



SUSTAINABILITY REPORT 2021

BERRANG Group

according to GRI-Standards

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f. l. t. r. Benjamin Berrang, Benedikt Berrang, Dominique Gründler, Peter Hofmann, Paul Hofmann

GRI 102-1; 102-14, 102-16

Foreword

BERRANG is a family-run, globally active, economically successful family business. Consistency, social competence and reliability are among the company's essential characteristics. As a family business we, the BERRANG Group, have been focused on a sustainable and continuous growth strategy for over 70 years.

Taking responsibility

For us, corporate responsibility means aligning the company with the requirements of the future in a dynamic market environment. This involves operating successfully and in an environmentally compatible manner on the market and thus creating the basis for future investments and for securing jobs.

Whether it is the COVID 19 pandemic or the semiconductor crisis – the challenges that companies and people are currently facing are diverse and burdensome. Ensuring BERRANG's ability to act sustainably in these times requires a great effort on the part of all our employees, our business partners and us as an organization. As a family business, however, we do not think in quarters, but in generations. We take responsibility, stand up for each other and thus create the basis for continued success. This attitude shapes our commitment and dedication to sustainable business.

For the BERRANG Group, creating sustainable value means operating in the market over the long term and involves combining customer benefits in harmony with economic, ecological and social factors. This includes, for example, our expertise in the management of global supply chains or in the development of sustainable logistics systems. With its products, BERRANG contributes to the creation of future technologies, which in turn contribute to the targeted pursuit

of climate and emission goals. As a preferred technology partner, we want to offer our customers and business partners sustainable solutions to jointly master the challenges of the future.

Understanding of values

Our understanding of values is the basis for the future. BERRANG has created a comprehensive management system and established processes for this purpose. The long-term development of our company is at the forefront of all our considerations. Sustainable, value-oriented action, environmentally conscious procedures and the well-being of our employees are firmly anchored in the BERRANG guidelines. The basis for all actions is the Management Systems Manual, to which all employees are committed.

The management and all employees strive for the long-term continuity of BERRANG. To this end, it is necessary to secure the company's success in the long term. To this end, we pursue a business plan that aims to achieve consistent, sustainable, and sufficient earnings. This is constantly adapted to the current circumstances. The income

is a prerequisite for being able to make the necessary investments to secure the future.

We are not only looking for financial success, but also for the satisfaction that comes from a successful activity.

With all its focus on the success of its customers and its own company, BERRANG is always aware that lasting success can only be achieved through sustainable action in harmony with the natural foundations of life. BERRANG also takes into account its responsibility towards its employees. Under this aspect, the implementation of high environmental and social standards beyond the legal regulations at all our locations worldwide is an integral part of BERRANG's corporate culture.

Thank you very much for your interest in our sustainability report.



Benjamin Berrang Dominique Gründler Paul Hofmann
Benedikt Berrang Peter Hofmann

GRI 101; 102-50; 102-51; 102-52; 102-53; 102-54; 102-56

ABOUT THIS REPORT

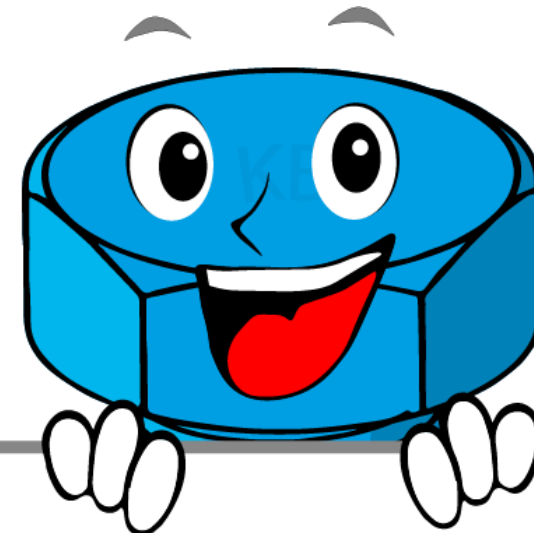
The Sustainability Report is prepared annually. This report refers to the calendar year 2021. It builds on the Sustainability Report 2020 (published on 19 October 2021) and supplements it with the topics and data relevant for the reporting year.

The BERRANG Group's sustainability report is prepared in accordance with and on the basis of the GRI standards and according to the "Core" option of the Global Reporting Initiative (GRI).

Accordingly, the report contains information on economic performance, energy consumption, scope 1 and scope 2 greenhouse gas emissions according to the Carbon Disclosure Project (CDP). Special attention is paid in this report to interested parties, the environment, employees and society.

If you have any questions about the report, please contact Mr Paul Hofmann, compliance@berrang.de.

This report is not subject to external audit.



Our Sustainability Report 2020 contains details of

- economic performance
- energy consumption
- greenhouse gas emissions

GRI 102-1; 102-3; 102-4; 102-5; 102-6; 102-7; 102-18

THE BERRANG GROUP AT A GLANCE



over **600**
employees



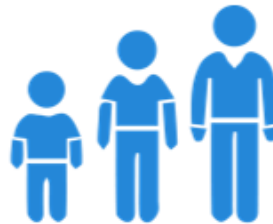
293 Mio. €
Sales 2021



More than **70** years
Of experience in mechanical joining technology



12 locations
5 countries, 3 continents,
headquartered in Mannheim, Germany



3 generations
A Company that is not only family
owned, but also family run



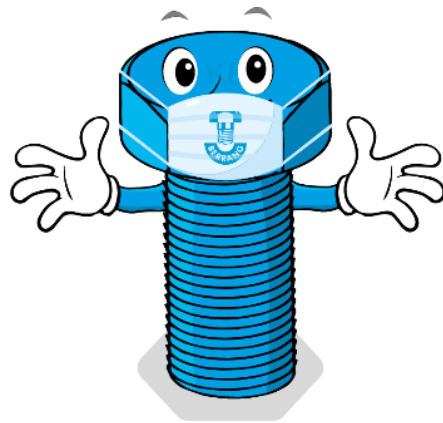
Customers in over **60** Countries
From the automotive and general industry
sectors

GRI 102-1; 102-3; 102-4; 102-5; 102-6; 102-7; 102-18

OVERCOMING CHALLENGES TOGETHER

Sustainable protection and lasting appreciation

The Corona pandemic was also always on the agenda in the reporting year 2021. The COVID-19 crisis team, which was established in 2020, and the decentralised emergency management teams kept a constant eye on global pandemic developments in 2021. In this context, it was necessary to react quickly and efficiently to the regional circumstances in view of the permanently adapting legal and general conditions. The hygiene and protection concepts used were adapted according to the development of the pandemic and these were communicated to the staff. This approach has paid off. The respective site-related incidence figures could be kept comparatively low compared to the regional incidence figures. This was also possible because staff members identified with the pandemic response goal.



