

HARTMANN



Helps. Cares. Protects.

Advancing healthcare responsibly



Sustainability Report 2023



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Foreword by Stefan Grote

Ladies and Gentlemen,

Our brand promise is "Helps. Cares. Protects."
It's a promise that also holds true for our
commitment to sustainability.

With our medical and care products, we help
patients and customers to alleviate discomfort as
well as simplify surgery and care processes. Our
focus is on patient safety.

We also believe in respecting human rights and
ensuring health and safety at work. Social and
cultural concerns are equally important to us.

When it comes to protecting the environment, we
put the focus on minimizing our ecological foot-
print. That's why we invest in the use of alternative
energy sources, measures to reduce packaging and
waste as well as strategies to conserve resources.

Our sustainability strategy demonstrates how
serious we are about these matters. It is an integral
part of our corporate strategy and defines the
framework for our commitment and specific
sustainability targets.

To this end, we have identified particularly relevant
sustainability issues, using an updated materiality



>50 %

reduction of Scope 1
and Scope 2
CO₂ emissions
by 2030

compared to the base year of 2021



Complete climate neutrality

for all CO₂ emissions
by 2050

analysis and systematically assessing the status quo. We used the results to derive targets and measures in the areas of the environment, social affairs and corporate governance. Compliance with ethical and legal codes of conduct builds the foundation of our corporate culture.

Examples of this include the reduction of Scope 1 and Scope 2 CO₂ emissions by at least 50% by 2030 as compared to 2021, as well as complete climate neutrality for all CO₂ emissions by 2050. HARTMANN relies on its own measures to reduce CO₂ emissions wherever possible.

Our investments in sustainable and innovative solutions are in line with our responsibilities and the growing customer demand for sustainable products. For example, in the reporting year, we successfully launched plastic-free Bacillo!® Zero Tissues for surface disinfection. Compared to conventional solutions, they have a 75% lower CO₂ footprint.

When designing new incontinence products, we have consistently considered the "four Rs" of the circular economy: Reduce, Redesign, Recycle and Recover. In the year under review, for example, we saved around 6% in packaging material with the new MoliCare® Premium Form. This corresponds to 18,000 pallets, the equivalent of around 500 truck transports¹.

Our latest Sustainability Report provides you with more detailed information on the progress we have made in implementing our sustainability strategy.

“ Our customers, patients and business partners value high-quality products and solutions. We are aware of this responsibility and consistently invest in sustainable and safe solutions: HARTMANN. Advancing healthcare responsibly.

Thank you for your interest and trust!

Sincerely yours,

Member of the Management Board,
Responsible for Corporate Sustainability

¹ Comparison of volumes before and after introduction in April 2022





Chapter 1: General information

1.1 The HARTMANN GROUP

The HARTMANN GROUP is a leading European provider of system solutions for medical and patient healthcare. Through its Transformation Program, it is securing its position as a reliable partner to the healthcare sector for the future.

MARKET LEADER WITH OVER 200 YEARS OF HISTORY

Since the Company was founded in 1818, HARTMANN has developed from its origins as a German cotton mill to become a global medical and healthcare partner.

The Company is one of Europe's leading suppliers of professional medical and healthcare products and supporting services. In addition to its core portfolio, HARTMANN offers consumer-oriented medical product ranges as well as healthcare and cosmetic products.



BUSINESS SEGMENTS AND PRODUCT PORTFOLIO

HARTMANN is divided into the business segments Wound Care, Incontinence Management, Infection Management and Complementary Group Divisions.

In the **Wound Care segment**, HARTMANN focuses on dressing materials and solutions for wound healing. The Company offers a wide range of traditional and advanced wound care. The latter include a new range of silicone-coated, skin-friendly wound dressings, the superabsorbent wound dressings of the Zetuvit® Plus family, Cosmopor® post-operative wound dressings and the established HydroTherapy treatment concept.

In the **Incontinence Management segment**, the focus is on absorbent products for varying degrees of incontinence. These include MoliCare® Mobile, MoliCare® Premium Elastic and MoliCare® Premium Form. This segment also includes products for patient hygiene and skin care specifically tailored to incontinence.

The **Infection Management segment** includes the Risk Prevention and Disinfection divisions. For Risk Prevention, HARTMANN offers customized, sterile component sets (CombiSet®, MediSet®) as well as a broad portfolio of

examination gloves (Peha-soft®) and products for operating room needs. The latter includes disposable instruments, gowning and draping materials. In the Disinfection division, HARTMANN develops and produces products for hand and surface disinfection to protect against infectious diseases. These include the disinfectant Sterillium®, which has won several awards as the brand of the century and is also available to end consumers. A new addition was Bacillol® Zero Tissues for surface disinfection, with a CO₂ footprint up to 75% lower than conventional low-alcohol surface disinfection wipes.

The **Complementary Group Divisions** segment includes the Group companies Kneipp, CMC and KOB. The Kneipp Group markets body care products, nutritional supplements and herbal medicines using the brand claim "Happiness that works". The CMC Group mainly markets private labels in the cosmetics, cotton, medical, baby and home care sectors. The KOB Group is an expert in medical textiles. This includes products such as compression, fixation, support and relief bandages.

GLOBAL ORGANIZATION

The HARTMANN GROUP is headquartered in Heidenheim, Germany. The Group has its own companies in 36 countries, while its products and solutions are present in over 130 countries around the world. Its sales regions are divided into the home market of Germany, EMEA (rest of Europe, the Middle East and Africa), the Americas and APAC (Asia Pacific). The production sites are located in Germany, France, Spain, the Czech Republic, Poland and Switzerland, as well as in Russia, India and Turkey.

CUSTOMER SEGMENTS AND SALES CHANNELS

The medical product ranges focus on systems and products for professional users in clinics, doctors' practices, pharmacies, nursing and retirement homes, products for medical supply retailers and products for home care. HARTMANN cooperates closely with healthcare system providers, medical supply retailers and pharmacies in the supply of medical and care products.

HARTMANN sells its medical and care product ranges for end consumers primarily through pharmacies, specialist medical retailers, online channels, such as the HARTMANN direct web store for end consumers, and occasionally via drugstores.

RESEARCH AND DEVELOPMENT WORK

Through continuous research and development work, HARTMANN ensures that products and services meet the highest demands and the latest medical standards in patient care in terms of function, operation, value for money and safety.

In addition to this added customer value, product development also focuses on ecological aspects such as the reduction of greenhouse gas emissions.

In research and development, HARTMANN closely involves all subsidiaries in the product development process. The Company relies on a broad, international network of expertise and close cooperation with customers in the medical and care sectors. In the reporting year, the Company spent EUR 85.1 million on research and development (R&D). In the previous year, the figure was EUR 82.3 million.

The HARTMANN GROUP's sales revenues amounted to EUR 2,353.3 million in the 2023 financial year. Adjusted EBITDA amounted to EUR 203.4 million (previous year: EUR 190.8 million) and the adjusted EBITDA margin was 8.6%.





1.2 Sustainability management

Sustainability has a long tradition at HARTMANN. The Company aims to add real value with its products and solutions. Professionals in hospitals, doctors' surgeries and pharmacies, as well as nursing staff, should be able to improve their clinical, operational, business, patient and environmental work results – for the benefit of patients, professionals and the general public. As a global manufacturing company, HARTMANN considers it a duty to contribute to sustainable development and further minimize its ecological footprint.

MARKET REQUIREMENTS AND REGULATION

HARTMANN is subject to complex regulatory requirements. Of particular note in the context of sustainability in Germany, the Supply Chain Act (Lieferkettensorgfaltspflichtengesetz) came into effect in January 2023. The act aims to improve compliance with basic human rights standards and key environmental standards. Implementation was based on HARTMANN's existing, far-reaching measures to protect human rights. Implementation is managed centrally by the Corporate Compliance department. This particularly ensures the independence of decision-makers and rapid reaction in the event of an emergency, based on dedicated authorizations.

The European Sustainability Reporting Standards (ESRS) published in July 2023 are mandatory as part of the European Corporate Sustainability Reporting Directive (CSRD). These standards are also of great importance for the Company's sustainability management. ESRS will form the basis for the HARTMANN GROUP's sustainability reporting starting from the 2025 financial year. Preparations for implementation began in the reporting year.

In order to better understand the importance of sustainability for customers, the Company conducted a wide-ranging survey in 2022 with the help of Aalen University. According to the results, the circular economy and decarbonization, among other topics, are gaining importance within the industry. However, it is important to guarantee a high level of product safety and the ability to deliver. The customer survey also confirmed that, beyond the effects of increasing regulatory demands on customers, personal values also play a role in the selection of more sustainable products.

STRUCTURE AND ORGANIZATION OF SUSTAINABILITY MANAGEMENT

Building on the Sustainability Task Force formed in 2020, HARTMANN went a step further in 2022 to establish a centralized organization for sustainability. It aims to consolidate, manage and further develop all relevant topics and projects for the long-term across the Group. Overall responsibility lies with the Sustainability Steering Committee, which consists of Management Board member Stefan Grote and Head of Global Procurement Thomas-Garry Stiller.

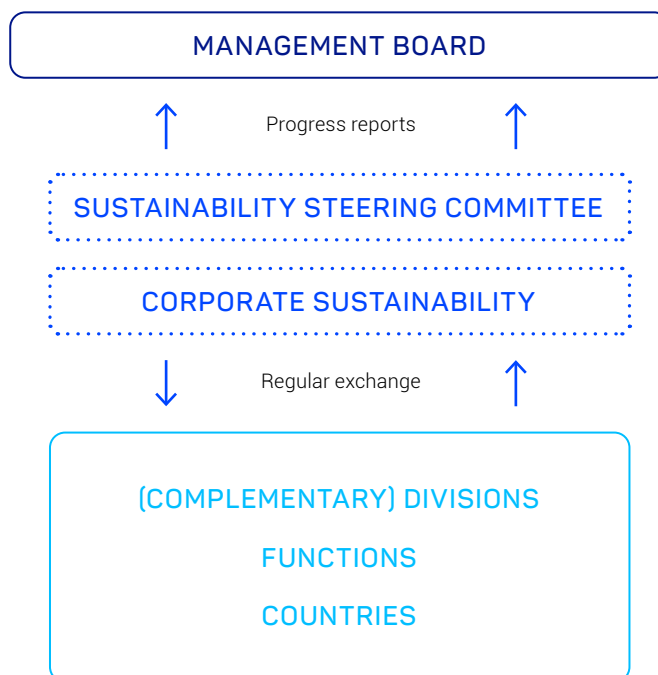
The Corporate Sustainability department further develops the Company's approach to sustainability and defines its overall strategic planning. It is implemented in close cooperation with the Extended Sustainability Team, which is made up of representatives from all divisions and sustainability-related functions.

Various expert networks ensure exchange and coordination between the companies and locations in the different countries.

SHARED PROFESSORSHIP: LINKING SCIENCE TO PRACTICE

In the reporting year, HARTMANN was able to establish a tandem professorship with Aalen University as part of a federal and state-level program called "FH-Personal", funded by the German Federal Ministry of Education and Research together with the State of Baden-Württemberg's Ministry of Science, Research and the Arts. The newly appointed Professor for Sustainable Corporate Governance strengthens the HARTMANN GROUP's Corporate Sustainability team and thus supports the transfer of knowledge in the interdisciplinary field of sustainability. The focus will be on developing an integrated overall concept for sustainability reporting for HARTMANN. In this way, the Company is creating optimal conditions for the implementation of regulatory requirements such as the CSRD.

SUSTAINABILITY MANAGEMENT



- Core Sustainability Team
- Expanded Sustainability Team

1.3 Sustainability strategy

SUSTAINABILITY STRATEGY

Sustainability is an integral part of HARTMANN's corporate strategy. Its brand promise "Helps. Cares. Protects." clearly expresses the Company's responsibility to act sustainably. The Company follows an interdisciplinary sustainability strategy. Based on the generally recognized ESG criteria, HARTMANN has structured its sustainability activities into three pillars: Environment, Social and Governance:

1. The Company's environmental sustainability measures are particularly focused on decarbonization and moving towards a circular economy. For example, HARTMANN will reduce CO₂ emissions² for which the Company is directly responsible (Scope 1) and indirect CO₂ emissions from purchased energy (Scope 2) by at least 50% by 2030 (base year 2021). By 2050, the Company aims to achieve complete climate neutrality for all CO₂ emissions – including CO₂ emissions in the supply chain (Scope 3).
2. The Company's social sustainability measures focus on those individuals who are particularly affected by the Company's activities across the entire value chain. They include employees, customers and business partners of

HARTMANN as well as workers in the upstream supply chain. In its Code of Conduct, HARTMANN has set out the economic, ecological and social behavior it expects from these groups. HARTMANN is socially committed to people outside its business environment and supports various humanitarian, social and cultural institutions.

