



**3 million
tonnes of CO₂**

could be saved every year by 20 million households if they used the Leifheit laundry dryer instead of an electric tumble dryer.

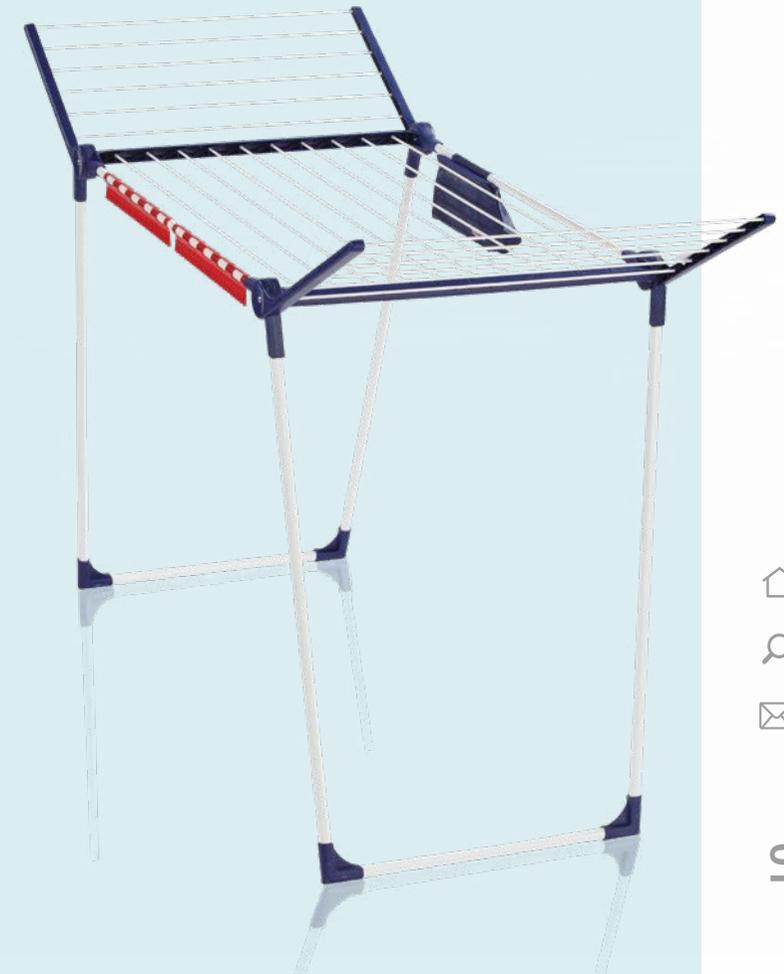
Save money and protect the climate

with Leifheit's electricity savers.

Products for efficient laundry drying without electricity not only save CO₂, but are also good for the wallet. On average, 14%¹ of domestic electricity is used for washing and drying laundry – an additional and unnecessary burden on household budgets. **By avoiding the cost of using an electric dryer, a four-person household can save up to €200 a year!**

Twenty million households in Germany alone could save 3 million tonnes of CO₂ annually by switching from electric tumble dryers to Leifheit's energy-saving Linomatic rotary dryers or Pegasus drying racks. That's equivalent to the CO₂ emissions of 2 million cars. It also protects fabrics by exposing fibres to less heat and friction, so that clothes and other items last longer.

Leifheit's patented Linomatic series of rotary dryers offers plenty of space for numerous items of clothing, and the lines are protected from the weather. The Pegasus range includes fold-out drying racks for almost all spaces and requirements. Durable, robust and functional, they can withstand wind and weather while saving energy and money – just like the rotary dryers.



¹ Source: co2online.de

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Non-financial
declaration



Sustainability strategy

For more than 60 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.

»»
The future
depends on what
you do today.

««
Mahatma Gandhi

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 or reduce, then offset”. 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 Scaling up Success 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. Our goal is to enhance our corporate culture to create a “winning culture” and foster an agile environment that is fun, fast, friendly and fearless. 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 by Focus and Focus-Money in financial year 2022 for the second year running. The study analyses social listening data for some 19,000 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.

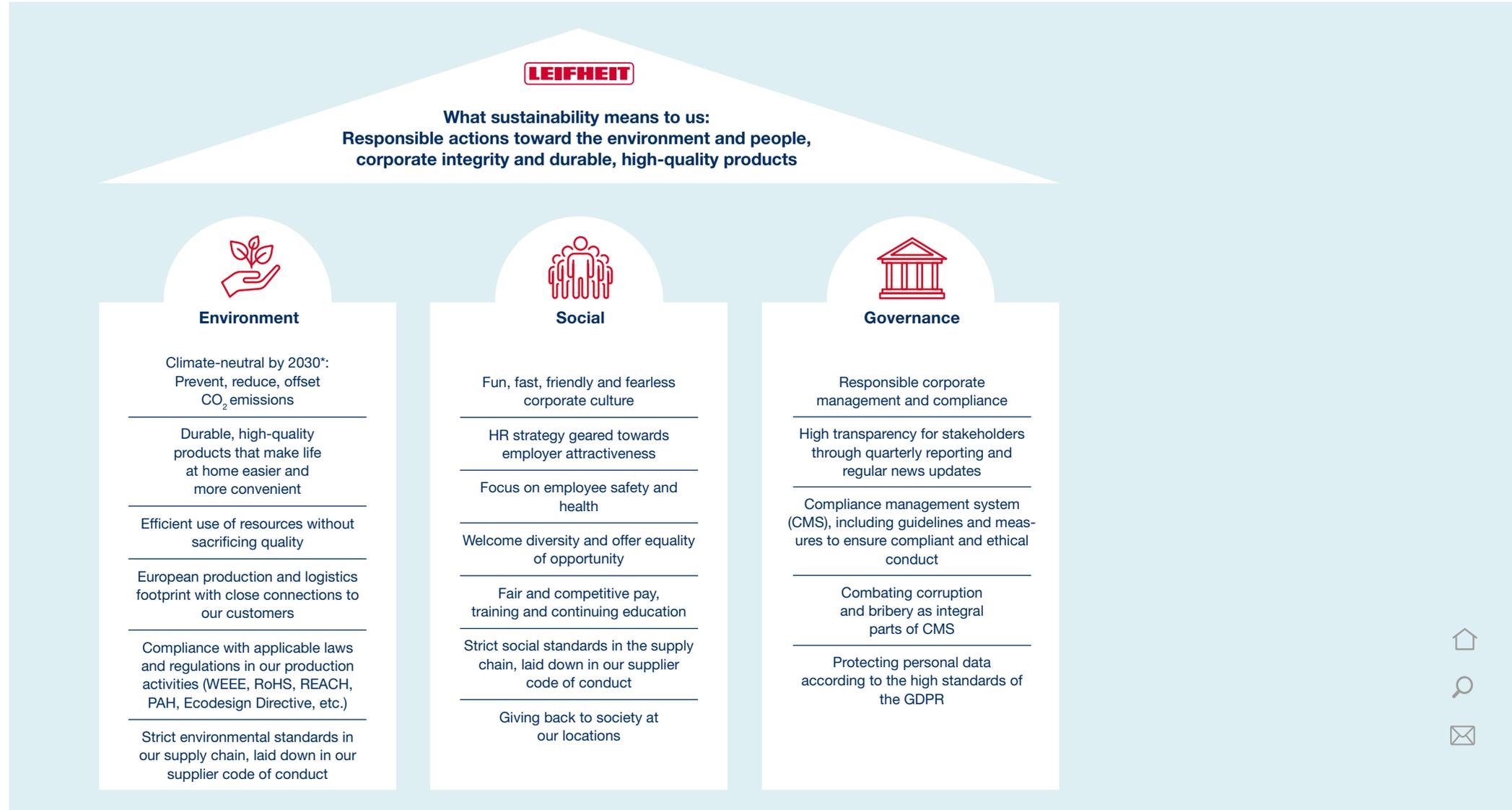
In addition, Leifheit was awarded the “Maximum Trust 2022” seal by Deutschland Test and achieved the highest ranking in the household products category. The study was conducted by IMWF Institut für Management- und Wirtschaftsforschung on behalf of Focus Money and Deutschland Test.

