



OTTO FUCHS

reflect



OTTO FUCHS worldwide



10
Sites
worldwide



Aerospace:
Development and
manufacture of products
for the aerospace industry



Automotive:
Development and
manufacture of products
for the automotive industry



Corporate objective:
Technology leader

5,082

Employees worldwide
(subgroup)



Family business
since 1910

¹ Headquarters of the Schüco Group as part of the OTTO FUCHS Group (full group)



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FOREWORD

» GRI 2-22 Dear Readers,

Taking decisive action is crucial in challenging times. Even though the number of obstacles – large and small – has multiplied in recent years, we remain fully committed to pursuing the sustainability goals we set ourselves.

For a global industrial company like ours that is active in the aerospace, automotive and construction industries, the sustainability requirements have never been higher. As a family-run company with a tradition that dates back 114 years, we have always put sustainability front and center of our operations. This puts us in an excellent position to tackle today's challenges.

Climate change mitigation remains the paramount sustainability topic – a challenge we face in our supply chain, our in-house production and our clients' changing product landscape. OTTO FUCHS is making a significant, full-scale contribution to meeting the long-term climate targets set by the European Union and our main sales markets and is helping to achieve the milestones at all levels.

Thanks to the innovation and development expertise we have built up in-house, we are able to advise, support and supply our customers across different industries in the development of new transport solutions. As a result, our products can already be found worldwide in state-of-the-art trains, modern aircrafts and electric vehicles, for example.

“We are ready for the forthcoming transformation and have already embarked on this journey.”

Being open to new technological ideas with a view to achieving climate neutrality is very important to us, which is why we are also involved in researching and testing different propulsion technologies such as fuel cells and hydrogen drive systems and also in next-level development of existing drive systems. We can help to deliver the right products for the climate-neutral future of mobility – whatever form this takes.

The goal of climate neutrality will be systematically implemented in our in-house production operations and our supply chain by 2045. In recent years, we have prioritized the development of our international (e)MissionZero climate strategy, which defines milestones for our progressive decarbonization in line with the 1.5 degree target set out in the Paris Agreement.

With our planned capital expenditures and procurement measures, some of which have already been implemented, we have succeeded in meeting all climate milestones to date and are confident that we will also be able to meet future reduction targets.

Because we are a company with a holistic sustainability strategy, we focus on other sustainability topics alongside our climate neutrality efforts. Our endeavors have been verified externally, for example with the Performance Standard certification we received from the Aluminium Stewardship Initiative in 2023 for our Meinerzhagen plant.



Andreas Engelhardt, CEO of OTTO FUCHS KG

In order to successfully shape our future, we also place great emphasis on our employees, the backbone of OTTO FUCHS. We have maintained or even expanded our standards internationally, from occupational health and safety to training programs and corporate benefits.

This resulted in us being recognized as a family-friendly company in 2022, with recertification granted for another three years. We also launched a range of new services for our employees such as greatly expanded catering facilities, new channels for communicating and exchanging ideas and our occupational health programs.

We are ready for the forthcoming transformation and have already embarked on this journey. I am pleased to present the advances we have made in recent years and our plans for the future in our new sustainability report. I hope you enjoy reading it.

Sincerely,

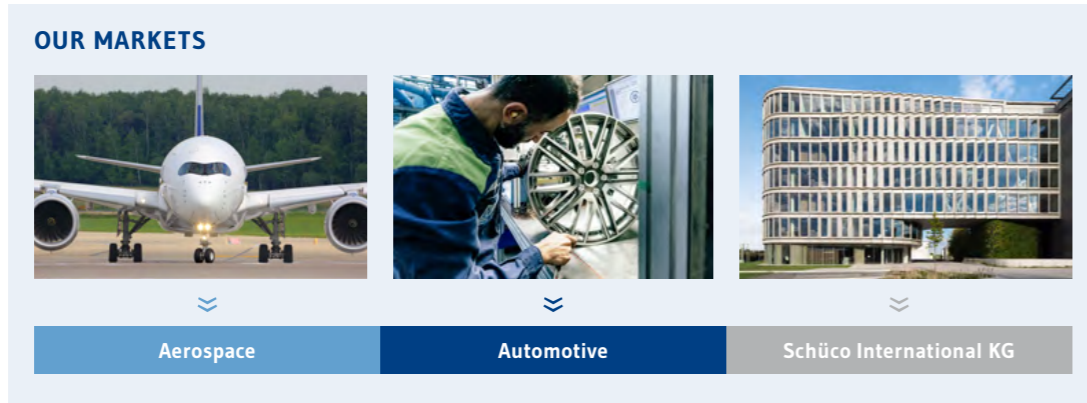
Andreas Engelhardt
CEO of OTTO FUCHS KG

Who we are



The family-owned company OTTO FUCHS manufactures sophisticated products made of aluminium, magnesium, copper, titanium and nickel using innovative production techniques. What began as a small brass foundry in Meinerzhagen (Germany) in 1910 has evolved over time into the large multinational enterprise it is today. The company mainly supplies customers from the aerospace, automotive and construction industries.

A strong team: when it comes to OTTO FUCHS products, safety, reliability and durability are key. Only with a great team can we achieve our goal of technological leadership.



» GRI 2-1, 2-2, 2-6

The company

OTTO FUCHS KG, more specifically the sub-group OTTO FUCHS, is part of the OTTO FUCHS Group. The second part of the Group is Schüco International KG. Together, more than 11,000 employees contribute to the success of the entire Group and generated a total turnover of more than EUR 3 billion. This report refers to the OTTO FUCHS subgroup, while Schüco International KG publishes a separate sustainability report.

The OTTO FUCHS KG

OTTO FUCHS KG, with its headquarters in Meinerzhagen, was founded in 1910 as a small brass foundry. Today, more than 3,100 employees work at this site, which acts as the company's centre of excellence. Almost all materials and forming technologies are united in one place. In Meinerzhagen high-quality finished parts and semi-finished products are produced, in particular metallurgically sophisticated forgings, extruded products and rolled rings made from aluminium, magnesium, copper, titanium and nickel alloys. These products are used in aerospace, the automotive and construction industries as well as in other areas of industrial technology and are primarily used where safety, weight, reliability and longevity are crucial. In addition to the well-known FUCHSFELGE, made famous by the Porsche 911, a broad product range has developed over the years which is characterised by continuous development and high quality. OTTO FUCHS KG is organised according to its main customer groups, hence the Aerospace and Automotive Divisions.

Our markets

Aerospace

In the Aerospace Division, OTTO FUCHS KG in Meinerzhagen and Weber Metals, Inc. in Paramount, USA, have already been established for decades as reputable suppliers to the aviation industry, with OTTO FUCHS's customer base comprising approximately 250 companies from 40 countries worldwide. At the two sites, the Group manufactures well over 5,000 different products in almost 100 different aluminium, magnesium, titanium and nickel alloys, for almost all current aircraft types and their engines. Today there is hardly any type of aircraft without components from OTTO FUCHS that fulfill different, in most cases vital functions for the airplane. Along with large-sized structural components, such as the gigantic fuselage frames for the Airbus A350, stabilizer fittings and window frames, aviation profiles in the fuselage and wings, the product portfolio comprises highly stressed landing gear parts, wheels or housing covers as well as highly sophisticated rotating rings and disks in the various stages of aircraft engines. The Aerospace Division has the world's most modern park of large presses with a press capacity of up to 540 meganewtons (60,000 short tons). In addition to aircraft parts for fuselage, landing gear, wings and engines, the Division manufactures products for related high technologies such as the railway and shipping industries, as well as medical and industrial technology.

Ultrasonic testing plays a very important role in the production of engine parts. It is crucial for air traffic safety and a success factor for the production capacity itself. We moved forward in both of these areas by acquiring VOGT NDT GmbH in 2023. The keys to the Hagen site were also handed over in 2023, creating five more jobs for ultrasound quality inspectors in the Aerospace Division.

AIRBUS SUPPLIER AWARD

OTTO FUCHS won the Airbus Supplier Innovation Award 2021 on 29 October 2021. The award underscores the excellent partnership between Airbus and OTTO FUCHS and shows how much partners appreciate innovation and progress. It also motivates us to ramp up our innovation and development efforts in pursuit of our goal of being a technology leader.

The OTTO FUCHS subgroup in figures ¹

(in EUR million)	2021	2022	2023
Revenue	993	1,259	1,366
Capital expenditure	62	86	63
Number of employees (including temporary workers)	4,557	4,931	5,082

¹ Revenue in 2023 incl. our locations in Burgwedel and Verdi, other key figures in this report do not yet include data on these two locations.

Automotive

The Automotive Division includes the companies with the German sites – OTTO FUCHS KG and OTTO FUCHS Surface Technology GmbH & Co. KG in Meinerzhagen and OTTO FUCHS Dülken GmbH & Co. KG in Viersen – as well as the forging operations Foxtec-Ikhwezi (Pty) Ltd. in East London, South Africa, and OTTO FUCHS Technology Shenyang Co., Ltd. in Shenyang, P.R. China, the OTTO FUCHS Hungary Kft. wheel plant in Tatabánya, Hungary, and the battery base production in Mór, Hungary. The main product groups of this Division are forged aluminium wheels as well as forged products for chassis, engine, steering, transmission and vehicle hydraulics.

The **EXTRUSIONS** business is also part of the Automotive Division. OTTO FUCHS is able to press a wide range of alloys with the aid of various extrusion processes – direct and indirect as well as the process for seamless piping. Important products in this Division include extruded profiles for construction elements such as windows, doors and facades, which are processed into versatile construction elements by the affiliate Schüco International KG, among others.

The aluminium composite profiles produced by this Division form the basis for innovative battery housings which, as extremely resilient carriers of battery units, can be flexibly adapted to a wide variety of vehicle types – and thus provide a future-proof platform for the heart of all e-mobility.

Schüco – system solutions for windows, doors and facades

The Schüco Group, headquartered in Bielefeld, Germany, develops and sells system solutions for the building envelope made of the materials aluminium, steel and PVC-U. Its product line-up ranges from window, door and facade systems to ventilation, security and sun shading systems, all the way to smart and integrated solutions for residential and commercial buildings. Schüco also provides consultancy and digital solutions for all phases of a building project – from the initial idea through to design, fabrication and installation, as well as aftersales with maintenance and servicing. Fabrication machinery and customer-focused service round out the portfolio. As one of the leading companies in the construction industry, Schüco is committed through its products and services to being a pioneer for comprehensive sustainability and actively contributing to climate neutrality and the circular economy within the construction sector. Established in 1951, Schüco is now active in more than 80 countries and with 6,750 employees generated revenue of EUR 2.11 billion in 2023.



Forging a sustainable future

Sustainability is a cross-sectional task: in interdisciplinary teams, we work together to develop strategies and concepts to master the challenges of tomorrow and make our contribution to a more sustainable future. With creativity, innovative spirit and pragmatism, we are breaking new ground together.

We address issues such as climate change, customers' changing requirements and political instability in our everyday work. As a global industrial company with various groups of stakeholders, we are aware of our responsibility in this complex system: now and in the future, we intend – and indeed have an obligation – to ensure that we continue to develop not only in environmental matters, but also in social and societal issues, reconciling profitability and sustainability.

Our approach to sustainability

As a family business with over 100 years of tradition, it is in our very own interest to work and live in sustainable systems. In doing so we are all asked to contribute, because only together we can enable a fulfilled life for current and future generations. As a manufacturing company, we have a particular obligation to challenge long-held beliefs and to create new solutions. We accept responsibility by viewing the challenges of the world as an opportunity and continuously evolving so that we can maximize our contribution to sustainable growth. Our goal here is to be a sustainability pioneer.

Strategy and goals

Our strategic goal as a company is to be a technology leader. This entails developing high-end products and solutions for our customers that are persuasive at all levels, along with a continuous stream of new innovations that have the potential to add special value for our customers in solving the transport requirements of tomorrow. Our customers ask a lot of us, and we cater to their requirements with technical expertise, outstanding material and process proficiency and a passion for our products. We want to be involved in shaping the future which, as a manufacturer of particularly sophisticated semi-finished and finished products, we are very well positioned to do: as a supplier to the aerospace, automotive and construction industries and other branches of industrial technology, we keep abreast of what drives these industries. In addition to the constant pressure to be profitable, requirements to fight climate change, legal requirements such as the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz – LkSG) and the protection of individuals are also high on the agenda. This goes not only for our suppliers and customers, but also for us.

In order to meet the challenges of today and tomorrow, we strive to protect the environment, ensure fair and healthy working conditions and forge ethical and trusting business relationships throughout the OTTO FUCHS Group. We are conscious of the fact that our products and solutions go a long way to helping many different industries become more sustainable. Whether it is resource conservation or product safety, our permanent motto “If we can’t do it, it’s impossible” guides us in all our activities. We engage in dialogue with our stakeholders, challenge the status quo and strive to continuously evolve. Continuous refinement of our processes coupled with extensive capital expenditures benefit our own research and development in particular, also leading to the upgrading and expansion of our business sites around the world.

Certified sustainability: since September 2023, we have been certified according to the Performance Standard of the Aluminium Stewardship Initiative at our main site in Meinerzhagen and thus have external confirmation of our commitment to sustainability. Certification of our site in China is also planned for this year.

[→ Click here for the full document](#)



» GRI 2-23, 2-25, 2-28

Stiftung KlimaWirtschaft

Stiftung KlimaWirtschaft, the German CEO Alliance for Climate and Economy, calls on companies to take up the long-term fight against climate change. This cross-sector, non-partisan alliance of leading German companies has the mission of driving progress on climate action.
→ klimawirtschaft.org

German Forging Association

The EMMA innovation network has launched a carbon-neutral forging project. Its aim is to make forging – a key process in metal-working – more sustainable and to bring down carbon emissions substantially.
→ **EMMA innovation network**

WVMplus 3.0 energy efficiency network

The WVMplus 3.0 energy efficiency network is an initiative that champions energy efficiency and climate action. This network brings companies together to jointly develop and implement strategies and measures for reducing energy consumption and improving energy efficiency in their manufacturing processes.
→ www.wvmetalle.de

As an energy-intensive company, we are aware of our high carbon emissions, which is why we have made our climate strategy (e)MissionZero a key pillar of our sustainability strategy. This outlines how we intend to help achieve the 1.5 degree Celsius target laid down in the Paris Agreement.

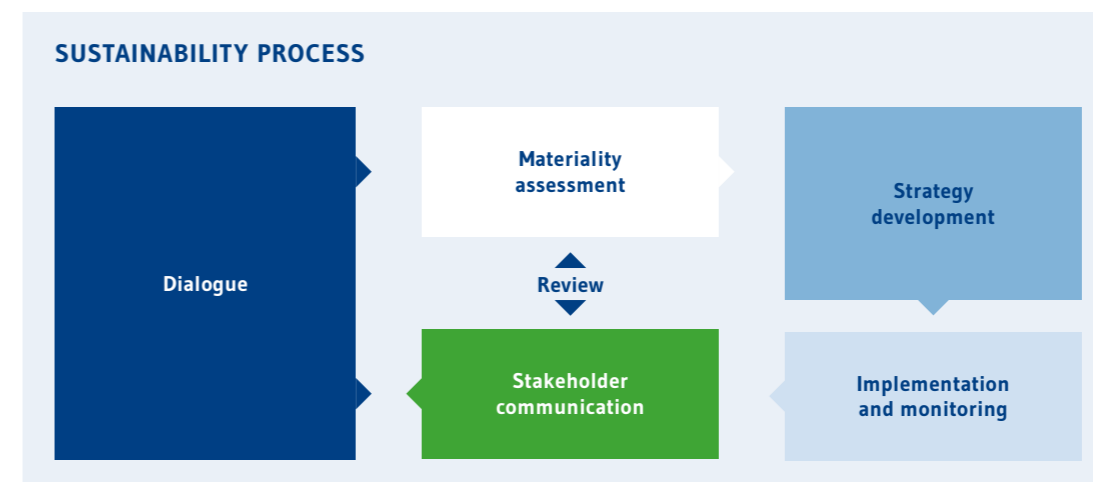
Internally, we attach great importance to treating our employees fairly and responsibly and to training and developing them further to meet constantly increasing requirements. Our employees are doing a stellar job every day. We aim to be an attractive employer both now and in the future by offering good working conditions and fostering an appreciative corporate culture, as a reflection of our Code of Conduct.

Externally, we maintain cooperative and inclusive partnerships with our customers, suppliers, independent research institutes and other partners. The aim here is to ensure that sustainability matters are taken into account in our upstream and downstream value chains. This includes protec-

tion of human rights, prevention of corruption and efficient use of resources. For example, we have been involved in the Aluminium Stewardship Initiative (ASI) for many years to make the aluminium industry more sustainable. Other associations and initiatives we have joined are:

- » Aluminium Deutschland e.V.
- » German Aerospace Industries Association (BDLI)
- » German Society for Materials Science (DGM)
- » Foundation for Family Businesses incl. Foundation for Family Businesses and Politics
- » German Association of the Automotive Industry (VDA)
- » Wirtschaftsvereinigung Metalle e.V. (WVM)

As a general rule, a lively exchange allows us to identify needs, respond agilely and flexibly to changes in the market and jointly drive sustainability forward.



» GRI 3-3, 2-12, 2-13, 2-14, 2-17

Our sustainability management

Responsibility for developing and implementing our sustainability strategy lies with OTTO FUCHS's sustainability management team. This is directly connected to the general partner (GP) and is led by the Head of Sustainability, Strategy, Marketing & PR.

The Head of Sustainability, Strategy, Marketing & PR reports directly to the GP and, as a member of the extended Executive Board, brings sustainability topics to the attention of the Executive Board so that decisions are taken. He also reports to the Advisory Council.

Overall responsibility for the sustainability reporting rests with the GP, who was directly involved in the strategy process and in approving the material topics for the reporting. This description retrospectively reflects the structure of the sustainability management in the reporting years 2021–2023.

