

# Sustainability report 2021





# Sustainability report 2021



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GRI 102-14, 102-18

## We take responsibility!

As an internationally active vehicle logistics provider, we have been aware of our economic, social and ecological responsibility for many years and are actively arranging our future. To allow for the increasing importance of sustainability and corporate social responsibility, as part of the group strategy, in 2021 we adopted a sustainability strategy with clear objectives and directly anchored an organisational unit – CSR (Corporate Social Responsibility) – in the management board.

Clear objectives and their realisation are our strengths. So by 2030 we want to be CO<sub>2</sub>-free in all compounds, CO<sub>2</sub>-neutral in the entire company by 2040 and by 2050 CO<sub>2</sub>-free in the entire value-added chain. These goals can only be achieved with people who are fully and completely committed to our customers and develop innovative solutions. Our thanks go to these employees – “people in logistics” – who participated in drawing up this Sustainability Report 2021 with maximum commitment and flexibility despite the difficult general conditions.

In order to achieve our challenging goals in the area of decarbonisation as well, we are working on the realisation of numerous projects. We are always open to new technology and see current trends as an opportunity to develop new business models as well. So strategic impetus in the area of transport, for example moving to rail transport or alternative drive systems for trucks, plays a significant role. According to our motto “Avoid – Reduce – Compensate”, every day we check new multi-modal transport concepts that meet our goals. This is why we are an active project partner in the area of hydrogen and are working on use cases for trucks and infrastructure.

Within the framework of our investment in Digitrans GmbH, we participate in numerous research projects for reducing our CO<sub>2</sub> footprint.

Transport logistics contains great potential for innovations, which we consistently pursue, and whose new concepts we examine. In this way we are creating new paths for realising sustainable mobility. With our many years of experience, we stay true to our reputation as an innovative logistics pioneer and increasingly utilise digitalisation, which makes a significant contribution to sustainability along the supply chain. Successful examples of this include our Driver App, the independently developed Transport-Information-System (TIS) and the increasing digitalisation of our compounds.

As Hödlmayr International AG, we have decided together with our employees to contribute to the change towards a sustainable future.

They see us taking our responsibility serious and striving for the fulfilment of clear, shared objectives – we have a plan. In this spirit, we wish you exciting insights into the mobile future of vehicle logistics.

Yours sincerely,  
DI (FH) Robert Horvath, MBA  
CFO

Andreas Sundl  
COO



# Introducing the Sustainability Reporting Team

Creating awareness often means actively discussing a subject. Therefore I am pleased to be able to present you with the first Hödlmayr International AG Sustainability Report, drawn up on the basis of GRI standards, as a consistent further development of our previous audit in this context. Right at the start, I would like to thank the entire project team, comprising internal representatives from all our central stakeholders, for their time, their commitment and their effectiveness. Together they have succeeded in collecting important experience from across the Group and in building up relevant structures in the sense of a constant improvement of our sustainability communication.

Creating awareness also means keeping an eye on complex challenges, being realistic without losing the passion and demand for strong performance and creativity. For the fact is that with our company we are leaving a not

insignificant CO<sub>2</sub><sup>1</sup> footprint, which can only be eliminated over the medium to long term. That appropriately-sized drives for trucks or even the increased availability of rail routes cannot simply be created overnight highlights clear dependencies. It is all the more important for us that with regard to sustainability we consciously drive forward progress, actively contribute and make it understandable for all stakeholders.

Creating awareness also means maintaining a dialogue, which is why in a next step we will be starting the internal and external informations and communication offensive about the subject of sustainability and we look forward to talking with you as stakeholders.

Yours sincerely,

Proc. Mag. Markus Formann  
Head of Corporate Social Responsibility



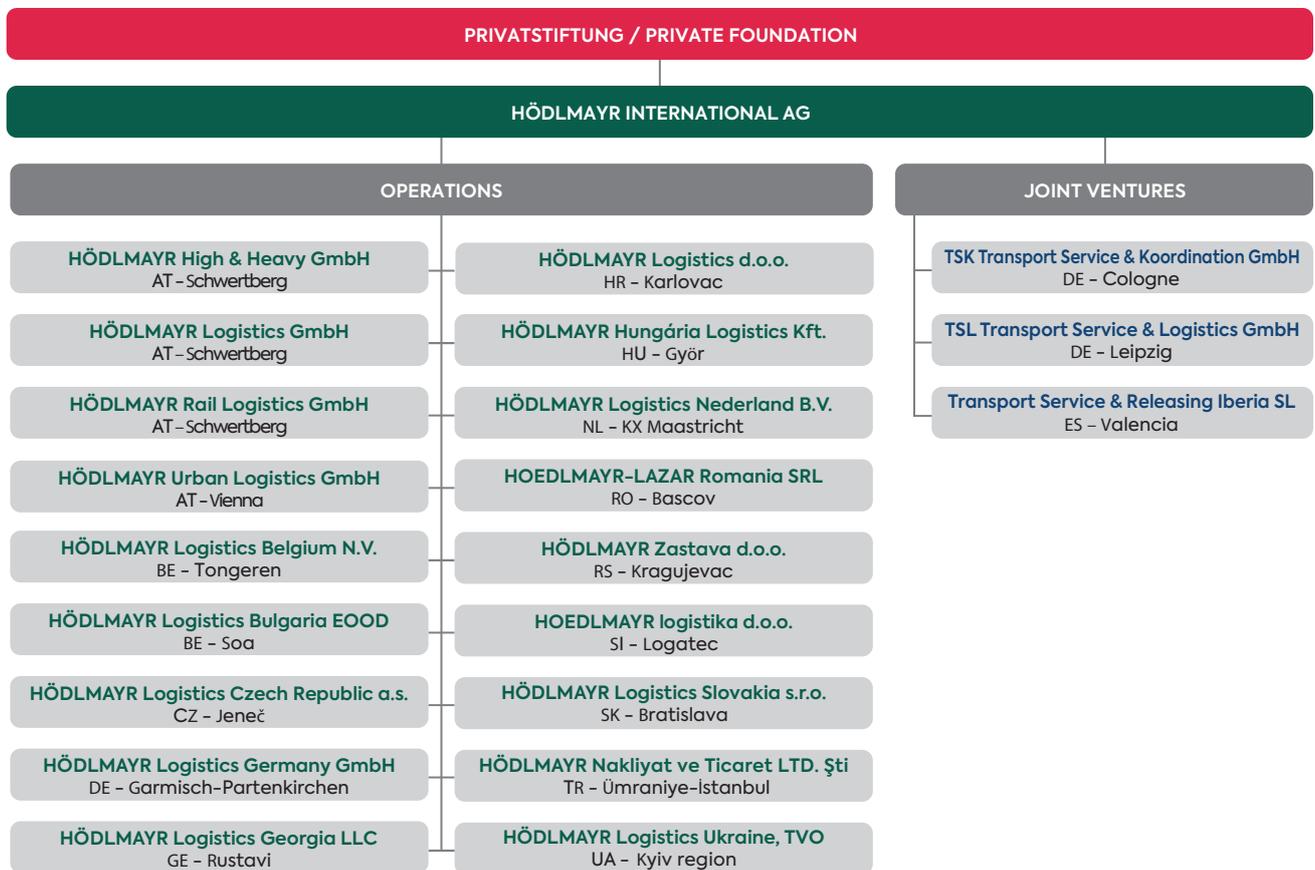
<sup>1</sup> CO<sub>2</sub> emissions stated in this Report are so-called CO<sub>2</sub> equivalents (CO<sub>2</sub>e). Apart from the most important greenhouse gases caused by humans (CO<sub>2</sub>), other greenhouse gases such as methane or nitrous oxide are also included.

