

HUBER SE

Sustainability report 2023



YEARS **150** 1872-2022

HUBER
TECHNOLOGY
WASTE WATER Solutions



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Our way to more sustainability

G4-1, G4-5

Dear Reader,

It is with great pleasure that we present the fifth HUBER Sustainability Report. At a time when the challenges of climate change and limited resources are increasing, sustainability and responsible action are crucial. As a global company developing solutions for water and wastewater treatment, we have a special responsibility to preserve and protect our environment.

This report gives you a comprehensive insight into our efforts to embed sustainability in all our operations. We see sustainability as a holistic approach that encompasses both environmental, social and economic aspects. Our vision is to develop innovative technologies and solutions that enable sustainable use and the protection of our valuable resources.

During the last reporting period, we have made significant progress and reached key milestones.

This is how we celebrated our 150th company anniversary in 2022. Since 1872, HUBER has developed from a small coppersmiths into a global player. Our history is shaped by innovation, sustainability and a strong corporate culture. We are proud that, as a family business, we have maintained our values and traditions as we continue to rise to the challenges of our time.



Fig. 1: The board of directors of HUBER SE – Georg Huber (Chairman of the Board), Rainer Köhler, Dr.-Ing. Oliver Rong (Deputy Chairman of the Board), Dr.-Ing Johann Grienberger (from left to right)

During the anniversary year, we took the opportunity to look back on what we have achieved so far and at the same time look to the future. We have invited our employees¹, customers, partners and the community to celebrate with us and honour our shared successes.

We are constantly working to reduce our own environmental impact. In addition, we have intensified our efforts to promote social responsibility by introducing occupational health and safety management in accordance with ISO 45001.

We are proud of what we have achieved, but we are also aware that we still have a lot of work ahead of us. The coming years will bring new challenges, but we are determined to continue to lead the way in developing sustainable solutions. Our strategy is based on continuous innovation, investing in research and development and a corporate culture that anchors sustainability as a central element of our corporate governance.

In addition, we would like to emphasise that HUBER will meet the requirements of the Sustainable Finance Disclosure Regulation (SFDR) and the Corporate Sustainability Reporting Directive (CSRD) from 2025. These regulatory framework conditions aim to improve transparency and comparability of sustainability information and thus promote sustainable development.

We would like to thank all our employees, customers, partners and stakeholders who accompany and support us on our journey. Your commitment and collaboration are invaluable.

We hope that our **HUBER Sustainability Report 2023** will give you a comprehensive insight into our activities and provide you with inspiring insights into our sustainability efforts. Together, we can shape a more sustainable future.

Management Board of HUBER SE

¹ For reasons of better readability, the use of the language forms male, female and diverse (m/f/d) is omitted. All personal designations apply equally to all genders.

HUBER – Organisation, products, markets

Our organisation

G4-3, G4-5, G4-7, G4-12, G4-17, G4-34, G4-LA12

HUBER is a medium-sized group of companies with the headquarters situated in Berching.

The HUBER Group develops, produces and distributes worldwide machines, plants and products for drinking water supply and treatment, wastewater treatment and sludge treatment. Furthermore, HUBER offers for its products a comprehensive after-sales service.

HUBER SE plays a central role within the HUBER Group. As the largest company by sales and the company with the highest number of employees within the HUBER Group, HUBER SE takes the responsibility for the management of the entire operative business of the group and is the parent company of all domestic and foreign subsidiaries. This sustainability report therefore reports mainly on the company HUBER SE.

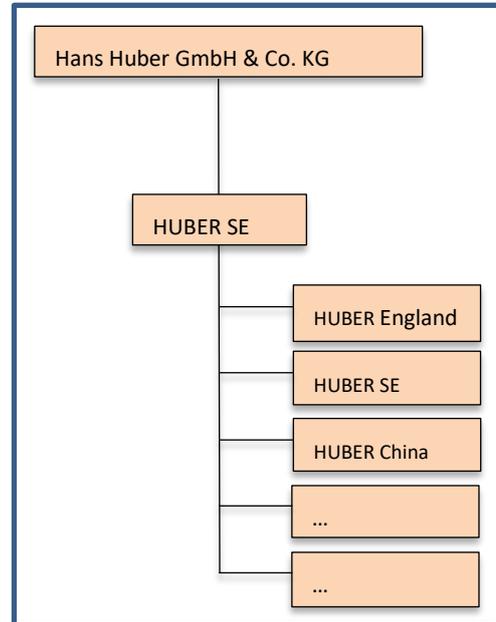


Fig. 2: Structure of the HUBER Group



Fig. 3: The HUBER Forum was opened in 2020. The building has three floors, meeting rooms on the top level, a cafeteria/canteen with outdoor space on the middle level and a reception area for visits on the lowest level

HUBER SE is managed by the board of directors consisting of four members:

Georg Huber (CEO)
 Dr.-Ing. Oliver Rong (Deputy Chairman of the Management Board)
 Rainer Köhler
 Dr.-Ing. Johann Grienberger

Each member of the board of directors has overall responsibility and is additionally responsible for specific areas.

<i>Georg Huber</i>	<i>Dr.-Ing. Oliver Rong</i>	<i>Rainer Köhler</i>	<i>Dr.-Ing. Johann Grienberger</i>
<i>Finance Controlling Personnel IT</i>	<i>Production Engineering Purchasing Quality Management</i>	<i>Sales Service</i>	<i>Innovation Marketing Environment Sustainability</i>

Table 1: Distribution of board responsibilities

Dr.-Ing. E.h. Hans Georg Huber

*06.09.1942 †15.03.2014



1969 – Dec 2009:

Co-owner and
 Managing Director / CEO
 of HUBER SE

Jan 2010 – March 2014:

Supervisory Board Chairman of HUBER SE

2004: Federal Cross of Merit

2006 German Environmental Award

2007: Bavarian Order of Merit

2007: Honoray doctorate awarded by TU
 Munich

Dr.-Ing. E.h. Hans G. Huber took over the family business from his father in 1967 and built up the HUBER Group as we know it today. Consistently and with determination, he pushed the company's development into a worldwide leading group on the environmental engineering sector and a supplier of solutions for water and wastewater treatment.

After his studies of process engineering at the Technical University of Munich from 1961 to 1967, he took over in 1969, together with his brother Karl-Josef, the management of the family-owned company business. HUBER owes its focus on the development, production and sales of machinery and plants for water treatment as well as its consistent positioning as a solution provider for the treatment of water, wastewater and sludge to his impulses. Due to his efforts the company has further developed into a globally active corporation.

Beside his entrepreneurial activity he held numerous honorary posts and was an active member of a number of organisations. He received a number of awards. In 2006, he further initiated the foundation of the 'Huber Technology Foundation' with the goal to support ideas, concepts and projects which stand for a sustainable use of water.

The board of directors is controlled by the supervisory board, which consists of three members and is thus the highest controlling body.

	Members	m/f	Age < 30	Age 30–50	Age > 50
Supervisory board	3	2/1	0	1	2
Board of directors	4	4/0	0	2	2

Table 2: Supervisory board and board of directors by age and gender

Since April 2016, the supervisory board has been composed as follows:

- Alois Ponnath
(Supervisory Board Chairman)
- Hans Spitzner (Deputy Chairman of the Supervisory Board)
- Johanna Rong



Fig. 4: Supervisory Board of HUBER SE – Alois Ponnath, Hans Spitzner, Johanna Rong (from left to right)

Karl-Josef Huber

*26.08.1946 †24.06.2016



1696 – Dez 2009:

Co-owner and managing Direktor /
Vize-CEO of HUBER SE

Jan 2010 – March 2014:

Deputy Chairman of the Supervisory
Board of HUBER SE

2006: Honorary citizen of Berching

2011: Bavarian Order of Merit

Karl-Josef Huber joined his parents' company back in 1967 before taking over the company management in 1969 together with his brother Hans Huber.

At that time, 25 people were employed in the company. By focusing on the material stainless steel and the issue "water", the two brothers developed the family business from a small, regional enterprise into an internationally operating company with a worldwide established reputation.

A key success factor in this process has been, and still is, the HUBER production which, under the management of Karl-Josef Huber, developed from a small handicraft business to a state-of-the-art facility where a wide range of machines and plants are manufactured. Over all the years, he was tireless in his efforts to continuously further develop the production facilities to ensure that high-quality products can be manufactured cost-effectively at the location Berching and delivered to the global customers on schedule. Due to a high vertical range of manufacture it has been possible to permanently incorporate innovative product ideas very quickly into the production process.

Under his direction, a completely new manufacturing plant was built on a greenfield site in the industrial area Berching-Erasbach in 1992. Thanks to his forward-looking planning and design of the production halls as well as the production processes, it was possible to expand the production capacity in order to meet the company growth of the following years at all times.

HUBER SE comprises 24 companies with a majority shareholding and one company with a 46% shareholding. 11 subsidiaries are based within Europe, 7 on the American continent and 7 in Asia. There occurred no changes in the structure of the HUBER organisation within the reporting period 2021/2022. Neither any locations nor business activity has changed. HUBER SE shares in sludge2energy GmbH (Germany) and HUBER Environmental (Pvt.) Ltd (South Africa) were sold to the respective co-shareholders.

The following companies belonged to the HUBER Group on December 31, 2022:

HANS HUBER GmbH & Co KG* - Germany
HUBER SE – Germany *
Picatech HUBER AG * - Switzerland
HUBER Environmental Technology (Taicang) Co. Ltd * - China
Hans Huber GmbH (Shanghai)* - China
HUBER Edelstahl Vertriebs-GmbH *- Austria
Rotamat Ltd. * - England
Hydropress HUBER AB * - Sweden
HUBER Technology Inc. * - USA
HUBER Technology Ltd.** - Canada
HUBER Technology SARL * - France
HUBER Technology España S.L. * - Spain
HUBER Technology srl * - Italy
HUBER Technology sp. z o.o. * - Poland
MENA WATER FZC * - United Arab Emirates
HUBER Technology de México* - Mexico
OOO HUBER Technology ** - Russia
HUBER Technology Asia-Pacific Pte Ltd. ** - Singapore
HUBER Technology (M) Sdn. Bhd. ** - Malaysia
HUBER CS spol. s r.o. ** - Czech Republic
HUBER SK spol. s r.o. ** - Slovakia
HUBER do Brasil Ltda. ** - Brazil
HUBER Latin America Ltda. ** - Chile
HUBER Colombia SAS ** - Colombia
Huber Technology Perú SAC** - Peru
HUBER Technology Middle East FZE * - United Arab Emirates
A.T.E. HUBER Envirotech Private Limited ** - India (46% share)

* included in the consolidated financial statement (2022) of HANS HUBER GmbH & Co. KG

** not included in the consolidated financial statement (2022) of HANS HUBER GmbH & Co. KG



Fig. 5: HUBER Environmental Technology Co. Ltd. In Taicang/China



The employees of our global subsidiaries are celebrating the 150th anniversary of the parent company

Our product range and brands

G4-4

The brand "HUBER" stands for high-quality and innovative products and solutions worldwide.



The most important business segments are:



Safe access solutions

We offer a comprehensive program of equipment for water supply facilities, waterworks and sewage treatment plants. The main products in this business line are manhole covers and technical doors, as used particularly in water reservoirs.



Mechanical wastewater treatment

Machines for the removal of solids from wastewater and process solutions for the advanced treatment of the solids are the core products of this business segment. These include our world-renowned ROTAMAT® coarse and fine screens, our MAX-family screening systems, as well as wash presses and grit treatment plants.



Mechanical sludge treatment

Our product portfolio comprises machines for sludge screening, sludge thickening and sludge dewatering. Our Screw Press Q-PRESS® is one of the most sold HUBER machines.



Thermal sludge treatment

For sludge drying, we offer solar sewage sludge drying, the belt dryer, which can be operated with waste heat between 80 and 140 degrees, and the disc dryer, which is heated with saturated steam up to 10 bar.



World-wide service

With our globally active HUBER Service we reliably serve our customers and their over 55,000 HUBER machine installations worldwide. In cooperation with our local service teams in the individual countries we take care of necessary spare parts, repairs, plant optimisation and preventive maintenance work.

Our markets and countries

G4-6, G4-8, G4-9

HUBER is active globally in more than 60 countries.

The orders received by HUBER SE at a volume of approx. €195 million in 2022 were placed from various regions in the world as specified in the below diagram.

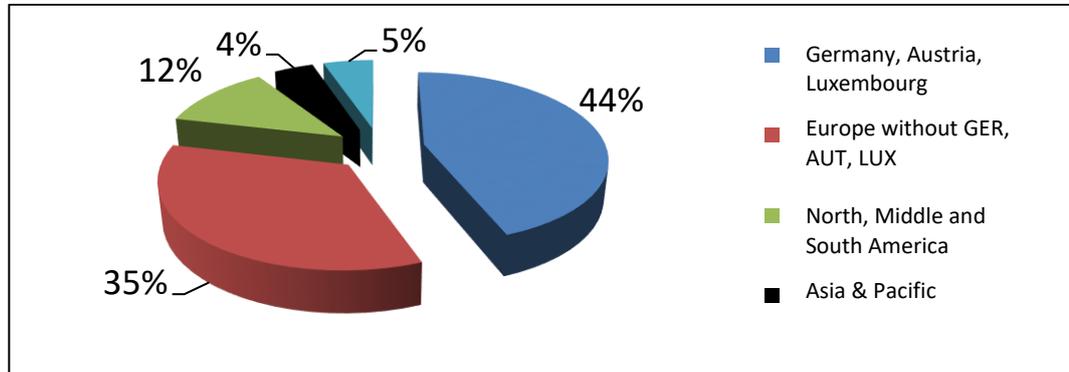


Fig. 6: Distribution of the orders received by HUBER SE according to regions

Approximately 80% of our customers are municipalities (sewage treatment plants, drinking water suppliers), 20% are industrial enterprises. In industrial operations, we are active in numerous industries: Food industry, wood and paper industry, beverage industry & brewery, fish industry, textile and leather industry, chemical and petrochemical industry

Our economic performance

G4-9

The sales revenues of HUBER SE in the business year 2022 (Jan 1, 2022 – Dec 31, 2022) amounted to approx. € 202.9 million. The consolidated sales of the HUBER Group over the same period was € 315.4 million. The overall capitalisation of the HUBER Group on 31 December, 2022 was approx. € 212 million.

HUBER Group	2021	2022
Equity	129,283	137,764
Reserves	35,783	43,877
Liabilities	32,090	29,772
Total capitalisation	197,156	212,109

Table3: Capitalisation in T€

The dialogue with our stakeholders is important to us

G4-16, G4-24, G4-25, G4-26, G4-27

We are in close contact with our stakeholders and want to further maintain and, where necessary and possible, optimise this contact. This dialogue is the substantial input for the strategic orientation of our company and the definition of our strategic goals.

In contact with our stakeholders we realise the demands they are making on the company and can therefrom define fields of activity in order to achieve a sustainable success as a company.

Selection of relevant stakeholder groups

The most important stakeholders are those who are very closely connected with our value creation chain and our business success and/or can exert an intensive and direct influence on it. Such stakeholders are for us: shareholders, employees, customers, sales partners, and suppliers.

Furthermore, the following stakeholders are of special importance: banks, authorities, non-government organisations, associations, the media, politics, research institutions and university organisations, as well as the civil society, especially in the vicinity of our locations.

Stakeholder engagement

Shareholders: HUBER is a family business 100% owned by Huber GmbH & Co. KG. The shares of Huber GmbH & Co. KG are distributed as follows:

50 % Georg Huber

50 % Johanna Rong

The two shareholders Johanna Rong and Georg Huber are very well engaged in the company. Besides his role as a shareholder, Mr. Georg Huber is also the CEO of HUBER SE and thus fully integrated in the business processes.

Mrs. Johanna Rong is a member of the supervisory board and the wife of Dr.-Ing. Oliver Rong (vice CEO of HUBER SE).

