



HEIDELBERG



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# **Non-financial** *Report*

2023/2024

Heidelberger Druckmaschinen AG

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# Non-financial Report 2023/2024

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## About this report

In accordance with sections 315b and 315c in conjunction with sections 289b to 289e of the German Commercial Code (HGB) and Regulation (EU) 2020/852 of the European Parliament and of the Council of June 18, 2020, on the establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088 (hereinafter: “EU Taxonomy Regulation”), Heidelberger Druckmaschinen Aktiengesellschaft is publishing a separate combined non-financial report (hereinafter: “non-financial report”) for the financial year 2023/2024 (April 1, 2023 to March 31, 2024). Unless stated otherwise, the disclosures made in this report relate to the companies included in the scope of consolidation of the consolidated financial statements. These disclosures therefore apply equally, unless otherwise indicated, to Heidelberger Druckmaschinen Aktiengesellschaft and the Group (“HEIDELBERG”, “HEIDELBERG Group”, “the Company”).

References to disclosures outside the non-financial report are additional information that goes beyond the mandatory disclosures of the German Commercial Code (HGB) and are therefore not part of this report.

This non-financial report for the financial year 2023/2024 is based on international frameworks including the Global Reporting Initiative (GRI) and the Greenhouse Gas Protocol (GHG Protocol), as well as the requirements in terms of environmental, social and governance ratings (ESG ratings) and the expectations of HEIDELBERG’s stakeholders. In preparation for the upcoming Corporate Sustainability Reporting Directive (CSRD) and the introduction of the European Sustainability Reporting Standards (ESRS), HEIDELBERG will realign its future reporting and activities with the requirements of the upcoming CSRD initiative as of financial year 2024/2025.

In its orientation and analysis of the existing and future ESG activities and focal points, HEIDELBERG referred to the objectives of the UN Global Compact and the United Nations Sustainable Development Goals (SDGs). You can find explanatory notes on this in the section “Industry initiatives and networks”.

The non-financial report 2023/2024 was subjected to a voluntary limited assurance engagement in accordance with ISAE 3000 (Revised). Selected key figures were not included in this audit and are clearly identified by an asterisk (\*). The scope of the audit and the audit opinion can be found in the “Independent assurance practitioner’s report.”

## Non-financial risk assessment

Forward-looking management of opportunities and risks is the basis for sustainable corporate success. A functioning risk management system and an effective internal control system are therefore essential. HEIDELBERG’s risk management system also takes into account non-financial ESG risks and opportunities. Our risk and opportunity management system is described in the “Risk and opportunities report” in the combined management report of our Annual Report 2023/2024.

HEIDELBERG has established a structured process for the systematic identification, evaluation and controlling of opportunities and risks and their audit-proof documentation in the Governance, Risk and Compliance (GRC) system. This ensures that internal stakeholders always have access to the latest information concerning opportunities and risks. The HEIDELBERG Risk Committee discusses the prevailing risk situation several times a year. The head of Corporate Sustainability is also a member of the committee and represents the sustainability issues on the committee. Non-financial ESG risks do not necessarily represent a separate risk area; rather, they often have an impact on individual risk areas.

Sustainability risks are allocated to individual risk categories in the “Strategy and Market”, “Operations”, “Finance” and “Legal and Compliance” risk areas. In the “Location and Country” risk area, discussions include the specific impact on HEIDELBERG’s risk situation of general environmental risks due to climate change in the form of extreme weather (e.g. storms, flooding). Under the EU Taxonomy Regulation, the aforementioned aspects will also be analyzed and evaluated beyond the three-year period examined by Group Risk Management. For further information, please refer to the section “Disclosure in accordance with the EU Taxonomy Regulation”. In addition, abstract risk scenarios are conceivable, but these are not currently considered significant for HEIDELBERG.

This also applies to what are known as disruptive risks, which are not currently considered to be significant for HEIDELBERG either; however, it is typical for disruptive risks to have a short-term and unforeseeable significant financial impact. One example of this would be a disproportionate increase in the CO<sub>2</sub> price.

In the course of preparing for the upcoming reporting requirements under CSRD, HEIDELBERG has identified potential risks that are not currently assessed as material in either the short-term or long-term assessment using the current assessment methodology of the risk management system. The risk

assessment in accordance with CSRD will undergo further development in the current financial year 2024/2025.

Based on the Group-wide risk management system and after accounting for risk mitigation measures, no material reportable non-financial risks were identified in the current forecast period that are associated with the Company's own business activities, business relationships, products or services and that are or will be highly likely to have serious negative impacts on the non-financial aspects.

## Business model of the Group

The HEIDELBERG Group (HEIDELBERG) is an innovative technology company with a leading position in the printing industry. For almost 175 years, we have stood for quality and sustainability as a reliable partner with a high level of innovation. Thanks to state-of-the-art technologies and innovative business ideas, we want to shape the future trends in the printing industry. We also use our technology expertise to successfully position ourselves in new business areas such as e-mobility. At the same time, we are investigating where we can tap into new markets with our core competencies thanks to technological synergies and production-specific features. Acting responsibly is also a central principle of our strategy.

In our core business, we focus on customer requirements in our target markets of packaging and label printing as well as commercial and advertising printing. The focus is on increasing the productivity of the entire value chain by digitizing and automating the necessary process steps, particularly with solutions in the areas of robotics and software-based workflow management. With the largest market share, HEIDELBERG is the leading supplier of sheetfed offset presses, a technology used in the production of high-quality, high-volume print products. The Company has also expanded its position in flexographic printing for the industrial packaging market and in digital printing for the label market in recent years. HEIDELBERG would like to expand its foothold in digital printing in particular. Most recently, a total of around 9,500 employees together with our sales partners at 250 production sites in 170 countries ensured that customer requirements were met.

## Sustainability Governance

Sustainability management at HEIDELBERG is managed centrally by the Corporate Sustainability team. It is responsible for sustainability strategy, controlling and reporting and defines tools and methods for achieving sustainability targets. In addition to strategic aspects, the Corporate Sustainability office is also responsible for implementing the climate strategy. The Head of Corporate Sustainability reports directly to the CEO.

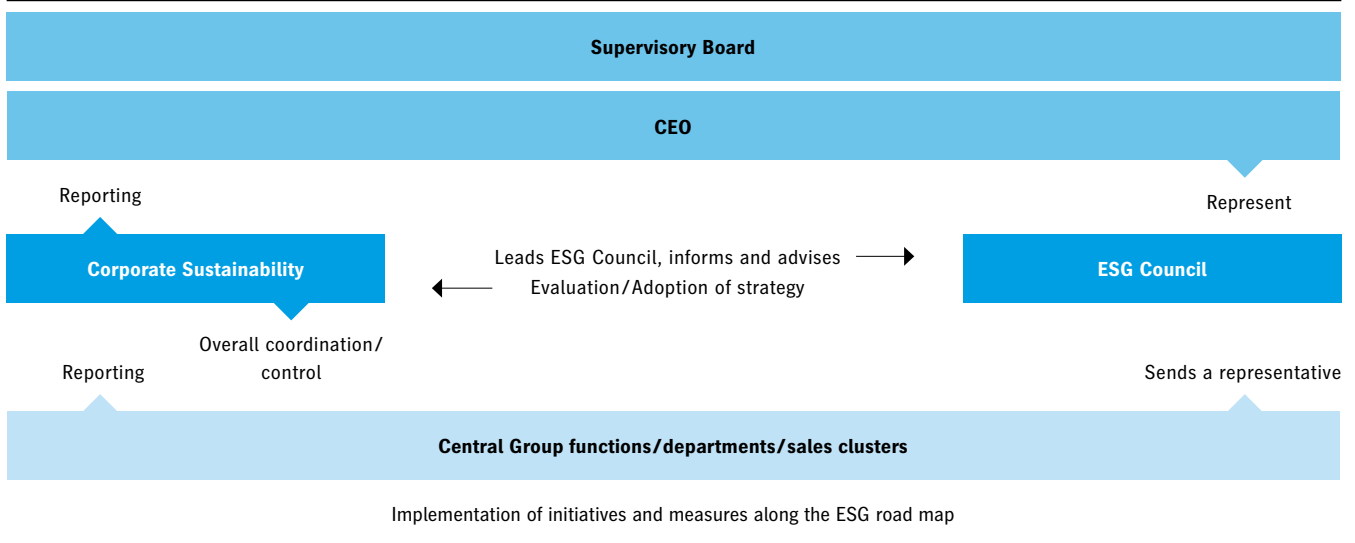
The Company is committed to the German Corporate Governance Code (GCGC). This comprises principles and recommendations for the management and monitoring of the Company. [German Corporate Governance Code | HEIDELBERG](#)

In accordance with the requirements of the German Sustainability Code, regular reports on sustainability issues are submitted to the Supervisory Board and, in the future, will also be submitted to the Audit Committee. During the reporting period, the Supervisory Board received training on sustainability issues and reporting requirements.

The Environmental, Social and Governance (ESG) Council that was established and implemented in the financial year 2021/2022 is an important element of sustainability management at HEIDELBERG. Reporting on the strategy, the status quo and the measures takes the form of half-yearly reviews. Adjustments are made and adopted as required. The ESG Council is composed of the members of the Management Board and the Heads of the Corporate Sustainability, Corporate Development, Investor Relations, Segment Management, Human Resources, Legal, Quality Management, Sales Operations, Procurement, Research and Development, Operations, Global Communications, Risk Management and Site Management functions.

HEIDELBERG considers ESG management to be a cross-functional task. The Corporate Sustainability department works with employees from the respective specialist departments to develop a strategy and road map for the three sustainability pillars E-S-G and monitors their implementation.

## Organization Sustainability Management at HEIDELBERG



### Sustainability strategy

For HEIDELBERG, sustainability means combining long-term business success with ecological and social responsibility. HEIDELBERG sees sustainability as a part of its strategic orientation. Attention to sustainability aspects forms part of the HEIDELBERG Group’s mission statement and its environmental standards and standards of conduct as they apply to products, production processes and the supply chain, and as regards interactions with each other and its partners. Compliance with standards of conduct and environmental standards is mandatory throughout the Group. Among other things, this is set out in the HEIDELBERG Group’s environmental policy and its Code of Conduct, which is closely aligned with the principles of the UN Global Compact initiative.

HEIDELBERG has been active in the area of sustainability for decades and the topic is integrated into its corporate strategy. In order to ensure that it successfully addresses future challenges, HEIDELBERG’s sustainability vision is formulated as follows:

- **Sustainable products:** Our aim is to have the smallest environmental footprint along the value chain of any company in the industry.

- **Climate strategy:** HEIDELBERG is committed to a net-zero CO<sub>2</sub>e emissions target by financial year 2050/2051, which is in line with the Paris Climate Protection Agreement. The new climate strategy is divided into short-term and long-term goals. Financial year 2021/2022 serves as the base year.<sup>1</sup>

HEIDELBERG is committed to reducing its absolute Scope 1 and 2 emissions by 42 percent by financial year 2030/2031 and to reducing its absolute Scope 3 emissions by 25 percent in the same period.

HEIDELBERG is committed to reducing its absolute Scope 1, 2 and 3 emissions by 90 percent by financial year 2050/2051. The remaining 10 percent of emissions will be offset by suitable compensation measures.

HEIDELBERG remains committed to its previously adopted target of having CO<sub>2</sub>e emissions-free production at its production and development sites (Scope 1 and 2) by calendar year 2040.

- **Supply chain:** We are establishing an ESG-compliant supply chain that focuses on human rights, ethics and environmental policy.

<sup>1</sup> Base year financial year 2021/2022: Scope 1 and 2 (91,779 metric tons CO<sub>2</sub>e), Scope 3 (1,975,842 metric tons CO<sub>2</sub>e)

- **Employees, ethics and social issues:** We are proactively developing a corporate culture that will prepare us for future challenges. This is reflected in our mission statement, our values and our principles, and helps us to be an attractive employer.

ESG targets have been part of the remuneration system for the Management Board and management of HEIDELBERG since financial year 2021/2022. With the new system for Management Board remuneration that was adopted by the Annual General Meeting in July 2021 with a large majority of the votes cast, HEIDELBERG has introduced elements aimed at enshrining the sustainability goals resolved by the Supervisory Board both in the short-term variable compensation (STI) and long-term variable compensation (LTI) in the form of specific ESG targets.

Since financial year 2022/2023, a greenhouse gas index for the HEIDELBERG sites (Scope 1 and 2 per € million of sales revenues) has been integrated into the long-term remuneration component (LTI). A greenhouse gas reduction target of 25 percent (Scope 1 and 2 per € million in sales revenues) has been set for the year 2025. Additional targets have also been defined with the aim of ensuring responsible and sustainable business practices. Please refer to the “Remuneration Report - Management Board and Supervisory Board” in the Annual Report for further information.

The Supervisory Board reserves the right to define the scope of the individual components and their specific features in order to ensure that the strategy and the remuneration are linked. The targets are defined by the Supervisory Board, which is free to design their content so that they correspond to the business challenges facing the Company. The ESG targets for the remuneration are ambitious, measurable, controllable and consistent with HEIDELBERG’s strategic orientation. The aim of the new remuneration model is to meet the requirements<sup>1</sup> of the German Corporate Governance Code. Further information can be found in the “Remuneration Report - Management Board and Supervisory Board” in the Annual Report.

<sup>1</sup> Note: Fulfillment of the requirement was not part of the independent auditor’s audit

## Industry initiatives and networks

To overcome challenges in the environmental and social governance environment, it is important for companies to join forces and work together on solutions. Only in this way will it be possible to overcome future challenges. HEIDELBERG actively participates in various industry initiatives and networks in order to improve its sustainability performance, exchange knowledge and best practices with other players, and jointly develop solutions.

HEIDELBERG is represented in a number of regional and nationwide networks. These include:

- **German Machinery and Equipment Manufacturers Association (VDMA)**

With around 3,600 members, the German Machinery and Equipment Manufacturers Association (VDMA) is the largest network organization and the most important voice in the mechanical engineering sector in Germany and Europe. HEIDELBERG is represented in many working groups covering a wide range of areas such as the environment, quality management and economic development. Among other areas, HEIDELBERG is active in the working groups on product carbon footprint, CSRD materiality analysis and substance policy, which are described in more detail below.

*Product carbon footprint (PCF):* As a member of the VDMA’s “Calculation of the Product Carbon Footprint in Mechanical and Plant Engineering” project group, HEIDELBERG supports the development of a standardized methodology for calculating the climate impact of a product as a result of greenhouse gas emissions. The aim is to improve the transparency and comparability of such calculations.

*PCF STARTER:* HEIDELBERG tested the PCF STARTER tool as part of the association’s work with the VDMA and the PCF project group. PCF STARTER is a software tool for initial product carbon footprint calculations that was developed by the VDMA in cooperation with a start-up company. HEIDELBERG had already determined the CO<sub>2</sub> footprint for its products in advance, providing a good basis for testing the PCF STARTER. Using the example of an AMPERFIED Wallbox, the results of the PCF STARTER were compared with existing comprehensive life cycle analyses. The results are easily comparable and show the same focal points for greenhouse-gas-relevant emissions (hotspots).

*The VDMA materiality project group:* HEIDELBERG has actively participated in a series of workshops aimed at preparing a materiality analysis for the mechanical engineering

industry. The aim of the working group was to gain a comprehensive overview of the key issues for the industry. The findings from these workshops help participants to complete their materiality analyses and better prepare themselves to meet the requirements of the CSRD.

*VDMA working group on substance policy:* The working group takes on proposed legislation and substance regulations and discusses their implementation in mechanical engineering. In addition, statements are prepared – for example, on regulatory changes – which are presented during consultations.

#### – **Energy Efficiency Networks Initiative**

HEIDELBERG is involved in various process and energy optimization networks at its production sites. One of them is the Energy Efficiency Networks Initiative. Since its formation in 2014, it has proven to be one of the most successful tools in Germany's National Action Plan on Energy Efficiency. It aims to connect companies of all sizes and across all industries in order to implement energy efficiency measures that will reduce greenhouse gas emissions by between five and six million metric tons by the end of 2025. As a member of the Havelland-Fläming energy efficiency and climate protection network, HEIDELBERG is making an active contribution to the achievement of the Federal Republic of Germany's climate and energy policy targets.

#### – **Alliance 4evergreen**

Alliance 4evergreen is a cross-industry alliance of over 100 members representing the entire life cycle of fiber-based packaging – from forests to manufacturers, designers, brand owners and recyclers. Together, they share their expertise to develop tools and guidelines aimed at making the packaging sector even more sustainable. The aim is to achieve a recycling rate of 90 percent for packaging that contains fibers by 2030. Given that packaging is a growth segment, it is important for HEIDELBERG to participate in the network in order to make contact with the relevant manufacturers, designers and brand owners at an early stage. This allows findings and trends to be incorporated into product development at an early stage, while the platform also facilitates collaborative work on suitable solutions.

#### – **DiNaPro project**

Model-based digitalization of sustainable production networks along the product life cycle. This collaborative project is funded by the German Federal Ministry of Education and Research (BMBF) and sponsored by the Project Management Agency Karlsruhe (PTKA). Its objectives are to increase sustainability in the product development process through digitalization, developing a standardized data model and data exchange format, and developing assistance systems for sustainability monitoring and management. In the project, HEIDELBERG is working on the realization of a data-supported value stream design, online quality monitoring and live CO<sub>2</sub> balancing to determine product-related emissions more quickly.

#### – **“ETA in the existing buildings” project**

The topic of energy efficiency is becoming an increasingly central field of action in industry and a growth driver for German industry. The ETA-Fabrik (European Technical Assessment) project aims to connect technical approaches that were previously viewed individually in order to leverage additional savings potential compared with isolated solutions. HEIDELBERG is participating in project 6, “Application”, which seeks to identify potential savings in production. Among other things, this includes recording and examining energy flows in order to establish how energy can be used more effectively.

#### **Diversity Charter**

Charta der Vielfalt e.V. is the largest employer initiative for the promotion of diversity in companies and institutions in Germany. The central element of the association is the Diversity Charter document adopted in 2006, which calls for the recognition and inclusion of diversity in the work culture. The aim is to promote a prejudice-free working environment and to show appreciation for all employees regardless of age, ethnic origin and nationality, gender and gender identity, physical and mental abilities, religion and ideology, sexual orientation and social background. More than 5,000 organizations participate in the initiative. HEIDELBERG joined the initiative in the past financial year 2023/2024, thereby committing itself to supporting the promotion of diversity and inclusion, stepping up its commitment in this area and reporting publicly on activities and progress.

## UN Global Compact

An important milestone in the expansion of sustainability activities is HEIDELBERG's decision to join the UN Global Compact in February 2023. The UN Global Compact is the world's largest<sup>1</sup> and most important initiative for responsible and sustainable corporate governance. The Company gears its strategy and operating activities toward ten universal principles in the core areas of human rights, work, environmental protection and anti-corruption. This forms the basis for realizing the Sustainable Development Goals (SDGs). As part of its annual Communication on Progress (CoP), the Company reports on the implementation of the ten principles and its activities in the core areas. The CoP report was published on the UN Global Compact website for the first time in financial year 2023/2024.

[Heidelberger Druckmaschinen AG | UN Global Compact](#)

<sup>1</sup> According to the UN Global Compact website

HEIDELBERG took part in the UN Global Compact "Climate Ambition Accelerator 2023", launched in the fall of 2023. The program includes six months of training and experience sharing for participants and aims to empower companies with expertise in greenhouse gas accounting and enable them to accelerate progress in setting science-based emissions reduction targets in line with the 1.5°C pathway and benefit from best practice solutions, peer-to-peer learning opportunities, training and emerging networks among companies. The findings from the program have been incorporated into the net zero climate strategy adopted by HEIDELBERG.

Even before it joined the UN Global Compact, HEIDELBERG evaluated the SDGs with a view to determining the goals to which it can actively contribute. HEIDELBERG has identified 8 of 17 goals to which the Company is already making an active contribution.

## Overview of the active Sustainable Development Goals (SDGs) to which HEIDELBERG contributes





## Transparent reporting on HEIDELBERG's sustainability performance

HEIDELBERG aspires to be represented in the respective sustainability rankings and to share the relevant results transparently with its stakeholders. The results of the corresponding rating processes are published on the HEIDELBERG website. The requirements serve HEIDELBERG as a basis for defining clear targets and key figures and enable weaknesses to be identified and incorporated into the strategic direc-

tion. The publication dates of the rating results tend to be during the year and deviate from HEIDELBERG's reporting period (April 1 to March 31). For this reason, we publish the ratings that are available at the end of the reporting period (March 31). You can find the latest information on our website. [HEIDELBERGER Druckmaschinen AG | Sustainability](#)

### Ratings results (as of March 31)

	2021/2022	2022/2023	2023/2024
Sustainalytics <sup>1)</sup>	33.9	33.1	27.1
Institutional Shareholder Services (ISS ESG) <sup>2)</sup>	C-	C-	C-
Carbon Disclosure Project (CDP) <sup>3)</sup>	F	D Climate Change D- Supplier Engagement	D Climate Change D Supplier Engagement
MSCI <sup>4)</sup>	BBB	BBB	BBB

1) Sustainalytics Risk Rating: 0-10 NEGL; 10-20 Low Risk; 20-30 Medium Risk; 30-40 High Risk; 40+ Severe

2) ISS ESG Rating: A+ | A | A- Excellent; B+ | B | B- Good; C+ | C | C- Medium; D+ | D | D- Poor

3) CDP: A Leadership; Management (B- | B); Awareness (C-/C); Disclosure D-/D); Failure to disclose (F)

4) MSCI: CCC/B - Laggard; BB/BBB/A - Average; AA/AAA - Leader

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## Disclosure in accordance with the EU Taxonomy Regulation

### Article 8 of the EU Taxonomy Regulation background and goals

The European Green Deal is a sustainability agenda that aims to transform the EU into a fair and prosperous society, with a modern, resource-efficient and competitive economy where there are no net emissions of greenhouse gases in 2050, where the environment and the health of European citizens are protected, and where economic growth is achieved by the most efficient and sustainable use of natural resources possible.

