

## 07

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07.1

# GRI Content Index

**Statement of use**

Hager SE (Hager Group) has reported in accordance with the GRI Standards for the period 01.01.2024 and 31.12.2024. It also includes ESRS interoperability.

**GRI 1 used**

GRI 1: Foundation 2021

GRI standard/ other source	Disclosure	ESRS alignment	Location/explanation	Omission		
				Requirement(s) omitted	Reason	Explanation
<b>General Disclosures</b>						
<b>GRI 2: General Disclosures 2021</b>	2-1 Organisational details		a. Hager SE b. Hager SE (Hager Group) is a family-owned company. c. The headquarter of the Group is in Blieskastel, Germany d. Section <a href="#">Hager at a glance</a>			
	2-2 Entities included in the organisation's sustainability reporting	ESRS 2 BP-1 §5a, (b) i	a. Appendix-I Hager entitites (2024) b. All entitites in the Hager SE (Hager Group) financial reporting are included in ist sustainability report c. Section 1.3.2 Scope and external assurance  Estimation methodologies like extrapolation are implemented when data availability and quality do not meet the required standards. To illustrate, extrapolation is used as an alternative when isolated office size is deemed not material in terms of impact. Newly acquired entities are included in sustainability reporting as part of an onboarding period implemented by our manufacturing department.			A white cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.
	2-3 Reporting period, frequency and contact point		a. 1 January to 31 December, frequency of sustainability reporting is annual b. 1 January to 31 December c. 12.09.2025 d. contact			
	2-4 Restatements of information	ESRS 2 BP-2 §13 (a) to (c), §14 (a) to ©	a. Section 6.2.4.2 Our 2021 baseline			



GRI standard/ other source	Disclosure	ESRS alignment	Location/explanation	Omission		
				Requirement(s) omitted	Reason	Explanation
GRI 2: General Disclosures 2021	2-5 External assurance		<p>a. Hager Group underwent external assurance of its sustainability report for the first time in the 2024 reporting year. While a formal policy for seeking external assurance is not yet established, our practice is to comply with all applicable legal requirements for assurance engagements. In such cases, members of the Board of Directors are informed of the assurance scope and results, and are involved in reviewing and approving the relevant legal documents. Senior executives are also engaged in providing the required information to the assurance provider to facilitate the process.</p> <p>b. Section 1.3.2 Scope and external assurance Assurance statement</p>	A white cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	2-6 Activities, value chain and other business relationships	ESRS 2 SBM-1 §40 (a) i to (a) ii, §42 (c)	<p>a. According to the Global Industry Classification Standard (GICS), Hager Group is active in the Industrial Sector, under Capital Goods: Electrical Equipment. According to the Sustainable Industry Classification System, Hager Group is active in the Thematic Sector: Resource Transformation under: Electrical &amp; Electronic Equipment (RT-EE).</p> <p>b. Section 1.5 Collaborative value chain for sustainability Section <a href="#">Hager at a glance</a> Section Products and services - <a href="#">Hager Group Sustainability Report 2023</a></p> <p>c. Other relevant business relationships are:</p> <ul style="list-style-type: none"> <li>- Technology and innovation partnerships with research institutions and universities for research and development</li> <li>- Third-party logistics providers</li> <li>- Banks and financial institutions</li> <li>- Government Agencies and Regulatory Bodies</li> <li>- Consumer support and after-sales service</li> <li>- Labor unions and workforce representatives</li> <li>- IT service providers</li> </ul> <p>d. No significant changes observed in the activities, value chain and other business relationships from the previous reporting year</p>			
	2-7 Employees	ESRS 2 SBM-1 §40 (a) iii; ESRS S1 S1-6 §50 (a) to (b) and (d) to (e), §51, §52	<p>a. to c. Appendix-V Human Resources (HR) data</p> <p>d. While Hager Group has a global presence, its production is mainly concentrated in Europe. In most of the countries outside Europe, except China and India, we have distribution and service offices. As a result there is a high concentration of employees in Europe, China and India. Places with below 100 employees are all service and distribution offices.</p> <p>e. Hager Group's talent attraction and retention initiatives have contributed to a decrease in the company's attrition rate, from 7,8% in 2023 to 7,6% in 2024. The overall workforce reduction reflects the company's strategic adaptation to the evolving economic landscape, ensuring a balanced approach to workforce stability and sustainable growth.</p>	b (iii). Non-guaranteed hours employees, and breakdown by gender and by region	Not applicable	Hager Group has not enrolled and employee as non-guaranteed hours employees



GRI standard/ other source	Disclosure	ESRS alignment	Location/explanation	Omission		
				Requirement(s) omitted	Reason	Explanation
GRI 2: General Disclosures 2021	2-8 Workers who are not employees	ESRS S1 S1-7 §55, §56	<p>a. &amp; b. Appendix-V Human Resources (HR) data</p> <p>a. 75% of those workers represent Leased employees, employed by a third party leasing company. They worked in our Manufacturing &amp; Logistics sites as well as Contractors who help us to acquire a given skill set or special field of expertise for defined period of time. The remaining 25%; of the workers represented New Acquired Company employees, our own workforce from the recently acquired companies and are on the way to be integrated to our Processes.</p> <p>c. No significant fluctuation in the external worker has been noticed between 2023 and 2024.</p>			
	2-9 Governance structure and composition	ESRS 2 GOV-1 §21(a) to (c), and (e), §22 (a), §23	<p>a. &amp; b. Section 3.3 Sustainability governance</p> <p>c. Appendix-III Management structure (2024)</p>			
	2-10 Nomination and selection of the highest governance body		<p>a. The highest governance body has two boards: the Executive Board and the Supervisory Board.</p> <p>b. Executive Board: It is crucial to note that, as per section 76 of the Stock Corporation Act, in Hager SE, only a natural person with unlimited legal capacity can be a member of the board. It is strictly prohibited for a person to be a member of the executive board if the person:</p> <ul style="list-style-type: none"> <li>i. is subject to a reservation of consent (Section 1825 of the Civil Code) in whole or in part when managing their financial affairs</li> <li>ii. takes up a profession or a professional branch due to a court judgement or an enforceable decision of an administrative authority, cannot be a member of the board, and may not carry out a trade or a branch of trade if the object of the business corresponds in whole or in part of the object of the ban, or</li> <li>iii. has been convicted of one or more intentionally committed criminal offences listed in Section 76(3) of the Stock Corporation Act.</li> </ul> <p>Supervisory Board: The member of the Supervisory Board, a role of significant responsibility, must have reached the age of 30 and must be an individual who, based on training and experience, can fulfil the tasks assigned to the Supervisory Board. As per section 100 of the Stock Corporation Act, in Hager SE, no one may be a member of the supervisory board who:</p> <ul style="list-style-type: none"> <li>i. is already a member of the supervisory board of ten commercial companies that are legally required to form a supervisory board,</li> <li>ii. is the legal representative of an enterprise controlled by the company</li> <li>iii. is the legal representative of a company whose supervisory board considers a member of the executive board as its member.</li> </ul>			



GRI standard/ other source	Disclosure	ESRS alignment	Location/explanation	Omission		
				Requirement(s) omitted	Reason	Explanation
<b>GRI 2: General Disclosures 2021</b>	2-11 Chair of the highest governance body		Mr. Daniel Hager is the Chairman of the Supervisory Board and he is not a senior executive in the organisation	b. if the chair is also a senior executive, explain their function within the organisation's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated.	Not applicable	The chairman is not a senior executive
	2-12 Role of the highest governance body in overseeing the management of impacts	ESRS 2 GOV-1 §22(a) to (c); GOV-2 §26 (a) to (b); SBM-2 §45 (d)	a. & b. Section 3.3 Sustainability governance  c. The Supervisory Board, as the highest governance body, regularly reviews the effectiveness of the organisation's processes related to due diligence and impact management. This review is mandated to occur at least once every calendar quarter, as per the rules of procedure for the supervisory board. Additionally, significant decisions and outcomes of these processes are reported to the Supervisory Board on a regular basis, ensuring transparency and accountability in governance practices.			
	2-13 Delegation of responsibility for managing impacts	ESRS 2 GOV-1 §22 (c); GOV-2 §26 (a)	a. Section 3.3 Sustainability governance  b. The executive board and the supervisory board work closely together for the benefit of the company. The Executive Board informs the Supervisory Board regularly, promptly and comprehensively about the organisation's impact on the economy, environment, and people. The Executive Board and the Supervisory Board agree on a reporting system for this purpose. When reporting, the Executive Board must address any deviations in actual developments from previously reported goals and provide reasons. The Executive Board must inform the Supervisory Board in particular about any deficiencies that arise in the risk management system to be set up by the Executive Board in accordance with Section 91 (2) AktG. Each board member reports separately to the supervisory board about the individual departments. Management reports and documents required for decisions, in particular the annual financial statements, the consolidated financial statements and the audit reports, must be sent to the members of the Supervisory Board as early as possible before the meeting. As a rule, the management board reports must be submitted in writing unless, in individual cases, oral reporting is sufficient or necessary due to the urgency.			
	2-14 Role of the highest governance body in sustainability reporting	ESRS 2 GOV-1 §22 (b); IRO-1 53(d)	a. Section 1.3 Sustainability reporting excellence	b. if the highest governance body is not responsible for reviewing and approving the reported information, including the organisation's material topics, explain the reason for this.	Not applicable	Highest governance body is responsible for reviewing and approving the reported information



GRI standard/ other source	Disclosure	ESRS alignment	Location/explanation	Omission		
				Requirement(s) omitted	Reason	Explanation
GRI 2: General Disclosures 2021	2-15 Conflicts of interest		a. Section 4.1 Our ethical commitment Section 4.3 Driving ethical behaviour	b. report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to: i. cross-board membership; ii. cross-shareholding with suppliers and other stakeholders; iii. existence of controlling shareholders; iv. related parties, their relationships, transactions, and outstanding balances.	Confidentiality constraints	Hager Group sustainability report discloses the number of cases regarding conflict of interest. However, due to sensitivity reasons the details of such issues are kept confidential.
	2-16 Communication of critical concerns	ESRS 2 GOV-2 26(a); ESRS G1 G1-3 §18 (c)	a. & b. Section 4.4 Reporting integrity alerts a. GCC (Group Compliance Committee) information channels and tools i. The register of conflicts of interest available in many languages (French – German – English – Chinese – Polish – Italian – Spanish – Portuguese). Employees and manager are given access to this register where they can fill the information about the received gift thanks to a drop-down menu. This data, fed into a summary Excel file, is accessible to members of the Group Compliance Committee (“GCC”) in the “compliance-home” area. The GCC will go through the file every quarter. The HR representative on the GCC is the owner of this process who communicates about the ethical concerns to the Board of Directors.  ii. Implementation of the HAGER Integrity Reporting System “Let’s talk” Available to all employees of Hager Group and to all external partner (temporary employees, customers, suppliers, other business partner). It’s planned to organise a final report of the outcome of every case to the GCC which will decide (i) to inform the Board of Directors about cases with high risk for financial damages or reputation immediately and (ii) about appropriate suitable measures.			



