



SUSTAINABILITY REPORT 2023/24





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ABOUT THE REPORT

This report by Gebauer & Griller Kabelwerke GmbH, hereafter referred to as "GG Group" or "GG", for the financial year 2023/24 is our third sustainability report. We are pleased to be able to already report on our sustainability activities, even before the reporting obligation under the Corporate Sustainability Reporting Directive (CSRD) comes into effect as of the financial year 2025/2026. The report considers the GRI Standard 2021 (Global Reporting Initiative, GRI) in many aspects.

Sustainability is a central aspect of our current and future actions. We disclose our activities on the most important sustainability topics, especially in the ecological and social area and back those up with figures. The report contains group-wide information and data on:

- **Environment**
- **Social**
- **Ethics & Compliance**
- **Research & Development**

Our sustainability report covers all company locations of GG Group. The reporting period for the published key figures, activities as well as targets and measures cover the financial year of GG Group from April 2023 to March 2024. The report is published in the second quarter of the following financial year.

We will next report on sustainability activities for the financial year 2025/26, addressing the requirements of the Corporate Social Responsibility Directive (CSRD). At this time, we are diligently preparing for the new reporting directive and are setting the respective baseline with an interdisciplinary organizational project.



Holger Fastabend, Markus Bode, Elke Vlach, Markus Ganahl

FOREWORD BY THE MANAGEMENT

Dear readers, customers,
staff and partners,

We live in a world that has been shaped by major changes in recent years. After consolidating our cost structure in a comprehensive transformation program, we at GG Group are now focusing on implementing our new Strategy 2030 as a resilient & sustainable global player for our partners. For GG, sustainable action is the foundation of economic growth and a decisive factor for our prosperous transformation from an Austrian family business to a global innovation player in our sector.

Our focus on sustainability is also based on our belief: The key to success is always the commitment of people and their motivation and dedication benefiting from the clarity of a common vision. Ecological, social and economic sustainability are therefore an integral part of our corporate strategy providing guidance on our daily actions and activities.

Striving for sustainability is a continuous process. The focus points in the last years have been occupational health and safety, energy management as well as product and process optimization.

As we head towards 2030, our top priority is the reduction of carbon emissions and the significant increase of recycling materials in our products.

We wish you many interesting insights while reading our report.

Best regards,
the Management

GG GROUP AT A GLANCE

GG is an international family-owned group of companies producing top-quality and technologically sophisticated wires, cables and harnesses for automotive and various industrial sectors. We recognize the value of strategic partnerships and intensify our efforts to generate smart and innovative solutions as well as joint results and successes.

The company was founded in 1940 in Vienna and is well-known for its innovative competencies, technical expertise, and highest product quality paired with continuously sustainable management of resources.

GG is a leading supplier of cables, wires and harnesses for the automotive industry and various industrial sectors. Our wide experience and deep expertise meet all requirements of future-proof energy and data transmission technology. Our customers are the well-known, international representatives of these sectors. As a system supplier, GG has been developing, designing and manufacturing high-quality products for decades, which are directly supplied to tier 2 and tier 1 customers as well as OEMs. Our NACE code designation is "C 27.32 – Manufacture of other electronic and electric wires and cables".

As a pioneer in contacting technology for aluminum cables, we understood the importance of hybrid, electric and lightweight designs in the automotive industry at an early stage and developed innovative solutions. Since 1999, we have been equipping a large series of vehicles worldwide with our lightweight cable harnesses.

GG's business is managed by a multi-member Management Board responsible for strategic orientation and representing the company externally. The Supervisory Board monitors and controls the decisions of the Management Board and, together with an Audit Committee, reviews the annual financial statements.



Company locations

GG is represented on three continents with 13 locations, six of which are production plants and six are sales and engineering offices. GG's headquarters is in Vienna. In addition to management and administration, the central operational areas are also located here, including Account Management, Development, ESG Management, Finance, Human Resources, IT, Legal, Marketing & Communications, Purchasing, Supply Chain Management and Treasury.

We have a workforce of around 4,000 in Austria, Germany, the Czech Republic, Republic of Moldova, Poland, Bulgaria, the USA, Mexico, and China. In the business year 2023/24, we achieved a turnover of 654 million euros, representing a growth of around 8 percent compared to the previous year. In the last five years, the average annual growth of GG Group was around 10 percent.

Vision & mission

VISION: We at GG live our vision to enhance people's lives through energy and data transmission.

Relationships are about interaction and communication.

They are the basis of any process, whether human or technical in origin. Our vision is to constantly ensure reliable and seamless energy and data transmission and to provide technology that is indispensable for our everyday lives. Passion is what drives us in order to create the best solutions for and in cooperation with our customers and partners, while continuously caring for our employees and acting in the interest of our owners.

GG is one of the leading providers of data and energy cables and wires as well as harnesses for the automotive industry and various industrial sectors – and therefore is an innovator that shapes the future of the world.

MISSION: Our mission is to ensure the interactions of the world for the people who live in it.

By providing wires and harness solutions for energy and data transmission, GG deals with two of the most precious commodities in our present and future: energy and information. GG is the linking piece that ties the world together.

Every day, millions of people come in contact with products innovated by us. We are the ones that facilitate communication, enabling all forms of interchange and providing innovative solutions for energy and data transmissions in various industrial sectors.

We turn technology into action, helping accelerate business and bring people together.



Corporate values

KNOW-HOW: Good is not enough for us. We strive for excellence in everything we do and therefore we are not satisfied until we achieve the best.

HUMAN FOCUS: It all starts with people. Our success is based on providing high-quality products but also on our strong focus on everybody involved in this process because producing excellent goods requires full dedication and commitment.

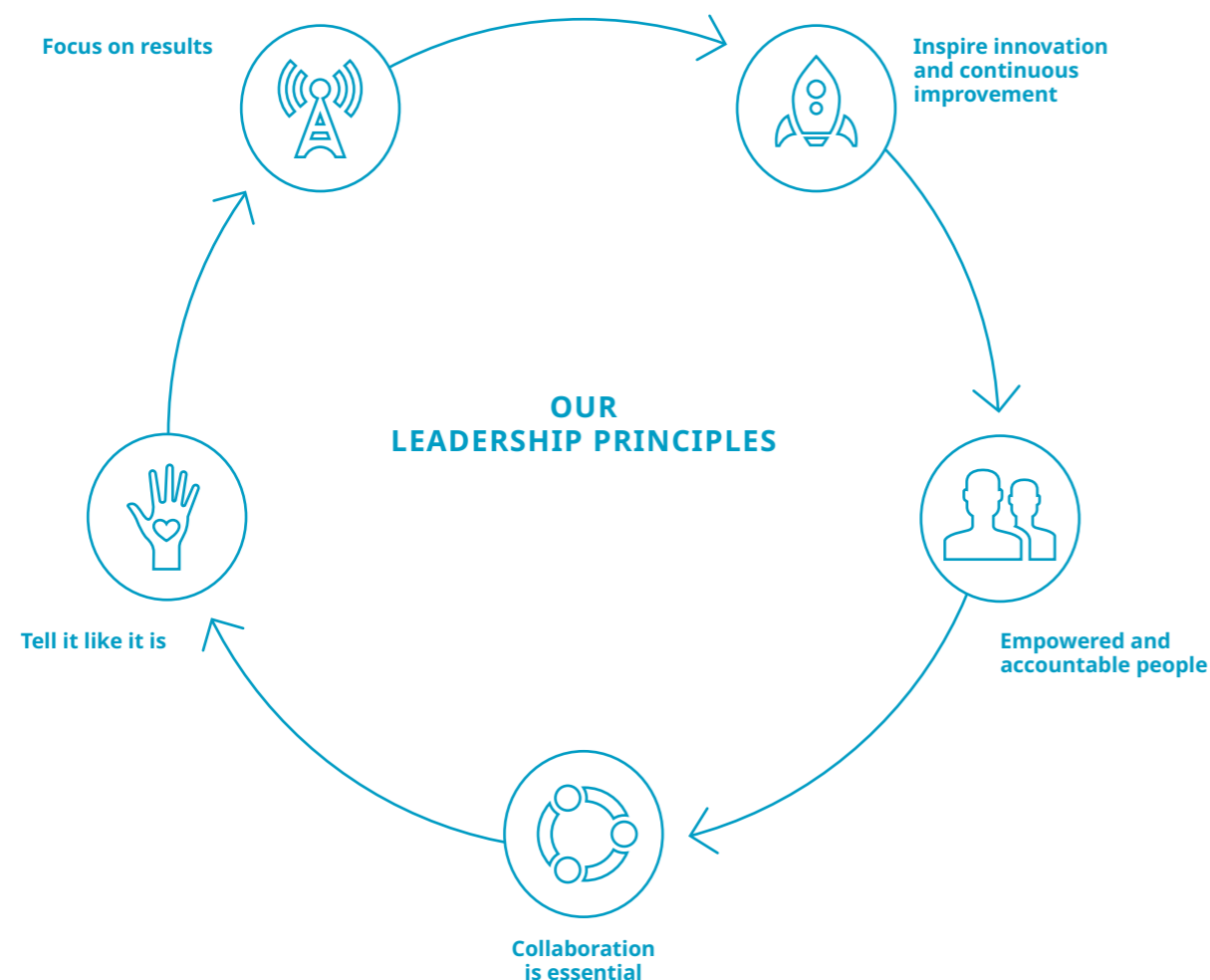
INNOVATION: Innovation leads us from the past to the future. It is a process all GG colleagues are part of, regardless of their field of operation or level.

RESPONSIBILITY: Being a leading global company also means taking responsibility. Responsibility and legal compliance for all our corporate activities, whether in an ethical, social or environmental way.

Our leadership principles – building the foundation of our culture

- We strongly believe that good leadership is essential to our success.
- Rooted in our core values, the five GG Leadership Principles interact and build on each other, govern the company and its employees.
- Striving to live up to our Leadership Principles every day, we'd like to share them with you.

WHAT WE AIM TO ACHIEVE: We wish to protect our market position as a competent supplier by increasing and developing tailor-made resources in research and development. We shall enter new markets by expanding our capacities, creating a powerful and sustainable basis for supplying our customers worldwide.



Our strategy

In addition to the successful implementation of the GG Transformation Program, we are now shaping the future of our company. We therefore set up in a comprehensive process the GG Strategy 2030, for being a resilient & sustainable global player for our partners.

As to the strategy, we defined 3 main pillars:

FINANCIAL OPTIMIZATION is the foundation for changing our business on a long-term perspective towards more resilience and sustainability. The path which was initiated by our transformation program will ensure long term financial optimization.

DIVERSIFICATION AND RESILIENCE: In the last years we had to tackle multiple crisis e.g. Covid-19, Ukraine war, energy crises, high inflation rate or economic downturn. To be able to face future uncertainties and to mitigate the strategic risk portfolio, we will diversify the company and business setup to a certain extent.

SUSTAINABILITY: For us as GG Group and for our shareholders, it's important to make our contribution to reduce the effects of the climate change. Sustainability is accelerated by both political policies and changing consumer preferences. OEMs have responded to these requirements and demand sustainable value chains, based on the principles of reused and recycled resources with a low product carbon footprint. We take our responsibility seriously and will improve our carbon footprint and develop products with recyclable materials.

