

SUSTAINABILITY REPORT 2026



#safetygoesdigital

HIMA Group



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FOREWORD



Jörg de la Motte, Steffen Philipp, Dr. Michael Löbig

We are delighted to present our first Sustainability Report.

For the HIMA Group, sustainability is neither a new topic nor a short-term trend. It has been part of our identity for many years and is deeply rooted in our corporate culture. Our purpose sums it up: We protect people, the environment, and assets. This commitment guides us every day — in our decisions, in our technologies and solutions, and in the way we take responsibility as a company.

As a family-owned business, we view long-term success as far more than just economic growth. It means taking responsibility for the people who work with us, the customers who trust us, the society in which we operate, and the environment we must preserve together.

“ We view sustainability as a cornerstone of our philosophy and as an essential foundation for securing the long-term success, resilience, and independence of our family-owned business. ”

Steffen Philipp, Shareholder of the HIMA Group

Our employees are the most important factor in our success: their expertise, passion, integrity, and daily commitment shape our company, foster innovation, and significantly drive our sustainable development. We are particularly proud of this.

FOREWORD



To make our contribution even more effective and structured, we defined sustainability in 2023 as one of the HIMA Group's five strategic priorities. In doing so, we have sent a clear signal: Sustainability is not a separate program, but a central component of our future strategy.

Even though the regulatory framework has changed due to the European Union's Omnibus I Package and we are not yet subject to CSRD reporting requirements, it quickly became clear to us that our commitment does not depend on legal deadlines. Sustainability remains an integral part of our actions. That is why we are publishing this report as originally planned and continuing on our path with the same conviction and determination.

This report covers the financial year 2025 and is based on group-wide data collected across all relevant entities, covering both HIMA's own operations as well as key upstream and downstream activities along the value chain.

For us, this first sustainability report does not mark an end, but rather an important milestone on a continuous journey. It highlights what we have already achieved, but also openly shows where challenges still lie ahead. For us, transparency does not mean demonstrating perfection, but rather making progress transparent and taking responsibility. We are convinced that sustainability is not achieved through individual measures, but through consistent action, shared values, and the will to make a positive difference in the long term. It is precisely this commitment that we are dedicated to.

We thank all employees, customers, partners, and stakeholders who accompany us on this journey and contribute to shaping our future sustainably through their trust, ideas, and commitment.



By strengthening our sustainability reporting and our KPIs, we make our performance measurable and build trust in our long-term strategy. It is very important to us that we also fulfill our corporate social responsibility.



Dr. Michael Löbig, CFO of the HIMA Group



For our customers, safety, reliability, and integrity are indispensable prerequisites. With our technologies, we help minimize risks, protect people, the environment, and equipment, while simultaneously meeting the growing demands for sustainability and compliance – delivering added value that makes industries safer, more reliable, and more sustainable.



Jörg de la Motte, CEO of the HIMA Group

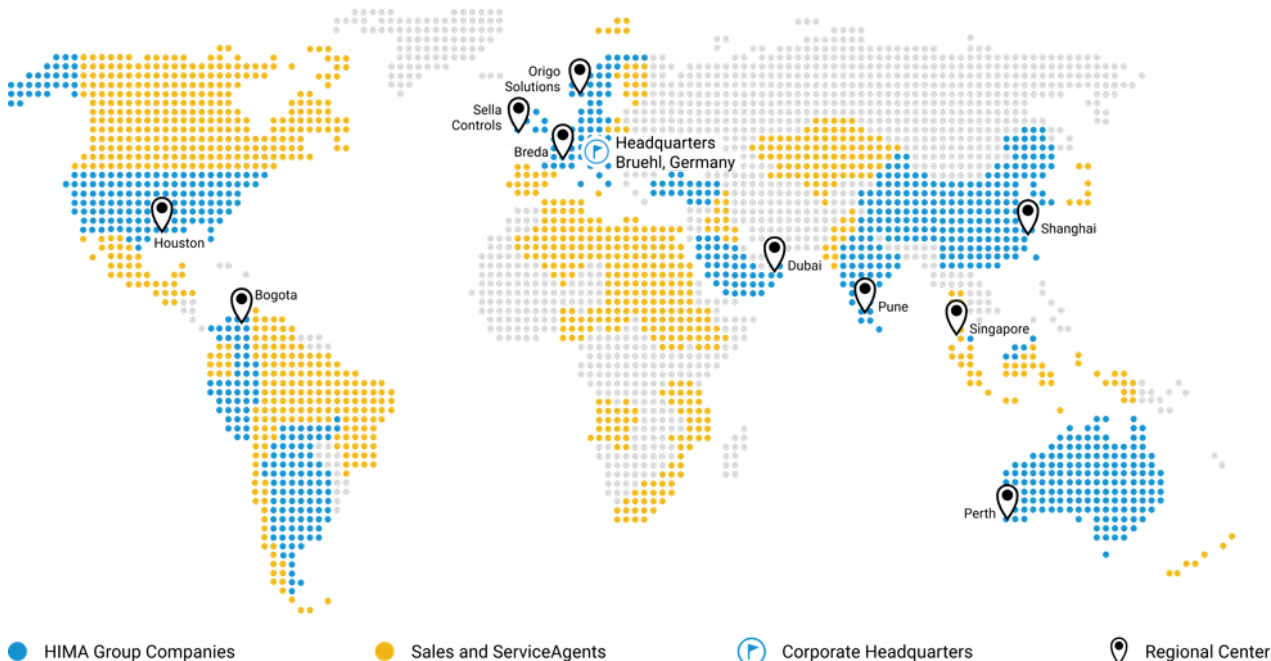
HIMA AT A GLANCE



The HIMA Group is a global independent provider of safety-related automation solutions for the process and rail industries that protect people, assets, and the environment from harm. Founded in 1908, the family-owned company is headquartered in Brühl, near Mannheim (Germany). This long-standing ownership structure shapes the company's values and its commitment to reliability, long-term partnerships, and responsible business practices.