Accordingly, it is important to make the transition to more sustainable economic development just and inclusive for all.

Regulation (EU) 2020/852 of the European Parliament and of the Council of June 18, 2020 on the establishment of a framework to facilitate sustainable investment and amending Regulation (EU) 2019/2088 (hereinafter referred to as the "EU Taxonomy Regulation") is based on the European Commission's previous Action Plan on Financing Sustainable Growth

of March 2018. The aim of this action plan is to launch an ambitious and comprehensive strategy for sustainable finance in order to redirect capital flows toward sustainable and inclusive growth.

The EU Taxonomy Regulation is an important enabler for scaling up sustainable investment and thus implementing the European Green Deal as part of the EU's response to the climate and environmental challenges.

It provides uniform criteria for companies and investors to determine whether economic activities are environmentally sustainable (i.e. whether they make a substantial contribution to EU environmental objectives, such as climate change mitigation, while avoiding significant harm to other environmental objectives and complying with defined minimum safeguards) and thus aims to ensure greater transparency and standardization in the classification of such activities and to limit the risk of greenwashing and fragmentation of sustainability reporting in the relevant markets. The EU Taxonomy Regulation is thus intended as a classification system for sustainable economic activities.

## Definitions

Taxonomy-eligibility and Taxonomy-alignment form the central pair of terms within this classification system of the EU Taxonomy Regulation.

Only the economic activities that are explicitly mentioned in the delegated acts adopted for this purpose are to be understood as Taxonomy-eligible within the meaning of Article 1 No. 5 of the EU delegated act (Regulation) 2021/2178 of July 6, 2021 on Article 8 of Regulation (EU) 2020/852. Economic activities that are not listed in these legal acts are therefore Taxonomy-non-eligible. The identified Taxonomy-eligible economic activities must then be checked for their environmental sustainability (Taxonomy-alignment). Under Article 3 of Regulation (EU) 2020/852, an economic activity is only considered Taxonomy-aligned if it contributes substantially to at least one of the following environmental objectives:

- Climate change mitigation
- Climate change adaptation
- Sustainable use and protection of water and marine resources
- Transition to a circular economy
- Pollution prevention and control
- Protection and restoration of biodiversity and ecosystems

It is also important to ensure that they do no significant harm (DNSH) to the other environmental objectives and that the economic activity is performed in line with minimum safeguards that apply to all economic activities alike. These minimum safeguards primarily relate to respecting human rights, anti-corruption, legally compliant taxation and fair competition.

The substantial contribution and the DNSH criteria are reviewed for each economic activity using specific, individual technical evaluation criteria. These are defined for economic activities that can make a substantial contribution to the environmental objectives of climate change mitigation and adaptation in Annexes I and II to the delegated act Regulation (EU) 2021/2139 of June 4, 2021. With the delegated act Regulation (EU) 2023/2485 of June 27, 2023 amending the delegated act Regulation (EU) 2021/2139 of June 4, 2021, both the number of economic activities concerned and the technical assessment criteria to be used for the assessment have again been significantly modified and expanded.

In addition, with regard to the four remaining environmental objectives in Annexes I to IV of the delegated act Regulation (EU) 2023/2486 of June 27, 2023 supplementing Regulation (EU) 2020/852, new economic activities have now been defined for the first time, together with the relevant technical assessment criteria, which are suitable for making a substantial contribution to these environmental objectives.

The new regulations are to be applied in the reporting year with the proviso that, in accordance with the newly created Article 10 (6) of Regulation (EU) 2021/2178, non-financial companies only disclose the Taxonomy-eligible components of their total turnover and their investment and operating expenses with regard to the newly commenced economic activities. Further differentiation based on Taxonomy-aligned components is only planned for the following reporting year.

Given the new and topical nature of these reporting requirements and in response to the multiple formulations of uncertain interpretation, we feel that a significant degree of discretion is required of the respective reporter in interpreting and construing the statutory regulations of the EU Taxonomy. We will therefore monitor the reporting and publications concerning the EU Taxonomy Regulation, in particular the FAQ documents published by the European Commission, on an ongoing basis and make corresponding adjustments in subsequent years as necessary.

## Application of the EU Taxonomy to HEIDELBERG's business activities

In accordance with Article 8 of the EU Taxonomy Regulation and the supplementary delegated acts, Heidelberger Druckmaschinen Aktiengesellschaft discloses the reportable component of Taxonomy-eligible and Taxonomy-aligned Group-wide turnover, capital expenditure (CapEx) and operating expenditure (OpEx) per economic activity for financial year 2023/2024 in relation to the relevant environmental targets in the non-financial report 2023/2024.

In an in-depth analysis of the EU Taxonomy Regulation, the revenue-generating economic activities of Heidelberger Druckmaschinen Aktiengesellschaft were classified by an interdisciplinary project team, taking into account the NACE codes. In the context of this product sales-oriented approach, we initially classify an economic activity as independently Taxonomy-eligible only if its end product results from an economic activity listed in the delegated acts and generates corresponding net sales revenues on the external sales market.

Conversely, activities that only take place within the internal production process and almost exclusively produce auxiliary or intermediate products that are subsequently used as input factors in the corresponding end products are not economic activities subject to reporting in their own right but are assigned to the higher-level output-based economic activity.

We also report additional economic activities within the reportable investment and operating expenses if the products and services we purchase or individual measures implemented and ready for use within 18 months can be allocated to these Taxonomy-eligible economic activities.

In accordance with the requirements of the EU Taxonomy Regulation, we have identified the operations of the foundry in Amstetten (economic activity 3.9. “Manufacture of iron and steel”, NACE code C24.51 “Iron foundry”) and the production of Wallboxes in Wiesloch-Walldorf as covered by the Taxonomy and therefore Taxonomy-eligible with regard to the environmental objective “climate change mitigation”.

In financial year 2023/2024, we will allocate the Wallboxes to the newly created economic activity 3.20. “Manufacture, installation, and servicing of high, medium and low-voltage electrical equipment for electrical transmission and distribution that result in or enable a substantial contribution to climate change mitigation”. In the previous year, these were still assigned to economic activity 6.15. “Infrastructure enabling road transport and public transport”, technical evaluation criterion 1 (a) “Electric charging stations”. The new economic activity 3.20. is explicitly aimed at the manufacture of charging stations, which is why the reclassification will lead to the disclosure of more reliable and relevant information.

Both economic activities are conducive to the environmental objective of “climate change mitigation”, be it the casting of iron with its particularly carbon-efficient production or Wallboxes that contribute to the electrification of personal mobility.

With the adoption of Regulation (EU) 2022/1214 of March 9, 2022 amending the delegated act Regulation (EU) 2021/2139, the environmental objectives “climate change mitigation” and “climate change adaptation” have been supplemented by specific economic activities in the field of nuclear energy and the use of fossil gas.

With regard to the environmental objective “Transition to a circular economy”, we were able to identify the Prinect software developed in-house (economic activity 4.1. “Provision of data-driven IT/OT solutions”) as Taxonomy-eligible by applying the classification criteria.

By systematically recording, processing and monitoring machine data and integrating the printing press into the Prinect workflow, necessary maintenance measures can be initiated preemptively and downtimes reduced. Monitoring the machine’s performance data also enables highly efficient operation, increased productivity and, therefore, a reduction in waste and energy consumption during printing.

The vast majority of the economic activities of the German plant and mechanical engineering industry are currently excluded from the EU Taxonomy Regulation. Even though we are developing and producing increasingly resource-efficient products and, for example, have already integrated the stipulations of the European Restriction of Hazardous Substances Directive (2011/65/EU) into the development and procurement process for the printing press business area without a statutory obligation, we therefore cannot include Heidelberger Druckmaschinen Aktiengesellschaft’s core business, the manufacture of printing presses, in the analysis.

In addition to pure printing press production, we have always offered our customers comprehensive services along the entire life cycle of our machines. These include repair services, the supply of spare parts at all times and the purchase or return of remarketed equipment, which is then refurbished and resold.

As part of our “Second Life Strategy” initiated in this financial year, we also offer a comprehensive refurbishment program to extend the useful life of certain large-format machines.

Although these economic activities have all been defined by the EU Commission as part of the environmental objective “Transition to a circular economy”, their specific applicability is reserved for products manufactured by economic activities assigned to specific NACE codes. As the NACE code C.28.99, which is relevant for the manufacture of printing presses, is not listed here, we are unable to apply the regulation.

We do not understand why our packaging printing machines in particular, which are used to print and finish paper and cardboard-based packaging, are supposedly unable to contribute to the transition to a circular economy, while manufacturers of machines for processing plastics and rubber (C.28.96) are explicitly covered by the scope of the standard, either from a sustainability or competition perspective, and we have already contacted the relevant EU Commission reporting office in this regard.

### Overview of sales-oriented Taxonomy-eligible economic activities

Environmental goal	Economic activities	Description	NACE code/allocation decision
Climate change mitigation	3.9. Manufacture of iron and steel	Iron foundry on Amstetten site	C24.51
Climate change mitigation	3.20. Manufacture, installation, and servicing of high, medium and low-voltage electrical equipment for electrical transmission and distribution that result in or enable a substantial contribution to climate change mitigation.	Production of Wallboxes and integrated charging solutions for e-mobility at the Wiesloch-Walldorf production site	The charging stations we produce for electric vehicles support the development of the electrical infrastructure and thus contribute to the ongoing electrification of transportation and emissions-free mobility.
Transition to a circular economy	4.1. Provision of data-driven IT/OT solutions	Provision of the Prinect workflow for data- and IT-supported control of the entire printing process	The Prinect software is a software solution that enables remote maintenance and resource-efficient production control and helps to prevent functional failures, keep the devices in optimum operating condition, extend their useful life and reduce the amount of waste generated in the production process.

### Substantial contribution – technical screening criteria

As the Wallbox production is assigned to a new economic activity and the Prinect software is to be reported as an economic activity for the first time in the reporting year as part of the environmental objective “Transition to a circular economy”, the following explanations for demonstrating Taxonomy-alignment relate exclusively to the Amstetten foundry.

According to the EU Taxonomy Regulation, the manufacture of iron and steel is a transitional activity and contributes substantially to climate change mitigation if the greenhouse gas emissions of the different manufacturing process steps do not exceed certain thresholds. In the case of cast iron, the threshold value is 0.299 t CO<sub>2</sub>e/t of product. Thanks to efficient production at the HEIDELBERG production site, this value was

far from being reached. The remaining technical evaluation criteria for confirming the substantive contribution are not relevant for the performance of the economic activity.

### No impairment of other environmental objectives (do no significant harm – DNSH)

The activities of the Amstetten foundry do not affect the achievement of the five other EU environmental targets:

#### – Climate change adaptation

A climate risk analysis was carried out for the production site in Amstetten. In the first step of the evaluation, the Taxonomy-eligible economic activities were screened in order to assess the expected lifetime of the activities and to identify the objects of investigation. The second step was to identify potential climate risks in a team with representatives from Site Management. The third step was

the risk evaluation of the identified risks for the climate scenarios RCP 2.6 (best case) and RCP 8.5 (worst case). The analysis of the RCP 8.5 scenario also did not identify any material risks.

– **Sustainable use and protection of water and marine resources**

The authorities do not require an environmental impact assessment at the Amstetten production site. The production site is located in a zone III water protection area, hence the maximum requirements of the German Water Resources Act and the General Administrative Regulation on the Protection of Waters must be satisfied. This includes the 100 percent retention of all substances harmful to water. Regular inspections are performed by TÜV, and the authorities receive all the related inspection reports. This monitoring and control mechanism can eliminate the risk of environmental damage and ensure that water bodies (especially groundwater) are in good condition.

– **Transition to a circular economy**

Regulation (EU) 2021/2139 does not yet contain any information on the objective of “transition to a circular economy” for economic activity 3.9. “Manufacture of iron and steel”.

– **Pollution prevention and control**

Regular readings are taken to ensure that the Amstetten production site complies with the statutory emissions thresholds of the German Technical Instructions on Air Quality Control. The results of these readings verify the compliance with the statutory provisions. All substances used in the course of the business are subject to an approval process and are regularly checked as part of the material compliance process. In this way, we ensure that the activity is in accordance with the requirements of Annex C.

– **Protection and restoration of biodiversity and ecosystems**

No environmental impact assessment (EIA) pursuant to CDA I Annex D is required for the Amstetten site. In the course of an environmental impact assessment (EIA) pursuant to CDA I Annex D para. 3, it was verified that there was no direct impact and therefore no remedial measures needed to be taken.

## Compliance with minimum safeguards

The EU Taxonomy Regulation requires companies to comply with minimum safeguards, including the OECD Guidelines, the UN Guiding Principles, the International Bill of Human Rights and the ILO Declaration on Fundamental Principles. As a responsible company, HEIDELBERG has made a commitment to uphold these international standards. HEIDELBERG is committed to the ten principles of the UN Global Compact, including combating corruption, compliance with tax laws and the fostering of fair competition.

In policy documents, such as codes of conduct, a human rights policy and the compliance guidelines, the Group’s Management Board has established the compliance principles to which the Company is committed. HEIDELBERG has undertaken to act with integrity and in compliance with the law, and it has embedded this commitment in its corporate culture and structures. Protecting and respecting human and employee rights (which also includes health and safety in the workplace, the right to freedom of association, the prohibition of child labor and avoiding forced labor) and preventing bribery and corruption are a key component of the Group’s system of values. The specific measures in these areas are described in the sections “Respecting human rights” and “Preventing bribery and corruption”, for example.

In the context of economic activity 3.9. “Production of iron and steel”, the process for complying with the minimum safeguards not only includes the risk analysis of the Company’s own business activities, but also of its direct and indirect business partners in the value chain. The basis for this is the supplier check using a software tool. The extended supply chain is checked on a random basis, particularly if we are aware of high-risk sub-suppliers, such as for raw iron, by requesting and checking evidence of compliance with the minimum safeguards in the supply chain via the supplier or directly from the sub-supplier.

Tax regulations are complied with internationally and the corresponding tax risks are continuously assessed. HEIDELBERG also aims to promote and support free and fair competition. In this context, antitrust guidelines were published in financial year 2022/2023 and communication and training activities were prepared and launched. The minimum safeguards are upheld in all four areas with the aid of Group-wide guidelines, reporting channels and various systems (such as the Internal Control System (ICS) and Internal Audit (IA)).

### Reportable key performance indicators (KPIs) according to the EU Taxonomy Regulation

Our reporting is based on the guidelines for the three reportable key performance indicators (KPIs) of turnover, capital expenditure (CapEx) and operating expenditure (OpEx). The templates for the KPIs of non-financial undertakings provided for by Annex II to the Delegated Regulation of July 6, 2021 can be found in the section “Overview of KPIs” on pages 45 to 51.

The financial data relevant to HEIDELBERG has been taken from the IFRS consolidated financial statements for financial year 2023/2024. Double counting is avoided by the separation of economic activities. As far as possible, the data was allocated directly to the respective economic activity. If an individual breakdown was not possible on account of restrictions in the system, these have been assigned to the Taxonomy-non-eligible area of printing press production in cases of doubt.

In the following section, we present the respective share of our Group revenue, capital expenditures (CapEx) and operating expenditures (OpEx) for financial year 2023/2024 based on Taxonomy-eligible and Taxonomy-aligned economic activities that fall under the six environmental objectives pursuant to Article 8 of the EU Taxonomy Regulation. The full EU Taxonomy templates prescribed by law can also be found in the section “Overview of KPIs” on pages 45 to 51. The values in the EU Taxonomy reporting forms in the section “Overview of key figures” are indicated with one or two decimal places. In individual cases, rounding may mean that values do not add up exactly to the totals shown and that percentages cannot be derived precisely from the values shown.

### Turnover

The definition of turnover in accordance with the EU Taxonomy Regulation corresponds to the sales reported in the IFRS consolidated financial statements, which total € 2,395.21 million for financial year 2023/2024 (previous year: € 2,434.53 million) and are reported in the “Notes to the consolidated income statement” section in the Notes to the consolidated financial statements” in the Annual Report 2023/2024. Further information on the consolidated income statement of the HEIDELBERG Group can be found in the Annual Report 2023/2024.

Taxonomy-relevant sales correspond to the share of turnover of goods or services associated with Taxonomy-relevant economic activities (numerator) in the total sales of the HEIDELBERG Group reported in the consolidated income statement (denominator). The total amount of identified Taxonomy-relevant turnover amounted to € 115.03 million in the reporting year (previous year: € 70.42 million) and resulted from the economic activities of the foundry in Amstetten, the production of Wallboxes and the provision of our Prinect software, which were recorded by the Taxonomy and identified as Taxonomy-relevant. All revenue reported here results from contracts with customers in accordance with IFRS 15 as referred to by section 1.2.3.1 of Annex I to the Delegated Regulation of July 6, 2021. Double counting is not possible as the economic activities are assigned to different product groups or product lines in our ERP systems and there are no interdependencies. The relevant turnover can thus be read directly from the ERP system. Exclusively external turnover is reported, whereas intragroup turnover is eliminated and not included in the turnover KPIs.

With regard to the Amstetten foundry, it was possible to provide the necessary evidence of compliance with the technical assessment criteria for the environmental objective of “climate change mitigation” and “minimum safeguards”. The business activities of the Amstetten foundry are therefore to be regarded as Taxonomy-aligned economic activities. Accordingly, turnover of € 48.26 million (previous year: € 70.42 million) were generated from Taxonomy-aligned business activities in the reporting year. The year-on-year decline is due to the fact that the proof of conformity for Wallbox production has not yet been provided due to allocation to a new economic activity.

In addition to business with external customers, the Amstetten foundry generated Taxonomy-aligned internal sales of a further € 93.25 million (previous year: € 110.20 million) in the past financial year 2023/2024. This mainly relates to cast components that are produced for Taxonomy-non-eligible printing press production.

Turnover from Taxonomy-eligible but not Taxonomy-aligned economic activities amounted to € 66.77 million in financial year 2023/2024 (previous year: € 0 million due to the fact that all Taxonomy-relevant economic activities were able to be reported as Taxonomy-aligned in the previous year). Of this, € 8.41 million is attributable to Wallbox production, which is allocated to the newly added economic activity 3.20. A further € 58.36 million is attributable to turnover, which was reported for the first time in the 2023/2024 reporting year in connection with the Prinect software solution.

The Taxonomy figures for turnover can be found in the “Overview of key figures” section on page 48.

### Capital expenditure (CapEx)

Reportable capital expenditure (CapEx) is defined by the EU Taxonomy Regulation as the respective proportion of additions to property, plant and equipment and intangible assets associated with Taxonomy-eligible or Taxonomy-aligned economic activities in the reporting year before depreciation, amortization and write-downs and remeasurement (numerator) in relation to the total capital expenditure (CapEx) of the HEIDELBERG Group (denominator). The total amount of CapEx of the HEIDELBERG Group in financial year 2023/2024 amounted to € 89.65 million (previous year: € 101.01 million) as a result of the additions to intangible assets and property, plant and equipment in the “Development of intangible assets, property, plant and equipment and investment property” section of the Annual Report 2023/2024 and mainly relates to additions to intangible assets pursuant to IAS 38, property, plant and equipment pursuant to IAS 16 and right-of-use assets from leases pursuant to IFRS 16.

The calculation of the reportable CapEx is derived directly from the inventory-managing ERP systems and by selecting

the cost centers assigned to the respective economic activities. This allows us to ensure data integrity and consistency within the KPIs in the reporting period and avoid double counting on the system side. In the interests of reliable and prudent reporting in line with readers needs, where doubt exists we have opted not to use an approximate breakdown and instead report the relevant CapEx as entirely Taxonomy-non-eligible.

The identified Taxonomy-relevant CapEx amounted to € 23.63 million in the reporting year (previous year: € 13.27 million) and comprises investments in connection with assets or processes that are associated with a Taxonomy-eligible or Taxonomy-aligned economic activity (section 1.1.2.2 (a) of Annex I to the Delegated Regulation of July 6, 2021).

On the other hand, investments pursuant to section 1.1.2.2 (c) of Annex I of the Delegated Regulation of July 6, 2021 are also included. In this case, the reportable CapEx is determined by selecting the respective asset acquisition lists for financial year 2023/2024 and amounts to € 20.70 million (previous year: € 11.12 million). If an investment can be assigned to an economic activity that potentially serves several environmental objectives, we do not use a key and assign the economic activity entirely to the environmental objective that we believe primarily benefits from the investment.