The FAZ-Institut also awarded Leifheit the “Excellent Sustainability” certificate back in 2021 following a similar analysis of data from around 21,000 companies.

In 2022, the FAZ-Institut even ranked us among the “Best of the Best”. The meta-study looked at four individual studies: “Germany’s Fairest” (product service, value for money, customer satisfaction, employer fairness, sustainability), “Top Employers” (innovation, digitalisation, sustainability, career, pay, corporate culture), “Most Trustworthy Companies” (trust, management, profitability, sustainability, product service, employer) and “Digital Pioneers” (digitalisation, innovation, profitability, employer). In all of them, we achieved top scores.



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 2022 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 2022 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, globally 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 Compli-

ance 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 2022 are disclosed in this sustainability report.

[> EU taxonomy disclosure](#)

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 annually, 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 activity (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.



Non-financial report index

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The portions of the non-financial Group report in accordance with sections 315b, 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.

For ease of reading, generic masculine nouns and pronouns are used in this report. Unless otherwise indicated, they refer to all genders.

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 products. The company offers high-quality and innovative products and solutions that make everyday life at home easier and more convenient.

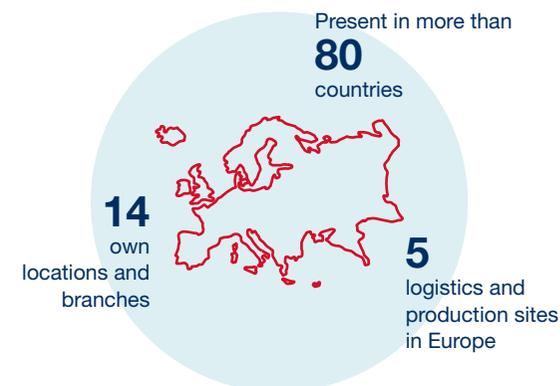
The Leifheit Group divides its operating business into Household, Wellbeing and Private Label segments. Our core business consists of the Household and Wellbeing segments with the Leifheit and Soehnle brands – two of Germany’s best-known brands in our market. Our products in these segments are known for high quality combined with great utility for consumers. With our French subsidiaries Birambeau and Herby, we maintain a market presence in the Private Label segment through a selected product range that is primarily marketed as private-label brands.

We focus on core areas of expertise in the product categories of cleaning, laundry care, kitchen goods and wellbeing across all three business segments. Our biggest product categories are laundry care and cleaning products, which account for around 44% 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 14% 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 market shares of 27 and 37 percent respectively. Soehnle is also among the leading providers in other European countries.

The Leifheit Group employs some 1,100 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 39% 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, for example. 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 addition, we are involved in distribution activities in the Asia/Pacific region. In other regions outside of Europe, such as in the US and the Middle East, we distribute our products mainly through distributors and conduct spot business if corresponding market opportunities present themselves. Non-European markets currently account for roughly 3% 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](#)



Scaling up Success strategy

For over 60 years, we have been helping to make everyday life at home a little 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. Many of our products regularly win top scores in tests by respected institutes. In 2022, Leifheit Group products again received 11 certificates and awards.

At the same time, we are 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 consistently scale these existing strengths – excellent products, strong brands and outstanding employees – to ensure sustained profitable growth going forward while also creating added value for consumers. For us, this means:

Scaling up Success.



Scaling up Success: strategic areas of action

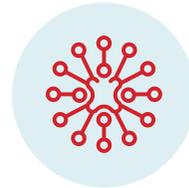
Through our Scaling up Success strategy, we are addressing four strategic areas of action:



Exciting consumers

Consumers are at the centre of our activities. We offer them 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. To raise awareness of our brands and significantly strengthen trust in our products among consumers, we are making targeted investments in tested and scalable consumer advertising.

Our investments in consumer advertising and our strengthened brands will help us in this process. In addition, we are helping to increase sales for our retail partners through joint marketing activities and POS campaigns.



Expanding distribution

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.

Our investments in consumer advertising and our strengthened brands will help us in this process. In addition, we are helping to increase sales for our retail partners through joint marketing activities and POS campaigns.



Increasing profitability

We are focusing our activities on sustainable and profitable growth and are structuring our organisation accordingly. At the same time, we are reducing complexity and optimising our cost structures throughout the value chain. In the process, we are sharpening our focus on our higher-margin, Europe-made core products. Through a focused approach to innovation, we are also gearing our research and development processes towards this goal.

We are investing in our employees' personal and professional growth and are providing opportunities for training and education. At the same time, we aim to create a "fun, fast, friendly and fearless" corporate culture in which we pursue our goals with joy, speed, friendliness, boldness and act accordingly.



Shaping culture

Our employees play a key role in the success of the company through their specific expertise and dedication. For this reason, we plan to continue boosting our attractiveness as an employer.

We are investing in our employees' personal and professional growth and are providing opportunities for training and education. At the same time, we aim to create a "fun, fast, friendly and fearless" corporate culture in which we pursue our goals with joy, speed, friendliness, boldness and act accordingly.

4F Winning culture



Further developing our corporate culture into a “winning culture” is a key success factor in our Scaling up Success strategy. Our goal is to foster an agile culture that is fun, fast, friendly and fearless. Our vision is for our employees to tackle the challenges they face with

a sense of fun and friendliness, and with speed and confidence. This will help us tap into the full potential of the Leifheit Group even better in the future.



Fun

Generate positive energy. Make a joke, smile, laugh. Don't take yourself too seriously. Be optimistic. Visualise your goal. Concentrate more on opportunities than on issues. Find commonalities within the team and create a sense of cohesion. Be proactive and show initiative. Celebrate successes.



Fast

Time is our biggest bottleneck: focus on the essentials, not on what seems to be most urgent. Bias for action. Focus on the future and the big picture. Don't look for perfection. Test and scale up fast. Be laser-focused on the business. Don't play politics.



Friendly

Be tough on the facts, but respectful and appreciative to people. Try to understand first, then be understood. Forget your ego. View things from the other person's perspective. Give praise and be open to feedback. Don't point fingers or engage in destructive criticism. Don't bad-mouth others. Be friendly. Never raise your voice.



Fearless

Don't be afraid of bosses or committees. Take calculated risks. Take decisions based on facts and figures. Mistakes are ok – celebrate them. Leave your comfort zone and try out new things. Set big, inspiring goals for yourself. Stay hungry and always keep working to improve yourself and the company. The most important leadership quality for successful managers: create a fear-free organisation.



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 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 specified in section 289c of the German commercial code ("inside out" perspective):

- Environmental issues
- Employee matters
- Social concerns
- Human rights
- Compliance (corruption and bribery)

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://www.leifheit-group.com), [> leifheit.com](https://www.leifheit.com) and [> soehnle.com](https://www.soehnle.com), as well as social media channels such as Instagram, Facebook, LinkedIn and YouTube, offer consumers various options for direct contact. These channels offer inspiring and interactive content with added value for consumers around all aspects of daily cleaning, laundry care and the modern kitchen. As in previous years, we gained additional followers in 2022. Our active Leifheit and Soehnle brand social media channels reached around 68,500 followers in 2022, an increase of more than 2% year on 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.

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. Shareholders and their representatives were once again able to follow the Annual General Meeting in May 2022, which was held virtually in the reporting period, via a livestream on the internet. Even though measures to protect everyone's health and safety made it impossible to arrange the usual face-to-face contact with the company, the Board of Management fully responded to the questions submitted in advance during the live stream.



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. 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 regularly explained the Group's current business

situation and key decisions or strategic measures to the workforce in order to give them the greatest possible security in these difficult times. After not holding any employee meetings in the previous two years due to the COVID-19 pandemic, we were able to hold meetings again in the reporting period, 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 restric-

tions. 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 [Suppliers 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 Brands Association, the German parquet industry association (Verband der Deutschen Parketindustrie) 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 Scaling up Success strategy centres around the further expansion of our strategic core business involving the Household and Wellbeing segments. By significantly strengthening consumer advertising, we are systematically developing the Leifheit and Soehnle brands, enhancing their profiles and boosting their competitive positions.

