

2019

Sustainability report



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From the management

Sustainability has a long tradition at Hammerer Aluminium Industries. Recycling and the associated sustainable production of our products have become important issues for the future. We are convinced that energy efficiency and resource-conserving production methods promote new technologies and processes. Uniting the entire value chain under one roof embodies our wish for sustainable action. Products made of aluminium are a “clean business” – we can vouch for that.

Certified production facilities and the traceability of raw materials set the tone for supplier evaluation today. With our energy management system (EN ISO 50001), we give a clear signal. It is a set of rules that has been developed based on the example of the EN ISO 9001 guidelines. It also includes the planning and operation of power generation and consumption units. Protecting the climate and preserving existing resources are the most important objectives here.

In 2019, Hammerer Aluminium Industries joined the Aluminium Stewardship Initiative (ASI). We want to meet the strictest industrial standards with regard to responsible company management and fulfil highest environmental and social standards, so we became a member of this international initiative.

ASI Performance Standard V2 defines environmental, social and governance principles and criteria, with the aim of addressing sustainability issues in the

aluminium value chain. Responsible, sustainable aluminium processing has a high standing at HAI in Ranshofen.

For years now, we have been working hard to increase the use of sustainable energy and recycled aluminium in the production processes, as well as on high social standards in the company. Responsible company management is particularly important to us. Every strategic decision affects the whole HAI family and has to be carefully considered. With this in mind, the HAI Group management team always focuses on future-oriented decisions in the sense of sustainable production processes and responsible use of resources.

Our customers in the construction sector, in the automotive, transport and electrical engineering industries and in the field of machinery and plant engineering appreciate the HAI Group's innovative and ecologically valuable products. With our official ASI membership, we are underlining our sense of responsibility.

We take our corporate responsibility seriously and pursue a path of solid growth and continuous further development of the HAI Group. Secure jobs, respectful interaction and long-term customer relationships form the foundations of our corporate principles.

(GRI 102-14)

Rob C.J. Van Gils
CEO HAI Group

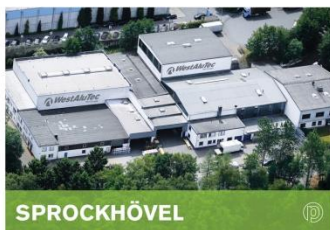
Markus Schober
Managing Director
HAI Austria & Germany

PART I: THE HAI GROUP

From the recycling process to high-tech aluminium profiles and finished components: Hammerer Aluminium Industries, also known as HAI, is a reliable supplier of complete solutions to the aluminium industry.

Aluminium has been produced in the Upper Austrian town of Ranshofen, where the HAI Group has its headquarters, since 1939 – ideal conditions for HAI to combine the experience and longstanding tradition of this industrial location with the vitality and innovative spirit of a young company. Since its establishment in 2007,

enthusiasm for the material aluminium has been the focus of all company activities. From technical performance to compliance with the strictest environmental standards through to adherence to schedules and delivery reliability – quality has many facets at HAI.



Regional roots, international operations

With over one thousand employees in three divisions – Casting, Extrusion and Processing – at six locations in Austria, Germany and Romania, the company is one of the global players in the industry. At the two casting locations in Ranshofen

(Austria) and Sântana (Romania) up to 180,000 tonnes of extrusion billets, rolling slabs and two-piece ingots are produced every year. These are two of the most flexible foundries in Europe. By contrast, particular requirements made of surface

quality and profile geometry are met in the Extrusion division in the production of high-quality profiles. From the special alloy through to precision cutting, HAI develops total solutions. In the Processing production division, the company sets great store by intensive and sustainable

development partnerships. In these partnerships, HAI contributes a unique manufacturing depth and a consistent value chain. The core technology here is friction stir welding, which ensures the highest weld quality levels.

(GRI 102-1,102-2,102-3,102-4)

Everything from a single source

With an unrivalled passion for the material aluminium, HAI constantly seeks the ideal complete solution for its customers. Thanks to continuous optimisations, the company is able to offer a seamless production chain – from casting to extrusion through to finishing. HAI supplies products and services for the machine and

plant engineering, automotive, construction & commerce, electrical, commercial vehicle, rail and shipbuilding industries. The experts supply optimum solutions for every desired application, even outside the company's existing range.

(GRI 102-6)



CAST & WROUGHT ALLOYS



MACHINE AND PLANT
ENGINEERING



AUTOMOTIVE



CONSTRUCTION & COMMERCE



ELECTRICAL INDUSTRY



COMMERCIAL VEHICLES



RAIL



SHIPBUILDING

With a clear future-oriented strategy

The HAI Group has set itself ambitious goals to achieve by 2025: With a clear focus on defined customer segments and growth markets, the aim is to increase turnover while maintaining at least the

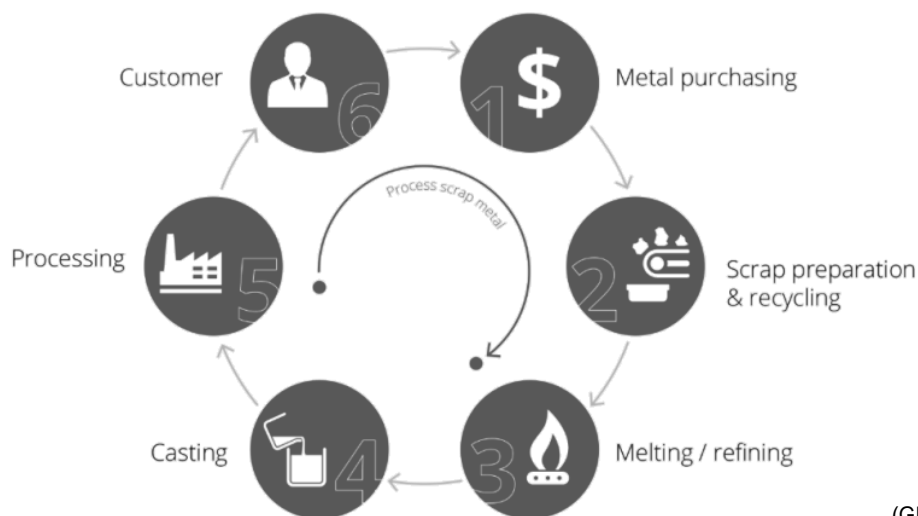
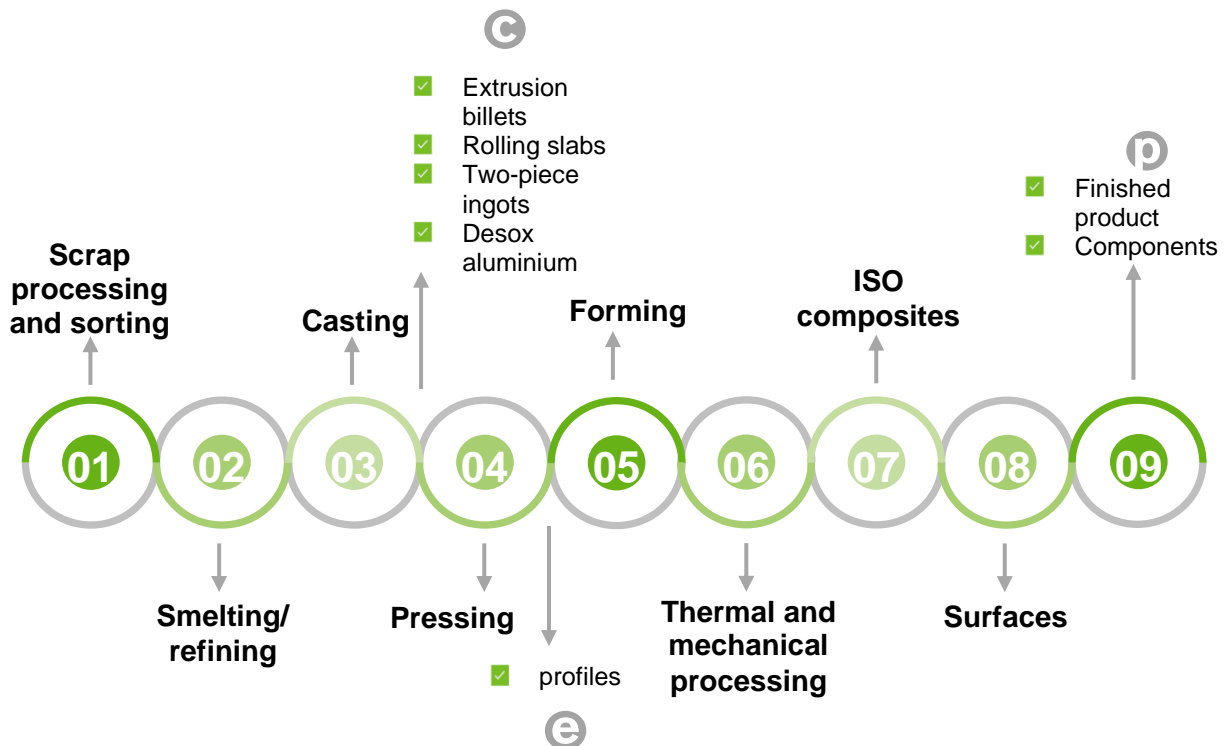
same level of profitability. In line with the Group strategy, the company is planning to grow in particular by offering greater added value to its customers.

OUR VALUE CHAIN

HAI is able to offer a complete and seamless production chain, from casting through to finishing – all of this with the greatest passion for the highly complex material, aluminium.

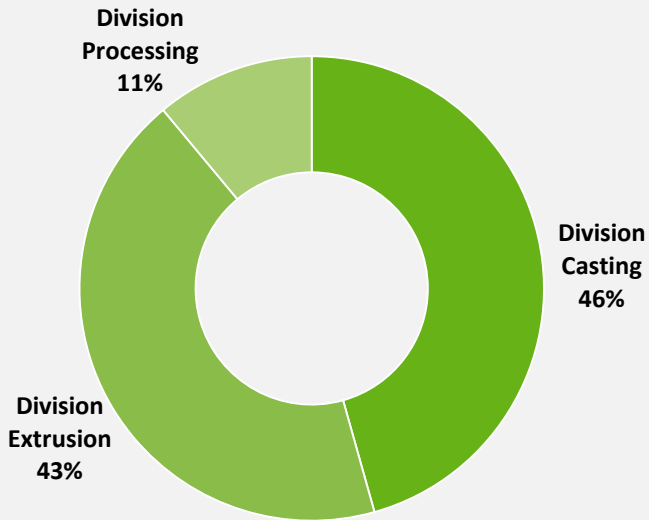
Certified production facilities and the traceability of raw materials set the tone for supplier evaluation today. With our

energy management system (EN ISO 50001), we give a clear signal. This set of rules has been developed based on the example of the EN ISO 9001 guidelines and also includes the planning and operation of power generation and consumption units. Protecting the climate and preserving existing resources are the primary objectives here.



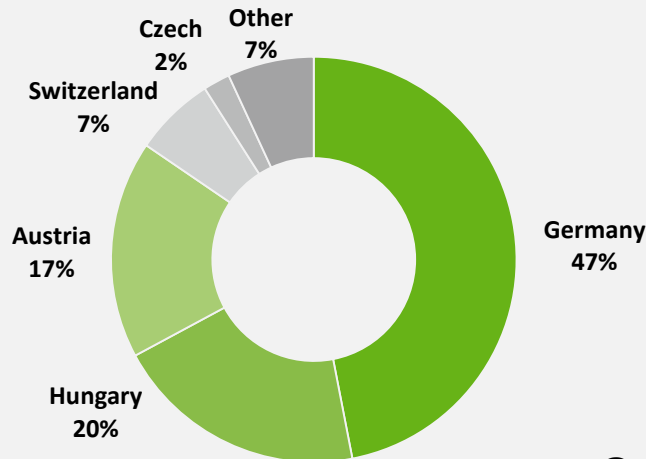
(GRI 102-9)

Group sales by Divisions

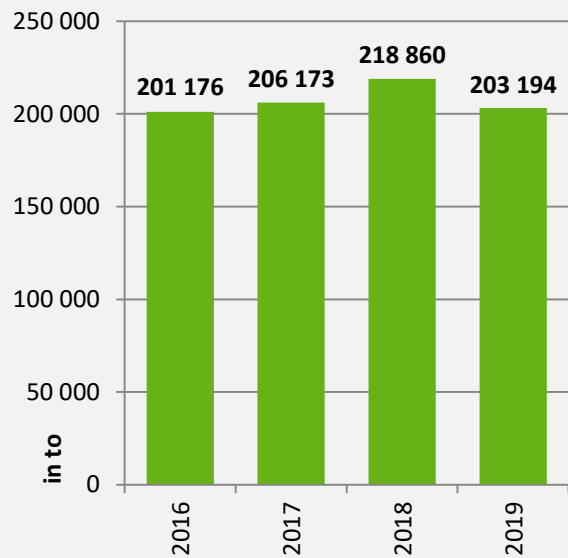
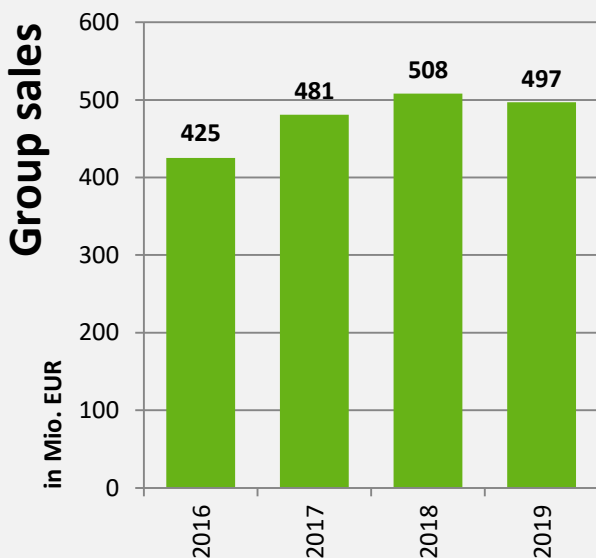