In addition, BERRANG supported the national vaccination campaigns as the most important tool against COVID-19. In this context, we were able to make all employees an offer of vaccination via the company medical services.

Benefit from sustainable supply chains

Thanks to the decentralised regional business model with warehousing and the risk-conscious selection and management of suppliers, BERRANG was even able to deliver in the period of extremely tense supply chains in 2021 - where the customer needed our products and services.

Close cooperation with suppliers and customers based on partnership, but also the use of digital tools, for example to strengthen communication or to manage supply chains, have helped BERRANG to be a reliable partner to its business partners even in challenging times.

Working together

For BERRANG, the digital transformation is a driver for new processes and innovations. In the reporting year, BERRANG continued to drive forward the "Digital New Work" project to intensify digital collaboration. In particular, the use and intensification of collaboration platforms were at the forefront of the project.

Employees now have the opportunity to work in digital teams across time zones and locations.



Abb. 1 - Digital New Work

GRI 102-1; 102-4; 102-5; 102-6; 102-7; 102-18

FUNDAMENTALS, STRATEGIES & MANAGEMENT

Organisational structure and business activities

Founded over 70 years ago by Karl Berrang, the parent company of the BERRANG Group, Karl Berrang GmbH, is wholly owned by the family: the management has been provided uninterruptedly by family members since the first year. It should be emphasised here that BERRANG is therefore not only a family-owned company, but also a family-run company. This provides BERRANG with its independence in achieving continuous, sustainable corporate development.

In the reporting year 2021, the company management was strengthened. Benedikt Berrang was appointed to the Executive Board.

BERRANG has a global and decentralised structure. BERRANG supplies all important industrial sectors worldwide from its regional units close to its customers. These include, for example, the automotive industry, agricultural technology, mechanical engineering, medical technology, the semiconductor industry and aviation.

Subsidiaries of Karl Berrang GmbH are

- Dürkes & Obermayer GmbH,
- Berrang Inc.,
- Berrang France SARL,
- Berrang Trading (Shanghai) Co., Ltd.
- Berrang Polska Sp.zo.o..

In the reporting year 2021, the BERRANG Group generated sales of EUR 293 million with over 620 employees worldwide.

The economic, ecological and social issues are an integral part of the corporate strategy and are assigned to the management and executive board.

GRI 102-16, 403-1

The BERRANG-Management system



DIN EN ISO 9001

Quality management systems- requirements



DIN EN 9120

Quality management systems - Requirements for aerospace and defense distributors and stockists



DIN EN ISO 14001

Environmental management systems - Requirements with guidance for use



DIN EN ISO/ IEC 17025

General requirements for the competence of testing and calibration laboratories



Energy audits – Teil I

General requirements; German version
EN 16247:1:2012



IATF 16949

Quality Management System- Automotive Industry Standard



UN-Resolution 217 A (III)

Universal Declaration of Human Rights



UN Convention on the Rights of the Child

United Nations Convention on the Rights of the Child



Against corruption

United Nations Convention against Corruption (BGBl. 2014 II)



UN-Resolution 317 (IV)

Convention on the Suppression of Trafficking in Persons (in each case in the currently valid edition)



Occupational Safety

Arbeitsschutzgesetz (ArbSchG), Arbeitsstättenverordnung (ArbStättV), Berufsgenossenschaften



Privacy

Federal Data Protection Act (BDSG) and General Data Protection Regulation (EU-DSGVO)



Aviation Security

AEO – Authorised Economic Operator
CTPTAT- Customs-Trade Partnership Against Terrorism
LBA – Known consigner

GRI 102-16; 102-31; 102-40; 102-42; 102-43; 102-44; 102-47

Fundamentals of business processes, materiality and stakeholders

BERRANG of course complies with existing laws and regulations, agreements with interested parties and voluntary commitments. For us, the economical and thoughtful use of resources and the efficient use of energy are also part of sustainable corporate management.



Abb. 2 - Stakeholder Overview

KEY FACTS

- **Fundamentals of the business processes** are mapped by the **BERRANG Handbook - Management Systems**
- **Materiality analysis** - More than **20** material **points evaluated** and **approved** under the main characteristics of sustainable business, customers and products, environment and energy, employees and society.
- BERRANG continues to develop into the top rankings in the **sustainability rankings** of **established rating companies**

For us, economic efficiency is not at odds with sustainability and ecology. Our long-term and generation-oriented corporate strategy takes into account the principles of.

The organization has conducted a risk assessment of the various stakeholder groups on the impact on the market position. The review of the stakeholder groups takes place regularly in the management and strategy meeting. Thus, the materiality analysis was reviewed in 2021. As a result of this review, the classification of material issues and their relevance to business processes and stakeholders can be presented as follows.

