

ACT TODAY, THINK ABOUT TOMORROW

Sustainability@Hettich – Priorities and Highlights 2025



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SUSTAINABILITY STRATEGY



At Hettich, we think in terms of generations, not quarters. This includes taking responsibility for ourselves, for others and for the environment. This is the only way we can be successful in the long term and continue to inspire our customers. In the areas of social, societal and environmental responsibility, we set priorities that are intended to contribute to sustainable development and are in line with the economic success of the Hettich Group. Our sustainability strategy is both an anchor

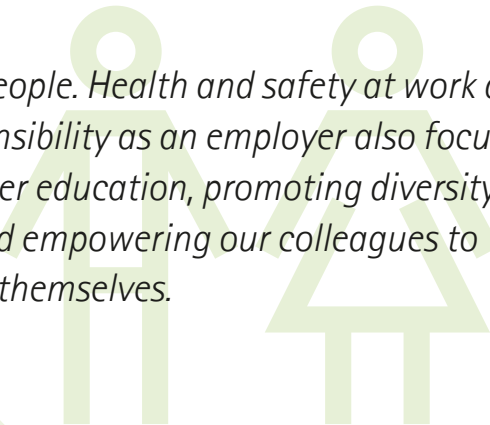
and a driving force, acting as a guide and inspiration for our commitment in practice.

We have set out the standards we set ourselves in our [Sustainability Guidelines](#). We are committed to providing a safe and trusting working environment, promoting a fair and educated society, continuously improving resource and energy efficiency and reducing our environmental impact.

SOCIAL RESPONSIBILITY



At Hettich, the focus is on people. Health and safety at work are our top priorities. Our responsibility as an employer also focuses on sound training and further education, promoting diversity and equal opportunities, and empowering our colleagues to take more responsibility for themselves.



OCCUPATIONAL HEALTH AND SAFETY

Safety without compromise – that is what we demand of ourselves and all our colleagues at Hettich. 'Zero accidents' – that is a very ambitious goal. But we consistently pursue it every day with the premise of constantly improving. Our approach goes far beyond pure

occupational safety. We want to make our contribution to maintaining and improving the long-term physical and mental health of our employees. This also includes the issue of work-life balance.

SAFETY EXCELLENCE

More than 80 % of all accidents at work are caused by a behavioural error on the part of the persons involved in the accident. This is where we come in with our self-developed 'Safety Excellence' method. This places a strong focus on behaviour-based occupational safety.

The central building blocks within the 'Safety Excellence' method are specially developed, full-day workshops. Here we teach our colleagues about behaviour-based occupational safety in an emotional way and give them the skills, awareness and ability to always opt for the safe option rather than the 'quick and easy solution'.

There is also a variety of local initiatives, such as the 'pit stop' at the Kirchlegern site or campaigns as part of the national 'Safety Week' in India. The 'pit stop in the factory' is a one-hour workshop for which the production lines literally 'come to a standstill' in order to familiarise individual teams in production with the topic of occupational safety as a central joint task together with the respective manager and all colleagues from the shift.

During 'Safety Week' in India, Hettich employees dedicate an entire week to the topic of occupational safety, with many activities,

Our mascot 'Safety' is always there when it comes to occupational safety.

workshops and hands-on activities that encourage reflection and action. We are particularly proud that our efforts are also recognised and honoured externally. In February 2024, our plant in Indore received the prestigious national 'Safety King Award', presented by GD Goenka University, for outstanding achievements in the areas of occupational safety, environmental protection and fire prevention.



FACTS AND FIGURES ON OCCUPATIONAL SAFETY AT HETTICH

Since the introduction of 'Safety Excellence' in 2007, we have been able to reduce the average accident-related 'lost time per employee' by more than 60 %, despite massive growth and expansion of our production during this period.

With the increasing internationalisation of the Hettich Group, we introduced a new, internationally used occupational accident indicator in 2018, which allows us to compare ourselves with other globally active companies.

This also shows that we are on the right track: Since 2018, we have been able to reduce the number of accidents per 1 million working hours (LTIR) in the Hettich Group by almost 48 %.

LOST TIME INJURY RATE

Production and Logistic Sites

(incl. FGV from 2024)



In 2023, the number of (reportable) workplace accidents at our German sites was almost half below the industry average – something we are proud of ('1000-man rate' according to the

German Employers' Liability Insurance Association for Wood and Metal, BGHM 2023: 30.2; '1000-man rate' German Hettich sites 2023: 15.8).

