HÖRMANN

SUSTAINABILITY REPORT 2022/2023

Environmental, Social, and Governance at Hörmann

Legal information

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WE THINK GREEN. WE ACT GREEN. TOGETHER AND VOLUNTARILY.

SUSTAINABILITY REPORT 2022/2023

Environmental, Social, and Governance at Hörmann

AT A GLANCE

"As a family business, we are very conscious of our responsibility to future generations, which is why we've been committed to environmental and climate protection for many years. Our climate protection strategy follows the triad of calculation, reduction and compensation. Our aim is to steadily reduce our CO_2 emissions".

Martin J. Hörmann,
personally liable partner of the Hörmann Group

Certified energy management system. ISO 50001 is being introduced throughout the Hörmann Group as a certified energy management system.

We save over 75000 tonnes of CO_2. It's best to avoid emissions altogether. Consequently, the focus of our climate protection measures is on reducing emissions.

100%.
Green electricity

Global. Hörmann is committed to the United Nations Sustainable Development Goals and actively contributes to ensuring these goals are met.

PRO.ELEMENT sustainability award – CSR prize OWL
Cradle-to-Cradle Challenge Award Bronze (Architects' Darling)

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THE REPORTING STANDARD

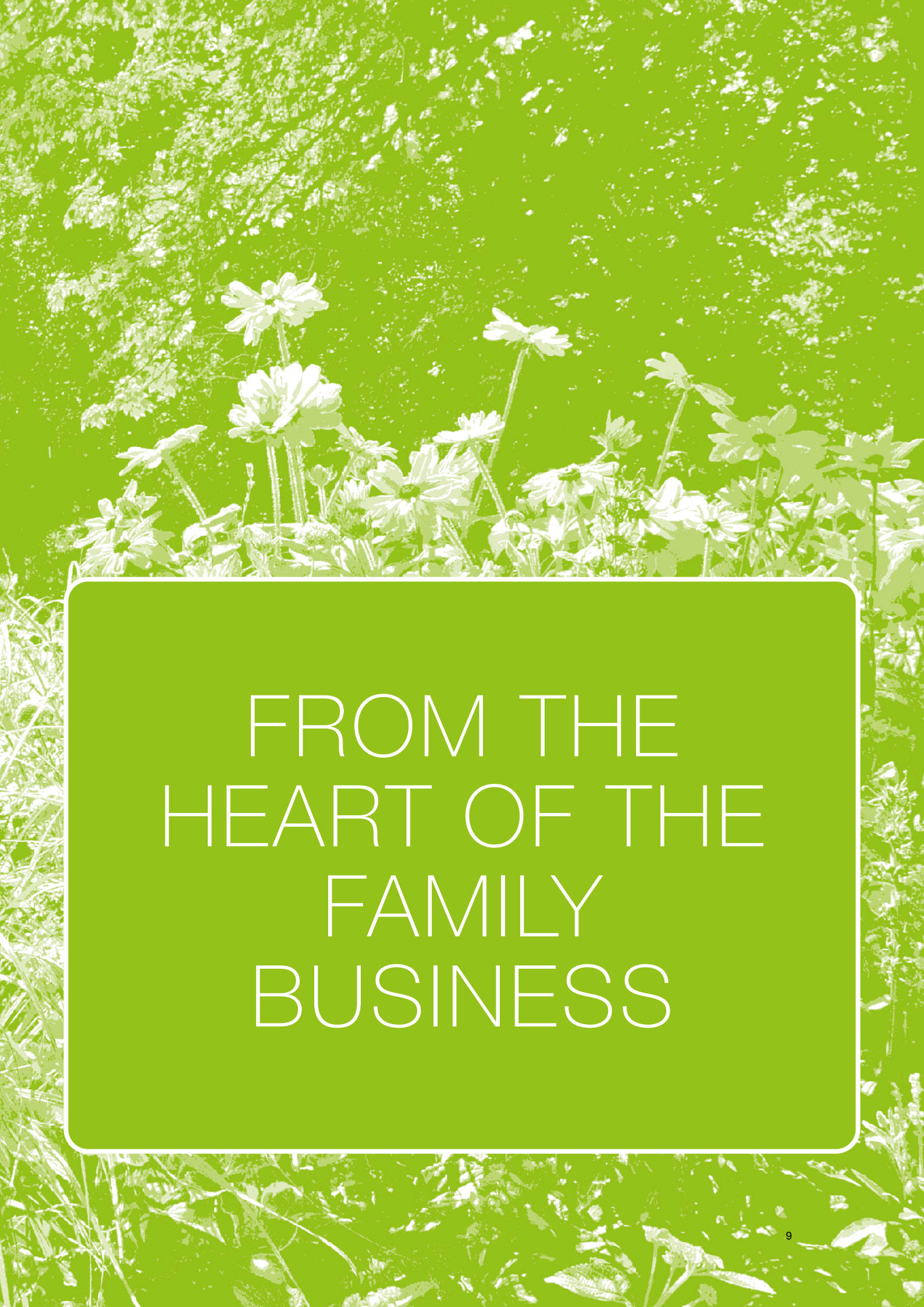
Hörmann is under no obligation to report. Nonetheless, alongside the extensive information we provide at www.hoermann.com, we have now decided to publish our commitment in the form of a report in order to meet market requirements.

As an international company, we have decided to adopt the GRI. The GRI is the most widely used and recognised international reporting standard for various impacts on the economy, environment and people. Sustainability reporting based on these standards provides information on an organisation's contributions – both positive and negative – to sustainable development. The GRI Standards are designed as a modular set of interlinked standards. We use the GRI universal standards that are applicable to all companies (not indexed) and also the GRI topic-specific standards. We focus on the 200 and 300 series for topic-specific standards. One of the reasons is that we do not yet have enough certified data concerning our supply chain on many of the topics covered in the 400 series. This is expected to change in the future with the introduction of a purpose-built software module. There is no industry standard relevant to us.

The applied topic-specific standards at a glance:

GRI 204: Procurement Practices 2016
GRI 205: Anti-corruption 2016
GRI 206: Anti-competitive Behavior 2016
GRI 207: Tax 2019
GRI 301: Materials 2016
GRI 302: Energy 2016
GRI 304: Biodiversity 2016
GRI 305: Emissions 2016
GRI 306: Waste 2020
GRI 308: Supplier Environmental Assessment 2016
GRI 401: Employment 2016
GRI 403 Occupational Heath and Safety 2018
GRI 404: Training and Education 2016
GRI 414: Supplier Social Assessment 2016
GRI 418: Customer Privacy 2016

We use the numbers to refer to these standards in the chapter headings. To improve readability, there are no references to sub-areas of the topic-specific standards. Irrelevant areas are not mentioned.



FROM THE HEART OF THE FAMILY BUSINESS

ANSWERED IN TWO SENTENCES

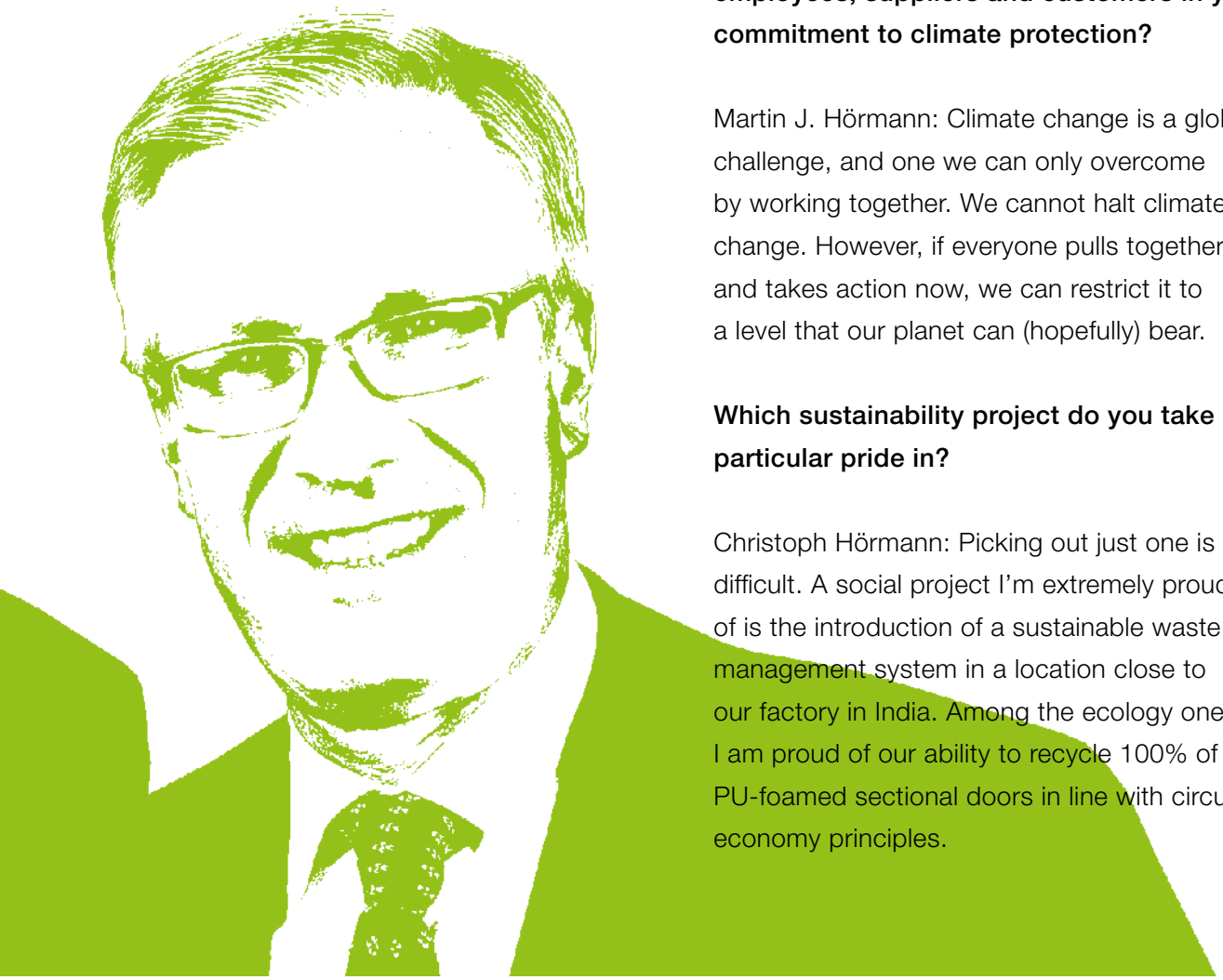
Short interview with Martin J. Hörmann and Christoph Hörmann

Where does Hörmann stand on sustainability?

Martin J. Hörmann: Our “Am Herzen” initiative supports a wide range of inclusion and art projects, one example being the annual inclusive golf tournament in cooperation with the Bethel Foundation. In the area of ecology, we use a triad of calculation, reduction and offsetting with a clear focus on various reduction measures to avoid and progressively cut emissions.

Why is sustainability an important part of your corporate identity?

Christoph Hörmann: As a family business, we feel a strong connection to our employees, society, future generations and the environment. We are personally committed to actively helping achieve the 1.5 degree target as best we can.



Why do you feel it is important to involve employees, suppliers and customers in your commitment to climate protection?

Martin J. Hörmann: Climate change is a global challenge, and one we can only overcome by working together. We cannot halt climate change. However, if everyone pulls together and takes action now, we can restrict it to a level that our planet can (hopefully) bear.

Which sustainability project do you take particular pride in?

Christoph Hörmann: Picking out just one is difficult. A social project I'm extremely proud of is the introduction of a sustainable waste management system in a location close to our factory in India. Among the ecology ones, I am proud of our ability to recycle 100% of our PU-foamed sectional doors in line with circular economy principles.

WHY DOES HÖRMANN WRITE A SUSTAINABILITY REPORT?

Sustainability is a broad term. It reflects first and foremost our commitment, as a company, to environmental, social and governance issues. For Hörmann, as a 100% family business operating as a limited partnership, the commitment is voluntary. That said, the company has commitment ingrained in its DNA. This voluntary approach enables us to prioritise real action over nice-sounding goals. All elements are linked by the need for goal-oriented thinking and action to create genuine value for both people and nature.

For us, publishing a sustainability report because we want to is not just about transparency and offering structured information; it's also about inspiring others to take part. Sustainability is not a competition. Everyone can and must contribute. We want to show that no one should be deterred for fear of making a mistake or becoming overwhelmed. Every ounce of positive commitment helps. If we work together, we can achieve a great deal. And we also hope to encourage stakeholders to talk to one another.

We sat with a group of students from Bielefeld and deliberated over how we could make the report accessible to our dealers and especially end customers. We also discussed what would make for interesting content. Our hope is to publish something that will excite. Not merely a paper tiger that will end up in the next (digital) drawer.

The key figures in this report were totalled on the basis of Hörmann's locations in Germany. Any addition that was not possible is flagged up. All entities are wholly owned by the Hörmann family. Companies not trading under Hörmann and foreign subsidiaries are not included in the key figures in this report.

Sustainability reports are meant to be prepared every two years, starting with the reporting period of this transcript, 1 January 2022 to 31 December 2023. The report was published on 6 September 2024. If you have any questions, please contact Sarah Ostevolt, the Sustainability Officer, at s.osterholt.vkg@hoermann.de

THE HÖRMANN WAY OF WORKING

Relationships with our environment – with employees, customers, suppliers and the communities that are home to our factories and sales companies – are at the heart of Hörmann's actions. Respectful cooperation based on partnership, flat hierarchies, fairness, solution-orientation, reliability and resource efficiency are the values of Hörmann, a family-owned company that operates worldwide today. We communicate our guiding principles for employees and managers at all levels and act accordingly.

Most of the group's companies use Hörmann in their names. Other companies and brands such as Seuster and HUGA are also part of the group. Regionality and identification with the local culture, respectful interaction and being close to people and nature are key to how Hörmann perceives itself.

As an expanding company in the construction supplier industry (see GICS) with an international focus, Hörmann today has over 40 highly specialised factories. We manufacture doors for home and industry, perimeter protection and storage space systems as well as loading technology with a high level of manufacturing penetration.

In two cases, there is also vertical integration. Hörmann KG Glastechnik produces a special fire-proof glass we developed in collaboration with the Fraunhofer Institute and supplies this to our factories that make fire-rated and smoke-tight products. SC electronic service GmbH supplies primary materials in the form of assembled printed circuit boards for use in Hörmann KG Antriebstechnik products.

The headquarters of the globally active Hörmann Group is located in the East Westphalian municipality of Steinhagen, near Bielefeld, Germany. This is also the home of Hörmann KG Verkaufsgesellschaft (VKG). The decentralised organisation of the Hörmann Group is supported by VKG's central functions in areas such as IT and customs procedures. VKG establishes structures, organises communication and helps achieve transparency in order to optimise coordinated working practices. The company is also the central trading entity for domestic sales and exports to over a hundred sales locations in more than 40 countries. Hörmann is represented by partner companies in over 50 other countries.

➔ An overview of all Hörmann factories and regional sales offices in Germany and international subsidiaries can be found in the appendix starting on page 88.

THE HÖRMANN WAY OF WORKING

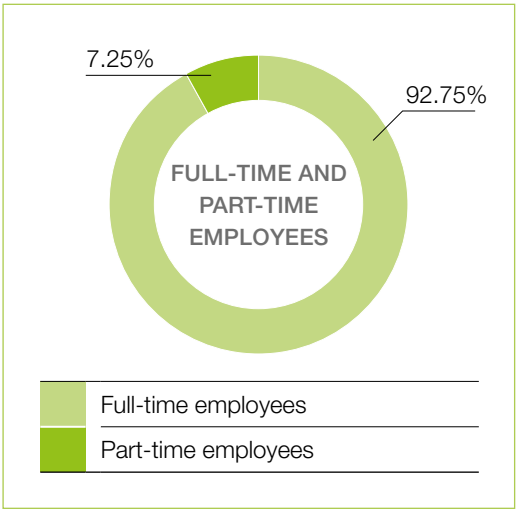
Hörmann operates in the B2B market and depends on qualified specialist retailers for its sales. We consider these retailers active partners and enjoy close, trusting working relationships. Our sales partners are our most important links to end customers. Alongside the sales activities themselves, we attach great importance to the training of our sales partners and their staff. We offer over 450 different seminars for customers. There are various formats, from blended learning to face-to-face sales seminars through to training on fitting procedures.

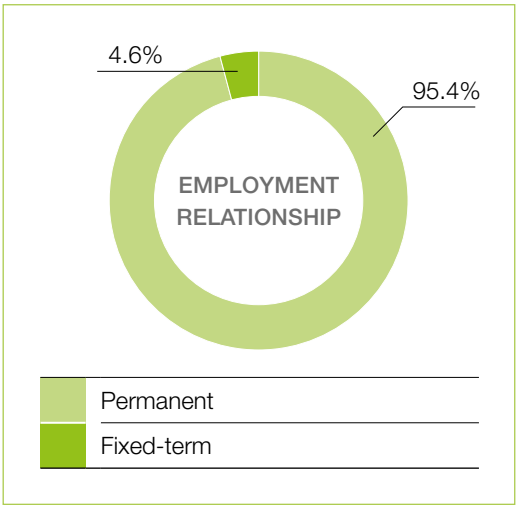
Since the company was founded in 1935, it has produced and delivered more than 20 million doors. The focus is always on partnerships with people and the environment. And also on nurturing long-term supplier relationships, enabling lifelong learning for employees and drawing on innovative ideas to tailor the expansive product range to customer needs. We have internalised our Code of Conduct and constantly check that it is up to date.

Hörmann products can be found in buildings of all kinds and are suitable for both private and commercial construction projects. We also manufacture products specifically for DIY stores. Large-scale construction projects are managed directly by our construction project departments.

Hörmann employs over 6000 people. The split between permanent, fixed-term, full-time and part-time employees as well as temporary workers at the end of the reporting period is shown figures below.

Our annual mottos reflect the Hörmann philosophy. Our motto for 2022 was “Make it simple – get it done” and for 2023 “Yes we fight!” These mottos are also testimony to our ability to adapt to a constantly changing environment and new market conditions while sticking to our values and keeping our focus on the long term.





CORPORATE GOVERNANCE

Hörmann is managed by Martin J. Hörmann and Christoph Hörmann. The management of Hörmann KG Verkaufsgesellschaft, which also performs overarching activities for other companies within the Group, is a team of five people. Axel Becker as Managing Director Sales and Marketing International, Uwe Brandt as CFO and Thomas Schmidt (CIO) as Head of IT are also authorised signatories. Martin Biehl as COO of Production Metal Doors and Dr Ronald Märtins as COO of Production Garage and Industrial Doors complete VKG's management team. The legally independent factories each have a managing director who is supported by a production manager and possibly a deputy factory manager, depending on the size of the operation.

Sustainability issues are managed firstly by the management in a centralised manner in line with the company's orientation. Secondly, the management helps put them into practice and implement them in location-specific measures. All employees learn about the sustainability concept through ongoing information and incentives in hands-on campaigns and then implement this concept at operational level.

Any employee can bring critical concerns to the attention of the company management as the highest supervisory body via a dedicated e-mail inbox. Customers, suppliers and other external organisations can also contact the company management directly. In practice, however, customers and suppliers usually approach their direct point of contact – the purchaser responsible or sales representative – who escalates the issue to the department and sales managers concerned. In cases where a solution still needs to be found, the managing director and the company management are consulted. The concept of partnership always comes first.

Hörmann sees personal responsibility and decision-making ability as paramount. The company management places a great deal of trust in each and every individual at all levels.

SUSTAINABLE ENTREPRENEURIAL ACTIONS

The company management keeps a constant watch on the impact of the Hörmann Group on the environment, people and the economy, including the impact on human rights. Given its importance, the Hörmann Charter of Human Rights has been published on the website as a separate item. Many of the products produced and offered by Hörmann are designed for the efficient, energy-saving construction of buildings and, because they are, benefit both people and the environment. We take environmental aspects and the needs of employees and society into account when making decisions about production and the layout of our locations.

