



Sustainability

Report 2021

Expect more!



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FROM THE MANAGEMENT

Sustainability is an elementary part of the entrepreneurial self-image at Hammerer Aluminum Industries. HAI is a family business and responsible management is firmly anchored in the company policy. This not only includes sustainable production processes, but also health protection, occupational safety, charitable commitment, and the promotion of local procurement, but also long-term employee, customer, and supplier relationships. We have been dealing with circular economy and recycling processes since the company was founded in 2007 and can count ourselves among the pioneers in the European aluminum industry.

Our CO2 emissions are well below the European average and a fraction of the global value. All this is also regularly manifested here in the sustainability report. In 2021, HAI received the special "Circular Economy" award from the Lean & Green Management Awards for proven achievements in the area of sustainable production. We were the only Austrian company to win this award against international competitors.

In 2021 we also launched new low-carbon products, the alloys SustainAl 2.0 and SustainAl 4.0, to offer our customers a transparent contribution to sustainability. With

our recycling expertise and selected partners, we can now offer high quality alloys with one of the lowest footprints on the market worldwide. Sustainable corporate management, aluminum recycling, green sourcing, and green energy as well as environmentally friendly processes form the pillars for this. HAI thus makes a valuable contribution to the European Green Deal and its focus on the circular economy.

Our employees are a key factor in the success of the company. We can only remain competitive and innovative if we succeed in attracting and retaining highly qualified employees. Regular employee surveys mostly give a very positive picture. This is also confirmed by several employer awards.

The HAI Group has a balanced product portfolio. Our three-pillar strategy ensures stability and independence - the products are used in the areas of architecture, construction, electrical and general mechanical engineering, commercial vehicles, rail and of course automotive - here with a pronounced focus on e-mobility projects. Our customers appreciate the innovative and ecologically high-quality products of the HAI Group. Because in order to meet the challenges of the energy transition, we must be economically successful.

(GRI 102-14)

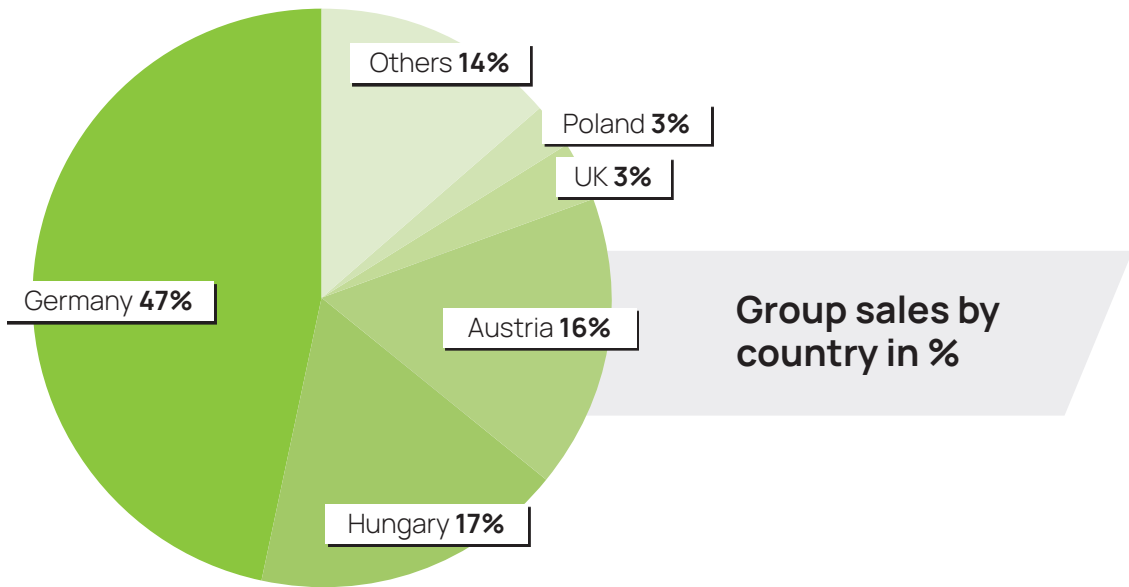
Rob C. J. Van Gils
CEO, HAI Group

Markus Schober
COO, HAI Group



HIGHLIGHTS 2021

In 2021, with over 1900 employees from 36 nationalities, HAI achieved a record sale of 649 million EUR.



AWARDS 2021

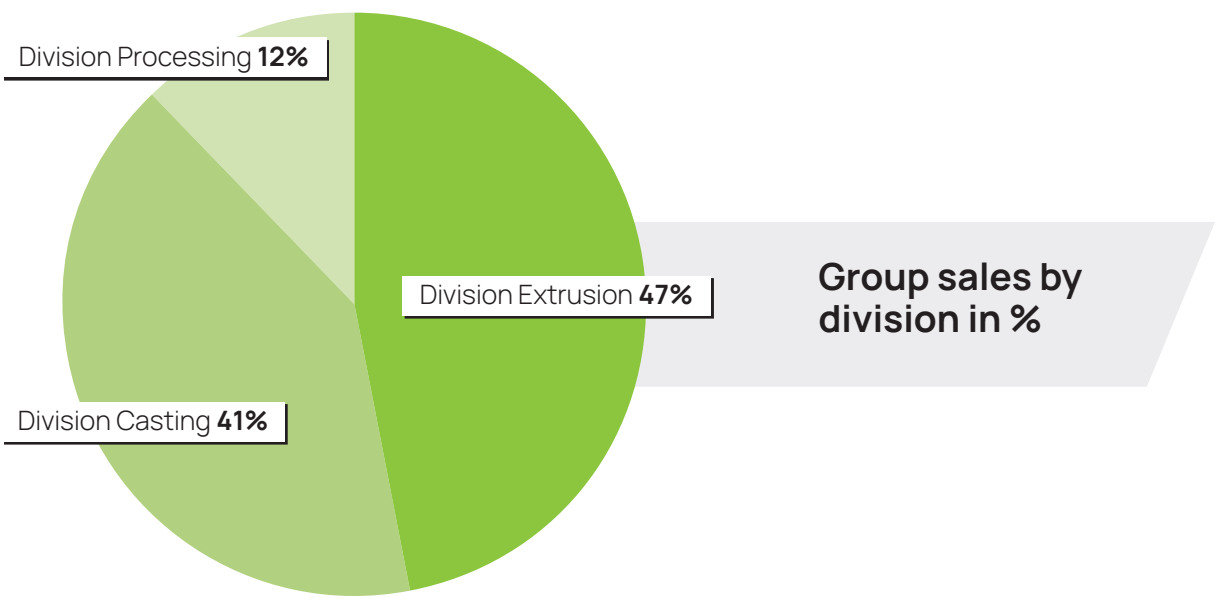
Hammerer Aluminium Industries received two awards 2021 for the sustainable company performance.

AWARD KLIMAAKTIV MOBIL PROJECT PARTNER:

Hammerer Aluminum Industries Extrusion GmbH was awarded for the optimized production logistics system, including the installation of an electric conveyor belt to reduce CO2 emissions.



Federal Ministry
Republic of Austria
Climate Action, Environment,
Energy, Mobility,
Innovation and Technology



(GRI 102-6, 102-7, 102-8)

LEAN & GREEN MANAGEMENT AWARD:

For more than 10 years, the Lean & Green initiative of T&O Unternehmensberatung GmbH has helped to promote resource efficiency and operational excellence in industry and to honor the best companies.

2021 Special award „Circular Economy“ for the HAI Group.





Part 1

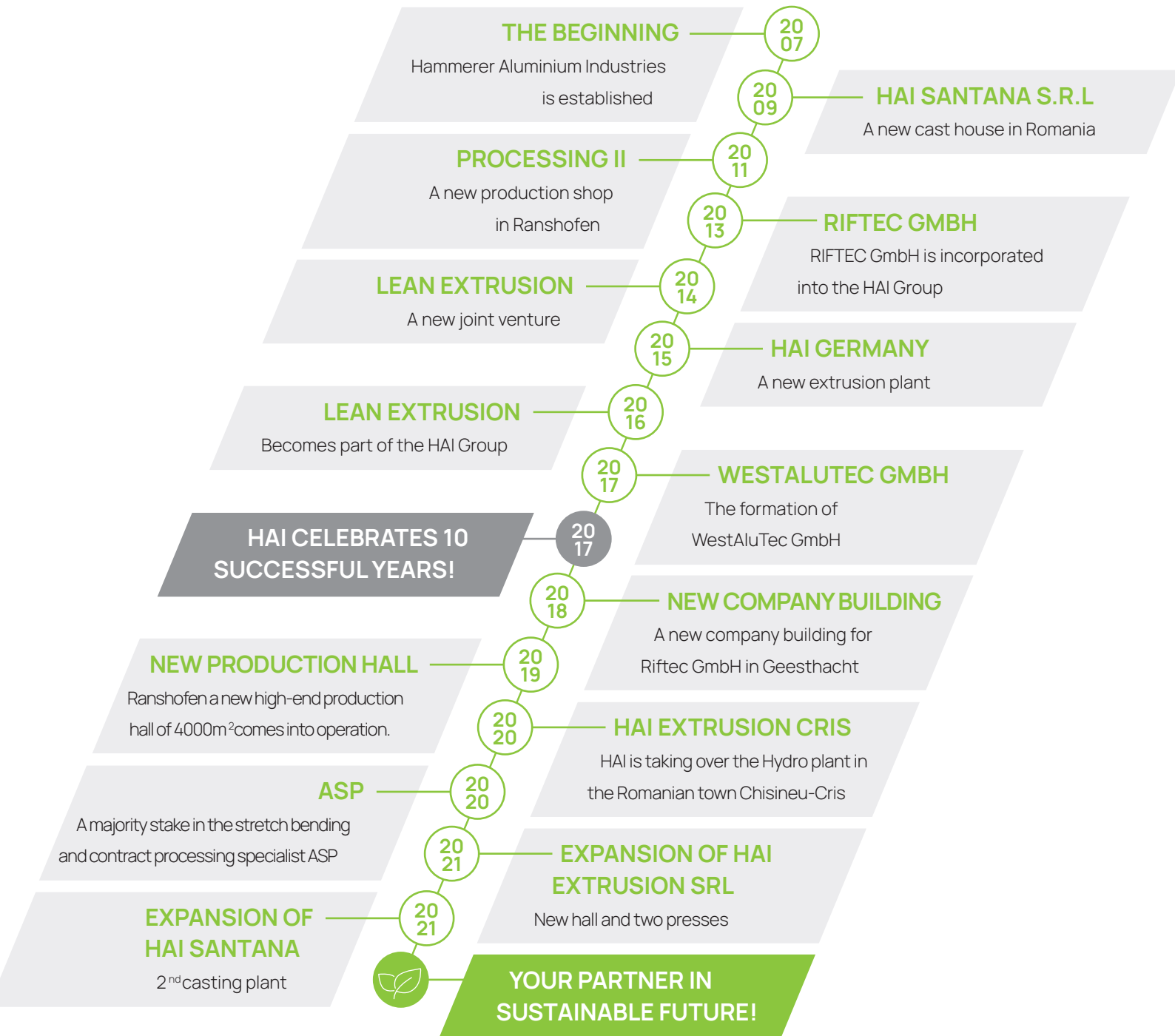
We are the HAI group

WHAT WE STAND FOR:

“From 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”

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



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

A declared aim of the HAI Group is to continuously im-

prove 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 1,900 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 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, 102-8)

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)



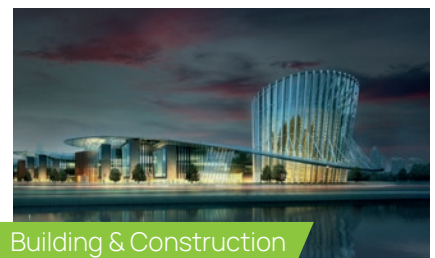
Cast & wrought alloys



Machine and plant engineering



Automotive



Building & Construction



Electrical industry



Commercial vehicles



Rail



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 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.

(GRI 102-9)

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**

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 recognized guidelines of the Global Reporting Initiative (GRI), the core option. The complete GRI index and a list of GRI standard specifications can be found on pages 56-59.

The data and key figures of the 2021 fiscal year (01/01 – 31/12/2021) 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 organizational and ownership structures within the HAI Group, and the company size, during the 2021 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. Questions, comments, or feedback regarding the content of the report can be sent to:
Sustainability@hai-aluminium.com





Part 2

**“WE BELIEVE IN
COOPERATION
AND FAIR PLAY”**

**SUSTAINABLE CUSTOMER
AND SUPPLIER RELATIONSHIPS**

OUR APPROACH:

“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)

DEFINING MATERIALITY AND STAKEHOLDER GROUPS

The HAI Group defines the relevant stakeholder groups once a year as a part of the management system procedures. The focus was stakeholder group's direct or indirect effects on all processes at HAI as well as their effects on economical, ecological, or social aspects of the company. This three-aspect viewing allows the company to see itself from broader spectrum and also evaluate its impacts on the surroundings.

The HAI Group carried out its first materiality assess-

ment for Sustainability report 2019 in cooperation with the stakeholder groups. The company was able to identify numerous material topics and divided these in four general groups. The materiality assessment will serve as a building ground for the sustainability report. A new materiality assessment is planned for the reporting cycle 2022.

(GRI 102-40, 102-42, 102-44, 102-47)

 <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>Corporate governance and ethics</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>Supply chain responsibility</p> <p>As a future oriented company, we can see the value of innovation as a response of 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> 
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STAKEHOLDER OVERVIEW

HAI GROUP

HAI Group evaluates its stakeholder groups annually in accordance with the management system and other requirements. In table below can be seen the main stakeholder groups of HAI Group.

Interested party AT/DE/RO	Reason for inclusion	Internal/ External	Needs and expectation
Company shareholders	<ul style="list-style-type: none"> • Secures resources • Defines the business vision 	Internal	<ul style="list-style-type: none"> • Profit realisation • Safeguarding corporate development • Securing the equity capital ratio
Company management	<ul style="list-style-type: none"> • Resource allocation • Responsibilities for managing the company • Company business strategy 	Internal	<ul style="list-style-type: none"> • Sustainable development • Objectives achievement • Safe environment • Customer satisfaction
Employees	<ul style="list-style-type: none"> • Implementation of responsibilities in management decisions 	Internal	<ul style="list-style-type: none"> • Punctual and reliable remuneration • Safe workplace • Attractive working environment • Individual development
Labour/Employment authorities	<ul style="list-style-type: none"> • Legal requirements 	External	<ul style="list-style-type: none"> • Compliance with statutory provisions • Specific reports and controls
Metal management	<ul style="list-style-type: none"> • Raw material procurement 	Internal	<ul style="list-style-type: none"> • Punctual delivery • Efficient warehousing
Environmental authorities	<ul style="list-style-type: none"> • Waste management 	External	<ul style="list-style-type: none"> • Recognising legal requirements • Compliance with statutory provisions
Certification body	<ul style="list-style-type: none"> • Obtaining and maintaining conformity certificates 	External	<ul style="list-style-type: none"> • Compliance with standard requirements
Municipality	<ul style="list-style-type: none"> • Effects on activities performed 	External	<ul style="list-style-type: none"> • No negative effects on the local environment • Participation in social initiatives (a good citizen) • Initiatives for the benefit of the community • Support the land development
Transport service provider	<ul style="list-style-type: none"> • Responsibilities for deliveries and incoming raw materials 	External	<ul style="list-style-type: none"> • Loading and unloading plans on time and respected • Efficient transport routes
Workers council (RO) Unions (AT, DE)	<ul style="list-style-type: none"> • works council constitution • collective bargaining agreement 	Internal	<ul style="list-style-type: none"> • Changes within the agreement • Annual negotiations
Federal ministry of Agriculture, Forestry, Environment and Water management	<ul style="list-style-type: none"> • Legal requirements 	External	<ul style="list-style-type: none"> • Compliance with legal requirements
Fiscal authorities	<ul style="list-style-type: none"> • Legal requirements 	External	<ul style="list-style-type: none"> • Accurate and timely reports • Compliance with legal requirements
Financial auditors	<ul style="list-style-type: none"> • Self-assessment • Control body 	External	<ul style="list-style-type: none"> • Assurance that shareholder capital is spent according to the guidelines
Banks	<ul style="list-style-type: none"> • Business strategy 	External	<ul style="list-style-type: none"> • Monthly reports, information on business development
Insurance companies	<ul style="list-style-type: none"> • Business strategy 	External	<ul style="list-style-type: none"> • Monthly reports
Customers	<ul style="list-style-type: none"> • Basis for our company 	External	<ul style="list-style-type: none"> • High-quality products according to their specifications • Punctual delivery
Suppliers	<ul style="list-style-type: none"> • Basis for our company 	External	<ul style="list-style-type: none"> • Punctual payments • Competitive prices • Delivery options • Securing the supply chain
AMAG	<ul style="list-style-type: none"> • Proximity and legal responsibilities related to the environment, health and safety 	External	<ul style="list-style-type: none"> • Recognize legal requirements • Compliance with legal requirements • No negative impact on the local environment
Surroundings	<ul style="list-style-type: none"> • Proximity and legal responsibilities related to the environment, health and safety 	External	<ul style="list-style-type: none"> • No negative impact on the local environment

(GRI 102-40, 102-42)

OUR PRINCIPLES

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.

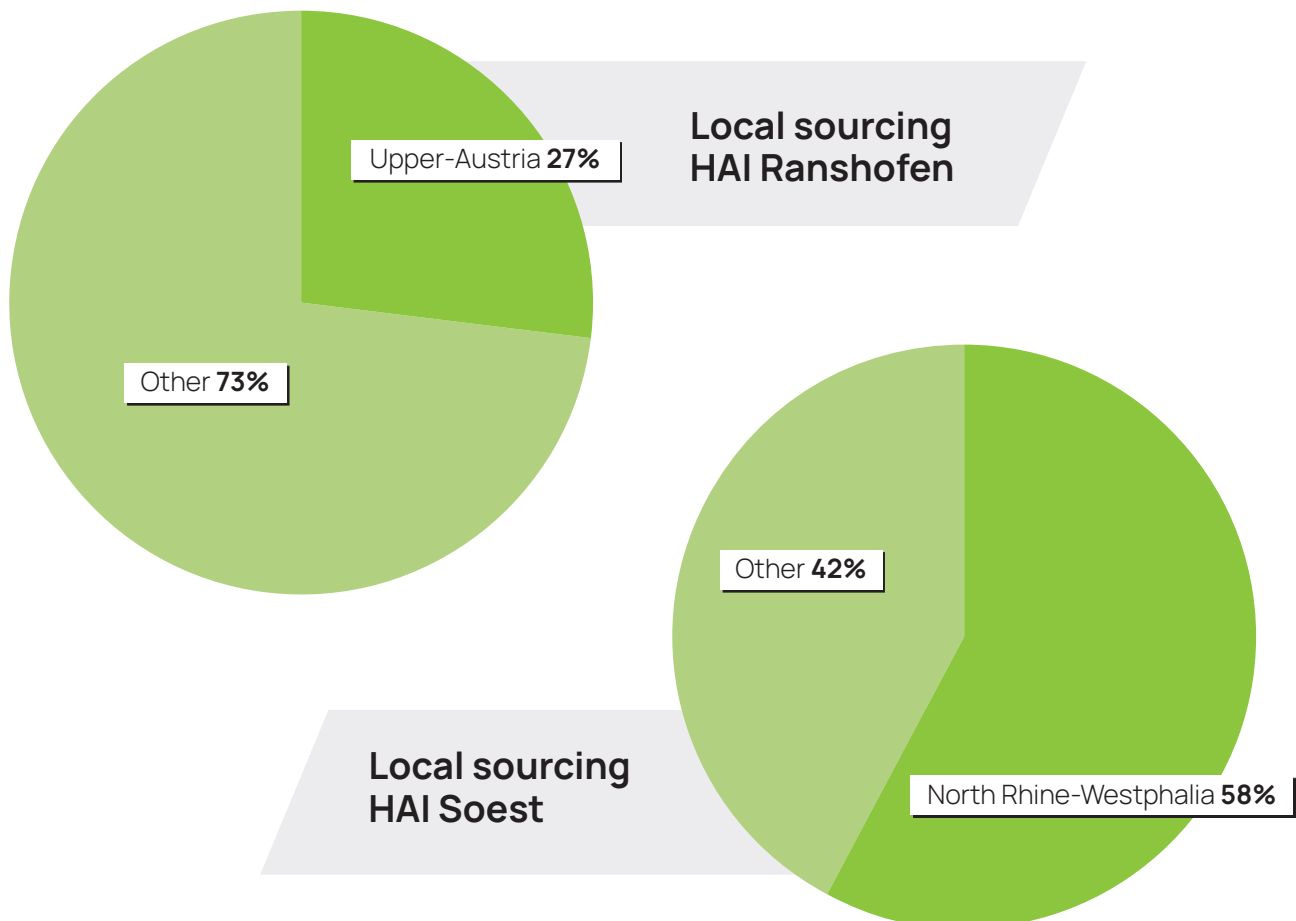
The HAI Group discloses its information in addition to the annual sustainability report in different supplier assessment platforms to increase transparency with suppliers.