The products and services purchased fall under the following economic activities, all of which are assigned to the environmental goal of “climate change mitigation”:

- 4.9. “Transmission and distribution of electricity”
- 4.10. “Storage of electricity”
- 6.5. “Transport by motorbikes, passenger cars and light commercial vehicles”
- 6.13. “Infrastructure for personal mobility, cycle logistics”
- 6.15. “Infrastructure enabling low-carbon road transport and public transport”
- 7.2. “Renovation of existing buildings”
- 7.3. “Installation, maintenance and repair of energy-efficient equipment”
- 7.6. “Installation, maintenance and repair of renewable energy technologies”

In the past financial year 2023/2024, these economic activities (referred to in the following paragraph as “EA”) primarily included investments in electricity distribution grids and transformer stations (EA 4.9.), acquisition of electricity storage solutions (EA 4.10.), additions to assets from vehicle leases (EA 6.5.), development of charging infrastructure for e-bikes (6.13.), redesign of roads and footpaths at the Wiesloch-Walldorf production site (EA 6.15.), roof modernization in production hall 6 at the Wiesloch-Walldorf production site (EA 7.2.), extensive renovation measures (in particular renewal of lighting and ventilation) in individual production halls and in the main administration building (EA 7.3.) and the planning of a photovoltaic system at the Wiesloch-Walldorf production site (EA 7.6.). The increase compared to the previous financial year 2022/2023 is due in particular to an increase in newly concluded car leases (EA 6.15.) as well as extensive modernization measures (EA 7.2.) at the Wiesloch-Walldorf production site. Our suppliers were unable to provide the necessary evidence of any alignment of the work done, hence these are all presented as not Taxonomy-aligned.

There were no CapEx plans to expand Taxonomy-aligned economic activities or to allow Taxonomy-eligible economic activities to become Taxonomy-aligned (section 1.1.2.2 (b) of Annex I to the Delegated Regulation of July 6, 2021) in financial year 2023/2024, hence no such Taxonomy-aligned CapEx has been reported.

In financial year 2023/2024, the Taxonomy-aligned CapEx exclusively comprises the capital expenditure of the Taxonomy-aligned business activities of the Amstetten foundry and amounts to € 2.44 million (previous year: € 2.15 million). The Taxonomy-aligned CapEx in financial year 2023/2024 consists exclusively of additions to property, plant and equipment in accordance with IAS 16 as referred to by section 1.2.3.2 of Annex I to the Delegated Regulation of July 6, 2021.

CapEx from Taxonomy-eligible but not Taxonomy-aligned economic activities amounted to € 0.49 million in financial year 2023/2024 (previous year: € 0 million; due to the fact that all Taxonomy-relevant economic activities were able to be reported as Taxonomy-aligned in the previous year). Of this, € 0.25 million is attributable to Wallbox production and € 0.24 million to capital expenditures in connection with the Prinect software solution. The Taxonomy-eligible CapEx in financial year 2023/2024 is made up of additions to property, plant and equipment (IAS 16) and additions to capitalized right-of-use assets (IFRS 16) within the meaning of section 1.2.3.2 of Annex I of the Delegated Regulation of July 6, 2021.

The Taxonomy key figures for capital expenditure (CapEx) can be found in the section “Overview of key figures” on page 49 to 50.

### **Operating expenditure (OpEx)**

The operating expenses to be reported (OpEx) correspond to the share of direct non-capitalized costs within the meaning of section 1.1.3.1 of Annex I of the Delegated Regulation of July 6, 2021, which are associated with Taxonomy-eligible and Taxonomy-aligned economic activities (numerator) in the total amount of Taxonomy-relevant operating expenses (OpEx) of the HEIDELBERG Group (denominator).

The total amount of operating expenses (OpEx) for the HEIDELBERG Group as defined by the EU Taxonomy of € 114.89 million (previous year: € 109.28 million) includes the expenses in the area of maintenance (maintenance, repair and cleaning), the expenses for research and development reported in the notes to the consolidated financial statements (see Annual Report section “Notes to the consolidated statement of financial position” - Note 18 “Intangible assets”) and the expenses from short-term leases (see Annual Report section “Notes to the consolidated income statement” - Note 13 “Other operating expenses”).



The reportable OpEx is determined on the basis of a direct derivation from the respective income statement accounts of the relevant ERP systems and a selection of the cost centers assigned to the respective economic activities. This allows us to ensure data integrity and consistency within the KPIs in the reporting period and avoid double counting in the system.

The Taxonomy-relevant OpEx identified in financial year 2023/2024 amounted to € 8.20 million (previous year: € 2.5 million). The increase is mainly due to a non-capitalized R&D project for Wallbox production.

The Taxonomy-aligned OpEx amounts to € 3.49 million (previous year: € 2.5 million), is entirely attributable to the Taxonomy-aligned economic activity of the Amstetten foundry (section 1.1.2.2 (a)) and is exclusively due to maintenance and repair measures at the production site.

Taxonomy-aligned OpEx amounted to € 4.71 million in financial year 2023/2024 (previous year: € 0 million; due to the fact that all Taxonomy-relevant economic activities were reported as Taxonomy-aligned in the previous year). An amount of € 4.70 million is attributable to Wallbox production (section 1.1.2.2 (a)); which is almost entirely made up of non-capitalized research and development costs of € 4.66 million. An amount of € 0.01 million is attributable to the Prinect software solution within the meaning of section 1.1.2.2 (a).

An OpEx within the meaning of section 1.1.2.2 (c) of Annex I to the Delegated Regulation of July 6, 2021 is not reported, as the measures listed there are of minor importance in the business model of a printing press manufacturer.

As there were no CapEx plans to expand Taxonomy-aligned economic activities or to allow Taxonomy-eligible economic activities to become Taxonomy-aligned (section 1.1.2.2 (b) of Annex I to the Delegated Regulation of July 6, 2021) in the past financial year, we can also report no OpEx as referred to by section 1.1.3.2 (b) *ibid*.

The Taxonomy key figures for operating expenses (OpEx) can be found in the section “Overview of key figures” on page 51.

## Materiality analysis

HEIDELBERG uses a materiality analysis to identify topics and focus areas that are relevant to its business activities and stakeholders. The materiality analysis conducted in 2021 forms the basis for its sustainability activities and this report. It was performed in conjunction with internal stakeholders and experts from the specialist departments.

In the course of the semi-annual ESG Council in March 2023, HEIDELBERG conducted a critical review of the key aspects. For the HEIDELBERG Group, the non-financial aspects subject to disclosure were allocated to the minimum aspects subject to reporting in accordance with the double materiality requirement pursuant to section 289c (3) HGB.

HEIDELBERG is currently preparing its reporting for the upcoming requirements of the Corporate Sustainability Reporting Directive (CSRD) and the introduction of the European Sustainability Reporting Standards (ESRS). As part of this project, a comprehensive revision of the materiality analysis was commenced in the past financial year 2023/2024. The findings already obtained were compared with the aforementioned aspects of the materiality analysis carried out in financial year 2022/2023.

As a result, the topic of “data protection and data security”, which was not previously identified as material, proved to be relevant and is described as an additional section in the report.

The reportable aspects of this report are as follows:

- **Environmental issues:** Sustainable products | Sustainable production | Climate strategy
- **Employee issues:** Occupational health and safety | Attractive working conditions | Demographic management
- **Social issues:** Diversity and inclusion | Education | Social engagement
- **Prevention and corruption:** Prevention of bribery and corruption
- **Data protection and data security**
- **Respect for human rights:** Sustainable and social supply chain

## Environmental issues

For the HEIDELBERG Group, economical and ecological use of resources is part of its understanding of values. Compliance with legal requirements for operational and product-related environmental protection is a matter of course for HEIDELBERG. HEIDELBERG coordinates the implementation of measures both in terms of operational and product-related environmental protection throughout the Group. As part of the ISO 14001 environmental management system, processes have been established to ensure knowledge of relevant environmental legislation. In addition to the legally mandated functions, there are environmental and energy officers at all German production sites and at the production site in St. Gallen, who deal with the relevant issues of operational environmental protection and ensure compliance with legal requirements together with the specialist departments.

As a company that has been certified in accordance with ISO 9001/14001 for many years – this covers the seven development and production sites in Germany (Amstetten, Brandenburg, Kiel, Langgöns, Ludwigsburg, Weiden and Wiesloch-Walldorf) and the HEIDELBERG production sites in China (Qingpu) and Switzerland (St. Gallen) – we are committed to continuous improvement. HEIDELBERG produces postpress equipment at the Sidney (USA) production site with around 15 employees. Due to the size of the site, it is not ISO 9001/14001 certified. This means that 10 out of 11 HEIDELBERG production sites have a combined quality and environmental management system (ISO 9001 and ISO 14001). The iron foundry at the Amstetten site, HEIDELBERG's most energy-intensive site (around 60 percent of the energy requirements of all production sites), has also been certified in accordance with DIN ISO 50001 (energy management) since 2012. The certification process allows HEIDELBERG to identify potential improvements at an early stage and detect rationalization potential. Based on the experience gained and the positive effects of such certification, HEIDELBERG will have further sites certified to ISO 50001 in the future. The Wiesloch-Walldorf, Brandenburg and Kiel sites are currently in the preparation phase, so corresponding certification of the sites should be completed in financial year 2025/2026. This is also how HEIDELBERG is responding to

future legal requirements. These internationally recognized certifications strengthen the trust placed in HEIDELBERG by its customers, partners and public stakeholders and improve liability risks and legal certainty. The active involvement of management system officers and other employees raises awareness for the key environmental impacts of the divisions. Measures that contribute to reducing the environmental impact or improving environmental performance are anchored in the processes and activities. The management review process enables HEIDELBERG to obtain feedback and make any necessary adjustments and changes to the planning process.

In the course of its materiality analysis, HEIDELBERG has identified the topics of sustainable production and, in turn, climate strategy, as being essential. Due to the production structure of the sites and the high level of vertical integration at HEIDELBERG, energy and resource efficiency and the consumption and emissions associated with this are of central importance. Furthermore, climate protection along the entire value chain is essential, so we also want to positively influence upstream and downstream emissions as part of our climate strategy.

In the non-financial report for financial year 2022/2023, the topic of water consumption was considered to be relevant for HEIDELBERG, as it is a basic requirement for site operations at all HEIDELBERG locations. At HEIDELBERG, water is required for sanitary purposes (toilet flushing, hand washing and showers) and for technical systems (foundry, burnishing shop, hardening shop, paint shop, cooling towers, cooling lubricants, air conditioning systems and, in some areas, also for air humidification). Site analyses revealed that none of the current HEIDELBERG sites are located in a country with an acute water shortage, which is why the issue was given a lower priority in the past financial year 2023/2024 and no immediate measures were initiated. Nevertheless, HEIDELBERG pursues the goal of avoiding unnecessary water consumption across all sites through responsible behavior and continuous monitoring. The issue will continue to be monitored in order to further reduce water consumption and to identify and respond to potential risks associated with water scarcity at an early stage. Therefore, key figures concerning water will continue to be reported.

## Environmental figures

The environmental figures include HEIDELBERG's 11 production and development sites (Wiesloch-Walldorf, Amstetten, Brandenburg, Qingpu (Shanghai), Kiel, Ludwigsburg, Weiden, Langgöns, St. Gallen, Herisau and Sidney (USA)). They do not include HEIDELBERG's sales locations (Sales and Service Units; SSUs). These are taken into account in the calculation of Scope 3 emissions.

The table at the end of this section shows the consumption of all the production and development sites. Fuels for the vehicle fleet/processes include consumption for vehicles (all Group-wide vehicles, internal logistics), fuels for the operation of emergency (power) generators at the largest production sites (corresponding consumption is derived from trial operation to check the functionality of the generators) and fuels for production-related processes (such as High Velocity Oxygen Fuel Coating; HVOF). The four biggest production and development sites (Wiesloch-Walldorf, Amstetten, Brandenburg and Qingpu (Shanghai)) account for over 95 percent of Group-wide energy consumption and are therefore shown separately in the table.

In addition to the key figures for the above-mentioned locations, HEIDELBERG publishes further key figures such as water consumption, CO<sub>2</sub>e-emissions (broken down into Scope 1, 2 and 3), the total amount of energy used and the amount of waste generated. Newly reported key figures for the past financial year 2023/2024 are the electricity generated by the photovoltaic systems installed and more detailed waste volumes, such as hazardous waste for recycling, hazardous waste for disposal and the waste recycling rate, in order to enable a differentiated assessment beyond the topic of energy.

Thanks to strategic decisions taken in recent years, including lowering room temperatures, using production fluctuation-specific outage measures and energy-related refurbishment measures, significant improvements in energy consumption have recently been achieved.

These were achieved primarily by implementing the measures consistently. The mild weather conditions were almost identical to the previous year, meaning that the figures are almost directly comparable. In the financial year 2023/2024, total energy consumption was 8.7 percent\* lower than in the previous year, while weather-adjusted total energy consumption decreased by 8.5 percent.\*

The measures implemented in financial year 2022/2023 (e.g. lowering room temperatures) as part of the impending gas shortage were largely continued in financial year 2023/2024

due to the positive effects. The Wiesloch-Walldorf and Ludwigsburg sites in particular were able to reduce gas consumption by 6.8 percent\* and 11.4 percent\* respectively compared to the previous financial year 2022/2023. District heating consumption in Brandenburg was also reduced by 8.1 percent\* in this context. At 1.0 percent of total energy consumption, heating oil continues to play a minor role in terms of HEIDELBERG's energy mix.

At the Qingpu site, new production processes have been established and existing processes expanded. This has led to a significant increase in electricity consumption from around 7 GWh\* in financial year 2021/2022 to around 9 GWh\* in financial year 2023/2024. This was mainly due to new machine tools, the need for air-conditioning to maintain stable conditions for the production processes, and the construction of a precision measurement facility to monitor the quality of the manufactured parts.

The share of renewable energies in the electricity purchased by the four largest sites (calculated on the basis of the weighted average shares of the individual sites) continued to increase. In financial year 2023/2024, the share rose from 48.2 percent\* to 55.5 percent. This was because Amstetten accounts for 64.3 percent\* of total electricity consumption, and the new fuel mix disclosure includes a significantly higher share of renewable energies. Total electricity consumption at all 11 production and development sites fell by 10.8 percent\* in the reporting period.

For Scope 1 and 2 emissions, this equated to a reduction of 14.8 percent\* compared to the previous year. The reduction in Scope 1 emissions was due to lower consumption as a result of specific measures to save energy.

The key figure for Scope 1 and 2 emissions per € 1 million in sales published in financial year 2022/2023 fell to 23.4 tons of CO<sub>2</sub>e/€ millions in sales due to the decline in the corresponding emissions, which equates to a decrease of 13.4 percent\* compared to the previous year.

At 49.4 percent\* (previous year: 51.4 percent\*) at the Wiesloch-Walldorf production site, 27.9 percent\* (previous year: 30.3 percent\*) at the Amstetten production site and 11.7 percent\* (previous year: 9.9 percent\*) at the Qingpu production site, water procurement fell by 11.7 percent\* compared to the previous year. The waste volume decreased by 9.8 percent\* and the waste recycling rate was 95.6 percent.

\* Voluntary information, not verified by an independent auditor

## Overview Environmental KPIs input

	Unit	2021/2022	2022/2023	2023/2024	Change 2022/2023 vs. 2023/2024 in %
<b>Input</b>					
Energy consumption, total <sup>1)</sup>	GWh/a	256*	221*	202	- 8.7*
of which:					
Electricity <sup>2)</sup>	%	52.1*	60.7*	59.3*	
Natural gas <sup>2)</sup>	%	37.7*	30.7*	31.7*	
Heating <sup>2)</sup>	%	2.1*	2.0*	2.0*	
Oil <sup>2)</sup>	%	0.8*	0.3*	1.0*	
Fuel (vehicle fleet/production processes) <sup>2)</sup>	%	7.3*	6.3*	6.0*	
Energy consumption by site:					
Wiesloch-Walldorf <sup>2)</sup>	%	44.5*	38.0*	38.8*	
Heidelberg <sup>2)</sup>	%	-	-	-	
Amstetten <sup>2)</sup>	%	41.9*	46.8*	45.4*	
Brandenburg <sup>2)</sup>	%	5.7*	6.2*	6.0*	
Qingpu <sup>2)</sup>	%	3.2*	4.2*	5.1*	
Others <sup>2)</sup>	%	4.7*	4.8*	4.7*	
Energy consumption, total (weather-adjusted) <sup>3)</sup>	GWh/a	253*	226*	206	- 8.5*
Share of renewable energies in purchased electricity (Wiesloch-Walldorf, Amstetten, Brandenburg and Qingpu sites)	%	27.2*	48.2*	55.5	
Electricity generation from own PV	kWh	685,919*	734,648*	1,420,889	93.4*
Water consumption, total <sup>4)</sup>	m <sup>3</sup> /a	170,731*	165,224*	145,952	- 11.7*
of which:					
Wiesloch-Walldorf <sup>2)</sup>	%	55.4*	51.4*	49.4*	
Heidelberg <sup>2)</sup>	%	-	-	-	
Amstetten <sup>2)</sup>	%	27.8*	30.3*	27.9*	
Brandenburg <sup>2)</sup>	%	5.7*	4.3*	5.6*	
Qingpu <sup>2)</sup>	%	7.5*	9.9*	11.7*	
Others <sup>2)</sup>	%	3.6*	4.0*	5.4*	

\* Voluntary disclosure, not reviewed by the independent auditor

<sup>1)</sup> Total energy consumption of the I1 production and development sites, including vehicle fleet, Company fueling stations, and fuel used in production-related processes. The Heidelberg site is not included from January 1, 2021

<sup>2)</sup> In accordance with VDI 2067, the heating energy supplied was adjusted based on the degree days figure of the Heidelberg weather station. In the year under review, the reference year was defined as the average for the financial years 2013/2014 to 2022/2023

<sup>3)</sup> Figures relate to the I1 production and development sites (see the list under "Environmental figures")

<sup>4)</sup> Voluntary breakdown, differentiation not reviewed by the independent auditor

## Overview Environmental KPIs output

	Unit	2021/2022	2022/2023	2023/2024	Change 2022/2023 vs. 2023/2024 in %
<b>Output</b>					
Scope 1 emissions, total <sup>1)</sup>	metric tons CO <sub>2</sub> e	27,590*	19,386*	19,269	- 0.6*
Scope 2 emissions, total <sup>1)</sup>	metric tons CO <sub>2</sub> e	64,189*	46,331*	36,693	- 20.8*
Scope 3 emissions, total	metric tons CO <sub>2</sub> e	1,975,842*	1,939,254*	1,839,967	- 5.1*
of which:					
Category 3.1 (Purchased goods and services) <sup>2)</sup>	%	37.19*	37.22*	35.48*	
Category 3.4 and 3.9 (Upstream and downstream transportation and distribution) <sup>2)</sup>	%	3.14*	3.68*	3.16*	
Category 3.6 (Business travel) <sup>2)</sup>	%	0.85*	1.02*	1.70*	
Category 3.11 (Use of sold products) <sup>2)</sup>	%	52.31*	51.47*	52.56*	
Other categories <sup>2)</sup>	%	6.51*	6.61*	7.10*	
Scope 1 and 2 emissions, total <sup>3)</sup>	metric tons CO <sub>2</sub> e	91,779*	65,717*	55,962	- 14.8*
Scope 1 and 2 and 3 emissions, total	metric tons CO <sub>2</sub> e	2,067,621*	2,004,971*	1,895,929	- 5.4*
Greenhouse gas (GHG) emissions (Scope 1 and 2)/ turnover	metric tons CO <sub>2</sub> e/ € millions	42.0*	27.0*	23.4	- 13.4*
Waste <sup>1)</sup>	metric tons	38,770*	35,266*	31,792	- 9.8*
of which:					
Hazardous waste for recycling	%	-	-	9.40	
Hazardous waste for disposal	%	-	-	0.50	
Recycling rate <sup>1)</sup>	%	96.12*	96.00*	95.57	

\* Voluntary disclosure, not reviewed by the independent auditor

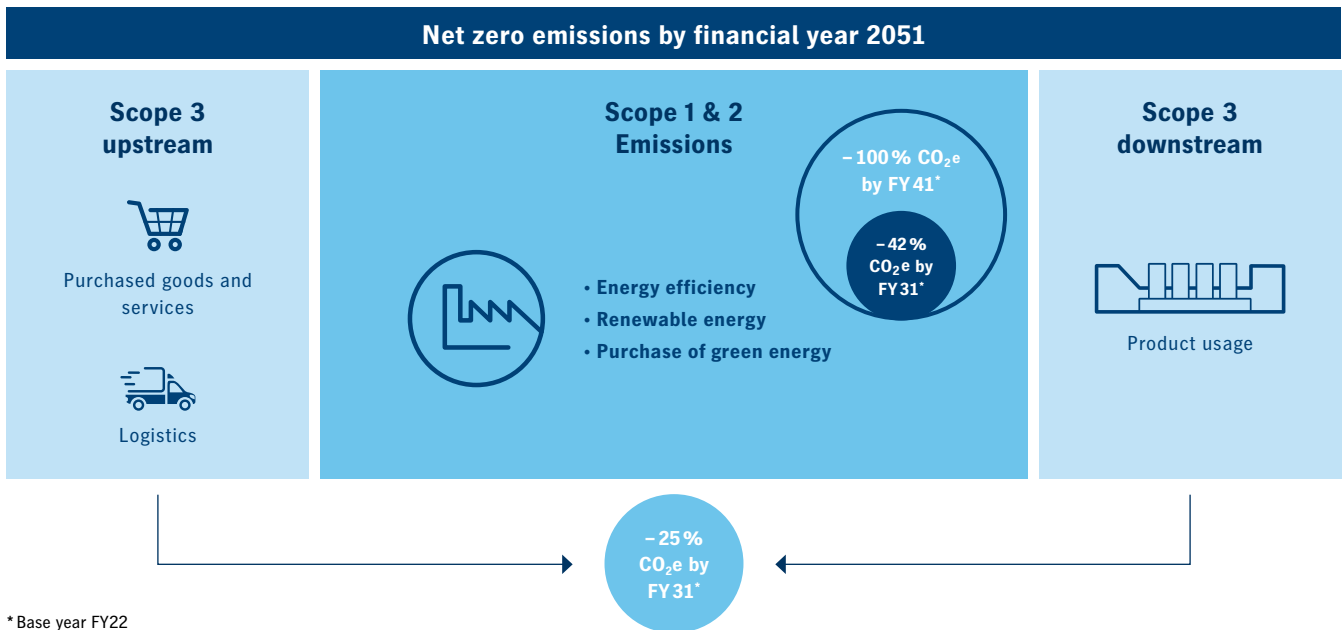
<sup>1)</sup> The figures relate to the 11 production and development sites (see the list under "Environmental figures").

