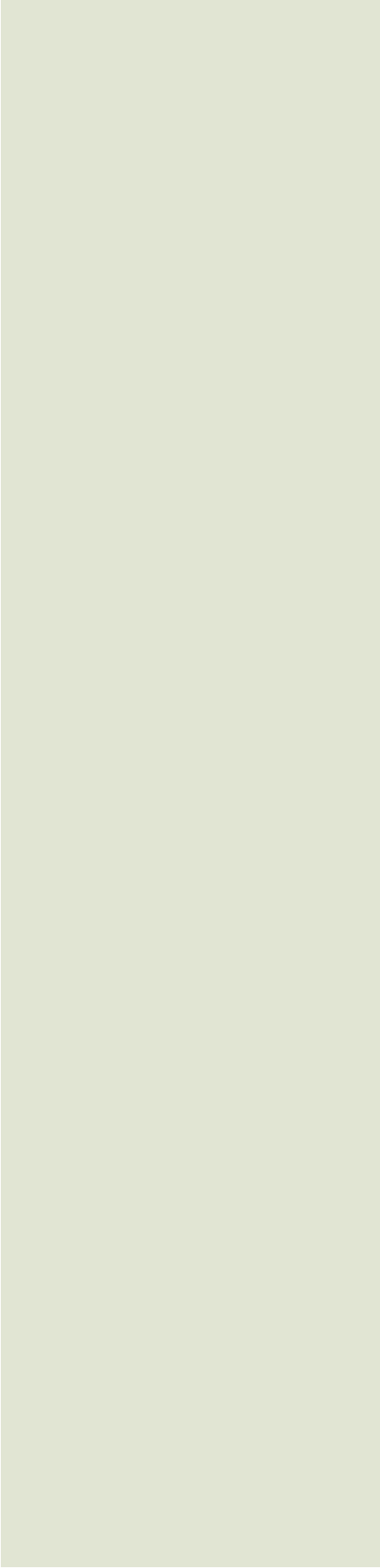


SUSTAIN ABILITY REPORT

2021/22



SUSTAINABILITY REPORT

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Andreas Hilgenstock,
Simon Engelhorn und
Fabian Engelhorn



DEAR LADIES AND GENTLEMEN, DEAR READERS,

For over 130 years, we have been running our family business with STIL.HERZ.MUT - today already in the fourth generation. It is a particular concern of ours to preserve it for future generations. Sustainable action and management therefore play an important role for our family.

In recent years, we have placed greater emphasis on the ecological dimension of sustainability and anchored it strategically in our corporate goals. As a company, we want to show our stance and take on even more responsibility and make our contribution in this area. It is part of our DNA to view change positively and to shape it. That is why we are committed to this task.

We have had a carbon footprint drawn up, which forms the basis for measurable further development in the future. Fortunately, we are already climate neutral. The correct term would be: climate neutralised. On the basis of the calculated result, we have reduced our carbon footprint in the areas for which we are responsible.

In order to be able to influence our carbon footprint, we offset our CO₂ emissions through certificates in the area of sustainable wind power projects for 2021. The vast majority of our emissions are other upstream and downstream greenhouse gas emissions, which are mainly related to our business activities, primarily the production of textiles.

All good, then? Not at all. Our goal is to avoid emissions from the outset wherever we can, and not to compensate for them. Because every tonne of CO₂ that is not produced is more valuable for climate protection than one that is compensated. In the other areas, we want to consistently achieve improvements together with our business partners, suppliers and service providers.

Our first sustainability report creates transparency, shows where we stand, what measures we have already initiated and what we still have ahead of us if we want to give equal weight to economic and ecological interests in the future and bring them together. We are on our way.

Your entrepreneurs



Fabian Engelhorn



Andreas Hilgenstock



Simon Engelhorn



In preparing this report, it was important for us to work together with partners who are also rooted in the region. Many thanks to the Chair of Sustainable Management at the University of Mannheim, to Camelot Management Consultants AG, to Green Vision Solutions GmbH and to Publik. Agentur für Kommunikation GmbH. Green Vision Solutions GmbH has now been awarded the Founder's Prize of the State of Baden-Württemberg. We are pleased to be one of the first customers.

1.

REPORT AND REPORTING STANDARD

For the first time, we have compiled and analysed relevant data on a large scale for our sustainability report. The aim of the publication is to create transparency about our current status for all our stakeholders. At the same time, the report provides the basis for regularly monitoring and measuring our development in the coming years.

The engelhorn Sustainability Report 2021/22 is based on the guidelines of the GRI - Global Reporting Initiative. The GRI standards are published by the Global Sustainability Standards Board (GSSB). The basis for reporting is the documentation of

of impacts with regard to economic, ecological and social issues. We have already covered the economic aspects in our Annual Report 2021/22.

The GRI guidelines consist of 36 standards, from which we have selected the standards that are relevant for our company and which we have dealt with in this report.

We would like to thank all the staff who have painstakingly compiled the necessary information.

2.

ENGELHORN: THE FIRST ADDRESS FOR LIFESTYLE AND INDULGENCE

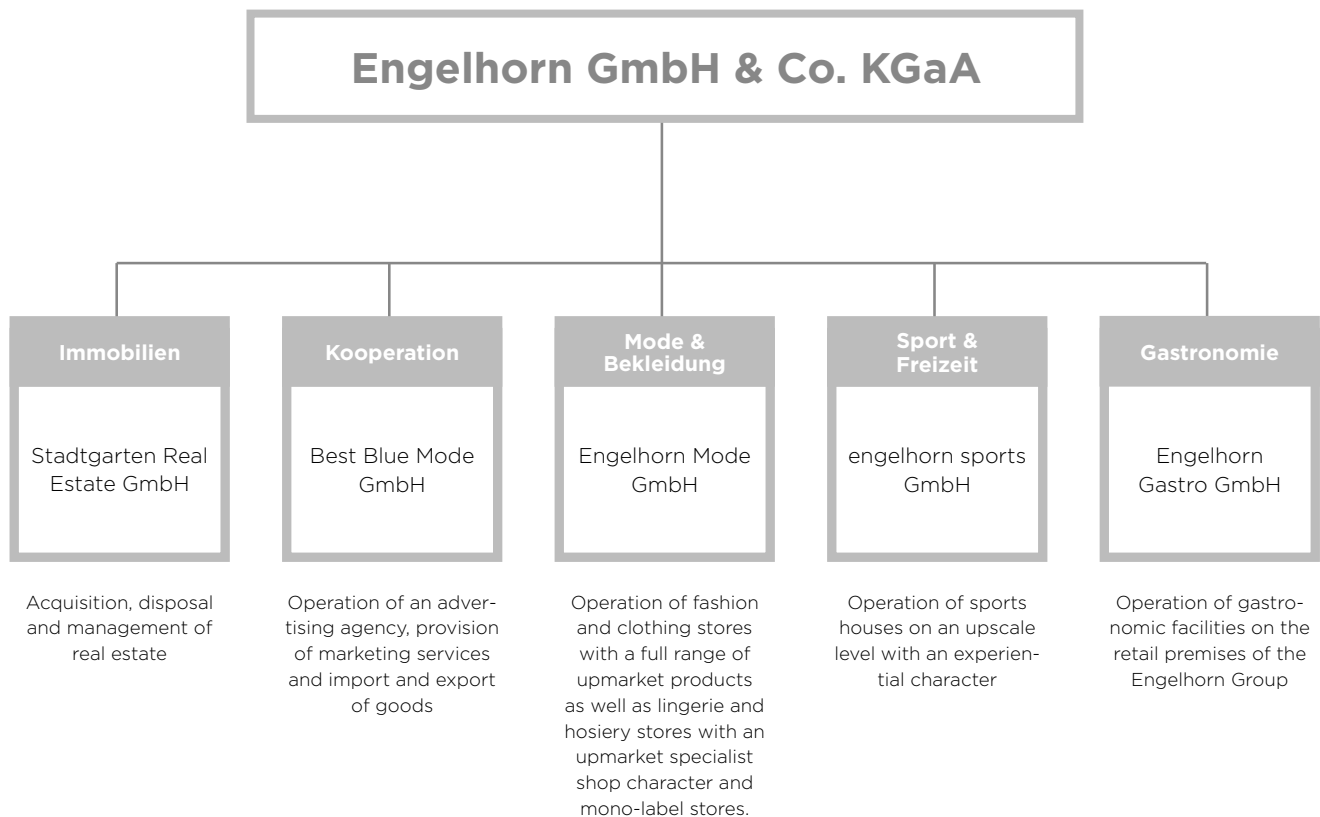
2.1

OUR ORGANISATIONAL STRUCTURE

The company's history began in Mannheim in 1890 as a cloth and clothing shop for men's and boys' fashion. Still in family hands – now in the fourth generation – Engelhorn GmbH & Co KGaA is today divided into five divisions: Real Estate, Cooperation, Fashion & Clothing, Sports & Leisure and Gastronomy. engelhorn offers customers the interplay of fashion, sport,