GRI standard/ other source	Disclosure	ESRS alignment	Location/explanation	Omission		
				Requirement(s) omitted	Reason	Explanation
<b>GRI 2: General Disclosures 2021</b>	2-17 Collective knowledge of the highest governance body	ESRS 2 GOV-1 §23	<p>a. Management Summer School (MSS) has strengthened the sustainability competencies of its highest governance body. It brings together Board members, senior leaders, young talents, and external experts to explore topics central to innovation, digitalisation, and sustainable development. The MSS includes guest speakers, cross-industry learning expeditions, and site visits, providing diverse insights into transformation and best practices. This ongoing learning journey ensures the Group's leadership remains equipped to integrate sustainability into strategic decision-making.</p> <p>Additionally, Hager Group has established governance mechanisms to collectively strengthen sustainability expertise. The Board of Directors regularly deliberates on strategy, policies, and sustainable development goals, supported by the Sustainability Council led by the CHRO with participation from the CTO and CMO. This council identifies material impacts, risks and opportunities, sets goals, and monitors progress, with outcomes such as the Sustainability Policy and Blue Planet Commitment strategy. Sustainability matters identified by the Council are systematically integrated into Board meetings, ensuring that oversight of IROs is embedded in collective decision-making. This approach enhances the overall knowledge and capacity of the governance bodies.</p>			
	2-18 Evaluation of the performance of the highest governance body		<p>a. The Supervisory Board of Hager Group assesses the performance of the executives on the Board of Directors based on the annual targets set by the Board of Directors. These targets are aligned with the company's strategic priorities and include a significant focus on sustainability.</p> <p>b. The evaluation process is independent and aligns with the group and individual targets of the executives on the Board of Directors and is conducted twice a year.</p> <p>c. The Supervisory Board members decide the actions in response to the evaluations, including the performance based incentive.</p>			
	2-19 Remuneration policies	ESRS 2 GOV-3 §29 (a) to (d)	a. i. & b. Section 3.3.2 Incentive policy	<p>a. describe the remuneration policies for members of the highest governance body and senior executives, including:</p> <ul style="list-style-type: none"> <li>ii. Sign-on bonus or recruitment incentive payments</li> <li>iii. termination payments;</li> <li>iv. clawbacks;</li> <li>v. retirement benefits;</li> </ul>	Not applicable	Not a regular element, so no policy



GRI standard/ other source	Disclosure	ESRS alignment	Location/explanation	Omission		
				Requirement(s) omitted	Reason	Explanation
GRI 2: General Disclosures 2021	2-20 Process to determine remuneration	ESRS 2 GOV-3 §29 (e)	<p>a. Hager Group salary management principles are based on market best and standard practices. The salary and increment for each job band take local market specificities (inflation, unemployment, labour regulations, etc.) into consideration. It also counts in employee contribution while evaluating an individual's evolution. The salary management principles in Hager Group consider two groups: Senior Managers and executives and below Senior Managers.</p> <p>Senior Managers &amp; Executives:</p> <ol style="list-style-type: none"> <li>1) In Germany and France, there is an industry-specific predefined salary range for each job band. The annual base salary is decided from this range.</li> <li>2) In the rest of its operating countries, Hager Group considered Mercer's median to decide the annual base salary per job band. Mercer is the world's largest and most comprehensive remuneration database.</li> <li>3) Group Compensation and Benefits prepares and coordinates Salary Reviews at the group level.</li> </ol> <p>Below Senior Managers:</p> <ol style="list-style-type: none"> <li>1) Mercer median on Target Total Cash (Annual Base Salary + any Target short-term or Target sales bonus) is used to assess the salary per job band.</li> <li>2) Salary review (files) prepared and coordinated by Local HRBPs/People Solutions according to Group C&amp;B guidelines.</li> </ol> <p>Hager Group applies a Merit Matrix for senior managers and executives to link annual salary increments with individual performance, Compa Ratio (current salary vs. median), and the merit budget. The matrix is updated annually by country, reflecting local salary budgets, inflation, and specific context. Performance is assessed through an annual appraisal rating (1–5), based on continuous delivery, alignment with leadership behaviours, and Hager Group values.</p> <p>In addition, salary management principles account for statutory or negotiated general increases set by governments or social partners, which apply regardless of individual performance.</p> <p>This remuneration process is approved by the Board of Directors. When determining the total remuneration of an executive board member the supervisory board ensures that it is appropriate for the board members tasks and services, including sustainability and long-term development-related tasks.</p>	b. report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable.	Not applicable	Remuneration policy is finalised in board meeting after consent of all the executives. No voting system is involved in the process.
	2-21 Annual total compensation ratio				Completely Omitted	Not applicable



GRI standard/ other source	Disclosure	ESRS alignment	Location/explanation	Omission		
				Requirement(s) omitted	Reason	Explanation
<b>GRI 2: General Disclosures 2021</b>	2-22 Statement on sustainable development strategy	ESRS 2 SBM-1 §40 (g)	<a href="#">CEO Letter</a>			
	2-23 Policy commitments	ESRS 2 GOV-4; MDR-P §65 (b) to (c) and (f); ESRS S1 S1-1 §19 to §21; ESRS S4 S4-1 §15 to §17; ESRS G1 G1-1 §9	a. to f. Section 4.1 Our ethical commitment <a href="#">Declaration of principles on respect for human rights</a> <a href="#">Ethics Charter</a>			
	2-24 Embedding policy commitments	ESRS 2 GOV-2 §26 (b); ESRS G1 §10 (g)	a. Section 3.4 Embedding sustainability in daily operations Section 4.3 Driving ethical behaviour			
	2-25 Processes to remediate negative impacts	ESRS S1 S1-3 §32 (b), (c) and (e)	a. to c. Section 4.3 Driving ethical behaviour Section 5.4 Social dialogue  d. To ensure the effectiveness and continuous improvement of its grievance mechanisms, Hager Group has established an Ethics Ambassadors network. These are employees who voluntarily promote and support ethical business conduct across the organisation. They also play an active role within the grievance system, “Let’s Talk”, by raising concerns, participating in internal investigations, and providing input to enhance the system. Additionally, through regular dialogue with colleagues, Ethics Ambassadors contribute to the review, operation, and ongoing improvement of grievance mechanisms.  e. The effectiveness of Hager Group’s grievance system, “Let’s Talk”, is tracked through a set of KPIs and a follow-up on remediation plans. They are reviewed each week by the Ethics Team, and regularly reviewed by the Vorstand, our Board of Directors. For instance, the timeliness of the resolution process, the closure rate, the impact on stakeholders are important elements that are scrutinised.  The effectiveness of the grievance mechanisms can be seen through the impact it has. When a grievance is substantiated, it leads to actions and/or sanctions. For instance, in 2024, 5 disciplinary dismissals were issued. It can also be seen through the number of concerns received, which highlights an increasing trust in the grievance system. Between 2023 and 2024, the number of reports received increased by 28%.			



GRI standard/ other source	Disclosure	ESRS alignment	Location/explanation	Omission		
				Requirement(s) omitted	Reason	Explanation
<b>GRI 2: General Disclosures 2021</b>	2-26 Mechanisms for seeking advice and raising concerns	ESRS S1 S1-3 §32 (d); ESRS G1 G1-1 §10 (a); G1-3 §18 (a)	a. Section 4.3 Driving ethical behaviour Section 4.4 Reporting integrity alerts			
	2-27 Compliance with laws and regulations	ESRS G1 G1-4 §24(a) & (b) ESRS S1 S1-17 §103 (c) & (d)	a. There are not instances of non-compliance with laws and regulations registered in the reporting period.  b. There are not monetary fines imposed on Hager Group in the reporting period due to non-compliance with laws and regulations.	c. describe the significant instances of non-compliance;  d. describe how it has determined significant instances of non-compliance.	Not applicable	Hager Group has not paid any fine or non-monetary sanctions for reasons of non-compliance with laws and regulations.
	2-28 Membership associations		As a member of the ZVEI   Germany's Electro and Digital Industry, Hager Group provides expert input in the opinion-forming process that shapes and promotes sustainable development in Germany and Europe. In addition to the ZVEI, Hager Group is an active member in the following associations:  - The German Sustainable Building Council (DGNB) – Europe's biggest network for sustainable building. - European Committee of Electrical Installation Equipment Manufacturers (CECAPI). - Coordinating Committee for the Associations of Manufacturers of Switchgear and Control gear equipment for industrial, commercial and similar use in the European Union. (CAPIEL). - Europe's technology industries at EU level: innovative companies across the mechanical engineering, electrical and electronics, ICT and metal technology sectors that develop and manufacture the products, systems and services that enable a prosperous and sustainable future: ORGALIM. - The Spanish Association of Manufacturers of Electrical Material (AFME). - UK trade association for manufacturers and providers of energy infrastructure technologies and systems (BEAMA). - The trade association for electro digital technologies in France (GIMELEC). - The French Industrial Alliance that offers electrical and digital solutions to give life and animate the building for the benefit of its occupants (IGNES). - The French Federation of Electrical, Electronic and Communication Industries. (FIEEC) - The Austrian Association of the electrical and electronics industry (FEEI). - Federation of electrotechnical and electronics sector in Italy (ANIE).			
	2-29 Approach to stakeholder engagement	ESRS 2 SBM-2 §45 (a) i to (a) iv; ESRS S1 S1-2 §28	a. Section 2.1.1.2 Stakeholder mapping and engagement			



GRI standard/ other source	Disclosure	ESRS alignment	Location/explanation	Omission		
				Requirement(s) omitted	Reason	Explanation
<b>GRI 2: General Disclosures 2021</b>	2-30 Collective bargaining agreements	ESRS S1 S1-8 §60 (a)	a. Appendix-V Human Resources (HR) data	b. for employees not covered by collective bargaining agreements, report whether the organisation determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organisations.	Information unavailable/incomplete	Approximately 10% of our workforce is not currently covered by a collective bargaining agreement. For these employees, we are in the process of strengthening our internal procedures to ensure that their working conditions and terms of employment are, wherever feasible, aligned with the provisions of collective agreements applied within the organisation.  At present, the employment conditions for these employees fully comply with the applicable national labour laws and regulations in the countries where they are employed.
	<b>Material topics</b>					
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	ESRS 2 IRO-1 §53 (b) ii to (b) iv	a. & b. Section 2.1 Methodology	A white cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	3-2 List of material topics	ESRS 2 SBM-3 §48 (a)	a. & b. Section 2.2.4 Finalisation and validation of material topics			



GRI standard/ other source	Disclosure	ESRS alignment	Location/explanation	Omission		
				Requirement(s) omitted	Reason	Explanation
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics		a. to f. Section 3.5 Sustainable sourcing			
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers		a. Section 3.5.6 Supporting local suppliers b. "Local" refers to the countries where we have "significant locations of our operations" c. "Significant locations of operations" are the countries of Hager SE's manufacturing sites: France, Germany, Italy, Switzerland, Poland, China, India, Spain			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics		a. & b. Appendix-II Impacts, Risks and Opportunities (IROs) (2024) c. Section 3.4 Embedding sustainability in daily operations d. to f. Chapter 4 - Ethics			
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption		a. All the 23 manufacturing locations, i.e. 100% of Hager Group operation sites are assessed for risks related to corruption. b. Section 4.2 Ethical risk assessment			
	205-2 Communication and training about anti-corruption policies and procedures	ESRS G1 G1-3 §20, §21 (b) and (c)	a. All 11 members of our governance bodies, including the Board of Directors and Supervisory Board, have been fully informed (100% coverage) about our Ethics Charter and its anti-corruption policies. Whistleblowing procedures are detailed in the 'Let's Talk' document. Both resources are accessible via our Document Management System and Hager Live platform, ensuring transparency and easy reference. b. Appendix-IV Ethics data c. Section 3.5.2 Supplier code of conduct d. 66% of Board of directors have received training on anti-corruption. Remaining has started and under progress. e. Section 4.3.1 Ethics training programme			
	205-3 Confirmed incidents of corruption and actions taken	ESRS G1 G1-4 §25	a. to c. Section 4.4 Reporting integrity alerts d. No public legal cases regarding corruption brought against the organisation or its employees during the reporting period.			



GRI standard/ other source	Disclosure	ESRS alignment	Location/explanation	Omission		
				Requirement(s) omitted	Reason	Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics	ESRS E5 E5-1 §12; E5-2 §17; E5-3 §21	a. & b. Appendix-II Impacts, Risks and Opportunities (IROs) (2024)  c. & d. Section 6.5 Resource use and circularity	e. report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions ii. goals, targets, and indicators used to evaluate progress iii. the effectiveness of the actions, including progress toward the goals and targets iv. lessons learned and how these have been incorporated into the organisation's operational policies and procedures f. describe how engagement with stakeholders was informed the actions taken (3-3-d), and how it has informed whether the actions have been effective (3-3-e)	Information unavailable/ incomplete	Hager Group has only recently initiated actions on this topic. As a result, no formal targets or monitoring processes have yet been established to assess effectiveness. In the absence of such mechanisms, we are currently unable to report on actions and the effectiveness of these actions to our stakeholders.
GRI 301: Materials 2016	301-1 Materials used by weight or volume	ESRS E5 E5-4 §31 (a)	a. Section 6.5.1 Circular economy principles in our inflows			
	301-2 Recycled input materials used	ESRS E5 E5-4 §31 (c)	a. Section 6.5.1 Circular economy principles in our inflows			
	301-3 Reclaimed products and their packaging materials			Completely Omitted	Information unavailable/ incomplete	Hager Group currently do not compile this data.