<sup>2)</sup> Voluntary breakdown, differentiation not reviewed by the independent auditor.

<sup>3)</sup> CO<sub>2</sub> emissions resulting from energy and district heating supply are based on information from the respective electric utility at the particular site; other emissions are based on GEMIS and were updated to version 5.0 in the financial year 2021/2022.

# Climate strategy

## Climate strategy of HEIDELBERG



\* Base year FY22  
 Scope 1 and 2: 91,779 metric tons of CO<sub>2</sub>e  
 Scope 3: 1,975,842 metric tons of CO<sub>2</sub>e

Climate protection is one of the most pressing tasks of our time. The climate strategy adopted by HEIDELBERG in financial year 2021/2022 was therefore reviewed in the past financial year 2023/2024 to ensure it was up-to-date and aligned with future requirements. In the course of determining the corporate footprint for the first time in financial year 2022/2023, it became clear that emissions along the value chain (Scope 3) in particular offered the greatest potential for significant improvements at HEIDELBERG. The previous climate strategy had focused on reducing and avoiding Scope 1 and 2 emissions (production, development and sales locations). As these emissions represent only around 4 percent of the Company’s total emissions, an adjustment was necessary to take into account all of the CO<sub>2</sub>e emissions from HEIDELBERG’s value chain. With the newly adopted climate strategy, HEIDELBERG is striving to ensure that its business model is in line with the 1.5° path of the Paris Climate Protection Agreement.

HEIDELBERG is committed to the following short- and long-term science-based net zero CO<sub>2</sub>e reduction targets (based on the specifications of the Science-Based Target initiative) along its entire value chain up to financial year 2050/2051:

- Reduction of absolute Scope 1 and 2 CO<sub>2</sub>e emissions by 42 percent and absolute Scope 3 CO<sub>2</sub>e emissions by 25 percent by financial year 2030/2031.
- Reduction of absolute Scope 1, 2 and 3 CO<sub>2</sub>e emissions by 90 percent by financial year 2050/2051. The remaining 10 percent will then be offset with suitable compensation measures agreed within the framework of the SBTi.

Financial year 2021/2022 serves as the base year for the climate targets.<sup>1</sup>

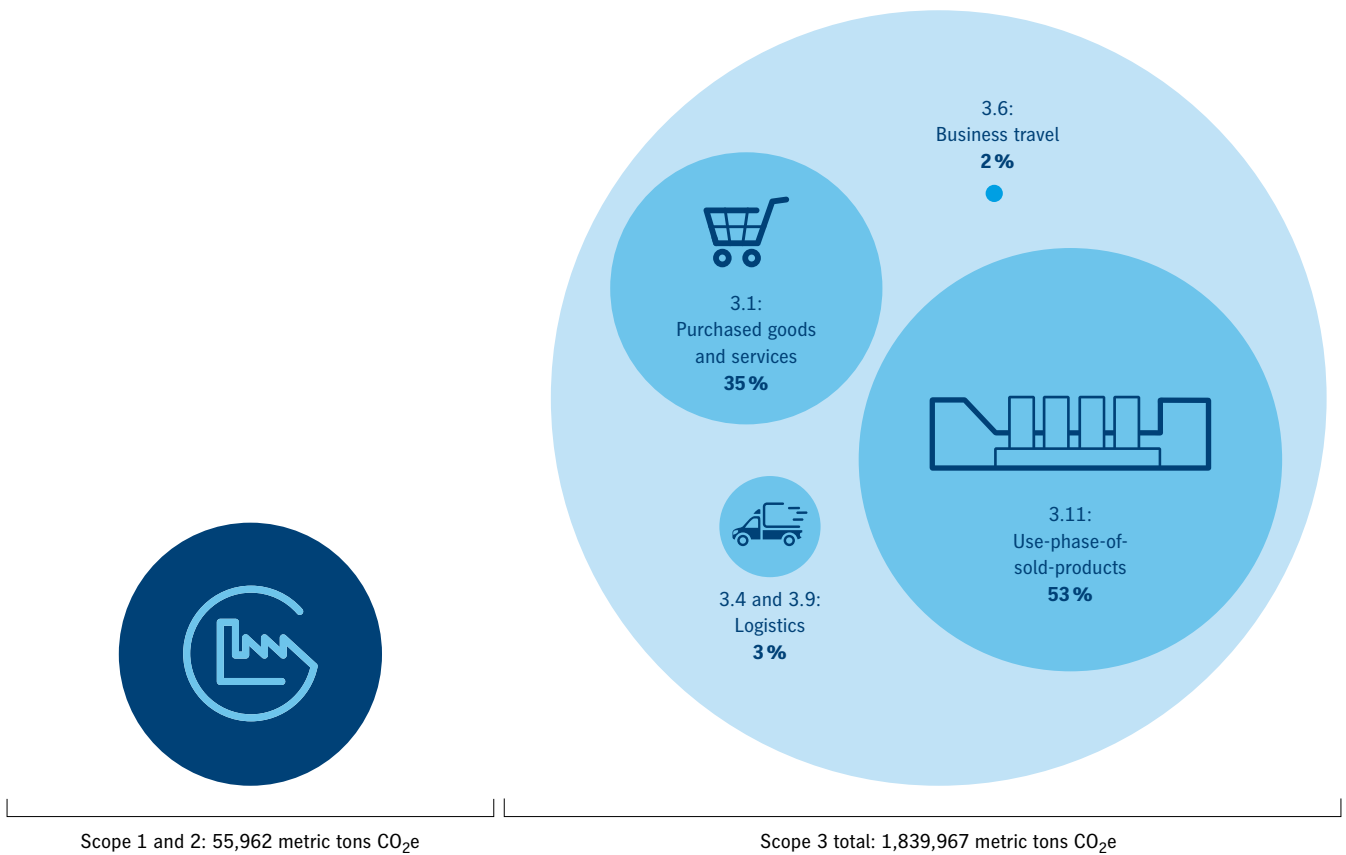
<sup>1</sup> Base year financial year 2021/2022: Scope 1 and 2 (91,779 metric tons CO<sub>2</sub>e), Scope 3 (1,975,842 metric tons CO<sub>2</sub>e)

HEIDELBERG remains committed to its goal set in financial year 2021/2022 of achieving CO<sub>2</sub>e-free production at its production and development sites (Scope 1 and 2) by calendar year 2040 in order to be in line with national and regional climate targets. To achieve this goal, HEIDELBERG is working on implementing the transformation concept developed in financial year 2022/2023 to make its production and development sites climate-neutral. Among other things, this provides for site-specific measures to increase energy efficiency and thus reduce Scope 1 and 2 emissions. Expanding in-house electricity production and green electricity procurement are further important building blocks in achieving this target.

The comprehensive survey of Scope 1, 2 and 3 emissions along HEIDELBERG's entire value chain based on the Greenhouse Gas Protocol serves as the basis for the newly adopted net zero CO<sub>2</sub>e emissions strategy up to financial year 2050/2051. Due to the heterogeneity of the data, including product group structures and product complexity, different approaches and evaluation models had to be applied to the survey methodology when determining Scope 3 emissions. For example, a weight and average data-based approach was selected for machines/prod-

ucts and production waste, while spend-based approaches were applied for some other categories. In the course of determining Scope 3 emissions, HEIDELBERG is continuously working on further refining the calculation methods so as to make the calculations more precise. The categories "3.1 Purchased goods and services", "3.11 Use phase of products sold" and "3.4 & 3.9 Logistics" account for around 90 percent of the HEIDELBERG Group's Scope 3 emissions.

The main drivers of the HEIDELBERG Group's Scope 3 emissions are the use phase of products sold, goods and services purchased, and logistics. To reach the targets set, suitable strategies and measures must be developed in the current financial year 2024/2025. Based on the insights gained, the focus areas include increasing the energy efficiency of the products sold, implementing measures for sustainable procurement of goods and services, and transitioning to emissions-free logistics – for example using e-fuels and battery-powered means of transportation. In many areas, HEIDELBERG relies heavily on cooperation with its partners and customers, as the targets set can only be achieved through dialogue and joint action.



### Sustainable production

At HEIDELBERG, sustainable production refers to a modern, flexible and cost-efficient production infrastructure in which high added value is created while making efficient use of resources. In this respect, resources may include employees as well as materials, energy and water. Optimal use of production and administrative space is an important factor in increasing the energy efficiency of sites and helps to reduce costs. Based on its modified production requirements, HEIDELBERG has developed strategies aimed at modernizing the infrastructure over the coming years and developing holistic energy concepts in order to reduce its energy consumption.

Since financial year 2013/2014, HEIDELBERG has been operating an energy monitoring system at its major German production and development sites in Wiesloch-Walldorf, Amstetten and Brandenburg, which is used to record and analyze energy consumption and flows. In 2019, the HEIDELBERG production site in Qingpu (China) was integrated into the system. The production sites in Kiel, Langgöns-Oberkleen, Ludwigsburg,

Weiden, St. Gallen and Herisau were also integrated into the system so that all of HEIDELBERG’s production and development sites are mapped in the energy monitoring system.

The Wiesloch-Walldorf, Amstetten, Brandenburg and Qingpu sites together account for over 95 percent of the HEIDELBERG Group’s energy consumption. HEIDELBERG currently has around 1,300 integrated measuring points and is working continuously to refine the meter infrastructure and define significant energy loads. The transparency thus gained will enable HEIDELBERG to reduce energy consumption and the associated environmental impact of energy transformation, transportation and distribution. In addition, the system helps to identify potential savings and to take environmental issues into account in decision-making processes. When implementing energy concepts and determining potential savings, this transparency helps to provide clarity and predictability with regard to the expected savings and is a basic requirement for being able to meet the ever-increasing reporting obligations in this area.



At HEIDELBERG's largest production site, Wiesloch-Walldorf, an energy concept was developed for assembly hall 06 with a production area of around 72,000 square meters in order to significantly reduce energy consumption (heat and electricity) in the coming years. The energy concept highlights the considerable potential for reducing energy requirements, which goes hand in hand with improved usability and comfort. Among other things, the heat requirement of the aforementioned hall can be reduced by up to 60 percent, and the electricity requirement (lighting and ventilation) can also be reduced based on current plans. With the possibility of using the roof area for photovoltaic systems following the roof renovation work, the aim is to increase the Company's in-house electricity generation in the future, boost the proportion of renewable energies and thus strengthen HEIDELBERG's energy self-sufficiency. Renovation work on the roof areas began in the past financial year 2023/2024 and has a planned project duration of three years. Based on the current planning status, the renovation work should be completed in financial year 2026/2027. The project is split into three construction phases. Each year, around one-third of the roof area is renovated and equipped with photovoltaic systems. Following the roof renovation work, a photovoltaic system with a planned total operating performance of up to 6 MWp is to be installed on the roof. The intention is to install the first section of the photovoltaic system as soon as the roof of the first construction phase of financial year 2024/2025 has been renovated. Together with the existing photovoltaic system on the roof of hall 10 with an output of 0.75 MWp and the photovoltaic system connected at the Amstetten site in fall 2023 with an output of around 3.6 MWp, a total output of around 9 MWp is to be installed by financial year 2027/2028. This is expected to meet around 8 percent of HEIDELBERG's total electricity requirements. This currently corresponds to a reduction in CO<sub>2</sub> emissions of around 3,000 metric tons.

The hall lighting is another important aspect. In hall 6, for example, this accounts for almost half of the hall's electricity consumption, meaning that further major savings potential can be realized by switching to LED lighting concepts. Based on the latest calculations, HEIDELBERG expects that the modernization of the lighting alone will lead to annual energy savings

of around 1.7 GWh (equivalent to around 537 metric tons of CO<sub>2</sub>). By renovating the roof (reducing heating requirements), installing the PV system (generating our own electricity) and optimizing the ventilation system (reducing electricity consumption), we are not only helping the environment but also increasing the competitiveness of the sites.

For this reason, HEIDELBERG has made these issues a particularly high priority and started additional projects to optimize sites and structures, such as at the Ludwigsburg production site, where the lighting in the production hall has been converted to LEDs. HEIDELBERG intends to modernize other sites and halls in the medium term based on the methods used and the experience gained.

Measures to reduce resource consumption are not only being worked on with regard to infrastructure; the production departments are also working intensively on this issue. The high degree of vertical integration allows HEIDELBERG to observe and optimize the value stream along the value chain. Projects in cooperation with universities, like the Institute for Production Management, Technology and Machine Tools (PTW) at TU Darmstadt, encourage the transfer of expertise and help us to realize further improvements. Examples include the "ETA in the existing building" project and DiNaPro. Both projects focus on energy efficiency in machining production. DiNaPro involves the use of a digital twin to record and improve sustainability aspects throughout the product development process. In addition, a cooperation project with the SRH University of Applied Sciences in Heidelberg, which offers the Climate Change Management and Engineering (CCME) course, was carried out in the past financial year. HEIDELBERG had the opportunity to involve young students as external energy consultants in order to get a more differentiated understanding of the insights gained from the aforementioned transformation concept. In the "energy and sustainability" project, the international student groups analyzed the energy flows at the Wiesloch-Walldorf production site and used case studies to develop energy concepts for the site that take into account the goal of climate neutrality. The results obtained are compared with the established transformation concept and the adopted climate strategy, and, ideally, expanded upon.

Our assembly area for industrial customers at the Wiesloch-Walldorf production site plays an important role in testing new assembly processes and methods. Our industrial customers benefit from our decades of experience in serial printing press assembly, while the decoupling from printing press production allows us to try out new concepts and introduce them on our assembly lines as applicable. The project initiated in financial year 2022/2023 to replace battery-powered screwdriving tools in assembly operations with mechanical solutions was classified as impractical due to unsuitable use cases.

The division is currently working on a strategy for CO<sub>2</sub>e transparency and sustainability in assembly. The aim of this measure is to make the emissions from the production process transparent and comprehensible for every employee. The project is being implemented as part of the ongoing refurbishment of the largest production hall at the production site and the installation of photovoltaic systems on the roof areas. In addition, a bachelor's thesis was undertaken in the Industrial Customer Business (ICB) and Computer-to-Plate (CTP) units, which involved determining the CO<sub>2</sub>e-emissions caused by assembly operations. Among other activities, two climatized rooms, which are required for controlling the temperature of reference devices for the qualification of laser modules and measuring equipment, were examined more closely with a view to improving their efficiency. If the project is realized, it would be possible to use one climate control system less, saving 17,500 kWh of electricity per year.

## Sustainable products

HEIDELBERG considers developing environmentally sound and sustainable products to be a part of its corporate responsibility. For this reason, an internal guideline has been established that forms the basis for systematically integrating regulatory environmental requirements into the development process. In line with this, development projects include a review of aspects including materials, chemicals, waste and energy. The aim is to reduce the environmental impact to a minimum and enable customers to produce in an ecologically and economically successful manner.

With a view to recording the environmental impact of the products we offer in as much detail as possible and identifying potential for improvement, HEIDELBERG has been preparing life cycle assessments and life cycle analyses for its products for some time now. These activities have been integrated into ISO 14001 management and are supported by standardized work instructions.

To provide an initial estimate of the CO<sub>2</sub>e footprint in the early phase of product development, a new CO<sub>2</sub>e calculation tool was developed in financial year 2021/2022. In financial year 2023/2024, this was expanded to include additional parameters and site-specific emissions factors for electricity and the database was updated in order to optimize the CO<sub>2</sub>e calculations.

### Sheetfed offset products

According to the Kyoto Protocol of 1997, GHG emissions were supposed to be reduced by at least 20 percent by 2020 compared to 1990 levels. HEIDELBERG has based its efforts to improve the energy efficiency of its products on this target and aimed to make its products at least 20 percent more energy efficient in order to reduce emissions during product operation. With a reduction of over 40 percent, HEIDELBERG has clearly exceeded this target for its XL 106 machine series, among others. This is illustrated by a comparison of the Speedmaster CD 102-6+L from 1996 and the current Speedmaster XL 106-6+L. Energy consumption per 1,000 sheets has been reduced from 14 kWh to 8 kWh. This improvement was achieved through pioneering innovations such as the use of efficient drive systems and optimizations to the printing press itself and peripheral equipment.

In the past financial year 2023/2024, HEIDELBERG worked intensively on further efficiency improvement measures for its machines. The drying unit in particular, which is required for processing water-based coatings, accounts for a significant proportion of a printing press' energy requirements. Up to 50 percent of the total energy requirement of a printing press can be accounted for by the operation of the drying unit.

By further developing the existing drying technology and optimizing the supply and exhaust air flows, heat recovery through heat exchangers, using optimized IR emitters without cooling and reducing heat losses in the delivery, it was possible to develop a drying system that requires up to 30 percent less energy without compromising on performance and drying results.

HEIDELBERG's aim is to achieve total energy savings of 20 percent by increasing production speed, reducing set-up times, and cutting waste. The energy-efficient drying unit described above can contribute up to 10 percent of the total energy saving alone. The first drying system was installed at a reference customer in financial year 2023/2024 – the system was officially unveiled to coincide with the publication of this report and the drupa trade fair in June 2024 and will initially be available to customers as an optional add-on for the XL 106 machine series. XL 106 machines built from 2018 onwards can be retrofitted, meaning that a larger base of customers can

make use of the system. The possibility of rolling out the technology to other machine series is currently being considered.

### Digital label printing machine

With the launch of the Gallus One, a narrow-web label press for digital label printing, HEIDELBERG's wholly owned subsidiary, Gallus Group, has succeeded in tapping into the digital label printing market. This represents a significant step towards more resource-efficient label production.

Innovative digital printing technology in the field of label printing offers numerous advantages over previous systems. For instance, greater versatility, high quality, resource efficiency and strong personalization properties for the end products manufactured. To date, narrow-web label printing has required machines that combine a wide range of printing technologies in order to produce the desired end product. In addition to a high level of machine complexity, there is a high demand for label material (paper, film), inks, varnishes and printing plates, particularly when setting up print jobs.

The integration of digital printing technology enables the Gallus One to print a wide variety of layouts without the need for extensive set-up work – for example, without the additional expense of changing printing plates. This means that a wide range of products can be produced without having to change the machine or replace parts. This not only results in a more efficient use of resources but also enables the Gallus Group to respond flexibly to changing market requirements.

The Gallus One is manufactured in a CO<sub>2</sub>e-compensated manner ex-works. The aim is to extend this program to other machines in the future.

Overall, the introduction of the Gallus One not only represents technological progress but also a commitment to more resource-efficient label production and the changing requirements in this segment.

### Service

HEIDELBERG stands out due to the worldwide availability of its spare parts and services, which ensure the continuous operation of its products and extend their service life.

Of the approximately 270,000 different spare parts and replacement assemblies that can be ordered, around 130,000 service parts are permanently in stock, meaning that around 95 percent of all incoming orders can be processed immediately every day and the parts can be shipped anywhere in the world within 24 hours. In some cases, older machines can be retrofitted with components to restore them to the state of the art. The specific conversion measures are determined together with the customer. When it comes to retrofitting, HEIDELBERG offers a wide range of useful upgrades for printing presses that provide both economic and ecological benefits.