lifestyle and indulgence in seven stores with a total of 38,000 square metres of sales space.

Our largest house, Mode im Quadrat with 19,000 square metres, extends over eight floors. In addition to a wide range of styles, from classic to elegant to exclusive, find four restaurants that round off the shopping experience.





With almost 10,000 square metres, engelhorn sports is one of the largest sports stores in Europe. We offer a large selection of clothing, equipment and accessories for all types of sports. We can inspire our customers and guests with healthy snacks at our bar on the ground floor and our regular offers for running groups, cycling tours, hikes and much more.

active town is not located in the city centre of Mannheim, but in the Rhein-Neckar-Zentrum

in neighbouring Viernheim. There, a wide range of products for leisure, holidays, sports and outdoor activities is offered on 4,000 square metres.

engelhorn Dessous & Wäsche is the specialist shop in Mannheim when it comes to daywear, nightwear and swimwear. Whether for women or men, fashionable or functional - here everyone will find something to make them feel good.

1 The spectacular architecture of the side facade of engelhorn Mode im Quadrat attracts attention at the Planken pedestrian zone.

2 engelhorn sports is located opposite engelhorn Mode im Quadrat on Kapuzinerplanken.

3 and 4 engelhorn lingerie & underwear and the hosiery house flank the side of engelhorn Mode in the square.

5 and 6 The Tommy Hilfiger Store and the Hugo BOSS Store are directly adjacent to the Planken.

7 engelhorn active town in Viernheim's Rhein-Neckar-Zentrum is the only store outside Mannheim.



1 OPUS V has held two Michelin stars since 2017.

2 Le Corange specialises in fish and seafood.

3 The FACES Lounge is flooded with light and has a spacious terrace.

4 The roof garden and its adjoining bar also offer a large terrace and a magnificent view.

5 The coq au vin is located between engelhorn Dessous & Wäsche and the engelhorn Strumpfhaus.



Our stocking house is the best proof that stockings are more than just warm basics. With the right selection of stockings - from classic to fashionable in various materials - we complete looks and thus add that certain something.

A Tommy Hilfiger store and a Hugo BOSS store round off the range in Mannheim city centre.

Everything about ski service and team sports is located in our logistics centre in Mannheim-Neckarau. Various administrative units are also located there. The logistics centre covers a total of around 20,000 square metres of warehouse space. Around four million parts are received there every year. From here, we supply our stores with goods as well as e-commerce. We process around 1 million parcels per year at almost 50 shipping points.

E-SHOP

In addition to the shopping experience in our stores, we offer the possibility of ordering goods directly to your home in our online shop www.engelhorn.com. Whether ladies, men or children - there is a large selection of fashion, sports and accessories.

To give our customers inspiration outside our stores, we offer live shopping events that can be followed from anywhere. Here, our experts show the latest fashion trends and sports gadgets.

COOPERATION - BEST BLUE MODE

We operate not only as a retailer, but but also with our own brands Meru and Hotstuff in the sports sector and Kate Storm in the fashion sector as wholesaler. This means that we decide from whom we purchase which materials and therefore have a

much greater influence, but also a higher responsibility for the supply chain than we have as a multi-label retailer.

We have always strived for a sustainable business relationship and thus long-term cooperation with our suppliers. Before the corona pandemic, we regularly travelled to our production countries in order to convince ourselves of fair and environmentally friendly working conditions on site in the respective production facilities.

GASTRONOMY

In addition to retail, we also offer a range of gastronomic experiences in our stores. Our range extends from a quick espresso to a multi-course star menu. Four restaurants are located on the top floors of engelhorn Mode im Quadrat: the Roof Garden, the FACES Lounge, le Corange and OPUS V. The bar on the first floor is ideal for the small appetite or thirst. Directly next to engelhorn Dessous & Wäsche is the vinothek coq au vin, which enchants with good food and excellent wine.

2.2

OUR VALUES

We run our business with STIL.HERZ. MUT. We value aesthetics and attention to detail. We run our business with a tangible passion and meet people with openness and a sense of commitment. We shape, transform and drive forward.

We want to be places of experience, encounter and enjoyment. Our aim is to bring people together in Mannheim and the Rhine-Neckar metro-

politan region and to win them over at every location.

Our “one engelhorn” philosophy brings together all the people in our company. Together, we want to shape the future and firmly anchor and further develop sustainable thinking and action.

2.3

OUR CORPORATE MANAGEMENT

Engelhorn is a family business. Today, it is run by fourth-generation cousins Fabian Engelhorn, Andreas Hilgenstock and Simon Engelhorn. The company management is complemented by Armin Weger as CCO and Daniela Eisenhauer as CFO.

They report to the Supervisory Board. In 2021/22, the Supervisory Board consisted of Peter Eberle, Arnd Allert and Matthias Eckert. Sustainability has been enshrined as a corporate goal since the 2021/22 business year.

From left to right:
Andreas Hilgenstock,
Armin Weger,
Daniela Eisenhauer,
Fabian Engelhorn and
Simon Engelhorn



2.4

ONE ENGELHORN

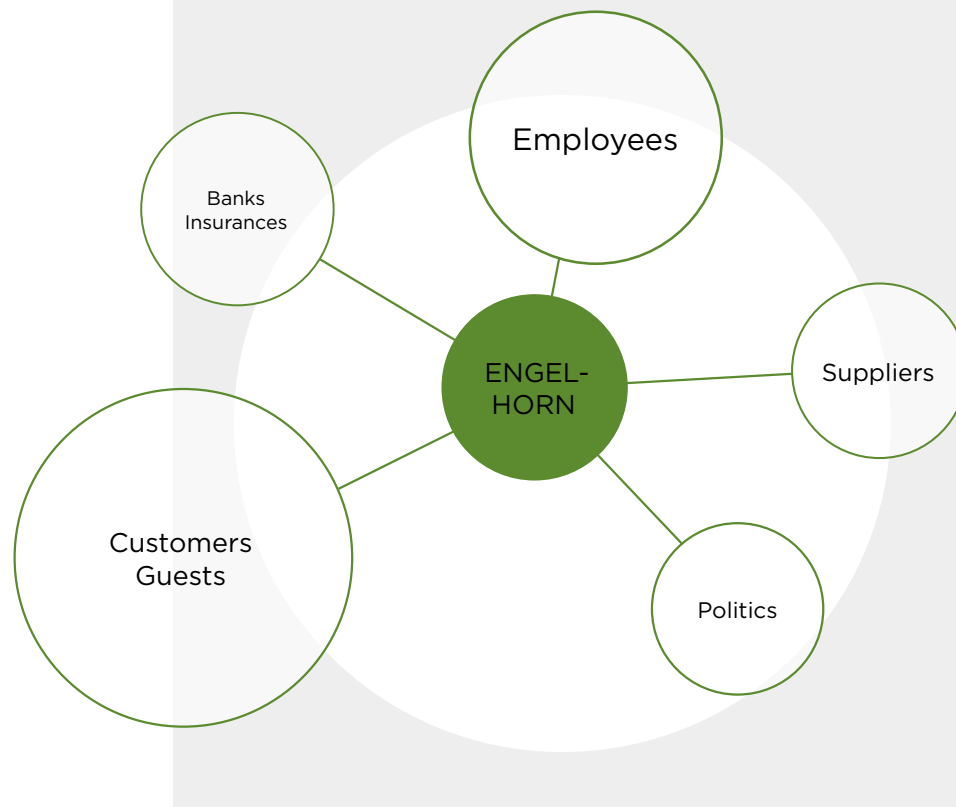
At the end of the financial year 2021/22 (28.02.2022), the Engelhorn team consisted of 1,154 employees. Of these, 820 are female and 334 male. At that time, we employed 454 full-time staff and 700 part-time staff. We actively promote diversity and do not tolerate discrimination based on origin, skin colour or religion. Accordingly, we are glad that 47 different na-

tionalities come together at Engelhorn and can learn from each other in the workplace.