HEALTH PROTECTION

Occupational safety is more than just preventing accidents – protecting the health of our employees is also part of our corporate strategy.

In 2024, 'healthy' campaigns were once again planned and implemented at various Hettich Group sites. Examples include the 'Health Day' at Hettich Logistics Service in Bünde with health presentations, hands-on activities, sports sessions and information stands, the 'Vitamin Week' organised by the trainees at our Frankenberg site, who built a display case to 'showcase' healthy food, and the 'Yoga Day' at Hettich India, which included a yoga session for employees from the production areas and their families. These diverse activities demonstrate the importance of health-promoting measures within the Hettich Group.

At the Kirchlegern-Bünde site, the 'Healthy Working at Hettich Team' is dedicated to individual health promotion campaigns, such as participation in "Stadtradeln" (City Cycling), the distribution of cooling towels in warm months or body analyses, and above all to holistic strategic health campaigns.

New solutions were developed for the production areas, such as a height-adjustable chain for attaching components for powder coating or lowering machines for different body sizes. This enables us to provide our employees with workstations that are even better adapted to their needs.

In 2025, there will be a particular focus on 'Strengthening mental health' and 'Preventing addiction', for example through e-learning units and face-to-face training specifically for managers so that they can recognise any problems at an early stage and offer targeted help and support from Hettich.

RECONCILING FAMILY AND CAREER

Every day, many of our colleagues perform a balancing act between work, family and partnership. This can become a real challenge in unforeseen circumstances – for example, if a parent needs care or there is no childcare available. We also want to provide support in these situations and are working together with an external service centre for work-life balance (VFB).

Our measures include making working hours and place of work more flexible, service and support offers, personnel and organisational development, corporate culture as well as information and communication.

Specifically, wherever possible, we are moving away from an office-based culture in favour of independent working and flexible working hours. Based on the needs of their customers, our colleagues decide for themselves how, when and where they want to work together in the best possible way – whether in the office or at another location.

Hettich's efforts are also recognised externally. For example, we are proud that our family-conscious human resources policy was recognised at a local level in 2023 with the 'Family-friendly company in the district of Herford' award. This recognition is proof of our ongoing commitment to supporting our colleagues in achieving the best possible balance between work, family and caregiving.



EQUAL TREATMENT AND EQUAL OPPORTUNITIES FOR ALL

Equal opportunities are an essential prerequisite for diversity to become a success factor for an international company. By signing the '[Diversity Charter](#)', Hettich is committed to creating a working environment free of prejudice and exclusion. Our climate of acceptance should optimally promote diversity in our workforce.

MADE IN GERMANY – MADE BY VIELFALT: HETTICH IS PART OF THE CAMPAIGN

We have been a proud member of the '[Made in Germany – made by diversity](#)' campaign since 2024. This initiative calls for democratic commitment and currently brings together over 150 renowned family businesses in Germany that, like us, are committed to a pluralistic, open community. Together, we are committed to

Germany as a business location and the globally recognised 'Made in Germany' seal of quality. This commitment not only fits perfectly with our motto: 'At home in Kirchlengern – at home in the world', but also emphasises our commitment to democratic values and a culture of diversity, tolerance and respect.

FURTHER TRAINING AND SKILLS DEVELOPMENT

Our aim is to make lifelong learning and further development as easy as possible for all colleagues in order to be well positioned for the future in the long term. One example of this is our very successful 'Future Days' or the activities of the 'Hettich Education Academy' (HEA).

HETTICH EDUCATION ACADEMY (HEA): TRAINING AND FURTHER EDUCATION THE HETTICH WAY

Anyone starting an apprenticeship at Hettich in East Westphalia starts in their own small company, the 'Hettich Education Academy' (HEA). It comprises all trainees in East Westphalia, their trainers and our colleagues from Hettich Training and Further Education in the 'Hettich Academy', who are committed to lifelong learning at Hettich.

What is so special about it? The 'Hettich Education Academy' is actively managed by the trainees themselves: In addition to their tasks as part of the internship, they can get involved in 'Circles' on topics such as recruitment, event organisation, strategy, vision, innovation, communication, marketing or business administration and represent HEA in networks within Hettich. In this way, they acquire personal skills, learn personal responsibility and enrich the entire company with their perspectives and expertise.