Objectives & values

We want to be the best possible partner for our customers and their projects by focusing on:

- customer satisfaction
- top quality (zero error principle)
- continuous improvement processes (CIP)
- complete, on-time deliveries
- know-how and support for innovation

For our employees, we aim to be an excellent employer which values:

- occupational health and safety
- empowerment
- stability
- diversity
- training and personal development
- an inspiring working environment

We have a responsibility to society for:

- sustainable growth
- using resources carefully
- continually reducing environmental impacts
- reducing waste
- supporting local communities
- respecting and protecting human rights and
- sustainable global procurement

With commitment to our owners, we run our business efficiently and profitably and act in accordance with our corporate values. For our suppliers, we aim to be a reliable partner in a respectful business relationship. Relevant statutory and other requirements are implemented and complied with in all processes.

For our company policy with more details, please see: <https://www.gg-group.com/en/service/guidelines>

Evaluating results and continuous improvement

Integrated Management System (IMS)

We regularly evaluate our company's performance and results and define new targets to ensure systematic and continuous improvement and efficiency based on our integrated management system (IMS), which covers the requirements of current quality, environment, health and occupational safety energy management systems.

Our goal is to create a comprehensive environmental, occupational safety and quality culture in our daily cooperation with our customers and suppliers, in which quality of life and interpersonal relationships represent important elements. The energy performance will be also continuously improved. The consistent implementation is reflected through our numerous certifications.

How do we tackle this?

The IMS is based on the strategic alignment of our company and covers the following requirement profiles:

- **ISO 9001:** sector-independent requirement profile for quality management systems
- **IATF 16949:** additional automobile-specific requirements that go beyond ISO 9001
- **ISO 14001:** sector-independent requirements profile for environmental management systems
- **ISO 45001:** sector-independent requirements profile for occupational safety management systems
- **ISO 50001:** sector-independent requirements profile for energy management systems
- **TISAX:** information security standards for the automotive industry

The IMS applies to 100% of company employees (incl. leased staff) at all GG locations. Internal and external system audits are annually carried out at all sites in line with the audit schedule, including RSF (Remote Support Function) sites.



Below you can see the current status of the management systems at GG Group.

Our current certificates are available at: <https://www.gg-group.com/en/service/guidelines>
Health, Safety and Environment are part of the integrated management system with the responsible HSE teams in the plants reporting directly to the plant management.

Current status of the management systems							
	Location	ISO 9001: 2015	IATF 16949: 2016	ISO 14001: 2015	ISO 45001	ISO 50001	TISAX
Company headquarters	Vienna-AT	R	R	R	R		X
Manufacturing plant	Poysdorf-AT	C	C	C	C		X
Development center	Poysdorf-AT	C	C	C	C		X
Warehouse	Wolkersdorf-AT	R	R	R	R		
Manufacturing plant	Mikulov-CZ	C	C	C	C	C	X
Warehouse	Pohorelice-CZ	R	R	R	R	R	X
Engineering office	Munich-DE	R	R	R	R		X
Manufacturing plant	San Juan Del Rio-MX	C	C	C	C		X
Warehouse	San Juan Del Rio-MX	R	R	R	R		X
Engineering office	Southfield-US	R	R	R	R		
Manufacturing plant	Shenyang-CN	C	C	C	C		X
Engineering office	Shanghai-CN	R	R	R	R		
Manufacturing plant	Balti-MD	C	C	C	C		

C: A valid certificate is available for this location.
X: Requirements set forth by the TISAX information security standard are fulfilled.

R: RSF (Remote Support Function) location – requirements of the standards are also satisfied but no certificate is available.



SUSTAINABILITY AS THE FOUNDATION OF GROWTH & SUCCESS

Our owners and managers accept responsibility for globally implementing our sustainability principles, and are committed to complying with them throughout the company.

Each policy, including our sustainability policy, must be approved by all members of the management and is valid and effective for all GG Group plants.

Our employees, customers, suppliers and other stakeholders at all our sites are asked to abide by our sustainability principles.

Guidelines are managed in the central document management system (IMS). This serves three objectives:

- uniform guidelines for the creation of policies
- quality checks when creating and updating guidelines
- systematized release and communication process

GG Group's global business policies are:

- Corporate policy
- Sustainability policy
- Sustainability policy for suppliers
- Environmental policy
- Occupational health & safety policy
- Code of conduct
- Information security commitment

Management approval is always obtained for the above-mentioned policies. By doing so, the management confirms its full support for the introduction and further development of these policies. All corporate policies are

also available on the company website at <https://www.gg-group.com/en/service/guidelines>

The central document management system (IMS) manages all internal guidelines and policies that cannot be assigned to any organizational unit without overlap, including the signature guideline. Guidelines and policies that can be assigned to one or more organizational units or departments are created or updated by these units. Final approval is given by the next higher instance via the IMS.

Internal company guidelines and policies can be accessed via the intranet or direct access to the document management system.

Training and communication of our GG policies is firmly anchored in the onboarding process for our new employees. Their acknowledgement is appropriately documented. We map the effectiveness of training within the Learning Management System (LMS).

The responsible managers ensure that guidelines and policies are followed. Furthermore, certified auditors check compliance during annual internal and external system audits. These audits cover all processes, functions and locations of GG Group.

Sustainability policy

Our sustainability policy strives for a balanced relationship between growth and ecological as well as social accountability. We are committed to observing the following pillars of our corporate policy:

- Ethics
- Environmental protection
- Human rights and working conditions including health and safety
- Compliance
- Quality

In all our business activities, we act as a responsible partner of our customers, employees, suppliers and other stakeholders. We are aware of our global, social and societal responsibility. Sustainable business operations and development are our core values and relate to the following core areas:

1. ETHICS

- Responsible procurement of materials
- Financial accountability and accurate record keeping
- Confidentiality
- Combating corruption, extortion and bribery
- Disclosure of information
- Fair competition
- Avoidance of conflicts of interest
- Protection of intellectual property
- Compliance with export controls and economic sanctions
- Protection of identity
- Whistleblowing and protection against retaliation
- Freedom of association and collective bargaining

2. ENVIRONMENT

- Water quality and consumption
- Energy consumption and renewable energy
- Responsible sourcing of materials
- Air quality and greenhouse gas emissions/decarbonization
- Responsible chemical management
- Natural resource management, waste reduction and circular economy
- Soil quality
- Noise reduction
- Biodiversity, land use & deforestation
- Energy efficiency

Our primary goal is to minimize our environmental impact.

- In order to act in an environmentally friendly, energy- and climate-conscious manner at our production sites, we actively implement all measures within our sphere of influence and follow the principles of "Resource Efficiency" and "Cleaner Production" of the UN Environment Programme.
- We work to minimize the environmental impact of our use of natural resources, our emissions and waste. We also promote innovation in the area of clean production.
- We are committed to promoting environmental responsibility among our employees, suppliers, business partners, customers and local communities.
- We have already implemented a certified environmental management system (ISO 14001) at our production sites. We are continuously optimizing the management systems to improve environmental and energy performance.

3. HUMAN RIGHTS & WORKING CONDITIONS

- Prohibition of child labor
- Prohibition of forced labor, modern slavery and human trafficking
- Wages and social benefits
- Justice and inclusion
- Use of security staff
- Non-discrimination and diversity
- Protection against harassment
- Health and safety
- Working time
- Ethical recruitment
- Rights of women, minorities and indigenous peoples

GG Group respects and supports international human rights. We are committed to upholding the UN Convention on Human Rights and strictly reject any form of modern slavery, human trafficking and child labor.

In all countries where we operate, we strive to follow the local laws and regulations. In places where the local regulations are in conflict with our sustainability guidelines, we will make every effort to increase human rights awareness, and set a good example with our business activities.

We are committed to upholding the following standards:

- We respect the needs of particularly vulnerable groups of employees.
- We create safe working environments.
- We pay fair wages and comply with local legal and social partnership regulations.
- We respect the right of our employees to organize in and be collectively represented by trade unions to negotiate working conditions. We ensure that members of these organizations are not disadvantaged or treated unfairly.
- We comply with local legal requirements and industry standards regarding working hours and promote a culture that supports flexible working conditions and work-life balance.

In every one of our facilities worldwide, we are committed to embracing the diversity of our workforce and strive for equal treatment, regardless of nationality, ethnic or social origin, sexual orientation, religion, gender, race or political opinion.

We maintain a zero-tolerance policy towards any form of discrimination, threat, or harassment. Any such behavior will result in immediate termination of employment. The safety, health, and welfare of our employees are not just a priority, but a fundamental value that we uphold across all our operations.

We are committed to ensuring safe workplaces. This is achieved through the implementation of robust occupational health and safety management systems, which are a key part of our Health, Safety, and Environment (HSE) management system. By fostering a responsible leadership culture and deploying preventive measures, we aim to realize our 'Zero Harm' objective throughout our entire organization.



4. COMPLIANCE

GG Group is committed to fair and honest business conduct.

Our conduct in terms of compliance follows the principle of 'Ask before Acting'. Our Code of Conduct governs the expected behavior of our employees, applies to all employees worldwide and is in line with our sustainability policy. We expect all employees to act in a manner that meets the highest standards of personal and professional integrity, ethical behavior and honesty. Our Code of Conduct also provides a process for sanctioning violations of these provisions. Further details on our Code of Conduct can be found in the chapter "Compliance & Ethics".

In our corporate principles, we follow international conventions such as:

- UN Sustainable Development Goals
- UNGC Guiding Principles on Business & Human Rights
- UN Convention on the Rights of the Child
- UN Global Compact und Transparency International
- UN Environment Programme
- Global Automotive Sustainability Practical Guidance
- Automotive Industry Guiding Principles to Enhance Sustainability Performance in the Supply Chain
- EU Charter of Fundamental Rights and Conventions of the International Labour Organization (ILO)

For more information on our current sustainability policy with detailed content, please visit the following link: <https://www.gg-group.com/de/service/erklarungen>

GG SUPPORTS SUSTAINABLE DEVELOPMENT GOALS (SDGS)

The 2030 Agenda adopted a total of 17 Sustainable Development Goals (SDGs) at the United Nations General Assembly in 2015. GG is committed to the UN Global Compact and the SDGs (<https://sustainabledevelopment.un.org>).

The following SDGs are relevant to our business activities, and GG can make a significant contribution to their implementation:

9 Industry, innovation and infrastructure:
 In our two key areas, automotive and industry, we contribute significantly to a resilient infrastructure and sustainable industrialization with a focus on research and innovation being the key elements.

12 Responsible consumption and production:
 We ensure that our products are produced sustainably and increasingly use recycled materials. We also reduce waste through optimized processes in production. Our workplaces are safe and decent, leading to a better quality of life for all.

13 Climate action:
 We are continually improving our performance in the ecological area and we take appropriate measures here. Saving energy, reducing CO₂ and efficiently using resources help to combat the impacts of climate change. Our products in the e-mobility sector also help protect the climate.