When looking at the age structure in the company, it becomes clear that the 20-29 year olds are the most strongly represented. This is immediately followed by the age group from 50 to 59. The average age of employees is 43.



We are a team! Every single one of us gives their best to inspire our customers and guests.



2.5

OUR INTEREST GROUPS

Our most important stakeholders are our customers and guests.

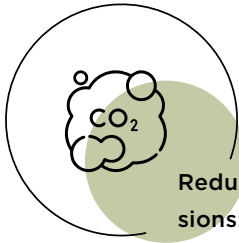
Our employees, our Engelhorn team, play a decisive role in our success. The shareholders and the supervisory board are important stakeholders in the development of our company.

Seasonally, we work with 800 to 1,000 suppliers, who represent another interest group. In addition, we have good relationships with banks and insurance companies.

We are in intensive contact with political representatives at the state level, but above all with the city of Mannheim. Here, it is important to conduct a dialogue on the development of the city centre, especially with regard to good accessibility for people from outside.

3.

OUR GOALS



Reduce direct and indirect emissions: In the current financial year 2022/23, we plan to reduce our greenhouse gas emissions (Scope 1 and 2) by 30 percent compared to 2019*. In parallel, we will develop a concrete action plan for the following years to further reduce emissions.

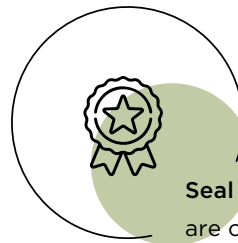


Increase the share of regional food: We want to further increase the share of regional food in all our gastronomic businesses and restaurants.

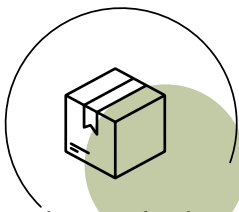


Review assortment and supply chain:

We are establishing sound processes in purchasing. We want to reduce indirect emissions (Scope 3) through supplier management in the supply chain. We expect suppliers to set themselves scientifically sound climate protection targets. We want to significantly increase the share of products with verifiable sustainability attributes.



Seal for our own brand: We are currently going through a certification process in order to be able to equip the majority of the products of our own brand Kate Storm with the Green Button.



Reduce packaging material: We want to eliminate non-reusable plastic in our own packaging, in stores and in e-commerce and logistics. Our focus will be on paper and packaging that is as durable as possible. Digital processes will also reduce the amount of paper receipts.



Strengthen social and regional responsibility:

We are already very active in our region and yet we want to expand our commitment. We also want to be a responsible employer and offer our team a secure future. We pay special attention to occupational health and safety, equal opportunities and the training of our own junior staff.

*Our base year for reducing emissions is 2019, as there no external factors influence (Covid-19) could distort our consumption.

4.

THE ECOLOGICAL DIMENSION OF SUSTAINABILITY

4.1

OUR CALCULATION BASIS

In order to reduce the ecological footprint sustainably and effectively, Engelhorn GmbH & Co. KGaA has the responsible greenhouse gas equivalent emissions recorded in annual corporate carbon footprints. The 2019/20 financial year was chosen as the base year for the reduction calculations, as this represents the last year of full business operations before the corona pandemic and thus provides the most meaningful data for a future comparison. At the same time, with the start of this project, the two financial years 2020/21 and 2021/22 were also recorded in order to be able to use current data for comparison. The emission hot-spots identified in the process provide a sound basis for prioritised ecological optimisation concept.

The calculation of our greenhouse gas equivalent emissions by Green Vision Solutions GmbH is based on the "Corporate Accounting and Reporting Standard" of the Greenhouse Gas Protocol. This ensures reproducible and transparent ecological accounting with comparability to several financial years and other companies.

The total emissions of our Corporate Carbon Footprint for the business year 2019/20 amount to 87,048 t CO₂e. Of these, 4,703 t CO₂e, or 5.4 per cent, fall within Scope 1

"The sustainable use of resources is becoming more and more important and can even be essential for the survival of a company. That is why we are working to reduce our footprint. We can only accomplish this task together with our suppliers"

SIMON ENGELHORN



EMISSIONS THROUGH POWER SUPPLY

2019/20

3.474,3 t CO₂e

2020/21

1.350,1 t CO₂e

2021/22

1.113,2 t CO₂e

and 2 and, at 82,345 t CO₂e, 94.6 per cent in Scope 3. Our direct emissions are in Scope 1 and 2, where more than 90 percent of the emissions relate to the energy supply of our owner-occupied buildings. In the case of leased areas, only the corresponding owner-occupied areas were taken into account. Emissions from heat supply amount to 812.5 t CO₂e in 2019 (752.3 t CO₂e in 2020/21; 810.5 t CO₂e in 2021/22), emissions from electricity supply amount to 3,474.3 t CO₂e in 2019/22 (1,350.1 t CO₂e in 2020/21; 1,113.2 t CO₂e in 2021/22).

The significant reduction in emissions within the three years of comparison was clearly supported by the switch to more ecological electricity procurement. Furthermore, in 2019/20 384.5 t CO₂e (485.1 t CO₂e in 2020/21; 308.8 t CO₂e in 2021/22) due to refrigerant leakage and 31.4 t CO₂e (31.5 t CO₂e in 2020/21; 30.4 t CO₂e in 2021/22) due to our vehicle fleet.

In addition, factors from the GEMIS database and the internationally recognised GWPs for refrigerants were used.

Scope 3 includes other indirect greenhouse gas emissions that are primarily associated with our business activities. Scope 3 is largely determined by our textile products, accounting for 79.2 to 80.9 percent in all three years under consideration. With the three years under consideration, we are creating a methodological basis for a long-term increase in goods emissions, which will become increasingly detailed due to its relevance. For an initial assessment, the textile emissions were initially calculated on the basis of the weights of the goods and use an aggregated emission factor, which initially does not refer specifically to the emissions of our Engelhorn textile goods, but to a European average.

EMISSIONS FOR TEXTILE GOODS





“Engelhorn is now one of the first companies in the fashion and sports sector to be able to tangibly demonstrate its commitment to climate protection with figures, communicate it in a transparent manner and continuously optimise it with ecologically and economically sensible measures.”