Employees: The communication between the employees and the company takes place in a variety of ways. Besides frequent departmental meetings there are meetings between the board of directors and the supervisory board at regular intervals. Moreover, works meetings are held to present the current situation of the company.²

The employee magazine 'HUBER Intern' reports quarterly about current events. This magazine is sent home by mail to all employees to keep their families informed as well. Employee surveys as well as "Praise & Blame" boxes and an IT-

² No works meeting took place in 2022 due to the coronavirus crisis

supported whistleblower portal provide the opportunity to pass on criticism and suggestions to company management in an anonymous manner at any time.

Customer: Every day, our sales and service employees are in direct contact with our customer groups: End customers (sewage treatment plants, waterworks, industrial enterprises), planning offices, plant manufacturers, traders. Furthermore, we inform of news about HUBER several times a year in our customer magazine 'HUBER Report' and through our newsletters.

Stakeholder	Engagement	Primary objectives
Annual general meeting of shareholders and supervisory board	Personal contact details Company general meeting Supervisory board meeting Employee newspaper Customer magazine	Increase the company value Long-term profits from capital employed Low-risk business models Information
Employees	Employee attitude surveys Employee appraisal interviews Staff magazine Works meeting	Performance-based pay Recognition Occupational health Family-friendly company Secure job Education/training Information
Work council	Meeting of work council and board of directors	Respect the rights of the work council Compliance with the employees' rights Information Job security
Customer – Operator	Survey Personal contact details Customer magazine	Reliable products and solutions Reliable after-sales service Good cost-performance ratio Meeting deadlines
Customer – planner	Survey Personal contact details Customer magazine	Planning support Reliable products and solutions Product innovations Adherence to delivery dates
Subsidiaries & sales partners	Survey Personal contact details Newsletter Sales meetings	Reliable products and solutions Reliable after-sales service Competitive products Adherence to delivery dates Product innovations Competitive delivery times Information
Suppliers	Supplier evaluation Surveys Personal contact details	Cooperative partnership Reliable payment
Banks & insurance companies	Personal contact details Customer magazine	Long-term business relationship Information
Authorities and associations	Personal contact details Project-related discussions Active and passive membership (associations)	Exchange of information with industry and economy Technical and financial support (associations)
Civil society & regional press	Open day Orientation day for trainees Tours of the factory on request Reports	Reliable employer Support local associations and public institutions Retention and attraction of new citizens Information
Regional universities	Applications Bachelor/master thesis Pers. conversations	Possibility of internships, bachelor/master theses Jobs for graduates

Table 4: Core stakeholders

HUBER exhibits its products on an own booth at numerous trade fairs in Germany and abroad every year, thus enhancing the dialogue with customers. We additionally conduct anonymous customer surveys to have customers evaluate our services and give them the possibility to submit proposals or pass on criticism. Our service team identifies the customer feedback in a personal telephone calls after completion of the service work.

Sales partners: Sales partners include the HUBER subsidiaries and HUBER representations. The HUBER sales and service staff are in daily contact with these stakeholders. The employees of this group of shareholders are distributed all over the world. The “Internal HUBER Newsletter” informs all of them 8-10 times a year about news and activities. In addition, annual sales meetings are used for an intensive exchange of information. Anonymous surveys conducted at regular intervals give our sales partners the possibility to rate the performance of the parent company.

Suppliers: The main contact persons for suppliers are the employees in the purchase department but also a lot of employees in the sales and design departments. Supplier ratings at regular intervals and exchange in personal conversations lead to a better understanding of mutual expectations.

Associations HUBER, or HUBER employees respectively, played a special role in the following associations during the reporting period 2022:

German Water Partnership
DWA (German Association for Water, Wastewater and Waste)
UmweltCluster Bayern (Environmental Cluster of Bavaria)
IHK (Chamber of Industry and Commerce)



Feedback about the sustainability report

The main function of the sustainability report is to provide information and the intent to establish a constructive dialogue with the stakeholders that has a positive impact on the future development of the company. We want to develop a better understanding of the stakeholders' views, expectations and ideas and, in return, inform them about the numerous and extensive efforts the company makes in the various fields, which successes have been achieved, and where there is need for action.

The employee attitude surveys we conducted showed us that our employees have a high demand for more information. We want to satisfy this demand, among other, with this sustainability report.

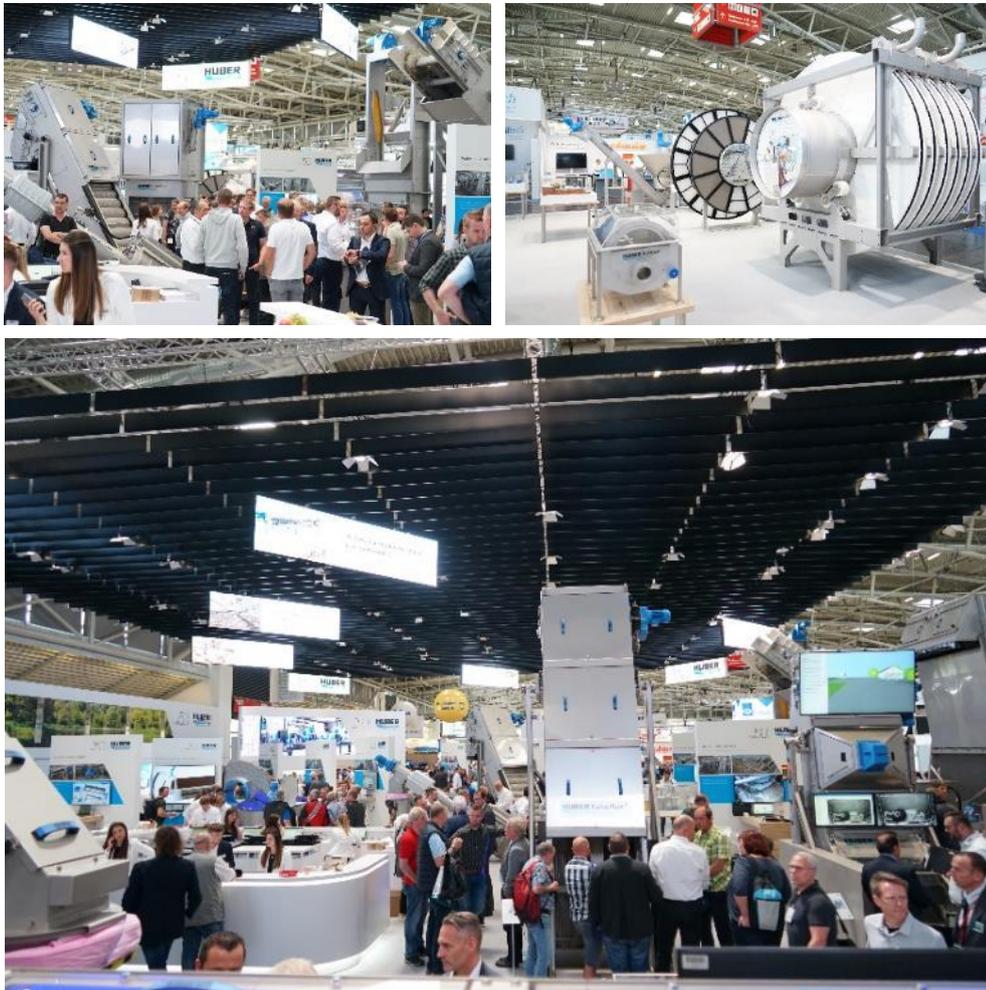


Fig. 7 Fehler! Textmarke nicht definiert.: At the IFAT, the world's largest trade fair for water and wastewater technology, HUBER presented innovative products and solutions on a stand of over 1000 m² in 2022.

Our corporate responsibility topics

G4-18, G4-19, G4-20, G4-21, G4-22, G4-23

The point of departure for the selection of our corporate responsibility topics were the aspects defined by the Global Reporting Initiative (GRI). These topics were discussed by a core team (consisting of one member of the board of directors and two employees) and evaluated in terms of their meaning for the company and the stakeholders (see table 6).

“Material aspects” were defined and after discussion with the entire board of directors revised and extended.

The board of directors incorporated in their considerations the results of the long-term corporate strategy and medium-term corporate goals. The resulting most important fields of action are summarized in table 5.

Responsibility	Topics and fields of action	Page in report
Core business	Our responsible business activity includes:	
	- Profitable growth	12
	- International competitiveness	12
	- Long-term customer relationships based on mutual trust	20
	- High quality of four products and services	21, 22
	- Sustainable procurement	25
	- Compliance	19, 42
Environment:	Careful use of resources and minimisation of the environmental impairment by our business operations	29
	Recognize the opportunities and risks of the looming climate change and derive appropriate actions	44
The Company:	Our understanding of social responsibility as a company, especially in our region	47
HUBER as an employer	We want to be an attractive employer for our employees, today and in the future. The following topics are important for us:	
	- Education and training	61
	- Open communication	59
	- Occupational safety and health promotion	68
	- Work-family balance	67
	- Secure specialist staff	54
	- Equal opportunity	71

Table 5: Topics and fields of action

The below table shows which of the material aspects suggested by the GRI are considered as important for HUBER.

This report is the fifth issue of our sustainability report and there are no changes compared to the previous issue.

Aspects of the category "ECONOMICAL"	
Economic performance	EC1 EC4
Market presence	EC5 EC6
Procurement	EC9
Aspects of the category "ECOLOGICAL"	
Materials:	EN1 EN2
Energy	EN3 – EN7
Water	EN8 – EN10
Biodiversity	EN11 – EN14
Emissions to air	EN15 – EN21
Wastewater and waste	EN22 – EN26
Product & services	EN27 – EN28
Compliance	EN29
Transport	EN30
Total expenditure and investments for environmental protection	EN31
Evaluation of suppliers in terms of ecological aspects	EN32, EN33
Complaint mechanisms in terms of ecological aspects	EN34
Aspects of the category "SOCIAL"	
<i>Sub-category "Labour practices and decent work"</i>	
Employment	LA1 – LA3
Occupational health and safety	LA6, LA7
Education and training	LA9 – LA11
Diversity and equal opportunities	LA12
Equal pay for men and women	LA13
Evaluation of suppliers in terms of labour practices	LA14
<i>Sub-category "Human rights"</i>	
Investments	HR1, HR2
Non-discrimination	HR3
Child labour	HR5
Forced and compulsory labour	HR6
Safety practices	HR7
Indigenous population's rights	HR8
Test	HR9
Evaluation of suppliers in terms of human rights	HR10, HR11
Complaint mechanisms in terms of human rights violation	HR12
<i>Sub-category "Society"</i>	
Local communities	SO2
Fighting corruption	SO3, SO5
Anticompetitive practice	SO7
Compliance	SO8
Evaluation of suppliers in terms of social impacts	SO9, SO10
<i>Sub-category "Product responsibility"</i>	
Customer health and safety	PR1, PR2
Labelling of products and services	PR3, PR4, PR5
Marketing	PR6
Customer data protection	PR8
Compliance	PR9

Table 6: Material aspects according to GRI

Corporate responsibility in the core business

Code of conduct and whistleblowing

G4-56

The HUBER Code of Conduct

HUBER SE is committed to conducting its business activities in a legal and ethical manner. We are always a reliable partner to our customers, partners and suppliers and we build trust with our way of working.

Our compliance system provides a clear framework for our decisions and actions. It is based on our **HUBER Code of Conduct**, which was communicated to all HUBER SE employees in February 2022.

All employees are required to adhere to the principles set out in it and to help ensure that we live up to our corporate responsibility and ethical standards in our daily work.

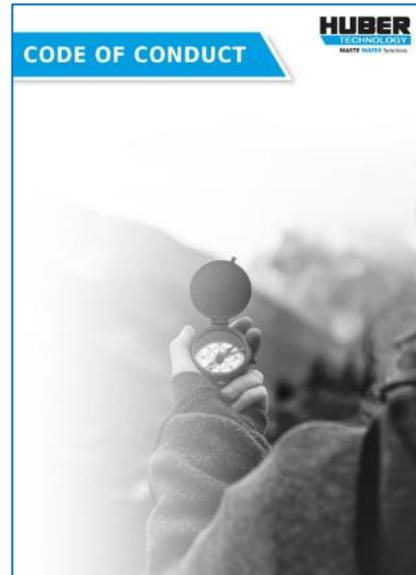


Fig. 7: The HUBER Code of Conduct is available on the Internet at www.HUBER.de/compliance

Whistleblowing

HUBER SE is committed to conducting business in compliance with applicable laws, regulations and company policies as summarised in the HUBER Code of Conduct.

If anyone has concrete evidence that our Code of Conduct, internal rules or laws are being or have been violated, we ask you to share this information us and to actively assist in clarifying incidents.

This offer to speak up is made to all employees but also to our customers, suppliers and other business partners.



Fig. 8: In order to comply with the EU Whistleblower Protection Directive, HUBER set up a whistleblower system at the beginning of 2022. Available at www.huber.de/compliance

with
the

our

Concrete evidence or concerns can be submitted via our **whistleblower portal** , which can be accessed by anyone via www.huber.de/compliance.

The whistleblowing system allows both written and verbal reports. Everyone is free to decide whether to submit the report anonymously or by providing contact details.

In the case of anonymous reporting, the whistleblower system enables the establishment of a protected mailbox through which written communication can be made in order to ask further questions that are important for the investigation, as well as to inform about the progress of the investigation. Your anonymity is always guaranteed.

Customer satisfaction and customer retention

G4-PR5, G4-PR8

The customer and his needs are the focus of our activities. His confidence in our company, our expertise and

reliability, and his satisfaction with our products and services are the basis for our business success. It is our endeavour to establish long-term partnerships with our customers.

*Serving the customer is our main priority
The customer's benefit and their satisfaction are the basis of
our past and future success.*

From the HUBER Vision & Mission

We treat our customers' data in the spirit of trust and observe the data protection regulations of the General Data Protection Regulation (GDPR). There have been neither any complaints relating to the violation of the customers' privacy so far, nor any incidents of customer data loss.

The positive feedback from our customers is the motivation for our inside and field staff for their daily work. We know that we have to work hard day after day for the confidence of our customers and consider it our duty to not only fulfil our customers' expectations but to exceed them. We want to provide expert consultancy, deliver the suitable products and solutions speedily and within the agreed time and execute installation and commissioning as agreed. We have set up our after-sales service to ensure the trouble-free and optimal operation of our products around the clock and around the world.

To be able to live up to the intended customer focus the best possible way in practice, three points are of special importance for us and have therefore been made an inherent part of our organisation's policy.

- 1.) We must know the requirements and expectations of our customers.
- 2.) Our success in meeting the customer requirements must be the measure by which we evaluate our performance.
- 3.) We have to further increase our efficiency.

In addition to the daily personal feedback our employees receive in direct contact with our customers, two other processes are of fundamental importance for us:

- Recording and rectifying customer complaints
- Customer surveys

Recording and rectifying customer complaints:

All customer complaints are recorded and processed immediately to eliminate the reason for the complaint. We analyse all complaints and derive measures to improve our performance and avoid repetitive errors. We understand and appreciate complaints as a chance for improvement.

Customer surveys:

Our after-sales service team contacts every customer directly after one of our service engineers visited the customer’s site. Customer surveys provides a permanent overview of this service aspect of our company.

Additionally, we conduct an anonymous online survey of our customers every two to three years. In 2021 and 2022, we conducted customer surveys in the following countries: Italy, Sweden, Finland, Norway

Customer survey Germany³	2014	2016	2018	2020
Organisation				
Market communication (worse than competition) ⁴	2.56%	2.72%	2.7%	3.8%
Field sales	2.00	2.12	2.01	2.21
Proposal management	1.90	2.00	1.87	2.04
Order processing	1.90	1.95	1.84	2.07
After-sales service	2.04	2.13	2.02	2.22
Product & services				
Cost-performance ratio	2.20	2.40	2.40	2.56
Quality of product	1.61	1.75	1.75	2.0
Customer benefits	1.81	1.87	1.90	2.14
Performance with special solutions	2.21	2.05	2.15	2.29
Adherence to delivery dates	1.76	1.98	2.04	2.23

Table 7: Customer satisfaction surveys

Surveys give us the opportunity to identify the customer opinion of our various services, separately according to customer groups (municipal sewage treatment plants, planners, industrial companies, water works, etc.) and regions (e.g. the German Federal State). Moreover, free text fields give customers the opportunity to add comments, such as requests, suggestions, praise and criticism.

