

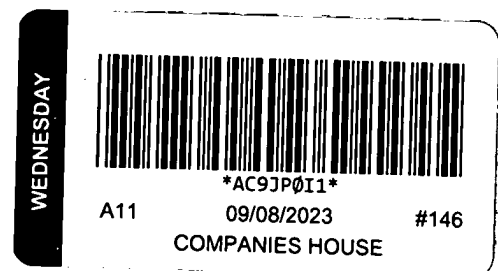
Registration number: 01486136

# HÄFELE U.K. LIMITED

Annual Report and Financial Statements

for the Year Ended 31 December 2022

Rödl & Partner Limited  
170 Edmund Street  
Birmingham  
B3 2HB



# **HÄFELE U.K. LIMITED**

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# **HÄFELE U.K. LIMITED**

## **Company Information**

<b>Directors</b>	S A Thierer N B Cole C S Chambers
<b>Registered office</b>	Swift Valley Industrial Estate Rugby Warwickshire CV21 1RD
<b>Auditors</b>	Rödl & Partner Limited 170 Edmund Street Birmingham B3 2HB

## HÄFELE U.K. LIMITED

### Strategic Report for the Year Ended 31 December 2022

The directors present their strategic report for the year ended 31 December 2022.

#### Principal activity

The principal activity of the company is supplying furniture fittings, ironmongery and hardware to the trade including specialists products from hinges, handles and door furniture to storage solutions, sliding door systems and lighting.

#### Purpose

- To create "more life per m<sup>2</sup>"

#### Core values

- **Open-minded family spirit**
  - We are multicultural, family-owned and operated business with strong common roots.
  - We respect each other as team members, learn from each other and stick together.
- **Team reliance**
  - We are loyal to our company and true to ourselves. Externally, we speak with one voice.
  - We foster an environment of trust and kind behaviour towards each other. We are straight-forward, open and keep our promises. We resolve conflict honestly and fairly.
  - We share information and our experience. These values also supply to our conduct in cooperating with external partners.
- **Embracing challenge**
  - We recognise performance and appreciate those that accept challenges and responsibility.
  - We apply our skills and expertise and we are proactive in adapting to new situations.
  - We welcome new challenges and projects and evolve along with our business. We have the courage to attempt new things, learn from the experiences and celebrate our successes.
- **Client relationships with a wow-factor**
  - We adapt our business to each market. With the Häfele brand we offer added value and become a valuable partner for our customers.
  - We understand our customers' needs and exceed their expectations with new service and product solutions.
  - We can support our clients in every step of the manufacturing process with our comprehensive range of solutions.
  - We ensure our customers long term success and delight terms with our attractive services.

#### Fair review of the business

- A strong start to the year was pegged back as market confidence dropped following the Russian invasion of Ukraine, which meant that we fell short of our aspirations for the year 2022.
- Despite this, revenue still grew to £116m - a new record.
- There were a few notable areas of growth; Our Häfele To Order (HtoO) service grew by over £1m on prior year and we saw significant growth in our Own House Assortment ranges (i.e. Loox, Matrix, Axilo, Metalla).
- However, revenue growth was largely borne from price increases rather than volume growth, driven by unprecedented vendor cost increases and record high sea freight costs, which were impossible to absorb.
- That said, where we were able to, cost increases were not passed on in full and as a result, gross margin percentage fell in 2022. Gross margin % was also impacted somewhat by the delay in being able to pass these on to some of our larger customers, where long notice periods are prevalent.
- Overheads as a % of revenue rose deliberately in 2022, as we attempted to plug some gaps in key positions left vacant during the Pandemic and in some key strategic budgets (e.g. marketing and training). We are confident that these investments will deliver future growth in the coming years.
- Despite the downward pressure on gross margin % and the increased spending on overheads, we have managed to deliver a very credible operating profit.
- The statement of financial position at 31 December 2022 is detailed on page 12.

## HÄFELE U.K. LIMITED

### Strategic Report for the Year Ended 31 December 2022

The company's key financial and other performance indicators during the year were as follows:

	2022	2021	Definition and method of calculation
Growth in sales (%)	3.9%	19.8%	Year on year growth as a %
Operating margin (%)	10.4%	14.0%	Ratio of operating profit to sales expressed as a %
Return on investment (%)	29.7%	38.9%	Operating profit expressed as a % of net assets
Employee retention	89.8%	90.3%	% of employees who were employed at the start of the year remaining in employment with the company at the end of the year

#### Principal risks and uncertainties

The management of the business and the execution of the Company's strategy are subject to a number of risks. The key ongoing business risks and uncertainties affecting the Company relate to increased competition, weak consumer confidence and the recruitment and retention of suitable employees.

The principal risk in 2022 was inflation. We, along with the majority of our suppliers, have experienced unprecedented upward pressure across our entire cost bases; energy, fuel, commodities, haulage, packaging, to name a few, all reaching record highs in 2022. These, along with increasing food prices, have also impacted households and led to a cost-of-living crisis in the UK and across Europe. This in turn is putting pressure on wages to rise significantly too. The situation is being constantly monitored to ensure that where possible, margins are not too heavily eroded by passing on cost increases, whilst at the same time trying to remain competitive.

Thankfully, we have seen an improvement in the global supply chain during 2022, although service levels remain below historic levels. Sea freight costs have fallen from their record highs during the Pandemic and the situation in China appears to be improving now that the zero-tolerance Covid-lockdown policies have been relaxed. However, we will continue to monitor the situation carefully. We are still experiencing cost increases from European vendors and the weakness of Sterling will keep import prices high, even when inflation starts to fall again.

The labour market is still difficult, with a shortage of suitable candidates and unrealistic wage expectations making recruitment as challenging as ever. To support greater retention, as well as an annual pay rise, we have implemented a series of cost-of-living payments, to help our employees with rising energy and food bills.

The risks facing the company are assessed on an ongoing basis. The directors evaluate the likelihood and the potential impact of each risk and ensure appropriate action is taken.

Approved and authorised by the Board on 17th April 2023 and signed on its behalf by:



.....  
N B Cole  
Director

## **HÄFELE U.K. LIMITED**

### **Directors' Report for the Year Ended 31 December 2022**

The directors present their report and the financial statements for the year ended 31 December 2022.

#### **Directors of the company**

The directors who held office during the year were as follows:

S A Thierer

N B Cole

C S Chambers

#### **Result and dividends**

The profit for the financial year amounted to £11,058,000 (2021: £12,316,000).

The company has paid a dividend of £130.00 per share totalling £13,000,000 in respect of financial year ended 31 December 2022 (2021: £ 90.00 per share totalling £9,000,000).

