

ESG Report

SKW Schwechater Kabelwerke GmbH

Reporting period: 1 January 2025 - 31 December 2025

Issued: 30 April 2026



Purpose of this report

This ESG report provides customers, business partners, financial institutions, employees and other stakeholders with a clear and proportionate view of SKW's sustainability approach, 2025 performance and continued focus areas. The report is inspired by selected elements of the VSME Standard where useful and reasonable, while keeping the disclosure practical for SKW's size, business model and stakeholder needs.

1. Executive summary

SKW Schwechater Kabelwerke GmbH is a cable trading and distribution company based in Schwechat, Austria and operating within the SKB Group. The company's sustainability profile reflects its business model: SKW does not operate its own cable production, and therefore its direct environmental footprint is limited compared with manufacturing entities. At the same time, SKW plays an important role in the cable value chain through purchasing, logistics, customer service, product availability, supplier engagement and the provision of product-related sustainability information.

At SKW, Environmental, Social and Governance principles are wired into the way the company manages its operations, works with employees, serves customers and cooperates with suppliers. In 2025, SKW continued to strengthen this approach through low-emission mobility, operational efficiency, responsible sourcing, employee engagement, transparent reporting and structured governance. ESG is not treated as a separate side project. It is increasingly connected to practical business questions: how electricity is used, how goods are sourced and transported, how employees experience the workplace, how data are managed, and how customer sustainability requests are answered.

The 2025 performance confirms that SKW has a strong foundation in several areas. Scope 1 and Scope 2 emissions remained approximately 79.5% below the 2019 baseline, photovoltaic electricity continued to make a meaningful contribution to the electricity used at the site, employee survey participation was high, training participation was broad, and governance foundations such as the Code of Conduct, whistleblowing channel, anti-corruption practices and ESG data-management processes were in place.

The report also shows where the next phase of ESG development should focus. SKW's carbon footprint is almost entirely value-chain related, with purchased materials and goods representing the dominant part of Scope 3 emissions. This means that meaningful climate progress requires continued work with suppliers, purchasing transparency, product-related CO2 information, recycled and lower-carbon materials, and transport-related measures. Similarly, waste data shows improved transparency and increased recycling, while also highlighting wood, drums, reels and packaging as practical circularity topics for further attention.

The social indicators show a company with a strong team culture and active employee dialogue. The Spotlight employee survey achieved a 91% response rate and an overall high mood quotient. The overall remuneration pay gap improved significantly between 2024 and 2025, which is a positive development and is disclosed voluntarily as part of SKW's transparency approach.

Area	2025 progress	Continued focus
Climate	Scope 1+2 emissions remained approx. 79.5% below the 2019 baseline. SKW's footprint profile clearly reflects its role in the value chain, with Scope 3 representing nearly the entire footprint.	Maintain low direct emissions and strengthen supplier engagement, purchasing transparency, product-related CO2 information and transport-related measures.
Energy and PV	On-site PV covered 37% of SKW's electricity use in 2025, and electricity intensity remained significantly below the 2019 baseline.	Continue monitoring electricity intensity, PV contribution and practical efficiency opportunities.
Waste and circularity	Waste transparency improved and recycling volumes increased, especially in metals. The 2025 data provide a clearer basis for targeted circularity measures.	Focus on wood, packaging, drums, reels and material flows where practical improvements can have the strongest effect.
Water	Water use remained low and no withdrawal from water-stressed areas was reported.	Keep water reporting proportionate while maintaining basic monitoring as part of environmental data management.
Employees	High survey participation, strong teamwork, broad training participation and an improved gender pay gap demonstrate a solid social foundation.	Use employee feedback to further strengthen working conditions, communication, development opportunities and remuneration transparency.
Governance	Code of Conduct, whistleblowing channel, anti-corruption practices and ESG data-management processes are in place.	Maintain transparent governance and continue strengthening documentation for customers, certification processes and sustainability information requests.
Supply chain	Supplier ESG transparency continued to develop through the supplier questionnaire and Supplier Code of Conduct.	Continue the next supplier assessment cycle and use results for practical procurement follow-up actions.

2. About this report

This report covers SKW Schwechater Kabelwerke GmbH for the financial year 2025. It is a voluntary ESG report and is not a statutory sustainability statement under CSRD/ESRS. It also does not claim full compliance with the VSME Standard. The report is inspired by the structure and principles of VSME, as well as selected CSRD/ESRS concepts, where these help provide relevant and useful information to stakeholders.