Leifheit – How housework’s done today

For more than 60 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, the Soehnle brand has focused on precision, pronounced ease of use, innovative technology, excellent quality and durable design. Today – more than 150 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. From scales to product categories such as air treatment, blood pressure monitors and the Soehnle Connect app, we draw on this expertise to specifically help people stay in shape and make conscious decisions to live healthier lives.



Advertising that enables a sustainable choice

With attractive, value-added-focused promotions, including “Our Most Durable Products” and “Our Electricity Savers”, we help consumers to choose long-lasting, energy-saving Leifheit products and support sustainable activities at the same time.

LEIFHEIT
How housework's done today.

Our most long-lasting products will save your wallet & the environment for years!

Thanks to your purchase,
20,000 m² of new forest will be created!

www.leifheit.de/de-de/nachhaltig



Marketing and sales

Consumer at the centre

The consumer is at the centre of our Scaling up Success strategy, which we launched in 2019. 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 therefore 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. TV advertising continued to focus on our proven Leifheit bestsellers produced in Europe, such as the Profi XL and CLEAN TWIST cleaning systems and the Regulus Aqua PowerVac cordless vacuum wiper, as well as the Pegasus laundry drying rack and the Linomatic rotary dryer. The promotion of Soehnle bathroom scales on TV also continued. We backed up our TV advertising with targeted online activities as well as POS and product presentation concepts for our retail customers.

Quality in customer service

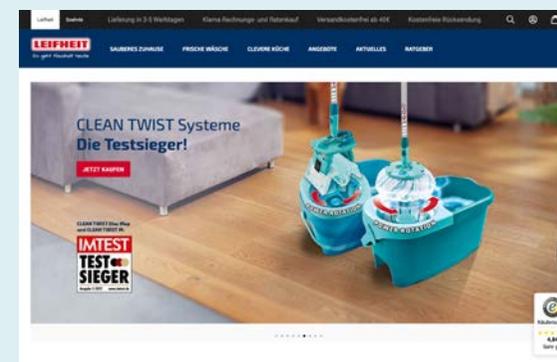
Our goal is to be close to the consumer, to react to enquiries as quickly as possible and to understand the current needs of our customers. Increasingly, consumers are using social media platforms as a channel for interaction when they have questions or need help. We are constantly working to further 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 (4.84 out of 5 points) gained by our online shop on the Trusted Shops rating platform and the “Excellent customer service 2022” seal of approval, which we received as part of a Deutschland Test study in 2022. As part of the study, Deutschland Test examined some 22,000 companies and brands from 250 different industries on behalf of Focus and Focus Money.

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 2022”. 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.



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



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 Italy and France in particular. Our strengthened investments in consumer advertising will help us in this process. Particular focuses in the 2022 reporting period were the opening of a separate online shop for Leifheit and Soehnle products in the Netherlands following the launch of our web stores in Germany and Austria in previous years. > [leifheit.com](https://www.leifheit.com), > [soehnle.com](https://www.soehnle.com)

Awards for our products

For many consumers, seals of approval are an important source of information when it comes to judging product quality. We too examine the various test results extremely closely and initiate measures to improve our products if necessary. In 2022, we once again received 11 certificates and awards for the innovation, user-friendliness and quality of our products.

For example, the successful Regulus Aqua PowerVac vacuum wiper, which vacuums and mops all in one, and the CLEAN TWIST Disc Mop Ergo and CLEAN TWIST M Ergo cleaning systems emerged as winners in a product test conducted by the respected consumer magazine IMTEST. The CLEAN TWIST mop systems feature a patented spin-handle wringing system to give users a clean and dry mop and wiper cover without needing to bend down and touch the dirty water.

In the laundry care category, the Leifheit Thermo Reflect ironing board covers finished top in the value-for-money category in a test carried out by the Haus & Garten Test institute, with an overall rating of “very good” (1.4). The Thermo Reflect covers reflect steam and heat, creating a double-sided ironing effect that makes the household chore significantly easier. In terms of kitchen products, the Leifheit flambé tool and the tabletop spiralizer impressed the judges at Haus & Garten Test and received “very good” ratings, while the Leifheit potato ricer took the spoils in the test conducted by AllesBeste magazine.

Soehnle brand products also received positive test ratings again in 2022, along with various recommendation seals. Already the winner of multiple awards, the Page Profi 300 kitchen scale prevailed in the IMTEST product test thanks to its large, illuminated display, ample weighing surface and precise measurements. The Shape Sense Connect body analysis scales range won their category in the “Top smart home brands for 2022” analysis conducted by Computer Bild magazine in conjunction with market research institute Statista. The Soehnle AirFresh Clean Connect 500 air purifier also won over the testers from Haus & Garten Test. This product, which removes allergens from the air and combats viruses and bacteria effectively, received a test rating of 1.7. The Soehnle Bari design aroma diffuser also impressed Haus & Garten Test, receiving a rating of “good” (1.7) and being selected as best value for money.

Germany's test winner*

IMTEST
TEST
WINNER
Issue 2-2022 www.imtest.de

Cleaning system
**CLEAN TWIST
Disc Mop**

99%
WIPING & WRINGING

Wiping –
finally simple.

LEIFHEIT
How housework's done today.

www.leifheit.com

* Tested on modified Vaccinia-Ankara virus and Staphylococcus aureus bacterium with micro dual Wiper Cover and water (water temperature 35°C)

The CLEAN TWIST Disc Mop Ergo and CLEAN TWIST M Ergo cleaning systems emerged as winners in a product test conducted by the respected consumer magazine IMTEST

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. Our Scaling up Success strategy focuses 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 to achieve the growth targets is characterised as follows:

- focusing innovation resources on a limited number of major innovation projects
- intensifying consumer research in order to understand unsolved consumer problems and corresponding new, relevant potential benefits
- upholding proven Leifheit strengths of excellent practicality and product durability combined with functional yet aesthetically appealing design as a foundation
- focusing on modular and platform systems to cover customer requirements more extensively and ensure efficiency
- applying modern, agile working methods to do an even more targeted and efficient job of meeting consumers' needs

In 2022, our systematic innovation process resulted in the launch of two product upgrades with new benefits for consumers:



The new Regulus Aqua PowerVac Pro 2.0 vacuum wiper and the new CleanTenso Power 2.0 steam cleaner are the fruits of those efforts. The Regulus Aqua PowerVac 2.0 is a vacuum wiper on the market that truly reaches into every nook and cranny, while the CleanTenso Power 2.0 is the first steam cleaner with a three-year manufacturer warranty and extremely high limescale resistance.

Besides developing innovative products, we also focused our activities in the 2022 reporting period on navigating the global crisis in the supply of material and components. 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 driers 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 provided by mains. A central aim is to manufacture long-lasting products, as a long product life cycle likewise markedly improves our products' eco-efficiency. We achieve this objective by ensuring the high quality, functionality and durable design of our products. 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 departments 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, designers and developers work together 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 results of various test institutes and magazines.

Product durability is the cornerstone of sustainability, which is why we constantly strive to exclusively 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 (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 outstanding average warranty rate of 1.2% was achieved.

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.

Save for years

by washing instead of throwing away when dusting and wet mopping!

washable up to 400x

Suitable for all XL wiper (42 cm width)

Mop cover Profi XL micro duo and Cotton Plus washable up to 400x at 60°C in the washing machine. Dust cover Profi XL Static Plus washable up to 100x at 40°C in the washing machine

Wash over waste

Our product philosophy is built on reusability. For generations, families have valued the durability of our wipe covers, for example, and have known about their suitability for different floor surfaces. After use, the Leifheit wipe covers made from heavy-duty microfibre material can be simply placed in the washing machine. Washing the covers at 40 to 60° Celsius keeps them clean and hygienic, and they can be refitted to the mop with ease.