One example of this is the "Airstar Tausch" hardware upgrade kit for the air supply. The Airstar air supply is required to operate the printing press and includes blowers that can no longer be manufactured from scratch anywhere in the world. With the exchange package, the air supply can be upgraded to the current Airstar Pro series standard for machines that are up to 15 years old in some cases. The current version of the equipment is up to 50 percent more energy efficient, depending on the usage scenario, and helps customers to reduce their electricity requirements and cut their energy costs.

### HEIDELBERG Business Consulting

The energy crisis has placed particular pressure on print shops. Rising operating costs for energy, raw materials and supplies represent a significant challenge for customers, and many print shops are increasingly focusing on climate protection. To this end, HEIDELBERG has developed a consulting concept aimed at saving energy and resources by improving energy efficiency in the print shop. HEIDELBERG business consultants developed the "Energy Efficiency Workshop" in cooperation with the Corporate Sustainability department in financial year 2022/2023.

As part of the energy efficiency workshop, potential for reducing and optimizing resources is identified and determined in collaboration with customers and HEIDELBERG. Suitable mitigation measures are then defined on this basis. As there is a certain lack of clarity when it comes to transparency and the true consumption data of printing presses, the automated recording of energy and resource consumption is essential. To improve the transparency of energy consumption, energy measuring devices can also be retrofitted into printing presses by our service team.

As rising energy costs and resource scarcity not only affect European markets but represent a global challenge, the findings from the pilot project were rolled out to other markets in which HEIDELBERG operates in financial year 2022/2023. Japan is one of these markets that is confronted with significantly rising energy costs. For this reason, the consultants in the market received training on the energy efficiency workshop so that they can implement the consulting concept locally without the need for consultants to travel from Europe. The knowledge gained was applied for the first time at a Japanese pilot customer.

### Consumables

HEIDELBERG offers an extensive portfolio of environmentally friendly consumables for printing needs under the Saphira ECO brand. In addition to ecological benefits, such as the reduction of emissions of volatile organic compounds (VOCs), ammonia and particulate matter, Saphira Eco is also synonymous with lower chemical consumption and less waste water. In financial year 2023/2024, a start was made on reassessing and revising the Saphira ECO criteria due to changes in market requirements. In addition, a review of the portfolio was initiated together with upstream suppliers in order to adapt the Saphira ECO range to the new criteria.

Due to stricter restrictions on substances such as butoxyethanol, mineral oil, trimethylolpropane triacrylate (TMPTA) or perfluorinated and polyfluorinated chemicals (PFAS), which are used in consumables, HEIDELBERG has also taken a proactive decision, together with its upstream suppliers, to replace these substances with alternatives in order to be prepared for upcoming changes in chemicals legislation. Trimethylolpropane triacrylate (TMPTA), for example, is mainly used in UV coatings and is currently on the ECHA SVHC candidate list for classification as carcinogenic. To be able to respond to changes swiftly, the material is being replaced by alternatives and the Saphira UV coatings marketed by HEIDELBERG are gradually being converted. The perfluorinated and polyfluorinated chemicals (PFAS) used in printing inks and varnishes, which are the subject of public debate, have already been converted to PFAS-free alternatives in the first product series.

HEIDELBERG has set up an internal global network for the exchange of information on compliance with chemicals legislation to keep abreast of changes in chemicals legislation

worldwide and to meet local requirements. This network facilitates collaboration between the global teams and enables the exchange of knowledge, best practices and updates on current issues in the field of chemical compliance. Furthermore, mandates have been distributed worldwide to employees in the Sales & Service Units (SSUs) known as Chemical Compliance Officers, who ensure that they are informed about the latest regulations, ensure that our processes comply with local market requirements and bear responsibility as distributors of the products for our customers. An online training program was also introduced to provide both the Chemical Compliance Officers and other relevant groups of people with the necessary basic knowledge. These initiatives promote a culture of responsibility and awareness of this essential issue.

HEIDELBERG also supports its customers with the (re-)certification of various environmental labels, such as the Blue Angel for printed products UZ-195. HEIDELBERG prepares the necessary documentation and verification documents for products and makes them available to its customers. HEIDELBERG also works with its suppliers and the testing institutes to coordinate the clearance of the test reports required for the application process.

### Computer to Plate (CTP)

HEIDELBERG develops and manufactures computer-to-plate (CTP) systems for printing plate imaging under the Suprasetter brand. In addition to the CTP systems, HEIDELBERG markets equipment for automatically loading the imaging system with the printing plates using the Dual Cassette Loader (DCL) and/or the Auto Pallet Loader (APL). The product portfolio also includes processors for developing the imaged printing plates and peripherals for automatically folding and sorting the printing plates. HEIDELBERG thus acts as a provider and system integrator for solutions that can contribute to resource-saving imaging of printing plates.

The CTP systems developed at the Kiel production site and assembled at the Wiesloch-Walldorf production site are characterized not only by their durability but also by their low energy consumption per exposed printing plate. For example, the fastest Suprasetter in the 106 series (55 printing plates per hour) requires around 50 Wh per plate. This is realized by the laser heads that have been specially developed for the application. With the Ultimate 12 laser contract, HEIDELBERG

can guarantee that the Suprasetter will have a long service life of at least 12 years.

Thanks to the Automation Dual Cassette Loader with integrated turntable, the plate can be rotated to portrait in front of the processor. This allows a narrower downstream processor to be integrated, thus reducing the amount of chemicals required within the developing bath.

The exposure systems are often loaded with printing plates from small packaging units. The plates are always packed in a cardboard box for transport protection and in special coated paper. Depending on the number of plates processed, this results in a high volume of cardboard and special paper that is difficult to recycle. In these cases, the machine operator has to move heavy weights every day in order to load the systems. There is also a risk of injuring yourself on the edges of printing plates. With the help of the Auto Pallet Loader (APL), handling is greatly simplified and packaging waste can be significantly reduced. For example, a customer with an annual requirement of 50,000 plates can save around 4,500 kg of packaging waste (outer packaging, cardboard inserts and special paper that is difficult to recycle) by using a pallet with 1,500 plates. Automatic pallet loading also reduces the risk of damage to the surface of the printing plate and thus saves waste.

### Robotics in postpress

Printing presses and postpress machinery are becoming more productive, as are the products that need to be moved around the print shop and the postpress area. This is increasing the physical burden on the people operating postpress machinery in particular. Operators of industrial folding machines have to move packages weighing several kilograms by hand and stack them onto pallets around every 12 seconds.

In industrial operations, for example, up to seven metric tons have to be moved by hand per shift. The very high physical strain on the operators, who have to carry out logistics activities and quality assurance in addition to setting items down, reduces the appeal of the job and the productivity of the folding machine. HEIDELBERG has developed and launched an autonomous stacking system, the Stahlfolder P-Stacker, to reduce this physical burden on machine operators. In addition to increasing productivity and making more efficient use of machines, this solution can promote employee health and

make the workplace more attractive. To make this solution available to more than just industrial companies, the Stahlfolder StackStar C, which can be flexibly integrated into existing workflows and is particularly suitable for medium-sized companies, was showcased at the 2024 drupa trade show.

### AMPERFIED

HEIDELBERG offers charging solutions for electromobility through its AMPERFIED GmbH business unit. In the past financial year 2023/2024, AMPERFIED GmbH pressed ahead with its transformation from a pure hardware provider with a focus on private customers to a solution provider for larger commercial charging infrastructure projects.

With the following solutions and initiatives that AMPERFIED GmbH has been working on over the past year, the Company aims to make the transition to electromobility as smooth as possible for its customers – from private customers who need a single Wallbox to fleet managers who are looking for an integrated solution to charge and invoice many vehicles:

- The Wallbox connect.home is a smart charging station that can be controlled via an app or Web interface. It was presented with the “Red Dot Award: Product Design 2023”.
- The Wallbox connect.solar is optimized for charging with solar power. It adapts the charging power to the solar power available and switches between single-phase and three-phase charging as required. This means that the car can be charged even when the solar power is low – for example, on cloudy days.
- The Wallbox connect.business provides a solution for internal invoicing. It has an MID-compliant electricity meter and RFID authentication to record consumption per vehicle.
- The connect.public AC charging station is ideal for public and commercial parking lots. It has two charging points with up to 22 kW of charging power. Their TÜV-certified barrier-free design also enables straightforward access for people with limited mobility.
- A cloud-based software platform provides commercial customers with intelligent and efficient charging management with functions such as contract management, tariffing and automated billing.
- AMPERFIED markets itself as a full-service provider for charging infrastructure. By cooperating with partner companies, AMPERFIED can offer its customers solutions from a single source: from planning to installation and operation of the charging infrastructure.

- A rental model for charging infrastructure offers commercial customers hardware, software and services at a low monthly cost. AMPERFIED GmbH works together with the Group's own financing company.

HEIDELBERG sees enormous market potential for Wallboxes and charging stations in Germany and Europe, as the proportion of electric vehicles in the vehicle population in Germany and Europe is still low. AMPERFIED has expanded its presence in Europe accordingly. The portfolio of charging solutions is being further diversified and adapted to the various markets and market segments. For example, AMPERFIED meets the increased safety requirements of consumers with the Wallbox connect series (connect.home, connect.business, connect.solar) with integrated residual current device (RCD), which also bears the GS mark of TÜV SÜD for "Tested Safety". In addition to sales and marketing under the AMPERFIED brand, Wallboxes are also offered as OEM products, including in customer designs on request. AMPERFIED also attaches great importance to sustainability and relies on local production in Germany.

### Industrial customers

HEIDELBERG Industry is an independent division within Operations and offers industrial customers scalable service packages ranging from development and series production to spare parts supply. HEIDELBERG Industry thus offers complete supply chain management for its customers.

For the production of customer products, HEIDELBERG takes on the entire material procurement process (external and in-house production), the manufacture of the products and quality management. If required, HEIDELBERG Industry also provides support in complying with substance restrictions in accordance with the RoHS Directive 2011/65/EU and the REACH Regulation as well as other legal requirements. In addition, it is possible to determine the CO<sub>2</sub> footprint of the products and, if desired, offset it with suitable measures, such as the purchase of CO<sub>2</sub> certificates. HEIDELBERG also offers its industrial customers the opportunity to check designs with regard to optimization potential, assembly capability and the production technology used, thereby identifying potential for improvement and industrializing products and processes.

It is important to HEIDELBERG that the products are not only characterized by quality and economy but also offer people the best possible health protection through safe and intended use.

### Foundry

The foundry at the Amstetten production site is an important supplier of castings and large parts for our production sites in Germany and China (Qingpu). It also supplies numerous industrial customers and manufactures cast products, such as brake calipers, gearbox housings and machine frames, for HEIDELBERG's industrial customers.

The resource-efficient production of cast products plays a central role here. In addition to energy efficiency and reducing emissions, the supply of raw materials plays a particularly important role. HEIDELBERG has long been using a high proportion of different types of metal scrap, which are sourced locally, for the manufacture of cast-iron products. In addition to reducing CO<sub>2</sub> emissions, this also helps to ensure a stable supply of raw materials, thereby reducing our exposure to global dependencies. HEIDELBERG uses up to 90 percent metal scrap as a secondary raw material for the production of side walls, gears and cylinders, which make up around 85 percent of the total weight of a printing press, or cast parts for industrial customers. This measure can significantly reduce emissions for the casting material and conserve primary raw materials.

Waste is also an important issue at the Amstetten production site. Molding sand is required to produce the molds, which must have special properties in order to guarantee the high quality requirements of the end products. The required molding sand is reprocessed at the production site after use and most of it is reused. Continuous process optimization can significantly reduce the amount of waste for disposal and achieve a high recycling rate.

The economic activity of the foundry (3.9 Production of iron and steel) is considered a transitional activity according to the EU Taxonomy and makes a substantial contribution to climate change mitigation. It is important to note that the greenhouse gas emissions generated during the production process must not exceed certain emissions values specified in the technical evaluation criteria of the EU Taxonomy. By using energy-efficient furnaces and production processes, the Amstetten foundry site achieves a CO<sub>2</sub> output (tons of CO<sub>2</sub>e/ton of cast iron) of 0.299 t CO<sub>2</sub>e/t of product, which is below the threshold value.

HEIDELBERG can therefore report its economic activities for the financial year 2023/2024 as Taxonomy-aligned economic activities. All goods produced in the past financial year 2023/2024 can therefore be regarded as products from a Taxonomy-aligned activity. For further information, please refer to the section “Disclosures pursuant to the EU Taxonomy Regulation”.

### Product safety

Product safety plays an important role at HEIDELBERG and is clearly assigned in the business allocation plan and anchored in the wider organizational structure. Among other measures, there is an internal framework agreement drawn up by management with an associated process. With regard to its products, HEIDELBERG has established processes aimed at giving due importance and attention to the health and safety of the people working with the products. Employees in direct contact with health and safety aspects, especially in development and assembly, are provided with regular qualification. HEIDELBERG takes care to ensure that the product documentation contains corresponding safety instructions for the proper use of the respective machinery and that these instructions are kept up-to-date at all times. Customer-specific and market-specific inspections and certifications also take place in cooperation with external inspection bodies. Incidents reported by the market are investigated and processed as part of product monitoring. This applies to complaints by the authorities as well as incidents during operation and product defects that are the responsibility of the manufacturer. Where products are defective, suitable measures are taken to resolve the defects in the existing machinery that is already on the market. This may relate to mechanical systems or software. The aim is always to provide products that conform to the market in order to enable safe and proper working. HEIDELBERG continuously examines its products and makes improvements in terms of their design and manufacture and the corresponding instructions as necessary. To date, HEIDELBERG is not aware of any breaches of regulations that would have led to fines, penalties or warnings from market supervisory authorities.

### Employee issues

HEIDELBERG’s HR strategy is derived from the corporate strategy and underpinned by a vision and project map for the current financial year. Based on the current HR road map, projects such as the standardization of international hiring and recruitment processes, support for cascading the implementation of the mission statement and the promotion of diversity at HEIDELBERG were derived. The HR strategy is internationally oriented and integrates all regions and divisions of the Company.

HEIDELBERG offers an attractive remuneration package made up of various monetary components. In addition to collectively agreed remuneration, this includes a company pension scheme based on a collective agreement concluded in 2020 for the German sites, which combines all previous different pension commitments into a single set of rules. In addition, HEIDELBERG offers flexible working time models that place professional and private requirements in a modern context. The working time models are based on working time accounts, such as the personal flextime account or a company time compensation account for fluctuations in working hours, as well as on collectively agreed regulations which, for example, specify framework conditions for increasing or decreasing the individual degree of employment or mobile working and are structured accordingly through Company agreements.

For HEIDELBERG, a well-trained, highly qualified workforce is critical to its long-term business success. At the Company’s own training center at the Wiesloch-Walldorf production site, young people receive professional and personal training in the various areas of the Company. Personnel development for the various employee groups consists of a combination of digital and classroom training. The training courses are tailored to the requirements of the Company and the needs of the target groups.

The HEIDELBERG mission statement was communicated internationally in a cascading manner within the organization and flanked by workshop platforms. In the course of this, specific areas of action were identified in order to better anchor the mission statement in the individual organizational units.

There are elected executive bodies of the Company relevant under the works constitution at all major German sites and subsidiaries.<sup>1</sup> The working conditions for all employees are shaped together with these bodies through constructive and purposeful cooperation.

The HR guidelines that are implemented on a Group-wide basis are reviewed at regular intervals and amended to reflect current requirements. They encompass compliance with social standards and ensure that operational HR work is consistent with the applicable principles, such as the standards issued by the International Labour Organization (ILO). At the same time, the relevant national provisions must also be observed. This is ensured by the management of the respective sites and the HR managers at all of the subsidiaries. The Group managers and the managers of each Group company report

<sup>1</sup> All companies have their own works council, except for Zaikio GmbH

material issues to the responsible HR managers at Heidelberger Druckmaschinen Aktiengesellschaft. Key issues relating to HR are regularly reported and decided on at the meetings of the Management Board and the overarching management body, the Executive Committee.

The HR management system introduced throughout the Company maps the basic HR processes and is supplemented with content and associated processes as required. In financial year 2023/2024, the recruitment and hiring processes were harmonized internationally and digitized in the HR management system in 35 countries at a total of 65 Company locations. In conjunction with this, a new applicant management platform was implemented to simplify communication with applicants and strengthen the international employer brand.

### Employee rights and codetermination

HEIDELBERG attaches great importance to employee rights and the participation of employee representatives as provided for by law, both nationally and internationally. Compliance with applicable labor laws, rules and regulations by management and employees is supported by corresponding guidelines and employment contract provisions, thereby ensuring compliance. Trusting and constructive cooperation with stakeholders, such as the Works Council or youth and trainee representatives, is ensured through the involvement of numerous cross-location and cross-Company committees. Cooperation with the trade unions represented in the German companies is also common practice and, if necessary, leads to in-house collective bargaining agreements that go beyond the regional collective bargaining agreements.

### Company-wide Code of Conduct

The corporate culture is founded on the Company-wide Code of Conduct, in which the Company commits to respectful cooperation. The Code is accompanied by an extensive set of guidelines that are published and made available on the intranet. Compliance is ensured by making unqualified reference to the Code of Conduct in all contracts of employment and by requiring appointees to management positions to expressly undertake to observe the Code of Conduct. In the event of

non-compliance, the first step is to inform the person in question that compliance is required, provide them with additional training and make them aware of their responsibility in their position. If these measures are not sufficient, corresponding disciplinary measures are taken.

### Key action areas

The HR department supports the process of cultural and organizational change at HEIDELBERG and defines the organizational and content-related conditions in coordination with the Management Board and the line managers. HEIDELBERG's mission statement has been rolled out within the organization since November 2022 and cascaded throughout the Company via line managers and the HR department in the form of workshops and communication platforms.

A key objective of HR work at HEIDELBERG is to provide the necessary personnel with the right skills at the respective locations. Resources are controlled with a view to demographic development. This requires external and internal measures and projects. To reach the right potential applicants for HEIDELBERG, the recruitment processes were harmonized internationally in the HR management system and a new applicant management platform was implemented. As part of this, the HR marketing strategy will be revised and successively implemented in the current and following financial year.

Internally, target-group-oriented employee development serves to ensure that the necessary skills are available within the Company and furthers the development of the Company's workforce. The measures taken as part of the well-established health management system, general training and occupational health and safety will also continue.

### Supporting change through proactive HR work

HEIDELBERG operates in a dynamic market environment that constantly places new demands on the Company and its employees. HEIDELBERG addresses these challenges, takes them into account in its HR strategy and supports change through proactive HR work.



## **Culture**

To meet the constantly changing external and internal requirements, it is vital to have a uniform and shared self-image. For this reason, the jointly developed mission statement has been rolled out internationally across all Group companies, with this process being actively supported by Human Resources. Managers acted as disseminators in discussing and implementing the mission statement within their teams. Workshops or alternative communication formats, such as in-person or virtual town halls and a dedicated intranet page, were used for this purpose.

To validate the success of the roll-out, a random international survey was conducted, which confirmed that the process was successful.

## **New Work and digitization**

Further measures for close cooperation with employees were also developed and implemented in the working environment. HEIDELBERG has used the lessons learned during the pandemic to create a modern and flexible working environment that meets changing requirements. In particular, experience was gained in remote working and with digital communication platforms, which led to a conscious management decision in favor of hybrid working. As an active design element, the ability to combine face-to-face meetings on-site with working from home and digital interaction is a key success factor. These initiatives go hand in hand with the ongoing digitalization of Company processes and tasks, with the aim of creating greater efficiency and flexibility for employees.

## **Employee skills**

In line with the corporate strategy, managers must ensure that the necessary future skills are in place at the individual locations. With a learning management system (LMS) and the integrated requirements reporting process, skills development is supported in a targeted and needs-oriented manner with all the necessary training. Then everything that has been learned is put into practice on-site. All training attendance and refresher courses are documented in the LMS and, if necessary, assigned an expiration date.

## **Demographic management**

During the reporting period, 91 employees left Heidelberger Druckmaschinen AG for age-related reasons. The average age of those undergoing training in the HEIDELBERG Group is 47.1 years.

The core competencies required in the future are to be defined and measures derived as part of demographic management. This is backed up by systematic further training measures for employees who are to take on these tasks in the future.

## **Partial retirement**

HEIDELBERG consciously uses partial retirement as an important component of demographic management. With a rate of 5 percent defined by a general works agreement, which defines the scope of entitlement to partial retirement, HEIDELBERG sets a standard above the 4 percent rate stipulated in the collective agreement. This quota is far exceeded at most locations. To ensure the Company's future success, departures for demographic reasons are tied to strategic requirements and planned and implemented in conjunction with the individual specialist departments. As part of this, further measures, such as transition models, training for young people and further training for current employees, are being aligned with current and future skills requirements.

## **Vocational training for the sustainable development of young employees**

With a trainee ratio of 6.2 percent at the German production and development sites (average trainee ratio in financial year 2023/2024 at the training locations), HEIDELBERG is demonstrating the importance of training young talent in the face of demographic change. With a portfolio of demand-oriented training professions, such as the new profession of IT specialist for data and process analysis (from 09/2023) or an adapted range of courses, existing skills are being safeguarded for the long term and new, future-oriented skills are being developed for the coming years.