#### **Financial risk management**

The risks facing the company are assessed on an ongoing basis. The directors evaluate the likelihood and the potential impact of each risk and ensure appropriate action is taken.

A number of risks such as liquidity, interest rates, capital expenditure, insurance, health and safety and regulatory compliance come under the direct control of the directors. The key financial risks are managed as follows:

##### **Price risk, credit risk, liquidity risk and cash flow risk**

###### **Currency fluctuation risk**

The company seeks to reduce currency fluctuation risk by entering into forward exchange contracts.

###### **Credit risk**

The company has policies that require appropriate credit checks on potential customers before sales are made and credit insurance is in place to mitigate the risk of customer failures.

#### **Employee policies**

The directors recognise the considerable benefits which accrue from keeping employees at all levels informed of the progress of the business and involving them in the company's performance. The company's policy is to ensure that information and viewpoints are exchanged and considered and that employees are aware of the financial and economic factors which affect the company's performance. This has been even more important at a time when a high proportion of our employees are working from home and as such, regular briefings and updates have been provided during this time.

As always, at Häfele, we believe that a successful business makes full use of the talents, skills, experience and cultural perspectives within our society. As a family owned and run business, operating with an open-minded family spirit is core to our values. Our people are our greatest strength and our aim is to offer all our employees the opportunity to develop their careers with us, in a supportive, flexible and progressive environment. As we have returned to work, it provides the company with exciting opportunities to re-evaluate existing initiatives and the potential for new prospects that can contribute to our compliance across the business, but with particular focus towards employment legislation, engagement and making further progress towards our gender pay and gender bonus gaps and our commitment to GDPR across the whole business.

## HÄFELE U.K. LIMITED

### Directors' Report for the Year Ended 31 December 2022

#### Greenhouse gas emissions

	2022 emissions (tCO <sub>2</sub> e)	2021 emissions (tCO <sub>2</sub> e)
Scope 1 - combustion of fuel and operation of facilities	200	393
Scope 1 - generation and use of renewables	484	503
<b>Scope 1 Total</b>	<b>684</b>	<b>896</b>
Scope 2 - emissions from purchased energy	230	265
Scope 3 - indirect emissions from use of third-party	20	23
<b>Total emissions (Scopes 1,2 and 3)</b>	<b>934</b>	<b>1,184</b>
Emissions intensity	8.07 tonnes per £1 m of revenue	10.6 tonnes per £1 m of revenue

#### Streamlined energy and carbon reporting

	2022	2021
Energy consumed (kWh)	4,640,110	5,561,154

#### Quantification and Reporting Methodology

HM Government Environmental Reporting Guidelines: including streamlined energy and carbon reporting guidance (March 2019) has been used for the collation of data sources and reporting of emissions. UK Government GHG Conversion Factors for Company Reporting has been used for the reporting of emissions, using the 2019 version. Fugitive emissions from refrigerants adopts the screening method in annex C of the guidance.

#### Energy efficiency actions

During the 2022 financial period, the company has continued with its implementation of the LED conversion project for the office and warehouse lighting. In addition, insulation (150mm) was installed above the suspended ceilings in areas of the ground floor offices. Our vehicle fleet now consists of 31 electric/hybrid vehicles.

#### Important non adjusting events after the financial period

On 2nd February 2023, there was a ransomware attack on the IT systems of the Häfele Group from an external source. After the incident was discovered, the system landscape was shut down immediately as a preventive measure. As a consequence, HUK had to revert to telephone only order taking and manual picking in our warehouse for a number of weeks. This situation led to sales losses in the high double digit percentage range in the month of February. During March, the business critical IT systems were restored and the deliveries to customers could be made largely again as usual. As part of the recovery measures, a completely new IT security architecture was set up. This extends across all components of the system landscape: from completely new firewalls to protect our central databases, to highly secured networks for controlled routing of our data streams, to the latest virus protection programs for all computer hardware. We have been working closely with external forensics experts and the relevant authorities to manage the impact of the ransomware attack.

## **HÄFELE U.K. LIMITED**

### **Directors' Report for the Year Ended 31 December 2022**

#### **Future developments**

Häfele's goal is to be closer to its customers than anyone else, to gain a better understanding of their requirements, to analyse the business climate more carefully and to identify new improvement opportunities faster.

2023 was supposed to be the year where we could move on fully from the uncertainty and disruption of COVID-19, but unfortunately the Russian invasion of Ukraine has put paid to that for now. The UK looks to be heading for a long, albeit flat, recession. Inflation and interest rates are at record recent highs, but are thankfully starting to ease. Sterling is still very weak, which will keep import prices high. Business confidence is at record lows and consumer confidence not far behind. All in all, the economic outlook for 2023 is pretty stark.

However, we remain optimistic at Häfele UK. Our aim continues to be to consolidate our leading position in our core markets, through the introduction of exciting new products and services, and to explore opportunities for growth in new ones.

- We will focus on winning back small customers, through enhanced content-driven digital marketing.
- We will develop the Service+ portfolio as a key differentiator, extending the Häfele to Order (HtoO) range, along with additional design and specification options.
- We will expand our Own House Assortment range across the Loox, Metalla, Matrix and Axilo brands.
- We will launch a number of in-house-developed exciting new products.

Our commitment to develop our people and recruit new people will continue, to ensure we are best placed to take advantage of any opportunities as and when they arise.

#### **Qualifying third party indemnity provision**

The company maintains liability insurance for its directors and officers. Following shareholder approval, the company has also provided an indemnity for its directors, which is a qualifying third party indemnity provision for the purposes of the Companies Act 2006. The qualifying indemnity was in force during the financial year and also at the date of approval of the financial statements.

#### **Disclosure of information to the auditors**

Each director has taken steps that they ought to have taken as a director in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information. The directors confirm that there is no relevant information that they know of and of which they know the auditors are unaware.

#### **Reappointment of auditors**

The auditors Rödl & Partner Limited are deemed to be reappointed under section 487(2) of the Companies Act 2006.

Approved and authorised by the Board on 17th April 2023 and signed on its behalf by:



.....  
N B Cole  
Director

## **HÄFELE U.K. LIMITED**

### **Statement of Directors' Responsibilities**

The directors acknowledge their responsibilities for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable United Kingdom Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

## **HÄFELE U.K. LIMITED**

### **Independent Auditor's Report to the Members of HÄFELE U.K. LIMITED**

#### **Opinion**

We have audited the financial statements of HÄFELE U.K. LIMITED (the 'company') for the year ended 31 December 2022, which comprise the Statement of Comprehensive Income, Balance Sheet, Statement of Changes in Equity, and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 December 2022 and of its profit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

#### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### **Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the director's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from when the original financial statements were authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

#### **Other information**

The directors are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

## **HÄFELE U.K. LIMITED**

### **Independent Auditor's Report to the Members of HÄFELE U.K. LIMITED**

#### **Opinion on other matter prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Strategic Report and Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic Report and Directors' Report have been prepared in accordance with applicable legal requirements.