JAN KARCHER, MANAGING DIRECTOR GREEN VISION SOLUTIONS GMBH

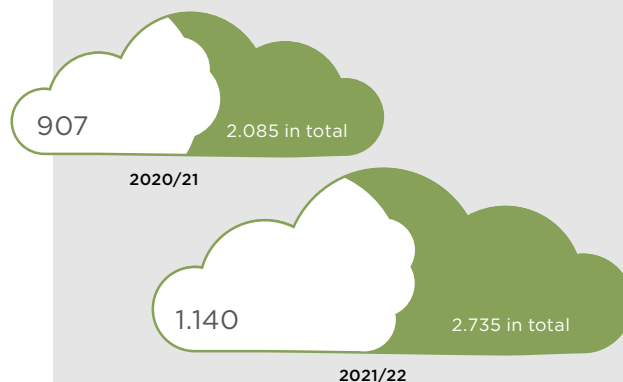
Within the textile goods, the emissions were divided into six areas, to which the emissions are allocated as follows: 52.62 per cent production, 31.57 per cent use by the customer, 6.61 per cent transport and distribution, 4.5 per cent supplier returns, 2.4 per cent end of life and 2.3 per cent packaging.

In the area of transport and distribution, we have offset the emissions generated in customer shipping with climate-neutral GoGreen products and services: For 2020/21, 907 of the 2,085 tonnes of CO₂e generated and for 2021/22, 1,140 of the 2,735 tonnes of CO₂e generated were offset. For this purpose, Deutsche Post DHL Group offset the greenhouse gas emissions caused by transport and logistics.

In the future, we will refine the calculation of our textile emissions by further incorporating the newly available data through our supplier communication and by emission factors more finely.

The remaining 20 per cent take into account emissions caused by the purchase of services, the consumption of energy sources in rented and leased buildings, waste disposal, water and waste water, business travel and the commuting of our employees. These were extrapolated for a first approximation over the cost structures of our business units. For future corporate carbon footprints, we aim to reduce this extrapolated share by collecting all available data on the individual Scope 3 categories.

PROPORTION OF CO₂e EMITTED (IN TONES)





LED lamps provide for pleasant light and help to reduce CO₂.

4.2

OUR MEASURES IN SCOPE 1 AND 2

4.2.1 ENERGY OPTIMISATION

In the operation of our properties, we rely on renewable energies and have been generating our own electricity for our own needs through photovoltaics since 2014. However, we are also working to reduce energy consumption and CO₂ emissions. In 2020, we implemented a system that automatically and proactively regulates and optimises the air-conditioning systems in stationary trade. This energy control system has enabled heating costs to be reduced by 10 to 15 per cent since its introduction.

As early as 2017, we addressed the question of how we can reduce greenhouse gas emissions internally - this was followed by the conversion to LED lighting.

at engelhorn Mode im Quadrat. This change alone resulted in a saving of 120 tonnes of CO₂. In 2018, the same principle was also implemented at engelhorn sports. This measure had a reduction of 321 tonnes of CO₂ as a result. In the following year, active town in the Rhine-Neckar Centre was also equipped with LED lighting. This enabled a saving of 20.76 kg of CO₂.

The total saving since 2017 is 441 tonnes of CO₂. This saving is equivalent to the emissions saved if 250 people gave up their cars for a year. But that's not the end of it - we want to continuously improve and continue to minimise our emissions in order to achieve our goal of climate neutrality ever closer.

In order to achieve this, we are planning further conversions to LED lighting in the Hugo BOSS store, as well as in the underwear store, in 2022. The planned CO₂ saving after conversion is 280 tonnes.

After switching to LED lighting, motion detectors were introduced. By additionally switching off the lights outside opening hours, a total electricity reduction of 8.76 per cent was achieved in 2019 compared to the previous year. Influenced by the corona pandemic and the associated closure of our sales outlets, we achieved an electricity reduction of 33.98 percent in 2020. The comparison of 2021 with 2020 shows an increase in electricity consumption of 7 per cent. However, if we compare 2021 with 2019, the last year that was not affected by Corona-related closures, we see an electricity reduction of 29 per cent from 2019 to 2021. In our use of paper for printing, we switched exclusively to FSC-certified paper back in 2011, and Engelhorn lives by the motto: "Before printing think about environment!"

4.2.2 REDUCTION OF PACKAGING WASTE

In order to counteract plastic pollution, we have reduced the use of plastic bags and increased the use of paper bags.

Our paper bags are 100 per cent paper, even the handles. Previously, we sometimes used bags with a cord as a handle. However, since these are mostly made of polypropylene, we now do without them. One goal is to replace the in-house bags for transporting the goods before purchase, which are also made of polypropylene and replace them with fabric bags. Together with the Chair of Sustainable Management at the University of Mannheim, we are investigating whether customers can be influenced by so-called "sustainable management". Nudges are subtle messages that are meant to

"nudge" people in a certain direction of action. In any case, we must use sustainable and reusable materials. However, our goal is to put as few materials as possible into circulation.



Even the handles of our bags are made of paper. However, our aim is to put as little material as possible into circulation.





“The exchange between my Chair of Sustainable Management and Engelhorn is multifaceted. In our joint projects, we succeed in dovetailing theory and practice. Our students and the company benefit from this.”

PROF. DR. LAURA EDINGER-SCHONS,
UNIVERSITY OF MANNHEIM

To find out whether nudges can help us, we first measured bag usage at our busiest checkouts without nudges. Currently, we have placed various nudges and are testing the effect of the different stimuli on customer behaviour. The evaluation will show us how we can communicate effectively with customers in the future in order to take a further step towards more sustainability.

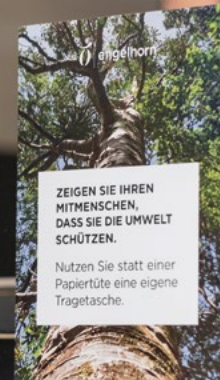
4.2.3 USE OF RECYCLED AND RECYCLABLE MATERIALS

As part of the renovation of our fashion store in spring 2022, we consciously decided to use sustainable solutions. In doing so, we did not have to accept any compromises in terms of aesthetics. Our creative team was happy to take on the task of using as many recyclable materials as possible and purchasing as little new furniture as possible. On the third floor, for example, we laid out almost 60 square metres of rubber flooring made exclusively from recycled rubber scraps. We have covered the area with 52 old clothes racks, which were powder-coated. 24 flache cubes with storage space were removed from the fourth floor and then sanded down, filled and lacquered to be used on the second and third floors. Four high tables that were formerly in the Hugo BOSS

store were sanded down, painted and covered with new table tops.

The team removed the metres from the old Invisible rail system, refurbished them and reinstalled them in new wallflächen. Several marble tables were removed and sanded, lacquered and refurbished with new table tops. The curtain rails for twelve changing rooms were

We are currently examining which tips will convince customers to forego packaging.



retained, fitted with new castors. For new table tops, we opted for birch wood. The solid Wood binds CO2 in the panels. This is only released again during rotting/incineration. released.

We also used special materials for the design of the walls. The company Aectual enables the production of high-quality 3D-printed architectural and interior products from 100 per cent recycled, sustainable materials. This idea was used to design our walls for the new Sneakerflä- chef on the fifth floor. The service is based on an XL-3-D printing technology in combination with pflanaceous plastics and offers design freedom that is 100 per cent circular: After use, Aectual takes back the building products and recycles them directly into new products. This saves up to 95 per cent materials - with 0 per cent waste and production exclusively on demand.

4.2.4 ACCESS ORCC

In March 2022, engelhorn sports joined the "Outdoor Retailer Climate Commitment" (ORCC) climate protection initiative. Together with other European outdoor retailers, the initiative pursues the goal of limiting global warming to 1.5 degrees Celsius. This is in line with the agreements of the Paris Climate Change Agreement.

4.2.5 MEASURES IN LOGISTICS

Our goods are shipped with DHL GoGreen. The parcel service's mission is to reduce all logistics-related emissions to zero by 2050. The parcel service's mission is to reduce all logistics-related emissions to zero by 2050. GoGreen is verified by the independent certification company SGS.

All Engelhorn shipping packages are already made from 100 percent recyclable materials and are FSC-certified. The accredited forestry certification confirms that the wood comes from a forest that is managed according to correct social, economic and environmental protection standards.