HIMA is continuously expanding its global presence by strengthening its subsidiaries and regional centers. In 2023, the HIMA Group acquired the British company Sella Controls. This was followed in 2024 by the acquisition of the Norwegian company Origo Solutions. The open and independent HIMA Safety Platform combines hardware and software on a single technology platform and offers a uniform security concept. In addition to proven safety technology, HIMA offers consulting, safety engineering, and services, as well as training. This results in solutions that ensure functional safety and OT security, compliance with standards, process efficiency, and plant availability throughout the entire safety lifecycle. As a safety expert, HIMA is pioneering the digitalization of functional safety and generates significant added value for customers with holistic safety solutions.

HIMA AT A GLANCE



> 1.100
Highly Qualified
Employees



Protection of
**People, Assets
and our
Environment**



Product quality
**Made in
Germany**



€190.49 million
total revenue
2025



> 50,000 systems
installed
worldwide
(SIL 3 / SIL 4)



Global Footprint
> 20 Country Units with
local Sales, Engineering,
and Services

OUR VALUE CHAIN AND IMPACT



From idea to reality — all components are manufactured and tested at our Brühl site, ensuring the highest quality while reducing emissions through short transport routes and controlled, sustainable production processes.

HIMA creates value along a structured and reliable value chain. It begins with the sourcing of materials and services, includes efficient manufacturing, and extends to downstream logistics and customer delivery.



Supply Management

HIMA primarily sources standard electronic components and devices, as well as HIMA-specific parts such as circuit boards and housings, from suppliers. These suppliers are mainly located in local markets, while global imports play a limited role. All main suppliers are regularly audited. In addition to compliance with technical product specifications, sustainability criteria - particularly human rights, environmental standards, and business continuity - are an integral part of supplier assessments.



Production

Manufacturing and testing of all electronic components are conducted exclusively at our facility in Brühl, Germany. This centralized approach ensures short transport routes, reducing emissions and environmental impact, while allowing us to maintain direct control over processes and the use of potentially hazardous substances. The site is certified to ISO 14001 standards and operates in full compliance with the highest quality and environmental requirements, ensuring excellence, reliability, and sustainability in every product we deliver.



Outbound Logistics

Customer orders are fulfilled either through direct shipment or via HIMA's warehouse network. In many cases, HIMA manages global shipments directly, selecting appropriate logistics providers depending on shipment size and destination. Where required, HIMA also handles full customs clearance processes. HIMA manages sustainability across the entire value chain — in a structured, controlled, and measurable way.

SUSTAINABILITY STRATEGY & VALUE CREATION



CREATING VALUE THROUGH SUSTAINABILITY



Sustainability is increasingly becoming a key decision factor for customers, making it a strategic opportunity for HIMA. At HIMA, we create value by connecting sustainability directly to business success.



Sustainability as a driver of business value and market success.

By addressing environmental, social, and governance expectations, HIMA strengthens customer trust, increases demand, and secures long-term revenue opportunities.



Integrated solutions deliver tangible value.

By delivering solutions that enhance safety, operational efficiency, regulatory compliance, and environmental protection, HIMA creates value across the entire value chain. This directly contributes to higher plant availability, reduced downtime, and improved cost-effectiveness.



Sustainability embedded in governance drives resilient growth.

Through aligned strategies, clear structures, and group-wide principles, we ensure that sustainability is translated into concrete action. This includes initiatives such as supplier audits, decarbonization initiatives, and continuous employee engagement. This integrated approach enables risk mitigation, regulatory alignment, and innovation.



Trust is the foundation of long-term business relationships.

At HIMA, we operate with clear rules, strong compliance, and high ethical standards. Our customers rely on us to deliver safe and reliable solutions – and to act responsibly in every situation. This includes a strong focus on compliance, transparency, and accountability across all areas of the company. This ensures that trust is not only built but also sustained.