# Hödlmayr International AG

## Automotive experts made in Mühlviertel

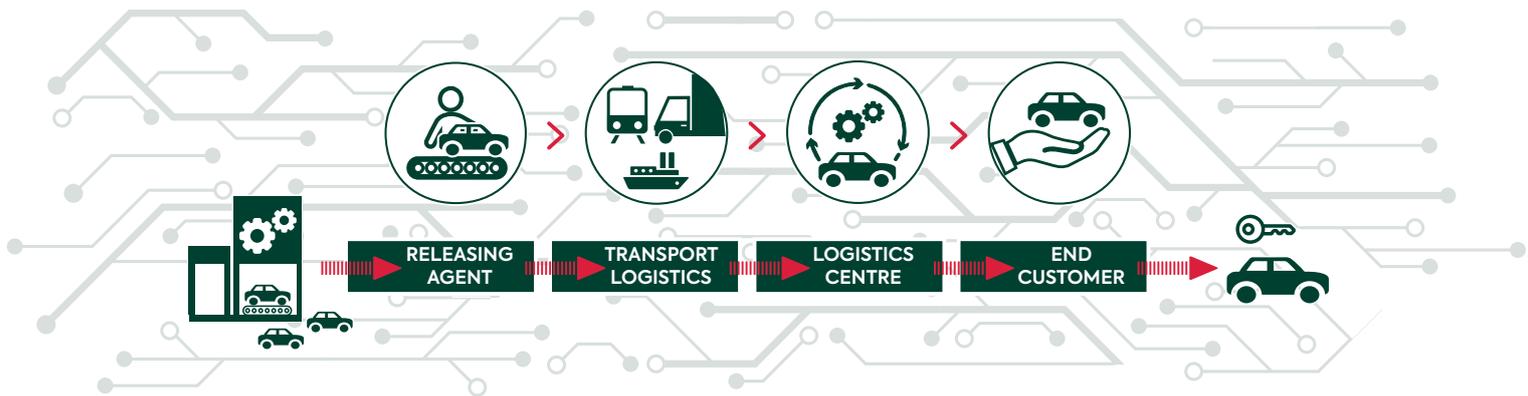
Hödlmayr International AG is an internationally active, owner-managed family company with a core competence in “vehicle logistics”. Founded

by Johann Hödlmayr 68 years ago, the third generation is already currently active within the company.



The company specialises in the entire supply chain – from transfer of the vehicles from the factory or entry port to delivery to the vehicle dealer or fleet owner. In addition, the Hödlmayr Group

provides its automotive customers with diverse special services for “finishing” vehicles, for example alterations and improvements.



### Hödlmayr active in 16 countries

1,600 employees are currently working in the group of companies in 16 countries. The headquarters are based in Schwertberg, Upper Austria. Overall, the group has more than 600 specialist vehicle transporters, its own block train concepts and a storage area for 55,000 vehicles.

Approx. 1.7 million vehicles are delivered every year. Hödlmayr is active as the releasing agent in 6 car factories and handles 555,000 new vehicles per year. This makes Hödlmayr one of the most important European players in the automotive branch and in 2021 earned revenue of Euro 247 million.



## The companies at a glance

The entire Hödlmayr Group has a large number of companies, which are represented as follows.

### The companies

Company	Abb.	Headquarters	Stake	Parent company
Hödlmayr International AG	HIAG	Schwertberg, AT		Private foundation
Hödlmayr Logistics GmbH	HLA	Schwertberg, AT	99,97%	HIAG
Hödlmayr Logistics Germany GmbH	HLD	Garmisch-Partenkirchen, DE	100,00%	HIAG
Hödlmayr High& Heavy GmbH	HHH	Schwertberg, AT	100,00%	HIAG
Hödlmayr Rail Logistics GmbH	HRL	Schwertberg, AT	100,00%	HIAG
Hödlmayr Logistics Belgium N. V.	HLB	Tongeren, BE	100,00%	HIAG
Hödlmayr Logistics Nederland B.V.	HLN	Raamsdonksveer, NL	100,00%	HIAG
Hödlmayr Hungaria Logistics Kft.	HHL	Győr, HU	100,00%	HRL
Hödlmayr logistika d.o.o.	HLS	Logatec, SI	100,00%	HRL
Hödlmayr Logistics Czech Republic a.s.	HLC	Jenec, CZ	100,00%	HIAG
Hödlmayr Zastava d.o.o.	HZS	Kragujevac, RS	100,00%	HRL
Hödlmayr - Lazar Romania SRL	HLR	Bascov, RO	100,00%	HIAG
Hödlmayr Logistics Ukraine, TOV	HLU	Kyiv, Ukraine	100,00%	HRL
Hödlmayr Development Ukraine	HDU	Kyiv, Ukraine	100,00%	HLU
Hödlmayr Logistics Slovakia s.r.o.	HSK	Bratislava, SK	100,00%	HIAG
Hödlmayr Nakliyat ve Ticaret Ltd	HLT	Istanbul, TR	100,00%	HIAG
Hödlmayr Logistics Bulgaria EOOD	HBU	Sofia, BG	100,00%	HIAG
Hödlmayr Logistics Georgia LLC	HLG	Rustavi, GE	100,00%	HIAG
Hödlmayr Urban Logistics	HUL	Vienna	100,00%	HLA

### The joint ventures

Company	Abb.	Headquarters	Stake	Parent company
Transport Service & Logistics GmbH	TSL	Leipzig, DE	50,00%	HIAG
Transport Service & Koordination GmbH	TSK	Cologne, DE	50,00%	HIAG

For Hödlmayr, growth means expanding the strong market position in Europe and securing it for the next generations. With the specially-founded subsidiary Hödlmayr Urban Logistics GmbH in Vienna, in 2021 the automotive expert from Mühlviertel strengthened the

expansion of innovative business fields once again. Here, the focus is on urban mobility concepts, infrastructure for alternative drive technologies and special offers for car-sharing and fleet providers.

*‘Drive profit with positive impact’*

**Brunhilde Schram**

Sustainability expert

## Commitment within the industry

As an important European player, one of the Hödlmayr Group’s important tasks is to work towards high standards in the industry and to actively help design necessary improvements. Consequently, the company was not only a founder member of the ECG (Association of European Vehicle Logistics) in 1997, but for many years has also been contributing its know-how to various working groups, for example the Health & Safety Working Group. The other areas of focus of the ECG include digitalisation and sustainability.



## Sustainability initiatives and ratings

Since 2021, Hödlmayr International AG has been subject to the sustainability rating by EcoVadis and that of the CDP initiative (Carbon Disclosure Project).

The method used by EcoVadis is based on international sustainability standards, including the Global Reporting Initiative, United Nations Global Compact and ISO 26000, and covers more than 200 expenditure categories. The scorecard highlights performance on the basis of 12 indicators. The EcoVadis ratings for Hödlmayr are issued by branch and are above-average both regionally and in the industry.

An independent non-profit organisation is behind the CDP initiative, which annually assesses companies in terms of their commitment to climate and environmental protection. The CDP report is now common practice for over 13,000 companies. The rating for Hödlmayr is currently in Score D, which corresponds to the standard for transport companies.



# Sustainability at Hödlimayr

## Our values

The basic values of the company, which radiate from Schwertberg and also characterise the international locations, remain unchanged. Passion, performance and creativity.

*“Our claim is: We want to be the best, not the biggest. And it is our ‘people in logistics’ who ensure every day that we are successful in this, for their work and their ideas guarantee that we are constantly developing further for future success.”*

*CFO Robert Horvath*

## Our principles

### Holistic anchoring instead of silo-thinking

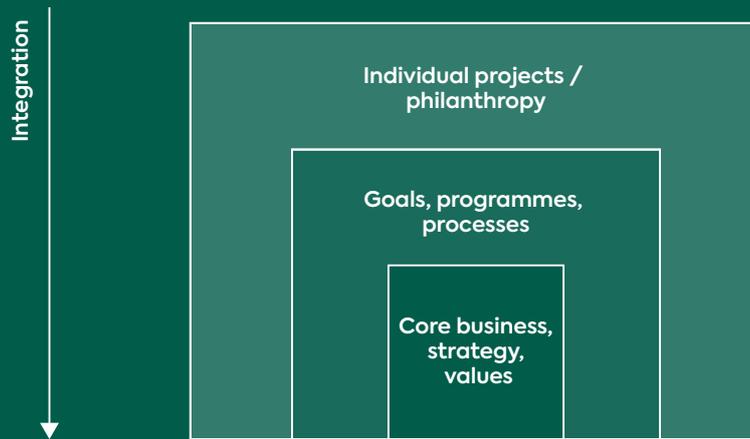
A one-sided fixation on climate protection that excludes the economic and social aspects would be insufficient to match the principles of sustainability as Hödlimayr understands it. The focal point here is on combining every aspect relevant in this context – economy, ecology and social aspects – for sustainable development is only possible with a holistic approach.