We provide the training courses prescribed by law as mandatory instruction via the Hörmann Akademie online platform. Attendance is tracked by software, and a reminder system is provided. Managers are notified if certain employees have not attended a course within the specified period. Feedback loops are used to check the effectiveness and clarity of the training content and the learning format.

Stakeholders come from a broad range of sectors and engage first and foremost through proactive communication. We communicate directly with end customers via our website and social media channels, and also through our qualified sales partners. They in turn receive details from us about how documents, such as dealer information, should be formatted. Dealer information contains new products, delivery times, IT programmes to support dealer activities and sales promotions. It is just as important to us that sales partners and their employees have personal contact with our sales representatives and sales managers. Held every

two years, the BAU trade fair in Munich is an important event for Hörmann. A place to engage in close personal dialogue with sales partners from all over the world, to showcase new products and innovations, listen to suggestions and identify needs.

To keep all employees up-to-date, we communicate via the Hörmann information system in the form of news articles. Location-specific topics are also circulated by e-mail, via Teams workspaces and in various learning formats used by the Hörmann Akademie. We also cooperate constructively with our works councils. Our managers, who receive continuous leadership training, are the primary multipliers for employees.

In all relationships, communication is ongoing and defined by mutual engagement.

We encourage all forms of dialogue, especially suggestions and constructive criticism. Because togetherness is important to us, in all its forms.

SUSTAINABILITY ORGANISATION AND DIALOGUE

Our sustainability department focuses on targeted, effective measures. We believe that these measures are best implemented with the specialist departments and locations directly. Our sustainability officer provides supports and is open to ideas. Every year, we choose a theme that is often the focus of very different projects across all locations. These projects are managed operationally at the factories by qualified employees, most of whom are also responsible for our environmental product declarations (EPD) in accordance with ISO 14025 and management system certifications and, as such, have a great deal of experience.

We also regularly bring input into the company from outside, through workshops and keynote speeches for example. Even more important to us, however, is the dialogue among the locations. 2024 will see the development of a new format, specifically for more intensive internal dialogue to promote learning synergies. The idea is that we learn just as much from successes as we do from failures. The informal dialogue idea is already working extremely well.

We also want to develop new, interactive dialogue formats for the area of environmental, social and governance (ESG) in order to further engage our most important stakeholders and deepen our joint approach. This complements the dialogue we already have with experts, associations, other (family) companies and strategic partners.

Initiatives we participate in include:

Ökoprofit Club
IHK Ostwestfalen zu Bielefeld
CSR Club OWL
ttz
BAST
VRI Verband Holzindustrie
RAL
Standards Committee
BG3 TC5
Interzero
Bundesverband Deutscher Fertigbau / BDF e.V.
Fachvereinigung Betonfertiggaragen e.V.
Bundesverband in den Gewerken Trockenbau und Ausbau e.V.
BFW Landesverband Bayern e.V.

FOR TRANSPARENCY

We have our activities audited externally on an ongoing basis. In this process, we depend on our long-standing partnerships with auditors and law firms. In internal auditing, we also work with an external consultancy for assistance with on-site audits and the preparation of detailed reports. Our legal department too collaborates with external law firms. The commercial management team is very closely involved in all of these processes and reports to the company management on an ongoing basis. Depending on the topic and area of specialisation, department and division heads are naturally involved in audits from the outset, support processes and gain insight into the results. We work together on potential areas for improvement. The sustainability report has not been audited by an external body.

RISK MANAGEMENT, BIODIVERSITY, CLIMATE CHANGE IMPACT ANALYSIS

based on GRI 304

RISK MANAGEMENT, BIODIVERSITY, CLIMATE CHANGE IMPACT ANALYSIS

So far, risk management has taken place mainly at legal entity level, with overarching topics supported by VKG augmenting the process. This is reviewed especially as part of internal audits. During the reporting period, we began to develop a comprehensive, systematic yet pragmatic system of risk management. Risks are categorised by the company management, VKG's management and the local management team. Specific responsibilities are assigned for the risks categorised as critical and highly critical, and these risks are addressed as a priority. In order to minimise risks and prepare for potential impacts, reactive measures are deployed to mitigate any negative effects. We place even greater importance on preventive measures, the aim being to minimise the probability of occurrence. In addition to actually putting measures in place, the project also entails raising awareness of these risks.

According to the information available to us, our locations are neither situated in nor adjacent to protected areas or regions of high biodiversity value outside of protected areas.

To create habitats for insects, we encourage the use of local plants on our premises. In addition to numerous flowering meadows and other initiatives, at our Haigerloch location we have also established an insect canopy in partnership with Insect Respect. In our view, neither our production processes nor the products we manufacture have a significant impact on biodiversity.

We are planning to conduct a climate change impact analysis in the future. In a double materiality analysis, we will then also consider the effects of climate change on our own buildings and potential future demands for our products due to stronger UV radiation and heavier rainfall. As with the materiality analysis under checkN, the plan is to involve employees from all areas of the company across all hierarchical levels in the climate change impact analysis.

MATERIALITY ANALYSIS

As part of checkN, we used a simple materiality analysis based on the United Nations (UN) Sustainable Development Goals (SDGs) to analyse the actual and potential negative and positive impacts Hörmann has on the economy, the environment and people. The alignment with the SDGs harmonises very well with our guiding principles. Including impacts on human rights – in terms of the company's own activities and business relationships. A line was also drawn between what can and cannot be influenced by the company. We asked ourselves questions like: Where is there potential for more sustainability? Where are we already well positioned? Are there any topics that we have not yet covered?

Our declared goal is a positive impact on all SDGs. We considered our end customer to be a key stakeholder in checkN. So we teamed up with B.A.U.M. Consult, Europe's largest sustainability consultancy, to run a workshop involving employees from production, sales, marketing, IT and the sustainability department across all hierarchical levels, from administrators to location managers, in order to capture all perspectives. The outcome was discussed in detail with the company management and shows us where we still have room for improvement and where we can learn from each other within the Hörmann Group.

Firstly, a SWOT (strengths, weaknesses, opportunities and threats) analysis was jointly conducted on sustainability at Hörmann. This is a qualitative survey of enhancing and inhibiting factors (framework conditions) that impact the company through possible (market) developments in relation to Hörmann's sustainability requirements.

The UN's 17 SDGs were examined for their relevance, i.e. their "materiality" for Hörmann in an interactive process – both from the company's perspective and from the perspective of the end customer as the

stakeholder. The current degree of implementation was then jointly assessed. A list of specific target questions was used to determine the importance of the SDGs.

The SDGs were divided into the following categories using a Boston Matrix:

- **No relevance** – either from the perspective of the company or the end customer
- **Medium relevance** – internal or end customer relevance
- **High relevance** – internal and end customer relevance

For Hörmann, nine SDGs are of overriding importance both for the company and for the “end customer” stakeholder.

The evaluation scheme used is based on the evaluation procedure followed by the German Sustainability Strategy.

Status of the indicators

	Target almost achieved
	Performance is heading in the right direction, target missed by between 5 and 20%
	Performance is heading in the right direction, target missed by more than 20%
	Performance is heading in the wrong direction

The SDGs to be addressed most urgently are the four “cloudy”, relevant SDGs 1, 9, 12 and 16. Specifically, the scheme below was devised to show the short- and long-term impacts, as well as the potential areas for improvement:

SDG	Rating	Examples of measures already implemented / current status	Examples of actions planned / pending
		• Childcare not available at all locations • Temporary workers in certain areas of production • Not all locations worldwide bound by collective bargaining agreements • Difference in degree of fulfilment between administration and locations	• Global locations: further improving income structures
		• More attention could be paid to sustainability and environmental aspects when selecting suppliers • Increased efforts in innovation and cooperation with universities • MINT career day in collaboration with local schools • There is a “hands-on day”	• Tightening up the supplier assessment process • Proactively providing employers‘ liability insurance association offers
		• Most of the paper comes from recycled material • Numerous projects to save on packaging • Upcycling of inward packaging materials • Conversions in the production process, e.g. from paint to powder coating • Fetch-back of sectional doors launched as a pilot project • Customer takes back packaging by means of special transport	• Implementing the 10 Rs in product development • Greater legal pressure for repair capability • Getting developers even “fitter” for the circular economy • Expanding training courses to include ecological product design • Further optimisation of packaging design
		• Global player with international business relations • Expanding complaints and ideas management procedures • Code of Conduct and human rights statement published	• Preparing a sustainability report • Checking for corruption and child labour in the supply chain • Establishing a code of conduct in the supply chain and arranging an external audit

We have also worked with the company management to identify energy and the circular economy as key areas of action for the sustainable organisation of our corporate processes. One focus here will be on strengthening collaboration with our suppliers for more sustainable materials, packaging and logistics. Raw material emissions account for the largest share of our corporate footprint by far. Therefore, this is where the greatest potential for cutting CO_2e (CO_2 equivalent) emissions lies.

PROCUREMENT

based on GRI 204, 308, 414

As a global family business, the Hörmann Group is aware of its responsibility for the global supply and value chain. We procure the broadest range of materials for our factories. Not only key to the quality of our products, these materials also have many major environmental and social impacts. Alongside complying with legal requirements, it is also extremely important that we work in partnership with our suppliers on these issues.

As part of our risk management strategy, we first analyse the countries and sectors in which human rights and the environment are at risk. We do this using internal data and information, and also by drawing on recognised indices and studies. To prevent human rights violations and reduce negative environmental impacts, we will be focusing on various preventive measures in the future. We conduct supplier surveys, develop training concepts and purchasing strategies and formulate specific requirements for our business partners.

We have defined what we expect from our suppliers in our Code of Conduct for Business Partners. This requires suppliers to act with integrity and in compliance with the law, to protect human rights, to provide safe and healthy workplaces and to protect the environment, the climate and biodiversity.

In addition, the Hörmann Group has created a public informant system, available in over 20 languages, that the employees of our suppliers and business partners can use at any time to report human rights violations or breaches of relevant environmental legislation in our supply and value chains. We are committed to investigating all information reported consistently and confidentially. If a potential violation to human rights or environmental standards is confirmed to be genuine, we immediately create appropriate measures and systematically implement them. In defining the measures, we depend on the spirit of collaboration and trusting relationships with our suppliers and business partners.

In our decentralised purchasing structures through material group management, we aim to prioritise the issue of resource efficiency at all times. In material group management, different factories are responsible for different product groups. This ensures synergy effects, both for the Group and within a material category, thanks to in-depth knowledge and solid relationships with suppliers. In addition to prices, we also organise resource-efficient procurement logistics. We appreciate and support the expertise of our purchasing managers, buyers and factory managers. This ensures that specialists with in-depth market knowledge for their particular material group treat others as equals. In line with our material group management strategy, we also analyse and optimise security of supply. Over 95% of our suppliers are based in Europe. We also set clear expectations for supplier sustainability in terms of ecological impact. We see close dialogue as paramount here. In order to jointly achieve reduction potentials and meet our 30% reduction target for purchased goods by 2030 (base year 2019), we expect our suppliers to provide, for all products, certified CO_2 calculations and demonstrate the reduction measures they have implemented and planned. To ensure we are supplied with CO_2 neutral products, we also encourage the acceptance of responsibility for any remaining emissions.

CORRUPTION AND ANTI-COMPETITIVE BEHAVIOUR

based on GRI 205, 206

Our Code of Conduct is an integral part of Hörmann's daily activities and essential to how the company perceives itself. To make sure it is followed by both managers and employees at all times, we have new recruits work on our guiding principles during their induction week.

We keep the focus on compliance issues current through further communication measures. Our annual compliance briefing also proves useful. We also provide further compliance training in areas such as workplace safety and data protection.

A central compliance department resides in the Legal and Human Resources division. This division manages the Code of Coduct and product compliance as well as labour law issues for Germany. At our foreign locations, we rely on long-term partnerships with local law firms and legal consultancies for such matters.

Workplace safety is overseen by the respective management system officer and, at many locations, supported by a works council working group.

Other compliance issues are organised centrally at VKG for all European locations, but are implemented at the respective locations by coordinators. This includes customs, export control and data protection, procedures all overseen by the International Project Management department. Those responsible pull together to ensure a standardised approach and to support one another.

Suspected cases of corruption are handled directly by the commercial management in cooperation with the Legal and Human Resources department. Active investigations where there is no suspicion are conducted by the internal audit department. This is part of the controlling process and assisted by an external consultancy firm. A number of locations around the world are subject to examination every year.

An external whistleblowing hotline has been set up for all locations to dispel any fear anonymous whistleblowers may have of their identity being revealed.

We refer to the topics mentioned above in contracts with our partners. No cases of corruption, cartels or other anti-competitive behaviour have come to light since the aforementioned entities were introduced.

RAW MATERIALS AND PACKAGING

based on GRI 301

Given the high and diversified use of raw materials, we are constantly working to optimise production processes in order to reduce waste and scrap and cut energy consumption.

It is important to select materials that ensure our very high product quality and longevity, while also taking environmental aspects into account.

The upstream supply chain includes a broad range of companies – from large corporations all the way through to craftsmen – situated around our locations. It is important for us to source raw materials from within Germany or Europe wherever possible. We like to go local, especially for services. For our German factories, Hörmann obtained 234817033 kg of the 210001377 kg of materials purchased in 2022 from German suppliers. A domestic supply of 90% is complemented by deliveries from neighbouring European countries like Belgium (5466943 kg), Austria (581243 kg) and other countries close by such as Switzerland, from where 1892 kg of goods were sourced.

Steel: The main material for our core products is steel. This is also apparent when analysing the purchased materials by weight. At around 100000000 kg, steel accounts for just over half of all purchased materials by weight. Steel, as our main raw material, is predestined for the circular economy because of its infinite recyclability. Scrap steel, as an integral part of the production process, is needed to generate a cooling effect. On average, the proportion of recycled steel in Germany is 45%. Secondary steel recycling cuts CO_2 equivalent emissions by up to 95%, depending on the energy mix used. The figure for aluminium is similar,

although aluminium is less relevant for Hörmann as only around 6000 tonnes of raw material are purchased.

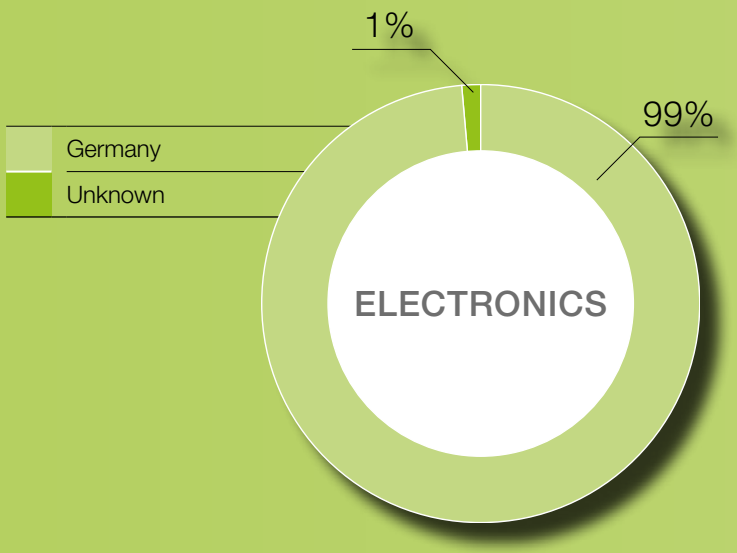
Timber: In order to support sustainable forestry and encourage the deliberate use of this renewable, we use only Forest Steward Ship Council (FSC) certified timber in production.

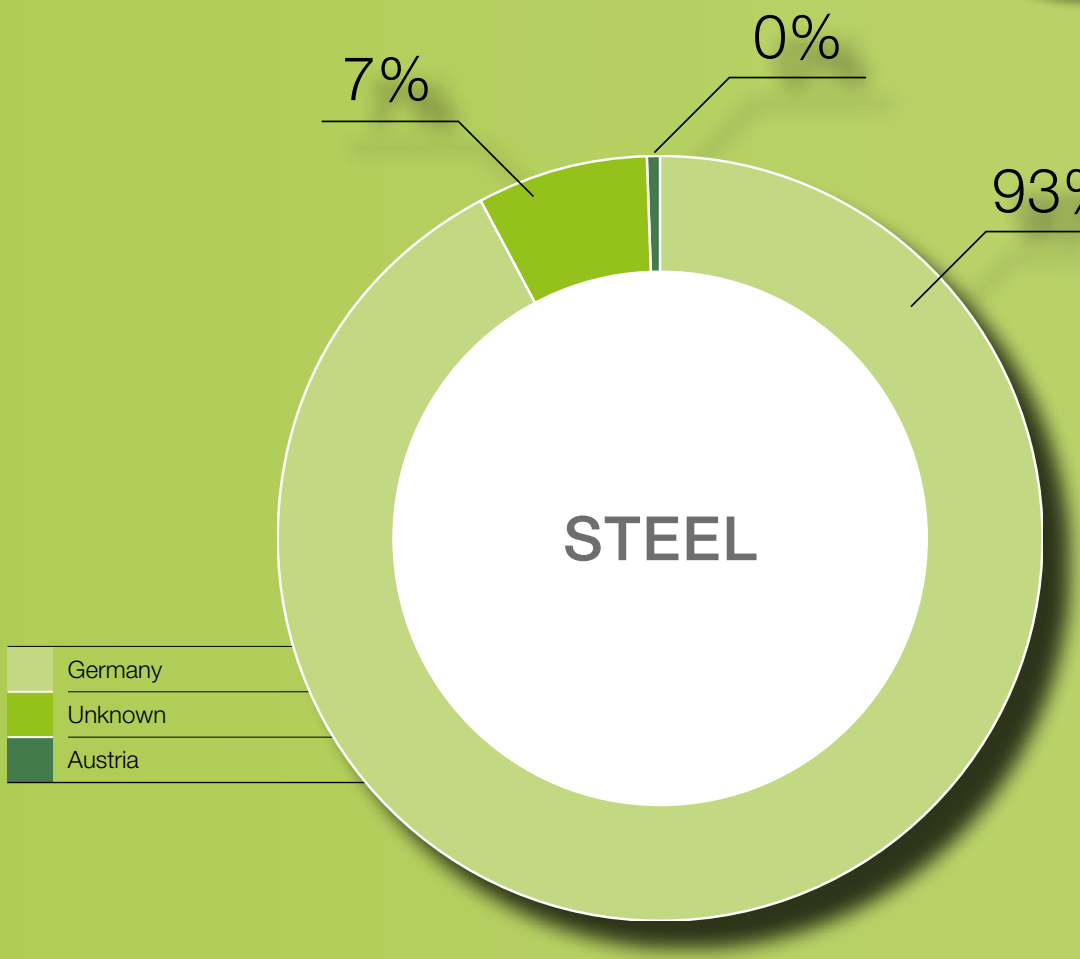
We try to trace our suppliers‘ supply chains as closely as possible and ask about them. This applies to raw materials and packaging materials in equal measure. The most important materials and packaging groups are shown along with our suppliers‘ locations on the pages that follow.