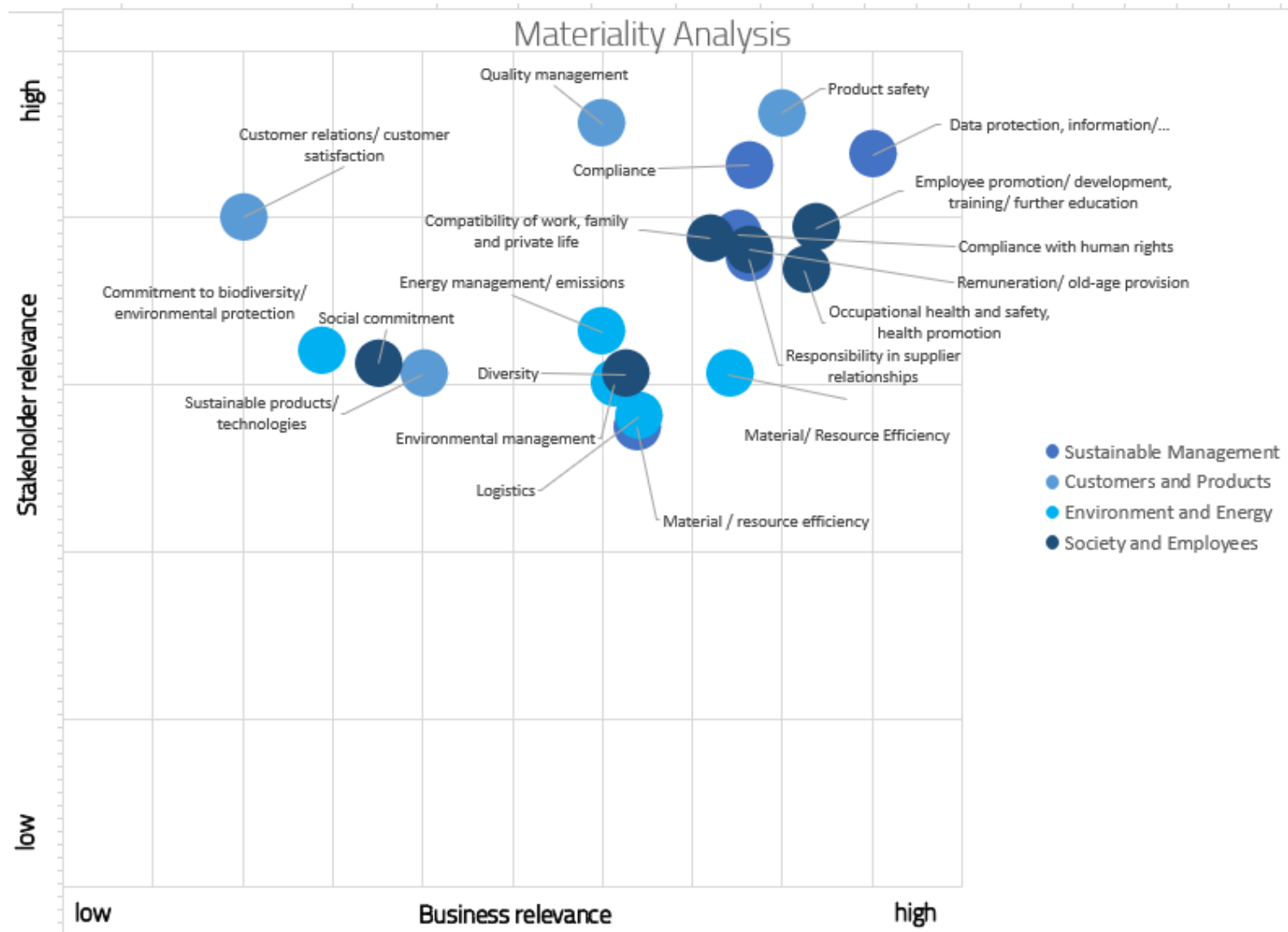


Abb. 3 - Materiality Analysis

These are relevant for understanding the business performance, the business results and the position of the company as well as for understanding the impact on non-financial aspects. The material topics were defined and assessed by each member of the strategy meeting. The individual assessment is summarised in Table 8. BERRANG takes into account needs of stakeholder groups and incorporates them into considerations for the development of the organisation. The BERRANG Group also maintains regular and close communication with them. The most important stakeholders include customers, employees, suppliers and associations, as well as universities and research institutions. The instruments include customer satisfaction measurements and regular employee information.

Sustainability and environment rankings

In the reporting year 2021, the BERRANG Group continued to work on improving sustainability aspects. It is particularly noteworthy that this continuous improvement is also apparent in the assessments of sustainability ratings and rankings. The leading rating agencies such as NQC or EcoVadis Scorecard awarded correspondingly good ratings. In 2021, for example, BERRANG was awarded the EcoVadis Silver Medal. EcoVadis produces ratings of companies with



a focus on the environment, labour and human rights, ethics (including social responsibility) and sustainable procurement.

GRI 102-17

Compliance

Compliance is the observance of legal provisions, regulatory standards and the fulfilment of ethical standards and requirements set by companies themselves.

The management and all employees are committed to these principles. Compliance with these principles is required by the management system and is monitored by audits.

	2019	2020	2021
Ethikbezogene Vorfälle	0	0	0
Ethics related incidents			
Whistleblowing-Verfahren	0	0	0
whistleblowing procedure			

Table 1 - Compliance procedure

Should business partners or employees become aware of violations of the principles of integrity applicable in the BERRANG Group, BERRANG has set up a compliance office specifically for this purpose. In order to be able to initiate appropriate measures, the Compliance Office can be contacted directly at compliance@berrang.de.

The BERRANG Group attaches great importance to the protection of personal rights. Great care and sensitivity are taken when processing the data of business partners and employees. The corresponding processes comply with the respective data protection requirements. At BERRANG, data protection standards have been adapted to a new and uniform level of data protection valid throughout the BERRANG Group. These are particularly to do with the requirements of the EU General Data Protection Regulation (EU-DSGVO). The BERRANG Group's data protection officer fulfils the role assigned to him by law. He audits compliance with data protection at BERRANG at regular intervals. He reports directly to the management.

GRI 102-9; 102-16; 204-1

Responsibility in the supply chain

Our sustainable actions also shape the cooperation with our suppliers. The BERRANG Group has access to many qualified suppliers. These are mainly manufacturers of screws and mechanical fastening technology who work according to standards and drawings. The basis of the cooperation between BERRANG and the suppliers is the mutual provision of services in which the agreed quality is a prerequisite. Within the framework of our supplier selection, the observance of the principles of integrity is also considered. This also means that our suppliers ensure that the use and sale of potentially "Conflict Minerals" does not in any way support conflict anywhere in the world. BERRANG specifies the basic requirements for suppliers of direct materials (entering BERRANG products), parts, components and sub-assemblies with regard to their responsibility for conflict-free procurement of these goods. In doing so, our suppliers must commit to promoting compliance with this Code of Conduct among their suppliers in the supply chain to the best of their ability.

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	2019	2020	2021
Anteil Lieferanten mit unterzeichnetem Lieferantenkodex	99.4%	99.4%	95.8%
<i>Share of suppliers with signed supplier codex</i>			

Table 2- signed supplier codex

When selecting suppliers, BERRANG makes sure that - provided it makes technical and economic sense - it procures from local sources. By bundling requirements and consolidating procurement, BERRANG also avoids unnecessary transport journeys.

GRI 102-2

PRODUCTS, CUSTOMER RELATIONS & CORE COMPETENCIES

BERRANG's customers are among the technological market leaders in defined industrial sectors such as automotive, agricultural engineering, mechanical engineering, medical technology, commercial vehicles, or aviation. Through constant further development, BERRANG also regularly qualifies itself as a partner of new and emerging industries, for example in e-mobility. BERRANG is a reliable partner for its customers, geared towards their needs and future requirements.

