

2020

Sustainability Report



ALU
Hammerer Aluminium Industries GmbH

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From the management

We at HAI live sustainability all along the line and take responsibility for this together with our employees. Therefore, health protection, occupational safety, community engagement, promotion of local procurement as well as sustainable processes that we continuously develop and improve are natural elements of our HAI corporate policy. A low staff turnover as well as the careful and responsible handling of waste and the avoidance of released harmful substances in order to eliminate the risk to human life and the environment are part of this as well as our long-term customer and supplier relationships. This is all manifested here in the sustainability report on a regular basis.

Today certified production facilities and the traceability of raw materials determine supplier assessment. We set a clear example with our energy management (EN ISO 50001). This is a set of rules based on the model of the EN ISO 9001 guidelines. This includes planning and operation of energy-relevant production and consumption units. Climate protection and the conservation of available resources are the most important goals.

HAI Casting in Ranshofen was certified according to the ASI Performance Standard in March 2020, the location Santana (Romania) in September 2020. With regard to our high motivation to continuously improve our business processes and make



Rob C.J. Van Gils
CEO HAI Group

them sustainable, we are proud that we were admitted into the ASI community. We consciously focus on the continuous further development of sustainable production processes. This way we fulfill our obligation to ethical and social aspects towards the environment.

Even when it comes to purchasing green primary aluminium or procuring sustainably produced billets for the production of profiles, we at HAI act very responsibly. HAI has made a supply contract for 150,000 tons of Natur-Al™ aluminium with Century Aluminium over a period of five years. In future we will only obtain primary aluminium from 100 % renewable sources.

By purchasing 100% CO₂-neutrally produced electricity from hydropower HAI is committed to the green energy revolution. At the location Ranshofen alone we were able to save 5,000 t of CO₂.

Our customers from the construction sector, automotive, transport and electrical engineering as well as mechanical and plant engineering appreciate the innovative and ecologically important products of the HAI group. We take our entrepreneurial responsibility and pursue the path of solid growth and continuous further development of the HAI group.

(GRI 102-14)



Markus Schober
COO HAI GROUP

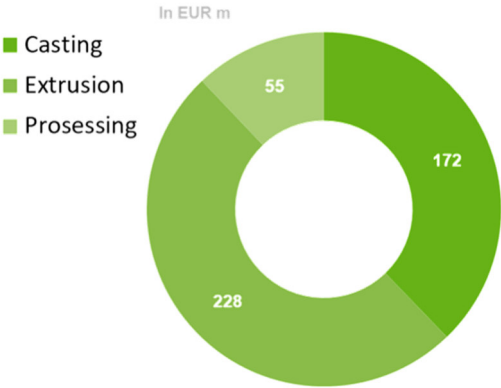
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From the recycling process to high-tech aluminium profiles and finished components: Hammerer Aluminium Industries also known as HAI, is a reliable supplier of complete solutions to the aluminium industry.

In 2020, with 1600 employees, HAI recorded sales of 454 million EUR

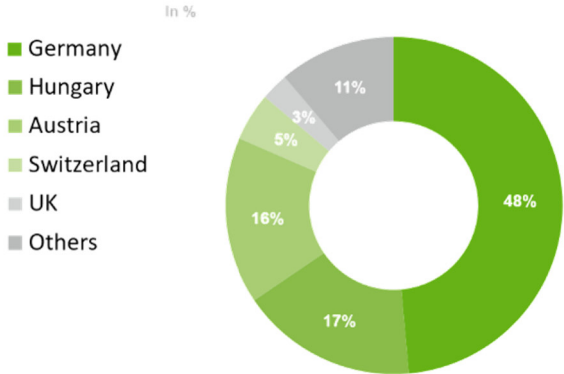
GROUP SALES BY DIVISIONS



GROUP SALES



GROUP SALES BY COUNTRY



GROUP TURNOVER



(GRI 102-7, 102-6)

CHRONICLE

HAI has a very special history of success. It combines the dynamics and innovative spirit of a young enterprise with the experience of a traditional company – that makes HAI a global player with strong roots in the region.





THE HAI GROUP

Our story

There are companies that you can simply expect that bit extra from: here at Hammerer Aluminium Industries – HAI for short – we see ourselves as the hidden champion of the aluminium industry. We provide sustainable solutions throughout the value chain for the Transportation, Building & Construction, and the Industrial sector.

Inspired by the highly complex material that is aluminium, at HAI we continually strive

for the ideal end-to-end solution for our customers. We are at the forefront of technology and are continually enhancing our capabilities, and we are one of the few suppliers to be able to provide a seamless production chain – from casting to extrusion and processing. In these divisions we drive innovations forward with an extremely high speed of implementation. So, we make a valuable contribution to the success of our customers

2013



RIFTEC GMBH

RIFTEC GmbH is incorporated into the HAI Group

2014



LEAN EXTRUSIONS

A new joint venture

2015



HAI EXTRUSION GERMANY

A new extrusion plant

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.

In 2021 Hammerer Aluminium Industries employs 1,800 people. Founded in 2007, the company has its headquarters in Ranshofen, Upper Austria, and has seven other locations in Germany, Romania, and Poland. HAI's history is a great success story. It combines the dynamism and innovative spirit of a young company with the experience of an established business. Over recent years we have achieved dynamic and soundly based growth. Nevertheless, we have still remained faithful to our roots as a family business of outstanding reliability which has a partnership-based approach to working with its customers.

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



CAST & WROUGHT ALLOYS



MACHINE AND PLANT ENGINEERING



AUTOMOTIVE



BUILDING & CONSTRUCTION



ELECTRICAL INDUSTRY



COMMERCIAL VEHICLES



RAIL



We provide end-to-end aluminium solutions: from the recycling process and high-tech aluminium profiles to finished components. Our HAI aluminium cycle extends from the strategic purchasing of metal to its pre-processing, sorting, and smelting and/or finishing as well as its casting, extrusion, and further processing.