3. Corporate governance is of crucial importance as the basis for sustainable economic growth. Among other things, it focuses on compliance and an active corporate culture as well as an efficient organizational structure and management. HARTMANN is implementing all current legal requirements and will implement future legal requirements as well. In doing so, the Company places a particular focus on legally binding sustainability reporting in accordance with ESRS and the EU taxonomy.

ESG STRATEGY



² The previous greenhouse gas balances for Scopes 1-2 (for the years 2021, 2022 & 2023) only take the Company's CO₂ emissions into account. Consequently, only CO₂ emissions are considered and communicated in this report. During the reporting period, the relevance of other climate-damaging gases emitted in connection with business activities was examined. Relevant greenhouse gas emissions, if identified, will be integrated into the overall balance sheet in the future.

MATERIALITY ANALYSIS

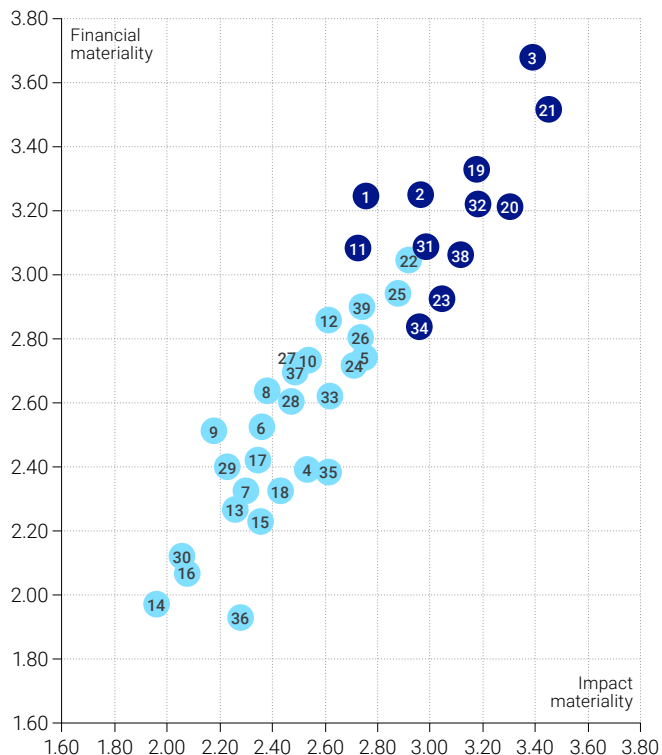
HARTMANN's business activities have varying degrees of impact on society and the environment worldwide. At the same time, external factors have an impact on the Company. As an important basis for sustainable corporate development, HARTMANN carried out an analysis in June 2023 to identify key sustainability issues for the Company.

This involved assessing the impact of HARTMANN's business activities on society and the environment. One example is greenhouse gas emissions such as CO₂, which are generated during the production and transportation of goods, among other things. In addition, factors that have a financial impact on the Company were also considered. In the reporting period,

for example, the drastic rise in energy costs as a result of the war in Ukraine had a massive impact on production planning.

In addition to energy use and greenhouse gas emissions, the most important sustainability topics in the materiality analysis in the reporting year were water consumption, waste generation, equal treatment and equal opportunities for employees, relationships with customers and suppliers, and HARTMANN's corporate culture. The topics listed in the table below comprise the main focus of this Sustainability Report. They are presented in detail in the following chapters.

MATERIALITY ANALYSIS (Top 10)



No.	Topic	Rank (impact materiality)	Rank (financial materiality)
1	Climate change adaption	–	5
2	Climate change mitigation	10	3
3	Energy	1	1
11	Water consumption	–	8
19	Resource inflow, including resource use	4	4
20	Resource outflows related to products and services	3	6
21	Waste	2	2
23	Equal treatment and equal opportunities for own workforce	7	–
31	Information-related impacts for consumers and end users	8	9
32	Personal safety of consumers and end users	5	7
34	Corporate culture	9	–
38	Management of relationships with suppliers including payment practices	6	10



Chapter 2: Environment

2.1 Comprehensive environmental management

HARTMANN pursues the goal of continuously reducing the negative environmental impact of its business activities. The Company has therefore established principles for efficient environmental management and compliance that go far beyond what is required by law. All relevant certifications were maintained in the reporting period. This includes certifications of the environmental, energy and occupational health and safety management systems as well as supply chain certifications for sustainable forestry.

The Company continuously trains and sensitizes employees to help ensure occupational safety and environmental protection. With the aim of improving employee awareness in these areas, the Company further expanded its internal communication of environmental, safety and health issues in 2023.



STRUCTURE AND ORGANIZATION

As part of the HARTMANN GROUP's global sustainability organization, dedicated responsibilities have been established for climate and environmental protection across the Group as well as in the local country organizations and subsidiaries.

Global responsibility

The Management Board of the HARTMANN GROUP bears general responsibility for legally compliant and efficient environmental management. Operationally, this is managed by the Health, Safety and Environment (HSE) department.

Local management

The managing directors and managers of country-level and subsidiary companies are responsible for implementing all legal and cross-company requirements at the local level. The management is supported by the expert advice of local

environmental specialists and the HSE management of the HARTMANN GROUP. With the goal of continuous improvement, HARTMANN ensures an exchange of expert knowledge through global and regional events.

ENVIRONMENTAL OUTCOMES INITIATIVE

Environmental Outcomes are part of a global initiative launched by HARTMANN in 2020 with the aim of using its products and solutions to actively contribute to measurable improvements in the work of healthcare professionals and nursing staff as well as treatment outcomes for patients. As part of Environmental Outcomes, the initiative focuses on identifying improvements in the two key areas of energy consumption and CO₂ emissions, as well as the use of raw materials for products and packaging.

2.2 Climate protection

Climate change is one of the greatest challenges of the 21st century. HARTMANN wants to make its contribution to achieving the goal of the Paris Climate Protection Agreement of limiting the global temperature rise to below 2°C above pre-industrial levels. The Company has therefore set itself the Group-wide goal of reducing greenhouse gas emissions resulting from direct or indirect energy use at Company sites by at least 50% by 2030 and becoming climate neutral³ by 2050.

In the reporting period, the Company began to expand its CO₂ calculations to Scope 3 emissions and implemented reduction measures to achieve the Group-wide decarbonization targets.

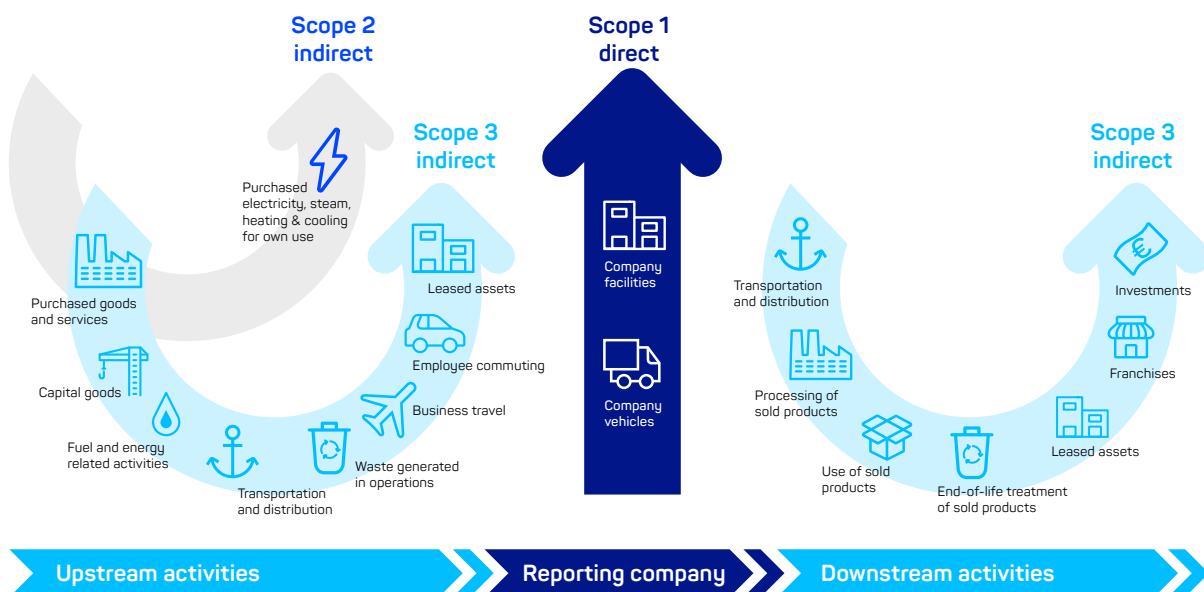
2.2.1 DECARBONIZATION STRATEGY

Greenhouse gases are released in almost every business activity along HARTMANN's value chain, whether from the procurement of raw materials, production processes, the use of products or their subsequent disposal and recycling.

To calculate greenhouse gas emissions, HARTMANN uses the internationally recognized emission categories defined by the Greenhouse Gas Protocol as "scopes":

- Scope 1:** all emissions caused directly by combustion, including Company vehicles (e.g. combustion of heating oil or natural gas in production processes or diesel for vehicles).
- Scope 2:** all emissions caused by purchased energy (e.g. electricity, district heating/cooling, steam from external energy suppliers).
- Scope 3:** all other emissions resulting from Company activities but not under its control, e.g. from suppliers, service providers, employees or end users (upstream and downstream activities).

DECARBONIZATION STRATEGY



³ In addition to direct emissions (Scope 1) and those resulting from the purchase of energy – e.g. electricity and district heating (Scope 2) – this also includes emissions from the upstream and downstream value chain (Scope 3).

HARTMANN relies on its own measures to reduce CO₂ emissions. The main levers are increasing energy efficiency and the use of renewable energies at the sites as well as converting the vehicle fleets towards e-mobility. In-house energy generation also has a limited influence. Offsetting measures that fit HARTMANN's business model are only considered if all possibilities for independent energy reduction have been exhausted and all energy efficiency measures have been implemented.

Beyond the Company's own business activities, the greenhouse gas emissions of the upstream and downstream value chain (Scope 3 emissions) influence overall emissions. In the coming years, HARTMANN will continue to develop its roadmap for reducing Scope 3 emissions and gradually integrate them into the overall balance sheet.

STRATEGY

Many smaller and larger measures at the HARTMANN GROUP's locations contribute over time to achieving CO₂ neutrality with regard to the direct release of climate-damaging gases within the Company (Scope 1) and the indirect release by energy suppliers (Scope 2).

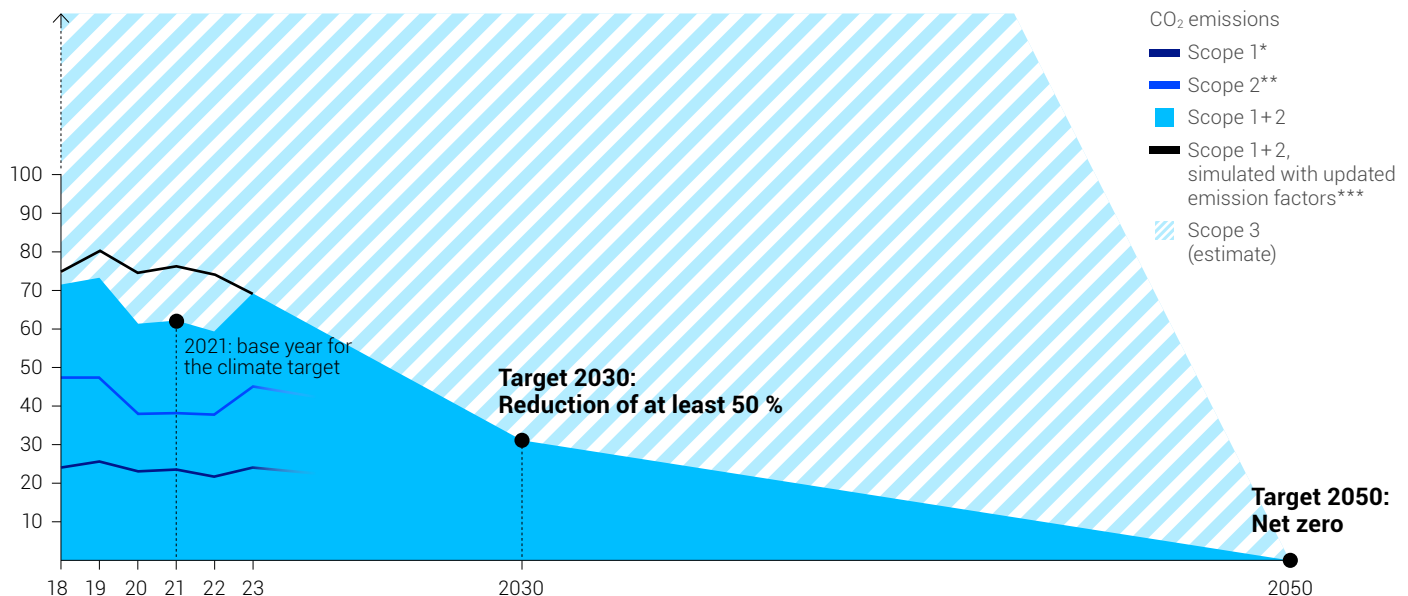
In principle, the Company is focusing on measures in the following four areas. In addition to converting vehicle fleets towards electromobility and purchasing green electricity, this includes replacing the conventional heat supply at HARTMANN locations with heat pumps or other CO₂-free alternatives such as district heating or electric boilers. The fourth area is the conversion of production processes to CO₂-free or lower CO₂ process heat, for example via biomass, electrical heat supply or processes without external heat requirements.