At the time this report was being prepared, the OTTO FUCHS sustainability management was being established and further developed. We will report on these developments in more detail in the next sustainability report. One such example is the Plant Manager Meeting set up at the beginning of the year, a cross-site meeting of the OTTO FUCHS subgroup, which, among others, provides a framework for refining and consolidating the sustainability work.

The task of the sustainability management involves coordinating sustainability topics and representing them vis-à-vis internal and external stakeholder groups. A particular responsibility is working closely with the departments to take the sustainability strategy to the next level. As the topic of sustainability entails cooperation between many more people in the company, matters that require extensive specialist expertise are the responsibility of the relevant departments. The sustainability management assists with setting and implementing objectives and pursuing sustainability goals.

One case in point is the OTTO FUCHS DeCarbCircle, which is devoted to decarbonization in the company. Depending on where the topic falls within the sustainability strategy, the company is positioned accordingly (see graphic "Our sustainability strategy").

If we are to continue to enhance sustainability at OTTO FUCHS, the first step is to raise awareness of the topic. In addition to internal communication measures directed at all employees, it is essential that managers receive appropriate training and disseminate knowledge on the topic of sustainability to their teams, both general information and information specific to the teams' areas of activity. As part of an annual management briefing, all managers will receive training on the latest developments, activities and objectives of the sustainability management. The formats already mentioned, such as the OTTO FUCHS DeCarbCircle and the Plant Manager Meeting, will also be used to keep employees and managers abreast of recent developments and to strengthen the understanding of sustainability throughout the company.



Stronger together: our employees from various departments work hand in hand for a more sustainable future.

Lead within the devision



Resource consumption
Continue to improve resource consumption in line with smart targets

Lead within sustainability management



Sustainability communications
Active stakeholder dialogue: "listen and report"



Compliance/employee matters¹
Define, become and remain "best employer"



Carbon emissions
Define carbon exit and embed its implementation in the organization



Economic performance
Meet profitability, growth and capex targets



Supply chain
Ensure "sustainability" in the supply chain with a targeted approach

Our sustainability strategy

¹ General matters, training and education, occupational safety



» GRI 2-29

Stakeholder dialogue

We are fully aware that our business activities currently and in the future affect various stakeholder groups (internal and external groups of people) both directly and indirectly. The most important stakeholders are listed in the overview below. We can grow as a company – in a multitude of ways – by continuously reviewing stakeholders’ requirements:

1. Build up understanding of needs and expectations: Looking into stakeholders’ concerns gives us a clear idea of their needs, expectations and requirements. This in turn helps to develop measures and strategies that are more in line with stakeholders’ interests.

- 2. Identify risks in a timely manner:** By identifying concerns and potential problems in a timely manner, the management can proactively manage risks and take steps to mitigate these or avoid them entirely. This contributes to the stability and success of OTTO FUCHS.
- 3. Improve communication:** Regular review of concerns facilitates dialogue and communication between us as OTTO FUCHS and our stakeholders. This builds trust and enhances collaboration, which helps to strengthen the relationship and create a positive image of the organization in the long term.
- 4. Increase acceptance and support:** When stakeholders feel that their concerns are being taken seriously and considered, they are more willing to support projects and get actively involved. This can significantly increase the level of acceptance and the success of initiatives.
- 5. Boost effectiveness and efficiency:** By understanding and responding to stakeholder concerns, OTTO FUCHS ensures that resources are used effectively and efficiently. This in turn leads to better use of time, money and other resources.
- 6. Show awareness:** Consideration of stakeholders’ concerns promotes sustainable action and shows awareness. Organizations that take stakeholder concerns seriously are frequently more successful long term and find it easier to adapt to changing conditions.
- 7. Enhance decision-making:** Continuously incorporating stakeholder feedback broadens the information basis for decision-making. This results in more informed and well-thought-out decisions that better reflect the interests of the different stakeholder groups.

STAKEHOLDERS	Employees	Customers	Suppliers	Society & general public	Advisory Council and Management/ Executive Board	Investors
CONCERNS	<ul style="list-style-type: none"> » Current employees » Potential employees 		<ul style="list-style-type: none"> » Raw material suppliers » Energy suppliers 	<ul style="list-style-type: none"> » Representatives from science and politics » Trade unions » Associations » Foundations » Non-governmental organizations (NGOs) » Local communities (Meinerzhagen, Dülken, etc.) 		
EXCERPT FROM DIALOGUE FORMATS USED	<ul style="list-style-type: none"> » The company’s sustainability performance » Corporate strategy » Opportunities for development/ training » Benefits and remuneration 	<ul style="list-style-type: none"> » Products and competencies » Contacts for approaching potential customers » Contractual terms » Sustainability performance (e.g. EcoVadis and CDP ratings) incl. statements of principle » Customers’ sustainability requirements (e.g. low-carbon alloys, LkSG) 	<ul style="list-style-type: none"> » Supplier qualification, contractual terms, e.g. Supplier Code of Conduct; business relationship » Corporate strategy 	<ul style="list-style-type: none"> » Donations and sponsoring » Sustainability performance with targets and actions » Compliance with legal requirements with regard to environmental impact (general public, immediate surroundings of the site) 	<ul style="list-style-type: none"> » Corporate strategy and sustainability strategy as part of this » Financial performance and forecasts for the future » Market developments and trends with risks and opportunities for the business model (company growth, new markets) 	<ul style="list-style-type: none"> » Financial performance and forecast » Corporate strategy and business model incl. opportunities and risks » Sustainability performance and compliance requirements
	<ul style="list-style-type: none"> » Internal communication via: <ul style="list-style-type: none"> - “inFuchs” intranet - “Fuchsbau” employee magazine - Fuchsfunk podcast - Works meetings - CEO communication - ... » Other in-house formats such as: <ul style="list-style-type: none"> - Face-to-face conversations - Training courses - Performance and development reviews » Potential employees: <ul style="list-style-type: none"> - Social media - Homepage - Parents Day - Career Day - Training Day/ Week - Trainee fairs » Sustainability report 	<ul style="list-style-type: none"> » “inForm” customer magazine » B2B trade fairs (e.g. Aeromart Montréal, IAA Frankfurt, The Battery Show Europe) » Consumers: FUCHSFELGE gathering » Website » Sustainability report » Customer satisfaction surveys 	<ul style="list-style-type: none"> » Interaction at trade fairs/ conventions organized by trade associations; face-to-face meetings, negotiations » Communication of requirements in writing (including questionnaires, guidelines or similar) » Website; especially supplier portal on the website 	<ul style="list-style-type: none"> » Exchange of ideas with external experts & research institutes; specialist workshops, discipline-specific working groups and collaborations (e.g. Aachen University of Technology) » Active involvement in climate initiatives such as Stiftung Klimawirtschaft, the German CEO Alliance for Climate and Economy, and related projects » Event- and project-related discussions with political decision-makers and civil society organizations at local, regional, state and federal level » Sustainability report » Press conferences » Events involving the local population, e.g. public events hosted by OF (training days, drive-in cinema) 	<ul style="list-style-type: none"> » Advisory Council meetings; business reviews, meetings of the Executive Board and the management team 	<ul style="list-style-type: none"> » Investor questionnaires » Banking book » Face-to-face conversations

INVOLVEMENT IN THE MULTI-STAKEHOLDER INITIATIVE

OTTO FUCHS KG has been an active member of the Aluminium Stewardship Initiative since 2021. The Aluminium Stewardship Initiative brings together players from the different stages of the value chain and the stakeholders affected by the aluminium value chain. Standards for a more sustainable aluminium industry along the entire value chain are developed on a voluntary basis.



» GRI 3-1, 3-2

Materiality assessment

In order to manage sustainability effectively and purposefully, it is very useful to identify which sustainability topics are of particular importance for the company. Focusing on the material topics for OTTO FUCHS is imperative for defining which targets and measures need to be developed in a sustainability strategy in order to achieve actual progress. This guarantees that the right topics are advanced – ones where OTTO FUCHS has a real opportunity to bring about change.

To identify the topics with relevance for OTTO FUCHS, we carried out an initial materiality assessment in 2017 that covered all of our stakeholder groups. In line with the new regulatory requirements under the European Corporate Sustainability Reporting Directive (CSRD), we relaunched the assessment in 2023/2024. In the double materiality assessment, topics are considered in terms of both impact materiality and financial materiality.

There are several steps in this process. First, all sustainability-related topics that could be relevant for OTTO FUCHS are collected. The resulting longlist of potentially material topics is based on the topical European Sustainability Reporting Standards (ESRS) E1 to G1 and provides the framework for the management workshop. Early integration of experts from the specialist departments ensures

that all of the company's perspectives and competencies are taken into account. At the workshop, which is attended by the entire Management Board of OTTO FUCHS, these topics are then discussed and prioritized by importance using a matrix. This leads to the development of a preliminary selection of topics, which is then re-evaluated. These topics, which are broken down into positive and negative impacts, opportunities and risks, are then evaluated with the help of the departments. This process follows a specifically defined procedure that describes criteria such as the severity of impact, the likelihood of occurrence and the scale. Incorporation of all relevant departments ensures a common, coordinated understanding of the material topics for OTTO FUCHS.

DOUBLE MATERIALITY

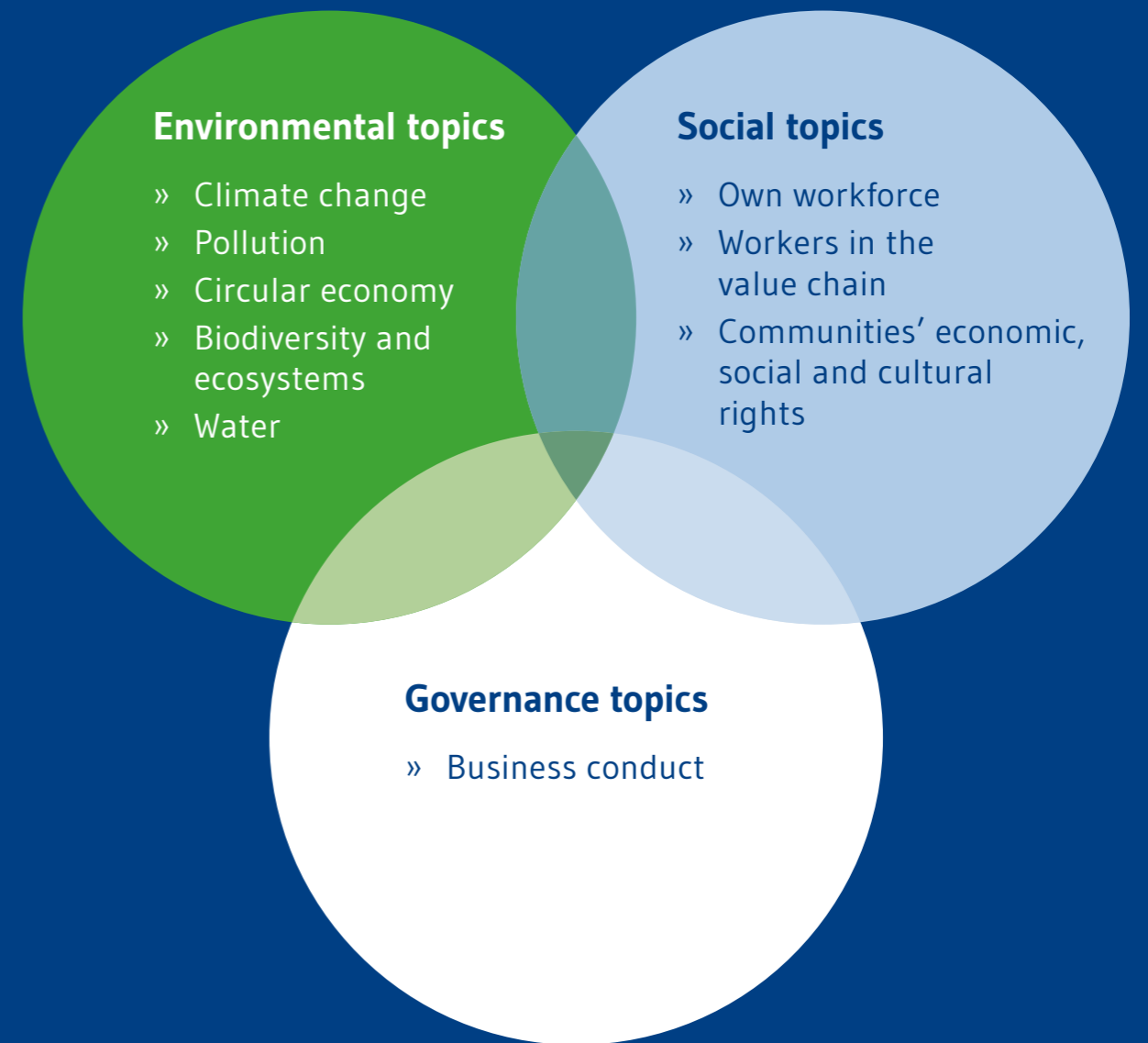
Impact materiality
(inside-out perspective)
Impact of the company's activities on ESG topics



Financial materiality
(outside-in perspective)
Opportunities and risks of ESG topics related to the development, performance and position of the company

Material topics from the assessment for OTTO FUCHS

As a consequence of the assessment performed, the existing action areas from our sustainability strategy have been superseded by nine material topics. However, the existing action areas have been integrated into the newly defined topics rather than being simply replaced. The material topics can be divided into the E, S and G categories as follows:



In the sections that follow, we report on these important topics in the environmental, social and governance categories. This includes positioning the topics in the overall OTTO FUCHS cosmos and highlighting developments in these topics now and in the future.

Protecting the environment: In this section, we set out the action we are taking, progress we are making and challenges we are facing in our effort to minimize our environmental impact and promote sustainable practices along our entire value chain.

Protecting

the environment



Continuous development: we are constantly optimizing our processes, materials and products, with a strong focus on improving our environmental performance.



Most reliable technology partner: our central goal is to offer customized products and solutions at the highest level and to occupy a leading market position. Together with our customers and research and development partners, we are constantly working on innovative solutions to meet the challenges of tomorrow. Our joint commitment is the key to long-term success and a more sustainable future.

» **GRI 3-3** As a global development and technology partner, OTTO FUCHS operates in a dynamic market environment. Advances in digitalization and automation, the switch to sustainable transport and the growing importance of protecting our climate and resources present both opportunities and challenges for the company.

Our key objective is to offer tailor-made products and solutions of the highest quality and occupy a leading position in the market. To achieve this, we work tirelessly to optimize our processes, materials and products, with a particular focus on ensuring that our core business is profitable and equipping our company to be fit for the future. We support these efforts by continuously investing in research and development as well as in targeted innovation projects. In doing so, we focus on the products themselves, the materials used, the manufacturing technologies, and the operation and enhancement of our plants.

In this chapter entitled “Environment,” we highlight the material topics of climate change, protection against pollution, biodiversity, water and the circular economy, all of which are critically important for us and represent an integral part of our commitment to the environment.

Dealing with these important issues is not only a moral obligation but also in the interests of our stakeholders. Sustainable products and processes make us more competitive, help us to meet increasingly stringent regulatory requirements and boost customer loyalty and satisfaction. By combining quality and profitability with energy and resource efficiency, we make a major contribution to sustainability across the entire useful life of our products. All of our sites are certified to the international ISO 14001 standard, with most also certified to ISO 50001 standard, and are regularly reviewed via internal and external audits. To integrate environmental protection into our processes and harness synergies to an even greater extent, we are working to further systematize and coordinate occupational safety, environmental protection, energy, and sustainability management across all of our sites.

We work tirelessly with our customers and research and development partners to find innovative solutions that will enable us to successfully meet the challenges of climate change, protecting biodiversity, using water sustainably, promoting the circular economy and reducing pollution. Our shared commitment to a sustainable future is the key to achieving long-term success and positively impacting our environment.

Climate action and environmental protection

Protecting our climate and environment is crucial for OTTO FUCHS and an essential component of our sustainability strategy. In this section, we present our approaches and actions in the area of climate action and environmental protection.

We explain how we are steadily reducing our carbon footprint and aiming to become climate-neutral in Scopes 1 and 2 by 2045. Our efforts in this area are guided by international standards and rely on innovative technologies as well as active participation from our employees. Our Climate Charter sets out our ambitious targets and specific roadmap for achieving these targets at OTTO FUCHS’s German sites.

In addition to climate action, we are also committed to ensuring a comprehensive reduction of environmental impacts, with a focus on reducing air and noise pollution as well as handling consumables responsibly. These measures are designed to protect residents in the vicinity of our sites while ensuring that our processes meet the highest environmental standards.

Maintaining biodiversity and protecting natural habitats is another of our focus areas. We recognize that we have a responsibility to minimize the ecological impact of our activities and promote biodiversity.

» **GRI 3-3, 305-1, 305-2, 305-3, 305-4, 305-5**

Climate action and our carbon footprint: our path to climate neutrality by 2045

Climate change is one of the most urgent global challenges of our time. Rising temperatures, increasingly extreme weather events and dwindling natural resources highlight the urgent need to take purposeful steps to mitigating climate change. International climate agreements such as the Paris Agreement set ambitious targets for limiting global warming and protecting our planet. Companies around the globe are encouraged to play their part and develop sustainable solutions.

With this in mind, OTTO FUCHS believes it has a responsibility to not only meet our stakeholders’ expectations but also make an active contribution to global climate action. Reducing our carbon footprint is a key part of our sustainability activities, and we are doing this based on the Paris Agreement’s target to limit global warming to 1.5 degrees Celsius. We are striving to continually optimize our production processes and achieve our climate targets with the help of innovative approaches, technological advances and the commitment of our employees.

