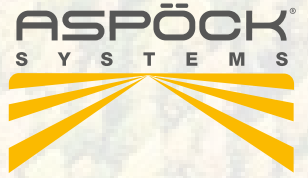


# THINKING ABOUT TOMORROW NOW TODAY NOW!

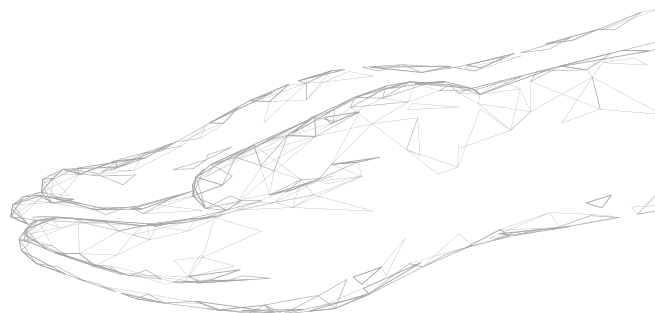
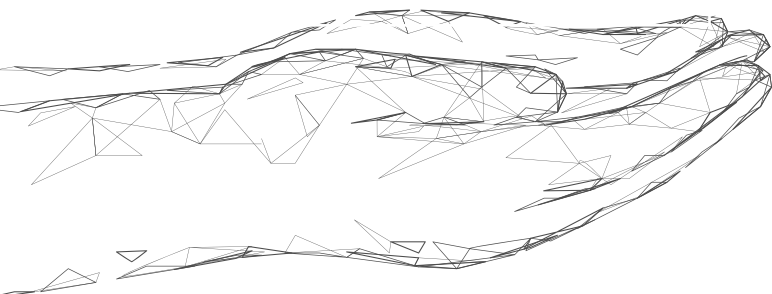


SUSTAINABILITY  
REPORT

# 2021

ASPÖCK SYSTEMS

# THINKING ABOUT TOMOR- ROW TODAY NOW!



## FOREWORD

We view sustainability as our obligation towards future generations. For us, the question is not "if" but rather "how quickly" can efficient measures be implemented.

At Aspöck, industrial goals and responsible management are not mutually exclusive. We aim to preserve a world worth living in with an intact social, ecological and economic fabric for ourselves and our descendants.

**We act in an environmentally conscious manner:** Our environmental and energy management system is certified in accordance with the internationally recognised ISO 14001 standard. We evaluate our entire environmental impact systematically and make targeted improvements to minimise our environmental risks.

**We pursue a long-term corporate strategy:** Quick profit is of secondary importance for us – responsible corporate development is far more important.

**We focus on people:** Employee satisfaction is a high priority for our company. We consider occupational health and safety to be fundamentally important. We invest in training and professional development opportunities for our employees and help them to expand their skill sets.

Our Sustainability Report sheds light on all these aspects and provides some insights into the associated activities and projects.

Happy reading!

# ABOUT THIS REPORT

The Aspöck company – consisting of Aspöck Systems GmbH, Aspöck Portugal S.A., Aspöck Automotive Polska Sp. z o.o. and Aspöck do Brasil LTDA. (hereinafter "Aspöck") – has, for the first time, prepared its own Sustainability Report for the 2020-21 financial year in order to provide information about the company's **progress, goals** and **measures** in the area of sustainability.

By publishing our first ever, exclusively digital Sustainability Report we have achieved a new milestone in our corporate history. It is intended to serve as an information source that makes our activities in the area of sustainability transparent for our stakeholders.

In addition, it enables us to set out ambitious sustainability goals for the future.

The reported performance indica-

tors, targets and management approaches refer exclusively to Aspöck Systems GmbH. Other Aspöck subsidiaries and production sites abroad are not included in this report.

The reporting period spans the financial year from 1 July 2020 to 30 June 2021. Our Sustainability Report will be published annually in future.



## LEGAL NOTICE

Aspöck Systems GmbH  
Enzing 4 | 4722 Peuerbach | Austria

### Contact:

sustainability@aspoeck.com  
www.aspoeck.com

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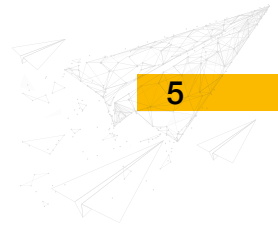
# OUR COMPANY

# ASPÖCK



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# COMPANY PROFILE

Our company profile – presented as a Q&A with Karl Aspöck, CEO of the Aspöck Group



Felix & Karl Aspöck

## THE BEGINNINGS.

A one-person business. That was my father, Felix Aspöck.

## THE IDEA.

Lighting solutions for vehicles. From the concept to series production, we design, test and manufacture everything in-house.

## THE GOAL.

Has always remained the same: to increase safety on the world's roads. And now with a major focus on comfort, design, efficiency and environmental compatibility.

## THE PRODUCT – LIGHT.

Perfecting the first lighting solutions for agricultural machinery with pioneering technology for truck and car trailers, cars, motorbikes, caravans and special

vehicles. We have succeeded in all of this. Well-known manufacturers such as Schmitz Cargobull, Schwarzmüller, Audi, VW, the Stellantis Group and KTM are among our customers today.

## THE TECHNOLOGY.

The world of artificial light has already undergone a technology shift. Linear LED luminaires are the future. Remaining an innovation leader and thus addressing new lighting markets is the goal.

## THE MARKET – THE WORLD.

Today, we are a successful international company. The Aspöck Group has strategic locations in Europe, South America, North and South Africa and Asia. Our well-organised sales and service network guarantees the best possible customer service.

Our branch offices are divided into production sites and sales subsidiaries. Our strategic headquarters are – and always have been – located in Austria.

## THE FUTURE.

Our passion is and remains "light". We are not a "family business" in name only. We live these values wholeheartedly and value open communication. For me, fostering the different skills of our employees, both personally and professionally, creates the basis for a successful company. Only with healthy foundations can we ensure healthy growth in the future!





Headquarters in Austria

# OUR COMPANY

Aspöck is Europe's leading manufacturer of lighting systems for all types of towed vehicles. For over 45 years, the company has focused on achieving the highest standards of precision and perfection.

Aspöck was founded in 1977 by Felix Aspöck as a manufacturer of lighting systems for agricultural vehicles. In 1996, the company launched its first

combination rear lamp for car trailers.

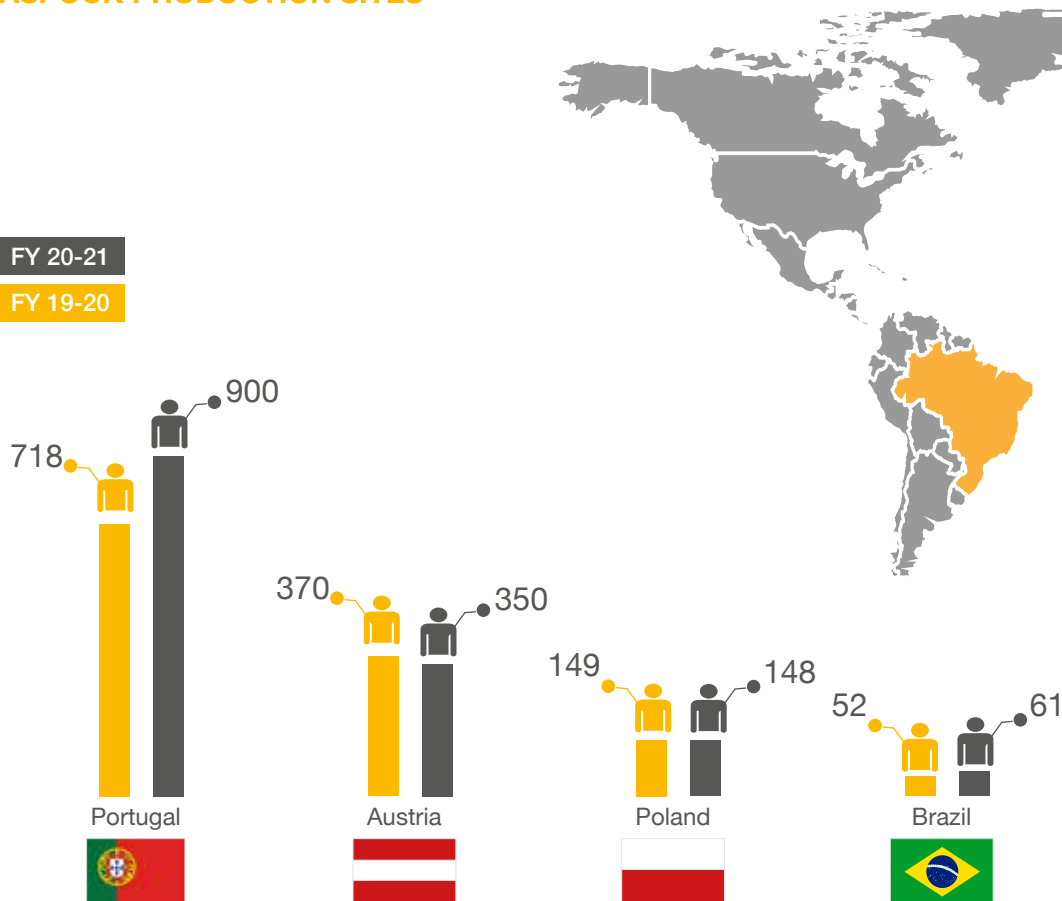
Aspöck Systems GmbH is a limited liability company. Its headquarters are situated in Peuerbach (Austria). Other Aspöck production sites are located in Portugal, Poland and Brazil. In addition, Aspöck has sales offices all over the world.



## Employee metrics

Aspöck employs 1,550 people worldwide, of which around 350 are employed by Aspöck Systems GmbH in Austria (as at 31 December 2021).