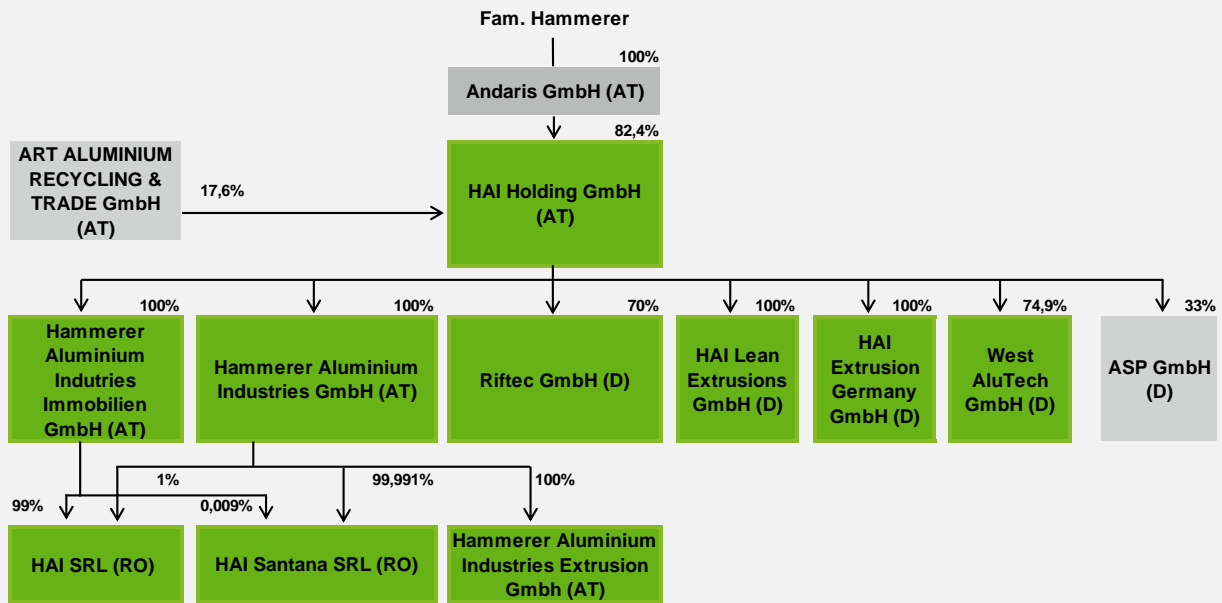
In 2019, with over 1200 employees, HAI recorded sales of 497 million €

Group sales by country



Group turnover





• Fully consolidated • not consolidated

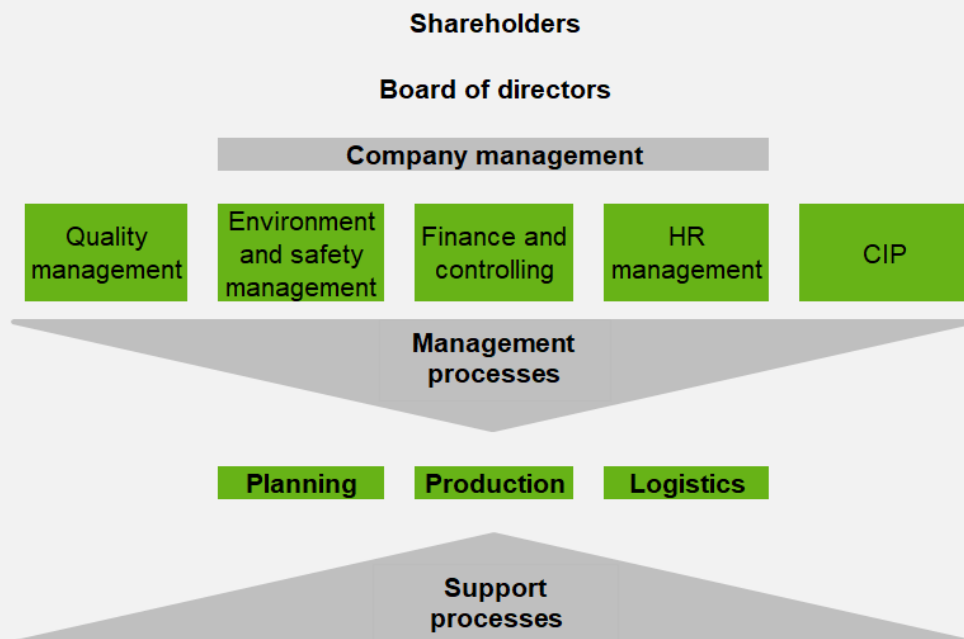
(GRI 102-5, 102-45)

There were some changes to the organisational and ownership structures within the HAI Group, and the company size, during the 2019 reporting year.

Further details can be found in the GRI-Content.

(GRI 102-10)

Governance Structure



(GRI 102-18)

SUSTAINABILITY REPORTING PROFILE

It is important to us to keep our stakeholders up to date with our developments and progress in the field of sustainability. HAI will therefore prepare and publish a sustainability report every year.

This sustainability report is made according to the internationally recognised guidelines of the Global Reporting Initiative (GRI). The complete GRI index and a list of GRI standard specifications can be found on pages 47-49.

The data and key figures of the 2019 fiscal year (01/01 – 31/12/2019) are presented.

The information in this sustainability report relates to the Group subsidiaries based at the company headquarters in Ranshofen,

Austria and our production plants in Sântana, Romania and Soest, Germany. In part, figures from the Group financial statement have been used (see "Consolidation overview").

The report contents have not been audited by an independent third party.

We always value the opinion of our stakeholders. Question, comments or feedback regarding the content of the report can be sent to:

sustainability@hai-aluminium.com

(GRI 102-46, 102-48, 102-49, 102-50, 102-52, 102-53, 102-54, 102-56)

PART II: SUSTAINABLE CUSTOMER AND SUPPLIER RELATIONSHIPS

As a provider of high-quality aluminium products, customer satisfaction is important to the HAI Group. We achieve this through fairness, long-term relationships, delivery reliability, and the highest standards in quality. In this way we create an environment that ensures a high level of customer satisfaction, both now and in the future. Our suppliers are selected carefully and specifically. We believe in mutual appreciation, support and sustainable collaborations. We always regard our customers and suppliers as partners.

GRI (MA – economic, 103-2)

A declared aim of the HAI Group is to continuously improve the sustainability of aluminium products through constant innovation. The intention is not only to make aluminium even more sustainable and effective as a raw material for products in known application areas, but also to make it available to new applications.

Cooperation with stakeholders, such as customers, suppliers and also trade associations, has a particularly high priority here. Synergies, regular interaction and targeted communication form the basis for leadership in the field of sustainable production and products, as well as innovative products with outstanding product properties.

(GRI 102-43, 102-44)

DEFINING MATERIALITY

Hammerer Aluminium Industries carried out its first materiality assessment for sustainability report 2019 in cooperation with stakeholder groups. The company identified numerous material topics and divided these in four more general groups. The materiality assessment will serve as a building ground for the sustainability report.

Environment, health and safety

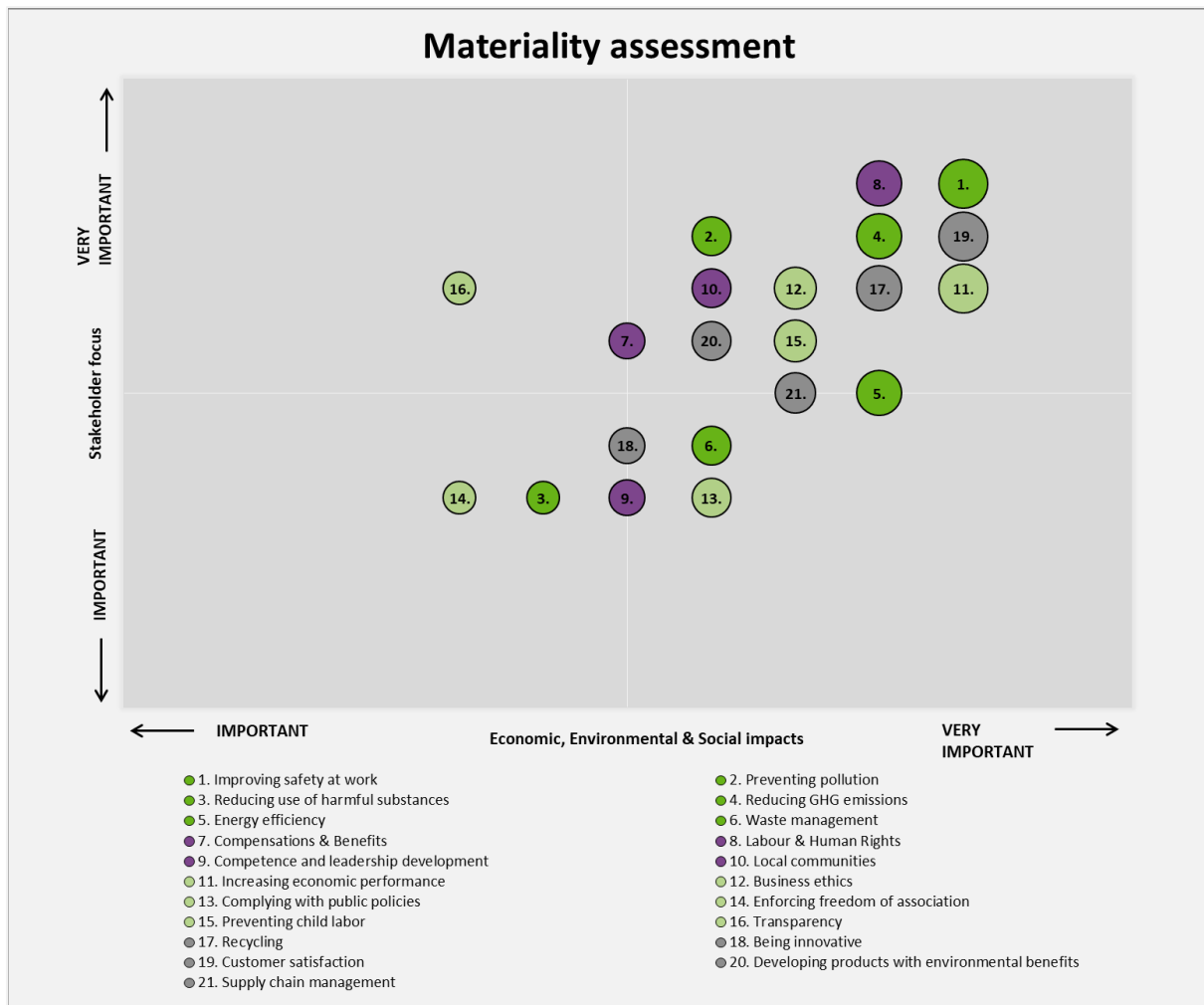
One of the main goals of HAI Group as an employer is to create a safe and healthy work environment for our employees. One of the cornerstones is our health and safety management system OHSAS 18001 and our continuous improvement practices.

We are always striving to do better and set our goals even higher. Current themes like energy and resource efficiency, emission reductions and other environmental related themes are also recognized in the HAI Group.

Corporate governance and ethics

Ethical business practices are one part of our way of taking responsibility. The HAI Group has clear principles when it comes to conducting business. We are promoting

these principles and values through our code of conducts and our anti-corruption policy.



(GRI 102-47, 102-44)

Employees and community

Employees are one of the most important assets of the HAI Group. The well-being of our employees is not only our priority but also something we can be truly proud of. We believe in investing in our employees by providing a chance of professional as well as personal development.

HAI Group is also part of a bigger community. We have taken action to give back to the communities around us in various different ways. (Learn more “Community engagement”)

Product/Supply chain responsibility

As a future orientated company we can see the value of innovation as a response to the future challenges like climate change. We have taken our sustainability approach in year 2019 one step further

with becoming a member of Aluminium Stewardship Initiative. This demonstrates that HAI Group is going to be a high quality business partner also in the future by building sustainable supply chains.