What is CDP?

CDP is a not-for-profit charity that runs the global disclosure system for investors, companies, cities, states, and regions to manage their environmental impacts. The world's economy looks to CDP as the gold standard of environmental reporting with the richest and most comprehensive dataset on corporate and city action. (Source: www.cdp.net)

HAI Group disclosed its data to CDP as a supplier the first time in 2021.

(GRI 102-43, 102-44, 204-1)



MEMBERSHIPS IN ASSOCIATIONS & INITIATIVES

In 2021 Hammerer Aluminium Industries was a member of following associations and interest groups:

ASI - Aluminium Stewardship Initiative: ASI has developed an independent third-party Certification program to ensure sustainability and human rights principles are increasingly embedded in aluminium production, use and recycling. ASI's Performance Standard and Chain of Custody Standard are designed to link responsible production with responsible sourcing, and thus support increased emphasis on sustainability in procurement practices. (Source: aluminium-stewardship.org)

BIR - Bureau of International recycling: Founded in 1948, BIR was the first federation to support the interests of the recycling industry on an international scale. Today, BIR represents more than 30,000 companies around the globe, with a direct membership of around 700 companies and 38 national associations from 67 countries. Together, these members form the largest international recycling federation. (Source: www.bir.org)

European Aluminium: European Aluminium, founded in 1981 and based in Brussels, is the voice of the aluminium industry in Europe. We actively engage with decision makers and the wider stakeholder community to promote the outstanding properties of aluminium, secure

growth and optimize our metal's contribution to meeting Europe's sustainability challenges. (Source: www.european-aluminium.eu)

Aluminium Deutschland: with headquarters in Düsseldorf, Germany, was established in its current form in 1992 in Dresden. It is an association of aluminium companies that produce raw aluminium or aluminium products, including composites with other materials. As the representative of the aluminium industry, Aluminium Deutschland strives to maintain an open dialogue with the public in order that customers and consumers have a more transparent view and better understanding of aluminium and the products of its member companies. (Source: www.aluinfo.de)

VDM - Verband Deutscher Metallhändler e.V. (Association of German metal traders): VDM is a lobby and service association for the entire metal trade. It represents the interests of over 230 member companies, which account for around 90% of the non-ferrous metal market in Germany and Austria. It is an important link between politics and business. (Source: www.vdm.berlin)

DGFP - Deutsche Gesellschaft für Personalwirtschaft - (Association for human resource management):

Since 1952, the German Association for Human Resource Management (DGFP) has been the competence and career network for HR enthusiasts in Germany. The DGFP is a registered non-profit organization. The DGFP network involves the active participation of DAX-listed corporations as well as small and mid-sized companies, renowned scientific organizations, and consultation entities. The DGFP assists HR professionals in their careers and lobby the political world and society at large on behalf of HR management issues. (Source: www.dgfp.de)

IV - Industriellenvereinigung (Federation of Austrian Industries):

The Upper Austrian Federation of Industry (IV OÖ) is a voluntary and non-partisan interest group representing industry and industry-related service providers along the entire value chain. It brings together around 450 companies in Upper Austria with around 150,000 employees. Members are national and international corporations, family businesses and numerous small and medium-sized enterprises from various sectors of the manufacturing and service sectors. (Source: www.oberoesterreich.iv.at)

Business Upper Austria, Network Human resources:

Business Upper Austria is the Upper Austrian government's location agency. We are an innovation driver and the first contact partner for companies in Austria and abroad to whom we offer customized solutions for their investment and innovation projects. We help steer economic and research policy. (Source: www.biz-up.at)

WKO - Wirtschaftskammer Österreich (Austrian Chamber of Commerce):

The Austrian Chambers of Commerce represent more than 540,000 member companies. As the strong voice of businesses, we advocate for future-oriented and business-friendly policies, e.g., tax relief, reduction of bureaucracy, subsidies. (Source: www.wko.at)

2021 majority of the meetings in various initiatives and association were held online due to global Covid-19 situation.

(GRI 102-12, 102-13)



MISSION, VISION

VISION

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

We want to be recognised by our customers as the most dynamic and sustainable provider of high-quality aluminium products and solutions from our continuous value-added chain.

MISSION

„HAI-END“ ALUMINIUM SOLUTIONS FOR SUSTAINABLE PERFORMANCE

We focus on building a trust-based, long-term partnership with our customers and on our joint, dynamic and continuous development. This means: we implement innovative solutions quickly, we produce technologically demanding products to the highest of quality standards, and we always supply them in a reliable way. In doing so we attach special emphasis to occupational health and safety, environmental protection and sustainability, and we bring all these issues together in effective operations – for our own benefit and for our customers' benefit.

CORPORATE VALUES



Mutual trust is the basis of our cooperation



Decisions are made quickly and responsibly at HAI.



A variety of opportunities: HAI promotes my personal development - but also demands my contribution to the company's success.

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 minimize 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:

www.hai-aluminium.com/downloads



CODE OF CONDUCT 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 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.

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 2021, no complaints were registered, and no infringements reported.

In HAI Group during the reporting period 2021, no significant financial penalties were imposed for the violation of laws or regulations.

(GRI 102-16, 419-1)

Contact us!

Reporting infringement of legal regulations or internal guidelines, please contact: ethics@hai-aluminium.com



HAI 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. Utilization 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 minimize 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 health-care, and occupational safety. We achieve this through utilization 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 analyze and evaluate our environmental aspects and use these results as the basis for our environmental program 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 custo-

mers' 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:

(GRI 102-43)



CIP

Anyone who stops improving stops being good."

A professional photograph of Markus Schober, COO of HAI Group. He is a middle-aged man with short, dark hair, wearing a blue suit jacket, a light blue shirt, and a maroon tie. He is standing in an office environment, leaning on a tan leather sofa. The background shows a modern office interior with a white wall and a glass door.

**Markus Schober,
COO HAI Group**

“Recycling and the sustainable manufacturing of our products that is associated with it have become key issues for the future. For us it’s important to ensure that scrap from all our product segments is efficiently recycled to increase our recycling rates and consequently contribute to climate neutrality and the circular economy.”

GRI (MA – ecological, 103-2)

Part 3

**“WE CONTRIBUTE
TO CIRCULAR
ECONOMY”**

OUR APPROACH:

“We take our responsibility for environmental protection very seriously. In accordance with our vision, the consistent value chain is the tool at 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.”



MATERIALS

Materials used in our Cast houses

In 2021 reporting year around **100 504** tons of metal were used for in-house production at HAI Casting Ranshofen

- **83 083** tons of scrap
- **16 494** tons of primary metal
- **926** tons of alloying elements