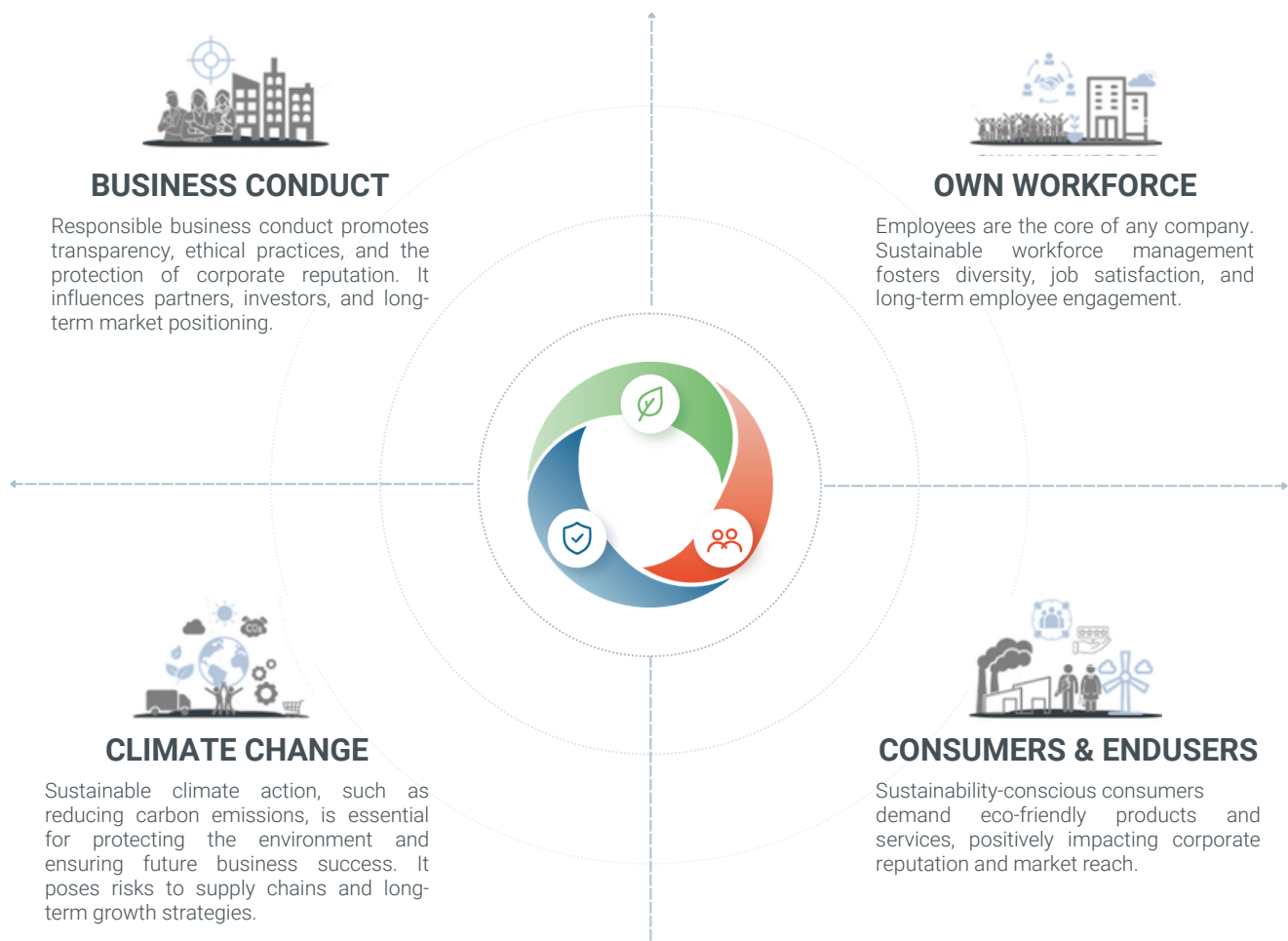
SUSTAINABILITY FOCUS AREAS



This report is based on a double materiality analysis as its starting point, identifying and assessing material sustainability topics from both an impact and a financial perspective. The material topics identified in HIMA's ESG report align closely with relevant SDGs, reflecting the interplay between HIMA's core business and its sustainability priorities.

The results of the double materiality analysis clearly define our sustainability priorities. Key focus areas include business conduct, own workforce, climate change, as well as consumer and end-user safety. These topics form the backbone of this report and guide our disclosures, metrics, and qualitative insights.

Where business meets sustainability



STRATEGY & ORGANISATION



HIMA's strategy provides a structured framework to turn its long-term direction into concrete actions across the organization. A key focus is on applying sustainability where HIMA's solutions create measurable value for safety and environmental protection, ensuring alignment with customer requirements and market expectations.



From vision to execution: A structured, global strategy framework.

Through a multi-level strategy deployment, HIMA translates ambitions into clear, measurable breakthrough objectives, enabling consistent execution across regions and markets.



Growth focused on high-impact, future-oriented markets.

HIMA's strategy targets industries where its technology creates the most value – such as process industries and rail – expanding globally to deliver safer, more efficient, and sustainable operations for customers while capturing new growth opportunities.



Customer satisfaction as a driver of sustainable growth.

Customer satisfaction is a core strategic priority, achieved through reliable, safe, and high-quality solutions, continuous improvement, and transparent collaboration – strengthening long-term partnerships, trust, and repeat business.



Sustainability is an integral part of quality.

Responsibility for sustainability is embedded within the quality management function as part of the organizational structure. The function maintains a direct reporting line to Group Management, supporting effective oversight and decision-making.



At HIMA, sustainability means continuously improving how we operate and making responsible choices across our daily business.

Iga Sieluzicka

In charge of sustainability for the HIMA Group



GROUP-WIDE SUSTAINABILITY POLICY



Environment

As a provider of safety-related automation solutions, HIMA takes responsibility for environmental protection across its value chain. Protecting people, the environment, and industrial assets is deeply rooted in our DNA and shapes our actions.