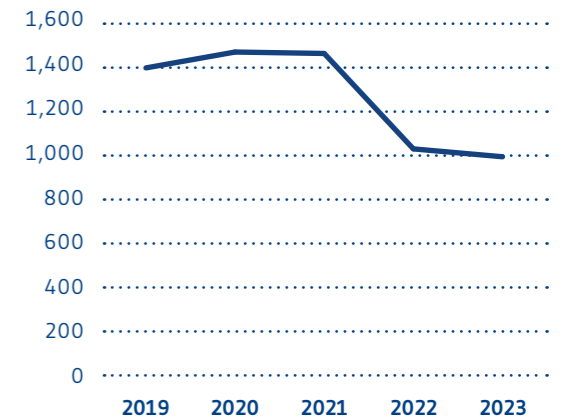
In our (e)MissionZero climate strategy, we have set ourselves the goal of making the Scope 1 and 2 emissions at our German sites climate-neutral by 2045. Achieving this goal will require us to make significant investments and technological developments as well as cooperating closely with our partners, customers and stakeholders in our entire value chain. Over the next few sections of this chapter, we provide an overview of the progress we have made so far in reducing greenhouse gas emissions within the OTTO FUCHS subgroup as well as our current initiatives and future plans to tackle climate change. We firmly believe that concerted action and continuous innovation hold the key to creating a more sustainable and worthwhile future.

CALCULATING OUR CARBON FOOTPRINT

The first step in any climate strategy is to calculate the company’s current CO₂ emissions, otherwise known as its Corporate Carbon Footprint (CCF). Our calculations are based on the internationally recognized Greenhouse Gas Protocol, which divides emissions into three scopes. Consumption data for each subcategory within these scopes has been collated and multiplied by specific emissions factors.

Continuously monitoring and reducing greenhouse gas emissions is critically important to us at OTTO FUCHS. The development of our Corporate Carbon Footprint over the last three years has highlighted the successes and challenges we face along the way.

Development CO₂ intensity
(in t CO₂e/EUR million revenue)



Scope 1 emissions

Direct greenhouse gas emissions (Scope 1) fluctuated between 2021 and 2023. While emissions in 2021 amounted to 82,970 tonnes of CO₂ equivalents, this figure rose considerably to 87,808 tonnes in 2022, primarily due to a rise in production following the restrictions imposed by the COVID-19 pandemic. However, these emissions then fell to 80,897 tonnes in 2023 despite the increased production output. In addition to the implementation of efficiency measures and optimized plant operations achieved by our energy management team, this reduction was driven by capacity utilization at our facilities including that of the combined heat and power plant at our Meinerzhagen site.

Greenhouse gas emissions

(in t CO ₂ e)	2021	2022	2023
Scope 1	82,970	87,808	80,897
Scope 2	78,806	85,037	64,826
Scope 3	1,284,377	1,116,037	1,203,957
Total emissions	1,446,152	1,288,881	1,349,680
Intensity (in t CO ₂ e/EUR million revenue)	1,456	1,024	988

Scope 2 emissions

There was also a positive trend in our indirect emissions (Scope 2), with this figure rising slightly to 78,806 tonnes and 85,037 tonnes in 2021 and 2022 respectively before dropping to 64,826 tonnes in 2023. In principle, the development of Scope 2 emissions is largely determined by the emissions factor for electricity. The emissions factor at our German sites rose in 2022 and are based on a provisional assessment in 2023 due to an increase in coal-fired power generation caused by developments associated with Russia’s war of aggression against Ukraine. However, using power from renewable sources enabled us to achieve a significant reduction in carbon emissions in 2023 nonetheless. We increased the share of renewable energy to around 30% at our German sites, while our Chinese plant is 100% supplied by power from renewable sources. Additional positive effects can also be seen, for example, in the expansion of self-generated electricity, with our plant in South Africa putting its newly installed roof-mounted solar panels into operation at the start of 2023, enabling it to cover approximately 12% of its own electricity requirements.

Scope 3 emissions

Indirect emissions along the value chain (Scope 3) account for the largest share of overall emissions and largely result from our raw materials. Scope 3 emissions came to 1,284,377 tonnes in 2021 before falling to 1,116,037 tonnes in 2022. However, Scope 3 emissions rose again slightly to 1,203,957 tonnes in 2023. The trend in Scope 3 emissions is impacted by the increase in production output following the COVID-19 pandemic as well as a changed production mix and improved data quality resulting from our supplier dialogue.

TOTAL EMISSIONS

As described above, the amount of total emissions depends on a multitude of individual factors and developments and no clear trend towards emission reduction can be observed over the years 2021–2023. However, it should be noted that our subgroup-wide climate strategy is still being developed and that any measures identified will only be reflected in the effects of our climate strategy at a later time. The increase in production after the pandemic is also a key factor here. Looking at our CO₂ intensity reveals a positive trend. Despite fluctuations in our carbon emissions overall, carbon emissions per EUR million of revenue generated decreased steadily. This trend is mainly due to an increase in revenue.

(e)MissionZero: OUR PATH TO CLIMATE NEUTRALITY BY 2045

Climate change mitigation is a key part of our sustainability strategy at OTTO FUCHS. Our (e)MissionZero climate strategy defines the climate goals for our German sites and outlines how we plan to achieve them. While just a few years ago we were reducing emissions almost entirely on our own initiative, we are now under increasing pressure from various market participants to commit to specific targets and disclose the progress we are making.

We are also committed to playing our part in achieving the Paris Agreement’s ambitious target to limit global warming to 1.5 degrees Celsius. We want to achieve climate neutrality in Scope 1 and 2 by 2045 in line with the federal government’s climate action targets. As part of these efforts, we want to lower our greenhouse gas emissions in these scopes by 35% compared to the base year by 2027. We have also set ourselves the goal of reducing emissions from our upstream and downstream supply chain (Scope 3) by 46.2% by 2030.

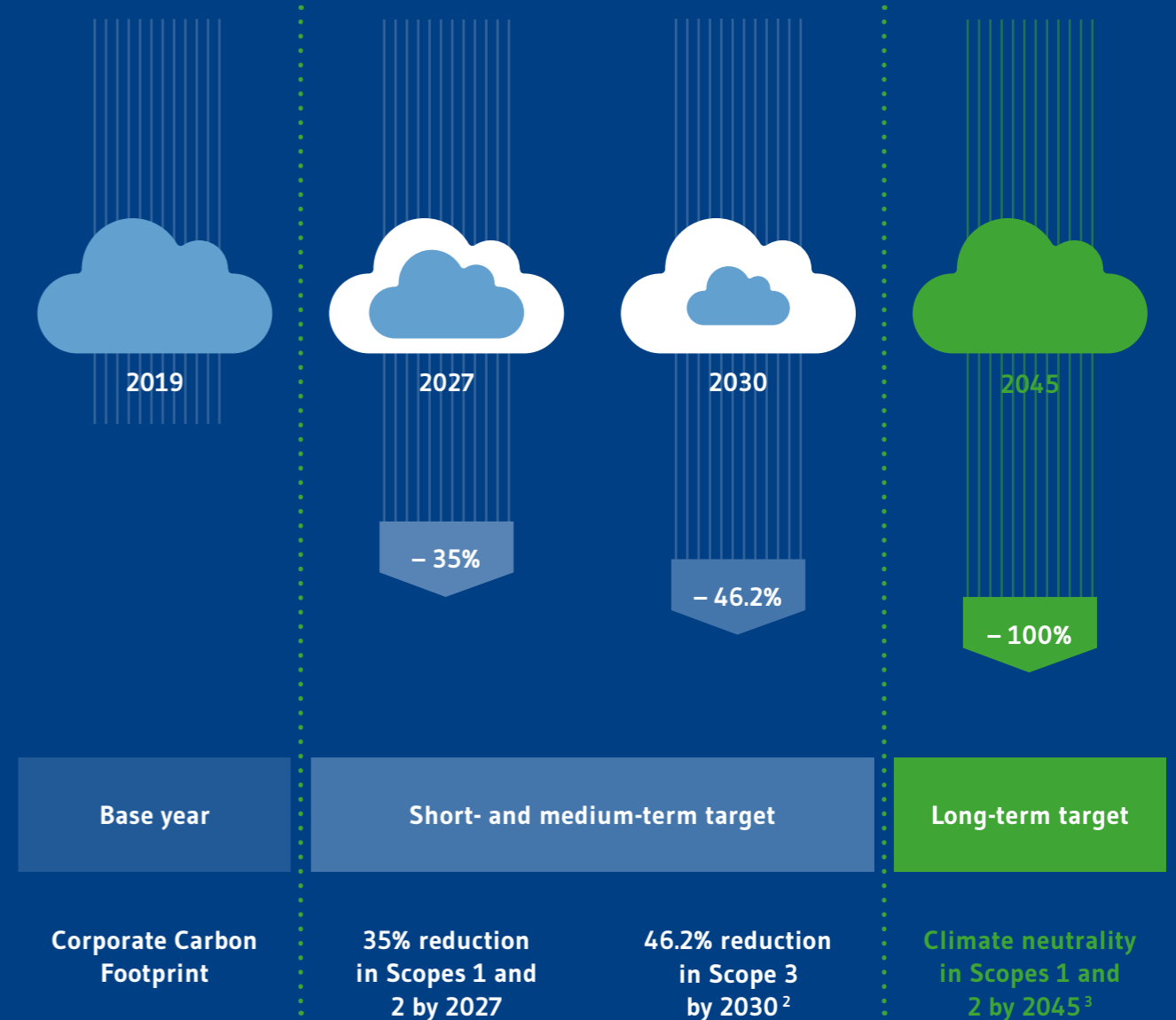
REDUCTION TARGETS AND SCIENCE BASED TARGETS

The reduction potential identified as part of a potential analysis while taking political and technological developments into account initially enables us to define a substantiated reduction path for our German sites and use this to formulate our climate targets. We have decided to adopt the ambitious targets set out by the Science Based Targets initiative (SBTi), which aim to reduce emissions far enough to limit global warming to 1.5 degrees Celsius.

To achieve our climate goals, we have identified the following five action areas, each of which consists of specific initiatives:

- » **Metal procurement:** We focus on purchasing raw materials with a lower carbon footprint that are manufactured in an environmentally-friendly way. We also include this in our discussions with suppliers to improve the data quality of the carbon footprints we receive from them.
- » **Production:** The key elements in this action area are increasing energy efficiency and switching to climate-neutral energy sources such as heat recovery and the use of electricity from renewable energy sources.

OTTO FUCHS (e)MissionZero¹



¹ Climate targets initially apply to the German sites. Climate strategy is currently being rolled out internationally.

² Absolute contraction approach: 67% of emissions covered

³ with 95% emissions covered



Shaping the transformation: through the inventiveness and teamwork of every employee, we ensure the future viability of our company.

- » **Logistics:** We focus on internal and external transport and switching these to more climate-friendly options.
- » **Transport:** In this area we focus on our employees' journeys to work and our business travel. Initiatives include expanding free charging options for electric cars and encouraging carpooling.
- » **Business transformation:** This action area deals with reducing emissions at a higher level and includes embedding climate action within our corporate culture, among other initiatives.

“FUCHSFAHRT” COMMUTER APP

The successful launch of the FUCHSFAHRT commuter app in December 2023 caused a sensation within OTTO FUCHS, with many employees registering for and actively using the app within the first month. Since then, our staff have already saved 682 kg CO₂ and organized 4,225 km of shared journeys. In addition to making it easier to commute, the app also helps staff to make new contacts and participate in the issue of climate action and environmental protection.



OTTO FUCHS ASKS EMPLOYEES TO GET INVOLVED IN ITS SPECIAL CO₂-CAMPAIGN

The key to success in OTTO FUCHS' CO₂-campaign lies in the hands of its employees, as they got the opportunity to share their own ideas on how to make CO₂ savings. As well as getting the chance to win a prize, staff also automatically helped to make the company's premises greener, as a tree was planted for every suggestion submitted. Employees had until 30 May 2023 to share their suggestions for CO₂ savings – and work together for the future of OTTO FUCHS.



Putting these initiatives into practice will require a concerted effort from all OTTO FUCHS employees as well as the implementation and continuous development of a jointly developed package of measures.



“ZUKUNFTSFRAGEN” SERIES OF TALKS STARTS WITH “TECHNOLOGY FOR THE ENERGY TRANSITION” FOCUSING ON DECARBONIZATION TECHNOLOGIES

The “Zukunftsfragen” series of talks encourages employees across different departments to exchange ideas and views on key topics such as the energy transition. On 29 June 2022, around 40 employees got the series off to a successful start with a discussion on “Technology for the energy transition.” The regular event provides new momentum across the company, creates synergies and promotes climate action at OTTO FUCHS.



Developing a climate strategy and rolling out our climate strategy (e)MissionZero internationally

We developed a climate strategy for our German sites as part of our efforts to create a plan for transforming into a climate-neutral business. In addition to providing a transparent assessment of our carbon footprint, we also began a comprehensive dialogue with our suppliers and systematically investigated opportunities for reducing CO₂ at our main site in Meinerzhagen as part of a technical potential analysis. We incorporated these findings into our reduction path calculations and have refined and managed them as part of our DeCarbCircle. Our DeCarbCircle consists of the individuals responsible for the main action areas we have identified while developing our climate strategy, and is being expanded to include adjacent areas that will help us to further develop and achieve the objectives of an integrated and comprehensive climate strategy. For example, this includes our product and technology development, innovation management and materials technology teams. The DeCarbCircle pulls together potential carbon savings from each of the different areas and consolidates these into our overarching climate strategy. We focused on our German sites in the first instance. We are currently rolling out the climate strategy internationally and, as a next step, will carry out additional technical potential analysis as well as developing and deepening our collaboration as a DeCarbCircle.

Reducing environmental impact

» GRI 3-3, 305-6, 305-7

At OTTO FUCHS, we face a variety of environmental impacts, the most relevant of which are air and noise pollution as well as soil and water protection.

Our aim is to take targeted steps to minimize environmental impacts across all relevant areas and make a positive contribution to environmental protection in the process.

OTTO FUCHS is well positioned to take on these challenges or minimize them if they arise. Our initiatives in this area include strict internal directives and comprehensive management systems based on the highest environmental, safety and quality standards. They include:

- » **Air pollution control:** We use state-of-the-art filter technology and production processes with the lowest-possible emissions to reduce air pollution and meet or remain well below all legal limits.
- » **Noise pollution control:** We measure noise levels regularly to minimize noise pollution. We ensure that we meet all legal limits by adopting a holistic sound and noise management approach that is regularly reviewed based on measurements taken by external experts.
- » **Soil and groundwater pollution control:** We have implemented appropriate technical and organizational measures to prevent contamination of soil and groundwater.
- » **Safe handling of consumables:** We ensure that consumables are properly stored and used, and provide our employees with regular training on how to handle these materials safely. We also carry out regular substitution checks to reduce the use of hazardous materials.

By taking these various steps, OTTO FUCHS actively helps to protect the environment and ensures that potential pollution is prevented in advance or effectively minimized.

One example of this is our plan for preventing oil and chemical accidents, which is a key part of our environmental and occupational health and safety strategy. Comprehensive prevention and emergency management is used to prevent accidents and minimize their impacts.

Wide-ranging awareness and educational activities took place at our Meinerzhagen site, for example, to make our employees more aware of the risks of oil and chemical accidents. These activities included:

- » **On-site discussions:** Communicating directly with our employees across various divisions and sites.
- » **Training sessions:** Conducting regular training sessions and refresher courses as well as e-learning modules on handling hazardous substances correctly and responding to emergency situations.
- » **Information materials:** Distributing flyers and posters containing important safety information.
- » **Information stands and face-to-face conversations:** Providing comprehensive information during Occupational Health and Safety Week.

These initiatives enabled us to create even more awareness of how to handle hazardous substances.



READY FOR THE WORST-CASE SCENARIO – A JOINT EXERCISE WITH THE FIRE DEPARTMENT AT THE MEINERZHAGEN SITE

On 30 July 2023, our occupational health & safety and environmental management teams and the Meinerzhagen Fire Department conducted a joint exercise on company premises. The scenario involved simulating the release of a hazardous substance and rescuing an incapacitated individual.

As the exercise began, our site security team took decisive action to secure the site of the accident, alert the internal emergency response team and brief rescue teams from the fire department and German Red Cross (DRK) on site in accordance with OTTO FUCHS emergency management guidelines. The internal emergency response team consisted of representatives from the occupational health & safety and environmental management teams as well as the affected department.

The aim of the exercise was for the fire department and DRK to deal with the hazardous situation in a tactically and technically correct way, with support from the OTTO FUCHS emergency response team. The emergency response team's cooperation focused on answering all questions from the fire department regarding the properties of the hazardous substances as well as how to retain, neutralize and dispose of them. Situation reports were also passed on to the authorities and the impact of the incident on manufacturing and centralized operating processes was also discussed.

Questionnaires were used to audit participants throughout the exercise. These audits enabled us to provide reliable statements on how the situation was jointly managed during the joint debriefing session. Optimizations were evident as the exercises progressed.



Targeted promotion of biodiversity: the development of our biodiversity strategy is already bearing fruit. As part of the creation of a meadow orchard, 20 fruit trees were recently planted at the Meinerzhagen site. We specifically selected old, regional varieties and created a multitude of apple, pear, plum, cherry and mirabelle trees.



» GRI 304-1, 304-2, 304-3, 304-4

Biodiversity and ecosystems

Biodiversity – the variety of life forms on earth – is vitally important to the ecological balance and the very existence of all species, including human beings. As a metal processing company, OTTO FUCHS recognizes that we have a responsibility to protect natural habitats and promote biodiversity.

OTTO FUCHS has been increasing its focus on biodiversity since 2023. Our production sites are often situated close to natural ecosystems, and we are aware of the potential impacts our processes can have. Our regular planned assessments of biodiversity factors include both the direct and indirect impacts of our business activities on local flora and fauna.