The report applies proportionality and focuses on the topics that are most relevant to SKW's business model, value-chain position, stakeholder expectations and the internal double materiality work performed within the SKB Group. The report combines quantitative indicators with explanatory narrative. This is important because numbers alone do not fully explain the sustainability profile of a sales-oriented cable company. SKW's direct operational emissions are small, while the value-chain footprint is large because cables contain carbon-intensive materials such as copper, aluminum and plastics. Waste indicators also need to be understood in the context of cable logistics, drums, reels, wood, packaging and warehouse-related flows.

Unless otherwise stated, the reporting boundary is SKW as an individual company. Financial data are based on the audited 2025 annual financial statements. Non-financial data are based primarily on outputs from the company's ESG software, which supports structured sustainability data collection and reporting, including CO₂ footprint, HR, water, waste and biodiversity reports. The report also draws on the employee survey, SKW's ESG strategy and goals, and available sustainable procurement documentation.

SKW's carbon footprint is calculated in line with the GHG Protocol approach and covers Scope 1, Scope 2 and relevant Scope 3 categories. The calculation is based on activity data collected through the ESG software and emission factors applied by the external advisor.

In line with the voluntary and proportionate nature of this report, selected information is presented at an appropriate level of detail for stakeholders. More detailed internal documentation, including the CSRD-oriented double materiality assessment performed within the SKB Group with support from an external advisor, remains available as supporting evidence.

3. Company profile and business context

SKW is located in Schwechat, Austria and supplies cables and related products to customers in Austria and selected export markets. The company works closely with sister companies and suppliers in the cable value chain and contributes to customer access to reliable products for energy, infrastructure, construction and technical applications.

The market environment remained challenging in 2025. Demand for cables and wires in the energy sector was high, but the broader macroeconomic environment in Austria was affected by limited investment activity, cautious consumption, and uncertainty. SKW continued to focus on stable customer service, inventory management, business development, and portfolio expansion.

Item	2025 information
Legal name	SKW Schwechater Kabelwerke GmbH
Legal form	GmbH
VAT ID	ATU 14744204
Commercial Register	FN 81832t, LG Korneuburg
Address	Himberger Strasse 50, 2320 Schwechat, Austria
Reporting period	1 January 2025 - 31 December 2025
Report boundary	Individual voluntary ESG report for SKW
Revenue	EUR 171.0 million
Balance sheet total	EUR 54.3 million
Tons of sold products	29,460 t
Average employees in annual financial statements	74 employees
Certifications / ratings	ISO 9001 EcoVadis Bronze Medal

4. ESG strategy and priorities

SKW's ESG approach is aligned with the SKB Group framework and is built around five strategic pillars: environmental stewardship, product and customer engagement, social responsibility, operational excellence, and governance and transparency. These pillars help translate sustainability from a general commitment into practical management topics and day-to-day actions.

For SKW, ESG is not limited to environmental indicators. It also includes how the company works with employees, manages responsible purchasing, responds to customer expectations, maintains business conduct controls and improves the reliability of non-financial data.

Strategic pillar	How it is reflected in SKW's ESG approach
Environmental stewardship	Monitoring CO2 footprint, energy use, photovoltaic electricity, waste, water and biodiversity activities.
Product and customer engagement	Responding to customer expectations regarding CO2, recycled content, supplier responsibility, product transparency and reliable sustainability information.
Social responsibility	Employee survey, training, health and safety, benefits, internal communication, wellbeing and community engagement.
Operational excellence	Digitalization, ESG software, process improvements, supplier assessment and better data quality.
Governance and transparency	Code of Conduct, whistleblowing, anti-corruption, EcoVadis, ISO management systems and regular ESG reporting.

The ESG priorities presented in this report are also informed by the double materiality work performed within the SKB Group. This ESG report does not reproduce the full CSRD-style materiality methodology and does not claim compliance with VSME or ESRS. Instead, the materiality work is used as a practical input to identify the topics that are most relevant to SKW's business model, value-chain position and stakeholder expectations.