#### **Matters on which we are required to report by exception**

In the light of our knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report and the Directors' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

#### **Responsibilities of directors**

As explained more fully in the Statement of Directors' Responsibilities [set out on page 7], the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

#### **Auditor Responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- *Enquiry of management*, those charged with governance around actual and potential litigations and claims;
- Enquiry of entity staff to identify any instances of non-compliance with laws and regulations;
- Reviewing financial statements disclosures and testing to supporting documentations to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

A further description of our responsibilities is available on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

## HÄFELE U.K. LIMITED

### Independent Auditor's Report to the Members of HÄFELE U.K. LIMITED

As part of an audit in accordance with ISAs (UK), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the company to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the company audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

#### Use of our report

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Imran Farooq (Senior Statutory Auditor)  
For and on behalf of Rödl & Partner Limited, Statutory Auditor

170 Edmund Street  
Birmingham  
B3 2HB

Date: 17th Apr, 2023

## HÄFELE U.K. LIMITED

### Statement of Comprehensive Income for the Year Ended 31 December 2022

			As restated
	Note	2022 £ 000	2021 £ 000
Turnover	3	116,067,587	111,662,480
Cost of sales		<u>(73,687,162)</u>	<u>(69,037,640)</u>
Gross profit		42,380,425	42,624,840
Distribution costs		(4,414,437)	(4,647,901)
Administrative expenses		(25,366,744)	(23,101,580)
Other operating income	4	<u>195,504</u>	<u>769,291</u>
Operating profit	5	12,794,748	15,644,650
Other interest receivable and similar income	6	<u>1,284,890</u>	<u>(229,901)</u>
Profit before tax		14,079,638	15,414,749
Taxation	10	<u>(3,021,680)</u>	<u>(3,099,247)</u>
Profit for the financial year		<u>11,057,958</u>	<u>12,315,502</u>
Other comprehensive income for the financial year			
P&I reserve - Actuarial (loss)/gain recognised in pension		2,519,000	1,170,000
P&I reserve - Deferred tax on actuarial (loss)/gain recognised in pension		<u>(629,750)</u>	<u>(148,682)</u>
		<u>1,889,250</u>	<u>1,021,318</u>
Total comprehensive income for the year		<u>12,947,208</u>	<u>13,336,820</u>

The above results were derived from continuing operations.

# HÄFELE U.K. LIMITED

(Registration number: 01486136)  
Balance Sheet as at 31 December 2022

	Note	2022 £ 000	2021 £ 000
<b>Fixed assets</b>			
Intangible assets	11	1,781,714	1,218,591
Tangible assets	12	<u>16,978,622</u>	<u>16,289,738</u>
		<u>18,760,336</u>	<u>17,508,329</u>
<b>Current assets</b>			
Stocks	13	20,793,003	23,619,917
Debtors	14	17,499,625	25,226,265
Cash at bank and in hand		<u>598,980</u>	<u>250,070</u>
		38,891,608	49,096,252
<b>Creditors: Amounts falling due within one year</b>	16	<u>(16,070,853)</u>	<u>(22,240,680)</u>
<b>Net current assets</b>		<u>22,820,755</u>	<u>26,855,572</u>
<b>Total assets less current liabilities</b>		<u>41,581,091</u>	<u>44,363,901</u>
<b>Net pension liabilities</b>		(686,000)	(4,159,000)
<b>Deferred tax liabilities</b>		<u>(742,982)</u>	<u>-</u>
<b>Provisions for liabilities</b>		<u>(1,428,982)</u>	<u>(4,159,000)</u>
<b>Net assets</b>		<u>40,152,109</u>	<u>40,204,901</u>
<b>Capital and reserves</b>			
Called up share capital		100,000	100,000
Retained earnings		<u>40,052,109</u>	<u>40,104,901</u>
Shareholders' funds		<u>40,152,109</u>	<u>40,204,901</u>

Approved and authorised by the Board on 17th April 2023 and signed on its behalf by:



.....  
N B Cole  
Director

## HÄFELE U.K. LIMITED

### Statement of Changes in Equity for the Year Ended 31 December 2022

	Share capital £ 000	Retained earnings £ 000	Total £ 000
At 1 January 2022	100,000	40,104,901	40,204,901
Profit for the year	-	11,057,958	11,057,958
Other comprehensive income	-	1,889,250	1,889,250
Total comprehensive income	-	12,947,208	12,947,208
Dividends	-	(13,000,000)	(13,000,000)
At 31 December 2022	100,000	40,052,109	40,152,109

	Share capital £ 000	Retained earnings £ 000	Total £ 000
At 1 January 2021	100,000	35,768,081	35,868,081
Profit for the year	-	12,315,502	12,315,502
Other comprehensive income	-	1,021,318	1,021,318
Total comprehensive income	-	13,336,820	13,336,820
Dividends	-	(9,000,000)	(9,000,000)
At 31 December 2021	100,000	40,104,901	40,204,901

The notes on pages 14 to 29 form an integral part of these financial statements.

# HÄFELE U.K. LIMITED

## Notes to the Financial Statements for the Year Ended 31 December 2022

### 1 General information

The company is a private company limited by share capital, incorporated in England.

The address of its registered office is:

Swift Valley Industrial Estate

Rugby

Warwickshire

CV21 1RD

### 2 Accounting policies

#### Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

#### Statement of compliance

These financial statements were prepared in accordance with Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland and the Companies Act 2006'.

#### Basis of preparation

These financial statements have been prepared using the historical cost convention except that as disclosed in the accounting policies certain items are shown at fair value.

The presentational currency used to prepare the financial statements is Sterling (£) and the amounts have been rounded to the nearest £1,000.

#### Summary of disclosure exemptions

The company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by the FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland":

- the requirements of Section 4 Statement of Financial Position paragraph 4.12(a)(iv);
- the requirements of Section 7 Statement of Cash Flows;
- the requirements of Section 3 Financial Statement Presentation paragraph 3.17(d);
- the requirements of Section 11 Financial Instruments paragraphs 11.39 to 11.48A;
- the requirements of Section 12 Other Financial Instruments paragraphs 12.26 to 12.29;
- the requirements of Section 33 Related Party Disclosures paragraph 33.7.