We are currently establishing the foundations for creating a central biodiversity strategy at our main plant in Meinerzhagen. The aim is to identify, assess and manage material impacts, risks and opportunities relating to biodiversity and ecosystems. We will take steps and develop targeted strategies and initiatives to protect and promote biodiversity in the future, and have already developed several coherent plans for biodiversity protection measures. One project – the creation of an meadow orchard in Meinerzhagen – was completed in early 2024.

As well as establishing biodiversity management within our company, we are also constantly reviewing and adjusting our environmental management system, with biodiversity set to play an even greater role in the future. Among the projects already implemented at the Meinerzhagen site are renaturation and reforestation measures introduced in conjunction with the state forestry office, "Wald und Holz NRW."

Sustainable products

We want to use innovative solutions and technological advances to minimize the environmental impact of our products while at the same time guaranteeing the highest quality standards. Our aim is to develop sustainable products that meet the growing environmental and social demands of our customers and wider society.

In this chapter, we outline the strategies and measures we are introducing to develop sustainable products that are designed to reduce our carbon emissions and increase our overall resource efficiency. Our efforts here focus on initiatives to help our customers reduce their greenhouse gas emissions and promote a circular economy that offers both environmental and economic benefits. In doing so, we rely on innovative technologies and close partnerships with our customers and scientific institutions to help us achieve our sustainability goals and make a positive contribution to protecting the environment.

Sustainability in product and technology development is impossible without innovation

Innovation management, pre-development and series development are integrated into our company within a comprehensive and systematic process that is centrally managed by our research and development team in Meinerzhagen. Close networking and systematic cooperation with the production divisions allows us to pursue a development roadmap geared towards our strategic goals. While our innovation management team focuses heavily on new technologies and groundbreaking trends, we introduced a pre-development and continuous improvement process specifically tailored to OTTO FUCHS to refine and optimize our existing processes several years ago. OTTO FUCHS also provides support for all of our employees to work tirelessly and independently on improving product and process quality in their own departments and teams.

BOOSTING MATERIAL EFFICIENCY BY USING NEAR-NET-SHAPE TECHNOLOGY

As part of a strategic development project, near-net-shape forging was developed for titanium structural components to reduce carbon emissions and costs by boosting material efficiency. This new technology enables a more complex geometry to be used at the outset of the production process that is much closer to the shape of the final forged part than before, significantly reducing the need for energy-intensive titanium production. Downstream processing steps, such as machining, can also be significantly minimized. As a result, CO₂e emissions for the components developed in the project dropped by up to 28%. Near-net-shape forging thus is a very efficient and resource-saving manufacturing method for titanium structural components in the aviation section. This technique was introduced in production for our customer Airbus in 2022 and recognized with an innovation award, which made us very proud.

LOW-CARBON ALLOYS

OTTO FUCHS is currently introducing low-carbon alloys featuring low-carbon primary aluminium to help it manufacture more environmentally-friendly products. Low-carbon aluminium is manufactured with significantly reduced carbon emissions by using renewable energy sources such as hydroelectric power or solar energy as well as optimized production processes. As a result, products made using these lower-carbon alloys are better for the environment, help in the fight against climate change and meet both increasingly stringent sustainability requirements as well as rising demand from customers for environmentally-friendly materials.

Research and development for better climate change mitigation and sustainability

At OTTO FUCHS, we are focusing our efforts on development projects specially designed to help reduce carbon emissions.

To achieve this, we are constantly on the hunt for new resource-efficient technologies that not only minimize the use of resources but also improve the efficiency of our processes. One key aspect of our efforts in this area is to continue developing our existing processes and materials. Our aim is to lower carbon emissions by developing load-optimized components in collaboration with our customers. These components require less material and therefore help to reduce emissions in the consumption cycle, particularly for products in the transport sector.

Digitalization is another important part of our strategy. Our efforts in this area focus primarily on optimizing our complex production processing via a holistic end-to-end approach. Implementing new digital technologies such as artificial intelligence, digital twinning and data science is also helping us to make our processes more efficient and reduce our carbon footprint.

In addition, we are increasingly focusing on funded projects in conjunction with scientific partners and customers. These partnerships enable us to develop and implement innovative new ideas as part of our strategy.

We made significant progress in 2023 and used 15% of our R&D budget on projects designed to reduce our carbon emissions. We also successfully launched and pushed ahead with various projects with a secondary focus on reducing CO₂.

We have set ourselves ambitious targets for the years ahead. We are planning to double our CO₂-focused activities by 2027, which means we are aiming to spend 30% of our R&D budget on carbon reduction projects.



→ Click here for the full document

Certified sustainability from raw material to end product: since September 2023, we have been certified for the production of our Schüco products at our main site in Meinerzhagen in accordance with the Chain of Custody Standard of the Aluminium Stewardship Initiative.

Resource-efficient processes

In this chapter, we present the initiatives and strategies we are deploying to minimize the resources used in our production processes at OTTO FUCHS. Our aim here is to make our activities more efficient and, in doing so, reduce our environmental impact.

First, let us take a look at our energy consumption and the steps we are taking to reduce it. Using renewable energy and innovative technology such as operating a combined heat and power (CHP) unit and replacing old furnaces helps us to optimize our energy consumption and reduce our emissions.

Water management is another focus area when it comes to resource-efficient processes. In this section, we explain how water is used, treated and reprocessed in our production processes at OTTO FUCHS. Our key initiatives in this area primarily include reducing our fresh water consumption, using rainwater at our South Africa site and treating process water.

Our comprehensive waste management system ensures that we dispose of and recycle waste in an environmentally-friendly way. In particular, we remelt most of our scrap metal and put it straight back into our production cycle which significantly improves our environmental footprint.

The circular economy is another important component of our resource-efficient processes. By adopting circular approaches and recycling strat-

egies, we are helping to protect the environment while simultaneously creating economic added value. Optimizing our value chain, including return materials and developing new recycling technologies, are key elements in this area.

Energy

As a company in the metal processing industry, OTTO FUCHS has significant energy requirements due to the wide range of products we manufacture. Our value chain includes complex process steps such as foundries, forging and extrusion processes and heat treatment plants, all of which are extremely energy-intensive.

» GRI 302-1, 302-3, 302-4

Energy consumption within the organization at all locations

» GRI 302-1

Energy source (in kWh)	2021	2022	2023
Natural gas	406,045,577	431,804,442	427,088,064
Heating oil	2,234,874	2,009,582	2,314,220
Gas oil	1,676,664	2,052,171	2,399,132
Diesel	4,146,149	4,575,492	4,745,075
Liquefied petroleum gas (LPG)	3,022,652	3,586,543	3,966,427
Electricity	275,795,841	280,844,018	302,225,406
Total energy consumption	692,921,757	724,872,248	736,217,775
Energy intensity (kwh/million EUR revenue)	697,806	575,752	539,262

Share of sources in total consumption

Total energy consumption in 2023	in kWh	in %
of which natural gas	427,088,064	58.0
of which heating oil	2,314,220	0.3
of which gas oil	2,399,132	0.3
of which diesel	4,745,075	0.6
of which LPG	3,966,427	0.5
of which electricity	295,704,856	40.0

The total energy consumption of OTTO FUCHS KG rose from 692,921,758 kWh in 2021 to 736,217,775 kWh in 2023, an increase of around 6.3% over this period. The breakdown by energy sources has changed as follows:

» **Natural gas:** Natural gas remains our main source of energy. Consumption rose from 406,045,577 kWh in 2021 to 431,804,442 kWh in 2022 before falling slightly to 427,088,064 kWh in 2023. We have made the decision to increase our use of natural gas, a lower-emission energy source, across almost all of our plants. The waste heat created by burning natural gas is recorded on a plant-by-plant basis and used for internal processes wherever possible. We also regularly review our gas-fired plants to see if we can use more efficient burner technology or renewable energy sources.

» **Heating oil:** This figure declined slightly from 2,234,874 kWh in 2021 to 2,009,582 kWh in 2022 before rising to 2,314,220 kWh in 2023.

» **Gas oil:** Consumption increased steadily from 1,676,664 kWh in 2021 to 2,399,132 kWh in 2023.

» **Diesel:** Diesel consumption rose from 4,146,149 kWh in 2021 to 4,745,075 kWh in 2023.

» **Liquefied petroleum gas (LPG):** This figure increased from 3,022,653 kWh in 2021 to 3,966,427 kWh in 2023.

» **Electricity:** Electricity consumption rose steadily from 275,795,841 kWh in 2021 to 302,225,406 kWh in 2023.

The increase in almost all energy sources is due to the rise in production following the COVID-19 pandemic.

Energy intensity

» GRI 302-3

Energy intensity, measured in kilowatt hours per EUR million of revenue, has fallen from 697,806 kWh in 2021 to 539,262 kWh in 2023. This is equivalent to a decline of around 22.7%, which is largely due to the higher revenue generated in the years under review.

We have set ourselves ambitious targets for the years ahead. We are striving to further reduce our energy consumption and continue expanding our renewable energy use.

ENERGY-SAVING INITIATIVES AT SHENYANG SITE REPRESENT EFFECTIVE CLIMATE ACTION

OTTO FUCHS Technology Shenyang (OFTS) produces around 11 million parts each year. This figure will increase markedly over the next few years thanks to our investment in an additional fully-automated forging line in 2022. Manufacturing high-strength aluminium components for the automotive industry is energy-intensive, which is why we already use renewable sources to cover a large part of our energy requirement in this area, significantly reducing the emission of harmful greenhouse gases. The energy management team at the Shenyang site coordinates the identification of potential savings and supports the implementation of projects designed to reduce energy consumption and emissions.

THREE PILLARS OF ENERGY MANAGEMENT

Energy management at OTTO FUCHS Technology Shenyang is based on three tried-and-tested pillars: raising awareness, identifying potential savings at an early stage, and optimizing energy use.

1. Raising awareness

The most important pillar of energy management is raising awareness of energy efficiency. OFTS's employees and management alike are focused on steadily enhancing energy efficiency. Energy-related key performance indicators are an integral component of management targets. Employees are rewarded for submitting suggestions for improvement that help to save energy by having their bonuses doubled.

The Sustainability Manager role created in 2023 coordinates efforts to enhance efficiency and avoid carbon emissions in collaboration with the Energy Manager and an energy engineer. These initiatives raise awareness of how to use resources carefully and promote innovative approaches.

2. Identifying potential savings at an early stage

The second pillar of energy management focuses on identifying potential savings. The company's energy use has remained largely stable over the years despite the steady expansion of its production space, thanks to the use of innovative sustainability projects. For example, OFTS operates a highly-efficient energy storage based on renewable energy to heat its production halls in winter. During the summer months, the waste heat from the production facilities and the heat from cooling systems is collected by the energy storage system and distributed accordingly via a heat pump system. Customized energy management software visualizes the data and allows employees to analyze electricity, gas and water consumption in real time.

In recent years, suppliers of raw materials and aluminium scrap have also made significant emissions savings in the area of transport logistics. More than 70 percent of the aluminium used by OFTS is recycled secondary aluminium that can be produced using just 5 percent of the energy required to produce primary aluminium. For the last three years, recycled and raw materials have primarily been loaded into shipping containers so that longer distances can be covered by ship instead of truck transport. Transport emissions in these areas have fallen by around half during the period under review as a result.

3. Optimizing energy use

The third pillar, optimizing energy use, focuses on the use of waste heat. While coal makes up the largest share of the People's Republic of China's energy mix at around 60 percent, 100 percent of OTTO FUCHS Technology Shenyang's electricity requirement is covered by green electricity from wind and solar, with waste heat from its production facilities used to heat the halls. OFTS joined forces with third-party experts to implement a storage system that stores unused waste heat in a 1,700-sqm underground space, 90 meters below the new production hall. This subterranean "heat battery" provides around 600 megawatt hours of energy per year. A total of five heat recovery systems supply the entire plant, which means that the share of primary energy provided by gas is just 20 to 30 percent of the overall building heating requirement.

OTTO FUCHS Technology Shenyang's approach to energy management proves that even energy-intensive industrial production can be climate-friendly. Successfully implementing the three pillars – raising awareness, identifying potential savings at an early stage and optimizing energy use – can significantly reduce our energy consumption and environmental impact. We are proud of this progress and will provide further reports on our initiatives and achievements in this area. We would particularly like to thank the German Development Finance Institution (Deutsche Investitions- und Entwicklungsgesellschaft mbH, or DEG) for the many years of support that have made such a vital contribution to the success of OFTS's sustainability projects. As project milestones, DEG required OFTS to introduce a circular economy, increase its resource efficiency and continually reduce its environmental footprint, with a focus on developing an economically, socially and environmentally sustainable business.



We focus on conserving resources and using renewable energies: in 2023, we commissioned our solar plant at our site in South Africa. This will enable us to cover up to 12% of our electricity requirements. We also use collected rainwater for cooling, thereby reducing fresh water consumption.



GENERATING POWER FROM SOLAR ENERGY: EXPANDING OUR PHOTOVOLTAIC SYSTEM

The planned expansion of the photovoltaic (PV) system at our Meinerzhagen site in 2025 marks a major step towards sustainable energy generation. By increasing our capacity, we will significantly improve our renewable energy track record and make an important contribution to reducing carbon emissions.

We are planning to install a total of 8,750 PV panels on our factory roofs. This system will be supplemented by 35 inverters that convert the direct current (DC) generated by the panels into alternating current (AC). More than 10 kilometers of cable will need to be laid to make this project a reality. This expansion will allow us to feed up to 3.6 megawatts into our power supply.

The total potential of the expanded PV system will amount to an annual yield of around 2.8 million kilowatt hours, resulting in over 1,000 tonnes of CO₂ savings per year. As well as helping to improve our sustainability performance, these initiatives will also pay for themselves within a very short time.

We are also reviewing the possibility of installing PV panels by building a canopy over the Hahnenbecke car park. This canopy will directly generate power for the electric cars of the employees who park there, further improving our sustainable energy infrastructure.



Water use at OTTO FUCHS

» GRI 3-3, 301-1, 303-2

Using water responsibly is a key component of OTTO FUCHS's environmental strategy. We are committed to using water carefully and efficiently in our production processes. Water is used for various purposes at OTTO FUCHS, including cooling, cleaning and in our toilets and washrooms.

We are currently working hard to establish a standardized process for measuring different types of water data at all of our sites so that we can carry out accurate quantitative reporting. On this basis, our goal is to identify and implement targeted and valid ways of reducing water consumption during production in the future.

MEASURES TO REDUCE WATER-RELATED IMPACTS

We utilize various technologies and processes to minimize the environmental impact of our water consumption and waste water production. They include:

- » **Water treatment and chemical processing:** Process water from various plants is treated using ion exchangers, reverse osmosis and ultra-filtration and then returned to the production process. Wastewater from process baths of the pickling line and production wastewater from non-chemical processes are fed to an in-house neutralization treatment plant, cleaned and then discharged into the public sewer system.
- » **Use of rainwater:** At our South African subsidiary, rainwater is collected and used for cooling to reduce fresh water consumption.

MAINTAINING MINIMUM WASTEWATER QUALITY STANDARDS

OTTO FUCHS meets all statutory wastewater discharge requirements at all of its sites. Wastewater limits are defined by law and are regularly monitored by the relevant authorities. Regular reporting and consultations with external experts help us to achieve our goals for sustainable water use. We want to minimize our water consumption and use the resource of water responsibly to reduce our environmental footprint.

NEW VACUUM DISTILLATION UNIT SUPPORTING DECARBONIZATION AT OTTO FUCHS TECHNOLOGY SHENYANG

Oily production wastewater constitutes the majority of production waste at OFTS. With this in mind, in 2023 the site invested in a vacuum distillation unit to treat its industrial wastewater. The main reasons for this decision were reducing the high costs associated with the proper disposal of this wastewater by recycling companies as well as the opportunity to reuse the wastewater in production and reduce emissions. The relatively high emissions factor for oily production waste means that reducing the volume of oily wastewater may cause the company's emissions to fall considerably.

Vacuum distillation technology relies on the principle of separating materials based on differences in their boiling points. Industrial wastewater evaporates under pressure at a temperature of around 80 degrees Celsius. All substances with a higher boiling point than water remain in the evaporation residues. Evaporating the water content reduces the volume of the distillation residue to between 0.5 and 5 percent of the volume of the original wastewater. The resulting water vapor is practically free of impurities. After condensation, the distillate can be put back into production as clean process water, helping to reduce water consumption in the production process.

Distilling industrial wastewater into clean water is a process that can significantly reduce wastewater volumes. As a result, OFTS is making an important contribution to sustainably protecting fresh water resources while at the same time reducing emissions from production waste. Another benefit of using this method is that the treated water can be reused in production.

Efficient use of resources – circular economy

In this chapter, we outline our comprehensive approaches and strategies for promoting a circular economy at OTTO FUCHS. Using resources efficiently and minimizing waste are at the heart of our efforts to increase our environmental sustainability and economic value added in the long term.

We focus on efficiently using and reusing metals and other materials. This includes internal recycling processes in which production waste such as aluminium chips and press residue can be remelted and put back into the production cycle. Working with external partners to reprocess scrap metal and collaborative research efforts also play a key role.

We use innovative recycling methods and sustainable processes to reduce our carbon footprint and increase our resource efficiency. Our circular economy initiatives include recycling aluminium and titanium materials and implementing new carbon reduction technologies.

SUSTAINABLE STANDARDS FOR STRATEGIC METAL AND MATERIAL PURCHASING AT OTTO FUCHS

Metals and their alloys are an indispensable part of the production processes at almost all of our sites at OTTO FUCHS. We are continually developing our various materials to ensure that we can continue to offer the highest-quality products and solutions to our customers in the future. We produce aluminium, magnesium and copper alloys at our own foundries, and source the necessary constituent metals from around the globe. OTTO FUCHS purchased around 182,000 tonnes of metal in 2023, the most important of which are aluminium, magnesium, nickel, copper, zinc and titanium, and their alloys.