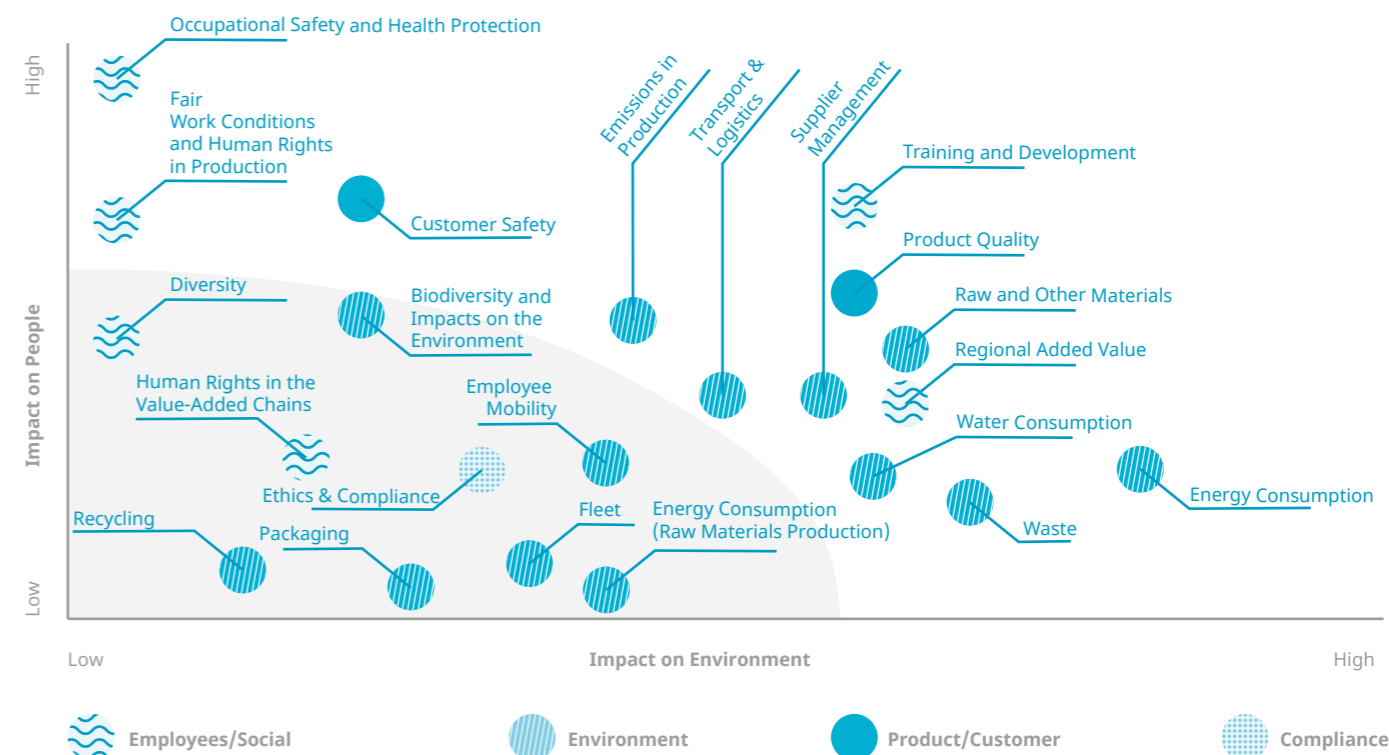
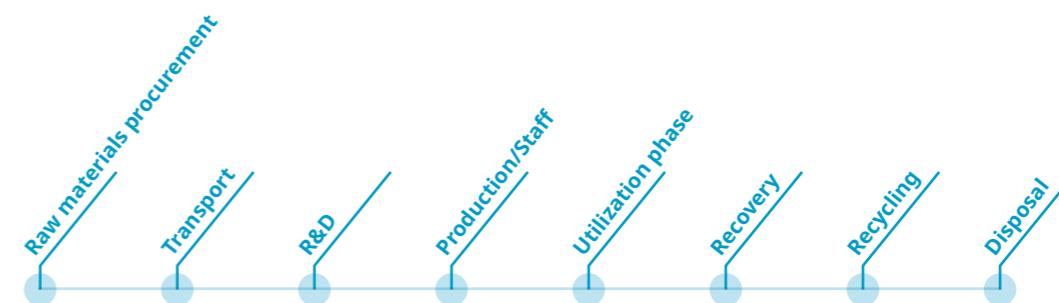
Key sustainability issues

We at GG Group remain dedicated to sustainability by building on the findings from our previous materiality assessment. This comprehensive process involved examining our entire value-added chain to identify relevant sustainability issues.

This question was explored in a comprehensive workshop with relevant experts. The resulting assessment was revised, structured, prioritized, and confirmed by management through further expert discussions.

To ensure a thorough consideration of environmental and social impacts, various departments were involved in the assessment. The central question guiding this process was: "With which of these topics does GG have the greatest impact on the environment and society?"

As part of our preparations for CSRD reporting coming in the business year 2026, we will update the impact materiality analysis. To reach our conclusions, we will use a multi-step approach to identify potential impacts within our production sites and value chain.





Innovative solutions for our customers

Our success is based on the philosophy of finding the right solution for every customer requirement. We value business relationships based on partnership and focus on joint development activities with customers and partners as well as the continuous further development of existing products.

In our key fields we produce a wide range of products which are among the most forward-looking technologies.

Ecological sustainability aspects covering the entire product life cycle are already systematically taken into account during product development and specified in the applicable design rules.

At this point, we can only present an excerpt of our product groups. For more details please refer to our website at <https://www.gg-group.com/en/products>



Energy Transmission

We turn technology into action and help accelerate business. Our innovative solutions and new technological developments align with the economic and ecological pace of the automotive market to shape the future of the automotive industry towards e-mobility, lightweight products and decarbonization.

E-MOBILITY HV HARNESS: The e-mobility sector is growing rapidly. We support the automotive industry's effort towards lower emissions and a more sustainable future.

We develop the unique wiring architectures required by modern hybrid and electric drive systems.

We offer customized solutions for these specific wiring systems. Our pioneering experience in aluminum HV wiring meets the increasing energy demand in drives of the future, while reducing the weight of harnesses. Our highly automated and scalable production processes guarantee top quality.

ENERGY WIRING HARNESS LV/48V: Modern vehicles offer a great variety of safety and convenience features with an increasing demand for energy. Our products ensure correct distribution on all common voltage levels.

We produce wires, harnesses, and components for energy distribution in vehicles. We offer customized solutions meeting all your specific power wiring requirements.

We are proud to say that almost all manufacturers and system suppliers in the automotive industry put their trust in our products and services.



Data Transmission

Relationships are about interaction and communication. We offer optimized data cable solutions for automotive requirements: High and stable transmission rates are key for growing applications like autonomous driving and connectivity. In addition, we develop and produce BUS cables for industrial requirements supporting the Industry 4.0 development.

AUTOMOTIVE DATA CABLES: The future of mobility is advancing toward autonomous driving and connectivity. Fast and secure data transmission is increasingly important for modern vehicles.

Our new developments ensure swift transmissions of growing data volumes in less space. We are a global player whose solutions for data transmissions in and from the vehicle keep setting new standards in the automotive industry.

Our close collaboration with OEMs and system suppliers makes us an ideal partner meeting the challenges of upcoming technologies.

INDUSTRIAL DATA CABLES: Industry 4.0 requires ever faster and more complex data transfer: Information is transmitted in real time and production systems must be able to react intelligently to each other.

Our industrial data cables meet factory automation requirements up to Industry 4.0 standards and impress with their excellent quality in terms of data transmission, reliability, flexibility and robustness.

We supply a large portfolio for digitalization in industry, including PROFINET and Industrial Ethernet cables, as well as all common fieldbus cables.

We focus primarily on the areas of supplier management and materials & raw materials to address future developments in our product range. For more details, refer to the section "Supplier Management" and "Materials & Raw Materials".

For more details on our products refer to our website at: <https://www.gg-group.com/en/product>

Innovation

RESEARCH AND INNOVATION FOR THE FUTURE

Our research and development activities focus on designing customer-specific solutions in collaboration with strong partners. The modern innovation management system ensures that creative ideas can be turned into innovations.

PRODUCT QUALITY & SAFETY

The development of customer- and application-specific line concepts is a top priority for our company. The benefits for our customers, the highest levels of product quality and safety as well as the durability of our products are of course in focus. For us, product quality means controlling development in such a way that on one hand, functionality is always ensured in accordance with requirements and, on the other, raw materials are handled in a resource-conserving manner. Equally important to us is the sustainability of the products to ensure durability.

We actively use synergies between the different industrial sectors. Our most important product quality issues that we have identified are:

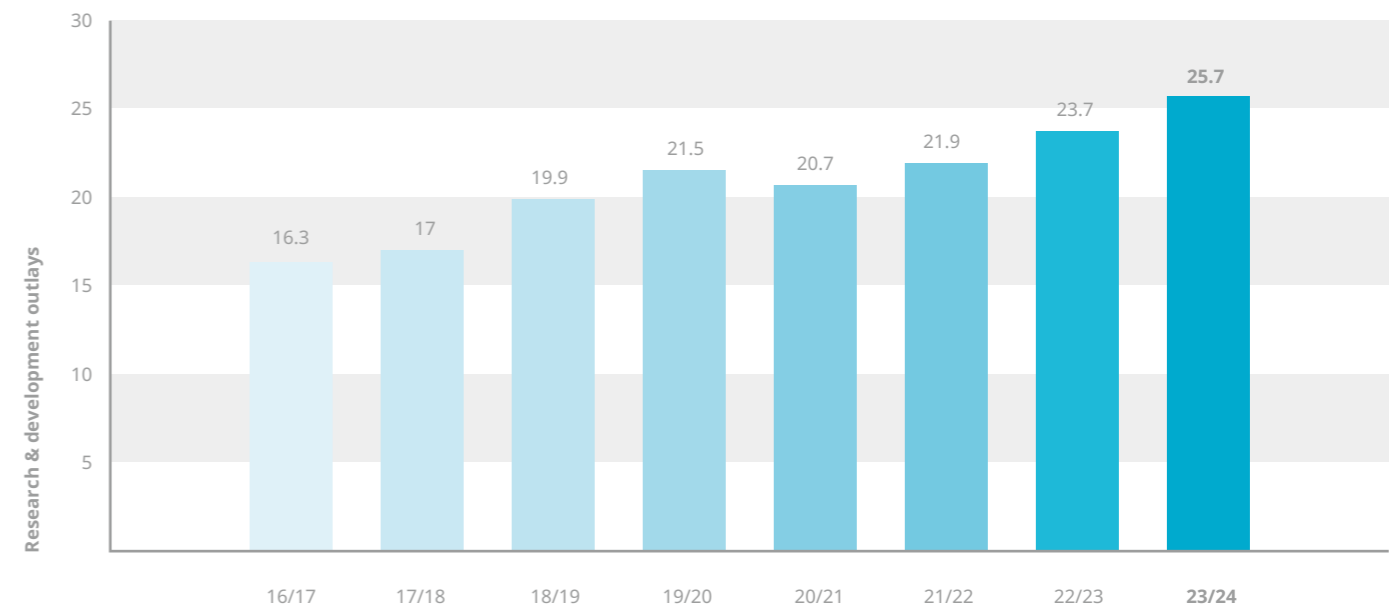
- Sustainability
- Customer safety
- Product quality
- Product weight
- Durability

INNOVATION MANAGEMENT

We always strive to think beyond the existing, anticipate future needs and look for new solutions. With this in mind, we take an inclusive approach and draw on our collective experience, expertise and creativity.