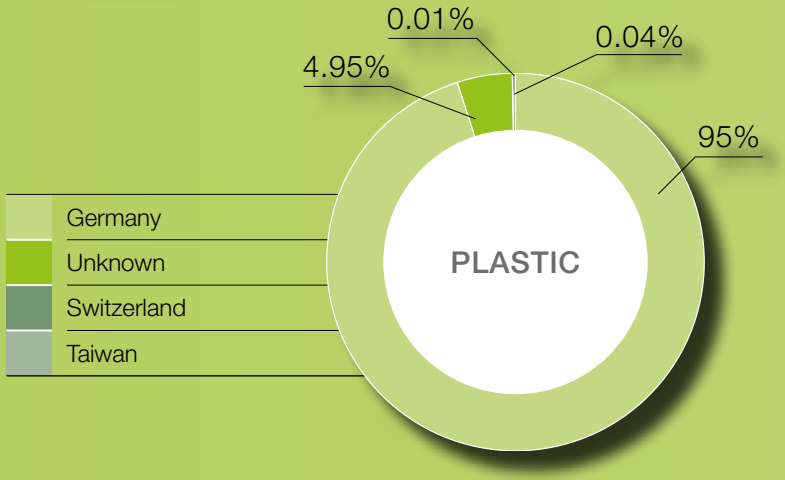
In 2023 we started to ask our suppliers for primary data on CO_2 product footprints, as well as information on recycling rates for the materials we procure. It is also important for us to work together to identify potential for optimising logistics, packaging and alternative materials.

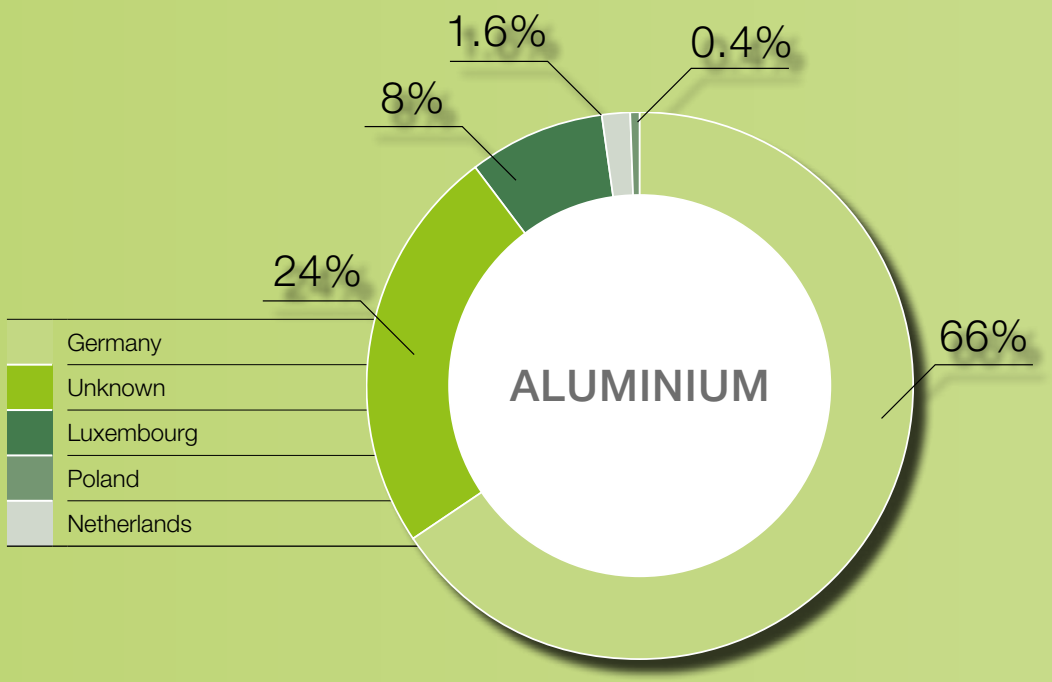
We have explored environmentally friendly alternatives with our suppliers in the past. However, they could not be analysed for the purposes of this comprehensive report because we did not systematically record them in the ERP system. This situation is about to change. We are restructuring the reporting process, and especially the recording of these data.

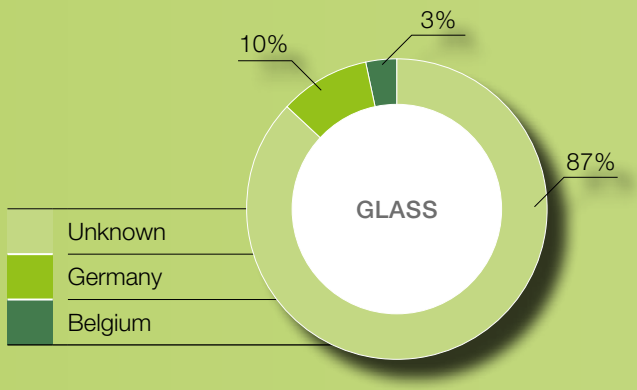
Locations of our suppliers*

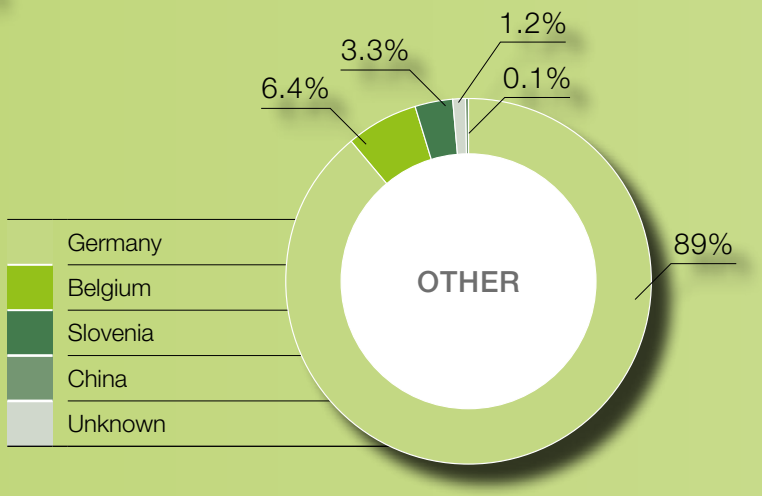


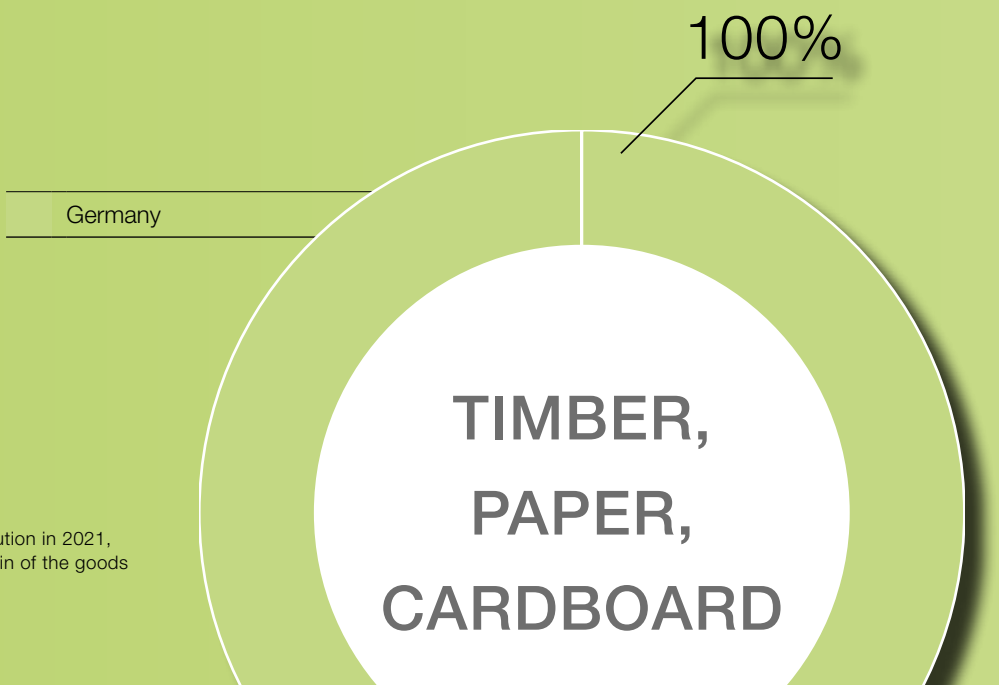












* Charts showing distribution in 2021, not identical to the origin of the goods

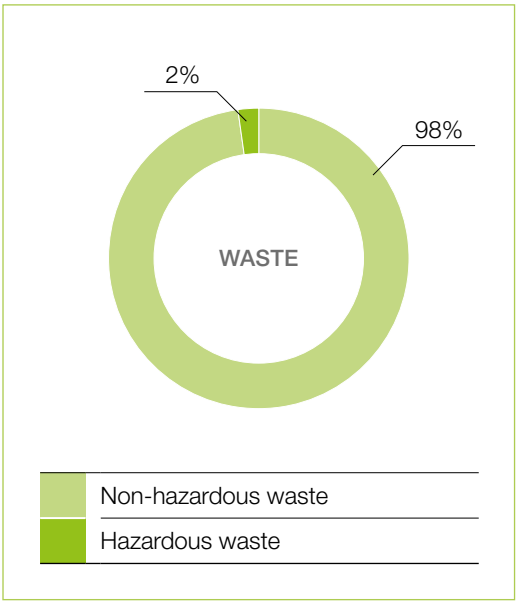
WASTE

based on GRI 306

In addition to household-type waste and packaging waste, our sales offices generate waste during the maintenance and repair of our products at our customers‘ premises (e.g. scrap metal, used oil, electrical appliances, batteries, glass). Waste is separated, collected and disposed of in compliance with legal requirements. Whenever possible, waste is recycled for material or energy recovery. Disposal is mainly handled by certified waste management companies. The waste volumes are recorded in a central database and analysed on a regular basis.

The packaging of our products is also recorded as part of the waste management process. We licence our sales packaging made of cardboard, plastic and other materials through the dual system operated by Interzero Recycling Alliance. To ensure our products get to our customers safely and undamaged, we also use transport packaging made of cardboard, film, wood, steel and plastic. In line with our legal responsibilities, we take back this packaging in cooperation with our disposal partner Interzero to ensure that the materials are returned to the recycling system. Under our collaboration with Interzero, 14649000 kg of primary resources were saved in 2022 and 12866000 kg in 2023. Waste separation is also an important process internally, as it makes recycling easier.

And we go for reusable systems for our transport packaging wherever possible. As an example, we use PP hollow chamber plates made from 100% recycled material to transport our garage and industrial sectional doors. The hollow chamber plates are collected from our branches and customers and then returned to our factories for reuse.



ENERGY

based on GRI 302

The entire construction and construction supply industry consumes a huge amount of energy. For over 10 years now, Hörmann has been actively seeking to reduce its energy requirements alongside growing production by focusing on a wide range of energy efficiency measures. The increased demands of ISO 50001 are propelling us towards our goal. Measures such as switching to LED and intelligent lighting, raising the temperature in server rooms, cutting edge plant and machinery with optimised energy consumption, intelligent building management software and the use of waste heat from production cut our energy consumption.

Having increased the percentage over previous years, Hörmann now obtains 100% green electricity from renewable energy sources at all factory locations in the EEA, except for France.

It is important to us to invest in genuine green electricity. In Naturstrom, we have found a long-standing partner for Germany that invests in its own renewable energy plants. Naturstrom also offsets the entire upstream chain, allowing us to source CO_2-neutral electricity.

The next phase for us is to achieve greater self-sufficiency. This is why, for 2023 alone, we approved photovoltaic systems that could supply 3000 2-person households. We also use heat pump technology, for example at our newly built location in Mengerskirchen and at Hörmann KG Antriebstechnik in Steinhagen.

ENERGY

We mainly use gas to generate heat, but are continuously trying to cut consumption. Last year, with the support of our employees, we were able to reduce gas consumption at VKG's headquarters by 21% through technical optimisation, adjusting the supply temperature and reducing the heating at night, closing connecting doors to stairwells and voluntarily reducing the office temperature. In April 2023, we put our first hydrogen cogeneration plant into operation at our largest German plant in Ichtershausen. The project, which received funding from the European Regional Development Fund, consists of a PV system installed above the rainwater retention basin, which is used to operate an electrolyser to split water into hydrogen and oxygen. The hydrogen is then available as an energy source, regardless of the solar radiation on the PV system. This means we can reduce cut natural gas consumption at our largest German location by 20%. At our wood-producing locations, we burn the wood-based production waste and use it to generate sufficient heat for the office buildings, warehouses and production halls.

Our approach to energy involves making products as energy-efficient as they can be. This in turn helps our end customers' buildings become more efficient. We support energy savings over the entire life cycle of our products for customers with insulation and home automation systems. Products such as high-speed doors are also designed specifically to prevent heat loss much better than a sectional door, ultimately achieving energy savings for the customer. We illustrate this effect in our internally developed energy-saving compass.

Further information on the Energy Saving Compass can be found here.

Electrolyser at Hörmann KG Ichtershausen

Further information on hydrogen as an energy source can be found here.

Further information on heat generation using wood chip combustion can be found here.

HÖRMANN

Familie
Family

1935 lässt August Hörmann die „August Hörmann Bielefelder Stahltüren" im Handelsregister eintragen. Sein Sohn Hermann wird 1938 Miteigentümer.

In 1935, August Hörmann has the company "August Hörmann Bielefelder Stahltüren" entered in the commercial registry. His son Hermann becomes the co-owner in 1938.

August Hörmann (1886 – 1944)

Hermann Hörmann (1912 – 1994)

1944
August Hörmann stirbt

August Hörmann dies

1944
Hermann Hörmann führt das Unternehmen nach dem Tod seines Vaters weiter

After his father's death, Hermann Hörmann continues to manage the company

1957
Hermann und Renate Hörmann mit ihren Söhnen Thomas J., Michael, Andreas und Stephan (von links)

Hermann und Renate Hörmann with their sons Thomas J., Michael, Andreas und Stephan (from left)

1963
Eintritt von Thomas J. Hörmann in das Unternehmen

Thomas J. Hörmann joins the company

1969
Eintritt von Michael Hörmann und Andreas Hörmann in das Unternehmen

Michael Hörmann and Andreas Hörmann join the company

1969
Thomas J., Andreas und Hermann Hörmann bei einem Werksrundgang in Friesen (von links)

Thomas J., Andreas and Hermann Hörmann at a factory tour in Friesen (from left)

1978
Thomas J. Hörmann (rechts) mit Glenn Berry (links) in den USA

Thomas J. Hörmann (right) with Glenn Berry (left) in the USA

1984
Eintritt von Stephan Hörmann in das Unternehmen

Stephan Hörmann joins the company

1984
Hermann Hörmann mit seinen Söhnen Thomas J., Andreas, Stephan und Michael (von links)

Hermann Hörmann with his sons Thomas J., Andreas, Stephan and Michael (from left)

1986
Hermann Hörmann erhält den „Orde van Leopold II" vom belgischen König

Hermann Hörmann is awarded the "Orde van Leopold II" by the King of Belgium

Produkte
Products

bis / *up to* 1945
Tore und Türen aus Stahl

Steel doors

1952
Die ersten Berry-Tore

The first up-and-over garage doors

1957
25.000 produzierte Berry-Tore

25,000 up-and-over garage doors produced

1962
Produktionsstart Berry-Tore GZ

Start of production up-and-over garage doors GZ

1969
1.000.000 produzierte Berry-Tore

1,000,000 up-and-over garage doors produced

1977
Produktionsstart Industrie-Sektionaltore

Start of production industrial sectional doors

1999
Produktionsstart Garagentor-Antriebe

Start of production garage door operators

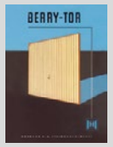
1999
1.000.000 produzierte Stahl-Feuerschutztüren H8

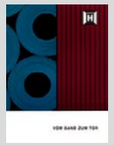
1,000,000 steel fire-rated doors H8 produced

Vertrieb
Sales

1940
Produktion von Luftschutztüren und Rüstungsgütern

Production of air raid doors and armaments





1952
Auslieferung der ersten Hörmann Berry-Tore

Delivery of the first Hörmann up-and-over garage doors

1961
Hörmann Belgium

Hörmann Nederland

1964
Aufbau einer eigenen Vertriebsorganisation über Niederlassungen und an Fachhändler in ganz Deutschland

Development of a Hörmann-owned sales organisation via regional sales offices and specialist dealers all over Germany

1964
Messe Hannover

Hanover exhibition

1972
Gründung der zentralen Verkaufsgesellschaft (VKG), Steinhagen

Establishment of a central sales company (VKG), Steinhagen

Oktober 1979
Die „Bild-Zeitung" berichtet über Hermann Hörmann

October 1979
The newspaper "Bild" runs an article about Hermann Hörmann

1979
Hörmann UK

1980
Mitarbeiter auf der Messe BAU in München

Employees at the BAU exhibition in Munich

1982
Hörmann France

1983
Hörmann Schweiz

1984
Hörmann Austria

1986
Hörmann Danmark

1990
Hörmann Italia

1991
Hörmann Hungária

1991
Mitarbeiter auf der Messe BAU in München

Employees at the BAU exhibition in Munich

1992
Hörmann Polska

1994
Hörmann España

1997
Hörmann Česká republika

Hörmann Russia

Produktion
Production

1935
Gründung der „August Hörmann Bielefelder Stahltüren" im Ortsteil Gadderbaum

Establishment of "August Hörmann Bielefelder Stahltüren" in the Gadderbaum district

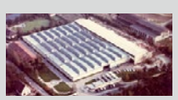
1936
Produktion in gemieteten Hallen der Bielefelder Kammerich Werke

Production in halls rented from the Bielefelder Kammerich Werke

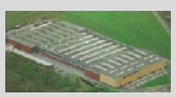
1944
Hörmann KG Amshausen

1958
Betriebsgelände in Amshausen

Factory premises in Amshausen



1960
Erweiterung / *Expansion*
Hörmann KG Amshausen



1962
Hörmann KG Freisen, Germany

1962
Hörmann Genk NV, Belgium

1972
Hörmann KG Eckelhausen, Germany

1972
Hörmann KG Werne, Germany

1972
Hörmann KG Brockhagen, Germany

1984
Rolltorfertigung im Werk Bielefeld

Rolling shutter production at the Bielefeld factory

1988
Schörghuber Spezialtüren KG, Ampfing, Germany

1990
Tubauto SAS, Sens, France

1994
Hörmann KG Brandis, Germany

1994
Hörmann KG Dissen, Germany

1997
Hörmann KG Antriebstechnik, Halle, Germany

1997
Hörmann KG Ichtershausen, Germany

1998
Seuster KG, Lüdenscheid, Germany

1998
Hörmann Beijing Door Production Co. Ltd., China

1935 1940 1950 1960 1970 1980 1990

1935

Michael Hörmann verlässt das Unternehmen

Michael Hörmann leaves the company

1989
Thomas J. Hörmann wird persönlich haftender Gesellschafter

Thomas J. Hörmann becomes a personally liable partner

1990
Eintritt von Martin J. Hörmann, Sohn von Sybille und Thomas J. Hörmann, in das Unternehmen

Martin J. Hörmann, the son of Sybille and Thomas J. Hörmann, joins the company

1991
Hermann Hörmann mit Andreas, Martin J., Thomas J. und Stephan (von links)

Hermann Hörmann with Andreas, Martin J., Thomas J. and Stephan Hörmann (from left)

1991
Hermann Hörmann erhält das Bundesverdienstkreuz

Hermann Hörmann is awarded the Federal Cross of Merit

1992
Eintritt von Christoph Hörmann, Sohn von Sybille und Thomas J. Hörmann, in das Unternehmen

Christoph Hörmann, the son of Sybille and Thomas J. Hörmann, joins the company

1994
Hermann Hörmann stirbt

Hermann Hörmann dies

Andreas Hörmann verlässt das Unternehmen

Andreas Hörmann leaves the company

2000
Martin J. Hörmann bei der Eröffnung des Werkes Beijing Door Production Co. Ltd., China

Martin J. Hörmann at the opening of the factory Beijing Door Production Co. Ltd., China

2001
Thomas J. Hörmann mit Christoph, Stephan und Martin J. (von links)

Thomas J. Hörmann with Christoph, Stephan and Martin J. (from left)

