



Schwechater
Kabelwerke GmbH

SUMMARY OF ESG ACTIVITIES IN SKW

ESG SUMMARY 2023

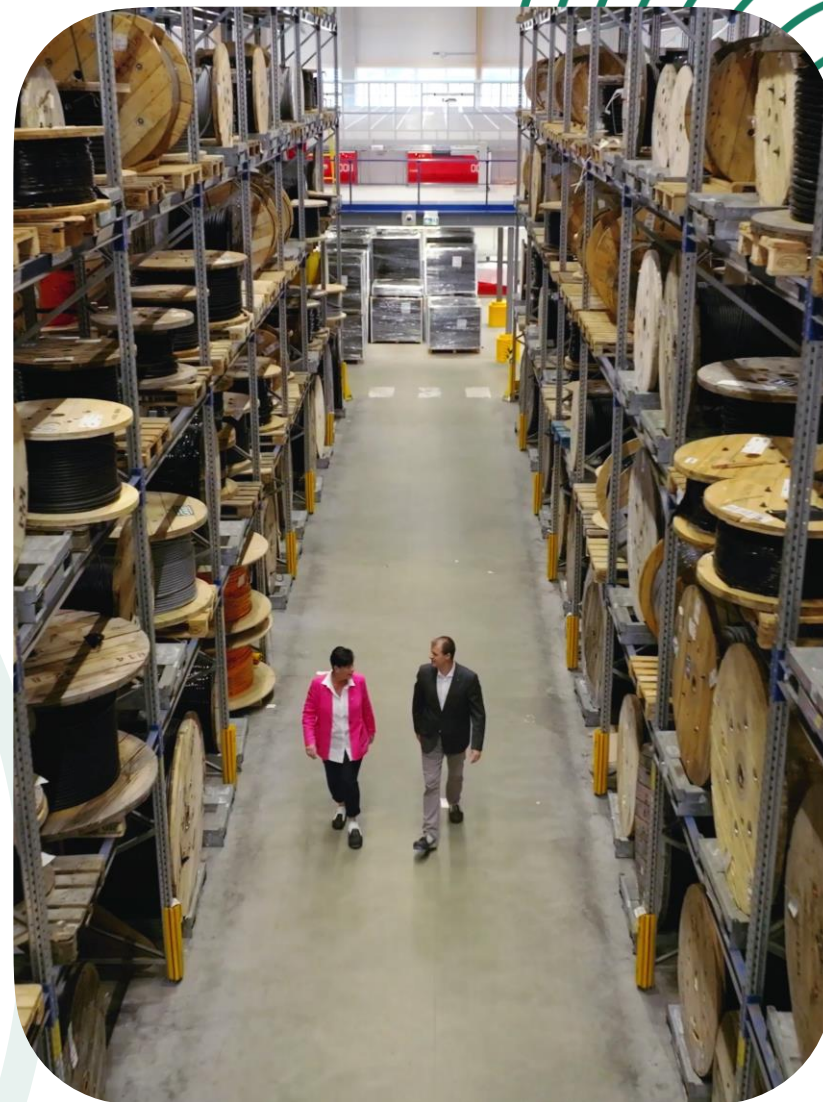
OUR MISSION, VISION OF VALUE

SKW (along with other companies in the group) worked throughout 2023 to revise the mission, vision and values. The result of intensive work, cooperation with experts, several workshops of both top management and extended management, as well as several very broad WS:

- Revised mission and vision (we have stuck to the original mission formulation, but we have verified that it is still valid),
- Revised and Formulated Values,
- Revised new strategy for the next 5 years.

We see the importance of our industry, opportunities for growth (electrification), and we are doing a lot of activities to develop our business.

Our long term motto which still makes sense:
We make modern life possible.



OUR VALUES

Trust & Transparency: Trust and transparency are the foundation of all our relationships, both within our company and with our customers and partners. We treat every interaction with respect and integrity.

Empowerment & Fun: We believe in empowering us to our roles fostering a sense of responsibility and accountability that drives excellence in everything we do. We believe that a positive and enjoyable work environment hence this creativity and productivity. We infuse fun and enthusiasm into our workplace.

Customer focused Excellence: Our commitment to understanding our customer's needs, priorities, challenges, and aspirations allows us to provide tailored solutions and build lasting unique relationships. We exceed expectations.

Sustainable Responsibility: We are committed to sustainable responsible business practices, including ethical decision making and environmental stewardship.

