

SUSTAINABILITY STATUS REPORT

The logo for Teufelberger, featuring a stylized blue 'T' with a red horizontal bar at its base, followed by the company name 'Teufelberger' in a blue sans-serif font.

Teufelberger
Together in Motion



**OUR MISSION IS
TO PRESERVE OUR
PLANET FOR
OUR CHILDREN AND
GRANDCHILDREN**



SUSTAINABILITY IS ALWAYS ABOUT LONG-TERM EFFECTS.

“We set the world safely in motion.” And we have done so with unabated passion for seven generations. Our evolution from a small rope-making business into an international family-managed group of companies and our family’s mindset according to which going the extra mile to protect the future of our children is a given have required us to act consistently, circumspectly, and sustainably – for more than 230 years now.

In our contemporary world, the term ‘Sustainability’ has become an integral part of our everyday language. There is hardly any other word that has evolved that much and gained that much in importance in recent years. Sustainability is always about long-term effects. Sustainable development means that we perform today’s actions with their impact on future generations in mind and make our current decisions in such a way that they will also positively influence the future of our children and grandchildren. For us as a business enterprise, but also for everyone of us individually, this means that it is our obligation to act in such a way that we leave behind a planet that is habitable and beautiful. I want to take our efforts toward sustainability to yet another level and ensure that we at TEUFELBERGER lead the way as a role model. Because only if we manage our resources responsibly will future generations be able to fully experience the beauty of our blue planet.

“We must act sustainably and lead the way as role models”.

Mag. Florian Teufelberger
CEO

EXPOSÉ

Embracing responsibility for our daily actions has been ingrained in TEUFELBERGER's corporate culture for many years. We look back on more than 230 years of company history that have shown us that sustainability is synonymous with the future viability of a business enterprise. Our experience and the milestones achieved in recent years will be detailed in this report as the status quo.

But our job does not end there. We pursue strategies and take measures to implement the newly defined ecological, economic and social goals. And we continue to engage in a direct dialog with employees, customers, suppliers, and stakeholders in order to achieve end-to-end sustainability throughout our organization. These tasks require determination and foresight from everyone involved. We would like to take this opportunity to say thank you to all those who have supported us so far and also continue to help us make a more sustainable future a reality.

Julia Moser, Katharina Kaltenbrunner, Angela Lloyd – our sustainability managers



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THE TEUFELBERGER GROUP: WHO WE ARE

Family-owned TEUFELBERGER is a diversified, international group of companies successfully specializing in fiber ropes, steel wire ropes, and strapping. TEUFELBERGER was first established way back in 1790 as a one-man operation making hemp ropes in Bad Wimsbach, Austria. Today, TEUFELBERGER has grown into a globally acting group of companies that is still wholly owned by the Teufelberger family.