### NUMBER OF EMPLOYEES ASPÖCK PRODUCTION SITES



## Employee metrics: Aspöck Systems GmbH (Austria)

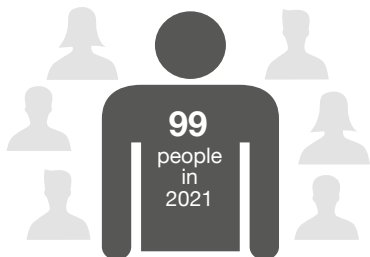
### EMPLOYEES FEMALE / MALE



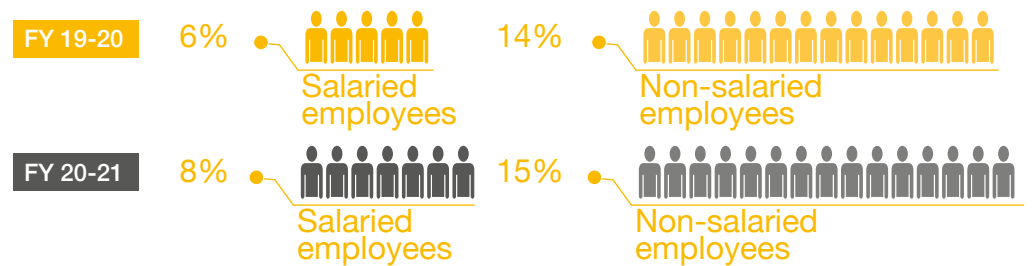
### EMPLOYEES FULL-TIME / PART-TIME



### EMPLOYEES NEW APPOINTMENTS



### EMPLOYEE TURNO- VER



### TRAINING PLACES





# PRODUCTS AND MARKETS

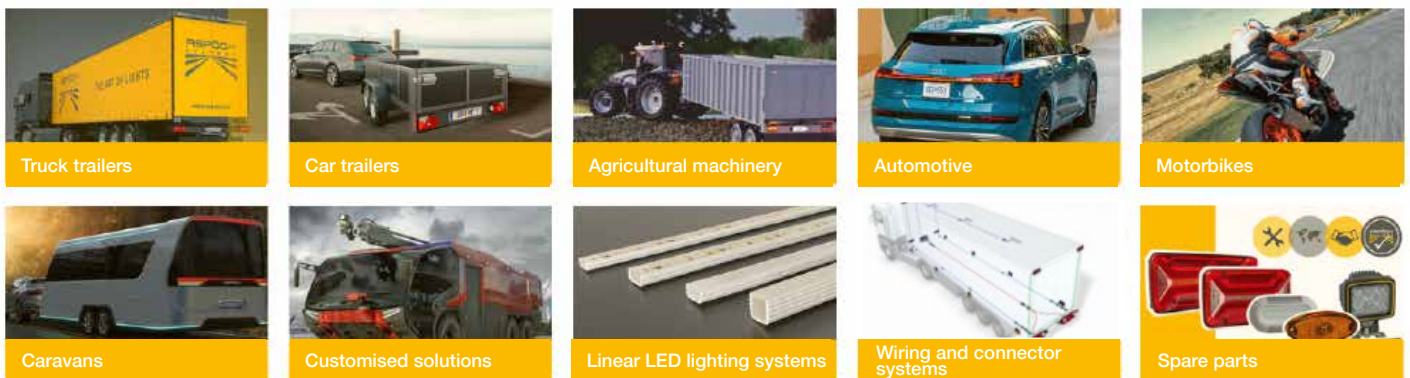


SUSTAINABILITY  
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# PRODUCTS AND MARKETS

From product development to series production – Aspöck designs, develops, constructs and manufactures products to the highest quality standards. LED lighting, as well as wiring and connector systems, are part of our standard product range. Our worldwide sales and service network guarantees rapid availability and high customer satisfaction.



## LIGHTING SYSTEMS FOR TOWED VEHICLES (TRAILERS) AND VEHICLE BODIES (BODY BUILDERS)

Aspöck is the market leader for lighting systems for all types of towed vehicles. We are a complete provider of customised solutions and a system supplier. Innovative LED technology and traditional bulb and hybrid solutions are a key trend in this market and help to increase efficiency and safety on our roads.

### AUTOMOTIVE

We develop innovative lighting solutions to meet the specific requirements of OEMs, including well-known manufacturers. The focus here is on products that excel in terms of safety, comfort, design, economy and environmental compatibility.

Aspöck supports its customers at every step from (pre-)development through to the testing and validation phase, culminating in a ready-to-install product.

### LINEAR LED LIGHTING SYSTEMS

Aspöck offers its linear LED lighting systems to customers in the general lighting industry. Our product range includes flexible LED systems in protection classes ranging from IP00 to IP66 and IP67+, which we develop and produce using innovative encapsulation technologies at our Austrian site.

# ASPÖCK SUSTAINABILITY STRATEGY



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# ASPÖCK'S SUSTAINABILITY STRATEGY

## Sustainability management

Sustainability is part of the integrated management system (IMS) at Aspöck.

Our IMS is designed to help us formulate strategic and operational goals in all areas. It serves as a central control and steering instrument to ensure compliance with our goals and the requirements of specific management systems.

The individuals responsible for the respective management systems (e.g. quality management and environmental management) are appointed directly by the senior management team and report directly to the latter.

The following management systems and certifications are components of our IMS:

ISO 9001:2015

ISO 14001:2015

IATF 16949:2016



The senior management team evaluates the IMS at regular, pre-defined intervals using key performance indicators, which are provided by the respective company officers and data managers\*.

The senior management team then analyses this data, agrees on new targets and brings them to the attention of the departments concerned via the "Management Review".

\*= key performance indicator

## Sustainability at Aspöck

At Aspöck, we divide **sustainability** into three traditional dimensions: **SOCIAL**, **ECOLOGICAL** and **ECONOMICAL**,

which form the core of our corporate strategy and are mapped in our IMS at regular intervals by means of specific, unambiguous KPIs.



### PRODUCTS AND QUALITY

As a leading manufacturer, our aim is to supply products of the highest quality. We live up to this promise by integrating continuous improvements throughout the product life cycle.

All our employees make their own individual contribution to this process. They are all responsible for product quality and play a vital part in our company's success through their knowledge, skills and commitment.

We integrate our partners' individual expectations and requirements as efficiently as possible in order to achieve our core goals – such as customer and employee satisfaction, careful use of resources, legal certainty and sustainable economic success.

### ENVIRONMENTAL MANAGEMENT

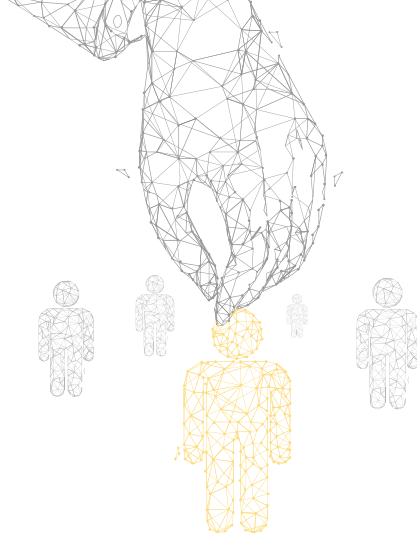
As a leading manufacturer, Aspöck is acutely aware of its environmental responsibilities.

Through our holistic management approach, we promote environmental protection, which we believe requires far more than mere compliance with the statutory regulations. In everything we do, we take care to minimise any negative impact on our ecosystem. We also make it our top priority to ensure efficient use of resources and continuous improvement throughout our value creation process.

Our employees are characterised by a highly developed environmental awareness that starts with the planning and development of our products and processes and continues right through production and storage to transport, delivery and scheduling. Our comprehensive environmental programme underpins all business processes at Aspöck.

### HEALTH AND SAFETY

Motivated and committed employees are the basis for our economic success. We offer our staff a modern and appealing working environment as the basis for employee satisfaction and motivation. Accordingly, occupational health and safety is a high priority for our company – we protect and promote the health of our employees and constantly look for ways to improve it.



## Stakeholder groups

Open communication and a cooperative exchange of ideas are at the heart of Aspöck's market leadership. In terms of output, we deliver innovative products and new technologies, ideally always one step ahead of the times.

Our stakeholders are the most important and influential aspect of our business. By incorporating their unique interests and perspectives, we take every opportunity to create synergies in our daily business.

### CUSTOMERS

Our customers are at the heart of our entrepreneurial activities. Their requirements, expectations and needs are the benchmark for all decisions made at our company. Our annual customer satisfaction survey is firmly anchored in our IMS – its results are analysed in detail in order to derive appropriate measures.

### EMPLOYEES

Our employees are our most valuable resource and the foundations for the sustainable growth of our business. We have taken it upon ourselves to place occupational health and safety and employee satisfaction at the centre of our corporate activities.

### SUPPLIERS

To ensure we can meet the exacting demands of our customers, we exclusively process high-quality raw materials. The basic prerequisite for this is long-standing and cooperative partnerships with our suppliers. These relationships are a key factor in terms of ensuring our activities comply with the applicable sustainability criteria. To this end, we regularly evaluate the performance of all our suppliers – first and foremost on the basis of social and ecological indicators.

### SHAREHOLDERS AND INVESTORS

Our shareholders and investors are important stakeholders with a clear interest in ensuring our sustainable economic success. As an owner-managed company, we also benefit from their direct involvement in our entrepreneurial activities.

### REGULAR COMMUNICATION WITH STAKEHOLDERS

Our communications with our stakeholders are as diverse as they are. Aspöck uses a wide variety of events and venues as an opportunity to engage in regular dialogue with our stakeholders.

For example, we actively inform our employees about ongoing activities relating to our sustainability process at training sessions and workshops.

Our customers have the opportunity to communicate with Aspöck at trade fairs, through press releases, via the Aspöck website or by making direct contact with the relevant members of our team.



## Key aspects of sustainability

In collaboration with various stakeholders and external experts, Aspöck has for the first time committed itself to identifying and evaluating relevant sustainability issues.

