

Expect more!

# Sustainability

## Report

### 2023



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## FOREWORD BY THE MANAGEMENT BOARD

One of the HAI Group's declared goals is to continuously increase the sustainability of aluminium products through constant innovation to make aluminium even more sustainable and efficient as a raw material for products in known fields of application, and to make it available for new fields of application.

Sustainability is a fundamental part of Hammerer Aluminium Industries' corporate identity. HAI is a family business and responsible management is firmly anchored in the company's DNA. This includes not only sustainable production processes, but also occupational health and safety and the promotion of local procurement, as well as long-term customer and supplier relationships. Our employees are the key to our success, which is why we have implemented several initiatives to ensure their satisfaction and health.

Our ambitious strategy with a focus on sustainability makes HAI a pioneer in lightweight aluminium construction. We have been involved in the circular economy and recycling since our company was founded in 2007. Through our efficient recycling processes, the use of primary aluminium from certified production, high scrap content and exclusively green electricity, we are making an important contribution to reducing emissions and the transition to a green economy. To constantly develop further, we consistently implement sustainability initiatives along the entire value chain and have committed ourselves to climate neutrality by 2050.

Our customers are pursuing ambitious emissions targets. With our aluminium products, we are your strong partner to achieve these goals.

We drive the strategic development of HAI Group through strong investments and strong partnerships. In 2023, we established a joint venture with the South Korean company LS Cable & System to produce aluminium components for the automotive industry for the Korean market from 2025.

In addition, the previously approved investment package was increased from EUR 100 million to a total of EUR 125 million at the beginning of the year to expand capacities at the Ranshofen, Soest (DE), Sântana (RO) and Cris (RO) sites.

Active representation in the aluminium industry associations is another important part of our corporate development. This commitment was underpinned by the election of CEO Rob van Gils as Deputy Chairman of the Executive Committee for the European industry association European Aluminium.

Despite a bleak economic outlook for the first half of 2024, HAI is cautiously optimistic about the future due to the increasing importance of lightweight aluminium construction and sustainable aluminium products.

A blue ink signature of Rob C. J. Van Gils.

**Rob C. J. Van Gils**  
CEO HAI-Gruppe

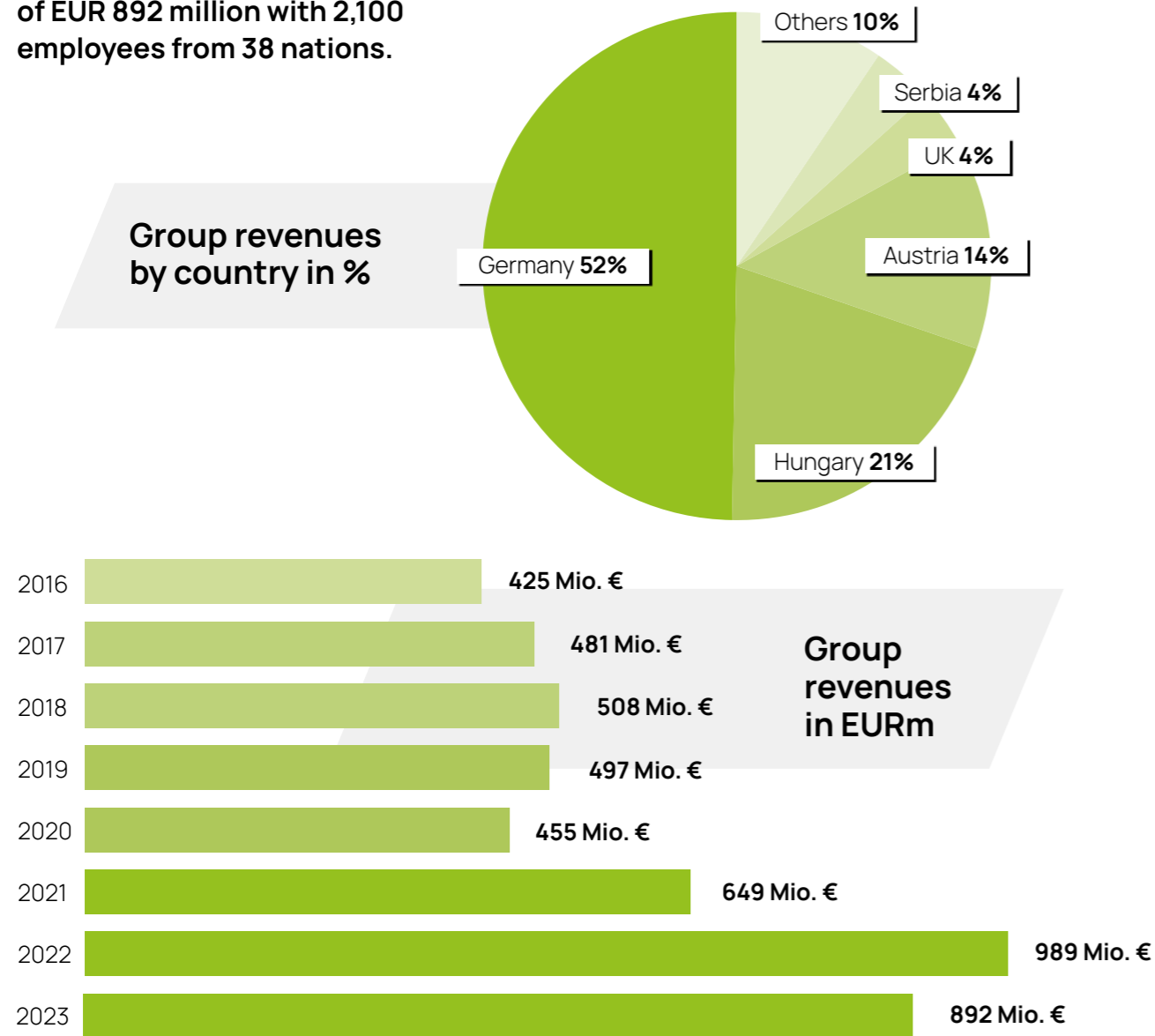
A blue ink signature of Markus Schober.

**Markus Schober**  
COO HAI-Gruppe



# KEY FIGURES 2023

In 2023, HAI generated revenues of EUR 892 million with 2,100 employees from 38 nations.



# STATEMENT ON THE SUSTAINABILITY REPORT 2023

## Profile of the Sustainability Report

Sustainability is a core issue for us and a topic for the future. It is therefore important to us to inform our stakeholders about our developments and progress in this area, which is why HAI publishes an annual sustainability report.

This sustainability report relates to the 2023 reporting period from 01/01/2023-31/12/2023. This corresponds to the reporting period for the financial report. The report was prepared with reference to the standards of the Global Reporting Initiative (GRI). The full GRI index and a list of GRI standard disclosures can be found on pages 72-73.

The information in this sustainability report relates to HAI Group's sites branches located at the company's headquarters in Ranshofen, Austria, as well as the production facilities in Sântana and Cris, Romania, and Soest, Germany. Some figures from the group's annual financial statements were used for this purpose

There were slight changes to the organizational structure within HAI Group in the 2023 reporting year as a result of entering into a joint venture with LS Cable & System in South Korea and the establishment of a South Korean entity.

The contents of the report were not audited by an independent third party.

As a large company, the HAI Group will be subject to the CSRD reporting obligations from 2025, so it will already publish a sustainability report in accordance with the CSRD for the 2024 financial year.

Do you have any questions about this report? Please contact us at [sustainability@hai-aluminium.com](mailto:sustainability@hai-aluminium.com).

GRI 2-2, 2-3, 2-4, 2-5

# AWARDS 2023

Hammerer Aluminium Industries received the following awards in 2023:

## Ecovadis Gold 2023

HAI Extrusion in Ranshofen was awarded Ecovadis Gold status in 2023. This puts the company in the top 5% of the companies assessed.



## Soest Climate Protection Award

In the "Large Companies" category, HAI was awarded 3rd place for energy savings through effective billet preheating.

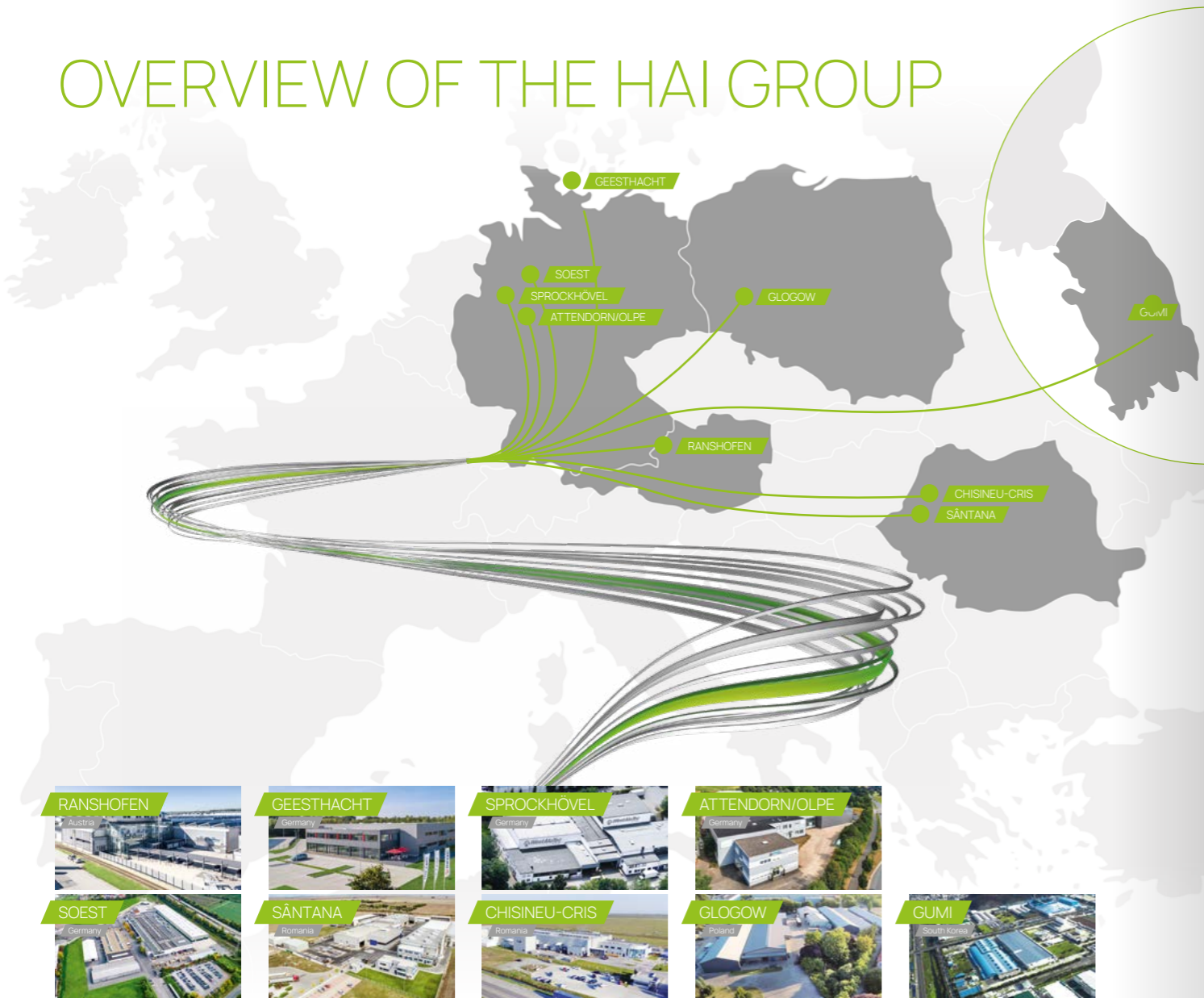


## E&Y Entrepreneur of the Year™

The CEO of the HAI Group, Rob van Gils, was awarded the prize in the "Sustainability & Greentech" category in the EY Entrepreneur of the Year™ competition.



# OVERVIEW OF THE HAI GROUP



There are some companies you simply expect more 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 transport, construction and industrial sectors.

Inspired by the highly complex material that is aluminium, at HAI we continually strive to deliver the perfect end-to-end solution for our customers. We are at the forefront of technology and are continually expanding our capabilities. This makes us one of the few suppliers that can provide a seamless production chain – from casting to extrusion and processing. Our accelerated implementation times mean we drive innovation in these areas. This contributes significantly to our customers' success.

One of the HAI Group's goals is to continuously increase the sustainability of aluminium products through constant innovation. Our intention is to make aluminium even more sustainable and efficient as a raw material for products, and to open it up for use in new fields of application.

In 2023, Hammerer Aluminium Industries employed close to 2,100 staff. Established in 2007, the company has its head office in Ranshofen in Upper Austria, and has eight other sites in Germany, Romania, Poland and South Korea. HAI's journey has been a great success story. It combines the drive and innovative spirit of a young company with the experience of an established business. In recent years, we have achieved powerful, steady growth. Nevertheless, we have remained true to our roots as an

exceptionally reliable, family-owned business with close customer partnerships.

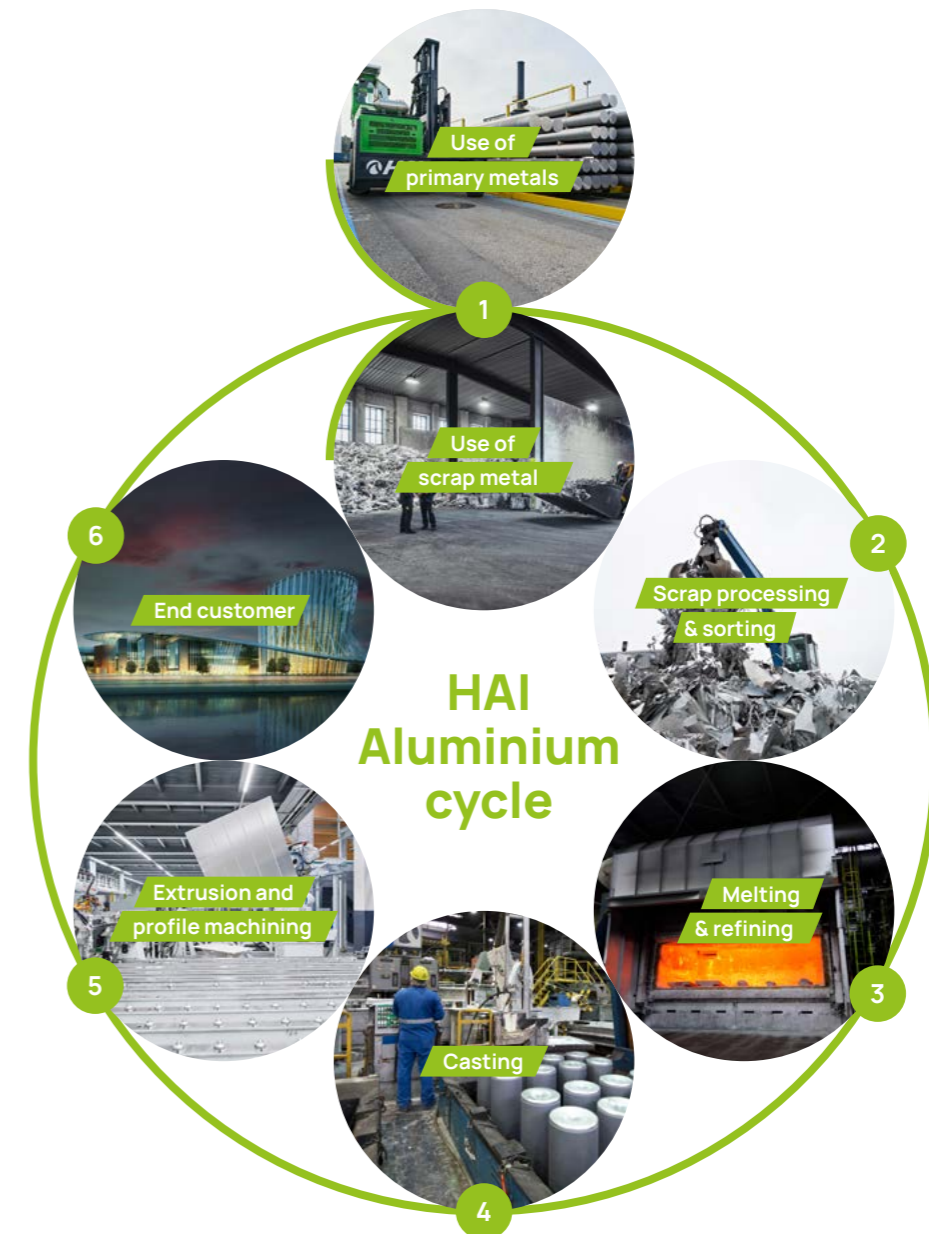
We provide end-to-end aluminium solutions: from the recycling process and high-tech aluminium profiles to finished components. Our HAI aluminium cycle starts with the strategic purchasing of metal, then involves pre-processing, sorting, smelting and/or finishing, casting, extrusion, and even further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

HAI achieves an exceptionally high recycling rate. This is only possible by using a wide variety of scrap types and because of our thorough knowledge of the material and finely tuned production processes, not to mention our staff's long-standing recycling expertise. Therefore, to

ensure the highest possible scrap input, we have invested significantly in production systems, furnace technology, waste materials management and scrap processing in recent years.