GRI standard/ other source	Disclosure	ESRS alignment	Location/explanation	Omission		
				Requirement(s) omitted	Reason	Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics		<p>a. &amp; b. Appendix-II Impacts, Risks and Opportunities (IROs) (2024)</p> <p>c. &amp; d. Section 16.3 Energy</p> <p>f. At each manufacturing site, stakeholders responsible for energy management are actively involved in discussions and decision-making on energy-related matters. The outcomes of their initiatives are shared with them through internal meetings and are also reported in the company's sustainability report.</p>	<p>e. report the following information about tracking the effectiveness of the actions taken:</p> <ul style="list-style-type: none"> <li>i. processes used to track the effectiveness of the actions</li> <li>ii. goals, targets, and indicators used to evaluate progress</li> <li>iii. the effectiveness of the actions, including progress toward the goals and targets</li> <li>iv. lessons learned and how these have been incorporated into the organisation's operational policies and procedures</li> </ul>	Information unavailable/incomplete	Hager Group does not have a specific goal linked to this topic. The topic is managed in alignment with our GHG reduction targets.
GRI 302: Emissions 2016	302-1 Energy consumption within the organisation	ESRS E1 E1-5 §37 & §38	<p>a. to c. &amp; e. Section 6.3.2 Our energy mix</p> <p>d. Appendix-VI Environment data</p> <p>f. &amp; g. Section 6.3.1 Methodology</p>			
	302-2 Energy consumption outside of the organisation		<p>a. Appendix-VI Environment data</p> <p>b. &amp; c. We monitor the energy consumption of our third-party logistics providers, as these activities fall under our Scope 3-1 emissions (Purchased Goods and Services). Energy data, including electricity and natural gas consumption, is collected annually in kWh from each site. When site-specific data is not available, consumption is estimated based on the area (m<sup>2</sup>) used by our operations. No conversion ratio is applied.</p>			
	302-3 Energy intensity	ESRS E1 E1-5 §40	<p>a. &amp; b. Appendix-VI Environment data</p> <p>c. &amp; d. Section 6.3.2 Our energy mix</p>			



GRI standard/ other source	Disclosure	ESRS alignment	Location/explanation	Omission		
				Requirement(s) omitted	Reason	Explanation
<b>GRI 302: Emissions 2016</b>	302-4 Reduction of energy consumption		a. & b. Appendix-VI Environment data  c. & d. Section 6.3.2 Our energy mix			
	302-5 Reductions in energy requirements of products and services		There is no significant reduction in energy requirement of our sold products and services	b. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.  c. Standards, methodologies, assumptions, and/or calculation tools used.	Not applicable	No calculation is being made because the energy requirement of sold products and services remains the same.
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics		a. & b. Appendix-II Impacts, risks and opportunities (IROs) (2024)  c. Section 3.4 Embedding sustainability in daily operations  d. Section 6.1 Our Blue Planet Commitment  e. Section 6.2.3 SBTi commitment  f. All the stakeholders responsible for GHG emission management are actively involved in discussions and decision-making on topic. The outcomes of their initiatives are shared with them through internal meetings and are also reported in the company's sustainability report.			
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	ESRS E1 E1-6 48 (a) & (b)	a. Section 6.2.4.3 Emissions evolution overview  b. & e. to g. Section 6.2.4.1 Methodology  c. Appendix-VI Environment data  d. Section 6.2.4.2 Our 2021 baseline			
	305-2 Energy indirect (Scope 2) GHG emissions	ESRS E1 E1-6 §49 (a) & (b)	a. & b. Section 6.2.4.3 Emissions evolution overview  c. & e. to g. Section 6.2.4.1 Methodology  d. Section 6.2.4.2 Our 2021 baseline			



GRI standard/ other source	Disclosure	ESRS alignment	Location/explanation	Omission		
				Requirement(s) omitted	Reason	Explanation
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	ESRS E1 E1-6 §51	a. Section 6.2.4.3 Emissions evolution overview b. d. & f. to g. Section 6.2.4.1 Methodology e. Section 6.2.4.2 Our 2021 baseline	c. Biogenic CO <sub>2</sub> emissions in metric tonnes of CO <sub>2</sub> equivalent.	Not applicable	In our GHG emission calculation, wherever applicable, biogenic emission is a part of the emissions per category. It is not calculated separately.
	305-4 GHG emissions intensity	ESRS E1 E1-6 §53	a. to c. Appendix-VI Environment data d. All the listed cases are included in the calculation			
	305-5 Reduction of GHG emissions		a. & d. Section 6.2.4.3 Emissions evolution overview b. & e. Section 6.2.4.1 Methodology c. Section 6.2.4.2 Our 2021 baseline			
	305-6 Emissions of ozone-depleting substances (ODS)			Completely Omitted	Not applicable	Hager Group production system does not have the emission of such gases
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions			Completely Omitted	Not applicable	Hager Group production system does not have the emission of such gases



GRI standard/ other source	Disclosure	ESRS alignment	Location/explanation	Omission		
				Requirement(s) omitted	Reason	Explanation
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics		a. to f. Section 3.5.3 Managing supply chain risk: leveraging AI for real-time ESG risk monitoring			
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	ESRS G1 G1-2 §15 (b)	a. Total 2.075 active suppliers were screened using environmental criteria. No new suppliers were added in the reporting year.			
	308-2 Negative environmental impacts in the supply chain and actions taken		a. Section 3.5.3 Managing supply chain risk: leveraging AI for real-time ESG risk monitoring b. 7 c. 22 d. 0,34% e. 0			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics		a. & b. Appendix-II Impacts, risks and opportunities (IROs) (2024) c. & d. Section 5.5 Our learning organisation Section 5.6 Strategic workforce planning f. Section 5.4 Social dialogue	e. report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions ii. goals, targets, and indicators used to evaluate progress iii. the effectiveness of the actions, including progress toward the goals and targets iv. lessons learned and how these have been incorporated into the organisation's operational policies and procedures	Information unavailable/incomplete	Hager group has initiated Human sustainability programme in 2025. Under this programme goals and targets related to these topics will be finalised.



GRI standard/ other source	Disclosure	ESRS alignment	Location/explanation	Omission		
				Requirement(s) omitted	Reason	Explanation
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	ESRS S1 S1-6 §50 (c)	a. & b. Appendix-V Human Resources (HR) data			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	ESRS S1 S1-11 §74; §75; §AR 75		Completely Omitted	Information unavailable/incomplete	We don't have the overview currently. We will start working on it from 2026
	401-3 Parental leave	ESRS S1 S1-15 §93	a. to c. Appendix-V Human Resources (HR) data	d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.  e. Return to work and retention rates of employees that took parental leave, by gender	Information unavailable/incomplete	Report not yet available for such calculation. Data will be available for 2026.
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics		a. & b. Appendix-II Impacts, risks and opportunities (IROs) - 2024  c. to f. Section 5.7 Occupational health and safety			
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	ESRS S1 S1-1 §23; S1-1 §23	a. Section 5.7 Occupational health and safety  All manufacturing sites are currently individually third-party certified to ISO45001, Safety and Health Management system. Hager Group recognises that OH&S risk is primarily located in this area. There is no legal requirement to implement ISO45001, although the local legislation for the countries we operate in do require we discharge our duty of care for a safety and healthy workplace by implementing safe systems of work.  b. Current scope for activities under ISO45001 include manufacturing (electro-chemical switch manufacturing including injection moulding, steel stamping, and manual assembly) and related logistics for raw materials internal logistics and warehousing.			



GRI standard/ other source	Disclosure	ESRS alignment	Location/explanation	Omission		
				Requirement(s) omitted	Reason	Explanation
<b>GRI 403: Occupational Health and Safety 2018</b>	403-2 Hazard identification, risk assessment, and incident investigation	ESRS S1 S1-3 §32(b) and §33	<p>a. to c. Section 5.7 Occupational health and safety</p> <p>d. We have a well-established health &amp; safety reporting and investigation process. The process has clearly laid out the timeline for raising (1) a safety alert, (2) conduct a investigation according to 5Why methodology, (3) Analysis of contributing factors according to Organisation/Procedure/Team and individual actions/absent defences categories, (4) recommendations to mitigation current risks and preventive actions to help prevent repeat events, and (5) lessons learned to help the organisation reflect and implement relevant improvements outside where the incident occurred.</p> <p>Responsible persons are assigned for the process steps and resulting actions. As per the process a safety alert must be raised within 24 hours of an incident. Site/function leader is responsible to raise the alert. Investigation of the incident and its report along with the recommended improvements has to be submitted within 5 working days of the incident by the site/function leader. Once the investigation report along with the recommendations is submitted the Group H&amp;S Board (scope extended Group-wide in Q3, 2024) will review the accident report and decide any further actions It is also obligatory to organise an F2F meeting between management and employee within 5 working days after return to work. Site/function leader and the direct manager is responsible to conduct this meeting.</p> <p>The investigation process is being upgraded to the formal Incident Cause Analysis Method (ICAM), beginning in 2025, with training for 30 Manufacturing Sites H&amp;S specialists and Group H&amp;S staff.</p>	c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals.	Not applicable	There is no policy like this at group level. The new OH&S function of Hager Group will make policies and processes, including how workers can remove themselves from work situations and that they believe could cause injury or ill health, and how they can be protected from reprisals.
	403-3 Occupational health services		a. Section 5.7.3 Health and care management			
	403-4 Worker participation, consultation, and communication on occupational health and safety			<p>a. Hager SE is committed to ensure the health and safety of its employees and other stakeholders vital for its safe operations. It also has a culture to take the views of its stakeholders into account while developing, implementing and evaluating any system. For the Health and Safety function, this is currently managed at a subsidiary level, where employees can contact the occupational safety specialist or their direct manager should they have any concerns or feedback regarding OH&amp;S. An effective and immediate method for employee participation and raise their voice on H&amp;S is Kaizen alerts cards. These Kaizen cards are available on subsidiary for workers to fill in when they identify a near-miss or safety risk to report on for immediate and/or longer-term actions to address them.</p> <p>H&amp;S information, updates, lessons learned from incidents and other communication takes place in weekly team meetings on Manufacturing sites. Communication will continue to be improved as the Group H&amp;S functions establishes communication processes in 2025</p> <p>b. There are dedicated Occupational Safety Committees per subsidiary that meet regularly (typically quarterly but that could vary depending on the country). The committees typically consist of the specialist for occupational safety (HS Manager) of the specific subsidiary, safety officers, company doctors, members of the work council, fire protection officer the operations manager, an HR manager, and a representation from top management.</p> <p>The European Works Council also have a Health and Safety subcommittee which is directly informed by the Group H&amp;S Director (from Q3, 2024).</p>		



GRI standard/ other source	Disclosure	ESRS alignment	Location/explanation	Omission			
				Requirement(s) omitted	Reason	Explanation	
<b>GRI 403: Occupational Health and Safety 2018</b>	403-5 Worker training on occupational health and safety		<p>a. Manufacturing employees (most high risk function) are 100% trained on the risk assessments for the job/tasks that they carry out. This includes annual reviews and continuous improvements through Kaisen cards and/or after incidents, and specific training on manual handling and ergonomics.</p> <p>Skill matrices are locally developed to assign risk-based training to employees according to their role(s), e.g. forklift operator, first aider, fire marshal, including refresher/recertification training intervals.</p> <p>This will be expanding in descending order of risk exposure to Logistics, Sales, Energy Management and office-based support Services.</p>				
	403-6 Promotion of worker health		a. & b. Section 5.7.3 Health and care management				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	ESRS S2 S2-4 §32 (a)			Completely Omitted	Information unavailable/incomplete	Hager SE do not have system at present to prevent or mitigate the OH&S risks caused by its business relationships, directly linking to its own operations, products, or services. However, Hager SE recognises the need for such a system and will work towards establishing it.
	403-8 Workers covered by an occupational health and safety management system	ESRS S1 S1-14 §88 (a); §90			Completely Omitted	Information unavailable/incomplete	All our manufacturing sties are individually third-party certified to ISO45001, Safety and Health Management Systems. However, we do not have the precise data on the coverage. The should be available in the next reporting cycle.



GRI standard/ other source	Disclosure	ESRS alignment	Location/explanation	Omission		
				Requirement(s) omitted	Reason	Explanation
<b>GRI 403: Occupational Health and Safety 2018</b>	403-9 Work-related injuries	ESRS S1 S1-4, §38 (a); S1-14 §88 (b) and (c);	<p>a. i. to iii. &amp; b. i. to iii. Appendix-V Human Resources (HR) data</p> <p>a. iv. and b. iv. The main types of work related injury are: Ergonomics or repetitive strain, Manual Handling, Sharps, blades, Hit by object</p> <p>a. v. and b. v. 26.307.243 hours</p> <p>c. The work-related hazards that pose a risk of high-consequence injury are determined using risk assessment which include a matrix risk rating, and is supplemented by H&amp;S Board incident reviews and lessons learned.</p> <p>The work-related hazards that pose a risk of high-consequence injury: Manual Handling, Repetitive movements, manual assembly, Moving material, Sharps, Logistics, forklift movements.</p> <p>Out of the listed hazards, repetitive movements, manual assembly, logistics and forklift movements has caused or contributed to high-consequence injuries during the reporting period.</p> <p>To eliminate these hazards, task forces, with senior management sponsors and expert teams have been established for Ergonomics and Forklifts. These teams will reports the H&amp;S Board, with risk mitigation improvement projects for these hazards, based on the hierarchy of prevention, in Q3 2025. This does not include improvements made after incident reporting and routine risk assessments.</p> <p>d. A risk register project to describe the top 20 H&amp;S risks across Hager SE, including currently risk mitigation measures, their effectiveness and what improvement plans are currently underway. A first report is expected in Q3, 2025.</p> <p>e. All the employees of Hager SE are included in this disclosure.</p> <p>f. Section 5.7 Occupational health and safety</p> <p>g. Appendix-V Human Resources (HR) data</p>	<p>b. For all workers who are not employees but whose work and/or workplace is controlled by the organisation:</p> <p>iii. The number and rate of recordable work-related injuries;</p>	Information unavailable/incomplete	b. We do not have a separate record of the work related injuries of the workers who are not employees of Hager group. We will work on this and try to submit the data in the following report.
			<p>b. v. For all workers who are not employees but whose work and/or workplace is controlled by the organisation:</p>	Confidentiality constraints	In France it is illegal to record worked hours by external force.	