Our key environmental goals include:

-  **Reducing CO₂ emissions** Reducing CO₂ emissions by increasing the use of renewable energy and optimizing transport and logistics
-  **Conserving resources** Conserving resources through recycling, waste reduction, and efficient use of materials
-  **Sustainable supply chains** Promoting sustainable supply chains by working with partners who meet environmental standards and follow responsible practices

Social Responsibility

As a value-driven family business, HIMA places people at the center of its actions. We are committed to:

-  **Fair and safe working conditions** Ensuring non-discrimination and employee well-being
-  **Employee development** Supported by feedback, training, and talent development programs
-  **Diversity and inclusion** Fostering a collaborative and equal-opportunity work environment

Corporate Governance

As an independent, internationally active company with safety at its core, we are committed to the highest standards of integrity and responsibility. Our focus areas include:

-  **Compliance and ethical conduct** Ensuring adherence to legal requirements and internal standards
-  **Transparency and accountability** Supported by regular ESG reporting
-  **Risk and crisis management** Continuous identification, assessment, and mitigation of risks

ENVIRONMENT



ACTIONS AND RESOURCES FOR CLIMATE CHANGE



HIMA is actively implementing operational measures to reduce greenhouse gas emissions and support its long-term decarbonization pathway. These measures are embedded in the environmental management system and primarily address **Scope 1 and Scope 2 emissions**.

A key initiative is the **transition to district heating** at the main site, starting in 2025. In 2024, approximately 69% of Scope 1 emissions resulted from heating oil consumption. This measure is saving around 150,000 liters of heating oil each year. This shift significantly reduces CO₂ emissions and marks an important step toward climate neutrality.

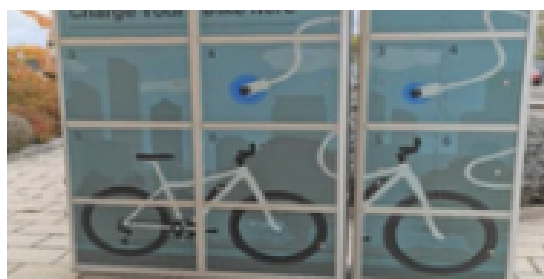


HIMA has fully transitioned to district heating at the Headquarters in 2026



In parallel, HIMA is advancing the **electrification of its vehicle fleet**. Combustion engine vehicles are being systematically replaced with electric alternatives. In 2024 alone, six vehicles were converted to fully electric models, contributing to further emission reductions. The long-term objective is a fully CO₂-neutral fleet.

Supporting measures include the **expansion of charging infrastructure** at key locations, enabling employees to charge electric vehicles during working hours, and promoting sustainable mobility. In 2025, a total of 108.9 MWh of green electricity was used via charging stations, contributing to the reduction of CO₂ emissions.



Charging station for employees (Vehicles and bikes)



WE TURN ENVIRONMENTAL INITIATIVES INTO REAL IMPACT



To foster a company-wide sustainability mindset, HIMA actively engages employees through initiatives such as:



ECO-Friendly Fair Concept



HIMA China sponsored the NAMUR China 2023 Annual Conference, themed “Sustainable Lifecycle Risk Management”. In keeping with the theme of Sustainability, all the booths are made of recycled particleboard and constructed with the traditional Falcon process. The booths were a screwless and glue-free structure design, and a cargo transportation stripe was used to assemble all the shelves, which is ECO-Friendly and smell-free.



Sustainability Team Supports the Community



Proud of our Sustainability Team at Sella Controls in Stockport, U.K. They rolled up their sleeves and volunteered their time to carry out a litter pick around their buildings and the local community.



HIMA Bike Day



At the HIMA Bike Day 2025 in Germany, 28 dedicated HIMA colleagues showed what environmentally friendly mobility can look like. Together they covered a total of 526 kilometers by bike on this day – distances that would otherwise have been traveled by car.

WE TURN ENVIRONMENTAL INITIATIVES INTO REAL IMPACT



HIMA Group Forest grows

HIMA supports environmental protection through a voluntary tree planting initiative, where trees worth € 5 are planted for each customer feedback received. This initiative raises environmental awareness and supports ecological projects. It is not used as a carbon offsetting mechanism but reflects the company's broader environmental commitment.



Bee safe

Our Brühl beehives support biodiversity and provide a safe home for around 50,000 bees led by Queen HIMAja. Together with her predecessors, the colony has produced an average of about 41 kg of honey per year. In total, this has added up to 656 jars of HIMA honey over the past few years.



LevelX Camp Drives Sustainable Innovations

LevelX Camp brings together employees from across the HIMA Group to jointly address future challenges in the field of safety and sustainability. Through structured exchange and diverse perspectives, we develop innovative and sustainable solutions for our customers and industries.

METRICS AND TARGETS



Climate Targets

HIMA aims to continuously reduce its greenhouse gas emissions through structured targets and measures embedded in its environmental management system.

The year **2024 serves as the base year** for defining future emission reduction targets following the implementation of the CSRD. Targets are expressed in absolute terms (metric tons of CO₂ equivalent) and currently cover **Scope 1 and Scope 2 emissions**.

Relevant Scope 3 emission sources are being systematically identified and analyzed, forming the basis for future target setting. All targets are defined as **gross targets**, meaning that external offsetting mechanisms such as carbon credits are not considered.

Energy Consumption and Energy Mix

In the reporting year, HIMA recorded:

- > **Non-renewable energy consumption:** 1,954 MWh
- > **Renewable energy consumption:** 1,502 MWh

A significant share of energy consumption is still linked to fossil fuels, particularly for heating and mobility, which also represent the main drivers of operational CO₂ emissions.

HIMA did not generate its own renewable energy during the reporting period. However, increasing the share of renewable energy remains a key element of the company's long-term decarbonization strategy.

