



**LEIFHEIT**



Sustainability report  
**2023**



# Premium quality meets stylish colour

## Drying laundry in style

Our durable and robust Pegasus laundry dryers can withstand wind and weather while saving energy and money. Part of the Leifheit product family since 2004, they are now more in demand than ever before!

Over 1.8 million Pegasus dryers were bought by European households in 2023 alone, bringing sales of this tried-and-tested laundry drying rack to a new record high.

The “Our Electricity Savers” and “Our Most Durable Products” campaigns have also contributed to this success story, as have our investments in lean and efficient production processes.

We have also successfully responded to current market trends with the launch of the new Pegasus 150 Solid Black. This functional and high-quality innovative dryer in trendy black appeals to a target group with a keen eye for design and a desire to create a certain aesthetic look in their own home.

The Black Line was expanded into other product areas such as tower dryers and ironing boards in 2023. The high-quality drying racks and ironing boards in the Black Line not only go perfectly with our customers’ home decor, they also deliver the high level of quality that people have come to expect from Leifheit.



Over **1.8 million**  
Pegasus dryers sold in 2023

Part of the Leifheit product family  
for **20 years**



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Non-financial  
declaration



# Sustainability strategy

For 65 years, Leifheit has been one of the leading providers of household products in Germany and many European markets. Responsible conduct is deeply rooted in our corporate culture. Consequently, our business practices are based on integrity, honesty, fairness and compliance with current laws.

The rapidly growing challenges facing society and the environment require clear objectives for the coming years. We therefore set ourselves strategic sustainability goals in 2022 covering environmental, social and governance (ESG) considerations. Going forward, we want to carry out initiatives and projects in these areas and measure our progress.

Starting in financial year 2024, Leifheit is subject to Corporate Sustainability Reporting Directive (CSRD) reporting requirements. As a result, we began preparing a materiality assessment according to the European Sustainability Reporting Standards (ESRS) in reporting year 2023. In 2024, we will be focusing on applying the new requirements to our sustainability reporting, defining responsibilities and strategies, managing the impacts, risks and opportunities (IRO) relating to the reporting processes and determining the necessary ESG performance indicators.

## Our goal: climate-neutral by 2030

Climate change is one of the greatest challenges of the 21st century. That is why we have placed a special focus on climate protection when it comes to the environment. We believe that resource efficiency and climate protection will benefit both the environment and our business in the long term.

We have set ourselves the target of becoming climate neutral in our Scope 1 and Scope 2 emissions by 2030. Our motto is “first prevent and reduce, secondly offsetting through climate protection projects”. Following it lets us help protect the climate.

An essential aspect remains our commitment to providing long-lasting product solutions that are easy to use while delivering a perfect result. Products with excellent functionality, longevity and premium quality are more than just an essential foundation for our growth strategy. In fact, we believe that making durable products by ensuring top quality is an efficient way to help protect our planet. Strict quality management and secure production are second nature to us.

We want to further strengthen our company by positioning ourselves as an attractive employer and encouraging and motivating our staff. We strive to create a corporate culture that is open and positive, while also focused on performance and teamwork. At the same time, we attach great importance to corporate governance and compliance, which form the basis for the long-term success of the company.

## Recognised sustainability

We are pleased that our efforts towards sustainability are being noticed and rewarded by consumers.

For example, we were awarded the **“Germany’s Best – Sustainability”** seal once again in 2023 for the third year running. The study was conducted by the IMWF Institut für Management- und Wirtschaftsforschung with research support from the Hamburg Institute of International Economics (HWWI) on behalf of Focus Money and Deutschland Test. The study analyses social listening data for some 19,600 companies and brands. It examines aspects of ecological, economic and social sustainability. The results show who is committed to sustainability from the consumer’s point of view.

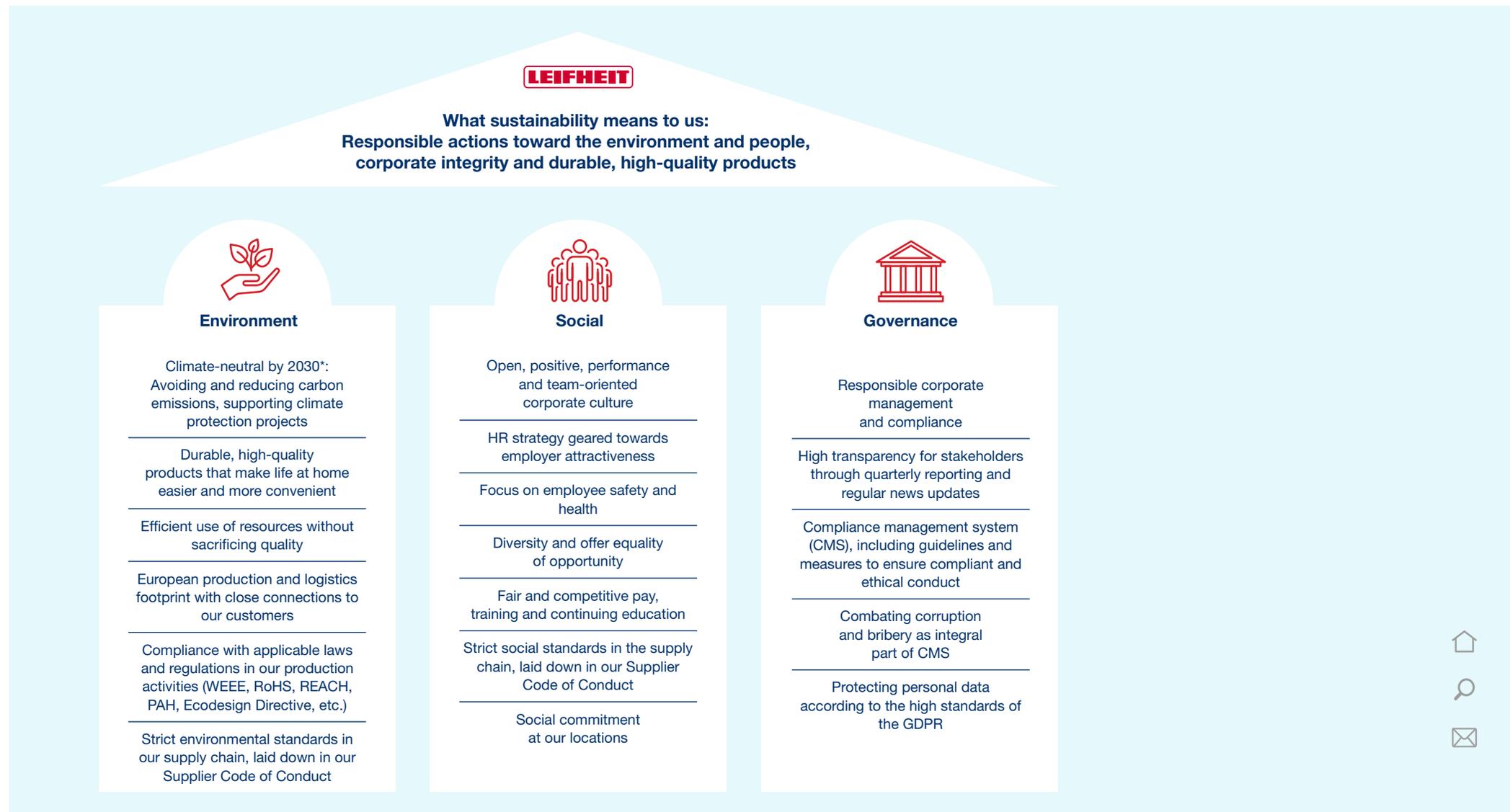
As in the two previous years, the FAZ-Institut also once again awarded Leifheit the **“Excellent Sustainability”** certificate. The study analysed social listening data for some 20,000 companies and brands in a similar manner.

In addition, Leifheit was awarded the **“Maximum Trust 2023”** award once again, achieving the highest ranking in the household products category. The study was conducted by the IMWF Institut für Management- und Wirtschaftsforschung on behalf of Focus Money and Deutschland Test.

In the **“Sustainability Champions”** study conducted in cooperation with the daily newspaper Die Welt, the Leifheit and Soehnle brands were rated “very sustainable” in the “Household goods/kitchen utensils” sector. The result is based on a consumer survey in which a total of 1,291 companies from 78 sectors were assessed.



## Our ESG principles



\* Scope 1 and Scope 2 emissions

# About this report

The Leifheit Group's sustainability report is addressed to customers, business partners, shareholders, employees and all other stakeholders who are interested in our company's values and principles. Our sustainability report covers Leifheit AG and the companies controlled by it. Deviations are noted accordingly.

As part of this sustainability report, the Leifheit Group has prepared a separate non-financial Group report for financial year 2023 as defined under sections 315b and 315c of the German commercial code (HGB) in conjunction with 289c to 289e of the German commercial code that is publicly available on the Leifheit website. This report was not subject to an external audit. The 2023 consolidated financial statements of the Leifheit Group and the corresponding combined management report, as well as the separate financial statements of Leifheit AG, were audited by KPMG AG Wirtschaftsprüfungsgesellschaft.

Leifheit does not use any nationally or internationally propagated sustainability reporting framework for the separate non-financial Group report. However, we use the criteria stipulated by the German Sustainability Code and the standards of the Global Reporting Initiative (GRI) as a frame of reference. As a long-established, internationally active company, Leifheit is committed to acting in a socially and ethically responsible way. Consequently, Leifheit's business practices are based on integrity, honesty, fairness and compliance with current laws. We have enshrined this fundamental approach in our Code of Conduct. Our principles are consistent with the Business

Social Compliance Initiative (BSCI), the Conventions of the International Labour Organization (ILO), the United Nations Universal Declaration of Human Rights, the UN Convention on the Rights of the Child, the UN Convention on the Elimination of All Forms of Discrimination Against Women, the Principles of the UN Global Compact and the OECD Guidelines for Multinational Enterprises.

Against the background of the EU Action Plan on Sustainable Finance, the EU Taxonomy Regulation ("Taxonomy Regulation") entered into force in mid-2020, setting out a uniform and legally binding classification system under which economic activities are considered "environmentally sustainable" in the EU. The results of this classification for the Leifheit Group in financial year 2023 are disclosed in this sustainability report. > [EU taxonomy](#)

## Materiality

In 2017, we held an internal workshop to define the focus of our sustainability concept with the goal of recording the sustainability aspects from our strategy that we deemed relevant, as well as stakeholder interests and demands. In a second step, the identified topics were additionally subjected to a materiality review in accordance with section 289c (3) of the German commercial code. Since then, this assessment has been validated on a regular basis, most recently at the end of 2022, as part of an internal workshop attended by the members of the Board of Management and representatives of the management team from HR, Finance and Corporate Communications.

Non-financial topics are deemed to be material within the meaning of section 289c of the German commercial code if they have a major impact on CSR aspects (environment, employees, human rights, social issues and anti-corruption) and are relevant to the company's business activities (business performance, outcomes, situation). Our customers' trust and satisfaction, an efficient value chain, and dedicated and highly trained employees are material to the Leifheit Group's business success. We have identified the topics for the non-financial Group report against this background.

From financial year 2024, Leifheit will be subject to the reporting obligation under the Corporate Sustainability Reporting Directive (CSRD). In the reporting period, we began conducting a materiality assessment in accordance with European Sustainability Reporting Standards (ESRS).



## Non-financial report index

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The portions of the non-financial Group report in accordance with sections 315b and 315c of the German commercial code in conjunction with section 289c et seq. of the German commercial code in this report are marked with a vertical line. In this sustainability report, we also describe measures and initiatives by the Leifheit Group that demonstrate our wide-ranging commitment to corporate responsibility. Specifically, although respect for human rights in the supply chain is not materially relevant for the assessment of the Group's net assets, financial position and results of operations, we comment on this outside the non-financial report. > [Human rights](#)

External links guide readers to websites with further information that is not part of the non-financial Group report.

## Responsibility within corporate management

The Board of Management bears the ultimate responsibility for sustainable conduct. It defines the strategic focus of the Leifheit Group. Within the Board, the Chief Executive Officer (CEO) is responsible for matters related to corporate social responsibility (CSR).

The Board of Management coordinates both the strategic focus of the company and the sustainability strategy with the Supervisory Board. In addition, the Supervisory Board audits the non-financial Group report.

Those in charge of the operational areas are responsible for implementing strategic measures in day-to-day business operations. Sustainability topics are not isolated in a separate department. Instead, they are conceptualised and handled in business processes.

Sustainability reporting is handled by a staff unit headed by the CEO that coordinates the reporting process in close cooperation with the employees of various different operational areas.



# Our business model

The Leifheit Group is one of the leading European brand suppliers of household items. The company offers high-quality and innovative products and solutions that make everyday life at home easier and more convenient.

The Leifheit Group divides its operating business into Household, Wellbeing and Private Label segments. Our core business consists of the Household and Wellbeing segments with the Leifheit and Soehnle brands. Our products in these segments are known for high-quality workmanship combined with great utility for consumers. The Private Label segment comprises product ranges offered by the French subsidiaries Birambeau and Herby from the kitchen goods and laundry care categories, which are primarily distributed as private-label brands.

We focus on core areas of expertise in the product categories of cleaning, laundry care, kitchen goods and wellbeing across our three business segments. Our biggest product categories are laundry care and cleaning products, which account for around 45% and 36% of turnover respectively. In Germany and many European markets, Leifheit is among the leading providers of cleaning appliances, especially so-called floor wiper systems. We generate around 12% of Group turnover with kitchen products. The wellbeing category includes the Soehnle brand products and accounts for around 6% of turnover. Soehnle is the market leader for bathroom and kitchen scales in Germany, with a market share of 20 and 31% respectively. Soehnle is also among the leading providers in other European countries.

The Leifheit Group employs 1,020 people. Headquarters and management of Leifheit AG are still located in the place where the company was founded, in Nassau/Lahn in the German state of Rhineland-Palatinate. We operate 14 locations and branches of our own, including five logistics and production locations in Germany, the Czech Republic and France. Manufacture takes place at our own production plants, as well as at the facilities of suppliers located in various countries in Europe and Asia.