GRI standard/ other source	Disclosure	ESRS alignment	Location/explanation	Omission		
				Requirement(s) omitted	Reason	Explanation
<b>GRI 403: Occupational Health and Safety 2018</b>	403-10 Work-related ill health	ESRS S1 S1-4, §38 (a); S1-14 §88 (b) and (d);	<p>a. i. and b. i. There are no fatalities or work-related ill health incidents recorded in the reporting year. This includes both employees and non-employees.</p> <p>a. iii. and b. iii. The main types of work-related ill health: ergonomics related to repetitive strain injuries leading to restricted work cases.</p> <p>c. The work-related hazards that pose a risk of ill health: Manual Handling, Repetitive movements, manual assembly. Risk assessments include a matrix risk rating, and is supplemented by H&amp;S Board incident reviews and lessons learned.</p> <p>Out of the listed hazards, repetitive movements in manual assembly caused or contributed to ill-health during the reporting period.</p> <p>To eliminate these hazards, task forces, with senior management sponsors and expert teams have been established for Ergonomics and Forklifts. These teams will report to the H&amp;S Board, with risk mitigation improvement projects for these hazards, based on the hierarchy of prevention, in Q3 2025. This does not include improvements made after incident reporting and routine risk assessments.</p> <p>d. All the employees of Hager SE are included in this disclosure.</p>	<p>a. For all employees: ii. The number of cases of recordable work-related ill health.</p> <p>b. For all workers who are not employees but whose work and/or workplace is controlled by the organisation: ii. The number of cases of recordable work-related ill health.</p>	Information unavailable/incomplete	Hager SE manages these records at local level according to the compliance requirements in that region. However, no group level reporting system has been established yet on occupation health issues. This is being included in H&S statistics for 2025"
			<p>e. Any contextual information necessary to understand how the data have been compiled such as any standards, methodologies, and assumptions used.</p>	Not applicable	There are no fatalities or work-related health incidents recorded in the reporting period.	



GRI standard/ other source	Disclosure	ESRS alignment	Location/explanation	Omission		
				Requirement(s) omitted	Reason	Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics		<p>a. &amp; b. Appendix-II Impacts, risks and opportunities (IROs) (2024)</p> <p>c. &amp; d. Section 5.5 Our learning organisation</p> <p>f. Hager Group conducts well-structured performance and development interviews, with a key focus on identifying and consolidating stakeholder development needs, such as internal mobility opportunities and training requirements. A dedicated team within the Human Resources department reviews these needs at both the individual and organisational level to ensure targeted and effective training provision for each employees.</p>	<p>e. report the following information about tracking the effectiveness of the actions taken:</p> <ul style="list-style-type: none"> <li>i. processes used to track the effectiveness of the actions</li> <li>ii. goals, targets, and indicators used to evaluate progress</li> <li>iii. the effectiveness of the actions, including progress toward the goals and targets</li> <li>iv. lessons learned and how these have been incorporated into the organisation's operational policies and procedures</li> </ul>	Information unavailable/incomplete	Hager group has initiated Human sustainability programme in 2025. Under this programme goals and targets related to these topics will be finalised.
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	ESRS S1 S1-13 §83 (b)	a. Section 5.5.3 Hi! University Appendix-V (HR data)			
	404-2 Programmes for upgrading employee skills and transition assistance programmes		a. & b. Section 5.5.3 Hi! University	b. Transition assistance programmes provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	Not applicable	Hager Group does not offer a specific transition assistance programme. However, employees can use our training platform, Hi! University, to upgrade their skills, which may aid them in their transition and facilitate continued employability.
GRI 404: Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	ESRS S1 S1-13 §83 (a)	a. Section 5.5.4 Performance and development interviews (PDI) Appendix-V (HR data)			



GRI standard/ other source	Disclosure	ESRS alignment	Location/explanation	Omission		
				Requirement(s) omitted	Reason	Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics		a. & b. Appendix-II Impacts, risks and opportunities (IROs) (2024)  c. & d. Section 5.8 Diversity, equity and inclusion	e. report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions ii. goals, targets, and indicators used to evaluate progress iii. the effectiveness of the actions, including progress toward the goals and targets iv. lessons learned and how these have been incorporated into the organisation's operational policies and procedures  f. describe how engagement with stakeholders was informed the actions taken (3-3-d), and how it has informed whether the actions have been effective (3-3-e)	Information unavailable/incomplete	Hager group has initiated Human sustainability programme in 2025. Under this programme goals and targets related to these topics will be finalised. The goals setting also includes stakeholder feedback.
	405-1 Diversity of governance bodies and employees	ESRS S1 S1-6 §50(a); S1-9 §66 (a) to (b); S1-12 §79	a. & b. Section 5.8 Diversity, equity and inclusion Appendix-V Human Resources (HR) data			
GRI 405: Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	ESRS S1 S1-16 §97 and §98		Completely Omitted	Information unavailable/incomplete	Hager Group is adapting its process to get this information at global level in accordance with Pay Transparency EU directive. The deadline to implement the process is by 2026.
	3-3 Management of material topics	ESRS G1 G1-2 §12 and §15 (a)	a. to f. Section 3.5.3 Managing supply chain risk: Use of SPHERA for real-time ESG risk monitoring			



GRI standard/ other source	Disclosure	ESRS alignment	Location/explanation	Omission		
				Requirement(s) omitted	Reason	Explanation
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	ESRS G1 G1-2 §15 (b)	a. Total 2.075 active suppliers were screened using environmental criteria. No new suppliers were added in the reporting year.			
	414-2 Negative social impacts in the supply chain and actions taken		a. Section 3.5.3 Managing supply chain risk: leveraging AI for real-time ESG risk monitoring b. 19 c. 39 d. 0,92% e. 0			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics		a. & b. Appendix-II Impacts, risks and opportunities (IROs) - 2024 c. to d & f. Section 4.7 Product safety	e. report the following information about tracking the effectiveness of the actions taken: <ul style="list-style-type: none"> <li>i. processes used to track the effectiveness of the actions</li> <li>ii. goals, targets, and indicators used to evaluate progress</li> <li>iii. the effectiveness of the actions, including progress toward the goals and targets</li> <li>iv. lessons learned and how these have been incorporated into the organisation's operational policies and procedures</li> </ul>	Not applicable	We have a set process to ensure the product safety of each and every product we manufacture. This is a part of our quality commitment. Therefore, there is not set target to monitor quality.



GRI standard/ other source	Disclosure	ESRS alignment	Location/explanation	Omission		
				Requirement(s) omitted	Reason	Explanation
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories		a. Section 4.7 Product safety			
	416-2 Incidents of non- compliance concerning the health and safety impacts of products and services	ESRS S4 S4 -4 §35	a. & b. Section 4.7 Product safety			



**GRI Content Index**

Voluntary disclosure of non-material topics with reference to GRI

GRI standard/ other source	Disclosure	ESRS alignment	Location/explanation	Omission		
				Requirement(s) omitted	Reason	Explanation
<b>Water and Effluent</b>						
<b>GRI 303: Water and Effluents 2018</b>	303-3 Water withdrawal		a. to d. Section 6.6.2 Water management Appendix-VI Environment data			
<b>Biodiversity</b>						
<b>GRI 304: Biodiversity 2016</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		a. i, iii. to vii. Section 6.6.1 Our biodiversity footprint Appendix-VI Environment Data	a. For each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, the following information: ii. Subsurface and underground land that may be owned, leased, or managed by the organisation;	Not applicable	There is no subsurface and underground land owned, leased or managed by Hager Group.  Size of operation site was not used as a parameter for assessment.
	304-2 Significant impacts of activities, products and services on biodiversity		a. & b-i to ii. Section 6.6.1 Our biodiversity footprint Appendix-IV Environment Data	b. Significant direct and indirect positive and negative impacts with reference to the following: iii. Duration of impacts; iv. Reversibility or irreversibility of the impacts.	Information unavailable/incomplete	We have not estimated the duration and reversibility or irreversibility of the impacts.
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		a. i. to iii. Section 6.6.1 Our biodiversity footprint Appendix-VI Environment Data	a. Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organisations, by level of extinction risk: iv. Near threatened v. Least concern	Information unavailable/incomplete	We have not estimated for the level of risk near threatened and least concern.



**GRI Content Index** continued

Voluntary disclosure of non-material topics with reference to GRI

GRI standard/ other source	Disclosure	ESRS alignment	Location/explanation	Omission		
				Requirement(s) omitted	Reason	Explanation
Waste						
GRI 306: Waste 2020	306-3 Waste generated		a. & b. Section 6.7 Waste management Appendix-VI Environment Data			
	306-4 Waste diverted from disposal		a. i. to ii, b. i. to ii. & e. Section 6.7 Waste management Appendix-VI Environment Data	b. Total weight of hazardous waste diverted from disposal in metric tonnes, and a breakdown of this total by the following recovery operations: i. Preparation for reuse  c. Total weight of non-hazardous waste diverted from disposal in metric tonnes, and a breakdown of this total by the following recovery operations: i. Preparation for reuse	Not applicable	Our waste management mainly includes recycling and incineration. At the moment there is no waste record diverted to be reused.
				d. For each recovery operation listed in Disclosures 306-4-b and 306-4-c, a breakdown of the total weight in metric tonnes of hazardous waste and of non-hazardous waste diverted from disposal: i. onsite; ii. offsite	Information unavailable/incomplete	We do not have the information for this reporting cycle. We will update it in next reporting cycle.



## 07.2

## ESRS Content Index

### Statement of use

Hager SE (Hager Group) has reported additional data with reference to ESRS for the period 01.01.2024 and 31.12.2024

ESRS general disclosure/ topics	Sub-topics	Section	Location/ explanation
<b>General Disclosures</b>			
<b>ESRS 2 General Disclosures</b>	BP-1	5	b. No subsidiary is exempted from the consolidated sustainability reporting. c. Section 1.3.2 Scope and external assurance d. No information was omitted to protect intellectual property, know-how or the results of innovation. e. No disclosure exemptions for impending developments or matter in the course of negotiation, as provided for in articles 19a(3) and 29a(3) of Directive 2013/34/EU, were applied.
	BP-2	9	a. In this report, we apply the short-, medium-, and long-term time horizons defined in ESRS 1 section 6.4 for reporting purposes: <ul style="list-style-type: none"> <li>- Short-term: 0-1 year</li> <li>- Medium-term: 1-5 years</li> <li>- Long-term: 5-10 years</li> </ul>
	BP-2	10	a. to d. Section 6.2.4.1 Methodology
	BP-2	14	a. to c. Section 6.2.4.2 Our 2021 baseline
	BP-2	15	Section 1.3.2 Scope and external assurance
	GOV-5	36	a. to e. Section 1.3 Sustainability reporting excellence
	SBM-2	45	a. & b. Section 2.1.1.2 Stakeholders mapping and engagement
	SMB-3	48	b. Appendix-II (IROs)
	IRO-1	53	a. & c. Section 2.1 Methodology e. & f. Section 3.3 Sustainability governance
<b>Material topics</b>			
<b>ESRS E1 Climate Change</b>	E1-1	16	a. Section 6.2.3 SBTi commitment b. Section 6.2.5 Decarbonisation plan
	SBM-3	18	Section 6.2 Our Climate Transition Plan