HEIDELBERG is striving for innovative and needs-oriented vocational training. In calendar year 2023, four Chamber of Industry and Commerce winners were honored: one electronics technician in the Ulm Chamber of Industry and Commerce district and three chamber winners in the Rhein-Neckar Chamber of Industry and Commerce district. These awards reflect the consistently high standards we set for ourselves when training our junior staff. Internally, the best students from all locations are awarded prizes by the Sternberg Foundation and honored at the annual graduation ceremony. The Sternberg Prize is awarded in recognition of outstanding academic achievement combined with above-average dedication and social commitment.

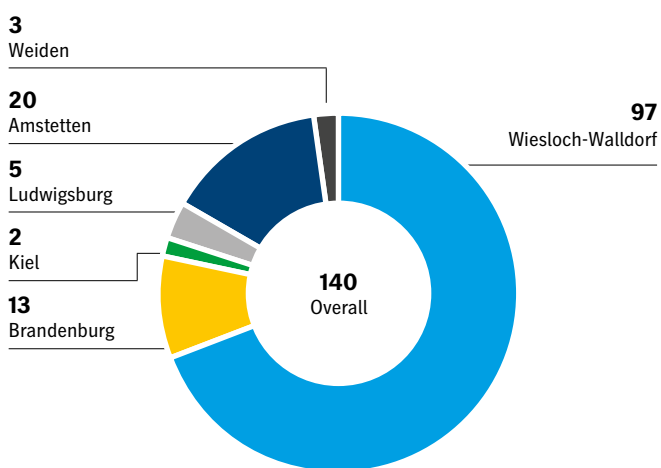
With a socio-pedagogical introductory seminar for new trainees, we promote the ability to work in teams, in small groups and independently on interdisciplinary projects. We understand the importance of supporting trainees in a social and environmentally oriented context right from the outset. To this end, trainees volunteer in non-profit projects such as selling homemade products at the local Christmas market, looking after senior citizens in retirement homes, realizing projects in kindergartens, and participating in special campaigns at regional food banks. The proceeds from the various campaigns throughout the year are donated to socially disadvantaged families in the neighboring communities. Vocational training thus represents an important contribution to sustainability, as it allows the Company to attract talented young employees and shape their cultural fit as part of its social responsibility.

As a founder member of WorldSkills Germany, HEIDELBERG has also supported the national and international competitions for the profession of media technician for printing since 2006. In its role as the national performance center, the young talents are trained for the relevant championships at the Print Media Center in Wiesloch-Walldorf.

The topic of training is also becoming increasingly important internationally, as the increasing shortage of skilled workers means that the Company's own young talent is growing in importance across the occupational fields.

### New apprentices by location

Fiscal Year 2023/2024



### Qualification – the key to advancement and development

HEIDELBERG offers target-group-oriented employee development and training. This takes the form of a combination of digital training and in-person events. The training organization and training administration are performed using a learning management system (LMS). This ensures that mandatory seminars, such as compliance training, are rolled out to employees in a targeted manner and that the actual delivery of the training is documented. As well as providing the responsible managers with an overview of all of the available content and activities, this allows them to make suggestions or assign training in a targeted manner as part of the employee review process. This enables demand-oriented adjustments to be made to the training portfolio.

HEIDELBERG has a professional and experienced HR development team with responsibility for designing training measures and, in some cases, delivering them personally. It is important to deploy this team in organizational development measures. In addition, external trainers and cooperation partners are used in a purposeful manner to implement professional and target-group-oriented content as part of further training and personnel development. The underlying qualification requirements are determined systematically and on a regular basis together with line managers and specialist departments. In-house training and training offered by external educational institutions are integrated into the LMS on this basis.

A new management program is currently being designed at Group level, which reflects the Company's requirements, addresses important management topics and is being implemented in a cascading manner.

In addition to requirements from a departmental and personal perspective, this process takes Company-wide topics into account. The LMS also includes sustainability training. There are also language courses to meet the requirements of a globally active company.

### **Attractive working conditions**

Something that is characteristic of HEIDELBERG is the long service and loyalty of its employees, who have been with the Company for around 20 years on average. The aim is to be an attractive employer for potential applicants and to retain new employees for the medium and long term.

### **Employer branding**

To strengthen our position as an attractive employer both internally and externally, we are in the process of developing a new international employer branding strategy for HEIDELBERG. The aim of the employer brand is to communicate core messages to the various target groups in an authentic way. Particular attention is paid to involving the Company's own employees in the concept. Employees representing their departments and the organization were also involved in the creation of the new photo series to ensure that the Company is presented in a coherent way. In this context, the website is also being developed in line with the needs of the target groups in order to provide potential applicants with targeted information and insights into the relevant areas.

### **Active sourcing**

As part of the new personnel marketing concept, the recruitment process was successfully implemented in the personnel management system this financial year. As a result, the recruitment process has been standardized and harmonized internationally, enabling an end-to-end process from application to hiring. The process is also supported by target-group-oriented recruitment channels such as trade shows and recruitment events. To speed up the recruitment process, other channels, such as LinkedIn, are also used, which enables us to approach candidates in a more targeted manner.

To ensure that we can address the relevant target groups in a direct manner, we actively participated in informational events, such as trainee fairs, school information sessions, and initiatives such as Girls' Day, in order to attract schoolgirls and young women in particular to STEM professions. In the past financial year, the Wiesloch-Walldorf production site opened its doors at events such as "Training live" and the "Walldorf Training Night" to give a large number of interested visitors an authentic insight into everyday training. The talented young people, often accompanied by their parents, received first-hand information from the trainees about the content of the training and what day-to-day training involves.

In addition, the Company continued to invest in collaborations with vocational schools and cooperative universities at various locations throughout Germany. Collaborations with regional and national universities enable us to offer relevant courses and events to promote future recruitment.

### **Benefits**

HEIDELBERG offers its employees at the German sites additional benefits on top of collectively agreed benefits such as special payments and allowances. With regard to mobility, for example, this includes not only the option of working remotely and the introduction of New Work concepts for modern workplace design in administrative areas, but also other offers such as job tickets and bicycle leasing. The bicycle leasing option has been available at the Wiesloch-Walldorf and Amstetten production sites since January 2023; employees at the Kiel production site have also been able to take advantage of this offer since November 2023. In addition, family days and anniversary ceremonies were held at some German locations.

### **Family days**

This financial year, family days were held at the German sites in Amstetten, Brandenburg and Wiesloch-Walldorf, where employees had the opportunity to show their family members their place of work. All of the events were organized by the employees and had a varied agenda, including factory tours, interactive games for children and live music.

### **Anniversary honors**

In November 2023, anniversary events were organized again at the Wiesloch-Walldorf and Amstetten sites following the lifting of COVID-19 restrictions. At the Brandenburg production site, the anniversaries for the year 2023 will be honored together with the anniversaries for the following year in 2024. At these events, employees celebrating 25, 40 and 50 years with the Company are honored in person. This year, 194 long-serving employees and their companions and managers took part in the event at the Wiesloch production site, and 48 at the Amstetten production site.

## Health management

Occupational health management (OHM) is a high priority at HEIDELBERG. Targeted measures and services relating to physical and mental health are planned and implemented on-site at the German business units. As in the past, the German sites in particular are making use of their good working relationship with the health insurance providers and their OHM services for employees.

At the largest production site, Wiesloch-Walldorf, the Company medical service offers a wide range of health services that go far beyond the scope of the statutory occupational health check-ups. For example an “eyesight week” was held, there are opportunities for exercise in the workplace, stress management through mindfulness services, not to mention the “WIEfit” health center, which has been running for several years and offers equipment-assisted fitness training and physiotherapeutic care. Internationally, too, needs-based measures were offered based on the situation at hand.

First aiders are also an integral part of the Company’s health management system, ensuring a rapid response in the event of a medical emergency in all departments and buildings on the Company premises. These first-aiders are given annual training by the Company medical service to ensure that they meet the necessary standard.

In addition to the first aiders, the Company medical service at the Wiesloch-Walldorf production site ensures that the Company is able to respond to health issues at all times thanks to its medical and emergency services and an emergency center staffed around the clock by Company paramedics. During the past financial year, 1,462 consultations and 552 vaccinations were carried out here. In addition, 1,449 occupational health check-ups were carried out. This figure shows that HEIDELBERG places great value on prevention and offers the corresponding measures above and beyond the statutory requirements.

## Occupational health and safety

Preventing accidents at work and health risks is standard practice at the HEIDELBERG Group. The operational managers are responsible for occupational health and safety in their respective areas, while employees are involved in upholding and implementing occupational health and safety via the Code of Conduct. They are supported by the occupational health and safety specialists, who act in an advisory capacity.

HEIDELBERG has an occupational health and safety management system (OHSM) that is aligned with ISO 45001. The main processes in occupational health and safety are assigned to the high-level structure of ISO 45001 and implemented through

work instructions. These are applied at the German sites, and the German sites use standardized software to implement the OHSM. This facilitates a comparable approach to the preparation and updating of activity- and workplace-related risk assessments and the documentation of inspections and accidents. Cause analyses are performed and corresponding protective measures are determined in order to reduce the number of accidents.

The specialists at the German sites regularly discuss occupational safety-related topics and develop standards to be implemented on a cross-site basis in the context of the safety management panel.

In addition to advising on risk assessments, the occupational health and safety specialists provide regularly updated instruction aids across a number of different media. The content is tailored to the respective activity and the corresponding specific situations and risks.

To assess the average accident risk of an insured person, the absolute accident figures must be set in relation to suitable reference values, thereby creating accident rates. It makes sense to relate accidents at work to the number of hours worked, as this reflects the “time at risk of an accident at work”. The frequency of accidents at work per million hours worked is a corresponding figure that is generally comparable across all reporting years.<sup>1</sup>

In financial year 2023/2024, 10.7 reportable<sup>2</sup> workplace accidents occurred at the German production sites for every million hours worked (average accident rate). The average accident rate<sup>3</sup> therefore fell slightly compared to financial year 2022/2023 (11.2). The absolute number of accidents fell from 85 to 74 in these two financial years. These figures relate to the German production sites in Amstetten, Brandenburg, Ludwigsburg, Weiden and Wiesloch-Walldorf.

There were no fatal accidents at our production sites in the period under review.

<sup>1</sup> Source: Business and accounting results of the German Social Accident Insurance Institutions for the industrial sector and public sector accident insurance institutions 2022; Publisher: German Social Accident Insurance (DGUV; Issue: 11.2023)

<sup>2</sup> Reportable accidents at work: accidents at work resulting in more than three calendar days of absence, or resulting in death

<sup>3</sup> Average accident rate: reportable accidents at work for every million hours worked

## Overview KPIs employee matters

	Unit	2021/2022	2022/2023	2023/2024	Change 2022/2023 vs. 2023/2024 in %
Number of employees <sup>1)</sup>	Number	9,811	9,554	9,591	0.4
of which:					
Asia/Pacific	%	16.7	16.6	16.4	
EMEA <sup>2)</sup>	%	76.2	76.0	76.1	
Americas <sup>3)</sup>	%	7.1	7.4	7.5	
Turnover rate <sup>4)</sup>	%	8.9	9.1	3.5	
Average seniority <sup>1)</sup>	Years	21.1	20.5	20.4	-0.5
Percentage of female employees, total	%	15.8	16.1	16.4	
Percentage of female employees, Management Level 1 (ML1) <sup>5)</sup>	%	-	8.2	8.2	
Percentage of female employees, Management Level 2 (ML2) <sup>5)</sup>	%	-	8.5	8.5	
Percentage of part-time employees <sup>1)</sup>	%	6.2	6.3	6.5	
Training hours <sup>6)</sup>	Number	-	98,583	109,165	10.7
Training hours per employee <sup>6)</sup>	Number	-	15.7	10.9	-30.6
Trainees, total	Number	362	390	417	6.9

<sup>1)</sup> Excluding trainees

<sup>2)</sup> Including former Eastern Europe; previous years 2021/2022 and 2022/2023 were adjusted

<sup>3)</sup> North America and South America were combined to form Americas; previous years 2021/2022 and 2022/2023 were adjusted

<sup>4)</sup> Employees leaving the Company not including temporary contracts coming to an end, not including transfers, including those entering the resting phase of partial retirement at Heidelberger Druckmaschinen AG, and including operational redundancies

<sup>5)</sup> Heidelberger Druckmaschinen AG

<sup>6)</sup> For voluntary and mandatory trainings for all employees at the sites in Germany, from fiscal year 2023/2024 Heidelberg Group-wide

Employee figures generally relate to all employees of the HEIDELBERG Group, including trainees, unless stated in a separate footnote

## Social issues

### Diversity

HEIDELBERG is reaffirming its commitment to diversity and implementing the agreed diversity strategy, which is anchored in the mission statement. Intensive discussions on the topic of diversity were held in the workshops held for the roll-out of the mission statement to ensure that the objectives reflect the diversity of the workforce.

In the most recent reporting period, HEIDELBERG signed the Diversity Charter as a further step towards a voluntary commitment to promoting diversity and inclusion. By signing the agreement, HEIDELBERG commits to actively promoting diversity within the Company and creating a working environment that is characterized by mutual respect, appreciation and equal opportunities.

As part of the efforts to promote diversity, a review of the guidelines has begun to ensure that they reflect the Company's commitment to diversity and guarantee equal treatment for all employees.

An international team is working on online training to promote diversity and inclusion to ensure that employees have the necessary skills and knowledge to succeed in a diverse working environment.

HEIDELBERG complies with the legal requirements, including the Pay Transparency Act, and adheres to the statutory quota for women. The advancement of women is a continuous task. Together with other companies in the Rhein-Neckar metropolitan region, HEIDELBERG is a member of a cross-company mentoring program to promote young female talent. This program is updated annually and was able to take place in person again for the first time after the pandemic with a new year group. HEIDELBERG also supports efforts to recruit young talent in this area as a member of the university-industry working group of the Südwestmetall employers' association.

Moreover, HEIDELBERG actively supports the Employee Resource Groups with the aim of creating an inclusive working environment that takes into account the needs and interests of all employees.

In calendar year 2023, the diversity network "WIN with Diversity" celebrated its fifth anniversary. Originally launched as a women's network, the WIN group now deals with all aspects of diversity and aims to promote talent from different backgrounds and strengthen diversity within the Company. Various events were held successfully in the past reporting year, including the popular Business Lunch, at which new projects and topics are presented to spark the interest of colleagues. The Digital Networking Lunch, a format for informal digital exchange during the lunch break, was also continued. Alongside these events, the WIN network's program also includes lectures and content-related impetus. Some events were held in person again in the reporting year.

In addition, there is growing interest from other employee resource groups, including the integration of groups such as "WIN with queer".

### Inclusion

HEIDELBERG plays an active role in promoting inclusion. For example, at 9.64 percent, the number of severely disabled employees at the Heidelberger Druckmaschinen AG in calendar year 2023 was well above the statutory quota of 5 percent. We support the work of the statutory representative for severely disabled employees, both in the field of occupational medicine – including reintegration procedures and occupational health management – and in the field of social policy by providing assistance to rehabilitation or pension providers.

In cooperation with the providers of inclusion services, we develop and implement customized support formats to enable successful involvement in working life.

HEIDELBERG is also actively involved in social organizations such as "Lebenshilfe Heidelberg" (workshop pursuant to section 219 SGB IX) and the Child Protection Association in Wiesloch. We support them by ordering and delivering free meals from our Company restaurant, Heidelberg Catering Service GmbH. In the past financial year 2023/2024, we delivered 11,999 meals free of charge to Lebenshilfe Heidelberg and the Child Protection Association in Wiesloch.

## Social commitment with a focus on promoting education

As a global Group, HEIDELBERG wishes to contribute to regional economic development with its sites, employees and suppliers and thus make an indirect contribution to the prosperity of society and individuals. The Company exerts a direct influence with targeted social engagement, which is planned and managed locally by the respective Company units. Heidelberger Druckmaschinen Aktiengesellschaft focuses its social activities on education projects and is active in this field with its own projects and as a “Knowledge Factory – Companies for Germany” partner. With the help of its trainees, HEIDELBERG supports projects at 12 schools that give children hands-on experience in technology and science. HEIDELBERG’s Brandenburg site is committed to the “Round Table for Youth and Business for Brandenburg”, whose goal is to improve the development prospects of young people, and is also involved in “Jugend forscht” as a regional sponsor company. The educational concept at HEIDELBERG encompasses not just subject-based learning but also the social and personal aspects of education. This is supported by targeted project work.

### Trainee social projects

In July 2023, the “Sustainability Navi” guide was published as a result of the inter-company project “Environmental Protection and Sustainability in Training”. The employers’ association Südwestmetall was responsible for the project, which was supported by the German Federal Institute for Vocational Education and Training (BiBB) and over 20 participating companies. The Sustainability Navigator serves to implement environmental protection and sustainability in the vocational training and is used for implementing in-house project ideas. HEIDELBERG lays the foundations for later life, both professionally and privately, with this culture of sustainability right from the outset of professional life.

## Preventing bribery and corruption

The Management Board of HEIDELBERG is committed to adhering to the applicable laws, provisions and regulations and to systematically pursuing and punishing compliance misconduct and violations. The Management Board has established a compliance management system (CMS) based on Audit Standard (PS) 980 issued by the Institute of Public Auditors in Germany, Incorporated Association (IDW) in order to ensure that the employees, managers and executive bodies of HEIDELBERG act with integrity and in accordance with the law. HEIDELBERG’s CMS aims to prevent compliance violations through prevention and the early identification of risks. This is intended to minimize liability and reputational damage for HEIDELBERG, its employees, managers and executive bodies.

To achieve this goal and as part of the ongoing development of the CMS, HEIDELBERG continued to work on improving compliance measures and controls in financial year 2023/2024. The consistent further development of the compliance program focused in particular on planning and conducting Group-wide training courses, continuously expanding and improving internal communication, implementing approval workflows and establishing key performance indicators (KPIs).

The corporate culture is founded on the Company-wide Code of Conduct, in which the Company commits to respectful cooperation. The Code is accompanied by an extensive set of guidelines that are published and made available on the intranet.

The Code of Conduct for employees is based on HEIDELBERG’s values. It reflects the ten guiding principles of the UN Global Compact and was adopted by the Executive Board. Among other things, it contains commitments on combating bribery and corruption, compliance with the regulations of antitrust, anti-money- laundering and tax law, integrity with respect to customers, suppliers and business partners, sustainability and product responsibility, compliance with foreign trade and customs law, compliance with human rights, data protection, protecting corporate assets, and ensuring working conditions that are fair, respectful and free from discrimination. The Code of Conduct sets out the principles that HEIDELBERG undertakes to uphold. It constitutes a binding framework and provides guidance for HEIDELBERG’s day-to-day actions and decisions. The managers and executive bodies are required to act as role models and support their employees in complying with the Code of Conduct.

HEIDELBERG also expects its suppliers and business partners to uphold these principles by signing up to the Business Partner Code of Conduct. The Business Partner Code of Conduct contains guidelines and principles aimed at ensuring compliance with laws, provisions and regulations. For example, it obliges our business partners and suppliers to take decisive action against corruption of any kind and to comply with the applicable laws, regulations and guidelines on occupational health and safety and to implement suitable health and safety measures and minimize risks. The Business Partner Code of Conduct forms the basis for a consistent, long-term and honest partnership with HEIDELBERG's suppliers and business partners.

HEIDELBERG has implemented various processes and tools for the risk-based review of business partners in order to ensure that this obligation is met in full. The aim of this approach is to identify and prevent or minimize (potential) risks at an early stage, for example with regard to corruption, money laundering, terrorist financing or human rights violations. The evaluation also helps to ensure that business partners are selected carefully and properly.

To minimize potential compliance risks, measures were implemented to further raise awareness of anti-corruption and anti-trust risks and to strengthen general compliance awareness in the form of training and open dialogue events.

In this context, the Compliance Office applied the risk and target group-oriented training concept developed in the previous financial year as well as adequate training documents. Compliance training is intended to help HEIDELBERG's employees, managers and executive bodies to act with integrity and in accordance with the law.

The e-learning training courses introduced in the previous financial year were continued and the escalation process was revised in order to further promote employee awareness of compliance-related issues. The basic training will also be included in the HR onboarding program so that new employees are also informed about the importance of topics in the area of compliance in a timely manner.

In addition, further special training courses held in person and online were conducted by the Compliance Office, taking into account specific risks or special target groups.

Since the implementation of e-learning, more than 19,562 training courses on the topics of "Compliance basics", "Compliance, corruption prevention (part 1)" and "Compliance, fair supply chains" have been successfully completed by employees at various hierarchical levels from 35 countries.

#### **Overview of number of completed basic training courses**

Compliance basics	6,654
Compliance, corruption prevention (part 1)	6,584
Compliance, fair supply chains	6,324
<b>Total</b>	<b>19,562</b>

In addition, a total of 2,674 employees from different hierarchical levels and countries successfully took part in training courses for specific target groups on the topics of "Compliance, data protection and information security", "Fair competition (Part 1)" and "Compliance within the Company" in financial year 2023/2024.

#### **Overview of number of completed special training courses**

Compliance, data protection and information security*	1,306
Fair competition (Part 1)	1,139
Compliance within the Company	229
<b>Total</b>	<b>2,674</b>

\* Training for production employees who do not have access to digital platforms

All employees must take part in the training measures assigned to them within set and regular deadlines and also have the opportunity to participate in further training on a voluntary basis.