Based on this approach, SKW's main ESG priorities are:

- Climate change, energy use and carbon footprint, with a particular focus on value-chain emissions.
- Responsible sourcing and supplier engagement, including supplier questionnaires and the Supplier Code of Conduct.
- Customer sustainability information, especially CO₂-related data, recycled content, product transparency and circularity expectations.
- Waste, packaging, drums, reels and circular material flows linked to cable logistics.
- Employee wellbeing, engagement, training, health and safety, remuneration transparency and workplace culture.
- Governance, anti-corruption, whistleblowing, data quality, EcoVadis and certified management systems.

5. Environmental performance

5.1. Climate and CO2 footprint

SKW's carbon footprint is dominated by Scope 3 emissions. This is expected for a sales-oriented cable company because the carbon intensity of the products sold is largely connected to upstream materials and value-chain activities. Copper, aluminum, plastics, purchased goods and transport therefore have a much stronger impact on the total footprint than SKW's own office, warehouse and vehicle-related emissions.

In 2025, Scope 1 and Scope 2 emissions amounted to 71 tCO₂e. This remains approximately 79.5% below the 2019 baseline of 347 tCO₂e and confirms that SKW's direct operational footprint remains low. The result was slightly higher than 2024, but still far below the baseline and low in absolute terms.

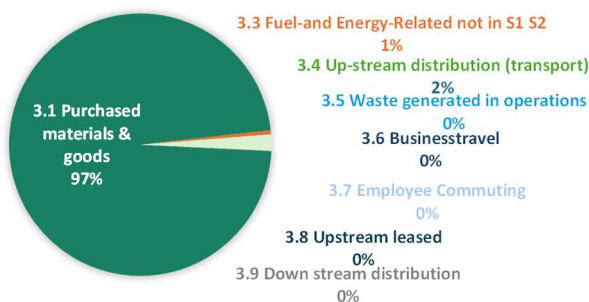
Scope 3 emissions increased to 199,208 t CO₂e. As a result, the total carbon footprint reached 199,279 t CO₂e and was almost entirely value-chain related. This development should be interpreted in the context of sales volumes, product mix, purchased materials and the emission intensity of upstream inputs. It confirms that the most meaningful climate levers are supplier engagement, product-related carbon data, lower-carbon material options, recycled content and transport optimization.

In 2025, SKW also strengthened Scope 3 monitoring by introducing a more detailed supplier-based view. This improves transparency over the main emission drivers in purchased goods and materials and provides a stronger basis for targeted supplier engagement and future reduction measures.

Indicator		2019 baseline	2025	2025 vs. 2019	Interpretation
Scope 1	tCO ₂ e	121	52	-57%	Direct emissions remain well below the baseline.
Scope 2	tCO ₂ e	226	19	-91%	Electricity-related emissions remain significantly below the baseline.
Scope 1 + Scope 2	tCO ₂ e	347	71	-80%	SKW remains strongly below the 2019 baseline and ahead of the 2030 reduction target level.
Scope 3	tCO ₂ e	82,119	199,208	143%	Scope 3 reflects value-chain footprint and is influenced by sold volumes, product mix, purchased materials, supplier data and calculation methodology. *
Total CO ₂ footprint	tCO ₂ e	82,466	199,279	142%	The total footprint is almost entirely value-chain related.
Scope 1+2 intensity	tCO ₂ e/t sold product	0.016	0.002	-85%	Direct operational emissions intensity remains significantly below the baseline.
Total CO ₂ intensity	tCO ₂ e/t sold product	3.727	6.764	82%	Total intensity is driven by Scope 3 and product/material mix.

* SKW has calculated its carbon footprint since 2019. From 2024 onward, the calculation was further developed with support from a new external advisor and dedicated ESG software, improving data structure, traceability and Scope 3 coverage. As a result, Scope 3 figures for 2024 and 2025 may not be fully comparable with earlier years. SKW is reviewing whether historical data should be recalculated using the updated methodology.