This information is included in the consolidated financial statements of Häfele Holding GmbH as at 31 December 2022 and these financial statements may be obtained from Häfele GmbH & Co, Postfach 1237, D72192 Nagold, Germany.

#### Reclassification of comparative amounts

A reclassification of balances has been made to the Statement of Comprehensive Income in 2021. The effect of this reclassification has no impact on the overall profitability of the business. The prior period reclassification is as follows:

Cost of sales has increased from £68,946,636 to £69,037,640

Administrative expenses has increased from £21,646,104 to £23,101,580

Distribution costs has decreased from £6,194,381 to £4,647,901

## **HÄFELE U.K. LIMITED**

### **Notes to the Financial Statements for the Year Ended 31 December 2022**

#### **Judgements in applying accounting policies and key sources of estimation**

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results.

The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below.

#### **Defined benefit pension scheme**

The Company operates a defined benefit schemes with the key judgements arising from the determination of the pension liability. We use a specialist third party to advise on the appropriate assumptions to use and the main assumptions are set out in note 19 of the financial statements.

#### **Impairment of trade debtors**

When assessing impairment of trade and other debtors, management considers factors including the current credit rating of the debtor, the ageing profile of debtors, historical experience and the extent to which the debt is protected under the company's credit insurance arrangements. See note 15 for the net carrying amount of the debtors and associated impairment provision.

#### **Impairment of inventory**

When calculating the inventory provision, management considers the nature and condition of the stock, as well as applying assumptions around anticipated saleability of finished goods. See note 14 for the net carrying amount of the stock and associated provision.

#### **Revenue recognition**

Revenue comprises the invoiced value of goods supplied, net of returns, discounts and value added tax. Revenue is recognised when the goods are despatched to the customer.

Accruals for rebates, based on customer turnover as determined by signed rebate agreements are held to reflect payments to be made in respect of such arrangements post year end. These costs are recognised against revenue in the year.

Accruals for rebates, based on customer turnover as determined by signed rebate agreements are held to reflect payments to be made in respect of such arrangements post year end. These costs are recognised against revenue in the year.

#### **Finance income and costs policy**

Finance costs are charged to the Statement of Comprehensive Income over the term of the debt using the effective interest method so that the amount charged is at a constant rate on the carrying amount. Issue costs are initially recognised as a reduction in the proceeds of the associated capital instrument.

## **HÄFELE U.K. LIMITED**

### **Notes to the Financial Statements for the Year Ended 31 December 2022**

#### **Foreign currency transactions and balances**

Foreign currency transactions are translated into the functional currency using the spot exchange rates at the dates of the transactions.

At each period end foreign currency monetary items are translated using the closing rate. Non-monetary items measured at historical cost are translated using the exchange rate at the date of the transaction and non-monetary items measured at fair value are measured using the exchange rate when fair value was determined.

Foreign exchange gains and losses resulting from the settlement of transactions and from the translation at period-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the Statement of Comprehensive Income except when deferred in other comprehensive income as qualifying cash flow hedges.

Foreign exchange gains and losses that relate to borrowings and cash and cash equivalents are presented in the Statement of Comprehensive Income within 'finance income or costs'. All other foreign exchange gains and losses are presented in the Statement of Comprehensive Income within 'other operating income'.

#### **Tax**

The tax expense for the year comprises current and deferred tax. Tax is recognised in the Statement of Comprehensive Income, except that a change attributable to an item of income and expense recognised as other comprehensive income or to an item recognised directly in equity is also recognised in other comprehensive income or directly in equity respectively.

The current income tax charge is calculated on the basis of tax rates and laws that have been enacted or substantively enacted by the reporting date in the countries where the Company operates and generates income.

Deferred tax balances are recognised in respect of all timing differences that have originated but not reversed by the Statement of Financial Position date, except that:

- a) the recognition of deferred tax assets is limited to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits; and
- b) any deferred tax balances are reversed if and when all conditions for retaining associated tax allowances have been met.

Deferred tax balances are not recognised in respect of permanent differences except in respect of business combinations, when deferred tax is recognised on the differences between the fair values of assets acquired and the future tax deductions available for them and the differences between the fair values of liabilities acquired and the amount that will be assessed for tax. Deferred tax is determined using tax rates and laws that have been enacted or substantively enacted by the reporting date.

#### **Tangible assets**

Property, plant and equipment under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

The Company adds to the carrying amount of an item of fixed assets the cost of replacing part of such an item when that cost is incurred, if the replacement part is expected to provide incremental future benefits to the Company. The carrying amount of the replaced part is derecognised. Repairs and maintenance are charged to the Statement of Comprehensive Income during the period in which they are incurred.

Land is not depreciated. Depreciation on other assets is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using the straight-line method.

## HÄFELE U.K. LIMITED

### Notes to the Financial Statements for the Year Ended 31 December 2022

#### Depreciation

Depreciation is charged so as to write off the cost of assets, other than land and properties under construction over their estimated useful lives, as follows:

Asset class	Depreciation method and rate
Freehold & leasehold property	2%
Plant and machinery	10-25%
Fixtures and fittings	10-25%

The assets residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in the Statement of Comprehensive Income.

#### Intangible assets

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

All intangible assets are considered to have a finite useful life. If a reliable estimate of the useful life cannot be made, the useful life shall not exceed five years.

Development costs, that are directly attributable to the design and testing of identifiable and unique software products controlled by the Group are recognised as intangible assets when the following criteria are met:

- a) it is technically feasible to complete the software so that it will be available for use;
- b) management intends to complete the software and use or sell it;
- c) there is an ability to use or sell the software;
- d) it can be demonstrated how the software will generate probable future economic benefits;
- e) adequate technical, financial and other resources to complete the development and to use or sell the software are available; and
- f) the expenditure attributable to the software during its development can be reliably measured.

#### Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

#### Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the company will not be able to collect all amounts due according to the original terms of the receivables.

## **HÄFELE U.K. LIMITED**

### **Notes to the Financial Statements for the Year Ended 31 December 2022**

#### **Stocks**

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost is determined using the first-in, first-out (FIFO) method.

The cost of finished goods and work in progress comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the inventories to their present location and condition. At each reporting date, stocks are assessed for impairment. If stocks are impaired, the carrying amount is reduced to its selling price less costs to complete and sell; the impairment loss is recognised immediately in the Statement of Comprehensive Income.

#### **Trade creditors**

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the company does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

#### **Provisions**

Provisions are recognised when the company has an obligation at the reporting date as a result of a past event, it is probable that the company will be required to settle that obligation and a reliable estimate can be made of the amount of the obligation.