Survey results deliver valuable information for us how to further improve our services.

³Award marks according to the school grade system

⁴In 2020, 3.8% of the surveyed were of the opinion that HUBER has a poorer market communication than its competitors. This means that 96.2% were of the opinion that HUBER’s market communication is as good as that of the competition or better.

Table 7 shows the results of the surveys conducted in 2014, 2016, 2018 and 2020 for the main business location Germany. The next survey for Germany will take place in 2023.

Our products – innovative, reliable, safe

G4-PR1, G4-PR2, G4-PR3, G4-PR4, G4-PR6, G4-PR9, G4-EN27 to G4-EN30

HUBER regards itself as an innovative company. It is an integral part of our philosophy to develop and manufacture our products ourselves, always with the needs

Game-changing technical solutions
We offer innovative high-quality products on a competitive basis. Our solutions can be tailored to meet specific requirements of individual customers.

From the HUBER Vision & Mission Statement

of our customers in mind. The implementation of an idea, finally ending in a market-ready product, is the result of the teamwork of many employees. To be able to guarantee a smooth and reliable development process, we work according to the HUBER Innovation Process (HIP).

The HUBER innovation process includes five of the following milestones (MS):

MS 1: Release and start of the innovative development

MS 2: Design review – alignment of requirement/performance specification after completed engineering

MS 3: Design verification – alignment of requirement/performance specification on the first prototype

MS 4: Release for sale – release for sales after successful test operation

MS 5: Design validation – development project completion after long-term experience

Each milestone itself includes a multitude of work packages to be executed and ensures that all necessary work tasks are carried out.

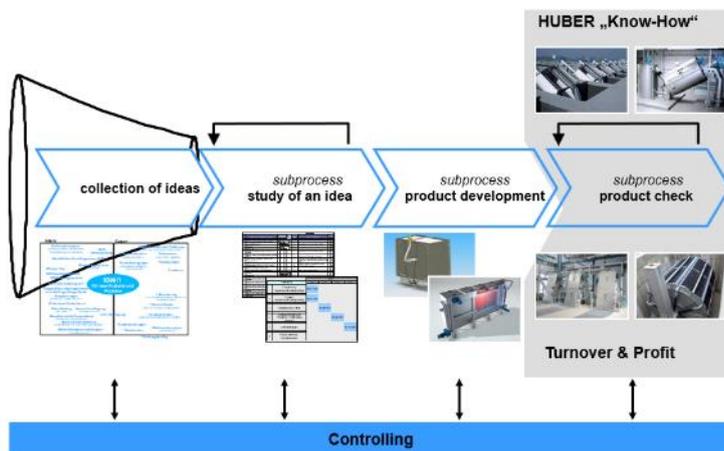
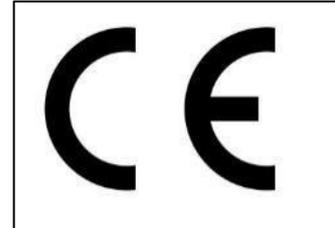


Fig. 9: The HUBER Innovation Process (HIP)

Product safety for man and environment:

The aspect of safety and health when handling our products is considered already during the development phase and incorporated into the development. All machines and plants manufactured by HUBER are treated according to the Machinery Directive 2006/42/EC and undergo a risk assessment. We take all measures required in connection with compliance with the Machinery Directive. In most cases, the CE marking according to the Machinery Directive is affixed after installation and commissioning of the complete plant at the customer's site as, in the vast majority of cases, HUBER supplies machines which are defined as "partly completed machines" by the Machinery Directive. Only in exceptional cases, we deliver machines with an ex works CE marking ("complete machines"). By providing additional installation and operating instructions we ensure that the health and safety requirements for handling our machines are met.



In this way, we have been able to ensure that no cases of incidents occurred during the reporting period in which safety instructions and behavioural rules relating to the impacts of products and services on safety and health were not observed.



As a result of Brexit, the UKCA mark (UK Conformity Assessed) will be valid from 01/01/2021 with a four-year transition period as a replacement for the CE marking requirements for products placed on the market in the United Kingdom. The UKCA mark makes it clear that a product placed on the UK market meets the conformity requirements of that market. In 2022, HUBER made all preparations for an UKCA-compliant delivery of products to the United Kingdom.

The majority of all HUBER products consist of the material stainless steel which is ideal in terms of recyclability. Within the product development process, all new materials added as well as operating and auxiliary materials are listed and analysed for environmental compatibility in cooperation with the environmental protection manager with the aim to use always those materials that are ecologically safer.

The HUBER portfolio generally does not include any products the sale of which is forbidden or is a contentious issue in certain markets or countries. If an embargo is imposed on certain countries for political reasons, HUBER will observe the embargo regulations.

No contraventions of laws or provisions have occurred relating to making available and using products or services.

Ecological impacts of our products and services

As all our products are ultimately used to protect the environment and specifically to keep water clean, the use of our products has an overall positive impact on the ecology.

We know, however, that energy and resources are consumed both in the manufacture and during the use of our products. For this reason, we strive to constantly reduce the use of resources in production (see table 15 “Core indicators”)

However, we also pay special attention to:

- a) the durability of our products. For example, we have developed intelligent systems that detect impurities at an early stage, so that malfunctions or damage can be prevented.
- b) the consumption of energy and operating materials of our products and systems during their useful life on site. This is where we constantly strive to increase the energy and resource efficiency of our machines and processes. We also use the possibilities of digitalisation and offer our newly developed IoT platform HUBER Cloud Solutions to our customers as an intelligent tool for operational support and process optimisation.

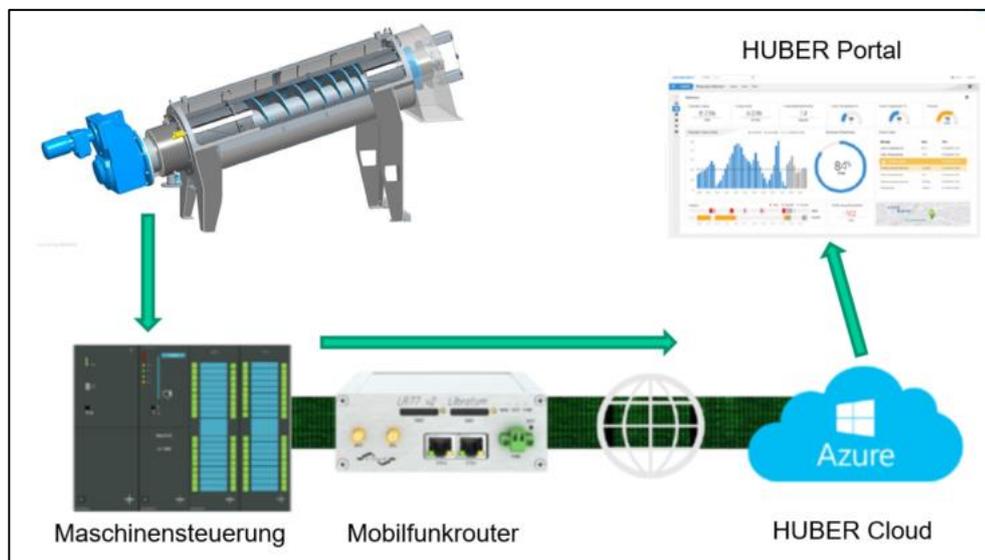


Fig. 10: Simplified principle of the HUBER Cloud Solution for operational support and process optimisation

As an internationally active company we have to transport our products to the customer. This is done by truck or, in the case of overseas transport, by truck and ship. In an emergency, we also resort to transport by air.

We have no information about the ecological impact of transport. Since we use the usual transport routes, we assume that we do not cause any significant negative effects.

Overall, we strive to keep the volume to be transported as low as possible through transport-friendly design and space-saving loading.

For transport, our products are packaged appropriately to prevent damage during transport. The packagings are usually wooden boxes or wooden transport frames with a protective foil. Usually, these are disposed of on site.

The majority of our products and plants are manufactured from stainless steel. Their service life is usually 15 – 25 years. At the end of their service life, the products are disposed of by the customer. As stainless steel scrap is a much sought-after material worldwide, we assume that our machines are recycled in this way. HUBER itself does not take back any products.

Sustainable procurement

As a manufacturing company with a wide product range, we need a variety of different materials and parts for our production.

In addition, we need products like pumps, dosing plants, silos, etc., which we supply as project-specific purchase items to the customer together with the manufactured machines and plants.

Furthermore, we need consumables as office supplies, IT devices, software, consulting services, translations services, cleaning services, garden maintenance, vehicles, rental cars and fuels, electricity and natural gas.

The explicit consideration of sustainability criteria in the procurement process is still in its infancy. We are challenged to attach more importance to the sustainability aspect in the procurement process and communicate the concept of sustainability consciousness to our suppliers.

Up to now, we have not yet formulated a purchasing policy for HUBER SE and the HUBER Group.

Our supply chain

G4-12, G4-EC9, G4-EN32, G4-EN33

The purchase volume of HUBER SE was approx. 78 Mio. € in 2022, distributed to approx. 900 suppliers. The percentage of the purchases from local suppliers (suppliers with their business location in Germany) is approximately 90%.

The 50 suppliers with the largest purchase volume make more than 70% of our total purchase volume.

The largest single purchase item is the raw material stainless steel of various types (tubes, bars, plates). We purchase these materials from various different steel traders.

Other important suppliers are the suppliers of drives (motors, gearings) and control technology.

Additionally, there is a multitude of suppliers who often supply various parts even in small quantities.

As part of our certified quality and environmental management system, we regularly survey production-relevant suppliers about their quality, work safety and environmental activities. The results are then included in the supplier evaluation. In addition, this questionnaire was expanded to include the social aspect. The questionnaire contains specific questions on acting sustainably.

In the future, we will pay more attention to the aspect of sustainability in the procurement process and incorporate this into the process of supplier selection and evaluation wherever possible. Due to our competitive situation and type of business, we need suppliers who deliver reliably and on schedule products that meet our quality requirements, at prices that allow us to successfully survive on the global market.

"Blue Angel" recycled paper has proven its worth

In 2013, we switched the entire company to recycled paper and since then have only used paper with the label "Der Blaue Engel" ("Blue Angel" label)

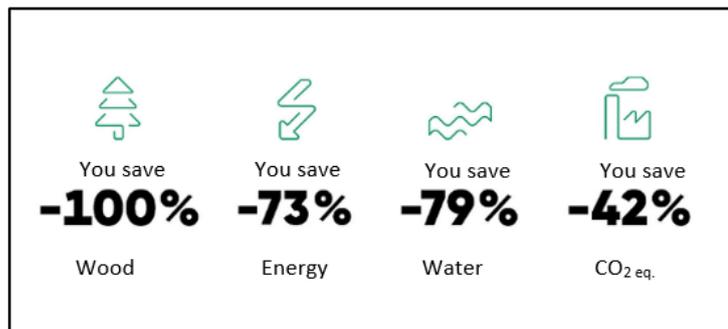


Fig. 11: Ecological balance of recycling paper (source: www.bvse.de)

Introduced in 1977, the "Blue Angel" is the first and oldest environmental label in the world for products and services that meet specific guidelines. Papers labelled with the Blue Angel are made of 100% recovered paper, ensuring optimal utilisation of the raw material wood. Furthermore, the use of toxic chemicals is strictly regulated and the paper meets health protection requirements.



Electricity from hydropower

As a manufacturing company we need a variety of machine tools to manufacture our products. Multiple lathes,

We therefore use trimming presses, laser machines, etc. in our production halls. All these machines require electricity and so the annual electricity consumption of HUBER SE adds up to approx. 3,000,000 kWh. This is an enormous amount, approximately equivalent to the average annual consumption of 1,000 private households.

Depending on how the electricity is produced, more or less CO₂ is generated or even no CO₂ at all. On average, approx. 420 g CO₂ per 1 kWh of electricity is emitted in Germany (German electricity mix 2021). If we calculate our annual current demand on the basis of this average CO₂ reference, the result is approximately 1,260 t annual CO₂ production .

In order to take a big step forward as a company in the direction of environmental and climate protection, we have decided to purchase 100% green electricity as of January 2014. We have chosen the Austrian company Vorarlberger Kraftwerke AG as the supplier and producer of our green electricity. The green electricity that we will be purchasing from 2014 is 100% produced in smaller and larger hydropower plants in Austria. This is also confirmed and certified by the Technical Inspection Authority (TÜV).

For HUBER, the use of electricity from hydropower means that we save about 1260 t of CO₂ every year and thus make an active contribution to reducing emissions of climate-damaging gases.



Fig. 12: Green electricity certificate



Fig. 13: One of a total of six charging stations on the HUBER company premises. Customers and employees can charge their electric vehicles here.

Changeover from paper towels to cloth towels

During 2018, we switched from paper towels to cloth towel rolls.

As stated by the Federal Environment Agency, the system of cloth towel rolls with modern towel dispensers meets all the requirements of hygiene, fitness for use and environmental protection. After drying hands, it again presents the next guest with a clean and dry piece of cloth to dry the hands. The cloth towel rolls themselves are characterised by a long service life (80-100 rotations) and hygienic properties because they are made of strong fabric and have a grip. Furthermore, the long life of cloth towels and their reuse, e.g. as polishing cloths and cleaning rags, leads to a low waste volume. The system of cloth towel rolls in roller dispensers also includes the cleaning of the towel rolls and the functional efficiency of the towel dispensers. The Blue Angel label for cloth towel rolls guarantees that no agents containing biocidal substances are used during the entire cleaning and after-treatment process. HUBER now saves approx. 300,000 paper towels annually by using the reusable cloth towels!



Fig. 14: Hand drying with cloth towels



Fig. 15: The administration building of HUBER SE and the newly built HUBER Forum

Corporate responsibility for the benefit of our environment

G4-EN1 to G4-EN26

Environmental impacts from our business operations

In the HUBER Mission Statement, we have committed ourselves to minimizing the impacts of our business operations on the environment as much as possible.

Responsibility for the environment and society
We contribute to the protection of the environment through our products and services and always aim for sustainability in our business activities. It is our goal as a company to live up to our responsibility toward society.

From the HUBER Vision & Mission Statement

Our environmental policy

G4-14

We want to fulfil our responsibility for the environment and society as laid down in the HUBER Vision & Mission Statement by taking the following concrete measures:

Environmental impact

We regularly review all our activities and processes in order to minimise potential negative impacts on the environment as well as energy and resource consumption. When developing new products and using new equipment and materials, we assess their environmental compatibility in advance. Our aim is to avoid environmental pollution.

Legal obligations and requirements

We commit ourselves to observe environmental laws and regulations. We cooperate with the competent authorities.

Control and continuous improvement

Compliance with the environmental policy is regularly monitored and evaluated. We are committed to continuously improving our environmental performance. Every year, we set ourselves specific environmental goals.

Employees

All employees are responsible for acting in an environmentally conscious manner that conserves energy and resources. Managers ensure that a sense of responsibility is promoted at all levels.

Suppliers

We request and encourage our suppliers to apply the same environmental standards as we do.

The public

We inform the public about the company's environmental performance at regular intervals through our Environmental Statement.

Through our environmental policy, we also want to take into account the precautionary principle, which is laid down in Principle 15 of the Rio Declaration:

Principle 15 of the Rio Declaration on Environment and Development

In order to protect the environment, the precautionary approach shall be widely applied by States according to their capabilities. Where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation.

Our environmental management systems

We decided already in 1997 to introduce an environmental management system according to ISO 14000 and EMAS for HUBER SE. We have our environmental management system audited annually by an external auditor according to the requirements of the Regulation (EC) No. 1221/2009.