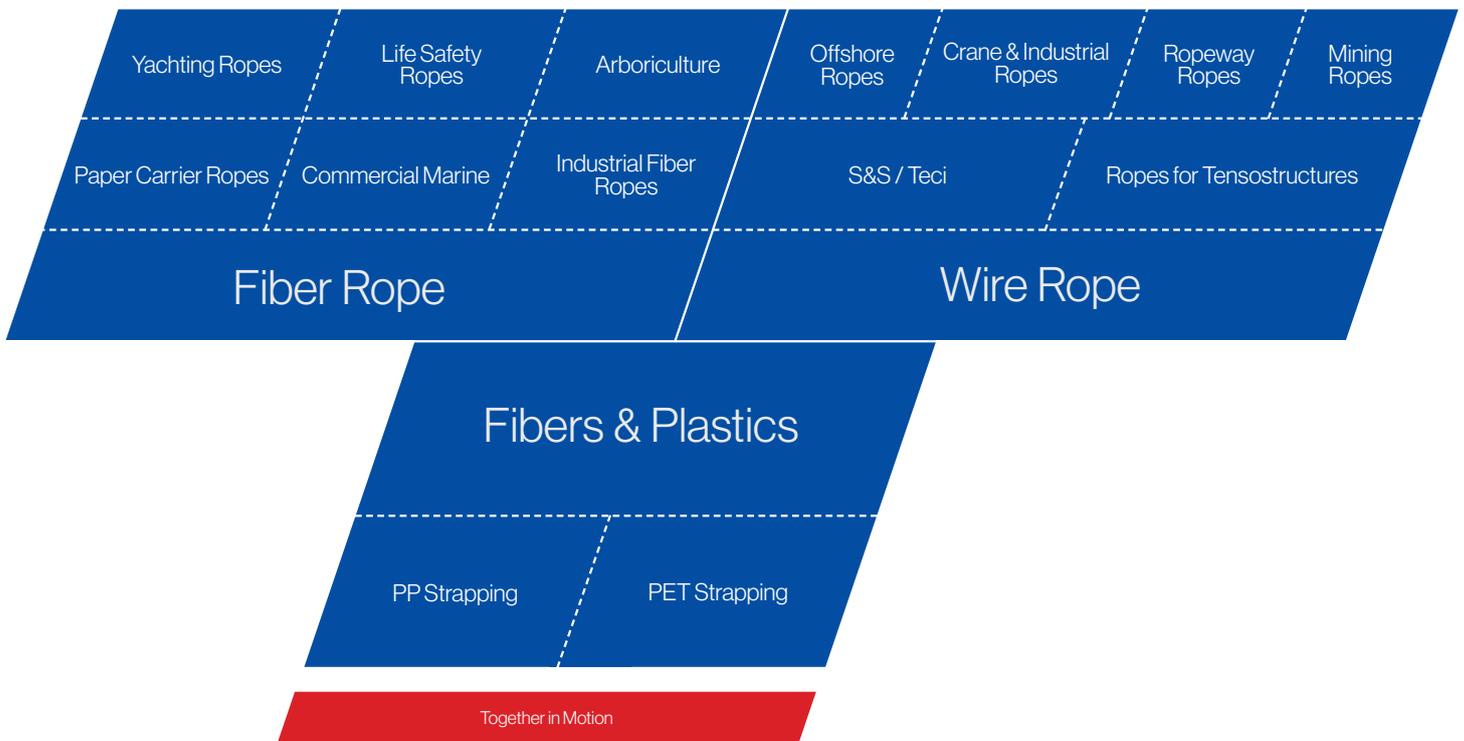


THE TEUFELBERGER ORGANIZATION

Steel wire ropes, fiber ropes, and plastics extrusion constitute the three solid pillars that form the basis for our group's success.

In the course of our company history, we have continuously broadened our expertise in the development and production of steel wire ropes, fiber ropes, and plastic strapping. Drawing on an in-depth understanding of our customers' needs, in combination with our experience and high level of technological know-how, we develop spot-on solutions for our customers.

Throughout the more than 230 years of our company history, we have demonstrated stability, continuity, and reliability and embraced responsibility. As an independent, healthy family enterprise, we enjoy a large degree of autonomy, freedom of action, and independence in decision-making. Thanks to our three pillars, we are able to leverage synergies and compensate market fluctuations. This secures the future of our Group and the jobs of our employees.



OUR VISION TOGETHER IN MOTION

Our products are holding things together and moving people and goods in places around the world. Our global actions revolve around the concepts of togetherness and motion.

TEUFELBERGER AS AN INNOVATIVE PARTNER

In order to live up to the challenges of tomorrow, we continue to develop and refine our products and services and, faster than others, respond to changing market demands. The continued innovation of processes and products – attuned to our customers' needs – sets us apart.

TEUFELBERGER AS A VERSATILE NETWORKER

We aim at forming strong networks, within our organization and beyond, in technology and sales, both geographically and culturally. This way, we interlink our three technology platforms within our organization and develop tight external bonds with research institutions, suppliers, system manufacturers, and end customers.

TEUFELBERGER AS AN ATTRACTIVE EMPLOYER

We seek to be a highly regarded and attractive employer at each of our locations. Committed and qualified employees form the basis of our success.



OUR MISSION WE CARE MORE FOR OUR CUSTOMERS

TEUFELBERGER IN MOTION

TEUFELBERGER is the leading manufacturer of steel and fiber ropes and plastic strapping suited for use in highly advanced and demanding customer applications throughout the globe. Being a successful and independent family enterprise, we have been setting trends and standards in our lines of business for several generations.

CUSTOMERS IN MOTION

Directly experiencing our customers' needs and truly understanding them forms the basis of our success. This gives us a distinct competitive advantage. Maximum customer benefit constitutes our number one priority and the objective of each of our solutions and products.

EMPLOYEES IN MOTION

Respect, appreciation, and a focus on performance constitute the pillars underpinning collaboration within our organization. To us, team spirit means sharing responsibility for the future.

TECHNOLOGY IN MOTION

The vast diversity of technologies and their combination are unique strengths of our Group that spawn further improvements and innovations. We actively embrace change and approach it with an open mind, innovative drive, and flexibility in thought and actions.



OUR VALUES COMMIT US ...

... TO TRUST-INSPIRED COOPERATION

In our enterprise, we work together intensively so as to derive maximum benefit from synergies in technology, ideas and experience, market insights, and image. In our enterprise, we make knowledge available to everyone, regardless of location or country.

... TO BEING OPEN TOWARD ALL THINGS NEW

Creativity and the continuous innovation of products, processes, and in sales form the prerequisites for success. We are on the lookout for new ideas and implement the best solution, no matter where it originates from.

... TO EMBRACING RESPONSIBILITY

We offer our staff ample space for personal development and to the benefit of our organization. Our employees act independently and assume responsibility for their actions.

... TO RELIABILITY IN OUR ACTIONS

Through our reliability and consistency, we offer our customers a high level of product and service quality.