SCOPE 3 CATEGORIES in 2025

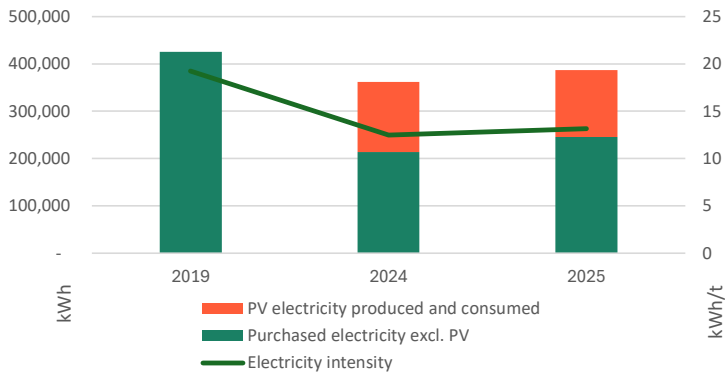


The Scope 3 breakdown shows that purchased materials and goods represented 97% of Scope 3 emissions in 2025. This reflects SKW's position in the cable value chain, where the environmental footprint is strongly influenced by upstream materials such as copper, aluminum and plastics. While SKW continues to manage its own operational efficiency, the company's broader climate contribution is increasingly linked to supplier transparency, material information, recycled input, lower-carbon production routes, transport optimization and cooperation with customers and suppliers.

5.2. Energy and photovoltaic electricity

Energy use remains an important operational topic for SKW. Although electricity is not the largest part of SKW's total carbon footprint, it is directly connected to the operation of the site, warehousing, logistics, offices and daily business activities. SKW therefore monitors both absolute electricity consumption and electricity intensity per ton of product sold.

ELECTRICITY



Compared with the 2019 baseline, SKW has significantly reduced its reliance on purchased electricity. Total electricity use decreased by approximately 9% between 2019 and 2025, from 425 MWh to 387 MWh. Purchased electricity decreased more significantly, from 425 MWh in 2019 to 246 MWh in 2025, supported by the contribution of on-site photovoltaic electricity. Electricity intensity also improved materially, reaching 13.1 kWh per ton of sold product in 2025 compared with 19.2 kWh per ton in 2019.

SKW continued to benefit from photovoltaic electricity generated on site. In 2025, PV electricity consumed directly at the site amounted to 141 MWh and covered 37% of total electricity use.

Overall, SKW's electricity profile remains materially better than the 2019 baseline and continues to benefit from on-site renewable generation. The company will continue to monitor electricity use, PV contribution and electricity intensity as part of its environmental management and operational efficiency efforts.

5.3. Mobility and operational efficiency

Low-emission mobility is one of SKW's practical decarbonization levers. In 2025, SKW continued the gradual electrification of its fleet as part of the planned replacement cycle. Replacing internal-combustion vehicles with electric alternatives supports lower direct emissions and is consistent with the group's long-term climate direction.

SKW also supported low-emission commuting through initiatives such as Firmenradl.at and the Ummadam mobility programme. Commuting represents only a small share of total Scope 3 emissions, but such initiatives are valuable because they connect climate action with employee engagement and help make sustainability visible in daily routines.

Operational efficiency was further supported through digitalization, reporting processes and process improvements, which improved data quality, planning, communication and recurring ESG management.



5.4. Waste and circularity.

Waste and circularity are important for SKW because cable distribution involves packaging, cable drums, reels, wood, metal, plastics and logistics-related material flows. The environmental relevance of waste is not only the waste tonnage itself, but also how materials are handled, reused, recycled or recovered. For this reason, SKW interprets waste data as an operational management topic connected to warehouse processes, supplier cooperation and customer logistics.

Total waste increased materially in 2025, mainly due to wood. At the same time, recycling also increased, especially metal recycling, and plastics decreased. The increase in total waste should therefore be interpreted together with operational factors such as cable logistics, drum and pallet handling, warehouse changes, one-off clean-up effects and the classification of waste streams. The 2025 data create a stronger basis for targeted circularity measures rather than a simple positive or negative conclusion.

Waste indicator		2024	2025	Interpretation
Incineration with energy recovery - total	t	1,196	1,805	Dominated by wood streams.
Wood	t	1,162	1,768	Main driver of total waste development.
Commercial and industrial waste	t	35	37	Very moderate increase.
Recycling - total	t	81	127	Recycling volumes increased.
Metal	t	74	121	Metal recycling increased significantly.
Paper and board	t	3	3	Stable.
Plastics	t	4	3	Plastics decreased.
Total waste	t	1,277	1,932	Increase mainly linked to wood.

A positive element in the 2025 waste data is the increase in recycling, particularly metal recycling, together with a reduction in plastics. At the same time, the high volume of wood sent to energy recovery shows where further practical circularity measures may be most relevant. SKW will continue to look for opportunities to improve reuse, separation, return systems and cooperation with suppliers and customers around packaging, drums and reels.