The Leifheit Group sells its products in more than 80 countries around the world. The key sales markets are our domestic market of Germany, accounting for a share of around 40% of turnover, and the countries of Central Europe, with a share of 44%. The sales and distribution region of Central Europe includes the Netherlands, France and Austria. In the reporting period, we generated around 14% of our turnover in Eastern European growth markets, such as the Czech Republic, Poland and Slovakia.

We are focusing our sales and marketing activities on European target markets. In other regions outside Europe, such as in the US and the Middle East, we market our products primarily through distributors. Non-European markets currently account for roughly 2% of Group turnover. Additional information can be found in the combined management report of the Leifheit Group in the chapter “Foundations of the Group”. > [Annual report](#)



# Group strategy

For 65 years, we have been helping to make everyday life at home easier and more convenient by way of our products. That is our mission. Through it all, our focus is always on the needs of consumers.

At Leifheit, multiple factors form the foundation for the further implementation of our business strategy: We have durable products that offer a high degree of consumer benefit and excellent quality, as reflected in excellent reviews. As a result, many of our products regularly win top scores in tests by respected institutes. At the same time, we are already well positioned in many European markets thanks to our two high-profile brands, Leifheit and Soehnle. Another important factor for Leifheit is its employees. Their specific expertise and dedication help the company to achieve its goals and targets.

We aim to do a systematic and consistent job of building on our existing strengths – excellent products, strong brands and outstanding employees. That is why we will revise our business strategy in 2024, focusing on identifying strategic growth drivers and high cost efficiency in order to ensure sustainable and profitable growth in the future.

Key growth drivers will include strengthening our brand presence by emphasising the superior technical quality of our products among our target audiences and increasing our presence at the point of sale. In this context, we want to focus increasingly on our profitable core segments. Building on our proven expertise, we intend to develop useful, superior

solutions for consumers in the areas that make everyday life at home easier and more convenient. We will continue to step up the development and marketing of innovations going forward.

As part of our sales activities, we are aiming for significantly greater internationalisation and will initially be focusing on select European target markets with high potential. At the same time, by working with our brick-and-mortar partners and pure-play e-commerce companies, we aim to capitalise on the opportunities presented by the growth in e-commerce to strengthen our market position further.

Efficient processes in production and logistics are of great importance to the Leifheit Group. To further improve our cost efficiency, we will focus on streamlining our production and operational processes using lean management practices and the 5S method. We are also moving forward with the digitalisation of our business processes to speed up our internal processes, improve our decision-making and, ultimately, achieve a higher level of customer satisfaction.

Our employees are the basis of the company's success. In this respect, our corporate culture is another important component of our strategy, which we will continue to enhance with an eye to greater entrepreneurship, closer collaboration between company headquarters and country organisations, and modern employee management. We strive to create a corporate culture that is open and positive, while also focused on performance and teamwork.



We view sustainability as an integral part of our strategy and are committed to environmental and social responsibility and to corporate governance with integrity.



# Risk management for non-financial aspects

Strategic management of opportunities and risks serves as the basis for the value-oriented development of the Leifheit Group. We have therefore set up a risk management system that helps us to identify risks early on, analyse them and take suitable measures. More detailed information on the risk management system can be found in the combined management report of the Leifheit Group in the opportunities and risk report. > [Annual report](#)

The goal of our risk management system is to determine what adverse effects risks could have in defined risk areas, such as the business situation, net assets, financial position and results of operations, or on our image. Risks are also analysed to determine whether they pose a danger to Leifheit as a going concern (“outside in” perspective). Sustainability aspects are also taken into account within the scope of Leifheit-specific risk areas:

- Management and organisation, including
  - employees (availability, expertise)
  - conduct (compliance, fraud)
- Environmental factors, including
  - availability of resources, employees, raw materials
- Customers and markets, including
  - customer satisfaction and customer loyalty
  - image and reputation (including the observance of human rights)
- Innovations and product development, including
  - innovation management
  - product liability
- Operational performance processes, including
  - environmental hazards and occupational health and safety

The risk management system also records and evaluates non-financial risks associated with the company’s business activities, business relationships and products that could have an impact on the following aspects (“inside out” perspective):

- Environmental issues
- Social concerns
- Human rights
- Compliance (corruption and bribery)
- Physical and transitory climate risks

In the reporting period, as in the previous year, no significant non-financial matters became known that result from the business activities of the Leifheit Group and that are highly likely to have, or will have, serious negative effects on the non-financial aspects presented in section 289c of the German commercial code.

# Stakeholder dialogue

Dialogue with stakeholders is essential to responsible corporate governance. Leifheit therefore engages in constant exchange with all relevant stakeholders.

We consider groups that have a material influence on the development of our company or are affected by the company's decisions to be stakeholders. We also communicate with the general public, by which we mean media, associations, initiatives, municipalities and civil society. Regular exchange promotes our understanding of the requirements and needs of all sides.

## Our key stakeholders



Consumers and retail customers



Investors and capital market participants



Employees



Suppliers



### Consumers and retail customers

Consumers are the most important target group, and are at the centre of all our activities. We make targeted investments in consumer communications and place

great importance on professional and customer-centric consumer service. Through consumer research, we involve consumers in our product development process at an early stage. In addition, the analysis of product reviews on online portals gives us insights into how consumers perceive our products and our service. By closely interlinking our consumer hotline, the development team and quality management, we ensure that consumers' comments and criticism are taken into account.

Our websites  [> leifheit-group.com](https://leifheit-group.com),  [> leifheit.com](https://leifheit.com),  [> soehne.com](https://soehne.com), as well as social media channels such as Instagram, Facebook, LinkedIn and YouTube, offer consumers various options for direct contact.

We also encourage and maintain contact with our retail customers, with whom we aim to achieve a partnership guided by mutual success. Against this backdrop, we support our retail customers through a key account management approach centred on distribution channels and through our field sales teams and POS managers in store.



### Investors and capital market participants

Open communication with institutional and private investors, as well as with financial analysts, is a matter of course for us. We

aim to provide the capital market with information about all relevant developments and events at our company in a comprehensive, prompt and transparent manner. We are guided in the process by the provisions of the German stock corporation act and capital market law, the recommendations of the German Corporate Governance Code and the more far-reaching transparency standards of the German stock exchange for the Prime Standard segment, where the shares of Leifheit AG are traded.

The Board of Management is in direct contact with analysts, investors and media representatives through analyst conferences and regular participation in capital market conferences, as well as one-on-one meetings. The Annual General Meeting held in June 2023 offered shareholders and their representatives a forum for direct dialogue with the Board of Management.

We publish all key information related to our shares, the strategy and the key financial figures of the Leifheit Group – as well as the financial calendar, financial reports, quarterly statements, press releases and presentations – on the Leifheit Group website at  [> ir.leifheit-group.com](https://ir.leifheit-group.com). Opportunities to contact the company are also available there for people who have questions or comments.





## Employees

Open and trust-based communication with our employees was once again of particular importance in the reporting period. The Board of Management explained the Group's current business situation, key decisions and strategic measures to the workforce at regular staff meetings, during which we also invited our employees to exchange ideas in person. We had already successfully shifted to digital forms of working during the pandemic, and modern collaboration platforms have become the standard tool for our teamwork. The annual appraisal meeting with direct supervisors continues to play a central role. Employees also have the opportunity to discuss their concerns with executives as senior as the Board of Management thanks to our "open door principle" – in person or in virtual form. We continued to implement agile working methods in the reporting period. They are meant to contribute to the transparency of targets, progress and results through a weekly objectives and key results (OKR) report that is addressed to the employees at our locations in Nassau, Zuzenhausen and Blatná. > [Employee matters](#)



## Suppliers

Cooperation with suppliers in a spirit of partnership and trust is of vital importance, especially in crisis situations. For one thing, it enables us to supply our customers reliably despite all the crisis-related restrictions. At the same time it facilitates technical developments that result in an innovative portfolio and long-lasting products. Sustainability topics such as saving materials and reducing the use of raw materials are taken into account in the development phase. > [Procurement](#)

Leifheit AG's supplier management concept and a supplier relations management (SRM) system are also helping us to achieve our objective of ensuring that our social and environmental standards are accepted and implemented in our supply chain. > [Human rights](#) We have therefore set out the requirements for our suppliers in a code of conduct, the > [Supplier Social Code of Conduct](#).

## General public

We answer questions from relevant business, financial and trade media, as well as the local media, as part of an annual press conference, as well as in regular interviews and at press events. We are also in contact with various professional organisations and interest groups, such as the German employers' association of the metal and electrical industries (VEM.die Arbeitgeber e. V.), the German parquet industry association (Verband der Deutschen Parkettindustrie) and the German investor relations association (Deutscher Investor Relations Verband – DIRK). We also engage in regular dialogue with communities and civil society at our locations, and take their needs and concerns into account.



# Our brands

Our strategy centres around the further expansion of our strategic core business involving the Household and Wellbeing segments. By pursuing targeted marketing activities, we are systematically developing the Leifheit and Soehnle brands, enhancing their profiles and boosting their competitive positions.

## Leifheit – how housework’s done today

For 65 years, Leifheit has been one of the leading brands for household products in Germany and many European markets. Our aim is to offer product solutions in the cleaning, laundry care and kitchen goods categories under the Leifheit brand that are easy to use while delivering the perfect result. Outstanding functionality, durability and high quality – people across generations have associated these attributes with Leifheit. We will continue to focus on these values in future while positioning Leifheit as a modern brand that helps people in today’s ever faster-paced world by making housework easier and the home more attractive – so that there is more time for the important things in life. The claim “How housework’s done today” underscores this positioning.



## Soehnle – Passion for precision

Ever since it was first founded in 1868 by the Swabian entrepreneur Wilhelm Soehnle, the Soehnle brand has focused on pronounced ease of use, innovative technology, excellent product quality and contemporary design. Today – 155 years later – Soehnle is the market leader for kitchen and bathroom scales in Germany, and is one of the top suppliers in Europe. Our strength is precise measuring, weighing and analysis. This is what our brand stands for. Modern kitchen scales, bathroom scales and body analysis scales, complemented by air treatment products and the Soehnle Connect app, help people to stay in shape and make conscious decisions to live healthier lives.





Customer service: availability and service quality are crucial for many consumers.

# Marketing and sales

## Consumer at the centre

Consumers are at the centre of our actions. We want to offer them excellent, long-lasting products of convincing, durable quality that make life at home easier and more convenient, along with best-in-class service and attractive value for money.

Consumers are also at the centre of our marketing activities. To raise consumer awareness of our brands and products even further, we again invested in advertising in Germany, Austria, the Netherlands, Belgium, France and other European markets in the reporting period. Advertising continued to focus on our proven Leifheit bestsellers produced in Europe, such as the Profi XL and CLEAN TWIST cleaning systems as well as the Pegasus laundry drying rack and the Linomatic rotary dryer. We have enhanced and strengthened our TV advertising with extensive online campaigns and point-of-sale (POS) concepts.

In addition, our social media channels for the Leifheit and Soehnle brands offer inspiring and interactive content with added value for consumers on the topics of daily cleaning, laundry care and the latest kitchen goods. As in previous years, we gained additional followers in 2023. Our social media channels reached roughly 77,300 subscribers in 2023 (previous year: 68,500 subscribers) – an increase of around 12% on the previous year. In addition to our own channels, we are increasingly working with influencers with broad reach in the family, lifestyle, interior and kitchen categories to position our brands where the hottest action is.



## Germany's best online shops

According to a study conducted by the Deutsche Institut für Service-Qualität (DISQ) on behalf of the TV news broadcaster ntv, our online shop was one of "Germany's best online shops 2023" in the Household and Cleaning category. The study involved a consumer survey examining customer satisfaction in the areas of value for money, range of products, customer services, website, ordering process and payments terms, as well as shipping and returns.



## Quality in customer service

Our primary goal in customer service is to answer all queries regarding our products quickly and competently and to solve problems. The focus here is also on the availability of our employees via various channels. In 2023, for example, we introduced a live chat that consumers can use to speak directly to a service employee if they have any queries or problems. We have also introduced service software to improve telephone availability that even allows appointments to be booked online in advance.

We are constantly working to further improve our communication and our service. At the same time, our consumer service team works closely with the development department and quality management.

Our efforts aimed at quality in customer service are paying off, as shown by the outstanding ratings (4.8 out of 5 points) gained by our online shop on the Trusted Shops rating platform.

This is further confirmed by the study “Germany’s Best Customer Hotline 2023”, conducted by ServiceValue in cooperation with the F.A.Z. Institute, which analysed social listening data for around 20,000 companies and brands in terms of customer service, price, service, customer satisfaction and hotline.

## Expanding distribution

We distribute our products through all relevant channels, from classic bricks-and-mortar retail to pure e-commerce. Our distribution activities focus on leveraging distribution potential within sales structures and attracting additional bricks-and-mortar and online retail partners, both nationally and internationally.

During the reporting period, we were able to further expand our distribution in Germany, Italy, Belgium and the Netherlands in particular. Our investments in advertising help us in this process. We have also fully optimised our online shops in Germany, Poland, Austria and the Netherlands for mobile use, significantly improving user-friendliness in the process.

> [leifheit.com](https://leifheit.com), > [soehnle.com](https://soehnle.com)



The Leifheit Harmonic insulating jug finished top in a test carried out by Haus & Garten Test magazine. It not only scored big with its appearance, but also with its insulating performance, keeping contents warm for up to 24 hours and cold for up to 36 hours.



# Innovation and product management

We aim to develop products and solutions that make consumers' lives at home easier and more convenient. Consumer-relevant products and solutions play an important role in the further organic growth of the Group. We focus on the development of innovations with unique consumer benefits and tremendous market potential.