FUTURE DAYS 2024

For the third time, we held our 'Future Days' in November 2024. This is a week-long event full of learning and networking opportunities for everyone at Hettich, attracting thousands of colleagues from all over the world. The aim is to share experiences and discuss the latest trends in our industry. Participation and access to new insights and ideas should be made as easy as possible for everyone. In 2024, we organised more than 80 online presentations in different time zones during the inspiring week, combined with

offline face-to-face events at our global locations, including the production sites. The spectrum ranged from the use and possibilities of AI to updates and insights into sustainability, business strategy and planning, as well as topics such as employee well-being and 'Turn your thinking upside down'.

WE ASSUME RESPONSIBILITY FOR THE WORLD WE LIVE IN



Occupational
Health & Safety



Societal
responsibility



Science Based
Targets



**"Our aim is to link business
success with environmental,
social and civic responsibility"**

Dr. Andreas Hettich, Chair of the Hettich Group's Advisory Board

SOCIETAL RESPONSIBILITY



As a company, we are committed to benefiting society beyond our corporate boundaries: we provide targeted support to charitable organisations as well as site-specific organisations that contribute to the common good or get involved together with us.

Some highlights from the past year: whether our colleagues in the Czech Republic run for a good cause (caring for seriously ill people at home), our Hettich team in the United Kingdom supports the local animal shelter with a creative pumpkin carving campaign at Halloween – or our employees at our main site in Kirchlegern/Bünde have been donating their Hettich Christmas bags to the 'Lichtblicke' campaign for over 25 years – our commitment is as colourful and diverse as we are.



PROMOTION OF VOLUNTEERING

We continued our successful 'Hettich Voluntary Work' campaign in 2024. Since 2013 we have been making a significant contribution to social commitment at Hettich. In doing so, we support projects for which colleagues around the world volunteer alongside their work, for example for the support for the sick and needy, children and young people, local clubs and sporting institutions. In 2024, thanks to the diverse commitment of our

employees worldwide, 154 projects in Germany, the Czech Republic, Australia and other projects were supported with € 500 each. In total, over € 77,000 was raised. Since the campaign was launched in 2013, Hettich has already supported over 1,500 international volunteering projects with more than € 850,000.



HPWWI – HETTICH PODDAR WOODWORKING INSTITUTE INDIA

With the Hettich Poddar Woodworking Institute, we are investing in the training and further education of local carpenters in India. Our aim is to create new career opportunities locally, promote education and enable people to earn their own living in order to contribute to a fair and educated society.

COOPERATION WITH SCHOOLS AND UNIVERSITIES

For many years, we have been promoting enthusiasm for technology through a wide range of collaborations with schools and universities, such as our membership of the experiMINT association and annual 'camps' for technology enthusiasts.

We support the OWL Study Fund Foundation, a cooperation project with universities in the state of East Westphalia-Lippe, thereby strengthening our home region as a business and university location.

We are also active internationally: on 'Carpenter's Day 2024', our subsidiary Hettich Poland had a very special visit: children from class 0b of the 'General Józef Dowbor Musnicki' primary school in Lusowo were taken back in time for a while. They learnt about the 'carpentry of yesteryear', how tools have changed over the centuries – and how carpenters work today.

Our Spanish subsidiary Hettich Iberia has been offering training days for students in the use of furniture fittings solutions since 2022.

With all these initiatives, we want to promote technical and practical knowledge among future specialists, attract the talent of tomorrow and support them in their development. This is how we at Hettich share our expertise with the next generation.



HETTICH IS A TECHNOLOGY PARTNER OF THE NEW 'FURNITURE INDUSTRY TRAINING FACTORY'

Training is the future. – We are therefore supporting the 'Lehrfabrik Möbelindustrie' (furniture industry training centre) in Löhne, East Westphalia, which opened in 2024, as an official technology partner. The training and further education centre offers a modern learning environment for all core professions in the furniture industry and its suppliers from the region. Hettich sees its joint commitment to training skilled workers as a key element in securing the future of East Westphalia-Lippe as a business location.