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 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.

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 or 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 2022, as was also the case in the previous year.

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 already achieved this milestone in two cases: packaging for the new CLEAN TWIST Ergo flat mop system and the Profi XL floor mop.



> [IMTEST film](#)

Leifheit test lab: quality and durability don't come about by chance

Our products' quality and durability aren't the result of luck. Instead, they're the result of our day-to-day work at places like our test lab in Nassau, Germany. Here, we put our products through their paces by simulating life cycles and the way consumers use them. The consumer magazine IMTEST took a look inside our laboratory.

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 2022 reporting period, this figure stood at 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), in Blatná (Czech Republic) and La Loupe (France). In financial year 2022, we generated around 60% (2021: approximately 53%) 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 satellite in the Czech Republic (Blatná) and a small logistics platform in Asia, as well as a location in Chablis, France, 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. 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. 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](#)

In the reporting period, the war in Ukraine further exacerbated the situation on procurement markets, with procurement management having already had to deal with enormous challenges in previous years due to the effects of the COVID-19 pandemic on the global supply chain. Geopolitical tension caused global supply bottlenecks as well as massive price increases across the board. At the Leifheit Group, this primarily affected procurement of plastics, steel and packaging along with freight and energy. Despite the difficult conditions, we succeeded in largely 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

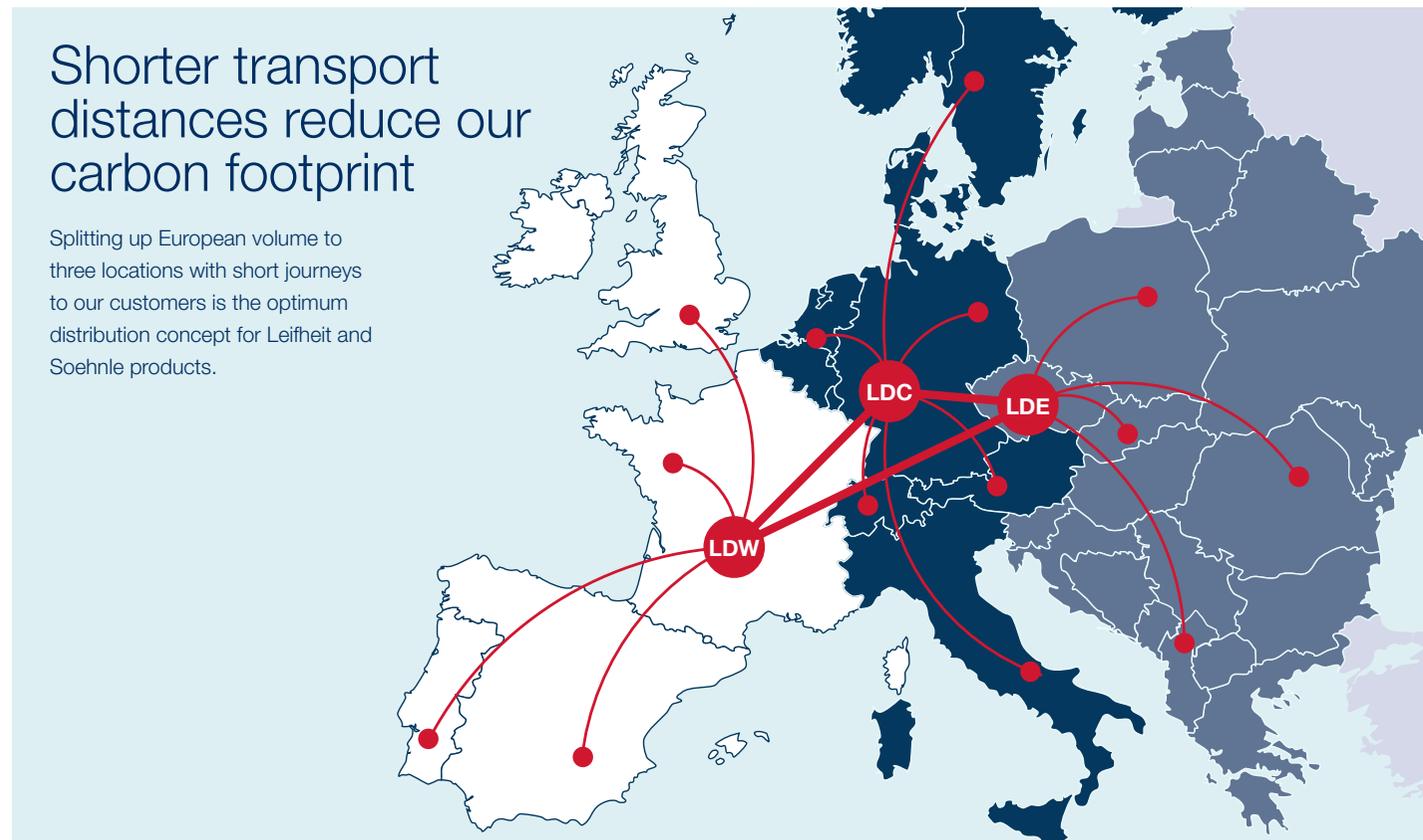


suppliers in the medium term as part of our procurement strategy. Despite being primarily geared towards making our supply chain more resilient, shorter procurement channels will also open up opportunities to realise cost benefits and cut carbon emissions. In the reporting period, we managed to increase our share of European suppliers of production materials and merchandise to 72% Group-wide (2021: 68%).

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 119 people at the end of the reporting period (2021: 127 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. 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 the streamlining of our product range, we are reducing external stocks in particular and avoiding unnecessary journeys in line with lean principles.

In Blatná, Czech Republic, we operate the Leifheit Distribution Center Eastern Europe (LDE), which offers 5,000 square metres of logistics space. It establishes a highly efficient direct link 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 CO₂ emissions. The growing e-commerce business in Eastern Europe, direct delivery to end consumers by the two 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.

The SAP roll-out at the Blatná location in financial year 2020 and established SAP-based logistics processes that are integrated throughout the logistics value chain – from procurement

and materials management to production and distribution – have led to fast, error-free and efficient end-to-end processes along the entire supply chain. In the 2022 reporting period, this ensured that we were able to maintain our production operations at all times and continue to supply products from our own capacities. Despite the continued considerable supply chain tension and disruption to logistics operations in some cases, our ability to deliver remained at an extremely high level. Targeted inventory management and a predictive stockpiling and warehousing strategy were contributing factors to this success.

As part of our supply chain strategy, we are planning a new and centralised European logistics hub for our Leifheit and Soehnle products at the logistics location in Chablis, France, which has so far been exclusively operated by our subsidiary Birambeau. We intend to 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 CO₂ emissions at the same time. The new logistics platform (Leifheit Distribution Western Europe, LDW) will gradually go online from the second quarter of 2023.

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 417 people there as at the end of 2022 (2021: 423). 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 energy-efficient hybrid injection moulding machines for plastics manufacturing in 2020 and 2021, which have proven 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.

In the 2022 reporting period, we introduced a kanban system for around 50 semi-finished parts from the metal prefabrication and injection moulding processes. Under the new system, parts are supplied in-line directly to the production and assembly stations rather than having to be retrieved from a warehouse. Direct supply makes workflows more efficient, significantly reduces the amount of warehouse space required and shortens internal transport routes by around 50%. The use of the latest tugger-train systems also offers further benefits in terms of safety, process optimisation and energy consumption compared to previous forklift trucks, alongside efficient materials management. By organising workstations and workflows according to lean management 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, we also completed an automated system to manufacture and package our laundry drying racks more efficiently using fewer resources.