## Innovation strategy and product development process

The innovation and product development process is characterised as follows:

- Focusing innovation resources on a limited number of major innovation projects with high market potential,
- Intensifying consumer research in order to understand unsolved consumer problems and corresponding new, relevant potential benefits,
- Focusing on modular and platform systems to cover customer requirements more extensively and ensure efficiency,
- Upholding proven Leifheit strengths of excellent practicality and product durability combined with functional yet aesthetically appealing design as a foundation.

Our innovation work led to the successful market launch of our new Pegasus Black Edition laundry drying rack in the reporting period. Further Black Edition products will follow at the beginning of 2024. The Black Edition offers proven Leifheit quality in a new, high-quality black look that meets the highest design standards while transforming a utility item into a decorative living room accessory.

In addition, our focus in 2023 remained on managing the global materials and components supply crisis as well as material and energy prices, which are still far above pre-crisis levels. Efforts to ensure our ability to supply products included certifying plastic materials from alternative suppliers, with all related finished products being successfully re-tested in our comprehensive quality testing programme to ensure a consistent level of high quality.

## Product quality and sustainability

We set high standards for our products. That goes for durability and quality, and above all functionality and the results they deliver for consumers. Many of our products work without electricity. As a result, our Leifheit rotary dryers and laundry dryers are much more eco-friendly than electric dryers that consume electricity. If the use of electricity cannot be avoided, such as with our electrical cleaning appliances, we look – whenever possible – to efficient, energy-saving systems that can be powered with high-quality batteries instead of appliances that consume a great deal of electricity from the mains. A central aim is to manufacture long-lasting products, as a long product life cycle likewise markedly improves our products' eco-efficiency. As anchored in our strategy, we want to achieve this objective by ensuring the high quality, functionality and durable design of our products.

Our products deliver high customer benefit with a limited impact on the environment – from the manufacturing process to product use and disposal. We start laying the groundwork for achieving this goal while creating our products. Various company divisions work efficiently hand in hand. Development and

product management take an in-depth look at consumers' needs when it comes to their daily housework. They use this information to make potential improvements to existing products and assess opportunities for new solutions. On this basis, developers work on innovative ideas and new concepts. A network of international suppliers and innovation partners support us in implementing our ideas. Consumers, whom we involve in our product development process at an early stage by way of consumer research and usability tests, provide us with important feedback. Our expertise in design helps to ensure that our products are not only easy and convenient to use, but also aesthetically appealing to create a pleasant user experience in every regard.

Even after launch, we remain close to consumers and their needs. To this end, we rely on our consumer hotline and on evaluating product reviews and star ratings in online portals. Leifheit and Soehnle products generally achieve more than 4 out of 5 stars, which reflects the superb usability and quality of our products. At the same time, we examine the findings of various test institutes and magazines.



Product durability is the cornerstone of sustainability. That is why we constantly strive to manufacture and offer long-lasting, high-quality products that meet strict environmental and safety standards.

Incoming product complaints are analysed immediately by a standing quality control team. This team also monitors other quality and customer satisfaction indicators, such as user ratings on online sales platforms, and takes corrective action where necessary.

We have defined an average warranty rate<sup>1</sup> (returns within the first two years) of less than 2% as a marker of the quality and durability of our Leifheit and Soehnle products. In the reporting period, an impressive average warranty rate of 0.9% was achieved (previous year: 1.2%).

Leifheit takes sustainability aspects throughout the development process into account. At the beginning of the product development process, we define the requirements for the product in a detailed specification document. Sustainability

aspects are also taken into account. During the development process, we perform failure mode and effects analyses (FMEA). Doing so enables us to assess whether all required aspects have been fulfilled through the specific product design and, if necessary, to make adjustments. Verification tests at the end of the development process ensure that the product truly meets all defined requirements.

We start laying the groundwork for conserving resources during production in the development and design phase. Our objective is to engineer plastic and metal pieces in a way that it is possible to manufacture them through an efficient use of materials and with a production set-up that uses as little energy as possible. Computer simulation programs help engineers design parts that are highly durable and as light and material-saving as possible, and assist in optimising the plastic injection process.



## Wash, don't waste: dusting and wet mopping

Disposable cleaning cloths and disposable dust wipers may be practical, but they end up in the bin after every use. The Leifheit Duster XL, on the other hand, ensures dust-free surfaces, picks up significantly more dust than conventional disposable dusters and is also reusable. Once it's been shaken out or cleaned under running water, the feather duster is ready for use again. Thanks to the usual Leifheit quality, it leaves homes dust-free with less waste. Washing the covers at 40 to 60° Celsius keeps them clean and hygienic, plus they can be refitted to the mop with ease.

<sup>1</sup> The warranty rate is calculated for the DACH region (Germany, Austria, Switzerland).

During the development phase, we also review the extent to which recycled materials can be used in production. For example, nearly all excess material, such as casting parts, is reused during the plastic injection moulding process. As a result, these internally recycled materials make up roughly 5% to 15% of most of the plastic parts we produce. Looking ahead, we also aim to continuously increase the share of post-consumer recyclates and/or bioplastics we use. We have set ourselves the challenge of raising the share of recycled and/or bioplastic materials used in manufacturing selected products to at least 50% by 2030. In contrast to new plastics, plastic recyclates have a more positive carbon footprint. The first products with post-consumer recyclate are currently being developed.

We take steps towards conformity to ensure compliance with applicable regulations, guidelines and laws in the manufacturing of products, their use and subsequent disposal, including

- the European Directive on Waste Electrical and Electronic Equipment (WEEE),
- the relevant European directives and regulations on restricting the use of certain hazardous substances (RoHS, REACH, PAH, etc.) and
- the European Directive establishing a framework for the setting of ecodesign requirements for energy-related products (the Ecodesign Directive).

New products are certified accordingly, while existing products receive regular certification updates.

We have defined a target range for the number of processed certificates (new certificates and updates, including safety certifications) for Leifheit and Soehnle products of 310 to 415. In the reporting period, the number of processed certificates was within this range.

## Product safety

It is our uppermost aim to rule out health and safety risks for consumers. We therefore test our products extensively. Independent testing institutes such as VDE, DEKRA and TÜV are also involved in the process. Many of our products undergo GS testing, for example. The globally recognised GS mark confirms that our products meet the quality and safety standards of the German product safety act (ProdSG). As a result of our ongoing efforts and extensive measures to ensure product safety, we did not have any product recalls to report in 2023, as was also the case in the previous years.

## Packaging

We want to make a contribution to sustainability and improving our carbon footprint in the area of packaging and logistics, as the growing trend towards online shopping is leading to a significant increase in packaging waste. The task of our packaging designers is to develop product packaging with the general proviso that it should be resilient enough for direct shipping and therefore require no, or only minimal, additional material for transport. Our packaging also needs to fulfil several functions at the same time, such as product protection, transport and storage, as well as information and advertising.

We aim to further reduce packaging waste by optimising packaging size and weight for all new packaging solutions developed for our Leifheit and Soehnle products. In specific terms, we are targeting a 10% average reduction in the weight of new packaging in e-commerce compared to comparable predecessor packaging by 2030. By 2022, we had achieved this in two cases. In the 2023 reporting year, we were able to reduce the weight of four new e-commerce packaging items for wipes by an average of 21%.

Aside from making packaging smaller and more lightweight, we also intend to deploy other sustainable packaging solutions for new products and, where possible, existing products too. We are aiming to increase the recyclability of new packaging to an average of at least 90% (according to DIN standards) by 2030. No relevant comparable figure was available in the reporting period.

Another target for 2030 is to increase the share of marketable products packaged in FSC-certified cardboard boxes to at least 50%. At the end of the 2023 reporting period, this figure stood at 39.8% (previous year: 21.7%).



# Procurement, logistics and production

The Leifheit Group has three production locations of its own. They are situated in Nassau (Germany, home of Leifheit AG), Blatná (Czech Republic) and La Loupe (France). In financial year 2023, we generated around 64% (2022: approximately 60%) of our turnover with products manufactured using the Leifheit Group's own production capacities. We also rely on a network of partners and suppliers.

Fast and efficient logistics are essential to the international growth of the Leifheit Group. Our central distribution centre in Zuzenhausen, with its logistics satellites in Blatná (Czech Republic) and in Chablis (France), as well as a small-scale logistics platform in Ningbo (China), form the foundation for the efficient and on-time global distribution of our products.

Our organisational structures and SAP-based processes enable us to respond flexibly and efficiently at our production locations and logistics centres to market and customer demands. We want to further improve our processes with the help of lean management and the 5S methodology. There is more to lean management than simply increasing efficiency in production and thereby improving profitability. Lean production has the potential to significantly improve our carbon footprint, the keys to which are resource efficiency and avoiding unnecessary movements and waste. As a result, the lean concept is an important sustainability principle for us.

## Procurement

In terms of procurement, we mainly purchase raw materials, components and merchandise held for resale, in addition to energy, freight and services. We draw on an international network of qualified supplier partners with the aim of a continuous, cost-optimised supply at a high level of quality, while also meeting our human rights and environmental due diligence obligations as a company. We have set down our requirements for our suppliers in terms of social and environmental standards in a code of conduct. [> Human rights](#)

The challenges remained manifold in the reporting period, with procurement management having already had to deal with enormous challenges in previous years due to the effects of the COVID-19 pandemic and the war in Ukraine on the global supply chain. The tense geopolitical situation has led to global supply bottlenecks and purchasing costs rising to a new level. At the Leifheit Group, this primarily affected procurement of raw materials, along with freight and energy. Despite the difficult conditions, we succeeded in maintaining our supply of key materials and services in the reporting period.



In order to reduce risks and reliance on procurement regions with long delivery periods and transport routes, we set ourselves the target of further increasing our share of European suppliers in the medium term as part of our procurement strategy. Despite being primarily geared towards making our supply chain more resilient, shorter procurement channels will also open up opportunities to realise cost benefits and cut carbon emissions. In the reporting period, we managed to increase our share of European suppliers of production materials and merchandise slightly to 73% Group-wide (2022: 72%).

## Logistics

The Leifheit Group's central logistics hub is the distribution centre (Leifheit Distribution Center Central Europe, LDC) in Zuzenhausen in the north of the German region of Baden, where we employed 111 people at the end of the reporting period (2022: 119 employees). In the reporting period, lean management and the 5S methodology helped further contribute to boosting efficiency across many logistical processes at this location, specifically in order to meet the demands of the e-commerce business and facilitate a gradual logistical transformation to direct-to-consumer (D2C) processes. Despite the challenges facing the global supply chain and the freight market, we were still able to ensure the quality and punctuality of deliveries to our customers during the reporting period. At the same time, lean and efficient warehousing and logistics processes, such as route and load optimisation, as well as a focus on container shipments using intermodal rail transport, have a positive impact on our carbon footprint. Through systematic stock-keeping unit (SKU) management and further streamlining of our product range, we have been able to cut down external stocks in particular and reduce the amount of unnecessary journeys in line with lean principles.

In Blatná, Czech Republic, we operate the Leifheit Distribution Centre Eastern Europe (LDE), which offers 5,000 square metres of logistics space. It establishes a highly efficient direct link

## Shorter transport distances reduce our carbon footprint

Splitting up European volume to three locations with short journeys to our customers is the optimum distribution concept for Leifheit and Soehnle products.



between the Eastern European growth markets and production for the purposes of distribution logistics. Opening this distribution centre in 2016 has allowed us to shorten our delivery routes to customers and lower annual CO<sub>2</sub> emissions. The e-commerce business in Eastern Europe, direct delivery to end consumers by our web stores in Poland and the Czech Republic, and the direct distribution of large-scale European campaigns have also been successfully expanded. As a result, we have made further strides in integrating the Blatná production location into our European distribution logistics, which is an important pillar of our growth-oriented distribution concept.

Our SAP-based logistics processes, integrated end-to-end in the logistics value chain – from procurement and materials management to production and distribution – have led to fast, error-free and efficient processes along the entire supply chain. In the 2023 reporting period, this once again ensured that we were able to maintain our production operations at all times and supply products from our own capacities. Targeted inventory management and a predictive stockpiling and warehousing strategy were contributing factors to this success.

To further optimise intralogistics processes as part of our lean strategy and reduce external stocks, we plan to expand the Blatná location with a new logistics hall measuring roughly 8,000 square metres and roll out further SAP IT modules in financial year 2024. This new logistics space also makes us well equipped to handle further growth.

As part of our supply chain strategy, we established a new and centralised European logistics hub (Leifheit Distribution Western Europe, LDW) for our Leifheit and Soehnle products at the logistics location in Chablis, France, in the reporting period. Previously, the location was operated exclusively by our subsidiary Birambeau. We use this hub to supply markets and end customers in Southern and Western Europe even more quickly and efficiently, further reducing transport distances and lowering our carbon emissions at the same time.

## Production

In production, measures aimed at increasing resource efficiency help us to strengthen our competitiveness while also reducing the impact on the environment and lowering our carbon footprint. As a result, our goal is to focus on lean and efficient production while also ensuring process stability and our ability to deliver. We are also applying lean management and the 5S methodology here and are continually investing in the efficiency of our production plants.

This is especially true at our Czech location in Blatná, the largest plant within the Leifheit Group. Our subsidiary Leifheit s.r.o. employed 394 people there as at the end of 2023 (2022: 417 employees). Measuring roughly 25,500 square metres, the plant in Blatná, Czech Republic, produces a number of products including laundry dryers, cleaning appliances, ironing boards and kitchen goods.

In Blatná, we invested in novel energy-efficient hybrid injection moulding machines for plastics manufacturing between 2020 and 2022. In the reporting period, five more injection moulding machines were replaced by new hybrid systems that are impressive in terms of both production and energy efficiency. Using larger machines with adjusted multi-cavity moulds allows us to reduce the total number of machines and tools in operation, conserving energy while also saving space. At the same time, direct energy consumption measurements taken when the injection moulding tools are set up ensures that the parameter settings are optimised for efficiency and energy consumption. Tools were also equipped with quick coupling systems in the reporting period. This not only enabled us to shorten set-up times, but also to reduce batch sizes and therefore storage capacities.