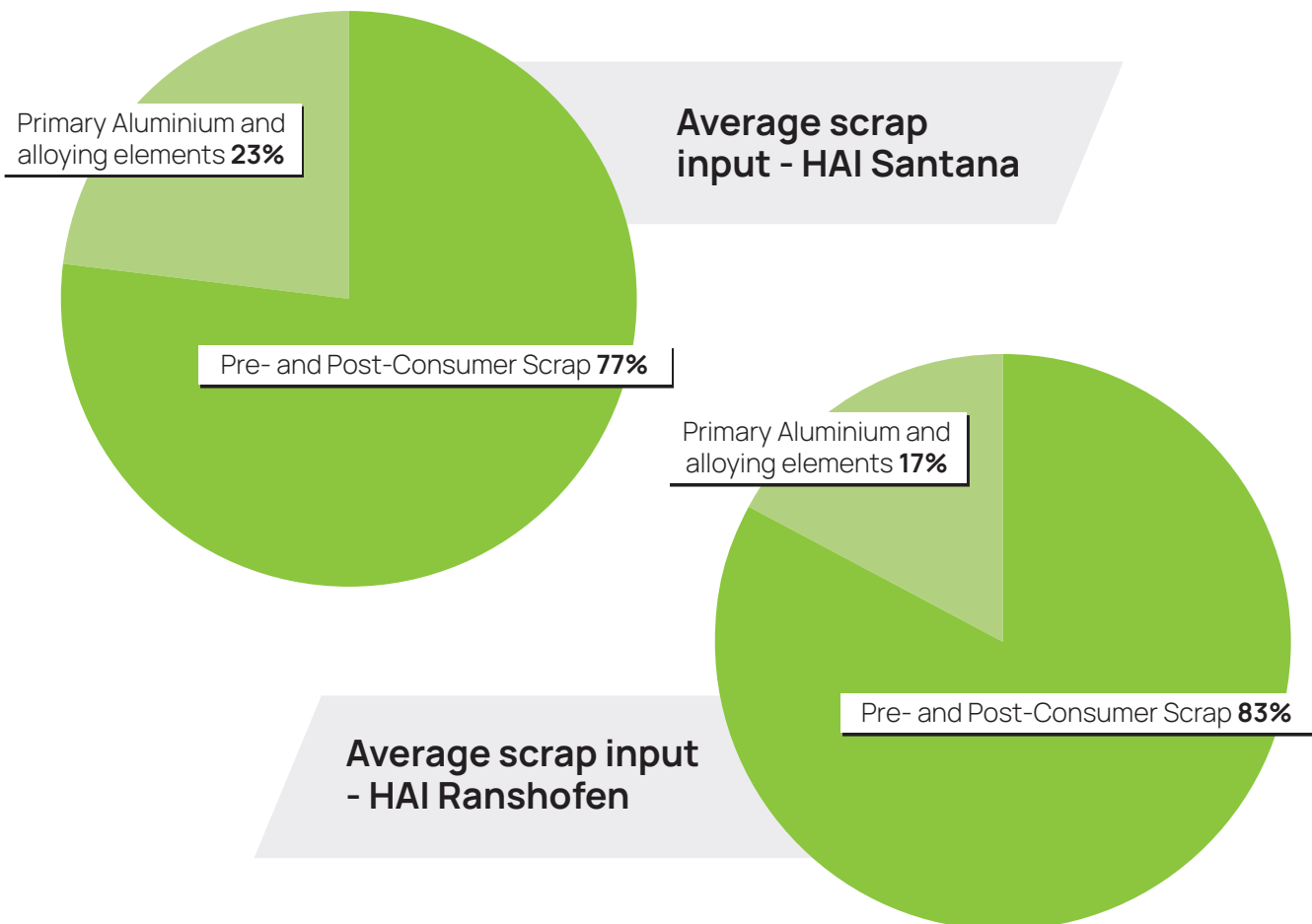
In 2021 reporting year around **138 994** tons of metal were used for in-house production at HAI Casting Santana

- **88 551** tons of scrap
- **19 228** tons of primary metal
- **1 199** tons of alloying elements
- **18 997** tons of sows
- **11 017** tons of dross

Both of HAI Groups Casting plants are ASI Performance Standard certified.



Recycled content in HAI Casting



Materials used in our extrusion plants

- In 2021 reporting year around 50 857 tons of metal were used for in-house production at HAI Extrusion Ranshofen
- In 2021 reporting year around 29 195 tons of metal were used for in-house production at HAI Extrusion Cris
- In 2021 reporting year around 36 731 tons of metal were used for in-house production at HAI Extrusion Soest.

According to the information gathered from our extrusion alloy suppliers it can be stated that the overall amount of recycled content on our extrusion sites lies around 50% when evaluated by the share of recycled content per supplier with the purchased amounts of materials (weighted average). Supplier specific values are ranging from zero up to around 80 %.

(GRI 301-1, GRI-301-2)

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.

Recycling and utilization of scrap

HAI Casting Ranshofen and Santana utilizes 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 Santana casting house is almost 80 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 Santana was almost 8 % in the 2021 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. HAI Group has a consistent green electricity strategy. Simply converting to green electricity has enabled us to significantly improve our overall CO₂ footprint. Since January 2021, both sites in Romania are also supplied with electricity generated from renewable energy sources. Most of the corporate group has thus completed the energy transition.

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.

New e-fuel stations are also an important part of our sustainability strategy: once the production of compo-

nents for battery trays for the EQC (Mercedes-Benz's first electric-powered SUV) is running at full speed, the mobility revolution will also become a reality at HAI within the company itself. There are already several e-cars in use within the carpool at HAI, including two Mercedes EQCs. At the company's site in Ranshofen there are also nine charging stations for company cars and for visitors with electric cars.

In addition, our photovoltaics are covering in our production site Ranshofen 3,8% of the complete electricity consumption. The amount of produced energy with the solar panels rose from previous year over 15% (in kWh). All these activities are part of a large-scale initiative within the HAI Group, which is addressing the issue of sustainability throughout the aluminium industry's entire value creation chain.

(GRI 302-1, 302-4)

ENERGY (in kWh)

Ranshofen, AT - EXT	2019	2020	2021	Yearly change
Gas consumption EXT (kWh)	20.684.638,70	17.847.694,60	18.174.129,00	2%
Consumption values gas (kWh/to) EXT	554,22	530,36	534,33	1%
Electricity consumption EXT (kWh)	27.155.990,09	25.420.601,88	26.390.932,72	4%
Consumption values Electricity (kWh/to) EXT	727,61	755,40	775,91	3%
Consumption values Gas + Electricity (kWh/to)	1.281,83	1.285,76	1.310,24	2%
Ranshofen, AT - CAST				
Gas consumption CAST (kWh)	77.781.279,00	72.183.643,00	79.184.908,00	10%
Consumption values gas (kWh/to) CAST	962,69	963,40	941,48	-2%
Electricity consumption CAST (kWh)	11.068.071,00	11.403.428,00	11.951.138,00	5%
Consumption values Electricity (kWh/to) CAST	136,99	152,20	142,09	-7%
Consumption values Gas + Electricity (kWh/to)	1.099,68	1.115,60	1.083,57	-3%
Sântana, RO				
Gas consumption CAST (kWh)	111.984.183,49	97.031.095,90	115.669.689,16	19%
Consumption values gas (kWh/to) CAST	1.033,22	989,61	978,63	-1%
Electricity consumption CAST (kWh)	14.646.984,00	19.893.110,02	22.482.494,78	13%
Consumption values Electricity (kWh/to) CAST	135,14	202,89	190,21	-6%
Consumption values Gas + Electricity (kWh/to)	1.168,36	1.192,49	1.168,85	-2%
Soest, DE				
Gas consumption EXT (kWh)	15.188.058,00	14.200.715,00	16.758.077,00	18%
Consumption values gas (kWh/to) EXT	780,28	767,48	734,23	-4%
Electricity consumption EXT (kWh)	12.573.732,00	12.917.179,00	15.035.343,00	16%
Consumption values Electricity (kWh/to) EXT	645,97	698,11	658,75	-6%
Consumption values Gas + Electricity (kWh/to)	1.426,24	1.465,59	1.392,98	-5%
Cris, RO				
Gas consumption EXT (kWh)	12.002.958,00	12.002.239,29	15.319.270,40	28%
Consumption values gas (kWh/to) EXT	743,65	737,96	748,12	1%
Electricity consumption EXT (kWh)	9.001.193,00	7.787.630,00	11.593.072,00	49%
Consumption values Electricity (kWh/to) EXT	557,68	478,82	566,15	18%
Consumption values Gas + Electricity (kWh/to)	1.301,33	1.216,78	1.314,27	8%

NOTE: Energy consumption increased 2021 because of the introduction of a new production line



EMISSIONS

The reduction of greenhouse gas emissions is one of the goals of the HAI Group. To minimize our emissions different paths are to be taken. In 2019 a 6,300 m² photovoltaic power plant for generating solar electricity was installed on the roofs of the buildings at the Ranshofen site. At the beginning of 2021 the system in Ranshofen was expanded again – by a further 3,000 m². Further projects at other company sites are already set to go. This means that the Ranshofen location saves roughly 300 tons of CO₂ each year.

GHG-EMISSIONS

Ranshofen, AT - EXT	2019	2020	2021	Yearly change
Greenhouse gas emissions, Scope 1	4.796,28	4.113,00	4.199,66	2%
Greenhouse gas emissions, Scope 2	9.445,94	-	-	0%
Greenhouse gas emissions, CO ₂ e [kg]/1 to AI, Scope 1	128,51	122,22	123,47	1%
Greenhouse gas emissions, CO ₂ e [kg]/1 to AI, Scope 2	253,09	-	-	0%
Ranshofen, AT - CAST				
Greenhouse gas emissions, Scope 1	17.509,81	15.880,40	17.420,68	10%
Greenhouse gas emissions, Scope 2	3.873,82	-	-	0%
Greenhouse gas emissions, CO ₂ e [kg]/1 to AI, Scope 1	216,72	211,95	207,13	-2%
Greenhouse gas emissions, CO ₂ e [kg]/1 to AI, Scope 2	47,95	-	-	0%
NOTE: Corrected the amount of greenhouse gas emissions from 2020				
Sântana, RO				
Greenhouse gas emissions, Scope 1	20.660,86	18.066,95	21.578,59	19%
Greenhouse gas emissions, Scope 2	9.374,07	12.731,59	-	-100%
Greenhouse gas emissions, CO ₂ e [kg]/1 to AI, Scope 1	190,63	184,26	182,57	-1%
Greenhouse gas emissions, CO ₂ e [kg]/1 to AI, Scope 2	86,49	129,85	-	-100%
Soest, DE				
Greenhouse gas emissions, Scope 1	3.439,80	3.218,86	3.800,16	18%
Greenhouse gas emissions, Scope 2	5.104,94	-	-	0%
Greenhouse gas emissions, CO ₂ e [kg]/1 to AI, Scope 1	176,72	173,96	166,50	-4%
Greenhouse gas emissions, CO ₂ e [kg]/1 to AI, Scope 2	262,26	-	-	0%
Cris, RO				
Greenhouse gas emissions, Scope 1	1.138,10	966,03	1.510,63	56%
Greenhouse gas emissions, Scope 2	5.760,76	4.984,08	-	-100%
Greenhouse gas emissions, CO ₂ e [kg]/1 to AI, Scope 1	70,51	59,40	73,77	24%
Greenhouse gas emissions, CO ₂ e [kg]/1 to AI, Scope 2	356,91	306,45	-	-100%

NOTE: Emissions increased 2021 because of the introduction of a new production line

(GRI 305-1, 305-2)

The table above presents the Scope 2 emissions according to the market-based method of the Greenhouse Gas Protocol. By this is meant that the emission values are reflecting the company's chosen electricity mix.