OPEN INNOVATION

GG is open to innovation and collaboration. We are convinced that joint innovation projects can create added value. We actively shape and promote our partnerships both in the idea generation phase and during technological development. When exploiting innovations, we take advantage of targeted opportunities to collaborate with external partners.



TESTING, VALIDATION AND ANALYTICAL LABORATORIES

Modern laboratory and testing facilities guarantee our high quality. Our developments are based on sound data generated by the synergy between simulation and testing.

SUSTAINABILITY

Sustainability is part of the foundation of all our endeavors and a driver of innovation. We go beyond the requirements of our customers in our endeavors to find answers today to the questions of tomorrow.

How do we tackle this?

We use our network of suppliers and partners to find individual solutions for the most demanding requirements – from the first concept design to readiness for mass production.

Thanks to a modern innovation management system, we ensure that creative ideas can be systematically generated, promoted and evolved into innovations. The heart of this system, the innovation strategy and the innovation process drive all new developments at GG.

Regardless of your role as a supplier, customer, university or research institution – we see all cooperation opportunities as a chance to bring our innovative strength together towards a common goal.

As part of the research and development department, our test laboratory supports the entire group of companies in a variety of physical-technical and chemical-analytical issues. Using state-of-the-art equipment and process technologies, material properties are tested during development work as well as on materials and end products.

Thanks to our broad experience and in-depth expertise, we see the requirements of sustainable business as an opportunity to look at our products and processes from a different perspective and to create new solutions through innovation.

<https://www.gg-group.com/en/rd-innovation>



ENVIRONMENTAL





RESPONSIBLE USE OF RESOURCES

Our environmental policy includes the careful use of resources and the continuous reduction of environmental impacts.

By continuously enhancing our production processes and raising the awareness of our employees, we strive to improve our environmental performance and thus lay the foundation for a responsible approach to the environment.

The current environmental policy with detailed contents can be found using the following link:
<https://www.gg-group.com/en/service/guidelines>

KEY ISSUES FOR GG:

In the area of the environment, we have identified the following key sustainability issues:

- Raw and other materials
- Energy consumption
- Emissions in production
- Waste
- Water
- Transport and logistics
- Supplier management

Raw and other materials

Our products are mainly made of aluminum, copper and plastics. Therefore, our main focus in procurement is on metals and plastics.

We strive to use the highest possible proportion of secondary material in our product range. Currently, the proportion of secondary material varies depending on the material class and field of application. For example, we use about 30 percent secondary material in copper cables as a conductor material, while the proportion of secondary material in aluminum is currently 0 percent.

Our innovation projects

GG Group is proud to be part of the groundbreaking RecAL consortium. This project offers a unique opportunity to delve into the world of aluminum processing and fully exploit the potential of this versatile material. Through collaboration, GG aims to determine the expected future qualities of recycled aluminum based on their scrap

sources and evaluate the limits of processability. This initiative aligns perfectly with our commitment to incorporate recycled materials into our products, paving the way for a more sustainable future. Additionally, it expands the limits of cable manufacturing by utilizing recycled aluminum, thereby unlocking high recycling rates in aluminum wires.

The RecAL project, a pioneering initiative is aimed at transforming aluminum recycling in Europe. Backed by €10.6 million in funding from the Horizon Europe program, this data-driven project unites 19 partners from 9 European countries under the coordination of AIT-LKR. RecAL focuses on developing advanced recycling and digital technologies to foster a circular aluminum economy. Central to this effort is the RecAL Hub, a digital cockpit designed to track aluminum recyclates across the continent, seamlessly connecting suppliers with buyers. By addressing critical industry challenges, RecAL is set to usher in a new era of sustainable production and reuse of aluminum.

In recent years, we've made considerable advancements in the utilization of recycled plastics in our cable manufacturing process. Looking ahead, our strategy is to progressively increase the proportion of recycled plastics in our wires and harnesses. This ambitious goal will be pursued while ensuring adherence to the rigorous technical specifications that define the quality of our products.

In our manufacturing process, we utilize a variety of materials, including standard plastics such as polyvinyl chloride and polyethylene blends, and special insulating materials like polyurethane, thermoplastic elastomers, and fluoropolymers. In the assembly area of our Harness Division, we primarily use prefabricated components. Recognizing the environmental impact of our operations, we've made a significant investment in our Harness Division over the past year to transition to plastic blends with lower carbon footprint compared to the traditionally used polyamide blends, aligning with our commitment to sustainability without compromising on price and the quality of our products.

How do we tackle this?

We attach great importance to sustainability and transparency in the supply chain for maintaining responsible procurement processes. We source our raw materials from various suppliers in order to avoid strong dependencies on individual large suppliers and regional fluctuations on the world market.

Our current and future research and development activities aim to increase the proportion of secondary materials in our products. One example is the use of recycled materials in plastic compounds as cable insulation, which is a major challenge in terms of the properties and performance of the end product.

How these properties can be achieved with secondary materials and what proportion of recyclates from our own process can also be incorporated into externally purchased plastic compounds is the subject of investigations together with our suppliers. We also develop concepts for the use of secondary metallic material in components and as conductor material.

We require our suppliers to provide information on the origin of conflict minerals such as tin on an annual basis, and support our customers in meeting their requirements for traceability and transparency in the supply chain.

Energy consumption

Our energy consumption in production is closely linked to the diversity of our broad product portfolio.

We attach great importance to the use of sustainable energy sources. Therefore, we are striving to use as much green energy as possible at all our sites in the coming years. Due to geopolitical aspects, some locations are already further advanced than others. Examples are our sites in the Republic of Moldova and Bulgaria, which are already fully supplied with green energy.

We are continuously analyzing our processes throughout the company to identify and implement potential savings.

How do we tackle this?

We started using the waste heat from air compressors in the production halls to heat water back in 2007. In addition, we have installed cooling basins for heat pumps to use the generated energy for space heating. This way we reduce the need for additional heat dissipation through cooling systems.

The results of the mandatory energy audits in accordance with the Energy Efficiency Act flow into our environmental committees and are constantly followed up.

Additional human and technological resources will make it possible to collect energy data on a more professional level in the coming years.

OTHER SUCCESSFULLY IMPLEMENTED SAVINGS

PROJECTS IN THE REPORTING PERIOD WERE:

- **Poysdorf:** In summer 2023, a photovoltaic system with an output of 999.6kW was installed on an open area of around 9,500m² to the south of the development center. This is a so-called surplus feed-in system, from which we use 99.7% of the green electricity generated ourselves.
- **Mikulov:** Has successfully achieved ISO 50 001 certification.
- **Moldova:** Development of an “Energy Policy” and replacement of all fluorescent tubes with LED lamps.

FOR THE FUTURE, WE ARE PLANNING FURTHER

PROJECTS IN THE AREAS OF:

- Expansion of renewable energy infrastructure, especially photovoltaics.
- Further optimization and reduction of compressed air consumption.
- Conversion of the current heating system, especially at the Poysdorf site.

Total energy consumption within the organization		
	BY22/23	BY23/24
Electricity (kWh)	46,947,365	47,963,121
Electricity (MJ)	169,010,513	172,667,234
Natural Gas (m ³)	165,382	157,696
Natural Gas (kWh)	1,653,820	1,576,960
Natural Gas (MJ)	5,953,752	5,677,056
Heating Oil (l)	228,819	218,196
Heating Oil (kWh)	2,288,190	2,181,956
Heating Oil (MJ)	8,237,484	7,855,042

Emissions in production

Various environmentally relevant emissions are produced in our production process:

- Aerosols in wire-drawing with emulsion
- Hydrogen fluoride during fluoropolymer cable production
- Hydrocarbon vapor at Signator washing stations
- Ozone

How do we tackle this?

We ensure that our employees are protected by complying with all legal requirements and continuously carrying out analyses and measurements of these substances. In this way, we ensure that the maximum workplace concentration values (MAK) are not exceeded.

- In the processing of our plastics, especially in fluoropolymer processing, all processing plants are equipped with efficient extraction devices whose function is regularly checked.
- The vapor (aerosol) produced in the drawing shop by the drawing emulsion is passed through special filters that remove the oily components. The dirty special filters are properly disposed of.
- Ozone is only produced in a closed system for electron beam cross-linking of polyethylene lines and is discharged directly at a prescribed height (> 12 m).
- Hydrocarbon vapor formation is to be expected during Signator washing. To prevent these emissions, cleaning activities are carried out in a closed handling box with extraction.

Carbon footprint

In the fiscal year 2023/24, we have made substantial progress in our commitment to sustainability. Our overall carbon footprint has seen a reduction, a clear indication of the success of our efficiency measures and inventory reduction initiatives.

We have also refined our carbon accounting methodology. In the past, certain emissions were either double-counted or misallocated across different scopes. Notably, a significant portion of emissions previously classified under Scope 3.2 “Capital Goods” has been correctly reassigned to Scope 3.1 “Purchased Goods”. This recalculation has led to an overall reduction of 13% compared to our previous estimates.

In addition, we have pioneered an internal tool that allows us to compute the carbon footprint of individual products, encompassing both wires and wire harnesses. This tool not only equips us with the ability to better comprehend

and manage the environmental impact of our products, but also provides our customers with detailed information about the carbon footprint of the products they purchase. This transparency empowers our customers to make environmentally conscious decisions, aligning their purchasing choices with their sustainability goals. We believe this step forward is not just an achievement for our company, but also a contribution to the global effort towards environmental sustainability.

Please note that due to changes in our data sources compared to the previous reporting period, the figures are only partially comparable.

As we move forward, we remain committed to our goal of conducting an annual CO₂ balance at the Group level. We believe that these efforts, coupled with our ongoing commitment to transparency and continuous improvement, will help us further reduce our carbon footprint.