... TO TAKING PLEASURE IN SUCCESS

We enjoy setting things in motion and celebrating successes together. The recognition of good results is the expression of mutual appreciation as well as motivation for the future.



OUR WORLDWIDE NETWORK

Thanks to our global presence with twelve locations on three continents (Asia, Europe, North America), we are directly connected to and have insight into our markets and are able to respond promptly to the respective regional requirements of our customers.

We take local standards as early as during the development stage into account and implement them in our production facilities. By operating manufacturing sites on various continents, we are able to organize our delivery channels efficiently. Wherever possible, we rely on local suppliers so as to minimize our en-

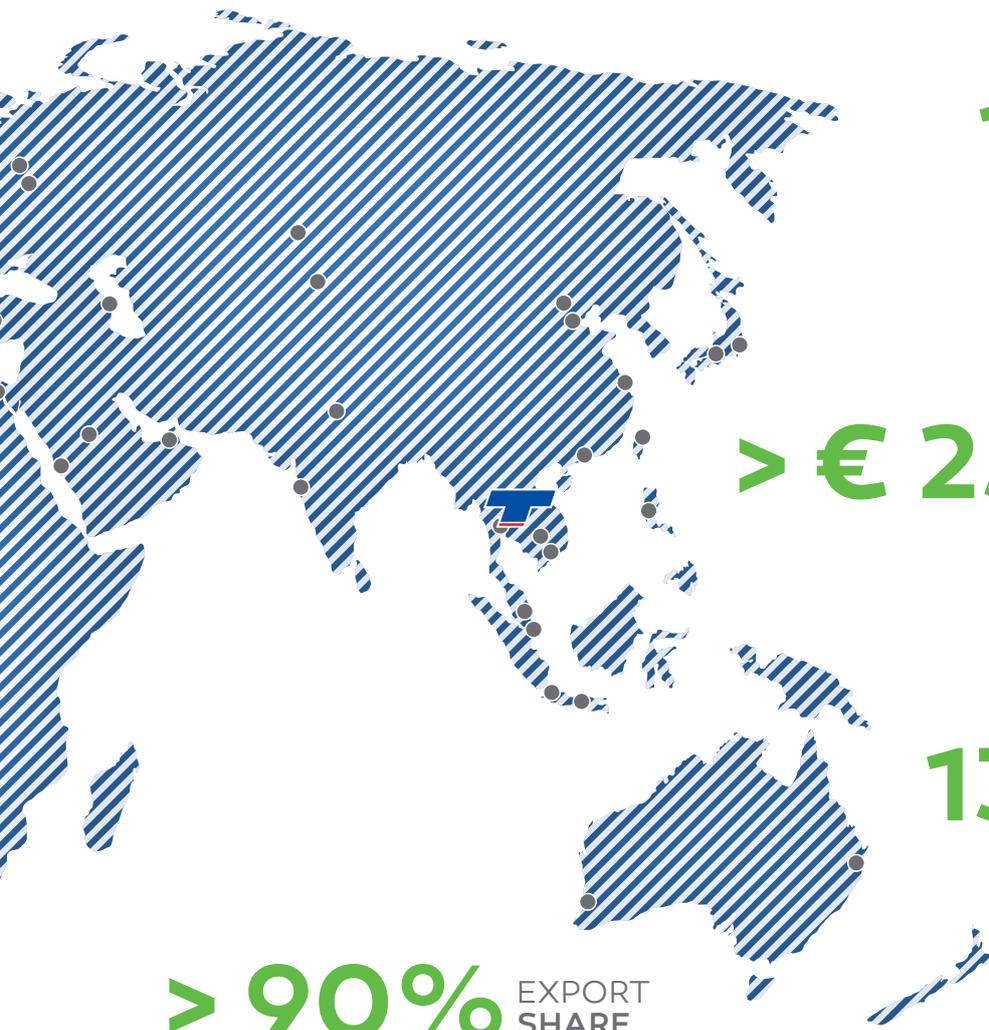
vironmental footprint. Having international manufacturing sites gives us flexibility in our use of the available capacities. It goes without saying that we uphold our quality standards across all our production facilities. In this context, working sustainably is just one of our fundamental prerequisites.