With the SustainAl 2.0 and SustainAl 4.0 alloy variants, whose carbon footprint is well below the European average, we are able to offer our customers the opportunity to make a significant contribution to sustainable production in a simple and transparent way.

GRI 2-1, 2-6





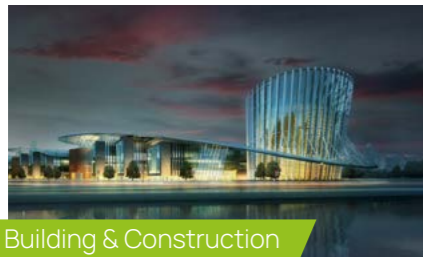
Cast & Wrought Alloys



Machine and Plant Engineering



Automotive



Building & Construction



Electrical Industry



Commercial Vehicles



Rail

HAI offers its customers a large product portfolio with its Casting, Extrusion and Processing divisions. We advise and support our customers as technology leaders and experts in partnership and on an equal footing - from research and development, prototype construction, aluminium production, and further processing to punctual delivery of the highest quality.

HAI produces extrusion billets, rolling slabs and casting alloys in two of the most modern and flexible foundries in Europe. With our plants in Austria and Romania, we can react quickly and flexibly to the individual requirements of our customers. We see our strength in the complete range of alloys, the intensive cooperation with our customers and the rapid implementation of special products.

HAI stands for high-quality aluminium products, which are more in demand than ever in mechanical engineering. Another specialty we offer is particularly conductive materials for current-carrying systems. Our products are also used in lamps and luminaires as well as for cable ducts and electronic housings. Particular attention is paid to decorative surfaces.

Regardless of whether you are looking for special solutions for e-mobility, such as battery housings, or for car and commercial vehicle components or aluminium components for rail vehicles: HAI has the right solution. We are the innovative development partner and problem solver for the automotive and railway industry - from prototype to serial production. This applies to both existing products and completely new developments.

The manufacture of various products for the construction sector is an important core competence of HAI. Thanks to our wide range of presses, we can now easily cover almost all the requirements of the construction industry and offer a broad product spectrum.

For industrial customers, HAI offers high-quality aluminium products, which we develop together with our customers and their industry expertise into optimized, application-specific profiles - right down to the smallest niche.

GRI 2-1, 2-6

# STAKEHOLDER MANAGEMENT

HAI bears a great responsibility towards a wide range of stakeholders, both through its core business - the production of semi-finished aluminium products and as a major recycler - and as a strong company in the Innviertel region. Identifying stakeholders and understanding their concerns and needs is essential for us in order to derive potential for improvement. This is why we are in constant communication with the various stakeholder groups.

HAI Group defines the relevant stakeholder groups once a year as part of the management system procedures. The focus is on each stakeholder group's direct or indi-

rect impact on all the processes at HAI, and their impact on economic, environmental or social aspects of the company. Taking these three perspectives into consideration allows HAI a broader view of itself; it can thereby assess its impacts on the stakeholder groups and the environment.

There was no change in the stakeholders compared to the previous year.

The following table lists the HAI Group's most important stakeholder groups:

Stakeholder AT/DE/RO	Reason for inclusion	Internal / External	Needs and expectations
Shareholders of the company	<ul style="list-style-type: none"> <li>Secure resources</li> <li>Define the business vision</li> </ul>	Internal	<ul style="list-style-type: none"> <li>Realise profits</li> <li>Safeguard corporate development</li> <li>Secure the equity ratio</li> </ul>
Company Management	<ul style="list-style-type: none"> <li>Resource allocation</li> <li>Responsibilities in corporate governance</li> <li>Business strategy</li> </ul>	Internal	<ul style="list-style-type: none"> <li>Sustainable development</li> <li>Achieve objectives</li> <li>Secure environment</li> <li>Customer satisfaction</li> </ul>
Staff	<ul style="list-style-type: none"> <li>Implement the responsibilities in management decisions</li> </ul>	Internal	<ul style="list-style-type: none"> <li>Punctual, reliable remuneration</li> <li>Safe workplace</li> <li>Attractive working environment</li> <li>Personal development</li> </ul>
Labour authorities	<ul style="list-style-type: none"> <li>Statutory requirements</li> </ul>	Internal	<ul style="list-style-type: none"> <li>Comply with statutory provisions</li> <li>Specific reports and inspections</li> </ul>
Metal management	<ul style="list-style-type: none"> <li>Procurement of raw materials</li> </ul>	Internal	<ul style="list-style-type: none"> <li>Timely delivery</li> <li>Efficient warehousing</li> </ul>
Environmental authorities	<ul style="list-style-type: none"> <li>Waste management</li> </ul>	External	<ul style="list-style-type: none"> <li>Recognise statutory requirements</li> <li>Comply with statutory provisions</li> </ul>
Certification bodies	<ul style="list-style-type: none"> <li>Obtaining and maintaining certificates of conformity</li> </ul>	External	<ul style="list-style-type: none"> <li>Compliance with standard requirements</li> </ul>



Municipality	• Impact on operations performed	External	<ul style="list-style-type: none"> <li>• No negative effects on the local environment</li> <li>• Participation in social initiatives (good citizenship)</li> <li>• Initiatives for the benefit of the community</li> <li>• Supporting site development</li> </ul>
Transport service providers	• Responsible for deliveries and incoming raw materials	External	<ul style="list-style-type: none"> <li>• Loading and unloading plans are timely and are observed</li> <li>• Efficient transport routes</li> </ul>
Works Council (RO), Unions (AT, DE)	<ul style="list-style-type: none"> <li>• Works Council constitution</li> <li>• Collective bargaining agreement</li> </ul>	Internal Internal	<ul style="list-style-type: none"> <li>• Changes within the agreement</li> <li>• Annual negotiations</li> </ul>
Federal Ministry of Agriculture, Forestry, Environment and Water Management	• Statutory requirements	External	• Compliance with statutory requirements
Fiscal authorities	• Statutory requirements	External	<ul style="list-style-type: none"> <li>• Accurate and timely reports</li> <li>• Compliance with statutory requirements</li> </ul>
Auditors	<ul style="list-style-type: none"> <li>• Self-assessment</li> <li>• Inspectorate</li> </ul>	External	• Ensure that shareholder capital is spent according to the policies
Banks	• Business strategy	External	• Monthly reports, information on business performance
Insurance companies	• Business strategy	External	• Monthly reports
Customers	• Basis for our company	External	<ul style="list-style-type: none"> <li>• High-quality products according to their specifications</li> <li>• Timely delivery</li> </ul>
Suppliers	• Basis for our company	External	<ul style="list-style-type: none"> <li>• Punctual payment</li> <li>• Competitive prices</li> <li>• Delivery options</li> <li>• Securing the supply chain</li> </ul>
AMAG	• Proximity and statutory responsibilities relating to the environment, health and safety	External	<ul style="list-style-type: none"> <li>• Recognise statutory requirements</li> <li>• Compliance with statutory requirements</li> <li>• No negative effects on the local environment</li> </ul>
Environment	• Proximity and statutory responsibilities relating to the environment, health and safety	External	• No negative effects on the local environment

GRI 2-29, 3-1

# MATERIALITY ASSESSMENT

HAI Group's first materiality assessment for the 2019 Sustainability Report took place together with the stakeholder groups. The company identified, evaluated and prioritised numerous topics. The material topics were then divided into four general groups. The materiality assessment serves as the basis for the sustainability report.

## Sustainable environmental and resource management

As a manufacturer of aluminium products, the HAI Group is aware of its great responsibility. We are therefore committed to protecting the environment by continuously optimising our energy consumption, using renewable energy sources, promoting the circular economy through high recycling rates and using innovative technologies to minimise our ecological footprint.

Further information on page 24 onwards.

## Healthy and happy employees

The well-being of our employees is important to us. We promote a healthy work environment, offer training opportunities, and strive to create a supportive work environment that promotes the growth and satisfaction of our employees. At the same time, we are continuously working to make our workplaces even safer and offer various programmes to protect the health of our employees and the environment.

Further information on page 46 onwards.

## Supply chain responsibility

We take responsibility for our supply chains by purchasing input materials from sustainable production and work closely with our suppliers and partners to reduce the environmental impact along the entire value chain. We require our partners to comply with ethical standards, including environmentally friendly production practices and fair working conditions.

Further information on page 40 onwards.

## Transparency and corporate ethics

We attach great importance to transparency and ethical behaviour in all our business activities. HAI Group has clear principles when it comes to business practices. We promote these values and principles through our codes of conduct, anti-corruption and other policies to strengthen the trust of our stakeholders and make a positive contribution to society.

Further information on page 66 onwards.

GRI 3-1, 3-2





Part 1

# We are the HAI Group

## OUR APPROACH

"From the recycling process to high-tech aluminium profiles and finished components: Hammerer Aluminium Industries, HAI for short, is a reliable supplier of complete solutions to the aluminium industry. We are drivers of innovation and enablers, relying on our short decision-making processes, a high degree of flexibility when it comes to customer requirements and rapid implementation."

# COMPANY HISTORY

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, which makes HAI a global player with strong roots in the region.

2007	<b>THE BEGINNING</b> Hammerer Aluminium Industries is established	2020	<b>ASP</b> A majority stake in the stretch bending and contract processing specialist ASP
2009	<b>HAI SÂNTANA S.R.L</b> A new foundry in Romania	2021	<b>HAI EXTRUSION S.R.L</b> Expanding from 2 to 4 extrusion plants
2011	<b>PROCESSING II</b> A new production facility in Ranshofen	2021	<b>HAI SÂNTANA</b> 2 <sup>nd</sup> casting plant
2013	<b>RIFTEC GMBH</b> Is incorporated into the HAI Group	2021	<b>HAI EXTRUSION S.R.L.</b> New 12,000 m <sup>2</sup> production facility built at HAI Extrusion S.R.L. in Cris
2014	<b>LEAN EXTRUSION</b> A new joint venture	2021	<b>HAI SÂNTANA S.R.L.</b> Puts a 2 <sup>nd</sup> casting plant into operation. This increases the casting capacity to 140,000 tons per year.
2015	<b>HAI GERMANY</b> A new extrusion plant	2022	<b>HAI SÂNTANA S.R.L.</b> HAI commissions a third smelting furnace for recycling material at the Sântana site
2016	<b>LEAN EXTRUSION</b> Becomes part of the HAI Group	2022	<b>EXTRUSION</b> Extrusion – other investments in extrusion and processing
2017	<b>WESTALUTEC GMBH</b> Establishment of WestAluTec GmbH	2022	<b>HAI CELEBRATES 15 SUCCESSFUL YEARS OF ITS COMPANY HISTORY</b>
2017	<b>HAI CELEBRATES 10 SUCESSFUL YEARS!</b>	2023	<b>HAI MATERIALS KOREA</b> HAI founds a joint venture with the South Korean company LSC&S
2018	<b>NEW COMPANY BUILDING</b> A new company building for Riftec GmbH in Geesthacht		<b>YOUR PARTNER FOR A SUSTAINABLE FUTURE!</b>
2019	<b>NEW PRODUCTION FACILITY</b> Ranshofen a new high-end production facility covering 4000 m <sup>2</sup> is commissioned		
2020	<b>HAI EXTRUSION CRIS</b> HAI takes over the Hypro plant in the Romanian town Chrisineu-Cris		







## VISION AND MISSION

### 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 that 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’.

## CORPORATE VALUES



### TRUST

Mutual trust is the basis of our cooperation.



### A WEALTH OF OPPORTUNITIES

HAI promotes employees’ personal development, but also wants them to contribute to the company’s success.



### DYNAMIC

Decisions are made quickly and responsibly at HAI.



# OUR VALUE CHAIN

Responsible use of raw materials and increasing resource and energy efficiency along the value chain are integral parts of our corporate policy. The most efficient and responsible use of resources, our core competence in recycling and the promotion of the circular economy and closed-loop concepts form the basis of the company's activities.

HAI's value chain begins with bauxite mining and continues through the production of primary aluminium (not covered by HAI) to the manufacture of semi-finished products in the areas of casting, extrusion and processing.