## CSR as integral component of the core business

The fulfilment of social responsibility is based on the company-specific properties and their importance for environment and society. Accordingly, the starting and reference point for effective sustainability at Hödlmayr lies in the

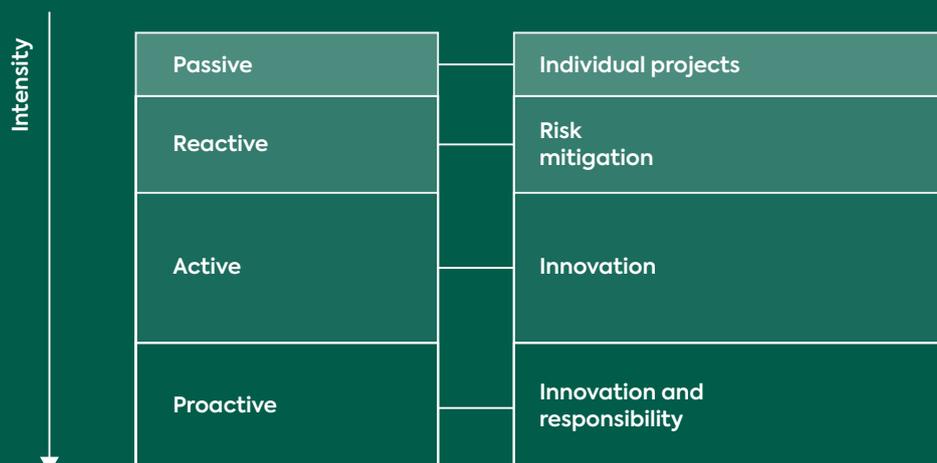
core business itself, perfect automotive logistics. Consequently, Corporate Social Responsibility (CSR) becomes the company-wide management task based on an integrated management approach.



## Proactive approach and focus on stakeholder commitment

Hödlmayr International AG has long understood that CSR and sustainability offer great opportunities on the market. New products, technologies and business fields have developed or are being continuously realised. Only being active has not been sufficient for a long time.

The clear claim of the entire group of companies is: To create future-proof forms of economies together with the relevant stakeholder groups. The basis is formed by close relationships and an institutional exchange with central stakeholders. This is the only way to create a proactive form of innovation and responsibility.



## Our standards and codes of behaviour

The business of Hödlmayr is characterised by responsible conduct and high ethical principles. Laws, guidelines and directives apply here as the minimum standards. Because of the international orientation of the Hödlmayr Group, a variety of social, political and legal general conditions have to be considered in this context.

Morally, ethically and legally correct conduct is a requirement across the entire company – the precise requirements are governed by the Hödlmayr Code of Conduct and the Anti-Corruption Guideline, which extends far beyond any obligations. Both sets of regulations apply across the Group, apply without exception to every employee, are regularly updated and are sanctioned correspondingly if breached.

There is a specially defined Compliance Officer for this, who is responsible for any questions, for communication with and training of employees, the ongoing updating of the guidelines and reporting to the management board.

### The Hödlmayr Code of Conduct

The Code of Conduct deals with the following areas:

- » Compliance with legislation and other provisions
- » Fair competition
- » Money laundering
- » Compliance with human rights, principle of non-discrimination

- » Conflicts of interest
- » Handling company information / intellectual property
- » Working hours and working time remuneration
- » Job security
- » Environmental protection
- » Data protection
- » Relationships with authorities

### The Hödlmayr Anti-Corruption Guideline

The Anti-Corruption Guideline governs the following subject areas:

- » Accepting gifts
- » Accepting invitations to business meals
- » Accepting invitations to events
- » Giving gifts
- » Giving invitations to business meals
- » Giving invitations to events to business partners
- » Giving gifts and invitations to officeholders
- » Sponsoring and donations

As part of the introduction of ISO 45001 at the group level, regular risk assessments are also performed and corresponding risk mitigation strategies are continuously drawn up. Customers can also perform quality audits locally at the respective locations and make use of this opportunity. Any suggested improvements are examined and, if possible, then implemented.



# Our sustainability goals

Our goal

## Avoid – Reduce – Compensate

### Our main targets

-55 % (compared to 1990)

We are reducing our specific CO<sub>2</sub> emissions (CO<sub>2</sub>/vehicle) by 2030 by 55 percent.

2030

All our compounds will be CO<sub>2</sub>-free by 2030.

2040

We will be a CO<sub>2</sub>-neutral company by 2040.

2050

We will be a CO<sub>2</sub>-free company by 2050.

### Our sub-goals

2030

We will double our rail proportion by 2030.

14 %

We will reduce our proportion of empty kilometres to 14 percent by 2030.

31 litres

By 2030 we will lower our diesel consumption to 31 litres/100 kilometres.

10 %

By 2030, the proportion of trucks with drives from renewable energy sources will be 10 percent.

90 %

By 2040, the proportion of trucks with drives from renewable energy sources will be 90 percent.

# The path to the Sustainability Report

## Our procedure

This Sustainability Report is a non-financial report that is directed towards all stakeholder groups of the entire Hödlmayr group of companies. It covers the business activities from 01 January to 31 December 2021 and is to be updated every two years or in accordance with statutory requirements.

The Hödlmayr Sustainability Report 2021 was initially drafted in accordance with the standards of the Global Reporting Initiative (GRI), Option “Core” and represents the consistent further development of the previous sustainability report for 2020. A detailed GRI index is included from p.43 of the annex to the report. At present, there are no plans for an external audit of the report.

### Focal points 2021

With regard to the Hödlmayr principle “CSR as integral component of the core business”, the current sustainability report is focused increasingly on

the climate protection goals and pays particular attention to the areas of “Emissions” and Energy”.

### Sustainability team is formed

In order to attain the targets to the best possible extent, a separate internal working group was established, which in turn represents all the relevant Hödlmayr stakeholder groups – both nationally and internationally. The communication timetable is now being created in another sub-group for a sustained dialogue with the relevant exchange groups.

Important information about any group-wide optimisation potential was collected during the development process. This primarily implies the recording of key performance indicators for the report.



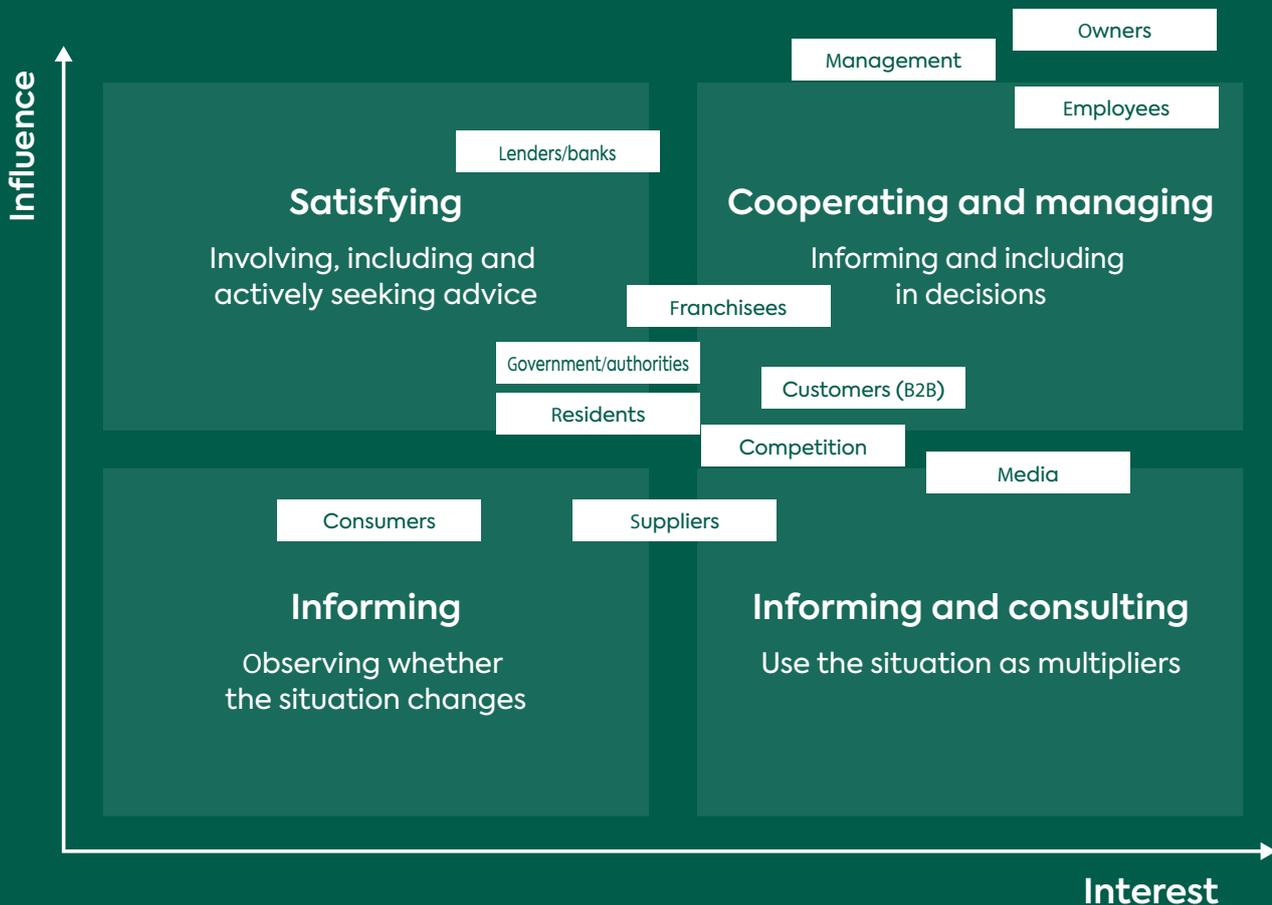
# Our stakeholders

The Hödlmayr sustainability strategy is based on the ambitious goals of the EU “Green Deal” and takes into account the requirements of the relevant stakeholders. Thanks to current intensive conversations, it is possible to orient every sustainability initiative towards their needs and expectations.