CO ₂ -balance	BY22/23	BY23/24
Gross direct GHG emissions (Scope 1) in tonnes of CO ₂ equivalent	1,441	1,326
Percentage of total CO _{2eq}	0.3	0.3
Gross site-related energy-related indirect (Scope 2) GHG emissions in tonnes of CO ₂ equivalent. (location-based)	19,169	20,137
Percentage of total CO _{2eq}	4.5	4.8
Gross location-based energy-related indirect (Scope 2) GHG emissions in tonnes of CO ₂ equivalent. (market-based)	15,457	16,169
Percentage of total CO _{2eq}	3.6	3.9
Other gross indirect GHG emissions (Scope 3) in tonnes of CO ₂ equivalent	408,869	393,821
Percentage of total CO _{2eq}	96.0	95.7
Total	425,768	411,315

Emissions total 2023/24		t CO _{2e}	Share of total
•	Scope 1	1,326	0.3%
▬	Scope 2 (location-based)	20,137	4.9%
▬	Scope 2 (market-based)	16,169	4.0%
▬	Scope 3	393,821	95.7%

Scope 1 – Emissions 2023/24		t CO _{2e}	Share in %
▬	Poysdorf	678	51%
▬	Mikulov	192	14%
▬	Balti	48	4%
•	San Juan Del Rio	0	0%
▬	Shenyang	78	6%
•	Headquarters + Sales	0	0%
▬	Vehicle fleet	329	25%

Scope 2 – Emissions 2023/24 (location-based)		t CO _{2e}	Share in %
▬	Poysdorf	8,253	41%
▬	Mikulov	2,257	11%
▬	Balti	3,970	20%
▬	San Juan Del Rio	4,814	24%
▬	Shenyang	784	4%
•	Headquarters + Sales	59	0%

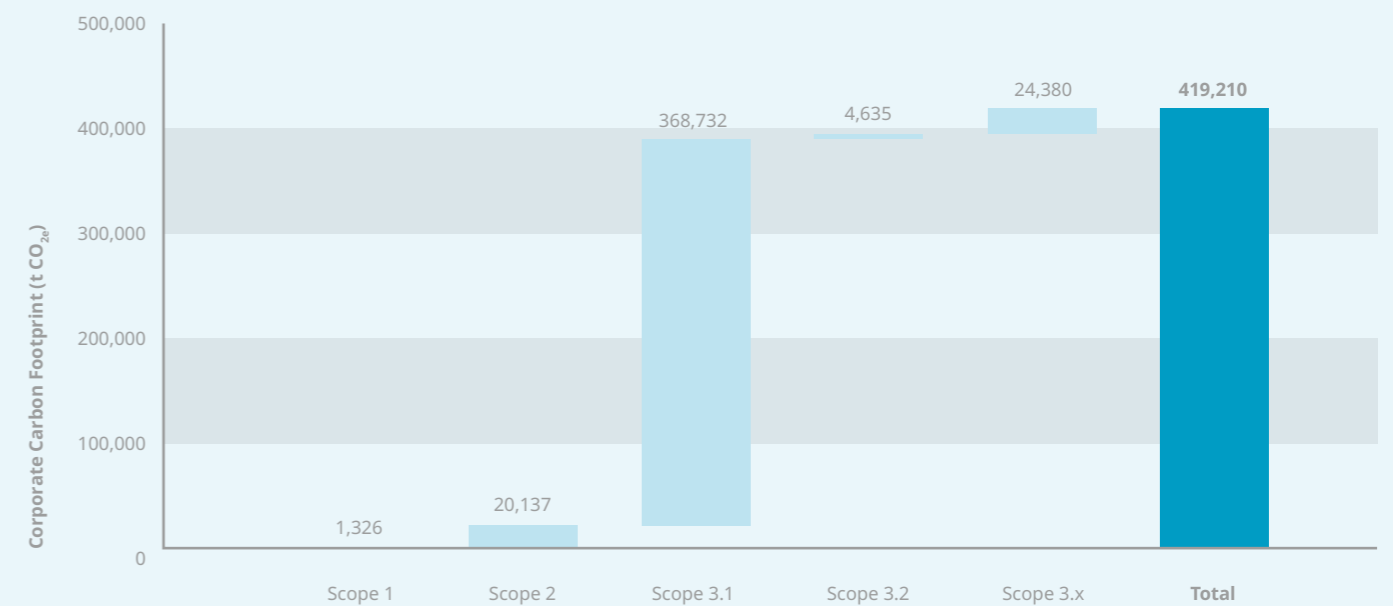
Scope 2 – Emissions 2023/24 (market-based)		t CO _{2e}	Share in %
▬	Poysdorf	8,253	51%
▬	Mikulov	2,257	14%
•	Balti	0	0%
▬	San Juan Del Rio	4,814	30%
▬	Shenyang	784	5%
•	Headquarters + Sales	61	0%

Scope 3 – Emissions 2023/24		t CO _{2e}	Share in %
▬	3.1 Purchased goods	368,732	93.6%
▬	3.2 Capital goods	4,635	1.2%
•	3.3 Fuel- and energy-related activities	197	0.1%
▬	3.4 Upstream transportation and distribution	7,430	1.9%
▬	3.5 Waste generated in operations	1,324	0.3%
•	3.6 Business travel	217	0.1%
▬	3.7 Employee commuting	4,525	1.1%
▬	3.9 Downstream transportation and distribution	5,249	1.3%
▬	3.12 End-of-life treatment of sold products	1,512	0.4%

* According to the GHG Protocol, capital goods are end products that are not immediately consumed or further processed by the company, but are used to manufacture a product, provide a service or sell, store and deliver goods (e.g. machinery).

THE FOLLOWING KEY STATEMENTS CAN BE MADE TO PRESENT AN OVERALL PICTURE OF THE CORPORATE CARBON FOOTPRINT FOR THE BUSINESS YEAR 2023/24:

- The majority (>90%) of emissions in operations (Scope 1/2) come from purchased electricity. The Poysdorf site has the highest share of Scope 1+2 emissions at >50%.
- Almost 95% of Scope 3 emissions come from procurement-related activities. Other relevant categories are logistics and employee commuting.
- At more than 93%, the largest share of Scope 3 emissions comes from procurement, i.e. the purchase of goods, services and capital goods. Other significant categories are upstream and downstream transport and distribution as well as employee commuting.



Valuable waste

Production waste made of aluminum, copper and plastic is of particular value. Through consistent separation of recyclable materials, we carry out comprehensive recycling of our production waste.

How do we tackle this?

Our site in Poysdorf serves as a role model of effective waste prevention. Based on the experience and data gathered, these processes are being extended to our other sites. Raising the awareness of our employees is particularly important to us. It is only through their expertise in sorting waste by type that we can recycle 90 percent of our production waste at the Poysdorf site.

- At our production facilities we keep logs with all relevant data on the waste quantities of the different waste fractions in production. Based on these analyses, appropriate measures are taken to ensure significant improvements. Our modern, process-controlled production supports separation by type.
- We reduce plastic waste in the extrusion process by carrying out color changes during the ongoing production process with our own color change systems. In addition, our lines are designed for continuous operation so that no line stop is required and additional plastic waste can be avoided when changing primary materials and semi-finished products.
- PVC granulate produced when the mixer is recolored is processed internally into a plaster mass. Other waste materials are collected separately and recycled.
- Through cooperation with a certified waste recycler, we make sure that the plastic waste is collected separately in-house so it can be recycled externally.



The composition of the waste can be shown on the basis of the disposal records of our contracted waste disposal companies. This information is also maintained and tracked in the SEQ report (Safety/Environment/Quality) for each site.

Generated waste	BY22/23	BY23/24
Weight total	6,289 t	7,082 t
Production waste	3,695 t	3,958 t
Non-production waste	2,594 t	3,124 t
Cardboard and paper waste	666 t	699 t
Plastic waste	156 t	158 t
Metal waste	194 t	276 t
Residual waste	361 t	352 t
Hazardous waste	398 t	409 t
Other waste	817 t	1,229 t

Generated waste by composition	BY22/23	BY23/24
Weight total	6,289 t	7,082 t
Hazardous waste	398 t	409 t
Non-hazardous waste	5,891 t	6,672 t

Circulating water

The economical use of water is of great importance in the area of resources. In the manufacture of our various products, we use water mainly for cooling cables and the emulsion.

How do we tackle this?

We continuously carry out analyses on the quality and ingredients of the water used in the circulation. This means that it is only necessary to replace small amounts of the water in the circuit.

- To further improve the quality of the water analyses, we are constantly expanding the network of water meters for fresh water. This gives us more precise information on consumption, water flows and withdrawals in order to initiate targeted optimization measures.
- At the Poysdorf site we have installed a cooling basin with a cooling tower allowing the required cooling water to be circulated. All machines are thus supplied with cooling water in a closed circuit. The cooling water is cleaned centrally.

Total water consumption	BY22/23	BY23/24
From all areas	52,144 m ³	58,191 m ³
in cubic meters/megaliters	52.14 MI	58.19 MI

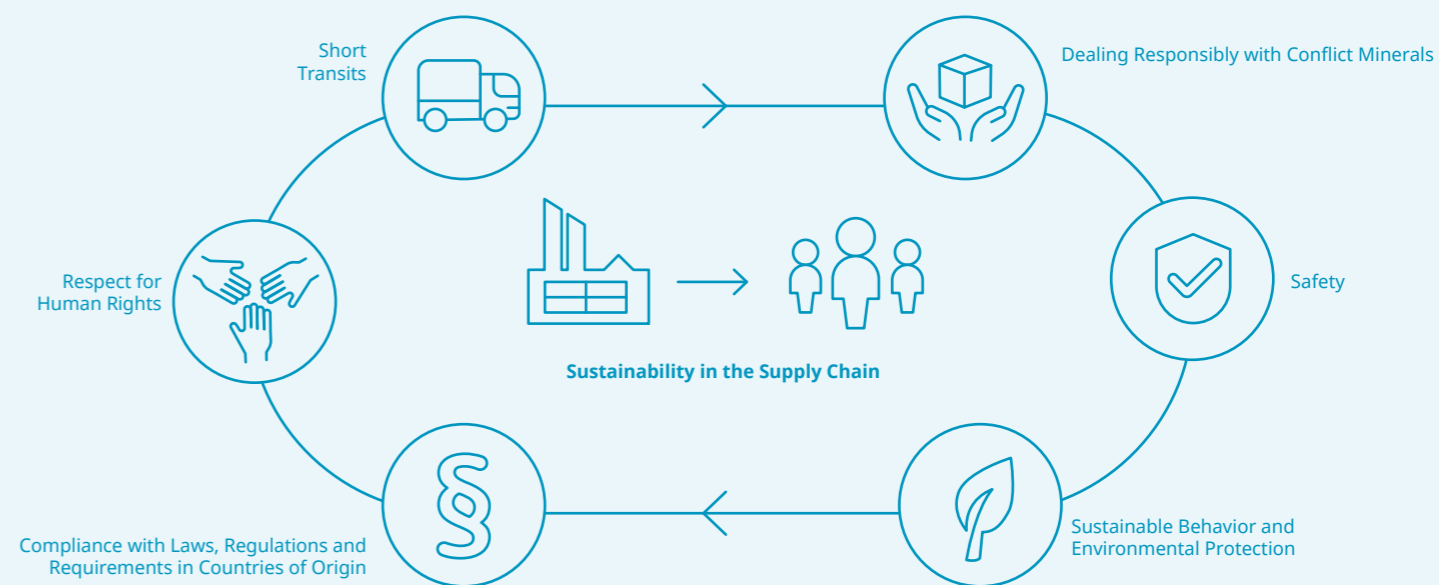
Sustainable transport

Transport logistics offers great potentials to reduce our ecological footprint. Although most of our customers collect their goods themselves, efficient transport logistics and optimized cooperation between industrial companies and transport service providers play an important role.

How do we tackle this?