As part of the NACE classification (C.26 – Manufacture of electronic and optical products), HIMA reports an **energy intensity** of:

- > **0.000018 MWh per EUR of net revenue** (based on net revenue of EUR 190.489 million)

METRICS AND TARGETS



(Direct) Energy / Fuel consumption and mix

Energy Categories	Unit	Origin		Converted (MWh)	
		Reporting Period 2025	Reporting Period 2024	Reporting Period 2025	Reporting Period 2024
... from Crude oil and petroleum products	Litre	91.589	295.889	899	2.884
... from Natural gas	kWh	150.303	539.693	150	540
... from Purchased and received energy from non-renewable sources	kWh	904.369	862.417	904	862
Total energy consumption from fossil sources	./.	./.	./.	1.954	4.286
Share of crude oil and petroleum products	./.	./.	./.	46%	67%
Share of natural gas	./.	./.	./.	8%	13%
Share of purchased and received energy from non-renewable sources	./.	./.	./.	46%	20%
Total energy consumption from nuclear sources	./.	./.	./.	0	0
... from purchased or acquired energy from renewable sources	kWh	1.502.498	1.942.919	1.502	1.943
Total energy consumption from renewable sources	./.	./.	./.	1.502	1.943
Share of purchased or acquired energy from renewable sources	./.	./.	./.	100%	100%

METRICS AND TARGETS



Grand total energy consumption	./.	./.	./.	3.456	6.229
Share of fossil sources	./.	./.	./.	57%	69%
Share of renewable sources	./.	./.	./.	43%	31%

Linkage to financial reporting data

	Origin	
	Reporting Period 2025 [EUR]	Reporting Period 2024 [EUR]
Total net revenue (financial statement)	190.490 million	186.044 million

Quantitative information presented in tabular form

Eenergy intensity per net revenue	Origin		% N/N-1
	Reporting Period 2025 [MWh/EUR]	Reporting Period 2024 [MWh/EUR]	
Total energy consumption from activities in high climate impact sectors per net revenue from activities in high climate impact sectors	0.00002	0.00003	55%

METRICS AND TARGETS



Greenhouse Gas Emissions

HIMA calculates its greenhouse gas emissions in accordance with the **Greenhouse Gas Protocol**, covering Scopes 1, 2, and 3.

In the reporting year:

Scope 1 emissions: 692.143 kg CO₂e

Scope 2 emissions:

Location-based: 336.695 kg CO₂e

Market-based: 343.659 kg CO₂e

Scope 3 emissions: 48,404.834 kg CO₂e

Scope 3 emissions include selected upstream and downstream categories relevant to HIMA's value chain.

All emissions data are collected on a consolidated basis, covering subsidiaries with more than five employees. Smaller entities are excluded due to their negligible impact.

HIMA does not participate in the EU Emissions Trading System (EU ETS).

METRICS AND TARGETS



Total GHG emissions by Scopes

GHG Emissions	Origin		Deviation	
	Reporting Period 2025	Reporting Period 2024	absolutely [N]	relatively [%]
Gross Scope 1 GHG emission (kg CO ₂ eq)	692.143	1.297.282	-605.139	53%
Gross location-based GHG emissions Scope 2 (kg CO ₂ eq)	336.695	210.116	126.579	160%
Gross market-based GHG emissions Scope 2 (kg tCO ₂ eq)	343.659	185.192	158.467	186%
Purchased goods and services	6.280.648	7.022.803	-742.155	89%
Capital goods	197.626	87.992	109.634	225%
Waste generated in operations	77.46	78.457	-997	99%
Business travel	904.078	765.256	138.822	118%
Employee commuting	1.085.568	706.736	378.832	154%
Downstream transportation and distribution	116.357	115.154	1.203	101%
Use of sold products	39.742.780	29.982.654	9.760.126	133%
End-of-life treatment of sold products	317	430	-113	74%
Total Gross Scope 3 GHG Emissions (kg CO₂eq)	48.404.834	38.759.482	9.645.352	125%

Quantitative data presented in tabular form

GHG intensity per net revenue	Origin		
	Reporting Period 2025 [kg CO ₂ eq/EUR]	Reporting Period 2024 [kg CO ₂ eq/EUR]	% N/N-1
Total GHG emissions (location-based) per net revenue	0,259508	0,216438	120%
Total GHG emissions (market-based) per net revenue	0,259545	0,216304	120%

METRICS AND TARGETS



Carbon Offsetting and Removal

HIMA does not use carbon credits or offsetting mechanisms and does not currently participate in greenhouse gas removal projects.

The company's climate strategy focuses exclusively on the **direct reduction and avoidance of emissions through operational measures**. A formal net-zero target has not yet been defined.

Voluntary environmental initiatives, such as tree planting, are pursued independently of emission accounting and reflect HIMA's broader environmental engagement.

Internal Carbon Pricing

HIMA has not implemented an internal carbon pricing system, and such a mechanism is not currently planned.

Investment and operational decisions are made independently of a monetary valuation of greenhouse gas emissions.

SOCIAL



COMMITMENT TO HUMAN RIGHTS



HIMA is committed to respecting human rights throughout its business relationships. This commitment is guided by internationally recognized frameworks, including:

- > UN Guiding Principles on Business and Human Rights
- > ILO Declaration on Fundamental Principles and Rights at Work
- > OECD Guidelines for Multinational Enterprises

These principles are embedded in the Code of Conduct and supported by internal guidelines on product responsibility and business partner due diligence.