The results of assessment and validation confirm that there is no evidence of any non-compliance with the applicable environmental regulations and that the data and information in the consolidated Environmental Statement provide a reliable, trustworthy and true picture of all the company's activities within the scope specified in the Environmental Statement. The Environmental Statement validated by the environmental auditor constitutes an integral part of this Sustainability Report and integrated specifically in the different chapters: The exact assignment can be found on page 76.

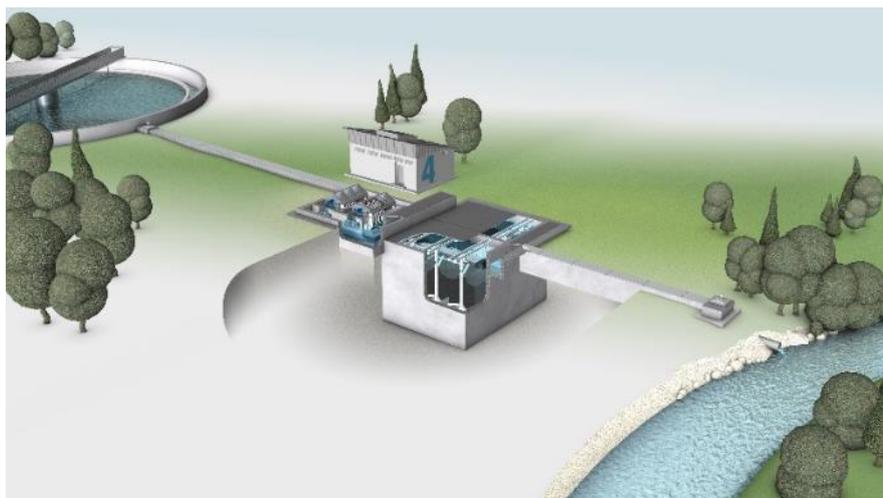


Fig. 16: HUBER has also developed solutions to treat water even further than usual. A so-called 4th treatment stage removes trace substances, such as pharmaceuticals, from the wastewater by adsorbing these substances to activated carbon.

Organisation of our environmental management

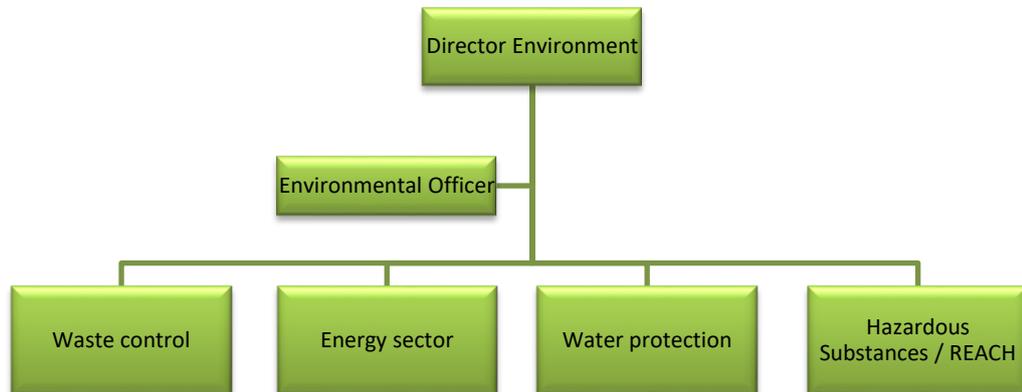


Fig. 17: Environmental management organisation

Environmental protection concerns all sections and processes of the company. In order to effectively design the continuous improvement process, the heart of a management system, communication and collaboration with the most important interfaces is elementary.

We primarily involve in this responsibility the production, the product development and procurement departments, the employees from occupational health and safety, and the education system. The responsible managers monitor the implementation of the environmental requirements in their departments. Each employee is responsible for environmental protection at his or her workplace. Within the framework of the internal training system, we attach importance to raising the awareness and personal responsibility of our employees towards the environment.

Our improvement suggestions system gives all employees the opportunity to contribute their own ideas for improving the company's environmental performance. The "praise and blame" letterbox introduced in 2013 also provides an opportunity to express opinions anonymously. In 2022, a Whistleblower Portal was set up (LegalTegrity), which offers every person the opportunity to submit anonymous reports via the HUBER website www.HUBER.de.

The environmental officer reports to the board of directors. She is responsible for implementing the environmental management system, has an advisory and supportive function for all employees and reports directly to the board of directors. She sets the environmental goals, defines the responsibilities for environmental protection and monitors the effectiveness of the system.

Environmental aspects

The general evaluation of all environmental aspects and selection of ecologically relevant substances is carried out with the help of the approach developed by the Institute for Ecological Economy Research (IÖW) and is evaluated in a matrix using the ABC/XYZ method.

The qualitative selection is made with regard to substances and their impact, among other things, in terms of hazard potential for water (W), air (L), soil (B) and humans.

Quantitative selection is carried out by additionally considering quantity-based consumption. This is done by multiplying the quantity of a substance by its ABC assessment score. The aspects with the highest numerical values pollute the environment the most. We monitor the results internally and use them to form goals and measures.

The following figure shows an example of the procedure for pickling acids

Substance name	U	G	L	B	W	M	S	H	E	$\Sigma (A+B+C)$	Assesment score	Quantity 2022	Unit
Nitric acid HNO ₃	B	B	C	A	A	A	A	A	A	621	49.158.360	79.160	kg
Hydrofluoric acid HF	B	B	C	A	A	A	A	A	A	621	23.598.000	38.000	kg

Table 8: Evaluation method for substances - extract

HUBER environmental performance figures

G4-EN1 to G4-EN26

In the ecological balance sheet of our company in the form of an input-output balance sheet, the operational inputs are presented separately according to substances (materials) and energies. On the output side, the products and the material and energy emissions are recorded. This quantitative analysis is thus intended to show not only the marketed product, but also the by-products, waste and emissions generated. The calculation basis for determining the procurement mass of “other plastics” was adapted to the trend of partially replacing plastics with stainless steel and corrected retroactively.



Fig. 18: The production of HUBER SE - When manufacturing our machines and plants, we want to keep the impact on the environment as low as possible and always try to minimize the consumption of resources.

Input

Description	2020	2021	2022	Unit
RAW MATERIALS				
stainless steel (V2A)	2.810	3.376	2.837	t
Stainless steel V4A + other	1.969	2.306	1.697	t
Non-ferrous metals	15.6	13.11	15.04	t
Polyvinyl chloride (PVC)	5.98	6.73	7.48	t
Other plastics	50.56	59.28	77.09	t
Auxiliary materials				
Paints, varnishes, surface sprays	926	1040	880	Pcs
Solvents, machine cleaning agents	988.01	990.3	960.8	kg
Silicone cartridge foam seal	925.2	1304.5	1207.9	kg
Wood packing	656.5	672.4	408.34	t
PU foams	6.750	8.950	6.350	kg
Polystyrene (B94)	257.5	272.8	259.2	m ³
Adhesives	400.83	472.93	569.52	kg
Operating equipment and material				
Pickling paste, -cleaner	7.035	7.227	6.026	kg
Hydrofluoric acid (HF)	29.9	38.7	33.4	m ³
Nitric acid (HNO ₃)	55.3	64.1	58.6	m ³
Sodium hydroxide solution (NaOH)	12.0	16.2	14.8	m ³
Hydrogen peroxide	18.8	21.8	18.9	m ³
Hydrochloric acid (HCl)	0.18	0.91	0.97	m ³
Chlorine bleaching lye	12.4	13.9	11.2	m ³
FE II sulphate (FeSO ₄)	2.3	2.0	1.05	t
lime	56.9	55.68	53.24	t
Energy				
natural gas	209.008	252.122	199.559	m ³
Electrical energy	3,141,142	3,136,528	2,986,436	kWh
Water				
Drinking water, Erasbach	10,295	10,661	10,402	m ³

Table 9: Input flows of HUBER SE

Output – wastewater, exhaust air and waste

Water 2022	2020	2021	2022	Unit
Total wastewater, Erasbach (fresh water = wastewater volume)	11,012	10,661	10,402	m ³
Of which process water from own wastewater treatment plant	3,031.6	3,206.1	3,018.4	m ³

Table 10: Output flow – wastewater

Exhaust air emissions 2022				
Suction plants Welding fume 10,330 m³/h.	Suction plant Pickling plant 4,059 m³/h.	Exhaust system , grinding shop 1,850 m³/h.	Roof ventilators 312,000 m³/h.	Exhaust system Welding robot 5,000 m³/h.

Table 11: Output flow – exhaust air

Hazardous waste 2022					
hazardous waste for recovery or disposal by waste code number (ASL)					
ASL	Description	2020	2021	2022	Unit
13 02 05*	non-chlorinated machine, gearbox and lubricating oil on the basis of mineral oil	1.52	1.53	1.08	t
13 05 02*	Sludge from oil and water separators	35.94	38.88	49.63	t
19 02 05*	Metal hydroxide sludges	129.65	121.33	115.38	t
20 01 21*	Fluorescent tubes, batteries	0.07	0.04	0	t
12 01 09*	Machining/Drilling emulsion	4.4	2.6	2.3	t
15 02 02*	Absorbent and filter materials	0	0.22	0	t
20 01 33*	Batteries and accumulators	0.09	0	0.04	t
16 05 06*	Chemicals industry	0.045	0.058	0.035	t
16 07 09*	Wastes containing other hazardous substances	0	0.05	0.08	t
20 01 35*	Used electrical equipment Devices	0.1	0	1.5	t
17 06 03/4*	Insulation material containing hazardous substances	2.1	0	0	t

* hazardous waste according to AVV, § 43 of KrWG (German Recycling Management Act)

Table 12: Waste output stream – hazardous waste

Non-hazardous waste 2022 for recovery or disposal according to ASL					
ASL	Description	2020	2021	2022	Unit
20 01 08	Biodegradable kitchen and canteen waste	2.04	1.9	1.9	t
15 01 02	Foils, plastic residues, mixed plastics	23.73	12.36	14.76	t
12 01 01	Waste turnings and filings of iron	99.1	78.4	84.0	t
17 04 01	Brass scrap	1.97	0.64	1.02	t
15 01 03	Wood packagings	77	110	110.7	t
17 04 05	Iron and steel (mixed scrap)	18.2	36.1	36.6	t
12 01 02	Iron dust and iron parts (stainless steel scrap)	1476.3	1561.0	1362.7	t
20 01 01	Waste paper	38.2	41.8	39.6	t
17 01 07	Mixtures of concrete, bricks, tiles and ceramics	176.4	0	4.8	t
17 03 02	Bitumen mixtures (asphalt)	17.6	0	0	t
17 05 04	Soil and stones (excavated)	676.5	800.9	300.6	t
17 09 04	Mixed construction and demolition waste	17.7	302.8	604.0	t
12 01 15	Water jet sludge	136.4	122.5	96.6	t
20 03 01	Municipal waste / commercial waste	57.4	65.1	59.0	t

Table 13: Output stream of waste – Waste for recovery and disposal



Fig. 19: HUBER manufactures products and machines for water and wastewater every year from approx. 4,500 t stainless steel. Reducing waste is a prerequisite for cost-optimised and resource-saving production when processing high-quality materials. HUBER therefore nests the parts to be manufactured from stainless steel with state-of-the-art CAM software for all orders. 100% of the stainless steel waste generated during production is recycled.

Core indicators

Fortunately, we achieved a significant increase in sales last year. This is reflected almost consistently in improved key figures.

Disposable waste

In absolute terms, freight was slightly reduced. Process-related metal scrap and hydroxide sludge are generally among the relevant influencing factors. The use of a new filter press increases the dry content of these sludges, which has reduced the mass of this waste fraction. Regular disposal of process waste generally explains major deviations from the previous year. A transmission error from 2021 was corrected for the sludge from oil and water separators. In 2022, the ground-breaking ceremony for another production hall, which will go into operation in 2023.

Biodegradable kitchen waste shows an approximate value of approx. 30% filling level/bin and a density of 0.7 kg/l.

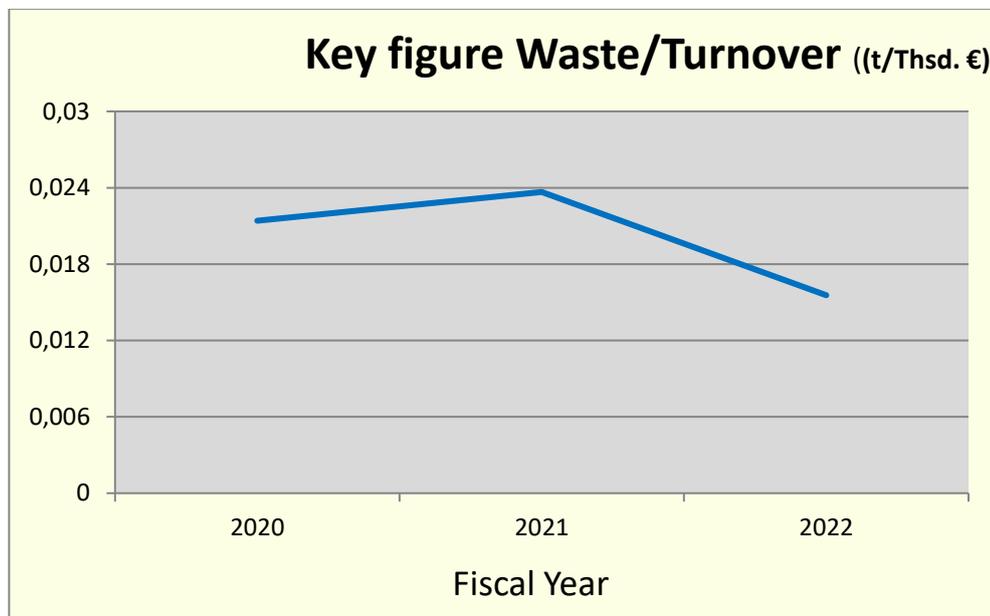


Fig. 20: Figures – key indicator waste

Emissions to air

Dust content from exhaust air:

A new fume extraction system captures ACTUAL values to improve data quality. Systems without measurement options are included in this evaluation with max. volumetric flow as before. The estimated value of 1 mg dust content/m³ after the filters were reviewed by experts in 2023. It was calculated to be significantly lower, but we want to maintain this high safety factor, as several parameters (number of welders, individual activation/deactivation, etc.) can influence this amount of emissions.

Greenhouse gas equivalents (CO_{2e}) from direct sources

We calculate the data according to the Greenhouse Gas Protocol. Since we have only been purchasing green electricity since 2014, we only evaluate according to Scope 1. Included are, for example, gas consumption, welding gases or refrigerants. Absolute gas consumption fell more sharply compared to the previous year (approx. 20%) than absolute electricity consumption (approx. 5%). Refrigerants are high emitters of greenhouse gases, which is why we are switching our vehicle fleet to a medium that has significantly (approx. 97%) less global warming potential. Thanks to this measure alone, we were able to save around 2.6 t CO_{2e} in 2020.

