance with statutory requirements for occupational health and safety at our sites.

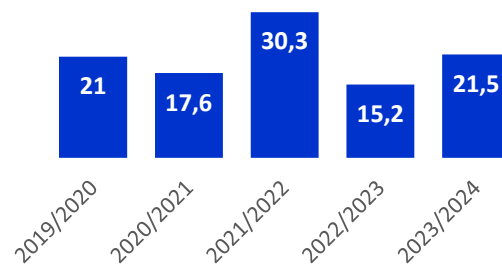
We implement measures that help increase occupational safety and prevent accidents. The measures are based on risk assessments, which are carried out in the various departments and specialist areas and from which occupational safety measures are derived whenever necessary. Production employees in particular are made aware of occupational safety hazards and receive regular individual training. In addition to the physical health burdens associated with each economic activity, the risk assessment includes possible effects on employees' mental health.

Workplace design is an important criterion in keeping stresses on employees as low as possible. This includes, for example, ergonomic aspects, workplace lighting and limiting noise and emissions. Company doctors are also available to employees.

In the past financial year, there were 21.5 workplace accidents per 1,000 full-time employees (previous year: 15.2). The accidents occurred

either on the job or on the way to or from work or at events such as company outings.

### Workplace accidents



### Equal opportunity and diversity

We aim to show equal appreciation for all employees – regardless of age, nationality, skin colour, gender, religious or political views, social background, disability or sexual orientation. Instead, we base our assessments on our employees' professional and personal qualifications as well as on their commitment to their work. We are guided by these principles when making staffing decisions relating to new hires, promotions, compensation or terminations. We appreciate the differences between our employees and their diverse qualities. We maintain open, fair and respectful relationships with each other.

Unfair treatment or unjustified discrimination is not tolerated. Any misconduct is met immediately with appropriate measures.

We believe that when filling management positions or seats on supervisory bodies, it is not gender but personal qualifications and individual ability that are the main factors. However, the corresponding targets must nonetheless be defined in accordance with the provisions of the Act on Equal Participation of Women and Men in Leadership Positions in the Private and



Public Sector of April 24, 2015 (*FüPoG*). The following targets for the proportion of women at Dr. Höhle AG to be achieved by 30 September 2028 had been set as at 24 January 2024:

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



## Social & governance

### Initiatives

The Höhle Group consists of several separate companies operating internationally. Each location is subject to different underlying conditions. Work on social issues occurs at the regional locations' own initiative in consultation with Group headquarters. We support social institutions as well as regional sports clubs.

We also believe that dialogue with policymakers is important in view of its significance for the economy and society. In conducting such dialogue, we remain politically neutral and refrain from making donations to political parties or institutions that are closely associated with political parties.

We offer various internships to give teenagers and young adults the opportunity to get to know different professions. For university students, we offer options to pursue bachelor's or master's theses in cooperation with regional universities.

### Respect for human rights

We are committed to protecting human rights and do not condone child or forced labour. We observe the principles of the UNO Global Compact Initiative and also require our suppliers to comply with those principles in our General Conditions of Purchase. Those principles mainly concern the protection of international human rights, the right to collective bargaining, the prevention of forced or child labour, the prevention of discrimination in recruitment and employment, responsibility for the environment and the prevention of corruption. Further information on the Global Compact Initiative is available at [www.unglobalcompact.org](http://www.unglobalcompact.org).

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



verified through an external audit when purchasing raw materials. In addition, Höhle ensures that its suppliers only supply products to Dr. Höhle AG and its subsidiaries that do not contain any conflict minerals within the meaning of the Dodd-Frank Act.

### Combating corruption and bribery

Corruption is the abuse of entrusted power for private or business gain. Corruption comes in many forms and can occur in a variety of scopes. The most common form of corruption is bribery when initiating or executing business transactions. Bribery is punishable worldwide. Our relationship with our business partners is based on the quality of our products and services, our reliability and on competitive prices and conditions. Clear transparency and internal control mechanisms ensure adequate protection.

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

### Supply chain design

#### *Supplier Code of Conduct*

The Dr. Höhle AG Code of Conduct for Suppliers is based on the values of our Company and reflects the expectations of Dr. Höhle AG with regard to the commitments and actions of our suppliers in social and ecological terms.

It is based on recognized standards such as the International Bill of Human Rights of OHCHR, the rules of conduct of the International Labour Organization (ILO) and the principles of the UN Global Compact (UNGC). Employees in the purchasing department receive training on the Supplier Code of Conduct and the selection of suppliers.