The Company's ongoing improvements in energy efficiency facilitate the aforementioned conversion measures. Environmentally friendly in-house energy generation, e.g. through our own photovoltaic systems, reduces the need to purchase CO₂-neutral energy. At the same time, their cost-effectiveness is limited by factors such as structural engineering requirements, local regulatory requirements and the availability of specialist companies.

For a large number of smaller emitters, such as exhaust gas treatment plants or diesel generators, HARTMANN looks for individual solutions to avoid CO₂ emissions, taking into account the age of the respective plant and thus the option of replacing it.

DECARBONIZATION ROADMAP HARTMANN GROUP

CO₂ emissions in kt



* Due to the introduction of new software, additional emission sources were identified in 2023 that were previously only partially measured. This leads to smaller increases in the greenhouse gas balance.

** The significantly higher greenhouse gas emissions (Scope 2) in 2023 are attributable to an increase in emission factors due to energy crisis-related changes in the electricity mix (including more coal-fired electricity).

*** Theoretical total emissions using the emission factors available in 2023.



HARTMANN SPAIN

“HARTMANN for Future”

In Spain, HARTMANN has been building on its previous sustainability activities since 2020 with the “HARTMANN for Future” project. In order to reduce the negative impact of its business activities on the environment, the Company is developing measures in the areas of emissions, energy consumption, transportation, waste and product life cycle as part of the project.

The national company is also working more intensively on the environmental compatibility of its products, the efficient management of buildings and communication about its sustainability performance. HARTMANN Spain’s own Sustainability Report is published every year.

HARTMANN UK

Emissions and energy consumption reduced

To reduce CO₂ emissions, HARTMANN UK is converting its fleet to low-emission vehicles. All new vehicles leased since 2021 are hybrid or fully electric vehicles. This means that 82% of the entire fleet is already low-emission. The proportion of e-mobility is being gradually increased across the Group.



KNEIPP

More sustainable products and climate protection measures

Kneipp has implemented numerous measures for more sustainable production in recent years. For example, the company has been sourcing electricity from hydropower since 2010 and feeds a large amount of heat from production into the heating system. Kneipp uses waste heat from compressors to preheat process water. Sustainability is also a focus for the products, from raw materials to production and the supply chain.

The company plans to eliminate petroleum-based plastic from its packaging by 2030 and use bio-based materials wherever possible instead. Kneipp calculates both the company’s carbon footprint and that of its products. The company is continuously working to reduce emissions. The HARTMANN subsidiary offsets unavoidable emissions from Scope 1 and 2 as well as individual components from Scope 3 through certified climate protection projects.

© Kneipp GmbH



SUSTAINABLE MOBILITY FOR EMPLOYEES

As part of the redesign of the outdoor facilities at the Company headquarters in Heidenheim, HARTMANN has built around 100 bicycle parking spaces with a photovoltaic system installed on the roof. Charging boxes are available to employees and guests, where e-bike batteries can be charged with the Company's own electricity. Another means to promote of cycling is the offer to lease company bicycles and e-bikes.

HARTMANN has also further expanded the charging infrastructure for electric vehicles. At the end of the reporting year, a total of 45 charging points with a capacity of 11 kWh each and 2 fast charging points with 150 kWh were available.

REGIONAL MOBILITY PACT

HARTMANN also relies on the active support of regional initiatives from business and politics. In the Aalen/Heidenheim area, the Company has been promoting future-oriented mobility by signing a mobility pact since 2020. As a major regional supplier, HARTMANN is an important factor in commuter flows. As part of the pact, the Company is supporting, with other players, better road safety and promoting local public transport, walking and cycling. The regional agreement is one of five mobility pacts in the State of Baden-Württemberg and is initially set to run for five years. The aim is to achieve a noticeable improvement in sustainable regional mobility.



2.2.2 ENERGY CONSUMPTION AND ENERGY MIX

DOCUMENTATION OF ENVIRONMENTAL PERFORMANCE

HARTMANN continuously collects data on energy and water consumption, waste water, and waste generation at its national and subsidiary companies. These data form the basis for identifying site-specific potential for improvement, for which HARTMANN defines action plans.

ENERGY EFFICIENCY

HARTMANN sees increasing energy efficiency as an important component of climate protection. The Group consumes primary and secondary energy. The dominant energy source is electricity. The production and logistics locations are particularly relevant factors in energy consumption. Particularly energy-intensive areas include textile processes, such as the production of yarn and the drying and bleaching of goods. The operation of clean rooms and the associated ventilation and air-conditioning processes are also energy intensive.

ENERGY MANAGEMENT

The aim of energy management at each site is to reduce the direct and indirect consumption of fossil fuels. Depending on the location, energy management is controlled via environmental or special energy management systems in the country organizations and subsidiaries. In 2023, HARTMANN implemented an energy data collection system at further selected locations.

When operating its production and logistics sites, HARTMANN relies on an energy mix that is both economical and environmentally friendly. The HARTMANN GROUP sites are supplied by various electricity suppliers, whereby the composition of the electricity varies.

In order to increase the proportion of self-generated electricity, HARTMANN has installed photovoltaic systems both at the Heidenheim site and at the Kneipp subsidiary in Ochsenfurt. The Company is currently examining further locations with regard to their photovoltaic and solar thermal potential. In addition, HARTMANN is striving for continuous improvement at site level with energy efficiency measures. One example of this is the renewal of the water heating system at the Brück site.

ENERGY CONSUMPTION AND ENERGY MIX in MWh

	2021	2022	2023*
Total energy consumption	293,877	288,985	283,021
Total energy consumption of directly used energy sources	114,237	108,430	106,577
Fuel consumption from crude oil and petroleum products	9,890	10,714	15,236
Fuel consumption from natural gas	104,347	97,716	89,968
Fuel consumption from other fossil sources	0	0	1,373
Total consumption from purchased energy	179,494	180,379	176,168
Electricity	165,595	169,333	166,316
District heating	13,900	11,046	9,852
Total consumption of self-generated energy	145	175	276

* The energy volumes consumed in December 2023 were extrapolated based on the consumption figures for the same month of the previous year, as the invoices with the real consumption figures were not yet fully available at the editorial deadline.

ACTION FOR A SUSTAINABLE RESPONSE TO THE ENERGY CRISIS

#WeSaveTogether is a HARTMANN campaign launched at all locations in Europe in the reporting year, which is both a response to the energy crisis and an initiative for greater sustainability. The Company saved around 400 tons of CO₂

emissions through various optimizations in the heating and lighting system. Examples of the measures include reduced flow temperatures in heating systems at many locations and the installation of a heat pump powered by green electricity at the subsidiary Kneipp.



HARTMANN CZECH REPUBLIC

Optimized heat generation through cogeneration

At the Veverská Bítýška site, HARTMANN operates a combined heat and power plant consisting of two generation plants (0.80 MW and 0.25 MW). This enables the simultaneous generation of electricity and usable heat in a joint thermodynamic process.

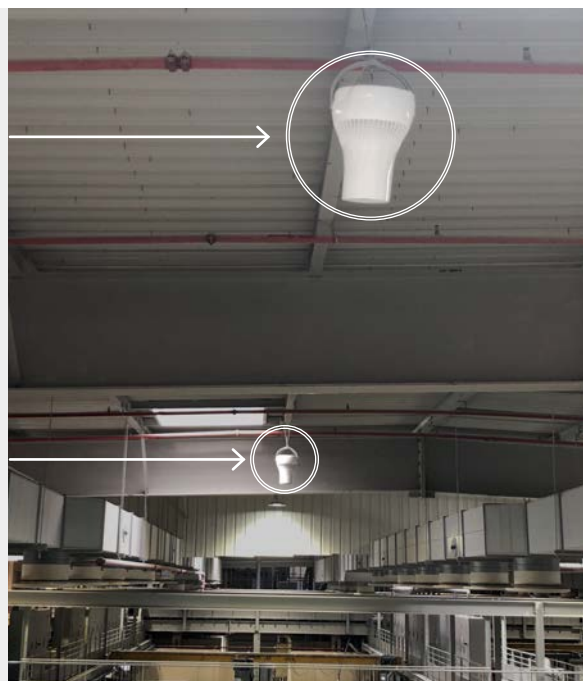
The company uses the heat generated for heating and as process heat. This optimization reduces CO₂ emissions and lowers fuel requirements at the site by more than 60%.

HARTMANN FRANCE

Saving heating costs while maintaining the same temperature

HARTMANN has optimized the heating system at the French production site in Lièpvre. Previously, the heat generated during production was unevenly distributed and could escape through the roof of the plant. The site therefore had to be additionally heated with gas. In the year under review, HARTMANN found a way to make better use of the heat generated during production.

To achieve this, specially developed fans were installed on the ceiling of the factory hall, which return the rising warm air to the floor. Thanks to the special technology, the air flow is not noticeable on the floor, does not stir up any dust and enables efficient air circulation with very low energy consumption.



2.2.3 GREENHOUSE GAS EMISSIONS

Direct and indirect emissions caused by energy consumption contribute to climate change. To achieve its CO₂ reduction targets, HARTMANN has defined measures such as switching to green energy and increasing e-mobility. These are being implemented successively. To this end, the Company has converted the consumption data measured throughout the Group using emission factors and prepared an emissions balance sheet (Scope 1 and 2). Due to its large number of management, production and warehouse locations, HARTMANN has a very granular consumption structure. The Company has successfully collected the relevant data in its countries and subsidiaries, checked them for plausibility and consolidated them at Group level.

This means that the calculation of total greenhouse gas emissions complies with the internationally recognized standard of the Greenhouse Gas (GHG) Protocol. The Company takes

direct and indirect emissions into account. Direct emissions include sources that the Company owns or controls. These include emissions from combustion processes in stationary plants or Company vehicles (Scope 1). Indirect emissions are caused by the use of secondary energy sources. These include, for example, purchased electricity and district heating (Scope 2).

If the information is available, HARTMANN calculates greenhouse gas emissions from the purchase of electricity using the specific emission factors of the electricity providers or using the emission factors of the respective national electricity mix.⁴

As a result of the energy crisis, more coal-fired electricity was used in the energy mix in Europe as a whole, which led to a significant deterioration in emission factors. Around 80% of the increase in CO₂ emissions in 2023 can be attributed to this. As a result of this external condition, total greenhouse gas emissions in 2023 are higher than in the previous year despite an independent reduction in energy consumption.

GREENHOUSE GAS EMISSIONS in t CO₂

	2021	2022	2023
Total greenhouse gas emissions (Scope 1 and 2)	62,023	59,837	69,203
Total Scope 1 emissions	23,859	21,897	24,032*
Direct energy consumption at locations	21,479	19,840	20,661
Direct energy consumption of Company vehicles	2,380	2,057	3,371
Total Scope 2 emissions	38,164	37,940	45,171**
Electricity	34,568	35,346	43,272
District heating	3,596	2,594	1,899

* In 2023, additional emission sources were recorded due to the introduction of new software. This leads to smaller increases in the greenhouse gas balance.

** The significantly higher greenhouse gas emissions (Scope 2) in 2023 are attributable to an increase in emission factors due to energy crisis-related changes in the electricity mix (including more coal-fired electricity).