DEFINING STAKEHOLDER GROUPS

Interested parties – requirements and expectations					
No.	Interested party	Location	Reason for inclusion	Internal/external	Needs and expectations
1	Company shareholders	AT/DE/RO	Secures resources Defines the business vision	Internal	Profit realisation Safeguarding corporate development Securing the equity capital ratio
2	Company management	AT/DE/RO	Resource allocation Responsibilities for managing the company Business strategy	Internal	Sustainable development Objectives achievement Safe environment Customer satisfaction
3	Employees	AT/DE/RO	Implementation of responsibilities in management decisions	Internal	Punctual and reliable remuneration Safe workplace Attractive working environment Individual development
4	Labour/Employment authority	AT/DE/RO	Legal requirement	External	Compliance with statutory provisions Specific reports and controls
5	Metal management	AT/DE/RO	Raw material procurement	Internal	Punctual delivery Efficient warehousing On time delivery
6	Environmental authority	RO	Waste management	External	Recognising legal requirements Compliance with statutory provisions
7	Certification body	AT/DE/RO	Obtaining and maintaining conformity certificates	External	Compliance with standards requirements
8	Municipality	AT/DE/RO	Effects on activities performed	External	No negative effects on the local environment Participation in social initiatives (a good citizen) Initiatives for the benefit of the community Support for land development
9	Transport service provider	AT/DE/RO	Responsibilities for deliveries and incoming raw materials	External	Loading and unloading plans on time and respected Efficient transport routes
10	Worker's council	RO	Works council Constitution Collective bargaining agreement	Internal	Information & Representative Participation in regards to the Works Council Constitution
	Unions	AT/DE	Collective bargaining agreement	Internal	Annual negotiations
11	Federal Ministry of Agriculture, Forestry, Environment and Water Management	AT	Legal requirements	External	Compliance with legal requirements
12	Fiscal authorities	AT/DE/RO	Legal requirements	External	Accurate and timely reports Compliance with legal requirements
13	Financial auditors	AT/DE/RO	Legal requirements	External	Assurance that shareholder capital is spent according to the guidelines
14	Banks	AT/DE/RO	Business strategy	External	Monthly reports
15	Insurance companies	AT/DE/RO	Business strategy	External	Monthly reports
16	Customers	AT/DE/RO	Basis for our company	External	High-quality products according to their specifications Punctual delivery
17	Suppliers	AT/DE/RO	Basis for our company	External	Punctual payments Competitive prices Delivery options

An internally staffed working group was entrusted in 2019 with defining the relevant stakeholders to the HAI Group. The precept was their direct or indirect connection to effects on all processes at

HAI and their effects on economy, ecology or their social effects. This applies both to internal and to externally directed activities of the company.

(GRI 102-40, 102-42)

COMMUNITY ENGAGEMENT

External initiatives and memberships in associations

In 2019, Hammerer Aluminium Industries was a member of the following associations and interest groups:

- ✓ AC – Automotive Cluster
- ✓ BIR – Bureau of International Recycling
- ✓ EA – European Aluminium
- ✓ GDA – Gesamtverband der Aluminiumindustrie e.V. (German Aluminium Industry Association)
- ✓ IV – Industriellenvereinigung (Federation of Austrian Industries)
- ✓ Leitbetriebe Austria (Austria's leading enterprises)
- ✓ NHR – Human Resources Network
- ✓ Proguss Austria – Association of Austrian Foundry Specialists
- ✓ VDM – Verband Deutscher Metallhändler e.V. (Association of German Metal Traders)
- ✓ WKÖ – Austrian Chamber of Commerce
- ✓ Aluminium Stewardship initiative

(GRI 102-13, 102-12)

Supporting local sourcing

In the 2019 financial year, orders and contracts amounting to a value of 52 million euros were awarded in Upper Austria, of which 51 million euros in the Innviertel region. Local sourcing is not only

beneficial for the businesses in the region but is also an environmentally attractive way of doing business.

(GRI 204-1)

Supporting local communities

In the year 2019 HAI Group has been showing support to the local communities in different parts of its operations.

HAI Ranshofen:

- ✓ Donation with Human Benefiz to a local family in need (5000,00€)
- ✓ December 2019 HAI Ranshofen organised a “Christmas wish tree” campaign together with Innviertel children protection centre

HAI Sântana:

- ✓ Supporting local orphanage in Sântana with appliances and small gifts in Easter and Christmas
- ✓ Supporting local judo and football teams
- ✓ Sponsoring the local “Days of Sântana city”
- ✓ Sponsorship of the Stefan Hell technological high school

OUR VALUES AND PRINCIPLES

At HAI, the fulfilment of all legal requirements and voluntary commitments forms the framework for all business dealings. To ensure compliance with legal requirements, structures and processes have been purposefully designed to minimise the risk of transgressions by the company or individual stakeholders and to support legally impeccable conduct.

In HAI Group during the reporting period 2019, no significant financial penalties were imposed for the violation of laws or regulations.

The HAI Code of Conduct

The Code of Conduct describes our beliefs and values. We aim to make decisions in a fair, responsible and respectful way. Our Code of Conduct serves as a basis and guide for this purpose. Our values are standards that we set ourselves in our daily work and in our behaviour towards our colleagues, customers, suppliers, business partners, government institutions and all other people who we come into contact with while carrying out our activities. Our basic values also include compliance with environmental, occupational and social standards.

HAI entirely rejects every form of forced labour and child labour. Any form of discrimination (e.g. due to age, gender or origin) goes against our beliefs and values. We believe that working closely with the workers’ representatives and communicating openly play an important part in employee participation and co-

determination. We adhere to the legal provisions that are relevant to the protection and safety of employees as a matter of course. In the interest of fair competition, we in no way tolerate corruption, antitrust violations, bribery, money laundering, the irregular attainment of undue benefits, corruption or prohibited agreements.

The HAI Code of Conduct can be viewed at any time on our website:

<https://www.hai-aluminium.com/downloads/>

The HAI Anti-Corruption Policy

We have committed ourselves to conducting all business with honesty, integrity and reliability. We support transparency and continuing dialogue with our stakeholders, such as customers, employees, authorities, municipalities and the media.

Scope

Our executives give advice and support the employees to comply with this policy and the principles stated therein. This policy is binding for all HAI employees. Violations can result in disciplinary actions.

Avoiding conflicts of interest

Payments or benefits are considered bribery if they are given or received with the intention to influence a person's actions or decisions in order to obtain or retain business or other advantages in the conduct of business. Conflicts of interest can be subtle and are not always easily recognizable.

Hospitality or gifts are to be refused, if they are given in return for an action, in cash, shares, securities or other items that are of more than little value.

- ✓ *Seek advice when you are not sure if a situation is to be considered a conflict of interest or could be seen as a conflict of interest by a third person*

- ✓ *Refuse generous invitations or gifts in case of doubt*

Prevention of money laundering and terrorism financing

HAI-Group conducts all business in a manner that prevents malpractice and of the use of lawful transactions for the purposes of money laundering and terrorist financing.

Report your concerns when you observe suspicious transactions or activities

Transparency, true and accurate records

Accurate bookkeeping and thorough documentation are essential for us not only to comply with legal requirements but reflect our business integrity. All HAI employees are required to maintain accurate books and records of HAI business activities.

Payments to third parties, business partners, customers etc. have to be documented with corresponding invoices. Complete documentation ensures full transparency. The regulations in the HAI travel guidelines on hospitality are binding for all employees.

- ✓ *Follow the principles of ordinary accounting at all times*
- ✓ *Store invoices and documents for complete traceability of payments and transactions*

Adhering to and implementing the guidelines

We support our employees in adhering to the principles, values and guidelines defined in the Code of Conduct and in HAI Anti-Corruption Policy. Each and every employee is responsible for safeguarding the values and beliefs of and shaping their working environment in accordance with

these values. Furthermore, the HAI Group advises its suppliers on how to work in line with the values presented in our Code of conduct and communicate them to their own business partners. The HAI Group thereby ensures that its values and beliefs are reflected all along the value chain.

All employees and business partners are encouraged to point out circumstances indicating an infringement of legal regulations or internal guidelines. All such circumstances can be reported by e-mail address stated below. The equal treatment of all complaints is ensured throughout the processing procedure.

In the reporting period 2019, no complaints were registered and no infringements reported.



**Reporting infringement of
legal
regulations or internal
guidelines, please
contact:**

ethics@hai-aluminium.com

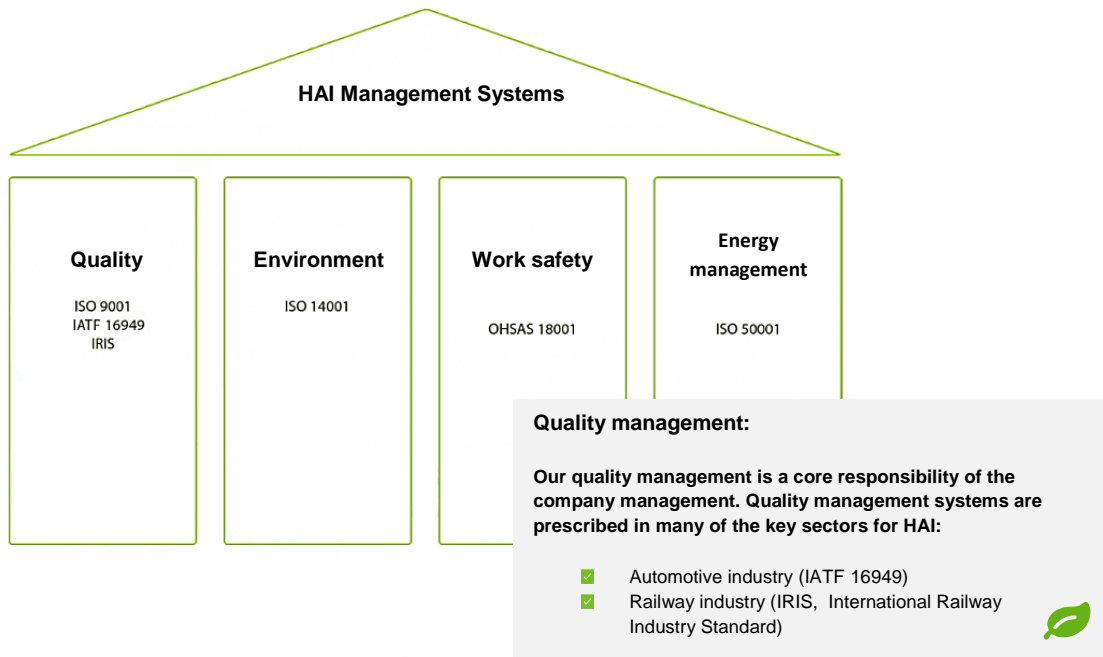
(GRI 419-1, 102-16)

SUSTAINABLE BUSINESS PRACTICES

Management systems

Our integrated management system (or IMS for short) comprises methods and instruments for complying with the requirements from sectors such as the automotive and railway industry, environmental management, or

occupational health & safety. This serves first and foremost to control and monitor the whole HAI Company. Utilisation of intelligent synergies and pooling of resources enable leaner and more efficient management.



HSE – health, safety and environmental protection

Hammerer Aluminium Industries is well aware of the particular importance of environmental protection, health and safety in the workplace and takes precautions to prevent environmental pollution and every form of negative impact on the ecosystem. It is equally important to minimise risks that can arise for the employees in connection with all the activities involved in manufacturing extruded aluminium profiles, in producing aluminium and in the aluminium recycling process. Our company is constantly striving to gain and demonstrate

improvements in the fields of environmental protection, occupational healthcare and occupational safety. We achieve this through utilisation of the best available technologies, avoidance of environmental pollution and by reducing the risks for employees and other persons potentially affected. This affects all aspects of our principal task, the production of extruded aluminium profiles, machined and surface-treated aluminium profiles, machined/welded aluminium components, thermally insulated composite aluminium profiles, as well as

billets and ingots from recycled aluminium scrap. We are continuously improving our processes and activities in compliance with the relevant laws and regulations. Our aim is to make every single employee aware of their own individual responsibility regarding the environment and environmental protection. We analyse and evaluate our environmental aspects and

use these results as the basis for our environmental programme for avoiding and reducing emissions. In accordance with the requirements of standards ISO 14001:2015 and OHSAS 18001:2007, HAI is obliged to comply with, improve and further develop the Integrated Management System (IMS) for environment, health and safety.

In this context, the company management undertakes to ensure the following:

- ✓ Compliance with legal environmental requirements and environmental protection regulations as well as with the requirements for health and safety in the workplace, which are relevant to the organisation's activities
- ✓ Avoidance of environmental pollution
- ✓ Prevention of personal injury and occupational illnesses
- ✓ Continuous improvement of the environmental performance and services in the area of health and safety in the workplace through implementation of permanent monitoring of these aspects
- ✓ On-going assessment of the environmental performance and services in the area of health and safety in the workplace based on defined objectives and targets
- ✓ Provision of a working environment that protects the health of employees, raises their standard of living and makes them feel proud to work for this company

The environmental policy is based on achievement of the following strategic goals:

- ✓ Customer orientation regarding environmentally relevant aspects by exceeding customer expectations
- ✓ Operating the business with precision, honesty, integrity and respect for everyone involved
- ✓ Identification, evaluation, management and improvement of those aspects of our activities, which exert influence on the environment and employees
- ✓ Protection of natural resources and efficient energy consumption
- ✓ No accidents at work, no occupational illnesses
- ✓ Working for the benefit of the community, supporting our suppliers and subcontractors in embracing the principles of environmental protection and staff safety, and developing programmes that support these principles

Our objective is to control environmental issues and to optimise the associated aspects. Sustainability principles act as a concept for coordinating all measures in conjunction with avoidance of environmental pollution and responsibility for future generations. They therefore

constitute the basis for all associated activities, including the related public relations work. This declared policy has been communicated to all employees within the organisation and made available for public inspection.