Leadership & Teamwork: We lead and work with teams by example, fostering a culture of integrity, innovation, and continuous improvement. Our relationship extends to all aspects of our business, from technical competence to sustainability. Collaboration and teamwork are essential to our success. We value diverse perspectives and work together seamlessly to achieve our goals.

Innovation: We foster a culture of creativity and innovation, pushing the boundaries of what's possible to develop cutting edge capable solutions. We approach innovation with respect for tradition and a commitment to exploring new ideas that enhance customer experience and industry standards.

Family Company: We take pride in our heritage as a family owned business, where every employee is considered part of our extended family. This sense of belonging fosters a unique bond among our team members.

OUR VISION, THE DESIRED FUTURE STATE

We will become a leading supplier of energy cables in Europe driven by a commitment to excellence. Our products will be an essential success factor for the sustainable electrical future of our continent and make therefore modern life possible.



OUR MISSION, OUR GOALS AND OBJECTIVES

SKB Group is manufacturing and selling electrical cables for more than 130 years. In all these years we have served our customers in utilities, wholesalers, electrical engineering, railways and industry with a versatile range of products showing proven performance.

We are well positioned in our home markets (AT, CZ, SK, DE), and a substantial player in European niche markets.



OUR APPROACH TO ESG

SKW has always believed in sustainability and acted accordingly.

All SKB Group companies are constantly monitoring their energy performance to optimize it. They focus on the circular economy, both by finding ways to use recycled inputs and recycling waste from the production.

In 2022, it was decided to take a more comprehensive approach to ESG topics.

The aim was to institutionalize the ESG efforts into the overall strategy and to communicate the efforts to customers and suppliers, who are increasingly asking about our behavior in various ESG areas.

At the same time, we also see the regulatory requirements approaching us and we want to be prepared.



OUR APPROACH TO ESG

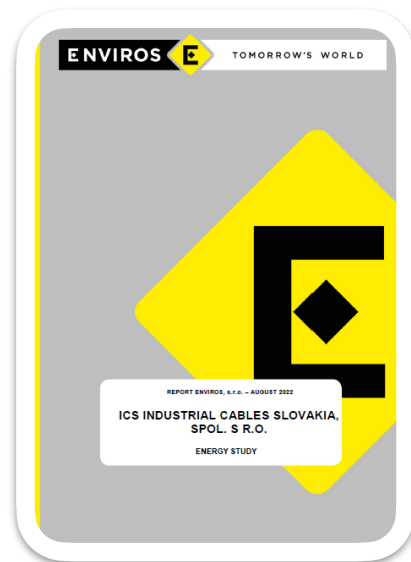
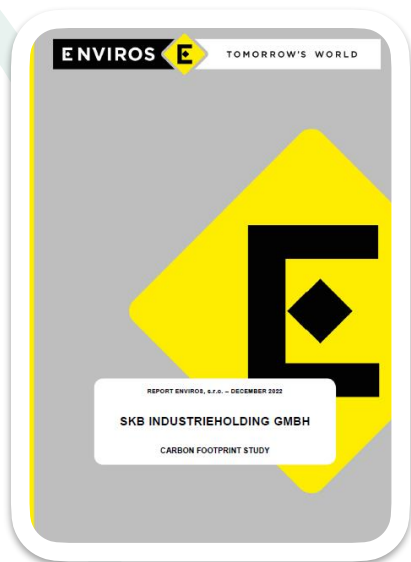
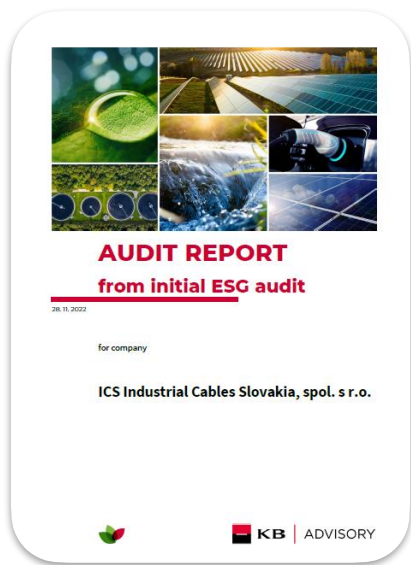
Finally, the need to contribute to the fulfilment of the European Union's commitments, and the global commitments of the UN is also on the table and SKW wants to contribute to their achievement.

That is why we have created the ESG strategy, which defines the main areas we want to focus on, milestones for the next few years including a detailed action plan.

Here I would like to emphasize the very positive approach not only of the top management, but also of all employees to sustainability. You'll see many of projects and many of the initiatives came from the employees.