5.5. Water

Water is currently not a key environmental lever for SKW under the existing business model and site conditions. SKW is not a water-intensive production operation, and no withdrawal from water-stressed areas was reported in 2025. For this reason, water reporting is kept proportionate, while water data remain part of SKW's recurring environmental monitoring.

Water indicator		2024	2025	Interpretation
Water withdrawal - all areas	m3	977	1,040	Low overall level; moderate increase.
Water withdrawal - water-stressed areas	m3	0	0	No reported withdrawal in water-stressed areas.
Water discharge - all areas	m3	966	1,029	Reported discharge broadly follows withdrawal.
Estimated water consumption	m3	11	11	Low estimated net consumption.

5.6. Biodiversity and pollution

Biodiversity is not identified as a major impact area requiring extensive reporting under SKW's current business model and site conditions. Nevertheless, it remains part of SKW's local environmental engagement and supports the company's broader ESG culture.

SKW's biodiversity activities continued in 2025. Following earlier site-based initiatives, including insect hotels and the preparation of space for beehives, the beekeeping project became a visible part of SKW's environmental engagement in 2025, with the first SKW honey harvest. The project supports biodiversity awareness at the site and gives employees a tangible connection to local environmental topics.

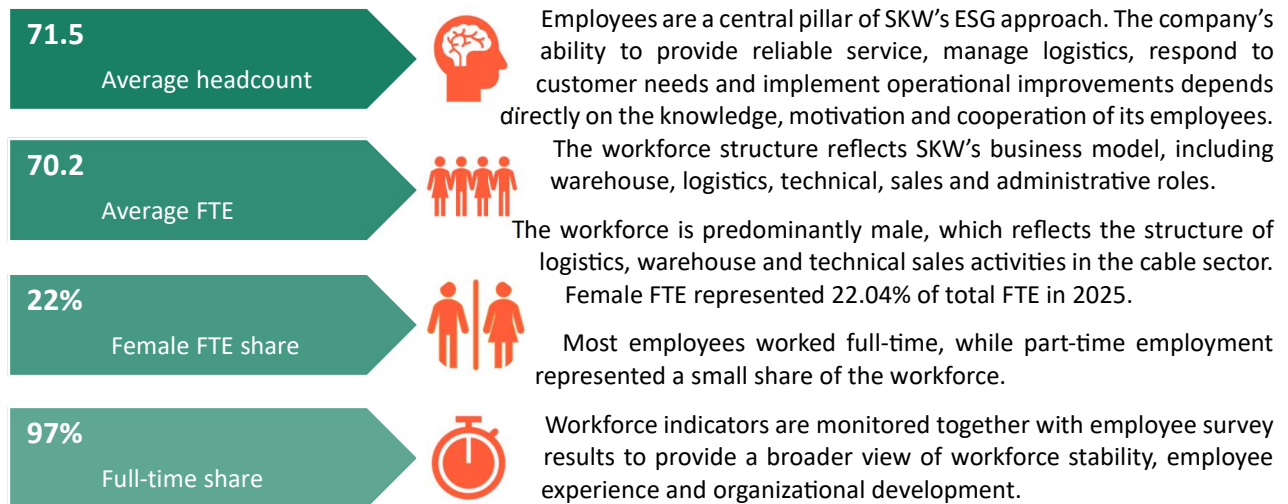
For a sales-oriented company, such initiatives are best understood as local engagement and awareness measures rather than as offsetting or mitigation activities. Their value lies in strengthening environmental awareness, employee engagement and the connection between the company site and the local environment.



No detailed legally reportable pollutant data were identified for this voluntary report. Based on the information available, pollution is therefore disclosed in a simplified way. If specific legally reportable pollutants become relevant in the future, they will be considered in subsequent reporting.

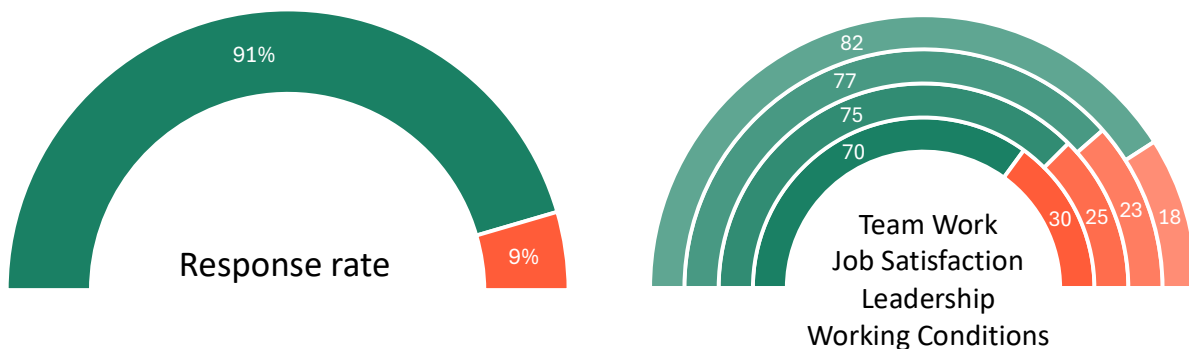
6. Social responsibility and own workforce