(GRI 102-11)

Sustainable processes – CIP

Innovative and efficient

Far-reaching economic and socio-political changes present us with challenges, but they also bring tremendous potential. "Industry 4.0" is opening up a wealth of opportunities for innovation and optimisation through digital technology and automation.

At the same time, the concept of sustainability is taking root in the wider public. On the one hand, it offers opportunities for (further) development of innovative products, for example in the field of mobility, while, on the other hand, it involves new requirements for company processes, particularly in the areas of ecology and the sparing use of resources.

HAI confronts these challenges and opportunities with first-class solutions that maintain the company's claim to leadership in this field. Optimisation and innovation are the keywords of this maxim. This applies not only to procedures but also to the products in the company, and naturally includes the raw materials used.

The CIP (continuous improvement process) has long since established itself at HAI as the most effective tool for constant optimisation and is now an integral part of the processes.

For us, this means:

CIP is standardisation

We work every day to improve ourselves and our processes. That helps us to develop standardised procedures, thereby

creating the necessary flexibility to meet customers' individual requirements. It also helps us to achieve transparency with respect to production-specific deviations.

CIP is self-discipline

We create sustainable stability by investigating causes. On the basis of these investigations, we then develop solutions. A culture of respectful discussion supports the acquisition of important know-how.

CIP is team spirit

We promote team spirit. We can only be successful together. Our CIP network gives us - and, hence, the company - stability.

Following this idea, continuously striving for improvements has become a permanent part of the corporate culture, and consequently our daily routine, for every single employee, the management and the owners of HAI. Our employees' suggestions make workplaces more attractive and procedures more efficient and reliable. Not only does this apply to our company, but also to our customers and partners.

In this continuous improvement process, every employee is regarded as a competent organiser of their activity. Potential is not only recognised and fostered, but also rewarded. Dedicated and satisfied employees, whose hearts beat for HAI, are the result that allows us to drive this process forward with complete conviction – in line with the motto:

"Anyone who stops improving stops being good."

(GRI 102-43)

PART III: SUSTAINABILITY IN HAI

We take our responsibility for environmental protection very seriously. In accordance with our vision, the consistent value chain is the tool at the HAI Group which helps us to implement and develop environmental standards spanning the entire production process. To this end, environmental policies have been developed for the HAI Group's facilities, which must be respected in full.

GRI (MA – ecological, 103-2)

MATERIALS

Strategic metal procurement

Strategic metal procurement is conducted centrally for the entire Group at our headquarters in Ranshofen.

Aluminium alloys for the widest variety of customer requirements are produced in

our foundry. Metal raw materials are procured from around 110 suppliers. We are constantly refining the various materials so that we can continue to offer our customers products and solutions of the highest standard in future as well.

In the 2019 reporting year, around **86,391** tonnes of metal were used for in-house production at HAI Casting.

This total amount can be broken down as follows:

- ✓ 69,285 tonnes of scrap
- ✓ 16,196 tonnes of primary metal
- ✓ 910 tonnes of alloy elements (primarily magnesium, manganese, silicon and zinc)

In the 2019 reporting year, around **127,636** tonnes of metal were used for in-house production at Casting Sântana.

This total amount can be broken down as follows:

- ✓ 79,191 tonnes of scrap
- ✓ 15,710 tonnes of primary metal
- ✓ 1,035 tonnes of alloy elements (primarily magnesium, manganese, silicon and zinc)
- ✓ 15,247 tonnes of sows
- ✓ 16,452 tonnes of dross

(GRI 301-1)

Recycling and utilisation of scrap

HAI utilises the highest possible recycling content in producing aluminium alloys and

strives to reduce its use of primary aluminium to the greatest possible extent.

Aluminium boasts excellent recycling properties and can be melted down and reprocessed without any loss in quality. For the secondary aluminium produced in the recycling process, only five percent of the energy required for producing primary aluminium must be used. The recycling process implemented by HAI is therefore not only economically attractive; it also has a positive impact on the company's energy and CO₂ balance.

Approximately 80 per cent of the aluminium and aluminium alloys employed in our foundry originate from scrap in our casting house Ranshofen. The scrap input in our Sântana casting house is also over 60 percent. This includes all the process-related scrap from the foundry and the

extrusion plant on the Ranshofen site, scrap from subsequent processing and trading, as well as recycled scrap from customers.

A shredder with subsequent separation of aluminium and foreign matter and a scrap shear are available for preparing the scrap.

The dross occurring in the smelting process still contains approx. 64 per cent aluminium. This is separated from the non-metallic content, either at our plant in Romania or at an external re-melting plant, and fed mostly in molten form back into production. Our current dross input in our casting house in Sântana was almost 13% in the 2019 reporting year.

Materials used in our casting houses:

Ranshofen Cast, AT

- ✓ Current average scrap input: 80,2 %
- ✓ Current average primary metal input: 18,7 %
- ✓ Current average alloying metal input: 1,1 %

Sântana Cast, RO

- ✓ Current average scrap input: 62 %
- ✓ Current average primary metal input: 12,3 %
- ✓ Current average alloying metal input: 0,8 %
- ✓ Current average sow input: 11,9 %
- ✓ Current average dross input: 12,9 %

(GRI 301-2)

ENERGY

Sustainable energy management

HAI believes that one of the highest priorities for a company in the aluminium industry is to take a sustainable approach to the high energy requirement.

Processes and procedures at Hammerer Aluminium Industries are subject to

constant efficiency enhancements in the handling of resources and innovative improvements in climate protection and ecological compatibility.

In terms of energy input and energy consumption, this means:

- ✓ Reduction in power consumption through improved efficiency of the fan drives and replacement of the lighting with LED lights
- ✓ Reduction in gas consumption through use of cold-air burners and recuperative burners
- ✓ Heat recovery at the compressor station
- ✓ Waste-heat recovery at the furnace of the 20 MN press
- ✓ Reduction in diesel consumption through regular replacement of old vehicles
- ✓ Charging machine on furnace 13 (shorter door-opening times)
- ✓ Electromagnetic stirrer for improved heat transfer
- ✓ Installation of a photovoltaic system (output 1 MW)

(GRI 302-4)

Targets for reducing greenhouse gas emissions

Ranshofen, AT

Hammerer Aluminium Industries has set itself ambitious targets for future reductions in climate-damaging greenhouse gas emissions.

The aim is to achieve the targeted annual reduction in energy consumption of 0.6% of the previous year's consumption with a bundle of measures:

Renewal of the vehicle fleet promises savings of 4000 litres of diesel per year. This corresponds to an annual reduction in

CO₂ emissions of 10,600 kg. Use of a new charging machine for one of the furnaces in the foundry achieves a saving of 0.9 kg CO₂ per tonne of input material. This corresponds to an annual reduction in CO₂ emissions of 43,200 kg.

Work is continuously conducted on projects for exploring further potential savings. This is linked with the aspiration to raise the bar set by existing objectives to a higher level in coming year.

Sântana, RO

In our HAI Sântana site the aim for the year 2019 was to reduce the diesel consumption per produced ton by 1%. This measure will provide an annual

reduction of 5,228kg in CO₂ emissions. In HAI Sântana measures are also taken to establish and implement a new energy efficiency plan for 2020.

Soest, DE

In our HAI Soest site actions taken to reduce the GHG emissions include replacing the lighting to more efficient LED lights which started in 2018 and is planned to be carried out till the end of next year. In addition 2019 there was a renewal towards more efficient energy

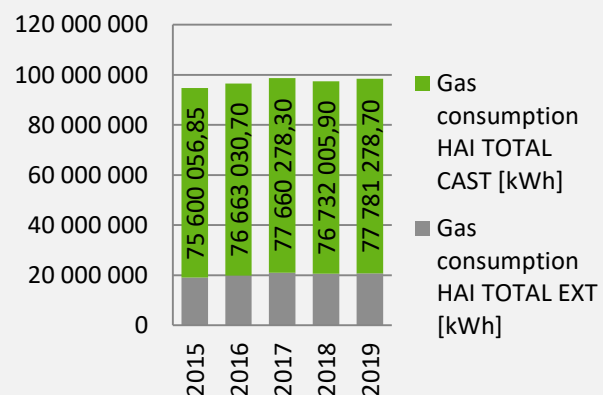
consumption through a new billet heating system introduced to the production. This will reduce the CO₂ emissions by 30,8kg per produced ton in the future.

(GRI 305-5)

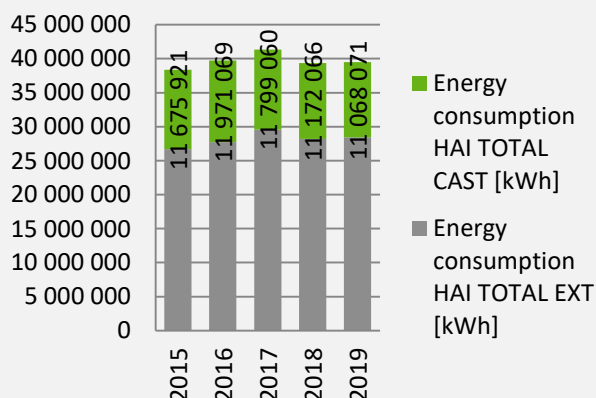
ENERGY – Ranshofen, AT

(GRI 302-1)

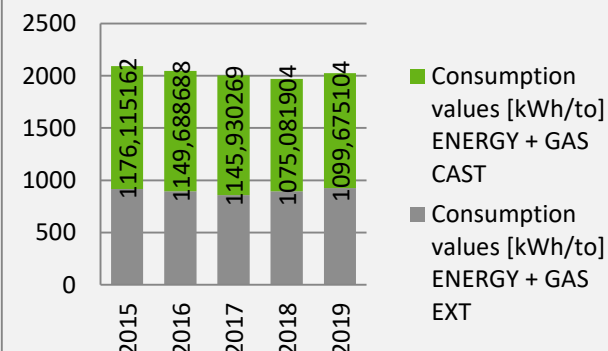
Gas consumption HAI Ranshofen TOTAL



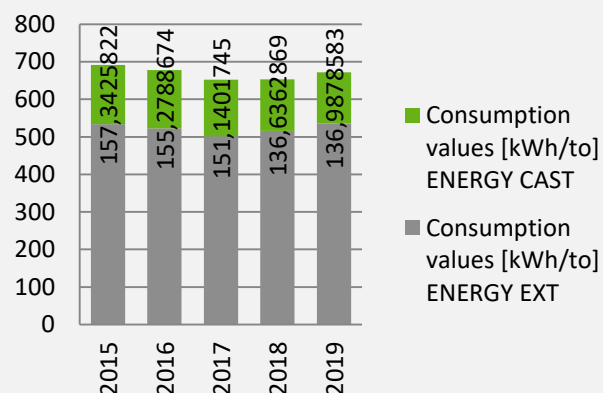
Energy consumption HAI Ranshofen TOTAL



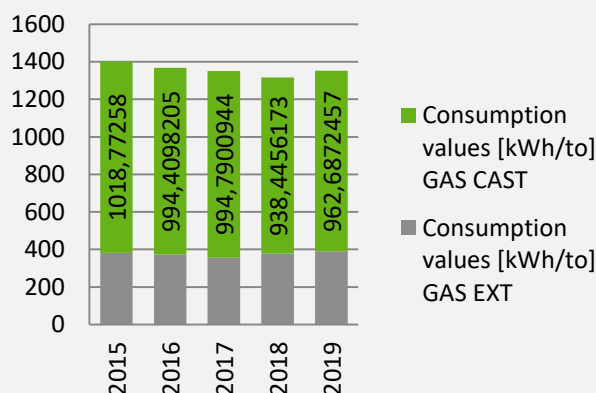
Energy and gas consumption HAI Ranshofen TOTAL



Consumption values Energy [kWh/to]



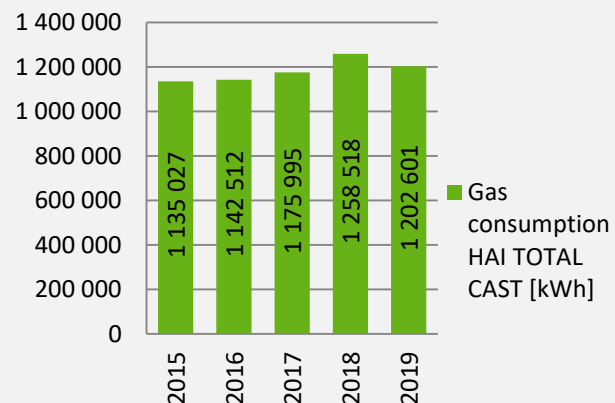
Consumption values Gas [kWh/to]