### IDENTIFYING THE MAIN ISSUES

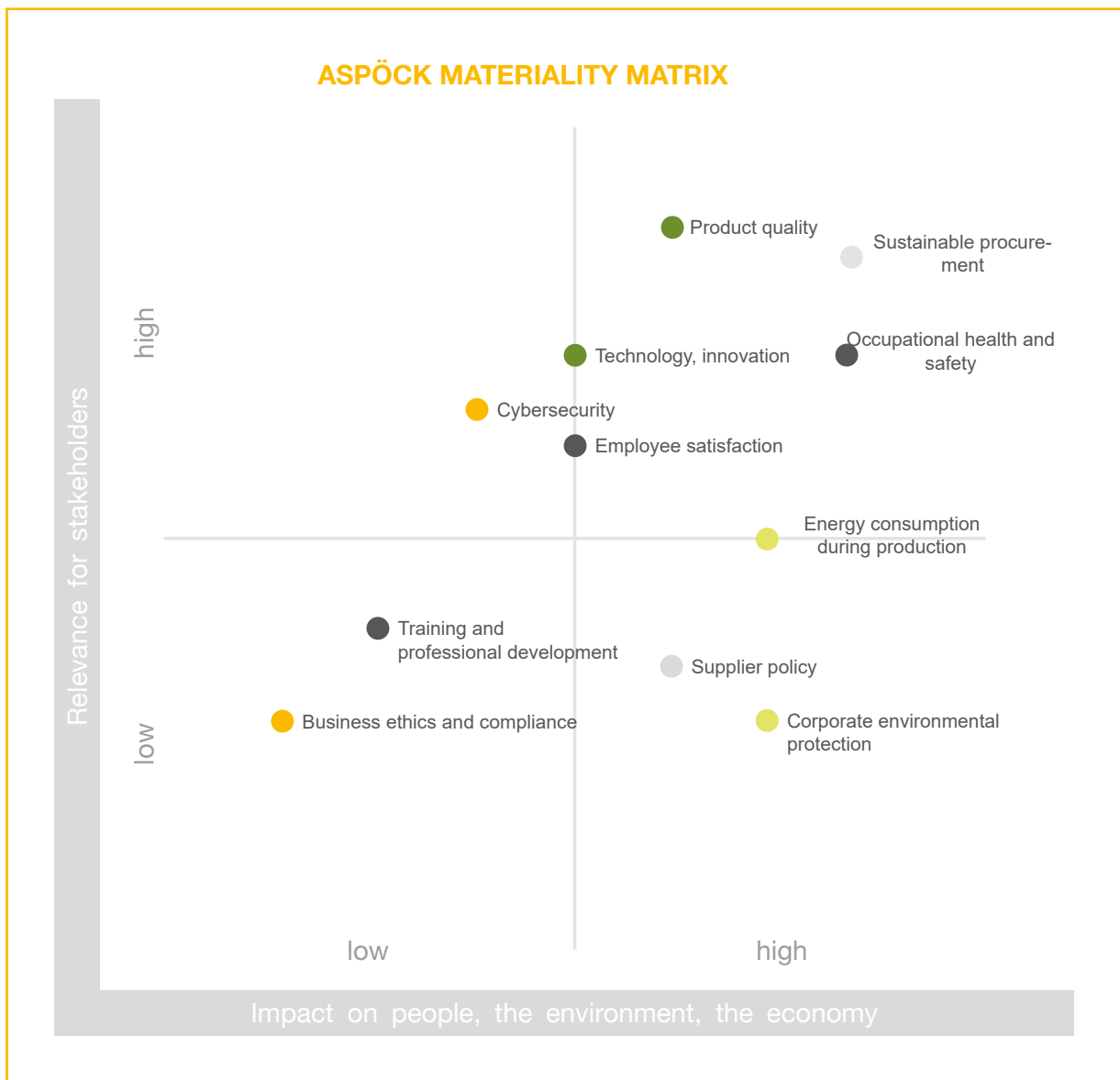
The topics in question were classified as relevant overall if their relevance was rated as "high" from at least one of the two perspectives. As a result, Aspöck identified numerous topics with a social and environmental impact.

The aspects with the greatest impact on – and highest relevance for – the various stakeholders were recorded in the following materiality matrix:

**NOTE:**

The assessment of each topic's relevance was based on the definition in "GRI Standard 101", which stipulates that the relevance of a particular issue must be assessed from two different perspectives:

- **The impact resulting from our business activities**  
What is the impact of Aspöck's business activities in a specific area (e.g. our contribution to global warming)?
- **Relevance from a stakeholder perspective**  
What is the relevance of a particular issue from the perspective of different stakeholders?



Our stakeholders attach great importance to the reliability and durability of our products, followed by sustainable procurement. Technologies and innovations are also high on their agenda alongside occupational health and safety. In addition, cybersecurity and employee satisfaction are given a very high priority.

**KEY SUSTAINABILITY ISSUES**

Field of action	key topics	significant for...			Targets
		Aspöck business processes	Customers / society	Supply chain	
Compliance	Cybersecurity	x	x	x	Compliance with data protection guidelines
	Business ethics and compliance	x	x	x	Zero violations or incidents
Employees	Employee satisfaction	x			Create a modern working environment
	Occupational health and safety	x			Minimise workplace accidents
	Training and professional development	x			Apprentice training, employee development
Products and company	Product features		x		Highest-quality products (relevant for safety)
	Technology and innovation		x		Use innovative technologies, use resources efficiently
Environment and resources	Energy consumption during production	x			Expand LED lighting in production facilities
	Corporate environmental protection			x	Waste prevention, separation, recycling...
Supply chain	Sustainable procurement			x	Local procurement
	Supplier policy			x	Long-term supplier relationships





## Aspöck's economic performance

In the following sections, we will describe those aspects defined as relevant in the form of management approaches, key performance indicators and targets.

### SUSTAINABLE MANAGEMENT, LONG-TERM VALUE PRESERVATION

Since its foundation in 1977, consistency, continuous growth and sustainable management have been among Aspöck's guiding principles.

Our overarching goal is to secure the company's position as Europe's leading manufacturer of lighting systems for the long term. The basic prerequisite for this is a solid economic basis underpinned by innovative products and continuous improvements in terms of costs and processes.

#### LIGHT:

##### A BUSINESS MODEL WITH A FUTURE

Individuality, networking and artificial intelligence are the future of mobility. Digitalisation will make all of this possible – mobility must now be reinvented!

Wherever the road leads, the issue of safety will play a crucial role.

Light is fundamentally relevant for safety: seeing and being seen, signalling (turning, braking, etc.) – these aspects are nothing new.

But much more is possible with light. In the future, it will be used in a far more targeted manner. Optimised illumination of the vehicle's surroundings and the avoidance of glare are already "state of the art". Projections on the road, such as symbols and hazard warnings, will soon follow.

However, light is also a design element – both for the exterior and the interior. From this perspective, light also becomes a tool for differentiation.

#### LEDS:

##### A TECHNOLOGY WITH A FUTURE

Light Emitting Diodes (LEDs) combine efficiency with versatile applications. From automotive and residential lighting systems to municipal lighting and advertising hoardings – LEDs offer major advantages compared to other technologies, including a very long service life, excellent colour saturation, good luminous efficacy and high efficiency combined with low energy consumption (to name just a few).

LEDs are an outstanding alternative to conventional, inefficient light sources such as incandescent bulbs, fluorescent lamps, etc. Furthermore, the sheer number of possible applications makes LEDs unique.

We rely heavily on this technology and believe that it harbours enormous growth potential.

### OBJECTIVES

To ensure the long-term preservation of our company's value, we have adopted a long-term growth strategy.

Our core product range is based on the development of innovative product solutions for trailers and agricultural and construction machinery, as well as continuous improvements throughout our production process.

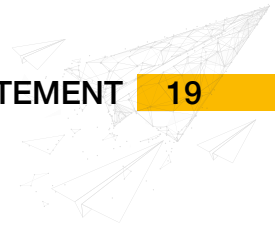
The automotive sector is an important revenue source for our company – we aim to limit its share of total sales to 30%. One of our goals in this segment is to turn more OEMs into Aspöck customers.

# ASPÖCK MISSION STATEMENT



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# ASPÖCK MISSION STATEMENT

## Established corporate values

Since its foundation in 1977, consistency, continuous growth and sustainable management have been among Aspöck's guiding principles.

Our primary corporate goal is our customers' satisfaction. Our company has always lived up to our tradition of manufacturing high-quality products in an environmentally friendly manner. This mission statement represents a binding commitment for all our employees.

### SUSTAINABILITY

The protection of our environment and resources is part of our corporate culture and is supported and practised by all Aspöck employees. The company management is committed to full compliance with all applicable environmental laws and guidelines.

Every aspect of our business is conducted in accordance with the principles of legal compliance and corporate governance. Compliance with these principles is a matter of course for us.

### QUALITY

Our philosophy is to ensure that all activities at our company comply with zero-defect principle and are carried out in an environmentally friendly and economical manner – in order to meet the requirements of our internal and external customers.

### EMPLOYEES

Motivated, well-trained employees enable us to guarantee the achievement of our corporate goals. By investing in our staff members' professional and personal development we consistently raise the bar in terms of what our employees can accomplish.

### INNOVATION

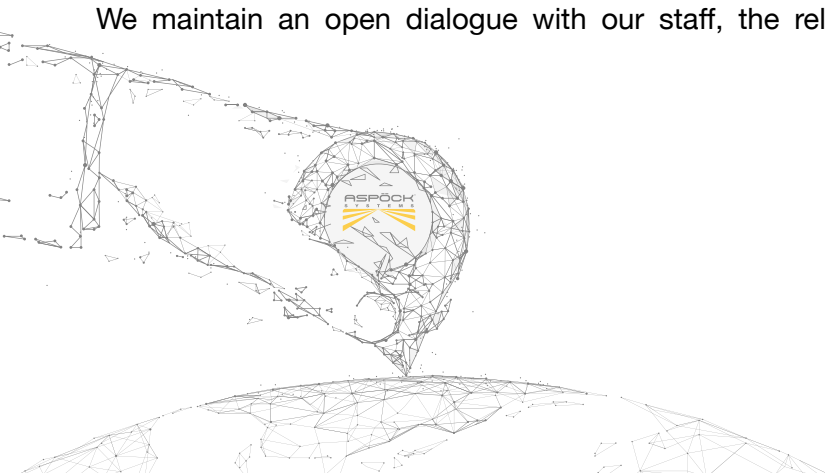
Our management team and all our employees are committed to continuous improvement, fault prevention through error avoidance and active environmental protection. This mindset underpins our ambition to be the market leader.