SUPPLY CHAIN MANAGEMENT

PAUL HARTMANN is working together with logistics partners to avoid and reduce CO₂ emissions in the field of container transportation (Scope 3). The concept involves avoiding empty container trips by immediately reloading containers that have been unloaded at the Logistics Center South in Herbrechtlingen with goods for export.

This reduces empty truck journeys to and from the nearest container depot by approx. 70 km per container. This saves approx. 110 kg of CO₂ per container. In addition, since 1 July 2023, all containers from Asia which a logistics partner organizes for PAUL HARTMANN AG have been handled with



biofuel⁵ in order to further reduce transport-related emissions. This measure will save around 0.95 tons of CO₂ per container.

⁴ The significantly higher greenhouse gas emissions (Scope 2) in 2023 are attributable to an increase in emission factors due to energy crisis-related changes in the electricity mix (including more coal-fired electricity).

⁵ The biofuel is subject to triple certification audited by third parties. It is waste-based and compliant with EU RED II Annex IX, Part A + B. The biofuel contains neither palm oil nor palm oil residues. It is produced without direct or indirect land use changes.

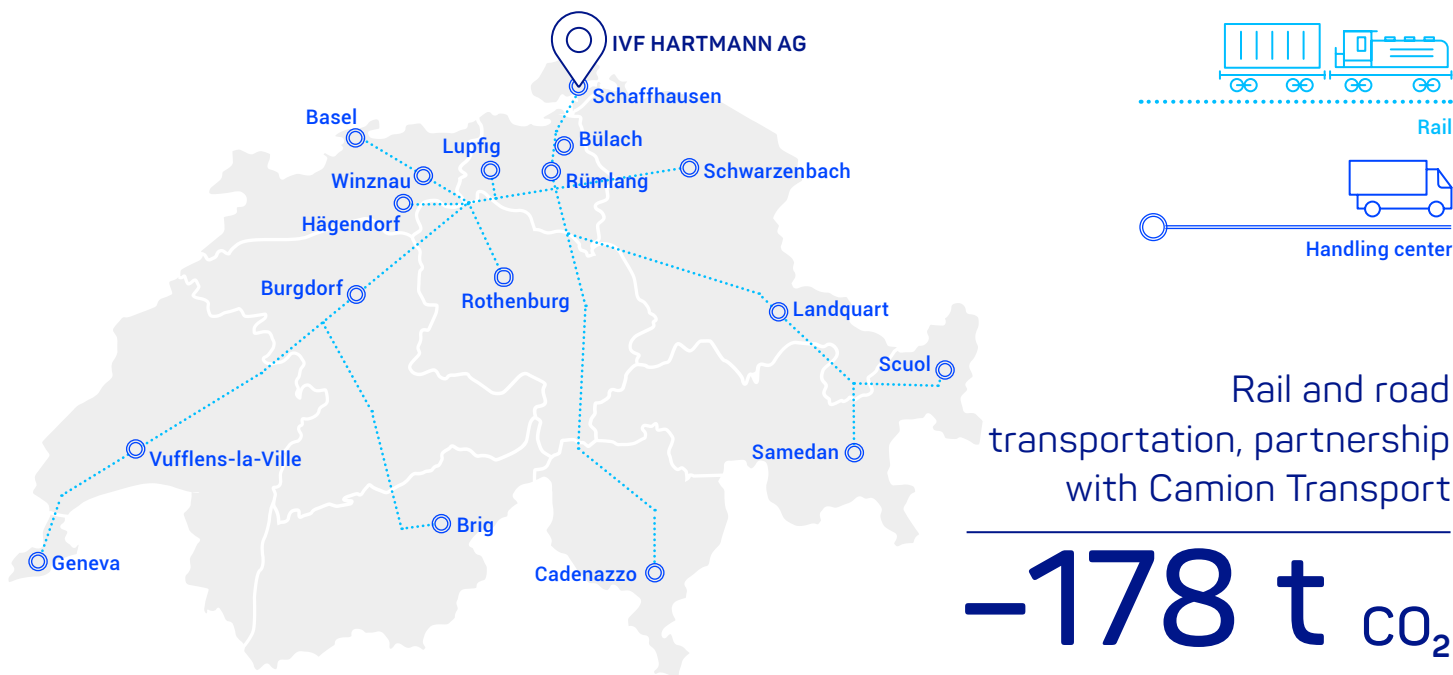
WOUND CARE: OPTIMIZATION OF THE TRANSPORT ROUTES OF STERILIZED GOODS

The sterilization of selected wound care products is partly carried out by external partners. Previously, the products sterilized in this way had to be transported from the sterilizer back to the original production site before being distributed to the central warehouses. A project team has succeeded in significantly reducing the transportation requirements for these products. Quality testing will now take place directly at the external sterilizer. This will result in lower costs and lower CO₂ emissions while maintaining the same quality.

DUAL TRANSPORTATION SYSTEM AT IVF HARTMANN AG

In order to avoid transport-related emissions, IVF-HARTMANN products are largely shipped throughout Switzerland by rail. For example, transport from the production facility in Neuhausen to the Inselspital in Bern saves a total of around 134 truck kilometers. By using an efficient network of transshipment centers and making extensive use of rail transport, around 178 tons of CO₂ were saved in the reporting year compared to full road transport.

SUSTAINABLE TRANSPORT – THE DUAL TRANSPORT SYSTEM AT IVF



Example transport route from IVF HARTMANN AG to Inselspital

80 % by rail





2.3 Water use

HARTMANN has been measuring water consumption in the Group for more than ten years. The Company's own water use is only a significant environmental parameter at a few locations. These include, for example, the textile production sites with bleaching, dyeing and washing processes. Here, the Company pursues local optimization measures and improves wastewater treatment, for example by investing in water treatment plants. The manufacturing processes at most of HARTMANN's other production sites run without water or with low water usage (for example, the manufacture of incontinence products is a dry process and only requires water for air humidification).

WATER MANAGEMENT

Clean drinking water is becoming increasingly scarce worldwide. The reasons for this include climate change and industrial pollution, while at the same time the demand for water is increasing due to a steadily growing world population. In view of these developments, sustainable water management is a central component of HARTMANN's environmental protection measures. Water consumption and wastewater are measured worldwide at HARTMANN and the Company is committed to the responsible use of this resource throughout its entire value chain. Water is one of the essential resources for HARTMANN in the manufacture of textiles and other products and in building air conditioning.

The Company works consistently in all areas and processes to minimize water consumption and wastewater volumes. In addition, HARTMANN protects sensitive sources and

reservoirs near its production sites. Water scarcity is a particularly important issue at the site in India. HARTMANN uses water-saving systems there and replaces drinking water with alternative water sources such as rainwater or well water, wherever this is possible and sensible. The Company discharges the majority of its wastewater into the sewer system as industrial or sanitary wastewater. HARTMANN uses its own water treatment plants at critical locations. Wastewater is regularly checked for quality and possible contamination at the sites. In the year under review, HARTMANN did not detect any incidents of exceeding the officially prescribed threshold values.

In 2023, additional parameters for classifying discharged water volumes were implemented due to the introduction of new software for collecting sustainability data. This increases the degree of coverage, which in turn explains the higher volume of wastewater compared to previous years.

WATER CONSUMPTION in m³

	2021*	2022	2023*
Total water consumption	707,750	817,336	755,877
Total amount of wastewater	440,474	503,787	575,699

* The total water volume was extrapolated based on the previous year's consumption figures, as the invoices with the actual consumption figures were not yet fully available at the editorial deadline.

2.4 Circular economy

HARTMANN is committed to using resources carefully. The Company uses raw materials of various types and from different origins. It is keen on minimizing the quantities of raw materials used for specific products while increasing the proportion of recycled materials in products and packaging – without compromising product quality or safety for patients and nursing staff. Product certifications are implemented in line with market requirements.

2.4.1 LIFE CYCLE ASSESSMENTS

In recent years, HARTMANN has carried out life cycle assessments (LCAs) to provide the development departments with a solid body of data for product optimization. The Company has analyzed all environmental impacts in accordance with ISO 14040 and ISO 14044. In the divisions, the LCAs serve as a basis for the development of products in line with sustainability goals. HARTMANN is continuously expanding the area of LCA. Previous analyses have identified raw material consumption as a key driver of environmental impact. With intelligent product design, HARTMANN is working on further improvements to increase the sustainability of its products. Wherever possible, the divisions optimize products to reduce packaging volumes, storage space requirements and road transport.

2.4.2 PRODUCT INNOVATIONS AND MORE SUSTAINABLE MATERIALS

User experience and expectations, functional analyses and current market data are incorporated into product development, as are the latest medical and material science findings, technological expertise, experience from in-house production and aspects of ergonomics and design.

Special attention is also paid to aspects of sustainability. Through the selection of materials and product design, HARTMANN increases the benefits of its products and simultaneously reduces their potential negative impact on the environment. At the same time, innovative product concepts give customers the opportunity to achieve the same performance and function with fewer products.

In packaging development, HARTMANN sees considerable potential in simplification, the elimination of certain packaging stages and the consistent use of recycled and recyclable materials. The Company has systematically organized its product development work and processes, supporting them with systems such as Product Lifecycle Management (PLM).

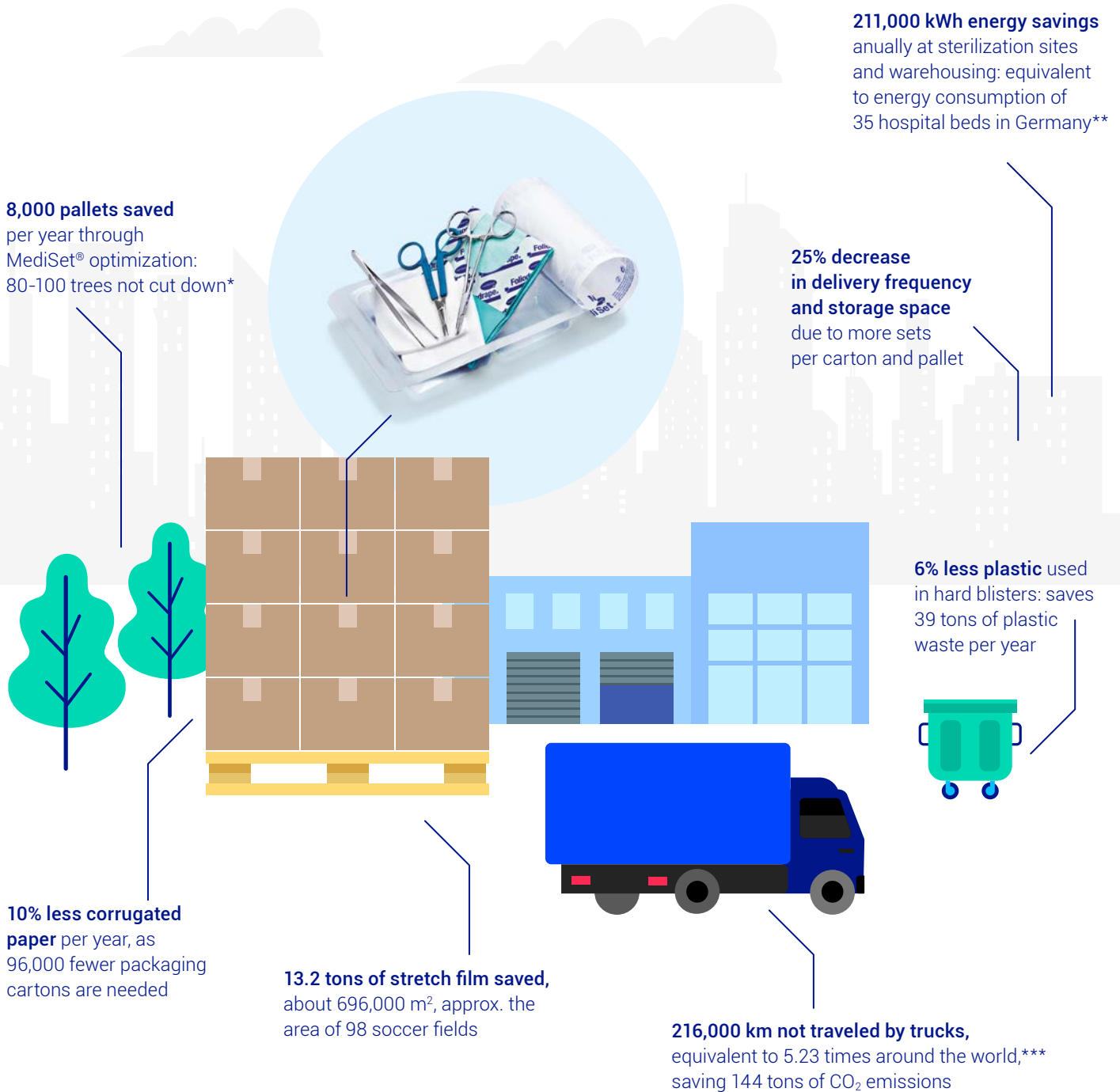
Due to regulatory requirements, only limited modifications can be made to materials or sterile packaging for medical products. Nevertheless, HARTMANN is continuously looking for sustainable solutions. The Company has implemented corresponding supply chain certifications for sites with large quantities of wood-based materials. Various sites in Germany, France, Italy, Switzerland and Spain have FSC® Chain of Custody certification ("supply chain certification", FSC® C131245). Cellulose and other cellulose fibers account for the largest share of HARTMANN's raw material requirements. The Company sources its pulp primarily from certified forests.