ESRS general disclosure/ topics	Sub-topics	Section	Location/ explanation
ESRS E1 Climate Change	SBM-3	19	a. to c. Section 6.2 Our Climate Transition Plan
	IRO-1	20	a. to c. Section 6.2.4.1 Methodology Section 6.2 Our Climate Transition Plan
	IRO-1	21	Section 6.2 Our Climate Transition Plan
	E1-2	24	Section 3.4 Embedding sustainability in daily operations
	E1-2	25	a. & b. Climate Protection We aim to decouple our operations from resource consumption and minimise our environmental impact by reducing emissions, waste, and pollution. Our climate strategy aligns with the 1,5°C target, integrating science-based risk mitigation and resilience into business operations and long-term planning.  c. Energy Efficiency We comply with all legal requirements on energy use and are committed to continuously improving energy performance through efficient technologies and operational excellence. Our approach includes expanding energy management systems, aligned with ISO 50001, as a key pillar of our climate and sustainability strategy.
	E1-3	28	Section 6.2.5 Decarbonisation plan
	E1-3	29	a. & b. Section 6.2.5 Decarbonisation plan
	E1-4	32	Section 6.2.3 SBTi commitment
	E1-4	33	Section 6.2.3 SBTi commitment
	E1-4	34	b. to e. Section 6.2.3 SBTi commitment f. Section 6.2.5 Decarbonisation plan
	E1-4	39	Section 6.3.2 Our energy mix Appendix-VI Environment data
	E1-5	41	Section 6.3.2 Our energy mix Appendix-VI Environment data"
	E1-5	42	Hager Group is present in Electrical and electronic equipment manufacturing sector. Accordingly, the manufacturing sector from the list of high impact sectors in NACE Sections A to H and Section L (as defined in Commission Delegated Regulation (EU) 2022/1288) is considered in the energy intensity calculation.
	E1-6	46	Section 6.2.4.1 The methodology
	E1-6	47	Section 6.2.4.1 The methodology
	E1-6	50	a. Section 6.2.4.1 The methodology
	E1-6	52	a. & b. Section 6.2.4.3 Emissions evolution overview Appendix-IV Environment data
	E1-9	66	a. to d. Section 6.2.1 Climate physical risks Section 6.2.2 Climate transition risks and opportunities



ESRS general disclosure/ topics	Sub-topics	Section	Location/ explanation
<b>ESRS E5 Resource use and Circularity</b>	E5-5	35	Section 6.5 Resource use and circularity Appendix-VI Environment data
	E5-5	36	Section 6.5 Resource use and circularity Appendix-VI Environment data
<b>ESRS S1 Own Workforce</b>	S1-2	27	a. to e. Section 5.3 Our feedback culture Section 5.4.1 Workforce engagement governance
	S1-8	60	a. to c. Appendix-V Human Resources (HR) data
	S1-8	63	a. to b. Section 5.4.1 Workforce engagement governance Appendix-V Human Resources (HR) data
	S1-12	79	Appendix-V Human Resources (HR) data
	S1-17	102	Section 4.4 Reporting integrity alerts Appendix-V Human Resources (HR) data
	S1-17	103	b. No complaints recorded in the reporting year
	S1-17	104	a. No severe human rights incidents recorded in the reporting year
<b>ESRS S4 Consumers and End-Users</b>	S4-3	25	a. to d. Section 4.7 Product safety
	S4-3	26	Section 4.7 Product safety
<b>ESRS G1 Business Conduct</b>	G1-1	10	e. Section 4.3 Driving ethical behaviour
	G1-2	14	In 2024, Hager Group introduced its Sustainable Sourcing Charter, outlining our commitment to responsible sourcing and fair business practices. We ensure transparent and impartial supplier selection, reject unfair contractual terms, and adhere to timely payments in line with legal and contractual obligations. We engage regularly with suppliers to strengthen collaboration and uphold a strict zero-tolerance policy on corruption.
	G1-2	15	Section 3.5 Sustainable sourcing
	G1-3	21	a. Section 4.3.1 Ethics training programme



## Appendix-I Hager entities (2024)

Sr. No.	Entities
1	Hager Electro Pty Ltd
2	Weber South Pacific Pty Ltd
3	Hager Electro Ges.m.b.H.
4	Hager Modulec SA
5	Hager doo
6	Hager Electric (Huizhou) Ltd
7	Hager Electric Management (Shanghai) Ltd
8	Hager Metal Works (DongGuan) Co Ltd
9	Dongguan EFEN Electrical Products Co Ltd
10	Hager Electro sro
11	Hager Electro SAS
12	Hager Controls SAS
13	Hager SAS
14	Eficia SAS
15	Advizeo SAS
16	Hager Safety SAS
17	Finatrys SAS
18	Hager Next SAS
19	Hager SE
20	Hager Electro GmbH & Co. KG
21	Hager Electro Geschäftsführungsgesellschaft mbH
22	Hager International GmbH
23	Hager Vertriebsgesellschaft mbH & Co. KG
24	Hager Vertriebs Geschäftsführungsgesellschaft mbH
25	Hager Eastern Europe GmbH

Sr. No.	Entities
26	Hager Energy GmbH
27	Tehalit GmbH
28	Hager North and Central Europe GmbH
29	Noris GmbH
30	Polo Industrie GmbH
31	locate solution GmbH
32	Hager Systems Beteiligung GmbH
33	Hager Safety Deutschland GmbH
34	Berker GmbH & Co. KG
35	Elektroapparatebau Ottfingen GmbH
36	Hager Hellas SA
37	Hager Electro Ltd
38	Hager KFT
39	Hager Electro Private Ltd
40	PT Hager Electro Indonesia
41	Hager Services Ltd
42	Hager Ltd
43	Hager Italia Partecipazioni Srl
44	Hager Lumetal Spa
45	Silam-Plast Srl
46	Bocchiotti Spa
47	Kompongo S.R.L.
48	Hager Bocchiotti Spa
49	Herholdt Controls Srl
50	Ippomene Srl



## Appendix-I Hager entities (2024) continued

Sr. No.	Entities
51	PM Flex Srl
52	AB Plast Srl
53	PM Holding Sarl
54	Hager Investment SA
55	Hager Engineering (M) SDN BHD
56	Hager Limited
57	PM Flex Norge AS
58	Hager Polo Spzoo
59	Hager Production Poland Spzoo
60	Hager Business Services Spzoo
61	Hager Sistemas Electricos Modulares SA
62	Hager Qatar QFZ LLC
63	Hager Romania SRL
64	Hager Electro Sys Pte Ltd
65	Hager Industrial de Envolventes SAU

Sr. No.	Entities
66	Hager Sistemas SAU
67	Pmflex Group Northern Europe AB
68	Hager Elektro AB
69	Elektrofabriken i Malmö AB
70	Hager AG
71	Hager Systems AG
72	Hager Industrie AG
73	Hager Electro BV
74	Hager Elektrik Tic Ltd Sir
75	Hager Middle East FZE
76	Polo elektroobladnannia
77	Hager UK Ltd
78	Hager Engineering Ltd
79	Hager Ltd
80	Iboco Corporation



## Appendix-II Impacts, Risks and Opportunities (IROs) (2024)

Sustainability topic	Relevant ESRS topic	Sub-topics	Type of IRO	Location in value chain	IRO description	Hager Group's strategy and business model to manage the IROs
<b>Climate Change Mitigation and Adaptation</b>	ESRS E1 – Climate Change	<ul style="list-style-type: none"> <li>Climate Change Adaptation</li> <li>Climate Change Mitigation</li> </ul>	Negative Impact	Material & Components Sourcing – Upstream	Raw material extraction and processing contribute to high emissions	<ul style="list-style-type: none"> <li>Increasing the reliance on recycled materials</li> <li>Mapping high-risk suppliers via EcoVadis IQ+ and encouraging them to set out decarbonisation targets and action plans</li> <li>Real-time monitoring of risks in relation to climate change via Sphera Platform</li> </ul>
<b>Climate Change Mitigation and Adaptation</b>	ESRS E1 – Climate Change	<ul style="list-style-type: none"> <li>Climate Change Mitigation</li> </ul>	Negative Impact	Production and Manufacturing – Own Operation	Reliance on specific raw materials limits flexibility and increases climate vulnerability	<ul style="list-style-type: none"> <li>Development and exploration of low-carbon alternatives for raw materials</li> <li>Focus on eco-designed products, such as Cubyko Leaf, which reduces CO<sub>2</sub> emissions by at least 3%</li> </ul>
<b>Climate Change Mitigation and Adaptation</b>	ESRS E1 – Climate Change	<ul style="list-style-type: none"> <li>Climate Change Mitigation</li> </ul>	Negative Impact	Use Phase – Downstream	Depending on the customer's energy sources, product use-phase emissions vary significantly	<ul style="list-style-type: none"> <li>Development of energy-efficient product designs to reduce customer energy use</li> <li>Promotion of smart energy management systems for households and businesses</li> </ul>
<b>Climate Change Mitigation and Adaptation</b>	ESRS E1 – Climate Change	<ul style="list-style-type: none"> <li>Climate Change Mitigation</li> </ul>	Risk	Production and Manufacturing – Own Operation	Carbon pricing and emissions taxation increase operational costs	<ul style="list-style-type: none"> <li>Enhancing circular economy practices by optimizing material use</li> <li>Implementing strategies to reduce carbon emissions from operations</li> </ul>
<b>Climate Change Mitigation and Adaptation</b>	ESRS E1 – Climate Change	<ul style="list-style-type: none"> <li>Climate Change Adaptation</li> <li>Climate Change Mitigation</li> </ul>	Risk	Production and Manufacturing – Own Operation	Supply chain disruptions due to extreme weather events	<ul style="list-style-type: none"> <li>Implementing supply chain resilience strategies</li> <li>Enhancing risk management frameworks to address physical climate risks</li> </ul>
<b>Energy</b>	ESRS E1 – Climate Change	<ul style="list-style-type: none"> <li>Energy</li> </ul>	Negative Impact	Material & Components Sourcing - Upstream	The extraction and processing of materials require significant energy inputs, leading to high emissions	<ul style="list-style-type: none"> <li>Integrating recyclability and circular economy principles since recycled material extraction consumes less energy</li> <li>Collaboration with suppliers to adopt renewable energy sources and improve energy efficiency</li> </ul>
<b>Energy</b>	ESRS E1 – Climate Change	<ul style="list-style-type: none"> <li>Energy</li> </ul>	Negative Impact	Production and Manufacturing – Own Operation	Dependence on fossil fuels and energy-intensive production increases climate impact	<ul style="list-style-type: none"> <li>Transition towards energy-efficient production processes</li> <li>Implementation of LED lighting, building insulation, and heat recovery systems to enhance efficiency</li> <li>Implement emerging technologies that reduce energy intensity</li> </ul>
<b>Energy</b>	ESRS E1 – Climate Change	<ul style="list-style-type: none"> <li>Energy</li> </ul>	Risk	Production and Manufacturing – Own Operation	Rising energy prices increase operational costs. Energy price fluctuations increase volatility in cash flows	<ul style="list-style-type: none"> <li>Adopting Power Purchase Agreements (PPA) for renewable energy procurement</li> <li>Improved energy efficiency of production processes</li> </ul>
<b>Substances of concern and very high concern</b>	ESRS E2 – Pollution	<ul style="list-style-type: none"> <li>Substances of concern</li> <li>Substances of very high concern</li> </ul>	Negative impact - Potential	Production and Manufacturing – Own Operation	Emission of substances of concern and high concern in effluent or air could cause health issues to the community where we are operating	<ul style="list-style-type: none"> <li>Monitor the substances of concern and high concern emissions, and when needed take precautionary measures.</li> </ul>