The tools we use to achieve this goal include future-focused technologies, system capability, added value as well as quality assurance and environmental management.

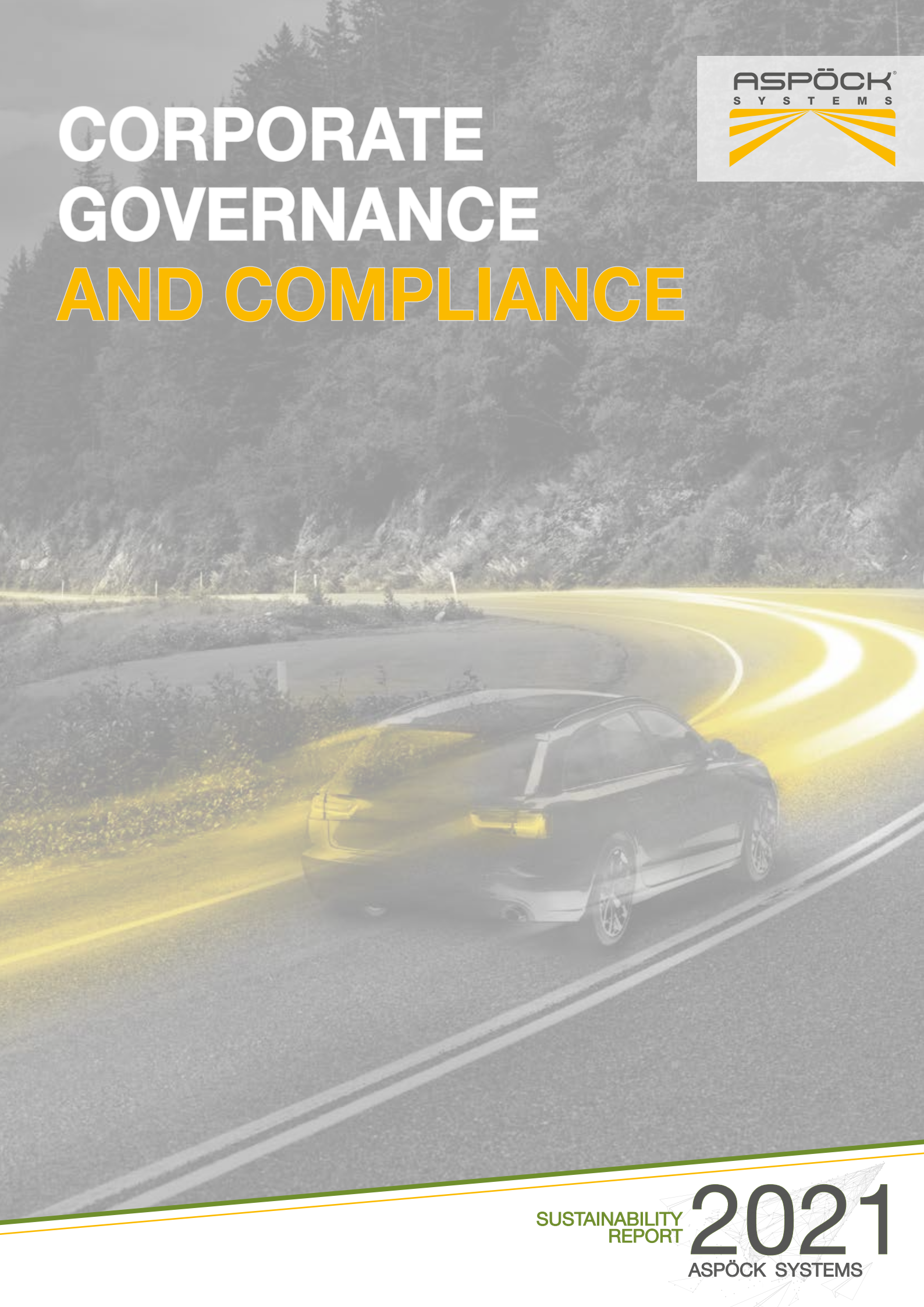
We also define our products and processes in accordance with ecologically sound principles.

### COMMUNICATION

We maintain an open dialogue with our staff, the relevant authorities and the public.



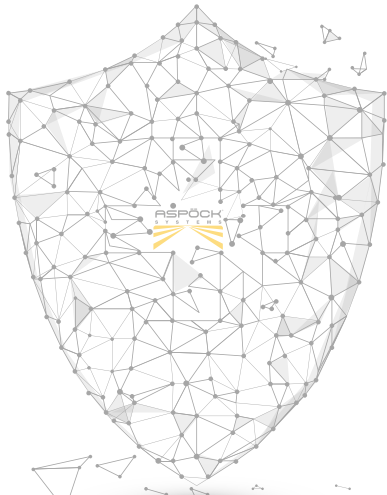
# CORPORATE GOVERNANCE AND COMPLIANCE



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# 2021

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# CORPORATE GOVERNANCE AND COMPLIANCE

## Basic principles

Within the framework of our internal control and steering instruments, Aspöck sets out strict requirements to ensure compliance with legal standards and recognised principles of good corporate governance. Unlawful conduct or actions that harm the company's reputation are not tolerated. We have a zero-tolerance policy with regard to violations.

All control processes are anchored in our IMS, thereby ruling out the possibility of fraud and manipulation.

All major company decisions are made exclusively by the Executive Board.

### **CYBERSECURITY**

Even before the entry into force of the GDPR (EU General Data Protection Regulation), Aspöck tackled the issue of cybersecurity and implemented processes in order to fully comply with the corresponding requirements.

During the reporting period, there were no substantiated complaints regarding data protection violations and their implementation, either from internal or external sources.

We use appropriate security software to protect ourselves from cyberattacks. In addition, we provide training to raise our employees' awareness of the respective threats and ensure that they are able to protect themselves.

### **Objectives**

Our goal is to continuously adapt our security systems in line with current threat scenarios. In addition, we invest in security awareness training for our staff.

### **IMPLEMENTATION OF THE WHISTLEBLOWER DIRECTIVE**

On 17 December 2021, EU Directive 2019/1937 (the "Whistleblower Directive") came into force for companies with more than 250 employees. The goals of this directive are to prevent damage to affected companies and individuals as well as to the public, and to identify possible abuses or violations of the law at an early stage. At the same time, this legislation provides whistleblowers with greater protection from possible negative consequences; for example, by shifting the burden of proof. Aspöck initiated appropriate measures in the aforementioned reporting year and implemented this EU directive on time.

### **COMPLIANCE WITH STATUTORY PRODUCT REQUIREMENTS:**

Our products are safety-relevant components. We fulfil our obligations in this regard and take great care to ensure compliance with the applicable standards and legal regulations for all our products. This applies to every market and industry in which we are active.

# PRODUCTS AND QUALITY



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# PRODUCTS AND QUALITY

## We innovate throughout the product creation and life cycle process

Aspöck's self-image is based in part on the continuous improvement of our products and production processes in the context of corporate environmental protection, recycling management and waste avoidance.

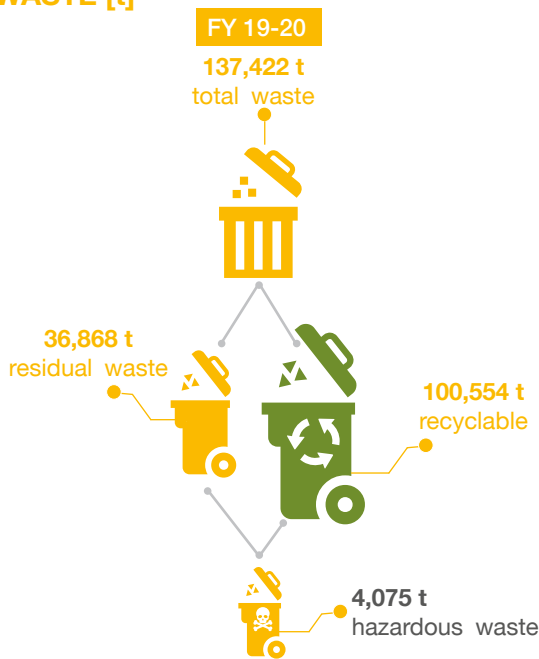
Our approach to innovation management guarantees that we will remain competitive in the future. Through active trend and technology scouting, we take proactive steps to preserve the knowledge gap that exists between our company and our competitors for the long term.

One of the keys to our innovative strength is our high level of vertical integration, which encompasses design, construction and electronics development as well as the creation of workshop equipment for series production.

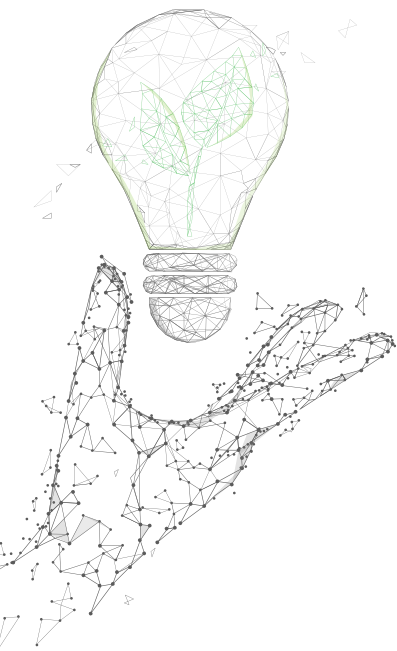
Within our production process, we have managed to reduce our reject rate and waste quantities to an absolute minimum. We are constantly looking for ways to develop and manufacture products in a resource-saving manner. The reduction of waste across our entire vertical range of manufacture is a key part of this.

### WASTE GENERATION

#### WASTE [t]



We have also incorporated the use of recyclates and the recycling of plastic waste into our production process.