FACTS & FIGURES

1790 FIRST
ESTABLISHED

WELS HEADQUARTERS
AUSTRIA



12 LOCATIONS ON 3
CONTINENTS

> € 257 MILLION IN ANNUAL
TURNOVER

1353 EMPLOYEES

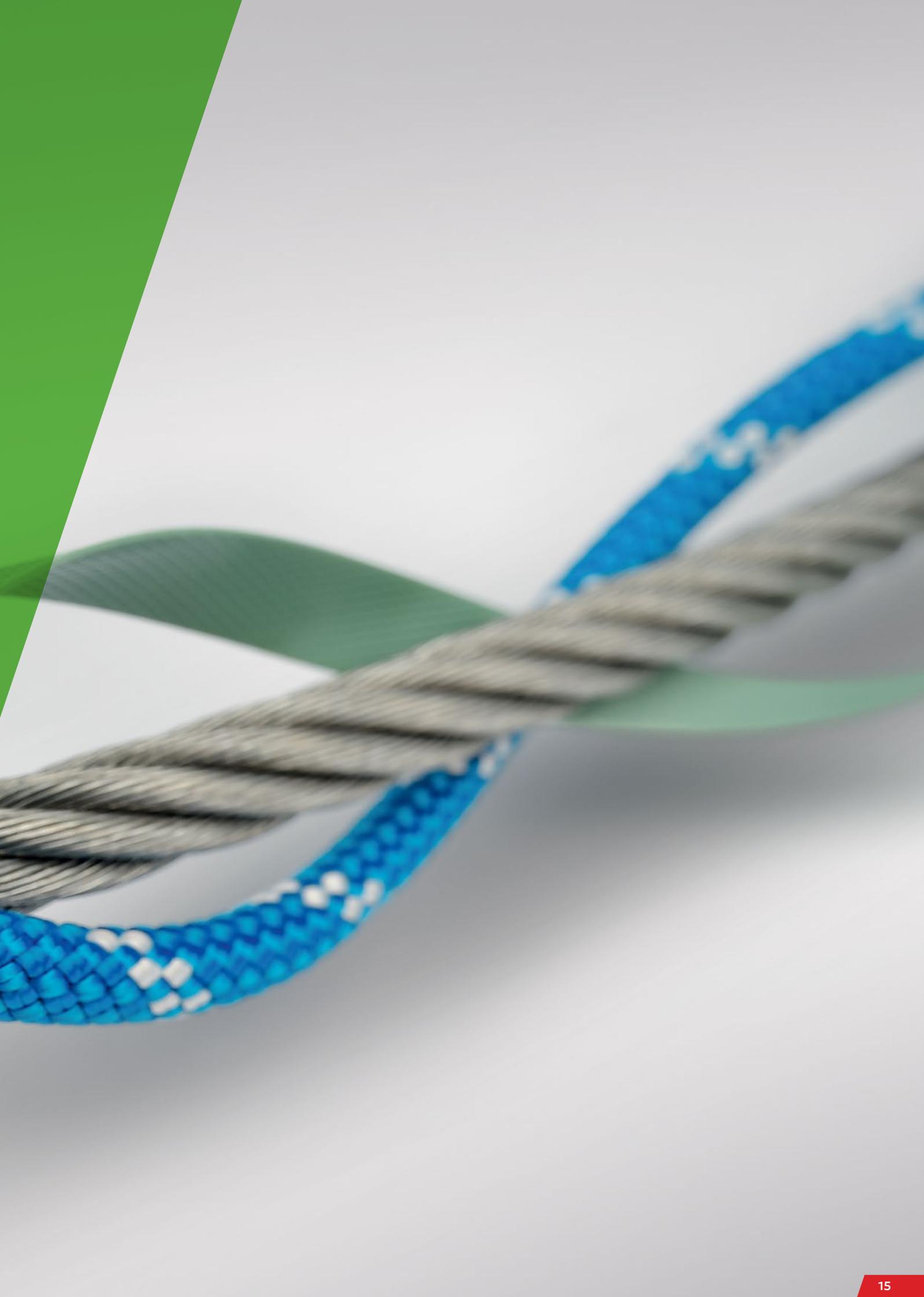
> 90% EXPORT
SHARE



THE THREE PILLARS OF OUR SUCCESS

As one of the few rope makers worldwide that develop and manufacture both fiber and steel wire ropes in-house, we are proud to be pioneers in terms of innovation and technology in both divisions and, with our expertise, able to offer our customers the best from two worlds. Our third pillar is the extrusion of strapping. As a system-independent manufacturer, we offer our customers custom-tailored packaging solutions geared to their individual needs. In each of these three business divisions, we are committed to safety, performance, and sustainability. This means that, no matter what kind of rope or strapping is needed, we always deliver the perfect solutions for our customers' specific applications.

These three pillars have one goal in common: sustainable management for the benefit of future generations and the reduction of CO₂ emissions.



WHAT OUR MANAGING DIRECTORS SAY



Wire Rope

According to a survey conducted among all Wire Rope employees in May 2021, the concept of “sustainability” was primarily interpreted as “commitment to the environment”. More specific attributes ranked 2nd, 3rd and 4th were “reuse of goods”, “reduction of CO₂ emissions”, and “biodegradability of materials”. Subsequently, the concept must be implemented in an operationally correct manner, i.e., via a process analysis with regard to the impact of the measures to be taken on the environment as well as our customers and employees. In the production of steel wire ropes, the lion’s share of the emitted CO₂ is generated in the preliminary stage by suppliers participating in the EU Emissions Trading Scheme (EU-EHS). In the medium and long term, we will definitely favor those suppliers that offer products made from climate-neutral “green steel”, i.e., steel produced using hydrogen from renewable energy sources. In addition, there exists a functioning market for the scrapping (and thus recycling) of discarded steel wire ropes. Hence, for us, the principal questions to be answered concern the energy mix, any new materials to be used in production, and, generally, wastes of any kind. In this regard, our attention and development efforts will be focused on the use of bio-