2003
Stephan Hörmann verlässt das Unternehmen als Gesellschafter

Stephan Hörmann leaves the company as a partner

2006
Martin J. und Christoph Hörmann werden persönlich haftende Gesellschafter

Martin J. and Christoph Hörmann become personally liable partners

2007
Thomas J. Hörmann beim 10-jährigen Jubiläum des Werkes Ichtershausen

Thomas J. Hörmann at the 10th anniversary of the Ichtershausen factory

2012
Christoph Hörmann bei der Grundsteinlegung der neuen Produktionsstätte Hörmann Flexon in Burgettstown, USA

Christoph Hörmann attends the foundation stone laying at the new production site Hörmann Flexon in Burgettstown, USA

2014
Thomas J. Hörmann mit seinen Söhnen Martin J. und Christoph (von links)

Thomas J. Hörmann with his sons Martin J. and Christoph (from left)

2015
Christoph Hörmann, Thomas J. Hörmann, Martin J. Hörmann mit dem Künstler Stephan Balkenhol (3. von links) bei der Eröffnung des Hörmann Forums

Christoph Hörmann, Thomas J. Hörmann, Martin J. Hörmann with the artist Stephan Balkenhol (third from left) at the opening of the Hörmann Forum

2015
Christoph Hörmann bei der Eröffnung der Niederlassung Dubai

Christoph Hörmann at the opening of the regional sales office in Dubai

2020
Martin J. Hörmann im Rahmen des ersten Corporate Social Responsibility & Development Round Tables in Gaglapur

Martin J. Hörmann at the first Corporate Social Responsibility & Development Round Table in Gaglapur

2006
1.000.000 produzierte Garagen-Sektionaltore

1,000,000 sectional garage doors produced

2008
3.000.000 produzierte Stahl-Innentüren ZK
und über 3.000.000 produzierte Stahl-Feuerschutztüren H8

3,000,000 steel internal doors ZK and over 3,000,000 steel fire-rated doors H8 produced

2009
100.000 produzierte Industrie-Rolltore
2.000.000 produzierte Garagen-Sektionaltore

100,000 industrial rolling shutters produced
2,000,000 sectional garage doors produced

2010
10.000.000 produzierte Berry-Schwingtore

10,000,000 up-and-over doors produced

2011
3.000.000 produzierte Garagen-Sektionaltore

3,000,000 sectional garage doors produced

2013
5.000.000 produzierte Antriebe

5,000,000 operators produced

2014
Verkaufsstart Zimmertüren

Start of sales for residential internal doors

2017
Verkaufsstart von Zutrittskontrollsystemen

Start of sales for perimeter protection systems

2020
Verkaufsstart Smart Home System Hörmann homee und Hörmann BlueSecur

Start of sales for Hörmann homee and Hörmann BlueSecur smart home systems

2020
Verkaufsstart Lofttüren

Start of sales for loft doors

2020
Verkaufsstart von Stauraumsystemen

Start of sales for storage space systems

1998
Hörmann Svenska

1999
Hörmann Ukraine

Hörmann Norge

2001
Hörmann USA

Hörmann Lietuva (Baltic)

Hörmann Romania

2002
Hörmann Portugal

2003
Messe BAU in München

BAU exhibition in Munich

2004
Hörmann Slovenska republika

Hörmann Türkiye

2005
Hörmann Bulgaria

Hörmann Eesti

2008
Hörmann India

Hörmann Kazakhstan

Hörmann Middle East

Hörmann Serbia

2009
Hörmann Brasil

Hörmann Hellas

2010
Mitarbeiter auf der Messe Big 5 in Dubai

Employees at the Big 5 exhibition in Dubai

2011
Hörmann Hrvatska (Kroatien)

Hörmann Marcc

Hörmann Mexico

Hörmann Vietnam

2012
Hörmann Belarus

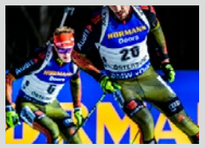
2013
Hörmann Malaysia

Hörmann Korea

2015
Hörmann Latvia (Baltic)

2015
Eröffnung Hörmann Forum

Opening of the Hörmann Forum



2016
Premium-Sponsor BMW IBU Weltcup Biathlon

Premium sponsor BMW IBU World Cup Biathlon

2016
Mesvac Oy, Jonvas, Finnland

2017
Hörmann Ireland

2017
Internationale Tagung in München

International conference in Munich

2018
Hörmann Thailand
Hörmann Indonesia
Hörmann Myanmar

2020
Hörmann Slovenija

2020
Virtuelle Vertriebstagung

Virtual sales conference

2021
Klimaneutrale Aktionstore und Aktionstüren

Carbon-neutral campaign doors

2021
100 % Ökostrom und klimaneutrale Produkte für den Wohnungsbau

100 % green energy and carbon-neutral products for residential construction

ClimatePartner

2022
Offizieller Partner der deutschen Nationalmannschaft (seit 1995 Bandenwerbung bei Spielen)

Official partner of the German national team (advertising boards during matches since 1995)

2000
Ganador Ltd, Yecvil, UK

2002
DynaSeal B.V. — *Heute Today* Hörmann Alkmaar B.V., Netherlands

2006
Tortec Brandschutztor GmbH, Wolfsegg, Austria

2001
Hörmann Inc, USA — *Heute Today* Hörmann LLC, Montgomery, IL, USA

2004
Hörmann Legnica Sp. z o.o., Poland

2006
Flexon Inc — *Heute Today* Hörmann High-Performance Doors, Burgettstown, PA, USA

2007
Hörmann Tianjin Door Production Co. Ltd., China

2011
Shakti Met-Dor Ltd. — *Heute Today* Shakti Hormann Ltd., India

2012
HUGA GmbH & Co. KG, Gütersloh, Germany

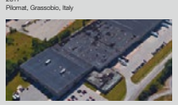
2013
ALUKON GmbH & Co. KG, Konradsreuth, Germany

2013
IG Doors Ltd., Cwmbran, England

2015
Northwest Door, Puyallup, WA, USA

2016
Schlotterer Rollcom, Bodelshausen, Germany, *heute today* Alukon Haigerloch, Germany

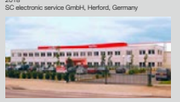
2017
Pitarrat, Grassobbio, Italy



2017
TNR Industrial Doors, Barrie, Canada

2018
Hermann Automation GmbH, Mengerskirchen, Germany — *Heute Today* Hörmann KG Mengerskirchen

2018
SC electronic service GmbH, Herford, Germany



2018
Mavilex, Decines, France

2019
Hörmann Changshu Door Production Limited, China

2019
Hörmann Middle East & Africa

2020
Hörmann LLC Sparta, Tennessee, USA

2021
Lebo GmbH, Bocholt, Germany

2022
Transdek UK Ltd, Harworth, Doncaster, United Kingdom

2022
Grothaus Pendeltüren GmbH & Co. KG, Melle, Germany

2000

2010

2020

Heute

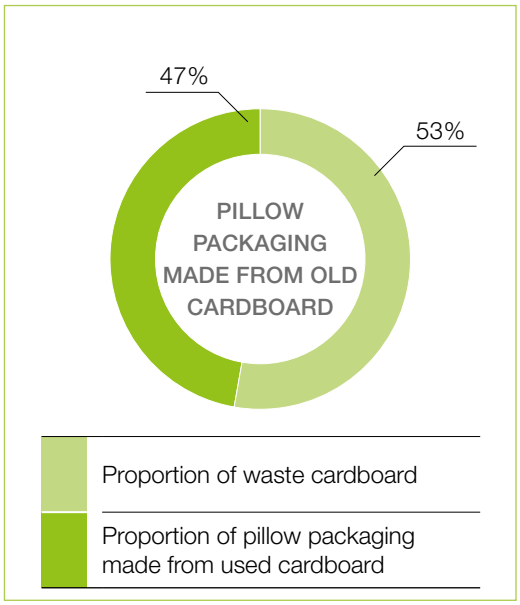
ON
A FAMILY
BUSINESS

REUSABILITY

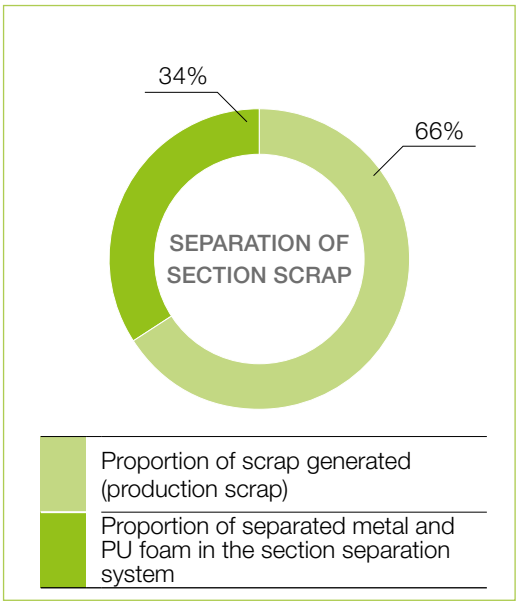
A key aspect of evaluating resource efficiency is the recyclability or reusability of a raw material, including the residual material analysis. The vast majority of offcuts from our purchased materials can be reused or recycled. We are seriously considering using our materials, such as fibres, for secondary purposes within the Group, but also with external partners. Mineral wool offcuts, for example, can be used in cellulose insulation in prefabricated buildings. We also often return offcuts to our suppliers. Another option is to use the established recycling processes of waste disposal service providers.

In addition, we are stepping up efforts to reduce the amount of packaging we receive, or to recondition it for immediate reuse. As an example, we shred the paper packaging we receive and place it in a recycling paper tube. The technique produces bags in various sizes directly on our premises. We then use these bags to pack our products. We recycle 160 tonnes of cardboard and paper from the packaging we receive. This does away with the need for bubble wrap and polystyrene. We cut up large pieces of cardboard and use it as pillow packaging too.

In many of our products, dissimilar materials are laminated. This does extend their service life, but also makes the dismantling or recovery of raw materials more complex. To avoid them being passed solely for thermal recycling at the end of their life cycle, in 2022 we started reconditioning the sections of our PU-foamed sectional doors in our own facilities so they could be reused. We endorse a genuine cradle



Further information on recycling used cardboard can be found here.



Further information on section recycling can be found here.

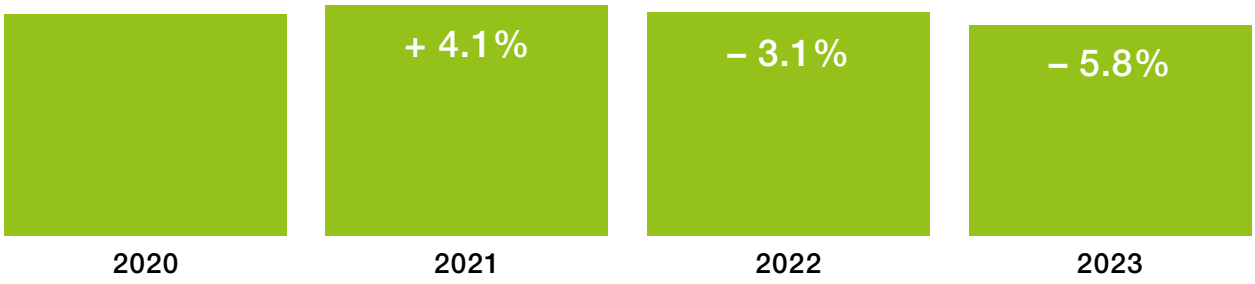
to cradle process. We have started to use our own facility to split the offcuts produced during colour changes into steel and PU core, for example. The rubber section is also separated. The steel is fed back to the existing recycling system. We also shred and briquette the PU core so that it can be reused. We return it to our supplier in this form. Up to 20 per cent of the briquetted PU core is mixed with the newly produced polyol, which we then use to foam new sections.

Our credo is to redefine waste as the recovery of raw materials.

NET BALANCE

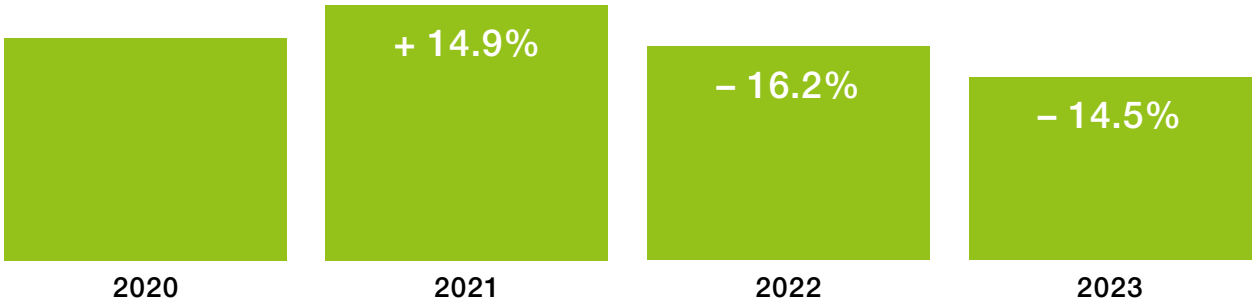
The development of demand for our three main energy sources – electricity, gas and diesel, as well as water, is presented below.

Power consumption of Hörmann's locations in Germany



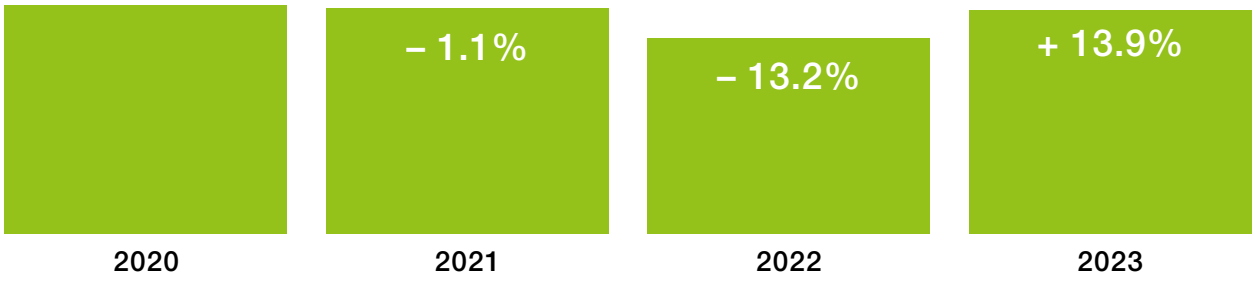
Order	Year	Order 1	Invisible	Variance	Var +	Var –	Variance
53.005.172	2020	53.005.172	55.153.424	+2.148.252	+2.148.252		+ 4.1%
55.153.424	2021	55.153.424	53.423.237	-1.730.187		-1.730.187	– 3.1%
53.423.237	2022	53.423.237	50.301.297	-3.121.940		-3.121.940	– 5.8%
50.301.297	2023	50.301.297					

Gas consumption of Hörmann's locations in Germany



Order	Year	Order 1	Invisible	Variance	Var +	Var –	Variance
55.163.373	2020	55.163.373	63.362.632	+8.199.259	+8.199.259		+ 14.9%
63.362.632	2021	63.362.632	53.074.998	-10.287.634		-10.287.634,8	– 16.2%
53.074.998	2022	53.074.998	45.401.979	-7.673.019		-7.673.019	– 14.5%
45.401.979	2023	45.401.979					

Diesel consumption of Hörmann's locations in Germany



Order	Year	Order 1	Invisible	Variance	Var +	Var –	Variance
2.061.402	2020	2.061.402	2.037.990	-23.412		-23.412	– 1.1%
2.037.990	2021	2.037.990	1.769.027	-268.963		-268.963	– 13.2%
1.769.027	2022	1.769.027	2.015.379	+246.352	+246.352		+ 13.9%
2.015.379	2023	2.015.379					

Water consumption of Hörmann's locations in Germany

Order	Year	Order 1	Invisible	Variance	Var +	Var –	Variance
47.826	2020	47.826	46.728	-1.098		-1.098	– 2.3%
46.728	2021	46.728	48.503	+1.775	+1.775		+ 3.8%
48.503	2022	48.503	48.896	+393	+393		+ 0.8%
48.896	2023	48.896					

DATA PROTECTION AND INFORMATION SECURITY

based on GRI 418


Data Breach
Cyber Attack
System Safety

DATA PROTECTION AND INFORMATION SECURITY

We take our data protection obligations in accordance with the GDPR and the respective national supplementary law in the EEA (in Germany BDSG new) very seriously. Alongside an external data protection officer, who has been supporting the company across Germany since 2012, we began rolling out the data protection management system – structured like an ISO standard – to all European locations in 2017. The central requirements of the data protection team in the International Project Management department at VKG are devised together with the external data protection officer and communicated to the locations for implementation. These are closely supported by VKG during the adaptation process. In addition to central requirement documents, technical and organisational measures and process descriptions are recorded at legal entity level. This is done with the support of the local data protection coordinators and the management team. Documentation on the data protection management system is available to all employees at all times via the central Hörmann information system.

All personal data is treated with the same high level of confidentiality – across all departments and processes.

The data protection officer and the data protection representatives at VKG stay abreast of the latest legal developments through

training, monitoring case law, newsletters, etc. and share important developments with the data protection coordinators. In order to encourage dialogue between the data protection coordinators across locations, the company began to introduce half-yearly meetings in 2022 to discuss the latest legal developments.

Employees receive online training on data protection and IT security once a year. And they are kept up-to-date through daily working practices. In addition, positions with an extremely high level of contact with personal data and/or special categories of personal data will receive job-specific training in the future. This is planned, for example, for employees in the human resources and payroll departments, secretaries, assistants and managers with personnel responsibility. Through this approach, we have gained valuable experience in prevention and in identifying non-compliant behavior among our own employees.

The contact details of the data protection officer are published on the websites for the public. It is also published in the Hörmann information system and on the notice boards for employees.

Quarterly reviews are conducted with the commercial management of VKG as well as an annual report to all managing directors for the respective legal entity and centrally to the commercial management of VKG and the company management.

All of the enquiries and reports of data protection incidents received during the period under review were processed immediately in compliance with data protection regulations. No substantiated complaints regarding the handling of customer, supplier or employee data were made to supervisory authorities. Neither did supervisory authorities raise any questions with us.

Since 2022, VKG's central IT department has had a Chief Information Security Officer with central responsibility for all Hörmann locations worldwide. Industry 4.0, the digitalisation of all areas of the company and increasingly widespread networking are presenting new opportunities, but risks as well. Information security has therefore become much more important in recent years and is taken very seriously. The IT management team of VKG liaises directly with the company management. The company's own data centres meet Tier 3 standards. ISO 27001 is considered on an ongoing basis in the expansion of IT structures. Regular pentests are just as routine for us as raising our employees‘ awareness of issues such as phishing.

TAX PAYMENTS

based on GRI 207

States need tax revenues to provide essential framework conditions such as infrastructure, educational facilities and social equalisation measures. Hörmann complies with the local tax laws in all countries. All obligations in this regard, be it the payment of taxes or any reporting obligations, are strictly fulfilled. This is a key aspect of our corporate governance. Decisions are not made to optimise the tax burden, but solely for economic reasons. The central financial accounting department and the CFO concerned, together with the decentralised financial accounting departments, are responsible for performing the respective national and international tax functions. Due to the complexity of taxation systems, we work with highly specialised external consultants both nationally and internationally. Hörmann fulfils its national and international tax obligations responsibly and in compliance with applicable law. Taxes are paid where the business activity

takes place. Charges for services within the Hörmann Group are based on the OECD transfer pricing principles. We closely monitor developments in national and international tax law and comply with new regulations in due time.

Hörmann co-operates professionally with the tax authorities of the countries in which it operates in accordance with the legal requirements. Measures with tax implications are coordinated in advance to minimise risk, if permitted by local tax law. We monitor changes in the tax landscape in the individual countries to ensure we are acting in accordance with the law. Hörmann does not attempt to influence tax policy in individual countries. Employees, business partners and third parties can use the international whistleblower platform to anonymously report any breaches of tax regulations they may encounter. Tax risks ensuing from violations are identified and the violations are stopped.