Energy and resource efficiency as well as the reduction of climate-damaging emissions in production and infrastructure are our key ecological priorities. Our products conserve resources by using as little material as possible, by their high proportion of recycled and recyclable materials – and not least by their long service life.

ENVIRONMENTAL MANAGEMENT

Ecology has been an integral part of our corporate strategy since 1993. Our standards are verified, for example, by the certification of our environmental management system according to ISO 14001 at our main production sites worldwide.

In addition, our most important European production sites are voluntarily certified according to the strict European EMAS environmental management system (Eco-Management and Audit Scheme). As part of the EMAS review cycles, the sites are audited annually by a state-approved environmental

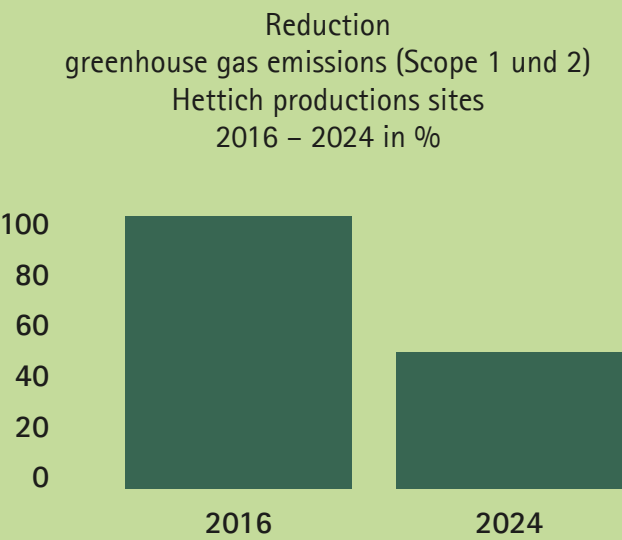


verifier for improvement of environmental performance and complete legal compliance. The key environmental aspects, energy and water consumption, use of resources and waste generation, direct and indirect emissions as well as environmental targets and measures are then communicated transparently in annually published environmental statements.

The environmental statements of our EMAS-validated Hettich sites with detailed environmental programme points, measures and target achievements can be found here: corporate.hettich.com/en-de/sustainability

CLIMATE-RELEVANT EMISSIONS

One of the greatest challenges in the context of ecological responsibility is limiting the negative effects of global warming caused by climate-damaging greenhouse gas emissions. At Hettich, we have been recording and monitoring our direct and indirect production-related greenhouse gas emissions for many years. As part of our internal greenhouse gas balancing, we were able to reduce direct and indirect production-related¹ emissions (CO₂e)² in the Hettich Group³ at our Hettich production sites worldwide by more than 40 % in 2024 compared to the base year 2016.



¹ CO₂e Scope 1 und 2, Hettich Group production sites, excluding emissions from vehicle fleet

² CO₂e = CO₂ equivalents

³ Hettich production sites, excluding Formenti & Giovenzana S.p.A. Group (FGV)

SCIENCE BASED TARGETS INITIATIVE

We have already achieved a lot and still have a lot to do: At the beginning of 2025, the Hettich Group committed to setting short-term, science-based greenhouse gas reduction targets in line with the criteria and recommendations of the „[Science Based Targets initiative](#)“.

'Science-Based Targets' are measurable and implementable reduction targets for companies and organisations that are in line with the climate targets of the Paris Agreement and are reviewed by the 'Science Based Targets initiative' (SBTi), for example. The latest scientific findings are used to assess the targets.

Our targets:

- Company-wide reduction of operational emissions (Scope 1 & 2)* by 50 %** by 2030
- Company-wide transition to over 90 % electricity from renewable sources by 2030
- Supplier engagement for Scope 3* emissions reduction

*Scope 1: Emissions from sources directly owned or within the scope of the company,

Scope 2: Emissions from the use of purchased energy, Scope 3: Emissions from the upstream and downstream value chain

**Compared to base year 2016

To achieve our goals, we are working intensively in networks within the Hettich Group to realise them. Measures include expanding the purchase of certified green electricity, installing photovoltaic systems to generate our own electricity,

utilising waste heat and using heat pumps, further electrifying our vehicle fleets and looking for other alternatives for the use of natural gas, such as testing a pyrolysis plant at the Kirchlegern site.