degradable lubricants. The steel wire rope industry is dominated by the raw material used whose role is crucial to worldwide climate protection. This is why we must steer clear of any form of “greenwashing”, as this could endanger our credibility as a manufacturer. Rather, we are facing a fascinating challenge here, as we have to impress our customers with our creativity and convince new employees that even the steel business can be sustainable and thus attractive: because it also gives you the chance to do something that benefits the environment!

Markus Würcher
Managing Director Wire Rope



Fiber Rope

“We implement...!” is one of the fundamental management credos of the TEUFELBERGER Group. It calls upon all of us to get things done in our day-to-day work activities, based on clear-cut goals and according to our priorities and the agreed time schedules. To do this, we proceed dynamically and creatively and break new, innovative ground. It is precisely this approach that we will employ on our way toward implementing and developing sustainable corporate governance.

Thus, this first Sustainability Report encompasses the transparent description of our status quo, the definition of our prioritized goals, and our promise regarding the timeline for the implementation of our projects and activities. In our typical spirit, we state specifics and promise “doables”.

The products of the Fiber Rope Division are made from synthetically produced materials, require complex chemical processes with high energy input to attain the necessary properties, and make use of global transport routes from our specialized



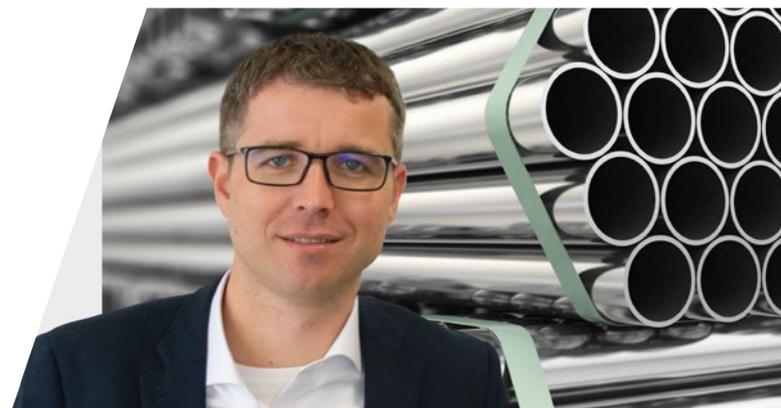
suppliers and to our customers around the globe. The responsible management of all these elements of our business activities that burden our environment is technologically and operationally difficult and requires many new approaches. Yet, this is the only way forward – we consider the implementation of the many already existing ideas our responsibility, but also a huge opportunity in our sustainable business growth.

Rainer Morawa
Managing Director Fiber Rope



Fibers & Plastics

We at Fibers & Plastics have set for ourselves the clear goal of focusing on creating added value for our customers in all our activities. Fortunately, sustainability has transitioned from a mere buzzword into something real and meaningful and has become the focus of the activities of many of our customers. Furthermore, we want to offer our employees a work environment with which they can identify in the long term and in which they can, driven by their own inner motivation, contribute to our business success. As a business enterprise, we share the responsibility to contribute toward achieving the global sustainability goals. The challenge here is that it will take radical changes in order to attain the defined goals. This is where each of our employees individually as well as our Group as a whole are called upon to act. Only if we deal with the matter as one united Fibers & Plastics team, and assume responsibility together, will we be able to bring about sustainable change. At Fibers & Plastics, the sustainability aspect is enshrined in our corporate strategy. In the next few



years, we will be confronted with issues such as “plastic bashing”, recycling rates, reduction of packaging materials, etc. For us as an innovative business enterprise, this constitutes a huge opportunity which we need to seize in order to strengthen our market position as “the sustainable strapping partner”.

Jürgen Scheiblehner
Managing Director Fibers & Plastics



OUR SUSTAINABILITY REPORT

This report is a summary of our measures aimed at promoting sustainability, which have been taken since the establishment of the company until 31 December 2020. In addition, we, the Sustainability Team, also welcome any dialog, questions, comments, and feedback sent to: sustainability@teufelberger.com



OUR STATUS QUO

The sustainability topic is not new to us. Embracing responsibility has always been part of our set of values and our history. This includes not only the contributions of every one of us as individuals, but also our company's obligation to our planet, our employees, our customers, and the general public.