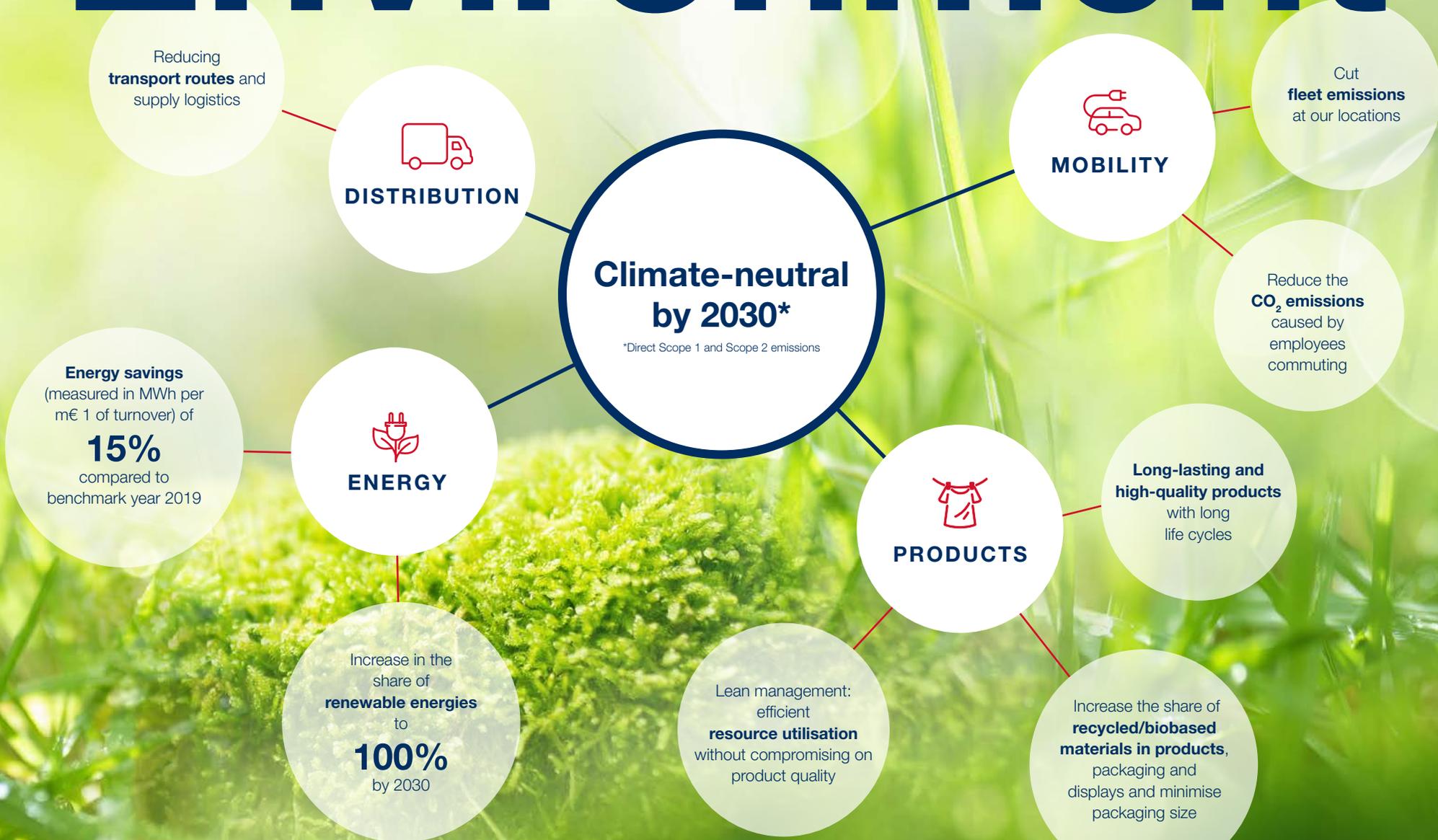
Our activities in 2022 were particularly focused on cutting energy consumption. Measures to raise throughput and optimise furnace temperature settings in the powder-coating process were just some examples. In injection moulding, switching from single- to multi-cavity moulds lowered energy losses while maintaining the same output and improving overall productivity. We used 5S methods during the reporting period to identify and implement further measures that contribute to more efficient in-house supply logistics and greater availability, leading to a reduction in plant operating times. We will continue to implement these measures in 2023.

Leifheit AG operates an injection moulding plant and a highly automated production line for rotary dryers in Nassau, Germany, with 58 employees (2021: 59 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 2022, it had 74 employees (2021: 69 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 our part too. 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.

Our aim is to avoid or reduce emissions before offsetting them, helping us play our part in protecting the climate. We plan to take a wide range of measures to avoid or reduce emissions before offsetting the remaining share of emissions through climate certificates.



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 the 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 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 CO₂ 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, reducing and offsetting carbon emissions are the key to climate action in keeping with the Paris Agreement. That is why we have calculated our climate footprint for the first time for 2021 and 2022.

The carbon footprint is the sum of the CO₂ emissions¹ 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.²

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.

Compiling data on Scope 3 emissions is a complex undertaking. Because we are not currently able to present it consistently across all of our locations, we have opted to focus our reporting efforts on Scope 1 and Scope 2 emissions for the time being. By calculating our Scope 1 and Scope 2 carbon footprint for the first time, we have laid the foundation for systematic annual carbon reporting. Going forward, we will establish processes and structures that will enable us to include upstream and downstream Scope 3 emissions in our reporting as well.

We reduced our Scope 1 and Scope 2 emissions by roughly 15% year on year in the reporting period. Emissions per m€ 1 of turnover declined by approximately 11%.

The measures to sustainably improve energy efficiency described in this report contributed to this decline. In addition, the short-term measures we introduced during the reporting period in response to the energy crisis had a positive impact on our carbon footprint.

CO₂ emissions

		2021	2022
Scope 1	t CO ₂	5,264	4,294
Scope 2	t CO ₂	6,597	5,790
Total CO ₂ emissions Scopes 1 and 2	t CO ₂	11,861	10,084
CO ₂ emissions per m€ 1 turnover	t CO ₂	83	74

¹ The corporate carbon footprint reports all emissions as CO₂ equivalents (CO₂e), which are referred to here as CO₂ for the sake of simplicity.

² 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 attentions. 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 share of total energy consumption covered by renewable energies to 100% by 2030.

A comprehensive DIN EN 16247-1 energy audit was carried out at our locations in Germany and Blatná in the Czech Republic in 2019 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 next energy audit is planned for 2023. 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 day-light-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 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,
- raising awareness and training employees as part of our continuous improvement process with a view to energy efficiency, lighting and heat loss when setting machines, for example.

~1,500



In 2021 and 2022 alone, our **facility management team** replaced some 1,500 conventional lights and bulbs at our Nassau, Zuzenhausen and Blatná locations with efficient and energy-saving LED technology.

These measures will continue in 2023. LED light not only lowers energy costs – it also helps reduce CO₂ emissions.

At the same time, LED technology improves illumination at our premises, thus improving the work environment and safety for our staff.

Mobility

Sustainable corporate mobility is an important lever in reducing CO₂ 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 have leased out 72 JobRad bikes to employees and their family members since 2017 and will be expanding the bike leasing programme to our Zuzenhausen location in 2023.

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.

As a business, we have set ourselves the target of gradually lowering the CO₂ emissions of our vehicle fleet. Our aim is to reduce the CO₂ emissions of our fleet by at least 20% by 2030 based on average carbon emissions of 130 grammes per kilometre (NEDC) across all fleet vehicles (in Germany) in 2022. To do so, we will be gradually moving towards buying more-efficient or zero-emissions vehicles within the scope of our company car policy. The first step in this process will be defining a maximum CO₂ threshold in our company car policy that will apply to the entire fleet and be progressively lowered over time. Step two will involve looking into electric vehicles and alternative drivetrains in our fleet while taking measures to ensure that vehicles are used 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 logistic 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 view of the energy crisis, special measures were taken in the reporting period to reduce usage. As a result, total energy consumption declined by 17% compared to the previous year. Energy consumption per m€ 1 of turnover decreased by around 5%.

We aim to cut energy consumption per m€ 1 turnover by at least 15% by 2030. In the 2022 reporting year, consumption was roughly 14% lower than in 2019, chiefly as a result of short-term measures to save heating energy against the backdrop of the winter 2022 energy crisis.