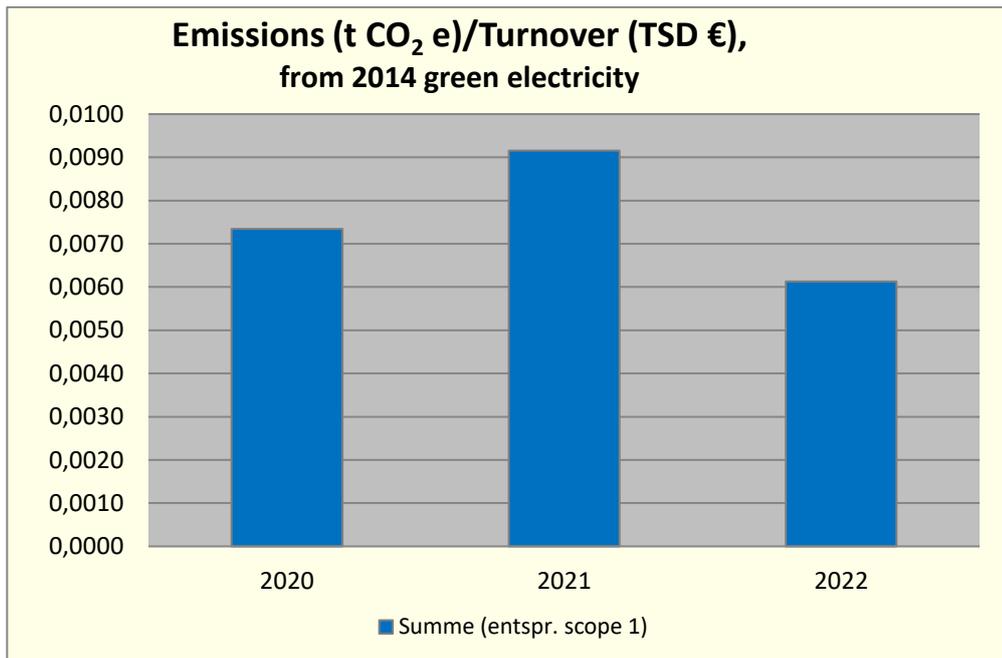


Fig. 21: Figures – key indicator emissions



Fig. 22: Inauguration of a new additional HUBER production hall in April 2023 with 6,000 m² production area and 1000 m² social rooms. The hall will be completely heated with a heat pump and a photovoltaic system will be installed on the entire roof of the hall.

Water

Here, too, the increase in sales in 2022 is decisive for the significant improvement of the key figure. The actual water consumption, measured by the fresh water supply, only decreased marginally.

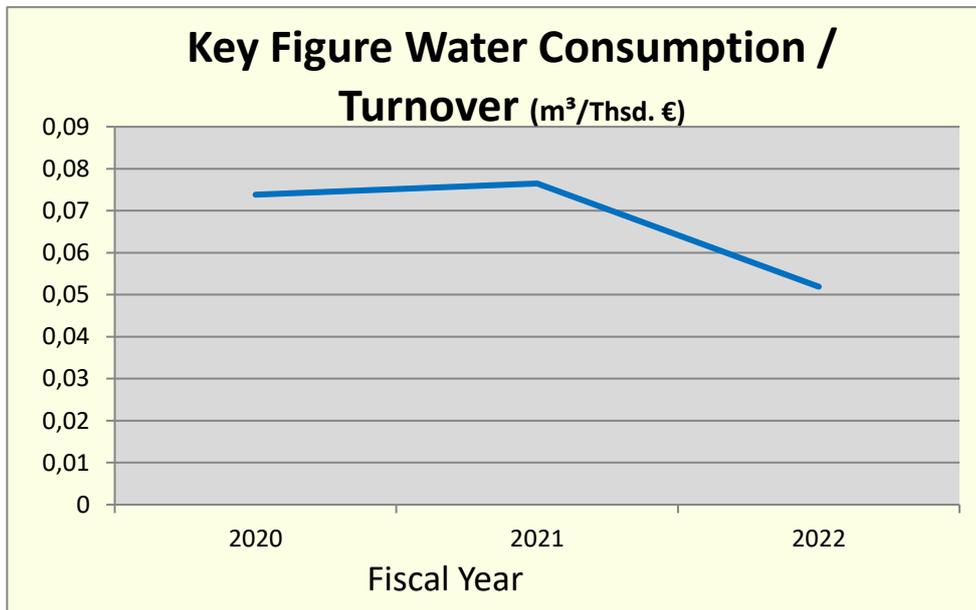


Fig. 23: Figures – key indicator water

Material:

In 2022, this key figure was changed to the commercial material cost ratio, as the inclusion of the inventory (formerly procurement volume) does not adequately represent the informative value of the key figure. Despite the aforementioned increase in sales, global price increases increased the material cost ratio (MC/sales) shown below.

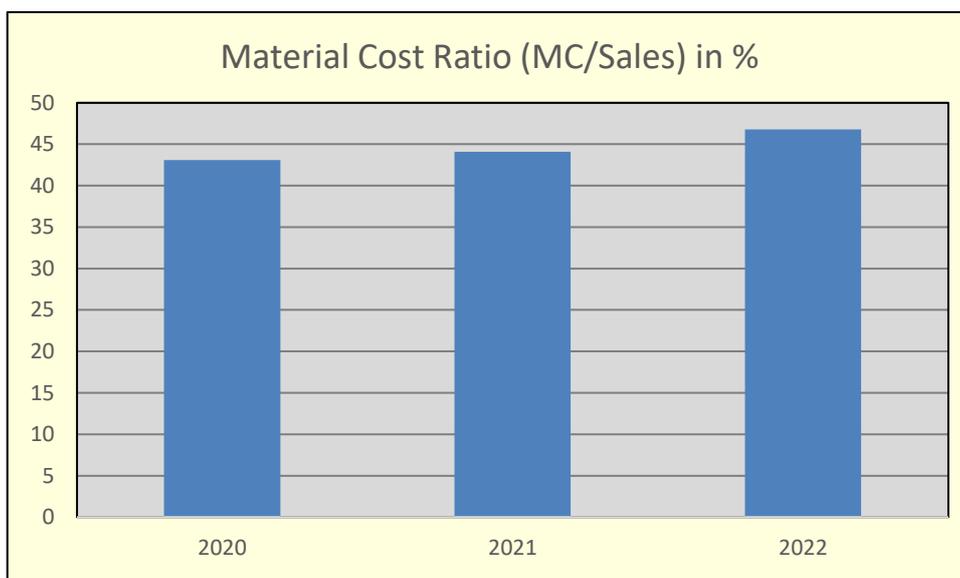


Fig. 24: Figures – key indicator material

Energy

As mentioned, we were able to reduce power consumption once again. This was achieved despite the increased presence in the administration building again during the pandemic. Our forward-looking strategy of gradually converting to LED at an early stage, especially in production, is confirmed.

The gas consumption shown in Fig. 10 is adjusted by the correction factor for degree day figures.

These key figures refer to consumed energy. HUBER has not generated its own renewable energy to date.

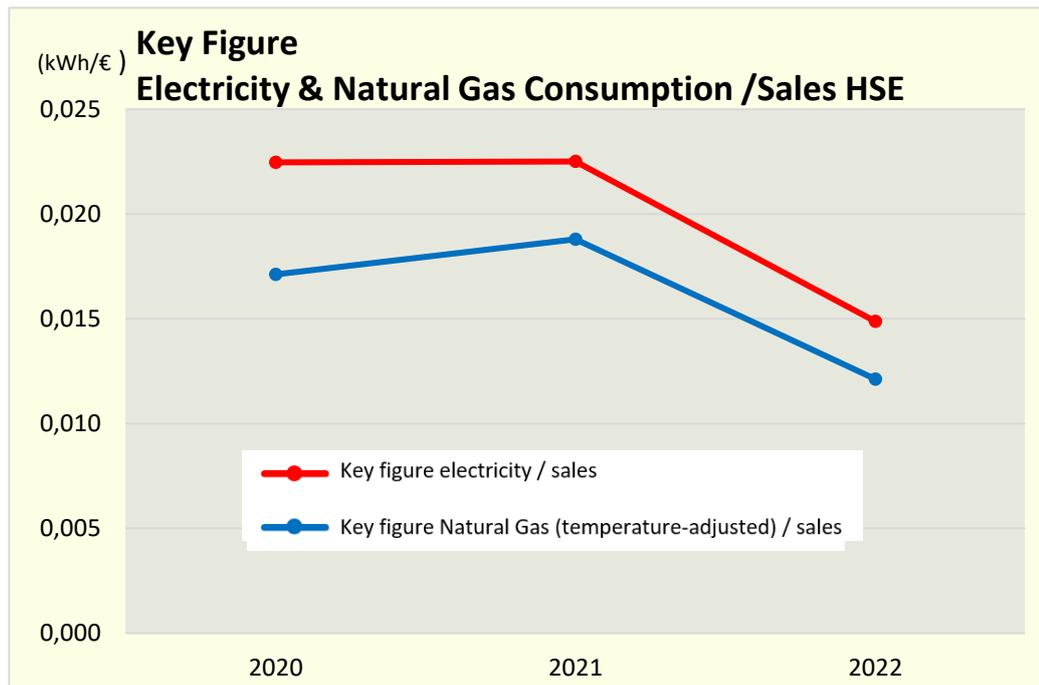


Fig. 25: Figures – key indicator energy



Fig. 26: HUBER SE processes approximately 4,500 t of stainless steel annually and from this manufactures different products for the field of water supply and wastewater disposal.

Biodiversity

The near-natural area had to partially give way to the construction and bypass of the new production hall, which will go into operation in 2023. A calculation error has been corrected. The following table describes the area and type of land at the site.

Core indicator	description
Total land use at the site	Both plots of land adjacent to the road are included. The company headquarters with production is on one side of the road, a storage yard is opposite.
Sealed area	The fully sealed area is the built-up area plus the parking spaces and access roads (approx. 64,700m ²); the gravelled areas for storage or for further parking facilities and the newly designed lawn liner (approx. 15,850m ²) are sealed less.
Near-natural area at the site	Green areas partly as meadow but also as lawn; planted enclosures with hedges and flowers (on both sides of the road).

Table 14: Biodiversity



Fig. 27: As little sealed area as possible was taken into account in the outdoor installations of the HUBER Forum.

The requirement of EMAS III, Annex IV demands an overview of the core indicators, which the following table fulfils:

Core indicator impact	2020	2021	2022	Unit
Energy				
Energy efficiency: Energy / turnover, see fig. 25	0.040	0.041	0.027	kWh/ €
Natural gas, adjusted with correction factor	2393214	2619327	2429190	kWh
Electric power	3141142	3136528	2980436	kWh
Rate of regenerative energy	56.76	54.49	55.1	%
Material				
Material efficiency: Energy / turnover, see Fig. 24	43.1	44.1	46.8	%
Water				
Water efficiency: Drinking water supplies / turnover, see Fig. 23	0.079	0.076	0.052	l/k€
Process water rate / total supplies	27.2	30.1	29.0	%
Waste				
Waste efficiency: Waste/turnover, see. Fig. 21	0.214	0.0236	0.0156	t / k€
Non-hazardous waste	2,818.6	3,133.4	2,946.4	t
Hazardous waste	173.9	164.79	170.31	t
Biodiversity				
Total land consumption at the Erasbach site	215,952	215,952	215,952	m ²
Near-natural area on site	146,047	146,047	135,375	m ²
Sealed area at the site	69,905	69,905	80.577	m ²
Emissions, see Fig. 22				
CO ₂ e emissions/turnover	0.0073	0.0092	0.0061	t / k€
Total emission to the air*				
SO ₂	1,123.23	1,357.464	1,068.954	kg
NO _x	523.716	632.928	498.408	kg
The annual dust emissions amount to approximately 20.37 kg/a (dusts from filtered welding fume with approximately 1 mg dust content per m ³).				
The stationary air conditioning systems are maintained. In 2022, 0.8 kg of refrigerant (motor vehicles and/or air conditioning units) were refilled				
* SO ₂ und NO _x emissions are caused with the combustion of natural gas.				

Table 15: Core indicators

Compliance

To ensure legal compliance, we have compiled a legal register. All relevant rules and regulations are listed there. The required up-to-dateness of the relevant standards is especially ensured through access to an online portal. A regional network and regular training courses on current legal topics support us in ensuring legal compliance.

Internal audits validate legal compliance as well as compliance with all recurring audits.

Special environmental relevance

The surface treatment of the stainless steel by passivation serves to protect against corrosion and is the process with the greatest environmental relevance for us. We treat the weld seams in a full immersion pickling plant. This pickling plant is state of the art in terms of pickling technology with subsequent wastewater treatment and clearly exceeds the legal and official regulations. Our water protection officer monitors the regeneration plant very closely. In this way, we ensure that no pickling acid has to be disposed of.

The fully automatic process control system monitors all processes in the pickling plant. The parameters specified by the authorities are regularly monitored by the environmental verifier and by the authorities themselves. In addition, an independent institute checks all relevant influencing variables. The measurement results relating to the plant also showed that, in some cases, the values were significantly better than the required limits.

We report these internal and external measurement results to the relevant authorities.

Total expenditure and investments for environmental protection

G4-EN31

Our expenses for waste disposal amounted to € 75,517 in 2022, without construction work and metal scrap.

The costs for prevention and environmental management amount to approximately € 370,000. This sum includes the expenditure for quality management and work and health protection management.

Our environmental goals 2023

To further improve environmental protection in our company, we have set ourselves the following goals:

Targets 2023	
Health, Safety & Environment	
Energy	Preparations for the installation of a PV system Determine and implement potential for energy saving
Material	No increase in waste
Water	Safe process at the wastewater treatment plant Reduce consumption for leakage tests
EHS Management	Enhancing environmental awareness among suppliers Training of water protection officers Use of the schedule of index of legal provisions Involve stakeholders Prepare certification for new location
Emissions to air	No increase in CO2 emissions in relation to turnover Further improve noise protection
Disposable waste	German Commercial Waste Ordinance GewAbfV: Disposal company visit
Biodiversity	Strengthen biodiversity
Health and safety in production	Safe handling in the pickling process Improve accident analysis Optimise light quality Monitor welding fume load Improve ergonomics in the workplace
*All aspects are internally stored with measurable key figures, responsibilities and deadline assignments and can go beyond 2023	

Table 16: Environmental goals 2023

Climate change – risks and opportunities

G4-EC2

Available data and scenarios on global climate change indicate that the water sector will be affected worldwide. It can be assumed that the effects will generally be negative and will lead to extremely different conditions depending on the region.

Generally, it can be presumed that the temperature will increase and rainfall patterns will change. Depending on the region, this will lead to or aggravate water shortage.

Precipitation will become heavier and, depending on local conditions, lead to increased flooding.

Storms (tornadoes, hurricanes, ...) will occur more frequently and cause corresponding damage.

In water management, discussions are already underway on how to minimise risks from climate change and how to take appropriate precautions.

In addition to efforts to minimise the negative impacts of climate change, many countries are trying to reduce emissions of climate-damaging gases (especially CO₂). In this context, saving energy and thus fossil fuels plays an important role. The following fields of action result from the climate change for HUBER:

Heavy rainfall / flooding:

As we know that floods caused by heavy rainfall will occur more frequently, more investments will have to be made in flood protection. HUBER's product range includes suitable products for this purpose, such as flood-proof manhole covers and doors.

With the use of these products, the failure of important supply and disposal facilities can be avoided. The entire sewer system including stormwater retention basins as well as wastewater treatment plants also have to face the challenges associated with such heavy rainfall events.

HUBER is therefore permanently developing new solutions for sewers and wastewater treatment plants for the treatment of rainwater and wastewater.



Fig. 28: A discharge structure with HUBER Storm Screen ROTAMAT® RoK1 TS that operates reliably even in heavy rain, combined with large amounts of screenings.

Water shortage:

Due to climate change, water will become a temporary or even permanent scarce commodity in many countries. The reliable provision of drinking water, irrigation water for agriculture and process water for industry must be ensured. HUBER has developed solutions to treat wastewater to such an extent that it can subsequently be used for agricultural irrigation. We also provide river and sea water extraction solutions to supply desalination plants for drinking water production and other industries such as power plants.