KEY FACTS

- The BERRANG Group offers sustainable products for mobility, industry, agriculture, aviation, the semiconductor industry and medical technology.
- BERRANG supports its customers with regard to holistic solutions for environmentally and climate-friendly sourcing of products and technologies

BERRANG's business model allows its customers to make the most of the strategic and sustainable potential of their applications. This is not only because the detachable connection offers a sustainable approach in terms of recycling, but because BERRANG designs sustainable solutions for the future together with its suppliers and customers. These solutions are developed from the design phase to suitability for series production. They also factor in the reduction in materials and energy used. With its highly qualified staff, BERRANG examines market requirements and investigates manufacturability and procurement worldwide under the premise of "resource-saving, sustainable, inexpensive". Through the permanent technical optimisation of components, through the constant optimisation of supply routes and through innovative products, BERRANG offers a competitive advantage. This means that Berrang contributes to increasing the productivity of its customers, while favouring steps towards diminishing harm to our environment. With its know-how and the combination of BERRANG's core competences as well as its worldwide presence, technical and logistical savings potentials can be secured.

Core competencies

BERRANG makes its core competencies available to its customers to optimise processes. The savings are on a total cost basis and bring a significant benefit.

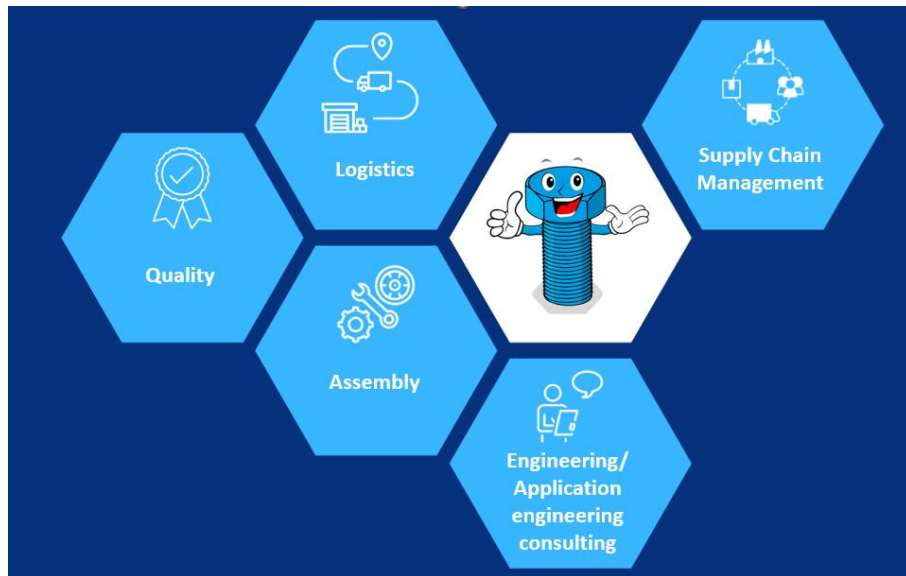


Abb. 4 - Overview of core competencies

Engineering/ Application engineering consulting

An important pillar in our range of services involves application technology consulting, which is independent of manufacturers. Over many years we have built up a strong field of expertise in this area,

which sets us apart from the classic process-bound manufacturer. By advising our customers intensively during the development phase, we create the basis for an optimal selection and use of standard parts or the efficient use of drawing parts.

Central Engineering Department

In addition to our laboratory equipment, our employees in the Central Technical Department are decisive for providing comprehensive advice as well as effective technical applications. The high qualifications of this team is recognised on the market.

Quality

Quality comes from the perfect interaction of people and technology. This means that the modern equipment in our ISO 17025 certified testing laboratories, which is constantly being kept updated, only works at its full potential if operated by our highly qualified employees.

In order to be able to guarantee high quality, consistent quality assurance is required. An important basis for this is the measuring and testing of equipment for mechanical/technological tests. These involve tests such as hardness tests, torque, coefficients of friction and dimensional tests, as well as material and microstructure tests, which are adapted to our product range.

We laid the foundation for our current quality management system as early as 1956 for our first deliveries to the aviation industry. Today, we meet the requirements of IATF 16949 (quality management system for the automotive industry) and EN 9100 (quality management system for the aviation industry), among others. These are evidenced by the corresponding certifications.

Supply Chain Management

Only just under 20 per cent of the total costs of a mechanical fastener relate to the part itself. More than 80 per cent is accounted for by the so-called process costs. This ratio shows a clear savings potential that many companies do not use. Within the range of services we offer our customers, the optimisation of procurement processes through C-parts management plays a central role. This optimization also applies to small parts as well as supplier consolidation. In this way considerable cost savings can be realised without any loss in quality. On the contrary, effective supply chain management leads to an improvement in quality. But here, too, there is no standard solution. We individually develop a perfectly tailored concept for solution. We individually develop a perfectly tailored concept for

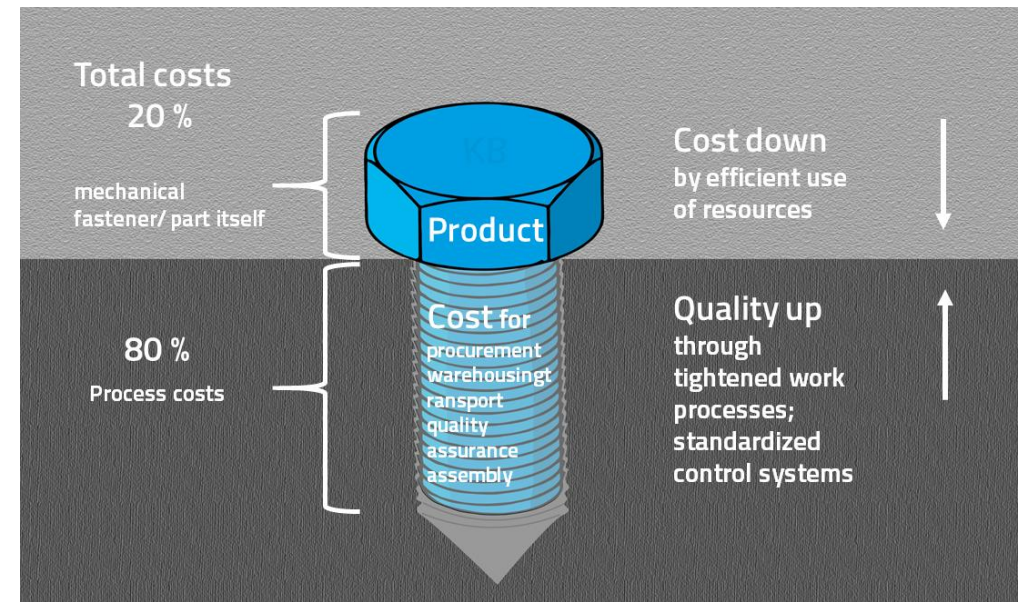


Abb. 5 - Cost composition

Logistics

In the field of logistics, flexibility and versatility are our top priorities. We develop the best and most suitable solution for each individual customer.