Energy consumption within the organisation

Energy consumption		2018	2019	2020	2021	2022
Fuel	MWh	2,262	2,142	1,672	1,933	2,025
Electricity	MWh	15,943	15,457	16,467	16,784	14,345
Heating energy	MWh	17,431	19,445	19,582	22,244	17,715
Total energy consumption	MWh	35,568	37,044	37,721	40,961	34,085
Energy consumption per m€ 1 turnover	MWh	152	158	139	142	136

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. In 2021, optimisations were made in the cleaning process, leading to a reduction in water consumption compared to previous years. Water consumption decreased by a further 5% in the reporting period. However, relative consumption per m€ 1 rose by just under 9%.

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		2018	2019	2020	2021	2022
From municipal water supplies	m³	13,724	14,673	13,636	13,096	12,417
Per m€ 1 turnover	m³	59	63	50	45	49



Materials used

In financial year 2022, we used a total of 16.9 kilotonnes of materials (2021: 18.9 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 consumption of materials fell by approximately 11% in the reporting period compared to the previous year. Relative consumption per m€ 1 of turnover, on the other hand, increased by roughly 2% in line with the greater share of products manufacturing using Leifheit's own production capacities.

Materials used

Use of materials for manufacturing and packaging products		2018	2019	2020	2021	2022
Raw materials	t	5	4	4	5	5
Consumables and supplies	t	53	44	45	47	35
Semi-finished products or goods	t	14,970	15,349	16,608	16,705	15,122
Packaging material	t	1,893	1,889	2,070	2,119	1,711
Materials used per m€ 1 turnover	t	72	74	69	66	67

Amount of waste

In the reporting period, about 1.7 kilotonnes of waste were generated, a decrease of around 29% on the previous year. Waste in relation to m€ 1 of turnover declined by nearly 19%. The large majority of waste – 75% in the reporting period, roughly the same as the previous year – is recycled and reused. 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. No hazardous emissions occur during the manufacture of our products.

Waste by type and disposal method

Type of waste	Disposal method	2018	2019	2020	2021	2022	
Hazardous waste	Landfill	t	82	47	55	69	47
	Incineration (mass burn)	t	0	0	0	2	4
Non-hazardous waste	Reuse	t	618	555	605	533	545
	Recycling	t	780	948	1,147	1,172	711
	Composting	t	134	187	184	144	101
	Incineration (mass burning)	t	296	374	394	412	296
	Landfill	t	21	37	22	19	13
Waste per m€ 1 turnover	t	8	9	9	8	7	

Dual system

The reuse and recycling of packaging as part of the dual system plays an important role in saving energy, resources and emissions. Recycling is geared towards harvesting secondary raw materials, such as plastic regranulate, that can be used to make new products. The use of secondary raw materials therefore saves primary raw materials such as mineral oil, thereby reducing greenhouse gases. Leifheit AG works with "Der Grüne Punkt" to recycle packaging within the scope of the dual system.



Action plan: environment

We want to...	Key performance indicators	Target	Deadline	Measures	Status in 2022 reporting period
...become climate-neutral by 2030...					
 Core topic – energy					
...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"> • decommissioning and/or replacing outdated technology • improving the LED conversion rate (lighting) to 100% • awareness and training • reduction/renewing glass facades • energy audits according to DIN EN 16247-1 	Energy consumption: 34,085 MWh, –17% compared to previous year Energy consumption per m€ 1 turnover: 136 MWh, –5% compared to previous year –14% 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"> • switching to green electricity at all locations 	58% in Germany
 Core topic – products					
...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"> • quality control review with constantly tracked catalogue of measures 	Warranty rate: 1.2%
	Number of product recalls	No product recalls	Permanent	<ul style="list-style-type: none"> • ongoing market monitoring, e.g. product reviews • technical defect analysis of returned products • quality assurance accompanying the development process 	Product recalls: 0
	Number of new or renewed certificates concerning product safety and the environment	Number of certificates processed annually: approx. 310 to 415	Permanent	<ul style="list-style-type: none"> • 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 commodities	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 recyclate share: 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	Optimisations implemented for two products
	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
		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	21.7%



We want to...	Key performance indicators	Target	Deadline	Measures	Status in 2022 reporting period
...become climate-neutral by 2030...					
 Core topic – mobility					
...by reducing fleet emissions at our locations	Fleet consumption Fleet CO ₂ emissions (NEDC)	Reduction of fleet CO ₂ emissions by at least 20% (NEDC)	2030	Step 1: progressively stricter CO ₂ thresholds in the company car policy Step 2: switch to e-mobility/consider alternative drivetrains	Average CO ₂ emissions of 130 g/km (NEDC) for fleet vehicles (in Germany)
...by reducing employee commuting	Share of employees with the opportunity to work from home or remotely in % (new)	100%	Permanent	Establish working from home and remotely as a permanent option even after the pandemic Expand the JobRad programme (bike leasing) for employees	Planning phase In place at the Nassau location since 2017; roll-out in Zuzenhausen starting in 2023
 Core topics – procurement, logistics, production					
...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	60% (2021: 53%)
	Number of suppliers in Europe in %	Increase share of suppliers in Europe			72% (2021: 68%)
	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"> • reduce the number of external warehouse pallets and unnecessary movements • increase the number of direct shipments from production in Blatná • distribution in Southern Europe through distribution centre in Chablis, France • optimise route planning • SKU reduction • increased use of rail transport for container freight 	Number of external warehouse pallets: 10,060 Unnecessary movements: 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: 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 attractiveness to employees

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 highly qualified workers, which is particularly but not only noticeable where technical professions are demanded, 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 success factor in our Scaling up Success strategy is further developing our corporate culture into a "winning culture". Our goal is to foster an agile culture that is fun, fast, friendly and fearless. Our vision is for our employees to tackle the challenges they face with a sense of fun and joy, and with speed and confidence, to allow us to leverage our company's potential even better in future.

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. Against the backdrop 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 will offer many opportunities to motivate our staff, further improve our appeal as an employer even after the pandemic, and make it easier to balance work and family life. In addition, avoiding journeys is a vital component in the reduction of CO₂ emissions.



Employee structure of the Leifheit Group	31 Dec 2018	31 Dec 2019	31 Dec 2020	31 Dec 2021	31 Dec 2022
Group	1,119	1,106	1,098	1,080	1,063
Household	905	906	914	907	903
Wellbeing	56	52	47	39	34
Private Label	158	148	137	134	126
Germany	420	413	403	412	403
Czech Republic	454	457	473	444	440
France	162	153	142	139	139
Other countries	83	83	80	85	81

Characteristics of the Leifheit Group workforce		2018	2019	2020	2021	2022
Average length of service	in years	11.6	12.0	11.7	11.6	11.7
Age structure of employees						
under 30 years	in %	15	14	16	16	16
30 to 40 years	in %	21	20	20	19	19
40 to 50 years	in %	26	27	28	29	29
50 to 60 years	in %	30	30	28	27	27
over 60 years	in %	8	9	8	9	9
Average age	in years	44	44	44	44	44
Percentage of women in the workforce	in %	50	50	49	49	48
Percentage of women at the first management level	in %	14	21	27	29	33
Number of trainees		29	34	31	23	24
Part-time employees		86	90	82	94	80

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. Together with our company doctors, we are offering additional services such as vaccinations, company medical consultations, presentations and workshops on health topics. 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 each employee.

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 and successfully initiated the first measures in 2022. The campaign will be 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.





The COVID-19 pandemic and concerns about infections meant that the varying sports programme previously offered as part of the company health management scheme remained cancelled in 2022. However, employee initiatives – such as taking part in company running events, including the team events of Leifheit Italy (above) and Leifheit Austria (left) – were once again possible in the reporting period.