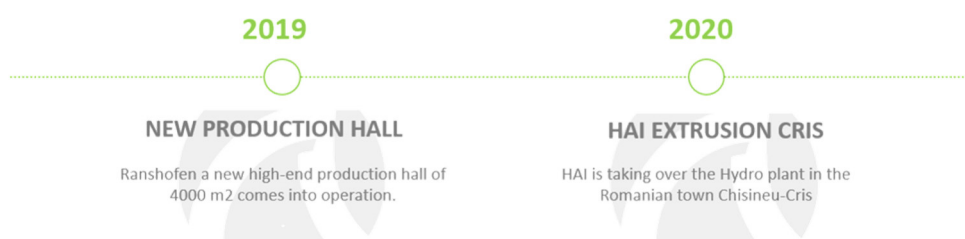
An extraordinarily high recycling rate such as that achieved by HAI is only possible by

using a wide variety of types of scrap, and by having an extensive knowledge of the material together with an appropriate production process, not to mention our employees' years of recycling expertise. So, in order to ensure the best possible use of scrap we have in recent years made considerable investments in production systems, furnace technology, waste material management, and the processing of scrap.

(GRI 102-6)



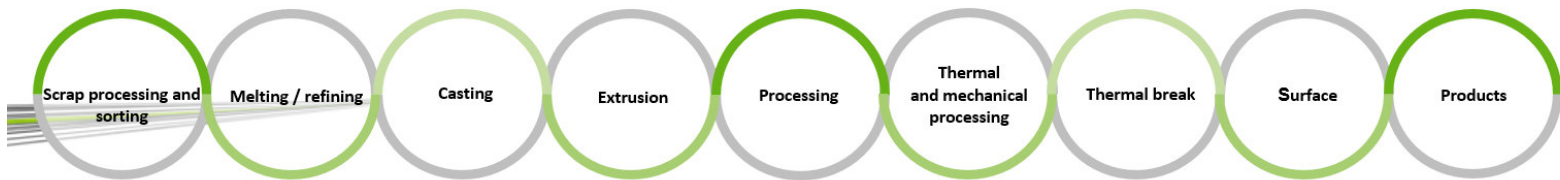
(GRI 102-9)



Our value chain

If you want to be a successful producer, you've got to be able to manage the interplay of all the technologies that are involved: HAI provides innovative aluminium solutions from a single source – from recycled primary materials to sophisticated profiles and complex components – while taking account of all the sustainability issues. We also use state-

of-the-art production facilities combined with comprehensive research and development – especially in relation to new alloys – as well as nurturing long-term development partnerships. These partnerships benefit from our unique vertically integrated manufacturing operations and our seamless value creation chain. This doesn't just apply to our fully integrated location in Ranshofen, it applies to all HAI's plants.



HAI provides innovative aluminium solutions from a single source – from recycled materials to sophisticated profiles and complex components

The one-stop-shop for all things aluminium

(GRI 102-9)

2020

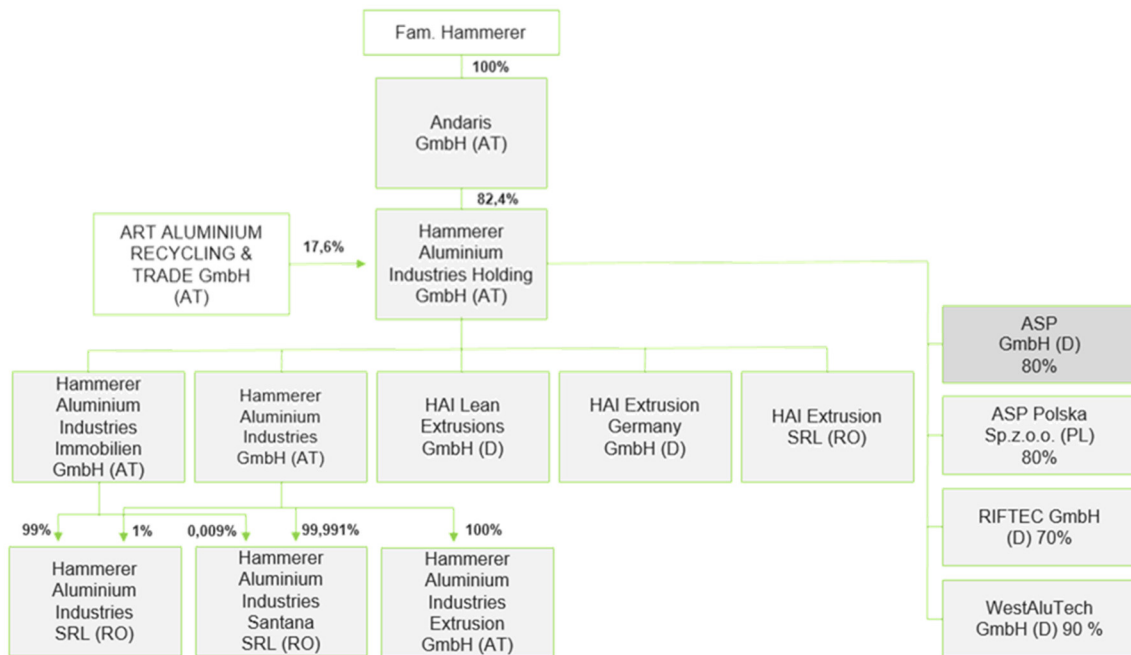
ASP

A majority stake in the stretch bending and contract processing specialist ASP

Your partner in sustainable future!



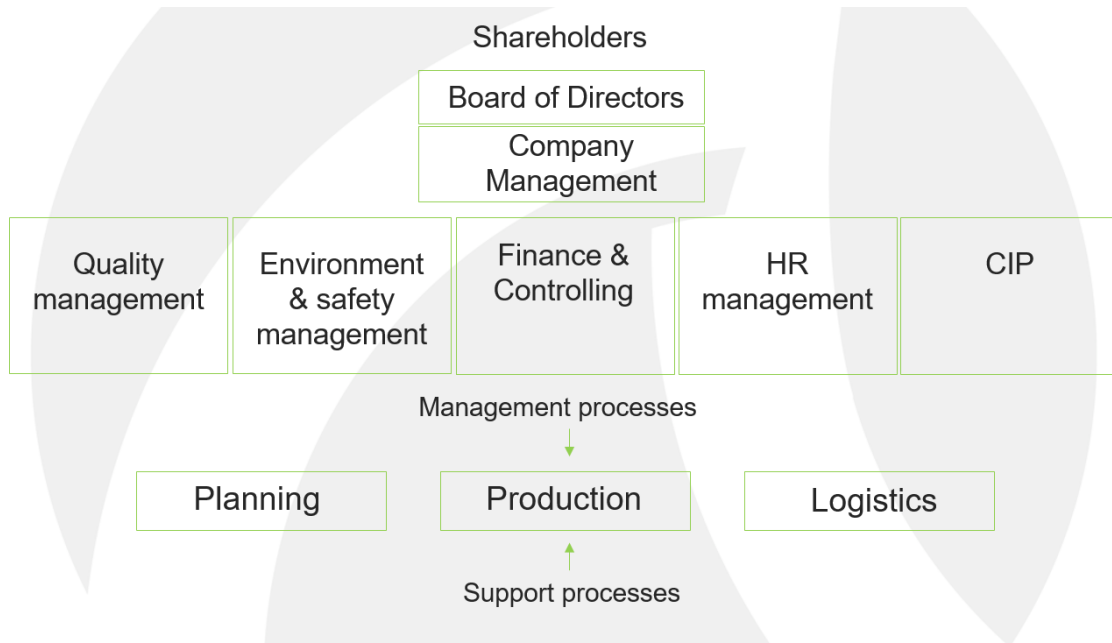
Legal Structure of HAI Group – Consolidation overview