Embracing responsibility is of paramount importance to us and the best way to systematically and comprehensively enshrine corporate sustainability in the social, ecological, and economic spheres. In the past, each of our three business divisions was using its own, individual approach and had its own perspective of this topic. Now, for the first time, activities are being bundled, and we are all pulling together. Regardless of that, we did implement a variety of activities and projects for a more sustainable life in the past. In the Marine segment, for example, it has always been a matter of great importance to us to keep oceans and beaches clean and to safeguard marine biodiversity. And this is why we support, for example, the Clean Beach Days organized by our customers on a regular basis, in the course of which all garbage is removed from beaches ahead of major sailing competitions.

In our strapping production facilities, we have been using recycled PET bottles as a base material for our products since 1997. Thus, over the last 24 years, we have recycled and reused approx. 480,000 tons of PET bottles. Our steel wire ropes are used for urban ropeways which rank among the means of transport with the lowest per capita energy consumption.

From all our individual activities that we have engaged in for years, we have derived ambitious common sustainability goals for our entire Group. These are continuously integrated into all our processes and structures. The actions of every one of us have an impact on our future and the future of our planet. This is why it is all the more important that all of us, every single one of us, but also we as the TEUFELBERGER Group, take action and commit to sustainability. We will succeed in doing that, provided that we manage to combine economic, ecological, and social goals under one roof and bring them into an appropriate equilibrium.



OUR APPROACH

This report mirrors our status quo, showing what we have planned, initiated, or already implemented.

The structure of this report is based on the 17 Sustainable Development Goals (SDGs) of the United Nations. While this report has not been certified by external bodies, it has been approved by the CEO. As a free report, it provides information on TEUFELBERGER's all-embracing sustainability

strategy with five defined commitments, and its structure is based on well-known standards.

Our objective is to update this status quo every two years, adding all previously not included, planned, initiated, and implemented activities.

OUR STAKEHOLDERS

Our business activities have an impact on the interests of many parties. Therefore, continuous communication with our stakeholders is of great importance to us. To this end, we use various communication channels and formats that ensure the systematic involvement of our stakeholders.

We regularly exchange information with our stakeholders and offer various services in order to keep them briefed on sustainability matters. One example of this is our SharePoint, an information and work channel that interlinks all our employees worldwide. In addition, we regularly send out newsletters and use various social media platforms. In a stakeholder analysis, we have grouped, analyzed

and eventually defined our stakeholders. Our most important stakeholders are our customers, the users of our products, our owners, the management, our employees, suppliers, banks, and finally the general public. We will review the results of this analysis at regular intervals and, where necessary, carry out updates.



THIS IS SUSTAINABILITY **AT TEUFELBERGER**

We define Corporate (Social) Responsibility, also referred to as Corporate Sustainability, as a company's sense of responsibility for the consequences of its business activities for society, its employees, the environment, or the economy.



WE BEAR RESPONSIBILITY

As a leading industrial enterprise, we feel responsible toward our customers, suppliers, and employees. Furthermore, the frugal and efficient use of resources is part of TEUFELBERGER's fundamental philosophy. Sustainability is in our DNA!

Our company has been owned by the Teufelberger family for seven generations. In our activities as a manufacturing company, we are aware of our responsibility toward society, in particular, in the

regions where our sites are located. We want to make an active contribution toward ensuring that today's society and future generations will encounter the best possible living conditions.

OUR DNA

From a small ropery to an international industrial group: We look back on more than 230 years of company history, always under the management of the Teufelberger family.

We owe this long history, among other things, to our resource-protecting and sustainable ways of thinking and acting. In order to ensure the continued existence of the TEUFELBERGER Group, we must now set the course for a successful future. Sustainability in everything we do is the principle that has accompanied us from the very beginning.

An internal analysis of previously implemented measures with regard to economic, ecological, and social activities has shown that this principle is already being practiced at TEUFELBERGER. As a family enterprise, we think in generations, rather than in terms of short-term success.

OUR SUSTAINABILITY AMBASSADORS

The respectful interaction with one another, mindfulness toward nature, as well as the careful and prudent management of our resources are matters of paramount importance to us all. Thus, it was easy for us to find like-minded people in-house who were excited about working together on TEUFELBERGER's sustainability strategy and making a difference for the long term – our Sustainability Ambassadors. With their knowledge and expertise, they have been making an essential contribution to the successful implementation of our sustainability projects.

Every step and every action – no matter how small – is important and helps bring about change. Like with our product developments, progress does not happen overnight. It takes consistency, com-

mitment, and perseverance to bring about lasting change for the future, our climate, and our planet as a whole.



” This is a mission that is very dear to me, and I see great potential for us as a business enterprise to prepare and position ourselves for the future.

Patrick Bendel
Sustainability Ambassador
Sales

”

(...) As Neil Armstrong put it, “That's one small step for a man, one giant leap for mankind”. Even if what we do seems small and hopeless, it all counts in the end.