Another key element in avoiding compliance violations and improving Company-wide awareness is communication. An open dialogue with employees helps to further enshrine integrity and fairness in day-to-day business. For example, information on guidelines and compliance activities is communicated via intranet articles and videos. The focus placed on the communication strategy in the previous financial year is aimed at improving understanding of compliance-related issues, raising employee awareness and increasing the profile of the function within the Company.



HEIDELBERG has established various reporting channels so that external and internal whistleblowers can report potential compliance misconduct and violations, including in the area of anti-corruption, at an early stage in order to ensure clarification. Sanctions are imposed on a case-by-case basis, taking into account the type and severity of the compliance violation and the applicable law.

The central compliance office and the regional and local compliance officers are available to HEIDELBERG's employees, managers and executive bodies as a point of contact for all issues relating to compliance. Moreover, compliance violations can be reported through various channels, including to HEIDELBERG's external ombudsman. HEIDELBERG uses the ombudsman's office to ensure that employees, customers, suppliers and business partners can report potential compliance violations confidentially and, if desired, anonymously, which are then processed by external lawyers.

Compliance violations can also be reported directly to the Compliance function via the Management Board, the Works Council or managers.

The electronic reporting tool SpeakUp, which was introduced last year and has been available to both internal and external whistleblowers since January 2023, is used as an additional reporting channel. SpeakUp, which is to be regarded as supplementary to the existing reporting channels, can be used to submit reports both anonymously and by name. The SpeakUp

system is operated by an independent service provider and is available around the clock. Users can submit reports in their own language by telephone or online. Reports are processed by the compliance office.

For example, cases of corruption, antitrust violations or money laundering can be reported. The topics of human rights and environmental offenses are also covered. All justified reports are investigated internally and may have consequences.

A Group-wide guideline regulates the procedure and transparently describes the procedure and the protection that both the reporting person and the person concerned receive. A process description can be found both internally on the HEIDELBERG intranet page and externally on the Company website.

Various communication tools are used in order to improve trust in the system and make it more widely known. It is part of compliance training and informational material, such as the flyer, explaining the procedure.

The provision of various reporting channels is intended to ensure early reporting and seamless clarification. Reports were processed in close cooperation with Internal Audit and the Compliance department. In cases where the reported evidence was confirmed following further clarification – including with the support of local external law firms as required – corrective measures were initiated, such as disciplinary measures in coordination with the HR department.

## Data protection and data security

HEIDELBERG accepts its responsibility to handle the personal data entrusted to it in accordance with the applicable legal requirements. As data protection legislation varies in many countries to a large extent, HEIDELBERG has defined minimum standards in data protection guidelines for the entire Group. These apply globally, but are supplemented by special features of national legislation.

HEIDELBERG conducts regular mandatory training on data protection and information security for all employees.

HEIDELBERG is aware of the constantly growing threat situation in cyberspace and operates a certified information security management system in accordance with the internationally recognized DIN ISO/IEC standard 27001.<sup>1</sup> This makes it possible to optimally weigh the risks and opportunities in order to select adequate measures in the continuous improvement process so as to guarantee the protection goals of confidentiality, integrity and availability. Current information, trends and projects relating to information security are regularly reported to top management by the CISO.

HEIDELBERG attaches great importance to meeting all legal requirements through the ISMS, as well as making the Company more resilient to cyber attacks.

## Respect for human rights

HEIDELBERG is pursuing the vision of an ESG-compliant supply chain with a focus on human rights, ethics and environmental aspects. The Group Management Board defines the compliance principles which the Company is committed to upholding in the documents that apply as a matter of principle on a Group-wide basis, i.e. the codes of conduct and the policy statement on human rights. In line with these principles, the HEIDELBERG Group undertakes to act with integrity and in accordance with the law. This integrity is firmly enshrined in the corporate culture and structure. Protecting and respecting human rights is an elementary component of the HEIDELBERG Group's system of values.

Work at the production sites and sales companies in the respective areas is based on principles that apply globally. The HEIDELBERG Group applies ethical values and principles – especially honesty, integrity and respect for human dignity – as set out in the principles of the United Nations Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, the principles of the UN Global Compact and the fundamental conventions of the International Labour Organization (ILO), and the United Nations Guiding Principles on Business and Human Rights. Please also refer to the HEIDELBERG Code of Conduct.

HEIDELBERG also expects its business partners to share and promote the HEIDELBERG Group's values and principles. This commitment has therefore also been included in the HEIDELBERG Business Partner Code of Conduct. Within the framework of this agreement, the HEIDELBERG Group reserves the right to verify that its business partners are complying with the Business Partner Code of Conduct.

A sustainable and socially responsible supply chain is extremely important to HEIDELBERG. In line with this, the period under review saw a particular focus on expanding or establishing and implementing procedures within the existing business processes with a view to identifying human rights and environmental risks in the individual business areas and in the supply chain and taking corrective action as required.

<sup>1</sup> Certification relates to the Heidelberg, Wiesloch and Kiel sites

### Responsibility and proactive risk analysis

Responsibility for compliance with the defined principles on human rights and environmental protection lies with the Management Board of Heidelberger Druckmaschinen Aktiengesellschaft. Operational monitoring of compliance with due diligence obligations under the German Supply Chain Due Diligence Act (LkSG) has been delegated to a specially established LkSG Steering Committee. It is made up of managers from the Legal Department, Purchasing, Risk Management, Quality and Sustainability, and meets on a quarterly basis or as required.

Human rights have been integrated into both the compliance management system and the risk management system of the HEIDELBERG Group. All business divisions and consolidated subsidiaries are included in HEIDELBERG's risk management process and were evaluated in an extended risk analysis by way of self-assessment.

A comprehensive risk analysis was therefore carried out in the reporting period to create transparency regarding human rights and environmental risks in the global HEIDELBERG supply chain.

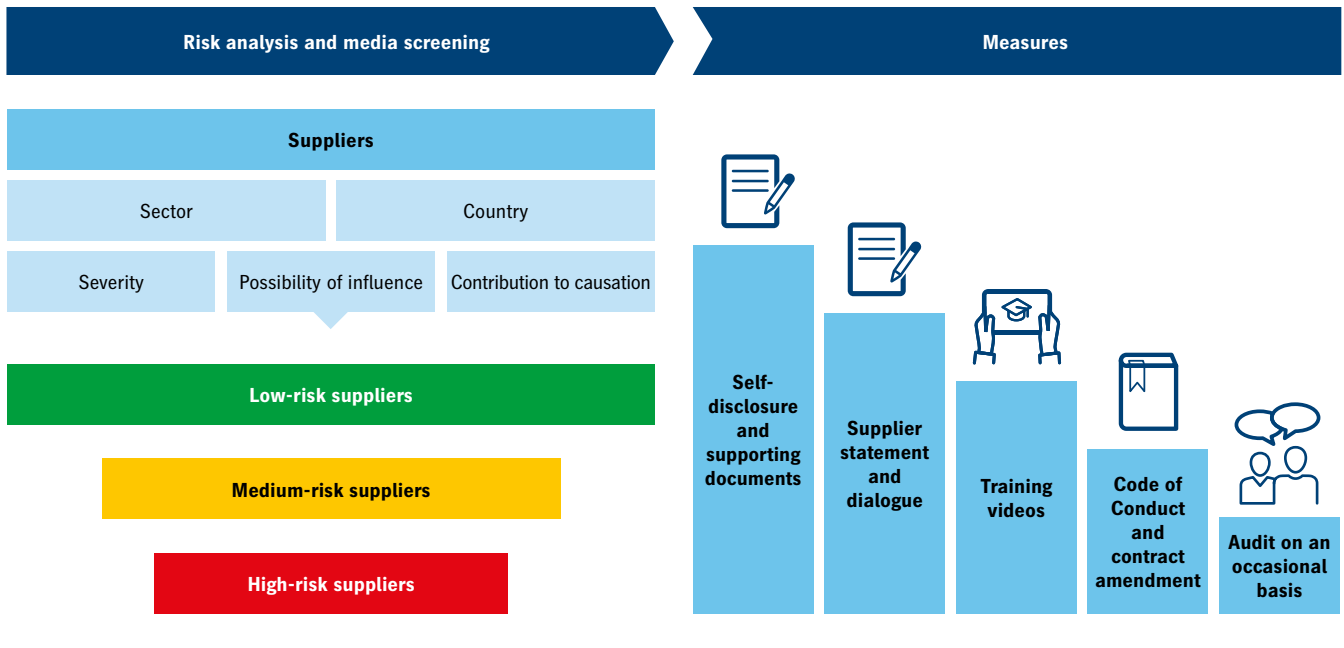
This is being carried out using an IT-supported LkSG risk management tool and is based on the legal positions of the Supply Chain Due Diligence Act. The data used (press releases, indices, rankings, etc.) is constantly updated to ensure a dynamic, ongoing abstract risk assessment of all suppliers. After determining the abstract risks, companies exposed to abstract risks are subjected to a concrete risk analysis. The specific risk is calculated on the basis of a self-assessment (questionnaires), proof of compliance with audit-based standards (certificates), supplier statements, personal contact/discussions with the supplier or information from the complaints procedure. Individual prevention measures can then be implemented based on the specific risk.

The comprehensive risk analysis for both the Company's own business and its suppliers will continue to be carried out on an annual basis. In addition to risk analysis, the software-based LkSG risk management tool also uses continuous media screening to identify indicators of human rights and environmental breaches of duty. If the tool identifies any indicators (especially red flags), these are checked and, if verified, dealt with in accordance with the defined processes. In this way, HEIDELBERG ensures that risks and violations can be identified and rectified in a timely manner.

### Training and prevention for employees and suppliers

Respect for human rights is relevant to every HEIDELBERG Group employee. To raise awareness, a training concept ("Compliance – Fair Supply Chains") was developed for all employees and rolled out across the Group. In addition to general information on the various aspects of human rights and the statutory requirements, it includes specific training on the Group's expectations of each and every employee. This is based on the policy statement on human rights and the HEIDELBERG Code of Conduct. For employees with regular contact with suppliers, a more comprehensive training concept was developed and rolled out with basic and specialist training courses such as "Supply Chain Compliance" and "Fair Competition". The aim is to create awareness of human rights risks and build knowledge of what this means in terms of the Company's business activities.

HEIDELBERG has established an LkSG due diligence process in order to identify potential violations of human rights and employment law in the supply chain. New suppliers are subjected to an LkSG due diligence check as part of the onboarding process. A tool is used for this purpose, which helps to assess the supplier on the basis of publicly available information, such as industry and country-specific indices (annual risk analysis), as well as current media reports (news monitoring during the year). New suppliers are also subjected to a risk assessment as part of the onboarding process. To this end, self-disclosures/questionnaires, requested certificates or on-site audits are used, for example, to check which appropriate preventive measures, such as additional contractual agreements, need to be defined if the supplier cannot be replaced. Similarly, depending on the nature of the risk, suppliers for whom a risk is identified in the course of regular risk analysis are trained or audited or other preventive measures are initiated. If a breach of duty is identified, appropriate remedial measures are initiated which, depending on the escalation level, can range from comments and one-to-one discussions to training, amendments to contracts/Code of Conduct, on-site audits and termination of the business relationship.



**Channels for reporting human rights violations**

HEIDELBERG has implemented various reporting channels so that external and internal whistleblowers can report potential compliance violations at an early stage and clarification is ensured. As a neutral body that is not bound by directives, the ombudsman’s office working with HEIDELBERG receives complaints about breaches of duty of care by employees or third parties in confidence and, if desired, passes them on to the Compliance Office for further processing while maintaining anonymity. Employees and third parties can also report complaints concerning human rights violations and environmental

offenses confidentially and, if desired, anonymously via the SpeakUp whistleblower system, which can be contacted by telephone or via digital channels. Reports received are processed by the Company’s internal compliance office.

In addition to ensuring an understanding of and refusal to accept human rights and environmental violations, HEIDELBERG seeks to actively work to quickly and effectively resolve any such violations within its area of responsibility using the resources available to it.

## Overview key figures

### Overview Environmental KPIs Input

	Unit	2021/2022	2022/2023	2023/2024	Change 2022/2023 vs. 2023/2024 in %
<b>Input</b>					
Energy consumption, total <sup>1)</sup>	GWh/a	256*	221*	202	- 8.7*
of which:					
Electricity <sup>2)</sup>	%	52.1*	60.7*	59.3*	
Natural gas <sup>2)</sup>	%	37.7*	30.7*	31.7*	
Heating <sup>2)</sup>	%	2.1*	2.0*	2.0*	
Oil <sup>2)</sup>	%	0.8*	0.3*	1.0*	
Fuel (vehicle fleet/production processes) <sup>2)</sup>	%	7.3*	6.3*	6.0*	
Energy consumption by site:					
Wiesloch-Walldorf <sup>2)</sup>	%	44.5*	38.0*	38.8*	
Heidelberg <sup>2)</sup>	%	-	-	-	
Amstetten <sup>2)</sup>	%	41.9*	46.8*	45.4*	
Brandenburg <sup>2)</sup>	%	5.7*	6.2*	6.0*	
Qingpu <sup>2)</sup>	%	3.2*	4.2*	5.1*	
Others <sup>2)</sup>	%	4.7*	4.8*	4.7*	
Energy consumption, total (weather-adjusted) <sup>3)</sup>	GWh/a	253*	226*	206	- 8.5*
Share of renewable energies in purchased electricity (Wiesloch-Walldorf, Amstetten, Brandenburg and Qingpu sites)	%	27.2*	48.2*	55.5	
Electricity generation from own PV	kWh	685,919*	734,648*	1,420,889	93.4*
Water consumption, total <sup>4)</sup>	m <sup>3</sup> /a	170,731*	165,224*	145,952	- 11.7*
of which:					
Wiesloch-Walldorf <sup>2)</sup>	%	55.4*	51.4*	49.4*	
Heidelberg <sup>2)</sup>	%	-	-	-	
Amstetten <sup>2)</sup>	%	27.8*	30.3*	27.9*	
Brandenburg <sup>2)</sup>	%	5.7*	4.3*	5.6*	
Qingpu <sup>2)</sup>	%	7.5*	9.9*	11.7*	
Others <sup>2)</sup>	%	3.6*	4.0*	5.4*	

\* Voluntary disclosure, not reviewed by the independent auditor

<sup>1)</sup> Total energy consumption of the 11 production and development sites, including vehicle fleet, Company fueling stations, and fuel used in production-related processes. The Heidelberg site is not included from January 1, 2021

<sup>2)</sup> In accordance with VDI 2067, the heating energy supplied was adjusted based on the degree days figure of the Heidelberg weather station. In the year under review, the reference year was defined as the average for the financial years 2013/2014 to 2022/2023

<sup>3)</sup> Figures relate to the 11 production and development sites (see the list under "Environmental figures")

<sup>4)</sup> Voluntary breakdown, differentiation not reviewed by the independent auditor

## Overview Environmental KPIs Output

	Unit	2021/2022	2022/2023	2023/2024	Change 2022/2023 vs. 2023/2024 in %
<b>Output</b>					
Scope 1 emissions, total <sup>1)</sup>	metric tons CO <sub>2</sub> e	27,590*	19,386*	19,269	- 0.6*
Scope 2 emissions, total <sup>1)</sup>	metric tons CO <sub>2</sub> e	64,189*	46,331*	36,693	- 20.8*
Scope 3 emissions, total	metric tons CO <sub>2</sub> e	1,975,842*	1,939,254*	1,839,967	- 5.1*
of which:					
Category 3.1 (Purchased goods and services) <sup>2)</sup>	%	37.19*	37.22*	35.48*	
Category 3.4 and 3.9 (Upstream and down- stream transportation and distribution) <sup>2)</sup>	%	3.14*	3.68*	3.16*	
Category 3.6 (Business travel) <sup>2)</sup>	%	0.85*	1.02*	1.70*	
Category 3.11 (Use of sold products) <sup>2)</sup>	%	52.31*	51.47*	52.56*	
Other categories <sup>2)</sup>	%	6.51*	6.61*	7.10*	
Scope 1 and 2 emissions, total <sup>3)</sup>	metric tons CO <sub>2</sub> e	91,779*	65,717*	55,962	- 14.8*
Scope 1 and 2 and 3 emissions, total	metric tons CO <sub>2</sub> e	2,067,621*	2,004,971*	1,895,929	- 5.4*
Greenhouse gas (GHG) emissions (Scope 1 and 2)/turnover	metric tons CO <sub>2</sub> e/ € millions	42.0*	27.0*	23.4	- 13.4*
Waste <sup>1)</sup>	metric tons	38,770*	35,266*	31,792	- 9.8*
of which:					
Hazardous waste for recycling	%	-	-	9.40	
Hazardous waste for disposal	%	-	-	0.50	
Recycling rate <sup>1)</sup>	%	96.12*	96.00*	95.57	

\* Voluntary disclosure, not reviewed by the independent auditor

<sup>1)</sup> The figures relate to the 11 production and development sites (see the list under "Environmental figures")

<sup>2)</sup> Voluntary breakdown, differentiation not reviewed by the independent auditor

<sup>3)</sup> CO<sub>2</sub> emissions resulting from energy and district heating supply are based on information from the respective electric utility at the particular site; other emissions are based on GEMIS and were updated to version 5.0 in the financial year 2021/2022

## Overview KPIs employee matters

	Unit	2021/2022	2022/2023	2023/2024	Change 2022/2023 vs. 2023/2024 in %
Number of employees <sup>1)</sup>	Number	9,811	9,554	9,591	0.4
of which:					
Asia/Pacific	%	16.7	16.6	16.4	
EMEA <sup>2)</sup>	%	76.2	76.0	76.1	
Americas <sup>3)</sup>	%	7.1	7.4	7.5	
Turnover rate <sup>4)</sup>	%	8.9	9.1	3.5	
Average seniority <sup>1)</sup>	Years	21.1	20.5	20.4	- 0.5
Percentage of female employees, total	%	15.8	16.1	16.4	
Percentage of female employees, Management Level 1 (ML1) <sup>5)</sup>	%	-	8.2	8.2	
Percentage of female employees, Management Level 2 (ML2) <sup>5)</sup>	%	-	8.5	8.5	
Percentage of part-time employees <sup>1)</sup>	%	6.2	6.3	6.5	
Training hours <sup>6)</sup>	Number	-	98,583	109,165	10.7
Training hours per employee <sup>6)</sup>	Number	0.0	15.7	10.9	- 30.6
Trainees, total	Number	362	390	417	6.9

<sup>1)</sup> Excluding trainees.

<sup>2)</sup> Including former Eastern Europe; previous years 2021/2022 and 2022/2023 were adjusted

<sup>3)</sup> North America and South America were combined to form Americas; previous years 2021/2022 and 2022/2023 were adjusted

<sup>4)</sup> Employees leaving the Company not including temporary contracts coming to an end, not including transfers, including those entering the resting phase of partial retirement at Heidelberger Druckmaschinen AG, and including operational redundancies

<sup>5)</sup> Heidelberger Druckmaschinen AG

<sup>6)</sup> For voluntary and mandatory trainings for all employees at the sites in Germany, from financial year 2023/2024 on Heidelberg Group-wide  
Employee figures generally relate to all employees of the HEIDELBERG Group, including trainees, unless stated in a separate footnote

## EU Taxonomy Turnover Financial year 2023/2024

Template: Proportion of turnover from products or services associated with Taxonomy-aligned economic activities – disclosure covering the year from April 1, 2023 to March 31, 2024.

Economic Activities (1)	Code(s) (2)	Turnover (3)	Proportion of turnover, FY 2023/2024 (4)	Substantial contribution criteria						DNSH criteria ('Does Not Significantly Harm')										Proportion of Taxonomy-aligned (A.1) or -eligible (A.2) turnover, FY 2022/2023 (18)	Category enabling activity (19)	Category transitional activity (20)
				Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	%	E	T			
		mEUR	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T			
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>																						
A.1 Environmentally sustainable activities (Taxonomy-aligned)																						
Manufacture of iron and steel	CCM 3.9.	48.26	2.01%	Y	N	N	N	N	N	Y	Y	Y	Y	Y	Y	Y	2.05%		T			
<b>Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)</b>		<b>48.26</b>	<b>2.01%</b>	<b>100%</b>	<b>-%</b>	<b>-%</b>	<b>-%</b>	<b>-%</b>	<b>-%</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>2.05%</b>					
Of which Enabling		0	-%	-%	-%	-%	-%	-%	-%	Y	Y	Y	Y	Y	Y	Y	-%	E				
Of which Transitional		48.26	2.01%	100%						Y	Y	Y	Y	Y	Y	Y	2.05%		T			
<b>A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)</b>																						
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL													
Manufacture, installation, and servicing of high, medium and low-voltage electrical equipment for electrical transmission and distribution that result in or enable a substantial contribution to climate change mitigation	CCM 3.20.	8.41	0.35%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.85%*					
Provision of data-driven IT/OT solutions	CE 4.1.	58.36	2.44%**	N/EL	N/EL	N/EL	N/EL	EL	N/EL								n/a					
<b>Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)</b>		<b>66.77</b>	<b>2.79%</b>	<b>12.60%</b>	<b>-%</b>	<b>-%</b>	<b>-%</b>	<b>87.40%</b>	<b>-%</b>								<b>0.85%*</b>					
<b>A.Turnover of Taxonomy eligible activities (A.1+A.2)</b>		<b>115.02</b>	<b>4.80%**</b>	<b>49.27%</b>	<b>-%</b>	<b>-%</b>	<b>-%</b>	<b>50.73%</b>	<b>-%</b>								<b>2.90%</b>					
<b>B.TAXONOMY-NON-ELIGIBLE ACTIVITIES</b>																						
<b>Turnover of Taxonomy-non-eligible activities</b>		<b>2,280.19</b>	<b>95.20%</b>																			
<b>TOTAL</b>		<b>2,395.21</b>	<b>100%</b>																			

\* The taxonomy-eligible share was taken from the information on economic activity CCM 6.15. from the previous year, as the products were reclassified from CCM 6.15. to CCM 3.20., thus ensuring direct comparability

\*\* In the 2023/2024 financial year, an increase in taxonomy-eligible shares was achieved compared to the 2022/2023 financial year due to the inclusion of the economic activity CE 4.1. which can be recognised as taxonomy-eligible in this 2023/2024 financial year

Y – Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective.  
N – No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective.  
EL – Taxonomy eligible activity for the relevant objective.  
N/EL – not eligible, Taxonomy non-eligible activity for the relevant environmental objective.