- Fully consolidated
- not consolidated

(GRI 102-5, 102-45)

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 annually.

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 41-43.

The data and key figures of the 2020 fiscal year (01/01 – 31/12/2020) 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 and Cris, Romania and Soest, Germany. In part, figures from the Group financial statement have been used (see "Consolidation overview").

There were some changes to the organisational and ownership structures within the HAI Group, and the company size, during the 2020 reporting year. Further details can be found in the GRI-Content.

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

(GRI 102-10, 102-46, 102-48, 102-49, 102-50, 102-52, 102-53, 102-54, 102-55, 102-56)

CONTACT US!

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

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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)

OUR VISION

The most dynamic and sustainable provider of aluminum solutions for the transport, construction and industrial sectors.

16.12.2020
The Board of Management

Defining materiality

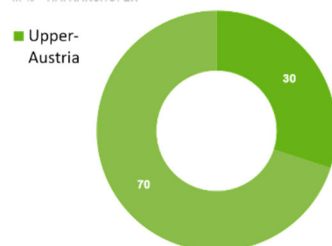
Hammerer Aluminium Industries carried out its first materiality assessment for sustainability report 2019 in cooperation with stakeholder groups. The company identified numerous material topics and divided these in four more general groups. The materiality assessment will serve as a building ground for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

	<p>Corporate governance and ethics</p>		<p>Supply chain responsibility</p>
<p>Environment, health and safety</p> <p>One of the main goals of HAI Group as an employer is to create a safe and healthy work environment for our employees.</p> <p>Current themes like energy and resource efficiency, emission reductions and other environmental related themes are also recognized in the HAI Group.</p>	<p>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.</p> 	<p>Employees and community</p> <p>Employees are one of the most important assets of the HAI Group. 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 ways.</p>	<p>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.</p> 

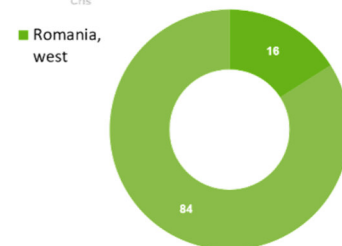
(GRI 102-47, 102-44)

LOCAL SOURCING

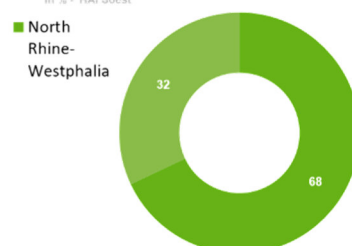
In % - HAI RANSHOFEN



In % - HAI Extrusion S.R.L. Cris



In % - HAI Soest



* Area west includes the following counties: Arad, Timiș, Caraș-Severin, Hunedoara and Bihor.

(GRI 204-1)

Our principles and values

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 trade associations have 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.

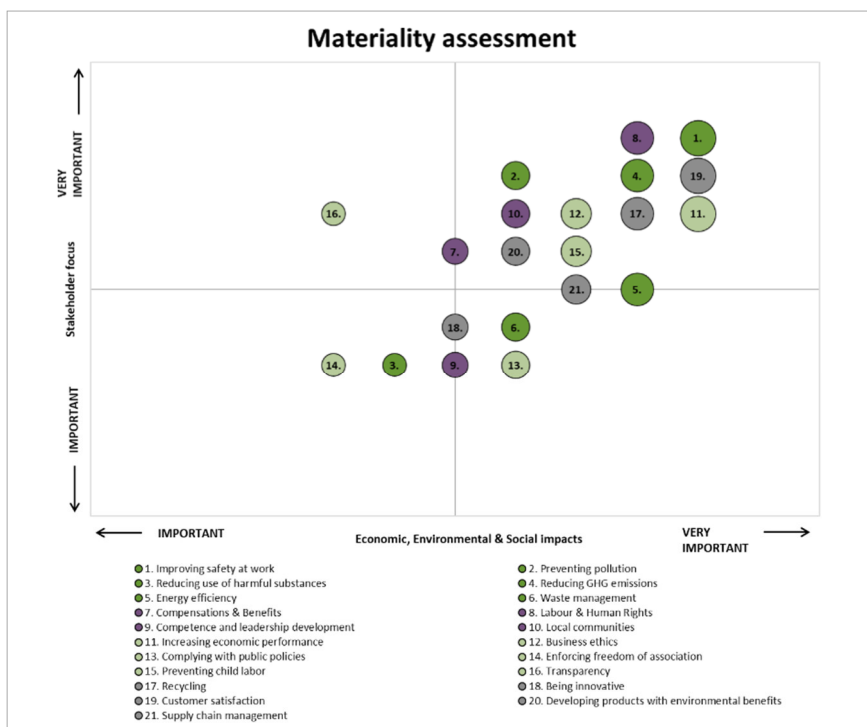
(GRI 102-43, 102-44)

External initiatives & memberships in associations

In 2020, 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)
- ✓ WKO – Austrian Chamber of Commerce
- ✓ Aluminium Stewardship initiative

(GRI 102-13, 102-12)



Defining stakeholder groups

Interested parties – Requirements and expectations

No	Interested party	Location	Reason for inclusion	Int. / Ext.	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 Punctual payments
17	Suppliers	AT/DE/RO	Basis for our company	External	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)

Code of conduct for employees



Our values are standards that we set ourselves in our daily work and in our behavior towards our colleagues, customers, suppliers, business partners, government institutions and all other people who we meet while carrying out our activities. The Code of Conduct serves as a foundation and guide for meeting our aim of making decisions in a fair, responsible and respectful way.