#### **Leases**

Leases in which substantially all the risks and rewards of ownership are retained by the lessor are classified as operating leases. Payments made under operating leases are charged to the Statement of Comprehensive Income on a straight-line basis over the period of the lease. Where the company transfers substantially all the risks and rewards of ownership, the arrangement is classified as a finance lease and a receivable is recognised at an amount equal to the net investment in the lease. Recognition of finance income is based on a pattern reflecting a constant periodic rate of return on the lessor's net investment in the finance lease.

#### **Share capital**

Ordinary shares are classified as equity. Equity instruments are measured at the fair value of the cash or other resources received or receivable, net of the direct costs of issuing the equity instruments. If payment is deferred and the time value of money is material, the initial measurement is on a present value basis.

#### **Dividends**

Dividend distribution to the company's shareholders is recognised as a liability in the financial statements in the reporting period in which the dividends are declared.

#### **Defined contribution pension obligation**

A defined contribution plan is a pension plan under which fixed contributions are paid into a pension fund and the company has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised as employee benefit expense when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

## **HÄFELE U.K. LIMITED**

### **Notes to the Financial Statements for the Year Ended 31 December 2022**

#### **Defined benefit pension obligation**

The Company operates a defined benefit plan for certain employees. A defined benefit plan defines the pension benefit that the employee will receive on retirement, usually dependent upon several factors including but not limited to age, length of service and remuneration. Payment to defined contribution retirement benefit schemes are charged as an expense as they fall due. The cost of providing benefits under defined benefit plans is determined separately for each plan using the projected unit credit method, and is based on actuarial advice.

The change in the net defined benefit liability arising from employee service during the year is recognised as an employee cost. The cost of plan introductions, benefit changes, settlements and curtailments are recognised as incurred. The liability recognised in the Balance Sheet in respect of the defined benefit plan is the present value of the defined benefit obligation at the end of the reporting date less the fair value of plan assets at the reporting date (if any) out of which the obligations are to be settled. The defined benefit obligation is calculated using the projected unit credit method. Annually the company engages independent actuaries to calculate the obligation. The present value is determined by discounting the estimated future payments using market yields on high quality corporate bonds that are denominated in sterling and that have terms approximating to the estimated period of the future payments ('discount rate').

The fair value of plan assets is measured in accordance with the FRS 102 fair value hierarchy and in accordance with the Company's policy for similarly held assets. This includes the use of appropriate valuation techniques. Actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are charged or credited to other comprehensive income. These amounts together with the return on plan assets, less amounts included in net interest, are disclosed as 'Remeasurement of net defined benefit liability'.

The cost of the defined benefit plan, recognised in the Statement of Comprehensive Income as employee costs, except where included in the cost of an asset, comprises:

- a) the increase in net pension benefit liability arising from employee service during the period; and
- b) the cost of plan introductions, benefit changes curtailments and settlements.

The net interest cost is calculated by applying the discount rate to the net balance of the defined benefit obligation and the fair value of plan assets. This cost is recognised in the Statement of Comprehensive Income as a 'finance expense'.

## **HÄFELE U.K. LIMITED**

### **Notes to the Financial Statements for the Year Ended 31 December 2022**

#### **Financial instruments**

The Company only enters into basic financial instruments transactions that result in the recognition of financial assets and liabilities like trade and other debtors and creditors, loans from banks and other third parties, loans to related parties and investments in non-puttable ordinary shares.

Debt instruments (other than those wholly repayable or receivable within one year), including loans and other accounts receivable and payable, are initially measured at present value of the future cash flows and subsequently at amortised cost using the effective interest method. Debt instruments that are payable or receivable within one year, typically trade creditors or debtors, are measured, initially and subsequently, at the undiscounted amount of the cash or other consideration expected to be paid or received. However if the arrangements of a short-term instrument constitute a financing transaction, like the payment of a trade debt deferred beyond normal business terms or financed at a rate of interest that is not a market rate or in case of an out-right short-term loan not at market rate, the financial asset or liability is measured, initially, at the present value of the future cash flow discounted at a market rate of interest for a similar debt instrument and subsequently at amortised cost.

Financial assets that are measured at cost and amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised in the Statement of Comprehensive Income.

For financial assets measured at amortised cost, the impairment loss is measured as the difference between an asset's carrying amount and the present value of estimated cash flows discounted at the asset's original effective interest rate. If a financial asset has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate determined under the contract.

Financial assets and liabilities are offset and the net amount reported in the Balance Sheet when there is an enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Derivatives, including interest rate swaps and forward foreign exchange contracts, are not basic financial instruments. Derivatives are initially recognised at fair value on the date a derivative contract is entered into and are subsequently re-measured at their fair value. Changes in the fair value of derivatives are recognised in the Statement of Comprehensive Income in finance costs or income as appropriate. The company does not currently apply hedge accounting for interest rate and foreign exchange derivatives.

## HÄFELE U.K. LIMITED

### Notes to the Financial Statements for the Year Ended 31 December 2022

#### 3 Revenue

The analysis of the company's turnover for the year from continuing operations is as follows:

	2022	2021
	£ 000	£ 000
Sale of goods	<u>116,067,587</u>	<u>111,662,480</u>

The analysis of the company's turnover for the year by market is as follows:

	2022	2021
	£ 000	£ 000
UK	114,526,703	110,449,968
Europe	1,241,431	1,131,248
Rest of world	<u>299,453</u>	<u>81,264</u>
	<u>116,067,587</u>	<u>111,662,480</u>

#### 4 Other operating income

The analysis of the company's other operating income for the year is as follows:

	2022	2021
	£ 000	£ 000
Exchange gain/(loss)	<u>195,504</u>	<u>769,291</u>

#### 5 Operating profit

Arrived at after charging/(crediting)

	2022	2021
	£ 000	£ 000
Depreciation expense	1,346,375	1,570,624
Amortisation expense	404,417	150,811
Operating lease expense - other	<u>551,042</u>	<u>514,286</u>

#### 6 Other interest receivable and similar income

	2022	2021
	£ 000	£ 000
Interest income/(expense) on bank deposits	<u>(19,903)</u>	<u>138,676</u>

# HÄFELE U.K. LIMITED

## Notes to the Financial Statements for the Year Ended 31 December 2022

### 7 Staff costs

The aggregate payroll costs (including directors' remuneration) were as follows:

	2022	2021
	£ 000	£ 000
Wages and salaries	14,054,652	13,060,674
Social security costs	1,631,147	1,413,386
Other short-term employee benefits	174,559	115,146
Pension costs, defined contribution scheme	720,581	765,015
	<u>16,580,939</u>	<u>15,354,221</u>

The average number of persons employed by the company (including directors) during the year, analysed by category was as follows:

	2022	2021
	No.	No.
Administration and support	14	11
Sales, marketing and distribution	227	222
Distribution	154	156
	<u>395</u>	<u>389</u>

### 8 Directors' remuneration

The directors' remuneration for the year was as follows:

	2022	2021
	£ 000	£ 000
Remuneration	<u>687,014</u>	<u>652,989</u>

During the year the number of directors who were receiving benefits and share incentives was as follows:

	2022	2021
	No.	No.
Received or were entitled to receive shares under long term incentive schemes	<u>1</u>	<u>1</u>

In respect of the highest paid director:

	2022	2021
	£ 000	£ 000
Remuneration	461,278	428,000
Company contributions to money purchase pension schemes	<u>4,000</u>	<u>10,000</u>

### 9 Auditors' remuneration

	2022	2021
	£ 000	£ 000
Audit of the financial statements	<u>42,000</u>	<u>42,000</u>
<b>Other fees to auditors</b>		
Taxation compliance services	<u>3,240</u>	<u>3,000</u>

## HÄFELE U.K. LIMITED

### Notes to the Financial Statements for the Year Ended 31 December 2022

#### 10 Taxation

Tax charged/(credited) in the income statement

	2022 £ 000	2021 £ 000
<b>Current taxation</b>		
UK corporation tax	2,245,346	2,972,094
UK corporation tax adjustment to prior periods	430	-
	<u>2,245,776</u>	<u>2,972,094</u>
<b>Deferred taxation</b>		
Arising from origination and reversal of timing differences	775,904	127,153
Tax expense in the income statement	<u>3,021,680</u>	<u>3,099,247</u>

The tax on profit before tax for the year is the same as the standard rate of corporation tax in the UK (2021 - the same as the standard rate of corporation tax in the UK) of 19% (2021 - 19%).

The differences are reconciled below:

	2022 £ 000	2021 £ 000
Profit before tax	<u>14,079,638</u>	<u>15,414,749</u>
Corporation tax at standard rate	2,675,131	2,928,802
Effect of expense not deductible in determining taxable profit (tax loss)	230,964	81,396
Effect of tax losses	-	222,300
Deferred tax expense/(credit) relating to changes in tax rates or laws	186,217	(159,041)
Deferred tax credit from unrecognised temporary difference from a prior period	-	(152)
Increase in UK and foreign current tax from adjustment for prior periods	430	126,919
Tax (decrease)/increase from effect of capital allowances and depreciation	(71,062)	47,662
Tax decrease arising from group relief	-	(148,639)
Total tax charge	<u>3,021,680</u>	<u>3,099,247</u>
<b>Tax relating to items recognised in other comprehensive income or equity</b>		
	2022 £ 000	2021 £ 000
Deferred tax related to items recognised as items of other comprehensive income	<u>(629,750)</u>	<u>(148,682)</u>

## HÄFELE U.K. LIMITED

### Notes to the Financial Statements for the Year Ended 31 December 2022

#### 11 Intangible assets

	Software £ 000	Total £ 000
<b>Cost</b>		
At 1 January 2022	3,066,000	3,066,000
Additions acquired separately	503,197	503,197
Transfers	1,228,948	1,228,948
At 31 December 2022	<u>4,798,145</u>	<u>4,798,145</u>
<b>Amortisation</b>		
At 1 January 2022	1,848,000	1,848,000
Amortisation charge	404,417	404,417
Transfers	764,014	764,014
At 31 December 2022	<u>3,016,431</u>	<u>3,016,431</u>
<b>Carrying amount</b>		
At 31 December 2022	<u>1,781,714</u>	<u>1,781,714</u>
At 31 December 2021	<u>1,218,591</u>	<u>1,218,591</u>

#### 12 Tangible assets

	Freehold & leasehold property £ 000	Fixtures and fittings £ 000	Plant and machinery £ 000	Total £ 000
<b>Cost</b>				
At 1 January 2022	17,735,000	9,017,000	15,828,000	42,580,000
Additions	74,215	2,267,301	158,416	2,499,932
Transfers	252,801	(1,935,178)	453,429	(1,228,948)
At 31 December 2022	<u>18,062,016</u>	<u>9,349,123</u>	<u>16,439,845</u>	<u>43,850,984</u>
<b>Depreciation</b>				
At 1 January 2022	5,653,000	6,167,000	14,470,000	26,290,000
Charge for the year	351,884	636,971	357,521	1,346,376
Transfers	-	(764,014)	-	(764,014)
At 31 December 2022	<u>6,004,884</u>	<u>6,039,957</u>	<u>14,827,521</u>	<u>26,872,362</u>
<b>Carrying amount</b>				
At 31 December 2022	<u>12,057,132</u>	<u>3,309,166</u>	<u>1,612,324</u>	<u>16,978,622</u>
At 31 December 2021	<u>12,082,282</u>	<u>2,849,591</u>	<u>1,357,865</u>	<u>16,289,738</u>

## HÄFELE U.K. LIMITED

### Notes to the Financial Statements for the Year Ended 31 December 2022

#### 13 Stocks

	2022 £ 000	2021 £ 000
Finished goods and goods for resale	<u>20,793,003</u>	<u>23,619,917</u>

#### Impairment of stocks

The amount of impairment loss included in other comprehensive income is £594,222 (2021 - £252,718).

#### 14 Debtors

	Note	2022 £ 000	2021 £ 000
Trade debtors		13,984,199	12,805,932
Amounts owed by group undertakings		2,841,189	11,486,809
Other debtors		498,359	-
Prepayments		175,878	270,852
Deferred tax assets	10	<u>-</u>	<u>662,672</u>
		<u>17,499,625</u>	<u>25,226,265</u>

Other debtors held at the balance sheet date consist of open forward currency contracts which have been measured at fair value through the Statement of Comprehensive Income.