CERTIFIED GREEN ELECTRICITY

Our main site in Kirchlegern has been using 100 % certified green electricity since 2017. And since 2021, all our German production and logistics sites have been sourcing 100 % of their electricity from renewable energy sources, with our sites in the Czech Republic and Malaysia to be added in 2025. Our other foreign locations are also increasingly purchasing certified green electricity.

SOLAR ENERGY

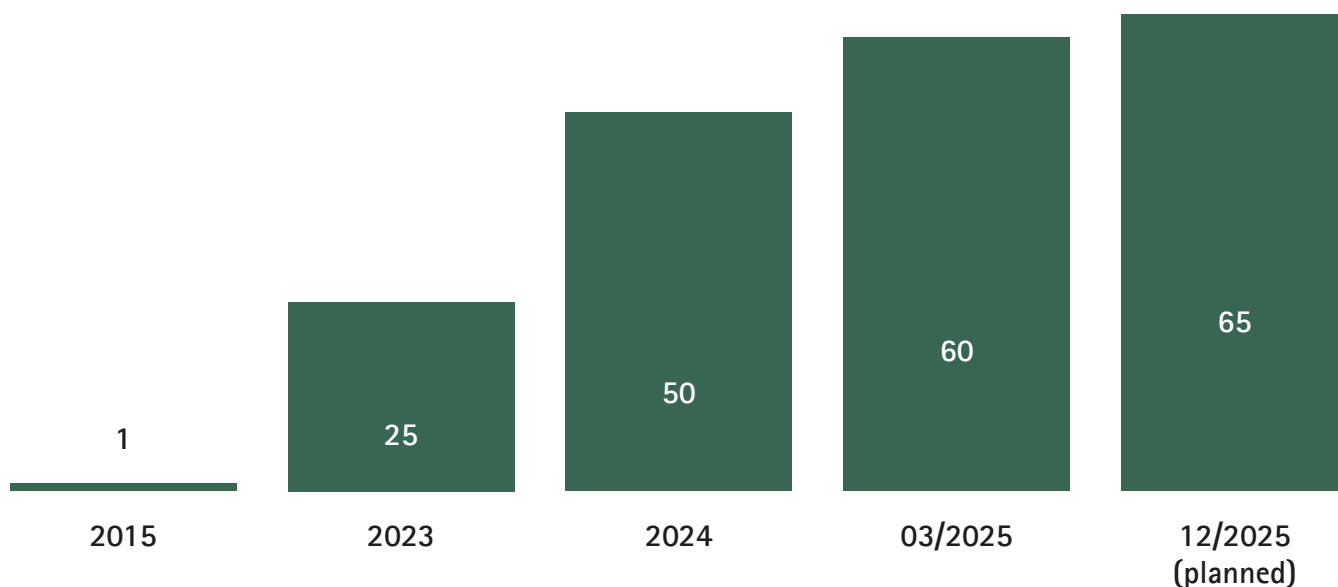
Photovoltaics generate electricity from renewable energy sources without releasing CO₂. We have therefore installed photovoltaic systems to generate our own electricity at our Hettich sites wherever possible. In addition to the existing or expanded photovoltaic systems at our Hettich headquarters in Kirchlegern, an additional 4,880 modules with a total output of 2,000 kilowatt peak were installed on the new multifunctional hall C3. Photovoltaic systems also generate environmentally friendly electricity from the power of the sun at the sites in Vlotho/Exter (Germany), Aizarnazabal (Spain) as well as Vadodara and Indore (India).



SUSTAINABLE MOBILITY MANAGEMENT

Our Hettich mobility team wants to make the company vehicle fleet even more environmentally friendly in the future through further electrification: As of March 2025, 60 % of company vehicles in Germany are electrified, and this figure is expected to rise to 65 % by December.

Electrification company vehicles Hettich Germany in %



Since June 2024, only fully electric vehicle models have been available as company cars as standard. Other measures include the expansion of the charging infrastructure at our locations, sustainable travel planning, charging stations for e-bikes and the option of leasing bicycles in return for deferred compensation (JobRad).



Awarded TOP JobRad – Employer 2023

We are also continuing to expand our efforts to electrify the supply chain together with our logistics partners. For example, in close cooperation with a pioneer in sustainable logistics, several electric articulated tractor units have been successfully in use for Hettich in local and internal plant transport in East Westphalia to Frankenberg (Eder) since 2024. Our aim is to extend the electrification of our supply chain to other transport sections and at the same time integrate new ideas and technologies into the process.