By organising workstations and workflows according to lean principles and the 5S methodology, we reduce waste and activities that add no value, thereby improving productivity in production across the board. In the reporting period, a particular focus was placed on synchronising the individual production steps according to lean principles.

The conversion of materials management in production to kanban or min/max consumption control, which kicked off in the previous year, also continued. This “inline” supply makes workflows more efficient, significantly reduces the amount of warehouse space required and shortens internal transport routes, thereby also reducing carbon emissions. We have set ourselves the goal of gradually increasing the number of items and materials with direct inline supply between machines without storage to at least 150 by 2030. In the reporting period, the number was 67 (2022: 35).

With the help of 5S methods, further measures were identified and implemented in the reporting period, such as optimisations in powder coating and in the production of cleaning products, laundry drying racks and wall dryer racks, which help improve internal supply logistics and make production more flexible and efficient. We have also implemented a shop floor management system. Each team in a production line now reviews its own results in terms of efficiency, delivery performance, quality and safety and takes immediate action to improve them.

At its location in Nassau, Leifheit AG manufactures selected products in the cleaning, laundry care and kitchen goods categories, such as floor mops and insulating jugs. Here, we operate an injection moulding plant and a highly automated production line for rotary dryers with 51 employees (2022: 58 employees). Constant technical improvements to equipment and our employees’ outstanding professionalism and flexibility made it possible to once again produce large quantities at this location without any downtime during the reporting period.

Our subsidiary Herby, located in La Loupe, France, chiefly produces tower dryers, classic dryer racks and wall dryer racks for the Private Label segment. As at the end of financial year 2023, it had 72 employees (2022: 74 employees). The integrated manufacturing process includes metal forming, surface finishing and injection moulding.



# Environment



# Environmental and climate protection

Climate change is one of the greatest challenges of the 21st century. Following the amendment of the German Climate Change Act in 2021, the German federal government tightened its climate protection requirements and reaffirmed its goal of becoming greenhouse gas neutral by 2045. The aim is to cut emissions by 65% compared to 1990 levels by 2030. We want to contribute towards this goal. After all, energy efficiency and climate action will pay off in the long run, both for our environment and our business. That is why we set ourselves new targets in 2022.

## Leifheit aims to become climate-neutral by 2030.

By 2030, we want to be climate-neutral in our Scope 1 and Scope 2 emissions. We set ourselves this target as part of our climate strategy. We initially want to avoid or reduce emissions through various measures before offsetting the remaining residual emissions through certified climate protection projects. This is how we contribute to climate protection.



### How do we want to achieve them?

#### Our journey to becoming climate-neutral:

##### 1. Analyse our emissions

- Calculate our carbon footprint according to the GHG protocol at our key locations, in Scopes 1 and 2
- Update our carbon footprint annually to measure progress

##### 2. Goals – by 2030 we want to:

- Significantly reduce direct greenhouse gas emissions (Scope 1 emissions, heat, vehicle fleet)
- Achieve up to 100% renewable energy in the electricity mix (Scope 2 emissions)
- Substantially reduce indirect (Scope 3) emissions

##### 3. Core topics for minimising our footprint by 2030:

###### Energy

- Energy efficiency: energy savings (measured in MWh per m€ 1 of turnover) of 15% compared to benchmark year 2019
- Increase the share of total energy consumption covered by renewable energies to 100%

###### Mobility

- Cut fleet emissions at our locations
- Reduce the CO<sub>2</sub> emissions caused by employees commuting

###### Products

- Long-lasting and high-quality products with long life cycles
- Increase the share of recycled/biobased based materials in products, packaging and displays and minimise packaging size

###### Production, logistics and procurement

- Lean production: efficient use of resources in production – without compromising on product quality
- Reduction of transport routes and supply logistics, both internally and externally

##### 4. Offsetting of unavoidable Scope 1 and Scope 2 emissions in 2030 through certified climate protection projects



## Corporate carbon footprint – the basis for climate action

Calculating and reducing carbon emissions, as well as supporting climate protection projects, are the key to climate action in keeping with the Paris Agreement. The carbon footprint is the sum of the carbon emissions<sup>1</sup> that the company generates over a fixed period of time within the defined boundaries of the system. It is a way of identifying potential to avoid and reduce emissions, setting reduction targets and developing and implementing appropriate action. Calculations are made in accordance with the guidelines of the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (GHG protocol).

When compiling the data, we look at the following companies or locations: Leifheit AG in Nassau and Zuzenhausen, Germany; Leifheit s.r.o. in the Czech Republic; and Herby Industrie S.A.S., Birambeau S.A.S. and Leifheit-Birambeau S.A.S. in France.

The various sources of emissions are divided into three scopes in accordance with the GHG protocol:

**Scope 1** includes emissions directly generated by the company, such as from the company's machinery or vehicle fleet.

**Scope 2** covers emissions generated through purchased energy. At the Leifheit Group, such emissions primarily relate to electricity.<sup>2</sup>

**Scope 3** encompasses all other indirect emissions that occur in the value chain, including both upstream and downstream activities not directly controlled by the company.

We have opted to focus our reporting efforts on Scope 1 and Scope 2 emissions for the time being. In addition, we recognised the following selected Scope 3 emissions for the first time in the 2023 reporting period:

- Fuel and energy-related emissions (upstream chain electricity, heat, vehicle fleet)
- Water consumption
- Operational waste and transport for waste disposal.

In the reporting year, Scope 1 and Scope 2 emissions increased by just under 3 percent. This is due to the capacity utilization-related increase in electricity consumption in production and the value of purchased heat from our subsidiary Birambeau in Paris, which was not taken into account in the previous year.

Emissions in relation to € 1 million turnover remained stable. It should be noted that the proportion of products manufactured in-house increased in the reporting year.

Nevertheless, the measures described in this report have made a significant contribution to the sustainable improvement of energy efficiency.

### CO<sub>2</sub> emissions

		2021	2022	2023
Scope 1	t CO <sub>2</sub>	5,264	4,294	3,871
Scope 2	t CO <sub>2</sub>	6,597	5,790	6,473
Total CO <sub>2</sub> emissions Scopes 1 and 2	t CO <sub>2</sub>	11,861	10,084	10,344
CO <sub>2</sub> emissions per m€ 1 turnover*	t CO <sub>2</sub>	41	40	40
Scope 3**	t CO <sub>2</sub>			2,036

\* Previous year's figures adjusted

\*\* Calculated for the first time in 2023, selected activities for Scope 3: fuel and energy-related emissions (upstream chain electricity, heat, vehicle fleet), water consumption, operational waste and transport for waste disposal

<sup>1</sup> The corporate carbon footprint reports all emissions as CO<sub>2</sub> equivalents (CO<sub>2</sub>e), which are referred to here as CO<sub>2</sub> for the sake of simplicity.

<sup>2</sup> Calculated in accordance with the market-based method.



## Core topics for minimising our footprint by 2030:

### Energy

Energy consumption is the most important source of emissions and is one major area where we will focus our attention. We intend to reduce consumption by taking measures to improve energy efficiency, including modernising production technology and processes and utilising state-of-the-art building technology. At the same time, we want to increase the share of total energy consumption covered by renewable energies up to 100% by 2030.

A comprehensive DIN EN 16247-1 energy audit was again carried out at our locations in Germany and Blatná in the Czech Republic in 2023 in accordance with the statutory provisions (sections 8 et seq. of the German act on energy services and other energy efficiency measures (EDL-G)). The energy audits have resulted in a variety of measures for reducing energy consumption that we are successively implementing at our locations in Nassau (Germany), Zuzenhausen (Germany) and Blatná (Czech Republic).

They include:

- switching the lighting in the office and production areas to energy-efficient LED technology in connection with a daylight-based lighting system controlled by sensors,
- reducing the amount of energy used for heating by renewing large glass facades in the plant area and in the canteen,

- reducing heating energy consumption with modified heating control in different areas based on actual use,
- reducing heat loss by way of double and high-speed doors, as well as adjustments to facility temperature,
- regularly inspecting and updating or replacing compressed air and heating systems,
- optimised machine settings and consumption measurement,
- converting plastic conditioning from water bath to steam,
- reducing the pre-treatment temperature for powder coating by more than 10°C,
- power adjustments by reducing the number of transformers from five to four,
- raising awareness and training our workforce as part of our continuous improvement process with a view to energy efficiency, lighting and heat loss when setting machines, for example.

### Mobility

Sustainable corporate mobility is an important lever in reducing CO<sub>2</sub> emissions. Our solutions in this area include a bike leasing programme at our head office in Nassau, which has been in place since 2017 and allows employees to lease bikes at reduced rates directly from their salary (known as the JobRad scheme). We expanded the bike leasing programme to our Zuzenhausen location in 2023. We have leased out 86 JobRad bikes to employees and their family members since 2017 (by the end of 2022: 72 JobRad bikes).

Avoiding journeys by offering employees the chance to work from home or remotely, for instance, is another important part of our efforts to reduce emissions. We have spent the past few years putting the necessary systems in place and successfully converting our processes to allow digital working formats. In addition, the increased use of video conferencing has eliminated the need for a large amount of business travel.

We had set ourselves the goal of gradually reducing CO<sub>2</sub> emissions from our vehicle fleet. Based on average CO<sub>2</sub> emissions of 130 grams per kilometer (NEDC) for all vehicles in the (domestic) fleet in 2022, we wanted to reduce the CO<sub>2</sub> emissions of our fleet by at least 20 percent by 2030. This target is no longer valid as it was based on the now outdated NEDC calculation method. For vehicles newly type-tested since 1 January 2021, the figures are no longer based on the NEDC, but only on the WLTP (Worldwide Harmonised Light-Duty Vehicles Test Procedure). The new measurement method is intended to provide more realistic consumption and therefore more accurate CO<sub>2</sub> values.

In 2024, the Leifheit Group will therefore formulate a new target based on the WLTP standard introduced by the EU and issue a new car policy accordingly. We will gradually organize this policy in such a way that increasingly economical or emission-free vehicles are procured. As a first step, we will define a CO<sub>2</sub> limit value in our car policy for the entire fleet that will become stricter over time. In the second step, we will examine electrification and alternative drive systems in our fleet. At the same time, we want to take measures to ensure that vehicles are operated as efficiently as possible.



## Products

One of our important strategic goals is a high level of efficiency in the value chain, an area where continuously improving resource efficiency in production plays a crucial role. This not only helps to protect the climate and the environment, but also saves costs and guarantees our competitiveness. As a result, we place great value on the efficient use of materials in manufacturing our products and take this factor into account in the development process. At the same time, it is of the utmost importance to us that we continue to live up to our high standards for product quality, functionality and durability.

For us, quality and durability are the most important pillars of sustainability. That is why we constantly strive to manufacture and offer long-lasting, high-quality products that meet strict environmental and safety standards – a process that is firmly rooted in our product development and production processes.

### > [Innovation and product management](#)

## Procurement, logistics, production

The crossover between lean management and sustainability opens up huge potential for financial success, the keys to which are resource efficiency and avoiding unnecessary movements and waste. Lean management is therefore an important sustainability principle in production and logistics. As a consequence, the system technology in our production areas undergoes regular inspection on the basis of the 5S methodology. Any measures to improve on these issues that are identified during the inspection process are systematically taken. > **Production** The same applies to warehouse and logistics processes. Optimised transport routes, stock optimisation and avoiding unnecessary movements all have a positive impact on our carbon footprint. > **Logistics** Shorter procurement channels in purchasing also open up opportunities to realise cost benefits and cut carbon emissions. > **Procurement**

## Consumption data development

We are currently determining the consumption data for the following companies with important production and logistics locations:

Leifheit AG in Germany; Leifheit s.r.o. in the Czech Republic; and Herby Industrie S.A.S., Birambeau S.A.S. and Leifheit-Birambeau S.A.S. in France.

## Energy consumption

The bulk of our electricity consumption occurs in the production process during the processing of plastics; as a result, it should be viewed in relation to the utilisation of production capacity. Gas and heating oil are also consumed for heating purposes. In the reporting period, total energy consumption declined by 1% compared to the previous year. Energy consumption per m€ 1 of turnover once again decreased by around 4%.

By 2030, we aim to cut energy consumption per m€ 1 turnover by at least 15% compared to the benchmark year 2019. In the 2023 reporting period, consumption was almost 18% lower than in 2019, mainly due to efficiency measures in production.

## Energy consumption within the organisation

Energy consumption		2019	2020	2021	2022	2023
Fuel	MWh	2,142	1,672	1,933	2,025	2,016
Electricity	MWh	15,457	16,467	16,784	14,345	15,217
Heating energy	MWh	19,445	19,582	22,244	17,715	16,501
Total energy consumption	MWh	37,044	37,721	40,961	34,085	33,734
Energy consumption per m€ 1 turnover	MWh	158	139	142	136	131

## Water consumption

Water is used in production mainly for cooling during the injection moulding process and for cleaning metal parts in the powder-coating process.

Water consumption rose by around 3% in the reporting year. The increase in consumption is mainly due to a leak in a water pipe. Relative consumption per m€ 1 turnover therefore rose by just under 1%.

Water is sourced exclusively from municipal water supplies. Measurements form the basis of the calculations. The disposal methods are employed directly by the organisation or otherwise confirmed directly.

## Water withdrawal

Water withdrawal		2019	2020	2021	2022*	2023
From municipal water supplies	m³	14,673	13,636	13,096	12,916	13,340
Per m€ 1 turnover	m³	63	50	45	51	52

\*2022 adjusted



## Materials used

In financial year 2023, we used a total of 18.9 kilotonnes of materials (2022: 16.9 kilotonnes) to manufacture our products. The majority comprise metals in the form of steel and aluminium, as well as plastic granulate and paper and packaging material. Consumables and supplies, in addition to electronic components, are used as well.

The share of turnover from in-house manufacturing rose to 64% in the reporting period (2022: roughly 60%). Against this backdrop, the consumption of materials rose by almost 12% compared to the previous year. Relative consumption per m€ 1 of turnover also rose by roughly 9%.