The precise definition of the internal and external stakeholder groups and their influence on and requirements for the company is provided by the

aforementioned, specially formed sustainability team as part of externally led workshops. The stakeholder matrix shown here concisely reflects these results and smooths the path for sustained dialogue.

The opportunities and risks derived from this, which result from these challenges, were discussed, assessed, documented in another step and integrated into the following materiality matrix.

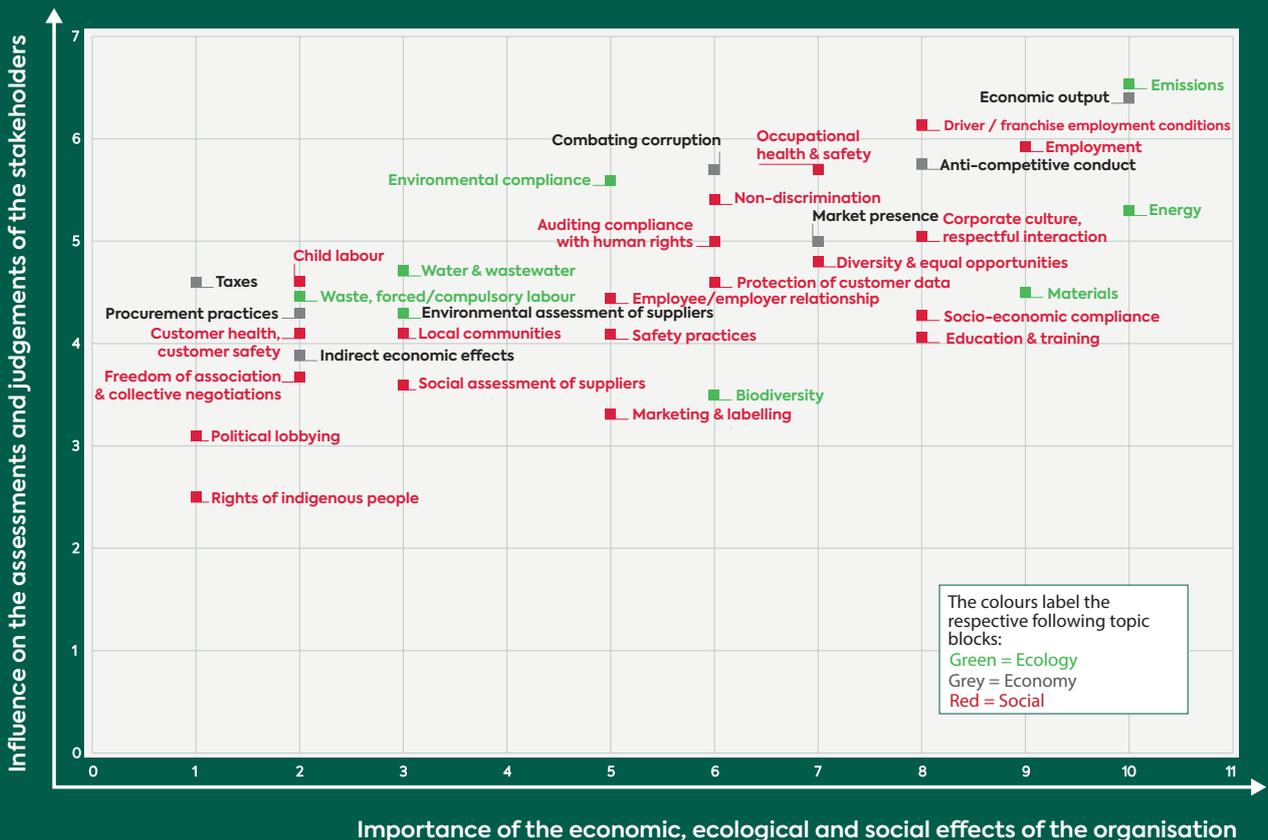


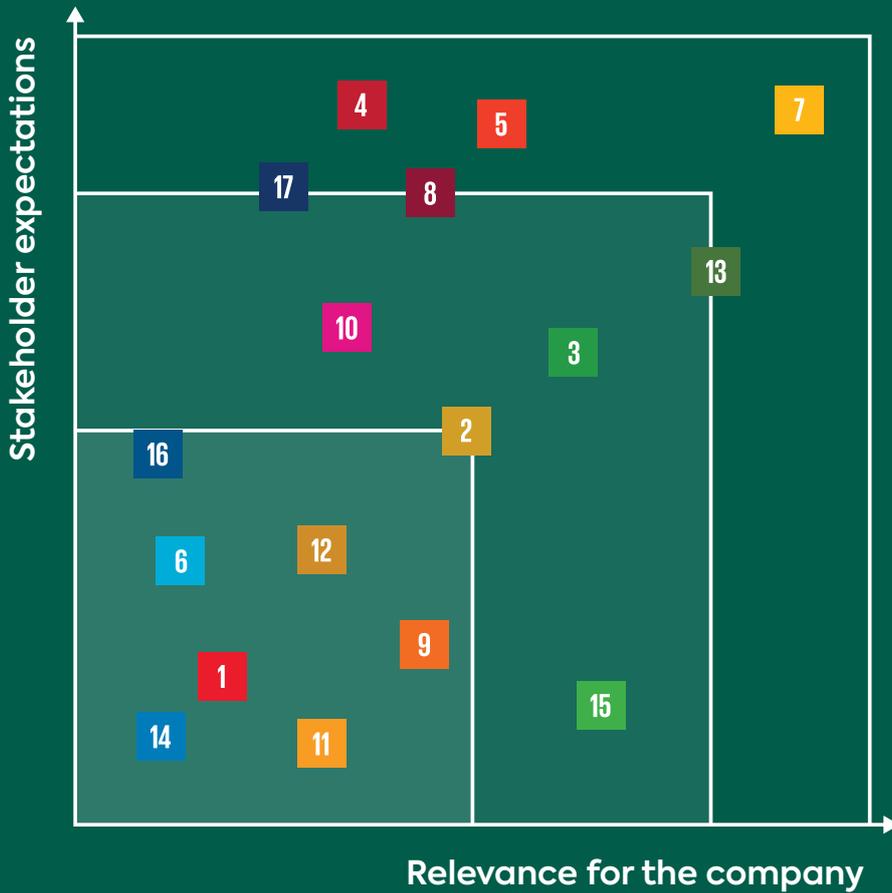
# Our topics

In further workshops, the materiality analysis, and therefore the central fields of action of the Hödlmayr Group, were drawn up in respect of sustainability.

Using various methodical procedures such as a materiality analysis according to GRI standards and SDG mapping,

see the charts below, the materiality was assessed from various perspectives and ultimately 12 central topics were identified for the Hödlmayr group of companies. In parallel to this, the direct relationship between the main topics and the Sustainable Development Goals (SDGs) becomes clear, see chart below.





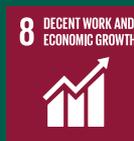
**Prioritised SDGs:**



- Materials
- Energy
- Emissions



- Economic output
- Anti-competitive behaviour



- Employment
- Occupational health & safety
- Education & training
- Diversity and equal opportunities
- Corporate culture + respectful interaction
- Driver / franchise employment conditions



# Protecting climate and resources



Hödlmayr International AG is aware of its responsibility for the protection of the climate. Most of the CO<sub>2</sub> emissions in vehicle logistics are generated due to the high energy and resource requirements. The highest goal, therefore, is: Considerable and continuous reduction in greenhouse gas emissions.