Until three years ago, all our cartons were dyed white for a more aesthetic appearance. We have since dispensed with this step in order to save resources and package more sustainably. We have adjusted our parcel sizes so that as little air as possible is shipped and we therefore



Simply scan and watch: Simon Engelhorn explains in the film what we changed and where.



Great look for our spaces: proof that shopfitting elements made from recycled materials look really stylish.



only use as much space during transport as is really necessary.

This also reduces the effort and costs involved in disposal. If there is still air in the box, we only use paper to protect the items and not bubble wrap to fill it. If orders consist of only one item, we send it in a bag instead of a box. 45 per cent of our goods are sent in bags. It is therefore all the more important that our bags, just

like our cartons, are also made of 100 per cent recyclable material and are FSC-certified. By using multi-way containers to transport goods within the logistics and the stores, we avoid excessive consumption of resources.

4.2.6 MEASURES IN E-COMMERCE

Our goal is to avoid waste as much as possible. One important approach is to reduce the number of returns. Nevertheless, we are aware that returns remain an issue in online retailing. According to a consumer survey by the University of Bamberg, the likelihood of returning a package on account in the fashion sector is 55.65 percent. Retailers must therefore assume that their customers will return approximately every second package. Since a common reason for returning goods is that customers have ordered two or even three sizes to be on the safe side, in March 2021 we launched a tool in our e-shop, which helps to determine the right size. Our so-called FitFinder has helped to reduce the returns rate to 37.4 per cent in 2021.

For more transparency, the sustainability criterion can be gefiltered in the online shop. Items are labelled with the Green Flag if they are made of materials such as organic cotton or recycled polyester or are certified with the GOTS (Global Organic Textile Standard), for example.



White packaging like the one in the photo is now a thing of the past.



Wrong size or ordered two sizes just to be on the safe side? Our FitFinder helps you avoid this reason for return.



Engelhorn offers top-quality cuisine, the dishes are prepared fresh with love. A large proportion of the ingredients already come from regional cultivation, and the aim is to increase this in the future.



4.2.7 MEASURES IN THE GASTRONOMY

In gastronomy, we have bundled the purchase of products to a few suppliers. This significantly reduces transport distances. Our partner company also offers us a transparent supply chain, which means we can track where the animal was raised or the fish was caught.

We source certain products, such as asparagus, exclusively from the region. We have also reduced the number of wines. In the roof garden, in the FACES Lounge and in the coq au vin, we offer customers only Palatinate wine. This also keeps transport distances short and supports winegrowers from our region.

For the other drinks, we currently have two different suppliers, but we also want to switch to one single supplier. At the moment, a truck drives by two to three times a week. Engelhorn offers top-quality cuisine, the dishes are prepared fresh with love. A large proportion of the ingredients already come from regional



cultivation, and the aim is to increase this in the future. In future, we want to increase our stock so that only one delivery per week will be necessary. In the rooftop garden, we no longer offer bottled still water, but aged tap water.

For our top gastronomy in the OPUS V, we have switched almost completely to regional products. In order to reduce food waste as much as possible, we offer our menus by reservation only and no longer keep reserves that we would have to dispose of if they were not used.

4.3

OUR MEASURES IN SCOPE 3

Engelhorn offers its customers a large assortment of products made from a wide range of materials that we buy from all over the world. In order to be able to carry such a wide range, we work with around 800 to 1,000 suppliers every season. In the 2020/2021 financial year, our volume of incoming goods was as follows to 81,065,744 euros. In the following year (financial year 2021/2022), this volume increased to 101,886,185 euros. Thus, we are talking about a volume of 2,253,618 in 2020/2021 and 2,770,787 in 2021/2022. Analysis of our ecological footprint has made it clear that the majority of our emissions are related to our

product range. That is why we are working on supporting sustainable materials more strongly in our assortment. Together with our suppliers, it is also our task to reduce greenhouse gas emissions throughout the entire value chain, from production to transport. From 2023/24, this will be ensured and monitored by the new Supply Chain Stewardship Act (LkSG). Values such as fairness, good working conditions or the recyclability of materials also play an important role in this.

4.3.1 ADAPT PURCHASING STRATEGY

In a joint project with Camelot Management Consultants AG, we have examined our supplier management and developed measures for sustainable purchasing.

A code of conduct on Engelhorn's social responsibility was jointly drawn up. The aim is for business partners to support each other in shaping the supply chain in such a way that human and workers' rights are respected and working conditions are continuously improved.

In addition, we have created a questionnaire for our suppliers that addresses the topics of environment, goods and social issues. The evaluation of the 35 or so questions promotes transparency in the supply chain and enables potential risks to be identified.

Based on the risk analysis, engelhorn is able to define measures to minimise the risks and also decide on consequences should the risks materialise.

“The key question was: how can we reliably and transparently incorporate ESG considerations into all procurement decisions - from commodity group strategy to negotiation and contract design to supplier management? We make the ESG standards binding in supplier agreements and measure their implementation in the supplier evaluation in a transparent way.”

SIMON ENGELHORN



In our Code of Conduct, we take a stand on our social responsibility. In addition to general compliance with the law, we address topics such as:

- Human rights
- Labour law
- Prohibition of discrimination
- Prohibition of child and forced labour
- Health and safety at work
- Fair working conditions
- Freedom of association
- Environmental and animal protection
- Prohibition of bribery and corruption
- Fair/free competition

We expect a high level of acceptance and implementation by our suppliers and their suppliers. However, the Code of Conduct also applies to all our employees.

4.3.2 STRENGTHEN SUSTAINABLE LABELS

For many customers, sustainability is a decisive criterion for their choice of products. To make it easier for them to find their way around, we have already started not only to include brands that have sustainability as part of their core values in our range, but also to highlight them specifically.

Some brands in the fashion as well as in the sports and outdoor sector have already anchored sustainability in their brand values. These include Vaude, Patagonia, ArmedAngels and Ortovox.

4.3.3 HIGHLIGHT SUSTAINABLE ASPECTS

However, we also emphasise sustainable aspects so that our customers can see at first glance which articles meet sustainable criteria. For this reason, we mark certain articles in our merchandise management system with sustainability features. In order to be able to enter these attributes, we need information from

“With the new approach, Engelhorn effectively and pragmatically integrates sustainability criteria into purchasing and supplier management. This implements legal requirements and those of the customers and creates a good starting point for the implementation of further steps with regard to the Supply Chain Care Act from 2023/24”.

THOMAS EBEL, PARTNER, CAMELOT
MANAGEMENT CONSULTANTS



our partners about the composition and production of the articles. Our five sustainability attributes provide information about different product characteristics.

Organic Cotton: Organic Cotton is a seal for articles that consist of at least 50 percent organic fibers produced without the aid of synthetic pesticides, fertilizers or genetically modified seeds. Much of the cotton is rain irrigated in cultivation to significantly conserve water. Organic farming practices ensure that farmers grow more than one type of crop to contribute to their self-sufficiency, secure their income and protect the soil.

Eco Material: Products with this label consist of at least 50 percent materials that are less harmful to the environment, save water or protect the forest. Examples are TENCEL™, lyocell, linen, hemp, more sustainable viscose or wood

and paper with FSC certification.

Recycling-Material: This label identifies articles that have been manufactured using environmentally friendly processes. Less water and energy is used, fewer chemicals are used or less waste is produced. Current certificates under this label are Bluesign, STeP by OEKO-TEX® and OEKO-TEX® Made in Green.

Eco-processing: Mit diesem Label sind Artikel gekennzeichnet, die mit umweltfreundlicheren Verfahren hergestellt wurden. Es werden weniger Wasser und Energie verbraucht, weniger Chemikalien verwendet oder weniger Abfall produziert. Aktuelle Zertifikate, die unter diesem Label geführt werden, sind Bluesign, STeP by OEKO-TEX® und OEKO-TEX® Made in Green.

Responsible Down/Wool: This product is certified by independent animal welfare organisations to ensure the welfare of our furry and gefied friends.