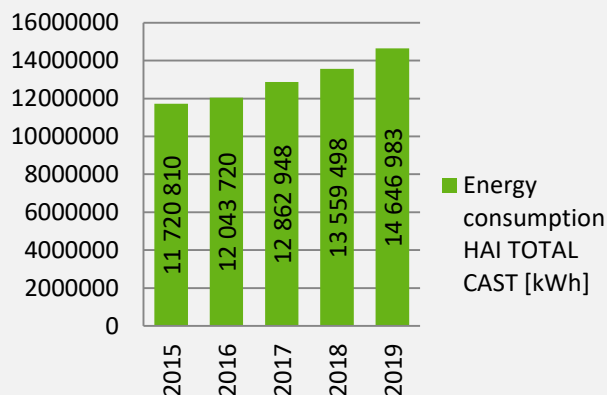
ENERGY – Sântana, RO

(GRI 302-1)

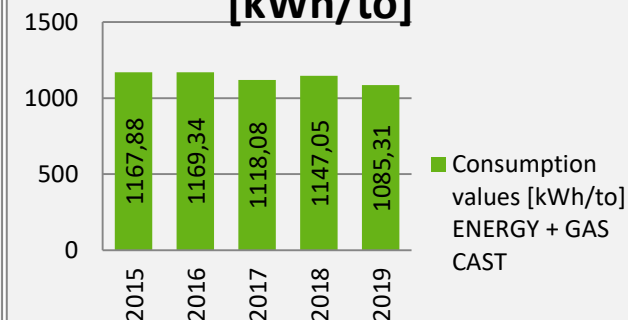
Gas consumption HAI Sântana TOTAL



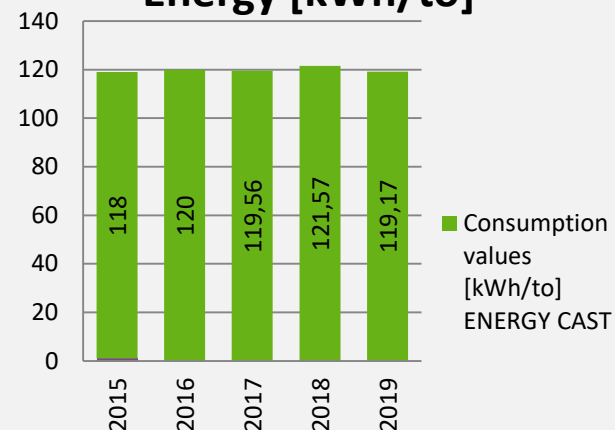
Energy consumption HAI Sântana TOTAL



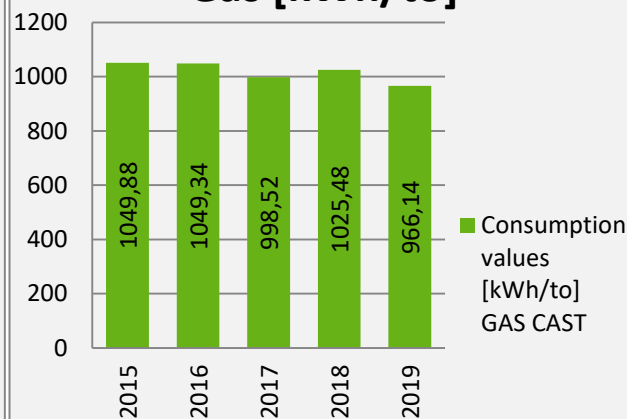
Energy and Gas consumption HAI Sântana TOTAL [kWh/to]



Consumption values Energy [kWh/to]



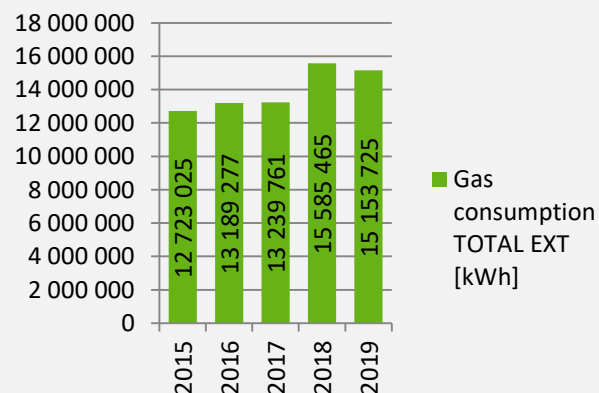
Consumption values Gas [kWh/to]



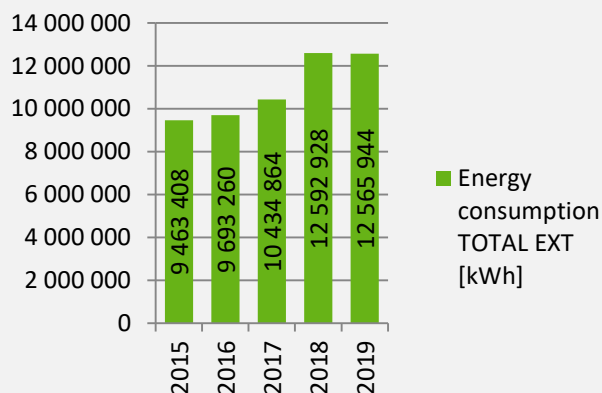
ENERGY – Soest, DE

(GRI 302-1)

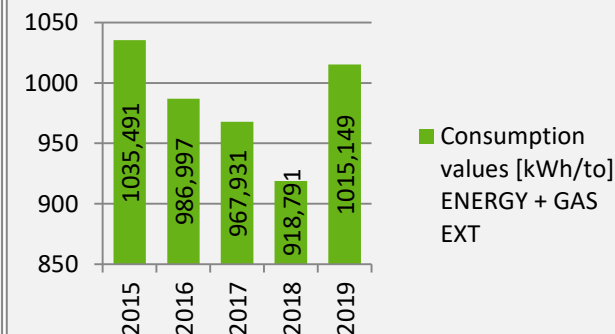
Gas consumption HAI Soest TOTAL



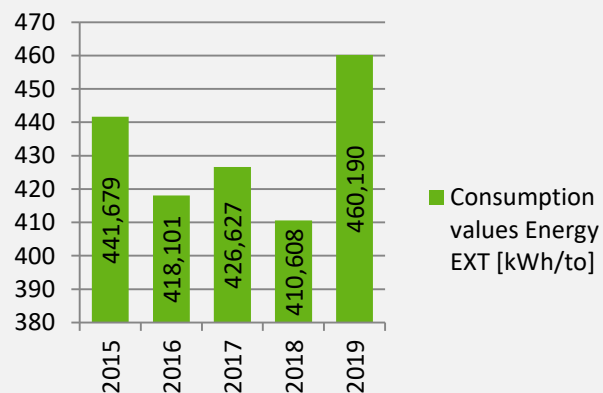
Energy consumption HAI Soest TOTAL



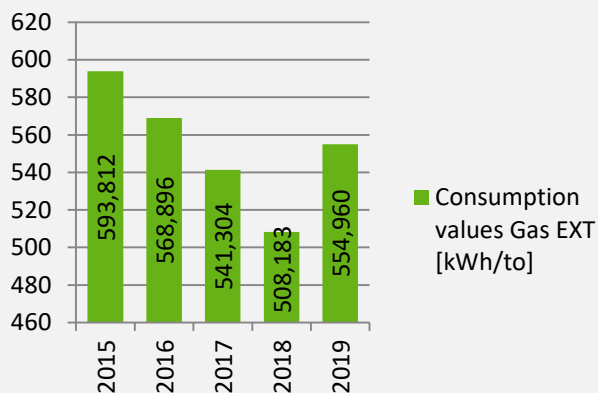
Energy and gas consumption HAI Soest EXT TOTAL [kWh/to]



Consumption values Energy [kWh/to]



Consumption values Gas [kWh/to]

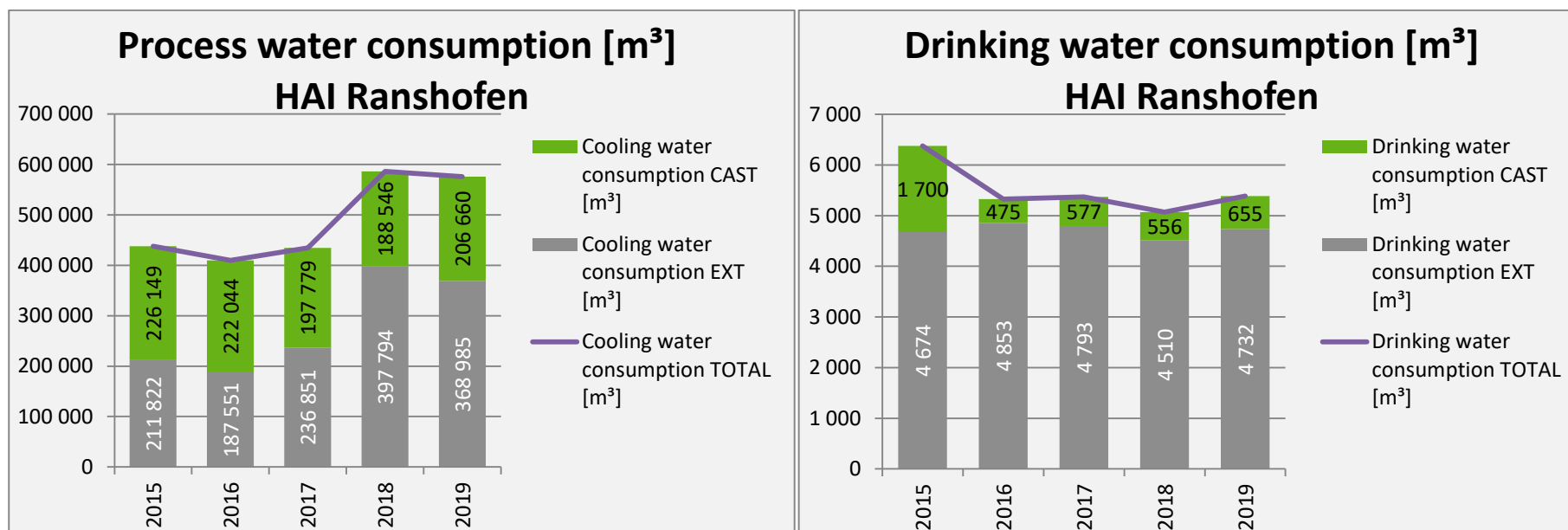


WATER AND WASTE WATER

Even at locations in countries with abundant water, like Austria, responsible treatment of the scarce resource water constitutes a core aspect of sustainable business operations. Hammerer Aluminium Industries uses a re-cooling station to return 80% of the foundry's cooling water to the cycle, thereby hugely reducing the consumption of fresh drinking water.

WATER AND WASTE WATER – Ranshofen, AT

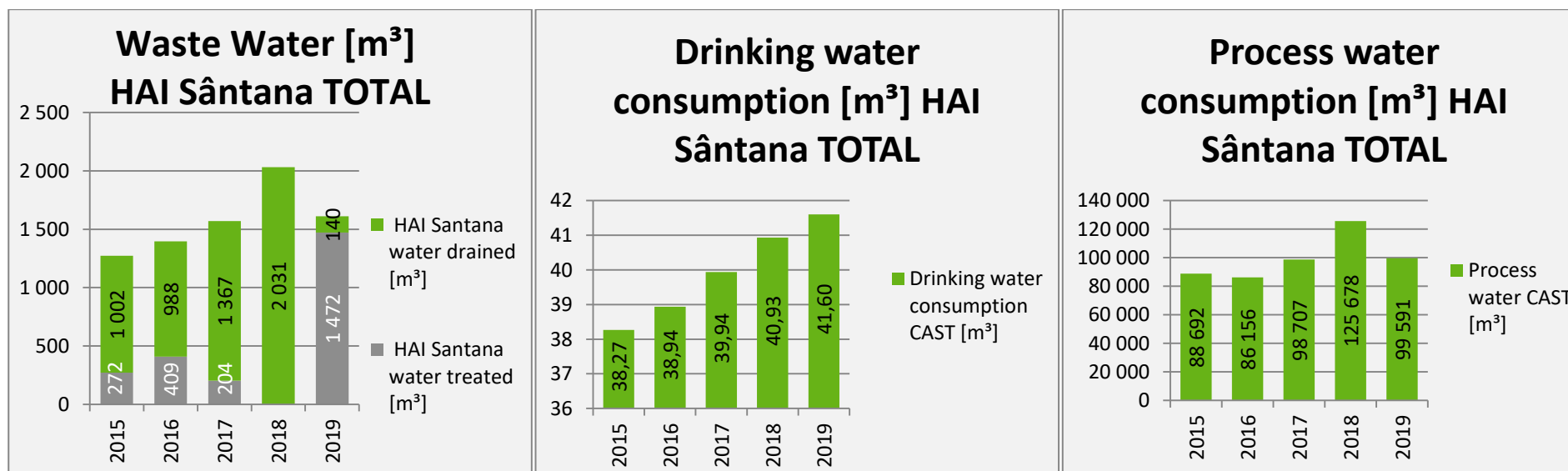
GRI (303-4; 303-5)



NOTE: HAI causes no direct water emissions; indirect discharge as per Indirect Discharger Ordinance.