Code of conduct for suppliers



The Code of Conduct for Suppliers describes our beliefs and values. HAI Group has committed itself to internationally accepted and advocated principles for ethical and legally compliant business practices and to support responsible and sustainable production and procurement. Therefore, we have implemented a systematic approach to the application of this Code of Conduct for our supply chain business partners, including suppliers, contractors, consultants and agents.

Business ethics and Legal compliance

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.

Both of our code of conducts are available anytime for further viewing on our website:

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

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 2020, no complaints were registered, and no infringements reported.

In HAI Group during the reporting period 2020, no significant financial penalties were imposed for the violation of laws or regulations.

(GRI 419-1, 102-16)

CONTACT US!

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

ethics@hai-aluminium.com

HAI Management systems

Our quality management is a core responsibility of the company management.



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 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 ISO 45001, 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. Based on 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)

3



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)

OUR MISSION

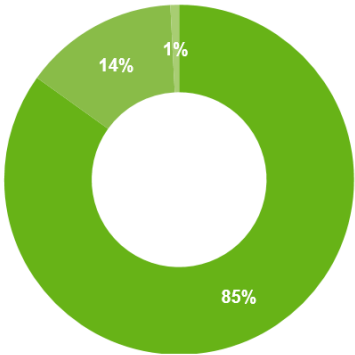
„HAI-End“ Aluminium solutions
for sustainable performance.

16.12.2020
The Board of Management

Materials used in cast houses

Casting Ranshofen, AT

- Average scrap input
- Average primary metal input
- Average alloying metal input



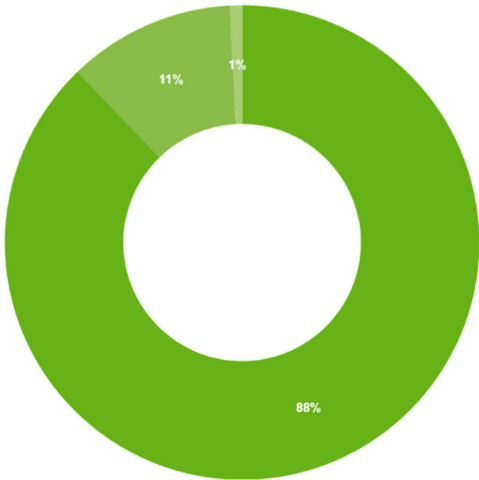
Recycled material input
+5 % from previous year

Did you know?

2020 our production sites in Ranshofen and Soest were powered with green energy leading to an elimination in our Scope 2 GHG-emissions.

Casting Sântana, RO

- Average scrap input
Average scrap input includes: Scrap, sows and dross
- Average primary metal input
- Average alloying metal input



Recycled material input
+2,8 % from previous year

(GRI 301-2)



* The Casting division of HAI Group

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 2020 reporting year, around **77,194** tonnes of metal were used for in-house production at HAI Casting.

This total amount can be broken down as follows:

- ✔ 64,085 tonnes of scrap
- ✔ 12,373 tonnes of primary metal
- ✔ 736 tonnes of alloy elements (primarily magnesium, manganese, silicon, and zinc)

In the 2020 reporting year, around **117,039** tonnes of metal were used for in-house production at Casting Sântana.

This total amount can be broken down as follows:

- ✔ 75,512 tonnes of scrap
- ✔ 13,316 tonnes of primary metal
- ✔ 966 tonnes of alloy elements (primarily magnesium, manganese, silicon, and zinc)
- ✔ 13,698 tonnes of sows
- ✔ 13,547 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.

Minimum of 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 85 per cent. 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 12% in the 2020 reporting year.

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)

ENERGY					
Ranshofen, AT - EXT	2020	2019	2018	Annual change	
Gas consumption EXT (kWh)	17.847.695	20.684.639	20.642.919	-14%	↓
Consumption values gas (kWh/to) EXT	369	390	378	-5%	↓
Energy consumption EXT (kWh)	25.420.602	27.155.990	27.232.568	-6%	↓
Consumption values Energy (kWh/to) EXT	526	511	499	3%	↑
Consumption values Gas + Energy (kWh/to)	895	901	877	-1%	↓

Ranshofen, AT - CAST	2020	2019	2018	Annual change	
Gas consumption CAST (kWh)	72.183.643	77.781.279	76.732.006	-7%	↓
Consumption values gas (kWh/to) CAST	963	963	938	0%	—
Energy consumption CAST (kWh)	8.463.657	11.068.071	11.172.066	-24%	↓
Consumption values Energy (kWh/to) CAST	113	137	137	-18%	↓
Consumption values Gas + Energy (kWh/to)	1076	1100	1075	-2%	↓

Sântana, RO	2020	2019	2018	Annual change	
Gas consumption CAST (kWh)	97.031.000	111.984.183	115.417.060	-13%	↓
Consumption values gas (kWh/to) CAST	918	955	1047	-4%	↓
Energy consumption CAST (kWh)	19.893.000	13.811.654	13.559.500	44%	↑
Consumption values Energy (kWh/to) CAST	188	118	123	60%	↑
Consumption values Gas + Energy (kWh/to)	1106	1073	1170	3%	↑

NOTE: Energy consumption increased because of the electrical induction furnace fully in use 2020

Soest, DE	2020	2019	2018	Annual change	
Gas consumption EXT (kWh)	14.158.101	15.153.725	15.585.465	-7%	↓
Consumption values gas (kWh/to) EXT	475	515	508	-8%	↓
Energy consumption EXT (kWh)	12.592.928	12.565.944	12.592.928	0%	—
Consumption values Energy (kWh/to) EXT	423	427	411	-1%	↓
Consumption values Gas + Energy (kWh/to)	898	942	919	-5%	↓

Cris, RO	2020	2019	2018	Annual change	
Gas consumption EXT (kWh)	1.175.800	1.200.200	n/a	-2%	↓
Consumption values gas (kWh/to) EXT	731	714	n/a	2%	↑
Energy consumption EXT (kWh)	7.101.217	9.001.193	n/a	-21%	↓
Consumption values Energy (kWh/to) EXT	466	558	n/a	-16%	↓
Consumption values Gas + Energy (kWh/to)	1197	1272	n/a	-6%	↓

THE GOAL 2025 OF THE HAI GROUP IS TO REDUCE THE CO₂ EMISSIONS BY 25% *.