All pulp is bleached without chlorine gas, which reduces the amount of adsorbable organic halides (AOX) in wastewater. The cardboard used in all HARTMANN divisions consists mainly of recycled fibers. In addition, the Company has implemented various systemic measures to save materials and avoid waste. For example, as part of a design-to-cost project, HARTMANN has optimized the use of materials for MediSets® and thus significantly improved transport, storage and sterilization conditions (see infographic on page 27). MediSet® facilitates treatments in hospitals and care facilities with the help of pre-packaged, sterilized instruments and surgical materials.

The subsidiaries also implement sustainability measures for their materials. For example, 98% of the shower products and hand soaps produced by Kneipp are made from biodegradable ingredients. KOB offers latex-free cohesive fixation bandages as well as compression and support bandages with a high proportion of natural fibers. CMC manufactures cotton swabs as a biodegradable product with environmentally friendly paper shafts and packaging (completely plastic-free), according to ISEGA certificate DIN EN 13432 and DIN CERTCO NF T51-800:2015 (home and garden compostable). The main raw material for cotton pad and cotton swab production is recycled cotton fibers from the textile industry.

MAKING MediSet® LEANER & GREENER

Environmental benefits of the Lean MediSet® Project



* Associated Pallets (2018)

** González González, A.; García-Sanz-Calcedo, J.; Rodríguez Salgado, D. "Evaluation of Energy Consumption in German Hospitals: Benchmarking in the Public Sector." *Energies* 2018, 11, 2279: <https://doi.org/10.3390/en11092279>

*** NASA: https://imagine.gsfc.nasa.gov/features/cosmic/earth_info.html

2.4.3 EFFICIENT USE OF RAW MATERIALS

In the manufacture of its products, HARTMANN uses renewable raw materials such as pulp based on pine wood or cotton as well as petroleum-based raw materials such as polyethylene or polypropylene. From product development to production processes, the Company works continuously to reduce the consumption of raw materials and other resources.



KOB Use of more sustainable materials

For wound care in 2023, KOB presented a textile carrier for bandages that is manufactured using bamboo viscose. The bamboo yarn used comes from an FSC®-certified source. Bamboo yarn is more sustainable than other natural and man-made fibers due to its high yields and lower environmental impact.

With regard to sustainable natural fibers, KOB is a member of the Better Cotton Initiative (BCI), the world's largest program for more sustainable cotton. The company also sources more than 40% of its cotton from European sources. This ensures that KOB has short procurement lines and can better control production conditions in cooperation with retailers.



DISINFECTION Mission Zero: 0% plastic in wipes

By 2028, HARTMANN aims to reduce the plastic footprint of surface disinfection wipes from currently more than 1 million kg to zero. As part of its Mission Zero, the Company will gradually reduce the amount of plastic in its wipes through targeted innovations and the development of its portfolio. In September 2023, HARTMANN successfully launched the new Bacillof® Zero Tissues in Germany, Austria and the Netherlands. The product is sustainable in terms of formulation, wipe material (plastic-free) and the packaging concept, while offering highly effective protection against infection in the medical environment. Its CO₂ footprint is up to 75% lower than previous surface disinfection wipes.⁶

Bacillof® Zero Tissues are made of biodegradable material and contain a patented active ingredient complex based on organic fruit acids. Bacillof® Zero Tissues are thereby a testimony to HARTMANN's high sustainability standards, helping to protect people and the environment, while also meeting the growing market demand for environmentally friendly alternatives in the field of surface disinfectants.

⁶ Comparison: one pack of Bacillof® Zero vs. one pack of Bacillof® 30 Sensitive.

WOUND CARE**Reuse of silicone paper**

In the multi-stage production process of Cosmopor® wound dressings, HARTMANN uses a non-recyclable silicone paper several times to cover the adhesive layer. By reusing the silicone paper in the production process and on the finished product, the Company saves more than 170 tons of silicone paper annually.

**INCONTINENCE MANAGEMENT****Optimizing packaging for MoliCare® Premium Form**

Improvements in the new MoliCare® Premium Form line benefit both patients and the environment. They not only provide even better protection and further optimized quality for caregivers and patients, HARTMANN has also optimized the packaging and design with a view to sustainability. By optimizing the packaging, around 6% of packaging material, 18,000 pallets and around 500 truck transports could be saved in 2023.

DISINFECTION**Lighter plastic bottles**

In the production of 0.5 and 1 liter plastic bottles for disinfectants, HARTMANN was able to save large quantities of plastic by reducing the amount of material used. For example, the plastic weight of the 0.5 liter bottle was reduced by 35% and that of the 1 liter bottle by 19%. This saves 83 tons of raw material for plastic production per year.

**TRANSPORT OPTIMIZATION AND SUSTAINABLE PACKAGING SOLUTIONS**

Since 2018, HARTMANN has been using concentrates in the production of Mikrobac® Tissues disinfectant wipes, which have reduced transportation costs by more than 60%. IVF HARTMANN in Switzerland saves 12.5 km of bubble wrap per month by using fully biodegradable AirWave BIO bubble wrap made from potato starch.

In terms of sustainable packaging, CMC offers cotton pads in PE bags with up to 80% recycled content. The majority of retail products have FSC®-certified paper packaging made from up to 100% recycled material. KOB uses almost 100% boxes and cartons made from recycled material. By optimizing the MediSet®, the Risk Prevention division was able to reduce

plastic consumption by 6% in the reporting year, the amount of corrugated cardboard used by 10% and the amount of stretch film used by 13.2 tons, which is equivalent to an area of around 89 soccer fields.

The Kneipp subsidiary has set itself the goal of using natural paper alternatives without virgin wood fibers for the outer packaging of its products. For example, the folding boxes for lip care, trays and shipping cartons for the online store have already been converted to paper alternatives such as silphie or grass. Further packaging materials are to be converted to alternative materials in the coming years. Kneipp is also working on completely eliminating petroleum-based plastic from its cosmetics packaging. Currently, over a third of all cosmetics packaging is already made from alternatives such as glass, paper, cork or bio-based plastic.

CMC

Sustainable cotton pads

CMC is a member of Sedex, an organization for companies committed to continuous improvement in ethical conduct along their supply chain. The company manufactures its cotton pads at ISO 14001 and 50001 certified production sites. The pads are made entirely from the renewable and biodegradable raw material cotton.

The proportion of cotton certified by the Global Organic Textile Standard (GOTS) is continuously increasing and currently stands at around 20%. GOTS is recognized as the world's leading standard for the processing of organically produced natural fibers. In the private label segment, CMC offers cotton pad packaging made of up to 80% recycled plastic, which are 100% recyclable.



reddot winner 2023



KNEIPP

More sustainable packaging

No one can tackle the challenges of more sustainable business practices alone. Kneipp is therefore forging partnerships and working with startups such as rezemo, which produces bio-based coffee capsules. Kneipp is thus taking the next step in terms of bio-based packaging solutions for bath and body care products.

Facial care products in the almond blossom series and Kneipp foot butter have lids made of a material called forewood. It consists of PEFC-certified wood fibers from southern German forests, a by-product of the wood processing industry, and a binding agent made of plant starch.

The sustainable packaging concept for the almond blossom day and night cream (and the foot butter) received the Red Dot Award 2023. In addition to the lid, the packaging also includes a jar that consists of more than a third recycled glass. The label made of FSC®-certified paper with easily washable adhesive and the inner closure disk made of sugar cane-based polyethylene round off the packaging concept.



KNEIPP

Packaging solution made from silphie paper

Kneipp is increasingly relying on bio-based materials for its packaging. The company uses a new raw material called silphie paper for packaging boxes in the lip care range. It offers numerous advantages. Silphium perfoliatum (cup plant) is a hardy plant grown in large quantities in Germany.

This reduces transport distances and the associated CO₂ emissions. The Fraunhofer Institute for Environmental, Safety and Energy Technology UMSICHT also rates the eco-balance of silphie paper positively.⁷ Silphie fiber production has less of an impact on the environment than pulp production. Kneipp's folding cartons consist of 35% silphie fibers and can be disposed of as waste paper and thus recycled.



2.4.4 WASTE MANAGEMENT

RECYCLING AND DISPOSAL AT THE END OF A PRODUCT LIFE CYCLE

HARTMANN distinguishes between the reuse and disposal of used products, as well as between the reduction and recycling of production-related waste. For the majority of HARTMANN products, industrial recycling after use is not legally possible or only possible to a limited extent, as the products come into contact with bodily secretions. Nevertheless, used products can be thermally recycled and used to recover energy. As part of its membership in the world's leading nonwovens association EDANA (European Disposables and Nonwovens Association), HARTMANN is working on projects that will enable the recovery of raw materials from used hygiene products in the future.

WASTE GENERATION IN PRODUCTION

HARTMANN cannot completely avoid waste in production. However, with its raw materials and waste management, the Company aims to use raw materials efficiently and recycle materials. In the reporting period, the Company measured around 22,159 tons of waste (2022: 22,631 tons).

HARTMANN works continuously to minimize material losses and production scrap. The Company sorts waste from the production process into different waste fractions at each site and disposes of it properly. In doing so, HARTMANN focuses on continuously improving the proportion of materials returned to the material cycle, both in total and in terms of purity. The Company recycles some of the production waste from the manufacture of incontinence products internally.

WASTE GENERATED in t

	2021*	2022*	2023
Total amount of waste, in t	22,292	22,631	21,454**
Total amount of hazardous waste, in t	956	812	844***
Preparation for reuse	–	–	1
Recycling	–	–	70
Other recovery operations	–	–	10
Incineration with energy recovery	–	–	46
Incineration without energy recovery	–	–	515
Landfill	–	–	56
Other types of disposal	–	–	146
Total amount of non-hazardous waste, in t	21,336	21,819	20,610
Preparation for reuse	–	–	205
Recycling	–	–	10,789
Other recovery operations	–	–	227
Incineration with energy recovery	–	–	8,861
Incineration without energy recovery	–	–	75
Landfill	–	–	366
Other types of disposal	–	–	88

* A new waste classification system was introduced in the reporting year. The waste data from previous years can only be assigned to the new categories to a limited extent.

** The total amount of waste was partially extrapolated based on the previous year's values, as calculations with the real data were not yet fully available at the editorial deadline.

*** The total amount of hazardous waste was partially extrapolated based on the previous year's values, as calculations with the real data were not yet fully available at the editorial deadline.

Using an in-house recycling process, HARTMANN separates the absorbent materials from the casing materials so that they can be fed directly back into the production process. In this way, the Company significantly reduces the absolute amount of waste and lowers the need for primary raw materials. Waste avoidance measures are an integral part of HARTMANN's corporate environmental protection. With this in mind, the Company also regularly raises employee awareness of waste avoidance and separation issues.

In 2023, additional parameters for classifying waste types and treatment methods were implemented with the introduction of new software for collecting sustainability data. The waste volumes that were measured before 2023 cannot be fully transferred to the new system. This explains the data gaps for the various types of waste treatment in 2021 and 2022.



REDUCING ELECTRICAL WASTE

HARTMANN is committed to the careful use of resources not only in production, but also in the IT sector, and is therefore pursuing a sustainable approach. For example, defective business cell phones are no longer simply replaced, but repaired by a certified repair service if they have not yet reached the end of their possible useful life.

From 2024, HARTMANN will also test the power supply units and power connection cables during the electrical safety inspection of Vivano® Tec-Pro products for negative pressure therapy. These were previously excluded from the test and

therefore had to be disposed of regularly due to safety regulations, regardless of their often flawless quality. This innovation reduces the amount of electrical waste generated each year by up to 1,500 kg.