WATER AND WASTE WATER – Sântana, RO

GRI (303-4; 303-5)

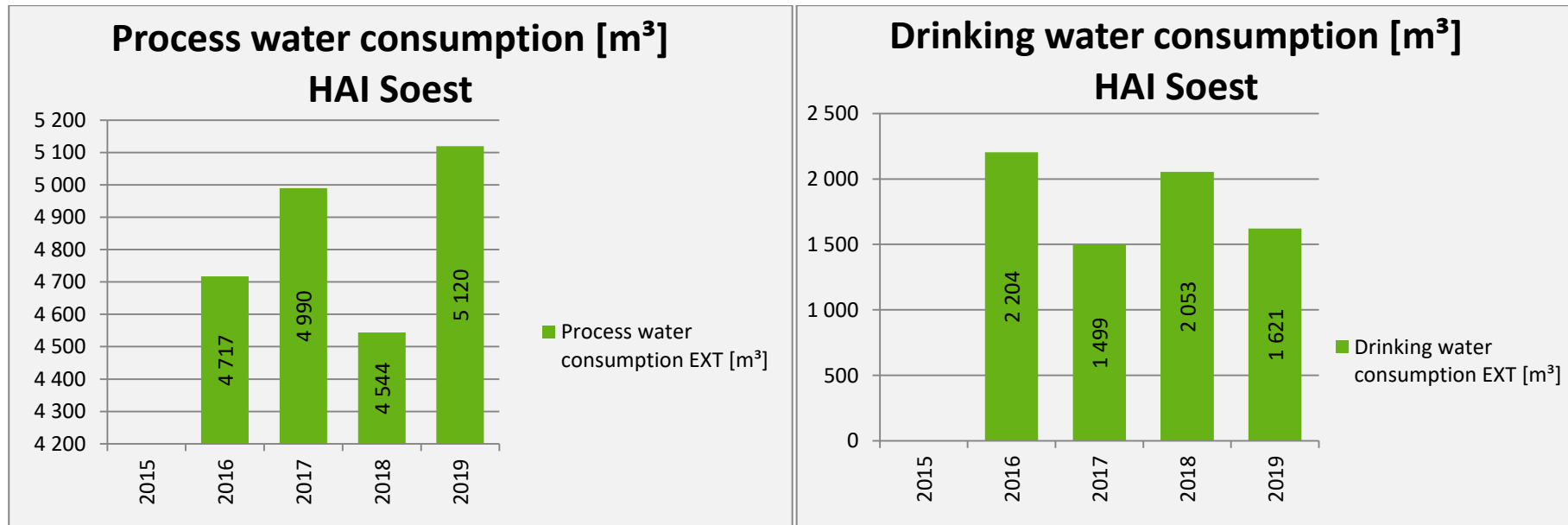


NOTE TO WASTE WATER:

- In case that the water treatment station does not work, wastewater is drained and transported to the city water company.
- In 2018 there was no treated water since the water treatment station was out of service.

WATER AND WASTE WATER – Soest, DE

GRI (303-4; 303-5)



EMISSIONS

HAI records its greenhouse gas (GHG) emissions all along the value chain. In doing so, a distinction is made between the following emission scopes:



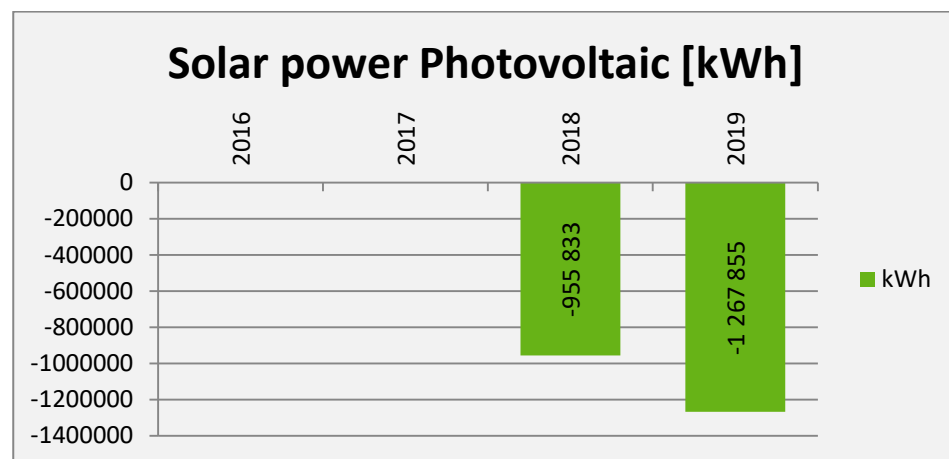
Scope 1 relates to the direct emissions from sources at HAI locations. Examples of such emissions include those from our production facilities and our vehicle fleet.

Scope 2 comprises the indirect, energy-related GHG emissions. These arise from the generation of purchased electricity that we consume at our sites.

Ranshofen, AT – Energy from Photovoltaic

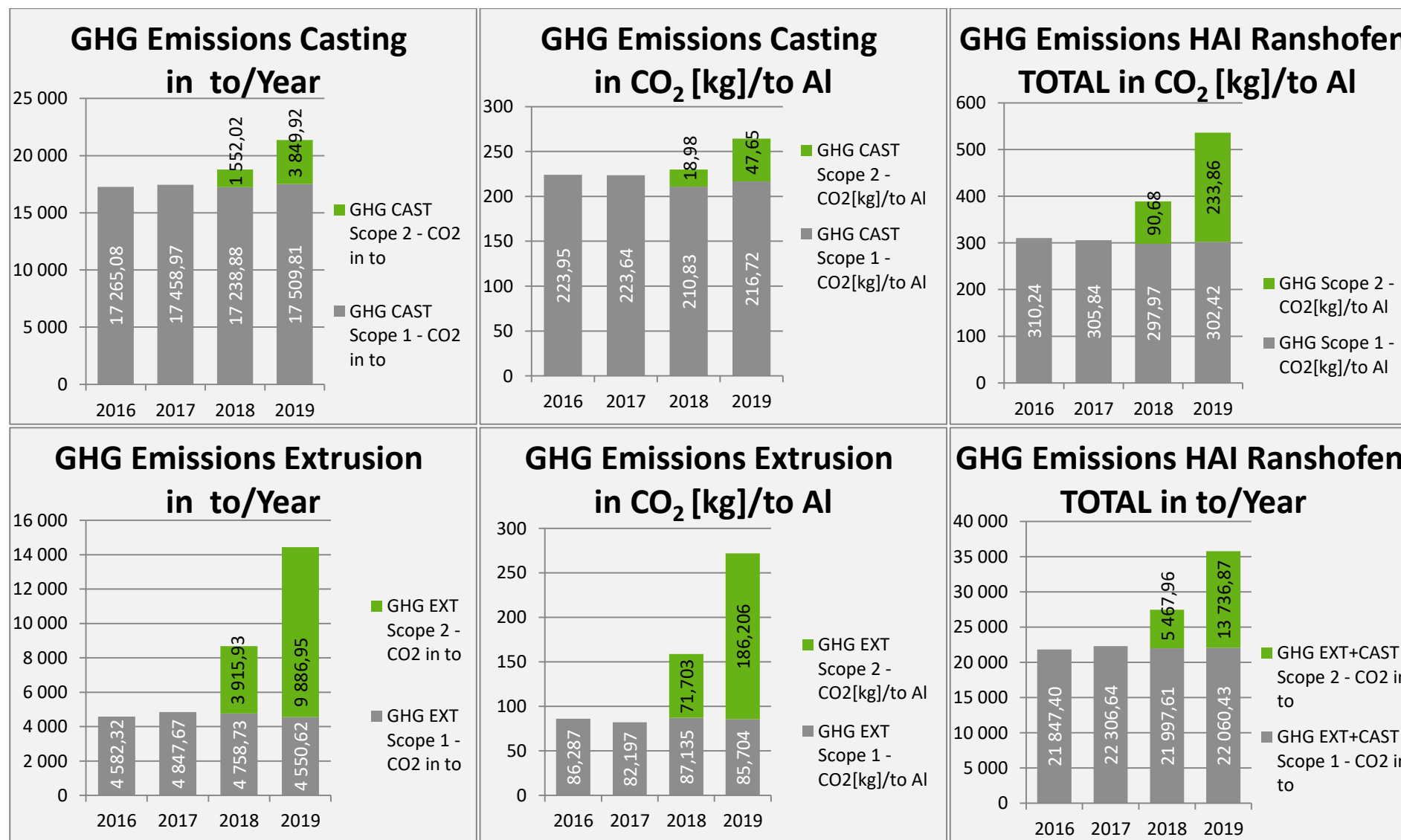
(GRI 305-5)

Solar energy coming from our photovoltaics is presented as a negative consumption in [kWh]. In GHG emissions this translates to emission reductions in our Scope 2 in year 2018 by **132 784, 30 CO₂ [kg]** and in the following year 2019 by **441 010, 68 CO₂ [kg]**. These numbers are already taken into account in our further GHG emission reporting.



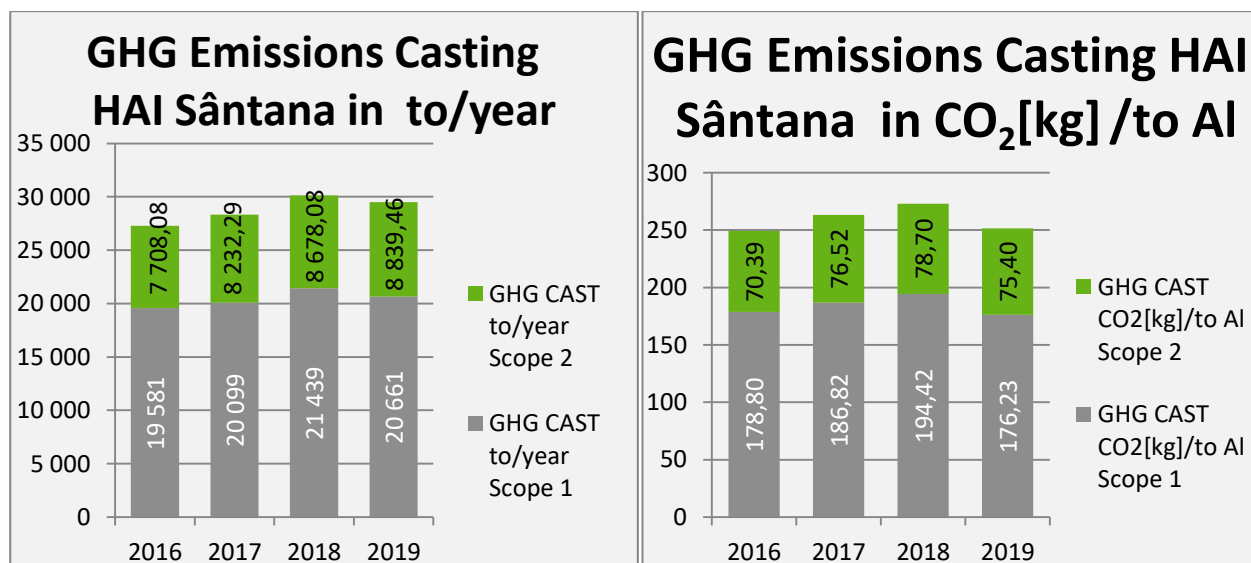
GREENHOUSE GAS EMISSIONS – Ranshofen, AT

(GRI 305-1, 305-2)



GREENHOUSE GAS EMISSIONS – Sântana, RO

(GRI 305-1, 305-2)

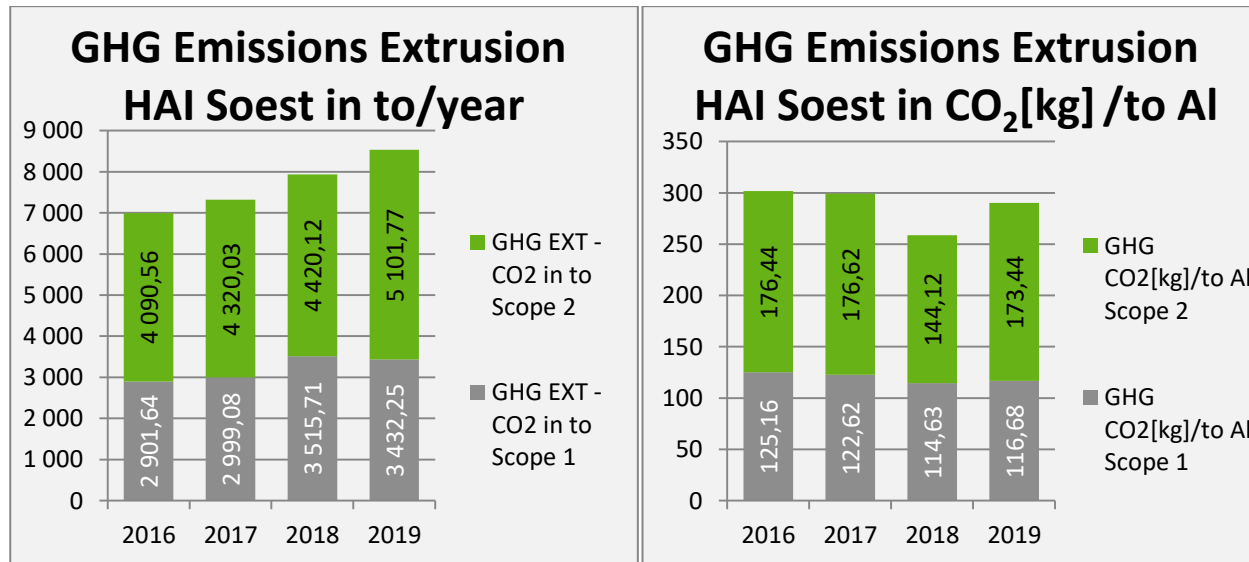


NOTE:

- The lower value of CO₂ emissions (in Scope 1) generated in 2019 compared to 2018 is due to the aluminium melting furnace with induction Otto Junker, with a melting capacity > 5,2 to/h and an energy consumption <50 Kw/h.