From 2023, the legally required occupational health and safety training will be 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 can also 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	2018	2019	2020	2021	2022
All regions	20.5	21.8	15.4	15.0	17.7
Germany	14.0	16.8	16.6	12.4	9.1
Czech Republic	19.0	22.1	15.8	12.5	20.9
France	41.7	33.6	10.7	32.8	27.8
Number of fatalities	0	0	0	0	0
Number of occupational diseases ¹	-	2	2	1	3

¹ Key figure has been determined since 2019.

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 absence rate due to work-related accidents is calculated as the ratio of working days missed due to an accident compared to the target working hours. Across all locations, this rate stood at 0.7% during the reporting period (previous year: 0.3%). As in previous years, there were no work-related fatalities in the reporting period. There were also no serious accidents resulting in more than 120 days of absence and permanent injury. The number of occupational illnesses stood at 3 (previous year: 1).



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, 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 47.9% of the workforce at the Leifheit Group (2021: 48.9%). 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 2022 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 2022, our Group's workforce included 29 different nationalities. Promoting internationality and cooperating across borders and cultures is fundamental to the successful expansion of our international business.



11.7 years

average length
of service



29

different
nationalities



33%

women at the first
management level



48%

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 Program (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 2022, we invested k€206 (2021: k€194) in training. We draw on various HR development tools as indicated in the individual performance reviews. At our production site in Blatná, we trained employees in the reporting period specifically on the requirements of the automated systems and cell-based manufacturing, as well as on the associated processes.

In 2022,
we received the award
"Germany's best vocational
training company" for the
5th time
in a row.



> [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 hired eight new 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 2022 (end of 2021: 23). Of our trainees, two completed a programme of dual training which combines work with studying for a degree. In the reporting period, we also supported nine (2021: ten) employees who were engaged in a part-time course of studies. In 2022, we brought on board a total of two young people (2021: ten) 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 so-called

junior company and training marketing. The junior company is headed by six to eight 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 trade fairs. This promotes and develops entrepreneurial thinking during training.

In the reporting period, we were recognised as one of Germany's best vocational training companies (Deutschlands beste Ausbildungsbetriebe) for the fifth time in a row. The award was based on a study conducted by IMWF Institut für Management- und Wirtschaftsforschung GmbH on behalf of Deutschland Test and the business magazine Focus Money. We are very pleased to have received this award once again, which confirms that we are on the right track with our trainee concept.

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 Organisation (ILO).



Trainees help showcase Leifheit AG at recruitment fairs.



Our trainees belong to the best

In the 2022 reporting period, Leifheit's trainees completed their final examinations with excellent marks, earning the company recognition from the Koblenz Chamber of Industry and Commerce.

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 are taking various measures in this context 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.

The central element remains our Code of Conduct, in which we have set out our requirements for suppliers. The Code of Conduct will be revised over the course of 2023. 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 (2021: 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, are used for future procurement in defined high-risk countries. By the end of 2022, 100% of all new suppliers, or 97% (2021: 95%) 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. Due to restrictions caused by the COVID-19 pandemic, the number of audits of current suppliers came in at 18, which is lower than in previous years (2021: 33). However, 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, athletic and cultural projects and associations. Here, 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 with donations in products and money, such as in Austria, where a new facility for families with seriously, chronically and terminally ill children was supplied with our household products. Among other things, we were able to support a state-run nursing home in Zhytomyr Oblast, Ivanivka, Ukraine, with our products thanks to a generous donation in kind to the non-profit organisation Deutsch-Ukrainische Gesellschaft Rhein-Neckar e.V.

One example of our regular activities is the holding of bazaars, 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 volunteer fire brigade to help with the purchase of a new turntable ladder vehicle.

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 will be completed in the course of 2023. The project aims to increase the diversity of tree species and prepare the forest for further climate change.

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 headquarter 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 volunteer fire brigade



Loading donations in kind for Ukraine



Action plan: social

We want to...	Key performance indicators	Target	Deadline	Measures	Status in 2022 reporting period
...be an attractive employer...					
...by establishing a modern "winning culture"	Commitment score		2026	<ul style="list-style-type: none"> Communicating and implementing a corporate culture characterised by the principles "fun, fast, friendly and fearless" Employee surveys 	Project to start in 2025
...through a good work-life balance	Staff turnover rate in %	Better than 2022 base value	Continuous	<ul style="list-style-type: none"> Family-friendly work arrangements and flexible working hours Work-from-home policy 	Staff turnover rate first measured in 2022: 12.6%
...through HR development	Number of new trainees hired each year	At least 5	Continuous	Further develop education and training programmes	New hires in 2022: 8 trainees (five industrial clerks, including one in a dual cooperative education programme, as well as one digitalisation management clerk and two warehouse logistics specialists)
	Number of supported students	At least 5	Continuous	Annual employee appraisal as a basis for further training measures	9 supported students
	Education and training expenses	k€ 200	Continuous	Support for part-time students	k€ 206 in education and training expenses
...protect the health of our employees...					
...through a high level of safety in the workplace	Number of serious accidents*	0 serious accidents*	Ongoing/ annually	Continuous quality assurance through inspections (factory, service and assembly)	0 serious accidents
	Number of work-related accidents per million hours worked with more than 1 day absent from work (LTIR)			<ul style="list-style-type: none"> Training of safety specialists, safety officers First aider training and refresher courses 	LTIR: 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"> Occupational health check-ups Offer of vaccinations 	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 2022 reporting period
...strengthen sustainable sourcing					
...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*	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 2022, about 93% (2021: 91%) of the employees to be trained at the German locations had completed compliance training.

Whistle-blower system

We have established a whistle-blower 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 whistle-blowers, along with the option to submit reports to supervisors, the works council, the HR/Legal department or the ombudsman in person. The whistle-blower system can be accessed on the Leifheit website and via the intranet.

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. As in the previous year, no compliance violations were identified at the Leifheit Group during the reporting period.



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**. The Code of Conduct is consistent with the Business Social Compliance Initiative (BSCI), the Conventions of the International Labour Organisation, 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 Organisation, 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
- whistle-blower 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 2022 reporting year, we once again provided basic training on data protection for around 250 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 corporation taxes, trade taxes, 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; they are assisted by on-site tax advisers.

In 2022, no taxes were due in Germany (2021: m€ 3.6). Income tax expenses abroad amounted to m€ 0.5 (2021: m€ 0.9).

[Annual report](#)



EU taxonomy reporting

in compliance with the requirements of Regulation (EU) 2020/852

Disclosure for 2022

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.

Pursuant to Article 8 of the EU Taxonomy Regulation 2020/852 and the supplementary delegated acts, we are required to disclose in our non-financial Group report the share of our taxonomy-eligible and, for the first time, the share of our taxonomy-aligned Group turnover, investments (CapEx) and operating expenditure (OpEx) for 2022. This applies to the environmental objectives currently being formulated in the EU taxonomy: climate change mitigation and climate change adaptation.

The EU has recently published provisions on sustainable economic activities (EU catalogue) for these two environmental objectives within the meaning of the EU taxonomy. The details provided in the delegated acts form the basis for determining which economic activities can be taken into consideration in principle. The first step is to determine whether an economic activity is described in the delegated act and is therefore taxonomy-eligible.

The economic activities in the Leifheit Group's core business, namely the production and distribution of household products, are not covered by the current taxonomy for the objectives of climate change mitigation and climate change adaptation. Therefore, based on the analysis of our product portfolio, we have not identified any economic activities as defined in the EU taxonomy for the purpose of deriving the financial key figures.

The two environmental objectives are primarily aimed at high-emissions companies, which exert the most leverage in the sustainable transformation of the economy. Consequently, the fact that Leifheit does not report taxonomy-eligible turnover does not mean that our economic activities are not sustainable. They can still be in line with the EU's environmental objectives. For example, Leifheit products are extremely durable and the majority of our product ranges operate without the need for electricity. Our Leifheit rotary dryers and laundry drying racks, for instance, are considerably more eco-friendly than power-hungry electric tumble dryers.

Taxonomy eligibility

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 financial report](#) Group turnover for financial year 2022 amounted to m€ 251.5. No taxonomy-eligible turnover was identified therein.