*compared to the year 2019 baseline

(GRI 305-5)

The pillars of our sustainable actions:

- ✓ Efficient, consistently applied recycling as the key to success
- ✓ Excellent, resource-efficient production facilities
- ✓ Consistent green electricity strategy
- ✓ Using the best technologies to achieve even greater sustainability
- ✓ Green sourcing

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.

(GRI 306-2)

WASTE					
Ranshofen, AT - EXT					
	2020	2019	Annual change		
Total Waste	1.202.175	1.042.850	15%	↑	
Non Hazardous Waste	447.242	544.474	-18%	↓	
of which, handed over for recovery	447.242	544.474	-18%	↓	
of which, handed over for disposal	0	0	0%	–	
Hazardous Waste	754.933	498.376	51%	↑	
of which, handed over for recovery	754.933	498.376	51%	↑	
of which, handed over for disposal	0	0	0%	–	

Note: Corrected the amount of non hazardous waste 2019 (+399.985 to)

Ranshofen, AT - CAST					
	2020	2019	Annual change		
Total Waste	1.071.776	820.848	31%	↑	
Non Hazardous Waste	907.676	681.344	33%	↑	
of which, handed over for recovery	907.676	681.344	33%	↑	
of which, handed over for disposal			0%	–	
Hazardous Waste	164.100	139.504	18%	↑	
of which, handed over for recovery	164.100	139.504	18%	↑	
of which, handed over for disposal			0%	–	

Note: Corrected the amount of non hazardous waste 2019 (+517.940 to)

Sântana, RO					
	2020	2019	Annual change		
Total Waste	10.190.150	13.277.340	-23%	↓	
Non Hazardous Waste	401.760	422.210	-5%	↓	
of which, handed over for recovery	103.160	112.740	-8%	↓	
of which, handed over for disposal	298.600	309.470	-4%	↓	
Hazardous Waste	9.788.390	12.855.130	-24%	↓	
of which, handed over for recovery	9.517.390	12.547.110	-24%	↓	
of which, handed over for disposal	271.000	308.020	-12%	↓	

Note: The biggest amount of waste generated is salt slag (9.517.390 kg - EWC 10 03 08*) which is recycled

Soest, DE					
	2020	2019	Annual change		
Total Waste	1.207.000	1.256.000	-4%	↓	
Non Hazardous Waste	475.000	446.000	7%	↑	
of which, handed over for recovery	475.000	446.000	7%	↑	
of which, handed over for disposal	0	0	0%	–	
Hazardous Waste	732.000	810.000	-10%	↓	
of which, handed over for recovery	732.000	810.000	-10%	↓	
of which, handed over for disposal	0	0	0%	–	

Cris, RO					
	2020	2019	Annual change		
Total Waste	5.711.300	5.712.773	0%	–	
Non Hazardous Waste	5.252.273	5.251.763	0%	–	
of which, handed over for recovery	5.226.720	5.226.883	0%	–	
of which, handed over for disposal	2.555	2.488	3%	↑	
Hazardous Waste	459.027	461.010	0%	–	
of which, handed over for recovery	0	0	0%	–	
of which, handed over for disposal	459.027	461.010	0%	–	

WATER

Water and wastewater

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 in Austria 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.

GRI (303-4; 303-5)

WATER					
Ranshofen, AT - EXT	2020	2019	2018	Annual change	
Process water consumption	304.686	368.985	397.794	-17%	↓
Drinking water consumption	4.362	4.732	4.510	-8%	↓

Ranshofen, AT - CAST	2020	2019	2018	Annual change	
Process water consumption	167.270	206.660	188.546	-19%	↓
Drinking water consumption	877	655	556	34%	↑

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

Sântana, RO	2020	2019	2018	Annual change	
Process water consumption	127.251	99.591	125.678	28%	↑
Drinking water consumption	40	42	41	-5%	↓
Waste water total	1.829	1.612	2.031	13%	↑
of which, drained	0	140	2.031	-100%	↓
of which, treated	1.829	1.472	0	24%	↑

NOTE: 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.

Soest, DE	2020	2019	2018	Annual change	
Process water consumption	4.264	5.120	4.544	-17%	↓
Drinking water consumption	6.506	1.621	2.053	301%	↑
Drinking water consumption without the special effect	1.843			14%	↑

NOTE: Drinking water usage includes one-time special effect 4663 m³

Cris, RO	2020	2019	2018	Annual change	
Drinking water consumption	5.504	8.544	n/a	-36%	↓

EMISSIONS

Emissions

(GRI 305-1, 305-2)

GHG-EMISSIONS					
Ranshofen, AT - EXT					
	2020	2019	2018	Annual change	
Greenhouse gas emissions, Scope 1	3.926	4.551	4.759	-14%	↓
Greenhouse gas emissions, Scope 2	0	9.446	3.783	-100%	↓
Greenhouse gas emissions CO ₂ [kg]/1 to Al, Scope 1	81	86	87	-5%	↓
Greenhouse gas emissions CO ₂ [kg]/1 to Al, Scope 2	0	178	69	-100%	↓
Ranshofen, AT - CAST					
	2020	2019	2018	Annual change	
Greenhouse gas emissions, Scope 1	15.880	17.510	17.239	-9%	↓
Greenhouse gas emissions, Scope 2	0	3.850	1.552	-100%	↓
Greenhouse gas emissions CO ₂ [kg]/1 to Al, Scope 1	212	217	211	-2%	↓
Greenhouse gas emissions CO ₂ [kg]/1 to Al, Scope 2	0	48	19	-100%	↓
Sântana, RO					
	2020	2019	2018	Annual change	
Greenhouse gas emissions, Scope 1	18.067	20.661	21.439	-13%	↓
Greenhouse gas emissions, Scope 2	12.732	8.839	8.678	44%	↑
Greenhouse gas emissions CO ₂ [kg]/1 to Al, Scope 1	171	176	194	-3%	↓
Greenhouse gas emissions CO ₂ [kg]/1 to Al, Scope 2	120	75	79	60%	↑
Soest, DE					
	2020	2019	2018	Annual change	
Greenhouse gas emissions, Scope 1	3.209	3.432	3.516	-6%	↓
Greenhouse gas emissions, Scope 2	0	5.102	4.420	-100%	↓
Greenhouse gas emissions CO ₂ [kg]/1 to Al, Scope 1	108	117	115	-8%	↓
Greenhouse gas emissions CO ₂ [kg]/1 to Al, Scope 2	0	173	144	-100%	↓
Cris, RO					
	2020	2019	2018	Annual change	
Greenhouse gas emissions, Scope 1	966	1.138	n/a	-15%	↓
Greenhouse gas emissions, Scope 2	4.545	5.761	n/a	-21%	↓
Greenhouse gas emissions CO ₂ [kg]/1 to Al, Scope 1	47	53	n/a	-11%	↓
Greenhouse gas emissions CO ₂ [kg]/1 to Al, Scope 2	222	266	n/a	-17%	↓

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.