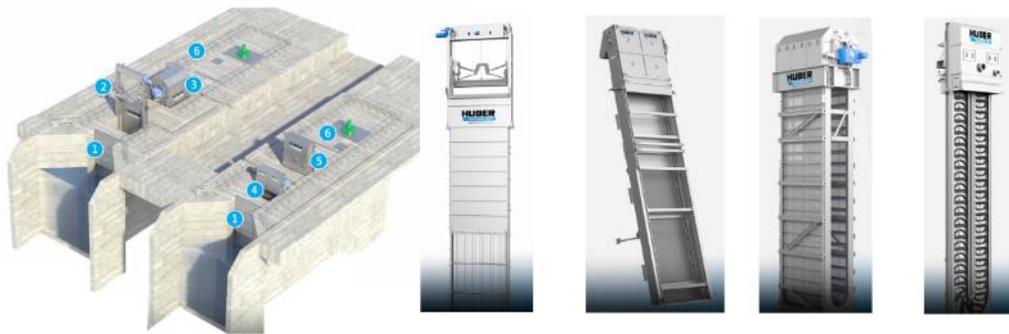


Fig. 29: Water intake solutions from rivers and seas – HUBER has developed various screening systems (right image) which are used in structures for water intake (left image).

Energy efficiency:

There is growing awareness among many HUBER customers that special attention must be paid to energy efficiency also in wastewater treatment and sludge processing. For this reason, we attach great importance to low energy consumption when developing new products and processes. Examples of highly energy-efficient products are our screw presses for sewage sludge dewatering and our sewage sludge dryers, which use solar energy or otherwise unused exhaust heat to dry the sludge.

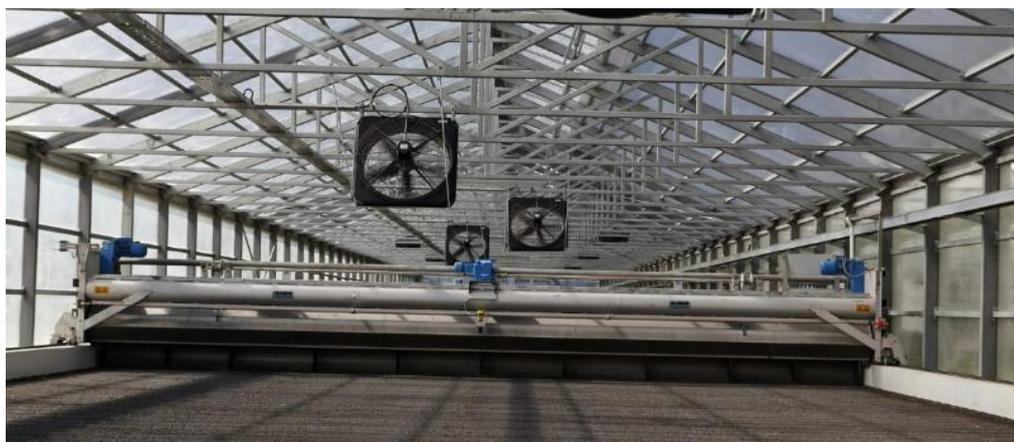


Fig. 30: Our HUBER Sludge Turner SOLSTICE® dries sludge in a glass house energy-efficiently with the power of the sun.

Moving away from fossil energy: Heating and cooling with wastewater

We use the thermal energy potential of wastewater to heat and cool larger buildings in combination with a heat pump and our HUBER Heat Exchanger RoWin. Our ThermWin process saves our customers enormous amounts of fossil energy and thus reduces CO₂ emissions.



Fig. 31: Wastewater heat utilisation – the Museum “Haus der Bayerische Geschichte” (pictured above) in Regensburg uses the HUBER ThermWin system with the HUBER Heat Exchangers RoWin (pictured below) to heat and cool the building. This replaces fossil fuels with renewable wastewater energy.

However, energy efficiency not only plays a role in our products, but we also want to save fossil energy sources and reduce climate-damaging emissions in our operational environment. In addition to other measures to increase energy efficiency, we decided in 2013 to only use electricity from regenerative energy from 2014 on.

For HUBER, climate change means:

We want to help with our products and solutions where the climate change has or will cause negative effects in the water management sector.

We want to ensure that our customers consume as little energy as possible when operating our products and solutions, and we also want to minimise climate-damaging emissions when manufacturing our products.

Corporate responsibility for the benefit of society

As a medium-sized family business, HUBER SE has strong roots in the region and has operated under the name HUBER since 1872. The company has always stood by its commitment to the location Berching and become the largest employer in the municipal area of Berching.

In 2022, HUBER celebrated the 150th anniversary of the company not only together with the employees, but also with the people in the region with an “Open Day” and the financial support of the “Berching Festival”.

The substantial basis of our activities for the society are our economic activities in our core business. As a company with a focus on long-term thinking and acting, we create added value for the society and the stakeholders through

- providing secure jobs with fair remuneration, Remuneration
- offering vocational training for young people,
- generating taxes to finance public services,
- our core business: products and solutions water protection.

For us, however, creating shared value goes a step beyond that. That is why we support numerous projects by institutions and organisations from the region in the areas of science, culture, sport and various social concerns.

On the following pages we describe some specific projects as examples to explain how we assume our social responsibility.

Contribution from our core business

G4-EC1

With its core business alone, HUBER is able to contribute a great share to developing the local society. We are well networked at our location in Berching as well as in the neighbouring municipalities and administrative districts where the majority of our employees are living. We are active in social and cultural projects, intentionally focusing on local projects.

The basis of calculation of the financial equivalent value of the services we provide for the society is the company performance of HUBER SE. The company performance in 2022 was € 202.9 million This is the sum of all values we generated with our employees and the invested capital.

In 2022, HUBER SE paid out more than € 58 million as wages and salaries, social contributions and taxes.

Berchinger PLATZ Festival 2022

supported by HUBER on the occasion of the 150th company anniversary

PLATZ 02. Juli
FEST 2022

Django3000
lässt keine Füße still stehen – Alibi
Bühne Rechenaplatz

Berching Bucht zum Leben **HUBER** 150 Jahre





Fig. 32: 21 trainees and four dual students started at HUBER SE on 1 September 2022 into professional life.

Moreover, HUBER SE trains more young people than average. On 31st December 2016, a total of 64 young employees were employed under articles of apprenticeship. We train young adolescents and young adults in different qualification levels, even beyond our own demand, thus contributing to the professional qualification of the society.

Social responsibility

G4-15

As a company that is active throughout Germany and internationally, we are frequently asked for financial support in projects. We therefore decided very intentionally to focus on local projects in our immediate region.

We do not support externally developed economical, ecological and social charters, principles or other initiatives.

We, however, contribute in many ways our share to cultural, social and sports projects in Berching or in the close proximity to Berching. In addition to regular financial support from regional sports clubs, kindergartens, schools and churches, companies and employees always donate proceeds from internal events to social institutions in the region.



Fig. 33: Employees and the Board of Management will hand over a donation to the Diakone Nuremberger Land/Neumarkt

Education and science

As an innovative technology company, HUBER depends on employees who have completed a sound education at a college or university.

We offer students the possibility to do internships and write their bachelor's, master's or diploma thesis. We award research contracts to universities and exchange views on scientific results. Furthermore, we support university events. For many years, we have been a partner of Ostbayerische Technische Hochschule Amberg-Weiden (University of Applied Sciences Amberg-Weiden) and supported the Technical University of Munich (TUM) as a member of the association "Freundeskreises der Universität" (Friends of TU Munich).

We support the **Huber Technology Foundation⁵** financially and with personnel. The Huber Technology Foundation has made it its task to financially support projects of both non-profit organisations and students / doctoral students, provided the projects include the subject of responsible and sustainable use of water and/or innovative ideas and solutions for wastewater and sludge treatment.



⁵ More information on the Huber Technology Foundation can be found at www.huber.de/about-huber/huber-technology-foundation.html

Acting in an environmentally responsible manner: Huber Technology Foundation supports bee protection projects

The Huber Technology Foundation started a bee protection project back in October 2021 to bring together all those interested in bees and enable them to exchange views on the wonderful world of bees. Together with “beekeeper employees” of HUBER SE, this foundation project aims to create a platform on which information and experience can be exchanged.

The aim of the project is to focus on the protection and promotion of bee colonies and thus make a positive contribution to our environment and agriculture. Numerous HUBER SE employees are already actively involved in the project as beekeepers and the first bee colonies have already been relocated to the “Beehive”.

The Huber Technology Foundation sees it as its responsibility to promote sustainability and the protection of our nature and is pleased to bring together all those interested in bees and to facilitate an exchange with this long-term project. HUBER SE employees are therefore cordially invited to participate in the project and to contribute to the preservation of the bee population.



The “HUBER Beekeeper” together with CEO Georg HUBER at the newly established beehive.

Financial assistance received from government

G4-EC4

Time and again, the government offers support programs and schemes for business companies. We consider it an integral part of our responsibility towards the general public to report on such financial assistance.

Subsidies: HUBER has not received any subsidies.

Investment grants: HUBER received investment subsidies from the Federal Office for Economic Affairs and Export Control (BAFA) for energy-saving measures in 2021 in the amount of € 4,500 and for € 64,202 for 2022.

Research grants: HUBER received research grants of € 213,714 in 2022 and € 128,080 in 2021. These grants result from programs launched by the German Federal Ministry for Education and Research. The programs support research projects executed by universities in cooperation with companies, giving the company 50% of their own costs as grants.

Awards:

In July 2022, HUBER SE was awarded “Bavaria’s Best 50” by the Bavarian State Ministry for Economic Affairs, Regional Development and Energy as one of the 50 fastest growing medium-sized companies in the Free State.



Fig. 34: CEO Georg Huber (centre) accepted the Bavarian Best 50 award from Economics Minister Hubert Aiwanger (left).
© SX Heuser

Other: HUBER SE were not granted any royalty holidays, nor did we receive any financial assistance from Export Credit Agencies (ECAs), financial incentives or other financial benefits from any government for any operation.

The information disclosed refers exclusively to Germany.

The government is not present in the shareholding structure of the HUBER Group.

HUBER as an employer

HUBER relies on a responsible management and corporate culture. It is invaluable for us to have competent and motivated employees with an entrepreneurial mindset. We give freedom of decision and action and expect dependently acting employees.

We want to be an attractive employer who supports and challenges employees. Employee satisfaction is the precondition for long years of service and sustainable business success.

Responsibility for employees

We know that only if we have the well-trained and motivated employees we need for our business will we be able to ensure our business success today and in the future.

In our Vision & Mission Statement we have incorporated the following:

Success through cooperation

Our company actively encourages cooperation in working relationships and exemplary management based on trust and respect. Our company employs highly qualified staff and we ask each and every one of them for a high level of commitment, motivation and professionalism.

From the HUBER Vision & Mission Statement

As part of our human resources management, we constantly aim to further improve according to requirements in the fields of personnel development, remuneration and work-family balance.



Fig. 35: Joint excursion of 33 HUBER trainees together with their trainers to Berlin from 6 - 8 May 2022.

Employee figures

G4-9, G4-10, G4-LA1, G4-LA12

The following table shows our employee figures as an average for 2022 as a whole. The average was determined by totalling the number of employees at each end of the quarter and dividing the sum by 4.

Average number of employees in 2022		m	w
White-collar employees	323.75	259.50	64.25
Industrial workers	369.50	360.00	9.50
Commercial trainees	12.50	8.00	4.50
Industrial trainees	37.00	33.50	3.50
Dual education students	6.25	5.75	0.50
Marginal employees	8.50	0.75	7.75
Part-time employees	47.25	4.50	42.75
Board of directors	4.0	4.0	0
Students in a mandatory internship / student trainees	4.00	1.75	2.25
Inactive work contracts	15.25	3.50	11.75
	828.00	681.25	146.75

Table 17: Annual average number of employees of HUBER SE in 2022

The table below shows the number of employees as of December 31, 2022.

12/2022		m	w
White-collar employees	334	269	65
Industrial workers	368	359	9
Commercial trainees	14	9	5
Industrial trainees	43	38	5
Dual education students	7	6	1
Marginal employees	9	1	8
Part-time employees	48	5	43
Board of directors	4	4	0
Students in a mandatory internship / student trainees	3	1	2
Inactive work contracts	16	4	12
	846	696	150

Table 18: Number of employees of HUBER SE as of December 31, 2022

On December 31, 2022, a total of 846⁶ persons were employed at HUBER SE.

	31/12/2021	31/12/2022	Change on the previous year	Change on the previous year
Total number of employees	797	846	49	6.15%
male	653	696	43	6.58%
	81.9%	82.3%		
female	144	150	6	4.17%
	18.1%	17.7%		
Age structure				
up to 30 years	238	253	15	6.30%
	29.9%	29.9%		
30 to 50 years	379	393	14	3.69%
	47.6%	46.5%		
older than 50 years	180	200	20	11.11%
	22.6%	23.6%		
Region				
< 25 km	662	724	62	9.37%
	83.1%	85.6%		
> 25 km	135	122	-13	8.40%
	16.9%	14.4%		

Table 19: Employees by gender, age and commute distance

As of 31 December 2022, the number of employees was 49 higher than at 31 December 2021 and 97 higher than at the end of 2020 (see Sustainability Report 2021).

The proportion of women in 2022 is 17.7% and 18.1% for 2021. In 2020, the proportion of women was 16.4%. The number of employees aged up to 30 has increased by 6.30% compared to 2021 and their share of the workforce is 29.9% both in 2021 and 2022. The largest group in terms of numbers are employees between the ages of 30 and 50. Their share fell slightly from 47.6% (2021) to 46.5% (2022).

23.6% of employees are over 50 years old, and their share increased slightly in 2022 compared to the previous year 2021 (22.6%). In 2013, the percentage of employees older than 50 years was only 12.8%.

⁶ Persons are considered employees of the company if their company-internal status is that of a marginally employed person (remuneration below 520 € / month), part-time or full-time employee or trainee. Additionally, persons with an inactive work contract (e.g. employees not entitled to wage continuation due to sick leave, employees on parental leave, etc.) and the members of the company's board of directors are considered employees. Persons who worked for the company temporarily under a fixed-term contract, whether on a normal internship or short-term taster internship or as a holiday worker, and hired staff or other external employees, such as freelancers, are consequently no employees.

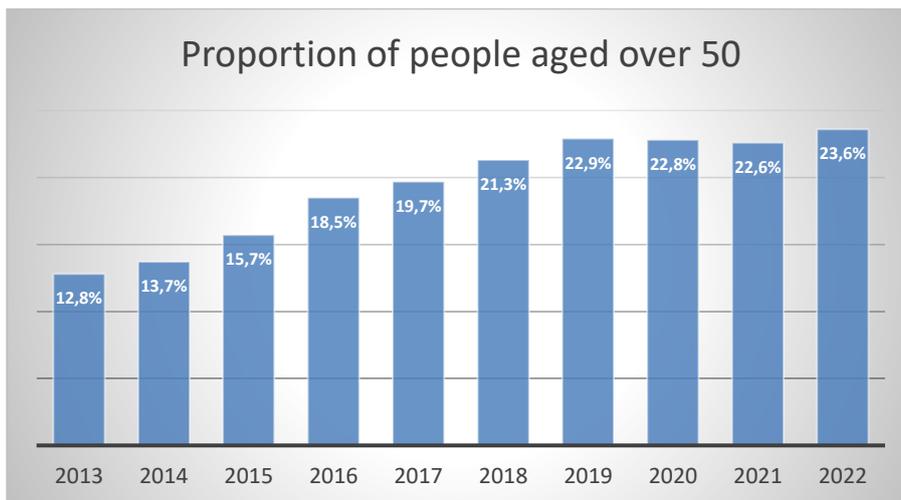


Fig. 36: Proportion of people aged over 50

86% of our employees live within a radius of 25 km around Berching. 14% of our employees are based outside the “region”.

The following table shows the development of the number of full-time and part-time employees. The figures in the table do not include employees with an inactive work contract (e.g. for parental leave) and internship jobs.

Status on December 31, 2021	Total	Male	Female
Full-time employees including trainees, dual education students, board of directors	747	649	98
Part-time employees and marginally employed persons	50	4	46
Total	797	653	144

Table 20: Full time, part time / marginal employment – December 31, 2021

Status on December 31, 2022	Total	Male	Female
Full-time employees including trainees, dual education students, board of directors	789	690	99
Part-time employees and marginally employed persons	57	6	51
Total	846	696	150

Table 21: Full time, part time / marginal employment – December 31, 2022

On December 31, 2022, the number of full-time and part-time employees including marginally employed persons was 846, which is 49 higher than on December 31, 2021.