In order to transparently summarise the commitment, the many projects and initiatives, as well as concrete calculations, the following chapter looks at this main topic.

## Our main targets

-55 % (compared to 1990)  
We are reducing our specific CO<sub>2</sub> emissions (CO<sub>2</sub>/vehicle) by 2030 by 55 percent.

2030  
All our compounds will be CO<sub>2</sub>-free by 2030.

2040  
We will be a CO<sub>2</sub>-neutral company by 2040.

2050  
We will be a CO<sub>2</sub>-free company by 2050.



# The facts – the challenges

## Materials used

Currently, over 90 percent of the Hödlimayr fleet consists of modern Euro-6 trucks. Only trucks meeting this exhaust gas standard are purchased, even at locations where this is not mandatory. Consequently, every truck in the Hödlimayr Group uses AdBlue to reduce nitrogen oxide (ground-level ozone, harmful to plants), as a result of which emissions can be reduced by up to 90 percent.

The tyres used within the Hödlimayr Group are roll-resistant and noise-optimised models, which in turn have a positive impact on energy use and emissions. The portion of natural rubber is also recorded. From 2022, retread tyres will be preferentially purchased for the drive axles of the trucks.

With regard to the lubricants used, Hödlimayr exclusively uses synthetically manufactured products.

The transported vehicles are not packaged at all by the company. In rare cases, protective films or “Full Body Covers” are used on the vehicles. If these are removed, they are then properly disposed of – they are included in the footprint calculation accordingly. Any verification of disposal is provided upon request from the customer.

### Non-renewable materials used:

Tyres (largely not renewable)	207 tonnes
Lubricants	38 tonnes
AdBlue	623,011 litres

### Renewable materials used:

Proportion of natural rubber in tyres	98 tonnes
---------------------------------------	-----------



This table shows the coolants used and the refill quantities for 2021. Apart from

R22, none is used that has ozone depletion properties.

Coolant used	Refill quantity	kg CO <sub>2</sub>	Ozone depletion potential <sup>2</sup>
R410A	17.00	35,496.00	0
R32	4.00	2,700.00	0
HFC-32	7.00	4,725.00	0
HFC-134a	4.00	5,720.00	0
R407C	5.58	9,898.92	0
HCFC-22/R22	6.63	12,000.30	0.055
R1234yf	8.00	8.00	0
R134a	45.00	64,350.00	0
R41	7.00	644.00	0
HFC-143a	5.00	22,350.00	0

<sup>2</sup> ODP – Ozone Depletion Potential – is a unitless value and facilitates the representation of the potential environmental damage from coolants in relation to a reference material. The reference material is coolant R11 with the ODP value of 1 (100 %).

**GRI** 302-1, 302-2, 302-3, 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7

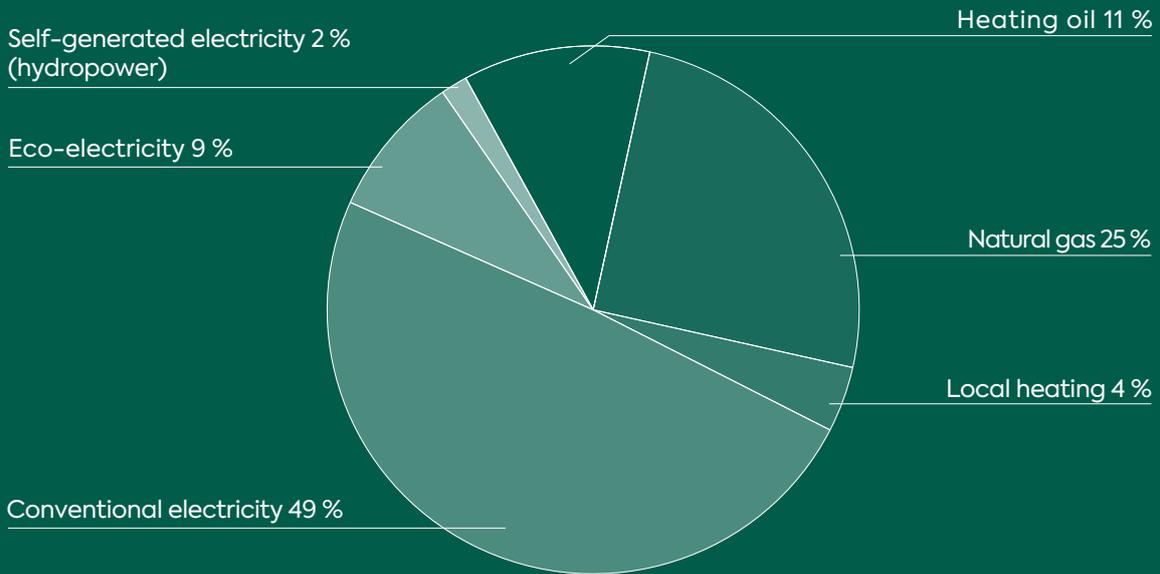
## Energy used, energy consumption

The Hödlmayr Group has locations in 16 countries. Approximately 1.7 million vehicles are delivered every year with 600 special vehicle transporters. The

following pages pay particular attention to the aspect “Energy and resource requirement” specifically the energy use in the form of fossil fuels (mainly diesel).

Energy source	Consumption in kWh
Heating oil	2,545,401
Natural gas	5,612,789
Local heating	897,750
Total electricity consumption	13,316,311
Of which, conventional electricity	10,996,221
Of which eco-electricity	1,958,090
Of which own generated hydropower	571,011
• Hydropower energy consumption	362,000
• Hydropower sold	209,011
<b>Total energy consumption, non-renewable</b>	<b>20,052,162</b>
<b>Total energy consumption, renewable</b>	<b>2,320,090</b>
<b>Total</b>	<b>22,372,252</b>

# Energy consumption 2021 (without diesel) in kWh



## Energy consumption per transported vehicle

In 2021, exactly 1,550,124 vehicles were transported, the following specific energy

consumption can be derived from this:

	Specific energy consumption
Energy consumption per transported vehicle (Based on total energy consumption without diesel)	14.4 kWh/vehicle
Diesel consumption per transported vehicle	176.2 kWh/vehicle
Total energy consumption per transported vehicle	190.7 kWh/vehicle

## Footprint calculated externally

Already for the second time, the so-called “CCFP – Corporate Carbon Footprint” has been calculated for the entire company. However, as the company has decided to extend the boundaries of the balance sheet, the two reports are only comparable to a limited extent.

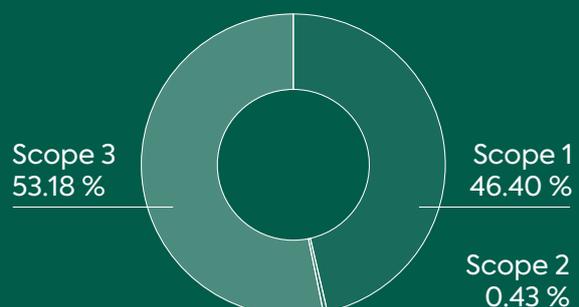
The aim of the annually externally calculated and correspondingly audited footprint is to increase transparency, to create awareness, to bundle facts, to identify trends and potential, and of course to increase motivation. Records are collected in accordance with the requirements of the Greenhouse Gas (GHG) Protocol. Analogously to the sustainability report, the information in the CCFP refer to 2021 and take into account all operative locations.

All the relevant greenhouse gases are included, the emissions factors of the Austrian Environment Agency, DEFRA (Department for Environment, Food and Rural Affairs) and information from the energy providers are taken into account to calculate the CO<sub>2</sub> equivalents.

The three emissions categories according to the GHG protocol form the basis of the calculation of the company-related greenhouse gas emissions. These areas are called “Scopes”. Energy consumption outside the organisation have been represented indirectly in the upstream and downstream categories as Scope 3 emissions – see sections/graphics below.