The Supplier Code of Conduct applies to the entire supply chain and covers all of our suppliers' suppliers. When selecting our suppliers, we consider whether their values are compatible with our corporate principles. We have long-standing business relationships with most of our suppliers. Even though we are an internationally active technology company, most of our suppliers are regional. We treat them fairly and maintain open, transparent and cooperative communications. We carry out training courses and audits with our suppliers. In the

event of deviations from the Supplier Code of Conduct where a supplier continues to fail to comply with the requirements of the Code even after corrective measures have been agreed and new audits have been carried out, the supplier selection procedure stipulates that such supplier will be phased out and the cooperation with them terminated.

#### *Supplier audit*

Dr. Höhle AG has a supplier management system that is based on supplier qualification, supplier evaluation and supplier development. Supplier evaluation in accordance with ISO9001:2015 is integrated into the ERP system. Supplier audits are carried out using questionnaires designed to reflect the supplier's respective range of parts. The audits also involve on-site visits and supplier interviews. The findings for the largest suppliers in terms of revenue are collected and analysed annually.

#### *Transparency in the upstream value chain*

Dr. Höhle AG actively demands compliance with the Supplier Code of Conduct from its key suppliers. Suppliers thereby agree to comply with the principles of the Code of Conduct.



They also commit to introducing and implementing the standards set out in the Code with their subcontractors and any other business partners and to monitor their compliance.

### Cybersecurity and data protection

Personal data is subject to special protections. The improper use of personal data can have serious consequences for the data subject.

We therefore handle personal data carefully and responsibly and respect privacy. We have created a comprehensive data protection concept to ensure implementation of and compliance with the requirements of the General Data Protection Regulation (GDPR). Personal data is only used for legitimate, well-defined purposes. Anyone who handles the data of employees or other persons bears a high level of responsibility. We protect confidential data from unauthorized use, modification, disclosure and loss. The purpose(s) for which the personal data has been collected are transparent. A data protection officer monitors compliance with regulatory requirements.

In addition to an adequate merchandise management system, the key prerequisites for compliance with data protection laws include

conducting in-depth staff training, defining responsibilities and separating functions as well as ensuring controlled access at IT system level. In order to rule out data security threats to the greatest extent possible, Hönle reviews and works to improve its preventive measures in the area of IT on an ongoing basis. This involves not only carrying out regular updates and making any necessary additions to the system but also ensuring that employees comply with internal security guidelines. Protection against unauthorized access, misuse and destruction is ensured by the use of multi-level firewall systems and virus protection programmes, access controls at operating system and application level and redundant data backups.

Employees receive regular training in the areas of IT security, cybersecurity and data protection.







## General information

The Group's Non-financial Statement explains various aspects of the Hönle Group's corporate social responsibility. Corporate social responsibility, or CSR for short, refers to the social responsibility of companies as part of sustainable business practices.

As stipulated by the Non-Financial Reporting Directive (NFRD) and the CSR Directive Implementation Act (*CRS-RUG*), we prepared a separate Non-financial Statement for the Hönle Group in accordance with Section 315b of the German Commercial Code (*HGB*) in conjunction with Section 289c of the *HGB*. Recognized frameworks such as the German Sustainability Code (*DNK*) and the guidelines of the United Nations Global Compact (UNGC) were used as bases of preparation for the Non-financial Statement. We also report pursuant to the requirements of the EU Taxonomy Regulation. The Group's Non-financial Statement is not audited.

### Concepts and targets

Due to their importance for the Hönle Group, the Management Board is directly responsible for setting targets. Non-financial targets and codes of conduct are reviewed on a regular basis, as are the key non-financial performance indicators referred to in this Non-financial Statement. The performance indicators were collected as part of a systematic analysis and evaluated in terms of their significance for Hönle. As an internationally operating group of companies, our actions must comply with the laws and regulations of various countries. We also observe voluntary rules of conduct, which are binding for us. These include the Mission Statement and the environmental policy of Dr. Hönle AG. We observe the principles of the United Nations Global Compact.