Purchased metals

Material (in tonnes)	2021	2022	2023
Purchased metals	168,000	175,000	182,000

» GRI 3-3

» GRI 301-1, 301-2

Our materials

Our day-to-day work with materials defines who we are as a company. The materials we use to create our broad range of semi-finished and finished products are aluminium, magnesium, nickel, copper and titanium. We use our expertise to harness the unique properties of each of these five metals:

Aluminium

Despite its low weight, aluminium is a high-strength material that is resistant to corrosion and ideally suited for forging, extrusion and ring rolling. Due to its attractive properties, it is used in all of OTTO FUCHS's business areas. Having accumulated more than 90 years of experience with this material, OTTO FUCHS KG currently offers 80 different aluminium alloys that are made into a host of semifinished formats in our foundry.

Magnesium

Magnesium has a low density and is the lightest of all construction materials. For more than 80 years, OTTO FUCHS has been using these special characteristics to manufacture components specifically designed for situations where every gram counts but where there is no room for compromise when it comes to their load-bearing capacity, such as in the aerospace sector. The properties of each of the eight magnesium alloys we currently manufacture in our foundry cover a broad range of applications.

Nickel

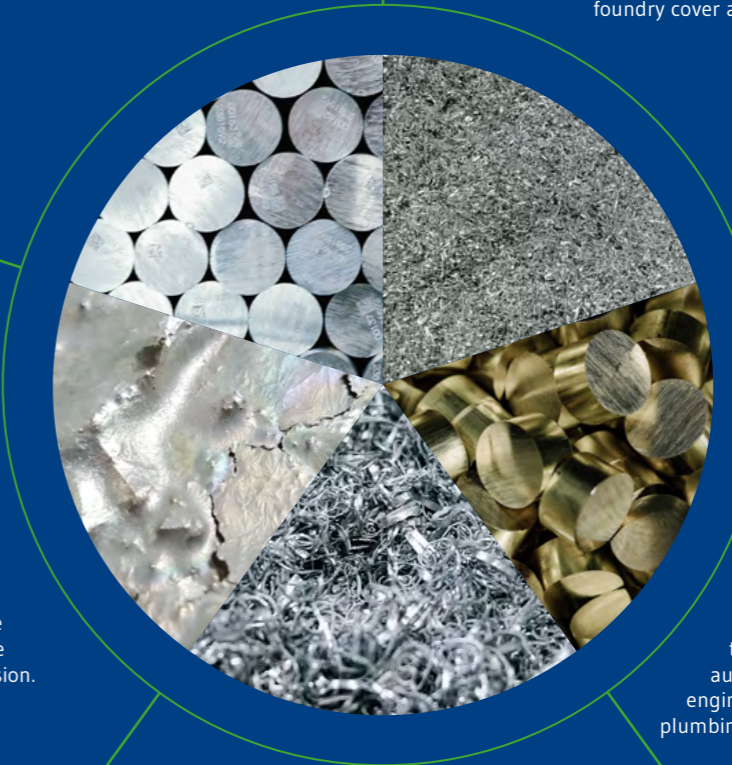
Nickel alloys are used in all applications that require stable material properties in extreme environments, such as in the construction of drive and engine components for the aerospace sector. Our forgings and rolled rings made from nickel and nickel-based superalloys are extremely durable even in the highest temperatures and are also highly resistant to corrosion.

Copper

As well as being one of the oldest industrial metals, copper is also the metal OTTO FUCHS has been processing in the form of brass for the longest time, with a history stretching back over 100 years. Brass alloys have unique friction and wear properties, combining high strength with excellent formability. We use this metal to manufacture products for the automotive, machinery and plant engineering, construction and plumbing sectors.

Titanium

Titanium is an extremely strong material that is also exceptionally resistant to corrosion. With just over half the density of steel, it is ideal for applications in which very high loads need to be safely absorbed over a long period of time. As a result, we currently use 16 different titanium alloys to produce structural components for the aerospace sector as well as rotating parts for aircraft engines. As one of the first titanium forges in Europe, OTTO FUCHS can now look back on 50 years of experience in handling this material.



In addition to metal purchasing, the purchasing of production resources can be divided into three categories: lubricants, purchased parts and packaging. Lubricants are essential to our production processes. By researching and testing new techniques, we are aiming to significantly lower our use of lubricants. Examples of purchased parts include insulating strips for our "Schüco profiles" or the rubber bearings pressed into our suspension links. The selection of packaging materials also plays a vital role as part of our sustainability strategy. OTTO FUCHS uses a variety of materials to ensure that our products are packed securely and efficiently while also taking care to use environmentally-friendly and sustainable options. The materials we use most frequently here are:

- » **Wooden pallets** are used regularly due to their stability and reusability. They are an environmentally-friendly option, as wood is a renewable raw material that can be used sustainably if managed correctly.
- » **Cardboard** is another important packaging material used by OTTO FUCHS.

70%

of the aluminium process scrap created at our Meinerzhagen site is directly remelted in our foundry and cast into billets.

- » **Film and plastic straps** are used to secure and stabilize pallet loads. Despite the useful properties of plastics, we take care to use these materials sparingly and switch to recyclable alternatives where possible.
- » **Steel pallets and boxes as well as mesh box pallets** provide a particularly robust packaging option. They are durable and can be reused many times, reducing the environmental impact compared to disposable packaging.

ALUMINIUM RECYCLING AND USE OF SECONDARY ALUMINIUM

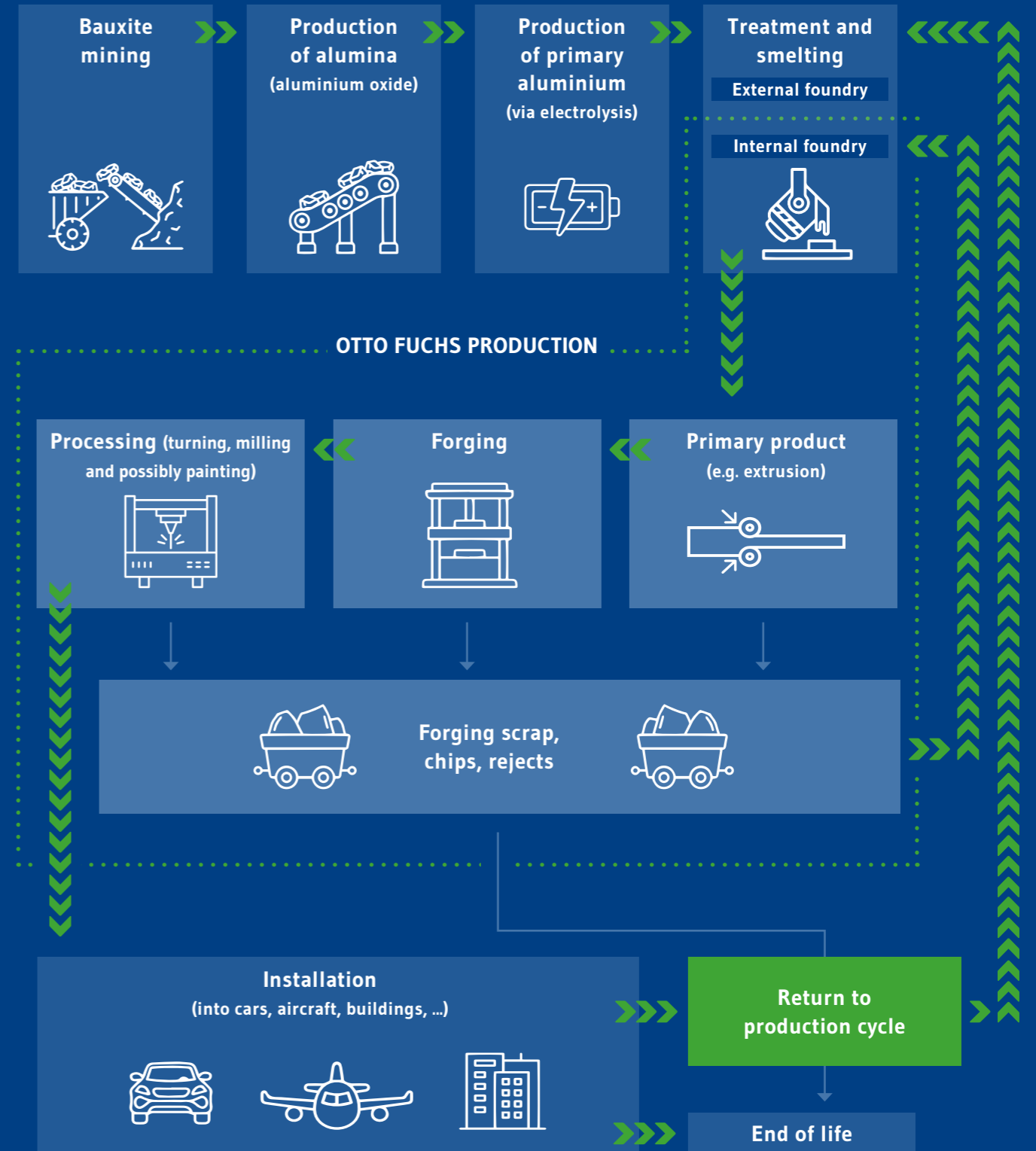
Recycling is becoming increasingly important given our high standards for process and resource efficiency at our sites. Our efforts in this area primarily focus on one of our most important raw materials, aluminium. This metal has excellent recycling properties and can be remelted without any loss of quality. This is particularly attractive to us from an energy perspective: secondary aluminium manufactured during the recycling process only needs five percent of the energy originally used, which means that returning this metal to the production cycle not only makes good economic sense but also has a positive impact on our energy and carbon footprints.

At our Meinerzhagen site, for example, around 70 percent of the aluminium process scrap we create is remelted in our foundry and cast into billets. In 2023, we were able to boost the output of our foundry at the Meinerzhagen site following a complex approval process. The increase in output will be achieved using existing plant technology and by adapting the shift system, thereby significantly optimizing the productivity of the melting systems and reducing the gas consumption per tonne of material produced. By increasing the melting capacity, an additional 14,500 tonnes of material can be remelted, which can then be used again directly in our production process.

Aluminium and aluminium alloys that are not remelted at our sites and can be processed for further use are remelted and recast by our external partner companies, who return the metals we passed on to them in the form of billets that can then be reused in our production process.

We recast all copper return scrap in our own foundry. The recycling process for titanium and nickel alloys is significantly more time-consuming by comparison. OTTO FUCHS has spent many years working with certified specialists in this area, who fully recycle the return scrap and return as much of it as possible to the production process to manufacture titanium and nickel formats. The remainder is used for master alloys in the steel industry.

The aluminium value chain



RECYCLING STRATEGY

Generally speaking, the circular economy is one of the most important future issues for climate change mitigation and sustainability as a whole. As a manufacturer of components for aerospace and automotive manufacturers in particular, our products include geometrically challenging forgings made from particularly pure, high-quality alloys. The materials we use are 100 percent recyclable, offering the best possible opportunities for them to be recycled at the end of their lifecycle. Despite our highly advantageous position, we are working tirelessly to identify additional potential and exploit opportunities. Fostering dialogue and cooperative research with our business partners is at the heart of our strategy in this regard. We work with our customers and suppliers as well as initiatives and foundations to develop new ways of increasing the proportion of post-consumer scrap in our products. These activities are just some of the building blocks we are using to achieve our goal of developing a comprehensive recycling strategy by 2025.

CONSERVING RESOURCES AND ENHANCING EFFICIENCY

Our core business requires us to use an array of natural resources at all of our sites, including metals, water and consumables. Our production processes, as well as the upstream and downstream steps in the value chain – such as the supply of starting materials or deliveries to customers across the globe – create waste and wastewater. This has an impact on the climate and environment and can also lead to economic disadvantages as well as higher costs for our company. As a result, using resources responsibly and enhancing the efficiency of our processes is vital.

RESPONSIBILITY AND CONTINUOUS IMPROVEMENT

For us, acting responsibly means continually reviewing, improving and managing the environmental impact of our processes. Even the smallest optimizations can unlock significant potential for savings and reduce costs. Our approach to resource-efficient corporate governance is set out in our integrated management handbook and environmental policy statement. These guidelines provide a framework for our environmentally responsible conduct. We are committed to minimizing our use of consumables and using environmentally-friendly manufacturing processes and materials. We use resources sparingly and reuse waste wherever possible.

SITE-SPECIFIC IMPLEMENTATION AND SYSTEMATIC MANAGEMENT

The individual companies within our group are responsible for implementing these processes. They set site-specific targets and define practical steps for conserving resources. When it comes to resource management, we are particularly focused on optimizing pre-processing weights, reusing consumables and minimizing our overall consumption.

DEVELOPMENT AND CURRENT CIRCULAR ECONOMY INITIATIVES

In addition to increasing our internal recycling capacities, we are also involved in collaborative research projects focusing on the recycling of post-consumer materials that are returned to the cycle at the end of their useful life (e.g. our suspension links installed in cars).

As part of a circular economy workshop held by an efficiency agency and our innovation management team, we also reviewed our approach to this topic and in interdisciplinary small groups developed new ideas for business models and identified the first steps for further action.



Closing cycles efficiently: where there is milling, there are chips. We can remelt a large proportion of the process scrap in our own foundries (Meinerzhagen & Dülken) and thus return it directly to the cycle.

EXAMPLES OF CIRCULAR ECONOMY ACTIVITIES AT OTTO FUCHS AS PART OF RESEARCH PROJECTS

- » **Green-Al-Light:** Sustainable aluminium solutions for a range of applications.
- » **TiReGo:** A planned cooperative research project focusing on creating a faster, more flexible and more energy-efficient production route for structural titanium components based on closed-loop material cycles for titanium alloys that use a high proportion of recycled materials and smaller cast blocks.
- » **InDiPro:** Collaborative research project focusing on significantly accelerating development cycles for future components for climate-neutral aviation.

These projects and activities illustrate our commitment to further advancing the circular economy and to breaking new ground together with business partners, research institutions and other stakeholders in collaborative research projects to make a positive contribution to the environment, especially in the field of recycling post-consumer materials.

CHIP EXTRUSION

OTTO FUCHS is testing the chip extrusion method on an industrial scale as a component in the manufacture of sustainable extrusion profiles. This method involves processing the chips created at various stages of the manufacturing process when cutting wrought aluminium alloys, compressing them into billets and extruding them through presses to form a profile. In contrast to traditional recycling methods, the chips no longer need to be remelted, significantly reducing their carbon footprint. The fact that we were able to attract several reputable partners for this project highlights the considerable demand for sustainably manufactured products.

GREEN-AL-LIGHT

Green-Al-Light is a joint project between large companies across the aluminium supply chain that aims to encourage the increased use and reprocessing of end-of-life scrap from high-quality wrought aluminium alloys. As part of this project, industrial and university partners have joined forces to cover the entire process chain from sorting scrap to casting, forging and characterizing properties, all the way to applications in cars. The project began in June 2021 and is funded by the German Federal Ministry for Economic Affairs and Climate Action.

Further information:
→ [Green-Al-Light public website](#)



OTTO FUCHS plans to ramp up its circular economy efforts even further. In addition to collaborative research projects this involves optimizing the recirculation of materials within our closed loop, introducing new recycling technologies and adjusting our product mix. Our aim is to continue to meet our customers' requirements while at the same time ensuring that our operations are sustainable.

Increasing productivity, conserving resources: by increasing the output of our foundry at the Meinerzhagen site, we can significantly optimize the productivity of the plant and thus reduce gas consumption per tonne of material produced. In addition, there is no longer any need to transport the materials for recycling, which reduces the burden on the roads.



» GRI 306-1 to 306-5 **Waste management**

At OTTO FUCHS, we have put in place a comprehensive waste management system ensuring that any waste that cannot be put back into the production cycle is disposed of and recycled in an efficient and environmentally-friendly way. This enables us to conserve resources, reduce waste and improve our environmental footprint. Our waste management system ensures that all processes are efficiently monitored and continually optimized to meet the highest possible sustainability standards.

Waste generation at all locations

(in tonnes)	2021	2022	2023
Metal waste	57,412	56,158	59,790
Other hazardous waste	4,683	5,432	5,480
Oily waste	4,398	4,053	3,722
Emulsions	3,143	3,447	2,940
Municipal waste	2,138	2,952	2,939
Wood	1,093	1,297	1,090
Other waste	1,422	1,590	2,009
Total weight of waste	74,288	74,929	77,970

PARTNERSHIP WITH AFB AND SUSTAINABLE IT MANAGEMENT

As part of our comprehensive sustainability strategy, using IT hardware responsibly is a key aspect of environmental management at OTTO FUCHS. Our partnership with the non-profit organization AfB GmbH plays a central role in our efforts to extend the lifecycle of our IT and mobile devices and minimize their environmental impact.

At present, there is no such thing as fully sustainably produced IT hardware, as the extraction of raw materials and the production process have significant social and environmental impacts. As a result, prolonging the service life of IT and mobile devices as far as possible is the best option when it comes to sustainability. Our collaboration with AfB helped us to make meaningful progress in this area in 2023.

Between 1 January 2023 and 31 December 2023, AfB processed a total of 819 IT and mobile devices from OTTO FUCHS with a combined weight of 2 tonnes. 65% of these devices were reconditioned and sold via a certified process that includes steps such as data destruction, hardware tests, obtaining spare parts, repairs, upgrades and cleaning.

Reconditioning and selling these devices saves significant amounts of resources that would otherwise be needed to produce new hardware. These initiatives not only help to reduce waste but also lower the environmental impact associated with extracting raw materials and producing new devices.

Facts and figures

- » Number of devices processed: 819
- » Total weight of devices: 2 tonnes
- » Reconditioning rate: 65%
- » Recycling rate: 35%

This collaboration with AfB has enabled OTTO FUCHS to significantly extend the lifecycle of its IT and mobile devices and reduce their environmental impact. We aim to continue pursuing and expanding this successful approach so that we can recondition even more devices and play an even bigger role in conserving resources and avoiding waste.