Scope 1	Fuels (natural gas & heating oil)
Scope 1	Coolants (refills)
Scope 1	Company fleet (fuels)
Scope 2	Electrical energy
Scope 2	Local heating
Scope 3	Business travel (flights)
Scope 3	Transport by external service providers (truck and train transport)
Scope 3	Waste
Scope 3	Other significant emissions as a result of the upstream chain (spare tyres, lubricant consumption, AdBlue consumption, proportion of vehicle manufacturing)
Scope 3	Indirect emissions as a result of energy consumption in Scopes 1 and 2

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



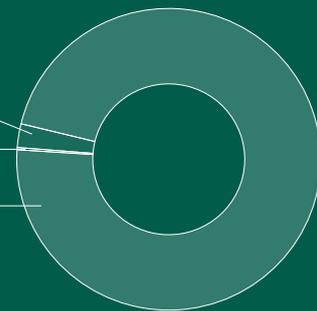
Scope	Emission source	CO <sub>2</sub> [t]	Proportion of total emissions [%]
Scope 1	Natural gas & heating oil	1687.80	1.18 %
	Coolant & volatile gases	157.89	0.11 %
	Fuels for fleet	64684.55	45.11 %
	Total Scope 1	66530.24	46.40 %

### CO<sub>2</sub> emissions Scope 1

Natural gas & heating oil: 2.54 %

Coolant & volatile gases: 0.24 %

Fuels for the company fleet: 97.23 %

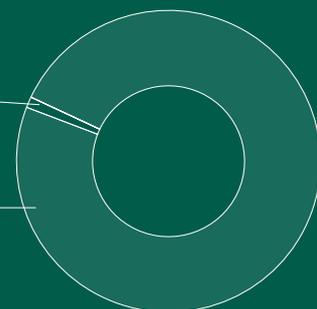


Scope	Emission source	CO <sub>2</sub> [t]	Proportion of total emissions [%]
Scope 2	Electrical energy	604.79	0.42 %
	Local heating	7.11	0.00 %
	Total Scope 2	611.90	0.43 %

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

Local heating: 1.16 %

Electrical energy: 98.84 %



Scope	Emission source	CO <sub>2</sub> [t]	Proportion of total emissions [%]
Scope 3	Business travel (flights)	161.70	0.11 %
	Waste	27.62	0.02 %
	Transports by external service providers	55,040.76	38.39 %
	Other significant emissions	4,885.77	3.41 %
	Indirect emissions	16,126.84	11.25 %
	Total Scope 3	76,242.69	53.17 %

### CO<sub>2</sub> emissions Scope 3

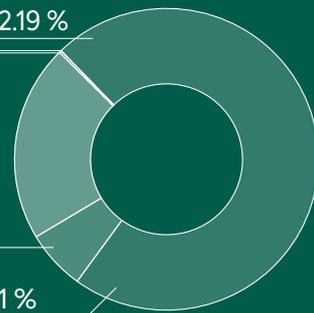
Transport by external service providers (truck and train transport): 72.19 %

Waste: 0.04 %

Business travel (flights): 0.21 %

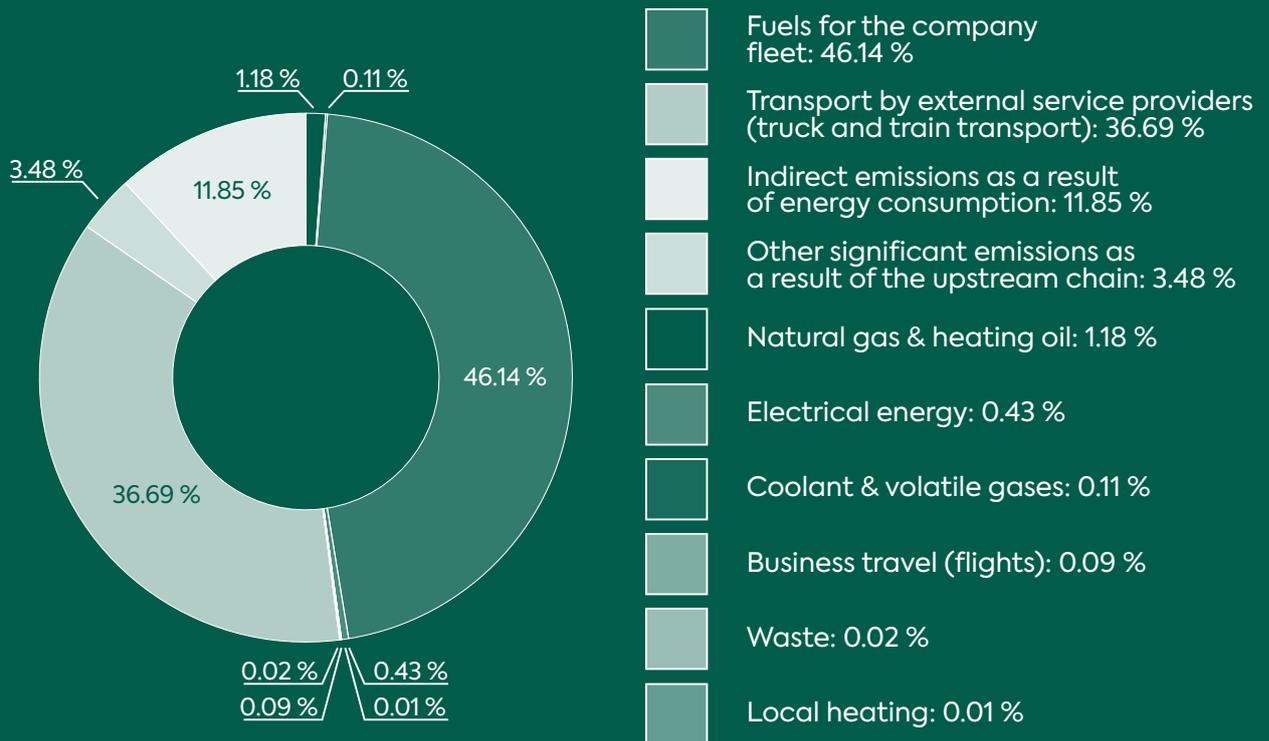
Indirect emissions as a result of energy consumption: 21.15 %

Other significant emissions as a result of the upstream chain: 6.41 %



**HÖDLMAYR**

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



With a total value of 143,384.83 emitted tonnes of CO<sub>2</sub>, the specific emission value per transported vehicle is 92.5 kilograms of CO<sub>2</sub>.

As the company decided to extend the boundaries of the balance sheet

in 2021, values for previous periods are only comparable to a limited extent.

Applying identical balance sheet boundaries results in a reduction in the key performance indicator of kilograms of CO<sub>2</sub>/vehicle by 0.19 percent.



# Our efforts – our activities

## Our efforts

### Lowest possible car transport

» To keep vehicle transport in its current incarnation as emissions-low as possible, Hödlmayr International AG relies on the interaction of many different measures.

### Hydrogen instead of diesel

» Within the next few years Hödlmayr is planning to run trucks with hydrogen fuel cells. The investment volume for these vehicles, which are around twice as expensive as the fossil-fuel trucks currently in use, amounts to several million euro.

### Investment in platooning

» As a vehicle logistics provider, reducing, and above all actively driving forwards the reduction in fuel and carbon dioxide has been important Hödlmayr for many years. The slipstream effect of platooning offers great potential here.

### Focus on rail expansion

» Hödlmayr has always focused on logistics solutions, which on one hand secure a frictionless transfer and on the other hand meet the climate goals. This is why the Hödlmayr Group continuously invests in rail transport. This expertise is concentrated in the Hödlmayr subsidiary Rail Logistics GmbH, which was founded specifically for purpose this in 2016

### Investments in photovoltaics and thermal renovation

» Hödlmayr is giving further impetus to improving the eco-balance with photovoltaic systems – for example in 2021 at the headquarters in Schwertberg – and the current thermal renovation of all the office buildings.

## Our activities

» The latest engine technology, track&trace systems, optimum tyre pressure, load factor optimisation, regular eco-training for drivers and well thought-out intralogistics are elemental components for keeping vehicle transport in its current incarnation as low-emission as possible.

For example, routine optimisation plays an important role, which is why Hödlmayr has invested in one of the latest telematics systems of its kind. The greatest benefit of this telematics system lies no doubt in its realtime reporting. This means the telemetric data is not only processed immediately, it is also simultaneously available. In other words, the driver receives valuable information about the efficiency of their driving behaviour even during the journey and, if necessary, can make corrections. Additionally, diversions and empty kilometres can be reduced to an absolute minimum.

With regard to optimal transport and logistics flows, Hödlmayr uses its own internally developed scheduling system, called TIS – Transport Information System. The programme has been specifically tailored to the individual characteristics and needs of vehicle logistics. Again, the highest goal here is: Avoid empty routes.