Due to specific customer requirements regarding on-time delivery (just-in-time), a large part of our transport is done by road. In line with our sustainability policy, we therefore use numerous logistical optimization approaches. Through better utilization of truck capacity, the reduction of empty runs and shorter standing and waiting times during loading and unloading, as well as greater use of rotating containers, we increase efficiency and reduce environmental impact.

In the future, we plan to use transport control and transport management systems with new solutions for freight allocation, time window management, status messages and real-time tracking. Our goal is to simplify coordination processes, enable exchange via digital platforms and achieve the continuous optimization and simplification of transport logistics processes.





Reducing our ecological footprint not only concerns our customers, but also our company fleet and the travel of our employees. We are implementing measures such as:

- When purchasing new vehicles for our company fleet, we give preference to vehicles with low emissions and increasingly use vehicles with electric and hybrid drives.
- To reduce CO₂ emissions, we use shuttle buses for our employees in the Czech Republic and the Republic of Moldova.

Supplier management

We attach great importance to long-term and strategic cooperation with our business partners. At the same time, we require our suppliers to act in a sustainable manner that includes compliance with applicable laws, regulations and country of origin requirements as well as the protection of human rights, the environment, and safety.

How do we tackle this?

These rules are firmly anchored in our procurement guidelines and purchasing supply contracts. New business partners are only approved if they agree to these guiding principles. We ensure this through supplier self-disclosures, potential analyses and audits. No violations or incidents were reported in the current reporting year.

Through our GG Code of Conduct for Suppliers, we have established the basic requirements for a sustainable and responsible business relationship between GG Group and our business partners. We seek to implement these requirements in our supply chain as well. The principles include:

1. ETHICS

- Responsible procurement of materials
- Financial accountability and accurate record keeping
- Confidentiality
- Combating corruption, extortion and bribery
- Disclosure of information
- Fair competition
- Avoidance of conflicts of interest
- Protection of intellectual property
- Compliance with export controls and economic sanctions
- Protection of identity
- Whistleblowing and protection against retaliation
- Freedom of association and collective bargaining

2. ENVIRONMENT

- Water quality and consumption
- Energy consumption and renewable energy
- Responsible sourcing of materials
- Air quality and greenhouse gas emissions/ decarbonization
- Responsible chemical management
- Natural resource management, waste reduction and circular economy
- Soil quality
- Noise reduction
- Biodiversity, land use & deforestation
- Energy efficiency

3. HUMAN RIGHTS AND WORKING CONDITIONS

- Prohibition of child labor
- Prohibition of forced labor, modern slavery and human trafficking
- Wages and social benefits
- Working time
- Non-discrimination and diversity
- Protection against harassment
- Health and safety

4. COMPLIANCE

Any and all applicable laws and regulations as well as other external and internal (Group) rules must be strictly observed in all business conduct and decisions.

The complete GG Code of Conduct for Suppliers with more detailed content is available at: <https://www.gg-group.com/en/service>

Before we start a cooperation, we assess the qualification and maturity of our (new) suppliers with regard to social and ecological framework conditions with the help of questionnaires. The status with regard to environmental requirements (ISO 14001), occupational safety (ISO 45001) and quality management systems (IATF 16949 or ISO 9001) is essential.

To ensure that our suppliers meet compliance requirements, we use a supply chain risk intelligence tool. Currently, about 400 suppliers are audited via this platform. Through weekly analyses, we can identify significant risks, such as incidents related to natural disasters, environmental claims or human rights violations.

Supplier qualifications	BY23/24
Percentage of new suppliers screened against environmental criteria	Components: 65.4% Raw materials: 67%
Number of suppliers assessed for environmental impact	132 Based on calendar year 2022 and VDA 6.3 audits
Percentage of new suppliers screened using social criteria	Components: 11.1% Raw materials: 21.6%
Number of suppliers assessed for their social impacts	132 Based on calendar year 2022 and VDA 6.3 audits

*n=504 suppliers (402 components/102 raw materials)
So far, ISO 45001 screenings were optional compared to ISO 14001 screenings, resulting in the lower percentage.*

In the event of a compliance violation by a supplier, we contact the supplier and assess the further course of action. If we cannot find a common solution, we feel compelled to ultimately terminate the partnership.

To improve active tracking of documents on our partners and to ensure that we receive feedback from them, we plan to build a supplier relationship portal.

The availability of local suppliers plays an important role in sustainable business. Due to the geographical location of our production sites, our supplier network focuses on the economic areas of Europe, USMCA (U.S. – Mexico – Canada Agreement) and APAC (Asia-Pacific). Bills of materials (BOM), which contain all the necessary raw materials, components and tools for the manufacture of our products, serve as a basis



Percentage of spending on suppliers from the region of key operating locations	BY23/24
Europe (Austria, Czech Republic, Republic of Moldova)	99.0%
USMCA (Mexico)	40.6%
APAC (China)	39.9%

SOCIAL





OUR EMPLOYEES MAKE US SUCCESSFUL

As our employees are the driving force behind our success, we strive for long-term cooperation. We support them in their professional and personal development through individual training and long-term development programs. Regular employee surveys serve as important feedback to further improve our employees' workplace.

An important part of our company philosophy is an open, transparent and trusting atmosphere. Professional and personal development of our employees and training of junior management from our own ranks are a part of our corporate policy. As a safe and reliable employer, we are appreciated in the regions of our worldwide locations. As a modern employer, we place great value on diversity, inclusion and belonging. People from over 30 nations work at our Austrian locations alone. The promotion of equal opportunities and the exclusion of recruitment criteria that are not based on the assessment of individual qualifications, the requirements of the position and the needs of the company are a matter of course.

The fluctuation in the reporting period is due to the transformation process, changes in production volume and the overall economic situation.

Human Resources forms a part of our integrated management system. The responsible HR teams in the factories and the head office report directly to the factory management and the management board respectively. HR data in this report was provided by the global HR system. We report employee numbers (in "headcounts") based on average values over the reporting period.

We primarily work with people who are directly employed by GG Group. An average of 115 employees worldwide, mainly at our Czech production site as well as at the German sites, are employed through staff leasing companies. These leased employees work mainly in production and/or as engineers. Transactions with the personnel leasing companies are handled directly by the procurement department. The personal data of the leasing employees is integrated into the global digital HR database "Success Factors" and managed as an integral part.

KEY ISSUES FOR GG

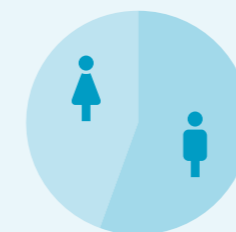
Our key sustainability issues identified with respect to employees are:

- Occupational health and safety
- Education and training
- Fair working conditions and human rights in production
- Regional value creation and social responsibility



4,117 employees

All employees (number of employees)	BY23/24
Male	2,296
Female	1,821
Total	4,117
Austria	1,067
Czech	1,015
Republic of Moldova	922
Mexico	851
China	209
Italy	3
USA	8
Germany	38
Bulgaria	1
Poland	4



3,867 permanent

In permanent employment (number of employees)	BY23/24
Male	2,157
Female	1,710
Total	3,867
Austria	1,062
Czech	890
Republic of Moldova	921
Mexico	851
China	90
Italy	3
USA	8
Germany	38
Bulgaria	1
Poland	4



250
fixed term

In fixed-term employment (number of employees)	BY23/24
Male	162
Female	88
Total	250
Austria	5
Czech Republic	125
Republic of Moldova	1
Mexico	0
China	119
Italy	0
USA	0
Germany	0
Bulgaria	0
Poland	0



3,989
full-time

In full-time employment (number of employees)	BY23/24
Male	2,585
Female	1,404
Total	3,989
Austria	980
Czech Republic	1,002
Republic of Moldova	919
Mexico	829
China	209
Italy	3
USA	8
Germany	36
Bulgaria	1
Poland	3



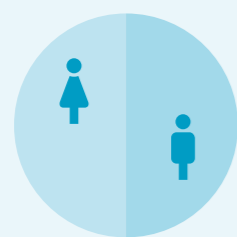
128
part-time

In part-time employment (number of employees)	BY23/24
Male	45
Female	83
Total	128
Austria	87
Czech Republic	13
Republic of Moldova	3
Mexico	22
China	0
Italy	0
USA	0
Germany	2
Bulgaria	0
Poland	1



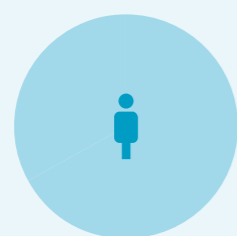
1,416
new

New employees (number and percentage – HC/%)	BY23/24
Men	735 / 18%
Women	681 / 17%
Total	1,416 / 34%
under 30 years	577 / 14%
30 – 50 years	735 / 18%
over 50 years	105 / 3%
Austria	75
Czech Republic	228
Republic of Moldova	497
Mexico	508
China	92
Italy	0
USA	0
Germany	0
Bulgaria	12
Poland	4



**37%
fluctuations**

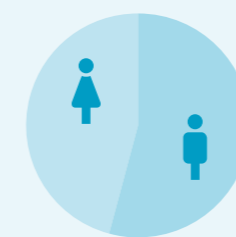
Employee turnover (number and percentage – HC/%)	BY23/24
Male	755 / 18%
Female	750 / 18%
Total	1,505 / 37%
under 30 years	699 / 17%
30 – 50 years	638 / 15%
over 50 years	169 / 4%
Austria	223
Czech Republic	272
Republic of Moldova	329
Mexico	605
China	67
Italy	0
USA	0
Germany	9
Bulgaria	0
Poland	0



management

Management (percentage by gender and age)	BY23/24
Male	100%
Female	0%
under 30 years	0%
30 – 50 years	0%
over 50 years	100%

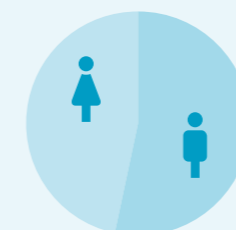
The average age of the workforce in the business year 2023/24 was 38.2 years. 67,33% of employees are covered by collective agreements.