At the beginning, we mapped the situation – we had an external company do an ESG audit for each company in the group, an energy study was carried out, as well as the calculation of the CO2 footprint for periods 2019 – 2021.

Based on these activities and determined individual activities that will help us achieve the ESG goals in the next 5 years. The ESG strategy also became an important part of the overall strategy.



ESG GOALS

We have set 9 main goals for the group, out of which 8 are relevant for SKW:

From area E, it is:

- Reduce greenhouse gas emissions in S1
- Reduce greenhouse gas emissions in S2
- Reduce greenhouse gas emissions in S3
- Introduce and develop CO2 reporting and assess solutions for GHG mitigation

From area S:

- Introduce an annual Satisfaction questionnaire for all employees
- Prepare Cable academy
- Set up an Employee Rotation program
- Joint activity with local community once a year

From area G:

- Integrate ESG in the Group / company life and key documents
- Set supply chain management in line with ESG objectives
- Review/update Ethical code.

These are the top-level goals. They are further translated into sub-goals, activities, and projects.



ESG ACTIVITIES

The following is an overview of activities we have done or are doing, a sample of large and small projects. This clearly shows that ESG is really wired into the entire SKW.

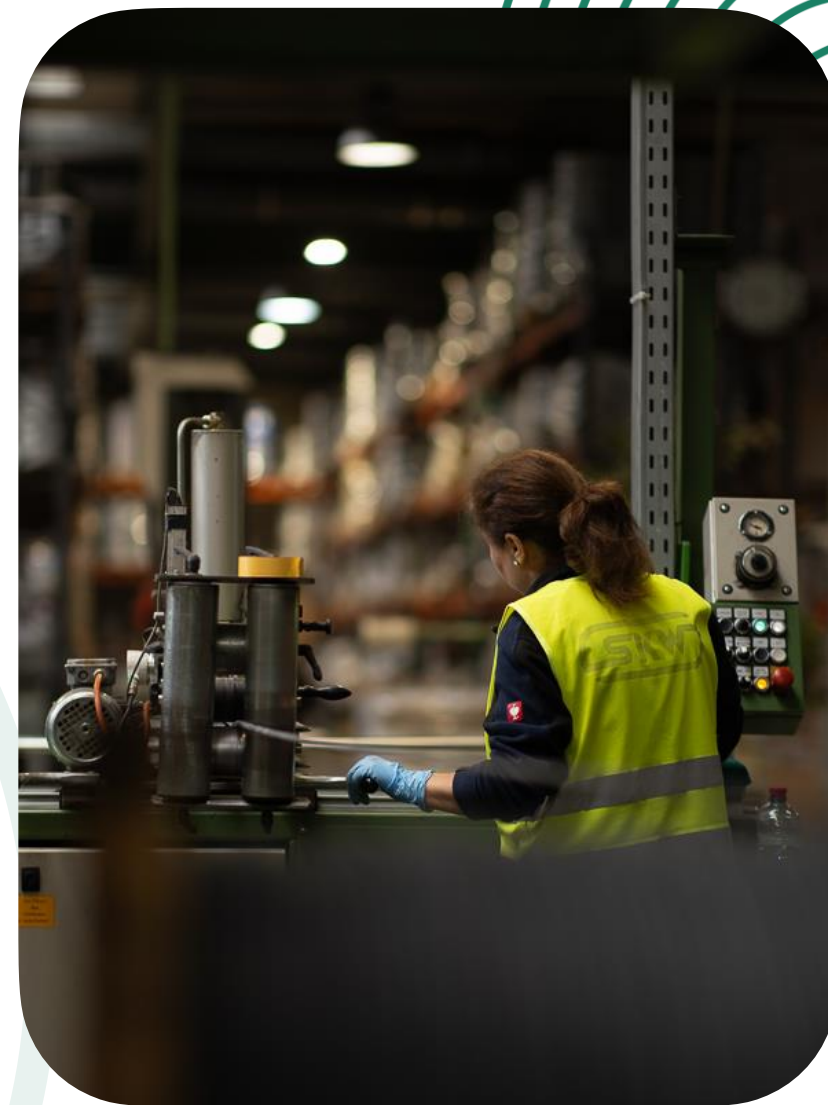
Environmental – CO2 Footprint: Our fleet

We have introduced regular CO2 footprint measurements, not only in S1 and 2, but also in S3. We are now in the phase of finding a SW supplier and in the automation of data collection. We know the history. What are we doing for the future?

Fleet electrification – we are gradually replacing the combustion business cars with electric ones; the goal is to be fully electric in 2026.