#### 15 Cash and cash equivalents

	2022 £ 000	2021 £ 000
Cash on hand	3,205	5,543
Cash at bank	<u>595,775</u>	<u>244,527</u>
	<u>598,980</u>	<u>250,070</u>

#### 16 Creditors

	Note	2022 £ 000	2021 £ 000
<b>Due within one year</b>			
Trade creditors		5,269,789	7,416,678
Amounts owed to group undertakings		3,292,413	6,273,097
Social security and other taxes		3,752,512	4,744,119
Other payables		1,978,744	1,242,509
Accruals		1,734,696	2,283,519
Corporation tax	10	<u>42,699</u>	<u>280,758</u>
		<u>16,070,853</u>	<u>22,240,680</u>

## HÄFELE U.K. LIMITED

### Notes to the Financial Statements for the Year Ended 31 December 2022

#### 17 Pension and other schemes

##### Defined contribution: auto-enrolment plan

Häfele U.K. Limited operates an auto-enrolment defined contribution plan for employees in line with UK Government legislation. Under the terms of this scheme, both employees and the company make pension contributions into an approved scheme (AVIVA).

##### Defined contribution: other plan

Häfele U.K. Limited operates a defined contribution plan for selective employees. Both employees and the company make pension contributions into the scheme (AVIVA).

##### Defined benefit pension schemes

Häfele U.K. Limited operates a funded pension plan which provides benefits based on the final pensionable salary of participating employees. This plan was closed to new entrants from November 2003 and closed to future accrual on the 31 December 2015. The assets of the plan are held separately from those of the Company, being held in a trustee-administered pension plan and invested with independent fund managers. The plan exposes the Company to actuarial risks, such as longevity risk, interest rate risk and market (investment) risk.

##### Defined Benefit Plan

Häfele U.K. Limited operates a funded pension plan which provides benefits based on the final pensionable salary of participating employees. This plan was closed to new entrants from November 2003 and closed to future accrual on the 31 December 2015. The assets of the plan are held separately from those of the Company, being held in a trustee-administered pension plan and invested with independent fund managers. The plan exposes the Company to actuarial risks, such as longevity risk, interest rate risk and market (investment) risk.

##### Actuarial Valuation

The date of the most recent comprehensive actuarial valuation was 31 December 2019. The present value of the defined benefit obligation, the related current and past service costs are determined by a qualified actuary. The most recent completed actuarial valuation was carried out at 31st December 2019. As at the valuation date the market value of the assets held by the scheme was £15,803,000, sufficient to cover 80% of the actuarial calculated Technical Provision (being the amount required, on an actuarial calculation, to make provision for the scheme's liabilities).

##### Funding and estimated contributions

Häfele U.K. Limited has an agreement with the pension plan trustees to make additional minimum deficit contributions to the plan of £1m per year. The level of the deficit recovery payment will be reviewed on a three-yearly basis in line with scheme triannual valuation.

The total cost relating to defined benefit schemes for the year recognised in the Other Comprehensive Income as an expense was £66,000 (2021 - £75,000).

##### *Reconciliation of scheme assets and liabilities to assets and liabilities recognised*

The amounts recognised in the balance sheet are as follows:

	2022 £ 000	2021 £ 000
Fair value of scheme assets	11,691,000	18,102,000
Present value of defined benefit obligation	(12,377,000)	(22,261,000)
Defined benefit pension scheme deficit	<u>(686,000)</u>	<u>(4,159,000)</u>

## HÄFELE U.K. LIMITED

### Notes to the Financial Statements for the Year Ended 31 December 2022

#### *Defined benefit obligation*

Changes in the defined benefit obligation are as follows:

	2022 £ 000
Present value at start of year	22,261,000
Interest cost	398,000
Foreign exchange differences	309,000
Benefits paid	(301,000)
Changes to demographic assumptions	30,000
Changes to financial assumptions	(10,320,000)
Present value at end of year	<u>12,377,000</u>

#### *Fair value of scheme assets*

Changes in the fair value of scheme assets are as follows:

	2022 £ 000
Fair value at start of year	18,102,000
Interest income	332,000
Return on plan assets, excluding amounts included in interest income/(expense)	(7,462,000)
Employer contributions	1,020,000
Benefits paid	(301,000)
Fair value at end of year	<u>11,691,000</u>

#### *Analysis of assets*

The major categories of scheme assets are as follows:

	2022 £ 000	2021 £ 000
Diversified Growth Funds	7,445,000	13,533,000
Bonds	4,097,000	4,428,000
Cash	149,000	141,000
	<u>11,691,000</u>	<u>18,102,000</u>

#### *Return on scheme assets*

	2022 £ 000	2021 £ 000
Return on scheme assets	<u>(7,130,000)</u>	<u>723,000</u>

The pension scheme has not invested in any of the company's own financial instruments or in properties or other assets used by the company.

## HÄFELE U.K. LIMITED

### Notes to the Financial Statements for the Year Ended 31 December 2022

#### *Principal actuarial assumptions*

The principal actuarial assumptions at the balance sheet date are as follows:

	2022	2021
	%	%
Inflation (RPI)	3.40	3.40
Inflation (CPI)	3.00	2.95
Discount rate	4.70	1.80
Future pension increases (RPI or 2.5% pa if less)	2.30	2.30
Future pension increases (RPI or 5% pa if less)	3.25	3.25
	<u>3.65</u>	<u>3.65</u>
AVIVA		

#### **18 Share capital**

**Allotted, called up and fully paid shares**

	2022		2021	
	No.	£	No.	£
Ordinary shares of £1 each	<u>100,000</u>	<u>100,000</u>	<u>100,000</u>	<u>100,000</u>

#### **19 Obligations under leases and hire purchase contracts**

##### **Operating leases**

The total of future minimum lease payments is as follows:

	2022	2021
	£ 000	£ 000
Not later than one year	342,783	337,945
Later than one year and not later than five years	<u>377,057</u>	<u>513,502</u>
	<u>719,840</u>	<u>851,447</u>

The amount of non-cancellable operating lease payments recognised as an expense during the year was £514,286 (2021 - £Nil).

#### **20 Dividends**

**Interim dividends paid**

	2022	2021
	£ 000	£ 000
Interim dividend of £130.00 (2021 - £90.00) per each Ordinary shares	<u>13,000,000</u>	<u>9,000,000</u>

## HÄFELE U.K. LIMITED

### Notes to the Financial Statements for the Year Ended 31 December 2022

#### 21 Financial instruments

##### Derivatives

###### *Forward contracts and foreign exchange rate swaps*

During the year the company had entered into forward contracts and foreign exchange swaps to manage its currency risks. From forward contracts the company has contracted to deliver £22,955,020 at various stages over the next 12 months in exchange for €26,250,000 (2021: £13,487,694 in exchange for €15,500,000) and deliver £7,589,184 in exchange for \$9,250,000 (2021: £2,912,132 in exchange for \$4,000,000).

At 31 December 2022 the financial asset recognised at fair value gain in respect of the derivatives was £1,304,793 (2021: loss of £368,577 ).