There was no significant release of substances in the 2020 reporting year.

There were no spills or leakages in the 2020 reporting year.

(GRI 306-3)

Compliance with environmental protection laws and regulations

In the 2020 reporting year, neither fines nor non-monetary sanctions were imposed to due to non-compliance with environmental laws or regulations.

(GRI 307-1)

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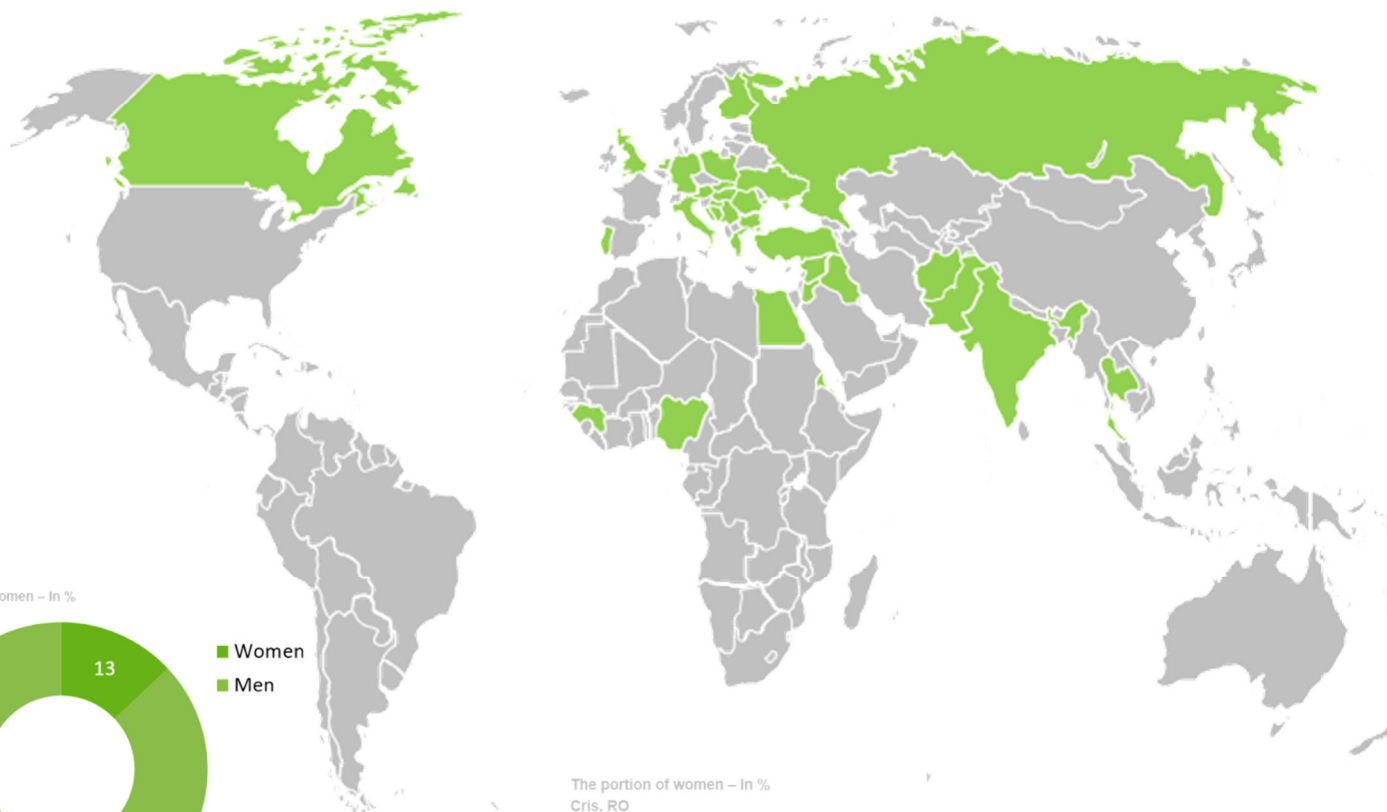


Motivated and well-educated employees are a decisive factor for sustainable corporate success. The targeted advancement of employees improves their motivation and commitment. It also creates future prospects for the employees themselves to remain competitive in professional life. In the age of the digital 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.

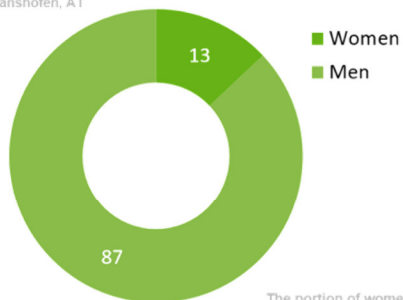
(GRI 103-1)

International workforce

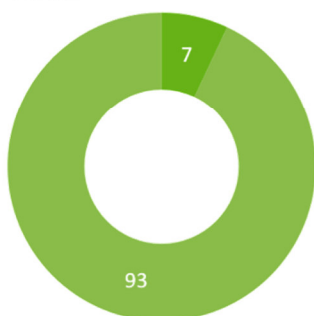
Openness shapes our way of working and thinking. We are not only international through our customers but above all to due to our international, colorful HAI family. **Our team currently consists of 34 nationalities.** This diversity is a source of inspiration and energy in our company!



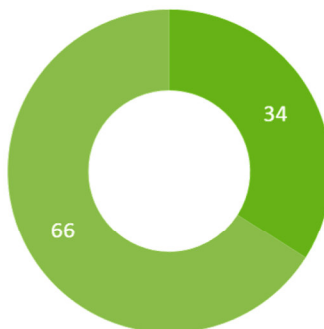
The portion of women – In %
Ranshofen, AT



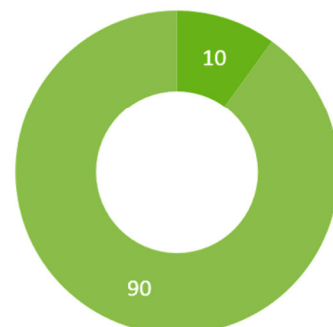
The portion of women – In %
Soest, DE



The portion of women – In %
Cris, RO



The portion of women – In %
Santana, RO



PRINCIPLES

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 the complete employee lifecycle. From employer branding, recruiting, onboarding, training, personnel development all the way to 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.