ENERGY AND RESOURCE MANAGEMENT

Awards for sustainable buildings

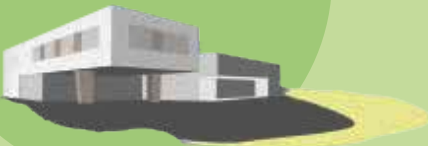
Sustainable building concepts are an important part of our ecological responsibility. Awards such as the 'Green Building Award', the 'Best Practice Energy Efficiency' label, the 'NRW Timber Construction Prize' and the 'Industrial Construction Prize for Sustainable Building' emphasise this. One particular, recent milestone is the new construction of our multifunctional production hall C3 at our headquarters in Kirchlingern, which is 84 % below the annual primary energy requirement according to the German 2020 Building Energy Act.

ENERGY EFFICIENT ARCHITECTURE



2008

Newly constructed
Hettich Forum,
Kirchlingern,
Germany



**EU-Green-
Building-certified**

2011



Newly constructed C2,
production facility, Bünde, Germany,
falls below the primary energy
requirement defined in the German
Energy Saving Regulation (EnEV)
from 2009 by

70%

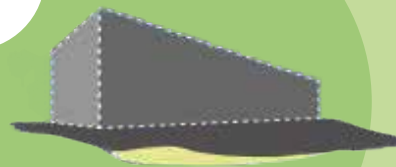
2017



Newly constructed B7,
production facility, Kirchlingern,
Germany, falls below the primary
energy requirement defined in the
German Energy Saving Regulation
(EnEV) from 2016 by

46%

2023



Newly constructed C3,
production facility, Kirchlingern,
Germany, falls below the annual
primary energy requirement defined
in the German Building Energy Act
(GEG) from 2020 by

84%

SUSTAINABLE PACKAGING SOLUTIONS

Recyclable materials, avoiding composite packaging materials, reducing the use of packaging materials, testing the use of plastics with a high recyclate content, trays made from regranulate, use of reusable packaging (pallets, wire mesh boxes, trays) – our packaging engineers minimise packaging effort according to the criteria 'avoid, use, recycle'.



CONSERVING RESOURCES THROUGH OPTIMISATION PROCESSES

At our Kirchlegern site, we have switched from the previous chemical paint stripping process to a more environmentally friendly method in parts of our drawer series production. In the traditional process, the rods for hanging the drawer shells were passed through a bath of chemical paint strippers to ensure consistent quality for the next

cycle. Now the rods are stripped inductively and conductively. This means that we apply heat to the rods using electricity and then brush off the powder residues. Chemical paint strippers are no longer used here. And the electricity required for the new process comes from 100 % renewable energy at the Kirchlegern site, of course!

TESTING NEW TECHNOLOGIES: WOOD GASIFICATION FOR PROCESS HEAT GENERATION

Another contribution to sustainability in the area of powder coating at the Kirchlegern site is the current testing of a synthesis gas plant. This plant uses waste wood from a waste disposal company in the immediate neighbourhood to produce fuel gas,

which is used to fire the curing ovens in our powder coating plant. The advantage of this process lies in the avoidance of fossil fuels using wood as a renewable energy source and in the resource-saving utilisation of waste wood.

PRODUCT-RELATED SUSTAINABILITY

At Hettich, we are working consistently to make our products ever more sustainable. For example, through design systems that enable single-origin recycling. This means that the materials can be returned to the material cycle at the end of a long product life.