No human rights violations related to product use or downstream partners were reported during the reporting period.

WORKFORCE ENGAGEMENT AND REPRESENTATION



HIMA actively involves employees in decision-making processes through both direct participation and formal representation structures. Employee feedback is systematically collected, evaluated, and communicated via established committees. Overall responsibility for employee engagement lies with the Executive Board and management, while implementation is supported by the Global Human Resources (HR) and Legal departments in close cooperation with the Works Council.

At the main site in Germany, a Works Council represents employee interests and is regularly involved in operational and strategic decisions. Elections are held every four years, ensuring continuous and democratic representation.

In addition, several specialized committees address key workforce-related topics:

-  The Occupational Health and Safety Committee (ASA) focuses on workplace safety and accident prevention.
-  The Works Committee supports operational matters where required by law.
-  The Addiction and Bullying Prevention Committee provides confidential support on mental health issues.
-  The Economic Committee discusses the company's financial and economic development.

These bodies ensure that employee perspectives are consistently integrated into corporate governance.

Twice-yearly work meetings provide a platform for transparent communication between management and the entire workforce. Strategic developments and key topics are presented and openly discussed, with opportunities for employees to raise questions directly.

Beyond formal structures, HIMA promotes employee participation through idea campaigns, internal initiatives, and competitions, fostering a culture of engagement and shared responsibility, particularly in sustainability-related topics.

WORKFORCE MEASURES, RISKS, AND OPPORTUNITIES



HIMA addresses workforce-related risks and opportunities through a comprehensive set of ongoing measures. Key risks include excessive workloads and potential impacts on work-life balance and employee health. At the same time, targeted initiatives create positive effects such as increased motivation, employee satisfaction, and innovation capacity.

Safe and Healthy Working Environment

HIMA maintains high occupational health and safety standards based on a comprehensive legal register that is regularly updated. Compliance with all applicable national regulations is ensured, particularly with accident prevention requirements in Germany.

Key measures include:

- > Annual safety training for all employees
- > Dedicated safety officers and trained first aid personnel
- > Ergonomically designed workplaces and personal protective equipment
- > Preventive medical check-ups and vaccination offers
- > On-site medical infrastructure, including first aid rooms and defibrillators
- > Annual health initiatives promoting topics such as nutrition, exercise, and stress management

These measures contribute to a safe working environment and support long-term employee well-being and productivity.

WORKFORCE MEASURES, RISKS, AND OPPORTUNITIES



Equal Opportunities and Fair Working Conditions

HIMA promotes fair and transparent remuneration structures aligned with market standards and, where applicable, collective agreements. Equal pay principles and diversity initiatives, such as Women@HIMA, support an inclusive work environment and equal opportunities for all employees.



Development and Qualification

Continuous learning and professional development are key priorities. HIMA provides:

- > Annual training budgets
- > Access to internal and external training programs
- > Expansion of its internal academy
- > Support for professional certifications

These initiatives strengthen both individual competencies and the overall organizational capability.

The effectiveness of all workforce measures is regularly monitored through employee surveys and internal evaluations. While these measures are embedded in the corporate strategy, no formal quantitative targets or dedicated action plans have been defined to date.

GRIEVANCE MANAGEMENT



HIMA provides multiple channels through which employees and customers can raise concerns or report potential issues. These include local HR representatives, the HIMA Reporting Channel, and designated contact persons such as Addiction and Bullying Officers.

All reports are handled with strict confidentiality and processed through a structured and documented follow-up procedure. Specific mechanisms are in place to address sensitive cases, including harassment and discrimination.

Employees are regularly informed about available grievance mechanisms, ensuring accessibility and awareness across the organization. Further details on complaint handling processes are outlined in the corporate governance framework.

SERVING CONSUMERS AND END-USERS



HIMA places the safety, trust, and well-being of consumers and end-users at the center of its actions, delivering solutions that protect people, ensure transparency, and support sustainable operations.



Protecting people through functional safety

HIMA's solutions are designed to protect operators and the public by ensuring the safe operation of critical infrastructure and industrial systems, reducing the risk of accidents and hazardous incidents.



Building trust through transparency and data protection

By ensuring secure handling of data, clear communication, and compliance with safety and security standards, HIMA strengthens trust with end users and supports responsible use of its systems in critical environments.



Enabling safe and sustainable operations for society

HIMA supports customers in operating systems that are reliable, efficient, and compliant with environmental and safety regulations, contributing to safer working conditions and reduced environmental impact for society as a whole.



WE MAKE SOCIAL RESPONSIBILITY REAL



Building Team Spirit in Norway

Through sports events such as terrain runs and relays, the Origo Solutions team stays active in a healthy, supportive work environment while helping reduce sick leave.



Girl's Day in Germany

A day of curiosity, creativity, and future talent. During the Girl's Day at our Headquarters, young minds explore technology hands-on and discover how innovation, education, and curiosity drive a more sustainable future.



HIMA China organizes Kids Day

A family day themed "Nature Friendly Day" brings sustainability to life. HIMA employees and their little artists painted their understanding of "sustainability" on HIMA bags. Inspiring the next generation to care for our planet through creativity and shared experiences.

METRICS AND TARGETS



Workforce Targets

Currently, HIMA has not defined measurable, time-bound workforce-related targets. The Code of Conduct establishes guiding principles but does not include quantitative performance indicators.