6.1. Workforce profile



6.2. Employee engagement and culture

In 2025, SKW conducted the Spotlight employee survey, achieving a very strong response rate of 91%. The high participation level provides a reliable basis for understanding employee views and reflects employees' willingness to contribute to the further development of the company.

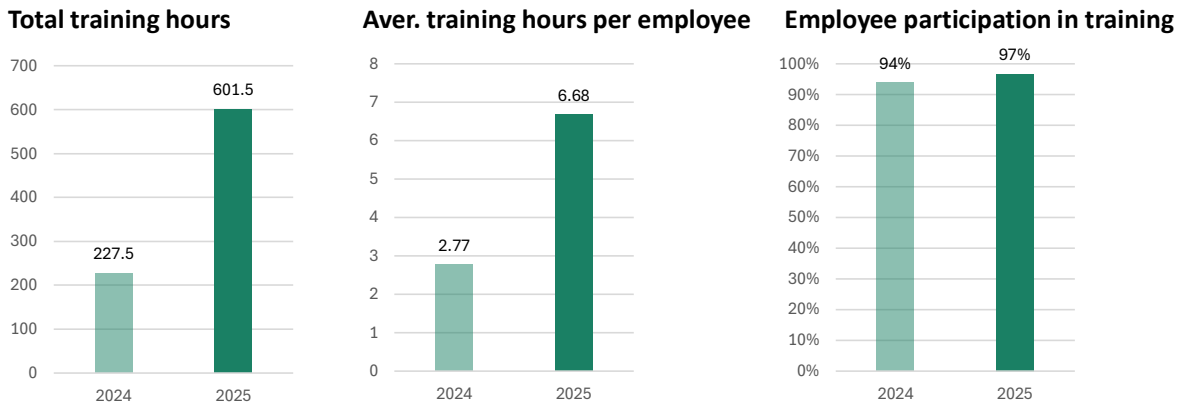


The overall mood quotient reached 75/100. The strongest category was Teamwork, followed by Job Satisfaction and Leadership, confirming a solid workplace culture built on cooperation, reliability and a positive working atmosphere. Working Conditions received the lowest score and will therefore remain an area of continued attention.

SKW will continue to use the survey results as input for practical improvement actions, particularly in areas such as working conditions, communication, organization and remuneration perception.

6.3. Training and development

Training and development are important for safe, efficient and compliant operations. In 2025, SKW significantly increased total training hours and maintained a high share of employees participating in training. Training activities covered environmental officer training, fire safety, first aid, statutory training, company values, language training and security officer training.



The increase in training hours reflects both broader training activity and improved data completeness, as additional categories such as language training were included in the 2025 data collection.

6.4. Health and safety

Health and safety remain a core responsibility. Warehouse activities, logistics, material handling and daily operational work require consistent attention to safe processes, training, equipment and workplace behavior.

The 2025 health and safety indicators show improvement compared with 2024. One recordable work-related injury was reported, compared with two in 2024. Days lost due to work-related injuries decreased significantly from 367 days in 2024 to 10 days in 2025.

No work-related fatalities were reported.

Health and safety indicator	2025 value	Interpretation
Workers covered by health and safety system	96 workers / 100%	System externally audited according to ESG software export.
Recordable work-related injuries	1 incident	Reduced from 2 incidents in 2024.
Days lost due to work-related injuries	10 days	Reduced from 367 days in 2024.
Rate of recordable injuries	1.23 per 200,000 hours worked / 6.16 per 1 million hours worked	Based on 162,348 hours worked.
Work-related fatalities	0 reported	No fatalities reported.

The reduction in lost days represents a positive development. SKW will continue to support safe daily operations through training, clear responsibilities, practical monitoring and safety awareness.