Our sustainable IT strategy is an essential component of our environmental policy and shows how engaging in suitable partnerships and handling resources responsibly can result in significant environmental benefits. In doing so, we are not only reinforcing our sustainability goals but also helping our customers and partners with their own sustainability efforts.

Device type (in %)	Reconditioning	Recycling
Laptop	99	1
PC	87	13
Tablet	67	33
Mobile phone	47	53
Server	100	0
Monitor	67	33

Empowering | əlqoəq

Empowering people: In the field of social responsibility, good working conditions, a program of continuing professional development and occupational safety for our employees are all key pillars in our sustainability work.

The central element in our company: our employees. Flat hierarchies and short decision-making paths give our employees the opportunity to get involved, make a difference and help shape the future in all areas.



Our strategic goal "best employer": high quality training and development, regular employee surveys, long-term career and development plans, a profit-sharing system, flexible working arrangements and comprehensive benefits are just some of the ways in which we achieve this goal.



We want to promote a positive working environment and support the professional development of all our employees, which includes the fostering of young talents. We also work hard to ensure the health and safety of everyone in our workforce. This chapter presents full details of these activities, as well as our current and future approaches to tackling these topics.

We are also very aware of the fact that the way in which we do business has an effect on local communities. By considering every step in the OTTO FUCHS value chain, we take social responsibility for our actions – even beyond our own production facilities – and work towards making a positive contribution to the well-being of our society.

5,082
employees worldwide

Our employees

Working at OTTO FUCHS

At OTTO FUCHS, we are committed to the principle that our success as a business depends first and foremost on our employees. Our employees handle all of our business processes, drive innovation with their input and engagement, and are the foundation of everything we do at OTTO FUCHS. To ensure our employees can stay motivated and dedicated, OTTO FUCHS provides its workforce with a number of benefits ranging from flexible working hours and sports or fitness courses through to discounts and childcare programs. As we look to the future, we need to keep developing our skillsets to stay competitive. This is why OTTO FUCHS has set itself the goal of implementing training, support and long-term loyalty programs for both its future management staff and all other employees.

» GRI 2-7, 2-8, 2-30, 401-1 to 401-3, 402, 405-1, 406-2, 407-1



Comprehensive employee benefits and systematic training management: we consistently invest in the training and development of our employees in order to promote and retain them in the long term. To additionally promote commitment and motivation, we have a wide range of employee benefits such as our IT leasing, sports and fitness offers, a job bike and subsidized catering.

Attractive working conditions and flexibility are becoming increasingly important when it comes to successful recruiting and employee retention. OTTO FUCHS is addressing this situation proactively: high-quality trainings and education programs, regular employee surveys, long-term career and development planning, a profit-sharing scheme, flexible working time models and a structured leadership development program are just some of the aspects that characterize the corporate culture in place at OTTO FUCHS. Flat hierarchies and short decision-making processes give our employees the opportunity to get involved, make a difference and help shape processes in all areas. Proven strategies are then rolled out successively to other sites.

Employees incl. agency workers by location (as of 31/12/23)¹

» GRI 2-7, 2-8

	2021	2022	2023
Total number	4,558	4,932	5,082
By region			
OTTO FUCHS Meinerzhagen	2,741	3,013	3,135
OTTO FUCHS Dülken	509	506	470
OTTO FUCHS Surface Technology	248	273	276
OTTO FUCHS Hungary Kft.	531	584	587
Foxtec-Ikhwezi (Pty)	71	62	60
Weber Metals, Inc.	300	321	366
OTTO FUCHS Technology Shenyang Co.	158	173	188
By type of employment (German sites) excl. agency workers			
Permanent	3,158	3,213	3,237
Temporary	208	356	407

¹ The employee figures include the entire subgroup (OTTO FUCHS KG) with the exception of our sites in Burgwedel and Verdi (relates to the year 2023).

PROFIT-SHARING SCHEME FOR EMPLOYEES

At OTTO FUCHS, valuing our employees also means giving them the chance to benefit financially from our success. In 1953, Hans Joachim Fuchs introduced a then unheard-of system: within a short space of time, his profit-sharing model had produced a greater commitment to responsibility, higher profitability and above-average pay. Today, all OTTO FUCHS sites offer an attractive, performance-related pay package as standard. This is a key advantage when competing to obtain the most highly skilled employees.

Pay packets at OTTO FUCHS are based on employee skillsets as well as the performance of the respective site and are not differentiated by gender anywhere in the Group. Profit-sharing is closely linked to a wide range of improvement systems, such as the Group's overall continuous improvement process (CIP). Thanks to the CIP, savings of around EUR 1 million were achieved in 2021, and of around EUR 1.5 million from 2022 to 2023. Of these savings, a 30% share was distributed to the respective employees in the first year after implementing the specific improvement measure. Similar models, based on KPIs for success, effectiveness and efficiency, are also in place at other sites within the Group.

ENSURING A GOOD WORK-LIFE BALANCE

At OTTO FUCHS, balancing the needs of family life with a career is a key focus of our corporate culture. For many years now, we have promoted family-friendly approaches such as vacation care for employees' children, flexible working hours, mobile working, parental leave and benefits agreed as part of wage bargaining, such as extra days off to care for kids and relatives. In the current environment of fierce competition for the best candidates while maintaining employee satisfaction and loyalty, this topic is more relevant – and so more important – than ever before.

We are particularly proud of our daycare center "Kita Füchschen," where both OTTO FUCHS employees as well as parents from Meinerzhagen know that their children are in good hands. The daycare center has a modern interior design, with contemporary fixtures and fittings made from high-quality materials that stimulate the kids' imagination and playfulness. What's more, the little ones receive professional care and guidance provided by specialist educators from Kita|Concept, and are also embedded into "family groups."

Targeted promotion of the compatibility of family and career: through flexible and mobile working as well as our daycare center close to the company or our "Funtime" vacation care, we want to specifically promote the compatibility of family and career for employees. This commitment at the Meinerzhagen site is confirmed by our certification as a family-friendly company.



VACATION CARE FOR EMPLOYEES' CHILDREN

Over the last six years, we have been offering our employees a very special service: vacation childcare for their children. In the first and last two weeks of the summer school holidays, the dedicated team at Funtime open their doors to the children of our employees at our Meinerzhagen site. The focus here is on fun, games and challenges. Thanks to this support program, our employees are free to concentrate on their working day while their kids experience two weeks jam-packed with activities. From exciting detective and outdoor programs to trips visiting open-air museums or Schloss Burg – there's something here for everyone.

RECERTIFICATION AS A "FAMILY-FRIENDLY COMPANY"

OTTO FUCHS originally achieved certification as a "family-friendly company" back in 2019. Since 2014, the "Family-Friendly company Quality Mark" has been awarded by the Märkisch Region Centre of Excellence for Women & Careers, with support from agentur mark GmbH and EN-Agentur, the Märkisch Employers' Association, and the South Westphalian Chamber of Industry and Commerce (SIHK, Hagen). One reason for OTTO FUCHS again receiving this accolade is the steady progress the company has made towards a positive work-life balance. As this increasingly concerns not only families with children but also employees who provide care to close relatives, we appointed a company "Care Guide" in the reporting period. This individual supplies employees in urgent care situations with the necessary information, helps them cut through red tape and provides details of the most important contact points. In so doing, we have once again provided proof of how we systematically pursue ways to integrate family and professional life, and analyze these to identify further potential improvements. The results speak for themselves: in September 2022, the quality mark was again awarded to our company for another three years.

Vacation childcare also serves another important purpose: ensuring that the proportion of women in management positions can continue to rise at OTTO FUCHS. This is because the childcare duties required by newborns still tend to be fulfilled by women for the most part. As statistics have shown, women often interrupt their careers to do this. This is why we have acted in the interests of helping working families by offering a wider range of options. A major step in this direction is ensuring that management can also work part time. This applies equally to both parents: encouragingly, fathers now also see themselves as being just as responsible for their children, and are now actively requesting parental leave or part-time arrangements during parental leave. We are supportive of such requests and call on all (prospective) fathers to make full use of our family-friendly programs to help them deepen their bonds to both their child and our company.

Employees on parental leave by location
» GRI 401-3

	2021	2022	2023
OTTO FUCHS KG	27	29	29
of which female	17	14	16
of which male	10	15	13
OTTO FUCHS Dülken	5	9	10
of which female	0	1	1
of which male	5	8	9
OTTO FUCHS Surface Technology	0	4	2
of which female	0	1	0
of which male	0	3	2
OTTO FUCHS Hungary Kft.	18	19	16
of which female	18	18	15
of which male	0	1	1
Foxtec-Ikhwezi (Pty)	1	0	1
of which female	0	0	0
of which male	1	0	1
Weber Metals, Inc.	23	14	11
of which female	3	3	1
of which male	20	11	10
OTTO FUCHS Technology Shenyang Co.	6	2	3
of which female	0	0	0
of which male	6	2	3

EMPLOYEE SURVEYS

The long-term success of OTTO FUCHS is critically dependent on a satisfied and healthy workforce. At regular intervals, we conduct employee surveys at all of our company sites with the aim of identifying potential areas for improvement. In Meinerzhagen, these have taken place every three years since the 1990s. Faced with challenging market conditions and the increasing importance of achieving a deeper understanding of our workforce, we most recently conducted an employee survey in Meinerzhagen in 2020. Every effort was made to have the findings reviewed and discussed in several meetings attended by management and employees to derive measures for improvement. In Hungary, our employee survey is conducted once a year. Data is consolidated for overall analysis and used to prepare department-specific reports for the respective sites, who develop and implement corresponding measures for improvement.

Employee turnover rate by location¹
» GRI 401-1

(in %)	2021	2022	2023
OTTO FUCHS KG	1.5	2.7	3.5
OTTO FUCHS Dülken	1.2	4.1	5.4
OTTO FUCHS Surface Technology	6.1	4.6	3.5
OTTO FUCHS Hungary Kft.	24.8	24.6	25.8
Foxtec-Ikhwezi (Pty)	22.5	27.4	10.0
Weber Metals, Inc.	4.8	12.6	8.2
OTTO FUCHS Technology Shenyang Co.	4.7	7.0	18.8

¹ Calculation of employee turnover rate: Number of employee terminations in relation to the average number of employees (excluding agency workers) in a year

"We are committed to creating an inclusive working environment in which every individual is respected and is given the same opportunities regardless of their gender, age, ethnicity, religion, sexual orientation or other personal characteristics."

Andreas Engelhardt

DIVERSITY AND INCLUSION

» GRI 405-1, 406-1

At OTTO FUCHS, diversity is a core value that not only steers and guides our daily business and corporate culture but is also a cornerstone of our Code of Conduct. During the reporting period, there were no cases of discrimination whatsoever. This is evidence of our company's commitment to equal treatment and respect within the Group. We take care to ensure that all employees at OTTO FUCHS feel at home here and valued as individuals. We aim to foster a working environment that prioritizes openness and mutual acceptance. We will continue to implement measures that strengthen diversity throughout our company and which prevent discrimination from occurring anywhere at OTTO FUCHS.

Age and gender structure of employees

	2021	2022	2023
Total number of employees (including agency workers)	4,558	4,932	5,082
Total number of employees (excluding agency workers)	4,426	4,706	4,844
By gender			
female	561	659	670
male	3,997	4,273	4,412
By age			
Up to 30 years	783	917	1,030
31–40 years	1,303	1,412	1,449
41–50 years	1,026	1,097	1,115
51–60 years	1,162	1,157	1,133
Over 60 years	284	349	355
Share of women by location (in %)			
Meinerzhagen	10.2	10.6	10.6
Dülken	8.4	8.1	8.4
Surface Technology	6.9	6.4	6.2
Hungary	19.2	27.4	25.5
USA	12.8	12.9	11.0
South Africa	36.6	37.0	36.6
China	35.4	35.26	33.5

PROFESSIONAL DEVELOPMENT

Examples include IT, quality management, material flows and processes, workplace safety, environment

PERSONAL DEVELOPMENT

Examples include language courses, communication and other soft skills used in day-to-day work

Personnel development

EMPLOYEE RECRUITMENT AND TRAINING

The core tasks in human resource management focus on recruiting, developing and assisting our employees. While the individual sites largely follow their own strategies here, there is one exception: employee development is increasingly tackled as a networked activity. In this work, it is becoming very clear that processes in the metalworking industry require specialist expertise that can only be established and expanded by a continuous transfer of know-how within the company itself. OTTO FUCHS therefore pursues continuous investment in training and developing its employees. At some of our sites, our training management programs have been certified to the international standards IATF 16949 (automotive quality management) as well as ISO 45001 (occupational safety) and ISO 14001 (environmental management).

CAREER DEVELOPMENT FOR OUR EMPLOYEES

OTTO FUCHS wants to give every employee the opportunity to develop their skills and talents to the very best of their ability. This is the best way to preserve our capacity to innovate, develop the required expertise and pave the way for long-standing careers within the OTTO FUCHS Group.

All employees at our German locations receive a regular assessment of their performance and their professional development. In doing so, we provide continuous analysis and support both for their current role and duties as well as their future career prospects.

We have set up a dedicated training management system to drive the strategic development of our workforce. For our specialist and management staff, programs are in place for technical training and personal development. Alongside language courses, other key points of focus include knowledge transfer in the fields of IT, quality management and material flows and processes. These programs are rounded off by training on topics such as leadership, communication, workplace safety and the environment.

» GRI 404-1,404-2

» GRI 404-3

Works agreements set out the basic entitlement to training for all of our employees. OTTO FUCHS also reimburses training fees for employees who decide to achieve further qualifications on their own initiative – such as training to become a plant technician or supervisor. For this kind of proactive skilling-up, OTTO FUCHS initially covers 50 percent of fees at Meinerzhagen and Dülken, for example. If the employee then assumes a role that makes use of the skills obtained within two years of completing training, OTTO FUCHS then reimburses the remaining 50 percent as well.

Average training hours per employee per year by location

	2021	2022	2023
OTTO FUCHS Meinerzhagen	7.5	12.6	13.0
OTTO FUCHS Dülken	6.2	5.2	8.8
OTTO FUCHS Surface Technology	4.9	6.5	8.3
OTTO FUCHS Hungary Kft.	4.7	6.2	9.5
Foxtec-Ikhwezi (Pty)	71.8	91.1	61.6
Weber Metals, Inc.	1.1	5.8	3.8
OTTO FUCHS Technology Shenyang Co.	18.0	10.0	8.0

Training days attended by location¹

	2021	2022	2023
OTTO FUCHS Meinerzhagen	2,909	5,217	5,822
OTTO FUCHS Dülken	465	358	500
OTTO FUCHS Surface Technology	167	234	299
OTTO FUCHS Hungary Kft.	299	439	711
Foxtec-Ikhwezi (Pty)	86	124	120
Weber Metals, Inc.	53	61	64
OTTO FUCHS Technology Shenyang Co.	350	213	182

¹ Key figures were collected in training days and are therefore not shown in training hours. One training day = one training course/one training session.

TRAINING AND STUDY

Training and providing support for internal promotion has played a key role since the founding of the company. An annual training workshop that provides around 30 young people with vocational training in technical and commercial professions has been in place at Meinerzhagen since 1934. In August 2023, our onboarding weeks started for the 90th training cohort, which consisted of 37 new apprentices. Alongside vocational training, OTTO FUCHS also offers places for IT students on

TRAINEES ORGANIZE WORKSHOP DAYS

For over ten years, the annual Workshop Days have been a regular event in the OTTO FUCHS calendar and form an important part of our partnership with Meinerzhagen high school. On 22 and 23 February 2023, students in year 7 took part in a factory tour and a small-scale project where they manufactured a bottle opener. The students were split into two groups, each of which participated in the factory tour and the training workshop in turn. At 10 a.m., the groups switched over to the other activity so that they could gain the same experience. A feedback session to clear up any questions the students still had was then held in the training workshop. The entire event was organized and run by the company's trainees. OTTO FUCHS is proud of this long-term partnership, and the direct contact it establishes between trainees and school pupils.



combined study program. Specialists with the skills we will need in the future are also being trained at our sites outside Germany – such as in China, Hungary or South Africa.

Professions for which vocational training is offered at our German sites include industrial, machining or tool mechanics, materials inspectors and industrial administrators. OTTO FUCHS also offers places for students taking combined degree courses in IT as well as technical and business subjects. Company-internal training programs – from classroom-style lessons to first aid courses – plus focus weeks help with the onboarding of new employees.

SUPPORTING OUR HIGH POTENTIALS

OTTO FUCHS is also very active outside our own plants and premises with the aim of inspiring school and university students to embark on technical careers – and naturally within our Group. We provide funding for several technology and design competitions. As one example, we have been the principal sponsor for the “Formula Student Team” at Bonn-Rhein-Sieg University of Applied Sciences since 2010. We are also a sponsor for “Formula 1 in Schools,” an international competition for school pupils that aims to improve technological literacy, business skills and teamwork among its young participants.

Safety at work

At OTTO FUCHS, we are well aware that we can only develop products and solutions to the highest standards if we actively promote the health and productivity of our employees and other stakeholders along our value chain. On the one hand, this means ensuring safety in the workplace while on the other, we at OTTO FUCHS need to train and raise awareness among our employees for the topic of health in general. One way we address this is by holding an Occupational Safety and Health Week at our site in Meinerzhagen, where our employees can take part in various activities that focus on the issues involved in health and safety at work. As a metal-working company, we also address the specific challenges that are presented by our industry. Many processes, such as casting and forging, as well as the handling of hazardous substances and heavy machinery, are inherently dangerous activities. Preventive measures introduced in the past have already led to a reduction in accident numbers. In accordance with our standard operating procedures (SOPs), our employees should only carry out their work when they have fully understood the SOP and no safety risks are present. We will continue to implement preventive measures and ensure that we easily exceed any legal requirements. In Meinerzhagen, the topic of workplace safety is managed by the Occupational Safety department, while the Health, Safety and Environment (HSE) department manages the same topic at OTTO FUCHS Surface Technology and Weber Metals.