## Appendix-II Impacts, Risks and Opportunities (IROs) (2024) continued

Sustainability topic	Relevant ESRS topic	Sub-topics	Type of IRO	Location in value chain	IRO description	Hager Group's strategy and business model to manage the IROs
<b>Substances of concern and very high concern</b>	ESRS E2 – Pollution	<ul style="list-style-type: none"> <li>Substances of concern</li> <li>Substances of very high concern</li> </ul>	Risk	Development and Product Design – Own Operation	Stricter regulations on hazardous substances may require reformulation of products	<ul style="list-style-type: none"> <li>Transitioning to safer and eco-friendly chemicals in production</li> </ul>
<b>Substances of concern and very high concern</b>	ESRS E2 – Pollution	<ul style="list-style-type: none"> <li>Substances of concern</li> <li>Substances of very high concern</li> </ul>	Risk	Production and Manufacturing – Own Operation	Legal claims for health impacts caused by substances of (very high) concern	<ul style="list-style-type: none"> <li>Implementing strict hazardous substance management and training programs</li> </ul>
<b>Resource Use and Circularity</b>	ESRS E5 – Resource Use and Circularity	<ul style="list-style-type: none"> <li>Resources inflows, including resource use</li> </ul>	Negative Impact	Development and Product Design – Own Operation	Product design and its bill of material suggests the use of non-renewable or non-recyclable materials	<ul style="list-style-type: none"> <li>Advancing eco-design and material innovation research.</li> <li>Promoting circularity in product development, repairation systems for products</li> </ul>
<b>Resource Use and Circularity</b>	ESRS E5 – Resource Use and Circularity	<ul style="list-style-type: none"> <li>Resources inflows, including resource use</li> </ul>	Risk	Production and Manufacturing – Own Operation	Rising (secondary) raw materials prices and resource scarcity create cost pressures	<ul style="list-style-type: none"> <li>Increasing material recovery, recycling, and reuse in manufacturing</li> <li>Investing in bio-based, synthetic, or composite materials to reduce reliance on raw materials</li> <li>Developing modular, repairable, and recyclable products to comply with stricter circularity requirements</li> </ul>
<b>Product Sustainability</b>	ESRS E5 – Resource Use and Circularity	<ul style="list-style-type: none"> <li>Resource outflows related to products and services</li> </ul>	Opportunity	Production and Manufacturing – Own Operation	Rise of new business models (10Rs services, energy management, electric mobility, energy storage)	<ul style="list-style-type: none"> <li>Hager Group is embracing a shift towards circular economy business models, aligned with the 10Rs approach, focusing on recyclability and reparability</li> </ul>
<b>Product Sustainability</b>	ESRS E5 – Resource Use and Circularity	<ul style="list-style-type: none"> <li>Resource outflows related to products and services</li> </ul>	Opportunity	Use Phase – Downstream	Products that improve energy efficiency in residential, commercial, and industrial buildings	<ul style="list-style-type: none"> <li>The Group is actively working on energy storage, bidirectional charging, and intelligent building solutions for efficient energy use.</li> <li>The Group is leveraging digital innovation through acquisitions like Efcia and Advizeo to develop and scale products and services that directly improve energy efficiency in residential, commercial and industrial buildings.</li> </ul>
<b>Employees engagement and labour rights</b>	ESRS S1 – Own Workforce	<ul style="list-style-type: none"> <li>Working time</li> <li>Adequate wages</li> <li>Social Dialogue</li> <li>Freedom of association</li> <li>Collective agreement</li> <li>Work-life balance</li> <li>Secure employment</li> </ul>	Negative Impact-Potential	Production and Manufacturing – Own Operation	Poor working conditions, including inadequate labour practices and limited employee engagement, negatively impact well-being, retention, and productivity.	<ul style="list-style-type: none"> <li>People frame: the cornerstone of our culture and the backbone of Project 2030; outlining our values in daily interactions with stakeholders and decision-making, actions and attitudes expected from employees, and leadership principles</li> <li>United Nation Global Compact partner to foster Corporate Social Responsibility</li> <li>Programmes targeting our young talents, such as the TAI Community in France, Germany, and Poland</li> <li>Tell us!: Employee survey focused on motivation, performance, and engagement questions</li> <li>IC Agents: internal communications network, aimed at informing and communicating with all our employees around the world,</li> <li>Hager Group Awards: Honouring of outstanding projects</li> <li>Declaration for human rights</li> <li>Mental health support and physical health offerings (e.g., sports courses, gym)</li> </ul>



## Appendix-II Impacts, Risks and Opportunities (IROs) (2024) continued

Sustainability topic	Relevant ESRS topic	Sub-topics	Type of IRO	Location in value chain	IRO description	Hager Group's strategy and business model to manage the IROs
<b>Employees engagement and labour rights</b>	ESRS S1 – Own Workforce	<ul style="list-style-type: none"> <li>– Child Labour</li> <li>– Forced Labour</li> <li>– Privacy</li> </ul>	Risk	Production and Manufacturing – Own Operation	Non-compliance with Human Rights issues may lead to reputation damage	<ul style="list-style-type: none"> <li>– Policies and strict compliance measures to avoid human rights violation</li> </ul>
<b>Talent attraction, training and development</b>	ESRS S1 – Own Workforce	<ul style="list-style-type: none"> <li>– Training and skills development</li> </ul>	Risk	Production and Manufacturing – Own Operation	Higher recruitment costs due to increased competition for skilled labour. Loss of internal knowledge in case of lack of intergenerational training. Lack of trained technicians.	<ul style="list-style-type: none"> <li>– Expanding technical and leadership training programs through Hi! University</li> <li>– Providing a structured corporate learning platform offering online courses, academies, and personalized development programs</li> <li>– Encouraging employees to explore cross-functional roles through structured internal mobility programs</li> <li>– Promoting knowledge transfer programs to mitigate risks associated with a loss of intergenerational workforce exchanges</li> </ul>
<b>Occupational health and safety</b>	ESRS S1 – Own Workforce	<ul style="list-style-type: none"> <li>– Health and safety</li> </ul>	Negative Impact	Production and Manufacturing – Own Operation	Absence of workplace safety measures and absence of safety training increases the risk of frequent and severe health and safety risks	<ul style="list-style-type: none"> <li>– Hager Group's European Works Council initiatives, maintaining a Zero Tolerance for Accidents policy</li> <li>– Conducting regular safety campaigns and monthly reports on work-related injuries</li> <li>– Strengthening safety protocols, training programs, and protective measures</li> </ul>
<b>Occupational health and safety</b>	ESRS S1 – Own Workforce	<ul style="list-style-type: none"> <li>– Health and safety</li> </ul>	Risk	Production and Manufacturing – Own Operation	Medical and compensation costs and increased absenteeism and lower productivity in case of workplace injuries and poor working conditions	<ul style="list-style-type: none"> <li>– Conducting regular safety campaigns and monthly reports on work-related injuries</li> <li>– Providing employees with appropriate Personal Protective Equipment (PPE)</li> <li>– Providing access to health professionals as well as mental and physical health support ensures a safe working environment for all employees, improving their well-being</li> </ul>
<b>Diversity and inclusion</b>	ESRS S1 – Own Workforce	<ul style="list-style-type: none"> <li>– Diversity</li> <li>– Employment and inclusion of person with disability</li> </ul>	Risk	Production and Manufacturing – Own Operation	Attracting a more diverse workforce is unavoidable since workforce in Germany and France is ageing	<ul style="list-style-type: none"> <li>– Hager Group actively promotes equal opportunities and an inclusive work environment</li> </ul>
<b>Diversity and inclusion</b>	ESRS S1 – Own Workforce	<ul style="list-style-type: none"> <li>– Measures against violation and harassment</li> <li>– Gender equality and equal pay</li> </ul>	Risk	Production and Manufacturing – Own Operation	Stricter regulations requiring compliance with diversity laws (e.g., quota)	<ul style="list-style-type: none"> <li>– Having implemented mandatory ethics and diversity training to address unconscious biases and ensure fair treatment</li> <li>– Maintaining to increase the representation of women in management, also including executive and senior management positions</li> </ul>



## Appendix-II Impacts, Risks and Opportunities (IROs) (2024) continued

Sustainability topic	Relevant ESRS topic	Sub-topics	Type of IRO	Location in value chain	IRO description	Hager Group's strategy and business model to manage the IROs
<b>Product safety</b>	ESRS S4 – Consumers and End-Users	– Personal safety of consumers and/or end-users	Negative Impact-Potential	Use Phase – Downstream	The absence of complete product documentation and non-compliance with safety requirements can lead to hazardous situations for end-users, such as electric shocks, fire risks, or product malfunctions due to faulty design, misuse, or use in unsuitable environments.	<ul style="list-style-type: none"> <li>– Safety instructions for critical products to educate and make users aware of risks.</li> <li>– Quality control and assurance system during design and during production phase.</li> <li>– Customer feedback system in case of complaints and concerns.</li> </ul>
<b>Product safety</b>	ESRS S4 – Consumers and End-Users	– Personal safety of consumers and/or end-users	Risk	Use Phase – Downstream	Recalls/withdrawals of products, leading to additional costs for quality control and recall management	<ul style="list-style-type: none"> <li>– Conducting Failure Mode and Effects Analysis (FMEA) to identify potential product risks and implement process updates</li> </ul>
<b>Product safety</b>	ESRS S4 – Consumers and End-Users	– Personal safety of consumers and/or end-users	Risk	Use Phase – Downstream	Legal risks from non-compliance with safety regulations	<ul style="list-style-type: none"> <li>– Integrate the regulatory requirements into product design and QA/QC management</li> </ul>
<b>Business Conduct</b>	ESRS S4 – Consumers and End-Users	– Corruption and bribery	Risk	Production and Manufacturing – Own Operation	Engaging in corruption/ bribery and having untransparent lobbying practices	<ul style="list-style-type: none"> <li>– Well established ethical policy and grievance mechanism to monitor and control unethical practices.</li> <li>– There are training modules and the availability of Ethics Ambassadors as for employee awareness</li> </ul>



## Appendix-III Management structure (2024)

Name	Position	Gender (M/F)	Member types		
			Executive	Non-Executive	Independent
<b>Supervisory Board</b>					
<b>Daniel Hager</b>	Chairman	M		X	
<b>Dr. Filip Thon</b>	Member	M			X
<b>Peter Hager</b>	Member	M		X	
<b>Prof. Dr. Gisela Lanza</b>	Member	F			X
<b>Prof. Dr. Rainer Lorz</b>	Deputy Chairman	M			X
<b>Antoine Raymond</b>	Member	M			X
<b>Board of Directors</b>					
<b>Sabine Busse</b>	Chief Executive Officer	F	X		
<b>Franck Houdebert</b>	Chief Human Resource Officer	M	X		
<b>Mike Elbers</b>	Chief Marketing officer	M	X		
<b>Dr. Ralph Fürderer</b>	Chief Technical Officer	M	X		
<b>Michael Flieger</b>	Chief Financial Officer	M	X		



## Appendix-IV Ethics data

### Grievance mechanism – Let's talk!

Dishonest behaviour allegations	2022	2023	2024
Conflict of interests	-	10	7
Theft	-	4	0
Fraud	-	2	4
Integrity	-	2	2
Corruption	2	1	0

### Policy communication

Anti-corruption policies and procedures communicated – Function			
Employee functions	2022	2023	2024
Data Protection	100%	100%	100%
Group Legal and Risk Management	100%	100%	100%
Group Social Responsibility	100%	100%	100%
Sales & Marketing Europe	98%	99%	99%
Solution Development	99%	98%	99%
Group Quality & Environment	99%	98%	99%
Finance	99%	98%	100%
Product Engineering	99%	98%	99%
Human Resources	97%	97%	100%
Digital and Information	97%	97%	99%
Industrial Engineering	99%	97%	100%
Group Real Estate, Investments & Business Services	98%	96%	98%
Group Support Functions & Top Management	92%	96%	95%
SDM Business Unit Safety	100%	96%	100%
Social	94%	95%	95%
Group Strategy	100%	94%	100%
Group Communication	100%	94%	100%

Anti-corruption policies and procedures communicated – Function			
Employee functions	2022	2023	2024
Sales & Marketing Engine Room	89%	90%	85%
International Sales	82%	89%	92%
India & China Sales	82%	82%	78%
Hager Next	89%	82%	100%
Sourcing & Supply Chain	78%	79%	82%
Manufacturing	55%	60%	65%
BU Energy Management	42%	38%	40%
EFICIA	-	-	44%
PM Flex	-	-	18%
Herholdt Controls Srl	-	-	5%
Operations	-	-	100%



## Appendix-IV Ethics data continued

Anti-corruption policies and procedures communicated – Country						
Country	2022		2023		2024	
	No. of employees	% of employees communicated	No. of employees	% of employees communicated	No. of employees	% of employees communicated
Australia	93	70%	105	71%	95	53%
Austria	25	100%	30	100%	26	100%
Belgium	23	100%	24	100%	23	96%
Bosnia and Herzegovina	20	85%	20	85%	21	81%
China	1,561	40%	1,482	37%	1,529	35%
Czech Republic	24	100%	24	96%	22	100%
France	3,672	83%	3,550	84%	3,469	86%
Germany	4,094	74%	4,184	76%	3,995	78%
Greece	37	69%	37	62%	35	69%
Hong Kong Special Administrative Region of China	11	100%	12	92%	12	100%
Hungary	16	83%	16	88%	15	87%
India	131	79%	158	82%	150	84%
Indonesia	8	100%	9	89%	7	100%
Ireland	23	83%	22	83%	25	81%
Italy	488	60%	496	62%	513	52%
Luxembourg	2	100%	1	100%	2	100%
Malaysia	19	100%	20	95%	18	100%
Netherlands	124	98%	124	99%	134	100%
Poland	1,503	63%	1,530	76%	1,485	87%
Portugal	57	85%	59	92%	58	91%
Qatar	4	100%	4	100%	3	100%
Romania	14	67%	13	85%	13	85%
Singapore	13	100%	15	94%	17	100%
Spain	190	67%	213	81%	211	89%



## Appendix-IV Ethics data continued

Anti-corruption policies and procedures communicated – Country						
Country	2022		2023		2024	
	No. of employees	% of employees communicated	No. of employees	% of employees communicated	No. of employees	% of employees communicated
Sweden	46	97%	44	98%	45	63%
Switzerland	364	65%	390	78%	387	97%
Turkey	13	80%	12	100%	13	85%
Ukraine	31	64%	31	60%	29	63%
United Arab Emirates	25	100%	24	100%	24	100%
United Kingdom	255	88%	283	84%	265	87%
United States	17	50%	15	44%	16	44%