Employee Structure

As of 31 December 2025, employee data is reported by gender, region, and contract type. During the reporting year, a total of 148 employees left the company.

Number of employees by gender

Gender	Reporting Period 2025			
	HC	Share	FTE	Share
Female	282	24%	256,36	23%
Male	885	76%	866,46	77%
No gender assigned (NA)	3	0%	3,00	0%
Total Employees	1.170	100%	1.125,82	100%

METRICS AND TARGETS



Number of employees by contract/time type

Contract Type	Reporting Period 2025			
	HC	SHARE	FTE	SHARE
Permanent employee	1.103	94%	1.070,99	95%
Temporary employee	67	6%	54,83	5%
Total Employees by Contract Type	1.170	100%	1.125,82	100%

Time Type	Reporting Period 2025			
	HC	SHARE	FTE	SHARE
Full-time employee	1.021	87%	1.021,00	91%
Part-time employee	149	13%	104,82	9%
Total Employees by Time Type	1.170	100%	1.125,82	100%

METRICS AND TARGETS



Collective bargaining coverage and social dialogue

Between 20–39% of employees in both EEA and non-EEA regions are covered by collective bargaining agreements, with workplace employee representation in place at the same level in the EEA region at 90%.

Diversity metrics

The following tables show the gender distribution at the top management level and the age distribution of employees as of 31.12.2025.

Employees at the Top Management Level

Gender	Reporting Period 2025			
	HC	Share	FTE	Share
Female	33	20%	33	20%
Male	132	80%	132	80%
Total Employees	165	100%	165	100%

Employees by Age

Age Group	Reporting Period 2025			
	HC	Share	FTE	Share
< 30 years	145	12%	132	12%
>= 30 <= 50 years	660	56%	642	57%
> 50 years	359	31%	346	31%
Not available (NA)	6	1%	6	1%
Total Employees	1.170	100%	1.126	100%

METRICS AND TARGETS



Adequate Wages

HIMA ensures fair remuneration across all locations. At the main site in Germany, compliance with the Minimum Wage Act guarantees legally adequate pay. Compensation systems are aligned with market benchmarks and, in many cases, exceed statutory minimum requirements, reflecting employees' contributions to value creation.

Training and Development

HIMA promotes continuous development through structured training programs.

- > **97% of employees** participated in performance reviews
- > **Average training hours per employee:** 38.14 hours annually

Performance Appraisals and Training Hours

Region	Reporting Period 2025		
	Performance Appraisals		Training Hours
	Number of employees who have regularly participated in performance and career appraisals	Share	Average number of training hours per employee
EEA	745	99%	40,3
Non EEA	293	70%	34,2

METRICS AND TARGETS



Health and Safety

In the reporting year, the number of employees group-wide covered by the occupational health and safety management system was 1129. The number of fatalities due to work-related injuries or illnesses was 0. The number of reportable occupational accidents at the main location was 4, and the rate of reportable occupational accidents per one million working hours was 3,87.

Coverage by the Internal Health and Safety Management System

Region	Reporting Period 2025	
	IHSM System	
	Number of employees covered by the company's internal health and safety management system	Share
EEA	750	100%
Non EEA	379	90%
Total	1.129	97%

Incidents and Human Rights

No cases of discrimination, harassment, or human rights violations were identified during the reporting year. No complaints were submitted through formal channels, and no fines or sanctions were imposed.

GOVERNANCE



BUSINESS CONDUCT AND CORPORATE CULTURE



Whistleblowing and Reporting Mechanisms

HIMA has implemented a comprehensive, multi-level system to identify, report, and address potential misconduct across the organization:



Managers and trusted persons

Employees can approach line managers or designated trusted individuals directly, particularly in cases of uncertainty or where guidance is needed.



Crisis Core Team

For incidents with potential Group-wide relevance, such as customer-related safety issues or IT security incidents.



HIMA Reporting Channel

A centralized platform accessible to both internal and external stakeholders, allowing anonymous or named reporting via the website or intranet.



Product Security Incident Response Team (PSIRT)

A dedicated channel for reporting product-related security incidents, accessible directly or via the reporting system.

All whistleblowers are protected from retaliation in accordance with EU Directive 2019/1937. Confidentiality is ensured through robust organizational and technical safeguards. Employees are regularly informed about available reporting channels and appropriate procedures through internal communication.

Investigation of Reported Cases

All reported cases are handled through structured and clearly defined processes. Reports submitted via the whistleblower system are processed in line with the EU Whistleblowing Directive and internal policies.

BUSINESS CONDUCT AND CORPORATE CULTURE



Each report is:

- > Treated confidentially
- > Carefully reviewed and documented
- > Assessed based on plausibility and risk relevance
- > Followed up through a structured escalation process

HIMA Group management ensures that all reports are thoroughly investigated and consistently addressed.

Through this approach, HIMA fosters a corporate culture built on **integrity, transparency, and accountability**, actively preventing and addressing misconduct.

Corruption Prevention and Compliance

HIMA applies a strict **zero-tolerance policy** toward corruption and bribery.

To manage associated risks effectively, specific high-risk functions have been identified, particularly in areas with customer interaction or financial responsibility (e.g., Finance, Sales, Commercial Administration). Employees in these roles are required to complete **mandatory annual compliance training**, covering:

- > Anti-corruption principles
- > Applicable legal requirements
- > Standards of ethical conduct

Training content is regularly updated and concludes with mandatory assessments to ensure understanding and compliance.

