

## Sustainability Strategy

During the FY 2022/23, the company developed its sustainability strategy based on the materiality analysis.

Under the motto "We not only meet ecological and social requirements, we exceed them", HOYER has developed a strategic framework with five fields of action as shown in the following graphic. The respective sub-targets on resource and climate protection as well as employee development, fair trade and ethical leadership contribute to the overarching corporate goal

WE DON'T ONLY MEET ECOLOGICAL AND SOCIAL SUSTAINABILITY REQUIREMENTS – WE EXCEED THEM.				
ENVIRONMENT		SOCIAL		GOVERNANCE
PRESERVE RESOURCES	PROTECT CLIMATE	DEVELOP PEOPLE	TRADE FAIR	LEAD ETHICALLY
Realization of the corporate target 10: "We are aware of our responsibility towards our employees, the company as well as the society and the environment. We systematically foster sustainability based on our own willingness and credo."				
We develop resource efficient, repairable, recyclable, energy-efficient and durable electronic products including a sustainable packaging for the circular economy.	By circular products, we reduce our Scope 3 emissions and help our customer to meet its own GHG goals. Also, we strive to become a net zero company by 2045.	We support people and focus on their development as well as on leadership and collaboration. Also, we create a fair, inclusive and safe culture which enables people to thrive.	We ensure producer compliance as a basis and strive to continuously improve livelihoods of people upstream.	We prevent regulatory requirements. So, we manage risks and offer our customer sustainable solutions.