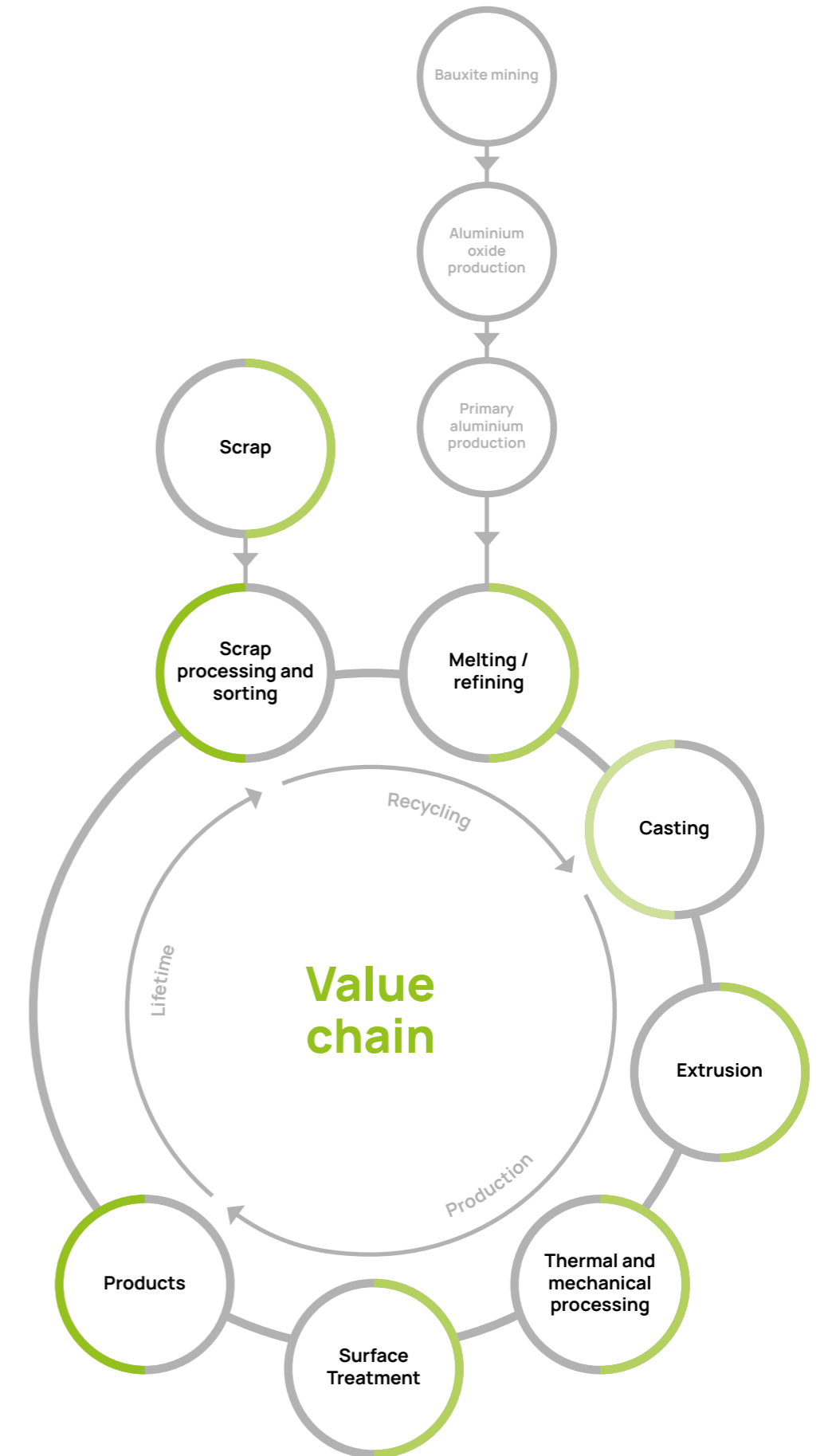
HAI offers innovative aluminium solutions from a single source – from billets with a high recycling content to sophisticated profiles and complex components – taking

into account all aspects of sustainability. We achieve this through our state-of-the-art production facilities, comprehensive research and development – especially in relation to new alloys – and nurturing long-term development partnerships. These partnerships benefit from our unique vertical production and our seamless value chain. The recycling of production waste and the use of scrap after product use is an essential part of the process chain in the casting sector and ensures a seamless recycling process.

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

GRI 2-6

**The one-stop-shop for aluminium solutions**





## INTEGRATED MANAGEMENT SYSTEMS – IMS

Our integrated management system (or IMS for short) consists of methods and instruments for complying with requirements from sectors like the automotive, construction or industrial sectors, environmental management and occupational health & safety. First and foremost, it serves to manage and monitor HAI as a business overall. Using smart synergies and pooling resources permits leaner and more efficient management.

To ensure a high level of satisfaction of all interested parties, we have developed and maintained specific policies to achieve high quality, health and safety, environmental and energy performance. For implementation of these policies, we have developed reliable management systems that ensure effective control of the processes, from purchasing raw materials to delivery of finished products. This confirms to all parties that we are able to meet the highest expectations.

As a result of our commitment, we have obtained different certifications according to international standards like ISO 9001: 2015, IATF 16949:2016 (for the automotive industry), ISO 14001:2015 and ISO 45001:2018, ISO 50001 and other product-specific certificates issued by prestigious certification bodies.

In 2023, HAI was recertified according to ASI (Aluminium Stewardship Initiative) Performance Standard V3 at the

Ranshofen site. The standard, which was introduced in May 2022, sets new standards for responsible production, procurement and management in the aluminium value chain. Our Romanian sites in Sântana and Cris are also ASI-certified. In Soest (DE), ASI certification will take place at the beginning of 2024.

Proof of our certifications can be downloaded from the website's [download centre](#).



# CONTINUOUS IMPROVEMENT PROCESSES – CIP

## Innovative and efficient

Profound economic and socio-political changes pose challenges for us all, but also bring great opportunities. "Industry 4.0" is opening up a wealth of opportunities for innovation and optimisation through digital technology and automation.

At the same time, the wider public is becoming increasingly aware of sustainability as a concept. On the one hand, this offers opportunities to (further) develop innovative products, for example in the mobility sector. On the other hand, it creates new demands on companies' processes, particularly in terms of the environment and careful use of resources.

HAI is meeting these challenges and opportunities face-on with first-class solutions that support our claim to be a leader in this field. Optimisation and innovation are the keywords that support this claim. They apply to the company's processes and products alike, and of course includes the raw materials we use.

At HAI, our CIP (Continuous Improvement Process) has long been the most effective tool for continuous optimisation and is now an integral part of our processes.

For us:

## CIP means standardisation

Every day, we work to improve ourselves and our processes. That helps us to develop standardised procedures, which provides the flexibility we need to meet our customers' individual requirements. It also helps us to achieve transparency if deviations arise during production.

## CIP means self-discipline

We create sustainable stability by carrying out root cause analysis, which we then use to develop solutions. A culture of respectful discussion helps us to gain crucial expertise.

## CIP means team spirit

We promote team spirit. We can only be successful together. Our CIP network creates stability for employees and the company alike.

Following this line of thought, our continuous efforts to improve have become a permanent part of our corporate culture, and consequently part the daily routine for every single employee, Company Management and the owners of HAI. Suggestions from our staff make the workplace more attractive as well as making procedures safer and more efficient. This applies to our company, our customers and our partners.

## Improvement Suggestions Scheme

The process begins when a suggestion for improvement is submitted to the CIP team. Firstly, a database is checked to see whether it is an improvement suggestion relating to occupational safety and whether it has already been implemented. If the improvement suggestion has not yet been implemented, it is sent to an expert for a preliminary assessment of its economic viability. If the proposal is feasible and cost-effective, it is forwarded to the implementer. The latter checks the feasibility and costs. After implementation, the actual costs are ascertained, and the benefits assessed. Small premiums are paid out immediately, while a commission decides on larger proposals.

# CIP



## Key Figures CIP 2023

	CAST Ranshofen	EXT Ranshofen	EXT Cris	CAST Sântana	EXT Soest
<b>Ideas implemented</b>	233	2,157	654	540	624
<b>Benefit per Employee in €</b>	1,850	3,263	3,082	4,682	2,575
<b>Participation Rate %</b>	98	88	55	77	86

As part of this continuous improvement process, we believe every employee has the skills to organise their own work. We recognise and nurture potential, and we reward it. Staff who are dedicated, satisfied and love working at

HAI are an outcome of the process, and allow us to push our CIP with complete conviction. As we like to say: "If you stop improving, you stop being good!"

GRI 2-29





**Markus Schober,  
COO of the HAI Group**

"We and our clients want to see a real move towards sustainable economies from an environmental and social perspective. Subjects like CO<sub>2</sub> emissions and the circular economy are becoming increasingly important. With a recycling input rate of up to 80%, our company is leading the way in the aluminium industry. We are extremely keen to push this process forward." GRI 3-3

**Part 2**

# “SUSTAINABLE ENVIRONMENTAL AND RESOURCE MANAGEMENT”

## OUR APPROACH

"We take our responsibility for environmental protection very seriously. That is why we consistently pursue measures to keep valuable resources in the cycle for as long as possible. This begins with purchasing low-CO<sub>2</sub> primary materials and 100 % green electricity, extends to using a high proportion of recycled materials for our billets and reusing process by-products, as well as the recycling of aluminium scrap in our foundries."

## PRINCIPLES

The HAI Group is aware of how important it is to protect the environment and takes precautions to prevent pollution and any negative impact on the ecosystem. This applies to all aspects of our business, from producing extruded, machined and surface-treated aluminium profiles, machined/welded aluminium components, thermally insulated aluminium composite profiles, as well as billets and ingots made from recycled aluminium scrap. We are constantly improving our processes and activities in compliance with laws and regulations. Our aim is to make every single employee aware of their own individual responsibility with regard to the environment and environmental protection.

Our environmental policy is based on achieving the following strategic goals:

- Customer orientation with regard to environmentally relevant aspects by exceeding customer expectations
- Doing business with accuracy, honesty, integrity, and respect for all stakeholders
- Identifying, assessing, managing and improving those aspects of our activities that have an impact on

- the environment and employees
- Protecting natural resources and using energy efficiently
- Taking action for the benefit of the community, supporting our suppliers and subcontractors in addressing the principles of environmental protection and employee safety and developing programs that support these principles.

We analyse and evaluate our environmental aspects and use the results as the basis for our environmental programme to avoid and reduce emissions.

Our goal is to manage environmental issues and optimise the associated aspects. Sustainability principles are the foundations of a concept for coordinating all measures in connection with preventing environmental pollution and responsibility for future generations. They thus form the basis for all related activities, including the associated public relations work. These principles have been communicated to all employees within the organisation and made available for public viewing.

GRI 2-22



# SUSTAINABILITY HIGHLIGHTS

At HAI, we are continuously working to reduce our carbon footprint and resource consumption.

Thanks to our sustainability-oriented corporate strategy, we were able to implement a large number of sustainability projects at all locations in 2023.

## Ranshofen

An aluminium chip processing plant was installed in Ranshofen in spring 2023, which allows chips to be separated from adhering emulsion used during processing. The filtered emulsion can then be reused, avoiding waste and reducing the need for new emulsion.

## Soest

At the Soest facility, investments were made in various areas in 2023. For example, a photovoltaic system with an output of 700 MWh/year was put into operation and the furnace control system of one of the extrusion plants was modernised to reduce electricity consumption. The use of electric forklifts has reduced the consumption of fossil fuels. In addition, gas consumption was reduced by 12% by recovering heat from the compressors.

## Sântana

In Sântana, a new filter for emissions from the storage of salt slag, a hazardous waste, was put into operation, reducing emissions to the environment. In addition, water

consumption was reduced by commissioning an osmosis plant.

HAI is aware of its responsibility towards the community in which it is embedded. For this reason, tree-planting campaigns were carried out in 2023 and greening campaigns and awareness training on waste separation were run in cooperation with schools.

## Cris

A heat recovery system was introduced at the Cris site, which is now used to heat the packaging area.

## Outlook for 2024

To rapidly advance our ambitions in terms of sustainability, several measures and projects are already planned for 2024.

- In order to drive forward the range of chip recycling processes, all chips in Ranshofen will also be briquetted from next year, thereby reducing the consumption of raw materials.
- At the site in Soest, the 50-year-old diesel tank will be replaced with a new one.
- A thermal plant for de-coating aluminium scrap is being built in Sântana, which will reduce metal loss, energy consumption and emissions into the environment.

## Sustainable Products



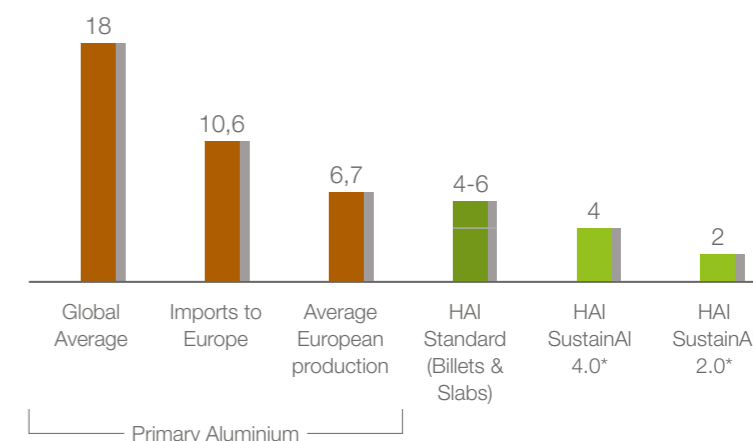
In order to respond to the growing demand for information on the carbon footprint of our products, HAI has been preparing a life cycle assessment (LCA) since 2020. This is part of a large-scale initiative within the HAI Group that deals with sustainability along the entire value chain in the aluminium industry.

HAI is particularly proud of SustainAI – the most environmentally friendly alloy in the product portfolio, which has a particularly low carbon footprint due to the use of

green electricity, green primary aluminium, and a high recycling content. HAI SustainAI 4.0 achieves approx. 4 tonnes of CO<sub>2</sub> per tonne of aluminium and HAI SustainAI 2.0 less than two tonnes with an average proportion of around 80% recycled material. The carbon footprint of the SustainAI 2.0 and SustainAI 4.0 alloys is well below the European average. Customers receive certificates on the energy efficiency compared to the European or global average.

## CO<sub>2</sub> footprint in the of the aluminum industry

[ Tonne CO<sub>2e</sub>/tonne produced aluminium ]



# MATERIALS

## Strategic metal procurement

Strategic metal procurement is carried out centrally for the entire HAI Group at our headquarters in Ranshofen. Our foundry produces aluminium alloys for a wide range of customer requirements using metal raw materials procured from around 110 suppliers. We are constantly developing various materials further so that we can continue to offer our customers products and solutions of the highest quality in the future.

## Green primary aluminium

HAI Casting Ranshofen and Sântana focus on the highest possible proportion of recycling in the production of aluminium alloys and strive to reduce the use of primary aluminium as much as possible. The procurement of primary aluminium is carried out according to the "best-in-class" principle, both in terms of CO<sub>2</sub> footprint and quality.

To secure access to sustainable primary aluminium, HAI concluded a supply contract with Glencore (Century Aluminium) at the end of 2020 for 150,000 tonnes of natural Al™ aluminium over a period of five years. Natural Al™ products are produced with 100% renewable energy sources at Century's Norðurál Grundartangi aluminium plant in Iceland. Natural Al™ aluminium has direct CO<sub>2</sub> values below two tonnes per tonne of aluminium. This is one of the lowest CO<sub>2</sub> footprints in the world for this metal. The total CO<sub>2</sub> footprint per tonne of aluminium is 4 tonnes of CO<sub>2</sub> – less than a quarter of the industry average.

## Recycling and use of scrap

Efficient, consistent recycling is the key to our success. Most emissions in the aluminium industry are generated during the production of primary aluminium. Therefore, a high recycling rate can significantly reduce the CO<sub>2</sub> footprint.

Aluminium has excellent recycling properties and can be melted down and reprocessed without any loss of

quality. Only five percent of the energy used to produce primary aluminium needs to be used for the secondary aluminium produced through the recycling process. Accordingly, the recycling process carried out by HAI is therefore not only economically attractive, but also has a positive impact on the company's energy and CO<sub>2</sub> balance.

An exceptionally high recycling rate such as that offered by HAI is only possible thanks to a wide range of processed scrap types, comprehensive knowledge of materials, coordinated production processes and the many years of recycling expertise of our employees. In order to ensure optimum scrap utilisation, considerable investments have therefore been made in plant engineering, furnace technology, residual material management and scrap processing in recent years.



Approximately 80 percent of the aluminium used in our foundries in Ranshofen and Sântana is scrap. This amount of scrap includes process-related scrap from the foundries, reworking scrap from HAI's own extrusion plants and external extrusion partners as well as purchased scrap from our scrap trading partners. A shredder with aluminium and foreign materials separation capabilities as well as scrap shears are available in the respective foundries for processing scrap.

The dross resulting from the melting process still contains approx. 64% aluminium. This is separated from the non-metallic portion either at our plant in Romania or at an external remelting plant and largely returned to production in molten form, thereby ensuring material is used to the maximum extent possible.