### Materials used

Use of materials for manufacturing and packaging products		2019	2020	2021	2022	2023
Raw materials	t	4	4	5	5	5
Consumables and supplies	t	44	45	47	35	43
Semi-finished products or goods	t	15,349	16,608	16,705	15,122	16,929
Packaging material	t	1,889	2,070	2,119	1,711	1,881
Materials used per m€ 1 turnover	t	74	69	66	67	73

## Amount of waste

In the reporting period, about 2.0 kilotonnes of waste were generated, an increase of around 22% on the previous year (2022: 17.7 kilotonnes). Waste in relation to m€ 1 of turnover rose by roughly 18%.

Waste is recycled and reused to a large extent. In the reporting period, 73% of all waste was recycled or reused (2022: 75%). Only small amounts of hazardous waste are generated during the production process, and they are disposed of in line with statutory regulations at specified landfills or incinerated. The increase in hazardous waste in the reporting year is related to investments in efficient injection molding machines and the disposal of old systems. No hazardous emissions occur during the manufacture of our products.

### Waste by type and disposal method

Type of waste	Disposal method		2019	2020	2021	2022	2023
Hazardous waste	Landfill	t	47	55	69	47	84
	Incineration (mass burning)	t	0	0	2	4	1
Non-hazardous waste	Reuse	t	555	605	533	545	545
	Recycling	t	948	1,147	1,172	711	927
	Composting	t	187	184	144	101	102
	Incineration (mass burning)	t	374	394	412	296	350
	Landfill	t	37	22	19	13	18
Waste per m€ 1 turnover	t	9	9	8	7	8	



## Every tree counts



When it comes to protecting our climate, our forests play a crucial role. Yet they are also acutely threatened by climate change. Pest infestations, extreme heat, droughts and storms are resulting in severe damage to forests. The Naturpark Nassau preserve, where Leifheit's company headquarters are located, has also been severely affected by drought and beetle infestation. In response, ecologically valuable tree species were planted in bare patches in the local forest in 2023. The project aims to increase the diversity of tree species and prepare the forest for further climate change.

Our trainees were actively involved in this local reforestation project. Thanks to their personal commitment, they were not only able to make a significant contribution to financing the project with a donation of € 6,000, which they raised by organising fundraising sales, but also actively lent a hand in the forest themselves. Together with the forestry experts, they selected an area and planted it with tree species native to the area so that the "Leifheit Trainee Forest" will grow there over the next few years.

A total of 15 different tree and shrub species were planted throughout the section of the forest as part of the project. Around 4,000 plants were planted by Leifheit trainees, the youth fire brigade and the foresters. In order to protect the young trees, only sustainable tree shelters made from natural materials were used. The planting areas are scattered over small areas throughout the entire regional forest – an enormous effort that would not have been possible without many active helpers.

### Partnership with Stiftung Unternehmen Wald

We have been working with the non-profit organisation Stiftung Unternehmen Wald since 2022. The foundation is committed to protecting the forest and aims to raise awareness of the importance of the forest throughout Germany, and to persuade forest lovers and business partners to donate to save the forest, as well as launching forest projects and educating children on the environment.

Stiftung Unternehmen Wald is committed to ecological forest reorganisation, the creation of special biotopes such as forest ponds, promoting projects to conserve species such as the capercaillie and supporting the sustainable development of forestry. Tree planting plays a key role in this regard, with the foundation helping to transform coniferous monocultures into sustainable mixed forests.

As part of the partnership between Stiftung Wald and Leifheit, 5,000 trees have already been planted through the purchase of our durable promotional products. Regardless of the number of individual product purchases, we will donate the amount required to plant an area of up to 20,000 square metres in Germany to Stiftung Unternehmen Wald in 2024.

“  
Our tree planting collaboration with Leifheit is characterised by a trusting relationship and cooperation based on partnership. By continuing the planting campaign for the second year running and planting a total of around 10,000 trees, Leifheit is reinforcing its commitment to our forests in line with our foundation's objectives.  
”

Jan Muntendorf,  
Forestry Engineer,  
Stiftung Unternehmen Wald



# Action plan: environment

We want to...	Key performance indicators	Target	Deadline	Measures	Status in 2023 reporting period
<b>...become climate-neutral by 2030...</b>					
 <b>Core topic – energy</b>					
...by saving energy (Scope 1 emissions)	Absolute energy consumption in MWh p.a. and per m€ 1 turnover	Reduction in energy consumption in MWh per m€ 1 of turnover by 15% compared to benchmark year 2019	2030	By modernising production technology, production processes and site facilities <ul style="list-style-type: none"> <li>Decommissioning and/or replacing outdated technology</li> <li>Improving the LED conversion rate (lighting) to 100%</li> <li>Awareness and training</li> <li>Reducing/renewing glass facades</li> </ul>	Energy consumption 33,561 MWh, – 1.5% compared to previous year  Energy consumption per m€ 1 turnover: 129 MWh (2022: 136 MWh, – 4% compared to previous year – 18% compared to benchmark year
...through the increased use of renewable energies (Scope 2 emissions)	Share of total energy consumption covered by renewable energies in %	100%	2030	<ul style="list-style-type: none"> <li>Energy audits according to DIN EN 16247-1</li> <li>Switching to green electricity at all locations</li> </ul>	Share of renewable energies in Germany: 59%
 <b>Core topic – products</b>					
...through long-lasting and high-quality products that meet high environmental and safety standards	Complaints rate/warranty rate	Warranty rate: < 2%	Permanent	<ul style="list-style-type: none"> <li>Quality control review with constantly tracked catalogue of measures</li> <li>Ongoing market monitoring, e.g. product reviews</li> <li>Technical defect analysis of returned products</li> <li>Quality assurance accompanying the development process</li> </ul>	Warranty rate: 0.9% (2022: 1.2%)
	Number of product recalls	No product recalls	Permanent		Product recalls: 0 (2022: 0)
	Number of new or renewed certificates concerning product safety and the environment	Number of certificates processed annually: approx. 310 to 415	Permanent	Obtain certificates for new products, regular certificate updates for existing products	Within the target range
...through the increased use of recycled or sustainable materials and raw materials	Share of new products and existing products (where possible) that use sustainable plastic solutions	We use at least 50% recycled and/or biobased plastic materials in selected products	2030	Continuous increase in the share of post-consumer recyclates and bioplastics	Post-consumer recycle share: 0% (previous year: 0%)
	Packaging waste per product per sales channel, particularly in e-commerce	In e-commerce, we are reducing the weight of new packaging by an average of 10% compared to previous packaging	2030	Optimisation of packaging size and weight for all new packaging development	Optimization of four further products implemented (2022: Optimization on two products implemented)
	Sustainable packaging solutions for new products and existing products (where possible)	Increase the recyclability of new packaging to an average of at least 90%	2030	Define and optimise recyclability according to DIN standard	Project in the ideas phase (2022: project in the ideas phase)
		Share of marketable products with FSC-certified packaging increased to at least 50%	2030	Optimised use of FSC packaging, particularly with new products, and introduction of FSC classes in SAP	39.8% (2022: 21.7%)

We want to...	Key performance indicators	Target	Deadline	Measures	Status in 2023 reporting period
<b>...become climate-neutral by 2030...</b>					
 <b>Core topic – mobility</b>					
...by reducing fleet emissions at our locations	Fleet consumption Fleet CO <sub>2</sub> emissions	Previous target figure (NEDC) no longer valid, new target figure according to WLTP will be defined in 2024	2030	Step 1: progressively stricter CO <sub>2</sub> thresholds in the company car policy Step 2: switch to e-mobility/consider alternative drivetrains	Car policy will be revised in 2024
...by reducing employee commuting	Share of employees with the opportunity to work from home or remotely in %	100%	Permanent	Establish working from home and remotely as a permanent option even after the pandemic  Expand the JobRad programme (bike leasing) for employees	Company agreement on remote working concluded  In place at the Nassau location since 2017; roll-out in Zuzenhausen took place in 2023 86 JobRad bikes made possible since 2017
 <b>Core topics – procurement, logistics, production</b>					
...by reducing emissions caused by transport and supply logistics both internally and externally	Share of turnover generated with products manufacturing in-house	Share of in-house manufacturing >65%	2030	Increased production and sourcing in Europe	64% (2022: 60%)
	Number of suppliers in Europe in %	Increase share of suppliers in Europe			73% (2022: 72%)
	Number of external warehouse pallets and unnecessary movements	Fewer than 15,000 external warehouse pallets and unnecessary movements	Permanent	Increase productivity in all intra-logistical processes by applying 5S and lean management methods to logistics <ul style="list-style-type: none"> <li>• Reduce the number of external warehouse pallets and unnecessary movements</li> <li>• Increase the number of direct shipments from production in Blatná</li> <li>• Distribution in Southern Europe through distribution centre in Chablis, France</li> <li>• Optimise route planning</li> <li>• SKU reduction</li> <li>• Increased use of rail transport for container freight</li> </ul>	Number of external warehouse pallets: 5,480 (2022: 10,060 pallets)  Unnecessary movements: 30,220 (2022: 39,350 movements)
...by using resources sparingly without compromising on product quality	Number of items/materials with direct in-line supply between machines without storage	Number of items/materials with direct in-line supply between machines without storage of at least 150	2030	Lean factory in Blatná: reducing waste and unnecessary movements in production by applying 5S and lean management methods in production	Number of items/materials with direct in-line supply: 67 (2022: 35)



# Social



## Fair Company award demonstrates our strength as a fair and attractive employer

The Fair Company Initiative is a network of committed companies striving for fairness in the world of work. It is aimed specifically at career starters and young professionals, and honours companies that offer young people fair working conditions and prospects for development. The assessment for the Fair Company award is carried out by the Handelsblatt newspaper and Germany's Institut für Beschäftigung und Employability as a research partner based on a questionnaire developed specifically for Fair Company. The questionnaire is based on extensive analyses on the subject of fairness and on what today's young professionals and the general public expect from a fair, attractive employer.



# Employee matters

## HR strategy Focus on employee attractiveness

Highly trained and motivated employees are essential to our ability to achieve our ambitious operating and strategic targets. Demographic developments and the associated increased shortage of qualified workers, which is particularly but not only noticeable where technical professions are concerned, are a key challenge. Our strategic HR work allows us to rise to the challenges presented by the labour market.

We invest in our employees and provide opportunities for training and development. One important component of our strategy is our corporate culture, which we plan to continue to enhance with an eye to greater entrepreneurship, closer collaboration between company headquarters and country organisations, and modern employee management. We strive to create a corporate culture that is open and positive, while also focused on performance and teamwork.

In the area of Operations and at its intersections, we give responsibility to teams across different disciplines and hierarchies with the help of tools for agile working.

We are making a special effort to recruit and retain good staff in the long term. For example, we offer various opportunities for development, despite our relatively small company size and flat hierarchies. We aim to offer all our employees competitive remuneration and prize diversity among our staff. To ensure that all employees can perform to their full potential, we strive to create a safe and suitable working environment.

We allow for flexible working hours and, for appropriate positions, the possibility of working remotely or from home. Over the course of the COVID-19 pandemic, we further stabilised the changes in our collaboration and procedures that we implemented in 2020, enabling many colleagues to work regularly from home or remotely. The successful shift to digital forms of work offers many opportunities to motivate our staff, further improve our appeal as an employer and make it easier to balance work and private life. In addition, avoiding journeys is a vital component in the reduction of CO<sub>2</sub> emissions.



1,020  
employees



28  
trainees



Employee structure of the Leifheit Group	31 Dec 2019	31 Dec 2020	31 Dec 2021	31 Dec 2022	31 Dec 2023
Group	1,106	1,098	1,080	1,063	1,020
Household	906	914	907	903	868
Wellbeing	52	47	39	34	28
Private Label	148	137	134	126	124
Germany	413	403	412	403	385
Czech Republic	457	473	444	440	416
France	153	142	139	139	138
Other countries	83	80	85	81	81

Characteristics of the Leifheit Group workforce		2019	2020	2021	2022	2023
Average length of service	in years	12.0	11.7	11.6	11.7	12.2
Age structure of the workforce						
under 30 years	in %	14	16	16	16	13
30 to 40 years	in %	20	20	19	19	19
40 to 50 years	in %	27	28	29	29	28
50 to 60 years	in %	30	28	27	27	29
over 60 years	in %	9	8	9	9	10
Average age	in years	44	44	44	44	45
Percentage of women in the workforce	in %	50	49	49	48	47
Percentage of women at the first management level	in %	21	27	29	33	33
Number of trainees		34	31	23	24	28
Part-time employees		90	82	94	80	100

## Occupational health and safety of the workforce takes priority

We want to promote the health of our employees and help them sustain their performance in the long term. To provide our workforce with the best possible protection, we offer our employees a wide range of occupational health care services. These services complement Leifheit's organisational and technical measures to protect the workforce, and are intended to

inform our employees about the correlation between work and health. Aside from identifying work-related illnesses and hazards at an early stage, occupational health management serves to maintain and promote the performance of our employees.

Furthermore, we offer additional services in conjunction with the company doctors, such as vaccinations, company medical consultations, presentations and workshops on health-related

topics. One area of focus in 2023 is the expansion of our healthcare services portfolio. The company doctors are available several times a year for our employees. The preventive medical check-ups are documented in compliance with data protection guidelines using the legally prescribed preventive medical check-up file, in which the reason for the check-up, the date of the appointment and follow-up appointments are documented individually for all employees.

In order to additionally safeguard the mental health of our employees on the job, the legally required survey on mental stress in the workplace was carried out at the Nassau location in 2022. After a detailed evaluation of the anonymised survey results, we identified important fields of action. The measures that were initiated in 2022 were continued in 2023.

As part of the legally enshrined company return-to-work scheme, it is our goal to promote the return of employees after a longer period of illness and to continue to support them in regaining and maintaining their health.

To prevent occupational accidents, work-related accidents are evaluated at the regular meeting of the occupational health and safety committee and on the basis of site inspections. Where possible, appropriate preventive measures are taken. We also encourage our employees to report any hazards they discover, so that potential sources of danger can be identified and eliminated in advance. At the Blatná site, accidents resulting in ambulance transport are also immediately examined by the health and safety inspectorate.