Over the course of 2021, we were able to recognise a total of 197,207 parts received with a sustainability attribute. However, this does not mean that only these parts can be defined as sustainable. As we are currently at the very beginning of the process, we may not receive any information about the manufacture of some items. Therefore, even if items are sustainably produced, we cannot label them with our sustainability attributes if there is a lack of information.

4.3.4 ORIENTATION THROUGH SEALS

There is an almost unmanageable number of different labels, which often focus on different topics. The Fair Wear Foundation (FWF), for example, focuses exclusively on working conditions in the supply chain, whereas the Global Organic Textile Standard (GOTS) sets itself goals such as good ecological and social conditions in textile production with ecologically produced raw materials. After intensive examination, we decided to orientate ourselves on the initiative "Siegelklarheit" (www.siegelklarheit.de) of the German government. We label our inspected goods with seals rated "very good" and "good" by the initiative. This includes the first state-recognised seal for sustainable textiles, the "Green Button". To receive this seal, manufacturers must comply with 46 demanding social and environmental standards. Here, attention is paid to the payment of minimum wages, the observance of working hours, the renunciation of hazardous chemicals and softeners, and much more.



The seals on the clothing make it unmistakably clear to customers that this is a certified article.

4.3.5 NO FUR AT ENGELHORN

The production of fur is associated with animal suffering and also poses a risk to humans. For this reason, we have been a member of the “Fur Free Retailer Program” since 2019 and do not sell any fur of animal origin. In order to uphold the principles of animal welfare, we pay attention to species-appropriate animal husbandry and use and strive to reduce animal products such as leather and down. We are guided by the respective leading certificates in order to pay attention to standards for all products of animal origin, for example the Responsible Wool Standard (RWS).

4.3.6 MEASURES FOR OUR BRAND KATE STORM

In our function as wholesalers (Best Blue Mode GmbH), we are closer to the production in the supply chain and therefore have more influence. We have qualified our own brand Kate Storm for the GOTS seal (Global Organic Textile Standard) and the Green Button, as we are convinced that we can meet the requirements to comply with the certificates. With these certifications, we want to create more transparency for our customers and give them a better understanding of our products. We want to reassure people that we are already working to improve our processes and move forward innovatively.

4.3.7 MEASURES AGAINST SURPLUS AND DESTRUCTION OF TEXTILES

Fashion is fast-moving. Collections change several times a season. Not every piece can be sold for a long time. At Engelhorn, textiles are not thrown away. After a defined period of time, we pass the goods on to buyers at flat rates. This measure does not serve to make a



**GRÜNER
KNÖPF**
SOZIAL. ÖKOLOGISCH. STAATLICH.
UNABHÄNGIG ZERTIFIZIERT.



profit, as the goods are only resold at a fraction of the original purchase price. Rather, it is intended to stimulate the circular economy. The Circular Fashion approach focuses exclusively on reusing, re-pairing, refurbishing and recycling.

The implementation of the circular economy extends the life cycle of a product and can thus reduce waste to a minimum.

4.3.8 REPAIR SERVICE

For a long time now, we have been offering the services of our in-house tailoring in the fashion house as well as our workshop in the sports house. The concept of the tailor shop has so far been used mostly to fit newly purchased goods to different body shapes. However, we would now like to motivate our customers to also visit our tailor shop with used goods that need to be altered or repaired.

We are already implementing this in our Sporthaus workshop. Customers can not only have their newly purchased bicycle individually adjusted, but also hand in used items such as bicycles, skis, tennis rackets or golf equipment for repair.

4.3.9 SECONDHAND

We also participate in the Buddy & Selly programme. On certain dates, our customers have the opportunity to buy used designer fashion for a small fee engelhorn voucher. At the beginning of April this year, for example, a Buddy

& Selly purchase campaign took place in the fashion store. Customers could make appointments or simply drop by. Buddy & Selly's own software then calculates price suggestions for the designer pieces, based on the condition of the item as well as supply and demand. The customers receive the calculated value as an Engelhorn voucher and Buddy & Selly sells the items online and in stores.

We also work with Whoislouis?, a label specialising in high-quality vintage accessories.



Some don't need it anymore, others want it very much: The second-hand action Buddy & Selly brings both together.

Our tailor shop not only makes new items fit, but also changes and repairs much-loved pieces from our customers' possessions and gives the items new life.



Yesterday still advertising banner,
today already a shopping bag.
The material used to make this
bag once adorned a facade at
engelhorn. To conserve resources,
we used it to make bags - a sus-
tainable alternative to paper or
plastic bags. Each bag is unique
and 100 percent handmade in the
engelhorn studio.

4.3.10 UPCYCLING

In early 2022, we were able to implement an upcycling project that helped reduce waste and create a new product.

For this, we collected old advertising banners for which there was no longer any use, for example because the advertising was from an old season. In our own atelier in Mannheim at engelhorn Mode im Quadrat, these banners were cut to size and made into shopping bags.

This project has two decisive advantages: on the one hand, we have been able to avoid a huge amount of waste, and on the other hand, a durable and robust product has been produced that helps to reduce the use of paper and plastic bags. As the banners have decorated the facades of our houses in all weathers, the longevity of the material has already been tested and confirmed. In addition, the recycled bags did not require any transport as they were manufactured directly in our house, thus saving CO₂.

4.3.11 PROMOTE REGIONAL PROJECTS

In order to promote forest protection, we support the Schutzgemeinschaft Deutscher Wald (SDW). In 2019, the donation boxes at our checkouts in the stores have already raised a sum of around 15,000 euros, with which we were able to support the SDW. However, the





A cheque for Andreas Hilgenstock handed over 15,000 euros to the representatives of the Schutzgemeinschaft Deutscher Wald e. V. (German Forest Protection Association) - an important contribution to the financing of various forest education projects such as the construction of an insect hotel (below).



focus of the SDW is not exclusively on forest protection, but also on forest education. The aim is to create an awareness of nature in people from an early age in order to ensure sustainable and responsible action with our forests in the long term. To this end, an educational concept has been developed, school forests have been established, youth camps have been organized in the forests, and much more.

The office in the Waldhaus Mannheim offers a family programme for children from the age of five accompanied by an adult supervisor throughout the year. Most of the events are free of charge and are run by certified forest educators:

- Forest bees are looking for a home - Build your own insect hotel
- Easter Holidays with Robin Hood
- Experience the forest with the Grüffelo
- Spring Awakening - A Sensory Journey through the Forest
- Welcome Wolf
- Holiday programme: Stone Age Action
- Off to the water with the SDW! Canoe tour for families on the Neckar
- Back to the source - wilderness cooking on an open fire
- From the tree to the snack board
- Night hike
- Making fire like our ancestors - without paper and matches
- The forest in late spring - an autumn walk for the whole family



4.4

OUR COMPENSATION PROJECT

Our future-oriented ecological improvement concept is supplemented by the offsetting of emissions already emitted in our direct sphere of influence. For this purpose, official compensation certificates of the United Nations were used, which were selected and checked according to extensive criteria. In this way, the Engelhorn Group achieves climate neutrality at the corporate level, based on the complete emissions from Scope 1 and 2 in the 2021/22 financial year.

The core element of this offset project is the Burgos Wind Project in the Philippines. The plant enables the supply of renewable energy that could not be provided, operated and maintained without the offset funds. The technical implementation of this compensation project was carried out through the construction and the maintenance of 50 wind turbines

with a rated output of 3 MV per turbine. Wind energy is an alternative to the particularly emission-intensive fossil fuel energy supply in the Philippines. Engelhorn officially contributed 2,263 t CO₂e to the project's annual emissions savings of 210,082 t CO₂e on average. With its participation in the project, Engelhorn is promoting not only the global reduction of greenhouse gas equivalent emissions, but also the involvement of local governments and communities to raise awareness of environmental protection, the creation of a large number of new jobs and the transfer of technology and knowledge for the generation of energy from renewable sources that goes hand in hand with the project.