» Together with a large oil company, Hödlmayr is working on the use of green hydrogen as a fuel for commercial electromobility in heavy goods transport. In turn, the bundled know-how should flow into extensive, concrete testing.

» As a multi-modal vehicle logistics specialist, Hödlmayr combines and optimises the use of all means of transport.

The group of companies has 20 blocktrain systems, eight locations have their own station. Customers have to be convinced of the added value of rail transport using innovative train round-trip concepts.

» In order to be able to influence significant developments early, Hödlmayr International AG has purchased a 15-percent stake in Digitrans GmbH. This is a research company based in Linz. One concrete project is looking at truck platooning. This is where two or more trucks are connected by an “electronic tow bar”. Fuel savings of up to 15 percent are possible with this new technology. This has been calculated in extensive wind tunnel simulations. A new milestone is expected to be laid in 2021 with the real test operations of an autonomous truck.

» 3,888 solar panels were installed at the site of the headquarters in Schwertberg in 2021, which cover the roofs of several Hödlmayr buildings to a total of 10,000 m<sup>2</sup>. In the first expansion stage, the solar plant will generate 1,500 megawatt hours of green electricity per year. This is equivalent to the annual demand of about 460 households. By using solar energy, around 1,000 tonnes of CO<sub>2</sub> can be saved annually. Other relevant locations are currently being assessed. The next step is to commission a study into the feasibility.

In addition to the photovoltaic system, the Hödlmayr Group has two hydroelectric power plants and 20 charging stations for electric cars at its Schwertberg site. The Belgian subsidiary in Tongeren installed a solar plant years ago which powers 1,200 households.

## Our claim

» In many cases, perfecting what already exists requires customer acceptance. The example “Increasing the load factor and diversion kilometres” is worth mentioning here, as among other things full loads lead to longer lead times.

» We currently believe focusing the mobility solution exclusively on electromobility is too short-sighted. In the truck sector, hydrogen is currently seen as the most future-proof. Accordingly, corresponding support is also essential in this context. Additionally, from today’s perspective the supply of vehicles with hydrogen fuel cell technology will remain very limited over the medium-term. We are dependent here on the manufacturers.

» The prerequisite for increased transfer from road to rail is a high-performance transport infrastructure. Hödlmayr still sees serious need for improvement here and is hoping for corresponding support from the government.





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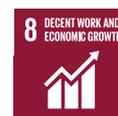
HÖEDLMAYR

Der Achsbau hat den Ladezustand während der Fahrt zu verbanen.

[www.hoedlmayr.com](http://www.hoedlmayr.com)

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# Grow economically, act sustainably



For Hödlmayr, growth above all means qualitative growth with simultaneously efficient use and intelligent networking of all carriers. These principles guide and characterise the actions of every

Hödlmayr employee and contribute to the constant improvement in the quality and environmental standards of the Group. This is examined in detail in the following chapters.

## The facts – the challenges

### Economic growth

**GRI** 201-1

Hödlmayr was also affected by the Corona pandemic. In 2020 alone, the European car market recorded a minus of 24 percent. The consequences for supply chains were still considerably noticeable in 2021. The semi-conductor crisis made things more difficult, in part causing complete shutdowns in the factories. Overall, despite the high demand, there were strong declines in production and

consequently lower transport volumes. This led to the following annual results for 2021 (see table below).

However, Hödlmayr has already proved several times that large crises can be overcome successfully – as the once-in-a-century flood at the Schwertberg site in 2002 and the financial crisis of 2009 have shown.

<b>Consolidated balance sheet (in TEUR )</b>	<b>2020</b>	<b>2021</b>
Income	238,588	242,403
Operating costs	175,260	176,723
Wages/salaries/social payments	60,953	67,727
Payments to lenders	0	0
Payments to public authorities	1,575	1,051
Investments in the community	0	0
Earnings after taxes	800	-3,098
Equity capital	40,683	37,541
<b>Balance sheet total</b>	<b>120,733</b>	<b>121,786</b>



## Dignified work

Hödlmayr employs thinkers, go-getters and achievers.

The around 1,600 “people in logistics” have chosen variety and challenge over grind and routine. In other words, the basic willingness to go the extra mile unites them all.

It is important to mention here that 50 percent of Hödlmayr employees are drivers. In 2021, the Hödlmayr group of companies employed 828 drivers, another 58 worked for the company through franchise companies. As a result, more than half of the total of around 1,600 employees are “on the road” daily.

Number of employees		
Women	Men	
236 = 14 %	1,412 = 86 %	
TOTAL: 1,648 = 100 %		
Employees by age group		
Under 30 years	30–50 years	Older than 50 years
216 = 13 %	899 = 55 %	533 = 32 %
TOTAL: 1,648 = 100 %		
Hiring rates		
Women	Men	
40 = 12 %	284 = 88 %	
TOTAL: 324 = 100 %		
Fluctuation rates		
Women	Men	
37 = 10 %	349 = 90 %	
TOTAL: 387 = 100 %		

# Our efforts

## Economic growth

### Foresight as the highest premise

Agility, speed and a sense of community have already seen Hödlmayr through many large crises. This means that the people responsible act decisively and with a very clear focus on medium and

long-term subjects in order to further advance the competitive advantage. Accordingly, new markets, investments and innovations are like never before.

## Dignified work

### Benefits for generations

Employee satisfaction is a prerequisite for being able to keep them permanently in the company. Apart from the general

benefits, Hödlmayr therefore also offers specific additional benefits tailored to the generations.

**GRI** 401-2

# Our activities

### » General benefits for employees – location-specific differences possible

- » Works canteen supported by the company
- » Fresh fruit
- » MOVE – Make suggestions, earn bonuses, team-building activities
- » Company doctor
- » Flexible working hours
- » Cheap workshop services for employees
- » Flexi time
- » Home office
- » Individual training / further development possibilities
- » Promotion opportunities
- » International working environment

- » Structured onboarding with introductions to the various areas of work
- » Regular structured employee interviews
- » **Apprentices**
- » Bonuses for vocational school certificates
- » Job rotation for commercial apprentices
- » **People with professional experience, experts & managers**
- » Annual 2nd-Level-Management-training
- » Mentoring
- » Company vehicles, depending on position







# Improving the world of work

Innovation requires knowledge and experience, and for decades the employees have been actively contributing to the success of the company. Around 1,600 “people in logistics” in 16 countries characterise the power and variety of the Hödlmayr Group. Accordingly, an appreciative working environment has to be created, which is defined by stability, innovation and international networking and diversity.

Consequently, anti-discrimination, transparency, protection and well-being are the top priorities at Hödlmayr. The design of the working world for generations and measures for promoting individual development, along with the health of employees, are additional central elements of sustainable conduct, to which we would like to devote ourselves more intensively in the following pages.

## The facts – the challenges

### Health and safety

**GRI** 403-1

In order to meet the requirements of a modern, corporate health and safety management system, Hödlmayr has agreed to implement standard ISO 45001, which at the moment is being

rolled out successively at all locations. The following table provides an overview of the respective project progress at the Hödlmayr locations:

#### Certification plan ISO 45001 (safety at work)

Location	Status
HLA	certified
HHH	certified
HLD	tba <sup>3</sup>
HRL	tba
HUL	tba
HHL	2022
HLB	2023
HLN	2023
HLC	2023
HLS	2023
HLR	2022
HZS	certified
HLT	tba
HBU	2022
HLU	tba

<sup>3</sup> to be announced

# Health and safety

**GRI** 404-1, 404-3, 405-1

Every day, the around 1,600 employees of Hödlmayr leave important traces of their know-how and commitment for future generations – rooted close to their homes and with international effect. In order to constantly drive forward this competence development, training and education are very important within the group of companies.

It is important to mention again here that 50 percent of Hödlmayr employees are drivers. In 2021, the Hödlmayr group of

companies employed 828 drivers, another 58 worked for the company through franchise companies. As a result, more than half of the around 1,600 employees are “on the road” daily.

During the reporting period 2021, 26% of the 134 managers employed within the group of companies were women. In 2021, the management bodies (supervisory board) were male.

## Training and further education hours per employee

8.1 h/employee (average)

TOTAL: 13,348.8 h = 100 %

## Percentage of employees with MBO targets and employee interview

E - F/D/MBO

386 = 36 %

TOTAL: 1,648 = 100 %

## Women in management positions (%)

Women

28 = 26 %

Men

106 = 74 %

TOTAL: 134 = 100 %

# Our efforts

## Health and safety

### ISO 45001 certification

» The central topics of occupational health and safety are also treated holistically within the Hödlmayr Group. They are represented as part of an integrated management system and certified successively according to ISO 45001.