## INNOVATIVE PRODUCTS

Our innovative strength is an important pillar of our strategy for sustainable corporate growth. For us, product innovation means identifying and understanding our customers' needs and problems and developing products that meet their requirements – and thus provide a solution to the problem.

We always have an open ear for requests and suggestions. We also welcome constructive criticism.

Before we start work on a new product, we conduct extensive customer surveys and incorporate their findings into our technical specifications. New products undergo rigorous testing in both the prototype and pre-series phases before we launch them on the market.



**THE "WORKPOINT II" WORK LAMP**

NEW PRODUCT IN 2022



**Workpoint II**  
+50%  
energy efficiency

With even more efficient LEDs and electronic components, these new products are 50% more energy efficient than our "Workpoint I" predecessor series.



**Workpoint II**  
-40%  
component weight

At the same time, we were able to reduce the component weight by around 40%.

**WORKPOINT II MATRIX**

**GLARE-FREE LIGHT**

Because conventional work lamps illuminate the surroundings symmetrically, glare can occur due to incorrect positioning.

The matrix control of the LEDs in the Work-point II Premium Matrix enables partial dimming or brightening of specific light segments. This

allows clear light/dark boundaries to be drawn, which in turn ensures glare-free illumination.

As only the required amount of light is generated, instead of as much as possible, this innovation also saves energy.

**WORKPOINT II OPTICS**

**TARGETED LIGHT CONE**

Until now, it has been common practice to use separate light sources for close-range and distant illumination.

The use of adjustable optics now makes it possible to focus the light cone onto a specific target.

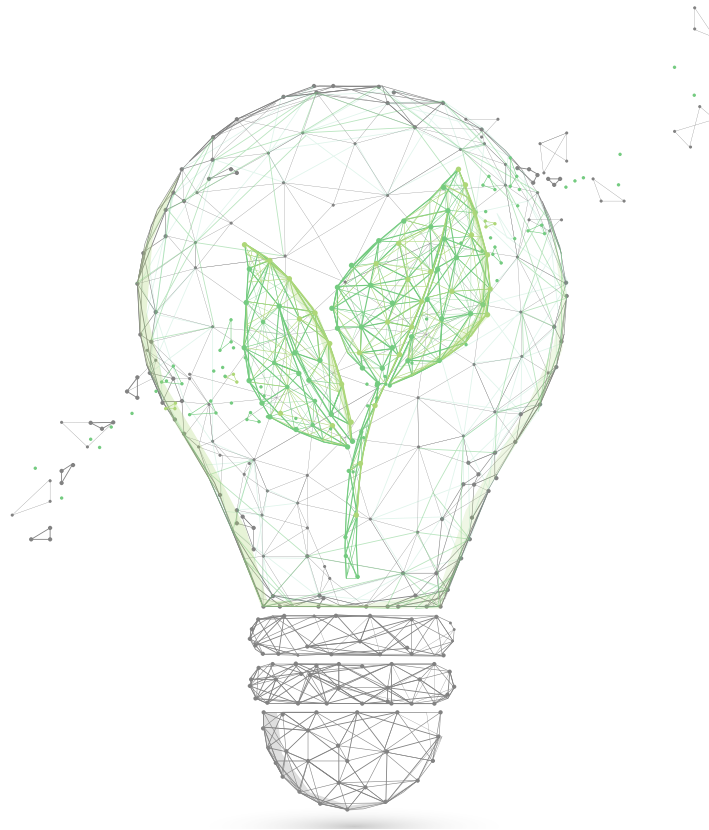
This not only reduces the energy demand for the total light output, but also halves the required number of light sources while maintaining the same illumination efficiency.

## INNOVATION IN THE PRODUCT DEVELOPMENT PROCESS

Our product development process is becoming increasingly reliant on the use of 3D printers. This technology not only lets us produce prototypes cost-effectively, but also with a more efficient use of resources. It also allows us to identify design errors and improvement potential at an early stage, thus eliminating rework and the risk of defective tools. We also recycle our 3D printing filament.

### Objectives

We aim to continue pushing the boundaries of 3D printing. Our goal is to optimise the interfaces between the different parts of the system while also reducing the number of required components to a minimum. Ultimately, this means fewer resources will be needed to create the finished product.





# ASPÖCK SUPPLY CHAIN



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# SUPPLY CHAIN

## Purchasing, procurement

In terms of procurement, 2021 was marked by supply bottlenecks and rapid price increases for raw materials. A blocked shipping lane, natural disasters and an unexpectedly high order intake presented additional challenges for our company.

We used these setbacks as an opportunity to scrutinise and update our established procurement processes.

### SUSTAINABLE PROCUREMENT

As a manufacturing company, we are aware that the bulk of our responsibilities in the area of environmental management and sustainability lies in our supply chain. One focus of our sustainability efforts is therefore to ensure sustainable procurement and to establish and maintain fair relationships with suppliers.

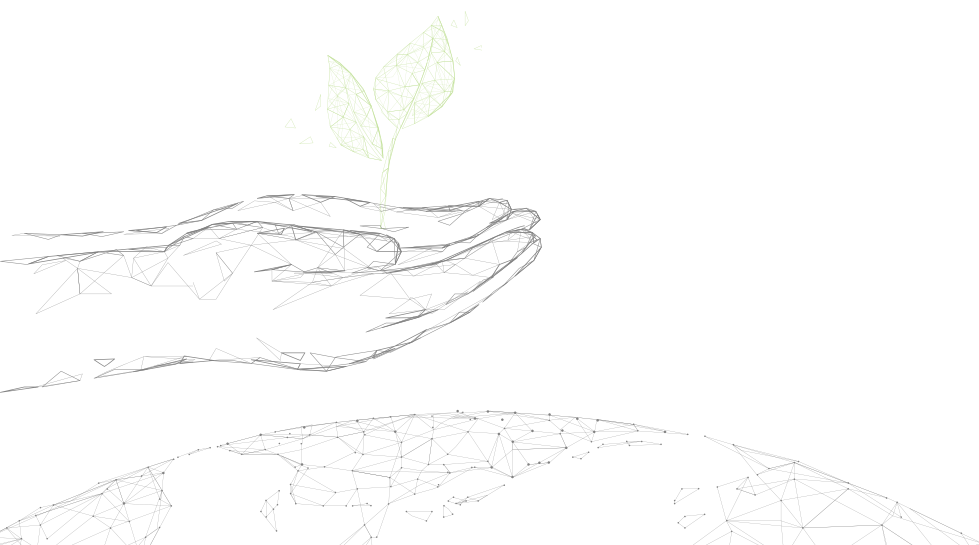
We view sustainable procurement as a multi-stage process that begins with an analysis of the required raw materials and products, and ends with regular monitoring of our suppliers to ensure compliance with our general terms and conditions of purchase.

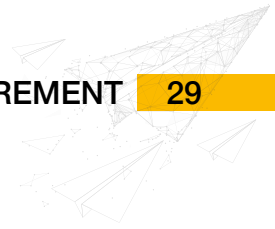
Our top priorities with regard to sustainable procurement are to avoid excess consumption of resources and use the highest possible proportion of recycled plastic (currently 33%) in our raw materials. The front-runner here is polypropylene with a current demand of around 600 t per year.

Besides minimising any negative environmental impact, the long-term nature of our supplier relationships also plays a major role in ensuring the sustainable alignment of our business.

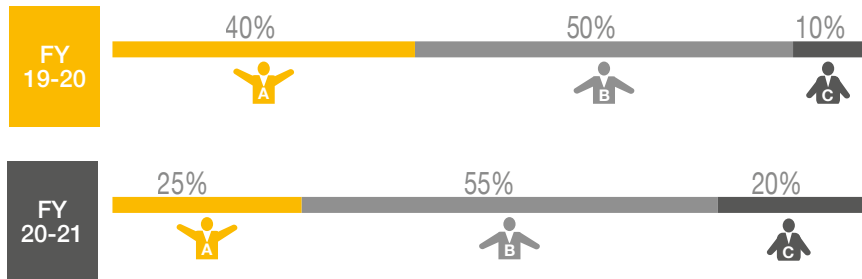
We have divided our suppliers into three categories (A, B, C), depending on the purchasing volume. "A" suppliers are of strategic importance to our business.

We use the average duration of our dealings with each supplier as an indicator of the stability of the supplier relationship.





**CLASSIFICATION  
A, B, C SUPPLIERS (EU)**



**REGULAR SUPPLIER EVALUATIONS**

In the spirit of continuous improvement – and to identify potential risks at an early stage and mitigate them via appropriate corrective measures – we evaluate our suppliers' quality and delivery performance every six months by means of a supplier evaluation. On average, 35% of our suppliers receive an A rating.

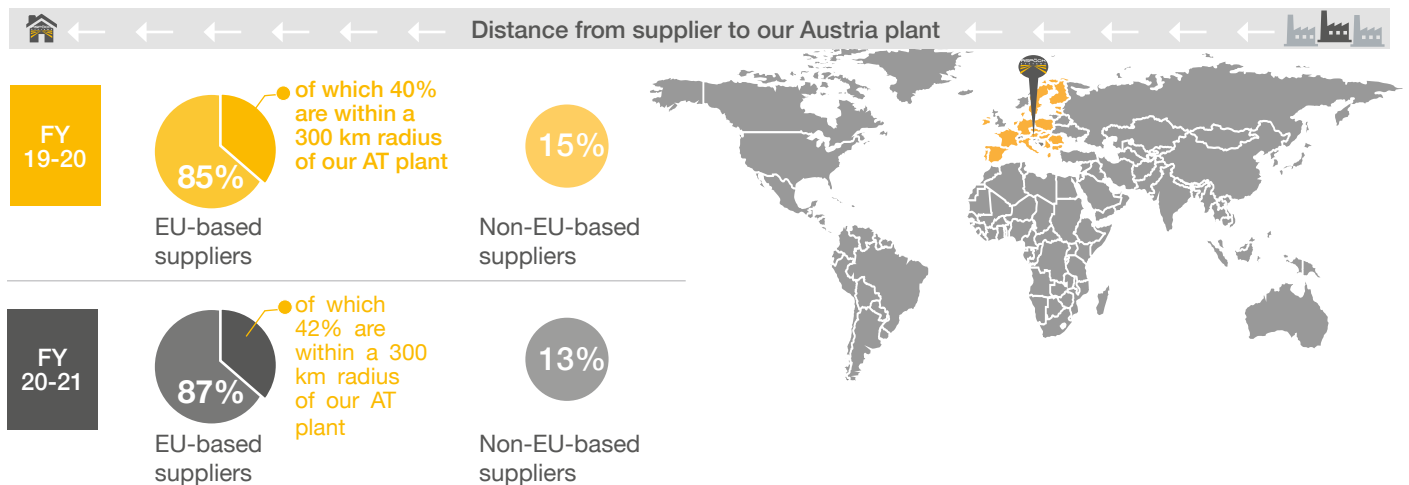
**ENVIRONMENTAL POLICY FOR OUR SUPPLIERS**

Our environmental policy is a key issue in our supply chain. We expect our suppliers to act accordingly in this area. We use targeted questions about their activities related to the environmental (e.g. certification to ISO 14001) as a criterion in our supplier selection process. Through this approach, we hope to procure more climate-friendly or even climate-neutral raw materials.