The emission reduction goal:

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

Goal in progress:

The HAI Group is continuing to implement the group level green energy strategy. Year 2021 also our Romanian sites are powered with renewable energy. This decision reduces the greenhouse gas emissions of the HAI Group further and demonstrates the strong engagement towards more sustainable aluminium production.



WATER

Water recirculation

Even at locations in countries with abundant water, like Austria and Romania, responsible treatment of the scarce resource water constitutes a core aspect of sustainable business operations. HAI uses in Austrian and Romanian cathouses a re-cooling stations to return approximately 80% of the foundry's cooling water to the cycle, and thereby hugely reducing the unnecessary consumption of fresh drinking water in the processes.

Water consumption

WATER

Ranshofen, AT - EXT	2019	2020	2021	Yearly change
Process water consumption [m ³]	368.985,00	304.686,00	310.807,00	2%
Drinking water consumption [m ³]	4.362,00	4.732,00	4.212,00	-11%
Ranshofen, AT - CAST				
Process water consumption [m ³]	206.660,00	167.270,00	170.281,00	2%
Drinking water consumption [m ³]	655,00	877,00	1.587,00	81%
NOTE: HAI Ranshofen causes no direct water emissions; indirect discharge as per Indirect Discharger Ordinance.				
Sântana, RO				
Process water consumption [m ³]	99.591,00	127.251,00	169.784,00	33%
Drinking water consumption [m ³]	42,00	40,00	39,00	-3%
Waste water total [m ³]		1.829,00	2.279,00	25%
of which, drained [m ³]	140,00			
of which, treated [m ³]	1.472,00	1.829,00	2.279,00	25%
NOTE: In case that the water treatment station does not work, wastewater is drained and transported to the city water company.				
Soest, DE				
Process water consumption [m ³]	5.120,00	4.264,00	5.423,00	27%
Drinking water consumption [m ³]	1.621,00	5.582,00	4.534,00	-19%
Drinking water consumption without the special effect [m ³]		1.843,00	1.765,00	-4%
NOTE: 2021 Drinking water usage includes one-time special effect 2.769 m ³ , 2020 Corrected drinking water usage one-time special effect 3.739 m ³				
Cris, RO				
Drinking water consumption [m ³]	8.544,00	5.504,00	15.687,00	185%
Water supply well [m ³]			40,00	
Water discharge to municipality [m ³]			15.687,00	

(GRI 303-4, 303-5)

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. If 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 2021 reporting year.
- There were no spills or leakages in the 2021 reporting year.

(GRI 306-3)



COMPLIANCE WITH ENVIRONMENTAL PROTECTION LAWS AND REGULATIONS

In the 2021 reporting year, neither fines nor non-monetary sanctions were imposed to due to non-compliance with environmental laws or regulations.

(GRI 307-1)



WASTE

The HAI Group's waste strategy follows the five levels of waste reduction hierarchy: waste prevention and mitigation, preparing for reuse, recycling, other recovery and finally waste disposal. All hazardous waste, such as used oil, filter dust or alkalis, is of course treated with particular care in this process.

WASTE

Ranshofen, AT - EXT	2019	2020	2021	Yearly change
Total Waste (kg)	1.042.850,00	1.202.175,25	1.308.157,00	9%
Non Hazardous Waste (kg)	544.474,00	447.242,25	445.907,00	0%
of which, handed over for recovery (kg)	544.474,00	447.242,25	376.291,00	-16%
of which, handed over for disposal (kg)	-	-	69.616,00	100%
Hazardous Waste (kg)	498.376,00	754.933,00	862.250,00	14%
of which, handed over for recovery (kg)	498.376,00	754.933,00	12.930,00	-98%
of which, handed over for disposal (kg)	-	-	849.320,00	100%
Ranshofen, AT - CAST				
Total Waste (kg)	820.848,00	1.071.776,00	1.493.967,00	39%
Non Hazardous Waste (kg)	681.344,00	907.676,00	1.339.047,00	48%
of which, handed over for recovery (kg)	681.344,00	907.676,00	81.087,00	-91%
of which, handed over for disposal (kg)	-	-	1.257.960,00	100%
Hazardous Waste (kg)	139.504,00	164.100,00	154.920,00	-6%
of which, handed over for recovery (kg)	139.504,00	164.100,00	-	-100%
of which, handed over for disposal (kg)	-	-	154.920,00	100%
Sântana, RO				
Total Waste (kg)	13.277.340,00	10.190.150,00	9.850.340,00	-3%
Non Hazardous Waste (kg)	422.210,00	401.760,00	340.360,00	-15%
of which, handed over for recovery (kg)	112.740,00	103.160,00	139.400,00	35%
of which, handed over for disposal (kg)	309.470,00	298.600,00	200.960,00	-33%
Hazardous Waste (kg)	12.855.130,00	9.788.390,00	9.509.980,00	-3%
of which, handed over for recovery (kg)	12.547.110,00	9.517.390,00	9.262.560,00	-3%
of which, handed over for disposal (kg)	308.020,00	271.000,00	247.420,00	-9%
Note: The biggest amount of waste generated is salt slag (9.247 to), which is treated and recycled				
Soest, DE				
Total Waste (kg)	820.848,00	1.071.776,00	1.493.967,00	39%
Non Hazardous Waste (kg)	681.344,00	907.676,00	1.339.047,00	48%
of which, handed over for recovery (kg)	681.344,00	907.676,00	81.087,00	-91%
of which, handed over for disposal (kg)	-	-	1.257.960,00	100%
Hazardous Waste (kg)	139.504,00	164.100,00	154.920,00	-6%
of which, handed over for recovery (kg)	139.504,00	164.100,00	-	-100%
of which, handed over for disposal (kg)	-	-	154.920,00	100%
Cris, RO				
Total Waste (kg)	5.712.773,00	5.711.300,00	8.000.264,00	40%
Non Hazardous Waste (kg)	5.251.763,00	5.252.273,00	7.504.404,00	43%
of which, handed over for recovery (kg)	5.226.883,00	5.226.720,00	7.467.369,00	43%
of which, handed over for disposal (kg)	2.488,00	2.555,00	37.035,00	1350%
Hazardous Waste (kg)	461.010,00	459.027,00	495.860,00	8%
of which, handed over for recovery (kg)	-	-	-	0%
of which, handed over for disposal (kg)	461.010,00	459.027,00	495.860,00	8%

(GRI 306-2)

BIODIVERSITY



WHAT IS BIODIVERSITY?

“Biodiversity represents the variety and variability of life on our planet. In other words, it refers to the differences within and between all living organisms at their different levels of biological taxonomic structure – genre, individuals, species, and ecosystems. Through the numerous interactions among and between these organisms and the biotic environment, adaptation can occur. The largest impact on biodiversity from the industry will come through climate change – the most significant long-term threat to biodiversity.” -Denkstatt

BIODIVERSITY ASSESSMENTS

HAI Group has conducted biodiversity assessments on its production sites in Ranshofen, Austria and Santana and Cris in Romania. The goal of the assessments was to map possible supportive measures regarding the surrounding environment. The assessments were considering all the theoretical documentation, field work, site visit and biodiversity impact & aspect assessment. Special emphasis was laid on those species, that pose specific threat on economy, ecology, or human health, all of which have not been found during the audits.

SUPPORTING THE LOCAL BIODIVERSITY ON OUR SITES

The HAI Group is supporting the biodiversity already third year in a row by planting a wildflower meadow for the insects and bees in the „HAI Roundabout“ next to the company headquarters, Ranshofen Austria. Also, in our site in Santana and Cris in Romania, green spaces on the sites were increased by planting trees and other decorative plants.

As part of the company’s ambition to reduce the greenhouse gas emissions and limit the climate change, a new company policy has been established to start the transition to electrical vehicles in the HAI Group’s car fleet.





Part 4

OUR WORKFORCE

Expect more: HAI Life@work

OUR APPROACH:

“Motivated and well-educated employees are a decisive factor for sustainable corporate success. The targeted support 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 digitalization, 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 company perspective.” (GRI 103-1)

HAI-FAMILY INTERNATIONAL

Openness and internationality characterize our way of working and thinking. At HAI, this is not only due to our international customers, but above all to our international, colorful HAI family. Currently our **team consists of 36 nationalities**. This diversity is a source of inspiration and dynamism in our company.



PRINCIPLES

Our human resources strategy is geared to cover future personnel requirements in terms of both quality and quantity. It is based on the corporate goals approved by the management. To this end, guidelines and instruments have been implemented in the HR area. These cover the entire employee lifecycle – from employer branding, recruitment, onboarding, training, and personnel development to succession planning.

The management of HR department reports to the management of the HAI Group. The representation of employee agendas is the responsibility of the works council at the respective sites. The latter is represented by two representatives on the Supervisory Board of the HAI Group.

HAI consistently complies with minimum notification periods if operational changes, applicable laws, and regulations in each country, and agreed provision in collective bargaining agreements.

There were no significant changes during the reporting period that would have significantly affected employees and required reporting.

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

With our existing human resources strategy, we are aiming to increase our competitiveness. The three key themes of the strategy are:

- Talent management: Identify and develop internal talent to meet the long-term needs internally.
- Recruitment (finding and retaining the right employees): Using innovative recruitment channels to increase employer attractiveness and establishing

onboarding process to integrate new employees.

- Digitalization of HR processes: Increasing the level of service and efficiency in HR by optimizing existing HR processes.

(GRI 404-2)

As a basis of cooperation at HAI, we have committed ourselves to three corporate values: Dynamism, Trust and Opportunity. We promote a culture of leadership and cooperation in line with these values and our HAI Code of Conduct or applicable agreements.

The existing management training program “HAI Academy” was adopted to the changed requirements. In this “HAI Academy”, all managers are trained in accordance with our leadership and cooperation culture, which we defined and documented in the reporting period.