Abb. 6 - Customer-specific logistics

Kanban system

In close cooperation with several customers, the Kanban system, which was already introduced in the 1980s, was fully optimized. Despite optimised inventories, parts are (one hundred percent) fully available. The supply is controlled via the actual consumption. This avoids any unnecessary tying up of capital and reduces keeps invoicing to a minimum. The delivery "directly to the conveyor belt" saves the customers all transport routes within the company. Empty containers are replaced by BERRANG several times a day if necessary. In this way, we support our customers in their daily production processes and relieve them of labour- and capital-intensive points.

Kitting-Concept

With a sophisticated kitting concept, we implement "demand-and order-based" parts picking. We optimise various small parts that are used together in an assembly in close coordination with our customers. We then deliver all the small parts of an assembly in one assembly box per assembly unit. In this way, all the parts required for the assembly or commissioning process are clearly and closely grouped. Delivery can then take place in the proven Kanban system.

Order Management

We complement our logistics services with streamlined and secure order management as the basis of our order management. In the area of electronic ordering and data exchange, our services range from customised catalogues for ordering parts to the automation of invoicing and payment processing. Our goal is to standardise and automate as many processes as possible and to do so without the printing of documents wherever possible and permissible. This is how we achieve the greatest savings potential for customers. Via our partner portal, customers have access to all order processing information around the clock, seven days a week.

RFID-Technology

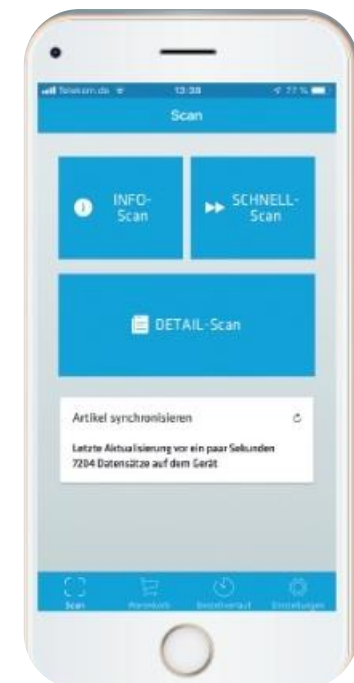
With the ground breaking RFID technology from BERRANG, we optimise our customers' supply chain as early as the incoming goods stage. All important information is additionally stored in transponders on the respective containers and can thus



be read directly into our customers' systems. RFID complements the previous scanner-based solutions. The existing container pools and data exchange formats can continue to be used. Since the transponders can be read from all sides, they even enable bulk detection - a special packing scheme is not required.

Kanban-App

By simply scanning the QR code on the container or storage location label, any information needed is displayed in real time, anywhere. Fast response options through ordering via the app save time. The Kanban app is a cost-effective and flexible solution. No additional devices are needed here; rather, the smartphones which already available can be used for this purpose. - to carry this out



GRI 102-43

Customer relations

BERRANG shapes its customer relationships at all levels and in all departments of the company according to uniform basic-principles. The focus is on consistent customer orientation. BERRANG responds individually to the needs and requirements of its customers. This includes global customer management for key customers, which works closely with the local units in the respective international locations. Key account management is based on the principle of "one face to the customer" and the customer has one contact person for the coordination and processing of his worldwide requirements. Through its worldwide on-site presence and decentralised organisation, BERRANG underlines its own high requirement standards of being close to the customer.

BERRANG is proud to receive awards from a wide range of industries year after year, highlighting its outstanding quality and delivery performance, excellent communication and technical support. This is a sign of Berrang's positive reputation in markets worldwide.

evaluation is the regular customer survey. This provides BERRANG with information about current

performance, day-to-day business as well as revealing important success factors in customer relations.

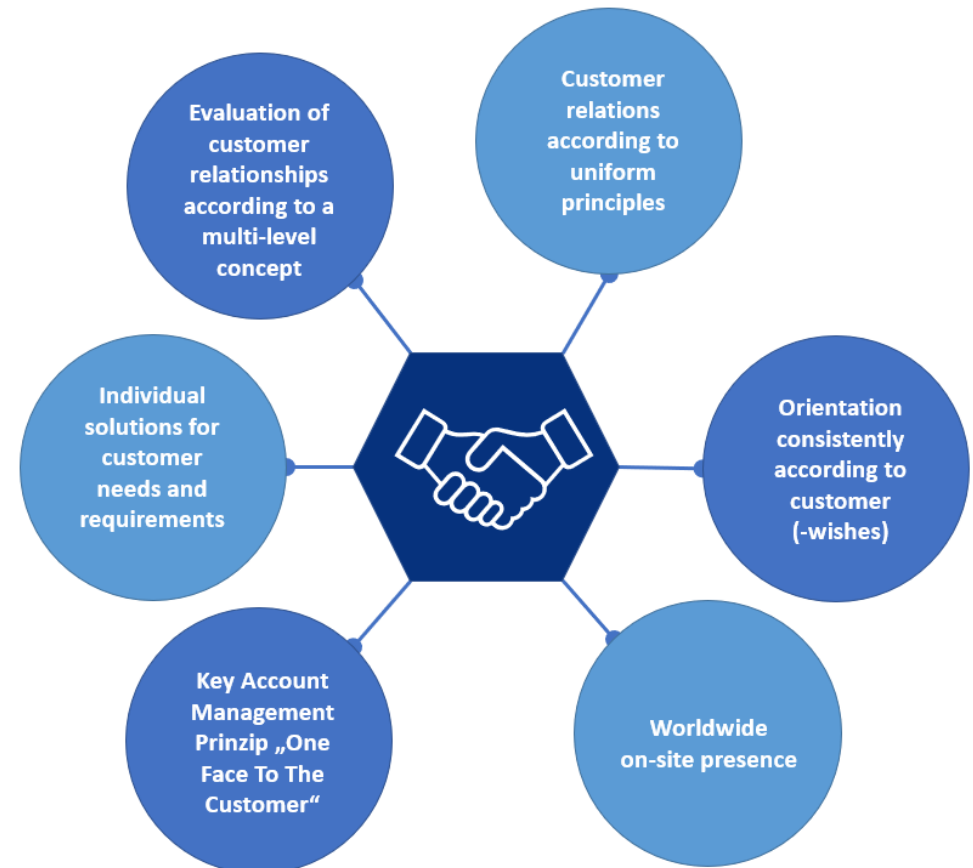


Abb. 7 – Customer-Relationship-Management

GRI 102-11; 304-3; 304-4

ENVIRONMENT AND ENERGY

Environment and Biodiversity

BERRANG maintains an environmental management system in accordance with DIN EN ISO 14001. This environmental management system is regularly audited to ensure that current standards are met. BERRANG has set itself the goal of keeping the environmental impact as low as possible. This comes from its continued improvement in the environmental management system which achieves an ongoing development of the company's environmental performance which stem from its business activities. The management is committed to providing effective support to managers and employees within the company who are expected to contribute to the effectiveness of the environmental management system. Similarly, through various training and awareness-raising activities all our employees are made aware of the importance of managing natural resources and the impact on business operations.