OCCUPATIONAL HEALTH AND SAFETY

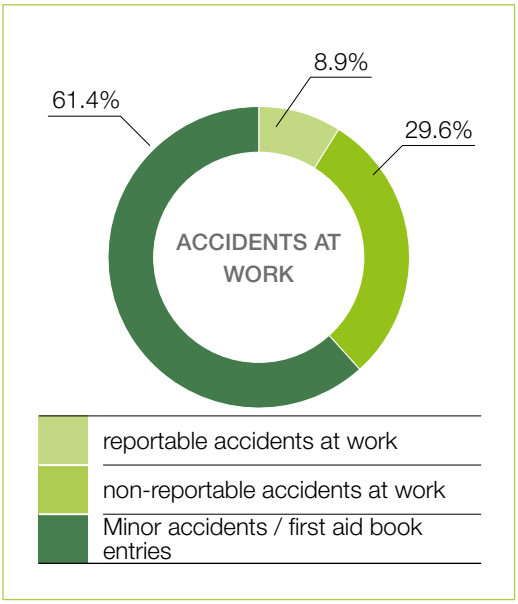
based on GRI 403

The Hörmann Group locations in Germany all have a workplace safety management system in accordance with ISO 18001 or ISO 45001, which is externally audited by ift Rosenheim.

Compulsory annual e-learning ensures that all employees and managers have the latest knowledge concerning workplace safety at their fingertips. Potential dangers must be reported to direct superiors and brought to the attention of local management. The managers then evaluate the reports in collaboration with the workplace safety specialist and put appropriate measures in place. In addition, risk assessments on individual workplaces are conducted by means of a regular survey.

Accidents at work must be reported to payroll accounting. They are then passed on to the workplace safety specialist and, if necessary, to the relevant employers‘ liability insurance association. In addition, every accident at work is entered into the accident log book. Routine analyses highlight key dangers and are used to review improvement measures.

Every Hörmann location is affiliated with a local occupational health service. The medics are also familiar with the workplaces through on-site visits. All prescribed examinations are carried out by the occupational health service. Examinations to check fitness for work are also carried out if necessary. To promote the health of employees, certain locations have organised health days, in collaboration with health insurance companies for example.



There are also online courses on various topics, from exercises at the desk to relieve neck tension through to speed-reading techniques to prevent eyestrain.

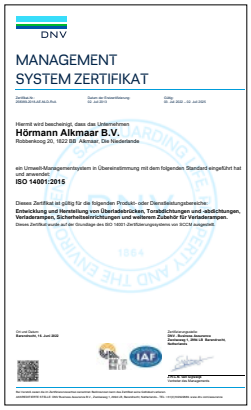
We also run a company integration management programme (BEM) with all employees who have been unable to work for at least six weeks within a 12-month period or as a result of various isolated illnesses. These procedures, which are voluntary for those affected, conducted individually and in strict confidence by the relevant BEM officer, also provide us with important points of reference, particularly for psychological stress factors. They help us plan specific measures for individual cases and gather overarching insights.

CERTIFICATIONS

Our certification in all factories since 2016 in compliance with ISO 9001 for quality management, ISO 14001 for environmental management, and ISO 50001 for energy management is testimony to our commitment to continuous improvement by continually setting ourselves new goals. Compliance with these standards is verified by external auditors, meaning we go beyond the legal requirements.


Zertifikat
Zertifikatsnummer: 791IFT+794+796+798-7050542-1-11
Qualitätsmanagementsystem DIN EN ISO 9001:2015
Umweltmanagementsystem DIN EN ISO 14001:2015
Energiemanagementsystem DIN EN ISO 50001:2018
Managementsystem für Sicherheit und Gesundheit bei der Arbeit
DIN ISO 45001:2018
Hörmann KG Freisen
Bahnhofstr. 43
DE - 66629 Freisen
HÖRMANN
Entwicklung und Produktion von Feuer- und Rauchschutztüren, Sicherheits- und Schallschutztüren sowie Mehrzweckstören aus Stahl
Hörmann KG Freisen
Bahnhofstr. 43
DE - 66629 Freisen
Gültigkeit
Die Gültigkeitsdauer des Zertifikates beträgt drei Jahre. In dieser Zeit sind die Firma durch jährliche Überwachungsaudits überwacht. Das Zertifikat ist nur in Verbindung mit dem gültigen Zertifizierungsumfang gültig. Alle Änderungen der Unternehmensorganisation, die Einfluss auf das Zertifikat haben, sind der IFT unverzüglich schriftlich anzuzeigen.
Veröffentlichungshinweise
Das Zertifikat darf nur unverändert weitergegeben werden. Es gelten die Bedingungen der „Allgemeinen Bedingungen für die Zertifizierung von Managementsystemen".
Das Unternehmen ist berechtigt, das „Ift-certified"-Zeichen gemäß der Ift-Zeichennutzung zu nutzen.
Grundlagen
Im Zertifizierungsaudit wurde der Nachweis erbracht, dass das Unternehmen Managementsysteme im benannten Umfang eingeführt hat und anwendet.
Christian Kehrer
Leiter der Ift-Zertifizierungs- und Überwachungsstelle
Ift Rosenheim
23.06.2021
Zertifizierungsaudit: Dezember 1995
Verlängerungsnum: 701/794/7967798 7050542
Gültig bis: 22.06.2024
Grundlage(n):
ISO 9001
ISO 14001
ISO 50001
ISO 45001
ift ZERTIFIZIERT
Identitäts-Check
www.ift-rosenheim.de/
ift-certified
ID: 7050542
IAF

Zertifikat
Zertifikatsnummer: 794+796+798-8018644-1-6
Umweltmanagementsystem DIN EN ISO 14001:2015
Energiemanagementsystem DIN EN ISO 50001:2018
Managementsystem für Sicherheit und Gesundheit bei der Arbeit
DIN ISO 45001:2018
Hörmann KG Ichtershausen
Thüringer Str. 4, OT Ichtershausen
DE - 99334 Amt Wachsenburg
HÖRMANN
Entwicklung und Herstellung von Garagensectionaltoren und Garagenrenntoren
Hörmann KG Ichtershausen
Thüringer Str. 4, OT Ichtershausen
DE - 99334 Amt Wachsenburg
Gültigkeit
Die Gültigkeitsdauer des Zertifikates beträgt drei Jahre. In dieser Zeit sind die Firma durch jährliche Überwachungsaudits überwacht. Das Zertifikat ist nur in Verbindung mit dem gültigen Zertifizierungsumfang gültig. Alle Änderungen der Unternehmensorganisation, die Einfluss auf das Zertifikat haben, sind der IFT unverzüglich schriftlich anzuzeigen.
Veröffentlichungshinweise
Das Zertifikat darf nur unverändert weitergegeben werden. Es gelten die Bedingungen der „Allgemeinen Bedingungen für die Zertifizierung von Managementsystemen".
Das Unternehmen ist berechtigt, das „Ift-certified"-Zeichen gemäß der Ift-Zeichennutzung zu nutzen.
Grundlagen
Im Zertifizierungsaudit wurde der Nachweis erbracht, dass das Unternehmen Managementsysteme im benannten Umfang eingeführt hat und anwendet.
Christian Kehrer
Leiter der Ift-Zertifizierungs- und Überwachungsstelle
Ift Rosenheim
28.06.2021
Zertifizierungsaudit: Juni 2012
Verlängerungsnum: 791/794/7967798 8018644
Gültig bis: 28.06.2024
Grundlage(n):
ISO 9001
ISO 14001
ISO 50001
ISO 45001
ift ZERTIFIZIERT
Identitäts-Check
www.ift-rosenheim.de/
ift-certified
ID: 8018644
IAF

Zertifikat
Zertifikatsnummer: 791IFT+794+796+798-7031594-1-4
Qualitätsmanagementsystem DIN EN ISO 9001:2015
Umweltmanagementsystem DIN EN ISO 14001:2015
Energiemanagementsystem DIN EN ISO 50001:2018
Managementsystem für Sicherheit und Gesundheit bei der Arbeit
DIN ISO 45001:2018
Hörmann KG Brandis
Gewerbeallee 17
DE - 04821 Brandis
HÖRMANN
Entwicklung und Herstellung von Feuerschutz-, Sicherheits-, Mehrzweck-, Innen-, Außen- und Haustüren aus Stahl, Aluminium und Verbundwerkstoffen
Hörmann KG Brandis
Gewerbeallee 17
DE - 04821 Brandis
Gültigkeit
Die Gültigkeitsdauer des Zertifikates beträgt drei Jahre. In dieser Zeit sind die Firma durch jährliche Überwachungsaudits überwacht. Das Zertifikat ist nur in Verbindung mit dem gültigen Zertifizierungsumfang gültig. Alle Änderungen der Unternehmensorganisation, die Einfluss auf das Zertifikat haben, sind der IFT unverzüglich schriftlich anzuzeigen.
Veröffentlichungshinweise
Das Zertifikat darf nur unverändert weitergegeben werden. Es gelten die Bedingungen der „Allgemeinen Bedingungen für die Zertifizierung von Managementsystemen".
Das Unternehmen ist berechtigt, das „Ift-certified"-Zeichen gemäß der Ift-Zeichennutzung zu nutzen.
Grundlagen
Im Zertifizierungsaudit wurde der Nachweis erbracht, dass das Unternehmen Managementsysteme im benannten Umfang eingeführt hat und anwendet.
Christian Kehrer
Leiter der Ift-Zertifizierungs- und Überwachungsstelle
Ift Rosenheim
22.10.2021
Zertifizierungsaudit: Juni 1995
Verlängerungsnum: 701/794/7967798 7031594
Gültig bis: 21.10.2024
Grundlage(n):
ISO 9001
ISO 14001
ISO 50001
ISO 45001
ift ZERTIFIZIERT
Identitäts-Check
www.ift-rosenheim.de/
ift-certified
ID: 7031594
IAF

DNV
MANAGEMENT SYSTEM ZERTIFIKAT
Hiermit wird bescheinigt, dass das Unternehmen
Hörmann Alkmaar B.V.
Robbenrong 20, 1822 BB Alkmaar, De Nederlande
ein Umwelt-Managementsystem in Übereinstimmung mit dem folgenden Standard eingeführt hat und anwendet:
ISO 14001:2015
Dieses Zertifikat ist gültig für die folgenden Produkt- oder Dienstleistungsbereiche:
Entwicklung und Herstellung von Überladebrücken, Torabdichtungen und -abdichtungen, Verladerampen, Sicherheitseinrichtungen und weiterem Zubehör für Verladerampen.
Dieses Zertifikat wurde auf der Grundlage des IAO 19001 Zertifizierungsschema von DCCM ausgestellt.
Ort und Datum
Ausgestellt für
Zertifizierungsstelle
DNV - Business Assurance
Zertifizierung 1, 2994 LB Barendrecht,
Netherlands
Für die Ausstellung
Vertreter des Managements
Bei Fragen wenden Sie sich an die Zertifizierungsstelle unserer Niederlassung in den Niederlanden unter Verwendung unserer
ANSCHRIFT DNV B.V. DNV Business Assurance B.V., Zertifizierung 1, 2994 LB, Barendrecht, Netherlands - TEL: +31(0)102922689 www.dnv.com/assurance

Zertifikat
Zertifikatsnummer: 791+794+796+788-8019642-1-5
Qualitätsmanagementsystem DIN EN ISO 9001:2015
Umweltmanagementsystem DIN EN ISO 14001:2015
Energiemanagementsystem DIN EN ISO 50001:2018
Managementsystem für Sicherheit und Gesundheit bei der Arbeit
DIN ISO 45001:2018
Hörmann KG Antriebstechnik
Michaelastr. 1
DE - 33803 Steinhagen
HÖRMANN
Entwicklung und Produktion von Antriebs- und Steuerungstechnik für Türen und Tore
Hörmann KG Antriebstechnik
Michaelastr. 1
DE - 33803 Steinhagen
Gültigkeit
Die Gültigkeitsdauer des Zertifikates beträgt drei Jahre. In dieser Zeit sind die Firma durch jährliche Überwachungsaudits überwacht. Das Zertifikat ist nur in Verbindung mit dem gültigen Zertifizierungsumfang gültig. Alle Änderungen der Unternehmensorganisation, die Einfluss auf das Zertifikat haben, sind der IFT unverzüglich schriftlich anzuzeigen.
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Grundlagen
Im Zertifizierungsaudit wurde der Nachweis erbracht, dass das Unternehmen Managementsysteme im benannten Umfang eingeführt hat und anwendet.
Christian Kehrer
Leiter der Ift-Zertifizierungs- und Überwachungsstelle
Ift Rosenheim
21.10.2021
Erstzertifizierung: Oktober 2016
Verlängerungsnum: 701/794/7967798 8019642
Gültig bis: 20.10.2024
Grundlage(n):
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ISO 50001
ISO 45001
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www.ift-rosenheim.de/
ift-certified
ID: 8019642
IAF

Zertifikat
Zertifikatsnummer: 794+796+798-7026140-1-6
Umweltmanagementsystem DIN EN ISO 14001:2015
Energiemanagementsystem DIN EN ISO 50001:2018
Managementsystem für Sicherheit und Gesundheit bei der Arbeit
DIN ISO 45001:2018
Hörmann KG Eckelhausen
In der Bruchwiese 2
DE - 66625 Nohfelden
HÖRMANN
Entwicklung und Produktion (einschließlich industrieller Pulverbeschichtung) von Außentüren, Innentüren und Verglasungen, insbesondere von Haustüren, Rauchschutztüren, Feuerschutztüren und Brandschutzverglasungen
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In der Bruchwiese 2
DE - 66625 Nohfelden
Gültigkeit
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Das Unternehmen ist berechtigt, das „Ift-certified"-Zeichen gemäß der Ift-Zeichennutzung zu nutzen.
Grundlagen
Im Zertifizierungsaudit wurde der Nachweis erbracht, dass das Unternehmen Managementsysteme im benannten Umfang eingeführt hat und anwendet.
Christian Kehrer
Leiter der Ift-Zertifizierungs- und Überwachungsstelle
Ift Rosenheim
28.11.2021
Zertifizierungsaudit: November 2015
Verlängerungsnum: 794/796/7967798 7026140
Gültig bis: 28.11.2024
Grundlage(n):
ISO 9001
ISO 14001
ISO 50001
ISO 45001
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Identitäts-Check
www.ift-rosenheim.de/
ift-certified
ID: 7026140
IAF

Zertifikat
Zertifikatsnummer: 791IFT+794+796+798-7031594-1-4
Qualitätsmanagementsystem DIN EN ISO 9001:2015
Umweltmanagementsystem DIN EN ISO 14001:2015
Energiemanagementsystem DIN EN ISO 50001:2018
Managementsystem für Sicherheit und Gesundheit bei der Arbeit
DIN ISO 45001:2018
Hörmann KG Brandis
Gewerbeallee 17
DE - 04821 Brandis
HÖRMANN
Entwicklung und Herstellung von Feuerschutz-, Sicherheits-, Mehrzweck-, Innen-, Außen- und Haustüren aus Stahl, Aluminium und Verbundwerkstoffen
Hörmann KG Brandis
Gewerbeallee 17
DE - 04821 Brandis
Gültigkeit
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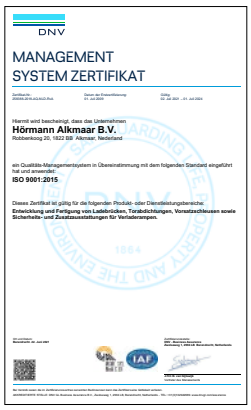
Veröffentlichungshinweise
Das Zertifikat darf nur unverändert weitergegeben werden. Es gelten die Bedingungen der „Allgemeinen Bedingungen für die Zertifizierung von Managementsystemen".
Das Unternehmen ist berechtigt, das „Ift-certified"-Zeichen gemäß der Ift-Zeichennutzung zu nutzen.
Grundlagen
Im Zertifizierungsaudit wurde der Nachweis erbracht, dass das Unternehmen Managementsysteme im benannten Umfang eingeführt hat und anwendet.
Christian Kehrer
Leiter der Ift-Zertifizierungs- und Überwachungsstelle
Ift Rosenheim
22.10.2021
Zertifizierungsaudit: Juni 1995
Verlängerungsnum: 701/794/7967798 7031594
Gültig bis: 21.10.2024
Grundlage(n):
ISO 9001
ISO 14001
ISO 50001
ISO 45001
ift ZERTIFIZIERT
Identitäts-Check
www.ift-rosenheim.de/
ift-certified
ID: 7031594
IAF

DNV
MANAGEMENT SYSTEM ZERTIFIKAT
Hiermit wird bescheinigt, dass das Unternehmen
Hörmann Alkmaar B.V.
Robbenrong 20, 1822 BB Alkmaar, Nederland
ein Qualitäts-Managementsystem in Übereinstimmung mit dem folgenden Standard eingeführt hat und anwendet:
ISO 9001:2015
Dieses Zertifikat ist gültig für die folgenden Produkt- oder Dienstleistungsbereiche:
Entwicklung und Fertigung von Ladebrücken, Torabdichtungen, Vorsatzschleusen sowie Sicherheits- und Zusatzausstattungen für Verladerampen.
Ort und Datum
Ausgestellt für
Zertifizierungsstelle
DNV - Business Assurance
Zertifizierung 1, 2994 LB Barendrecht,
Netherlands
Für die Ausstellung
Vertreter des Managements
Bei Fragen wenden Sie sich an die Zertifizierungsstelle unserer Niederlassung in den Niederlanden unter Verwendung unserer
ANSCHRIFT DNV B.V. DNV Business Assurance B.V., Zertifizierung 1, 2994 LB, Barendrecht, Netherlands - TEL: +31(0)102922689 www.dnv.com/assurance

Zertifikat
Zertifikatsnummer: 791IFT+794+796+798-6080181-1-1
Qualitätsmanagementsystem DIN EN ISO 9001:2015
Umweltmanagementsystem DIN EN ISO 14001:2015
Managementsystem für Sicherheit und Gesundheit bei der Arbeit
DIN ISO 45001:2018
Hörmann KG Verkaufsgesellschaft
Upheider Weg 94-98
DE - 33803 Steinhagen
HÖRMANN
Verkauf und Vertrieb von Toren, Türen, Zargen, Antrieben, Verladetechnik und Zutrittskontrollsystemen sowie die Prüfung und Wartung dieser Produkte
Hörmann KG Verkaufsgesellschaft
Upheider Weg 94-98
DE - 33803 Steinhagen
Gültigkeit
Die Gültigkeitsdauer des Zertifikates beträgt drei Jahre. In dieser Zeit sind die Firma durch jährliche Überwachungsaudits überwacht. Das Zertifikat ist nur in Verbindung mit dem gültigen Zertifizierungsumfang gültig. Alle Änderungen der Unternehmensorganisation, die Einfluss auf das Zertifikat haben, sind der IFT unverzüglich schriftlich anzuzeigen.
Veröffentlichungshinweise
Das Zertifikat darf nur unverändert weitergegeben werden. Es gelten die Bedingungen der „Allgemeinen Bedingungen für die Zertifizierung von Managementsystemen".
Das Unternehmen ist berechtigt, das „Ift-certified"-Zeichen gemäß der Ift-Zeichennutzung zu nutzen.
Grundlagen
Im Zertifizierungsaudit wurde der Nachweis erbracht, dass das Unternehmen Managementsysteme im benannten Umfang eingeführt hat und anwendet.
Christian Kehrer
Leiter der Ift-Zertifizierungs- und Überwachungsstelle
Ift Rosenheim
19.12.2021
Zertifizierungsaudit: Dezember 2021
Verlängerungsnum: 701/794/7967798 6080181
Gültig bis: 18.12.2024
Grundlage(n):
ISO 9001
ISO 14001
ISO 50001
ISO 45001
ift ZERTIFIZIERT
Identitäts-Check
www.ift-rosenheim.de/
ift-certified
ID: 6080181
IAF