A company-wide **Code of Conduct (CoC)** defines binding ethical standards for all employees. It serves as the foundation for responsible business behavior and is reinforced through regular training and internal communication. Participation is documented to ensure full coverage and awareness.

PREVENTION AND DETECTION OF CORRUPTION AND BRIBERY



As an international organization, HIMA operates in diverse regulatory environments and addresses corruption risks through a comprehensive compliance framework.

Preventive Approach

The company's prevention strategy is based on:

- > A binding Code of Conduct
- > Clearly defined responsibilities
- > Internal control systems
- > Structured compliance processes

A central element is the whistleblower system, which enables confidential reporting and ensures that all cases are handled in accordance with regulatory requirements.

Investigation and Escalation Process

Reported cases are subject to a structured review process:

- > Initial assessment by the Global Legal & Compliance department to verify plausibility
- > Involvement of relevant departments (e.g., HR, Internal Audit, Finance) where necessary
- > Independent investigation ensures objectivity
- > Escalation to public authorities if criminal conduct is suspected

This process ensures comprehensive and legally compliant handling of all cases.

PREVENTION AND DETECTION OF CORRUPTION AND BRIBERY



Training and Awareness

To ensure consistent understanding of compliance requirements, HIMA conducts regular training programs, particularly for high-risk functions and management roles. Training topics include:

- > Corruption risks and prevention
- > Interactions with public officials
- > Handling of gifts and invitations
- > Internal controls and reporting procedures
- > International anti-corruption regulations (e.g., USA, UK, Italy)
- > Global standards such as the UN and OECD guidelines

Training concludes with mandatory assessments, and content is continuously updated to reflect regulatory developments.

As part of CSRD implementation, additional training was conducted with regional managers to improve transparency and documentation of compliance-related activities. This structured approach enables early identification and effective mitigation of corruption risks, safeguarding HIMA's integrity and reputation.

PREVENTION AND DETECTION OF CORRUPTION AND BRIBERY



Proportion of risky functions covered by training

Training Coverage	At-risk functions	
	Reporting Period 2025	Share
Trained High Risk Employees	147	59%
Total High Risk Employees	248	100%

Delivery method and Topics covered

Delivery method	Duration (in hours)
Computer-based training	1 hour

Topics covered	
Definition of corruption	x
Policy	x
Procedures on suspicion/detection	x
International regulations and global standards	x
Prevention measures	x

Corruption and Bribery Incidents

During the reporting year, no cases of corruption or bribery were identified or confirmed.

- > No legal convictions or fines were recorded.
- > No disciplinary actions or terminations related to corruption occurred.
- > No public legal proceedings were initiated against the company or its employees.

SUPPLIER RELATIONSHIPS AND DUE DILIGENCE



HIMA places strong emphasis on responsible and sustainable supply chain management. Suppliers are expected to meet the same environmental, social, and governance (ESG) standards that apply within the company.

Key elements of supplier management include:

- > General Terms and Conditions of Purchase
- > Procurement guidelines
- > ESG criteria as part of supplier selection and evaluation

In 2024, HIMA introduced a **binding Supplier Code of Conduct**, which must be signed by all strategic suppliers. This code serves as both a qualification requirement and an evaluation framework for supplier relationships.

The Supplier Code of Conduct is aligned with the **United Nations Sustainable Development Goals (SDGs)** and aims to:

- > Promote sustainability awareness.
- > Identify ESG risks early.
- > Enable continuous improvement through structured dialogue.

Additional measures include supplier self-assessments, ESG-based evaluation criteria, and dedicated sustainability guidelines for procurement staff. This proactive approach supports transparency and strengthens long-term supplier relationships.



Next Level Award for Sustainability Projects

With an internal Next Level Award, HIMA honored the team for advancing Supply Chain Sustainability. Their work on a strong Supplier Code of Conduct and Sustainable Purchasing Guidelines drives responsible impact across our global supply chain.

PAYMENT PRACTICES



HIMA maintains transparent and standardized payment practices across the Group.

Payment performance is monitored based on:

- > Incoming invoices
- > Payment obligations
- > Average payment duration

At the group level, the **average payment period is 23 days**.

Payment terms are governed by standardized Terms and Conditions of Purchase, applied consistently across all entities. These terms are reviewed annually to ensure relevance and alignment with business requirements.

This harmonized approach supports **reliable, transparent, and fair payment practices** for all business partners.

Average time to payment of supplier invoices

Entity	Reporting Period 2025			Reporting Period 2024			Deviation (days)
	Num of Invoices	Overall Time to pay invoices (days)	Average Time to pay invoices (days)	Num of Invoices	Overall Time to pay invoices (days)	Average Time to pay invoices (days)	
HIMA Group	52.624	1.221.237	23	90.192	1.768.736	30	-7

Proportion of payments aligned with standard terms

Entity	Reporting Period 2025					
	Amount of Payments			Number of Payments		
	Total [EUR]	in standard [EUR]	Share	Total	in standard	Share
HIMA Group	132.966.272	34.880.993	26%	31.272	7044	23%

HIMA GROUP

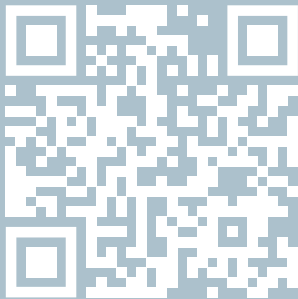


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