Objectives

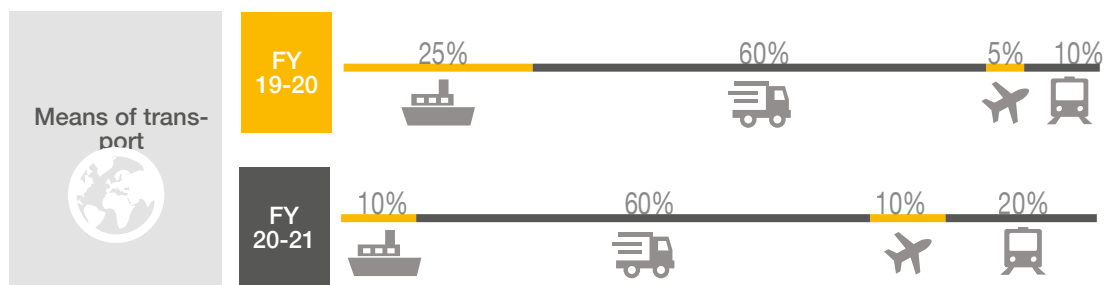
LOCAL PROCUREMENT

Wherever it makes commercial sense to do so, we will in future give preference to suppliers situated in the local vicinity of our production plants. We will also refine our two-supplier strategy accordingly. Geographical distribution, for example across two continents, is a key criterion in our supplier selection process.



ALTERNATIVE MEANS OF TRANSPORT

As an alternative to transporting goods by ship or plane, we arranged for a shipment of cargo to be delivered to our company by rail from the Far East on a trial basis. However, our initial euphoria quickly subsided. Considerable delays in customs clearance and a rise in transport costs due to increased demand unfortunately mean that rail transport is unviable at present. Nevertheless, we will continue to pursue this project.



STOCKPILING

We are planning significant changes to our procurement of C parts in order to prevent supply bottlenecks. In future, we will order the respective annual requirements from our suppliers on a binding basis. Enough parts for six months of production will be kept permanently in stock at our factory. This will reduce the number of deliveries per year and, above all, ensure part availability. The associated increase in storage costs is marginal in the bigger picture and is therefore deemed acceptable.

SMALLER POOL OF SUPPLIERS

We have also identified an opportunity to save resources in the area of transport and packaging by reducing the number of suppliers we use. Our goal is to reduce our supplier base by at least 30% in the medium term.



# CORPORATE ENVIRONMENTAL PROTECTION



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# CORPORATE ENVIRONMENTAL PROTECTION

## Resources and environmental issues

At Aspöck, our careful approach to resources begins in our product development process. We endeavour to ensure that remnants and waste are avoided as far as possible. However, if this is not possible despite our best efforts, we collect the remnants (e.g. cable waste) and recycle them.

We also look for ways to recycle and reuse our production waste; for example, by shredding waste plastic on site.

We also reduce waste and scrap by carefully reworking our products, for example in cable production.

Furthermore, we have been successfully implementing energy efficiency projects within the framework of ISO 14001 for many years, resulting in significant savings.

Various company-specific environmental aspects are described in detail below.

### WATER

The supply of water to our Peuerbach site is ensured via the local water pipeline. Most water is consumed for sanitary purposes. No water is needed in the production process at Aspöck and, as a result, no production-related wastewater is produced. Sanitary wastewater is discharged into the local sewer system.



### Objectives

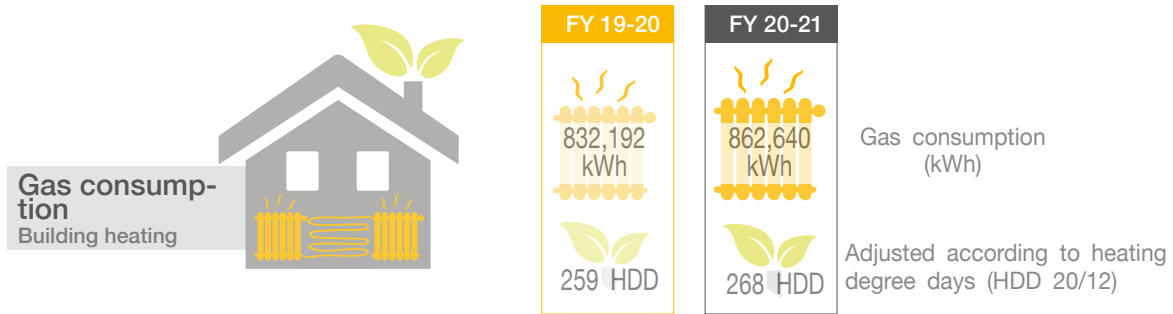
Through optimisations and constant maintenance of our facilities, we aim to continuously reduce our total water consumption in the coming years.



**GAS**

100% of the gas we consume is used for building heating. Decentralised gas boilers and hot-air heaters (of different performance classes) ensure appropriate temperature control during the colder months.

Compared to previous years, our gas consumption adjusted for heating degree days (HDD\*) increased slightly at 268 HDD compared to the previous year (259 HDD).

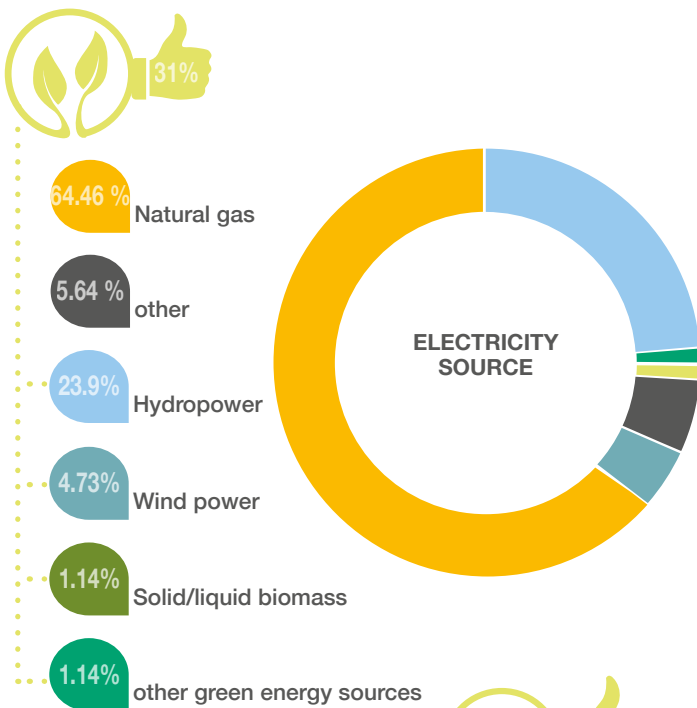


\* Definition according to ÖNORM B 8135

Our production processes do not require any process heat from gas.

**ELECTRICITY**

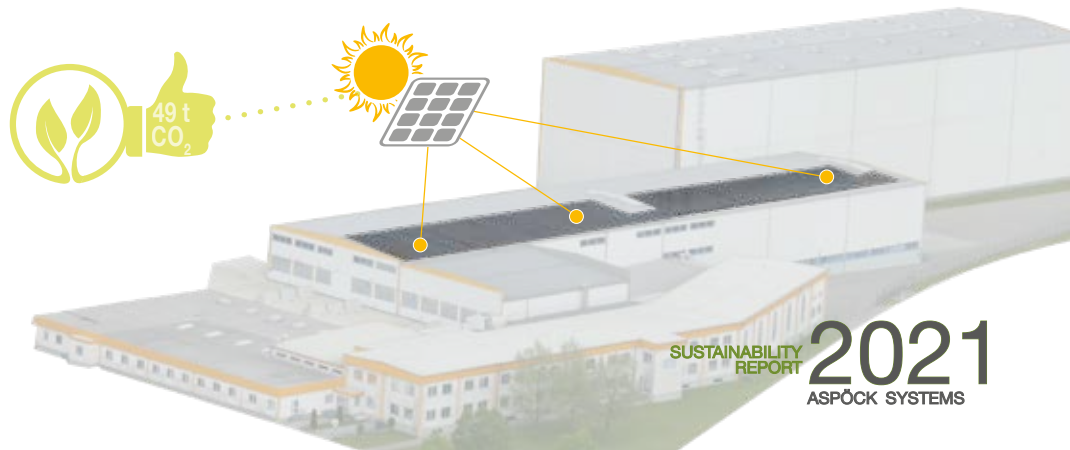
Around 31% of our purchased electricity is generated from renewable sources.

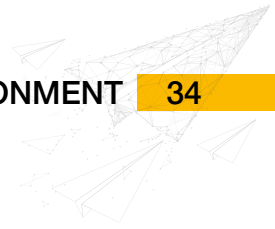


Our absolute electricity consumption increased by 7.8% in the reporting year. This is primarily due to the positive order situation.