### Non-financial performance indicators

The main non-financial performance indicators that are important for the Hönle Group's business activities are presented below:

- Environmental aspects
  - Resource conservation
  - Technology and products
  - Research and development
- Employee aspects
  - Working conditions
  - Workplace health and safety
  - Equal opportunity and diversity
- Social aspects
  - Initiatives
  - Respect for human rights
  - Combating corruption and bribery



### Significant risks

Business opportunities are usually accompanied by risks that need to be identified and assessed as early as possible. Dr. Höhle AG's Risk Policy sets out the Group's risk policy principles. In terms of risk management, we define opportunities and risks as potential positive or negative deviations from a budgeted or targeted figure. Höhle has established a standardised risk management system in order to identify, analyse and assess risks at an early stage. Once risks have been identified, the risk management process provides for suitable measures to be initiated whenever this appears appropriate in order to prevent the risk or reduce the potential loss. In terms of non-financial risk, no material risks were identified that are linked to the Group's business activities and that are very likely to have a serious negative impact on the Group's non-financial performance indicators. Additional information on significant risks can be found in the Opportunity and Risk Report contained in the Group's Annual Report.



## Appendix: EU Taxonomy

### Template 1 – Nuclear and fossil gas related activities

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

2023/2024 financial year	Year			Substantial contribution criteria						DNSH criteria ("Does not significantly harm") (h)							Proportion of taxonomy-aligned (A.1) or taxonomy-eligible (A.2) revenue, previous year (18)	Enabling activities category (19)	Transitional activities category (20)			
	Code(a) (2)	Revenue (3)	Revenue share for FY 2023/2024 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum safeguards (17)						
Economic activities (1)		EUR thousands	%	Y, N N/EL (b) (c)	Y, N N/EL (b) (c)	Y, N N/EL (b) (c)	Y, N N/EL (b) (c)	Y, N N/EL (b) (c)	Y, N N/EL (b) (c)	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T			
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>																						
<b>A.1 Environmentally sustainable activities (Taxonomy-aligned)</b>																						
Revenue from environmentally sustainable activities (Taxonomy-aligned) (A.1) (d)		0	0.0														0					
of which enabling activities		0	0.0														0					
of which transitional activities		0	0.0														0					
<b>A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (e)</b>																						
				EL N/EL (f)	EL N/EL (f)	EL N/EL (f)	EL N/EL (f)	EL N/EL (f)	EL N/EL (f)													
Water supply		WTR 2.1	734	0.7	N/EL	N/EL	EL	N/EL	N/EL	N/EL								0.5				
Wastewater treatment		WTR 2.2	1,422	1.5	N/EL	N/EL	EL	N/EL	N/EL	N/EL								1.2				
Revenue from Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)			2,156	2.2	N/EL	N/EL	EL	N/EL	N/EL	N/EL								1.7				
A. Revenue from Taxonomy-eligible activities (A.1+A.2)			2,156	2.2	N/EL	N/EL	EL	N/EL	N/EL	N/EL								1.7				
<b>B. TAXONOMY-NON-ELIGIBLE ACTIVITIES</b>																						
Revenue from Taxonomy non-eligible activities (B)			96,097	97.8																		
TOTAL (A + B)			98,253	100.0																		

Appendix: EU Taxonomy

2023/2024 financial year	Year			Substantial contribution criteria						DNSH criteria ("Does not significantly harm") (h)							Proportion of taxonomy-aligned (A.1) or taxonomy-eligible (A.2) CapEx, previous year (18)	Enabling activities category (19)	Transition al activities category (20)	
	Code(a) (2)	CapEx (3)	CapEx share for FY 2022/2023 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum safeguards (17)				
Economic activities (1)		EUR thousands	%	Y, N N/EL (b) (c)	Y, N N/EL (b) (c)	Y, N N/EL (b) (c)	Y, N N/EL (b) (c)	Y, N N/EL (b) (c)	Y, N N/EL (b) (c)	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T	
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>																				
<b>A.1 Environmentally sustainable activities (Taxonomy-aligned)</b>																				
CapEx for environmentally sustainable activities (Taxonomy-aligned) (A.1) (d)		0	0.0														0			
of which enabling activities		0	0.0														0			
of which transitional activities		0	0.0														0			
<b>A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (e)</b>																				
				EL N/EL (f)	EL N/EL (f)	EL N/EL (f)	EL N/EL (f)	EL N/EL (f)	EL N/EL (f)											
Vehicle fleet		CCM 6.5	683	16.8	EL	N/EL	N/EL	N/EL	N/EL	N/EL								14.4		
Acquisition and ownership of buildings		CCM 7.7	811	19.9	EL	N/EL	N/EL	N/EL	N/EL	N/EL								21.7		
<b>CapEx for Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)</b>			<b>1,493</b>	<b>36.7</b>	EL	N/EL	N/EL	N/EL	N/EL	N/EL								<b>36.1</b>		
<b>A. CapEx for Taxonomy-eligible activities (A.1+A.2)</b>			<b>1,493</b>	<b>36.7</b>	EL	N/EL	N/EL	N/EL	N/EL	N/EL								<b>36.1</b>		
<b>B. TAXONOMY-NON-ELIGIBLE ACTIVITIES</b>																				
CapEx for Taxonomy non-eligible activities (B)		2,580	63.3																	
<b>TOTAL (A + B)</b>		<b>4,073</b>	<b>100.0</b>																	