Entitlement to parental leave (number)	BY23/24
Male	2,270
Female	1,908
Total	4,178



Parental leave taken(number)	BY23/24
Male	88
Female	181
Total	269



Returned after parental leave (number)	BY23/24
Male	85
Female	74
Total	159



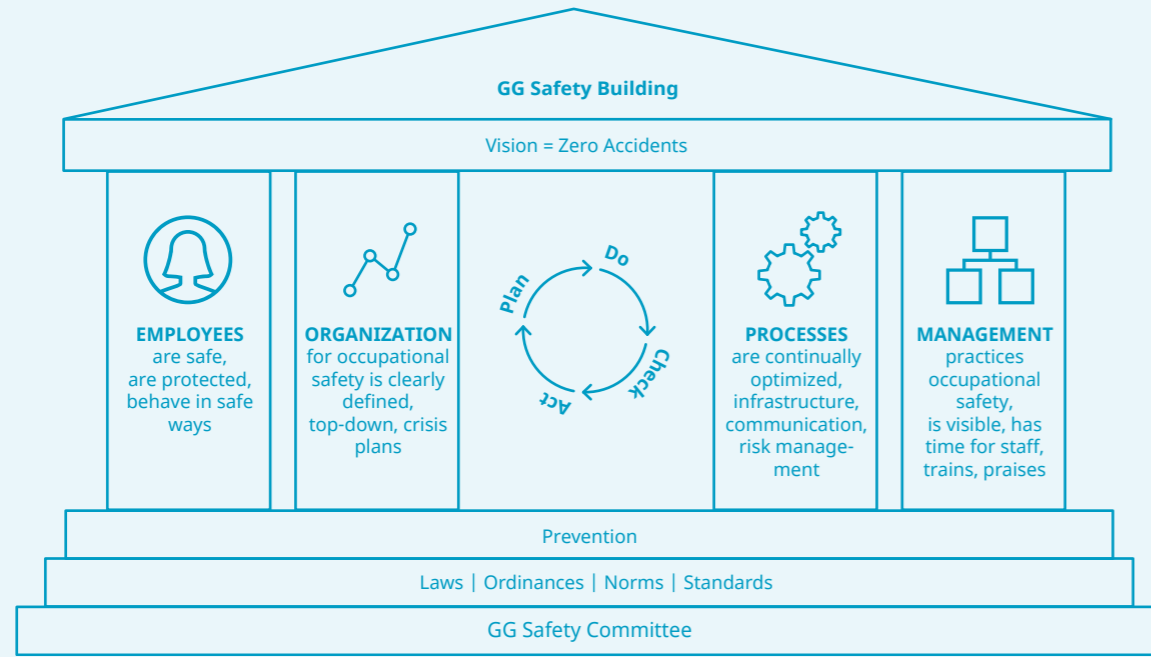
Returned after parental leave and stayed twelve months (number)	BY23/24
Male	51
Female	45
Total	96



Return rate	BY23/24
Male	96.59%
Female	40.88%
Total	59.11%



Retention rate	BY23/24
Male	57.95%
Female	24.86%
Total	35.69%



Occupational health & safety

The health and safety of all our employees, suppliers and visitors is our top priority. So we have committed ourselves to applying the zero-tolerance policy towards occupational health and safety hazards to ensure comprehensive protection of our staff.

How do we tackle this?

- We create a safe and ergonomic working environment
- We comply with all labor regulations in accordance with locally applicable laws
- We attach great importance to occupational health care
- We implement comprehensive information and safety campaigns in our factories to prevent occupational accidents
- All our plants are ISO 45001 certified

Our occupational health and safety policy is presented in the GG Safety Building.

THE KEY POINTS OF OUR OCCUPATIONAL HEALTH & SAFETY POLICY:

- Employees
- Processes
- Management
- Organization
- Fire safety
- Machine safety
- Personal protective equipment
- Emergency management
- Incident investigation and prevention
- Risk assessment
- Hazard avoidance or reduction
- Ergonomics
- Handling of chemicals and/or biological substances

THE TOP MANAGEMENT IS COMMITTED TO:

- Promoting an effective occupational safety management system and acting as a role model for managers and employees
- Eliminating and mitigating hazards and risks to health and safety at work

- Responding to and following up on employee recommendations and suggestions for improvement until risks are eliminated or reduced to an acceptable level
- Implementing applicable health and safety laws, GG Group policies and work procedures
- Providing training and information exchange
- Setting appropriate targets, measuring them and reviewing improvements in health and safety
- Providing adequate resources for the establishment, implementation, maintenance and improvement of the occupational health and safety management system
- Ensuring that health and safety is considered in decision-making at all levels of management
- Ensuring that all visitors or contractors on site are properly informed of the applicable safety rules

Workplace evaluation is at the heart of our occupational safety management system. In reducing hazards and finding solutions, we follow **the S-T-O-P Principle** (substitution, technical, organizational and personnel measures). In joint evaluations by safety specialists, occupational physicians, other specialists and division managers as well as the employees themselves, as experts on the machines, safety deficiencies are identified on an interdisciplinary basis and potential for improvement is derived. The goal is always to reduce stresses such as noise, vibrations, air, temperature, ergonomics, etc. to prevent negative physical and psychological effects. All preventive and reactive measures are documented in safety documents and action plans. The intensity of the review for the effectiveness of (corrective) measures is made according to the original level of risk.

THE EMPLOYEES ARE COMMITTED TO:

- Acting in accordance with all applicable health and safety regulations to protect the health and safety of all involved
- Identifying current or potentially unsafe conditions, reporting them to the supervisor and making suggestions for improvement
- Complying with all applicable health and safety rules, policies and procedures

Identified residual risks that cannot be avoided or reduced by substitution or technical measures are incorporated into job safety analyses or operating instructions. This information is accessible to all employees both in production directly at the plants and on the intranet.

Reporting chains are defined internally so that in the event of an occupational accident or fire, it is known WHO is to be alerted or contacted WHEN. In addition, further instructions for action are regulated for alarm recipients, for example for reception staff. Furthermore, we encourage our employees to actively report not only accidents at work, but also near-accidents and unsafe situations.

The occupational safety management system is regularly reviewed as part of the management review and evaluated for effectiveness by the management.

The tracking of measures related to health and safety and the review of effectiveness based on targets are carried out in the **Occupational Safety Management Program** for the defined business year.



Every occupational accident and near-accident is documented by means of a **safety alert** and examined for causes and improvement measures as part of a detailed **post-accident evaluation** (root cause analysis) together with the employee concerned. This information is then shared with all GG Group plants as lessons learned. In the case of occupational accidents, we distinguish between:

- **LTI** – Lost-Time Injury: occupational accidents with a lost time of ≥ one working day/shift
- **MTI** – Medical Treatment Injury: occupational accidents with a lost time of < one working day/shift, but with medical treatment
- **NM** – Near Miss: incident that almost resulted in an occupational accident

The threshold that determines whether an injury has serious consequences or not is a period of absence of more than 24 days.

Number and frequency of occupational accidents	BY22/23	BY23/24
Fatalities	0	0
Reportable injuries		
LTI	16	27
LTIFR (frequency rate)	2.43	3.95
MTI	27	25
MTIFR (frequency rate)	4.11	3.36
Hours worked	6,573,096	6,833,913
Accident rate based on hours worked	1,000,000	1,000,000

The above data is maintained by HR and HSE experts for the entire GG Group.

Most **occupational accidents** are caused by incorrect behavior and carelessness. The most common injuries are caused to fingers and hands. **Major hazards** include crushing, burns, cuts, hitting and tripping.

Hazard points are identified during safety inspections and safety dialogues with staff. In doing so, we encourage our staff to actively report incidents.

We place great emphasis on **transparency** regarding our safety concerns. In front of each plant there is a display board showing the number of accident-free days. This can be viewed daily by residents as well as employees and the public.

After special events or at least in accordance with country-specific legal requirements, an **HSE committee meeting** is held to discuss the results of the previous year and provide an outlook on future projects and key figures. Employer and employee representatives, in particular the plant managers and the works council, attend together with HSE experts such as safety specialists, safety confidants, occupational physicians, fire safety officers, waste, environmental and energy officers and have the opportunity to point out potentials related to health and safety as well as to make suggestions for improvement at the highest level.

In the course of the **management review**, the management system is verified for suitability, appropriateness and effectiveness at both the global and local level by the management or the site management. At the global level, the management review takes place annually, while the frequency at the local level varies from quarterly, semi-annually or annually, depending on the location.

We directly inform our employees about occupational health and safety through various channels:

- Training
- Notices at the workplace
- Intranet/e-mail
- Team meetings with the supervisor (information islands in production)
- GG app/GG TVs in production

Training is organized by the human resources department, while instruction is generally carried out by supervisors. The HSE team is available to provide technical support. Training in the area of occupational health and safety can be roughly divided into the following categories:

- General safety training for new employees on the first day of work
- Specific safety training for new employees at their workplace
- Legally required training
- Regularly recurring training for managers and employees
- Onsite training for partners entering the factories (customers, suppliers, visitors, etc.)
- Training after incidents and accidents, especially to discuss and communicate new findings
- Raising awareness of current issues

By regularly sharing lessons learned and best practice solutions from the local HSE managers, we ensure that the implemented tools, activities as well as accidents and improvement potentials are shared across GG Group to continuously improve. Here are some examples:

- At the Poysdorf site, the digital yellow tag system has been developed continuously, enabling every employee to show occupational health and safety potential. The effectiveness check of the measure by the submitters themselves is a central function here.
- At the Mikulov site, we focus on the continuous increase of HSE awareness of our employees and increase of effectiveness of our HSE system. For example HSE days are organized annually – a special event for our employees covers various HSE topics like health prevention, blood pressure, blood sugar and cholesterol measurement, body structure measurement, first aid, risk situations in virtual reality, fire brigade actions, HSE quiz, etc. We systematically evaluate risk assessments for all our processes and, where applicable, we try to implement technical solutions as well – for example, we recently installed a safety feature into our forklift at Braiding to mitigate the risk of collision between forklift and pedestrians during reverse. Of course regular HSE inspections (safety patrols) are in place.
- At the Balti site, risk assessment and monitoring are performed annually to reduce risks and prevent work accidents. Specific drills for fire protection, both internal and external, are organized systematically.
- At San Juan del Río, the yellow tag system was fully implemented, and the best yellow tag for each month and each quarter was recognized. Additionally, the concept of “Safety Champions” was developed at the harness site, where a 30-minute weekly meeting is held to discuss safety improvements, safety investigations, LTIs, and MTIs reviews. Each area (Production, Warehouses, Quality, Maintenance) has a designated champion.
- At the Shenyang site, an online platform was used to deliver training content, report risks and make knowledge tests.

In order to promote the health of our employees, we have a **variety of offers** for everyday work. In doing so, we go beyond the country-specific minimum requirements, such as:

- Regular company medical examinations/health checks
- Free vaccination campaigns offered on a voluntary basis (tick and flu vaccinations)

- Provision of orthopaedic safety shoes, hearing and eye tests for workers and subsidies for screen glasses
- Blood donation campaigns on the factory premises during working hours
- Expansion of the onsite canteens and provision of fruit from the region for free consumption
- Reduced rates in fitness studios

For us, the health of our employees also means an appropriate work-life balance. Therefore, we offer various location-specific benefits to promote a **balanced relationship between work and private life**. Here are a few examples:

- Free and anonymous employee assistance program (EAP)
- Flexible working hours in the office (mobile working)
- Voluntary part-time models for legal guardians
- Paternity leave and paternity month for fathers
- Discounted shopping at pharmacies
- Company buses for workers in the Czech Republic, the Republic of Moldova and Mexico

Continuous involvement of all employees and comprehensive communication are cornerstones of our culture. Here are a few examples:

- Kids Day at the plants
- Open days
- Works outings
- Art and cultural events
- Joint sports activities such as running events, skiing days or GG soccer games.

Access to the aforementioned offers, services and activities is provided by the works council, the HR department or the HSE department. Our employees are informed about the current programs and services by means of information campaigns on various channels (e.g. posters, training, e-mails or via the GG app).

Our occupational health and safety management system is part of the Integrated Management System and meets the requirements of our customers. It covers all employees of GG Group and ensures that occupational health and safety are continuously improved.