We are proud of the 200 kWp photovoltaic system at our Peurbach plant, which went into operation in 2016 and generates electricity for direct consumption on the rooftops at our plant. The installed capacity enabled us to cover around 21% of our total electricity demand in the reporting year. The surplus electricity we produced was fed into the public grid.

In total, the use of our photovoltaic system saved approximately 49 t of CO<sub>2</sub> emissions.





### LOWER POWER DEMAND FOR LIGHTING

To ensure that the lighting systems on our premises are as energy-efficient as possible, we have installed motion detectors at appropriate points throughout our offices and our production facility.

By the end of 2021, 99% of our installed light sources were LED luminaires of various kinds (spots, wall luminaires, spotlights or panels).



### NEW ENERGY-EFFICIENT SERVERS

The Aspöck IT Operations Team has restructured the Aspöck Group's data centre and replaced the old server hardware with new, energy-saving products.



This has lowered our electricity consumption by 13% to 5,800 kWh per year.

#### Objectives

We plan to double the output from our photovoltaic system by utilising additional roof space. However, the implementation of this project is dependent on the availability of certain subsidies from the public authorities.

In 2022, the entire plant will be converted to LED lighting, including the logistics area, the outdoor facilities and the staff car park.

In the medium term, we want to ensure that 100% of our purchased electricity comes from renewable sources. We will achieve this goal in cooperation with the electric utility company.

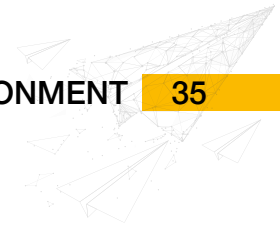
### E-MOBILITY

In summer 2019, we installed two EV charging stations at our site. They allow our employees can to "fill up" their electric cars at no cost.



#### Objectives

We assume that a growing number of employees will commute to work in electric vehicles in the future. To enable them to charge their cars at our site, two more 22 kW charging stations will be installed in the staff car park in 2022.



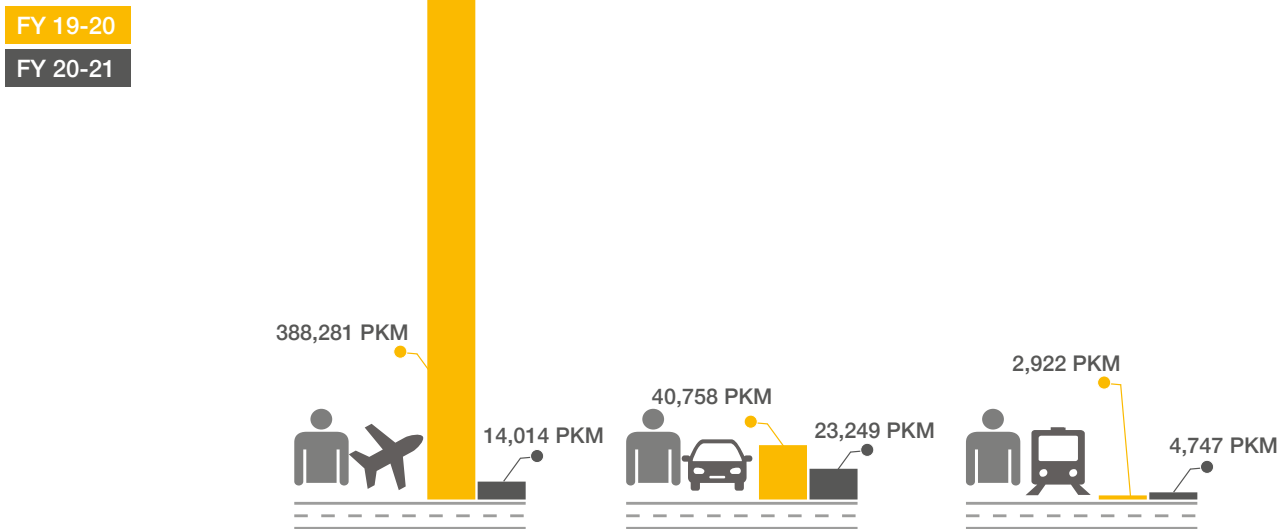
**BUSINESS TRIPS**

During the reporting period, there was a significant reduction in the total distance travelled by our employees for business trips. Instead, many meetings, training sessions, customer appointments, etc. took place virtually. For example, compared to the previous year, our employees' air miles were reduced by 96% and the total distance they covered by car fell by 43%. This had a positive impact in terms of reduced CO<sub>2</sub> emissions.

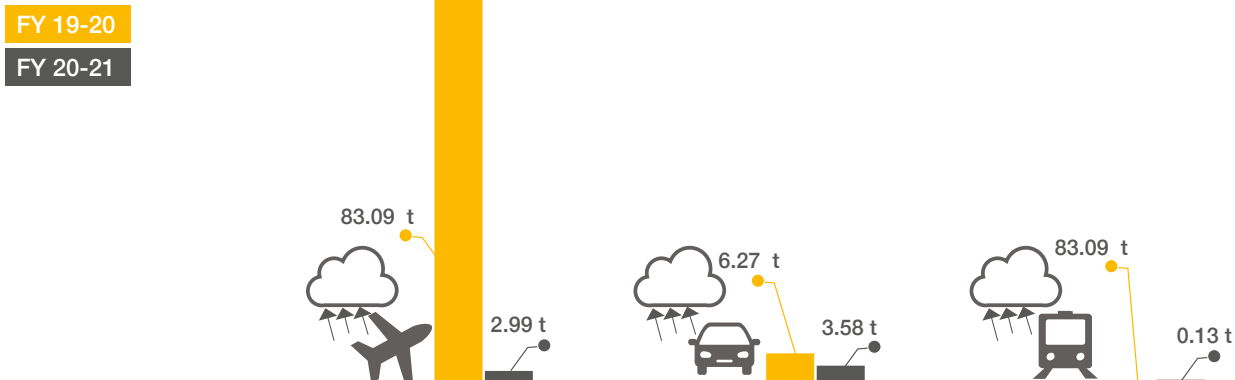
Our stated goal is to continue to keep our business trips to an absolute minimum – for the good of the environment, but also for our employees' well-being. Face-to-face meetings are increasingly being replaced by online meetings – the infrastructure required for this (hardware, software) has already been installed at all Aspöck locations.

**DISTANCES COVERED [PKM]  
PLANE, CAR, TRAIN**

PKM = passenger kilometres



**GREENHOUSE GAS EMISSIONS CO<sub>2</sub>  
[t] PLANE, CAR, TRAIN**



# ASPÖCK AS AN EMPLOYER



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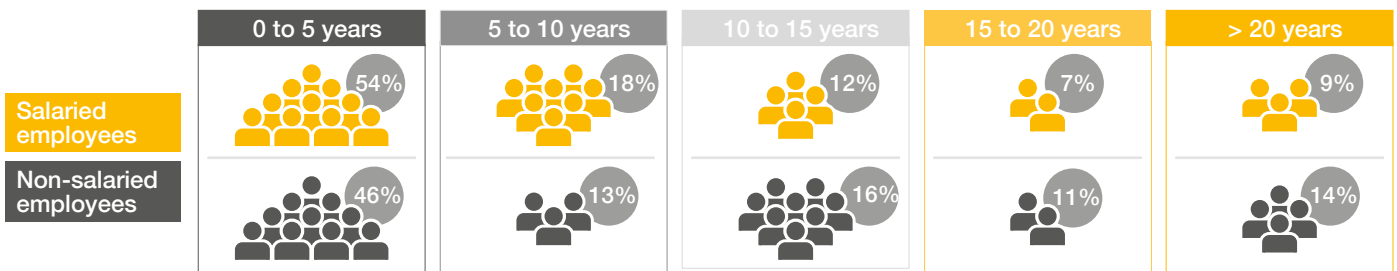


# ASPÖCK AS AN EMPLOYER

## EMPLOYEE SATISFACTION

Employee satisfaction and safety are at the heart of our aspiration to be an attractive employer. Our employees are our most important resource, and their satisfaction is of particular concern to us. We are convinced that a good working atmosphere with appropriate framework conditions plays a decisive role in this context.

At Aspöck, the high degree of employee satisfaction is reflected in the strong bond that exists between our employees and our company. Around 30% of our employees have been with us for over 10 years.



Since October 2021, Aspöck has voluntarily rewarded its long-term employees with a monetary bonus. Depending on their length of service (>20 years, >25 years, >30 years, >35 years), our long-serving staff members receive a specified bonus on top of their monthly salary.



### **FLEXIBLE WORKING HOURS**

As a manufacturing company, we are subject to special requirements in terms of working hours. Nevertheless, we try to offer our staff maximum flexibility as far as possible. Employees who work in non-production areas are given the opportunity to choose their working hours within a predefined flexitime model.

We also believe that a healthy work/life balance is an important aspect in this context. In 2021, 21 Aspöck employees made use of our parental leave model, with 20 taking parental leave and two going on maternity leave.

Home working is also proving particularly popular, especially among our female staff, some of whom assemble individual parts at home and deliver finished products back to the factory. Currently, 13 of our employees are taking advantage of this opportunity.

#### **Objectives**

We have already achieved a lot in terms of employee satisfaction. This is reflected in the results of our annual employee survey – a valuable tool that enables us to respond to employees' concerns promptly and involve them more closely in our endeavours.

### **DIVERSITY**

The diversity of our workforce is a strength that we actively utilize. Equal opportunities and fair treatment, regardless of age, gender and origin, are a matter of course for us at all hierarchical levels. The same applies to people with disabilities. In partnership with the St. Pius workshop of Caritas Upper Austria, 13 employees and their 4 supervisors are fully integrated into our production process and make a valuable contribution to our company's success.

#### **Objectives**

We are continuously refining and expanding diversity at our company with the goal of promoting a culture of diversity and equal opportunities.



### **COMPETITION FOR SKILLED WORKERS**

Aspöck is also feeling the effects of the shortage of skilled workers, by which we mean the lack of suitably qualified personnel. There is currently a shortage of both technically and commercially trained employees.

The situation is by no means better when it comes to finding trainees. In order to fill vacant positions quickly, we use temporary staff, who are typically then offered permanent employment at our company.