» GRI 403-1, 403-2, 403-4, 403-5, 403-9

Number and LTIF of work-related injuries¹ by location

» GRI 403-9

	2021	2022	2023
OTTO FUCHS KG			
Number	114	106	122
LTIF	38	30	27
OTTO FUCHS Dülken			
Number	24	14	21
LTIF	34	18	29
OTTO FUCHS Hungary			
Number	20	8	11
LTIF	21	9	11
Weber Metals			
Number	5	6	10
LTIF	9	9	15
OTTO FUCHS Technology Shenyang			
Number	1	0	3
LTIF	3	0	8
OTTO FUCHS Surface Technology			
Number	4	3	7
LTIF	13	8	17
Foxtec-Ikhwezi			
Number	0	0	4
LTIF	0	0	38

¹ The definition of this indicator is subject to the European legal system and applies equally to all sites. This indicator includes all injuries that result in downtime of more than 24 hours. The number in relation to 1,000,000 working hours results in the Lost-Time-Injury Rate (LTI), which can be seen in this table.

measures within the company. These inspections produce a comprehensive and realistic picture of actual working conditions and risks affecting company operations. The frequency at which these safety inspections are held is adjusted to business circumstances but is at least once a month.

At all of its sites, OTTO FUCHS works continuously to improve the state of health and safety in the workplace. This level of engagement helps to secure the long-term retention of skilled employees, the successful recruitment of new personnel and reductions in the costs accrued by work-related accidents. The actual risks will vary from site to site, based on the hazardous materials being worked with. Nor do accidents tend to follow any specific trends. Local measures are based on the established OTTO FUCHS management processes.

At OTTO FUCHS, we consider the legal regulations for managing workplace safety to be a minimum set of requirements. Our compliance with safety standards is oriented towards the international ISO 45001 standard and reviewed regularly by means of spot checks. As of this writing, ISO 45001 certification is held not only by OTTO FUCHS KG but also by OTTO FUCHS Surface Technology, Foxtec-Ikhwezi in South Africa, OTTO FUCHS Technology Shenyang in China and OTTO FUCHS Hungary.

Internal audits are an important tool within our occupational safety and health management, and are conducted routinely at various sites. In Meinerzhagen, OTTO FUCHS carries out regular short audits in the production departments that investigate topics such as workplace safety policy, tasks and responsibilities, documentation and incident analysis. The focus of an individual audit is chosen randomly. Since 2016, potential topics have also covered energy management aspects. These activities are supplemented by combined audits that also address environmental protection and facility safety. Our Weber Metals subsidiary organizes monthly, interdepartmental audits where employees from other departments are asked to assess the risk situation. OTTO FUCHS Technology Shenyang conducts a comprehensive audit covering environmental, health and safety aspects once a year. OTTO FUCHS Hungary organizes regular HSE site tours that are used to inspect production areas in relation to workplace safety, health, accident planning and ergonomics, and which also monitor follow-up actions.

OTTO FUCHS has set up an Occupational Safety Committee (OSC) that is tasked with providing advice on questions of workplace safety and accident prevention, and which offers all members of the company’s OSH organization a regular platform for dialogue and knowledge sharing. In compliance with the German Occupational Safety Act (ASiG), the OSC meets four times a year and attendance at these sessions forms a mandatory part of OSH activities for all of our companies in Germany. Weber Metals (USA) has commissioned an external consultant specializing in occupational safety and health, with the aim of ensuring that its employees enjoy a safe working environment. In addition, regular site safety inspections are held at OTTO FUCHS KG and OTTO FUCHS Surface Technology, making an important contribution to the implementation of occupational safety and health

EDUCATING YOUNG SCHOOL PUPILS IN THE USA

Our site in the USA is active in its neighboring school district. Alongside donations to the Paramount Educational Partnership scholarship, Weber Metals also organizes free events and activities for school children. Recently, we spent a day with more than 100 primary school children at one of the local schools, where we talked to them about career opportunities in the metal forging industry.



The new 300 MN press (300 MN NEO) at our Meinerzhagen facility has delivered significant improvements to workplace safety. One of the most important safety measures here is the extraction and filtering of vapors created by the application of lubricants, which results in improved air quality. A new ventilation system provides a supply of fresh air adjusted to the volume of air extracted, therefore enhancing workplace safety and comfort. The extraction system integrates with the press control and saves energy by only running on demand. New quenching basins integrated into the factory floors also largely prevent the ingress of water onto factory flooring, which works to minimize the creation of slip hazards.

“Even before their first day at work, we familiarize new employees with the most important legal and company-internal rules about occupational safety.”

PSYCHOLOGICAL RISK ASSESSMENTS

In line with the German Occupational Safety and Health Act, OTTO FUCHS also conducts psychological risk assessments to identify and resolve potential hazards in the workplace. Based on an online survey from the German Wood and Metal Professional Association (BGHM), this assessment is carried out by a project group made up of the occupational safety, health management and Works Council teams. Following the assessment, workshops are held in areas returning anomalous results with the aim of identifying the causes of psychological stress and developing corrective actions. OTTO FUCHS calls on all employees to complete the survey, with the aim of identifying, defining and resolving problems. Employees are also encouraged to contact the company’s safety and health teams if they want to raise any issues.

TRAININGS AND EDUCATION

Even before their first day at work, we familiarize new employees with the most important legal and company-internal rules about occupational safety. We repeat these briefings on an annual basis. In addition, each site organizes its own training program, which is tailored to its individual needs.

As one example, OTTO FUCHS Hungary provides annual training on fire safety, health and ergonomics, and also works closely with the local health authority. Supplementing their regular training program, employees at Weber Metals also start every working day by going through a safety checklist. OTTO FUCHS Technology Shenyang has been conducting specialized safety training for forklift and crane operators since 2023.

The “EVA” program, which aims to change attitudes and behaviors in relation to workplace safety, has been expanded as a result of positive feedback. This program has the objective of promoting safe attitudes and behavior by emphasizing positive actions rather than concentrating merely on mistakes. By raising awareness and boosting motivation, a shared perspective on workplace health and safety is achieved. Another focus is making employees more aware of risks to avoid conduct that could lead to work-related accidents. The training program ultimately seeks to avoid operational blindness and instead promote a holistic safety culture at OTTO FUCHS that prioritizes the perception and appreciation of safe working practice while ensuring worker participation in safety measures, with the aim of preventing accidents and injuries.

OTTO FUCHS makes every effort to create an environment where employees can influence their own working conditions and submit proposals for improvements. Various committees are in place to give employees at all sites representation on occupational safety matters. The local makeup of these committees differs from site to site. Employees are encouraged to report work-related risks and hazardous situations to the occupational safety department, the company medical practitioner or the Works Council – or submit suggestions for improvement. If required, these reports can be made confidentially to avoid potential negative consequences for the employee making the report. At Weber Metals, for example, any member of the workforce can call on a supervisor who will represent their interests in workplace safety matters within management teams.

» GRI 403-3, 403-6

Health management at OTTO FUCHS

Preventive health management is increasingly important for businesses in all sectors. This trend is being driven not only by the rising average age of the workforce but also by tighter regulations governing the modern working environment. In response to these changes, OTTO FUCHS KG has set up an Occupational Health Management (OHM) system. The aim here is to promote a holistic attitude to health management, and to integrate health topics into processes and structures so that employees can enjoy a healthy working environment. Health management, which has been in place since 2016 and was initially coordinated by a health manager, has grown into a successful OHM team in recent years. Supported by the Health Steering Committee, this team centrally controls all health prevention activities for OTTO FUCHS KG.

OHM, consisting of occupational safety, occupational integration management (OIM) and occupational health promotion, represents a holistic approach at OTTO FUCHS. The Health Steering Committee, a company-internal steering board, meets once a quarter to discuss the latest health issues and engage with potential areas that require action. Committee members include representatives from company management, HR, the Production and Occupational Safety departments, and the Works Council. Also in attendance at the regular meetings are an occupational medical practitioner, the Disabled Persons’ Delegation, the OIM Officer and Marketing.

HEALTH PROMOTION

The most important action areas in health promotion are exercise, nutrition, stress management and addiction prevention. OTTO FUCHS has a wide range of offers in place for all of these areas, which employees can view on the intranet or ask the relevant person in charge about.

OTTO FUCHS supports a wide range of events and activities aimed at promoting good health. Every year, for example, around 100 employees take part in a corporate run in Lüdenscheid organized by the AOK health insurance fund entitled “Fit Foxes.” OTTO FUCHS employees at the Meinerzhagen and

Dülken sites can also lease a bicycle via the company hire scheme. Some 1,600 employees at OTTO FUCHS KG and OTTO FUCHS Dülken have already decided to take advantage of this scheme. Our Meinerzhagen site also organizes screening appointments, campaign days focusing on back health, flu vaccinations and stress management courses. At Weber Metals, employees also have access to an online health portal and also have the option of attending local health fairs held at regular intervals.



TOP JOBRAD EMPLOYER 2023

Corporate cycle hire company JobRad uses this award to recognize the number of annual orders and we can be proud of our record, with around 900 active contracts.

OCCUPATIONAL HEALTH AND SAFETY WEEK

Every year, an occupational health and safety week is organized by our Meinerzhagen site. In 2023, the agenda for the week addressed topics affecting both physical and mental health. Examples included a talk given by a former professional soccer player on depression, spine screening and body analysis events, and a workshop entitled “Building mental strength with resilience.” This week of health-focused events helps to raise awareness about personal health and has already taken place again this year.

AOK BUSINESS RUN

In 2023, OTTO FUCHS again took part in the AOK Business Run in Lüdenscheid, fielding 120 runners and therefore the biggest delegation from any of the participating companies. After a successful run, participants celebrated at an aftershow party and raised a glass to their achievements. Events such as this one not only promote personal fitness but also strengthen the sense of community within the Group.





OTTO FUCHS CUP

20 Teams – 1 goal: After a pause due to the pandemic, the OTTO FUCHS Cup has finally been held again since 2022. A total of 20 teams competed for the honor of walking off with the challenge trophy for their team while also having plenty of fun. One highlight of the event was the fact that our Hungarian colleagues made the effort of traveling to Meinerzhagen to take part.

OCCUPATIONAL SAFETY

Healthcare provided by the occupational medical practitioner is based on the Occupational Safety Act, whose article 3 tasks physicians with supporting employers on the topic of occupational safety as well as accident prevention in relation to health and safety in general. This support includes advising the employer or Occupational Safety Officer on occupational medicine issues, advising employee representatives and the Works Council, and providing advice and medical exams to employees. The workforce is provided with ready access to the Occupational Medicine Service in addition to visits from the occupational medical practitioner once every two weeks as well as routine check-ups. Employees can also organize an appointment with the Occupational Medicine Service by contacting the Occupational Safety Department, the Disabled Persons’ Delegation or the HR department.

OPERATIONAL INTEGRATION MANAGEMENT

Anyone who has been unfit for work for a while – for a total of six weeks within the period of one year – has a legal right to receive support for getting back to work. At OTTO FUCHS, this is handled by the

Occupational Integration Management team, which helps employees to find their feet again in their professional lives and avoid another bout of illness. At the heart of this system is the OIM consultation, a voluntary service offered by the HR department. Together with supervisors, the Works Council, recruitment officers and the Disabled Persons’ Delegation, approaches to making the working situation easier are investigated, as necessary: with lifting aids, for example, height-adjustable desks or an individually designed reintegration phase that follows the “Hamburg model,” which envisages a phased process of reintegration in terms of working hours.

Local communities

» GRI 413-1, 413-2

Our activities at OTTO FUCHS also have an impact on the local communities in whose neighborhoods we are either directly or indirectly active. We are very aware of how important it is to understand and manage these impacts. Regardless of the location: our business practices affect nearby communities along our entire value chain in ways that are both positive as well as negative. Accordingly, we want to improve our analysis and tracking of our business activities, and their effects on local communities in the future. Thanks to an enhanced monitoring system, we aim to increase our positive contributions while improving the early detection and mitigation of potentially negative impacts.

As an employer, investor and project or development partner, we maintain a wide-ranging dialogue with our social environment in every location where we do business. By working closely with local communities, our aim is to better understand their needs and preferences, and to accommodate them as best we can. We have set our sights on playing a positive role in our communities by supporting sustainable projects, and making a contribution to social and economic development.

AID CAMPAIGNS FOR CRISIS REGIONS

In the reporting period, OTTO FUCHS made a donation of EUR 35,000 to help earthquake victims in Turkey. Also, company apartments were provided rent-free to refugees from the Ukraine (Meinerzhagen).

THANKSGIVING LUNCH IN THE USA

We feel it is important to give something back to our community. This is why we support various initiatives and activities in the city. One example of these is the annual Weber Metals Thanksgiving Lunch. Every year, we kick off the Christmas season by organizing a free meal for senior members of the community. Our employees not only help to serve out the lunch but also spend the afternoon interacting with our guests and ensuring that everybody has a good time.

KIDS CHARITY RUN

On 22 May 2022, our “Little Foxes” company daycare center in Meinerzhagen organized a charity run, with proceeds going to Aktionsnetzwerk Deutschland and helping to support Ukrainian refugees in Germany. Most of the sponsors for the

32 nursery school kids taking part were parents, who contributed a donation of their choosing for each lap finished by their child. OTTO FUCHS KG and the Kita Concept management team also donated one euro each for all of the laps completed. The children ran an impressive total of 791 laps. A BBQ and a large selection of cakes was also on hand to keep everyone’s strength up.

WAFFLE FUNDRAISER

On 7 December 2022, our trainees organized a waffle-themed fundraiser event. Pre-orders totaling 2,300 waffles plus another 200 waffles ordered at the event itself kept our trainees busy with the waffle iron all day. The waffles were served up to employees and our external guests with the help of the training instructors from our commercial and trade teams. At the end of the day, donations for the waffles had produced the sum of EUR 4,300 for the high school booster clubs in Meinerzhagen and the Meinerzhagen Food Bank. Thanks to a EUR 500 donation from the company’s Health Management team and a donation from Otto Hinrich Fuchs, the final amount came to EUR 10,000.



We see our local roots as both an opportunity and a duty to engage as a company, and to take on responsibility at our sites for the public interest, education and scientific research, as well as social issues. Alongside activities in the immediate region, we pursue partnerships with universities or institutions with the aim of playing an active part in

shaping society and fulfilling our duties as a large, global company. We encourage our employees to participate in voluntary work and contribute to charitable projects with our donation campaigns. Donations given and grants made by our company follow a clearly documented internal process that is also referenced by our Code of Conduct.

Acting responsibly: Responsible corporate governance is pivotal to our long-term success and to achieving our goals.

Acting responsibly



For OTTO FUCHS, corporate governance means always acting with integrity and fairness: acting in an exemplary and correct manner in the interests of the company, our employees, customers and business partners and taking into account our social responsibility towards our fellow human beings and the planet.



In our Code of Conduct we formulate our commitment to ethically correct behavior, which is reflected in our corporate values: integrity, honesty, respect, responsibility, social awareness, appreciation and openness.

Promoting legally compliant conduct and minimizing risks: we have created the framework with our compliance program and the basis with our Code of Conduct.



» GRI 3-3, 2-15, 2-16, 2-24, 2-26, 2-27, 205-1, 205-2, 205-3, 206-1, 407-1, 408-1, 409-1

For OTTO FUCHS corporate governance means acting fairly and with integrity at all times. It entails being a role model, conducting ourselves correctly in the interests of the company, our employees, customers and business partners, and shouldering our social responsibility towards our fellow human beings and the planet. Corporate governance also extends to legally compliant conduct and minimization of business risks.

Our compliance management

Rigorously observing all the relevant laws, rules and voluntary commitments is a top priority for OTTO FUCHS. We have put in place a compliance program that establishes the parameters needed in order to protect our company and our employees from misconduct, promote legally compliant conduct and minimize risks. This system is founded on our Code of Conduct, which is binding for all employees of OTTO FUCHS.

The OTTO FUCHS Code of Conduct

Our Code of Conduct defines our aspiration to conduct ourselves ethically, as represented by our corporate values of integrity, honesty, respect, responsibility, social awareness, appreciation and openness. These values give all our employees guidance regarding responsible conduct in day-to-day business. The Code includes basic requirements and also encompasses our principles and values. Building on these, we have implemented compliance guidelines for fair competition, anti-corruption and the prevention of money laundering, the handling of conflicts of interest, respect for human rights, how to behave in social networks and the topic of data protection. A commitment to observing environmental, labor and social standards is likewise an integral part of our guidelines. The Code of Conduct and supplementary policies can be found on the intranet. The standards of correct conduct in day-to-day business are explained to the employees using concrete and easily understandable examples. OTTO FUCHS recognizes internationally accepted human rights and rejects all forms of forced or child labor. We do not tolerate any form of discrimination, harassment, coercion or verbal attacks. Treating one another with respect is a top priority for us and we actively espouse tolerance and fairness.

→ [Here you can find our Code of Conduct](#)

» GRI 2-24, 2-27

Compliance within day-to-day business

We expect all our employees to comply with legal regulations, agreements and internal instructions. This requires all employees to know the rules with relevance for their respective area of responsibility. Employees must also be aware that any infringement will have far-reaching consequences. In the case of violations of these rules, OTTO FUCHS will take immediate appropriate action.

To prevent any breaches of the regulations, we brief our employees extensively on the importance of compliance and constantly endeavor to make our obligations understandable and concrete. The Management Board and the company's executives have a particular role to play here. They have an important responsibility for ensuring that all the relevant rules are observed and that there are no violations of the law which could have been prevented on the basis of mandatory notification and supervision. We also see it as our responsibility to help our employees observe the rules. For this reason, part of our compliance program is a training program in which we train employees on compliance-relevant topics.