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 to staff long-term requirements internally.
- ✔ **Recruitment** (finding and retaining the right employees): Utilisation of innovative recruitment channels to increase employer attractiveness and establish an onboarding 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: dynamic, 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 2020 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. Addition to this there is regular activities to support the local community.

For this integral personnel management, the HAI 2020 was awarded for the first time as Top Employer.

(GRI 103-2, 103-3)

HAI Ranshofen, AT

(GRI 102-8, 102-41, 401-1)

Total number of employees (headcount on reporting date 31/12)	2020	2019
Total	654	651
of which female	85	80
of which White Collar workers	64	58
of which Blue Collar workers	21	15
of which male	569	571
of which White Collar workers	149	136
of which Blue Collar workers	424	409

Hired people (headcount on reporting date 31/12)	2020	2019
Total	75	83
of which female	8	9
Baby Boomer	0	0
Generation X	1	0
Generation Y	3	6
Generation Z	4	3
of which male	67	74
Baby Boomer	0	3
Generation X	8	11
Generation Y	46	51
Generation Z	13	9

Turn Over (headcount on reporting date 31/12)	2020	2019
Total	77	85
of which female	6	9
Baby Boomer	1	1
Generation X	0	2
Generation Y	4	4
Generation Z	1	2
of which male	71	76
Baby Boomer	19	15
Generation X	8	6
Generation Y	43	47
Generation Z	1	8

In the 2020 financial year, HAI employed an average of 648 (2019: 635) people at the Ranshofen location. At the end of the year, 640 people were employed (2019: 651) (headcount on reporting date 31/12). Compared to the previous year, the number of employees increased on an annual average.

All employees had open-ended employment contracts as of the reporting date.

Almost 100% of the employees are covered by a collective agreement (the only exceptions are the two managing directors). HAI Ranshofen is bound by the collective agreements for “employees in the metal industry” and for “Austrian employees in the mining industry”.

Personnel fluctuation in Austria decreased slightly in the 2020 reporting year and amounted to 11.6% (headcount as of the reporting date 31/12) in Ranshofen.

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HAI Sântana, RO

(GRI 102-8, 102-41, 401-1)

Total number of employees (headcount on reporting date 31/12)	2020	2019
Total	125	125
of which female	12	12
of which White Collar workers	12	9
of which Blue Collar workers	0	3
of which male	113	113
of which White Collar workers	6	7
of which Blue Collar workers	107	106

Hired people (headcount on reporting date 31/12)	2020	2019
Total	9	32
of which female	3	1
Baby Boomer	0	0
Generation X	0	0
Generation Y	3	1
Generation Z	0	0
of which male	6	31
Baby Boomer	0	1
Generation X	0	2
Generation Y	4	14
Generation Z	2	13

Turn Over (headcount on reporting date 31/12)	2020	2019
Total	8	11
of which female	2	0
Baby Boomer	0	0
Generation X	0	0
Generation Y	2	0
Generation Z	0	0
of which male	6	11
Baby Boomer	0	5
Generation X	0	2
Generation Y	5	2
Generation Z	1	2

In 2020, HAI Sântana had an average of 126 (2019: 123) employees. At the end of the reporting year, the number was 125 (2019: 125) employees (headcount on the reporting date 31/12). At our HAI location in Sântana, the employees are covered by a collective agreement at division level with Hammerer Aluminium Industries Sântana S.R.L. detected. (the only exceptions are the managing directors).

At our location in Sântana, Romania, the personnel fluctuation numbers show a further decline and the fluctuation rate is 3.2% for the 2020 reporting year (2019: 4.9%).

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

HAI Soest, DE

(GRI 102-8, 102-41, 401-1)

Total number of employees (headcount on reporting date 31/12)	2020	2019
Total	348	334
of which female	25	21
of which White Collar workers	24	20
of which Blue Collar workers	1	1
of which male	323	313
of which White Collar workers	73	63
of which Blue Collar workers	250	230

Hired people (headcount on reporting date 31/12)	2020	2019
Total	28	32
of which female	3	1
Baby Boomer	0	0
Generation X	1	0
Generation Y	1	1
Generation Z	1	0
of which male	24	31
Baby Boomer	0	1
Generation X	2	2
Generation Y	14	14
Generation Z	8	13

Turn Over (headcount on reporting date 31/12)	2020	2019
Total	14	11
of which female	0	0
Baby Boomer	0	0
Generation X	0	0
Generation Y	0	0
Generation Z	0	0
of which male	14	11
Baby Boomer	8	5
Generation X	0	2
Generation Y	5	2
Generation Z	1	2

At our production site in Germany, HAI employed an average of 338 (2019: 324) employees in the 2020 reporting year. At the end of the reporting year (December 31, 2020) there were 345 employees (2019: 334).

Almost all employees of HAI Soest are covered by the general collective agreement of the North Rhine-Westphalian metal and electrical industry (the only exceptions are the managing directors and non-tariff employees).

At our German location in Soest, the personnel fluctuation development remained stable and the fluctuation rate closed at 4.4% (2019: 4.0%).

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

HAI Cris, RO

(GRI 102-8, 102-41, 401-1)

Total number of employees (headcount on reporting date 31/12)	2020
Total	233
of which female	79
of which White Collar workers	28
of which Blue Collar workers	51
of which male	154
of which White Collar workers	34
of which Blue Collar workers	120

Hired people (headcount on reporting date 31/12)	2020
Total	42
of which female	7
Baby Boomer	0
Generation X	2
Generation Y	4
Generation Z	1
of which male	35
Baby Boomer	3
Generation X	6
Generation Y	21
Generation Z	5

Turn Over (headcount on reporting date 31/12)	2020
Total	19
of which female	9
Baby Boomer	0
Generation X	1
Generation Y	7
Generation Z	1
of which male	10
Baby Boomer	0
Generation X	3
Generation Y	4
Generation Z	3

On February 2020 the Romanian location in Cris was integrated into the group of companies. HAI Cris had an average of 210 employees. At the end of the reporting year, the number was 224 employees (headcount on the reporting date 31/12).