GRI 3-3

## Materials used at our plants

### Casting

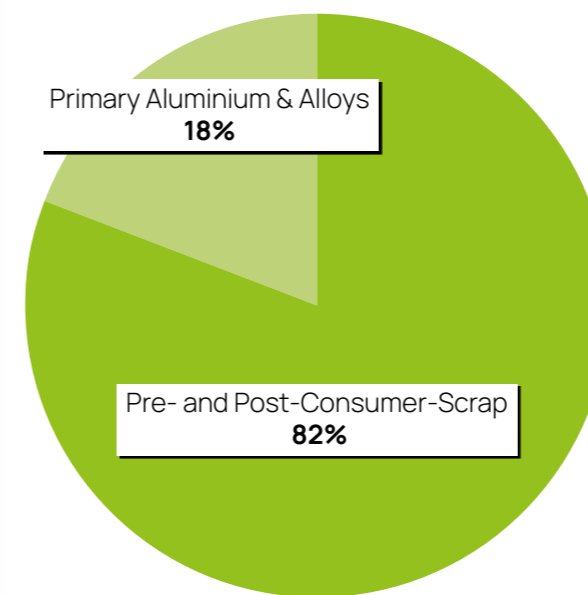
In the 2023 reporting year, around 100,000 tonnes of metal were processed for in-house production at HAI Casting Ranshofen:

- **81.659** tonnes of scrap
- **16.876** tonnes of primary aluminium
- **1.258** tonnes of alloying elements

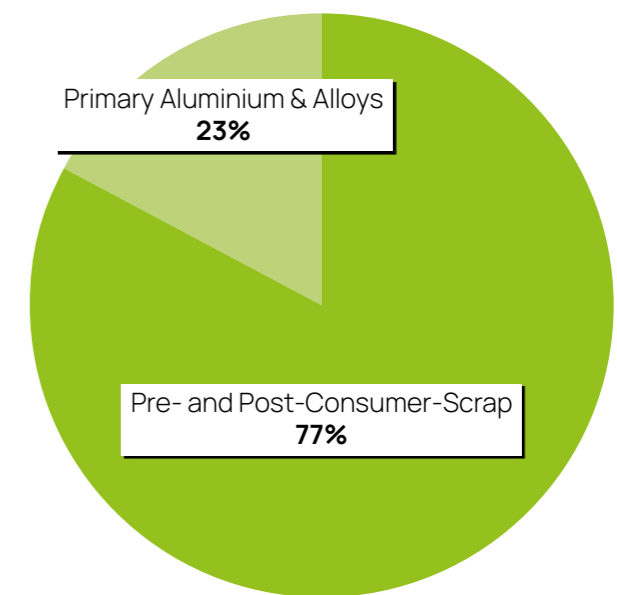
In the 2023 reporting year, around 146,000 tonnes of metal were processed for in-house production at HAI Casting Sântana:

- **113.033** tonnes of scrap
- **31.681** tonnes of primary aluminium
- **1.739** tonnes of alloying elements

### Recycling Content Casting Ranshofen



### Recycling Content Casting Sântana



### Extrusion

Around 112,000 tonnes of metal were processed at our extrusion sites in Ranshofen, Soest and Cris during the 2023 reporting year, which corresponds to a slight decrease of 1.5% compared to 2022.

The following quantities were processed at the various sites in 2023:

- Extrusion Ranshofen 49,614 tonnes of metal
- Soest 32,125 tonnes of metal
- Cris 30,444 tonnes of metal

According to our suppliers, the recycling rate of our extrusion alloys is between zero and around 80%.

GRI 301-1, 301-2



# EMISSIONS

## CO<sub>2</sub> Emissions

HAI Group is aware of its responsibility to meet the European climate targets and thus reduce its greenhouse gas emissions. We therefore made a conscious decision back in 2019 to take measures to reduce greenhouse gases and, in 2021, have already achieved – and even significantly beat – our target of cutting 25% of Group emissions by 2025. This was achieved by optimising processes to reduce energy consumption and emissions, implementing energy-efficient technologies, and switching to 100% green electricity in Ranshofen, Soest, Cris and Sântana.

Various approaches are being taken to minimise our emissions. On the one hand, the consistent green electricity strategy and the photovoltaic systems at our sites reduce our CO<sub>2</sub> emissions. The Ranshofen site alone saves around 300 tonnes of CO<sub>2</sub> annually through electricity from photovoltaic systems.

On the other hand, new technologies are continuously being implemented and processes improved to reduce CO<sub>2</sub> emissions. In 2023, these included heat recovery systems in Cris and Soest. In the coming years, invest-

ments will continue to be made to roll out more efficient technologies, systems and processes.

Our products are a major lever for HAI to reduce emissions. That is why HAI is committed to working with suppliers to source low CO<sub>2</sub> primary aluminium and to using high scrap quotas. This enables us to offer our customers our SustainAl 2.0 and SustainAl 4.0 alloys with a carbon footprint of two and four tonnes of CO<sub>2</sub> per tonne of aluminium respectively, which is significantly lower than the European average of six to eight tonnes of CO<sub>2</sub> per tonne of aluminium. HAI's aim is to further increase the market share of SustainAl.

A target and action plan has been defined by the Company Management to drive forward operational decarbonisation across all sites.

HAI Group has committed to a net-zero target in accordance with the Science-Based Targets Initiative. A climate transition plan up to 2050 will be developed in 2024.

GRI 305-5

## GREENHOUSE GAS EMISSIONS (in to CO<sub>2</sub>)

HAI Ranshofen, CAST	2022	2023	Year-on-Year Change %
Greenhouse gas emissions, Scope 1	18,017.8	17,657.8	-2,0%
Greenhouse gas emissions, Scope 2	0	0	0
Greenhouse gas emissions, CO <sub>2</sub> in kg/1 t Al, Scope 1	215.4	213.8	-0,7%
Greenhouse gas emissions, CO <sub>2</sub> in kg/1 t Al, Scope 2	0	0	0

HAI Ranshofen, EXT	2022	2023	Year-on-Year Change %
Greenhouse gas emissions, Scope 1	3,585.6	3,798.4	5,8%
Greenhouse gas emissions, Scope 2	0	0	0
Greenhouse gas emissions, CO <sub>2</sub> in kg/1 t Al, Scope 1	126.4	134.8	6,7%
Greenhouse gas emissions, CO <sub>2</sub> in kg/1 t Al, Scope 2	0	0	0

Note: Increasing CO<sub>2</sub> emissions due to greater vertical integration.

HAI Soest	2022	2023	Year-on-Year Change %
Greenhouse gas emissions, Scope 1	3,416.0	3,021.7	-11,5%
Greenhouse gas emissions, Scope 2	0	0	0
Greenhouse gas emissions, CO <sub>2</sub> in kg/1 t Al, Scope 1	146.57	156.61	6,8%
Greenhouse gas emissions, CO <sub>2</sub> in kg/1 t Al, Scope 2	0	0	0

HAI Sântana	2022	2023	Year-on-Year Change %
Greenhouse gas emissions, Scope 1	26,540.0	28,404.0	7,0%
Greenhouse gas emissions, Scope 2	0	0	0
Greenhouse gas emissions, CO <sub>2</sub> in kg/1 t Al, Scope 1	190.41	191.66	0,7%
Greenhouse gas emissions, CO <sub>2</sub> in kg/1 t Al, Scope 2	0	0	0

HAI Cris	2022	2023	Year-on-Year Change %
Greenhouse gas emissions, Scope 1	2,870.0	3,314.0	15,5%
Greenhouse gas emissions, Scope 2	0	0	0
Greenhouse gas emissions, CO <sub>2</sub> in kg/1 t Al, Scope 1	125.6	142.0	13,1%
Greenhouse gas emissions, CO <sub>2</sub> in kg/1 t Al, Scope 2	0	0	0





The table above shows the Scope 1 and Scope 2 emissions according to the market-based method of the Greenhouse Gas Protocol. This means that the emission values reflect the electricity mix chosen by the company. As all our locations have been supplied with 100% green electricity since 2021; Scope 2 emissions amount to 0 kg.

GRI 305-1, 305-2, 305-4

### Emission of Harmful Substances

Our aim is to completely avoid the emission and release of harmful substances and thus eliminate any risk to people and the environment. Therefore, regular measurements are carried out at our sites. In the event of the emission of harmful substances, the responsible authorities are informed immediately after detection and appropriate measures are taken.

At our site in Ranshofen, the parameters O<sub>2</sub>, NO<sub>x</sub> and CO in Extrusion are monitored annually in accordance with the approval notice issued by the relevant authorities. In Casting, the pollutants dust, unburned, gaseous organic carbon compounds (C<sub>org</sub>), benzo(a)pyrene, gaseous chlorine and fluorine compounds (specified as HCl and HF), particulate and filterable components, polychlorinated dibenzodioxins and polychlorinated dibenzofurans as well as the general exhaust gas parameters (O<sub>2</sub>, CO<sub>2</sub>, temperature, pressure, humidity and velocity) are measured in accordance with the trade authority notice and NER-V. These measurements are also performed annually. In 2023, all values measured at the Ranshofen site were below the specified limits.

In Soest, there were no violations of the German Federal Immission Control Act (BImSchG) in 2023. Exhaust gas emissions of carbon monoxide, nitrogen monoxide and nitrogen dioxide (to be specified as nitrogen dioxide) are monitored at the relevant combustion plants, and legionella concentrations and Pseudomonas aeruginosa infestation are monitored in the process water analyses of the wet separators and recoolers.

NO<sub>x</sub> and dust emissions are continuously monitored at the Sântana site. In addition, monthly analyses are carried out for hydrochloric acid, hydrofluoric acid and sulphur dioxide, which are reported to the Romanian environmental authorities. In 2023, the reported emissions were below the respective limits.

In accordance with HAI Extrusion's environmental permit in Cris, annual measurements are taken for carbon monoxide, NO<sub>x</sub>, sulphur dioxide, oxygen and dust at our site in Cris. All measurements in 2023 were below the legally prescribed limits.

In 2023, there were no leaks, nor was there any significant release of substances.

GRI 305-7

### Compliance with Environmental Laws and Regulations

In the 2023 reporting year, no fines or non-monetary sanctions were imposed for non-compliance with environmental laws and regulations.

GRI 2-27

## ENERGY MANAGEMENT

HAI firmly believes that one of the highest priorities for any company in the aluminium industry is to manage its high energy requirements sustainably. The HAI Group consistently applies a green electricity strategy and constantly optimises its processes and procedures.

### Consistent green electricity strategy

By purchasing 100% CO<sub>2</sub>-neutral electricity generated from hydropower, HAI is committed to the green energy revolution at all its sites.

Switching to green electricity has allowed us to significantly improve our overall carbon footprint. Since January 2021, both of our sites in Romania have also been powered by electricity from renewable energy sources.

In addition, a 6,300 m<sup>2</sup> photovoltaic installation was installed on the company's roofs at the Ranshofen site in 2019. The system was expanded by another 3,000 m<sup>2</sup> in 2021. In 2023, the system produced 1,588 MWh of green electricity, which corresponds to around 4.6% of energy consumption at the Ranshofen site. A photovoltaic system was also installed in Soest in 2023, which will cover around 5 % of the annual electricity consumption.

Further projects at other company locations are already in the starting blocks. For example, photovoltaic installations with a capacity of 4.9 MWh and 1.9 MWh are being built in Sântana and Cris 2024. This will lead to considerable savings in energy costs at both locations.

We are also continuing to convert our vehicle fleet: over 40% of company cars are now hybrid or electric. In order to create the necessary infrastructure, electric charging stations for company vehicles and visitors with electric cars have been built at all our locations in recent years.

### Efficient use of energy and reduction of energy consumption

We are constantly working to further improve our processes to increase energy efficiency and reduce energy consumption. We are focusing on the following areas, among other issues:

- System optimisation for billet heating
- Reducing electricity consumption by improving the efficiency of fan drives
- Use of LED lamps
- Reduction of gas consumption by replacing cold air burners with recuperative burners
- Heat recovery at the compressor station
- Reduction in diesel consumption by switching to electric vehicles
- Shorter door opening times for the ovens
- Electromagnetic stirrer for improved heat transfer

These measures are reviewed and evaluated in regular energy audits and new recommendations derived from them are implemented.

GRI 302-4, 302-5



## ENERGY (in kWh)

HAI Ranshofen, CAST	2022	2023	Yearly Change %
Gas consumption CAST (kWh)	79,774,655.2	78,628,845.0	-1.4%
Consumption values gas CAST (kWh/t)	953.8	952.2	-0.2%
Energy consumption CAST (kWh)	12,755,384.0	12,138,060.0	-4.8%
Consumption values energy CAST (kWh/t)	152.5	147.0	-3.6%
Consumption values gas + energy (kWh/t)	1,106.3	1,099.2	-0.6%

HAI Ranshofen, EXT	2022	2023	Yearly Change %
Gas consumption EXT (kWh)	15,413,450.0	16,275,089.3	5.6%
Consumption values gas EXT (kWh/t)	543.2	577.5	6.3%
Energy consumption EXT (kWh)	26,589,080.0	25,786,359.0	-3.0%
Consumption values energy EXT (kWh/t)	937.0	915.0	-2.4%
Consumption values gas + energy (kWh/t)	1,480.2	1,492.6	0.8%

HAI Soest	2022	2023	Yearly Change %
Gas consumption EXT (kWh)	14,937,261.0	13,146,363.0	-12.0%
Consumption values gas EXT (kWh/t)	640.9	681.4	6.3%
Energy consumption EXT (kWh)	16,454,259.0	16,105,248.0	-2.1%
Consumption values energy EXT (kWh/t)	706.0	834.7	18.2%
Consumption values gas + energy (kWh/t)	1,346.9	1,516.1	12.6%

HAI Sântana	2022	2023	Yearly Change %
Gas consumption CAST (kWh)	141,943,000.0	152,785,000.0	7.6%
Consumption values gas CAST (kWh/t)	1,018.3	1,030.9	1.2%
Energy consumption CAST (kWh)	25,271,885.5	25,753,852.0	1.9%
Consumption values energy CAST (kWh/t)	181.3	173.8	-4.2%
Consumption values gas + energy (kWh/t)	1,199.7	1,204.7	0.4%

HAI Cris	2022	2023	Yearly Change %
Gas consumption EXT (kWh)	15,229,434.0	16,007,473.2	5.1%
Consumption values gas EXT (kWh/t)	663.0	696.9	5.1%
Energy consumption EXT (kWh)	12,970,750.0	13,424,300.0	3.5%
Consumption values energy EXT (kWh/t)	564.7	569.7	0.9%
Consumption values gas + energy (kWh/t)	1,227.7	1,266.6	3.2%

GRI 302-1, 302-3



## WATER

Even at sites in water-rich countries like Austria and Romania, responsible use of scarce water resources is a core aspect of sustainable business.

HAI uses a recooling station in its foundries in Austria and Romania to return approx. 80% of the foundry's cooling water to the cycle, thereby massively reducing the unnecessary consumption of fresh drinking water during the processes.

GRI 303-1

HAI Ranshofen, CAST	2022	2023	Year-on-Year Change %
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Process water consumption [m <sup>3</sup> ]	213,060.0	192,826.0	-9.5%
Drinking water consumption [m <sup>3</sup> ]	2,224.0	611.0	-72.5%

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

HAI Ranshofen, EXT	2022	2023	Year-on-Year Change %
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Process water consumption [m <sup>3</sup> ]	350,715.0	308,656.0	-12.0%
Drinking water consumption [m <sup>3</sup> ]	4,358.0	4,457.0	2.3%

HAI Soest	2022	2023	Year-on-Year Change %
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Process water consumption [m <sup>3</sup> ]	8,630.0	6,310.0	-26.9%
Drinking water consumption [m <sup>3</sup> ]	5,632.0	4,341.0	-22.9%

HAI Sântana	2022	2023	Year-on-Year Change %
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Process water consumption [m <sup>3</sup> ]	278,275.0	262,018.0	-5.8%
Waste water total [m <sup>3</sup> ]	2,028.0	1,373.0	-32.3%
of which treated [m <sup>3</sup> ]	2,028.0	1,373.0	-32.3%

HAI Cris	2022	2023	Year-on-Year Change %
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Water supply well [m <sup>3</sup> ]	12,292.0	19,981.0	62.6%
Water discharge to municipality [m <sup>3</sup> ]	12,292.0	19,981.0	62.6%

GRI 303-3, 303-4, 303-5





## WASTE

HAI Group's waste strategy follows the five levels of the waste reduction hierarchy:

- Waste prevention and reduction
- Preparation for reuse
- Recycling
- Other recovery
- Waste disposal

All hazardous waste, such as used oil, filter dust or lye, is of course treated with particular care.