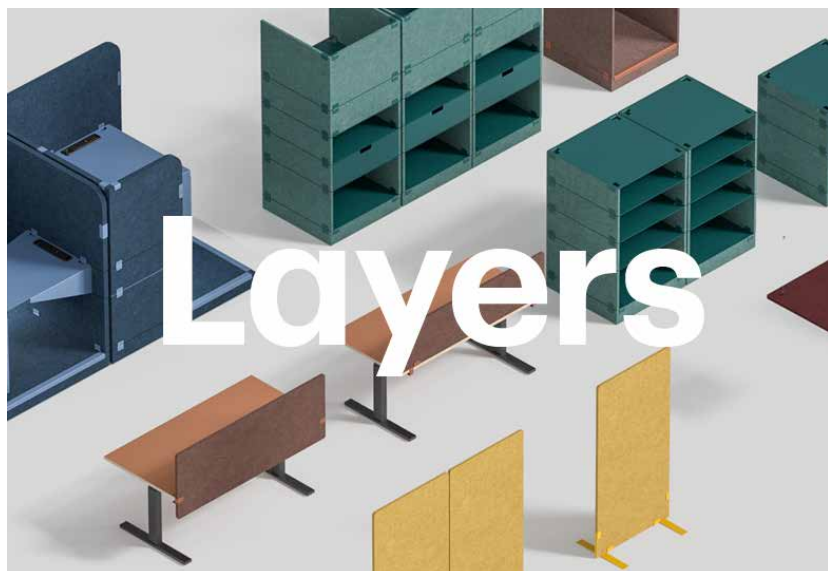
Our main product ingredient, steel, accounts for an average of 40 % recycled steel worldwide. Right from the product development stage, we attach the utmost importance to not using any materials that

are hazardous to health or the environment. We are constantly reviewing alternative options in order to manufacture our products using materials that are as environmentally friendly as possible. And we design our products to be as material-efficient as possible: as little as possible – only as much as is technically necessary. Incidentally, the high quality and long service life of Hettich products also help to conserve ecological resources.

A FEW EXAMPLES:

MODULARITY AND CIRCULARITY: LAYERS BY KUHN®

'Layers by KUHN®' is a two-part, interlocking modular system that enables simple repairs, upgrades or reconfigurations. It consists of just two components: laser-cut and bent steel and the multifunctional acoustic material iswall® and was designed with recyclability and dismantlability in mind. This extends the life cycle of the product and reduces the amount of waste.



SUSTAINABLE MATERIAL TRAY: SYSTEMA TOP 2000 OFFICE DRAWERS

In the workplace sector, our double-walled Systema Top 2000 drawer system is the tried-and-tested platform solution for organising office furniture. We have converted the 40 mm material trays and partitions of our 'Systema Top 2000' to recycled regranulate – primarily from post-consumer

recycled material. The use of regranulate from a certified source (EN 15343:2007) conserves natural resources, the plastic does not simply end up back in the environment and much less CO₂ is emitted overall.

ON THE WAY TO GREEN STEEL

We have already started a successful pilot project with CO₂-reduced steel in 2021. CO₂-reduced steel produces over 70 % less CO₂ emissions over the entire manufacturing process. After extensive life cycle testing, some of our Quadro drawer runners are now being produced with CO₂-reduced steel and

we want to further expand this field together with our customers.



CUSTOMERS SET AN EXAMPLE FOR SUSTAINABILITY WITH THE NORDIC SWAN LABEL – WE ARE RELIABLE PARTNERS

The qualification of products for environmental labels such as the 'Nordic Swan Ecolabel' demonstrates our commitment to pursuing sustainable paths together with our customers. The Nordic Swan Ecolabel, one of the most recognised labels in the world, is based on a comprehensive

life cycle analysis with the aim of minimising the environmental impact of production and consumption. With some of our Hettich products, we are qualified suppliers for our customers who want to show a visible sign of environmental responsibility with this eco-label.

DIGITAL HETTICH SPARE PARTS FINDER*

Repairing furniture yourself is more sustainable than throwing it away. And often only a few parts need to be replaced to make an 'old treasure' fully functional again. We also want to actively support end consumers in this task: With our online spare parts finder*, you can quickly find the right Hettich fitting and, if you wish, you can also order it online from a specialist retailer.

* currently only available in Germany

BIODIVERSITY

Biodiversity is an important factor in keeping the earth liveable for us and future generations. We want to continue to promote biodiversity as part of our sustainability strategy.

To this end, we have been planting bee-friendly flowering meadows at our German sites in Spenge, Kirchlegern, Vlotho/Exter and Frankenberg as well as Zdar in the Czech Republic since 2018. Other measures to promote biodiversity include green roofs at the Kirchlegern site, nesting boxes for birds of prey at our high-bay warehouse in Bünde or tree planting campaigns at our site in Indore (India).