Zertifikat
Zertifikatsnummer: 791IFT+794+796+798-6080181-1-1
Qualitätsmanagementsystem DIN EN ISO 9001:2015
Umweltmanagementsystem DIN EN ISO 14001:2015
Managementsystem für Sicherheit und Gesundheit bei der Arbeit
DIN ISO 45001:2018
Hörmann KG Verkaufsgesellschaft
Upheider Weg 94-98
DE - 33803 Steinhagen
HÖRMANN
Verkauf und Vertrieb von Toren, Türen, Zargen, Antrieben, Verladetechnik und Zutrittskontrollsystemen sowie die Prüfung und Wartung dieser Produkte
Hörmann KG Verkaufsgesellschaft
Upheider Weg 94-98
DE - 33803 Steinhagen
Gültigkeit
Die Gültigkeitsdauer des Zertifikates beträgt drei Jahre. In dieser Zeit sind die Firma durch jährliche Überwachungsaudits überwacht. Das Zertifikat ist nur in Verbindung mit dem gültigen Zertifizierungsumfang gültig. Alle Änderungen der Unternehmensorganisation, die Einfluss auf das Zertifikat haben, sind der IFT unverzüglich schriftlich anzuzeigen.
Veröffentlichungshinweise
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Das Unternehmen ist berechtigt, das „Ift-certified"-Zeichen gemäß der Ift-Zeichennutzung zu nutzen.
Grundlagen
Im Zertifizierungsaudit wurde der Nachweis erbracht, dass das Unternehmen Managementsysteme im benannten Umfang eingeführt hat und anwendet.
Christian Kehrer
Leiter der Ift-Zertifizierungs- und Überwachungsstelle
Ift Rosenheim
19.12.2021
Zertifizierungsaudit: Dezember 2021
Verlängerungsnum: 701/794/7967798 6080181
Gültig bis: 18.12.2024
Grundlage(n):
ISO 9001
ISO 14001
ISO 50001
ISO 45001
ift ZERTIFIZIERT
Identitäts-Check
www.ift-rosenheim.de/
ift-certified
ID: 6080181
IAF

Zertifikat
Zertifikatsnummer: 791IFT-7026140-1-12
Qualitätsmanagementsystem DIN EN ISO 9001:2015
Hörmann KG Eckelhausen
In der Bruchwiese 2
DE - 66625 Nohfelden
HÖRMANN
Entwicklung und Produktion (einschließlich industrieller Pulverbeschichtung von Außentüren, Innentüren und Verglasungen, insbesondere von Haustüren, Rauchschutztüren, Feuerschutztüren und Brandschutzverglasungen
Hörmann KG Eckelhausen
In der Bruchwiese 2
DE - 66625 Nohfelden
Gültigkeit
Die Gültigkeitsdauer des Zertifikates beträgt drei Jahre. In dieser Zeit sind die Firma durch jährliche Überwachungsaudits überwacht. Das Zertifikat ist nur in Verbindung mit dem gültigen Zertifizierungsumfang gültig. Alle Änderungen der Unternehmensorganisation, die Einfluss auf das Zertifikat haben, sind der IFT unverzüglich schriftlich anzuzeigen.
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Das Unternehmen ist berechtigt, das „Ift-certified"-Zeichen gemäß der Ift-Zeichennutzung zu nutzen.
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Christian Kehrer
Leiter der Ift-Zertifizierungs- und Überwachungsstelle
Ift Rosenheim
22.10.2021
Zertifizierungsaudit: Juni 1995
Verlängerungsnum: 701/794/7967798 7026140
Gültig bis: 21.10.2024
Grundlage(n):
ISO 9001
ift ZERTIFIZIERT
Identitäts-Check
www.ift-rosenheim.de/
ift-certified
ID: 7026140
IAF

DNV
MANAGEMENT SYSTEM ZERTIFIKAT
Hiermit wird bescheinigt, dass das Unternehmen
Hörmann Alkmaar B.V.
Robbenrong 20, 1822 BB Alkmaar, De Nederlande
ein Energie-Management-System in Übereinstimmung mit dem folgenden Standard eingeführt hat und anwendet:
ISO 50001:2018
Dieses Zertifikat ist gültig für die folgenden Produkt- oder Dienstleistungsbereiche:
Entwicklung und Herstellung von Überladebrücken, Torabdichtungen und -abdichtungen, Verladerampen, Sicherheitseinrichtungen und weiterem Zubehör für Verladerampen.
IECM - 50001
Ort und Datum
Ausgestellt für
Zertifizierungsstelle
DNV - Business Assurance
Zertifizierung 1, 2994 LB Barendrecht,
Netherlands
Für die Ausstellung
Vertreter des Managements
Bei Fragen wenden Sie sich an die Zertifizierungsstelle unserer Niederlassung in den Niederlanden unter Verwendung unserer
ANSCHRIFT DNV B.V. DNV Business Assurance B.V., Zertifizierung 1, 2994 LB, Barendrecht, Netherlands - TEL: +31(0)102922689 www.dnv.com/assurance

Zertifikat
Zertifikatsnummer: 791+794+796+798-7011139-1-4
Qualitätsmanagementsystem DIN ISO 9001:2015
Umweltmanagementsystem DIN EN ISO 14001:2015
Energiemanagementsystem DIN EN ISO 50001:2018
Managementsystem für Sicherheit und Gesundheit bei der Arbeit
ISO 45001:2018
TORTEC Brandschutztor GmbH
Imling 10
AT - 4902 Wolfsegg
HÖRMANN
Entwicklung, Herstellung, Vertrieb und Montage von: Feuerschutz-Türen und -Tore aus Stahl und Edelstahl, Feuerschutz-Vorhänge
TORTEC Brandschutztor GmbH
Imling 10
AT - 4902 Wolfsegg
Gültigkeit
Die Gültigkeitsdauer des Zertifikates beträgt drei Jahre. In dieser Zeit sind die Firma durch jährliche Überwachungsaudits überwacht. Das Zertifikat ist nur in Verbindung mit dem gültigen Zertifizierungsumfang gültig. Alle Änderungen der Unternehmensorganisation, die Einfluss auf das Zertifikat haben, sind der IFT unverzüglich schriftlich anzuzeigen.
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Grundlagen
Im Zertifizierungsaudit wurde der Nachweis erbracht, dass das Unternehmen Managementsysteme im benannten Umfang eingeführt hat und anwendet.
Christian Kehrer
Leiter der Ift-Zertifizierungs- und Überwachungsstelle
Ift Rosenheim
27.03.2024
Erstzertifizierung: März 2012
Verlängerungsnum: 701/794/7967798 7011139
Gültig bis: 26.03.2027
Grundlage(n):
ISO 9001
ISO 14001
ISO 50001
ISO 45001
ift ZERTIFIZIERT
Identitäts-Check
www.ift-rosenheim.de/
ift-certified
ID: 7011139
IAF

Zertifikat
Zertifikatsnummer: 791IFT+794+796+798-6048511-1-3
Qualitätsmanagementsystem DIN EN ISO 9001:2015
Umweltmanagementsystem DIN EN ISO 14001:2015
Energiemanagementsystem DIN EN ISO 50001:2018
Managementsystem für Sicherheit und Gesundheit bei der Arbeit
DIN ISO 45001:2018
Seuster KG
Tiefenecker Weg 1
DE - 56513 Lützenscheid
SEUSTER LASER
Entwicklung, Herstellung, Montage und Wartung von Industrielasern
Seuster KG
Tiefenecker Weg 1
DE - 56513 Lützenscheid
Gültigkeit
Die Gültigkeitsdauer des Zertifikates beträgt drei Jahre. In dieser Zeit sind die Firma durch jährliche Überwachungsaudits überwacht. Das Zertifikat ist nur in Verbindung mit dem gültigen Zertifizierungsumfang gültig. Alle Änderungen der Unternehmensorganisation, die Einfluss auf das Zertifikat haben, sind der IFT unverzüglich schriftlich anzuzeigen.
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Grundlagen
Im Zertifizierungsaudit wurde der Nachweis erbracht, dass das Managementsysteme im benannten Umfang eingeführt hat und anwendet.
Christian Kehrer
Leiter der Ift-Zertifizierungs- und Überwachungsstelle
Ift Rosenheim
29.07.2021
Zertifizierungsaudit: Juli 2018
Verlängerungsnum: 701/794/7967798 6048511
Gültig bis: 22.07.2024
Grundlage(n):
ISO 9001
ISO 14001
ISO 50001
ISO 45001
ift ZERTIFIZIERT
Identitäts-Check
www.ift-rosenheim.de/
ift-certified
ID: 6048511
IAF

Zertifikat
Zertifikatsnummer: 791IFT-7023531-1-9
Qualitätsmanagementsystem DIN EN ISO 9001:2015
HUGA KG
Osnabrücker Landstr. 139
DE - 33335 Gütersloh
HUGA HOLZTÜREN
Entwicklung, Herstellung und Vertrieb von Innen- und Funktionstüren und Zargensystemen
HUGA KG
Osnabrücker Landstr. 139
DE - 33335 Gütersloh
Gültigkeit
Die Gültigkeitsdauer des Zertifikates beträgt drei Jahre. In dieser Zeit sind die Firma durch jährliche Überwachungsaudits überwacht. Das Zertifikat ist nur in Verbindung mit dem gültigen Zertifizierungsumfang gültig. Alle Änderungen der Unternehmensorganisation, die Einfluss auf das Zertifikat haben, sind der IFT unverzüglich schriftlich anzuzeigen.
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Grundlagen
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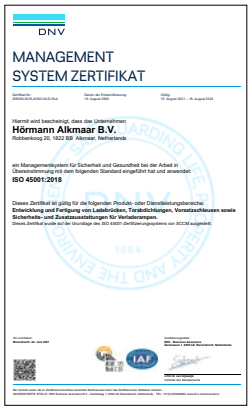
Christian Kehrer
Leiter der Ift-Zertifizierungs- und Überwachungsstelle
Ift Rosenheim
20.11.2021
Zertifizierungsaudit: November 1995
Verlängerungsnum: 791-7023531
Gültig bis: 20.11.2024
Grundlage(n):
ISO 9001
ift ZERTIFIZIERT
Identitäts-Check
www.ift-rosenheim.de/
ift-certified
ID: 7023531
IAF

DNV
MANAGEMENT SYSTEM ZERTIFIKAT
Hiermit wird bescheinigt, dass das Unternehmen
Hörmann Alkmaar B.V.
Robbenrong 20, 1822 BB Alkmaar, Netherlands
ein Managementsystem für Sicherheit und Gesundheit bei der Arbeit in Übereinstimmung mit dem folgenden Standard eingeführt hat und anwendet:
ISO 45001:2018
Dieses Zertifikat ist gültig für die folgenden Produkt- oder Dienstleistungsbereiche:
Entwicklung und Fertigung von Ladebrücken, Torabdichtungen, Vorsatzschleusen sowie Sicherheits- und Zusatzausstattungen für Verladerampen.
Dieses Zertifikat wurde auf der Grundlage des ISO 45001 Zertifizierungsschemas von DCCM ausgestellt.
Ort und Datum
Ausgestellt für
Zertifizierungsstelle
DNV - Business Assurance
Zertifizierung 1, 2994 LB Barendrecht,
Netherlands
Für die Ausstellung
Vertreter des Managements
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ANSCHRIFT DNV B.V. DNV Business Assurance B.V., Zertifizierung 1, 2994 LB, Barendrecht, Netherlands - TEL: +31(0)102922689 www.dnv.com/assurance

EMPLOYMENT RELATIONSHIPS

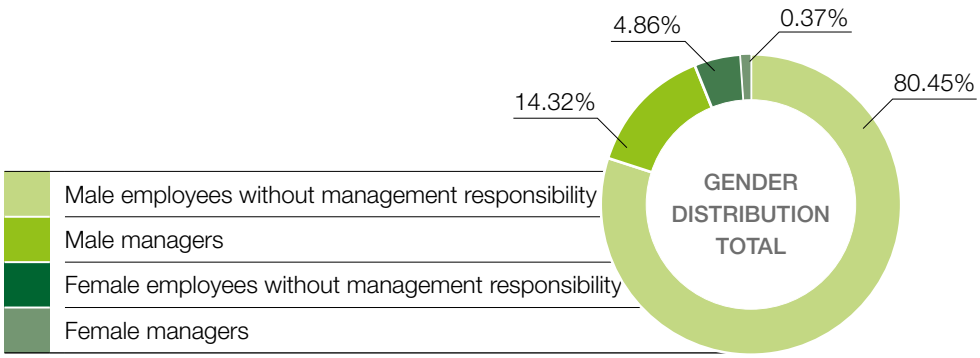
based on GRI 401

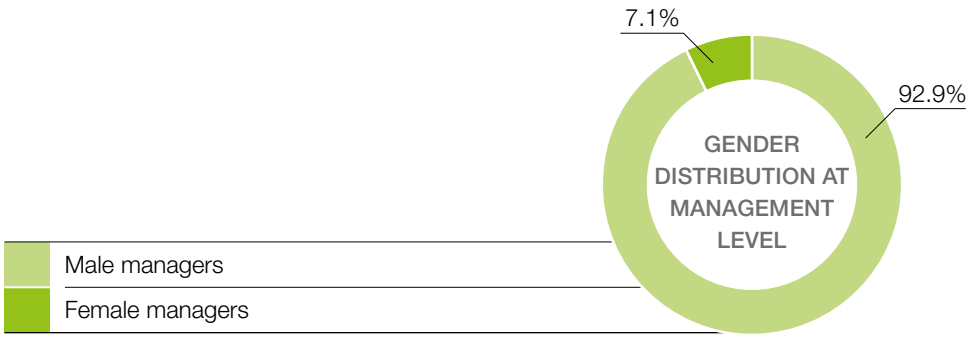
Fixed-term contracts either provide substitutes for employees on parental leave or other planned extended absences of more than six months, or represent the beginning of an employment relationship. Hörmann is happy to offer new employees a fixed-term contract initially to allow both sides a familiarisation period longer than the statutory trial period of six months. Temporary workers accounted for only 2.19% of the total number of employees at the end of 2023.

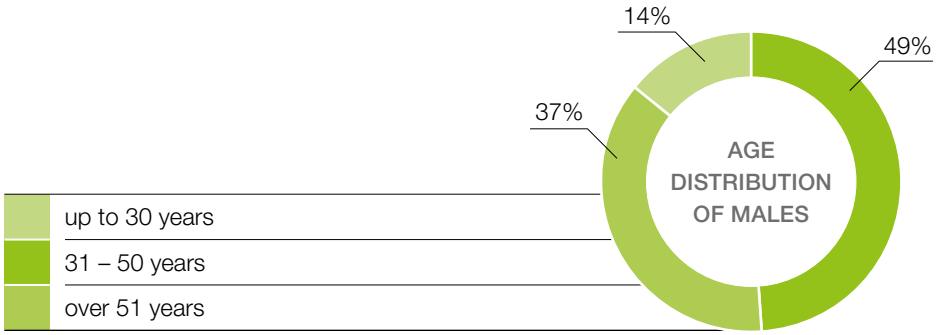
Hörmann considers long-term employee retention to be very important. To achieve this goal, we start as early as the pre-boarding phase by sending greeting cards for example, in the onboarding phase with a cross-location induction week at the headquarters in Steinhagen, and in the active employment relationship with gifts to mark the birth of a child for instance. We remain in touch even after an employment relationship has ended.

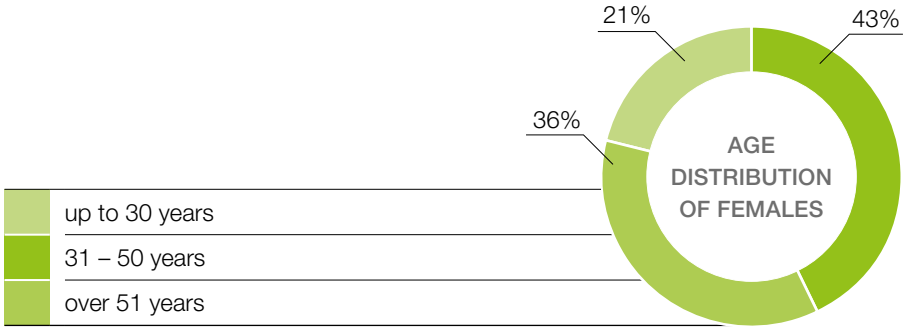
Positions for temporary workers (employed indirectly via a third party) and external employees in IT (employed directly) are also created with a view to establishing long-term working relationships. Not all employment relationships are strictly covered by a collective bargaining agreement or collective recognition agreement. Even where no collective bargaining agreement is applicable, employment relationships are based on these agreements. Those who do well as temporary workers in production are often offered a permanent position. IT employees often prefer to operate as freelancers to maintain flexibility and pursue other projects.

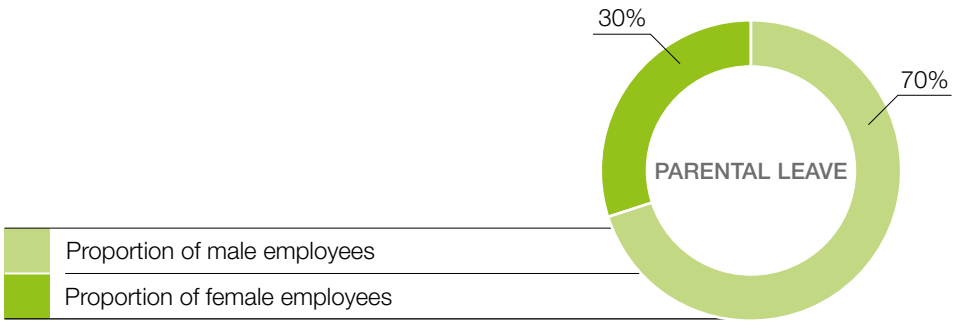
The data shown on the following page was collected for all locations in Germany at the end of the period under review.


4.86%
0.37%
80.45%
14.32%
GENDER DISTRIBUTION TOTAL
Male employees without management responsibility
Male managers
Female employees without management responsibility
Female managers


7.1%
92.9%
GENDER DISTRIBUTION AT MANAGEMENT LEVEL
Male managers
Female managers


14%
49%
37%
AGE DISTRIBUTION OF MALES
up to 30 years
31 – 50 years
over 51 years


21%
43%
36%
AGE DISTRIBUTION OF FEMALES
up to 30 years
31 – 50 years
over 51 years


30%
70%
PARENTAL LEAVE
Proportion of male employees
Proportion of female employees

HÖRMANN ACADEMY

based on GRI 404

The Hörmann Akademie is home to our expansive range of training courses for customers and employees. In 2023, we offered over 4000 training courses. Customers can choose from various fitting programmes and sales-based courses on all Hörmann products. We also cover sustainability topics such as our energy-saving compass or CO_2-neutral products.