In addition, we are continuously working on making our processes more efficient in order to produce less waste, find options for reusing various auxiliary and operating materials and close loops.

GRI 306-1

Ranshofen, AT - CAST	2022	2023	Year-on-Year Change %
Total Waste (kg)	1,875,102.0	2,158,559.0	15.1%
Non-hazardous waste (kg)	1,657,602.0	1,895,599.0	14.4%
of which sent for recycling (kg)	488,002.0	369,520.0	-24.3%
of which sent for disposal (kg)	1,169,600.0	1,526,079.0	30.5%
Hazardous waste (kg)	217,500.0	262,960.0	20.9%
of which sent for recycling (kg)	6,420.0	3,400.0	-47.0%
of which sent for disposal (kg)	211,080.0	259,560.0	23.0%

Ranshofen, AT - EXT	2022	2023	Year-on-Year Change %
Total Waste (kg)	1,288,683.0	1,523,510.0	18.2%
Non-hazardous waste (kg)	409,073.0	615,160.0	50.4%
of which sent for recycling (kg)	407,573.0	576,840.0	41.5%
of which sent for disposal (kg)	1,500.0	38,320.0	2454.7%
Hazardous waste (kg)	879,610.0	908,350.0	3.3%
of which sent for recycling (kg)	49,240.0	47,170.0	-4.2%
of which sent for disposal (kg)	830,370.0	861,180.0	3.7%

Soest, DE	2022	2023	Year-on-Year Change %
Total Waste (kg)	1,353,520.0	1,437,580.0	6.2%
Non-hazardous waste (kg)	298,440.0	276,280.0	-7.4%
of which sent for recycling (kg)	298,440.0	276,280.0	-7.4%
of which sent for disposal (kg)	0	0	0.0%
Hazardous waste (kg)	1,055,080.0	1,161,300.0	10.1%
of which sent for recycling (kg)	1,055,080.0	1,161,300.0	10.1%
of which sent for disposal (kg)	0	0	0.0%

Sântana, RO	2022	2023	Year-on-Year Change %
Total Waste (kg)	12,765,410.0	14,474,413.0	13.4%
Non-hazardous waste (kg)	763,660.0	339,283.0	-55.6%
of which sent for recycling (kg)	160,280.0	89,243.0	-44.3%
of which sent for disposal (kg)	603,380.0	250,040.0	-58.6%
Hazardous waste (kg)	12,001,750.0	14,135,130.0	17.8%
of which sent for recycling (kg)	11,597,750.0	13,623,230.0	17.5%
of which sent for disposal (kg)	404,000.0	511,900.0	26.7%

Cris, RO	2022	2023	Year-on-Year Change %
Total Waste (kg)	8,714,940.0	8,275,840.0	-5.0%
Non-hazardous waste (kg)	8,217,709.0	7,776,710.0	-5.4%
of which sent for recycling (kg)	8,178,474.0	7,722,510.0	-5.6%
of which sent for disposal (kg)	39,235.0	54,200.0	38.1%
Hazardous waste (kg)	497,231.0	499,130.0	0.4%
of which sent for recycling (kg)	0	0	0.0%
of which sent for disposal (kg)	497,231.0	499,130.0	0.4%

GRI 306-3, 306-4, 306-5



# BIODIVERSITY

In order to assess local biodiversity, HAI Group commissioned corresponding surveys at its production sites in Ranshofen, Soest, Sântana and Cris.

The result of these assessments was encouraging, as the impact on local biodiversity was classified as low or non-existent and therefore no corrective measures are required. Nevertheless, an activity plan was developed to ensure the protection and promotion of biodiversity in the long term.

Conducting biodiversity assessments and developing action plans demonstrates the HAI Group's commitment to protecting the environment and conserving biodiversity. By using the full range of technical expertise to assess the impact on biodiversity, we as a Group can ensure that our activities are in line with environmental objectives.

The activity plans serve as a guideline for taking measures to promote biodiversity and minimise potential negative impacts. Through continuous monitoring and regular updating of the plan by Company Management, we are underpinning our long-term commitment to protecting and conserving biodiversity at our sites. These efforts not only help to protect the natural environment, but also strengthen our Group positioning in terms of sustainability and responsible business practices.

## SUPPORTING LOCAL BIODIVERSITY AT OUR SITES

The HAI Group is supporting biodiversity for the fourth year in a row by planting a wildflower meadow for insects and bees in the "HAI traffic circle" next to the company headquarters in Ranshofen, Austria. Other measures include the installation of nesting boxes for birds, the natural design of green spaces and habitat restoration. In Soest, measures to positively shape the environment will be defined for the first time in 2024.

In 2023, a project to plant special trees that are resistant to water and heat stress on the outskirts of Sântana was carried out together with the schoolchildren of Sântana as part of a greening campaign. As in the previous year, awareness training sessions on waste separation were held at local schools. Donations were also made to the air monitoring station in Sântana.

The renovation of a park for the citizens of Sântana is planned for 2024, which will be equipped with a drinking fountain and trees that are resistant to water and heat stress.

Every year at the beginning of spring, HAI Extrusion Cris donates a fruit tree to its employees. In 2023, 360 trees were distributed to employees. The plan for 2024 is to plant a number of trees around the plant and thus green the area.

GRI 304-2





Part 3

# “Sustainable Customer and Supplier Relationships”

## OUR APPROACH

“As a supplier of high-quality aluminium products, the success of the HAI Group depends on our customers’ satisfaction. We achieve this through fairness, long-term relationships, reliable delivery and the highest quality standards. This way, we create an environment that guarantees a high level of customer satisfaction, both now and in the future. We select our suppliers with great care: mutual appreciation, support and sustainable partnerships are key. We always regard our customers and suppliers as partners.” GRI 3-3

## PRINCIPLES

One of the HAI Group’s declared goals is to continuously increase the sustainability of aluminium products through constant innovation. The purpose is to make aluminium even more sustainable and efficient as a raw material for products in known fields of application, and to make it available for new fields of application.

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

We know that we are stronger together. That is why we are actively involved in various associations to promote the interests of the European aluminium industry and keep jobs in Europe in the long term.

To have our commitment to sustainability externally validated, we are a member of the Aluminium Stewardship

Initiative (ASI) and had the casting companies in Ranshofen and Sântana certified according to the ASI Performance Standard in March 2020. The ASI Performance Standard is one of the highest industry standards with regard to sustainability and responsible action in the aluminium industry. The certifications were renewed in 2023. Certification of the Extrusion site in Ranshofen and the Extrusion site in Cris followed in 2022. The Soest site will be ASI certified in 2024.

In addition to the annual sustainability report, the HAI Group publishes its information on various supplier evaluation platforms to increase transparency towards suppliers.

Our goal is to unite the entire aluminium value chain in the most sustainable way possible to make our products a “clean” all around.

GRI 2-29



# MEMBERSHIPS IN ASSOCIATIONS AND INITIATIVES

## In 2023, HAI was a member of following associations and interest groups:

### ASI – Aluminium Stewardship Initiative:

The ASI has developed an independent, third-party certification programme to ensure sustainability and human rights principles are increasingly incorporated into aluminium production, use and recycling. The ASI's Performance Standard and Chain of Custody Standard are designed to combine responsible production and responsible procurement, and thus encourage greater emphasis on sustainability in procurement practices. (Source: aluminium-stewardship.org)

### BIR – Bureau of International Recycling:

The BIR was established in 1948 and 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 world, with 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, established 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 optimise the contribution our metal makes towards meeting Europe's sustainability challenges. (Source: www.european-aluminium.eu)

### Aluminium Deutschland:

With its head office in Düsseldorf, Germany, Aluminium Deutschland was established in its current form in Dres-

den in 1992. It is a coalition of aluminium companies that produce raw aluminium or aluminium products, including composites with other materials. As the special interest group for the aluminium industry, Aluminium Deutschland strives to maintain an open dialogue with the public, so that customers and consumers have a more transparent view and better understanding of aluminium and the products its member companies make. (Source: www.aluinfo.de)

### VDM – Verband Deutscher Metallhändler e.V.:

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 forms an important link between politics and business. (Source: www.vdm.berlin)

### DGFP – Deutsche Gesellschaft für Personalführung: The German Association for Human Resource Management (DGFP)

has been the network for careers and excellence for HR management in Germany since 1952. The DGFP is a registered non-profit organisation. The DGFP network involves the active participation of DAX-listed corporations, SMEs, renowned scientific organisations and consultancies. The DGFP supports HR professionals in their careers and lobbies the political world and society at large about HR management issues. (Source: www.dgfp.de)

### IV – Industriellenvereinigung:

The Upper Austrian Federation of Industry (IV OÖ) is a voluntary, non-partisan interest group representing in-

dustry and industry-related service providers along the entire value chain. It brings together around 450 companies in Upper Austria with around 150,000 employees. Its members include national and international corporations, family businesses and numerous SMEs from different manufacturing and service sectors. (Source: www.oberoesterreich.iv.at)

### WKO – The Austrian Chamber of Commerce:

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

### Senat der Wirtschaft – Senate of the Economy:

As a non-partisan business organisation, the Senate of the Economy is a driving force for shaping an eco-social and sustainable economy and society.

### WGM – Wirtschaftsverband

#### Großhandel Metallhalbzeug e.V.

is the trade association for German and European traders and processors of non-ferrous (NF) semi-finished metal products. Supporting members of the WGM are national and international semi-finished product manufacturers.

### German Chamber of Commerce in Austria

The German Chamber of Commerce in Austria promotes bilateral economic relations between Germany and Austria and is part of the global network of German Chambers of Commerce Abroad. (Source: www.oesterreich.ahk.de)

GRI 2-28

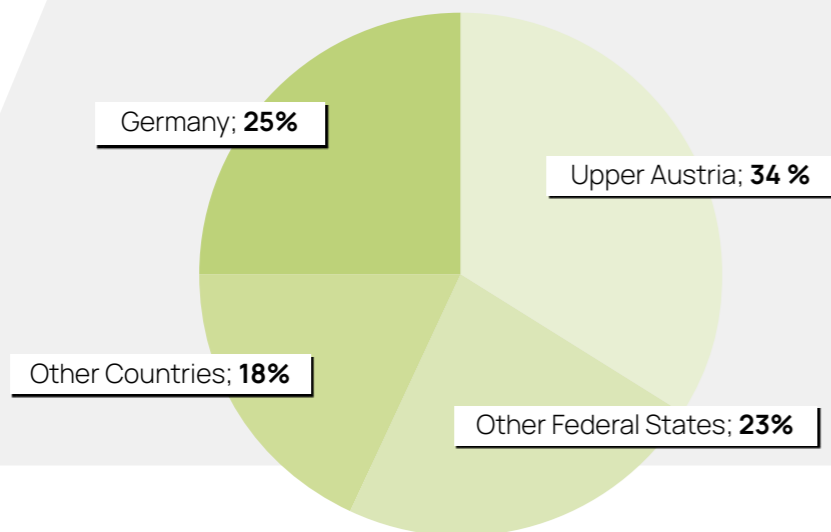


# LOCAL PROCUREMENT

To avoid long transportation routes and keep as much added value as possible in the region around our sites, we attach great importance to local procurement. Most of the goods we buy in therefore come from the immediate vicinity.

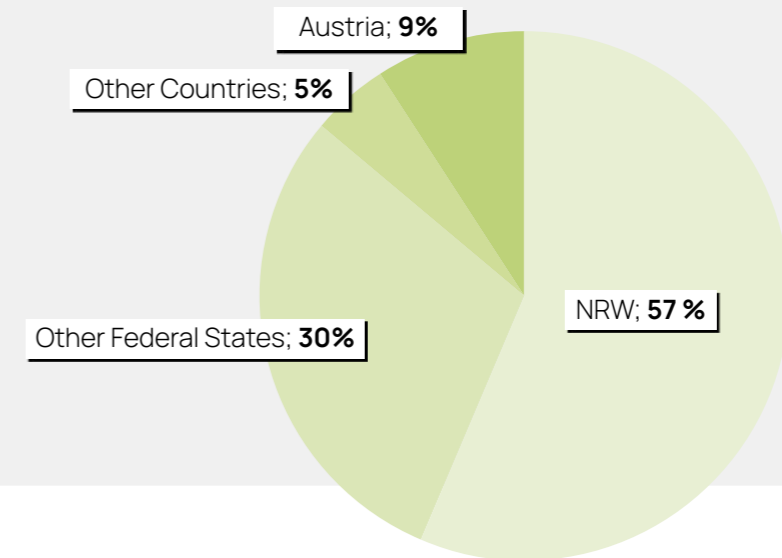
## PROCUREMENT RANSHOFEN

For our Ranshofen site, 34% of purchased goods come from Upper Austria, a further 23% from another Austrian province and 25% from neighbouring Germany.



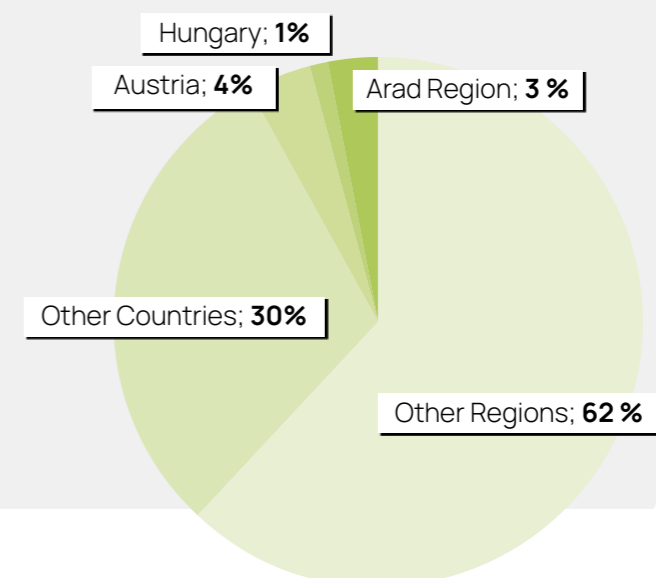
## PROCUREMENT SOEST

For the Soest site, as much as 57% of purchased goods are sourced directly in North Rhine-Westphalia, while an addition 30% are sourced from another German state.



## SÂNTANA & CRIS

Our two sites in Romania are both located in the district of Arad and source 65% from Romania.



GRI 204-1





Teil 4

# Healthy and Content Workforce

## OUR APPROACH

"Motivated, well-trained employees are a major factor in sustainable corporate success. Supporting employees in a targeted manner increases their motivation and strengthens their commitment. It also ensures good prospects for our employees' future, so they can remain competitive in their professional lives. Workers' skills and expertise are becoming increasingly important in the age of the digital revolution. Learning quickly and sharing knowledge sustainably deliver tremendous competitive advantages from personal and corporate perspectives." GRI 3-3

# HAI-FAMILY INTERNATIONAL

Openness and internationality characterize our way of working and thinking. This is not only because of our international customers, but above all because of our international and colorful HAI family. Our team is currently made up of **38 nationalities**. This diversity is a source of inspiration and dynamism in our company!





# PRINCIPLES

Our HR strategy is geared towards meeting future personnel requirements in terms of both quality and quantity, and retaining employees in the company in the long term. It is based on the corporate goals approved by the Management Board. To this end, guidelines and instruments have been implemented in the HR department. These cover the entire employee lifecycle and include the following core elements: Employer Branding & Recruiting, Talent Management, Training & Learning, and Corporate Health Management. In addition, overarching action fields have been defined, which include strategic HR planning, digitalisation, HR analytics, and diversity, equity & inclusion.