Education & training at GG Group

Continuous learning is not only an important prerequisite in an industry with high quality standards, but also a fundamental concern for GG. We support our employees with internal and external training opportunities and thus secure a competitive advantage by passing on knowledge within the company.

In the business year 2023/24, 666 training measures were carried out, many of them virtual or hybrid.

Human resource development at GG is built on needs-based and individual solutions. Our 70:20:10 learning approach states that 70 percent of learning should take place on-the-job, i.e. directly at the workplace, e.g. through problem solving, independent implementation of projects, challenge in tasks and work content, and independent research and reflection. Another 20 percent of training and development comes from working with other colleagues, observing behaviors and expertise, through mutual feedback, coaching and mentoring. 10 percent comprises off-the-job seminars, course units, lectures and training, which are usually conducted externally.

GG Group's predominantly virtual measures focus primarily on leadership and talent development.

In combination with the annual appraisal interviews and the structured performance and development platform ("Success Factors"), employees' performance and professional development are regularly assessed. This platform has already been successfully implemented for salaried employees. 87.6% of all employees received an appraisal during the reporting period. The further development of Success Factors in the following years mainly concerns the lowest possible threshold access for workers.

How do we tackle this?

Different tools support our managers in their leadership and our employees in their everyday work:

- Regular staff and feedback reviews as well as structured 360-degree feedback processes for managers.
- Continuous cross-plant identification of talent to promote internal careers as well as regular reviews of key positions and their succession planning.
- Implementation of a uniform understanding of leadership based on five generally applicable leadership principles.

- Targeted global leadership development programs to not only familiarize leaders with the Leadership Principles, but also equip them with appropriate tools.
- Global Talent Hub for internationally mobile top talent who aspire to a leadership career and demonstrate exceptional performance and potential.
- Group-wide implementation of a digital performance and goal management process to ensure transparent performance and development goals as well as to enable continuous communication between manager and employee and to adjust all goals on an ongoing basis.
- Bonuses were decoupled from individual target achievement and relate exclusively to key performance indicators that affect the entire Group or the respective production site (EBIT, cash conversion cycle, customer satisfaction). This not only promotes innovation and creativity, but also cross-divisional exchange and focuses in particular on the needs of employees as well as their development and motivation.
- Implementation of a global and digital learning management system with diverse online training courses on a wide range of management and employee topics, which are available around the clock.
- Targeted training and qualification of the customer service departments, especially at the production sites in Poysdorf and Mikulov, in order to strengthen customer orientation and expand customer service.

How do we tackle this?

With consideration for our employees, we adhere to the following minimum standards in our partnership-based labor relations:

- We respect the needs of particularly vulnerable groups of employees.
- We provide a safe working environment.
- We pay fair wages and salaries and comply with local legal and social partnership regulations for minimum wages and salaries.
- We respect the right of our employees to organize and be represented by collective workers' representatives to negotiate working conditions. We ensure that members of this institution are not disadvantaged or treated unfairly.
- We comply with local legal requirements and industry standards regarding working hours and promote a culture that allows for flexible working conditions and work-life balance.

Regional added value & social responsibility

GG Group makes a significant contribution to regional value creation at all its locations. This also includes cooperation with local companies and suppliers. The majority of our employees also come from the surrounding areas.

How do we tackle this?

At our production site in Poysdorf, for example, we integrate people with special needs into our work processes. The clients have the opportunity to develop their skills in various work groups inside and outside GG premises, to contribute personally and to specialize in vocational skills. GG is committed to social responsibility every year and supports workshops in Poysdorf, whose clients assist in particular with waste separation, area cleaning and simple auxiliary services.

Fair working conditions & human rights in production

GG Group respects and supports international human rights. We are committed to upholding the UN Convention on Human Rights. We strictly reject modern slavery, human trafficking and child labor. In the countries where we operate, we comply with local laws and regulations.



GOVERNANCE



ETHICS & COMPLIANCE

Sustainable business is one of our corporate core values.

Our corporate governance is committed to sustainable operations and follows internationally recognized principles and policies, including compliance with all relevant legal regulations and guidelines as well as an exemplary attitude towards respecting human rights and avoiding negative environmental impacts.

We regularly train our staff on compliance to raise their awareness for our internal principles, laws and policies. New employees are required to attend such training.

We ask our employees to accept personal responsibility to ensure that their actions are in line with our principles and policies. Any misconduct is objectively investigated and dealt with in line with our policies and the law. We ensure that no one who reports any misconduct suffers any disadvantage.

We are committed to respecting the human dignity of employees and not to discriminate against anyone on the basis of ethnic origin, skin color, religion, gender, sexual orientation or other characteristics. In doing so, we consider the principles of the United Nations Charter and the European Convention for the Protection of Human Rights and Fundamental Freedoms as indispensable guidelines.

How do we tackle this?

The creation of our internal regulations and the implementation of the compliance program are the responsibility of the centrally organized Compliance Department. Our Code of Conduct is a binding behavioral guideline that applies to all locations. It regulates the expected conduct of our employees and managers in four key areas:

BUSINESS ETHICS:

- Responsible sourcing of materials
- Privacy
- Combating corruption, bribery and acceptance of gifts
- Disclosure of information
- Fair competition and antitrust law
- Avoidance of conflicts of interest
- Protection of intellectual property
- Compliance with export controls and economic sanctions
- Protection of identity, whistleblowing and protection against retaliation
- Freedom of association, collective bargaining and political contribution

ENVIRONMENT:

- Water quality and consumption
- Energy consumption and renewable energies
- Air quality and greenhouse gas emissions
- Natural resource management and waste reduction
- Responsible chemicals management

HUMAN RIGHTS &

CONDITIONS OF EMPLOYMENT:

- Prohibition of child labor and young workers
- Prohibition of forced labor, modern slavery and human trafficking
- Wages and benefits
- Working hours
- Non-discrimination and diversity
- Protection against harassment
- Health and safety

COMPLIANCE WITH LEGAL REQUIREMENTS:

- Compliance with laws and external/internal rules, policies and legislation
- Reporting and escalation of misconduct

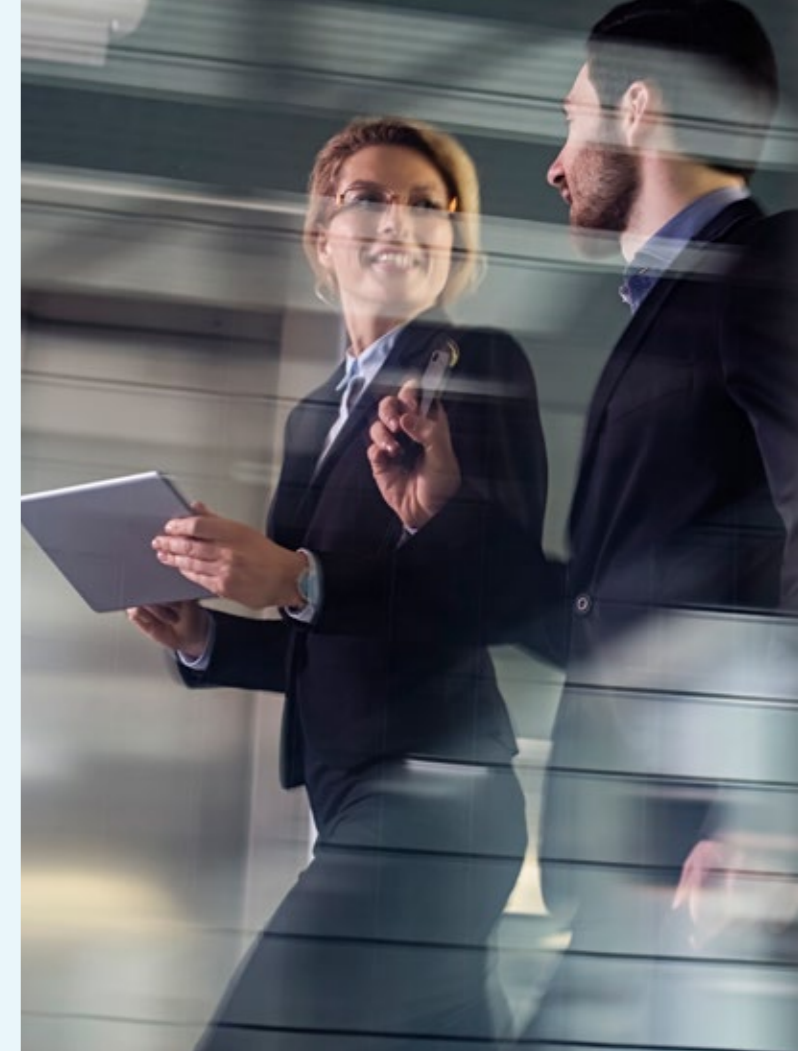
The purpose of our Code of Conduct is to conduct GG Group's operations in compliance with all applicable laws, rules, regulations, procedures and the highest standards of ethics and values. The contents of this Code of Conduct are of utmost importance to the owners, employees of GG Group and our stakeholders.

Our main guideline is: "Ask before Acting".

Our Code of Conduct applies to all GG Group employees worldwide and is in line with our sustainability policy. We expect our employees to adhere to the highest standards of personal and professional integrity, ethical behavior and honesty. GG is committed to conducting its business fairly and honestly.

Based on this, we have developed our Sustainability Policy for GG Suppliers to set out the basic requirements for a sustainable and responsible business relationship between GG and all its business partners. We also seek to establish these requirements in our supply chain. For more information, please refer to the Supplier Management section.

Violations or potential violations are to be reported through the complaints system. Our employees and other stakeholders have various channels available to report identified misconduct.



These include:

- Direct reporting by e-mail to the Compliance Committee: compliance@gg-group.com
- Anonymous channel (compliance/whistleblower) on GG intranet
- Direct reporting to the ombudsman, supervisor or HR staff member

All reports received are carefully reviewed and, if requested, treated confidentially as part of our non-compliance reporting system.

- In the case of violations, we distinguish between significant and non-significant cases based on a defined financial threshold. Cases exceeding this threshold are reported to both the Management Board and the Supervisory Board.
- Our compliance system aims to present significant violations of laws and regulations as well as the amount of penalties at an early stage in order to increase effectiveness. We are less oriented towards penalties or sanctions, but start to prevent the risk of a later occurrence earlier. For us, the penalty or sanction is less decisive than the risk and probability of occurrence.

Deviations are checked and dealt with individually with responsive and preventive measures. The effectiveness of these measures is reviewed at appropriate intervals.

The current Code of Conduct with more detailed content is available at:
<https://www.gg-group.com/en/service/guidelines>

	BY22/23	BY23/24
Total number of incidents of discrimination	0	0
Total number and type of confirmed incidents of corruption	0	0
Total number of confirmed incidents of employee dismissal or disciplinary action for corruption	0	0
Total number of confirmed incidents in which contracts with business partners were terminated or not renewed due to corruption-related violations	0	0
Public litigation related to corruption initiated against the organization or its employees during the reporting period, and the outcomes of such cases	0	0
Number of lawsuits for anti-competitive behavior and violations of antitrust and monopoly laws pending or concluded during the reporting period in which the organization was identified as a participant	0	0
Main outcomes of concluded litigation, including any decisions or judgments	not relevant	not relevant





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