Alongside the product-related topics, we offer our employees a wide range of methodological and social skills courses. There is a dedicated programme for new recruits called “Mehr AusBildung” [More Training]. To enhance opportunities for specialist and management career paths, we have rolled out the “MorePerspectives” programme. Selected employees work on real projects over a period of two years with representatives from the management and company management teams and benefit

Mehr AusBildung

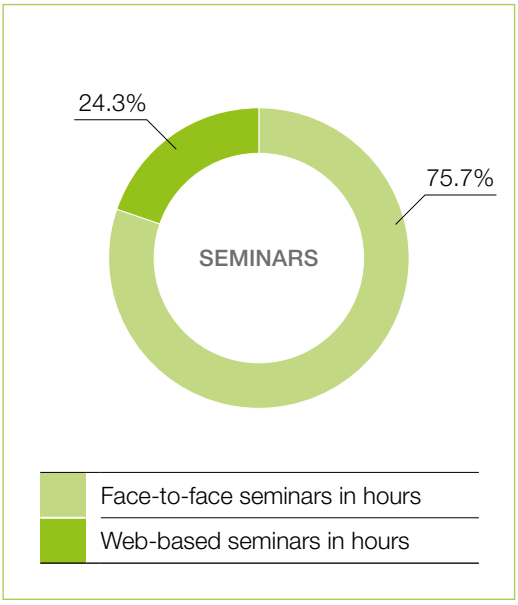
Programme developed specifically for our new recruits

- Induction week at the start of training
- Excursions (including a visit to the BAU trade fair, ThyssenKrupp, factory tours)
- Cultural events (including theatre, poetry slams)
- Foreign assignments
- Assignments at other regional sales offices/factories (voluntary basis)
- Hörmann Akademie (including product training, seminars on social and methodological skills, presentation of various specialist areas)
- Factory classes
- English lessons (voluntary basis)
- Corporate Business Game

from strategic coaching. For managers, a special set of programmes developed for their additional remits of leadership and strategic orientation is compiled each year – the focus always being on communicating our corporate principles. The focus is always on communicating our corporate principles.

The personnel development team at the Hörmann Akademie attaches great importance to keeping the training programme up to date and responding to employees‘ needs. There are also various forms of knowledge transfer, from conventional e-learning and web-based training to on-site courses at our training and fitting centres.

Across all training formats, Hörmann employees spent an average of 24 hours on training in 2023.
Managers hold performance reviews with the employees who report to them as and when required. A standardised procedure is suggested for these reviews. Outside of invitations from managers, any employee can request a review at any time.



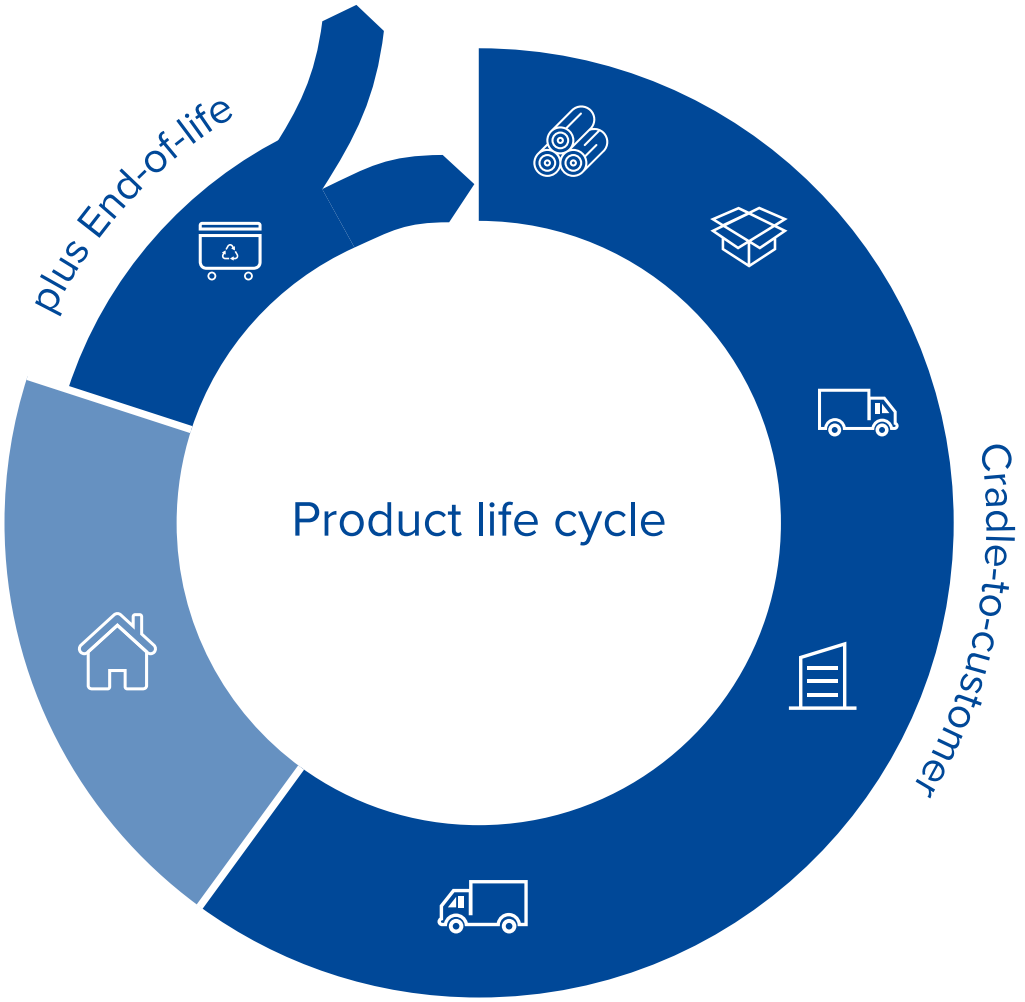
CARBON FOOTPRINT CALCULATIONS

based on GRI 305

We support international targets and are playing our part in achieving the 1.5 degree target by focussing on CO_2 equivalent neutrality here and now. We welcome developments such as the EU Green Deal and the German government's climate neutrality targets for 2045.

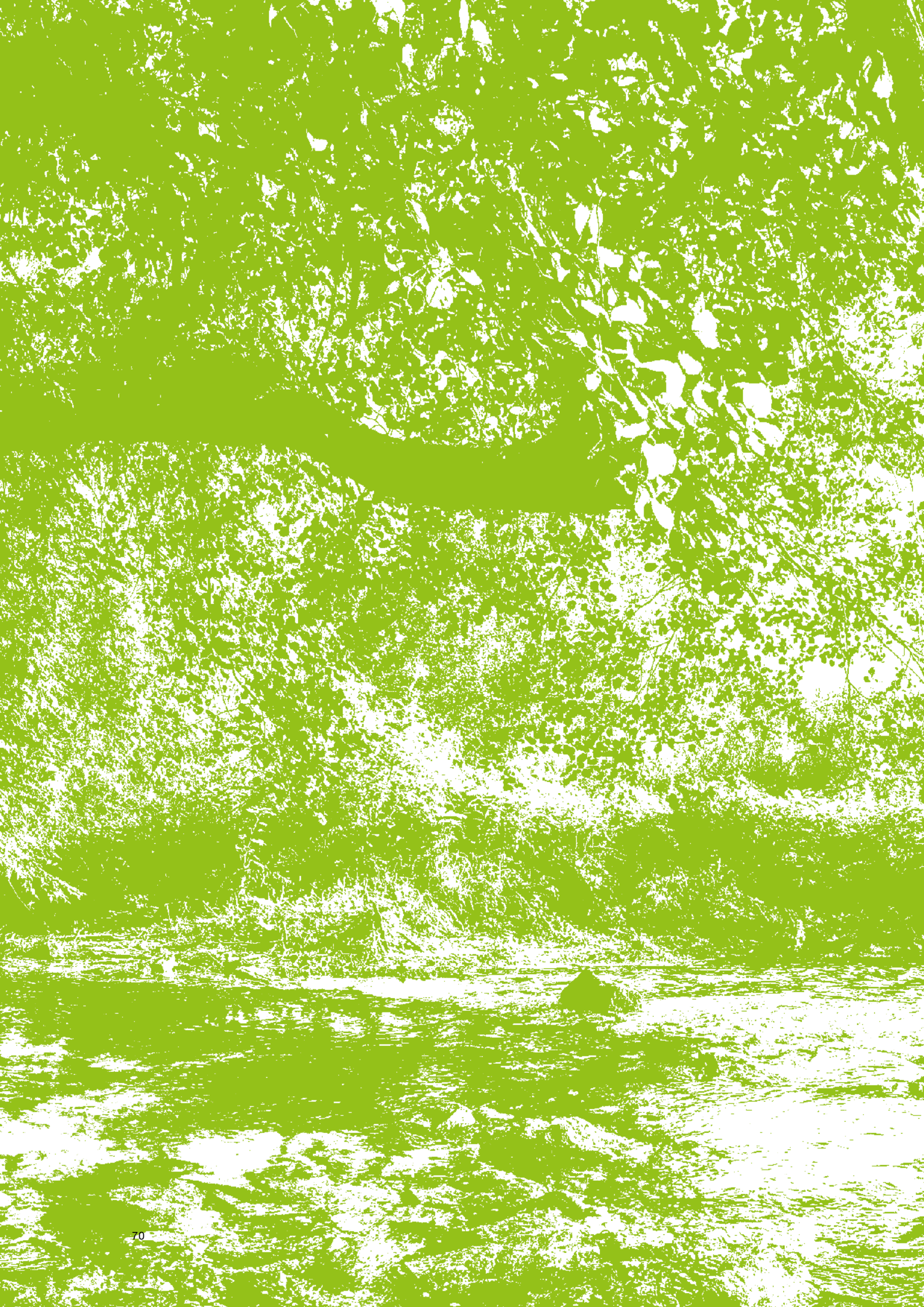
Since 2019, we have recorded the corporate carbon footprint of our factory locations every year in accordance with the Greenhouse Gas Protocol. We deliberately include Scope 1, 2 and also 3. We believe that a true picture can only be presented by taking the upstream and downstream supply chain into account.
We follow the principle of cradle-to-customer plus end-of-life. In 2022, we also determined product carbon footprints for all industrial and commercial construction products to be able to provide meaningful information at product level and give our customers precise data for the use of our products in their buildings.

We gather data from all locations every year in preparation for the calculation, which we outsource to ClimatePartner as the certifying body.



The reduction of emissions is at the core of our sustainability commitment to the environment. Any emissions remaining after these measures are offset by climate protection projects. Offsetting is also certified by ClimatePartner. We are currently supporting numerous wind power and PV projects, primarily in India, as we feel particularly close to this emerging country through our own location in India, Shakti Hörmann.

We regard the costs currently incurred by offsetting as an incentive for our factories to invest even more in reduction measures to lower these costs. If we did not offset, the remaining emissions would have no financial effect for the location. We therefore do not see offsetting as a free pass, but as an important way of pricing the CO_2 budget that results.



CO_2-NEUTRAL PRODUCTS

Based on the triad of calculation, reduction and offsetting, Hörmann has been offering all residential construction products as CO_2-neutral as standard since 1 January 2023. Since 1 June 2023, all commercial construction products in Germany have been optionally available as CO_2-neutral versions. The optional CO_2 neutrality means that reduction measures are consistently applied to these products as well. However, the costs for offsetting are shown to the customer in all quotations and the customer can request these products as an option. This optional CO_2 neutrality was chosen several thousand times by customers in the first 6 months.

WE THINK GREEN

Calculating CO_2

Corporate carbon footprint

THE CARBON FOOTPRINT OF OUR ENTIRE COMPANY. Climate protection starts with knowing where the company stands. For this purpose, calculating the directly and indirectly produced greenhouse gases is essential. Since 2019, we have been calculating fully comprehensive corporate carbon footprints including all three scopes for all our manufacturing companies in the European Economic Area. We follow the Greenhouse Gas Protocol. Emissions are converted into CO_2 equivalents. This overall analysis shows us exactly where emissions occur and where we can take action to reduce them or, ideally, avoid them altogether.

Product carbon footprint

THE CARBON FOOTPRINT OF OUR PRODUCTS. After calculating the first product carbon footprints for residential construction products as early as 2019, we did the same across the board for all industrial and commercial construction components in 2022. This enables us to show customers the CO_2 emissions of our industrial and commercial construction products. After BAU 2023, we are now going one step further by offering our customers the opportunity to participate directly with the climate in mind and to optionally obtain all construction project doors, industrial doors / loading technology and perimeter protection systems (bollards and barriers) as CO_2 neutral products upon customer request. For all residential construction products, we cover the costs of offsetting as standard.

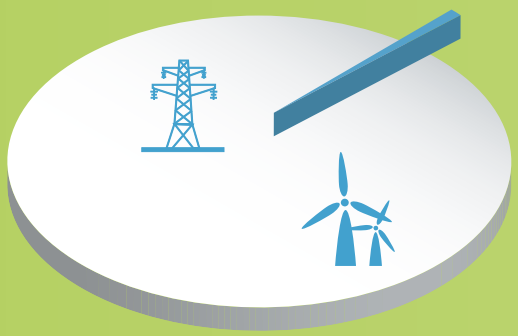
Scope 1

DIRECT EMISSIONS. These CO_2 emissions occur directly in our company and we can control them. This includes the combustion of fossil fuels, such as heating oil in heating systems, as well as fuel consumption by our vehicle fleet, which involves cars for field representatives as well as our own lorries and forklifts in the warehouse. This also includes CO_2 emissions from production plants and chemical and physical processes, such as those generated by painting or coating, as well as refrigerant leakage from air conditioning systems.

For many years now, we have been able to significantly reduce our energy consumption by using energy and fuel efficiently and avoiding heat loss.

Scope 2

INDIRECT EMISSIONS FROM EXTERNAL POWER SUPPLIERS. Indirect CO_2 emissions are those caused by external energy suppliers that burn fossil fuels for the purpose of producing electricity, district heating / cooling and steam. By switching to 100% green electricity, which does not produce any CO_2 emissions under Scope 2, we have already achieved the zero-tonne CO_2 target for all almost all European locations in Scope 2. The remaining CO_2 emissions are produced in countries where it is not currently possible to purchase green electricity that is comparable, in terms of traceability, to the green electricity provided by our energy supplier Naturstrom.



Scope 3

INDIRECT EMISSIONS FROM THE VALUE ADDED CHAIN. CO_2 emissions that are not subject to direct corporate control are reported in Scope 3. These emissions, which are relevant to us but produced in the upstream and downstream supply chain, are also taken into account in our calculations. These include all emissions produced during the extraction and production of the raw materials and input materials we process or use. As well as the emissions from deliveries which are associated with our products, but which are not generated by vehicles in our own fleet. Among these are deliveries of our products to customers, as well as the return of products to the material cycle at the end of their service life.

With the voluntary inclusion of Scope 3, we also assume responsibility for all upstream and downstream emissions in the value added chain. The largest proportion of our carbon footprint is made up of purchased raw materials, as most of these raw materials cannot yet be sourced without any impact on the environment.

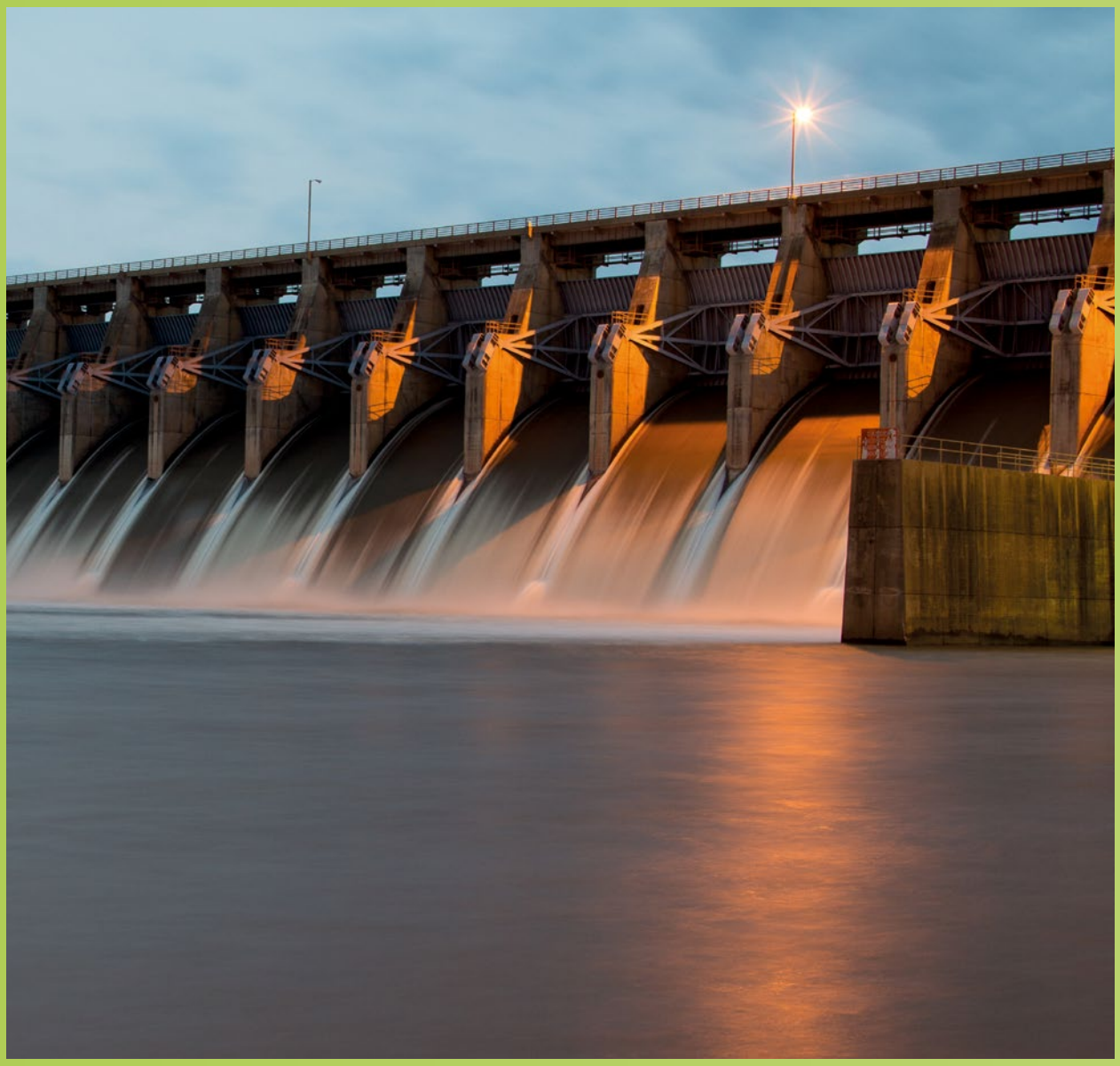
GREENHOUSE GAS PROTOCOL

Greenhouse Gas Protocol – Calculating emissions in accordance with international standards

We have calculated our carbon footprint according to the Greenhouse Gas Protocol (GHG) developed by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD). This accounting standard for greenhouse gases, which is widely used internationally, observes five basic principles:

- ***Relevance:*** *All significant sources of emissions are taken into account when creating the footprint and should be used for decision-making within and outside the organisation.*
- ***Completeness:*** *All relevant emission sources within the system boundaries must be taken into account.*
- ***Consistency:*** *Accounting methodologies and system boundaries are recorded in order to compare results in subsequent years. Potential changes to the methodology and system boundaries must be identified and justified.*
- ***Accuracy:*** *Distortions and uncertainties should be reduced as far as possible so that the results provide a sound basis for decision-making.*
- ***Transparency:*** *Results must be presented in a transparent and clearly comprehensible manner.*

WE ACT GREEN



Reducing CO_2

REDUCING ENERGY CONSUMPTION, CONSERVING RESOURCES. It's best to avoid emissions altogether. Consequently, the focus of our climate protection measures is on reducing emissions. We take all company operations into account, from office work to production. We attach great importance to recycling and the optimal use of resources. Another focus is on reducing our energy consumption and using renewable energies. We have already achieved our goal of zero tonnes of CO_2 in the area of power supply by having purchased 100% green electricity at all our EEA locations* for years. In Germany, we use the provider "Naturstrom". This provider, certified by the Grüner Strom Label association, supplies 100% green electricity from renewable energies that has been directly produced by wind and water power stations primarily located in Germany. Since its foundation, this provider has focused on a future-oriented and sustainable energy supply and is independent of the nuclear and coal corporations. However, the zero-energy balance is not enough for us. We want direct supply.

This is why we have approved photovoltaic systems that could supply 3000 2-person households. In addition, we use heat pumps – and also explore completely new avenues like our hydrogen cogeneration plant.