The number of full-time employees increased by 42, the number of part-time employees / marginally employed persons by 7.

In 2022, 57 of the in total 846 employees worked part time or were marginally employed persons. The percentage of this group was 6.7%. In 2021, this percentage was 6.3%, in 2020 it was 7.1%. For employees in part-time/marginal employment, the proportion of men is 10.5% in 2022 and 8.0% in 2021 and has decreased significantly compared to 2019 and 2020 (2020: 18.9%; 2019: 25.5%).

Temporary workers are employed only to a limited extent.
 17 temporary workers were employed by HUBER SE as of 31 December 2021 and 14 temporary workers as of 31 December 2022.

The percentage of self-employed persons is negligible (<< 1 %).

There is no seasonal variation in employment numbers, apart from (short-term employed) holiday workers during school summer holidays.

The following table shows the increase and reduction in the workforce figures of HUBER SE. In 2022, the number of new hires was 88, whereas 56 employees left the company for different reasons. The total rate of turnover was 8.07% in 2022, which is a significantly lower rate than in 2021 (6.08 %) (2020: 5.22%; 2019: 4.37%)
 The resulting rate of employee turnover for 2022 is 5.76%. This rate was 4.06% in 2021 (2020: 2.71%, 2019: 2.86%).

2021	New hires	Persons leaving ⁷	Termination by employee ⁸	Annual average of employees	Total turnover rate ⁹	Employee turnover ¹⁰
White-collar employees	45	10	6	292	3.42%	2.05%
Blue-collar workers	40	29	20	349	8.31%	5.73%
Sum:	85	39	26	641	6.08%	4.06%

Table 22: Number of new hires, employees leaving and labour turnover rate

2022	New hires	Persons leaving	Termination by employee	Annual average of employees	Total turnover rate	Employee turnover
White-collar employees	46	22	17	323	6.81%	5.26%
Blue-collar workers	42	34	23	371	9.16%	6.20%
Sum:	88	56	40	694	8.07%	5.76%

Table 23: Number of new hires, employees leaving and labour turnover rate 2022

⁷ Persons leaving include: termination by employer, termination agreement, termination by employee, fixed-term contract, retirement, death

⁸ Termination by employee: employees who terminated their employment contract

⁹ Total turnover rate: decrease in employees related to the annual average of employees

¹⁰ Employee turnover: number of employees who terminated their employment contract related to the annual average of employees

Employee rights

G4-11, G4-EC5

A HUBER works council was established decades ago already to represent the employees' interests towards the company management.

The works council concludes labour-management agreements with the company management. All employees (with few exceptions) are subject to these company agreements.

The labour-management agreement valid for the reporting period 2022 was concluded in November 2016. There are also several supplementary agreements. The following supplementary agreements were signed in the 2022 reporting period:

- *Labour-management agreement "Introduction and Handling of Mobile Working"*

The works council members are elected by the company workforce for a four-year term by secret ballot. In 2022 the present works council (13 works council members) was newly elected.

Regular quarterly meetings, and if necessary additional meetings, are held between the works council and the company management representatives. An economic committee composed of works council members, staff and representatives of the wider management team was established. The representatives meet regularly to exchange information on various aspects of the development of the company.

In addition to the works council, youth and trainees' representatives are elected to represent the trainees' interests towards the company. The interests of the persons with disabilities employed at HUBER SE are represented by a Disabled-Employee Officer.

The company's main business location is Berching. The minimum wage regulations in force in Germany since January 1, 2015 are met.



Fig. 37: The works council and Board of Directors will inform the workforce at the works meeting in October 2022.

Opinion of the employees

G4-LA11

We know that the success of our company depends on employing qualified people with a motivation for long-term commitment. It is therefore necessary to create and maintain the working and employment conditions and framework that is required to remain an attractive employer who is able to successfully survive in the competition for qualified employees. The board of directors of HUBER SE as the highest governing body bears the responsibility for employee commitment and satisfaction.

Personal conversations

Once a year, the department manager and employee meet to assess training needs (except blue-collar employees). In addition to this meeting, employee meetings have also been held since 2016. This is where employees and supervisors can exchange information on the work situation, work performance, development opportunities and satisfaction.

Furthermore, each employee is free to approach any time his division manager or managing board member responsible for a conversation.

Employee surveys

An anonymous employee survey was conducted at HUBER SE for the first time in April 2013. A comprehensive questionnaire was prepared in cooperation with the works council and sent by mail to all employees. The completed questionnaires could then be inserted into the sealed containers provided. A second employee survey took place in 2015 and a third in 2018. The fourth employee survey took place in 2023 as an online survey. An evaluation was not yet available at the end of this Sustainability Report.

Another option for employees to communicate their wishes and suggestions to the company management is the "Praise & Blame Box" as well as the Whistleblower Portal. Here, employees can formulate (anonymously if desired) messages, which are then discussed by the Board of Directors and from which measures are derived if necessary.

Secure qualified personnel

G4-LA9, G4-LA10; G4-LA11

As an employer we are faced with an ageing society. Moreover, we are located in an economically strong region with a very low unemployment rate. In the competition with other local companies, it is becoming increasingly difficult to find sufficiently qualified personnel. A resulting shortage of skilled workers is already noticeable.

Our good reputation as an employer is important but we will additionally have to focus on staff education and training in the future, even more than in the past.

Trainees at HUBER

Offering vocational training for young people has always been of great importance at HUBER. On 31st December 2022, 11 young women and 53 young men were working for HUBER SE in a training position (incl. dual study).

While the trainees receive a sound education in the profession they are learning, they get to know the entire company and frequently have the possibility to work in one of

our subsidiaries abroad for some time. Learning English, and also Spanish, is actively promoted. We offer our trainees who successfully complete their professional training a permanent position in the company, as far as possible. However, we guarantee a job for one year after the end of the apprenticeship.



Fig. 38: HUBER is committed to training and offers 8 different apprenticeships as well as two different dual study programs.

31/12/2022	Total	Male	Female
Trainees – commercial/technical	14	9	5
Trainees – commercial	43	38	5
Dual education students	7	6	1
Sum	64	53	11

Table 24: Vocational training by type and gender

In addition to technical training, we also train young people in general topics such as rules for dealing with each other, behaviour on the phone or giving presentations.

We promote team spirit and the mutual exchange among our trainees through offering various joint adventures, such as excursions to other countries of Europe, prize competitions, sports events, etc.

Secure and retain junior staff / graduate specialists

In addition to qualified skilled labour we need now and for the future engineers of different disciplines to be able to live up to the standards we set ourselves as an innovative company.

As far as possible, we try to recruit such staff locally and maintain close relationships with all universities in our vicinity.

In 2021 and 2022, 7 students took the opportunity to write their bachelor's or master's theses at HUBER. Furthermore, 25 young people have completed their internships (university of applied sciences, college) at HUBER.

Staff training

To acquire the necessary knowledge and improve and update the knowledge one has is an ongoing task for each employee. We know that only with the best qualified staff can we be sure to successfully survive in the national and international competition.

HUBER promotes lifelong learning offering internal and external training courses. In addition to face-to-face training, we use an E-learning platform, especially for safety and health subjects, to train our service technicians independent of time and place. Since 2016, the HUBER Academy has also been using e-learning in other areas of the company for various annual occupational safety and IT safety instructions. From autumn 2023, further learning units for the qualification and further training of our employees will be made available via the HUBER Academy.

We make sure that the training programs we support are in line with the requirements of the present and future occupational activities at HUBER. Moreover, we want to further the employee's occupational and consider his/her personal development and capabilities.

	2021	2022
Total hours of training	3805.5	2910.5
(Average) number of employees	770.75	828.0
Training hours per employee	4.94	3.52
Male employees		
Training hours per male employee	2120.5	1745.0
Number of male employees	638.25	681.25
Training hours per male Employees	3.32	2.56
Female employees		
Training hours of female employees	533.0	368.0
Number of female employees	132.5	146.75
Training hours per female employee	4.02	2.5
Training hours without distinction m/f	1152	797.5

Table 25: Hours of internal training at HUBER SE in 2021 and 2022

In order to be able to derive the right training measures, training needs are determined once a year. Based on a guideline, the head of department determines the necessary training in discussion with his/her employee. At the same time, a comparison is made with last year's training plan. The hours of training performed within the reporting period are summarized in Table 25 and differentiated by gender in the below table.

On average, each employee received approx. 4.9 hours of training and continuing education in 2021 and approx. 3.5 hours in 2022. There is no significant gender difference.

To date, HUBER has not offered any programs to accompany employees going into retirement and prepare them for their retirement.

Regular employee performance appraisal and career planning

Performance appraisals are conducted in different form in the different departments of the company.

Up to now, we have not applied systematized regular appraisals and corresponding career planning.

Benefits provided to employees

G4-EC3, G4-LA2, G4-LA3

In addition to salaries and wages, HUBER provides several benefits to its employees. We do not differentiate between full-time and part-time employees when providing benefits. Only marginally employed persons are excluded from such benefits.

We provide the following benefits for our employees:

Company pension scheme:

Employees who entered the company up to June 30, 2006 receive an occupational pension from HUBER. In 2006, this was transferred to a pension fund. The pension rights accrued up to that date (past service liabilities) are covered by the pension fund at the insurance company Alte Leipziger. Fluctuations on the financial markets may lead to underfunding of the pension fund. On December 31, 2022, the cover ratio for past service liabilities was 63.14%.

To exclude the risk of additional payment liability, the pension rights accruing as part of the occupational pension scheme have been paid into a support fund of Allianz insurance company since January 1, 2014 (future service).

The following liabilities are covered by the company's business assets:

- a) Potentially required financing of underfunding for past service
- b) Annual contribution to support fund (future service) at the amount of approximately € 350.000

HUBER offers deferred compensation in the form of a direct insurance, i.e. employees can contribute a portion of their gross salary on a tax-deferred basis to supplement their retirement benefit. For this purpose, HUBER and Allianz concluded a collective agreement. Employees can decide themselves on the contribution amount up to the legal maximum (in 2022, the legal maximum was 282 €/month). HUBER subsidizes this form of retirement pension at the amount of the social security contributions saved. In addition, employees receiving a monthly salary are paid contributions to pension capital formation (= AVWL) at the amount of € 26.59 monthly. The contribution for trainees is € 13.29.

We inform about the possibility of deferred compensation through contribution of a portion of the gross salary on a tax-deferred basis as follows:

- a) For new hires (e-learning unit for new employees of HUBER SE)
- b) For works meetings (approx. 1 x per year)
- c) Through publications on SharePoint and in the employee magazine
- d) At information meetings through the commissioned insurance agency (Allianz)

Approx. 35% of the employees are entitled to occupational pension, approximately 30% of the staff additionally make provisions for old age through deferred compensation.

Bonuses:

HUBER pays tribute to long years of service with an award during the annual Christmas party or optionally during special anniversary celebrations. The award is associated with a financial contribution. In addition, an anniversary bonus is paid. This bonus payment depends on the years of service and can amount up to € 13,000. Employees are awarded on the following anniversaries: 10, 20, 25, 30, 35, 40, 45 and 50 years of service



Fig. 39: At the beginning of 2022, a total of 70 employees were honoured for their many years of loyalty to HUBER at two events.

HUBER FORUM with cafeteria:

In 2020, we were able to realise a project close to our hearts, the inauguration of a three-storey "House of Encounter" as meeting place, which was named "Forum" at the suggestion of an employee.

The reception area for our external visitors is located on the ground floor and on the 1st floor of the HUBER cafeteria.

Due to the coronavirus restrictions, only around 30–40 employees initially used the option of a freshly prepared meal. Due to the consistently high quality of the food on offer and the gradual reduction in coronavirus requirements, the cafeteria's popularity increased from month to month. On average, about 100 employees use the offer every day and HUBER guests are also served there.

A main course usually costs between €4.50 and €6.50. However, the prices do not cover costs. Depending on the capacity utilisation, HUBER will contribute between 10–35% to the personal contribution of the employees.

When selecting ingredients, the caterer focuses primarily on regionality. If economically viable, ecologically grown or manufactured goods are also used. The proportion of vegetarian dishes is comparatively high at approx. 30%.

On the second and top floor of the Forum, there are several communication rooms of different sizes and furnishings, which are equipped with the latest technology and allow both direct and virtual exchange on all upcoming topics.



Fig. 40: The HUBER Forum with reception, cafeteria and meeting rooms

Team building activities

To strengthen the team spirit within the departments, the company started in 2016 to financially support staff activities outside the company with 60 € per employee and year. In consultation with his team, the department manager organizes an event to take place outside of working hours. The wide variety of activities ranges from cookery courses or canoe trips to visiting the traditional local folk festival in Berching together.

Anniversary 150 years HUBER

On the occasion of the company's anniversary, all employees celebrated together with their partners in a large tent at the invitation of the HUBER SE Board of Directors. In addition to celebratory speeches, there was a rich buffet and various drinks including a cocktail and pilsner bar. The well-known entertainer Willy Astor also ensured a good atmosphere, and at a late hour the band T-Zone, which also encouraged dancing.

Other:

At HUBER, we not only work together, we also come together to party. HUBER SE finances the annual summer fete on the company premises organized by the works council to which all employees and their families are invited.

At the end of the year, HUBER SE invites all employees to the annual Christmas party that is also financed completely by the company. In 2021, the Christmas party had to be cancelled due to coronavirus. In 2022, all employees were invited to visit a Christmas market organised on the company premises.

In addition, the company provides fresh fruit to all employees on a weekly basis.



Fig. 41: The HUBER Christmas Market 2022 on the company premises was an all-round successful event for all employees.



Der Vorstand, der Aufsichtsrat sowie der erste Bürgermeister der Stadt Berching begrüßten alle Gäste herzlich zur Feierlichkeit.

WIR FEIERN 150 JAHRE HUBER!

Liebe Mitarbeiterinnen und Mitarbeiter,

anlässlich des 150-jährigen Bestehens der Firma HUBER laden wir Sie (und Ihren Lebenspartner) ganz herzlich zur HUBER-Jubiläumsfeier ein. Diese findet am **Samstag den 25.06.2022 ab 18:30 Uhr** auf dem **Volkfestplatz in Berching** statt.

Lassen Sie uns gemeinsam erfolgreiche 150 Jahre Unternehmensgeschichte feiern.

Bitte melden Sie sich bis spätestens 25.05.2022 an.

Wir freuen uns auf zahlreiches Erscheinen!

Der Vorstand der HUBER SE

PROGRAMM

- 18:30** Beginn der Veranstaltung
(Die Veranstaltung findet wetterunabhängig statt! Eventuelle Hygienemaßnahmen werden rechtzeitig vor der Veranstaltung bekannt gegeben.)
- 19:00** ▶ Begrüßung durch Johanna Rong
(Gesellschafterin, Mitglied des Aufsichtsrates)
- ▶ Festrede aus der Politik
- ▶ Rede von Georg Huber:
(Gesellschafter, Vorstandsvorsitzender)
Geschichte und Entwicklung der Firma HUBER.
- ▶ Abendessen – Catering
- ▶ Pils- und Cocktailbar
- ▶ Entertainmentprogramm und musikalische Unterhaltung
- 22:00** ▶ festlicher Ausklang des Abends



Parental leave

All employees are entitled to parental leave from the date they become parents. As shown in the table below, a total of 73 employees were entitled to parental leave within the period 2021 and 2022.

Number of employees entitled to parental leave (Birth of child 2018, 2019, 2020, 2021, 2022)	2018	2019	2020	2021	2022
Male	17	25	29	21	29
Female	4	5	7	13	10
	21	30	36	34	39

Table 26: Number of employees entitled to parental leave

It has to be noted, however, that we have not yet introduced an internal process ensuring that we as employer know for sure in every case if an employee has become mother or father. If a male employee has become father but has not submitted a request for correction of his electronic wage tax deduction data or for special leave (due to childbirth), this employee will not be registered. The actual number of employees entitled to parental leave could therefore be higher.