Numerous measures contribute to positioning HAI as an attractive employer in the respective regions. The range of social benefits has been significantly expanded and is reviewed every year. In Ranshofen, for example, we have continued to offer childcare in 2021 despite corona restrictions during the summer vacations. In Soest, apprentices get involved every year as part of a “Social Day” and volunteer to help at various institutions. In Romania, we have been supporting an orphanage in the region for years and now also offer the young people the opportunity of an apprenticeship. In addition, there are regular activities to support the community.

For this integral human resources management, HAI was again recognized as a Top Employer in 2021.

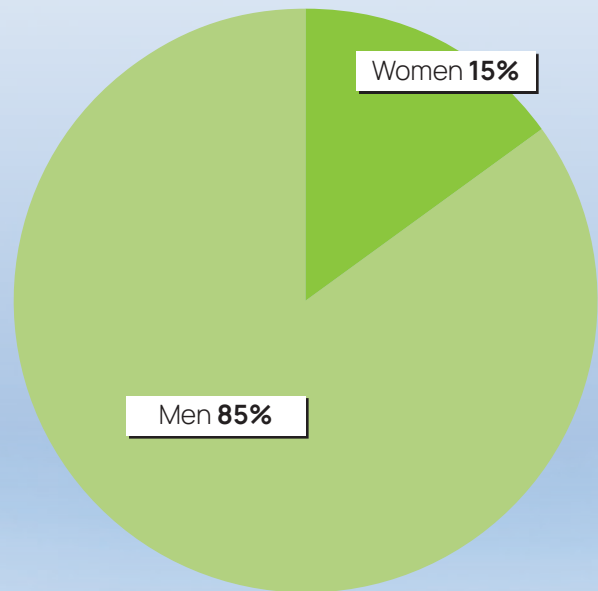
(GRI 103-2, 103-3)



HAI Ranshofen

In the fiscal year 2021, HAI employed an average of 648 employees at the Ranshofen site (2020: 648). At the end of the year, 689 people were employed (number of employees on the reporting date December 31st; 2020: 654). Compared to the previous year, the annual average number of employees increased. All employees had permanent employment contracts as of the reporting date. Almost 100% of the employees are covered by a collective bargaining agreement (the only exception being 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”. Employee turnover remained stable in Austrian in the reporting year 2021 and amounted to 11,43 % in Ranshofen (the number of employees on the reporting date 31.12.2021)



HAI RANSHOFEN

Total number of employees (headcount on reporting date 31/12)	2019	2020	2021
Total	651	654	689
of which female	80	85	102
of which White Collar workers	58	64	72
of which Blue Collar workers	15	21	30
of which male	571	569	580
of which White Collar workers	136	149	164
of which Blue Collar workers	409	420	416
of which diverse	0	0	7
of which White Collar workers	0	0	0
of which Blue Collar workers	0	0	7
Hired people (headcount on reporting date 31/12)	2019	2020	2021
Total	83	75	112
of which female	9	8	29
Baby Boomer	0	0	1
Generation X	0	1	7
Generation Y	6	3	19
Generation Z	3	4	2
of which male	74	67	76
Baby Boomer	3	0	4
Generation X	11	10	8
Generation Y	51	48	56
Generation Z	9	9	8
of which diverse	0	0	7
Baby Boomer	0	0	0
Generation X	0	0	0
Generation Y	0	0	0
Generation Z	0	0	7
Turn Over (headcount on reporting date 31/12)	2019	2020	2021
Total	85	77	77
of which female	9	11	11
Baby Boomer	1	2	2
Generation X	2	1	1
Generation Y	4	7	7
Generation Z	2	1	1
of which male	76	68	68
Baby Boomer	15	17	17
Generation X	6	11	11
Generation Y	47	36	36
Generation Z	8	4	4
of which diverse	0	0	0
Baby Boomer	0	0	0
Generation X	0	0	0
Generation Y	0	0	0
Generation Z	0	0	0

GENERATIONS: Baby Boomer: 1946-1964 Generation X: 1965-1980 Generation Y: 1981-1996 Generation Z: 1997-2010

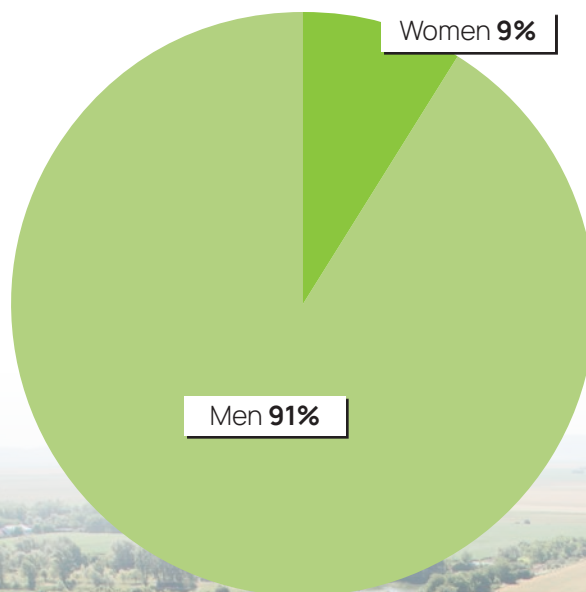


HAI Santana

HAI Santana had an average of 136 employees (2020: 126). At the end of the reporting year 2021, the number of employees was 142 (number of employees on the reporting date 31.12.2020; 125). At our HAI site in Santana, employees are covered by a collective bargaining agreement at the divisional level with Hammerer Aluminium Industries Santana S.R.L. (the only exception being the managing directors).

At our site Santana, Romania, the figures for employee turnover show an increase and the turnover rate in the reporting year was 9,6 % (2020:3,2%).

All these figures include all departures (except from employment due to contract expiration or during the probationary period).



HAI Santana

Total number of employees (headcount on reporting date 31/12)	2019	2020	2021
Total	125	125	142
of which female	12	12	13
of which White Collar workers	9	12	12
of which Blue Collar workers	3	0	1
of which male	113	113	129
of which White Collar workers	7	6	8
of which Blue Collar workers	106	107	121
Hired people (headcount on reporting date 31/12)	2019	2020	2021
Total	32	8	47
of which female	1	3	5
Baby Boomer	0	0	0
Generation X	0	0	2
Generation Y	1	3	2
Generation Z	0	0	1
of which male	31	6	42
Baby Boomer	1	0	0
Generation X	2	0	11
Generation Y	14	3	20
Generation Z	13	1	11
Turn Over (headcount on reporting date 31/12)	2019	2020	2021
Total	11	14	24
of which female	0	2	4
Baby Boomer	0	0	0
Generation X	0	0	1
Generation Y	0	2	2
Generation Z	0	0	1
of which male	11	6	20
Baby Boomer	5	0	0
Generation X	2	0	5
Generation Y	2	5	13
Generation Z	2	1	2

GENERATIONS: Baby Boomer: 1946-1964 Generation X: 1965-1980 Generation Y: 1981-1996 Generation Z: 1997-2010

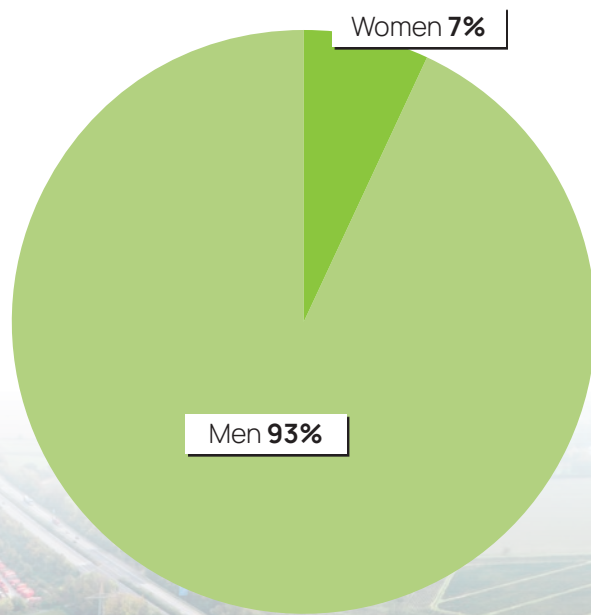


HAI Soest

At our production site in Soest, Germany, HAI employed an average of 352 people in the reporting year 2021 (2020: 338). At the end of the reporting year (December 31st, 2021), HAI employed 371 people. (2020: 348).

Almost all employees of HAI Soest are covered by the general collective agreement of the North Rhine-West-

phalian metal and electrical industry (the only exception are the managing directors and non-tariff employees). At our German site in Soest, employee turnover remained stable, and the fluctuation rate amounted to 6,6 % (2020: 4,4%). All these figures include all departures (except from employment due to contract expiration or during the probationary period).



HAI Soest

Total number of employees (headcount on reporting date 31/12)	2019	2020	2021
Total	334	348	371
of which female	21	25	26
of which White Collar workers	20	24	24
of which Blue Collar workers	1	1	2
of which male	313	323	345
of which White Collar workers	63	73	80
of which Blue Collar workers	230	250	265
Hired people (headcount on reporting date 31/12)	2019	2020	2021
Total	32	28	32
of which female	1	3	2
Baby Boomer	0	0	1
Generation X	0	1	0
Generation Y	1	1	0
Generation Z	0	1	1
of which male	31	24	30
Baby Boomer	1	0	1
Generation X	2	2	4
Generation Y	14	14	17
Generation Z	13	8	8
Turn Over (headcount on reporting date 31/12)	2019	2020	2021
Total	11	14	18
of which female	0	0	1
Baby Boomer	0	0	1
Generation X	0	0	0
Generation Y	0	0	0
Generation Z	0	0	0
of which male	11	14	17
Baby Boomer	5	8	6
Generation X	2	0	3
Generation Y	2	5	5
Generation Z	2	1	3

GENERATIONS: Baby Boomer: 1946-1964 Generation X: 1965-1980 Generation Y: 1981-1996 Generation Z: 1997-2010



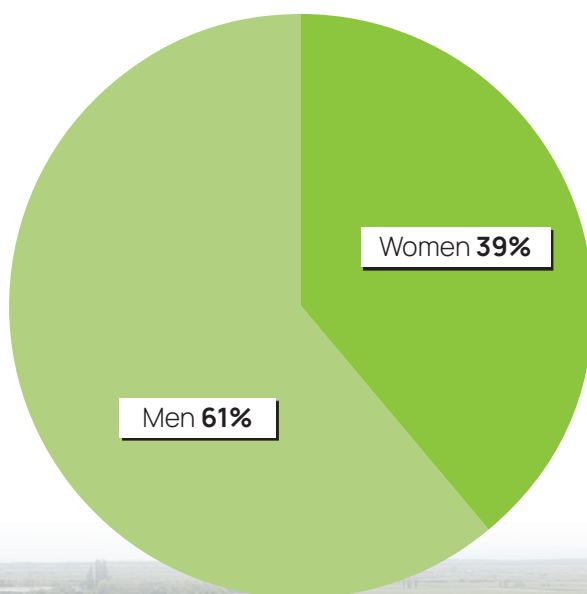
HAI Cris

HAI Cris had an average of 307 employees. At the end of the reporting year, the number of employees was 360 (number of employees on the reporting date 31.12.2021).