We have our goal also on electrification of forklifts – full electrification one year after the fleet electrification.

Chargers – we have built the charger inside the company.



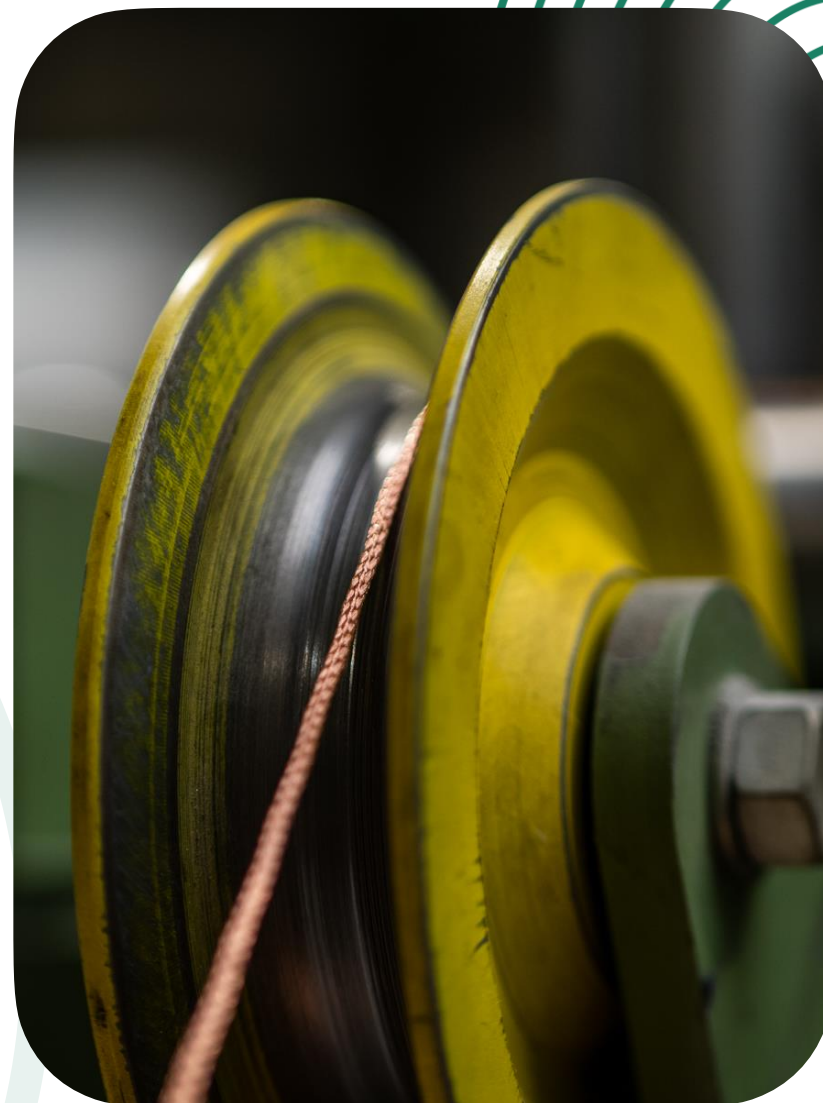
ESG ACTIVITIES

Environmental – CO2 Footprint: Production and Non-production

- We are focusing on both sides of the equation – making our own green electricity and spending less energy,
- PVs
 - Construction of photovoltaic power plant – in 2023, we have installed the PV with 309kWp. We will thus be able to cover over 75% of our annual consumption and save c. 47 tons of CO2 per year.
 - Buildings – we optimized heating system in our buildings to save heat and CO2.

Environmental

- We started a biodiversity project to understand where we are now and how can we help the nature in our premises.