We support the Burgos Wind Project in the Philippines and were thus able to compare our emissions from Scope 1 and 2.

5.

SUSTAINABILITY ASPECT SOCIAL AFFAIRS

5.1

OUR EMPLOYEES

“Each and every one of us is at the centre of everything we do. Engelhorn wants to be a role model - in the way we make decisions and in how openly we treat each other.”

FABIAN ENGELHORN



5.1.1 EMPLOYMENT RELATIONSHIPS

For over 130 years, we have felt responsible for the people who shape our company with us. Our employees are diverse and different. They are the face of Engelhorn in front of and behind the scenes and thus form the basis for our success.

As a family business, we want to offer a family working environment. Secure and long-term employment relationships are therefore a matter of course for us - 70 percent of the employment contracts are permanent. The total staff of 1,154 (as of 28 February 2022) is made up of 30 percent men and 70 percent women. The 56 department heads are divided into 51.79 per cent women and 48.21 per cent men. Of the eight divisional manager positions, two are held by women (25 per cent) and six (75 per cent) by men. At that time, we employed 454 full-time staff, 700 part-time staff, and 40 staff members are on parental leave.

The number of employees decreased mainly as a result of short-time work from March 2020 to the end of October.

The number of employees declined in the period from 2020 to 2021 and from December 2021 to the end of February 2022. From 2020 to 2021, we had to accept a decrease of 12.5 per cent, and from 2021 to 2022, our employee base decreased again by another 5.9 per cent.

Engelhorn has been providing its employees with the RNV job ticket since November 2017. Our goal is to motivate as many employees as possible to use public transport. At the end of the 2021/22 financial year (28.02.2022), 435 Jobticket users were registered. This corresponds to almost 40 per cent of the entire staff.

In the event of an emergency, a total of 40 Engelhorn employees are trained to provide first aid.

5.1.2 HEALTH AND SAFETY AT WORK

Every year we organise various staff events such as training centres, team days, Christmas parties and much more. The aim is to inform, motivate and inspire the employees.

At certain intervals, there are participation programmes such as running groups, road cycling groups and Nordic walking. Sport helps our employees to keep themselves fit and healthy and to get to know each other better. Exercises that specifically promote health are also taught.

Since March 2020, our break rooms have had water dispensers. The water flashers can be filled with still or sparkling water free of charge at any time by the workers. In our logistics centre in Mannheim-Neckarau and at the main

We reduce the stress caused by standing in one place for a long time - whether at the checkout or in the logistics centre - by using special rubber mats that are easy on the back.



checkouts in our stores, we have laid out the floor with back-protecting mats. This improves the working conditions for the employees who prepare the dispatch and have to stand for a long time during this activity. In addition, safety shoes were purchased for all employees in this area.

5.1.3 TRAINING

Training young people has always been a high priority at Engelhorn. We currently offer seven apprenticeships and one dual course of study:

- Apprenticeship as warehouse specialist (m/f/d) with option warehouse logistics specialist (m/f/d)
- A-levels programme: certified commercial specialist IHK (m/f/d)
- Training as an e-commerce merchant (m/f/d)
- Apprenticeship as salesperson (m/f/d) with option retail salesman (m/f/d)
- Training as a visual marketing designer (m/f/d)
- Training as a kitchen specialist (m/f/d) with the option of becoming a cook
- Training as a specialist in gastronomy with the option of becoming a specialist in restaurants and event catering (m/f/d)
- Dual study programme in retail management with HS Worms (m/f/d)

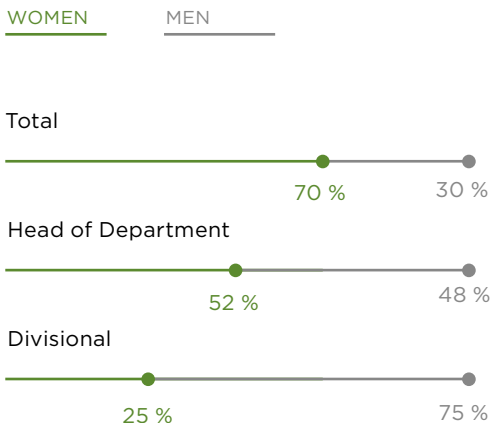




Training at Engelhorn is fun and opens up many perspectives. Our trainees enjoy working for us and appreciate the fact that they are quickly given responsibility.



EMPLOYEE STRUCTURE



We invest a lot in training young people, and our goal is always to continue working together after the training. We take on up to 80 percent of our trainees.

In addition to the professional training, we specifically promote the development of each individual. We have set up our own mentoring system, in which an experienced manager supports the trainees as a mentor. Special trainee projects such as company visits, excursions and communication seminars promote creativity and personal responsibility. To strengthen organisational skills, a trainee get-to-know day and a trainee Christmas party are planned and implemented by the trainees themselves every year.

5.1.4 FURTHER EDUCATION

In order for our employees to be able to deliver the necessary performance, it is our task to convey appreciation and open up perspectives to them, regardless of their gender identity. Within the framework of our Engelhorn Academy, we permanently offer opportunities for further education and training.

- Further training as a sales assistant (m/f/d)
- Further training as a team leader (m/f/d)
- Further training as deputy head of department (m/f/d)
- Coaching for head of department deputy (m/f/d)
- Professional Development/Expert
- Seminars for managers

The respective seminars are prepared and conducted by internal experts. Prospective managers are trained in staff management, interviewing, merchandise management and personnel. Each training course focuses on a different area, but the focus is always on the employees and how they work in a team.



5.1.5 INTERNAL COMMUNICATION

We value our employees. They are the face of Engelhorn. That's why we have intensive internal communication - both digital and personal. In order to inform all employees about changes, promotions or sales figures, we have weekly "ten to ten meetings" in our stores. Here, the whole department meets ten minutes before the shop opens for a short meeting. However, this exchange is not only there to inform employees, but also as an opportunity for them to give feedback.

Those who prefer a more private exchange can, of course, visit the manager in the respective department at any time. In times of the corona pandemic, personal communication had to suffer. We use the intranet to compensate for this. Information on all areas of the company is uploaded there and can be viewed by all employees. Direct digital exchange works for us via Microsoft Teams. Every employee has access to it.

1. Our intranet ensures that all employees are well informed.

2. Regular training sessions are part of everyday life at Engelhorn.

3. We create many opportunities for our employees to contribute their ideas.

5.2

OUR SOCIAL PROJECTS

5.2.1 PROJECT CAMPUS NECKAR-STADT-WEST

Together with the neighbourhood management Neckarstadt-West, we have launched the Campus Project. The Campus Neckarstadt-West support association focuses on all-embracing pedagogical care beyond school education. Children with a migrant background receive lunch and homework supervision after the regular educational programme in the schools, followed by a leisure programme such as singing, reading, dancing, football or simply playing.

The aim is to offer the children a free opportunity for personal development and to enable them to make new social contacts. We continue to support the project with donations in kind.

5.2.2 CHILDREN'S FESTIVAL MANNHEIM

Engelhorn is one of the main sponsors for the children's festival on the Kapuzinerplanken in Mannheim. It offers many attractions for children from three to 14 years. For years, the children's festival has stood for fun and creativity. We have supported this wonderful festival from the very beginning and help to ensure its high quality.

5.2.3 INITIATIVE "STAND BY INSTEAD OF STANDING AROUND

The Kriminalprävention Rhein-Neckar e. V. (Rhine-Neckar crime prevention association)



The Mannheim Children's Festival, which we have supported and accompanied from the very beginning, is great fun for young and old.

offers an annual award for people who have shown civil courage in everyday life; Engelhorn provides the corresponding prizes in the form of vouchers.