At our HAI site in Cris, employees are covered by a collective bargaining agreement at the divisional level with Hammerer Aluminium Industries Cris S.R.L. (the only ex-

ception being the general managers). In Cris the employee turnover at year-end 2021 was 19,52 %.

All these figures include all departures (except from employment due to contract expiration or during the probationary period).



HAI Cris

Total number of employees (headcount on reporting date 31/12)	2019	2020	2021
Total		233	360
of which female		79	142
of which White Collar workers		28	34
of which Blue Collar workers		51	108
of which male		154	218
of which White Collar workers		34	42
of which Blue Collar workers		120	176
Hired people (headcount on reporting date 31/12)	2019	2020	2021
Total		42	185
of which female		85	85
Baby Boomer		0	0
Generation X		27	27
Generation Y		51	51
Generation Z		7	7
of which male		100	100
Baby Boomer		4	4
Generation X		24	24
Generation Y		49	49
Generation Z		23	23
Turn Over (headcount on reporting date 31/12)	2019	2020	2021
Total		19	59
of which female		23	23
Baby Boomer		0	0
Generation X		0	0
Generation Y		23	23
Generation Z		0	0
of which male		36	36
Baby Boomer		0	0
Generation X		0	0
Generation Y		36	36
Generation Z		0	0

GENERATIONS: Baby Boomer: 1946-1964 Generation X: 1965-1980 Generation Y: 1981-1996 Generation Z: 1997-2010



INNOVATIVE PERSONNEL MARKETING

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

For transparency in the recruitment process, we were again awarded the "Best recruiters" award in silver in 2021.

Our managers regularly give lectures and presentations at various universities in Austria and Germany. As a re-

sult, through the supervision of graduate students, we manage to bind potential key employees to the company at an early stage.

HAI is represented in the usual job portals and social media platforms. This leads to a strengthening of the employer brand. A regular analysis of the indicators and ratings on these platforms shows clearly positive results.



ATTRACTIVE COMPENSATION

Our remuneration system combines a competitive basic salary with extensive additional benefits. The basic salary is based on the applicable collective bargaining agreements. In addition, we offer employees attractive overpayments in accordance with valid company agreements.

The bonus system for executives provides for performance-related compensation based on corporate financial targets and individual performance. We attach great importance to making no distinction in individual compensation between men and women. We ensure compliance with existing HR processes and review compliance in annual basis.

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

In addition to additional financial benefits, HAI offers numerous fringe benefits, including discounts at companies in the region, free swimming pool visits and sports programs. In Romania, we particularly support employees with supplementary health insurance.

Our employees receive information about the company benefits on our intranet or on the company's own communication platform, the HAI-Connect App. (GRI 202-1)

LEADING BY OBJECTIVES

Constructive feedback is the basis for personal development. With the annual appraisal interview (MAG), we have established an important instrument for the joint development of employees and the company. In a joint dialog between managers and employees, they look back on the past year and obtain feedback from both sides. In addition, training needs are identified, and appropriate training and development measures are agreed.

Employee participation in the MAG is mandatory and amounts to 100%. Only employees with reasons for absence (e.g., military/civilian service, maternity/paternity leave) are exempt from this obligation. With new emp-

loyees, the interview is carried out within six weeks as part of the induction process.

Development and promotion

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

To achieve his goal, we have tailored programs and support measures at all key stages of the individual's training and career path.



VOCATIONAL TRAINING



At our sites in Ranshofen and Soest, we train apprentices in various apprenticeship professions. As of December 31st, 2021, 33 HAI apprentices were in training at our site in Ranshofen, of which 31 were in technical and 2 in commercial apprenticeships. At our site in Soest, we had 22 HAI apprentices in training at the end of the reporting period, of which 17 were in technical and 5 in commercial apprenticeships. The Braunau Training Center (ABZ) is our partner for technical vocational training at our site in Ranshofen. At our site in Soest, technical training takes place directly on site.

In addition to the theoretical and practical training sections, we attach great importance to promoting social competence in accordance to our values. For this purpose, we offer our trainees various seminars in cooperation with different seminar providers. In Austria, we also offer apprentices the option of completing an apprenticeship

with a higher school certificate (Matura). In addition, they have the option of completing a dual study program.

Education and training

In the reporting year 2021, there was significant decrease in continuing educational activities at all sites. This can be attributed to the fact that many facilities were closed due to Covid-19 virus when our annual activities began in the second quarter of the year. Since the fourth quarter, some measures have been resumed and more and more digital learning concepts have been used. Nevertheless, there was a clear decline to be seen. (GRI 404-1)

The details of "hours of training" and "proportion of women" for each HAI location are shown in the table next page.

Number of hours for training and further education

HAI Ranshofen	2019	2020	2021
Total	15851	10739	18080
per employee	24	16	26
per Blue Collar worker	3	4	7
per White Collar worker	7	7	9
per apprentice	421	243	415
HAI Santana	2019	2020	2021
Total	5016	1566	3212
per employee	15	13	23
per Blue Collar worker	3	13	24
per White Collar worker	4	9	12
per apprentice	196	0	0
HAI Soest	2019	2020	2021
Total	5016	2930	8366
per employee	15	8	23
per Blue Collar worker	3	1	22
per White Collar worker	4	2	21
per apprentice	196	126	43
HAI Cris	2019	2020	2021
Total		2165	24226
per employee		9	67
per Blue Collar worker		9	77
per White Collar worker		11	31
per apprentice		0	0

Proportion of women

HAI Ranshofen	2019	2020	2021
Proportion of women in %	12%	13%	15%
Apprentice	23%	28%	28%
of which Blue Collar	17%	21%	16%
of which White Collar	100%	100%	100%
Management	4%	3%	3%
HAI Santana	2019	2020	2021
Proportion of women in %	6%	10%	9%
Apprentice	0%	0%	0%
of which Blue Collar	0%	0%	0%
of which White Collar	0%	0%	0%
Management	1%	2%	2%
HAI Soest	2019	2020	2021
Proportion of women in %	6%	7%	7%
Apprentice	0%	5%	5%
of which Blue Collar	0%	0%	0%
of which White Collar	0%	17%	20%
Management	1%	1%	1%
HAI Cris	2019	2020	2021
Proportion of women in %		34%	39%
Apprentice		0%	0%
of which Blue Collar		0%	0%
of which White Collar		0%	0%
Management		44%	42%



DIVERSITY MANAGEMENT

Fairness and respect are essential components of our corporate culture. This includes compliance with the standards defined in HAI's Code of Conduct. We reject any kind of discrimination, especially based on age, gender, skin color, sexual orientation, origin, religion or disability. All employees are informed about the guidelines and compliance policy through the HAI e-learning platform.

We are guided by the UN Charter and the European convention of human rights. All employees can report any suspicion of unequal treatment to the compliance officer. No cases of discrimination were reported in the reporting year.

For more details on the composition of our workforce please refer to the Annex 1. starting on page 53.

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

Gender

As of December 31st, 2021, the proportion of women at all sites was: 14,8 % in Ranshofen, 7 % in Soest, 9,2 % in Santana and 39,4 % in Cris. Our aim is to increase this proportion in the long term, which is why the relevant key figures have been included in the reporting of the HR department.

We are aware of our responsibility with regard to reconciling work and family life and offer our employees a variety of part-time models and flexible working hours. In addition, attractive employment models are available to employees after maternity leave and parental part-time work. This commitment was recognized with the "Work

and Family" certificate for the Ranshofen and Soest sites.

Focus points on our generation management:

- By defining "light-duty jobs," we create the prerequisites for retaining older employees in long term
- In the future, new technologies, such as assistance from lifting devices, can further reduce the physical demands of workplaces in production areas
- Targeted training makes employees aware of the demographic challenges (HAI Academy)
- A structured knowledge transfer program ensures that sound knowledge is transferred from long-serving employees to their new colleagues.

Generations

In contrast to general demographic trends, the average age in our company has fallen slightly. This is due to the fact that we had an increase in the workforce at all sites over the last years and that training was stepped up.