ESG ACTIVITIES

Objectives S

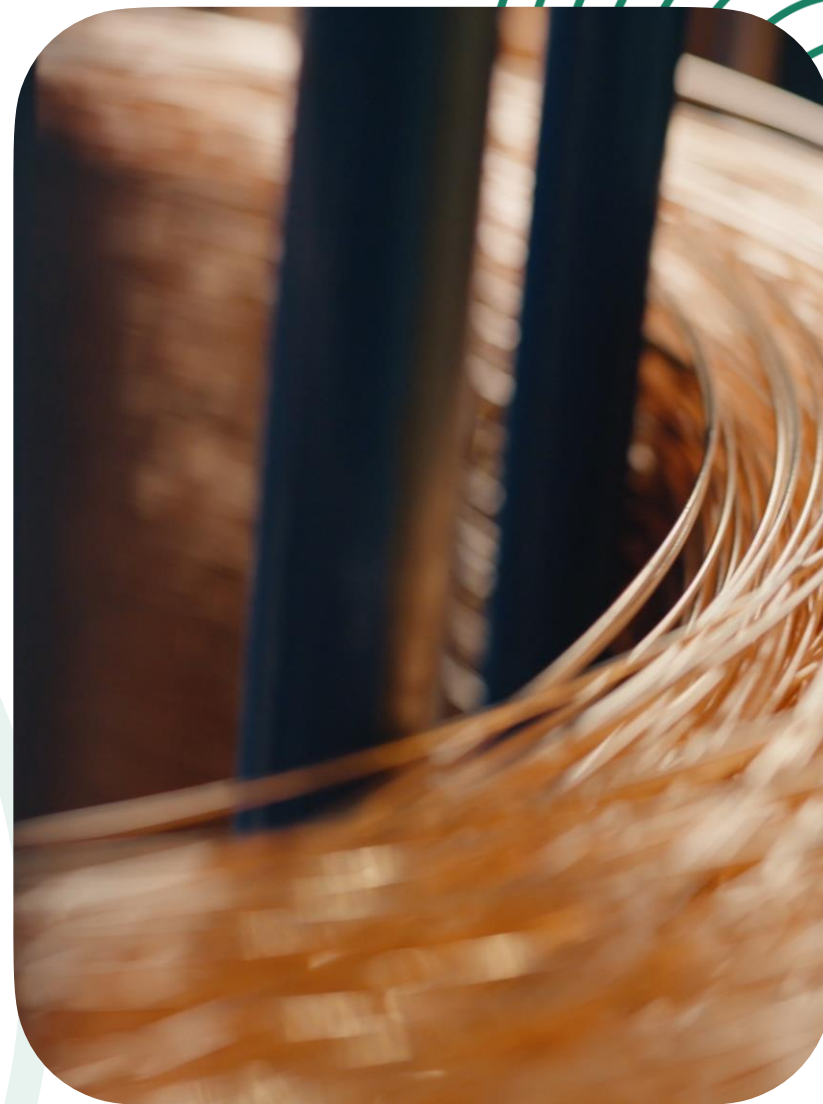
- Area S can be divided into a part focused on our own employees and on other people outside the company.
- For the internal ones:
 - We prepare a Cable academy for our employees,
 - We have introduced an annual Satisfaction questionnaire for all employees,
 - We set up an Employee Rotation program,
 - We rebuilt our canteen to provide a better place for meals and social gatherings,
 - We celebrate work anniversary after each 5 years of employment with our employees,
 - Occupational safety – we do monitoring of injuries and improve our work environment to keep our employees as safe as possible,
 - We provide our employees with free water during the working hours,
 - We provide documentation in foreign languages to non-native German speakers,
 - We organize trips for our employees,
 - We allow pets in offices,
 - We provided an extra financial support to all employees in 8/2022 to improve their situation in the face of price increases.



ESG ACTIVITIES

Objectives S

- For external stakeholders:
 - We accept students for internships,
 - We actively supported Ukraine – closing and equipment collections, providing accomodation, providing employment,
 - Joint activity with local communities once a year – we organize events for families and friends of our employees,



ESG ACTIVITIES

In area G

We are not yet obliged to report to CSRD or Taxonomy, however we started to summarize our efforts in ESG and we already received our ESG certification from one of the world's most trusted business sustainability rating companies – Ecovadis.

- Rules and reports:
 - We revised the current ethical codex,
 - We receive our CO2 footprint reports for 2019 – 2022
 - We went through a corporate culture project to better understand and improve the motivation of our employees,
 - We are working on revision of our supplier questionnaire.



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- Certification and rewards:
 - We obtained a bronze Ecovadis certification in March 2023,
 - We received an Austrian Network for Workplace Health Promotion seal in 2023,
 - A recertification in 2022 and a periodic audit 2023 of ISO 9001:2015 was successfully completed,
 - Lower Austrian Chamber of Commerce awarded SKW the "Success for generations" prize.
- Digitalization:
 - We are very active in digitalization; we created an IT strategy which we are gradually implementing



FUTURE PLANS

Next year, we will revise our ESG strategy, adding goals and double materiality.

- We will set CO2 targets later this year,
- We will introduce SW for the CO2 footprint,
- ESG report according to CSRD,
- We plan to commit to UNGC membership,
- Review ESG strategy.





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WE MAKE MODERN LIFE POSSIBLE.