DIGITAL OVER PRINTED MATERIALS. We have switched to recycled paper for all printed materials. We also try to save paper wherever possible. To name just a few examples, digital payroll accounting for employees, e-billing for customers and the discontinuation of the printed version of the seminar catalogue. In recent years, we have also made numerous changes to our fitting and operating instructions: e.g. adding more illustrations so that fewer language versions are required. These measures save us over 30 million pages of paper every year. In a stack, this pile of paper would be ten times the height of the Eiffel Tower.

* Does not apply in France

Typical measures

100%

GREEN ELECTRICITY FROM RENEWABLE SOURCES COVERS THE ENTIRE ENERGY DEMAND AT ALL GERMAN AND MANY OTHER EUROPEAN HÖRMANN LOCATIONS.

> 35000 t
CO_2 reduction per year

Eco-friendly printing 100%

WE USE ECO-FRIENDLY RECYCLED PAPER FOR OUR PRINTED MATERIALS.

> 5600 t
CO_2 reduction per year

CO_2 neutral

PARCEL AND POSTAL SHIPPING WHEREVER POSSIBLE.

> 150 t
CO_2 reduction per year

ISO 50001

Certified energy management system

IS BEING INTRODUCED THROUGHOUT THE HÖRMANN GROUP AS A CERTIFIED ENERGY MANAGEMENT SYSTEM.

> 1700 t
CO_2 reduction per year

Efficient energy concepts

OUR USE OF HIGHLY EFFICIENT HEATING TECHNOLOGY AND LIGHTING SYSTEMS REDUCES CO_2.

> 1400 t
CO_2 reduction per year

Gas instead of heating oil

40%

LESS CO_2 IS PRODUCED BY BURNING NATURAL GAS COMPARED TO CRUDE OIL.

> 360 t
CO_2 reduction per year


acciona

Offsetting CO_2

OFFSETTING OUR REMAINING EMISSIONS. The budget to reach the 1.5°degree target will already be used up by 2025, but we cannot reduce all of our emissions that quickly. In order to be able to act in a CO_2 neutral and climate-conscious manner, we offset our remaining emissions. Due to the atmospheric properties, CO_2 savings are equally valuable no matter where on earth they occur. This is how the Clean Development Mechanism of the UN came into being, which is followed by the climate protection projects we support. Investing in these projects, which are constantly certified by third parties such as TÜV Süd, closes a financing gap that often enables a technological leap. For example, these projects help to avoid the construction of coal-fired power stations in developing countries, and instead focus directly on wind or solar power plants. The projects we support focus on renewable energies. In addition, the projects contribute to the Sustainable Development Goals of the UN.

Further information on offsetting in residential construction can be found here.

Further information on offsetting in commercial construction projects can be found here.

COMMITMENT TO HUMAN RIGHTS

Our commitment to the protection of human rights was published on our website in 2022: As a global family business, the Hörmann Group is aware of its responsibility for the global supply and value chain. The Hörmann Group respects human dignity and is committed protecting human rights as well as promoting diversity and equal opportunities. We oppose all forms of child and slave labour. Our priority is to create safe workspaces that are compliant with health legislation, use resources responsibility and champion uncompromising implementation of environmental protection regulations.

Our actions are based on the following internationally recognised standards and guidelines:

- the Universal Declaration of Human Rights of the United Nations (UN)
- the United Nations Guiding Principles on Business and Human Rights (UNGP) and the German government's National Action Plan on Business and Human Rights (NAP) derived from them
- the core labour standards, conventions and declarations of the International Labour Organization (ILO)
- the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises
- the principles of the United Nations Global Compact (UNGC).

Protecting human rights in the Hörmann Group:
The Hörmann Group continually checks for risks to human rights within its business and supply chain. When assessing risks, we use recognised indices and methods to identify country- and sector-specific risks. We also use internal data and information to identify real risks of human rights violations in our supply chain.

We have put several measures in place to protect against human rights violations. We train our employees and suppliers, conduct

supplier assessments and set out specific requirements for our employees and business partners. By signing our internal Code of Conduct, all employees of the Hörmann Group are committed to protecting human rights, promoting equal opportunities, respect and tolerance, and to protecting the environment, the climate and biodiversity. The Hörmann Group requires its suppliers and business partners to abide by these principles as well. We believe that the protection of human rights should be part of every working relationship. Our standards are set out in our code of conduct for suppliers and business partners.

For many years, the Hörmann Group has supported charitable social and cultural projects around the world that are close to our heart ("Am Herzen"). The common goal of all of these projects is to promote education, social justice and community engagement in marginalised groups. We would like to build specifically on the experience gained from these projects and our collaboration with recognised local and international initiatives and organisations.

The Hörmann Group has created a public informant system, available in 22 languages, which our employees, employees of our suppliers and business partners, and third parties can use at any time to report human rights violations or breaches of relevant environmental legislation in our supply and value chains. We are committed to investigating all information reported consistently and confidentially. If a potential violation to human rights or environmental standards in our own business or in our supply chain is confirmed to be genuine, we immediately create appropriate measures and systematically implement them. In defining these measures, we rely on partnership and trusting cooperation with our suppliers and business partners, and draw on the expertise of recognised international or local organisations where necessary. We report on the protection of human rights in our group of companies transparently and in accordance with legal requirements and make the report publicly available.

We take responsibility

Protecting human rights throughout the global supply and value chain is a continuous task that we can only manage together. This means that each individual makes a difference in putting this policy statement into practice so that we can uphold our responsibility for respecting human rights.

SOCIAL COMMITMENT IS CLOSE TO OUR HEARTS

SUCCESS ALWAYS COMES WITH RESPONSIBILITY. We engage with communities by supporting charitable projects with a social and cultural focus across the extensive environment of the Hörmann Group, including internationally. We concentrate our funding on practical inclusion projects designed by and for people with different needs and talents.

We rely on expert partners for our social and cultural engagement. The projects we support are inclusive, shaping relationships with those involved not as a one-way street, but rather as an exchange. Other projects we support focus on culture and on building bridges between people with and without disabilities.

> 25 years

of social and cultural engagement

> 36 projects

have been supported in this time

2 continents,

Europe and Asia, are currently at the focus of our funding

More information on our commitment to social and cultural initiatives can be found here.

Sustainable waste management – residents keep their community clean and tidy

Establishment of a “Village Development Committee”

Bethel project “Markt der Möglichkeiten”
(Market of Opportunities)

Neinstedt Foundation BandCamps workshop

Participation of golfers from the cooperation between Hörmann and Bethel
in the Special Olympics World Games 2023 in Berlin

Golf for people with disabilities

Promotion of vocational training in Myanmar

Clean drinking water on the doorstep

Qualification measures

Living together – animal companions

Play spaces – Klang!Festival Bielefeld

Financing of an additional teacher at a primary school in Gagillapur
and providing all children with satchels and shoes

Support for amateur mountaineers suffering from epilepsy

“Lucky team” of the HTSF Senne handball club

“Zeitsprung” dance project by the Bielefeld Theatre for young or old, professionals or amateur,s with or without a handicap

Bethel Wunschaktion (Bethel Make-a-Wish Campaign)

Women’s health camps

APPENDIX

Factories in Germany

Title	Street	Postal code	City	Country
ALUKON KG Haigerloch	Am Griesbaum 1	72401	Haigerloch	Germany
ALUKON KG, Konradsreuth	Münchberger Straße 31	95176	Konradsreuth	Germany
Berner Torantriebe KG	Grad-Bentzel-Straße 68	72108	Rottenburg am Neckar	Germany
Grothaus Pendeltüren GmbH & Co. KG	Im Gewerbepark 8	49326	Melle	Germany
Hörmann KG Amshausen	Upheider Weg 94 – 98	33803	Steinhagen	Germany
Hörmann KG Antriebstechnik	Michaelisstraße 1	33803	Steinhagen	Germany
Hörmann KG Brandis	Gewerbeallee 17	04821	Brandis	Germany
Hörmann KG Brockhagen	Horststraße 17	33803	Steinhagen	Germany
Hörmann KG Dissen	Industriestraße 1	49201	Dissen	Germany
Hörmann KG Eckelhausen	In der Bruchwiese 2	66625	Nohfelden	Germany
Hörmann KG Freisen	Bahnhofstraße 43	66629	Freisen	Germany
Hörmann KG Glastechnik	In der Bruchwiese 1	66625	Nohfelden	Germany
Hörmann KG Ichtershausen	Thöreyer Strasse 6	99334	Amt Wachsenburg Ichtershausen	Germany
Hörmann KG Mengerskirchen	Über dem Kapellchen 4	35794	Mengerskirchen	Germany
Hörmann KG Werne	Brede 2	59368	Werne	Germany
HUGA KG	Osnabrücker Landstraße 139	33335	Gütersloh	Germany
LEBO (Krakow am See) GmbH	Dorfallee 2	18292	Krakow am See	Germany
LEBO GmbH	Händelstraße 15	46395	Bocholt	Germany
neuform-Türenwerk Hans Glock GmbH & Co. KG	Gottlieb-Daimler-Straße 10	71729	Erdmannhausen	Germany
SC electronic service GmbH	Planckstraße 10	32052	Herford	Germany
Schörghuber Spezialtüren KG	Neuhaus 3	84539	Ampfing	Germany
Seuster KG	Tietmecker Weg 1	58513	Lüdenscheid	Germany

Regional sales offices in Germany

Title	Street	Postal code	City	Country
Hörmann KG Verkaufsgesellschaft, Nuremberg Regional Sales Office	Am Pestalozziring 11	91058	Erlangen	Germany
Hörmann KG Verkaufsgesellschaft, Berlin Regional Sales Office	Industriestraße 12 – 14	15366	Hoppegarten	Germany
Hörmann KG Verkaufsgesellschaft, Bremen Regional Sales Office	Mittelwendung 25	28844	Weyhe	Germany
Hörmann KG Verkaufsgesellschaft, Erfurt Regional Sales Office	Wandersleber Straße 17	99192	Apfelstädt	Germany
Hörmann KG Verkaufsgesellschaft, Frankfurt Regional Sales Office	Hanauer Landstraße 88	63538	Großkrotzenburg	Germany
Hörmann KG Verkaufsgesellschaft, Freisen Regional Sales Office	Bahnhofstraße 43	66629	Freisen / Saar	Germany
Hörmann KG Verkaufsgesellschaft, Hamburg Regional Sales Office	Süderstraße 2	24568	Kaltenkirchen	Germany
Hörmann KG Verkaufsgesellschaft, Hanover Regional Sales Office	Wollenweberstraße 1	31303	Burgdorf	Germany
Hörmann KG Verkaufsgesellschaft, Herne Regional Sales Office	Schlossstraße 30	44635	Herne	Germany
Hörmann KG Verkaufsgesellschaft, Cologne / Bonn Regional Sales Office	Am Meilenstein 41	53909	Zülpich	Germany
Hörmann KG Verkaufsgesellschaft, Munich Regional Sales Office	Gewerbepark 18	85646	Anzing	Germany
Hörmann KG Verkaufsgesellschaft, Steinhagen Regional Sales Office	An der Jüpke 5	33803	Steinhagen	Germany
Hörmann KG Verkaufsgesellschaft, Stuttgart Regional Sales Office	Margarete-Steiff-Straße 10	71277	Rutesheim	Germany
Hörmann KG VKG, Leipzig Regional Sales Office	Gewerbeallee 17	04821	Brandis	Germany

Factories worldwide

Title	Street	Postal code	City	Country
Garador Ltd.	Bunford Lane	BA202EJ	Yeovil	Great Britain
Hörmann Alkmaar B.V.	Robbenkoog 20	1822	Alkmaar	Netherlands
Hörmann Barrie	200 Fairview Road, Unit #2 Barrie	L4N 8X8	Ontario	Canada
Hörmann Beijing Door Production Co. Ltd.	No. 13 Zohng He Street	BDA 100176	Beijing	China
Hörmann Beijing Trading Co.Ltd.	No. 13 Zohng He Street	BDA 100176	Beijing	China
Hörmann Changshu Door Production Co. Ltd.			Changshu	China
Hörmann Gromadka Sp. z o.o.	Osła 1C	59-706	Gromadka	Poland
Hörmann Burgettstown	Starpointe Business Park 117 Starpointe Boulevard	PA 15021	Burgettstown	USA
Hörmann Legnica Sp.z.o.o.	Osla 1 c	59-706	Gromadka	Poland
Hörmann MEA (Middle East & Africa)	Street N406, Plot MO 0203	P.O. Box 262784	Jebel Ali Free Zone North	UAE
Hörmann Montgomery	5050, Baseline Road	60538	Montgomery Illinois	USA
Hörmann Puyallup	19000 Canyon Rd. East	98375-9746	Puyallup WA	USA
Hörmann Schweiz AG	Nordringstr. 14	4702	Oensingen	Switzerland
Hörmann Sparta	450 Airport Road Sparta	TN 38583	Sparta	USA
Hörmann Tianjin Door Production Co. Ltd.	Tian Yue Road Baodi Development Zone 30	1800	Teanjin	China
Hörmann UK Ltd.	Gee Road Coalville	LE67 4JW	Leicestershire	Great Britain
IG Doors Ltd.	Lon Gellideg Oakdale Business Park	NP12 4AE	Blackwood	Great Britain
Maviflex SAS	8 Rue Vaucanson	69150	Décines-Charpieu	France
Pilomat s.r.l.	Via Zanica 17/p	I-24050	Grassobbio (BG)	Italy
Hörmann ShaktiShakti Hörmann (P) Ltd.	H. No 2-67/1, Gagillapur, Dundigal Municipality, Medchal (Malkajgiri) District	500 043	Hyderabad, Telangana	India
Tortec Brandschutztor GmbH	Imling 10	4902	Wolfsegg	Austria
Transdek UK Ltd.	Unit C2, Bryans Close	DN11 8RY	Harworth	Great Britain
Tubauto SAS	Z.I. de Gron 7 rue des Salcys	89107	Sens Cedex	France

Sales companies

Title	Street	Postal code	City	Country
Hörmann Austria GES.m.b.H.	Gewerbestraße 23	5310	Mondsee	Austria
Hörmann Baltic, UAB	Budninku k. 2 Maisiagalos sen	14247	Vilnius	Lithuania
Hörmann Beijing Trading Co.Ltd.	No. 13 Zohng He Street	BDA 100176	Beijing	China
Hörmann Belarus	Gintovta 1 / 4,5,6 Office 604	220125	Minsk	Belarus
Hörmann Belgium NV/SA	Vrijheidweg 13	3700	Tongeren	Belgium
Hörmann Bulgaria EOOD	Farma Park 19	1532	Sofia / Kazichane	Bulgaria
Hörmann Ceska republica s.r.o.	Starpointe Business Park 117 Starpointe Boulevard	252 68	Stredokluky 315	Czech Republic
Hörmann Danmark A/S	Metervej 6	8940	Randers	Denmark
Hörmann Doors Malaysia Sdn Bhd	No.22, Jalan Ruang U8/109 Jelutong Prime, Bukit Jelutong	40150	Sha Alam, Selangor	Malaysia
Hörmann Eesti OÜ	Tule 33	76505	Saue	Estonia
Hörmann Espana S.A.	Pol. Ind. “Can Guitart” Carrerera de Rubi, 308 – 314	08228	Terrassa	Spain
Hörmann France SAS	7 rue des Salcys ZI de Gron	89100	Gron	France
Hörmann Group Americas	450 Airport Road	TN 38583	Sparta	USA
Hörmann Hellas Ltd.	Ag. Marinas Av. 30	19400	Koropi	Greece
Hörmann Hong Kong Ltd.	Unit 2401, 24 / F Berkshire House, 25 Westlands Road		Quarry Bay	Hong Kong
Hörmann Hrvatska d.o.o.	Krapinska 70	10290	Zapresic	Croatia
Hörmann Hungaria Kft.	Leshegy u. 15	2310	Szigetszentmiklós	Hungary
Hörmann Installation Services Sp.z.o.o.	Osla 1c	59-706	Gromadka	Poland
Hörmann Ireland Ltd.	Allied HUB Whitemill Industrial Estate	Y35HH72	Wexford	Ireland
Hörmann Italia S.r.l.	Via G. Di Vittorio, 62	38015	Lavis (TN)	Italy
Hörmann KG Verkaufsgesellschaft	Upheider Weg 94 – 98	33803	Steinhagen	Germany
Hörmann KG Verkaufsgesellschaft – Indonesia	18 Office Park, 22nd floor, suite EFG Jl. TB Simatupang No. 18 Pasar Minggu	12520	Jakarta	Indonesia

Sales companies

Title	Street	Postal code	City	Country
Hörmann KG Verkaufsgesellschaft Representative Office	Level 42, Suntec Tower Three, 8 Temasek Boulevard	038988		Singapore
Hörmann Maghreb SARL	Zone industrielle no 2-40	28810	Mohammedia	Morocco
Hörmann MEA (Middle East & Africa)	Street N406, Plot MO 0203	P.O. Box 262784	Jebel Ali Free Zone North, Dubai	UAE
Hörmann Mexico S.a.de C.v.	Privada de la Puerta 2879 Bodega B-14 Colonia Industrial La Puerta	66350	Santa Catarina	Mexico
Hörmann Myanmar Co. Ltd.	No. 10, 10 Floor Myanmar Business Suites Myanmar Center Tower 2 (Myanmar Plaza) Kabar Aye Pragoda Road, Bahan Township		Yangon	Myanmar
Hörmann Nederland BV	Laan van de Stier 70	7324	CV Apeldoorn	Netherlands
Hörmann Norge AS	Østre Lohnelier 75	4640	Søgne	Norway
Hörmann Polska sp. z.o.o.	ul. Otwarta 1	62-052	Komorniki	Poland
Hörmann Portugal Lda.	Rua Tapada Nova Centro Empresarial Sintra-Estoril V2-C1 Linhó	2710-297	Sintra	Portugal
Hörmann Romania S.R.L.	Str. Complexului Nr. 15 Sat Chiajna, Comuna Chiajna	077040	Judetul Ilfov	Romania
Hörmann Russia OOO	Schuschary, otd. Badaevskoye 5A	196626	Sankt Petersburg	Russia
Hörmann Schweiz AG	Nordringstr. 14	4702	Oensingen	Switzerland
Hörmann Slovenia	Petrovče 115b	3301	Petrovče	Slovenia
Hörmann Slovenská republica s.r.o.	Dial´ničná cesta 5186/2B	903 01	Senec	Slovakia
Hörmann Srbija d.o.o.	Zitna 9	11272	Beograd-Dobanovci	Serbia
Hörmann Svenska AB	Skjutbanevägen 10	70369	Örebro	Sweden
Hörmann Thailand Co. Ltd.	41 / 30 (Unit C5) Moo7 Soi Poonchareon, Bagngna-Trad K.m. 16.5 Road, Bangchalong, Bangplee	10540	Samutprakarn	Thailand
Hörmann Türkiye	Esentepe Mah. Cevizli D-100 Güney Yanyol Cad. No:15/3	34870	Kartal, Istanbul	Turkey

Title	Street	Postal code	City	Country
Hörmann UK Ltd.	Gee Road Coalville	LE67 4JW	Leicestershire	Great Britain
Hörmann Ukraine TOV	Tschumatska 4	08300	Boryspil, Kyiwska region	Ukraine
Hörmann Vietnam	Lot B2, Dai Dong-Hoan Son Industrial Zone		Bac Ninh	Vietnam
Mesvac Oy	Jorvaksen Myllytie 5	02420	Jorvas	Finland
Hörmann ShaktiShakti Hörmann (P) Ltd.	H. No 2-67/1, Gagillapur, Dundigal Municipality, Medchal (Malkajgiri) District	500 043	Santa Catarina	India
TOO Hörmann Kazakhstan	Chaplina 71/66	050019	Almaty	Kazakhstan