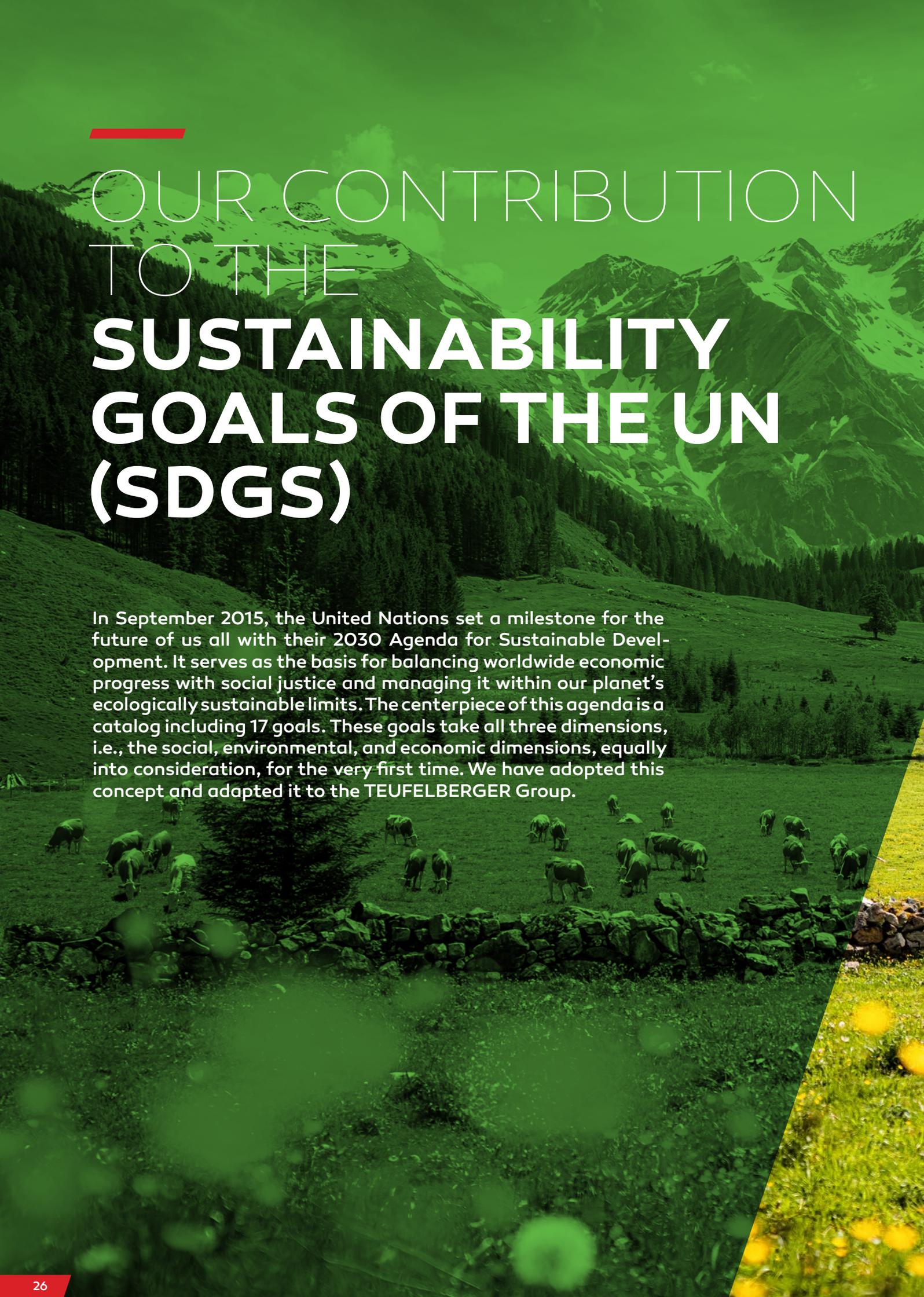
Lisa Sahlin
Sustainability Ambassador
Customer Service



” An old saying goes: A single snowflake can start an avalanche. This is why I am happy to be an ambassador and part of these changes – who knows, maybe we are the snowflake.

Ondřej Heppler
Sustainability Ambassador
Warehouse and Logistics





OUR CONTRIBUTION TO THE **SUSTAINABILITY GOALS OF THE UN (SDGS)**

In September 2015, the United Nations set a milestone for the future of us all with their 2030 Agenda for Sustainable Development. It serves as the basis for balancing worldwide economic progress with social justice and managing it within our planet's ecologically sustainable limits. The centerpiece of this agenda is a catalog including 17 goals. These goals take all three dimensions, i.e., the social, environmental, and economic dimensions, equally into consideration, for the very first time. We have adopted this concept and adapted it to the TEUFELBERGER Group.



OUR APPROACH

The 17 goals of the United Nations form the basis for sustainability at TEUFELBERGER. We placed our main focus on those goals that have the greatest impact along TEUFELBERGER's value chain. The goals were elaborated by the Sustainability Ambassadors on the basis of a five-step program.