## Appendix-V Human resources data

### Employees total headcount

Source: Headcount & movement PowerBI

Internal workforce

Headcount as of end of December ( no additional calculation)

Total headcount	2022	2023	2024
Internal workforce	12.903	12.947	12.657

Total headcount – Gender	2022	2023	2024
Male	7.693	7.727	7.609
Female	5.210	5.220	5.048

Total headcount – Region	2022	2023	2024
AMERICAS	17	15	16
APAC	1.836	1.801	1.828
EUROPE	11.008	11.090	10.773
MENEAT	42	40	40

Total headcount – Country	2022	2023	2024
Australia	93	105	95
Austria	25	30	26
Belgium	23	24	23
Bosnia and Herzegovina	20	20	21
China	1.561	1.482	1.529
Czech Republic	24	24	22
France	3.672	3.550	3.469
Germany	4.094	4.184	3.995
Greece	37	37	35
Hong Kong Special Administrative Region of China	11	12	12
Hungary	16	16	15

Total headcount – Country	2022	2023	2024
India	131	158	150
Indonesia	8	9	7
Ireland	23	22	25
Italy	488	496	513
Luxembourg	2	1	2
Malaysia	19	20	18
Netherlands	124	124	134
Poland	1.503	1.530	1.485
Portugal	57	58	58
Qatar	4	4	3
Romania	14	13	13
Singapore	13	15	17
Spain	190	213	211
Sweden	46	44	45
Switzerland	364	390	387
Turkey	13	12	13
Ukraine	31	31	29
United Arab Emirates	25	24	24
United Kingdom	255	283	265
United States	17	15	16



## Appendix-V Human resources data continued

### Total headcount – Permanent/Temporary employees

Source: Headcount & movement PowerBI

Internal workforce

As of end of December

Permanent/ Temporary employees – Gender	2022		2023		2024	
	Male	Female	Male	Female	Male	Female
Permanent	6.758	4.568	6.934	4.717	7.003	4.703
Temporary	935	642	792	503	606	345

Permanent/ Temporary employees – Region	2022		2023		2024	
	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary
AMERICAS	17	0	15	0	16	0
APAC	1.783	53	1.795	6	1.826	2
EUROPE	9.487	1.521	9.801	1.289	9.825	948
MENEAT	39	3	40	0	39	1
<b>Total</b>	<b>11.326</b>	<b>1.577</b>	<b>11.651</b>	<b>1.295</b>	<b>11.706</b>	<b>951</b>



## Appendix-V Human resources data continued

### Total headcount – workforce type

Source: Headcount & movement PowerBI

Internal workforce

As of end of December

This measure reflects end of period and counts each individual as one employee, regardless of whether he or she works full time or part time.

Workforce type – Total	2022	2023	2024
Permanent employee	11.326	11.651	11.706
Fixed-term employee	1.289	1.015	664
Apprentice	230	235	249
Intern	58	46	38

Workforce type – Gender	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Permanent employee	4.568	6.758	4.717	6.934	4.703	7.003
Fixed-term employee	575	714	438	577	284	380
Apprentice	48	182	49	186	47	202
Intern	19	39	16	30	14	24



## Appendix-V Human resources data continued

### Total headcount – Full-time/ Part-time employees

Source: Headcount & movement PowerBI

Internal workforce

As of end of December

	2022		2023		2024	
Full-time/ Part-time employees – Gender	Male	Female	Male	Female	Male	Female
Full-time	7.552	4.735	7.570	4.739	7.453	4.559
Part-time	141	475	156	481	156	489

	2022		2023		2024	
Full-time/ Part-time employees – Region	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
AMERICAS	17	0	15	0	16	0
APAC	1.832	4	1.799	2	1.827	1
EUROPE	10.397	611	10.455	635	10.130	643
MENEAT	41	1	40	0	39	1



## Appendix-V Human resources data continued

### Employees turnover

Source: Headcount & movement PowerBI

Internal workforce – Permanent employees only

As of end of December

The data is compiled only for voluntary terminations. For the calculation method, please check the table at the end.

Employee turnover - Total	2022	2023	2024
Voluntary terminations	1,082	883	901
Voluntary turnover rate	10,3%	7,8%	7,7%

Employee turnover - Gender	2022			2023			2024		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Terminations (No.)	423	659	1,082	343	540	883	341	560	901
Turnover (%) - Distribution by gender	4%	6,3%	10,3%	3%	4,8%	7,8%	2,9%	4,8%	7,7%

Employee turnover - Region	2022		2023		2024	
	Terminations	Turnover rate	Terminations	Turnover rate	Terminations	Turnover rate
AMERICAS	1	0,0%	2	0,0%	1	0,0%
APAC	746	7,1%	549	4,9%	600	5,2%
EUROPE	329	3,1%	331	2,9%	295	2,5%
MENEAT	6	0,1%	1	0,0%	5	0,0%
<b>Total</b>	<b>1,082</b>	<b>10,3%</b>	<b>883</b>	<b>7,8%</b>	<b>901</b>	<b>7,7%</b>



## Appendix-V Human resources data continued

### Employee hiring

Source: Headcount & movement PowerBI - cumulated hires

Internal workforce – Permanent employees only

As of end of December

Hires: All except Rehire and Rehire with new employment

Employee hiring - Gender	2022			2023			2024		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Hires (No.)	279	561	840	590	853	1,443	398	744	1,142
Hiring Rate (%)	2,16%	4,35%	6,51%	4,56%	6,59%	11,15%	3,14%	5,88%	9,02%

Employee hiring - Age Group	2022		2023		2024	
	Hires	Hiring rate	Hires	Hiring rate	Hires	Hiring rate
60 years and +	11	0,09%	13	0,10%	7	0,06%
50-59 years	117	0,91%	105	0,81%	76	0,60%
40-49 years	201	1,56%	261	2,02%	187	1,48%
30-39 years	327	2,53%	599	4,63%	487	3,85%
21-29 years	182	1,41%	424	3,28%	340	2,69%
<=20 years	2	0,02%	41	0,32%	45	0,36%

Employee hiring - Region	2022		2023		2024	
	Hires	Hiring rate	Hires	Hiring rate	Hires	Hiring rate
AMERICAS	4	0,03%	4	0,03%	4	0,03%
APAC	70	0,54%	628	4,85%	678	5,36%
EUROPE	759	5,88%	809	6,25%	453	3,58%
MENEAT	7	0,05%	2	0,02%	7	0,06%



## Appendix-V Human resources data continued

### Total headcount – External workforce

Source: Headcount & movement PowerBI

External workforce

As of end of December

External workforce – Total	2022	2023	2024
External Workforce	1.796	1.525	1.569

### Diversity – Top management

Source: Headcount & movement PowerBI

Internal workforce

As of end of December

Employee category: Top executives, executives, senior managers

	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Top management – Gender						
Top executives, executives, senior managers	43	216	56	195	58	198
in %	17%	83%	22%	78%	23%	77%

Top management – Age group	2022	2023	2024
60 years and +	50	47	49
50–59 years	134	125	132
40–49 years	62	70	66
30–39 years	13	9	9
21–29 years	0	0	0
<=20 years	0	0	0



## Appendix-V Human resources data continued

### Diversity – Employees age group

Source: Headcount & movement PowerBI

Internal workforce

As of end of December

Employees – Age group	2022	2023	2024
60 years and +	1.294	1.066	1.147
50–59 years	3.357	3.215	3.152
40–49 years	3.385	3.435	3.427
30–39 years	3.252	3.431	3.327
21–29 years	1.566	1.690	1.482
<=20 years	49	110	122

### Diversity – Employee category

Source: Headcount & movement PowerBI

External workforce

As of end of December

Employee category – Gender	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Top executives	4	22	5	21	5	21
Executives	19	113	21	96	22	102
Senior Managers	20	81	30	78	31	75
Managers & professionals	423	1.822	516	2.109	534	2.133
Specialists	1.476	2.663	1.495	2.696	1.508	2.689
Operators & services	3.077	2.432	3.024	2.406	2.830	2.268
Not applicable	191	560	129	319	118	321
<b>Total</b>	<b>5.210</b>	<b>7.693</b>	<b>5.220</b>	<b>7.725</b>	<b>5.048</b>	<b>7.609</b>



## Appendix-V Human resources data continued

### Diversity – Employee category

Source: Headcount & movement PowerBI

External workforce

As of end of December

Employee category – Age group	2022						2023				2024			
	60 years and +	50-59 years	40-49 years	30-39 years	21-29 years	<=20 years	60 years and +	50-59 years	40-49 years	<=20 years	40-49 years	30-39 years	21-29 years	<=20 years
Top Executives	6	18	2				7	15	4		3			
Executives	29	66	30	7			25	61	27		30	4		
Senior Managers	15	50	30	6			15	49	39		33	5		
Managers & professionals	245	696	729	504	71		212	727	866		869	725	102	
Specialists	435	1.056	1.054	1.159	434	1	343	1.008	1.063	2	1.102	1.210	507	2
Operators & services	528	1.398	1.410	1.424	743	6	435	1.342	1.421	27	1.375	1.343	628	30
Not applicable	36	73	130	152	318	42	29	13	15	80	15	40	245	90
<b>Total</b>	<b>1.294</b>	<b>3.357</b>	<b>3.385</b>	<b>3.252</b>	<b>1.566</b>	<b>49</b>	<b>1.066</b>	<b>3.215</b>	<b>3.435</b>	<b>109</b>	<b>3.427</b>	<b>3.327</b>	<b>1.482</b>	<b>122</b>

### Disability

Source: Headcount & movement PowerBI

External workforce

As of end of December

Disability	2022	2023	2024
Internal workforce	404	424	414
in %	3%	3%	3%



## Appendix-V Human resources data continued

### Performance and Development Interview (PDI) – Gender

Source: Successfactors – CSR PDI Campaign

\* Group Process for Performance & Career development review is deployed for all permanent employees in all countries ( except Operators & Services) which covers 54% of our Internal Workforce. Sometimes local process are in place for Operators & services but no global reporting is available for the moment. The breakdown by gender applies on those 54% ( employee in scope)

PDI – Gender	2022	2023*	2024*
Male	not available	71%	71%
Female	not available	29%	29%

PDI – Employee category	2022	2023*	2024*
Top executives	not available	not available	1%
Executives	not available	not available	2%
Senior managers	not available	not available	2%
Managers & professionals	not available	not available	37%
Specialists	not available	not available	58%

### Training

Source: Powerpoint – Isabelle Wiedemann (excel from Successfactor data)

Internal workforce

As of end of December

Average number of training hours – Gender	2022	2023	2024
Male	17	16	18
Female	15	15	18
<b>Total</b>	<b>16</b>	<b>16</b>	<b>18</b>

Average number of training hours – Function	2022	2023	2024
BU Energy Management (B.046)	9	19	16
Data Protection (B.039)		3	not existing anymore
Digital and Information (B.011)	14	11	15
Finance (B.010)	10	8	10
Group Communications (B.006)	15	32	14
Group Health & Safety (B.058)			18
Group Legal and Risk Management (B.007)	17	13	9
Group Quality & Environment (B.012)	25	28	27
Group Real Estate, Investments & Business Services (B.018)	12	16	15
Group Social Responsibility (B.043)	10	16	21
Group Strategy (B.008)	10	9	10
Group Support Functions & Top Management (B.013)	17	4	4
Hager Next (B.053)		20	22
Human Resources (B.015)	17	13	20
India & China Sales (B.054)		13	17
Industrial Engineering (B.003)	20	26	22
International Sales (B.050)	12	9	11
Manufacturing (B.037)	17	16	21
Product Engineering (B.004)	22	25	22
Sales & Marketing Engine Room (B.051)	13	17	16
Sales & Marketing Europe (B.052)	17	15	13
SDM Business Unit Safety Detectors (B.048)	24	12	12
Social (B.017)	16	17	19
Solution Development and Marketing (B.049)	14	12	24
Sourcing & Supply Chain (B.036)	13	15	14



## Appendix-V Human resources data continued

### Training

Source: Powerpoint – Isabelle Wiedemann ( excel from Successfactor data)

Internal workforce

As of end of December

Average number of training hours - Employee category	2022	2023	2024
Top Executives	not available	9	10
Executives	not available	11	9
Senior Managers	not available	9	13
Managers & Professionals	not available	16	18
Specialists	not available	17	19
Operators & Services	not available	15	19



## Appendix-V Human resources data continued

### Collective agreement and social dialogue coverage

Collective agreement – Total coverage	2021	2023	2024
% of workforce represented by worker’s representatives*	95%	96%	97%
% of workforce covered by a collective agreements #	76%	90%	90%

\* Taken into account the worker’s representatives for small countries in EU works council

# Taken into account the local agreement in Poland (working time conditions agreement / Health insurance)

Coverage rate	2023			2024		
	Collective Bargaining Coverage		Social dialogue	Collective Bargaining Coverage		Social dialogue
Coverage Rate	Employees – EEA (for countries with >50 empl. representing >10% total empl.)	Employees – Non-EEA (estimate for regions with >50 empl. representing >10% total empl)	Workplace representation (EEA only) (for countries with >50 empl. representing >10% total empl)	Employees – EEA (for countries with >50 empl. representing >10% total empl.)	Employees – Non-EEA (estimate for regions with >50 empl. representing >10% total empl)	Workplace representation (EEA only) (for countries with >50 empl. representing >10% total empl)
0-19%		EUROPE (CH/UK)			EUROPE (CH/UK)	
20-39%						
40-59%						
60-79%						
80-100%	France	APAC (CHINA)	France	France	APAC (CHINA)	France
	Germany		Germany	Germany		Germany
	Italy		Italy	Italy		Italy
	Netherlands		Netherlands	Netherlands		Netherlands
	Poland		Poland	Poland		Poland
	Portugal		Portugal	Portugal		Portugal
	Spain		Spain	Spain		Spain



## Appendix-V Human resources data continued

### Parental leave

Source: Parental leave in Successfactor

Internal workforce

From January 2024 to December 2024

Parental leave also includes maternity leave

Parental leave - Gender	2024							
	Entitled to parental leave		Took parental leave		Return from parental leave		Return to work rate	
	Female	Male	Female	Male	Female	Male	Female	Male
Internal employees	2.649	4.815	89	96	84	107	3%	2%
<b>Total - France &amp; Germany*</b>	<b>7.464</b>		<b>185</b>		<b>191</b>		<b>3%</b>	

\* We are on the process of cimiling the data and we focus so far on France & Germany internal workforce which represents 60% of our employees. The reason of selecting those two countries are based on data maturity and significant locations of employment.