GREENHOUSE GAS EMISSIONS – Soest, DE

(GRI 305-1, 305-2)



WASTE

Careful and responsible treatment of waste not only complies with the guidelines of the 2002 Waste Management Act, it is also a natural element of a sustainable company policy as a whole. This includes, first and foremost, the necessary measures for being able to feed waste into a recycling system or an alternative recovery system, such as thermal recovery. Hazardous waste, such as used oil, filter dust or alkalis, is of course treated with particular care in this process.

WASTE – Ranshofen, AT

(GRI 306-2)

HAI Ranshofen, AT - CAST		
Waste generated	Quantity (kg)	Percent %
Total Waste	302 908,00	100,0
Non-hazardous waste	163 404,00	53,9
of which, handed over for recovery	163 404,00	100,0
of which, handed over for disposal	0,00	0,0
Hazardous Waste	139 504,00	46,1
of which, handed over for recovery	139 504,00	100,0
of which, handed over for disposal	0,00	0,00
HAI Ranshofen, AT - EXT		
Waste generated	Quantity (kg)	Percent %
Total Waste	642 865,00	100,0
Non-hazardous waste	144 489,00	22,5
of which, handed over for recovery	144 489,00	100,0
of which, handed over for disposal	0,00	0,0
Hazardous Waste	498 376,00	77,5
of which, handed over for recovery	498 376,00	100,0
of which, handed over for disposal	0,00	0,0

WASTE – Sântana, RO

(GRI 306-2)

HAI Sântana, RO - CAST		
Waste generated	Quantity (kg)	Percent %
Total Waste	13 277 340,00	100,0
Non-hazardous waste	422 210,00	3,2
of which, handed over for recovery	112 740,00	26,7
of which, handed over for disposal	309 470,00	73,3
Hazardous Waste	12 855 130,00	96,8
of which, handed over for recovery	12 547 110,00	97,6
of which, handed over for disposal	308 020,00	2,4

NOTE: The biggest amount of waste generated is the salt slag (12.543, 000 kg - EWC 10 03 08*), which is recycled.

WASTE – Soest, DE

(GRI 306-2)

HAI Soest, DE - EXT		
Waste generated	Quantity (kg)	Percent %
Total Waste	1 256 000,00	100,0
Non-hazardous waste	446 000,00	35,5
of which, handed over for recovery	446 000,00	100,0
of which, handed over for disposal	0,00	0,0
Hazardous Waste	810 000,00	64,5
of which, handed over for recovery	810 000,00	100,0
of which, handed over for disposal	0,00	0,0

Emission of harmful substances

Our aim is to completely prevent the emission and release of harmful substances and thereby eliminate the risk to humans and the environment. In the event that any harmful substance is emitted, the relevant authorities are informed immediately after detection, so that appropriate action can be taken.

In our cast house in Sântana the highest possible risk of pollution is the cracking of the diesel fuel tank. The consequence would be the pouring of rain water together with the fuel through the oil separator and discharging into the natural water channel.

During the annual review of environmental aspects the risk was assessed and it was evaluated as minor due to specific safety elements that are included into the fuel tank construction.

There was no significant release of substances in the 2019 reporting year.

There were no spills or leakages in the 2019 reporting year.

(GRI 306-3)

Compliance with environmental protection laws and regulations

In the 2019 reporting year, neither fines nor non-monetary sanctions were imposed due to non-compliance with environmental laws or regulations.

(GRI 307-1)

PART IV: OUR PEOPLE

Motivated and well-educated employees are a decisive factor for sustainable corporate success. The targeted advancement of employees improves their motivation and commitment. It also creates future prospects for the employees themselves to remain competitive in professional life. In the age of the digital revolution, the skills and competencies of the workforce are becoming increasingly important. Swift knowledge acquisition and sustainable knowledge transfer constitute tremendous competitive advantages, both from a personal and from a company perspective.

(GRI 103-1)

Industry 4.0

Particularly in the times of Industry 4.0 and the era of digitalisation, lifelong learning is not only a buzzword but also the key to success. With an e-learning platform, we have therefore introduced a company-wide tool that offers all employees best-possible support in the course of their training and further education.

PRINCIPLES

Our human resources strategy is geared towards meeting future personnel requirements, both qualitatively and quantitatively. It is based on the corporate objectives adopted by the management board. Guidelines and tools have been implemented for this purpose in the human resources area. These include proven processes for employee recruitment, the introduction phase, training, personnel development and succession planning.

The Head of the HR department reports to the CEO of the HAI Group. The representation of employee agenda is trusted to the workers council in the respective locations. From each workers council there are two representatives in the supervisory board of HAI Group.

“Ob ein Unternehmen erfolgreich ist, kommt am Ende immer auf die Menschen und das Team an”

Rob van Gils, CEO

Hammerer Aluminium Industries

HAI abides consistently by the minimum notification periods for operational changes, the laws and regulations applicable in the countries of operations as well as the agreed provisions in the collective agreements.

In the reporting period, there were no significant changes that greatly affect employees and would have required a notification.

(GRI 103-2, 404-3, 402-1)

With the existing HR strategy, we contribute to increasing our competitiveness. The three priority issues of the strategy are as follows:

- ✓ **Talent management:** Identification and development of internal talents in order to staff long-term requirements internally Installation of a photovoltaic system (output 1 MW)
- ✓ **Recruitment** (finding and retaining the right employees): Utilisation of innovative recruitment channels to increase employer attractiveness and establish an on boarding process for integrating new employees.
- ✓ **Effective HR processes:** Improvement of the service level and efficiency in the HR area by implementing digital processes

(GRI 404-2)

As the basis for collaboration at HAI, we have committed ourselves to three corporate values: dynamism, trust, opportunity. We encourage a management and cooperation culture in line with these values, our HAI Code of Conduct or other valid agreements.

We have adapted the existing "HAI Academy" management training program to the changed requirements. In this "HAI Academy", all managers are trained in line with our management and cooperation culture. Furthermore, with the introduction of an e-learning platform, we have created the basis for offering learning content online in future, alongside the existing classroom training. With our e-learning platform it is also possible to keep our employees in a timely manner informed of

any changes in our guidelines and standards.

Numerous measures contribute to positioning HAI as an attractive employer in the operating regions. The range of social benefits has been substantially expanded and they are reviewed every year. For example, in Ranshofen the company is offering childcare also for the 2019 summer holidays. In Soest the apprentices get involved every year as a part of "Social Days" and help voluntary basis in different facilities. In Romania we have been supporting an orphanage in the region for years and now offer the children the opportunity to get an education.

(GRI 103-2, 103-3)

EMPLOYMENT

HAI Ranshofen, AT

In the 2019 financial year, HAI employed an average of 635 (2018: 625) people at the Ranshofen facility. At the end of the year, the number of employees was 651 (2018: 617) (headcount on reporting date 31/12). Compared to the previous year, the average number of employees has increased.

All employees had employment contracts of indefinite duration on the reporting date. Collective agreement coverage amounts to nearly 100% among the employees (with the sole exception of the two managing directors). In HAI Ranshofen abides with collective agreements for "Metal Industry Employees" and "Austrian Mining Industry Workers".

HAI Sântana, RO

In the year 2019 HAI Sântana in Romania employed an average of 123 (2018: 125) people. At the end of the reporting year

the number was 125 (2018: 121) employees (headcount on reporting date 31/12). In our HAI Sântana site the employees are covered with a unit level collective labour agreement with Hammerer Aluminium Industries Sântana S.R.L. (with the sole exception of the managing directors).

HAI Soest, DE

In our production site in Germany HAI Soest employed an average of 324 (2018: 303) employees in the reporting year 2019. At the end of the reporting year 31.12.2019 the total number of employees was 334 (2018: 315).

All the employees in the HAI Soest are covered with the General collective agreement of the North Rhine-Westphalian metal and electrical industry (with the sole exception of the managing directors).

(GRI 102-41)

Staff turnover

The staff turnover rate slightly increased in 2019 reporting year in Austria and amounted to **13, 2 %** (headcount on reporting date 31/12) in Ranshofen.

At our Sântana site in Romania the numbers show a rather sharp decrease and amounted to **4, 9 %** in the 2019 reporting year (2018: 13, 6%). At our German site Soest the development has

been stable ending up in **4, 0 %** (2018: 3, 6%).

All these figures include all departures (except retirements and terminations of employment due to contract expiration or during the probation period).

(GRI 102-8)

HAI Ranshofen, AT			
Total number of employees (headcount on reporting date 31/12)	2019	2018	2017
Total	651	617	625
of which female	80	75	78
of which White Collar workers	58	56	55
of which Blue Collar workers	15	19	23
of which male	571	542	547
of which White Collar workers	136	131	137
of which Blue Collar workers	409	411	410
Hired people	2019	2018	2017
Total	83	86	105
of which female	9	11	10
Baby Boomer	0	0	1
Generation X	0	0	4
Generation Y	6	6	3
Generation Z	3	5	2
of which male	74	75	95
Baby Boomer	3	0	3
Generation X	11	15	21
Generation Y	51	43	59
Generation Z	9	17	12
Turn Over (headcount on reporting date 31/12)	2019	2018	2017
Total	85	74	61
of which female	9	5	6
Baby Boomer	1	0	1
Generation X	2	1	3
Generation Y	4	3	1
Generation Z	2	1	1
of which male	76	69	55
Baby Boomer	15	7	6
Generation X	6	19	15
Generation Y	47	35	30
Generation Z	8	8	4

HAI Sântana, RO			
Total number of employees (headcount on reporting date 31/12)	2019	2018	2017
Total	125	121	126
of which female	12	12	12
of which White Collar workers	9	9	9
of which Blue Collar workers	3	3	3
of which male	113	109	114
of which White Collar workers	7	8	7
of which Blue Collar workers	106	101	107
Hired people	2019	2018	2017
Total	19	15	27
of which female	0	2	4
Baby Boomer	0	0	1
Generation X	0	0	1
Generation Y	0	2	2
Generation Z	0	0	0

of which male	19	13	23
Baby Boomer	1	0	1
Generation X	6	4	7
Generation Y	8	8	12
Generation Z	4	1	3
Turn Over (headcount on reporting date 31/12)	2019	2018	2017
Total	13	23	19
of which female	0	2	3
Baby Boomer	0	0	0
Generation X	1	2	1
Generation Y	1	0	1
Generation Z	0	0	0
of which male	0	21	16
Baby Boomer	3	0	3
Generation X	5	13	5
Generation Y	7	6	7
Generation Z	0	1	0

HAI Soest, DE			
Total number of employees (headcount on reporting date 31/12)	2019	2018	2017
Total	334	315	296
of which female	21	22	20
of which White Collar workers	20	21	19
of which Blue Collar workers	1	1	1
of which male	313	293	276
of which White Collar workers	63	60	58
of which Blue Collar workers	230	218	207
Hired people	2019	2018	2017
Total	32	30	31
of which female	1	2	4
Baby Boomer	0	0	0
Generation X	0	0	2
Generation Y	1	1	2
Generation Z	0	1	0
of which male	31	28	27
Baby Boomer	1	1	0
Generation X	2	3	4
Generation Y	14	15	16
Generation Z	13	9	7
Turn Over (headcount on reporting date 31/12)	2019	2018	2017
Total	11	10	9
of which female	0	1	3
Baby Boomer	0	0	1
Generation X	0	1	1
Generation Y	0	0	1
Generation Z	0	0	0
of which male	11	9	6
Baby Boomer	5	3	0
Generation X	2	3	0
Generation Y	2	2	5
Generation Z	2	1	1

Innovative personnel marketing

Open positions at HAI are filled in accordance with the long-term strategic plan. Since 2016, we have been using a recruitment portal for the job application process, because the number of applications has increased significantly due to the innovative expansion of personnel marketing and the new recruitment channels. All applications are registered and managed centrally in the recruitment portal. In addition, the internal and external candidates can always get an idea of the current status in the application process for themselves.

In the 2019 reporting year, HAI Ranshofen recruited **83 new employees** at the Ranshofen site. Of these, **74 were male and 9 female**.