### Pilots of the road: “Safety first”

» Loading and unloading the specialist vehicle transporters, in particular, represents a complex task that requires specific knowledge and particular care.

## Training and further education as well as variety and equal opportunity

### Stability and lifelong learning

» As an international family company, Hödlmayr offers its employees a safe environment with varied development opportunities - the premise is called lifelong learning.

### Actively supporting future topics

» The automotive industry is undergoing change, mobility is being rethought. Autonomous driving, car-sharing, alternative drive possibilities – far-reaching changes are underway and tomorrow has never been as exciting as it is today. At Hödlmayr, pioneering topics can be actively shaped.

### International networking and diversity

» Overall, 24 different nationalities make the Hödlmayr Group unique. Accordingly, differences are not only respected in the

Group, they are recognised as an added value. Learning from one another and using important synergies is the top priority here.

### Equal opportunities

» Every position within the group of companies is available to everyone with the corresponding qualification and experience. Gender and age are obviously irrelevant here.

### On the road – Focus on the largest employee group

» The shortage of drivers represents a central challenge in the logistics industry. And the situation will intensify in the coming years due to the age structure and associated retirements. Hödlmayr, as one of Europe’s largest vehicle logistics companies, is consistently committed to making the profession more attractive.

### Digital fitness

» The Corona pandemic led to a push for digitalisation. The potential resulting from this can only be exploited fully, however, if every employee has the required digital fitness.

*“The much-cited transformation of the world of work with digitalised processes and modern workplaces has still not been realised. It is critical that the employees are actively involved and supported in the digital progress.”*

**CFO Robert Horvath**





# Our activities

## Health and safety

» The works medical service, with a trained works doctor, is available to every employee at every location. Both the current cooperation with authorities such as the works inspectorate, as well as the ongoing internal and external audits should be mentioned as a matter of course in this context.

» The largest employee group, the drivers, is looked at in detail below: Firstly, ongoing investments are being made in the fleet. For example, the trucks are fitted with safety features such as retarders, reinforced engine brakes, anticipatory cruise control distance and lane assistants. In addition, Hödlmayr has chosen new standard trains and thus the new lifting system “Smart Lift”, which ensures simple loading and unloading. Every truck seat is also a comfort seat, which is characterised by special reinforcements in the back rest and seat.

» The second central focal point of the Hödlmayr safety package is formed by the extensive initial and continuous training in the Hödlmayr Driver Academy. The initial training phase of a Hödlmayr driver lasts four weeks and focuses on, among other things, the complex loading and unloading process, the loading guidelines, the OEM requirements and all the contents of the driver’s manual. Driver courses are also held regularly. Additionally, all 22 driver trainers have completed a two-day special safety training with the construction suppliers. This knowledge is continuously passed on in the permanent exchange with the drivers.

» For some years, Hödlmayr has also been involved with a second working group from the ECG (Association of European Vehicle Logistics) looking at “Health & Safety”. In addition, a 28-page handbook has been developed that highlights safety with regard to the entire loading and unloading process and that serves as a clear recommendation for the industry. Moreover, a risk assessment form has been created, on the basis of which the models of renowned car transport manufacturers are examined in detail. This means possible risk areas on the truck are identified using a standardised method and forwarded to the manufacturers.

**This interaction of different measures led in 2021 to a reduction in works accidents of 30 percent.**





## Training and further education as well as variety and equal opportunity

» At Hödlmayr, apprentice training already has decades of tradition. Alongside the specialist training, since 2014 special attention has also been given to the further development of social competences. The motto is: Technical and social competence in professional life.

In addition, Hödlmayr tries to attract young people with an eighteen-month, customised trainee programme.

The aim is to continue recruiting as many managers as possible from our own ranks. As part of the HR Development Programme, the existing employee potential is supported by completing an eighteen-month development programme.

» One example of the daily innovation experiences is the improvement management system MOVE, which was established many years ago and has already been mentioned above. This is a structured system that allows every employee to continuously contribute their ideas and optimisation suggestions. Through this initiative, more than 7,250 ideas and process optimisations have already been successfully implemented.

» Intercultural competence and intercultural dialogue are supported at Hödlmayr with exchange programmes, these open up new prospects and career paths for the employees.

» Within the Hödlmayr Group we are consistently and continuously working on optimising workplace conditions, especially for the largest employee group, the drivers.

For example, the last few years have seen intensive investment in the expansion and modernisation of the sleeping and living areas, and free WLAN hotspots have also been created. A new, custom-made Driver-App recently began simplifying the operative management of the logistics processes. So-called driver supporters also deal directly and indirectly with the concerns of this important employee group and together drive forward improvements.

To guarantee help for the professionals on the road at first hand, each location has its own driver trainer, who dedicates themselves 100 percent to supporting the drivers and thus optimises quality, work safety and well-being. Furthermore, training courses are regularly held on profession-relevant topics such as load security and eco-driving.

» In the last two years, therefore, the Hödlmayr Group has realised a large-scale training offensive in all 16 Hödlmayr locations. Employees were given an introduction to the most important digitalisation aspects – in their respective mother tongue, of course – for example on agile working methods, as well as practical know-how, for example on how to make online meetings more professional. In order to counter the risk of cyber attacks and data misuse, a cyber-security initiative has also been started within the group of companies via e-learning.





# GRI Index

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	305 - 6	Emissions of ozone-depleting substances (ODS)	p.22 et seq.	
	305 - 7	Nitrogen oxides (Nox), sulphur oxides (Sox) and other significant air emissions		No data about this in the reporting year 2021. Obviously the statutory limit values within the EU are complied with.
	201 - 1	Directly generated and distributed economic value	p.31	The consolidated report 2021 is lodged with LG Linz (FN 144567z) within the statutory periods by 30.09.2022 at the latest.
	201 - 2	Financial consequences of climate change		No financial consequences of climate change in the reporting period 2021.
	201 - 3	Liabilities for defined-benefit pension plans / pension schemes		No liabilities for defined-benefit pension plans / pension schemes in the reporting period 2021.
	201 - 4	Financial support from government		There was no substantial support from public bodies in the reporting period 2021.
	206 - 1	Legal proceedings due to anti-competitive conduct, formation of cartels or monopolies		Across the Group there were no proceedings in this respect in the reporting period 2021.
	401 - 1	Newly recruited employees and employee turnover	p.32	
	401 - 2	Corporate benefits for full-time employees	p.33	No Group-wide data about this for reporting year 2021. From 2022 these will be recorded and standardised across the Group. Additional benefits are shown from page 33.
	401 - 3	Parental leave		No Group-wide data about this for reporting year 2021. From 2022 these will be recorded and standardised across the Group.
	102 - 41	Collective bargaining agreements		Because of the different employment legislation and pay-related regulations at the various locations, an overview is not possible. The respective applicable collective and tariff agreements are not only complied with, but are also clearly exceeded.
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<b>GRI</b>	<b>GRI</b>	<b>Description</b>	<b>Reference</b>	<b>Explanation/Grounds</b>
	403 - 4	Employee participation, consultation and communication on occupational health and safety	p.41	
	403 - 5	Employee training on occupational health and safety	p.39	
	403 - 6	Promoting employee health	p.39	
	403 - 7	Avoidance and mitigation of effects on occupational health and safety		Hödlmayr International AG does not have any business relationships with specific special risks. In order to continuously optimise any risks at the respective delivery points (e.g. at the entrance, when parking), the responsible persons are in constant contact and exchange.
	403 - 8	Employees who are covered by a management system for occupational health and safety		No Group-wide data about this for reporting year 2021. From 2022 these will be recorded and standardised across the Group.
	403 - 9	Work-related injuries		No Group-wide data about this for reporting year 2021. From 2022 these will be recorded and standardised across the Group.
	403 - 10	Work-related illnesses		No Group-wide data about this for reporting year 2021. From 2022 these will be recorded and standardised across the Group.
	404 - 1	Average number of hours for training and further education per employee per year	p.36	
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	404 - 3	Percentage of employees who receive a regular assessment of their performance and their professional development	p.36	
	405 - 1	Diversity in management bodies and among employees	p.36	
	405 - 2	Relationship between basic salary and remuneration of women to men		Because of the different employment legislation and pay-related regulations at the various locations, an overview is not possible.
102 - 55	GRI content		p.43 et seq.	





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