The OTTO FUCHS compliance program is overseen by the Chief Compliance Officer. He reports directly to the Executive Board, which has ultimate responsibility for compliance. In addition, there are local compliance officers at the company's individual sites that the employees can contact. We check that our voluntary commitments are being observed by means of targeted monitoring. If there are any indications that our policies or voluntary commitments are not being adequately heeded or implemented, we look into the circumstances and specifically work on achieving improvements. No fines or non-monetary sanctions were imposed in the reporting period as a result of laws or regulations being significantly violated.

OTTO FUCHS encourages all employees to raise in a direct manner any topics or issues they wish to discuss. Any employee with questions or suggestions concerning the Code of Conduct may contact the Compliance Team directly. In 2018 we also implemented a whistleblowing system, including a corresponding policy. This is available to both internal and external whistleblowers, also allows reports to be made anonymously and is easily accessible, for example via the global → [OTTO FUCHS website](#). The system has been rolled out across all sites. New hires are briefed on the Code of Conduct and made aware of the whistleblowing system. We enable all stakeholders to report any situations indicating that laws or internal rules may have been violated. Everything reported is looked into with the utmost care while respecting the rights of everyone involved.

“Safeguarding and further developing our success requires fair and correct conduct. For us, trust, responsibility and reliability are at the heart of functioning cooperation and successful business partnerships.”

Andreas Engelhardt

» GRI 205-1, 205-2

Fighting corruption

Our Code of Conduct clearly sets out that corruption will not be tolerated in any form. This Code is supplemented by our Anti-corruption Policy, which contains detailed specifications and rules for avoiding corruption risks.

We hold regular briefings to ensure that all employees understand these important principles and put them into practice. These also give us the opportunity to disseminate information on recent developments and notify staff of specific anti-corruption measures. A particular focus here is new employees, who receive separate training on this topic as part of the onboarding process.

By pursuing this combined strategy of a Code of Conduct, Anti-corruption Policy, regular briefings and specific training for new employees, we ensure that our organization actively combats corruption and promotes an ethical working environment. No cases of corruption were identified in the reporting years.



The basis of our sustainable business: healthy business partnerships with customers and suppliers.

Fair competition

» GRI 206-1

We recognize the rules of fair and open competition. All contact with other companies which seeks to prevent, restrict or distort competition or which results in any of these is therefore prohibited. At the end of 2020, the German Federal Cartel Office issued a fine notice against OTTO FUCHS for prohibited anti-competitive agreements. In addition to OTTO FUCHS, five other aluminium forges were involved in the process. OTTO FUCHS has appealed the decision of the German Federal Cartel Office in its entirety. This case is still pending.

In Canada, applications for class-action lawsuits have been filed with two courts. These class actions are directed against all companies involved in the fines proceedings and therefore also against us. In filing these lawsuits, consumers are seeking damages from us.

ESG risk analysis of the supply chain: OTTO FUCHS relies on continuous monitoring and preventive measures to eliminate risks as effectively as possible.



» GRI 308-1, 308-2, 414-1, 414-2, 403-7, 403-8

Partnership within the supply chain

Our → **Supplier Code of Conduct** sets high ESG (environmental, social and governance) standards that are indispensable for sustainable business practices.

As manufacturing companies, the Group companies are involved in complex, global and closely interconnected value chains. We are dependent on the availability of raw materials and consumables from all over the world for production purposes. OTTO FUCHS is both a buyer of these materials and a development partner, producer and supplier to customers around the world.

In accordance with the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG), we require our suppliers to use resources responsibly, avoid or at least minimize environmental pollution and protect human rights. Through our integrated value chain, we are aware that there are people who work indirectly for OTTO FUCHS in the extraction of materials in human rights risk areas. We vigorously reject human rights violations such as possible child labor and/or forced labor. We provide our business partners with comprehensive information on these topics. We have also made adjustments with regard to the training of our employees on this topic, leading to training and better communication. The management and the compliance officer(s) continually analyze potential human rights violations.

We seek to manage our interfaces both internally and with our partners all along the value chain as effectively as possible. Joint planning processes, project work based on partnerships and the comprehensive exchange of information allow us to achieve a high degree of process efficiency. To make the most of the opportunities that arise along our value chains and to minimize our risks, we focus on having a diversified pool of suppliers and seek to establish reliable relations based on partnership. In addition to economic and other quality criteria, we consider environmental, social and governance standards when selecting new suppliers and assessing our existing partnerships. The Supplier Code of Conduct, which is part of our General Terms and Conditions of Purchase, serves as an important basis for our business relations.

Along with the Supplier Code of Conduct, our publicly accessible supplier portal provides comprehensive information including the General Terms and Conditions of Purchase, the Work Safety and Environmental Protection Guidelines and our Quality Assurance Regulations. Our Quality Assurance Agreements define the minimum requirements for our suppliers' management systems, incorporating aspects of environmental protection, energy efficiency and occupational safety. Regular surveys and risk-based supplier quality management audits ensure compliance with these standards, which in turn promotes sustainable practices throughout our supply chain.

PERIODIC ANALYSES OF ESG RISKS

At the beginning of each new financial year, the suppliers of all OTTO FUCHS sites are quantitatively assessed using a variety of indices with human rights and environmental relevance. Based on the quantitative assessment of the individual criteria, an overall risk assessment is assigned annually for each supplier: high, medium or low. Depending on the risk result, the responsible purchasing department takes the appropriate remediation measures (and preventive measures, if necessary) for suppliers classified as medium and high, in cooperation with the supplier management team. Suppliers with a low risk classification are considered uncritical, but will continue to be reviewed using a web-based risk tool.

In 2022, a total of 535 suppliers (35.74%) were assigned a generic risk of medium or high. To ensure compliance with OTTO FUCHS standards, these suppliers are asked to sign the Supplier Code of Conduct as a preventive measure and are closely monitored. The medium-term goal is to get all relevant suppliers to make a contractual commitment to adhering to and implementing the ESG standards and to review compliance through regular audits.

As a general rule, OTTO FUCHS relies on continuous monitoring and preventive measures to rule out risks as far as possible. At the time this report was published, a final risk analysis was not yet available for the 2023 reporting year.

Operations and suppliers at significant risk for incidents of child labor or forced labor

» GRI 408-1, 409-1

	2021	2022	2023
Operations and suppliers at significant risk for incidents of forced or compulsory labor:			
Type of operation (such as manufacturing plant) and supplier	0	0	0
Operations and suppliers at significant risk for incidents of child labor	0	0	0

Respect for the fundamental right to freedom of association is also of central importance to OTTO FUCHS in the supply chain. Here, too, OTTO FUCHS has investigated its partners: in the reporting period, this right was guaranteed at all of the suppliers' sites (with the exception of South Africa, where no data on this topic was available when the report was being prepared).

OUTLOOK – THERE'S MORE TO COME

While this sustainability report has been prepared in accordance with GRI standards, we will be drafting the next report in line with the Corporate Sustainability Reporting Directive (CSRD). OTTO FUCHS is already making preparations for this, which mainly entails collecting data. The new regulatory framework will allow us to provide even more detailed and comprehensive information on our sustainable development efforts and their outcome going forward.

We regularly review the main topics in our current sustainability strategy to ensure that they remain relevant and effective. Our aim is to continuously improve and refine the measures we implement with a view to sustainable development.

We are determined to play our part in achieving a sustainable future and have a responsibility to shape our business processes and business practices in the spirit of sustainability. Our commitment is not only about improving our environmental footprint, but also about having a positive impact on society and the economy. Looking forward, we are doing everything we can to meet our sustainability targets and brief our stakeholders transparently on our progress and the challenges we face, so as to position ourselves as a pioneer in sustainability.

Forging the future: in the course of preparing this report, we have taken the first steps towards the Corporate Sustainability Reporting Directive. In the coming months, we will update our sustainability strategy and gradually bring our goal of being a "sustainability pioneer" to life.



ABOUT THIS REPORT

» **GRI 2-3, 2-4, 2-5** In this sustainability report, OTTO FUCHS provides detailed disclosures of its performance and targets for responsible corporate governance. The report shows how sustainability is practiced and implemented in the company. It is based on and prepared in compliance with the international reporting standards of the Global Reporting Initiative (last updated in 2021). The GRI index shows exactly in which section which indicator from the standard is explained.

REPORTING PERIOD

This sustainability report covers the period from 1 January 2021 to 31 December 2023. For relevance purposes, matters arising up to the editorial deadline (23/08/2024) were also taken into account.

REPORTING BOUNDARIES

The information in this sustainability report relates to the OTTO FUCHS subgroup. This comprises the companies of the OTTO FUCHS Group, except for Schüco International KG. Our subsidiary prepares its own sustainability report every two years; this can be found on the company's website (www.schueco.com). OTTO FUCHS took over VOGT NDT GmbH in 2023. This equity interest is only noted in the report within the revenue figures; it is

excluded from all other key figures. In 2022, the Verdi site was also acquired, which was established in 2023 and where production will commence in 2024. Insofar as any of the information relates to other reporting boundaries, specific reference is made to this in each case.

EDITORIAL DEADLINE

23/08/2024

LEGAL DISCLAIMER

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GRI CONTENT INDEX

This sustainability report was prepared in accordance with the standards of the Global Reporting Initiative (most recent

standards, GRI 2021). The interactive index shown on these pages takes users to the report pages containing this information by clicking on them.

GRI number	Name of indicator	Chapter	Page number	Comment
GRI 2-1	Organizational profile	The OTTO FUCHS Group	8	
GRI 2-2	Entities included in the organization's sustainability reporting	The OTTO FUCHS Group	8	
GRI 2-3	Reporting period, frequency and contact point	About this report	66	
GRI 2-4	Restatements of information	About this report	66	There are no restatements to be made for the reporting period.
GRI 2-5	External assurance	About this report		The report contents have not been reviewed by an independent third party.
GRI 2-6	Activities, value chain and other business relationships	The OTTO FUCHS Group	8	
GRI 2-7	Employees	Social – Empowering people	46, 47	
GRI 2-8	Workers who are not employees	Social – Empowering people	46, 47	
GRI 2-9	Governance structure and composition		–	The personally liable partner in 2023 was: » Martin Georg Knötgen The company has an Advisory Board consisting of the following members: » Dr. Hinrich Mählmann until 12 June 2023 » Dr. Johannes Peter Milde from 12 June 2023 - Chairman of the Advisory Board » Ludwig Fuchs from 12 June 2023 - Deputy Chairman » Max Philipp Römer » Dr. Nico Gellmann » Joachim Stachelscheid » Prof. Dr. Marzia Traverso In addition to the powers assigned to it in the partnership agreement, the task of the Advisory Board is to advise the Executive Board and act as a mediator in the event of differences of opinion between the Executive Board and the limited partners or among the limited partners.
GRI 2-10	Nomination and selection of the highest governance body		–	The selection of the management is made on the basis of competence and independence and their alignment with the interests of our most important stakeholders. Their appointment requires the consent of the Advisory Board and the five shareholders of Schüco International KG shareholders. The advisory board, which consists of seven persons, various economic competences are represented.

GRI number	Name of indicator	Chapter	Page number	Comment
GRI 2-11	Chair of the highest governance body		–	Advisory Board Chairmen in the reporting period were: » 01/01/2021–12/31/2021 Prof Dr Heinz K. Junker » 01/01/2022–06/30/2022 Dr Johannes Peter Milde » 07/07/2022–06/12/2023 Dr Hinrich Mähmann » 06/12/2023–12/31/2023 Dr Johannes Peter Milde
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Our sustainability management	14	
GRI 2-13	Delegation of responsibility for managing impacts	Our sustainability management	14	
GRI 2-14	Role of the highest governance body in sustainability reporting	Our sustainability management	14	
GRI 2-15	Conflicts of interest	Governance and compliance – Acting responsibly	60	
GRI 2-16	Communication of critical concerns	Governance and compliance – Acting responsibly	60	
GRI 2-17	Collective knowledge of the highest governance body	Our sustainability management	14	
GRI 2-22	Statement on sustainable development strategy	Foreword	4	
GRI 2-23	Policy commitments	Our sustainability management	12	
GRI 2-24	Embedding policy commitments	Governance and compliance – Acting responsibly	60, 61	
GRI 2-25	Processes to remediate negative impacts	Our sustainability management	12	
GRI 2-26	Mechanisms for seeking advice and raising concerns	Governance and compliance – Acting responsibly	60	
GRI 2-27	Compliance with laws and regulations	Governance and compliance – Acting responsibly	60, 61	
GRI 2-28	Membership associations	Our sustainability management	12	
GRI 2-29	Approach to stakeholder engagement	Our sustainability management	16	
GRI 2-30	Collective bargaining agreements	Social – Empowering people	46	A works council was established at our Chinese facility during the reporting period. The members of the Chinese works council (department representatives) are elected by the employees in a free and secret ballot. The department representatives also elect the chairman of the works council in free and secret ballots. The works council holds regular communication meetings at which employee complaints or requests are brought to the attention of employees and management.
GRI 3-1	Process to determine material topics	Our sustainability management	18	
GRI 3-2	List of material topics	Our sustainability management	18	
GRI 3-3	Management of material topics	Our sustainability management/Environment – Protecting the environment/ Governance and compliance – Acting responsibly	14, 22, 23, 27, 35, 36, 60	

GRI number	Name of indicator	Chapter	Page number	Comment
GRI 205-1	Operations assessed for risks related to corruption	Governance and compliance – Acting responsibly	60, 62	
GRI 205-2	Communication and training about anti-corruption policies	Governance and compliance – Acting responsibly	60, 62	
GRI 205-3	Confirmed incidents of corruption and actions taken	Governance and compliance – Acting responsibly	60	
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Governance and compliance – Acting responsibly	60, 62	
GRI 301-1	Materials used by weight or volume	Environment – Protecting the environment	35, 36	
GRI 301-2	Recycled input materials used	Environment – Protecting the environment	36	
GRI 302-1	Energy consumption within the organization	Environment – Protecting the environment	32	
GRI 302-3	Energy intensity	Environment – Protecting the environment	32, 33	
GRI 302-4	Reduction of energy consumption	Environment – Protecting the environment	32	
GRI 303-1	Interactions with water as a shared resource	Environment – Protecting the environment	35	
GRI 303-2	Management of water discharge-related impacts	Environment – Protecting the environment	35	
GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environment – Protecting the environment	29	
GRI 304-2	Significant impacts of activities, products and services on biodiversity	Environment – Protecting the environment	29	
GRI 304-3	Habitats protected or restored	Environment – Protecting the environment	29	
GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Environment – Protecting the environment	29	
GRI 305-1	Direct (Scope 1) GHG emissions	Environment – Protecting the environment	23	
GRI 305-2	Energy indirect (Scope 2) GHG emissions	Environment – Protecting the environment	23	
GRI 305-3	Other indirect (Scope 3) GHG emissions	Environment – Protecting the environment	23	
GRI 305-4	GHG emissions intensity	Environment – Protecting the environment	23	
GRI 305-5	Reduction of GHG emissions	Environment – Protecting the environment	23	
GRI 305-6	Emissions of ozone-depleting substances (ODS)	Environment – Protecting the environment	27	
GRI 305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Environment – Protecting the environment	27	
GRI 306-1	Waste generation and significant waste-related impacts	Environment – Protecting the environment	42	
GRI 306-2	Management of significant waste-related impacts	Environment – Protecting the environment	42	

GRI number	Name of indicator	Chapter	Page number	Comment
GRI 306-3	Waste generated	Environment – Protecting the environment	42	
GRI 306-4	Waste diverted from disposal	Environment – Protecting the environment	42	
GRI 306-5	Waste directed to disposal	Environment – Protecting the environment	42	
GRI 308-1	New suppliers that were screened using environmental criteria	Governance and compliance – Acting responsibly	63	
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	Governance and compliance – Acting responsibly	63	
GRI 401-1	New employee hires and employee turnover	Social – Empowering people	46, 49	
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Social – Empowering people	46	
GRI 401-3	Parental leave	Social – Empowering people	46, 49	
GRI 403-1	Occupational health and safety management system	Social – Empowering people	52	
GRI 403-2	Hazard identification, risk assessment, and incident investigation	Social – Empowering people	52	
GRI 403-3	Occupational health services	Social – Empowering people	55	
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	Social – Empowering people	52	
GRI 403-5	Worker training on occupational health and safety	Social – Empowering people	52	
GRI 403-6	Promotion of worker health	Social – Empowering people	55	
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Governance and compliance – Acting responsibly	63	
GRI 403-8	Workers covered by an occupational health and safety management system	Governance and compliance – Acting responsibly	63	
GRI 403-9	Work-related injuries	Social – Empowering people	52, 53	
GRI 404-1	Average hours of training per year per employee	Social – Empowering people	50, 51	
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Social – Empowering people	50	
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Social – Empowering people	50	
GRI 405-1	Diversity of governance bodies and employees	Social – Empowering people	47, 49	
GRI 406-1	Incidents of discrimination and corrective actions taken	Social – Empowering people	49	
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Social – Empowering people/ Governance and compliance – Acting responsibly	46, 60	
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	Governance and compliance – Acting responsibly	60, 64	

GRI number	Name of indicator	Chapter	Page number	Comment
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Governance and compliance – Acting responsibly	60, 64	
GRI 413-1	Operations with local community engagement, impact assessments and development programs	Social – Empowering people	56	
GRI 413-2	Operations with significant actual and potential negative impacts on local communities	Social – Empowering people	56	
GRI 414-1	New suppliers that were screened using social criteria	Governance and compliance – Acting responsibly	63	
GRI 414-2	Negative social impacts in the supply chain and actions taken	Governance and compliance – Acting responsibly	63	
GRI 415-1	Political contributions	Governance and compliance – Acting responsibly	–	No contributions were made to political parties.

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(Topics and news related to the company in general)



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