6.5. Remuneration and gender pay gap

SKW includes the overall remuneration pay gap voluntarily as part of its commitment to transparency. For a company of SKW's size, this indicator should be interpreted with appropriate context. The overall pay gap provides a useful signal, but it does not by itself explain the underlying drivers of remuneration differences, such as role type, seniority, working time, function or market factors.

In 2025, the overall remuneration pay gap between women and men decreased from 20.42% to 8.39%, representing a significant year-on-year improvement. SKW also reported that no employees were paid below a fair or adequate wage and that collective bargaining coverage in Austria was 100%.

Remuneration indicator	2024	2025	Interpretation
Overall remuneration paygap between women and men	20.4%	8.4%	Improved significantly compared with 2024.
Women / men paid below fair or adequate wage	0 employees / 0%	0 employees / 0%	No employees reported below fair or adequate wage.
Collective bargaining agreement coverage	100%	100%	All workers in Austria covered according to ESG software export.

Remuneration was also mentioned in employee survey comments and therefore remains relevant for employee perception and workplace satisfaction. SKW will continue to treat remuneration transparency and employee feedback as part of its broader people and workplace development agenda.

6.6. Community engagement and internal communication

Community engagement and internal communication support SKW's social responsibility approach.

In 2025, SKW supported initiatives such as blood donation, charity activities, employee events and internal communication through CableLife. These activities strengthen team cohesion and help connect ESG with everyday company culture.

SKW recorded monetary community investment of EUR 890 in 2025. Beyond the financial contribution, the company supported community and employee-engagement activities such as blood donation and charity-related initiatives. These activities strengthen social engagement, employee participation and SKW's connection with the local community.



7. Responsible supply chain and customer expectations

Responsible sourcing is one of SKW's most important ESG topics. Purchased materials and goods represent the dominant part of SKW's Scope 3 emissions, and customers increasingly request reliable information on CO₂ emissions, recycled content, recyclability, supplier responsibility and product-related sustainability characteristics.

In 2025, SKW strengthened its sustainable procurement approach through a dedicated Sustainable Procurement Policy, the Supplier Code of Conduct and an updated supplier questionnaire. The questionnaire was sent to all 29 active suppliers, with responses covering 85% of purchasing volume. The Supplier Code of Conduct was communicated to all active suppliers and covered approximately 98% of purchasing volume.

Sustainable procurement indicator	2025 status
Active suppliers contacted	29
Questionnaire response coverage	85% of purchasing volume
ISO 14001 coverage	81% of purchasing volume
ISO 45001 coverage	64% of purchasing volume
ISO 50001 coverage	69% of purchasing volume
Suppliers actively measuring CO2	46% of purchasing volume
Suppliers measuring or implementing CO2 measurement	83% of purchasing volume
REACH and RoHS compliance	100% of purchasing volume
Suppliers with EcoVadis rating	12% of purchasing volume
Supplier Code of Conduct coverage	98% of purchasing volume

These results show that SKW has built a strong basis for supplier ESG transparency. The next phase will focus on increasing questionnaire participation, strengthening CO₂ and certification data, maintaining REACH and RoHS compliance, and continuing to integrate sustainability criteria into supplier relationships and customer information processes.

8. Governance and business conduct

Strong governance is essential for reliable ESG management and responsible business conduct. SKW's governance framework combines group-level direction with company-level implementation and is supported by clear policies, defined responsibilities and structured data collection.

In 2025, SKW used ESG software to support recurring sustainability data collection and reporting. This improved the consistency, traceability and reliability of non-financial information, which is increasingly requested by customers, banks, rating platforms and group-level stakeholders.

SKW's governance framework is further supported by its Code of Conduct, whistleblowing channel, anti-corruption practices and supplier due diligence activities. The company holds ISO 9001 certification for quality management and is preparing for ISO 14001 certification for environmental management.

Governance indicator	2025 status	Comment
ISO 9001 certification	In place	Supports structured quality management and process reliability.
ISO 14001 certification	Preparation	Supports structured environmental management and continuous improvement.
Code of Conduct	Yes	Provides a basic framework for ethical conduct.
Whistleblowing channel	Yes	Supports reporting of concerns and responsible governance.
Anti-corruption policy / training / risk assessment	Yes / in place	Relevant for EcoVadis, VSME governance and customer trust.
Corruption or bribery fines / convictions in 2025	0	No fines or convictions reported.
Confirmed incidents of discrimination, human rights issues, child labour or forced labour	0	No confirmed incidents reported.
Information security incidents	0	No confirmed incidents reported.