### Safety

The formula used to compile and calculate the LTAR data at group level:  $\sum(\text{No. Of LTAs} * 1.000.000) / \sum(\text{No. Of working hours in the reporting year})$

The data includes both employees and non-employees. Currently we do not differentiate between worker titles, all are included in our statistics. This will improve over the next period.

Safety	2021	2022	2023	2024
Fatalities	0	0	0	0
High-consequence injuries	0	0	0	0
Recordable work-related injuries	87	82	93	69

Safety	2021	2022	2023	2024
LTAR	3,93	3,35	3,94	2,62



## Appendix-V Human resources data continued

### Additional information

Topics	Contextual information	Calculation/ Consolidation method
<b>Headcount</b>	<p>The headcount reflects the number of employees working at hager.</p> <p>This measure reflects end of period and counts each individual as one employee, regardless of whether he or she works full time or part time.</p> <p>The value of headcount can therefore only be 0 or 1.</p>	<p>Total number of employees working at hager end of month, whatever their activity rate.</p> <p>If the last day worked of the employee is the last day of the month, he is still active and then is still counted for the related month.</p>
<b>Internal workforce</b>	<p>Internal workforce is grouping Individuals having directly a contract with Hager and for which Hager is the employer. It corresponds to Permanent employee, Fixed-term employee, Intern and apprentice.</p>	
<b>External workforce</b>	<p>External workforce is grouping Individuals having not directly a contract with Hager, but from a third party company and for which Hager is not the employer. It corresponds to Leasing, Contractor, Discovery Intern, Joint Venture employee and New Acquired Company Employee.</p>	
<b>Voluntary turnover rolling rate</b>	<p>Proportion of permanent employees we lose following their voluntary decision to leave hager (resignation or leave without notice)</p>	<p>(Count of Voluntary Terminations for Permanent during the last 12 previous months)/ (Average Headcount End of the months for Permanent during the last 12 previous months)</p>



## Appendix-VI Environment data

### Energy

#### Energy sold and total energy consumption

	2021	2022	2023	2024
Electricity (GWh)	0	0,02	0,03	0,05
Heating (GWh)	0	0,00	0,00	0,00
Cooling (GWh)	0	0,00	0,00	0,00
Steam (GWh)	0	0,00	0,00	0,00
<b>Total energy sold (GWh)</b>	<b>0</b>	<b>0,02</b>	<b>0,03</b>	<b>0,05</b>

	2021	2022	2023	2024
Total energy consumption within the organisation (GWh)	254,59	244,46	231,07	213,98

#### Energy consumption outside of the organisation

	2021	2022	2023	2024
Original data (GWh)	0	5,07	3,24	1,49
Extrapolation (GWh)	0	5,15	1,67	1,42
<b>Total energy consumption outside of the organization (GWh)</b>	<b>0</b>	<b>10,22</b>	<b>4,91</b>	<b>2,91</b>

#### Energy intensity

	2021	2022	2023	2024
Turnover (B€)	2,25	2,44	2,83	2,60
Energy intensity (GWh/B€)	113	100	82	82

#### Energy consumption reduction

	2021	2022	2023	2024
Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives (joules or multiples)	254,59	-10,13	-23,51	-40,61

### Emissions

#### Biogenic emission

	2021	2022	2023	2024
Biogenic CO <sub>2</sub> emissions (tCO <sub>2</sub> e)"	53	46	98	199

#### Emission intensity

	2021	2022	2023	2024
Turnover (B€)	2,25	2,44	2,83	2,60
GHG emissions intensity ratio (ktCO <sub>2</sub> e/B€) (∑(scope 1,2,3)/ Turnover)	883	736	602	591



## Appendix-VI Environment data continued

### Water

#### Water withdrawal from water stress areas

	2021	2022	2023	2024	Comment
Surface water	0	0	0	0	Main usage of water: - sanitary use in all site - tower and building cooling
Ground water	0	0	10,24	11,32	
Seawater	0	0	0	0	
Produced water	0	0	0	0	
Third-party water	0	12,27	1,98	1,97	
<b>Total water withdrawal from water stress areas (ML)</b>	<b>0</b>	<b>12,27</b>	<b>12,22</b>	<b>13,28</b>	

#### Type of water consumed

Total other-water withdrawal (>1000 mg/L TDS) (ML)	0	0	0	0
Total fresh-water withdrawal (<=1000 mg/L TDS) (ML)	292,30	288,26	263,02	257,59



## Appendix-VI Environment data continued

### Biodiversity

For each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, the following information:

2023						
Geographic location	Blieskastel	Heltersberg	Kornik	La roca del Valles	Ottfingen	Saverne
Position in relation to the protected areas	<1km	<1km	<1km	<1km	<1km	<1km
Types of operation	Production and distribution of EEE	Production and distribution of EEE	Production and distribution of EEE	Production and distribution of EEE	Production and distribution of EEE	Production and distribution of EEE
Size of operation site (km <sup>2</sup> )	89	256	33	17	41	9
Biodiversity value characterised by the attribute of the protected area or area of high biodiversity value	Landscape Protection Area; Special Protection Area (birds directive); nature reserve; sites of community importance (habitats directive); special areas of conservation (habitats directive)	UNESCO-MAB Biosphere Reserve	Protected Landscape Area	Protection Plan; Special Areas of Conservation (Habitats Directive)	Landscape Protection Area	UNESCO-MAB Biosphere Reserve
Biodiversity value characterised by listing of protected status (such as IUCN Protected Area Management categories)	V; IV	Not applicable	Not applicable	V	V	Not applicable



## Appendix-VI Environment data continued

### Nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following:

2024	
Use of manufacturing plants	Manufacturing and distribution of EEE products
pollution	<p>In 2025, Hager Group conducted an assessment of pollution measurements in 3 sites, in accordance with ESRS E2-4 and E2-5. These plants were selected because they are representative of the majority of processes used across our manufacturing facilities.</p> <p>Initial findings from this dry run:</p> <p>E2-4: pollutants covered under E2-4 were found to be below the E-PRTR thresholds and aligned with local regulatory requirements.</p> <p>E2-5: The substances monitored under E2-5 require more stringent oversight to ensure compliance. Hager is currently developing a group-wide procedure to assess and monitor these substances across all manufacturing sites.</p>
introduction of invasive species, pests and pathogens	<p>This KPI is not monitored by Hager Group. However, Hager Group does not expect any significant impact as it follows customs regulations and environmental guidelines that prevent the introduction of invasive species.</p>
reduction of species	<p>No related KPI monitored. However, Hager Group does not expect any significant impact.</p>
habitat conversion	<p>Hager Group does not monitor related KPIs. However, Hager Group does not expect any substantial impact because:</p> <ul style="list-style-type: none"> <li>- In the case of construction measures, specifications are defined through the building permit (e.g., ecological compensation measures and building permit conditions). External experts on soil, animal welfare/species protection, and water protection are also involved in new building projects (e.g., Blieskastel).</li> <li>- Action plans to preserve natural habitats have been implemented at certain sites (e.g., Bischwiller has implemented an "eco-responsible cross-project").</li> </ul>
changes in ecological processes outside the natural range of variation	<p>Hager Group follows local regulations and no substantial impact have been monitored in our sites.</p>



## Appendix-VI Environment data continued

### Significant direct and indirect positive and negative impacts with reference to the following:

	2023	comment
<b>Species affected</b>	Not measured	Biodiversity is not considered material to Hager Group's operations. Therefore, Hager Group did not conduct an advanced biodiversity impact assessment in 2024. However, the BFA (Biodiversity Footprint Assessment) carried out for 2023, which assessed the area impacted by Hager Group, is still considered relevant.
<b>Extent of areas impacted</b>	<ul style="list-style-type: none"> <li>- Terrestrial dynamic impact: 11 MSA.km<sup>2</sup></li> <li>- Terrestrial static impact: 328 MSA.km<sup>2</sup></li> </ul>	
<b>Duration of impacts</b>	By definition of the BFA: <ul style="list-style-type: none"> <li>- dynamic footprint: caused by changes, consumptions or restorations during the period assessed.</li> <li>- Static footprint includes all the 'persistent' or 'long-lasting' effects which remain over time.</li> </ul>	
<b>Reversibility or irreversibility of the impacts</b>	By definition of the BFA: <ul style="list-style-type: none"> <li>- Dynamic impact is reversible;</li> <li>- Static impact is persistent.</li> </ul>	

### Total number of IUCN Red List species and national conservation list species and habitats in areas affected by the operations of the organizations, by level of extinction risk

	2023
Critically endangered	207
Endangered	549
Vulnerable	1.179
Near threatened	No information
Least concerned	No information



## Appendix-VI Environment data continued

### Waste

Total weight of waste diverted from disposal in metric tonnes, and a breakdown of this total by recovery operations:

tonnes	2021				2022				2023				2024			
	Total	Recycling	Incineration	Mean end of life	Total	Recycling	Incineration	Mean end of life	Total	Recycling	incineration	Mean end of life	Total	Recycling	Incineration	Mean end of life
Non-hazardous waste																
Metal	11.339	11.339	0	0	11.788	11.720	68	0	14.048	13.976	60	12	7.327	7.275	0	52
Plastic	2.317	958	509	850	2.769	2.392	318	60	4.502	3.800	601	100	2.651	1.648	784	219
Normal industrial waste mix	1.590	1	1.239	350	1.519	169	1.199	151	1.690	203	1.368	119	1.665	601	539	525
Cardboard	1.451	1.188	0	263	1.557	1.545	0	11	4.366	4.361	0	5	1.100	1.090	2	8
Copper	1.524	1.524	0	0	1.121	1.121	0	0	1.375	1.375	0	0	527	527	0	0
Wood	818	591	50	177	734	618	116	0	825	647	176	1	862	594	139	128
Mixed electronics & WEEE	427	80	1	346	376	173	0	203	186	186	0	0	132	132	0	0
Bio waste	153	118	3	32	41	23	18	0	54	42	11	0	35	16	20	0
Batteries and Piles	133	132	0	1	1	0	0	1	4	3	0	1	8	8	0	0
Plastic Packaging	0	0	0	0	0	0	0	0	0	0	0	0	0			
Others	423	113	1	309	1	0	0	0	263	0	0	263	307	0	0	307
Paper	789	158	0	631	787	157	0	630	788	158	0	630	937	289	0	648
Hazardous waste																
Special industrial waste	715	280	205	230	412	17	361	34	576	82	472	22	445	274	102	69



## Appendix-VII Hager Group locations with the highest climate physical risk exposure (2024)

Rank	Location	Natural hazard	Exposure
1	Bischwiller	Flood, Collapse	100 Years / 100 Years
2	Emmenbruecke	Flood	100 Years
3	Schalksmühle	Flood	100 Years
4	Blieskastel	Stormwater	100 Years
5	Vendenheim	Flood, Collapse	500 Years / 100 Years
6	Chaponnay	Freeze, Collapse	
7	Pune	Stormwater	100 Years
8	Ottfingen	Stormwater	100 Years
9	Arenzano	Stormwater	100 Years
10	Dongguan	Wind, Flood	105 mph / 100 Years