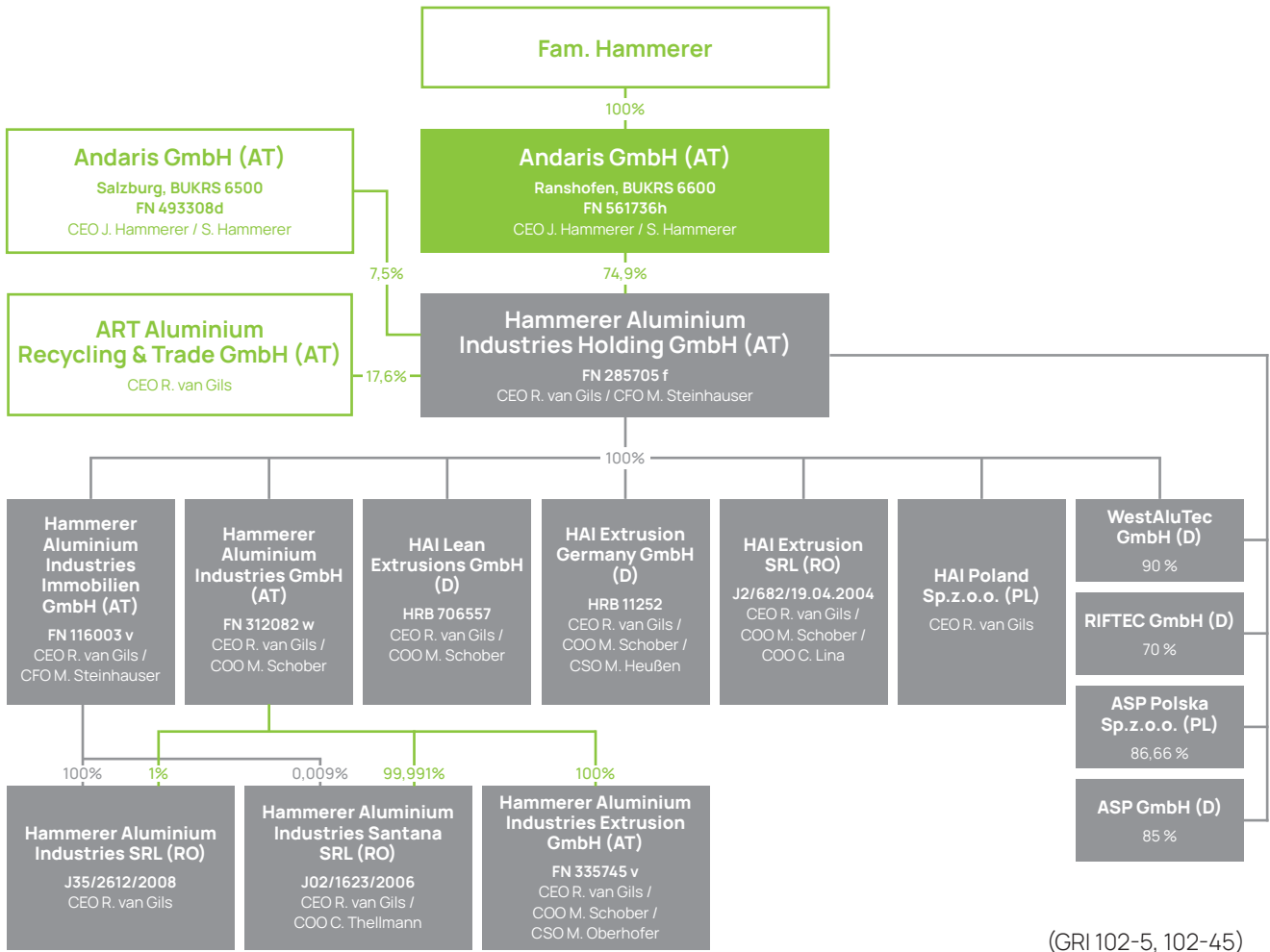
Nevertheless, it can be assumed that the average age of HAI will increase in the coming years until many employees of so-called baby boomer generation leave the company due to high age.

Generational diversity in the company will continue to increase because of a higher retirement age and longer working lives. We see this change as an opportunity and are adapting our framework accordingly. Our generations management focuses on measures that promote the preservation of the performance and health of younger and older employees alike, as well as cooperation between the generations.

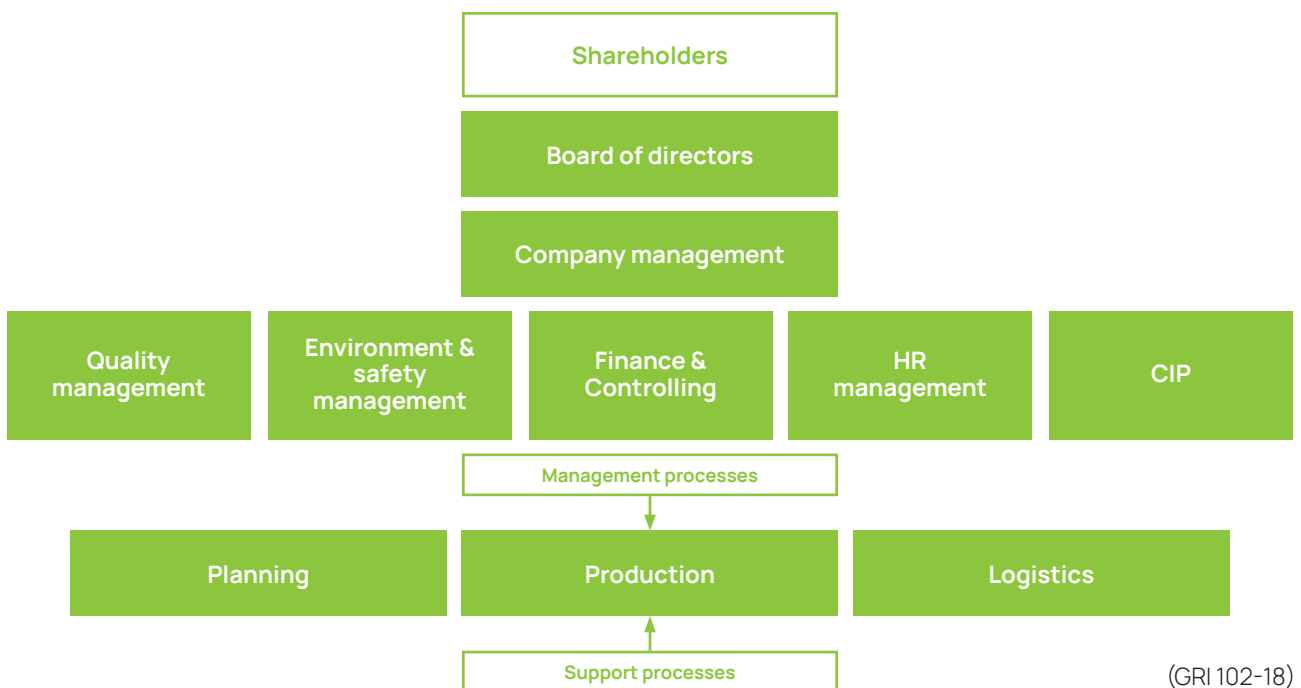
ANNEX

- Annex 1. Legal structure of HAI Group (GRI 102-5, 102-45)
- Annex 2. Governance structure of HAI Group (GRI 102-18)
- Annex 3. Structure of employees in HAI Group by age, gender, and designation of workers

Annex 1. Legal Structure of HAI Group – Consolidation overview



Annex 2. Governance Structure



Annex 3. Structure of employees in HAI Group by age, gender, and designation of workers

Structure of employees in %

HAI Ranshofen	2019	2020	2021
Blue Collar	65%	63%	61%
of which female	4%	4%	6%
of which male	96%	96%	94%
of which diverse	0%	0%	0%
Baby Boomer	10%	12%	10%
Generation X	41%	26%	26%
Generation Y	44%	61%	60%
Generation Z	5%	2%	4%
White Collar	30%	32%	33%
of which female	30%	28%	28%
of which male	70%	72%	72%
of which diverse	0%	0%	0%
Baby Boomer	12%	13%	9%
Generation X	48%	40%	36%
Generation Y	35%	45%	53%
Generation Z	5%	1%	2%
Apprentice	5%	5%	5%
of which female	23%	28%	21%
of which male	77%	72%	58%
of which diverse	0%	0%	21%
Proportion of people with severe disabilities	2%	2%	2%
HAI Santana	2019	2020	2021
Blue Collar	87%	86%	86%
of which female	3%	0%	1%
of which male	97%	100%	99%
Baby Boomer	7%	5%	4%
Generation X	54%	36%	34%
Generation Y	36%	56%	55%
Generation Z	3%	3%	7%
White Collar	13%	14%	14%
of which female	56%	67%	60%
of which male	44%	33%	40%
Baby Boomer	7%	11%	10%
Generation X	52%	11%	15%
Generation Y	37%	78%	75%
Generation Z	3%	0%	0%
Apprentice	0%	0%	0%
of which female	0%	0%	0%
of which male	0%	0%	0%
Proportion of people with severe disabilities	0%	0%	0%

Structure of employees in %

HAI Soest	2019	2020	2021
Blue Collar	68%	68%	67%
of which female	1%	0%	1%
of which male	99%	100%	99%
Baby Boomer	39%	33%	33%
Generation X	27%	28%	24%
Generation Y	24%	37%	42%
Generation Z	10%	2%	2%
White Collar	27%	26%	27%
of which female	23%	25%	23%
of which male	77%	75%	77%
Baby Boomer	43%	32%	35%
Generation X	26%	30%	26%
Generation Y	26%	37%	37%
Generation Z	6%	1%	1%
Apprentice	5%	6%	6%
of which female	0%	5%	5%
of which male	100%	95%	95%
Proportion of people with severe disabilities	8%	7%	6%

HAI Cris	2019	2020	2021
Blue Collar		73%	79%
of which female		30%	38%
of which male		70%	62%
Baby Boomer		6%	4%
Generation X		37%	38%
Generation Y		53%	50%
Generation Z		4%	8%
White Collar		27%	21%
of which female		45%	45%
of which male		55%	55%
Baby Boomer		5%	3%
Generation X		16%	20%
Generation Y		76%	75%
Generation Z		3%	3%
Apprentice		0%	0%
of which female		0%	0%
of which male		0%	0%
Proportion of people with severe disabilities		0%	0%

GENERATIONS: Baby Boomer: 1946-1964 Generation X: 1965-1980 Generation Y: 1981-1996 Generation Z: 1997-2010



GRI CONTENT INDEX

This Sustainability report is made according to the GRI Guidelines, the core option.

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