To achieve these goals, we decided to introduce a standardised HCM system called "workday" and a strategic workforce planning system for the entire HAI Group.

The HR management for the HAI Group reports to the CEO. The Works Council, which is represented in the Supervisory Board of HAI Group with two members, is responsible for representing employee agendas at the respective locations.

HAI consistently complies with the minimum notification periods for operational changes, the laws and regulations applicable in the respective countries, the provisions agreed in the collective bargaining agreements and the works agreements based on these.

In the reporting period, there were no significant changes that would have had a major impact on employees and would have required notification.

GRI 3-3, GRI 404-3, 402-1

With our existing HR strategy, we are helping to increase our competitiveness. The three key areas of the strategy are

- Talent management: identifying and developing internal talent to meet long-term requirements internally.

- Recruitment (finding and retaining the right employees): utilising innovative recruitment channels to increase employer attractiveness and establishing an onboarding process to integrate new employees.
- Digitalisation of HR processes: increasing the level of service and efficiency in HR by optimising existing HR processes.

At HAI, we have committed to three corporate values that are the foundation of our cooperative approach: drive, trust and opportunity. We promote a culture of leadership and cooperation in line with these values, our HAI Code of Conduct and other applicable agreements.

We have updated our existing leadership training programme, the HAI Academy, to meet the new requirements. All of our managers are trained at the HAI Academy in accordance with our leadership and cooperation culture, which we defined and documented during the reporting period.

Numerous measures have helped to show how HAI is an attractive employer in each region. We regularly expand our wide range of social benefits and review these every year. For example, we have set up summer-holiday childcare in Ranshofen, and continue to support regional organisations. We are also strengthening our educational partnership with the Technical College (Höhere Technische Lehranstalt) in Braunau through sponsoring and mentoring. In Soest, our apprentices take part in an annual Social Day event, when they volunteer to help out at various institutions. In Romania, we have been supporting an orphanage in the region for years and now also offer the young people educational opportunities. There are also regular activities to support the community.

In 2023, HAI was once again named a Top Employer for its holistic personnel management.

GRI 3-3



## HAI Ranshofen

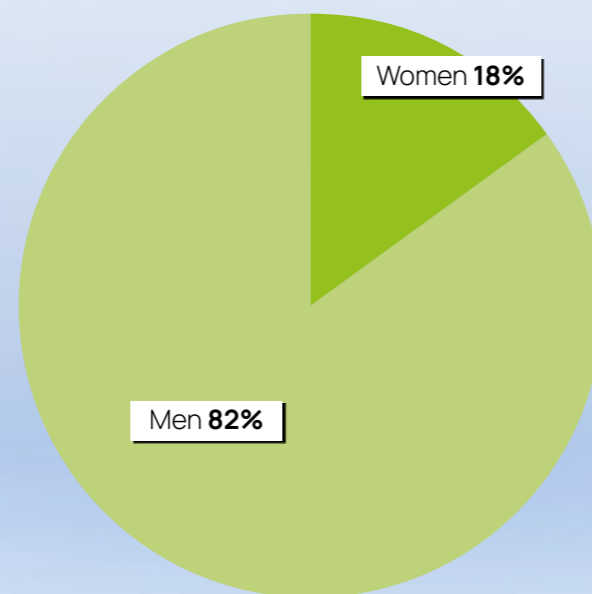
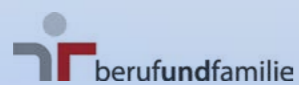
In the 2023 financial year, HAI employed an average of 736,5 people at the Ranshofen site (2022: 687). As at the reporting date of 31 December 2023, 760 people were employed (31 December 2022: 716). Compared to the previous year, the annual average number of employees increased.

Almost 100 % of employees are covered by a collective wage agreement (the only exception being the two

Managing Directors). HAI Ranshofen is bound by the collective agreements for "salaried employees in the metal industry" and for "Austrian salaried employees in the mining industry".

Critical employee turnover remained stable in Austria in the 2023 reporting year and amounted to 7.9 % in Ranshofen (2022: 7.6 %).

GRI 2-30



Total number of employees in Ranshofen 2023

## HAI RANSHOFEN

Total number of employees (as at 31.12./headcount)	2022	2023
Total	716	760
of which women	126	134
of which employees	86	105
of which blue-collar workers	25	29
of which men	584	626
of which employees	178	191
of which blue-collar workers	385	435
of which non-binary	6	0
New Hires (as at 31.12./headcount)	2022	2023
Total	106	144
of which women	29	31
of which men	77	113
of which non-binary	0	0
< 30 years	57	62
30-50 years	45	74
> 50 years	4	8
Resignations (as at 31.12./headcount)	2022	2023
Total	76	75
of which women	13	13
of which men	62	62
of which non-binary	1	0

GRI 401-1



## HAI Soest

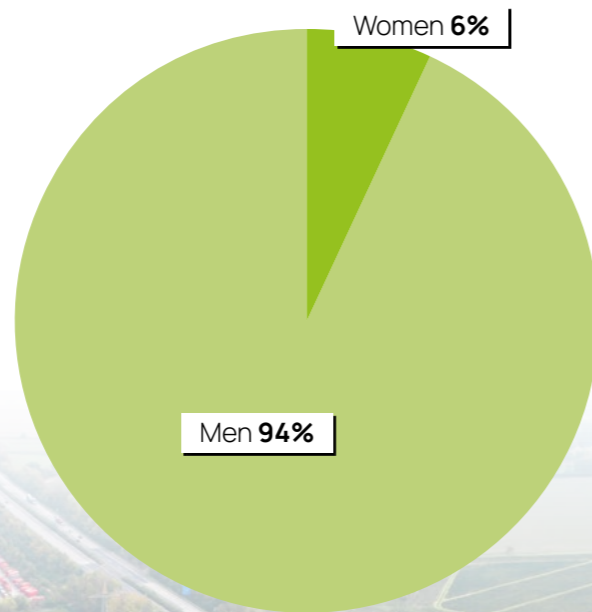
HAI employed an average of 450.3 people at our production site in Soest, Germany, in the 2023 reporting year (2022: 389.7). At the end of the reporting year (31 December 2023), 468 people were employed (2022: 423).

Almost all HAI Soest employees are covered by the general collective agreement for the North Rhine-Westphalian metal and electrical industry. The only exceptions are

the Managing Directors and non-pay-scale employees. Employee turnover at our German site fell slightly in 2023 and amounted to 6.9 % (2022: 7.1 %).

All of these figures include all departures with the exception of terminations of employment due to contract expiry or during the probationary period.

GRI 2-30



## HAI Soest

Total number of employees (as at 31.12./headcount)	2022	2023
Total	425	468
of which women	27	29
of which employees	25	26
of which blue-collar workers	2	3
of which men	398	439
of which employees	79	85
of which blue-collar workers	319	354
of which non-binary	0	0
New Hires (as at 31.12./headcount)	2022	2023
Total	85	70
of which women	3	3
of which men	78	67
of which non-binary	0	0
< 30 years	34	30
30-50 years	49	38
> 50 years	2	2
Resignations (as at 31.12./headcount)	2022	2023
Total	27	26
of which women	3	0
of which men	24	26
of which non-binary	0	0

GRI 401-1



## HAI Sântana

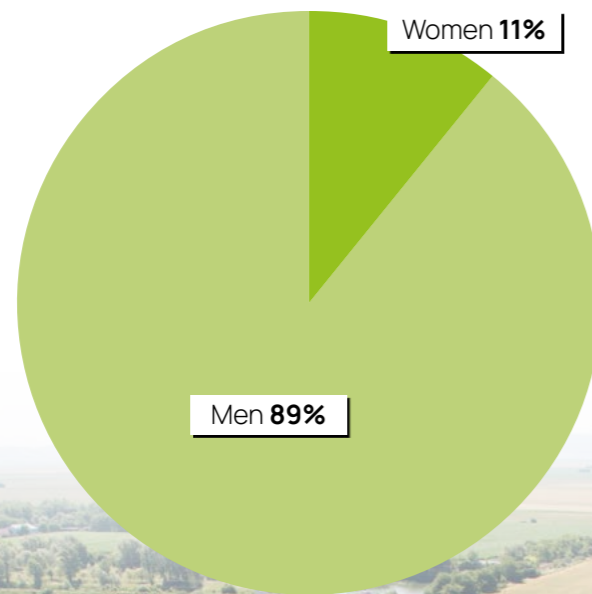
HAI Sântana employed an average of 158.3 people in 2023 (2022: 148). At the end of the 2023 reporting year, the number of employees was 152 (number of employees on the reporting date of 31 December 2022: 150).

At our HAI site in Sântana, employees are covered by a collective agreement at divisional level with Hammerer Aluminium Industries Sântana S.R.L. The only exceptions are the Managing Directors.

At our site in Sântana, Romania, the figures for employee turnover show a decrease and the turnover rate in the 2023 reporting year was 5.5 % (2022: 6.0 %).

All these figures include all departures with the exception of employment relationships due to contract expiry or during the probationary period.

GRI 2-30



## HAI Sântana

Total number of employees (as at 31.12./headcount)	2022	2023
Total	150	152
of which women	14	17
of which employees	13	14
of which blue-collar workers	1	3
of which men	136	135
of which employees	8	8
of which blue-collar workers	128	127
of which non-binary	0	0
New Hires (as at 31.12./headcount)	2022	2023
Total	22	30
of which women	1	8
of which men	21	22
of which non-binary	0	0
< 30 years	9	10
30-50 years	9	16
> 50 years	4	4
Resignations (as at 31.12./headcount)	2022	2023
Total	22	28
of which women	1	7
of which men	21	21
of which non-binary	0	0

GRI 401-1



## HAI Cris

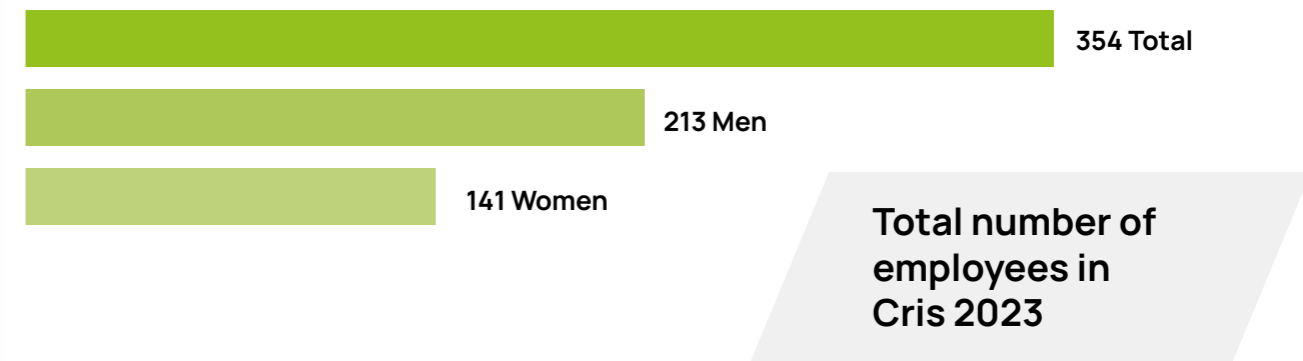
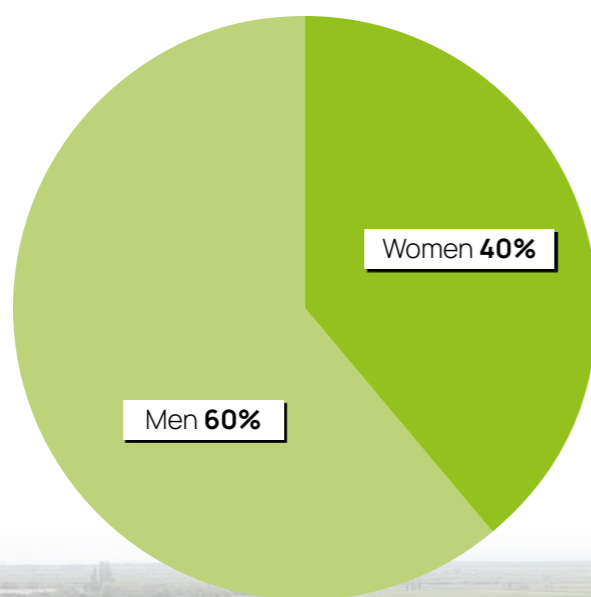
HAI Cris had an average of 360 employees in 2023. At the end of the reporting year, the number of employees stood at 354 (2022: 348).

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

being the Managing Directors. The critical employee turnover rate in Cris was 7.2 % (as at the reporting date of 2022: 9.0%).

All these figures include all departures (excluding terminations of employment due to contract expiry or during the probationary period).

GRI 2-30



**Total number of employees in Cris 2023**

## HAI Cris

Total number of employees (as at 31.12./headcount)		
	2022	2023
Total	348	354
of which women	146	141
of which employees	35	32
of which blue-collar workers	111	109
of which men	202	213
of which employees	42	46
of which blue-collar workers	160	167
of which non-binary	0	0
New Hires (as at 31.12./headcount)		
	2022	2023
Total	84	43
of which women	30	17
of which men	54	26
of which non-binary	0	0
< 30 years	25	10
30-50 years	12	28
> 50 years	47	5
Resignations (as at 31.12./headcount)		
	2022	2023
Total	29	52
of which women	7	17
of which men	22	35
of which non-binary	0	0

GRI 401-1



# INNOVATIVE RECRUITING

Vacancies 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, because the number of applications has increased significantly due to the innovative expansion of personnel marketing and new recruitment channels. All applications are recorded centrally and managed via the application portal. Internal and external candidates can also see the current status of their application at any time.

For transparency in our recruitment process, we were awarded the "Best Recruiters" Award again in 2022, receiving the gold award for the first time.

Our managers regularly give lectures and talks at various universities in Austria and Germany. Through these lectures, and by supporting university students, we identify and attract potential key personnel to the company at an early stage.

HAI features on well-known job portals and social media platforms. This helps to strengthen our brand as an employer. Regular analysis of the indicators and ratings on these platforms clearly shows positive results.



## Attractive Salaries

Our remuneration system combines a competitive basic salary with extensive additional benefits. Our basic salary is based on the applicable collective agreements. In addition, we offer employees attractive overpayments in accordance with applicable company agreements. At almost all HAI locations, either collectively agreed remuneration regulations or remuneration systems agreed with the Works Councils in the form of a works agreement are applied. They also observe the legally guaranteed minimum wages of the respective labour markets and principles like equal pay. We do not differentiate between full-time, part-time or temporary employees when it comes to how remuneration is structured.

The bonus system for managers provides for performance-related remuneration based on financial company targets and individual performance. We attach great importance to making no distinction in the individual remuneration of men and women. We ensure compliance with existing HR processes and review compliance in annual audits. In addition, the HAI Group uses a function evaluation system to enable comparability between countries. This system guarantees non-discriminatory determination of remuneration on the basis of functions in the respective local markets. As anchored in the Code of Conduct, the company is committed to maintaining an appreciative and unprejudiced working environment.

Employees also participate in HAI's corporate success through profit sharing. In addition, employees at HAI's Ranshofen site receive a dividend via 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 programmes. These are available to both full-time and

part-time employees. In Romania, we particularly support our employees with supplementary health insurance.

Our employees receive information about the benefits on the company's own communication platform, the HAI Connect app.

GRI 2-19, 2-20, 3-3, 401-2

## Management by Objectives

Personal development is based on constructive feedback. Our annual appraisal interviews are an important, well-established tool for both staff and company

development. Active dialogue between managers and staff allow them to reflect on the past year and share feedback from both sides. They also identify any training needs, and agree on appropriate training and development steps.