In the reporting period, HARTMANN also carried out a collection campaign for old cell phones and tablets. The smartphones, tablets and headsets donated by employees are refurbished and resold wherever possible. If this is not practical, the devices are recycled, allowing valuable raw materials to be recovered. The proceeds of the campaign go into the NABU insect protection fund and thus directly benefit the environment.



Chapter 3: Social

3.1 Personnel management

The structure of the HR organization at HARTMANN reflects the global status of the Company as well as the local responsibilities in the countries and subsidiaries. The HR strategy is implemented by local HR managers. In this way, HARTMANN utilizes synergies throughout the Company and at the same time makes targeted and effective use of local expertise.



HARMONIZATION OF PERSONNEL MEASURES

The global network of country organizations and subsidiaries forms a key pillar of global HR management. HARTMANN's Human Resources (HR) organization sets up projects with international relevance across the Group and implements them regionally. The Company streamlines administrative HR processes in a targeted manner, digitalizes them and bundles some of them across countries.

Through the Performance Development Practices (PDP) implemented in 2021, HARTMANN is embracing a globally uniform standard for target agreements, feedback, performance reviews, succession planning, development talks and development rounds. During the reporting period, the Company also fundamentally revised and redeveloped its offerings for the development of management staff.

PEOPLE STRATEGY

With five clearly defined fields of action, the HARTMANN PEOPLE Strategy provides the basis for establishing a forward-looking corporate culture. HARTMANN wants to empower its employees to contribute to the Company's success and positively influence the lives of customers and patients.



The PEOPLE Roadmap is derived from the PEOPLE Strategy, which brings the approach to life and contains all the important projects and measures of the global HR organization.

CHALLENGES

HR work at HARTMANN is currently facing the major challenge of countering a shortage of skilled workers. Other areas of work include implementing an agile learning culture and actively supporting the transformation process.

The shortage of specialists and workers, which is particularly pronounced in certain regions, is a key challenge for HR work and the workforce. It will be further exacerbated by the foreseeable growth in demand for employees with special skills, e.g. in digitalization. To overcome this challenge, HARTMANN is focusing on strategic career development and training its workforce as well as intensifying employer branding and recruiting.

EMPLOYER BRANDING AT HARTMANN: EMPLOYER VALUE PROPOSITION

To ensure clear employer branding, HARTMANN developed an Employer Value Proposition (EVP) in the reporting year, which forms a strong basis for a wide range of activities in the area of employer branding. In recruiting, the Company relies on active sourcing (targeted, proactive research, recruitment of potential employees) and aims to expand its resources in this area. The Company has also successfully implemented an employee referral program.

Sustainable success for any business relies on having the agility to adapt to ever-changing circumstances. As a result, employees must be willing and able to acquire new skills within a short span of time. HARTMANN supports employees to do this through its modern learning culture, characterized by agility and personal responsibility. Employees are assigned roles and complete training required by legal, regulatory and internal process requirements in the "SuccessFactors Learning" management system. The Learning Experience Platform (LXP) introduced in the reporting year enables employees to develop skills via learning paths that result from future-relevant specialist knowledge and the interests of employees.

In addition, the HR organization supports the Company in its transformation through proactive change management and the development of the organizational structure and corporate culture.



VOICES OF HARTMANN

HARTMANN's culture and thus its attractiveness as an employer are reflected in the high level of employee satisfaction and loyalty. The "VOICES of HARTMANN" global survey of all employees conducted in 2021 resulted in numerous ideas and initiatives that the Company has implemented at all HARTMANN locations worldwide. In the reporting year, the focus was on the targeted communication of progress through smaller and larger success stories. In addition, the Company began preparations for the next "VOICES of HARTMANN" survey of all employees, which will be conducted in April 2024.

DEVELOPMENT PROGRAMS FOR EXECUTIVES

FIT TO LEAD is HARTMANN's international development program for young managers. The program was completely revised in the 2023 reporting year. In addition to leadership basics, the program focuses on knowledge of country-specific labor law and company-specific HR processes. In this way, HARTMANN gives young managers the opportunity to reflect on their leadership role and strengthen their self-confidence.



At the same time, networking is promoted in order to strengthen cross-functional cooperation at HARTMANN. The program lasts seven months and has so far been successfully introduced in the Czech Republic, France, Spain and Germany.

In the reporting year, HARTMANN developed DARE TO LEAD, a completely new global program. It is aimed at experienced managers with virtual and face-to-face units and comprises the Lead Yourself, Lead Others and Lead Business modules.

DARE TO LEAD promotes the international networking of experienced managers and supports them in reflecting on and improving their own leadership behavior, gaining a deeper understanding of strategy and business while learning modern leadership approaches.

PERFORMANCE DEVELOPMENT PRACTICES

HARTMANN's Performance Development Practices (PDP) cover all five fields of action of the PEOPLE Strategy and support the setting of targets and the evaluation of their achievement. They serve as the starting point for systematic personnel development. With PDP, HARTMANN aims to strengthen employee loyalty to the Company.

HARTMANN can use PDP to identify future skills requirements at an early stage, build up areas of expertise and prioritize learning areas. Managers and employees discuss relevant topics, strengths, performance, goals and development areas several times a year as part of target achievement and development talks. Systematic development of talent potential is combined with structured succession planning in additional development rounds. Development plans with specific targets are derived from these. Using this approach, HARTMANN systematizes international personnel development, promotes the development of talent and enables succession planning. Pools are used to make talents visible globally and can be considered in succession planning.

COMPREHENSIVE VOCATIONAL TRAINING PROGRAM

HARTMANN attaches great importance to securing qualified specialists in the long term. The provision of apprenticeship programs for specialist qualifications is therefore a high priority.

The HARTMANN GROUP offers various commercial, industrial and technical apprenticeships. In the year under review, two further apprenticeships were added in the areas of E-Commerce and Shipping/Logistics. Through a partnership with the Baden-Württemberg Cooperative State University, dual study opportunities in the fields of Business Administration, Business Informatics and Industrial Engineering are also offered. The HARTMANN GROUP also expanded its range of dual study programs in the reporting year and now offers study opportunities in the fields of Cybersecurity and Medical Technology, among others.

The competition for young talent has intensified, which meant that the Company was unable to fill some of the positions on offer in 2023. HARTMANN has therefore further expanded its employer branding measures in this area, as well.

BENEFITS FOR EMPLOYEES

HARTMANN wants to create a working environment in which employees feel respected and recognized, and in which a wide range of material and non-material benefits are offered in addition to performance-related remuneration. For this reason, there is a wide range of benefits on offer both at PAUL HARTMANN AG and in national and subsidiary companies, such as company car schemes, company pension plans, bicycle leasing and support for athletic endeavors. These are based on local conditions and documented in local company agreements or guidelines.

LEASING OF COMPANY BICYCLES AND ELECTROMOBILITY

In April 2023, PAUL HARTMANN AG introduced the option of leasing Company bicycles at the Heidenheim and Herbrechtingen sites. Through cooperation with an external service provider, employees have since been able to lease a Company bike that they can also use in their free time. In addition to saving money compared to direct purchase, employees also benefit from bike insurance. The health-promoting and environmentally friendly mobility concept also includes an employer subsidy for the maintenance of the individual bike or e-bike of choice. In 2024, this Company bike concept will be rolled out to other locations in Germany.

Electromobility has already been strongly preferred for Company vehicles in recent years. One focus of work in 2023 was the further improvement of options for reimbursing electricity costs at home and an improved charging infrastructure at the Heidenheim site for private vehicles.

APPRENTICESHIPS STARTED*

	2021	2022	2023
Total	226	219	219
Apprentices	189	186	184
Dual students	28	24	28
Trainees	9	9	7

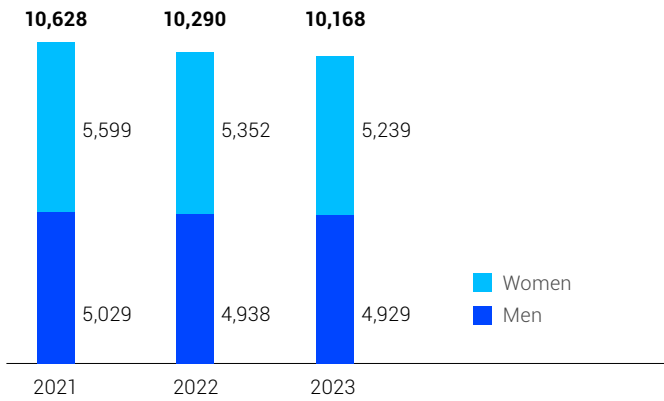
* Excluding the companies web care LBJ GmbH and Zentral-Apotheke Neuhausen AG.



3.2 Characteristics of the Company's employees

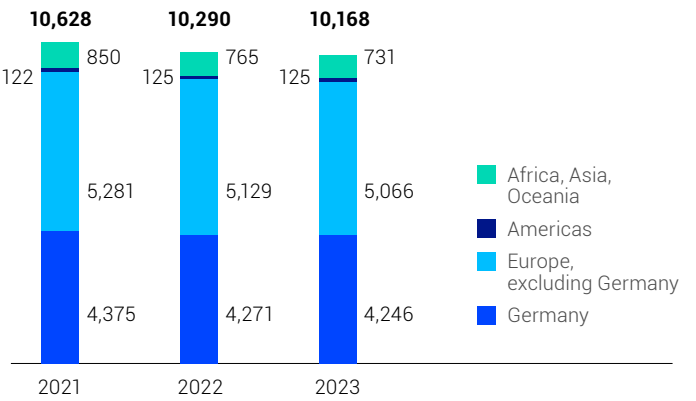
STAFF BY GENDER

HARTMANN GROUP, number of employees



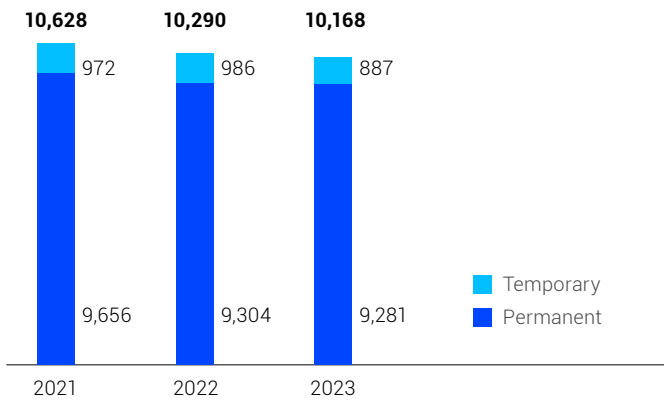
STAFF BY REGION

HARTMANN GROUP, number of employees



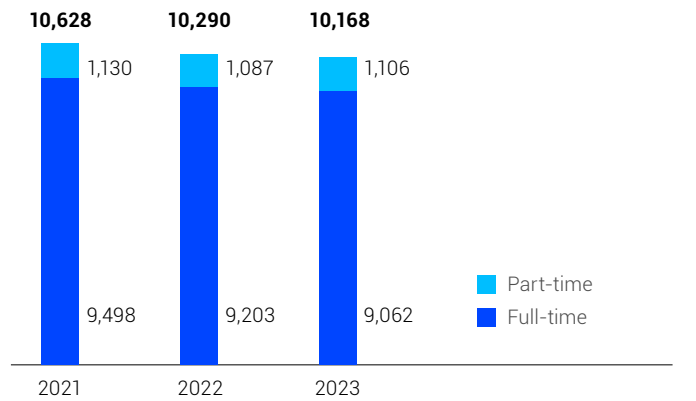
STAFF BY CONTRACT TYPE

HARTMANN GROUP, number of employees



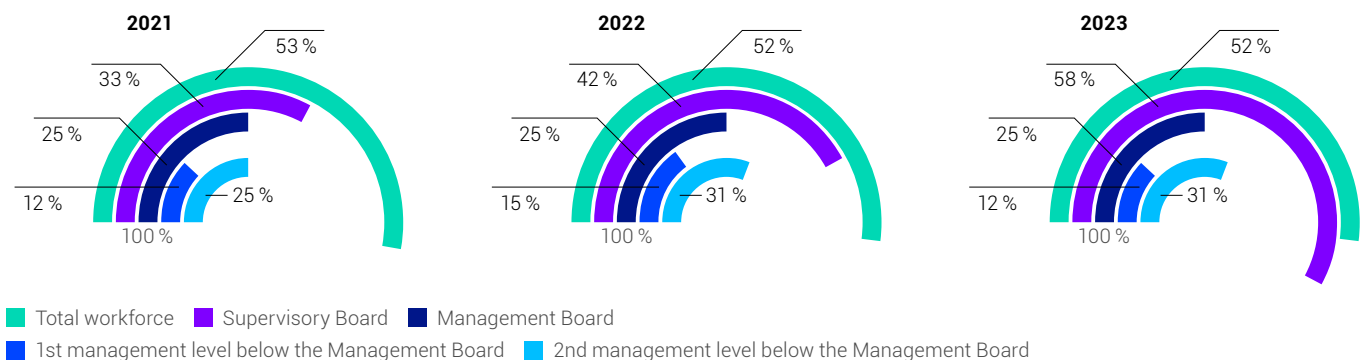
STAFF BY WORKING HOURS

HARTMANN GROUP, number of employees



PROPORTION OF WOMEN ON STAFF

HARTMANN GROUP, number of employees



TRAINING AND SKILLS DEVELOPMENT

	2021	2022	2023
Percentage of employees who have participated in regular performance and career development reviews	67 %	79 %	90 %
Average number of training courses per employee (e-learning)	3.7	3.7	5.6
Average number of training courses per employee (classroom training)*	3.2	3.3	2.8

* Training courses that are mapped internally via the Learning Management System. Externally attended courses (e.g. HAUFE etc.) are not included.