In addition, we inform our employees at regular intervals about the correct procedure to follow in the event of a fire and offer them the chance to be trained as first aiders and fire wardens. We strongly support this commitment and encourage our staff to participate in one of these training courses.



In 2023, the legally required occupational health and safety training was offered for the first time both in person and online, so that parents and employees with caregiving responsibilities who work mainly from home or remotely were also able to take part in the training without any organisational barriers. As part of our family-friendly HR policy, we also support our employees who have to care for their sick child at home by offering additional children's sick days beyond those required by law.

The Leifheit Group's policies on occupational, health and fire safety are based on the high statutory requirements at our respective locations and the recommendations of employers' liability insurance associations. When compiling information on accidents at work, we look at the following companies or locations with more than 50 employees: Leifheit AG in Nassau and Zuzenhausen, Germany; Leifheit s.r.o. in the Czech Republic; and Herby Industrie S.A.S., Birambeau S.A.S. and Leifheit-Birambeau S.A.S. in France. This scope covers approximately 95% of the Group's workforce. We take into account both employees and external staff bound by instructions.

### Work-related accidents

Lost time injury rate (LTIR) per 1,000,000 working hours	2019	2020	2021	2022	2023
All regions	21.8	15.4	15.0	17.7	20.4
Germany	16.8	16.6	12.4	9.1	21.4
Czech Republic	22.1	15.8	12.5	20.9	18.5
France	33.6	10.7	32.8	27.8	24.5
Number of fatalities	0	0	0	0	0
Number of occupational diseases	2	2	1	3	4
Rate of absences due to work-related accidents <sup>1</sup>	-	-	0.3	0.7	0.5

<sup>1</sup> Key figure has been determined since 2021.

When calculating the lost time injury rate (LTIR), we include work-related accidents that result in at least one day of absence from work and place them in relation to 1,000,000

working hours. An injury is considered a work-related accident if it arises from the type of work and during its performance, including accidents on company premises and on business trips. Accidents that occur during the commute to and from work are not included. Incidents requiring first aid are usually not reflected in the calculations, as they normally do not result in an absence of more than one day. The LTIR rose to 20.4 in the reporting period. Almost all of the accidents concerned were minor, as reflected in the rate of absences due to work-related accidents, which fell to 0.5% in the reporting period (previous year: 0.7%). The performance indicator is calculated as the ratio of working days missed due to an accident compared to the target working hours.

As in previous years, there were no serious accidents resulting in more than 120 days of absence and permanent injury, and no work-related fatalities in the reporting period. The number of occupational illnesses stood at 4 (previous year: 3).



Employee initiatives, such as participating in company runs, took place again in 2024.



## Diversity and equal opportunities

### Leifheit aims for diversity in its workforce

The Leifheit Group is active in many different countries. Being open towards people from a wide variety of regions and cultures is therefore essential to our success. We foster a working environment that welcomes diversity so as to benefit from our employees' different personal abilities, talents and experiences. In doing so, we do not tolerate any kind of discrimination, and we are committed to equal opportunity, regardless of age, gender, religion, ethnic origin or sexual orientation.

As in previous years, no cases of discrimination in the Leifheit Group were brought to the attention of the ombudsman, the works council, HR management or via the Integrity Line in the reporting period.

### Diversity management

Our diversity management focuses on three aspects of our workforce: gender (gender diversity), age structure and internationality.

### Gender diversity

We try and ensure an appropriate proportion of women to men at the company. Their ratios as a percentage of the workforce are already balanced. In the reporting period, women accounted for 47.1% of the workforce at the Leifheit Group (2022: 47.9%). We also want to see the diversity of our workforce reflected at management level. However, our focus when hiring new employees is always on their individual qualifications, as well as their personal, social, business and methodical skills and abilities. After all, we aim to fill any vacancy with the best candidate.

As a listed company, Leifheit AG complies with the legal requirement that it set targets for the proportion of women on the Board of Management and at the top two management levels. Due to our flat hierarchies, we limit our targets to the level immediately below the Board of Management. The target for the proportion of women at this management level was set at 29% in 2022. It was exceeded at year-end 2023 with a share of 33%.

### Age structure

Leifheit employs people from various age groups. We strive to achieve an appropriate ratio of trainees, young specialists and managers to employees who have been actively serving the company for many years. This healthy mix has many advantages: It is the basis for agility and the willingness to change within the organisation and for a culture in which ideas and innovative solutions can grow. At the same time, it is the key to the preservation of expertise and experience, as well as the successful transfer of knowledge. The high number not only of young people who want to stay with the company after completing their training or internship, but also of long-serving employees, proves that Leifheit is an attractive employer capable of retaining people from different age groups.

### Internationality

The Leifheit Group supplies its products to some 80 countries around the world. At the same time, the company employs people in nine different countries. As at the reporting date of 31 December 2023, our Group's workforce included 32 different nationalities. Promoting internationality and cooperating across borders and cultures is fundamental to the successful expansion of our international business.



**12.2 years**  
average length  
of service



**32**  
different  
nationalities



**33%**  
women at the first  
management level



**47%**  
women  
in the workforce



## Fair and competitive remuneration

Leifheit aims to offer all employees fair and competitive remuneration. Pay is determined solely by function and qualification. The salaries of our senior executives contain fixed and variable components. The company's remuneration structure is based on global grading and has been subject to continuous review and enhancement since the initial grading of functions and salary bands.

Remuneration of the Board of Management and the Supervisory Board aims to support the successful development of the company in the long run. The remuneration of the Supervisory Board is set by the articles of incorporation of Leifheit AG. In addition to the reimbursement of expenses and a flat rate for office expenses, the Supervisory Board receives fixed remuneration, attendance fees and short-term performance-related remuneration. The Annual General Meeting also resolved to give the Supervisory Board long-term variable remuneration within the framework of a long-term incentive plan (LTIP).

The remuneration system for the Board of Management consists of three components: a fixed basic remuneration component and two variable remuneration components – a short-term incentive (STI) and a long-term incentive (LTI). The [> remuneration report](#) includes a detailed description of the Board of Management's remuneration system as well as of the Supervisory Board's remuneration.

## Training and education

### Competencies for a successful corporate culture

In 2015, Leifheit developed a competency model that defines the company's interdisciplinary, company-specific expectations of its employees and management personnel. The defined competencies provide guidance with regard to the required behaviour in daily working life, and form the foundation on which cooperation at the company is built. They provide an important basis for the tools used in our HR work. The competency model is therefore an integral part of the regular performance review, the main tool of our HR development efforts. It helps us to identify and develop potential and talent.

In training sessions, management personnel and employees have learned how to use the competency model in performance reviews, especially at our German locations. New employees are given a thorough induction.

We promote the capabilities and expert knowledge of our employees at all Group locations. In financial year 2023, we invested k€ 237 (2022: k€ 206) in training. We draw on various HR development tools as indicated in the individual performance reviews. At our production site in Blatná, we trained our workforce in the reporting period specifically on the requirements of the automated systems and cell-based manufacturing, as well as on the associated processes.



[> Zuzenhausen trainee film](#)



[> Nassau trainee film](#)



### Outstanding vocational training

As an employer, we also have a social responsibility to the regions with our locations and offer young people the opportunity of vocational training. At the same time, we find qualified junior staff for our company through the various training courses. Our goal is to offer at least five young people a training position every year and to finance a part-time course of study for five junior members of staff.

In the reporting period, we took on seven new trainees at our German locations (2022: eight trainees). A total of 24 young people were training as industrial clerks, IT specialists, graphic

designers, warehouse specialists or specialists in warehouse logistics at the Leifheit Group's German locations at the end of 2023 (end of 2022: 23). We are also training four other young trainees at our branches in Italy and Austria. Of our trainees, two completed a programme of dual training which combines work with studying for a degree, as in the previous year. In the reporting period, we also supported six (2022: nine) employees who were engaged in a part-time course of studies. In 2023, we brought on board a total of five young people (2022: two) who successfully managed to complete their vocational training.

Our trainees should develop an understanding of interconnections and responsibility at an early stage. To achieve that, trainees are involved in cross-departmental projects that give them scope for independent action from the start of their training. The two most important of those projects are the junior company and trainee marketing. The junior company is headed by three trainees and is responsible for the business management of our plant shops. As part of their marketing education, the trainees independently manage our social media channels and join the vocational training management team in representing the company at the relevant job fairs. This promotes and develops entrepreneurial thinking during training.

Trainees help showcase Leifheit AG at recruitment fairs.



## Our trainees belong to the best

In the 2023 reporting period, Leifheit's trainees once again completed their final examinations with excellent marks, earning the company recognition from the Koblenz Chamber of Industry and Commerce.

### Employee rights

In our Code of Conduct, we state that we will comply with legally defined employee rights and honour co-determination rights. We work with our employee representatives to ensure that applicable laws and regulations, collective bargaining agreements and works agreements are observed in the interest of employees. The German works constitution act (BetrVG) grants the works council in Germany co-determination or the right of participation in social, personnel and economic affairs. We also observe the applicable employee rights at foreign locations. Such rights in France and the Czech Republic are as strict as they are in Germany and, in some cases, even go beyond the requirements of German labour laws. The legislation in the European Union corresponds to or goes beyond the Code of the International Labour Organization (ILO).



# Human rights

## Corporate due diligence in the supply chain

Respecting human rights is a fundamental value for companies that do business ethically. Raw materials, semi-finished goods and finished goods are being traded on globalised markets. As a result, Leifheit also faces the risk of suppliers disregarding principles of sustainable corporate governance. We aim to ensure the acceptance and implementation of strict social and environmental standards in our supply chain.

The new German supply chain due diligence act (LkSG) sets out specific due diligence obligations for companies regarding respect for human rights. Although Leifheit AG is not subject to the LkSG due to the size of the company, we too strive to comply with the required due diligence obligations. We took various measures in this context in the reporting period to ensure the protection of human rights in the supply chain, such as setting up a human rights risk management system, conducting regular risk analyses and establishing a complaints procedure. We published our [> Commitment to respect human rights](#) in May 2023.

The central element remains our [> Code of Conduct](#), in which we have set out our requirements for suppliers. The Code of Conduct was revised and published in the reporting period. Its principles are consistent with the Business Social Compliance Initiative (BSCI), the Conventions of the International Labour Organization (ILO), the United Nations Universal Declaration of

Human Rights, the UN Convention on the Rights of the Child, the UN Convention on the Elimination of All Forms of Discrimination against Women, the Principles of the UN Global Compact and the OECD Guidelines for Multinational Companies, among others.

At Leifheit AG, our supplier management concept and a supplier relations management (SRM) system help us achieve our goal of ensuring that no new supplier of direct material that goes into our products, or of goods purchased, is included in the supplier portfolio unless it has accepted and confirmed the Leifheit Social Code of Conduct. As in the previous year, the agreement to comply with the Code of Conduct has been signed by all of Leifheit AG's supplier partners (2022: 100%).

Our French subsidiary Birambeau, which primarily offers products for private-label brands, has joined the amfori Business Social Compliance Initiative (amfori BSCI). BSCI is a programme for the improvement of social standards in the global supply chain. At Birambeau, we have established processes to ensure that only suppliers with an acceptable amfori BSCI audit result, meaning at least an audit result of A, B or C is required for future procurement in defined high-risk countries. By the end of 2023, 100% of all new suppliers, or 97% (2022: 97%) of Birambeau's total supplier base, conformed to at least BSCI Level C. Birambeau generally supports long-standing partners who are not yet BSCI-compliant in establishing measures to pass the audit, or it switches suppliers.

We examine social accountability aspects as part of factory audits of current suppliers. The number of audits of current suppliers came in at 35 (2022: 18), which corresponds to just under 13% of suppliers. These again indicated that our suppliers routinely comply with social standards, as well as occupational health and safety and environmental protection measures.

We generally audit new suppliers of production materials and goods purchased outside Europe before establishing business relations with them. Apart from performance, such audits also assess whether the criteria and provisions of our Social Code of Conduct are observed. We perform audits of our European suppliers on a selective basis, as we regard the risk of human rights violations here as fairly low. During the reporting period, as in previous years, we audited 100% of all new suppliers.



# Social commitment

## Donations and sponsoring at our locations

Leifheit is conscious of its responsibility as a company and as an employer. We feel a strong connection to the communities of our mostly rural locations. In many cases, we are a key economic driver in the communities. Our social commitment therefore focuses on our corporate locations where we hope to play a role in securing a sound and attractive environment. In general, donations are coordinated with the Board of Management before being granted.

## Small projects with a big impact

We support local social, sport-related and cultural projects and associations. Leifheit regularly sponsors various activities on both a large and small scale. Potential recipients must have non-profit status to be eligible. For example, we again supported associations and organisations in our local communities during the reporting period by donating items and money, including a donation of products to Chancenhaus Hermes in Vienna, Austria, which offers shelter and care to roughly 150 homeless people.

One example of our regular activities is the holding of fundraising sales, which our trainees organise every year on behalf of social projects in the local area. Social competencies are not only a key element of the vocational training programme – such activities also allow our employees to represent Leifheit AG as a good neighbour and an important part of the community.

Thanks to their outstanding commitment, our trainees were able to present a cheque for €5,000 to the Nassau youth fire brigade to help renovate the organisation's premises.

Our trainees also support a local project to regenerate the forest at the Naturpark Nassau preserve, which has been severely affected by drought and beetle infestation. Planting bare patches with ecologically valuable tree species was completed in spring 2023. The project aims to increase the diversity of tree species and prepare the forest for further climate change.

[> Forest project](#)

## Promoting education

We promote education and training at our production site in Blatná, Czech Republic, where we provide financial assistance to various schools, and at our headquarters in Nassau. Leifheit is a business partner of the Leifheit-Campus. The state-certified private grammar school opened in 2015 as the result of a private-sector initiative in reaction to the closure of local state schools. It offers secondary education and is open to all eligible young people, regardless of their parents' income. The G. und I. Leifheit Stiftung, a foundation that is financed by the legacy of company founder Günter Leifheit, is the school's largest sponsor. The partnership between Leifheit-Campus and Leifheit AG includes equipping the school with our products, organising joint annual competitions and providing opportunities to explore the company, as well as career guidance measures and presentations by our experts on appropriate subjects.