Appendix: EU Taxonomy

2023/2024 financial year	Year			Substantial contribution criteria						DNSH criteria ("Does not significantly harm") (h)							Proportion of taxonomy-aligned (A.1) or taxonomy-eligible (A.2) OpEx, previous year (18)	Enabling activities category (19)	Transition al activities category (20)
	Code(a) (2)	OpEx (3)	OpEx share for FY 2022/2023 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum safeguards (17)			
Economic activities (1)		EUR thousands	%	Y, N N/EL (b) (c)	Y, N N/EL (b) (c)	Y, N N/EL (b) (c)	Y, N N/EL (b) (c)	Y, N N/EL (b) (c)	Y, N N/EL (b) (c)	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>																			
<b>A.1 Environmentally sustainable activities (Taxonomy-aligned)</b>																			
OpEx for environmentally sustainable activities (Taxonomy-aligned) (A.1) (d)		0	0.0														0.0		
of which enabling activities		0	0.0														0.0		
of which transitional activities		0	0.0														0.0		
<b>A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (e)</b>																			
				EL N/EL (f)	EL N/EL (f)	EL N/EL (f)	EL N/EL (f)	EL N/EL (f)	EL N/EL (f)										
Acquisition and ownership of buildings	CCM 7.7	93	1.2	EL	N/EL	N/EL	N/EL	N/EL	N/EL								1.5		
Water supply	WTR 2.1	18	0.2	N/EL	N/EL	EL	N/EL	N/EL	N/EL								0.1		
Wastewater treatment	WTR 2.2	35	0.4	N/EL	N/EL	EL	N/EL	N/EL	N/EL								0.3		
OpEx for Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		146	1.8	EL	N/EL	EL	N/EL	N/EL	N/EL								1.9		
A. OpEx for Taxonomy-eligible activities (A.1+A.2)		146	1.8	EL	N/EL	EL	N/EL	N/EL	N/EL								1.9		
<b>B. TAXONOMY-NON-ELIGIBLE ACTIVITIES</b>																			
OpEx for Taxonomy non-eligible activities (B)		7,907	98.2																
TOTAL (A + B)		8,053	100.0																



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

- | Climate Change Mitigation: CCM
- | Climate Change Adaptation: CCA
- | Water and Marine Resources: WTR
- | Circular economy: CE
- | Pollution Prevention and Control: PPC
- | Biodiversity and ecosystems: BIO For example, the “Afforestation” activity would have code “CCM 1.1”.

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

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

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

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

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

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

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

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

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

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

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

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

	CapEx/total CapEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	–	36.7%
CCA	–	–
WTR	–	–
CE	–	–
PPC	–	–
BIO	–	–

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

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

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

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

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

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

	OpEx/total OpEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	–	1.2%
CCA	–	–
WTR	–	0.6%
CE	–	–
PPC	–	–
BIO	–	–

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

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

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

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

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

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



## ESG goals

Economic activity	Initial level	Current level	Target
Increase the share of purely electrically powered company vehicles between 2022 and the end of 2025	6.4%	23.3	> 6.4%
Increase the performance of installed photovoltaic systems between 2022 and the end of 2025	397 kWp	397 kWp	> 397 kWp
Reduce the number of deviations from the Corporate Governance Code by the end of 2025 (as at 9/2023: 17)	17	2	< 17
Increase the proportion of women on the Management Board from 0% in 1/2024 to 33% by 9/2028, provided the Board consists of at least three members	0%	0%	0% or 33%
Increase the proportion of women at the first management level below the Management Board from 17% as at 1/2024 to 20% by 9/2028	17%	14%	20%
Increase the proportion of women at the second management level below the Management Board from 15% in 1/2024 to 20% by 9/2028	15%	19%	20%
Achieve a proportion of women on the Supervisory Board of at least 40% by 09/2028 (as at 01/2024: 20%)	20%	40%	40%
Improve internal company communications by the end of 2025 (last revised in 2022)	As at 12/2024: <ul style="list-style-type: none"> <li>- number of staff meetings increased</li> <li>- frequency of departmental head meetings increased</li> <li>- regular shop floor meetings introduced</li> </ul>		



December 2024

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