9. ESG targets, progress and continued focus

SKW's ESG goals are aligned with the SKB Group approach and cover environmental, social and governance topics. The 2025 results confirm that SKW has established a strong foundation for ESG management, particularly in direct emissions performance, governance and reporting processes, employee engagement and training.

At the same time, SKW's sustainability profile clearly reflects its role in the cable value chain. While Scope 1 and Scope 2 emissions remain significantly below the 2019 baseline, the broader value-chain footprint remains the most relevant climate-related area for further development. SKW will therefore continue to focus on supplier transparency, responsible purchasing, energy efficiency, circularity measures and customer-oriented sustainability information.

Area	Target	2025 progress	Continued focus
CO2 - Scope 1+2	50% reduction by 2030 vs. 2019; long-term 2050 ambition	2025 Scope 1+2 was approx. 79.5% below 2019.	Maintain the strong baseline position and continue practical reduction measures.
CO2 - Scope 3	10% annual reduction	Scope 3 increased by 11.0% vs. 2024. In 2025, SKW started monitoring emissions in more detail by supplier, improving transparency and creating a stronger basis for targeted reduction actions.	Strengthen supplier data, purchasing follow-up, lower-carbon material options and transport-related actions.
Energy efficiency	3% annual reduction per tonne of sold products	Electricity intensity slightly increased. However, intensity remained significantly below the 2019 baseline of 19.2 kWh/t, confirming the long-term improvement in electricity efficiency.	Continue intensity monitoring and identify practical efficiency measures.
Waste	Mixed waste reduction by 5% annually	2025 data show increased recycling and a need for focused actions on wood.	Analyse wood, packaging, drums and reels to define targeted circularity actions.
Biodiversity	At least one biodiversity project annually	Biodiversity engagement continued, including beekeeping-related activities.	The beekeeping project was completed with the first SKW honey harvest.
Employee wellbeing	Mood target and high response rate	Mood quotient 75/100; response rate 91%; Team Work strongest category.	Use survey results for visible actions on working conditions, communication and remuneration transparency.
Community engagement	Two projects annually	Community investment EUR 890 and social initiatives such as blood donation and charity activities.	Continue practical local engagement with employee participation.
Sustainable sourcing	Supplier questionnaire responses from 50% of key suppliers by 2030	Supplier questionnaire and Supplier Code of Conduct support ESG transparency.	Complete the next supplier assessment cycle and use results for procurement follow-up.
Digitalisation	80% of processes digitalised by 2030	Cablelife and ESG software in use; ERP and other initiatives ongoing.	Use digitalisation to improve efficiency, communication and data quality.
Reporting and monitoring	Regular ESG reporting and monitoring systems	ESG software and voluntary ESG report in place.	Keep reporting proportionate, VSME-based and useful for stakeholders.

10. Outlook for 2026

In 2026, SKW will continue to develop its ESG approach in a focused and proportionate way. The company will build on the structures already in place, including ESG software, regular data collection, supplier engagement, employee feedback and established governance processes. The aim is to maintain a practical ESG reporting approach that supports transparency for customers, business partners, EcoVadis, financial institutions, employees and the SKB Group.

From an environmental perspective, SKW will continue to maintain low direct emissions while strengthening its understanding of the wider value-chain footprint. Supplier engagement, better information on purchased materials, recycled content, lower-carbon material options, product-related sustainability information and transport-related data will remain important areas of development. Energy monitoring will also continue, with attention to electricity intensity, photovoltaic contribution and practical efficiency measures.

From a social perspective, SKW will build on the strong participation in the 2025 Spotlight employee survey and the positive results in teamwork and employee engagement. Employee feedback will continue to support the development of working conditions, communication, development opportunities and workplace culture.

From a governance perspective, SKW will continue to rely on clear policies, structured ESG data management and transparent reporting processes. The Code of Conduct, whistleblowing channel, anti-corruption practices, supplier due diligence and management-system documentation provide an important basis for responsible business conduct and stakeholder trust.

Overall, SKW's ESG focus for 2026 will remain practical, measurable and closely connected to the company's business model: responsible sourcing, operational efficiency, employee engagement, transparent governance and reliable sustainability information for customers and business partners.