5.2.4 CHILDREN'S DEPARTMENT STORES' DIAKONISCHES WERK

For over ten years, we have been supporting the Diakonie children's department stores' in Mannheim in Neckarstadt-West with donations in kind. From clothing to sports equipment and

“Our city only becomes interesting through the beautiful and extraordinary experiences it offers. Together with the city of Mannheim, we want to ensure that the city centre remains an attractive and lively regional centre in the Rhine-Neckar metropolitan region. This also includes good accessibility.”

ANDREAS HILGENSTOCK



toys, children from low-income families in Mannheim can find everything they need for their daily lives at this store - and at a very low price.

5.2.5 EDUCATION

We already cooperate with schools in Mannheim, Eppelheim, Brühl and Heidelberg. We offer a wide range of workshops for these schools several times a year. This includes tips for preparing for and participating in job interviews/assessment centres. In addition, individual classes from these schools come to Mannheim once a year. They visit our company and receive all kinds of information about the training opportunities at Engelhorn. For one hour, they are then allowed to experience everyday life in sales at first hand: Together with a trainee, they go to a department and

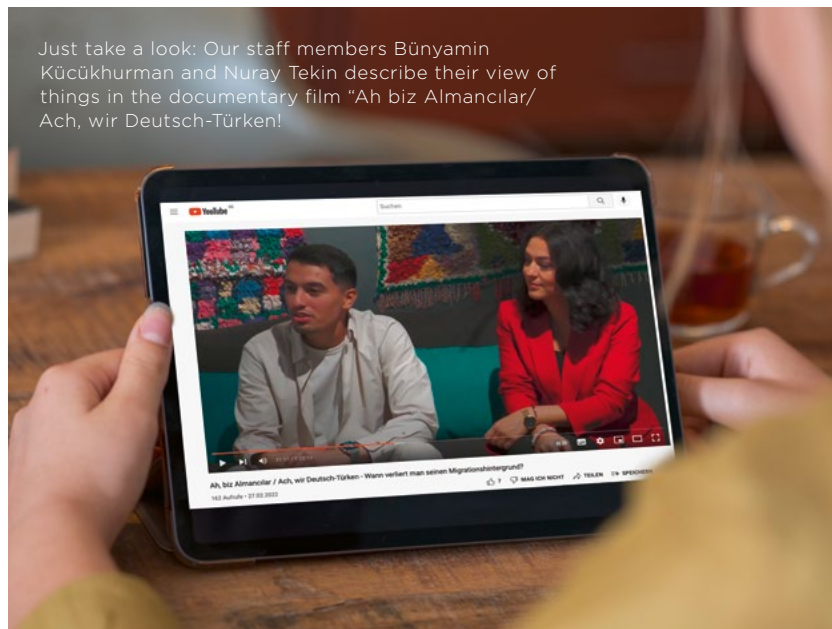
observe all the activities that take place in this profession.

Our cooperation partner IHK also organises vocational preparation courses from time to time, which we can join. Schools that are not cooperation partners can also request a tour of the company. Last but not least, we are of course regularly present at trade fairs such as Jobs for Future and Sprungbrett.

5.2.6 DTI MANNHEIM

In September 2021, we worked on a cooperation with the DTI Mannheim (Deutsch- Türkisches Institut für Arbeit und Bildung e. V.). On the occasion of its 60th anniversary, the German-Turkish Institute wanted to produce a documentary film with people who live in Germany with a Turkish migration background. The documentary “Ah biz Almancılar/ Ach, wir Deutsch-Türken!” (Ah, we German-Turks!) was designed around the motto “When do you

Just take a look: Our staff members Bünyamin Küçükurman and Nuray Tekin describe their view of things in the documentary film “Ah biz Almancılar/ Ach, wir Deutsch-Türken!”



actually lose your migration background?”. Two Engelhorn employees took part in the documentary. They were interviewed at their workplace on topics such as family, homeland and identity.

5.2.7 SPORT IN THE REGION

Engelhorn has been supporting both top-level and popular sports for many years in the Rhine-Neckar metropolitan region. We are the official supplier and sponsor of Team Tokyo, an initiative that helps athletes and coaches from the region on their way to the top. We are also an official sponsor of the Wilson Junior Race,



Our region is moving - and we are contributing to it. We support numerous events and associations - and are also happy to be part of the team.

a DTB open tennis tournament series for boys and girls in the U12, U14 and U16 age groups. In addition, we work together with a large number of associations of various sports within the metropolitan region and grant, for example, attractive discounts on purchases in our stores and promote the equipment of their sports facilities. We are committed to supporting the respective youth work, as this is an investment in the future.

5.2.8 UKRAINE-AID

To assist the Ukrainian refugees during the war, we donated sleeping mats, backpacks, winter jackets, jumpers and T-shirts at the beginning of March this year. The goods were taken to a church in Heidelberg. From there, the aid delivery started to the needy in Ukraine.

In April 2022, we donated seven boxes of sportswear to the Ukrainian Box national team. At the end of February, when war broke out in her home country, she was in a training camp in Bulgaria. Instead of going back to Ukraine, the team came to Germany, took up quarters at the Rhine-Neckar Olympic base and continued the training camp there. Since then, the team has been in Heidelberg with their families, training with the German national boxing team - in new sportswear from engelhorn sports.



Packing parcels for Ukraine - our employees came up with the idea and immediately put it into practice.

5.2.9 VOLUNTEER DAY

Volunteer Day in the Rhine-Neckar Metropolitan Region is a campaign to support clubs, kindergartens, schools and other organisations. As early as 2020, we supported our employees in taking part and making a lasting improvement to our region. Engelhorn employees participated again in 2021.

5.2.10 WINDOW OPENING

The famous engelhorn window opening finds every year in the pre-Christmas season and is a real spectacle on the planks. Our visual marketing designers plan the new shop windows far in advance and are busy for days with the implementation. The event always manages to amaze the region with a wide variety of performances and hands-on activities for young and old.



Every year a wonderful spectacle in Mannheim's city centre: our festive shop opening, where fantastic Christmas worlds are on display.

5.3

OUR CULTURAL PROJECTS

5.3.1 PARTICIPATION IN CURATORIAL BODIES

Engelhorn is represented on eight boards of trustees - for example, the boards of trustees of the Mannheim National Theatre and the Reiss Engelhorn Museum, the board of trustees of the Kunsthalle Mannheim, and the boards of trustees of the Heinrich Vetter Foundation and the University of Worms.

5.3.2 NIBELUNGEN FESTIVAL WORMS

The Nibelungen Festival has been taking place in front of the cathedral in Worms for 20 years. Every summer, the openair theatre event attracts a large audience to the city not far from Mannheim and thus attracts a lot of attention. Our customers regularly enjoy guest appearances by the actors in Mannheim.

5.3.2 COOPERATIONS

Together with the National Theatre in Mannheim, we organised dance performances of the ballet for the opening of our newly designed bag department at engelhorn Mode in Quadrat. Actors have already been guests on several occasions, performing excerpts from theatre plays.

The Kunsthalle Mannheim has already furnished our windows with exhibitions by artists such as Matisse or Anselm Kiefer.



It is a wonderful experience for many people when we play music in the city centre. The photo shows the Mannheim Philharmonic Orchestra at a concert on the Kapuzinerplanken.

The Mannheim Philharmonic Orchestra is a free, non-government-subsidized orchestra consisting of 80 young musicians. Since the orchestra relies on the support of private sponsors, we are proud to be a part of it as a Bronze Sponsor. The Mannheim Philharmonic Orchestra regularly performs in our buildings and enchants our customers and guests.

PERSPECTIVES

With this sustainability report, we make transparent where we currently stand and which measures we are pursuing. We are aware that we are still at the beginning in terms of sustainability. We accept the challenges. We want to constantly improve and welcome any kind of feedback! Feel free to send us your suggestions on the topic of sustainability to nachhaltigkeit@engelhorn.de.

IMPRESSUM

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PRINT

The engelhorn Sustainability Report
2021/22 was also distributed in print
in a small edition. We paid particular
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The report was printed on FSC®-certi-
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