### **Objectives**

We aim to make ourselves even more attractive as a potential future employer through "employer branding". Since May 2021, Aspöck has been represented via dedicated company pages on relevant social media and social networking platforms. Aspöck continuously publishes topics aimed at attracting the attention of potential applicants.

Wherever possible, we will continue to actively present our company at career fairs. We aim to increase our efforts to inspire women to take up technical professions and to help young people enter the world of work.



## TRAINING

In addition to hiring qualified staff, we also attach great importance to offering young people the opportunity to learn a profession. We are currently making an important contribution in this area by training two apprentices.

## SUSTAINABILITY, COMMITMENT AND AREAS OF FOCUS DURING APPRENTICESHIP TRAINING

On 9 December 2021, we were presented with the ineo certificate by the Upper Austrian Chamber of Commerce (WKO).

ineo is an award presented by the WKO to companies that demonstrate an exemplary commitment to apprenticeship training. It confirms that all criteria with regard to providing sustainable, committed and goal-oriented apprenticeship training are met.

Aspöck is proud to offer young people from our region the opportunity to develop their talents.

## FURTHER EDUCATION

Further education and training courses are part of our company's employee development program. For example, we also offer training in the areas of health and languages (English, German as a foreign language).

In addition, we offer specialist courses for our staff to help them acquire specific professional qualifications.

In our annual employee appraisals, our managers ask each staff member about their individual training needs and pass these on to HR management for implementation. In the reporting period, 40 Aspöck employees took part in continuing education or training courses on topics including tax law, labour law, legal matters and languages.

## Objectives

Starting in the second year of their apprenticeship, our trainees are given the opportunity to supplement their training with the "Berufsreifeprüfung" (general qualification for university entrance). We intend to push ahead with this initiative moving forward.

In the future, we will align our training programs even more closely with our qualification goals to ensure more effective management and increase the uptake of our training programs. For example, we will establish a training model to impart specific qualification levels in line with the motto "Employees train employees". The goal here is to enable our experienced practitioners to pass on their specialist knowledge in the most efficient way.





# OCCUPATIONAL SAFETY EMPLOYEE HEALTH



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# OCCUPATIONAL SAFETY AND EMPLOYEE HEALTH

## THE PANDEMIC AND ITS AFTERMATH

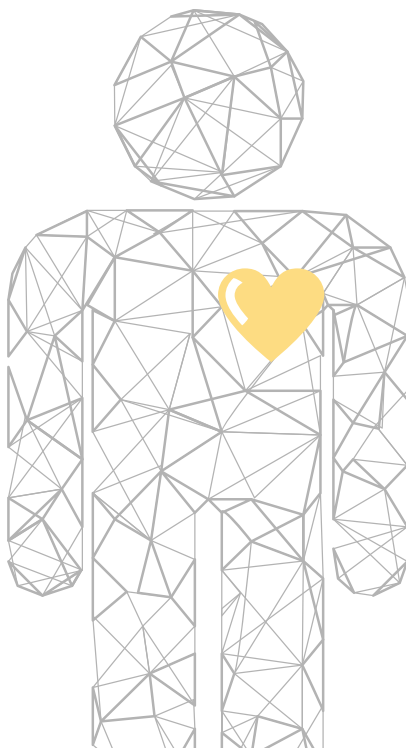
COVID-19 also posed a massive challenge for Aspöck. We will still be dealing with consequences of the pandemic for some time to come, both socially and individually. However, we can already say with some certainty that COVID-19 has brought the issue of health even more sharply into focus for many companies – and rightly so. Nothing is more important than our health!

Protecting our employees from infection with COVID-19 is a high priority for Aspöck. We have done everything possible to prevent infections in the workplace – safety and hygiene precautions, modified shift models and the option of home working have all been introduced and consistently implemented.

In September 2021, an extended in-house health promotion concept was drawn up with input from our company doctor and put into effect. The supervisor concerned is responsible for monitoring and ensuring compliance with the respective measures. This is regularly checked in the course of internal inspections.

## Objectives

The onset of the pandemic has increased our resolve to uphold and consistently implement our company's preventive measures. Our goal is to eliminate any infection risks as far as possible. We will continue to comply unconditionally with the current legal requirements and, where it makes sense to do so, we will introduce preventive measures that go above and beyond them. This applies in particular to external visitors, meetings in conference rooms and the use of pool cars.



**MINIMIZING SAFETY RISKS**

Occupational health and safety as well as the promotion of employee health play a key role in Aspöck's sustainability efforts in all company areas.

Our priority is to systematically minimize safety risks in the workplace. Through a comprehensive package of measures, we consistently strive to reduce the frequency and severity of occupational accidents at our company to an absolute minimum.

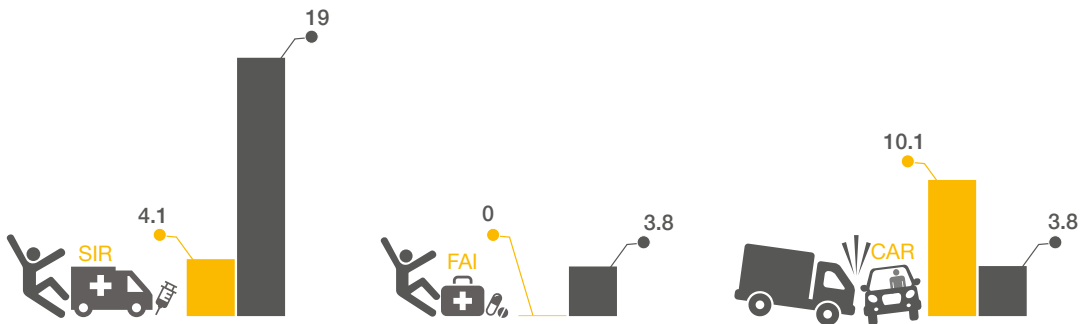
In order to record and evaluate our progress over time, we collect key figures internally that enable us to make a comparison with other companies in similar industries:

**WORKPLACE ACCIDENTS AND COMMUTING ACCIDENTS**

**SIR, FAI, CAR [NUMBER]**

FY 19-20  
FY 20-21

SIR = serious incident rate  
FAI = first aid incident rate  
CAR = commuting accident



**LOST TIME RATE**

**LTR [HOURS]**

FY 19-20  
FY 20-21



LTR = lost time rate  
Key figures based on 1 million working hours in relation to hours worked per employee per year

In the calendar year 2021, we achieved our lowest lost time rate (LTR) to date. The same applies to the number of commuting accidents.

## IMPLEMENTED MEASURES

With the involvement of our company doctor, numerous measures were implemented in the area of occupational health and safety:

- / Further expansion of our company-wide annual planning process with regard to occupational health care and the role of our in-house safety specialist (HSE)
- / Annual occupational safety committee (safety representatives, CEO, CTO, HSE, occupational physician)
- / Inspection and post-evaluation of occupational accidents and near misses to derive continuous improvement measures.
- / "Ergonomics inspections" with a focus on physical movement sequences in our production area and storage section (HSE with occupational physician)
- / Inspections in the office area with a focus on workplace lighting, VDU workstations, correct posture
- / Regular inspections with a focus on occupational safety, fire protection and CIP throughout the production area and storage section

## FIRE PROTECTION

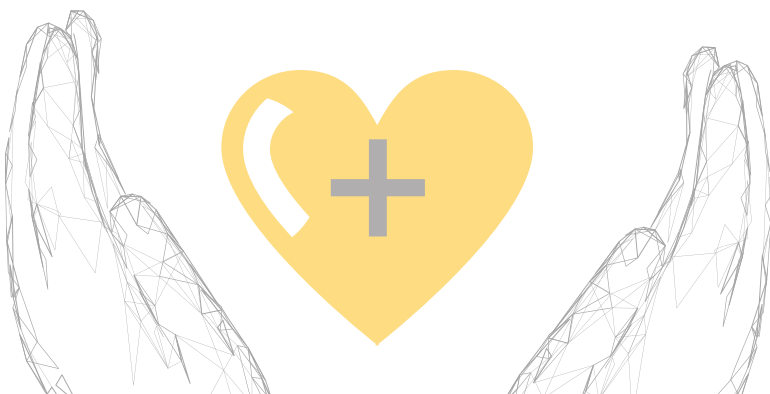
Another key aspect of occupational safety at our company is fire protection. The following measures were implemented in this area during the reporting period:

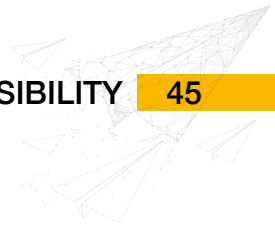
- / Fire safety inspections in accordance with statutory regulations
- / Fire drills with active participation of employees
- / Evacuation drills
- / Fire protection training

## Objectives

The following targets were identified in the area of occupational health and safety:

- / Concept for evaluating mental stress
- / Integration and renewal of existing evaluations in accordance with statutory requirements
- / The Austrian workers protection act and the Austrian maternity protection act ("Arbeitnehmerschutzgesetz", "Mutterschutzgesetz"), the Austrian law on the employment of children and minors (KJGB)
- / Implementation of planned preventive measures in conjunction with occupational medical care
- / Increased safety patrols throughout the production facility with annual planning
- / Updated safety documentation at production and logistics workplaces





## WORKPLACE HEALTH PROMOTION

### COMPANY CAFETERIA

Aspöck employees can enjoy hot meals in our company cafeteria on four days of the week. Around 70 staff members use this service daily. Since 2021, the meals themselves have been delivered by a regional supplier. They are served in recyclable cardboard packaging.

### GYM

Our company gym, which first opened its doors in January 2019, is available to all Aspöck employees free of charge. A dedicated fitness trainer provides tips and advice on the correct use of the modern equipment and helps the gym's users to create personalised fitness plans.

Aspöck also encourages its employees to participate in sports competitions and events.

### Objectives

Our goal for the future is to further expand these offers and develop new focal points each year. One such focus will be the topic of "healthy eating" in our company cafeteria.



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