KEY FACTS

- Environmental system according to DIN EN ISO 14001
- Economical use of resources
- Reduction of water and energy consumption
- Promote awareness among employees
- Environmental projects to reduce paper and toner consumption

Our core products - mechanical fasteners - are already resource-saving per se, as they are usually detachable connections and are therefore ideal for a recycling process.

We design our buildings and properties in such a way that the requirements of biodiversity are respected wherever possible. The promotion of biodiversity is a matter of concern to us. For example, at our site in Mannheim we maintain a biotope for an endangered species of wall lizards.

In order to take into account the maintenance of the biotope while respecting the natural habitat of the wall lizards, the green area is maintained using a herd of goats.

In addition, we have made an important contribution to insect protection by planting wildflower meadows. To further promote biodiversity nesting sites for wild bees have been put in place.



Abb. 8 - Nesting sites for bees



Careful use of resources

Our goal is to use every energy source as efficiently as possible. We use re-sources sparingly to balance economic efficiency and the ecological environment. The design method of the operating process is to minimize the generation of residues, waste and wastewater and to make continuous adjustments.

Environmentally friendly products

Within the scope of our possibilities, together with our business partners, we ensure that the manufacture, use and disposal of our products can be carried out in an environmentally friendly manner. We work together with suppliers who act in accordance with our principles

Information from interested parties

We regularly inform our employees about our environmental protection measures - also in the form of environmental protection training - as well as informing them of our current environmental goals and results. We make these available to all interested parties

Environmental protection

The prevention of environmental pollution at its source has priority over subsequent repair of damage. The risk of accident-related emissions is extremely low at BERRANG. The necessary precautionary measures are taken to systematically eliminate them.

Binding obligations

The company undertakes to comply with existing laws and regulations, agreed requirements of interested parties and voluntary commitments and, in addition voluntary contribution to environmental-to-environmental protection.

Ecological action

For us, economic efficiency is not at odds with ecology. Within the framework of what is technically possible and economically justifiable we use innovative and environmentally friendly technologies.

Employee awareness

We promote the environmental awareness of our employees at all levels through training and further education.

GRI 302-1; 302-2

Energy

As a family business, we feel committed to the next generations. For this reason, BERRANG established an energy management system in 2016 and was certified in accordance with the ISO 50001. The aim of the system is to use energy more efficiently and to continuously identify and implement potential savings in the area of energy use. Further saving potential is particularly difficult to realise because our buildings are investments which were made within the last 5 to 10 years. This fortunately means that they were already constructed in line with standards of high energy efficiency.

For this reason, after the expiry of the ISO 50001 certification in October 2019, we changed the energy management system from ISO 50001 to DIN 16247. We hope that this will enable us to adapt our energy management to our needs.

Instead of the annual energy audits, an independent energy consultant will in future visit the various sites to analyse energy consumption and to point out ways of saving energy where this is possible and economically sensible. In this way, we hope to achieve even more targeted, optimised energy use in the future.

The energy mix means that 66.7% of energy is covered by renewable energy sources. BERRANG itself generates electricity through the combined heat and power plant operated by BERRANG. Thanks to the efficient combined heat and power generation

(CHP), CO₂ emissions are minimised. With its combined heat and power unit BERRANG makes a valuable contribution to environmental protection, conserves resources and reduces ongoing energy costs.

Consumption figures within the organisation	Unit	2019	2020	2021	Δ 2021/2020
<i>Internal consumption figures</i>					
Electricity consumption					
<i>electricity used</i>	KWh	2.136.811	2.108.352	2.120.907	0,60%
Fuel purchased					
<i>fuel purchased</i>	KWh	4.195.180	4.195.547	4.928.239	17,46%
Fuel consumption CHP					
<i>fuel used for CHP</i>	KWh	1.618.785	1.674.515	2.083.940	24,45%
Consumption heating/ FTE's					
<i>amount heating/ FTE'S</i>	KWh	4.231	4.163	4.814	15,63%
Consumption electricity/ FTE'S					
<i>amount energy/ FTE'S</i>	KWh	3.509	3.482	3.590	3,10%

Table 3 - Consumption figures within the organisation

Consumption figures outside the organisation <i>external consumption figures</i>	Unit <i>unit</i>	2019	2020	2021	Δ 2021/2020
Fuel purchased cars <i>fuel cars purchased</i>	l	17.762	6.717	8.824	31,37%
Fuel commercial vehicles purchased <i>fuel commercial vehicles purchased</i>	l	118.689	116.700	128.989	10,53%
Cardboard/ paper consumption/ sales <i>cardboard amount/ sales</i>	Kg/€		0,01	0,02	5,26%

Table 4 - Consumption figures outside the organisation

The figures shown above which are related to consumption outside the organisation are significantly higher than those for 2020, but these are not representative due to the special influences caused by the pandemic. Comparing the consumption values with 2019, a considerable improvement can be seen.

Consumption within the organisation also shows significant upward deviations compared to 2020. Here too, a comparison with 2020 is not meaningful. If the 2019 business year is used as a comparison period, the statement is put more into perspective.

In addition, expansions at various locations, such as in Mannheim or Chemnitz, in warehouses or offices, have made it necessary to purchase more fuel. This has been accompanied by an increase in the consumption of heating and electricity.

GRI 303-5

Water

BERRANG pays special attention to the careful use of water. When designing its sites, for example, in Mannheim or Munich, BERRANG has taken care to ensure that all roof drainage is returned to the natural cycle via septic tanks or ditches. The irrigation of attractive green areas is carried out using water stored in a rainwater cistern.

In addition, when modernising the buildings, care is always taken to integrate sensible and sustainable instruments to reduce water consumption, such as automatic flush regulators.

During the reporting period for FY 2021, water consumption increased by 1.2% from the previous year and decreased by 4.5% from 2019.