In our Romanian site in HAI Sântana we recruited **19 new employees**, which were **all male**.

In our German site in Soest during the reporting year we recruited **32 new employees** of which **31 were male and 1 female**.

For the transparency in our recruitment process, we were once again rewarded with the silver "Best Recruiters" award in 2019.

Our managers regularly deliver lectures and presentations at various universities in Austria and Germany. In this way and by supporting degree candidates, we succeed in binding potential key employees to the company at an early stage.

HAI has a presence on the popular job portals and social media platforms. This leads to a strengthening of the employer brand. Regular analysis of indicators and evaluations on these platforms show significantly positive results.

(GRI 401-1)



Rating HAI kununu	2019	2018	2017
Total	4,51	4,52	3,99
Employees	3,99	4,12	3,84
Apprentices	4,56	4,56	4,17
Applicants	4,68	4,68	4,05
Total amount of reviews	230	144	41

Attractive remuneration

With our remuneration system, we combine competitive basic compensation with comprehensive additional benefits. In terms of basic salary, we abide by the applicable collective bargaining agreements or regional collective labour agreements. In addition, we offer employees attractive overpayments in line with applicable works agreements.

The bonus system for managers provides performance-based remuneration based on financial corporate goals and individual performance. We set great store by making no distinction between men and women in their individual remuneration. We ensure this by means of our existing personnel processes.

Employees also participate in HAI's corporate success through a profit-sharing scheme. In addition, employees in HAI Ranshofen site receive a dividend via the employees' private foundation.

Alongside additional financial benefits, HAI offers numerous other additional benefits, including discounts at companies in the region, free swimming pool visits and sports programs. In Romania in particular, we support employees with supplementary health insurance. Our employees can find information about these on the Intranet.

(GRI 202-1)

Management by objectives

Constructive feedback is the basis for personal development. With the annual performance review, or MAG for short, we have established an important instrument for the mutual development of employees and company. In the joint dialogue, the manager and employee review the last year and feedback is obtained from both sides. In addition, training requirements are identified and appropriate further education and training measures agreed.

Employee participation in the MAG is compulsory and amounts to 100%. Only employees with reasons for absence (such as military/civilian service, maternity leave, parental leave) are excluded from this obligation. For new employees, the review is held during the course of their induction within 6 weeks.

DEVELOPMENT AND ADVANCEMENT

We can only remain competitive and innovative if we succeed in attracting highly qualified employees and binding them to our company.

To achieve this goal we have tailor-made programs and incentive measures in all important phases of the individual training and career path.

Vocational training

At our sites in Ranshofen and Soest we are educating apprentices in various apprentice trades. As of 31st of December 2019 there were **31 HAI-Apprentices** in training at our Ranshofen site, of which **29 in technical** and **2 in commercial** apprentice trades. In our Soest location we had at the end of the reporting period **20**

HAI-Apprentices in training, of which **18 in technical** and **2 in commercial** apprentice trades. At our Ranshofen site our partner for technical vocational training is the Training Centre Braunau (ABZ). In our Soest location the technical training is conducted on site.

Alongside the theoretical and practical training periods, we attach great importance to the fostering of social competence in line with our values. For this purpose, we offer our trainees various seminars in cooperation with different course providers. In Austria apprentices are also offered the option to complete the apprenticeship with a Higher School Certificate (Matura). Furthermore, they

have the option to pursue a dual course of study (Duales Studium).

Training & development

In the reporting year 2019 in Soest we had strong rise in the training measures.

This is due to the fact that, on the one hand, we have increased the amount of training and, on the other hand, we had an increase in the workforce. In the first few months in particular there is an increased need for training as part of the induction.

The details for the individual locations are shown in the table below.

(GRI 404-1)

HAI Ranshofen, AT				
Number of hours for training and further education	2019	2018	2017	Annual change in %
Total	15851	14499	12168	9%
per employee	24	23	19	4%
per Blue Collar worker	3	4	3	-25%
per White Collar worker	7	9	8	-22%
per apprentice	421	436	426	-3%

HAI Sântana, RO				
Number of hours for training and further education	2019	2018	2018	Annual change in %
Total	1859	2118	2165	-12%
per employee	14,87	17,5	17,18	-15%
per Blue Collar worker	2,36	2,71	2,75	-13%
per White Collar worker	8	8	6,33	0%
per apprentice	0	0	0	0%

HAI Soest, DE				
Number of hours for training and further education	2019	2018	2017	Annual change in %
Total	5016	3269	2325	53%
per employee	15,02	10,38	7,85	45%
per Blue Collar worker	3,30	3,39	3,45	-3%
per White Collar worker	3,94	3,31	6,12	19%
per apprentice	196,30	143,93	103,27	36%

DIVERSITY MANAGEMENT

Fairness and respect are key components of our corporate culture. This includes compliance with the standards defined in the HAI Code of Conduct. We reject every form of discrimination, particularly due to age, gender, skin colour, sexual

orientation, origin, religion, or disability. All employees receive training by e-learning in guidelines and compliance with this specific guideline.

In this process, we abide by the UN Charter and the European Convention on Human Rights. All employees have the opportunity to report any suspicion of discrimination to the Compliance Officer. In the reporting year, no cases of discrimination were registered.

For more details of the diversity of our employees, see “Overall employee structure” from the page 44 on.

(GRI 405-1, 202-2, 406-1)

Gender

On the reporting date of 31 December 2018, the proportion of female employees at the sites: Ranshofen 12%, Soest 6% and Sântana 10%. Our aim is to increase this proportion over the long term, which is why the appropriate key figures have been included in the HR Reporting.

We are well aware of our responsibility regarding the compatibility of work and

family life and offer our employees numerous part-time models and provisions for flexible working hours. Furthermore, attractive employment models are available to our employees following parental leave and parental part-time work. This engagement has been rewarded with the “Career and Family” (“Beruf und Familie”) certificate at our sites in Ranshofen and Soest.

HAI Ranshofen, AT			
Proportion of women in %	2019	2018	2017
Overall proportion of women	12%	13%	12%
Apprentice	23%	24%	16%
of which, Blue Collar	17%	14%	5%
of which, White Collar	100%	100%	67%
Management	4%	3%	3%

HAI Sântana, RO			
Proportion of women in %	2019	2018	2017
Overall proportion of women	10%	10%	10%
Apprentice	0%	0%	0%
of which, Blue Collar	0%	0%	0%
of which, White Collar	0%	0%	0%
Management	2%	2%	2%

HAI Soest, DE			
Proportion of women in %	2019	2018	2017
Overall proportion of women	6%	7%	7%
Apprentice	0%	0%	0%
of which, Blue Collar	0%	0%	0%
of which, White Collar	0%	0%	0%
Management	1%	1%	1%

Generations

Contrary to general demographic trends, the average age in our company has fallen slightly is due to the fact that in 2019 we had an increase in the workforce at all locations and the training was strengthened.

Nevertheless, it can be assumed that the average age at HAI will also increase in the coming years until many employees of the so-called "Baby Boomer" generation leave the company due to having reached the retirement age.

The generational diversity in the company is only set to rise with a higher retirement age and a longer working life. We see this change as an opportunity and are adapting the general conditions accordingly. Our generation management is based on measures that promote the preservation of performance and health of younger and older employees alike, as well as the cooperation between generations.

Key aspects of our generation management

- ✓ With the definition of "light-duty jobs", we create the conditions for retaining older employees for the long term as well.
- ✓ With new technologies, such as support from lifting devices, the physical requirements made of workplaces in the production areas can be further reduced in future
- ✓ Targeted training sessions raise employees' awareness of the demographic challenges (HAI Academy).
- ✓ A structured knowledge transfer programme ensures that the well-founded knowledge of long-serving employees is transferred to new colleagues.

Overall employee structure

HAI Ranshofen, AT			
Structure of employees in %	2019	2018	2017
Blue Collar	65%	65%	66%
of which female	4%	4%	4%
of which male	96%	96%	96%
Baby Boomer	10%	12%	13%
Generation X	41%	39%	40%
Generation Y	44%	44%	43%
Generation Z	5%	5%	4%

White Collar	30%	32%	32%
of which female	30%	30%	29%
of which male	70%	70%	71%
Baby Boomer	12%	13%	16%
Generation X	48%	48%	48%
Generation Y	35%	32%	31%
Generation Z	5%	6%	5%
Apprentice	5%	3%	2%
of which female	23%	24%	17%
of which male	77%	76%	83%
Employees Total	100%	100%	100%
Proportion of people with severe disabilities	2%	2%	2%

HAI Sântana, RO			
Structure of employees in %	2019	2018	2017
Blue Collar	87%	86%	87%
of which female	3%	3%	3%
of which male	97%	97%	97%
Baby Boomer	7%	7%	7%
Generation X	54%	52%	54%
Generation Y	36%	38%	36%
Generation Z	3%	3%	3%
White Collar	13%	14%	13%
of which female	56%	53%	56%
of which male	44%	47%	44%
Baby Boomer	7%	7%	7%
Generation X	52%	52%	52%
Generation Y	37%	37%	37%
Generation Z	3%	3%	3%
Apprentice	0%	0%	0%
of which female	0%	0%	0%
of which male	0%	0%	0%
Employees Total	100%	100%	100%
Proportion of people with severe disabilities	0%	0%	0%

HAI Soest, DE			
Structure of employees in %	2019	2018	2017
Blue Collar	68%	68%	69%
of which female	1%	1%	1%
of which male	99%	99%	99%
Baby Boomer	39%	41%	40%
Generation X	27%	31%	35%
Generation Y	24%	19%	17%
Generation Z	10%	9%	8%
White Collar	27%	27%	27%
of which female	23%	25%	26%
of which male	77%	75%	74%
Baby Boomer	43%	39%	41%
Generation X	26%	33%	39%
Generation Y	26%	22%	18%
Generation Z	6%	6%	3%

Apprentice	5%	5%	4%
of which female	0%	0%	0%
of which male	100%	100%	100%
Employees Total	100%	100%	100%
Proportion of people with severe disabilities	8%	9%	8%

GRI CONTENT INDEX

This Sustainability Report of the company Hammerer Aluminium Industries is based on GRI standards.

GRI guidelines	INDEX			
Disclosure number	Description / definition	Page	Status	Comments
GRI 102: General information				
1. Organisation profile				
Disclosure 102-1	Organisation name	3	●	
Disclosure 102-2	Activities, brands, products and services	3-4	●	
Disclosure 102-3	Head office	3	●	
Disclosure 102-4	Locations	3	●	
Disclosure 102-5	Nature of ownership and legal form	7	●	
Disclosure 102-6	Supplied markets	4	●	
Disclosure 102-7	Organisation size	6	●	
Disclosure 102-8	Total headcount	37	●	
Disclosure 102-9	Supply chain / value chain	5	●	
Disclosure 102-10	Significant changes in the reporting period	7,47	●	ASP GmbH (D) Acquisition 33,3% of shares
Disclosure 102-11	Observance of the precautionary principle	17	●	
Disclosure 102-12	External initiatives	12	●	
Disclosure 102-13	Membership in associations	12	●	
2. Strategy				
Disclosure 102-14	Statement of the management board	2	●	
3. Ethics and integrity				
Disclosure 102-16	Values, principles and standards of conduct	13-15	●	
4. Governance				
Disclosure 102-18	Governance structure	7	●	
5. Integration of stakeholders				
Disclosure 102-40	List of stakeholder groups	12	●	
Disclosure 102-41	Collective agreements	37,47	●	Austria: collective agreements for "Metal Industry Employees" and "Austrian Mining Industry Workers" Romania: Collective labour agreement at the level of the unit, Hammerer Aluminium Industries Sântana S.R.L. Germany: General collective agreement of the North Rhine-Westphalian metal and electrical industry
Disclosure 102-42	Determination and selection of stakeholders	12	●	
Disclosure 102-43	Approach for integrating stakeholders	9, 18	●	
Disclosure 102-44	Most important issues and concerns	9, 10	●	
6. Report profile				
Disclosure 102-45	Companies included in the Group financial statement	7	●	
Disclosure 102-46	Determination of report contents and report limits	8	●	
Disclosure 102-47	List of key topics	10	●	
Disclosure 102-48	Reformulation of information	8	●	
Disclosure 102-49	Changes in reporting	8	●	Two new locations were included in the report, Soest (D) & Sântana (RO)
Disclosure 102-50	Reporting period	8	●	2019
Disclosure 102-51	Publication date of last report	47	●	2018
Disclosure 102-52	Reporting cycle	8	●	Annual
Disclosure 102-53	Contact for questions regarding report	8, 48	●	sustainability@hai-aluminium.com
Disclosure 102-54	Declaration of compliance with the GRI standards	8	●	

Disclosure 102-55	GRI Content Index	47-49	●	The report contents have not been audited by an independent third party.
Disclosure 102-56	External audit	8	●	
GRI 103: Management approach				
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Disclosure 103-2	Management approach and its constituents	9,19,35,36	●	
Disclosure 103-3	Evaluation of the management approach	36	●	
GRI 200 Economic aspects				
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● Completely reported ● partially reported ● Not reported

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