## EU Taxonomy Capital Expenditure (CapEx) Financial year 2023/2024

Template: Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering the year from April 1, 2023 to March 31, 2024.

Economic Activities (1)	Code (2)	CapEx (3)	Proportion of CapEx, FY 2023/2024 (4)	Substantial contribution criteria						DNSH criteria ('Does Not Significantly Harm')										Proportion of Taxonomy-aligned (A.1) or eligible (A.2.) CapEx, FY 2022/2023 (18)	Category enabling activity (19)	Category transitional activity (20)
				Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	%	E	T			
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>		mEUR	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T		
<b>A.1 Environmentally sustainable activities (Taxonomy-aligned)</b>																						
Manufacture of iron and steel	CCM 3.9.	2.44	2.72%	Y	N	N	N	N	N	Y	Y	Y	Y	Y	Y	Y	1.28%		T			
<b>CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)</b>		<b>2.44</b>	<b>2.72%</b>	<b>100%</b>	<b>-%</b>	<b>-%</b>	<b>-%</b>	<b>-%</b>	<b>-%</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>1.28%</b>					
Of which Enabling		0	-%	-%	-%	-%	-%	-%	-%	Y	Y	Y	Y	Y	Y	Y	-%	E				
Of which Transitional		2.44	2.72%	100%						Y	Y	Y	Y	Y	Y	Y	1.28%		T			
<b>A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)</b>																						
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL													
Manufacture, installation, and servicing of high, medium and low-voltage electrical equipment for electrical transmission and distribution that result in or enable a substantial contribution to climate change mitigation.	CCM 3.20.	0.25	0.28%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								-%*					
Provision of data-driven IT/OT solutions	CE 4.1.	0.24	0.27%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								n/a					
Transmission and distribution of electricity	CCM 4.9.	0.72	0.80%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.27%					
Storage of electricity	CCM 4.10.	0.02	0.02%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								-%					
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5.	13.3	14.84%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								6.46%					
Infrastructure for personal mobility, cycle logistics	CCM 6.13.	0.02	0.02%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.04%					
Infrastructure enabling low-carbon road transport and public transport	CCM 6.15.	0.22	0.25%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.85%*					
Renovation of existing buildings	CCM 7.2./ CE 3.2.	5.99	6.68%	EL	N/EL	N/EL	N/EL	EL	N/EL								0.18%					
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3.	0.4	0.45%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								2.36%					
Installation, maintenance and repair of renewable energy technologies	CCM 7.6.	0.03	0.03%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								1.69%					

Economic Activities (1)	Code (2)	CapEx (3)	Proportion of CapEx, FY 2023/2024 (4)	Substantial contribution criteria						DNSH criteria ('Does Not Significantly Harm')						Proportion of Taxonomy-aligned (A.1) or eligible (A.2.) CapEx, FY 2022/2023 (18)	Category enabling activity (19)	Category transitional activity (20)	
				Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)				Minimum Safeguards (17)
		mEUR	%	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
<b>CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)</b>		<b>21.19</b>	<b>23.64%</b>	<b>98.87%</b>	<b>-%</b>	<b>-%</b>	<b>-%</b>	<b>1.13%</b>	<b>-%</b>										<b>11.01%</b>
<b>A.CapEx of Taxonomy eligible activities (A.1+A.2)</b>		<b>23.63</b>	<b>26.36%</b>	<b>98.98%</b>	<b>-%</b>	<b>-%</b>	<b>-%</b>	<b>1.02%</b>	<b>%</b>										<b>13.14%</b>
<b>B.TAXONOMY-NON-ELIGIBLE ACTIVITIES</b>																			
<b>CapEx of Taxonomy-non-eligible activities</b>		<b>66.02</b>	<b>73.64%</b>																
<b>TOTAL</b>		<b>89.65</b>	<b>100.00%</b>																

\* The taxonomy-eligible share was taken from the information on economic activity CCM 6.15. from the previous year, as the products were reclassified from CCM 6.15. to CCM 3.20., thus ensuring direct comparability

Y – Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective.  
N – No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective.  
EL – Taxonomy eligible activity for the relevant objective.  
N/EL – not eligible, Taxonomy non-eligible activity for the relevant environmental objective.

Table according to footnote (c) of Annex V EDA		
Proportion of CapEx/Total CapEx		
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
Climate Change Mitigation (CCM)	0 %	26.09 %
Climate Change Adaptation (CCA)	0 %	0 %
Water and Marine Resources (WTR)	0 %	0 %
Circular Economy (CE)	0 %	6.95 %
Pollution Prevention and Control (PPC)	0 %	0 %
Biodiversity and Ecosystems (BIO)	0 %	0 %

## EU Taxonomy Operating Expenditure (OpEx) Financial year 2023/2024

Template: Proportion of OpEx associated with Taxonomy-aligned economic activities – disclosure covering the year from April 1, 2023 to March 31, 2024

Economic Activities (1)	Code (2)	OpEx (3)	Proportion of OpEx, FY 2023/2024 (4)	Substantial contribution criteria						DNSH criteria ('Does Not Significantly Harm')						Minimum Safeguards (17)	Proportion of Taxonomy-aligned (A.1) or -eligible (A.2) OpEx, FY 2022/2023 (18)	Category enabling activity (19)	Category transitional activity (20)
				Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)				
		mEUR	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>																			
A.1 Environmentally sustainable activities (Taxonomy-aligned)																			
Manufacture of iron and steel	CCM 3.9.	3.49	3.04%	Y	N	N	N	N	N	Y	Y	Y	Y	Y	Y	Y	2.23%		T
<b>OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)</b>		<b>3.49</b>	<b>3.04%</b>	<b>100%</b>	<b>-%</b>	<b>-%</b>	<b>-%</b>	<b>-%</b>	<b>-%</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>2.29%</b>		
Of which Enabling		0	-%	-%	-%	-%	-%	-%	-%	Y	Y	Y	Y	Y	Y	Y	-%	E	
Of which Transitional		3.49	3.04%	100%						Y	Y	Y	Y	Y	Y	Y	2.23%		T
<b>A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)</b>																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Manufacture, installation, and servicing of high, medium and low-voltage electrical equipment for electrical transmission and distribution that result in or enable a substantial contribution to climate change mitigation.	CCM 3.20.	4.7	4.09%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.06%*		
Provision of data-driven IT/OT solutions	CE 4.1.	0.01	-%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								-%		
<b>OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)</b>		<b>4.71</b>	<b>4.10%</b>	<b>99.79%</b>	<b>-%</b>	<b>-%</b>	<b>-%</b>	<b>0.21%</b>	<b>-%</b>								<b>0.06%*</b>		
<b>A.OpEx of Taxonomy eligible activities (A.1+A.2)</b>		<b>8.2</b>	<b>7.14%</b>	<b>99.88%</b>	<b>-%</b>	<b>-%</b>	<b>-%</b>	<b>0.12%</b>	<b>-%</b>								<b>2.29%</b>		
<b>B.TAXONOMY-NON-ELIGIBLE ACTIVITIES</b>																			
<b>OpEx of Taxonomy-non-eligible activities</b>		<b>106.69</b>	<b>92.86%</b>																
<b>Total</b>		<b>114.89</b>	<b>100.00%</b>																

\* The taxonomy-eligible share was taken from the information on economic activity CCM 6.15. from the previous year, as the products were reclassified from CCM 6.15. to CCM 3.20., thus ensuring direct comparability.

Y – Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective.  
N – No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective.  
EL – Taxonomy eligible activity for the relevant objective.  
N/EL – not eligible, Taxonomy non-eligible activity for the relevant environmental objective.

## Overview of principles | Guidelines of the HEIDELBERG Group relating to sustainability

Principle   Directive		Contents
Environmental policy		Describes our environmental vision and sets out the basic requirements for compliance, communication, locations, products and services, and transport and logistics.
Code of Conduct for Employees		The HEIDELBERG Group's Code of Conduct forms the basis of the HEIDELBERG Group's Compliance Management System (CMS). It is both a binding framework and a guide for daily actions and decisions within the HEIDELBERG Group. Compliance with human rights is an essential part of our Code of Conduct.
Code of Conduct for Business Partners	Principle*	The HEIDELBERG Group's Business Partner Code of Conduct serves as the basis for a continuous, long-term partnership based on integrity. It formulates a clear framework for action for the HEIDELBERG Group's business partners and is based, among other things, on the principles of the UN Global Compact, OECD and international labor organizations and regulates our expectations of our business partners regarding human rights.
Declaration of Principles for the Respect of Human Rights		The HEIDELBERG Group's Human Rights Declaration sets out how we fulfill our social and societal responsibilities in cooperation with our stakeholders.
Compliance		Raising awareness and commitment among employees, managers and bodies of the HEIDELBERG Group in accordance with legal and organizational obligations to comply with applicable laws, regulations and guidelines as well as the moral, ethical and social principles to which the HEIDELBERG Group is committed.
Safety and Environment	Framework Directive**	Regulates operational environmental protection, occupational safety, corporate security, etc. at the production and development sites as well as the responsibilities in this context.
Information Security		Forms the basis for the information security management system (ISMS), with which the Management Board ensures the needs-based protection of all information of the HEIDELBERG Group and thus also of customers, employees and business partners.
Human Resources		Regulates responsibilities, HR principles, personnel recruitment and development, employee management, rules of conduct, disciplinary measures and maxims of action.
Risk Management		Regulates risk definitions, responsibilities and organization, materiality limits, risk assessments and reporting requirements. The guideline is supplemented by further documents on the topic.
Internal Control System		Regulation on the internal control system of the HEIDELBERG Group with specifications on control components, delegation principles, reporting, etc.
External and internal communication		Regulates the responsibilities and processes for internal and external communication within the HEIDELBERG Group.
Product Life Cycle Management		Describes the product life cycle process, regulates responsibilities, product design, environmental protection of the product, product safety and maxims of action.
Data Protection for the HEIDELBERG Group	Directive***	The Data Protection Directive for the HEIDELBERG Group regulates binding minimum standards for the implementation of data protection tasks in the individual companies, the responsibilities for fulfilling the relevant data protection requirements in day-to-day operations and the scope of application of more specific data protection guidelines.
Handling Gifts, Hospitality and Invitations		The policy regulates the handling of gifts, hospitality and invitations and sets minimum requirements for the conduct of HEIDELBERG employees to prevent and combat corruption, tax evasion and social security fraud.
Donations and Sponsorships		The purpose of this policy is to provide employees, managers and bodies of the HEIDELBERG Group with a guideline for dealing with donations and sponsorship.
Antitrust law		This guideline is intended to help HEIDELBERG employees familiarize themselves with the essential principles of antitrust law and to raise awareness of issues that are problematic under antitrust law. It is intended to provide concrete advice on behavior and assistance with questions relevant to antitrust law.

<b>Principle   Directive</b>		<b>Contents</b>
Compliance Reporting System		This policy describes how HEIDELBERG employees can address alleged violations of the Code of Conduct and describes the process for submitting and further processing as well as the protection of the whistleblower (confidentiality, anonymity, no reprimands).
Money Laundering Prevention		The purpose of this policy is to provide employees, managers and bodies of the HEIDELBERG Group with a guideline for screening business partners to prevent and combat money laundering and terrorist financing.
Employee-Supervisor-Dialogue (ESD)		Regulates group-wide compliance with the principles and process of the Employee-Supervisor Dialogue.
Knowledge Management		This guideline regulates knowledge management within the group so that relevant knowledge can be used across the organization in a transparent manner, thus ensuring the long-term economic success of the Company.
Responsibility for Quality		Regulates and explains the quality assurance responsibilities and tasks in the HEIDELBERG Group. This guideline is supplemented by further, department-specific quality guidelines.
Emergency Management	Directive***	Measures to prepare for emergencies that require rapid action and intensive communication with authorities, HEIDELBERG and its employees in order to avoid damage to the Group and its stakeholders.
Product safety and conformity		Regulates the responsibilities and procedures for ensuring product conformity, their minimum requirements and special provisions in the HEIDELBERG Group.
Use of Cloud Computing		The guideline regulates for all business units of the HEIDELBERG Group and employees the procedure for how to proceed with a planned project to use cloud computing, which legal and internal requirements must be observed and which departments, must be involved.
Occupational Safety and Health and Company Security		Regulates the requirements for protecting employees from accidents, occupational diseases or other health impairments, Company safety and operational environmental protection at the locations.
Supplier Approval		Regulates the responsibilities, principles, risk assessment, qualification, action maxims, etc. for supplier selection.
Information Security for Employees		Regulates the tasks and duties of each employee with regard to information security measures to be observed.
Principles   Guidelines of the HEIDELBERG-Group with a direct reference to sustainability. Further principles and guidelines valid for the HEIDELBERG-Group.		
* Principle – principles derived from values to guide behavior and decisions.		
** Framework Directive – serve as guidelines by defining, among other things, the necessary structures and responsibilities to ensure that values and principles are applied in everyday business.		
*** Policy – specific instructions or recommendations to achieve certain objectives or encourage certain behaviors, e.g. by standardizing decision-making processes.		

## Independent assurance practitioner's report

To the Heidelberger Druckmaschinen AG

We have performed a limited assurance engagement on the combined separate non-financial report of Heidelberger Druckmaschinen AG (hereinafter the “parent company”) for the period from 1 April 2023 to 31 March 2024 (hereinafter the “combined separate Non-financial Report”).

Not subject to our assurance engagement are the external sources of documentation or expert opinions mentioned in the combined separate Non-financial Report, which are marked unassured/(see annex to the assurance report).

### Responsibilities of Management

Management of the parent company is responsible for the preparation of combined separate Non-financial Report in accordance with Sections 315c in conjunction with 289c to 289e HGB [“Handelsgesetzbuch”: German Commercial Code] and Article 8 of REGULATION (EU) 2020/852 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 18 June 2020 on establishing a framework to facilitate sustainable investment and amending Regulation (EU) 2019/2088 (hereinafter the “EU Taxonomy Regulation”) and the Delegated Acts adopted thereunder, as well as for making their own interpretation of the wording and terms contained in the EU Taxonomy Regulation and the delegated acts adopted thereunder as set out in section “EU-Taxonomy Regulation” of the combined separate Non-financial Report.

This responsibility includes the selection and application of appropriate non-financial reporting methods and making assumptions and estimates about individual non-financial disclosures of the group that are reasonable in the circumstances. Furthermore, management is responsible for such internal control as they consider necessary to enable the preparation of a combined separate Non-financial Report that is free from material misstatement, whether due to fraud or error.

The EU Taxonomy Regulation and the Delegated Acts issued thereunder contain wording and terms that are still subject to considerable interpretation uncertainties and for which

clarifications have not yet been published in every case. Therefore, management has disclosed their interpretation of the EU Taxonomy Regulation and the Delegated Acts adopted thereunder in section “EU-Taxonomy Regulation” of the combined separate Non-financial Report. They are responsible for the defensibility of this interpretation. Due to the immanent risk that indeterminate legal terms may be interpreted differently, the legal conformity of the interpretation is subject to uncertainties.

### Independence and Quality Assurance of the Assurance Practitioner's firm

We have complied with the independence and quality assurance requirements set out in the national legal provisions and professional pronouncements, in particular the Professional Code for German Public Auditors and Chartered Accountants (in Germany) and the IDW Standard on Quality Management 1: Requirements for Quality Management in Audit Firms (IDW QMS 1 (09.2022)).

### Responsibility of the Assurance Practitioner

Our responsibility is to express a conclusion with limited assurance on the non-financial statement based on our assurance engagement.

We conducted our assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised): “Assurance Engagements other than Audits or Reviews of Historical Financial Information” issued by the IAASB. This standard requires that we plan and perform the assurance engagement to obtain limited assurance about whether any matters have come to our attention that cause us to believe that the company's non-financial statement, other than the external sources of documentation or expert opinions mentioned in the non-financial statement, are not prepared, in all material respects, in accordance with Sections 315c in conjunction with 289c to 289e HGB and the EU Taxonomy Regulation and the Delegated Acts issued thereunder as well as the interpretation by management disclosed in section “EU-Taxonomy Regulation” of the combined separate Non-financial Report.

In a limited assurance engagement, the procedures performed are less extensive than in a reasonable assurance engagement, and accordingly, a substantially lower level of assurance is obtained. The selection of the assurance procedures is subject to the professional judgment of the assurance practitioner.

In the course of our assurance engagement we have, among other things, performed the following assurance procedures and other activities:

- Inquiries of personnel on group level who are responsible for the materiality analysis to get an understanding of the process for identifying material topics and respective report boundaries of Heidelberger Druckmaschinen AG
- A risk analysis, including a media research, to identify relevant information on Heidelberger Druckmaschinen AG sustainability performance in the reporting period.
- Evaluation of the design and implementation of the systems and processes for the collection, processing and monitoring of the disclosures and key figures included in the scope of the audit, including the consolidation of the data.
- Inquiries of personnel on Heidelberger Druckmaschinen AG level who are responsible for the identification and consolidation as well as the execution of the internal control procedures relating to the data concerned, including the accompanying explanatory notes.
- Evaluation of selected internal and external documents.
- Analytical evaluation of data and trends of quantitative disclosures which are reported by all sites on group level.
- Evaluation of the local data collection, validation and reporting processes as well as the reliability of the reported data through a sample survey at selected Heidelberger Druckmaschinen AG sites.
- Inquiries of personnel on Group level to gain an understanding of the process to identify taxonomy-relevant economic activities and the corresponding disclosures in the combined integrated non-financial statement.
- Evaluation of the design and implementation of systems and processes for the determination, processing and monitoring of data on sales, capital expenditures and operating expenses for the taxonomy-relevant economic activities.
- Evaluation of CO<sub>2</sub> compensation certificates exclusively with regard to their existence, but not with regard to their impact
- Assessment of the overall presentation of the disclosures

In determining the disclosures in accordance with Article 8 of the EU Taxonomy Regulation, management is required to interpret undefined legal terms. Due to the immanent risk that undefined legal terms may be interpreted differently, the legal conformity of their interpretation and, accordingly, our assurance engagement thereon are subject to uncertainties.

### Assurance Opinion

Based on the assurance procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the combined separate Non-financial Report of Heidelberger Druckmaschinen AG, Heidelberg for the period from 1 April 2023 to 31 March 2024 has not been prepared, in all material respects, in accordance with Sections 315c in conjunction with 289c to 289e HGB and the EU Taxonomy Regulation and the Delegated Acts issued thereunder as well as the interpretation by management as disclosed in section “EU-Taxonomy Regulation” of the combined separate Non-financial Report.

We do not express an assurance opinion on the external sources of documentation or expert opinions mentioned in the combined separate Non-financial Report, which are marked unassured/).

### Restriction of Use

This assurance report is solely addressed to Heidelberger Druckmaschinen AG, Heidelberg

Our assignment for Heidelberger Druckmaschinen AG and professional liability is governed by the General Engagement Terms for Wirtschaftsprüfer (German Public Auditors) and Wirtschaftsprüfungsgesellschaften (German Public Audit Firms) (Allgemeine Auftragsbedingungen für Wirtschaftsprüfer und Wirtschaftsprüfungsgesellschaften) in the version dated [1 January 2017](#). By reading and using the information contained in this assurance report, each recipient confirms having taken note of provisions of the General Engagement Terms (including the limitation of our liability for negligence to EUR 4 million as stipulated in No. 9) and accepts the validity of the attached General Engagement Terms with respect to us.

Mannheim, 5 June 2024

KPMG AG Wirtschaftsprüfungsgesellschaft  
[Original German version signed by:]

Michael Mokler  
Wirtschaftsprüfer  
[German Public Auditor]

Niels Beyer  
Wirtschaftsprüfer  
[German Public Auditor]