	Einheit <i>unit</i>	2019	2020	2021	Δ 2021/2020
Wasserverbrauch <i>water consumption</i>	m ³	5.479	5.166	5.228	1,2 %

Table 5 – water consumption

GRI 305-1; 305-2; 305-3; 305-5

Emission

Overall, the emission figures are at a very low level. Here, too, the comparison with the previous year is not representative due to the various influences caused by the pandemic.

Emissions <i>emissions</i>		Unit <i>unit</i>	2019	2020	2021	Δ 2021/2020
emissions building <i>emissions building</i>	CO ₂	to	1.462	1.467	1.551	5,76%
Scope 1 emissions <i>scope 1 emissions</i>	CO ₂	to	827	761	900	18,27%
Scope 2 emissions <i>scope 2 emissions</i>	CO ₂	to	833	838	813	-2,95%
Scope emissions total <i>scope emissions total</i>	CO ₂	to	1.660	1.599	1.713	7,15%
Emissions cars <i>emissions cars</i>	CO ₂	to	45	17	23	38,82%
Emissions commercial vehicles	CO ₂	to	111	74	89	20,96%

emissions commercial vehicles

Table 6 - Emission indicators Part I

Key figures <i>key indicators</i>	Unit <i>unit</i>	2019	2020	2021	Δ 2021/2020
emissions scope total / delivered parts <i>emissions scope total / delivered parts</i>	kg CO ₂ / parts	0,00063	0,00067	0,00062	-7,74%
emissions scope total / goods movement <i>emissions scope total / goods movement</i>	kg CO ₂ / Pos.	1,83	1,99	1,74	-12,58%

Table 7 - Emission Key Figures Part II

Berrang is actively working to reduce CO₂ emissions. Berrang has set a target to reduce its carbon footprint by -25%* till the year 2025. It is intended to achieve a reduction of -50%* by the year 2030. Berrang aims to be CO₂ neutral in 2039 for the Scope 1 / Scope 2 KPI.

* Reduction of scope 1 / scope 2 KPI related to 2018

SOCIETY AND EMPLOYEES

Among the interested parties, our employees, and the society in which we operate are among the most important factors. We take their interests into account through numerous measures.

For us, as a family-run company, mutual respect for each other is the basic principle of people living and working together. Our values are binding for us and are lived by us and our employees. We attach great importance to the following principles.

Social Responsibility

It is particularly noteworthy that BERRANG supports the CURE (Co-operative University Racecar Engineering) project as a sponsor. CURE Mannheim e.V. is an interdisciplinary project at DHBW Mannheim. Together, the team works annually on the development and



construction of an electric racing car and the marketing of the project. Here they work and research on the change from conventional mobility to e-mobility without CO2 emissions. The project connects

university and company, theory with practice and creates the perfect platform for innovation through its agility.

Berrang plants a spruce forest

BERRANG raised awareness regarding sustainability and climate protection in its Christmas information, both in the video message and in a small gift to employees. With the understanding that natural vegetation and especially forests, which are also referred to as "Natural Climate Solution", offer an important contribution to natural climate protection possibilities, over 600 units of seeds for planting spruce trees were handed out to the employees. After a cultivation phase, the plant can be transplanted into the open field and thus make its contribution to climate protection.



GRI 102-12

Integral behavior

In a society, it is necessary to take responsibility. Thus, we acknowledge our social responsibility, our responsibility towards our employees, our business partners and, last but not least, the common good. We stand by our values and principles and base our actions on them.

As a group of companies whose parent company is a company covered by collective agreements within the scope of the Basic Law of the Federal Republic of Germany, we attach particular importance to the following principles:

- respect for human dignity;
- the protection of human rights

These principles result in

- respect for fundamental workers' rights, in particular freedom of association and the right to collective bargaining;
- the prevention of discrimination in employment and occupation;
- the rejection of forced labor and child labor;
- the rejection of human trafficking and the trafficking of human organs

In addition, we measure

- sustainable environmental protection;
- fighting against corruption is of great importance to us.

We respect the personalities of our employees and business partners.

It is a matter of course for us to comply with applicable laws and regulations and to adhere to

- of UN Resolution 217 A (III): Universal Declaration of Human Rights
- the United Nations Convention on the Rights of the Child (UNCRC)
- the United Nations Convention against Corruption
- UN Resolution 317 (IV): Convention on the Suppression of Trafficking in Persons.

Orientation

Among other things, we work towards ensuring that not only we, but also our business partners follow these principles by means of appropriate contractual agreements.

GRI 102-11; 403-1

Occupational Safety

Great success can only be achieved in a good working environment. Therefore, the BERRANG Group attaches much importance to the continuous modernization of the working environment. We offer our employees a safe, healthy working environment that is based on the latest findings in workplace design. In this way, we promote the health, motivation and satisfaction of our employees.

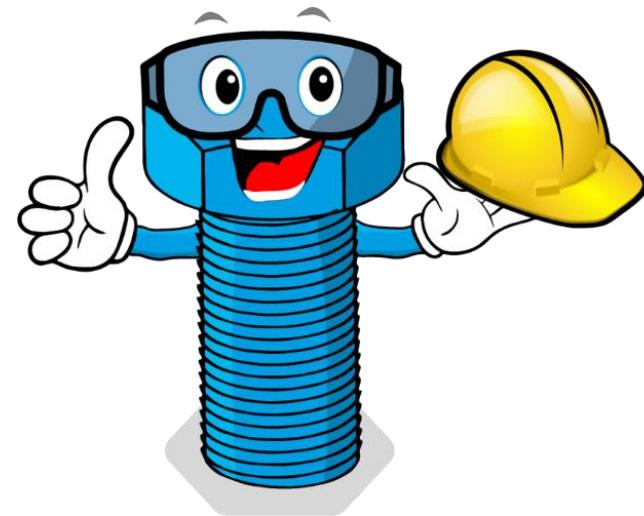
The BERRANG Group promotes the personal responsibility of its employees and designs the working environment in such a way that it contributes to maintaining the long-term health and performance of its employees.

Our goal is to ensure the safety of our employees in the performance of their work, i.e. the control and avoidance of hazards to their safety and health.

To this end, we follow the legal requirements and take the following measures:

- for the prevention of accidents at work,
- to minimise work-related health hazards,
- on the user-friendly design of workplaces and work content, and
- for preventive health protection.

In doing so, we ensure that not only the respective legal bases are complied with, but also that experiences and findings for the improvement of occupational safety and preventive health protection are implemented. BERRANG also contributes to the achievement of the UN Sustainable Development Goals (SDGs) point 8 - decent work and economic growth. Both internal and external audits are carried out on a regular basis.