At our HAI location in Cris, the employees are covered by a collective agreement at division level with Hammerer Aluminium

Industries Cris S.R.L. detected. (the only exceptions are the managing directors).

In Cris, personnel fluctuation was at the end of the year 2020 9.6%.

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

PERSONNEL MARKETING

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 "Softgarden" 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 2020 reporting year, HAI Ranshofen hired **75 new employees** at the Ranshofen location. Of these, **67 were male and 8 females.**

At our Romanian location HAI Sântana we hired **8 new employees, 3 of whom were women and 6 men.**



42 employees were hired in Cris, of which **35 were men and 7 women.**

At our German location in Soest, we hired **28 new employees** in the year under review, **25 of them male and 3 females.**



For the transparency in our recruitment process, we were once again rewarded with the silver "Best Recruiters" award in 2020.



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)

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 compliance with our existing personnel processes and check compliance in annual audits.

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 receive information on the benefits in our intranet or via the company's own communication platform, the HAI-Connect app.

(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.

EMPLOYEE DEVELOPMENT

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 2020 there were **32 HAI-Apprentices** in training at our Ranshofen site, of which **29 in technical** and **3 in commercial** apprentice trades. In our Soest location we had at the end of the reporting period **20 HAI-Apprentices** in training, of which **17 in technical** and **3 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 2020 reporting year, we saw a significant decrease in further training measures at all locations. This is due to the fact that when our annual activities began in the second quarter, many facilities were closed due to the Covid-19 virus. From Q4 onwards, some measures were taken up and more and more digital learning concepts were used. Nevertheless, a clear decline can be seen here.

The details for the individual locations are shown in the table next page.

(GRI 404-1)



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 called "HAI-School", we have therefore introduced a company-wide tool that offers all employees best-possible support in the course of their training and further education.

Number of hours for training and further education		
Ranshofen, AT	2020	2019
Total	10739	15851
per employee	16	24
per Blue Collar worker	4	3
per White Collar worker	7	7
per apprentice	243	421
Sântana, RO	2020	2019
Total	1566	5016
per employee	13	15
per Blue Collar worker	13	3
per White Collar worker	9	4
per apprentice	0	196
Soest, DE	2020	2019
Total	2930	5016
per employee	8	15
per Blue Collar worker	1	3
per White Collar worker	2	4
per apprentice	126	196
Cris, RO	2020	
Total	2165	
per employee	9	
per Blue Collar worker	9	
per White Collar worker	11	
per apprentice	0	
Gender		
Ranshofen, AT	2020	2019
Proportion of women in %	13%	12%
Apprentice	28%	23%
of which Blue Collar	21%	17%
of which White Collar	100%	100%
Management	3%	4%
Sântana, RO	2020	2019
Proportion of women in %	10%	6%
Apprentice	0%	0%
of which Blue Collar	0%	0%
of which White Collar	0%	0%
Management	2%	1%
Soest, DE	2020	2019
Proportion of women in %	7%	6%
Apprentice	5%	0%
of which Blue Collar	0%	0%
of which White Collar	17%	0%
Management	1%	1%
Cris, RO	2020	
Proportion of women in %	34%	
Apprentice	0%	
of which Blue Collar	0%	
of which White Collar	0%	
Management	44%	

DIVERSITY

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 39 on.

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

Gender

On the reporting date of 31 December 2020, the proportion of female employees at the sites: Ranshofen 13%, Soest 7%, Sântana 10% and Cris 34%. 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.

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 the new colleagues.

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.

Overall employee structure

Structure of employees in %		
Ranshofen, AT	2020	2019
Blue Collar	63%	65%
of which female	4%	4%
of which male	96%	96%
Baby Boomer	7%	10%
Generation X	29%	41%
Generation Y	59%	44%
Generation Z	4%	5%
White Collar	32%	30%
of which female	28%	30%
of which male	72%	70%
Baby Boomer	12%	12%
Generation X	36%	48%
Generation Y	48%	35%
Generation Z	3%	5%
Apprentice	5%	5%
of which female	28%	23%
of which male	72%	77%
Proportion of people with severe disabilities	2%	2%

Structure of employees in %		
Sântana, RO	2020	2019
Blue Collar	86%	87%
of which female	0%	3%
of which male	100%	97%
Baby Boomer	5%	7%
Generation X	36%	54%
Generation Y	56%	36%
Generation Z	3%	3%
White Collar	14%	13%
of which female	67%	56%
of which male	33%	44%
Baby Boomer	11%	7%
Generation X	11%	52%
Generation Y	78%	37%
Generation Z	0%	3%
Apprentice	0%	0%
of which female	0%	0%
of which male	0%	0%
Proportion of people with severe disabilities	0%	0%

Structure of employees in %		
Soest, DE	2020	2019
Blur Collar	68%	68%
of which female	0%	1%
of which male	100%	99%
Baby Boomer	33%	39%
Generation X	28%	27%
Generation Y	37%	24%
Generation Z	2%	10%
White Collar	26%	27%
of which female	25%	23%
of which male	75%	77%
Baby Boomer	32%	43%
Generation X	30%	26%
Generation Y	37%	26%
Generation Z	1%	6%
Apprentice	6%	5%
of which female	5%	0%
of which male	95%	100%
Proportion of people with severe disabilities	7%	8%

Structure of employees in %		2020
Cris, RO		
Blur Collar		73%
of which female		30%
of which male		70%
Baby Boomer		6%
Generation X		37%
Generation Y		53%
Generation Z		4%
White Collar		27%
of which female		45%
of which male		55%
Baby Boomer		5%
Generation X		16%
Generation Y		76%
Generation Z		3%
Apprentice		0%
of which female		0%
of which male		0%
Proportion of people with severe disabilities		0%

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
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Disclosure 102-9	Supply chain / value chain	6-7	●	
Disclosure 102-10	Significant changes in the reporting period	9, 41	●	Production site in Cris Romania, ASP Poland
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Disclosure 102-12	External initiatives	12	●	
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2. Strategy				
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3. Ethics and integrity				
Disclosure 102-16	Values, principles and standards of conduct	14	●	
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5. Integration of stakeholders				
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Disclosure 102-42	Determination and selection of stakeholders	13	●	
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Disclosure 102-50	Reporting period	9	●	2020
Disclosure 102-51	Publication date of last report	41	●	2019
Disclosure 102-52	Reporting cycle	9	●	Annual
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● Completely reported ● partially reported ● Not reported

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