GOVERNANCE



CORPORATE CULTURE

We want to create a particularly attractive and fair working environment for our colleagues, in which personal responsibility, creative freedom and the courage to try things out have their place and where everyone can contribute their strengths, passions and ideas in the best possible way. Our different perspectives are important to us. We therefore ensure that everyone feels free to contribute their voice in order to learn from each other. We rely on trust and transparency so that we can work together even more effectively in networks. We operate at eye level – free from hierarchies or organisational boundaries.

INVOLVEMENT AND BENEFITS FOR EMPLOYEES

„**Hettich Connect**“ is our internal digital communication platform, which is used by all colleagues worldwide to quickly and easily obtain information and exchange ideas. **Hettich Ideas Management** is open to suggestions for improvement from employees. Since 1994, **Inter|Action** has been a networking programme for talented colleagues to build professional networks, get to know the diversity of the Hettich Group and develop their intercultural communication and project management skills. With our internal '**live sustainable**' initiative, we invite all colleagues to help shape Hettich sustainability management

themselves in order to establish sustainable behaviour and thinking in all our activities.

We offer our colleagues a wide range of **corporate benefits** that go far beyond the fulfilment of international standards and legal requirements: These range from the company pension scheme, job bikes ("JobRad"), addiction prevention, employee counselling, the Hettich Bistro, company parties or family days, discounts for employees to Christmas baking or Easter egg painting with the children of our Hettich workforce.

DONATE YOUR TALENT

With 'Donate your talent', we promote the search for talent within the company and offer Hettich employees the opportunity to contribute their strengths in a holistic way. In 2022, Hettich won the 'Queb HR Innovation Award' with the 'Donate your talent' format.

HETTICH TOP EMPLOYER 2025 – KUNUNU SEAL

We are delighted to have received the '**Top Employer 2025**' award from the employer rating platform Kununu. From the point of view of our employees, this makes us one of the companies with the best working environment in Germany. We were recognised in particular for our good working environment, career & salary, diversity and corporate culture – with an impressive recommendation rate of 87 % over the last two years.

We are also delighted that Hettich India has been recognised as a '**Great Place to Work**' by the institute of the same name. According to this, 87 % of our employees are satisfied with us as an employer, which is above the average of the 100 best companies in India.



In 2024, 153 employees celebrated an impressive total of 4,355 years of loyalty to the company: Many of them have been a valuable part of our family business for 25 years or more, two of them even more than 50 years.



COMPLIANCE – WORKING TOGETHER TO PROTECT WHAT WE LOVE

As a family business, our strategies are always aimed at long term viability and not at short-term success. Compliance with laws, rules and internal voluntary commitments is a top priority for the Hettich Group. Legality and integrity in our actions are the basis of trust, credibility and long-term success.

As an internationally active company, we at Hettich are committed to the **Universal Declaration of Human Rights**. We voluntarily adhere to the 10 sustainability principles of the **United Nations Global Compact** for the implementation of the 17 Sustainable Development Goals of the United Nations. We are also committed to the **core labour standards of the International Labour Organization (ILO)**.

HETTICH CODE OF CONDUCT FOR EMPLOYEES

Based on the applicable laws, international standards and our own voluntary commitment, our internal Code of Conduct communicates the company's values and ethical principles to every

colleague at Hettich worldwide. All employees are instructed in a specially designed training programme, including practical examples, when they are newly hired and annually thereafter.

RESPONSIBILITY IN THE SUPPLY CHAIN

With our Code of Conduct for Suppliers, we are bringing our standards into the supply chain and involving our business partners in the development of ethical standards and the establishment of social, economic and environmental responsibility. The

Code of Conduct forms the basis for any business relationship with the Hettich Group. With the help of AI-based risk management, we also keep an eye on our supply chain and work proactively to minimise risks for us and our customers.

COMPLIANCE MANAGEMENT

In order to be up to date at all times, we have implemented cross-group exchange formats for various compliance aspects (e.g. human resources, occupational safety, customs and foreign trade, etc.) and appointed responsible persons who

regularly discuss common challenges. Violations of applicable rules, whether legal or voluntary, are comprehensively analysed, punished and, where necessary, structures are changed to effectively prevent a recurrence.

WHISTLEBLOWING PORTAL

In addition to internal contact points, we have also set up a whistleblowing portal whistleblowing.hettich.com, which can be used to report possible violations of legal regulations or voluntary commitments by

our Group – even anonymously. This can be used by both company employees and external stakeholders such as customers, local communities or employees of suppliers.