#### 22 Non adjusting events after the financial period

On 2nd February 2023, there was a ransomware attack on the IT systems of the Häfele Group from an external source. After the incident was discovered, the system landscape was shut down immediately as a preventive measure. As a consequence, HUK had to revert to telephone only order taking and manual picking in our warehouse for a number of weeks. This situation led to sales losses in the high double digit percentage range in the month of February. During March, the business critical IT systems were restored and the deliveries to customers could be made largely again as usual. As part of the recovery measures, a completely new IT security architecture was set up. This extends across all components of the system landscape: from completely new firewalls to protect our central databases, to highly secured networks for controlled routing of our data streams, to the latest virus protection programs for all computer hardware. We have been working closely with external forensics experts and the relevant authorities to manage the impact of the ransomware attack.

#### 23 Parent and ultimate parent undertaking

Häfele Holding GmbH is the parent undertaking of the smallest and largest group of undertakings to consolidate these financial statements at 31 December 2022.

The company's immediate parent is Häfele Holding GmbH, incorporated in Germany.

These financial statements are available upon request from Häfele GmbH & Co, Postfach 1237, D72192 Nagold, Germany.

## HÄFELE U.K. LIMITED

### Detailed Statement of Comprehensive Income for the Year Ended 31 December 2022

	As restated	
	2022 £ 000	2021 £ 000
Turnover (analysed below)	116,067,587	111,662,480
Cost of sales (analysed below)	<u>(73,687,162)</u>	<u>(69,037,640)</u>
Gross profit	<u>42,380,425</u>	<u>42,624,840</u>
Gross profit (%)	36.51%	38.17%
Distribution costs (analysed below)	<u>(4,414,437)</u>	<u>(4,647,901)</u>
<b>Administrative expenses</b>		
Employment costs (analysed below)	(16,891,170)	(15,639,060)
Establishment costs (analysed below)	(1,931,699)	(1,933,157)
General administrative expenses (analysed below)	(4,368,991)	(3,498,647)
Finance charges (analysed below)	(424,092)	(309,281)
Depreciation costs (analysed below)	<u>(1,750,792)</u>	<u>(1,721,435)</u>
	(25,366,744)	(23,101,580)
Other operating income (analysed below)	<u>195,504</u>	<u>769,291</u>
Operating profit	12,794,748	15,644,650
Other interest receivable and similar income (analysed below)	<u>1,284,890</u>	<u>(229,901)</u>
Profit before tax	<u><u>14,079,638</u></u>	<u><u>15,414,749</u></u>

## HÄFELE U.K. LIMITED

### Detailed Statement of Comprehensive Income for the Year Ended 31 December 2022

	As restated	
	2022	2021
	£ 000	£ 000
<b>Turnover</b>		
Sale of goods, UK	114,526,703	110,449,968
Sale of goods, Europe	1,241,431	1,131,248
Sale of goods, rest of world	299,453	81,264
	<u>116,067,587</u>	<u>111,662,480</u>
<b>Cost of sales</b>		
Purchases	(73,687,162)	(69,037,640)
<b>Distribution costs</b>		
Courier services	(3,351,617)	(3,644,750)
Commissions payable	(699,960)	(994,579)
Motor expenses	(362,860)	(8,572)
	<u>(4,414,437)</u>	<u>(4,647,901)</u>
<b>Employment costs</b>		
Wages and salaries (excluding directors)	(13,367,638)	(12,407,685)
Staff NIC (Employers)	(1,631,147)	(1,413,386)
Directors remuneration	(687,014)	(652,989)
Staff pensions (Defined contribution)	(720,581)	(765,015)
Private health insurance	(174,559)	(115,146)
Staff training	(66,918)	(109,715)
Staff welfare	(103,230)	(120,609)
Travelling	(140,083)	(54,515)
	<u>(16,891,170)</u>	<u>(15,639,060)</u>
<b>Establishment costs</b>		
Rent	(450)	(83,868)
Rates	(441,799)	(538,417)
Water rates	(29,370)	(25,240)
Light, heat and power	(484,586)	(321,500)
Insurance	(519,238)	(493,969)
Repairs and maintenance	(77,200)	(19,846)
Repairs and renewals	(379,056)	(450,317)
	<u>(1,931,699)</u>	<u>(1,933,157)</u>
<b>General administrative expenses</b>		
Telephone and fax	(173,571)	(165,292)
Computer software and maintenance costs	(506,703)	(667,405)
Printing, postage and stationery	(47,640)	(73,066)
Trade subscriptions	(130,712)	(125,560)
Charitable donations	(14,994)	(22,089)
Hire of other assets (Operating leases)	(551,042)	(514,286)

This page does not form part of the statutory financial statements.

## HÄFELE U.K. LIMITED

### Detailed Statement of Comprehensive Income for the Year Ended 31 December 2022

	As restated	
	2022	2021
	£ 000	£ 000
Sundry expenses	(11,097)	(10,203)
Cleaning	(122,739)	(147,040)
Promotional expenses	(1,569,550)	(1,163,214)
Customer entertaining (disallowable for tax)	(41,338)	(4,776)
Accountancy fees	(17,439)	12,979
Auditor's remuneration - The audit of the company's annual accounts	(42,000)	(42,000)
Auditor's remuneration - Tax services	(3,240)	(3,000)
Consultancy fees	(88,500)	(63,566)
Management fees	(7,465)	(5,000)
Legal and professional fees	(1,028,216)	(871,677)
Bad debts written off	(12,745)	366,548
	<u>(4,368,991)</u>	<u>(3,498,647)</u>
<b>Finance charges</b>		
Credit card charges	(358,092)	(234,281)
Pension scheme finance income/costs	(66,000)	(75,000)
	<u>(424,092)</u>	<u>(309,281)</u>
<b>Depreciation costs</b>		
Amortisation of software	(404,417)	(150,811)
Depreciation of freehold & leasehold property	(351,884)	(335,030)
Depreciation of plant and machinery (owned)	(357,521)	(339,302)
Depreciation of fixtures and fittings (owned)	(636,970)	(896,292)
	<u>(1,750,792)</u>	<u>(1,721,435)</u>
<b>Other operating income</b>		
Other operating income	195,504	769,291
Operating profit	<u>12,794,748</u>	<u>15,644,650</u>
<b>Other interest receivable and similar income</b>		
Other interest receivable and similar income	(19,903)	138,676
Gain/(loss) on financial assets at fair value	1,304,793	(368,577)
	<u>1,284,890</u>	<u>(229,901)</u>
Profit before tax	<u>14,079,638</u>	<u>15,414,749</u>