Leifheit trainees present a donation cheque to the Nassau youth fire brigade



The winners of the 2023 painting competition at the Leifheit-Campus in Nassau



# Action plan: social

We want to...	Key performance indicators	Target	Deadline	Measures	Status in 2023 reporting period
<b>...be an attractive employer...</b>					
...by establishing a modern "winning culture"	Engagement score		2026	<ul style="list-style-type: none"> <li>Define, communicate and implement a corporate culture that is open and positive, while also focused on performance and teamwork</li> <li>Employee surveys</li> </ul>	Project to start in 2024
...through a good work-life balance	Staff turnover rate in %	Better than 2022 base value	Continuous	<ul style="list-style-type: none"> <li>Family-friendly work arrangements and flexible working hours</li> <li>Work-from-home policy</li> </ul>	Staff turnover rate in 2023: 8.1% (2022: 12.6%) Working from home and remotely firmly embedded throughout company
...through HR development	Number of new trainees hired each year	At least 5	Continuous	Further develop education and training programmes	New hires in 2023: 7 trainees (2022: 8)
	Number of supported students	At least 5	Continuous	Annual employee appraisal as a basis for further training measures	6 students supported (previous year: 9)
	Education and training expenses	k€ 200	Continuous	Support for part-time students	Education and training expenses 2023: k€ 237 (2022: k€ 206)
<b>... protect the health of our employees ...</b>					
...through a high level of safety in the workplace	Number of serious accidents*	0 serious accidents*	Ongoing/ annually	Continuous quality assurance through inspections	Serious accidents: 2023: 0 (2022: 0)
	Number of work-related accidents per million hours worked with more than 1 day absent from work (LTIR)			<ul style="list-style-type: none"> <li>Training of safety specialists, safety officers</li> <li>First aider training and refresher courses</li> </ul>	LTIR: 2023: 20.4 (2022: 17.7)
...through occupational health management	Number of screening examinations carried out	100% fulfilment rate for mandatory check-ups	Ongoing/ annually	<ul style="list-style-type: none"> <li>Occupational health check-ups</li> <li>Offer of vaccinations</li> </ul>	Voluntary provision of health check-ups, e.g. eye examinations by the company doctor, offer of flu vaccinations

\* Accidents resulting in 120 days of sickness and permanent injury



We want to...	Key performance indicators	Target	Deadline	Measures	Status in 2023 reporting period
<b>...strengthen sustainable sourcing...</b>					
...by sourcing materials and raw materials based on international social and environmental standards	Proportion of suppliers* who have signed the Leifheit Code of Conduct	100% signing rate	Constant	Commitment of suppliers* to comply with the Leifheit Code of Conduct  Standardised declaration of commitment requested through supplier relations management system (SRM)	100% of suppliers* have signed Leifheit AG's Code of Conduct
	Number of audited suppliers*	100% of all new suppliers* are audited	Constant	Audits of all new suppliers	100% of all new suppliers* were audited
		Existing suppliers of production material* are regularly audited	Constant	Regular audits of existing suppliers*	35 (2022: 18) existing suppliers* were audited

\* Leifheit AG's suppliers of direct material that goes straight into our products, or of purchased goods.



# Governance



# Compliance management system

## Responsible corporate management

The confidence of our customers, investors and employees is key to our ability to achieve sustainable growth and to increase company value. We strengthen this confidence through responsible corporate management. Corporate governance and compliance are therefore high priorities at Leifheit.

The German corporate governance code (GCGC) describes compliance as the Board of Management's responsibility for ensuring observance of legal and company-internal requirements, and working towards adherence. Because the company must also comply with legal and administrative regulations regarding data protection, that subject is also covered by the section on compliance.

## CMS aims to ensure behaviour in line with the regulations

Our compliance management system (CMS) includes basic guidelines and measures aimed at ensuring behaviour in line with the regulations at the company. It should assist our employees in observing the binding laws and regulations that apply to their work, along with recognised standards, recommendations and our own guidelines.

Behaviour in line with the regulations is both a key basic principle for Leifheit and the goal of commercially responsible conduct. The Board of Management and the management team of Leifheit are committed to compliance as a leadership duty. Operational responsibility (compliance officer) lies with the HR/Legal/IP division. Compliance risks are recorded in the scope of the risk management system.

## Guidelines and measures

Our CMS includes guidelines and measures that reduce compliance risks and prevent violation of regulations and laws. Its principles and standards of conduct have been in place for years and are part of the day-to-day business routine. All compliance guidelines are available to Leifheit Group employees in at least German and English. The key guidelines are also available in Czech, French and Chinese language versions.

As part of their duty to set an example for others, Leifheit managers are instructed to impart and model the compliance policies for their employees. Managers are responsible for ensuring that our guidelines are followed.

We also provide our employees with regular training on our compliance principles through online e-learning. Training activities are held on an ongoing basis. By the end of 2023, about 96% (2022: 93%) of the employees to be trained at the German locations had completed compliance training.

## Whistleblowing system

We have established a whistleblowing system to give our employees and third parties the opportunity to safely pass on tip-offs to an ombudsman if they suspect or have evidence of potential legal violations at the company. An anonymous online communication platform, [> Integrity Line](#), is available to whistleblowers, along with the option to submit reports to supervisors, the works council, the HR/Legal department or the ombudsman in person. The whistleblowing system can be accessed on the Leifheit Group website and via the intranet.

In 2023, we began integrating the whistleblowing system in accordance with the German whistleblower protection act (HinSchG) and channels to make complaints in accordance with the German supply chain due diligence act (LkSG).

Compliance violations are not tolerated, and all indications of misconduct are followed up. Where applicable, findings are entered into our risk management system or our internal control and risk management system during the accounting process (ICS). Within the scope of the internal audit department, we initiate external audits of business processes at our locations at regular intervals.

In the reporting period, one compliance violation was directly reported to us without anonymity. The matter was resolved with neutral external support from a law firm. The incident resulted in disciplinary action.



# Our guidelines

The following guidelines in particular serve as orientation for the Leifheit Group:

## German corporate governance code (GCGC)

The Board of Management and the Supervisory Board of Leifheit AG base their work on the GCGC. Our declarations of conformity have been published and are permanently accessible. Coverage of corporate governance is included in the declaration of corporate management in the annual report.

## Leifheit competency model

Our competency model depicts our business-specific, interdisciplinary expectations of management personnel and employees. It includes personal, social, business and methodical skills that are crucial to collaboration and our company's long-term success.

## Insider guidelines

Trade in stocks and the handling of insider information are subject to strict statutory regulations. Our insider guidelines provide an overview of how to handle insider information, the statutory provisions prohibiting insider trading, the unlawful disclosure of insider information, the consequences of such trading or disclosures and the insider list.

## Standards for our suppliers

We lay down the standards for our suppliers in a > [Code of Conduct](#), which was revised in the reporting period. The Code of Conduct is consistent with the Business Social Compliance Initiative (BSCI), the Conventions of the International Labour Organization, the United Nations Universal Declaration of Human Rights, the UN Convention on the Rights of the Child, the UN Convention on the Elimination of All Forms of Discrimination Against Women, the Principles of the UN Global Compact and the OECD Guidelines for Multinational Enterprises.

## Antitrust compliance policy

Leifheit believes in fair competition. Our stance against violations of antitrust law is also reflected by our antitrust compliance policy.

## Leifheit Code of Conduct

Our employees are bound by the > [Leifheit Code of Conduct](#), which lays down basic rules governing social, ethically responsible and lawful conduct at the Leifheit Group, and addresses the following issues:

- laws and guidelines
- human rights and anti-discrimination
- occupational health and safety
- environmental and climate protection, and resource efficiency
- compliance with the Business Social Compliance Initiative, the Conventions of the International Labour Organization, the United Nations Universal Declaration of Human Rights, the UN Convention on the Rights of the Child, the UN Convention on the Elimination of All Forms of Discrimination Against Women, the Principles of the UN Global Compact and the OECD Guidelines for Multinational Enterprises
- handling confidential information
- safeguarding the results of R&D activities and product safety
- accurate reporting
- capital market law, insider trading and market manipulation, fair competition, antitrust law and corruption
- whistleblowing system
- handling invitations, meals/hospitality and gifts
- dealing with conflicts of interest
- data protection

## Data protection guidelines

Our data protection guidelines are intended to ensure that the requirements of data security and data protection are met, and that the rules of the German Federal Data Protection Act (BDSG) and General Data Protection Regulation (GDPR) are complied with.



# Combating corruption and bribery

Combating corruption and bribery is an integral part of our  [> compliance management system](#). Leifheit takes decisive steps against attempted corruption in all areas of business within the Group. Our  [> Code of Conduct](#) obliges employees not to accept, offer or promise any personal, financial or other benefits, whether directly or indirectly, in order to establish or maintain business relations or other benefits with a third party. Furthermore, such benefits may not be accepted as a quid pro quo for preferential treatment by third parties.

# Data protection

Protecting personal data is very important to us – in part because of our brands' online and app offerings. Our data protection guidelines are intended to ensure that we meet the requirements of data security and data protection when collecting, storing, processing and using personal data. That applies, in particular, in the context of the General Data Protection Regulation (GDPR) and German federal data protection act (BDSG). Our data protection officer works towards compliance with data protection requirements, supports the further development of data protection measures and advises the specialist departments.

We have been carrying out data protection training online at our German locations since 2019. In the 2023 reporting period, we once again provided basic training on data protection for around 280 employees, as well as training on specific areas of focus for various departments.

As in previous years, there were no cases of complaints about violations of data privacy during the reporting period. There were also no thefts or losses of data in the reporting period.

# Taxes

Fair taxation is essential to a functional society. In our role as an international company, the Leifheit Group pays taxes in all countries where it operates and abides by applicable local tax laws. In particular, we pay income taxes such as corporation taxes, trade taxes (to the extent that taxable earnings are achieved in the corresponding countries), taxes associated with wages and salaries, customs duties and other taxes. We also withhold wage taxes and indirect taxes, such as excise duties and value added tax, and remit these to the appropriate authorities. Our aim is to comply with our tax obligations in a timely and orderly manner, and we report our taxes accurately in our annual financial statements and tax returns.

The Group Chief Financial Officer (CFO) is responsible for the tax function within the Group. The CFO's tax-related duties are delegated to the head of finance at Leifheit AG. At the level of the subsidiaries, the commercial managers are generally responsible for the relevant local tax matters. The employees entrusted with tax matters are receive support from external tax consultants.

In 2023, income taxes of m€ 0.1 were incurred in Germany (2022: m€ –0.1). Income tax expenses abroad amounted to m€ 1.3 (2022: m€ 0.5).  [> Annual report](#)



# EU taxonomy reporting

## Disclosure for 2023

The EU taxonomy is a key component of the EU action plan for sustainable finance. Its main objective is to redirect capital flows into sustainable activities in order to be able to finance the transformation of the economy and therefore make a contribution to the European Green Deal. As a basis for this, the EU taxonomy provides a binding definition of the environmental sustainability of activities and investments.

In accordance with the EU taxonomy regulation and the supplementary delegated acts, we are required to disclose in our non-financial Group report the share of our taxonomy-eligible and taxonomy-aligned Group turnover, investments (CapEx) and operating expenditure (OpEx) for the environmental targets “Climate change mitigation” and “Climate change adaptation” for 2023.

The criteria for the other, non-climate-related environmental targets were adopted in 2023 and are applied for the first time in this report. In line with the requirements, we report the taxonomy-eligible share of economic activities for the environmental targets “Sustainable use and protection of water and marine resources”, “Transition to a circular economy”, “Pollution prevention and control” and “Protection and restoration of biodiversity and ecosystems”.

## Procedure for determining taxonomy eligibility and alignment

When determining taxonomy-eligibility, we focus on the main business activities. According to the EU taxonomy regulation, the first step is to determine the taxonomy-eligible economic activities of a company. For the 2023 reporting period, the

process for determining and identifying the taxonomy-eligible activities relevant to Leifheit was also expanded to include the four environmental targets listed above.

The second step is to check the taxonomy-eligible activities for taxonomy alignment. Economic activities are considered taxonomy-aligned if they satisfy the technical assessment criteria for making a significant contribution to at least one environmental target, as set out in the annexes to the delegated acts to the EU taxonomy.

In order to classify a taxonomy-eligible activity as taxonomy-aligned, the following requirements must be met cumulatively:

- compliance with the technical assessment criteria for making a substantial contribution to the respective environmental target (substantial contribution)
- compliance with the technical assessment criteria for avoiding significant harm to other environmental targets (DNSH criteria)
- compliance with minimum social standards (minimum safeguards)

## Minimum safeguards

The minimum standards require a management system that monitors compliance with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, including the ILO core labour standards and the International Bill of Human Rights. We are expressly committed to these principles.

The criteria for the minimum social standards were reviewed for the Leifheit Group across all activities. The minimum safeguards are guaranteed by our Code of Conduct, to which our employees are bound, as well as the Code of Conduct for our suppliers.

## Economic activities relevant to turnover

The economic activities in the Leifheit Group’s core business – the production and distribution of household products – are predominately not covered by the environmental targets of the EU taxonomy. Based on the analysis of our product portfolio, only the following economic activity under the environmental objective “transition to a circular economy” as defined by the EU taxonomy is relevant for the derivation of the financial key figures:

- CE 1.2. Manufacture of electrical and electronic equipment

This activity is of minor importance compared to the Leifheit Group’s core economic activities and only represents a small share of the Group’s turnover.

The fact that the majority of our economic activities in our core business are not covered by the EU taxonomy does not mean that they are not sustainable. They can still be in line with the EU’s environmental targets and make a significant contribution to avoiding carbon emissions.