The number of employees who went on parental leave in 2021 and 2022 is 122.

Number of employees who went on parental leave	2018	2019	2020	2021	2022
Male	18	25	34	39	40
Female	17	15	15	18	25
	35	40	49	57	65

Table 27: Employees on parental leave

The entitlement to parental leave exists up to the child's third birthday, i.e. 36 months. As an option, a portion of 12 months of the parental leave can be transferred to the time up to the child's eighth birthday by application to the employer. This explains why, during the period 2021/2022, the number of employees who went on parental leave was higher than the number of employees entitled to parental leave.

During the period 2021/2022, 13 female and 76 male employees returned from parental leave.

Number of employees who returned from parental leave	2018	2019	2020	2021	2022
Male	18	23	34	39	37
Female	8	7	5	6	7
	26	30	39	45	44

Table 28: Employees returning from parental leave

Number of employees who returned from parental leave and worked for at least 12 months after their return	2018	2019	2020	2021	2022
Male ¹¹	9	15	13	19	32
Female	4	5	3	4	6
	13	20	16	23	38

Table 29: Employees working for at least 12 months after their return from parental leave

The number of employees who returned after their parental leave and were still working for HUBER 12 months after their return, are summarized in table 29. We had 23 employees in 2021 and 38 employees in 2022 who returned from parental leave and continued to work at least for 12 months.

During the three-year period from 2018 to 2022, 246 employees went on parental leave and 184 returned. The 'return rate' resulting therefrom is approx. 75%.

	On parental leave 2018 to 2022	Returned from parental leave 2018 to 2022
Male	156	151
Female	90	33
Sum:	246	184

Table 30: Rate of return from parental leave

In 2021, 45 employees returned from parental leave. At the end of 2022, 38 of them were still working for the company. The resulting 'continuation rate' is 84%.

Employees' health

G4-LA6, G4-LA7

Our employees' health is important to us. We know that there are different accident and health risks in the different departments of our company. In cooperation with our Occupational Health and Safety Officer, works doctor and the German Social Accident Insurance Institution for industries, we carry out regular workplace inspections and make risk analyses to minimize potential health risks for our employees.

Whereas the risk of work accidents is low in the administration departments, there is an increased risk for employees working in the production or for service technicians working in the field on sewage treatment plants and other sites. In addition to the risks of injury typical for industrial employees, the employees who are in direct contact with wastewater and/or work in certain countries are additionally faced with the risk of infection. We therefore introduced mandatory regular vaccination against hepatitis A and B for this group of employees. Other specific precautionary measures are taken in consultation with the works doctor according to where the site is located.

¹¹ Male employees take second parental leave more often within 12 months

All employees complete annual training courses on occupational health and work safety.

No work-related fatalities or cases of occupational diseases happened during the reporting period 2021/2022.

However, 46 work accidents happened in 2021 and 27 work accidents in 2022.

These are listed in the below table by type of injury.

Work accidents	2021	2022
Cuts, laceration wounds, abrasions, flesh wounds	14	10
Fractures	5	3
Sprains, bruises, contusions	19	5
Ligament injuries	4	4
Other injuries (lost time > 3 days)	3	3
Other injuries (lost time < 3 days)	1	2
Total number of accidents	46	27
Lost day rate in working days	671	495
Annual average of employees	770.25	828
Scheduled working days of total workforce	194.873	207.000
Lost day rate	0.34%	0.24%

Table 31: Work accidents in HUBER SE

In total, lost time due to occupational accidents amounted to 671 working days in 2021 and 495 working days in 2022. The loss day rate for 2021 was 0.34% and fell to 0.24% for 2022. The rate for 2022 thus corresponds to the lost time rate for 2019 and 2020 (each 0.25%).

The rate of lost days due to sick leave was nearly 10 times higher than the rate of lost days due to accidents, as table 32 shows. In 2022, there was a total of 7,226 lost days due to sick leave, which is equivalent to a sickness rate of approximately 4.3%. The sickness rate in 2021 was 3.8%.

	Number of employees (Average value)	Working days	Sick days	Sickness rate
2018	691	172,968	5,849	3.4%
2019	711	177,402	6,552	3.7%
2020	738	184,785	6,357	3.4%
2021	771	191,060	7,226	3.8%
2022	828	203,639	8,834	4.3%

Table 32: Sickness rate at HUBER SE

HUBER Occupational Health and Safety Management System

HUBER SE has introduced an occupational health and safety management system according to ISO 45001:2018 and carried out the initial certification for the scope “Development, sales and service of machines and systems for water, wastewater and sludge treatment” at the beginning of 2021.

ISO 45001:2018 provides guidance for the creation and maintenance of a management system that helps prevent work-related injuries and illnesses and creates safe and healthy workplaces.

In accordance with the **HUBER Occupational Health and Safety Policy** (see www.HUBER.de), the following points are part of an occupational health and safety management system according to ISO 45001:2018:

- a) Safe and healthy workplaces
- b) Setting goals for occupational health and safety
- c) Compliance with all legal obligations and other requirements
- d) Avoid and eliminate hazards and dangers
- e) Continuous improvement with employee involvement



Occupational health and safety management is actively supported by company doctor Dr. Auer. Here she gets an idea of the work of our HUBER service technicians on site on a wastewater treatment plant.

Equal rights

G4-LA13

The below diagram shows a comparison of the wages and salaries of female and male employees (status of December 31, 2022).

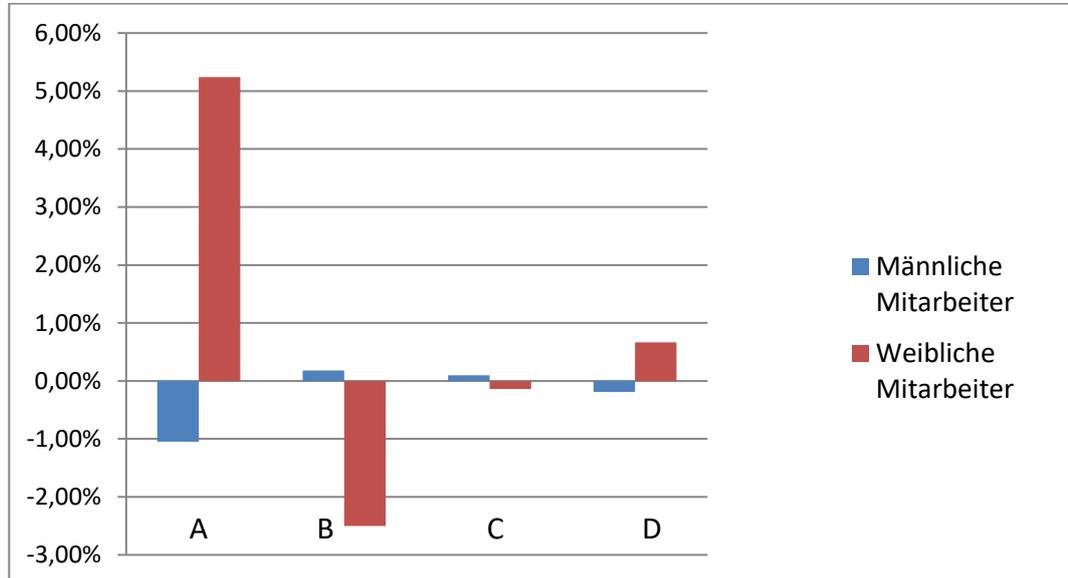


Fig. 42: Comparison of the wages and salaries of female and male employees

At HUBER, all positions are classified into job function levels based on type of work/duties performed.

To ensure a high degree of representativeness, we used in the diagram the four function levels that represent a sufficient number of employees to make a reasonable and reliable statement. The average salary of all employees assigned to these four function levels was calculated and put into relation to the average wage of the male and female employees.

In two of the evaluated function levels (A and D), the female employees have a higher salary compared to the average and in function level B a lower salary. Function level C shows a very balanced ratio.

On the whole, deviations are below 5.2%, this is evidence that there is no gender discrimination in pay.

Senior management

G4-EC6

A total of 25 employees worked in senior management positions at HUBER SE on December 31, 2022. We define 'senior management' as follows: board of directors, wider management team, department managers and business unit managers. We as a company are interested in long-term retention of senior management staff. We therefore appreciate it if senior management employees live in or transfer the centre of their life to our company's home region.

Senior management employees are referred to as 'local' management staff if their place of residence and centre of life (not their secondary residence) lies within a radius of 25 km from our company headquarters in Erasbach/Berching. On December 31, 2022, 18 of the 25 senior management employees were 'local' management staff, which is a percentage of 72%.

Human rights and social and ecological impacts

G4-LA14,G4-HR1, G4-HR2, G4-HR3, G4-HR5 to, G4-SO2, G4-SO3, G4-SO5 , G4-SO7 to, G4-EN29, G4-EN34

We have not conducted employee training on human rights policy and observance of human rights so far. Due to the nature of our business activity, at no part do we see any risk of human rights violation. We also do not know of any case of human rights violation in the past, nor has a case of violation ever been reported to us by an employee or third party.

None of our business locations has explicitly been assessed in respect of human rights

But employees of our head office visit, and have visited, all our business locations at least once a year.¹² They have never reported any incidents of human rights violation.

In 2021/2022, the following significant investment agreement (investments greater than €1 million) was concluded for investments outside Germany that do not result in any violations of human rights:

USA: Expansion of the HUBER Technology Inc. site (Denver/South Carolina)

Italy: Expansion of the HUBER Technology srl (Rivazzano) site



Fig. 43: Investment in the future – the expansion of the site in the USA. At around 40 million US dollars, the expansion of the production site in Denver/South Carolina is the largest single investment in the history of HUBER. The groundbreaking ceremony for the construction of an additional 13,000 m² of production space took place in October 2022.

¹² During the coronavirus period, some locations could not be visited annually.

As to investments within Germany, it is assumed that there is generally no risk of human rights violation and therefore no due diligence investigation is required.

We apply the principle of equal treatment to all applicants, employees, customers and suppliers. There have been no cases of discrimination.

There are no business locations in the HUBER Group where there is a risk of child labour. As the majority of our business locations (HUBER subsidiaries) are mere sales companies, no activities are performed there which could in any way be covered with child labour. Only four business locations have their own production:

USA: HUBER Technology Inc.

Sharjah, United Arab Emirates MENA WATER FZC

China: HUBER Environmental Technology Co. Ltd.

India: A.T.E. HUBER Envirotech Private Limited (minority interest)

No risk of child labour is however given there either since working in production is impossible without having completed the necessary vocational education. Besides, employees of HUBER SE visit, and have visited, these locations several times a year so that the practice of child labour can be excluded.¹³

Virtually all suppliers of HUBER SE are based in Germany so that we can assume that no child labour is used there. Additionally, we verify through supplier self-assessment reports if complaints are known about labour practices, violation of human rights, cases of corruption, or society complaints.

No case of human rights violation by one of our suppliers is known to us so far. Therefore, we have not needed to induce any measures or terminate a business relationship.

The statements regarding child labour apply analogously to forced and compulsory labour and negative impacts on society. Also in this respect, no case with a supplier is known to us.

HUBER does not employ security personnel so that there is no necessity for training on the observance of human rights in this respect.

There have been no incidences of violation of any rights of the indigenous population.

There is no business activity existing in the HUBER Group that would lead to significant or indeed potentially negative impacts on local communities.

We have not examined any of our business locations for corruption risks. No risk analysis has been made to identify corruption risks. There have been no incidents in connection with corruption.

¹³ During 2021 and 2022 (coronavirus), it was not possible to visit the locations in China and India. The first visit after the coronavirus period took place in spring 2023.

There have been no occurrences in connection with anticompetitive practice or cartelization and monopolization.

No fines have been paid and no non-monetary penalties have been imposed on HUBER. The exception was a fine of €1,100 for an accident at work involving a HUBER service technician in 2021.

Complaints about environmental impacts:

There were no complaints about environmental impacts in 2021 and 2022.



Fig. 44: Clean water for the Sinai Peninsula: The water treatment plant in Bahr El-Baqar (Egypt) has recently been awarded by Guinness World Records as the world's largest plant of its kind. More than two billion cubic meters of water are to be treated here annually on an area of about 650,000 square meters. Among other things, HUBER supplied 128 SOSLTICE® sludge turners to dry 490,000 tonnes of dewatered sludge annually with the help of the sun.

About this report

G4-28, G4-29, G4-30, G4-33

This is the fifth sustainability report published by HUBER SE. The report refers to the business year 2022 (January 1 to December 31).

This report has been prepared without any external support and is without approval by an independent third party.

We intend to publish the next report for 2026 and will report on 2025 here in accordance with the Corporate Sustainability Reporting Directive (CSRD).

Global Reporting Initiative (GRI)

G4-32

This sustainability report has been prepared in accordance with the G4 Sustainability Reporting Guidelines of the Global Reporting Initiative (GRI). When preparing our sustainability report we chose the G4 Core 'in accordance' option and included the essential elements identified as material aspects for our company.

GRI Content Index

G4-32

The application of the GRI G4 Guidelines requires general standard disclosures on the organisation and detailed information on the organisation's main fields of activity in the sectors core business, environment and society. A detailed content index is attached in the appendix, indicating where exactly in this sustainability the required disclosures are provided.

Contact person

G4-31

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Attachments

Information on the validated Environmental Statement

Our validated Environmental Statement is reflected in a number of the chapters. The table below shows the fields validated by our external environmental auditor as part of our EMAS Management System. The Declaration of Validation is attached on the following page.

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Erklärung des Umweltgutachters

Erklärung des Umweltgutachters

zu den Begutachtungs- und Validierungstätigkeiten
nach Anhang VII der Verordnung (EG) Nr. 1221/2009
mit Änderungs-VO 2017/1505 und Änderungs VO 2018/2026

Der Unterzeichnende, Reinhard Mirz EMAS-Umweltgutachter mit der Registrierungsnummer DE-V-0260, akkreditiert oder zugelassen für den Bereich 28.99 (NACE-Code Rev. 2), bestätigt, begutachtet zu haben, ob die gesamte Organisation wie in der Umwelterklärung der Organisation

HUBER SE

Industriepark Erasbach A1, 92334 Berching

(mit der Reg.-Nr. DE-276-00103)

angegeben, alle Anforderungen der Verordnung (EG) Nr. 1221/2009 des Europäischen Parlaments und des Rates vom 25. November 2009 mit Änderungs-VO 2017/1505 vom 28.08.2017 und 2018/2026 vom 19.12.2018 über die freiwillige Teilnahme von Organisationen an einem Gemeinschaftssystem für Umweltmanagement und Umweltbetriebsprüfung (EMAS) erfüllt.

Mit der Unterzeichnung dieser Erklärung wird bestätigt, dass

- die Begutachtung und Validierung in voller Übereinstimmung mit den Anforderungen der Verordnung (EG) Nr. 1221/2009 und Änderungs-VO 2017/1505 und 2018/2026 durchgeführt wurden,
- das Ergebnis der Begutachtung und Validierung bestätigt, dass keine Belege für die Nichteinhaltung der geltenden Umweltvorschriften vorliegen,
- die Daten und Angaben der aktualisierten Umwelterklärung der Organisation ein verlässliches, glaubhaftes und wahrheitsgetreues Bild sämtlicher Tätigkeiten der Organisation innerhalb des in der Umwelterklärung angegebenen Bereichs geben.

Diese Erklärung kann nicht mit einer EMAS-Registrierung gleichgesetzt werden. Die EMAS-Registrierung kann nur durch eine zuständige Stelle gemäß der Verordnung (EG) Nr. 1221/2009 erfolgen. Diese Erklärung darf nicht als eigenständige Grundlage für die Unterrichtung der Öffentlichkeit verwendet werden.

Nürnberg, 11.5.2023

Dipl.-Phys. R. Mirz
Umweltgutachter

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