DIVERSITY AND EQUAL OPPORTUNITIES

As a globally active group of companies, diversity is a natural part of HARTMANN's corporate culture. In 2023, the Company employed people from more than 80 countries. HARTMANN views its intercultural workforce and diversity as an asset to the Company and a decisive contribution to competitiveness. HARTMANN's Code of Conduct establishes the fundamental principle of equal rights for all employees. The Company offers all employees a safe working environment and promotes diversity and equal opportunities through various recruiting and personnel development measures.

The promotion of women is of particular importance to HARTMANN. To achieve the goal of a balanced gender ratio, the Company relies on a wide range of measures for talent

identification and personnel development. HARTMANN already has a balanced gender ratio in its overall workforce. The Company is increasingly working to achieve a balance in management positions as well. One component of this is the mentoring program launched by women in the reporting year to provide targeted support for female talent. The six- to nine-month program promotes the personal growth, skills and networking of female employees. During this time, they are supported in their professional and personal development by an experienced manager.

In the reporting period, the proportion of women in HARTMANN's first management level was 12% (2022: 15%). At the second management level, HARTMANN exceeded the target with a proportion of women of 31% (2022: 31%).



3.3 Occupational safety and accident prevention

Occupational safety and health protection are central components of HARTMANN's corporate responsibility. The Company consistently pursues the goal of optimally protecting employees during their work. Employees are made aware of potential hazards through regular training measures. In particular, the aim is to avoid accidents related to the operation of machinery and driving vehicles. Prevention efforts also include site-specific measures such as practical evacuation drills in the event of an emergency.

The Company is continuously strengthening its safety culture and aims to further reduce the already low accident figures. The Health, Safety and Environment (HSE) department works closely with managers from the countries and subsidiaries to drive forward Group-wide and site-specific measures. Local HSE managers and their teams ensure compliance with laws and regulations in the countries and subsidiaries and support local programs, campaigns and measures. In order to systematically meet the requirements, at larger locations HARTMANN relies on an occupational health and safety management system certified in accordance with the international ISO 45001 standard.

HARTMANN continuously evaluates hazards with accident potential at all locations and develops preventive measures. In 2023, the occupational accident rate in relation to 1,000 employees (full-time equivalents) was 11. This corresponds to 6 accidents per 1,000,000 working hours. The accident figures in the reporting year were well below the comparable figures from the employers' liability insurance association. In 2023, the HARTMANN GROUP had 107 accidents at work with at least one day's absence (2022: 99). As expected, operating divisions were subject to higher accident rates than management.

When deriving measures, HARTMANN first attempts to eliminate the hazard before defining technical, organizational or personal precautionary measures.



KOB Improved employee protection and reduced water consumption

Thanks to the high degree of automation of the new dye dissolving and chemical dosing station, KOB was able to reduce the manual handling of process chemicals and textile auxiliaries to a minimum and optimize their storage. In the new station, the dye pigments are largely weighed automatically and dissolved in a closed apparatus. This protects the employees. The rinsing and cleaning processes are significantly faster and require less water.

Since 2023, HARTMANN has been using integrated sustainability software to keep track of workplace accidents and carries out detailed analyses, among other things, in order to consistently improve progress in the minimization of accidents.

OCCUPATIONAL HEALTH AND SAFETY

	2021	2022	2023
Total number of work-related accidents with at least one day lost	99	99	107
Accidents per 1,000 employees*	9	9	11

* Number of accidents at work in relation to 1,000 employees (full-time equivalents).
Calculation: (number of reportable accidents at work / hours worked) x 1,000.

3.4 Company health management

Occupational health management (OHM) combines operational occupational health and safety with the concepts of extended health promotion. For example, employees have various training opportunities in external swimming pools, fitness and yoga studios or directly at the company site. OHM also offers simplified access to psychological help and support in everyday family life if required. HARTMANN recognizes the importance of employee health with its OHM offerings, which build a bridge to the concept of work-life balance.

PHYSICAL AND MENTAL HEALTH

Strengthening the physical and mental health of all employees is a central concern for HARTMANN. In this context, occupational health management is the responsibility of the occupational health service. Above all, the occupational health department ensures compliance with and implementation of the legal requirements and provisions of Company agreements. This includes occupational medical offers and mandatory preventive care as well as aptitude tests.

HARTMANN provides its employees with a wide range of different, sometimes location-specific offers through OHM. Examples of this are the health measures at the Company headquarters in Heidenheim, which HARTMANN continuously develops on the basis of the annual health report from SBK, the company health insurance provider. HARTMANN also offers its employees open consultation hours, emergency care and crisis intervention, as well as skin cancer screening and annual coronavirus and flu vaccinations.

MODERN WORKING ENVIRONMENT AND FITNESS

HARTMANN ensures a modern working environment as part of its occupational safety and health program. Among other things, this includes an ergonomic workplace design with height-adjustable desks. In addition, the Company promotes physical and mental fitness as well as a healthy diet for its employees. Examples of such measures include a balanced menu in the Company restaurant as well as location-dependent sports activities such as yoga during the lunch break, subsidized sports events and massages. Regardless of location, employees have the opportunity to take advantage of subsidized membership to a nationwide network of health centers.

This ensures that all employees have equal access to health services, regardless of their place of residence and function.

SUSTAINABLE COMPANY CATERING

Health-promoting and sustainable Company catering is important in order to maintain the health of employees and conserve limited resources. Following an external audit, the Company restaurant in Heidenheim was named one of the top 50 canteen operators in Germany in the 2023 Food & Health Canteen Test. The range of food is varied to ensure that every employee, regardless of their dietary habits, has the chance to enjoy an attractive canteen meal.

WORK AND PRIVATE LIFE IN BALANCE

A good work-life balance is an important aspect of job satisfaction and has an influence on motivation and length of service. HARTMANN supports employees in finding a healthy balance between work and private life. Support also includes a range of flexible working models. For location-independent activities, this includes the option of mobile working, which the Company had already significantly expanded before the coronavirus pandemic. To the extent that their type of work fundamentally allows for it, employees have the opportunity to flexibly determine their place of work and working hours within the scope of legal requirements. In order to increase flexibility for employees, HARTMANN has begun to draw up a global guideline on framework conditions for international mobile working. The Company also promotes a family-friendly working environment and offers various part-time models, flexible working hours, support with childcare or caring for family members, as well as special counseling services for different life situations, regardless of location.



Chapter 4: Corporate governance

4.1 Compliance

HARTMANN's corporate culture is based on integrity, respect and honesty. As an important guide, the Group-wide [Code of Conduct](#) formulates the guidelines for daily actions and HARTMANN's expectations of employees, customers, suppliers and business partners.



The compliance heroes of HARTMANN.
[Code of Conduct.](#)



COMPLIANCE MANAGEMENT SYSTEM

As a group of companies operating worldwide in the health-care sector, HARTMANN is subject to a large number of regulations, some of which vary greatly from region to region. An essential part of HARTMANN's self-image and corporate culture is compliance with ethical and legal codes of conduct. In its own Code of Conduct, the Company takes up these principles of conduct and makes them binding for all employees. Through its Compliance Management System, HARTMANN ensures compliance with standards, laws and internal regulations via processes, guidelines, training, controls and audits.

As part of the Global Compliance Program, local compliance officers are responsible in particular for country-specific risks and local implementation of the program. The Corporate Compliance department is responsible for centrally managing the implementation and development of the global Compliance Management System. The globally responsible Chief Compliance Officer monitors the implementation, compliance and further development of the program in all business areas. A standardized reporting system is available to employees and external parties for flagging compliance violations. This also offers the option of anonymous submissions.



PARTICIPATION IN THE UN GLOBAL COMPACT

The HARTMANN GROUP joined the United Nations (UN) Global Compact in the year under review. It thus joins an alliance of thousands of companies that have committed themselves to contributing to a fair and sustainable development of the economy and the world through responsible action. The UN Global Compact is the largest global initiative for corporate sustainability and serves as a guideline for aligning corporate strategies with global principles on human rights, labor standards, the environment and anti-corruption. At HARTMANN, these values are already anchored in the Code of Conduct and have therefore been an integral part of the Company's actions for many years.

BVMED SUSTAINABILITY CODE

HARTMANN supports the Sustainability Code of the German Medical Technology Association (BVMed). This code defines the key aspects of sustainable action in the industry along social, ecological and economic criteria and offers companies in Germany the opportunity to demonstrate their commitment to sustainability. HARTMANN is thus setting a further example in the area of its sustainability initiatives, but at the same time is already going beyond the sustainability standards specified in the code.

DATA PROTECTION

The ongoing digitalization of healthcare products is creating opportunities for HARTMANN in terms of customer support and the development of additional digital services. The European Union's digital strategy in particular is likely to have a significant regulatory impact on this development.

With increasing digitalization, the handling of sensitive personal data and particularly sensitive health data is also increasing. As HARTMANN is aware of its great responsibility in this context, one of the main tasks of the Group Data Protection Officer is to further improve the Data Protection Management System and ensure its implementation throughout the Group. In addition, HARTMANN pays particular attention to the continuous development of the Data Protection Management System. In this way, the Company takes account of ongoing changes, such as the introduction of artificial intelligence in digital healthcare products and ensures legal compliance in the processing of personal data.

One organizational component of data protection compliance is the appointment of data protection coordinators in the individual companies of the HARTMANN GROUP. This provides the specialist departments and companies with expert contacts who can bundle and address issues.

CERTIFIED LOCATIONS

An integrated HSE management system was introduced back in 2002 and is based on internationally recognized standards for management systems. The Company has also implemented specific management systems at individual locations. 22 HARTMANN locations are certified according to ISO 14001. Eleven locations have an occupational health and safety management system certified to ISO 45001. A certified energy management system in accordance with ISO 50001 was implemented at ten locations in the reporting year. Ten locations are certified according to FSC® (FSC® C131245) and PEFC (PEFC/04-31-2727).

The Spanish sites in Mataró and Montornès have a CO₂ balance certified in accordance with ISO 14064. The Eco-Management and Audit Scheme (EMAS) is used at the Ochsenfurt-Hohstadt and Würzburg sites (both part of Kneipp GmbH) and Mataró (PAUL HARTMANN S.A.) sites.



Regular audits are carried out by external certification companies at all certified sites. An overview of our sustainability certifications can be found at [Sustainability at HARTMANN](#).

ECOVADIS CERTIFICATIONS

EcoVadis is one of the world's leading, recognized providers of sustainability ratings and supports companies of all sizes and industries in meeting their sustainability goals. Of the many ESG rating providers, HARTMANN deliberately chose EcoVadis, not least because of its international reach. Kneipp received platinum rating in the reporting year, placing it in the best 1% in the "Manufacture of soaps, detergents, cleaning agents, body care products and fragrances" sector. Further site-specific certifications are being successively carried out and attention is also paid to corresponding sustainability ratings for business partners and suppliers.

NOMINATION FOR THE GERMAN SUSTAINABILITY AWARD 2023

The fact that the Company is on the right track with its sustainability management is demonstrated, among other things, by its nomination for the prestigious German Sustainability Award 2023. The award recognizes pioneering companies in the field of sustainability and was presented for the 16th time in the reporting year by the German Sustainability Award Foundation in cooperation with the German government.