Staff participation in annual appraisals is mandatory and the participation rate is 100%. Only staff who have good reason to be absent (e.g. they are on military/civilian service, maternity leave or parental leave) are exempt from this obligation. For new staff, the meeting is held during their induction within 6 weeks of joining the company.

GRI 404-3



# EMPLOYEE DEVELOPMENT



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

To achieve this goal, we have tailor-made programmes and support measures in place at all key stages of an individual's training and career path.

## Vocational training

We train apprentices in various professions at our sites in Ranshofen and Soest. As at 31 December 2023, 28 HAI apprentices (31 December 2022: 24) were in training at our Ranshofen site, 27 of whom were in technical apprenticeships and one in a commercial apprenticeship. At the end of the reporting period, we had 31 (31/12/2022: 28) HAI apprentices in training at our location in Soest, 26 of whom were in technical apprenticeships and five in commercial apprenticeships. The Braunau Training Centre (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 stages, we attach great importance to promoting social skills in line with our values. To this end, we offer our apprentices various seminars in cooperation with different providers. In Austria, we also offer apprentices the op-

tion of completing an apprenticeship with a school-leaving certificate. They also have the option of completing a dual study programme.

## Training and further education

Due to the fact that many further training measures could not be carried out due to Covid, digital learning concepts were created internally for many measures, so a hybrid approach is currently being pursued.

Training in the HAI Group uses modern learning environments and up-to-date learning methods to support employees' self-learning skills and prepare them for lifelong learning as part of their working life. One area of focus is the provision of hybrid and blended learning scenarios. For an overview of the further training measures carried out at the locations, please see page 76.

## Trainee programme

There is a trainee programme in place for junior staff with above-average university degrees in Germany and Austria. They are prepared for a career in the company through targeted rotation within the company, network meetings and concomitant training and mentoring.

GRI 404-2

# 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, in particular on the basis of age, gender, skin colour, sexual orientation, origin, religion or disability. All employees are informed about the guidelines and compliance with this special policy by means of e-learning.

We are guided by the UN Charta and the European Convention on Human Rights. All employees can report any suspicion of unequal treatment to the Compliance Officer. No cases of discrimination were reported during the reporting year.

For more details on the composition of our workforce, please refer to the section "Overall personnel structure" on page 74.

GRI 405-1, 406-1

## Gender

As at the reporting date of 31 December 2023, the proportion of women at our locations was 18 % in Ranshofen, 6 % in Soest, 11 % in Sântana and 40 % 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 HR department's reporting.

We are aware of our responsibility in terms of balancing work and family life and offer our employees a variety of part-time models, as well as flexible working hours. In addition, attractive employment models are available to employees after parental leave and part-time parental leave. This commitment has been recognised with the "Career and Family" certificate for the Ranshofen and Soest sites.

## Generations

In contrast to general demographic trends, the average age in our company has fallen slightly. This is due to the fact that we increased our workforce and stepped up the number of apprenticeships.

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

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

## Focal points of our generation management

- By setting up low-impact workplaces, we create the conditions for retaining older employees in the long term.
- With new technologies, such as support from lifting devices, the physical demands at workstations in the production areas can be further reduced in future.
- Targeted training makes employees aware of the demographic challenges (HAI Academy).
- A structured knowledge transfer programme ensures that in-depth knowledge is transferred from long-serving employees to new colleagues.





## OCCUPATIONAL HEALTH AND SAFETY

The HAI Group is aware of the particular importance of environmental protection, health and safety in the workplace and takes all appropriate precautions to ensure the safety of all employees. Equally important is minimising risks that may arise for employees in connection with all activities associated with the production of extruded, machined and surface-treated aluminium profiles, machined/welded aluminium components, thermally insulated aluminium composite profiles, as well as billets and ingots made from recycled aluminium scrap. Our company is continuously working on improvements in occupational health and safety. We achieve this by using the best available technologies, preventing pollution and reducing

risks to employees and others who may be affected. Furthermore, we are constantly improving our processes and activities in compliance with laws and regulations.

### Management system for health and safety in the workplace

Our sites in Ranshofen, Soest, Sântana and Cris are all ISO 45001 certified to ensure the safety of our employees. As part of this, risks are continuously identified and evaluated, and improvement measures and controls are implemented. All employees – including temporary workers at the Ranshofen and Soest sites – are covered by these measures. Temporary workers are treated as our own

employees and receive the same training, e.g. initial and safety training, as permanent employees.

The result of implementing the requirements of the management system for health and safety at work is that HAI has not recorded a single fatal accident or occupational illness to date.

GRI 403-1, 403-8, 403-10

### Health and safety policy, objectives, KPIs

HAI Group's health and safety policy is based on the following five pillars:

- **Risk assessment:** identification and evaluation of potential hazards in the workplace
- **Preventive measures:** implementation of measures to prevent accidents and illnesses (personal protective equipment, training, compliance with safety regulations)
- **Emergency plans:** development of plans for dealing with emergencies, including evacuation of buildings and first aid (including annual drills).
- **Monitoring and review:** regular review of safety measures and procedures to ensure they are effective and updated as new risks are identified (monthly safety audits by department heads).
- **Employee involvement:** involvement of employees in health and safety policy (health and safety committee meeting, company suggestion database, improvement suggestions, safety representatives, safety specialist)

In addition, the HAI Group has a Group guideline that is available on the company intranet and is posted in all HAI locations as an HSE guideline. This policy sets out health and safety objectives and key performance indicators (KPIs) that reflect the main current risks within the health and safety framework, the current operating environment at HAI and the achievement of key objectives.

As a result, audits and safety monitoring have led to a broader understanding and availability of risk assess-

ments. Similarly, understanding of the need for hazard identification, appropriate controls, monitoring, consultation and training to reduce the risk of injury, illness and other losses, including the risk of loss of service delivery, has increased. As a result, further progress was made during the year in completing and reviewing risk assessments for common workplace hazards.

GRI 403-7

### Workplace assessment and dealing with accidents

A risk assessment is carried out for each workplace using the point evaluation method, in which all hazards are listed and evaluated. The extent of the risk and the probability of the outcome are also considered. The result is used to determine whether further measures are necessary. If so, these are implemented with the help of the STOP principle, which describes the principles of risk prevention.

If hazardous substances are identified during the workplace evaluation, employees are required to wear personal protective equipment and receive training on how to handle these substances. The greatest danger during the reporting period is the risk of being pulled in by moving machine parts. To eliminate this, a parking space was defined at the profile outlet and the outlet rollers were removed so that the danger zone is no longer accessible.

In addition, the HAI sites receive occupational health care. Every employee is given an initial examination by an occupational physician as part of the recruitment process, and follow-up examinations are carried out for aluminium dust and noise. The occupational physician also carries out inspections, checks on working materials, health protection monitoring and maternity protection evaluations. Employees have the option of contacting the occupational physician by email or attending the weekly consultation hours.

The health and safety team manages the HAI incident reporting system, which is used by all HAI sites. Safety incidents and near misses of any kind, as well as incidents with environmental consequences, can be reported here.





In addition, employees with safety concerns can also contact the company's safety officers, who inform the responsible safety specialist. The 5-Why method is used to determine the cause of accidents at work.

In Ranshofen, the occupational health and safety committee meets three times a year, in which the safety expert for the Company Management, the Works Council, occupational physicians, plant managers, division managers, department managers and safety representatives are represented.

The Soest production site plans a monthly occupational safety committee meeting. A total of eight meetings were held in 2023.

In Sântana, the occupational safety committee meets four times a year. The results are reported to the local labour institute, as required by law.

The aim of reporting is to ensure an appropriate and proportionate investigation that leads to the introduction of effective controls and monitoring to prevent recurrence. A high reporting rate is evidence of a positive reporting culture.

We follow the "ICEBERG NUMBER" programme (near accidents), which is designed to motivate employees to report issues.

The most common type of injury, both among salaried employees and temporary workers, is hand injuries. A detailed list of accidents at work, days and hours lost and hours worked can be found in the annex on page 77.

GRI 403-2, 403-3, 403-4, 403-9, 403-10

### Health and safety training

All HAI employees and temporary workers are trained on all safety rules. Initial workplace training before starting work includes workplace hazards, including

- Safety instructions
- Personal protective equipment
- Prohibitions/restrictions
- Protective devices
- Generally applicable safety rules
- Emergency facilities and waste disposal
- Work equipment
- Behaviour in an emergency and much more.

Through our HAI School, we offer all our employees a variety of health and safety courses. Since the introduction of the HAI training programme, the e-learning offering has grown steadily and has grown into an annual health and safety training programme at all sites with particular focus on the following six protocols: LOTO/LTV programme, contractor programme, working at height, confined spaces, mobile equipment and machine guarding.

GRI 403-5

### Health-promoting measures

HAI sees healthy, happy employees as a prerequisite for economic success. Accordingly, HAI offers its employees extensive health benefits for both physical and mental health. These include weekly back fitness courses, smoking cessation programmes, discounts at various fitness providers, massages, and physiotherapy, as well as health tips and challenges via the Moveeffect app. These offerings are generally available at all locations.

Employees can attend free seminars on topics such as stress management, resilience and positive psychology to maintain good mental health. Employees also have access to the Mavie portal with coaching and personal counselling services.

GRI 403-6

### Commitment from the Management

With respect to health, safety and environmental protection, HAI's management is committed to ensuring the

following through the Environment, Energy, Health & Safety Management Policy:

- Compliance with legal environmental requirements and environmental protection regulations and those requirements relating to health and safety in the workplace that are relevant to the organisation's activities
- Prevention of environmental pollution
- Prevention of injuries and occupational illnesses
- Continuous improvement of environmental performance and occupational health, as well as safety performance by conducting ongoing monitoring of these aspects
- Ongoing assessment of environmental performance and occupational health and safety performance based on defined objectives and targets
- Ensuring a working environment that protects employees' health, improves their standard of living, and makes them proud to work for this company.



Part 5

## Transparency and Corporate Ethics

### OUR APPROACH

"Our commitment to transparency and ethics is reflected in our daily actions and is firmly anchored in our corporate culture. We are convinced that open communication, transparent processes and responsible behaviour towards our stakeholders are crucial to ensure long-term success. That is why we also demand this from our partners."

## PRINCIPLES OF RESPONSIBLE BUSINESS CONDUCT

Ethical principles and regulatory requirements are a top priority for the HAI Group.

At HAI, compliance with all legal requirements and voluntary conditions forms the framework for all actions to which the management and employees have committed themselves. The Supplier Code of Conduct is also binding for our suppliers; as part of a business relationship, third parties, such as customers, are also required to comply with these principles.

To ensure compliance with legal provisions, structures and processes have been designed to minimise the risk of violations by the company or individual stakeholders and to support legally impeccable conduct.

The HAI Group has issued a Code of Conduct to ensure fair, ethical and legal conduct towards our employees, colleagues, customers and suppliers.

GRI 2-23, 2-24

### Code of Conduct – employees

Our values are standards for daily work and behaviour towards our colleagues, customers, suppliers, business partners, government institutions and all other persons within the scope of our activities. The Code of Conduct serves as a basis and guide for making decisions in a fair, responsible and respectful manner.

### Code of Conduct – suppliers

The Supplier Code of Conduct describes our beliefs and values. The HAI Group is committed to internationally recognised and endorsed principles of ethical and compliant business practices and to supporting responsible and sustainable production and sourcing. Therefore, we have implemented a systematic approach to applying this Code of Conduct to our business partners throughout the sup-

ply chain, including suppliers, contractors, consultants and agents.

Both Codes of Conduct can be downloaded from the [download centre](#) on our website.

### Supply Chain Policy

Our supply chain principles are anchored in our Supply Chain Policy.

This policy statement underpins the HAI Group's commitment to respect human rights, avoid contributing to the financing of conflict and comply with all relevant UN resolutions, regulations and laws. In addition, we are committed to using our influence to prevent abuse by others through risk-based due diligence in the supply chain.

With this in mind, we implement the OECD's five-step framework to promote responsible supply chains for minerals from conflict-affected and high-risk areas.

### CSR Policy

The HAI Group has also committed itself to social responsibility for sustainable management with its Environmental, Energy, Health and Safety Management Policies as well as its Corporate Social Responsibility Policy.

The HAI Group is aware of the particular importance of environmental protection, energy conservation, as well as health and safety in the workplace, and takes precautions to prevent pollution and any negative impact on the environment. Furthermore, it reduces the risks to employees that may arise from activities related to producing extruded aluminium profiles and manufacturing aluminium components.

Energy efficiency is an important aspect of our activities to produce in a manner that conserves resources. Our com-



pany is constantly striving to achieve and demonstrate improvements in environmental protection, energy efficiency, occupational health and safety by using the best available technologies, avoiding pollution and reducing the risks to employees and others who may be affected by our main task. We continuously improve our processes and activities in compliance with laws and regulations. Our aim is to make every single employee aware of their own individual responsibility with regard to the environment, environmental protection and energy waste.

The HAI Group is fully aware of the particular importance of corporate social responsibility and recognises freedom, democracy and human rights as essential principles for business activity. This responsibility creates the framework for business activities and is a prerequisite for the company's success.

HAI supports the United Nations Universal Declaration of Human Rights, according to which every individual and stakeholders in society – including economic actors and companies – contribute to upholding these rights. In addition, HAI respects the United Nations International Labour Organization's (ILO) Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy and the OECD Guidelines for Multinational Enterprises. The company's main mission is to provide people with goods while being competitive. HAI is committed to the principle of sustainability.

Sustainability is achieved by establishing an acceptable balance between the economic requirements of the company and the justified expectations of all those involved in its success (stakeholders). An open and constructive dialogue is thus conducted with all relevant stakeholders.

GRI 2-23

### Communication of our principles & ethics training

Our principles are regularly communicated via intranet messages. At regular intervals, all employees must complete mandatory training courses on corporate ethics and compliance with legal provisions. In addition, the Compliance Team for the HAI Group supports and advises employees on compliance with all legally applicable provisions.

GRI 2-23, 2-26

### Reporting of grievances & whistleblowing

All employees and business partners are encouraged to point out circumstances that suggest a violation of laws or internal guidelines and can report these at [ethics@hai-aluminium.com](mailto:ethics@hai-aluminium.com).

There is also a whistleblowing system on the HAI website. This system serves as a preventative function. Equal treatment of all complaints is ensured throughout the entire process. Reports can be submitted anonymously. A small team from the Compliance department processes the reports in a protected environment. A corresponding process has been developed in the event that grievances or unlawful actions are identified.

No complaints or reports of violations were submitted in the 2023 reporting period.

GRI 2-25

### Compliance with laws and regulations

In the 2023 reporting period, no fines or non-monetary sanctions were imposed for non-compliance with environmental laws or regulations or serious violations of other applicable laws or regulations.

GRI 2-23, 2-27

# MANAGEMENT STRUCTURE AND COMPOSITION



The Supervisory Board, which has five members, acts as the supreme controlling and supervisory body. Three members were elected to the Supervisory Board by the Annual General Meeting, while two further members were delegated to the Supervisory Board as employee representatives. The Supervisory Board itself elects a Chair and a Deputy Chair.

All members appointed to the Supervisory Board are not members of the HAI Group's management and are not managers in the organisation.

Persons proposed for the Supervisory Board must have extensive knowledge and practical experience in the areas of management, finance and accounting in line with the company's requirements.

In addition, the avoidance of conflicts of interest within

and outside the organisation is an important criterion for selecting suitable candidates.