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 additions to tangible assets and intangible assets of the Leifheit Group amounting to k€ 5,871 are detailed in the "Notes to the balance sheet" section of the notes to the consolidated financial statements. [> Annual report](#)

Using the project descriptions of the additions, 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: 6.5 Transport by motorbikes, passenger cars and light commercial vehicles – this relates to the addition of leased vehicles – and 7.7 Acquisition and ownership of buildings – this relates to new leases for office space.

Significant taxonomy-eligible investments of k€ 491 were therefore identified for the Leifheit Group. This means that the share of taxonomy-eligible investments is 8.4%.

To calculate **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€ 10.1.

In the reporting period, taxonomy-eligible operating expenditure was identified for the procurement of LED lights or the replacement of windows, which may be classified under economic activity 7.3 Installation, maintenance and repair of energy-efficient equipment. However, this should be considered non-material operating expenditure as it does not have a material effect on the indicator. Consequently, no significant taxonomy-eligible operating expenditure could be identified for the Leifheit Group.

Taxonomy alignment

A review of the identified taxonomy-eligible activities regarding their taxonomy alignment is required for the first time for financial year 2022. Activities can be classified as taxonomy-aligned if they make a significant contribution to climate change mitigation while avoiding significant harm to the other environmental objectives (DNSH/do no significant harm criteria) and simultaneously ensuring a minimum level of social protection (social safeguards).

When assessing potentially taxonomy-aligned 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 none of the investments make a significant contribution to either of the two environmental objectives as defined by the EU taxonomy.

For this reason, we have decided not to pursue the taxonomy alignment review any further in favour of assessing the avoidance of DNSH criteria and the minimum safeguards at this point.

Key indicators for EU taxonomy reporting

Turnover

Economic activities (1)	Codes (2)	Absolute turnover (3) in k€	Proportion of turnover (4) in %	Criteria for a substantial contribution					
				Climate change mitigation (5) in %	Climate change adaptation (6) in %	Water and marine resources (7) in %	Circular economy (8) in %	Pollution (9) in %	Biodiversity and ecosystems (10) in %
A. Taxonomy-eligible activities									
A.1 Ecologically sustainable activities (taxonomy-aligned)									
Turnover from ecologically sustainable activities (taxonomy-aligned)		0	0.0						
A.2 Taxonomy-eligible but not ecologically sustainable activities (non-taxonomy-aligned activities)									
Turnover not taxonomy-aligned activities		0	0.0						
Total A.1 + A.2		0	0.0						
B. Non-taxonomy-eligible activities									
Turnover from non-taxonomy-eligible activities		251,515	100.0						
Total A + B		251,515	100.0						

DNSH criteria

Economic activities (1)	Climate change mitigation (11) Y/N	Climate change adaptation (12) Y/N	Water and marine resources (13) Y/N	Circular economy (14) Y/N	Pollution (15) Y/N	Biodiversity and ecosystems (16) Y/N	Minimum safeguards (17) Y/N	Taxonomy- aligned proportion of turnover, 2022 (18)	Taxonomy- aligned proportion of turnover, 2021 (19)	Category (enabling activities) (20)	Category (transitional activities) (21)
								in %	in %	E	T
A. Taxonomy-eligible activities											
A.1 Ecologically sustainable activities (taxonomy-aligned)											
Turnover from ecologically sustainable activities (taxonomy-aligned)								0.0	-		
A.2 Taxonomy-eligible but not ecologically sustainable activities (non-taxonomy-aligned activities)											
Turnover not taxonomy-aligned activities											
Total A.1 + A.2											
B. Non-taxonomy-eligible activities											
Turnover non-taxonomy-eligible activities											
Total A + B											



CapEx

Criteria for a substantial contribution

Economic activities (1)	Codes (2)	Absolute CapEx (3) in k€	Proportion of CapEx (4) in %	Climate change mitigation (5) in %	Climate change adaptation (6) in %	Water and marine resources (7) in %	Circular economy (8) in %	Pollution (9) in %	Biodiversity and ecosystems (10) in %
A. Taxonomy-eligible activities									
A.1 Ecologically sustainable activities (taxonomy-aligned)									
CapEx for ecologically sustainable activities (taxonomy-aligned)		0	0.0						
A.2 Taxonomy-eligible but not ecologically sustainable activities (non-taxonomy-aligned activities)									
Transport by motorbikes, passenger cars and light commercial vehicles		325	5.5	-	-				
Acquisition and ownership of buildings		166	2.8	-	-				
CapEx not taxonomy-aligned activities		491	8.4	-	-				
Total A.1 + A.2		491	8.4						
B. Non-taxonomy-eligible activities									
CapEx for non-taxonomy-eligible activities		5,380	91.6						
Total A + B		5,871	100.0						

DNSH criteria

Economic activities (1)	Climate change mitigation (11) Y/N	Climate change adaptation (12) Y/N	Water and marine resources (13) Y/N	Circular economy (14) Y/N	Pollution (15) Y/N	Biodiversity and ecosystems (16) Y/N	Minimum safeguards (17) Y/N	Taxonomy- aligned proportion of CapEx, 2022 (18)	Taxonomy- aligned proportion of CapEx, 2021 (19)	Category (enabling activities) (20)	Category (transitional activities) (21)
								in %	in %	E	T
A. Taxonomy-eligible activities											
A.1 Ecologically sustainable activities (taxonomy-aligned)											
CapEx for ecologically sustainable activities (taxonomy-aligned)								0.0	-		
A.2 Taxonomy-eligible but not ecologically sustainable activities (non-taxonomy-aligned activities)											
Transport by motorbikes, passenger cars and light commercial vehicles		n/a	n/a	n/a	n/a	n/a	n/a				
Acquisition and ownership of buildings		n/a	n/a	n/a	n/a	n/a	n/a				
CapEx not taxonomy-aligned activities											
Total A.1 + A.2											
B. Non-taxonomy-eligible activities											
CapEx non-taxonomy-eligible activities											
Total A + B											



OpEx

Criteria for a substantial contribution

Economic activities (1)	Codes (2)	Absolute OpEx (3)	Proportion of OpEx (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and ecosystems (10)
		in k€	in %	in %	in %	in %	in %	in %	in %
A. Taxonomy-eligible activities									
A.1 Ecologically sustainable activities (taxonomy-aligned)									
OpEx for ecologically sustainable activities (taxonomy-aligned) (A.1)		0	0.0						
A.2 Taxonomy-eligible but not ecologically sustainable activities (non-taxonomy-aligned activities)									
OpEx not taxonomy-aligned activities		0	0.0						
Total A.1 + A.2		0	0.0						
B. Non-taxonomy-eligible activities									
OpEx for non-taxonomy-eligible activities		10,120	100.0						
Total A + B		10,120	100.0						

DNSH criteria

Economic activities (1)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)	Taxonomy- aligned proportion of OpEx, 2022 (18)	Taxonomy- aligned proportion of OpEx, 2021 (19)	Category (enabling activities) (20)	Category (transitional economic activities) (21)
	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	in %	in %	E	T
A. Taxonomy-eligible activities											
A.1 Ecologically sustainable activities (taxonomy-aligned)											
OpEx for ecologically sustainable activities (taxonomy-aligned) (A.1)								0.0	-		
A.2 Taxonomy-eligible but not ecologically sustainable activities (non-taxonomy-aligned activities)											
OpEx not taxonomy-aligned activities											
Total A.1 + A.2											
B. Non-taxonomy-eligible activities											
OpEx for non-taxonomy-eligible activities											
Total A + B											



Action plan: governance



We want to...	Key performance indicators	Target	Deadline	Measures	Status in 2022 reporting period
...ensure compliant behaviour...					
...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"> guidelines whistle-blower system/Integrity Line staff training 	93% of the employees to be trained have received training
	Number of compliance violations	0 compliance violations	Constant		0 compliance violations identified
	Number of data protection complaints	0 data protection complaints	Constant		0 data protection complaints

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.

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