4.2 Supplier management

GLOBAL SUPPLY CHAIN

As a globally active company, HARTMANN has a global supply chain. This enables the Company to react flexibly and quickly to short-term developments, instabilities in the supply chain and changing customer demands. This increases HARTMANN's resilience and competitiveness. The close and trusting relationship with suppliers, combined with clear regulations, ensures the necessary transparency and stability in the supply chain.

The purchasing volume for raw materials at HARTMANN is in the three-digit million euro range every year and is spread across the USA, Europe and Asia. The large purchasing volumes for raw materials include fluff pulp, superabsorbers, nonwovens, nitrile, cardboard, films and cotton.

WORKING TOGETHER IN PARTNERSHIP

For HARTMANN, a trusting and cooperative partnership with suppliers is a central prerequisite for the high quality and

cost-effectiveness of its products and a sustainable increase in added value. For this reason, suppliers are involved as partners in HARTMANN's work on innovation targets and process optimization. Suppliers also provide support as initiators for customer-oriented product optimizations.

PURCHASING STRATEGY

HARTMANN organizes central purchasing according to the areas of direct and indirect purchasing, as well as according to product groups and divisions. Sustainability issues are anchored in this system at several levels: across the board in the strategy for product groups and suppliers, in implementation through processes such as supplier selection, evaluation and audits, and in additional agreements. These include the Compliance Declaration and the Master Supplier Agreement.

The Company has identified seven value drivers for purchasing, which HARTMANN utilizes operationally through various measures. These value drivers also include enforcing sustainability standards among suppliers.

VALUE DRIVERS OF PURCHASING

 <p>Strategic assurance of material requirements</p>	 <p>Enforcing sustainability in the supply chain</p>	 <p>Reducing supplier risks and delivery difficulties</p>	
 <p>Strengthening the cost position</p>	 <p>Driving growth through supplier innovation</p>	 <p>Expanding digitalization options</p>	 <p>Management of a competitive supplier base</p>



COOPERATION WITH SUPPLIERS

The HARTMANN GROUP is committed to ethical as well as socially and environmentally compliant behavior in all its business areas and associated supply chains. The Company's standards and goals are summarized in its Code of Conduct and Sustainability Report. Measures to identify and deal with human and environmental risks in accordance with the German Supply Chain Due Diligence Act (LkSG) are crucial to the successful implementation of these goals and standards. At HARTMANN, all suppliers must accept the Company's Code of Conduct or provide evidence of their own comparable principles, which they implement along the value and supply chain. For this reason, suppliers sign a Compliance Declaration and the HARTMANN Code of Conduct when concluding a contract. In it, HARTMANN demands compliance with health and safety standards as well as respect for the basic rights of employees with regard to working hours, wages, freedom of assembly, collective bargaining and the prohibition of child labor, as well as compliance with environmental protection regulations.

These requirements are based on international standards such as the United Nations (UN) Universal Declaration of Human Rights, the UN Convention on the Rights of the Child, the

conventions of the International Labor Organization (ILO) as well as its Declaration on Fundamental Principles and Rights at Work. In compliance with these principles, HARTMANN applies the guidelines of the UN Global Compact and the Organization for Economic Co-operation and Development (OECD) for multinational companies. The supplier contracts also regulate HARTMANN's right to audit suppliers and contain specific provisions that HARTMANN can use to terminate business relationships if suppliers violate certain agreements.

SUPPLIER EVALUATION AND MONITORING

The Company has implemented a standardized process for selecting its suppliers. This defines the planning, selection, initial evaluation and approval of suppliers and ends with the preparation of the necessary documents for the start of delivery. In the selection process, HARTMANN reviews the risks specified in the Code of Conduct and in the supplier evaluation. The qualification of suppliers includes sustainability criteria as well as quality criteria. HARTMANN regularly reviews existing suppliers through audits, supplier visits and material tests based on the specifications. The process also standardizes supplier training and regulates how violations are handled.



4.3 Social commitment

PROMOTING CHARITABLE GOALS

For HARTMANN, social commitment is an intrinsic responsibility. This is a global stance with particular emphasis on the regions where country organizations and subsidiaries operate. The commitment focuses on the areas of health, education, culture and sport.

SPONSORING AND DONATIONS

HARTMANN's social commitment is managed on a decentralized basis and varies from location to location. Country organizations and subsidiaries implement local initiatives independently. Through its Group-wide standardized sponsoring and donation process, the Company ensures that all

supported projects and initiatives are in line with HARTMANN's values and compliance regulations. When selecting activities, it is important to HARTMANN to form strong partnerships and create added value for employees, society and the respective regions.

SLOVAKIA: ENDOWMENT FUND FOR THE TRAINING OF NURSING STAFF

There is currently a 20-30% shortage of staff in the Slovakian healthcare sector. Nursing staff are migrating to neighboring countries because of the better pay. The steadily growing demand of an ageing population is further exacerbating the situation. In 2021, the national company for the Czech Republic and Slovakia set up an endowment fund to promote the training of nursing staff in Slovakia. In addition, the national company supports the retraining of non-specialists to become nursing staff.

The Company is also involved in education in the Czech Republic and held its third annual HARTMANN School Awards competition for secondary school students in the year under review. The project aims to motivate students to contribute their own ideas for improvement to the healthcare process, both at work and at home.

UKRAINE AID: DONATIONS OF CASH AND GOODS

Refugees are in urgent need of food, hygiene articles, medicine, blankets, sleeping bags as well as bandages and other medical supplies. HARTMANN has been working closely with the humanitarian aid organization humedica e. V. for 20 years to provide these goods. Immediately following the start of the war in Ukraine, HARTMANN set up a working group to coordinate the relief efforts. Together with humedica e. V., the Company was able to quickly determine the needs, organize transport and distribute the required relief supplies and donations.



PROVISION OF REFUGEE ACCOMMODATION IN GERMANY AND THE CZECH REPUBLIC

HARTMANN not only makes donations, but also supports refugees with accommodation. After the outbreak of the war in 2022, several Company apartments were made available for accommodation at short notice. To this day, HARTMANN offers its former works council building to the city of Heidenheim rent-free for the accommodation of refugees from Ukraine.

In addition, HARTMANN is supporting refugees from Ukraine at its locations in the Czech Republic – including almost 400 family members of Ukrainian colleagues. In an initial wave of aid, the Company provided basic supplies of food, clothing, blankets and medication as well as accommodation. In addition, the Company helped the refugees to register with the authorities and find accommodation and provided subsidies to help with accommodation costs. Some of the refugees are housed in HARTMANN facilities, while others are temporarily using accommodation offered by the local population, such as rooms in unused vacation homes. When longer-term accommodation is found for individuals or families, the funds donated by HARTMANN employees in Germany and Switzerland are used to cover costs such as rent deposits. In addition, HARTMANN has provided jobs for refugees in the Czech Republic. More than 260 people from Ukraine have found employment at HARTMANN.

TURKEY: AID IN THE EARTHQUAKE ZONE

In February 2023, news of the earthquake in Turkey prompted HARTMANN to once again work with its long-standing humanitarian aid partner humedica e. V., who cooperates with local organizations to install water tanks and toilets, for example. The WASH project stands for water, sanitation and hygiene. It supports people who are not accommodated in officially established camps or who live in remote areas. The project aims to help prevent the outbreak of serious infectious diseases. As the region affected by the earthquake in Turkey will also need future aid, humedica plans to continue its support over the next two years with its partner organizations, focusing in particular on people who have little access to help.

In addition, HARTMANN equipped and dispatched a truck with medical supplies for Turkey in a joint relief operation with the city of Aalen and the East Württemberg Chamber of Industry and Commerce.



Chapter 5: Appendix

5.1 About this report

CONTENTS OF THIS REPORT

In this Sustainability Report, the HARTMANN GROUP describes its current status with regard to sustainable business practices and highlights the progress made in the reporting period. The materiality analysis updated in 2023 serves as the basis for the report's contents. Further information can be found in the "Sustainability Management" chapter. HARTMANN's reporting is generally based on the European Sustainability Reporting Standards (ESRS). The Sustainability Report was prepared on behalf of the Management Board of the HARTMANN GROUP.

SCOPE AND REPORTING PERIOD

The report refers to the financial year 2023 and covers the period from 1 January 2023 to 31 December 2023. Unless otherwise stated, the information relates to the entire HARTMANN GROUP and includes all national companies as well as the Group companies BODE Chemie GmbH, Kneipp GmbH, KOB GmbH and CMC Consumer Medical Care GmbH. Further information on the scope of consolidation can be found in the Annual Report of the HARTMANN GROUP. Deviations from the data published in the HARTMANN GROUP's Sustainability Report 2021 are due to the fact that some extrapolations had to be used at the time of publication where the necessary invoices/receipts were not yet available; in this report, later submissions are included in the updated data from previous years.



FORWARD-LOOKING STATEMENTS

This report contains forward-looking statements that are based on current plans, targets and assumptions of the HARTMANN GROUP. Such statements are subject to risks and uncertainties that are beyond the Company's direct control. A precise assessment of future developments is therefore not possible. The HARTMANN GROUP offers no guarantee that the forward-looking statements made in this report will prove to be correct.

MISCELLANEOUS

The HARTMANN GROUP's Sustainability Report can be downloaded as a PDF document from the Company website at <https://corporate.hartmann.info/en/who-we-are/sustainability>. Further information can be found in the Annual Report. Unless explicitly stated otherwise, this Sustainability Report is based on information from the scope of consolidation that was also used in the Group Management Report 2023. An overview of the consolidated subsidiaries can be found in the HARTMANN GROUP Annual Report 2023.

5.2 ESRS content index

This sustainability report was prepared voluntarily in accordance with ESRS requirements. Based on the results of the materiality analysis, the table below shows the references to the individual standards and sections that HARTMANN has used as a basis for compiling the disclosed information. The Company by no means implies full compliance with ESRS.

STANDARD AND SECTION	REFERENCES*	INFORMATION	PAGE
ESRS 2 – General disclosures			
Basis for preparation	BP-1	General basis for preparation of the sustainability statements	52 ff.
Governance	GOV-1	The role of the administrative, management and supervisory bodies	11
Strategy	SBM-1	Strategy, business model and value chain	7 ff.
	SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	12
Impact, risk and opportunity management	IRO-2	Disclosure Requirements in ESRS covered by the undertaking's sustainability statements	54 ff.
ESRS E1 – Climate change			
Impact, risk and opportunity management	E1-2	Policies related to climate change mitigation and adaptation	16 ff.
	E1-3	Actions and resources in relation to climate change policies	17 ff.
	E1-4	Targets related to climate change mitigation and adaptation	16 ff.
Metrics and targets	E1-5	Energy consumption and mix	20 ff.
	E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	22
ESRS E3 – Water and marine resources			
Impact, risk and opportunity management	E3-1	Policies related to water and marine resources	25
	E3-2	Actions and resources related to water and marine resources	25
Metrics and targets	E3-3	Targets related to water and marine resources	25
	E3-4	Water consumption	25
ESRS E5 – Resource use and circular economy			
Impact, risk and opportunity management	E5-1	Policies related to resource use and circular economy	26 ff.
	E5-2	Actions and resources related to resource use and circular economy	26 ff.
Metrics and targets	E5-3	Targets related to resource use and circular economy	26 ff.
	E5-5	Resource outflows	32

STANDARD AND SECTION	REFERENCES*	INFORMATION	PAGE
ESRS S1 – Own workforce			
Strategy	SBM-2	Interests and views of stakeholders	36 ff.
	SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	36 ff.
Impact, risk and opportunity management	S1-1	Policies related to own workforce	36 ff.
	S1-4	Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	36 ff.
Metrics and targets	S1-6	Characteristics of the undertaking's employees	40 ff.
	S1-9	Diversity metrics	40 ff.
	S1-13	Training and skills development metrics	41
	S1-14	Health and safety metrics	42 ff.
ESRS G1 – Business conduct			
Impact, risk and opportunity management	G1-1	Corporate culture and business conduct policies	45 ff.
	G1-2	Management of relationships with suppliers	48 ff.
	G1-3	Prevention and detection of corruption or bribery	45

* Abbreviations: BP = Basis for Preparation; GOV = Governance; SBM = Strategy and Business Model; IRO = Impact, Risk and Opportunity Management; MT = Metrics and Targets; E = Environment; S = Social; G = Governance

5.3 Imprint

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HARTMANN Sterillium® pure (p. 29):

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Use hand sanitizer with caution. Always read the label and product information before use.



Helps. Cares. Protects.

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