GRI 403-3; 403-4; 403-5; 403-6

Health

The employees and their well-being are decisive for the success of the BERRANG Group. The health and performance of our employees are therefore of particular importance to us. In addition to the already existing high standards for the well-being of our employees,

we, as an employer, need to respond flexibly to changing lifestyles and the needs of a changing and ageing society.

Our occupational health and safety therefore includes holistic health management, occupational safety and ergonomics, modern working time models and a range of healthy food at our locations.

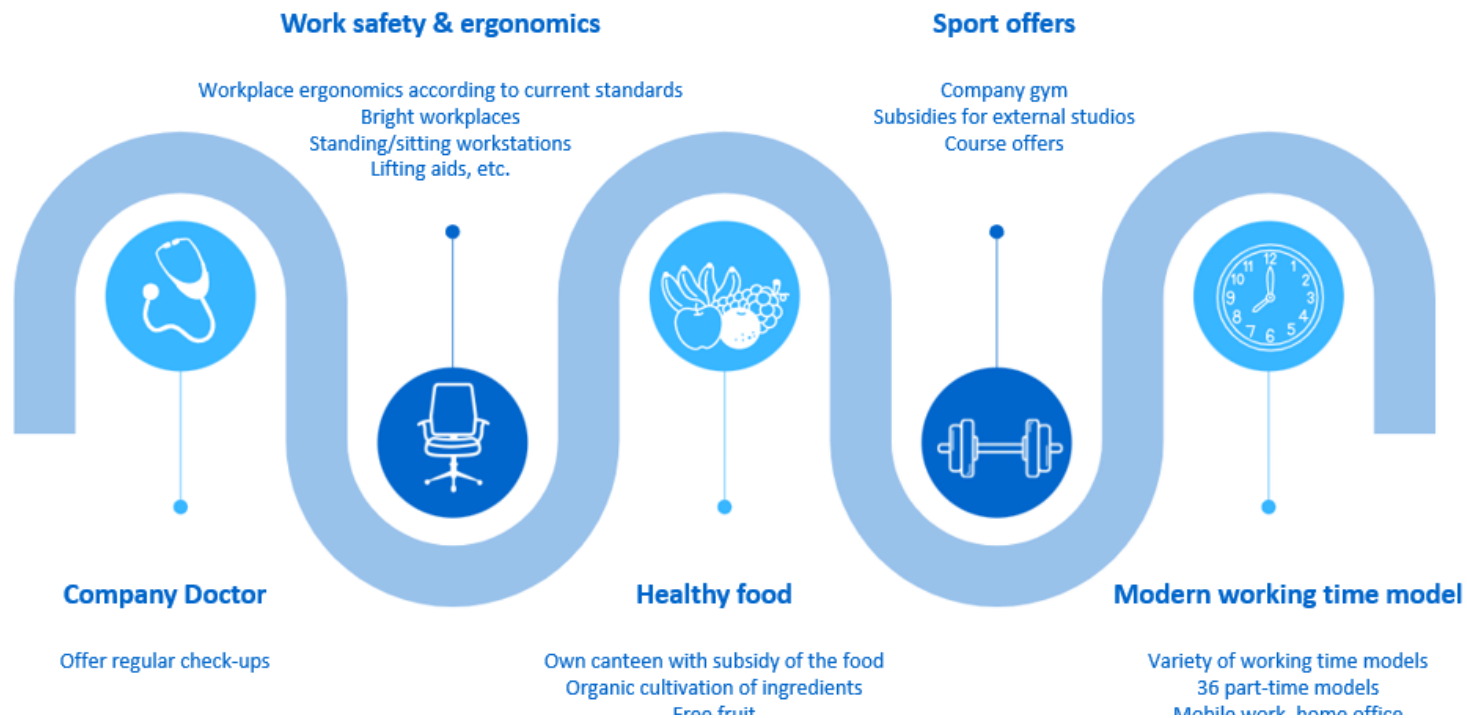


Abb. 9- Health and well-being of employees

GRI 102-8

Key employee figures at a glance

According to locations	2019	2020	2021
Europe	579	577	557
USA	44	43	49
China	31	30	25
According to type of employment	2019	2020	2021
Full-time	78.20%	78.80%	78.70%
Part-time	14.70%	14.40%	14.30%
Trainee	7.10%	6.80%	6.10%
According to employment contract	2019	2020	2021
Temporary (all locations)	5.20%	3.20%	1.70%
Unlimited (all locations)	94.80%	96.80%	98.30%
Proportion of employees according to collective agreement	2019	2020	2021
Proportion of employees covered by collective agreement	79.90%	80.00%	77.1 %

Table 8 - Employee key figures

GRI 401-1; 403-2; 403-9; 404-1; 404-2; 405-1



32 %

Women's quote, 20%
women in management positions



Average age of

42 years



More than **25** nations



1.744

Training days,
With an average of 2 training days per
employee



10 Jahre

Average length of service



4,73 %

Fluctuation rate



9,52

Accident frequency rate,
per 1 million hours worked



270

Further education



93,86 %

Health rate

GRI 401-1; 403-2; 403-9; 404-1; 404-2; 405-1

Further education

The individual skills and strengths of our employees are fundamental to ensuring the competitiveness of the company.

BERRANG therefore pursues a training programme for the qualification and further development of its employees with

- Language courses
- technical training
- Further training for the development of leadership behaviour
- Compliance
- intercultural training

KEY FACTS

BERRANG trains:

- Technical product designer specializing in machine and plant design
- Dual study of business administration with specialization in trade
- Management assistant for wholesale and foreign trade management
- IT specialist for system integration
- Warehouse specialist
- Warehouse logistics specialist

GRI 102-41; 102-13

Other operating services

- BERRANG - an employer bound by collective agreements
- BERRANG - promotes company pension schemes - subsidies for direct or pension fund insurance policies
- BERRANG subsidises building savings contracts through capital-forming benefits
- BERRANG has the job ticket

Memberships in Associations

BERRANG is represented as a member in various associations and interest groups.

The following list provides an overview of the various memberships:

- Trade Association of the Screw Wholesale Trade (FDS)
- Association for Services, Wholesale and Foreign Trade Baden-Württemberg e.V. (VDGA)
- Trade Association for Trade and Goods Logistics (BGHW)
- German Association for Materials Management, Purchasing and Logistics (BME)
- German Institute for Standardisation (DIN)
- Employers' association
- Rhine-Neckar Chamber of Industry and Commerce (IHK).

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IMPRESSUM

If you have any questions about this report, please do not hesitate to contact us.

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