The members of the Supervisory Board are

- Jürgen Hammerer, Chairman of the Supervisory Board
- Carl van Gils, Deputy Chairman of the Supervisory Board
- Simone Hammerer, Member of the Supervisory Board
- Markus Stelzhammer, Member of the Supervisory Board
- Friedrich Maislinger, Member of the Supervisory Board

The Supervisory Board for Hammerer Aluminium Industries Holding in its current form was appointed on 13 November 2017, and reappointed on 1 January 2022. Both owner and employee interests are represented on the Supervisory Board. The Supervisory Board is also involved



in all strategic decisions. This ensures that the organisation is geared towards long-term positive development, both economically and in terms of the environment and employees. The Supervisory Board works closely with the Management Board.

The CEO manages the Group. The Executive Board consists of the Group Management, the Managing Directors of the HAI Group (COO, CFO, CSO & Group Functions), who report directly to the CEO. The Technical Managing Directors of the subsidiaries and Managing Directors report directly to the COO, CFO and CSO & Group Functions. The CFO is responsible for coordinating the HAI Group's entire financial management, including legal and purchasing. The CFO reports to the CEO. In general, the Managing Directors are entitled to attend meetings of the Supervisory Board unless the Supervisory Board decides otherwise for good cause.

There are environmental officers at each location for operational implementation of sustainability agendas. The topic is coordinated and strategically aligned by the sustainability management function at the holding company, which reports directly to the COO. Overall responsibility for sustainability lies with the COO of the HAI Group. The

HAI Group publishes an annual sustainability report.

HAI's management regularly reports to the Supervisory Board on current trends and regulatory developments in the area of sustainability, as well as on the sustainability strategy, its implementation and progress, so that the Supervisory Board has an overview of the company's contribution to sustainable development at all times. The Supervisory Board discusses and reviews the results. Supervisory Board meetings are held once a quarter.

Critical matters are reported to the Supervisory Board on an ad hoc basis. No critical matters were reported to the Supervisory Board in the 2023 reporting period.

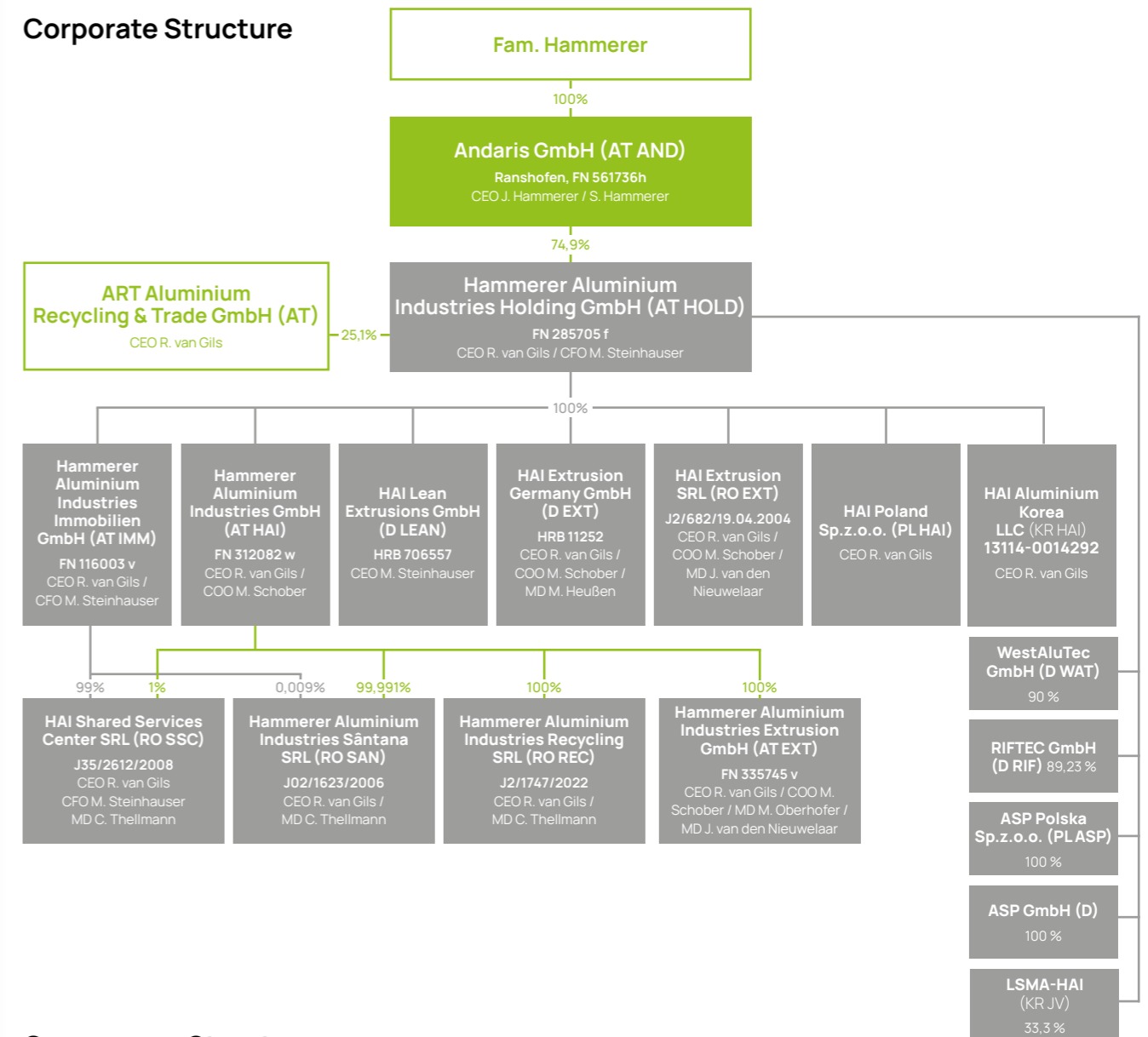
The organisation has implemented procedures to assess the highest governance body's performance in overseeing the organisation's impact on the economy, the environment and people. These assessments are carried out regularly to ensure the effectiveness of the supervisory processes.

The HAI Group is privately owned.

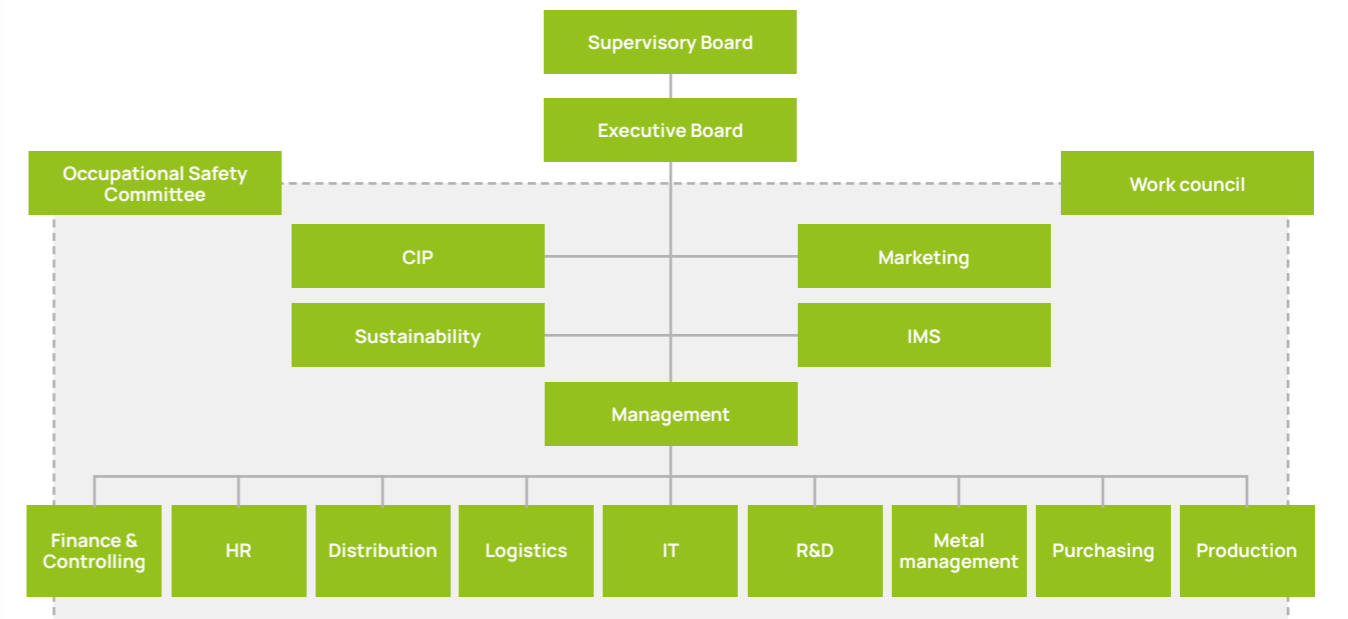
GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-15, 2-16, 2-17, 2-18



## Corporate Structure



## Governance Structure



GRI 2-9



# ANNEX

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# PERSONNEL STRUCTURE OF THE HAI GROUP

HAI Ranshofen as at 31/12	2022	2023
Blue-Collar Workers	57.3%	57.3%
of which women	6.0%	5.5%
of which men	93.6%	94.5%
of which non-binary	1.0%	0.0%
Employees	36.9%	38.7%
of which women	32.6%	35.3%
of which men	67.4%	64.8%
of which non-binary	0.0%	0.0%
Apprentices	3.4%	3.7%
of which women	25.0%	21.4%
of which men	75.0%	78.6%
of which non-binary	0.0%	0.0%
Executives	-	13.5%
of which women	-	8.7%
of which men	-	91.3%
of which non-binary	-	0.0%
Proportion of Persons with Disabilities	2.0%	2.2%

HAI Soest as at 31/12	2022	2023
Blue-Collar Workers	63.4%	70.7%
of which women	1.0%	0.6%
of which men	98.0%	99.4%
of which non-binary	0.0%	0.0%
Employees	22.9%	22.6%
of which women	24.7%	23.6%
of which men	75.3%	76.4%
of which non-binary	0.0%	0.0%
Apprentices	6.6%	6.6%
of which women	3.6%	9.7%
of which men	96.4%	90.3%
of which non-binary	0.0%	0.0%
Executives	-	6.4%
of which women	-	10.0%
of which men	-	90.0%
of which non-binary	-	0.0%
Proportion of Persons with Disabilities	6.0%	3.2%

HAI Sântana as at 31/12	2022	2023
Blue-Collar Workers	86.0%	85.5%
of which women	1.0%	2.3%
of which men	99.0%	97.7%
of which non-binary	0.0%	0.0%
Employees	14.0%	14.5%
of which women	59.0%	63.6%
of which men	41.0%	36.4%
of which non-binary	0.0%	0.0%
Apprentices	0.0%	0.0%
of which women	0.0%	0.0%
of which men	0.0%	0.0%
of which non-binary	0.0%	0.0%
Executives	-	11.8%
of which women	-	22.2%
of which men	-	77.8%
of which non-binary	-	0.0%
Proportion of Persons with Disabilities	0.0%	0.0%

HAI Cris as at 31/12	2022	2023
Blue-Collar Workers	74.6%	78.0%
of which women	31.3%	39.5%
of which men	68.7%	60.5%
of which non-binary	0.0%	0.0%
Employees	25.4%	21.8%
of which women	41.9%	40.3%
of which men	58.1%	59.7%
of which non-binary	0.0%	0.0%
Apprentices	0.0%	0.0%
of which women	0.0%	0.0%
of which men	0.0%	0.0%
of which non-binary	0.0%	0.0%
Executives	-	6.5%
of which women	-	17.4%
of which men	-	82.6%
of which non-binary	-	0.0%
Proportion of Persons with Disabilities	0.0%	0.0%

GRI 405-1



Diversity of Employees (as at 31/12/2023)				
	Ranshofen	Soest	Sântana	Cris
Women	17.8%	6.2%	11.2%	39.8%
< 30 years	39.0%	13.8%	17.6%	11.4%
30-50 years	49.3%	51.7%	58.8%	70.2%
> 50 years	11.8%	34.5%	23.5%	18.4%
Men	82.2%	93.8%	88.8%	60.2%
< 30 years	21.4%	25.7%	17.8%	14.6%
30-50 years	57.3%	43.0%	60.0%	61.5%
> 50 years	21.4%	31.2%	22.2%	23.9%
With Migration Background*	32.6%	9.2%	1.3%	1.1%
of which women	12.5%	2.3%	0.0%	0.0%
of which men	87.6%	97.7%	1.3%	100.0%
of which non-binary	0.0%	0.0%	0.0%	0.0%
With Disabilities	2.2%	3.2%	0.0%	0.0%
of which women	5.9%	6.7%	0.0%	0.0%
of which men	94.1%	93.3%	0.0%	0.0%
of which non-binary	0.0%	0.0%	0.0%	0.0%

\*Citizenship other than the country of the company site

GRI 405-1

Structure of the Supervisory Bodies (as at 31/12/2023)				
	Ranshofen	Soest	Sântana	Cris
Women	14.6%	5.0%	11.1%	20.0%
Men	85.5%	95.0%	88.9%	80.0%
Non-binary	0.0%	0.0%	0.0%	0.0%

GRI 405-1

Parental Leave (2023)				
	Ranshofen	Soest	Sântana	Cris
Entitlement to Parental Leave	100%	100%	100%	100%
Parental Leave Taken	16	3	3	3
of which women	13	3	3	3
of which men	3	0	0	0
of which non-binary	0	0	0	0

GRI 401-3

Average Hours of Training (2023)				
	Ranshofen	Soest	Sântana	Cris
Employees	26.1	3.9	56.4	23.7
Executives	10.4	11.3	8.2	-
Men	25.4	4.6	53.8	24.7
Women	31.1	0.5	85.6	22.1

GRI 404-1

Employment Contracts Split (as at 31/12/2023)				
	Ranshofen	Soest	Sântana	Cris
Permanent employees	749	363	152	354
of which women	132	21	17	141
of which men	617	342	135	213
of which non-binary	0	0	0	0
Temporary employees	11	105	0	0
of which women	2	8	0	0
of which men	9	97	0	0
of which non-binary	0	0	0	0
Full-time employees	710	465	147	352
of which women	95	29	12	139
of which men	615	436	135	213
of which non-binary	0	0	0	0
Part-time employees	50	3	5	2
of which women	40	0	4	2
of which men	10	3	1	0
of which non-binary	0	0	0	0
Marginally employed persons	3	1	0	1
of which women	2	0	0	1
of which men	1	1	0	0
of which non-binary	0	0	0	0
Leased workers	25.5	7	0	0

GRI 2-7, 2-8



HAI Ranshofen		2023
Occupational accidents		17
> 3 days		11
≤ 3days		6
Days lost due to accidents at work		439
> 3 days		433
≤ 3days		6
Hours lost due to accidents at work		3,380
> 3 days		3,334
≤ 3days		46
Total hours worked		992,813
TRI		1712
LTI		11.08
HAI Soest		2023
Occupational accidents		23
> 3 days		13
≤ 3days		10
Days lost due to accidents at work		243
> 3 days		223
≤ 3days		20
Hours lost due to accidents at work		1,732
> 3 days		1,553
≤ 3days		178
Total hours worked		610,448
TRI		37.68
LTI		21.30
HAI Sântana		2023
Occupational accidents		2
> 3 days		2
≤ 3days		0
Days lost due to accidents at work		25
> 3 days		25
≤ 3days		0
Hours lost due to accidents at work		200
> 3 days		200
≤ 3days		0
Total hours worked		280,183
TRI		714
LTI		714
HAI Cris		2023
Occupational accidents		1
> 3 days		1
≤ 3days		0
Days lost due to accidents at work		57
> 3 days		57
≤ 3days		0
Hours lost due to accidents at work		456
> 3 days		456
≤ 3days		0
Total hours worked		642,950
TRI		1.56
LTI		1.56

GRI 403-9