Leifheit products are durable, and the majority of our product ranges operate without the need for electricity. For example, our Leifheit rotary dryers and laundry drying racks are much



more eco-friendly than electric dryers that consume electricity, and our durable cleaning products feature washable and reusable covers that are therefore eco-friendly.

### Cross-cutting activities

When analysing economic activities, cross-cutting activities within the company that are not part of the core business must also be taken into consideration. In financial year 2023, the Leifheit Group identified the following taxonomy-eligible cross-cutting activities with a significant financial impact under the environmental target of climate change mitigation:

- CCM 6.5. Transport by motorbikes, passenger cars and light commercial vehicles
- CCM 7.1. Construction of new buildings
- CCM 8.1. Data processing, hosting and related activities

### Calculating the taxonomy KPIs

The assessment of our **turnover** for taxonomy eligibility was conducted on the basis of the statement of profit or loss reported in the consolidated financial statements > [Annual report](#). Group turnover for financial year 2023 amounted to m€ 258.3 (2022: m€ 251.5).

The **CapEx key indicator** represents the proportion of capital expenditure (CapEx) that is either associated with a taxonomy-eligible economic activity or a credible plan to expand or achieve an environmentally sustainable economic activity or relates to the purchase of products and services from a taxonomy-eligible economic activity.

The relevant CapEx was determined on the basis of the consolidated balance sheet in the consolidated financial statements. It results from the sum of additions to tangible and intangible assets excluding goodwill and to right-of-use assets from leased assets of the Leifheit Group in the amount of m€ 9.4 (2022: m€ 5.9) > [Annual report](#)

Using the project descriptions of the additions to tangible and intangible assets, an analysis of taxonomy eligibility was carried out along with a comparison against economic activities. A significant part of our investments pertain to the renewal and expansion of our production and therefore to activities related to our turnover that are not taxonomy-eligible.

In addition, we have identified significant investments that can be allocated to the following activities set out in the EU taxonomy: CCM 6.5. Transport by motorbikes, passenger cars and light commercial vehicles, CCM 7.1. Construction of new buildings, CCM 8.1. Data processing, hosting and related activities

To calculate relevant **operating expenditure (OpEx)**, the accounts reflecting the direct, non-capitalised costs for research and development, building renovation measures, short-term leases and servicing and maintenance were considered. They are not reported in this form in the consolidated financial statements and amount to a total of m€ 9.8 (2022: m€ 10.1).

In the reporting period, taxonomy-eligible operating expenses for the replacement of windows were identified that could potentially be recognised under economic activity CE3.2. "Renovation of existing buildings". However, they are not considered material. Consequently, no significant taxonomy-eligible operating expenditure could be identified for the Leifheit Group.

As the EU taxonomy does not yet adequately cover our core business, the overall share of taxonomy-eligible turnover (3.1%, 2022: 0%), CapEx (19.1%, 2022: 8.4%) and OpEx (0%, 2022: 0%) is low.

### Taxonomy alignment

When assessing potentially taxonomy-aligned turnover and investments at the Leifheit Group, the first step was to review the significant contribution to climate change mitigation and climate change adaptation in accordance with the criteria specific to each activity.

The analysis showed that, as in the previous year, none of the activities make a significant contribution to the environmental objective of climate change mitigation as defined by the EU taxonomy. The majority of the Leifheit Group's taxonomy-eligible economic activities are products and services purchased from suppliers or service providers. In terms of the economic activities, either no evidence and confirmations from third parties were available to sufficiently assess the potential taxonomy alignment of the activities, or the technical assessment criteria could not be fully met.

We have therefore decided not to pursue the review of DNSH criteria at this point.



## Key indicators for EU taxonomy reporting

### Template: Proportion of turnover from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2023

Financial year 2023	2023		Criteria for a substantial contribution							DNSH criteria									
Economic activities (1)	Code (2)	Turnover (3)	Proportion of Turnover, year 2023 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum safeguards (17)	Proportion of Taxonomy-aligned (A.1) or -eligible (A.2) turnover, year 2022 (18)	Category enabling activity (19)	Category transitional activity (20)
		in m€	in %	Y, N, N/EL	Y, N, N/EL	Y, N, N/EL	Y, N, N/EL	Y, N, N/EL	Y, N, N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	in %	E	T
<b>A. Taxonomy-eligible activities</b>																			
<b>A.1 Ecologically sustainable activities (taxonomy-aligned)</b>																			
<b>Turnover from ecologically sustainable activities (taxonomy-aligned) A.1</b>		<b>0.0</b>	<b>0.0</b>														<b>0.0</b>		
of which enabling activities (E)		0.0	0.0														0.0		
of which transitional activity (T)		0.0	0.0														0.0		
<b>A.2 Taxonomy-eligible but not ecologically sustainable activities (non-taxonomy-aligned activities)</b>																			
Manufacture of electrical and electronic equipment	CE 1.2.	7.9	3.1	N/EL	N/EL	N/EL	N/EL	EL	EL							Y	0.0		
<b>Turnover from taxonomy-eligible but not ecologically sustainable activities (non-taxonomy-aligned activities) A.2</b>		<b>7.9</b>	<b>3.1</b>	-	-	-	-	3.1%	-							Y	0.0		
<b>A. Turnover of Taxonomy-non-eligible activities (A.1+A.2)</b>		<b>7.9</b>	<b>3.1</b>					<b>3.1%</b>								<b>Y</b>	<b>0.0</b>		
<b>B. Non-taxonomy-eligible activities</b>																			
Turnover non-taxonomy-eligible activities		250.4	96.9													Y	100.0		
<b>Total (A + B)</b>		<b>258.3</b>	<b>100.0</b>													Y	<b>100.0</b>		

Y: Yes, taxonomy-eligible and taxonomy-aligned activity in terms of the relevant environmental target;  
 N: No, taxonomy-eligible but not taxonomy-aligned activity in terms of the relevant environmental target;  
 EL: "eligible", taxonomy-eligible activity for the relevant environmental target  
 N/EL: "not eligible", non-taxonomy-eligible activity for the relevant environmental target



## Template: Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2023

Financial year 2023	2023		Criteria for a substantial contribution							DNSH criteria									
	Code (2)	CapEx (3)	Proportion of CapEx, year 2023 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum safeguards (17)	Proportion of Taxonomy-aligned (A.1) or -eligible (A.2) CapEx, year 2022 (18)	Category enabling activity (19)	Category transitional activity (20)
Economic activities (1)		in m€	in %	Y, N, N/EL	Y, N, N/EL	Y, N, N/EL	Y, N, N/EL	Y, N, N/EL	Y, N, N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	in %	E	T
<b>A. Taxonomy-eligible activities</b>																			
<b>A.1 Ecologically sustainable activities (taxonomy-aligned)</b>																			
<b>CapEx for ecologically sustainable activities (taxonomy-aligned) A.1</b>		<b>0.0</b>	<b>0.0</b>														<b>0.0</b>		
of which enabling activities (E)		0.0	0.0														0.0		
of which transitional activity (T)		0.0	0.0														0.0		
<b>A.2 Taxonomy-eligible but not ecologically sustainable activities (non-taxonomy-aligned activities)</b>																			
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	0.7	6.9	EL	N/EL	N/EL	N/EL	N/EL	N/EL							Y	5.5		
Construction of new buildings	CCM 7.1	0.8	8.4	EL	N/EL	N/EL	N/EL	N/EL	N/EL							Y	0.0		
Data processing, hosting and related activities	CCM 8.1	0.4	3.8	EL	N/EL	N/EL	N/EL	N/EL	N/EL							Y	0.0		
Acquisition and ownership of buildings	CCM 7.7	-	-	-	-	-	-	-	-							Y	2.8		
<b>CapEx for taxonomy-eligible but not ecologically sustainable activities (non-taxonomy-aligned activities) A.2</b>		<b>1.8</b>	<b>19.1</b>	19.1%	-	-	-	-	-							Y			
<b>A. CapEx of Taxonomy-non-eligible activities (A.1+A.2)</b>		<b>1.8</b>	<b>19.1</b>	<b>19.1%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>							<b>Y</b>	<b>8.3</b>		
<b>B. Non-taxonomy-eligible activities</b>																			
CapEx for non-taxonomy-eligible activities		7.6	80.1													Y	100.0		
<b>Total (A + B)</b>		<b>9.4</b>	<b>100.0</b>													Y	100.0		

Y: Yes, taxonomy-eligible and taxonomy-aligned activity in terms of the relevant environmental target;  
N: No, taxonomy-eligible but not taxonomy-aligned activity in terms of the relevant environmental target;  
EL: "eligible", taxonomy-eligible activity for the relevant environmental target  
N/EL: "not eligible", non-taxonomy-eligible activity for the relevant environmental target



## Template: Proportion of OpEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2023

Financial year 2023	2023		Criteria for a substantial contribution								DNSH criteria								
	Code (2)	OpEx (3)	Proportion of OpEx, year 2023 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum safeguards (17)	Proportion of Taxonomy-aligned (A.1) or -eligible (A.2) OpEx, year 2022 (18)	Category enabling activity (19)	Category transitional activity (20)
Economic activities (1)		in m€	in %	Y, N, N/EL	Y, N, N/EL	Y, N, N/EL	Y, N, N/EL	Y, N, N/EL	Y, N, N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	in %	E	T
<b>Economic activities</b>																			
<b>A. Taxonomy-eligible activities</b>																			
<b>A.1 Ecologically sustainable activities (taxonomy-aligned)</b>																			
<b>OpEx for ecologically sustainable activities (taxonomy-aligned) A.1</b>		<b>0.0</b>	<b>0.0</b>														<b>0.0</b>		
of which enabling activities (E)		0.0	0.0														0.0		
of which transitional activity (T)		0.0	0.0														0.0		
<b>A.2 Taxonomy-eligible but not ecologically sustainable activities (non-taxonomy-aligned activities)</b>																			
<b>OpEx for taxonomy-eligible but not ecologically sustainable activities (non-taxonomy-aligned activities) A.2</b>		<b>0.0</b>	<b>0.0</b>														0.0		
<b>A. OpEx of Taxonomy-non-eligible activities (A.1+A.2)</b>		<b>0.0</b>	<b>0.0</b>														<b>0.0</b>		
<b>B. Non-taxonomy-eligible activities</b>																			
OpEx for non-taxonomy-eligible activities		9.8	100.0													Y	100.0		
<b>Total (A + B)</b>		<b>9.8</b>	<b>100.0</b>													Y	<b>100.0</b>		

Y: Yes, taxonomy-eligible and taxonomy-aligned activity in terms of the relevant environmental target;  
 N: No, taxonomy-eligible but not taxonomy-aligned activity in terms of the relevant environmental target;  
 EL: "eligible", taxonomy-eligible activity for the relevant environmental target  
 N/EL: "not eligible", non-taxonomy-eligible activity for the relevant environmental target



in %	Share of turnover/total turnover in 2023	
	Taxonomy-aligned per target	Taxonomy-eligible per target
Climate change mitigation (CCM)	0.0	0.0
Climate change adaptation (CCA)	0.0	0.0
Water (WTR)	0.0	0.0
Circular economy (CE)	0.0	3.1
Pollution prevention and control (PPC)	0.0	0.0
Biodiversity (BIO)	0.0	0.0

in %	Share of capital expenditure (CapEx)/ total CapEx in 2023	
	Taxonomy-aligned per target	Taxonomy-eligible per target
Climate change mitigation (CCM)	0.0	19.1
Climate change adaptation (CCA)	0.0	0.0
Water (WTR)	0.0	0.0
Circular economy (CE)	0.0	0.0
Pollution prevention and control (PPC)	0.0	0.0
Biodiversity (BIO)	0.0	0.0

in %	Share of operating expenses (OpEx)/ total OpEx in 2023	
	Taxonomy-aligned per target	Taxonomy-eligible per target
Climate change mitigation (CCM)	0.0	0.0
Climate change adaptation (CCA)	0.0	0.0
Water (WTR)	0.0	0.0
Circular economy (CE)	0.0	0.0
Pollution prevention and control (PPC)	0.0	0.0
Biodiversity (BIO)	0.0	0.0

# Action plan: governance



We want to...	Key performance indicators	Target	Deadline	Measures	Status in 2023 reporting period
<b>...ensure compliant behaviour...</b>					
... through our compliance management system	Number of employees trained	100% of the employees to be trained have received training	Constant	<ul style="list-style-type: none"> <li>Guidelines</li> <li>Whistleblowing system/Integrity Line</li> <li>Staff training</li> </ul>	2023: 96% of the employees to be trained have received training (2022: 93%)
	Number of compliance violations	0 compliance violations	Constant		2023: one compliance violation identified and handled (2022: 0)
	Number of data protection complaints	0 data protection complaints	Constant		2023: 0 data protection complaints (2022: 0)

# Information, disclaimer

## Forward-looking statements

This report contains forward-looking statements which are based on the management's current estimates with regard to future developments. Such statements are subject to risks and uncertainties which are beyond Leifheit's ability to control or estimate precisely. They include, for example, statements on the future market environment and economic conditions, the behaviour of other market participants and government measures. If one of these uncertain or unforeseeable factors occurs or the assumptions on which these statements are based prove inaccurate, actual results could differ materially from the results cited explicitly or contained implicitly in these statements. Leifheit neither intends to, nor does it accept any specific obligation to, update forward-looking statements to reflect events or developments after the date of this report.

## English translation

This is the English translation of the sustainability report. In the event of any discrepancies between this translation and the German version, the German version will take precedence.

## Note on rounding

Minor differences may occur when using rounded amounts and percentages due to commercial rounding.

# Contact

## Leifheit AG

PO Box 11 65  
56371 Nassau/Lahn, Germany

Phone: +49 2604 977-218  
Fax: +49 2604 977-340

[www.leifheit-group.com](http://www.leifheit-group.com)  
Email: [ir@leifheit.com](mailto:ir@leifheit.com)

Design:  
RYZE Digital GmbH, Mainz  
[www.ryze-digital.de](http://www.ryze-digital.de)