1 UNDERSTANDING THE SUSTAINABILITY GOALS

2 DEFINING PRIORITIES

3 SETTING GOALS

4 IMPLEMENTATION AND INTEGRATION

5 COMMUNICATION AND REPORTING



OUR AREAS OF FOCUS

Our five-step program resulted in a prioritization of the following seven UN Sustainability Goals:

UN goals



NO POVERTY

Poverty entails more than the lack of income and resources to ensure sustainable livelihoods. Its manifestations include hunger and malnutrition, limited access to education and other basic services, social discrimination and exclusion as well as the lack of participation in decision-making.

Economic growth must be inclusive to provide sustainable jobs and promote equality.



GOOD HEALTH AND WELL-BEING

Ensuring healthy lives and promoting well-being at all ages is essential to sustainable development.



AFFORDABLE AND CLEAN ENERGY

Focusing on universal access to energy, increased energy efficiency, and the increased use of renewable energy through new economic and job opportunities, is crucial to creating more sustainable and inclusive communities, and resilience to environmental issues such as climate change.

TEUFELBERGER goals

Poverty and inequality can be reduced through education. In this respect, we as a business enterprise are particularly committed to good training and upskilling programs, thus strengthening not only the region as a whole, but also its economic base in particular.

In addition, we also offer our employees budget-friendly lunches and other meals and snacks.

Apart from the important aspect of occupational safety, our focus is directed toward the health of our employees. Physical as well as mental health are a central concern and are promoted through various campaigns and projects such as the "Safety Net", our counseling service in emotionally stressful times, the "Health Day", and regular training courses.

The significance of renewable energy is reflected in a number of international treaties such as the Paris Agreement (Paris Climate Accords). We embrace this goal and take various measures to increase our use of alternative energy sources. The transition to green electricity is the first step, as is the shift to LED lighting. In addition, electric mobility is promoted by setting up e-car charging stations.

UN goals



DECENT WORK AND ECONOMIC GROWTH

Sustainable economic growth will require societies to create the conditions that allow people to have quality jobs that stimulate the economy while not harming the environment. Job opportunities and decent working conditions are required for the whole working age population.



INDUSTRY, INNOVATION, AND INFRASTRUCTURE

Technological progress is the foundation of efforts to achieve environmental objectives, such as increased resource and energy efficiency. Without technology and innovation, industrialization will not happen, and without industrialization, development will not happen.



RESPONSIBLE CONSUMPTION AND PRODUCTION

Sustainable consumption and production is about promoting resource and energy efficiency, sustainable infrastructure, and providing access to basic services, green and decent jobs, and a better quality of life for all.



CLIMATE ACTION

Climate change is affecting every country on every continent. It has a negative impact on the economies and the lives of every one of us, and people, communities, and countries are already paying the price and will do so in the future, unless adequate measures are taken.

TEUFELBERGER goals

As an employer, we are aware of our responsibility. We have high standards for socially acceptable working conditions, the fair distribution of work, and a working environment free of discrimination. Our code of conduct includes ethical standards and anti-corruption and anti-discrimination policies, the observance of which we also require throughout our entire supply chain.

New technologies and innovations are an important part of our work. In total, we have more than 50 persons working in research & development. New technologies, modified production processes, or new developments help us simplify procedural steps, reduce the quantities of materials used, and thus save resources.

The prudent use of raw materials is supported by a number of measures, for example, the use of recycled materials, the reduction of production wastes, and responsible inventory management.

Climate protection is one of the most pressing issues of our time. This is why we strive to reduce our CO₂ emissions and make our contribution by defining very precise targets. Furthermore, we promote commuting by public transport and encourage electric mobility by providing e-car charging stations.





SUSTAINABILITY IS IN OUR DNA

The selected seven goals of the United Nations serve us as the basis for our work and were, for better comprehensibility, adapted to TEUFELBERGER's scope of business activities. This led to the creation of five group-wide TEUFELBERGER Commitments – because corporate sustainability is in our DNA.



OUR COMMITMENTS



TO CREATE ADDED VALUE
FOR OUR EMPLOYEES
AND THE REGION



TO PROTECT OUR
RESOURCES



TO DRIVE PROGRESS
THROUGH INNOVATION AND
BRAND-NEW TECHNOLOGIES



TO ENHANCE
SAFETY



TO USE ENERGY
SUSTAINABLY

TO CREATE ADDED VALUE FOR OUR EMPLOYEES AND THE REGION

We have strong regional roots, and make an important contribution to society. We support the regions we are located in through jobs, training programs, and individual, but also institutional sponsorship. The health of our employees and their ability to do their jobs are key to the sustained success of TEUFELBERGER. This is why we offer our employees not only training in areas such as personal, professional, and methodological skills, but also various programs to promote their mental and physical health.

PROJECTS

By establishing the TEUFELBERGER Academy (TAC), we have created a platform for our employees where they can broaden their skillset through a vast variety of training modules. In addition, we place a great emphasis on health promotion. Every year, we organize a Health Day including AUVA events (AUVA = Austrian Workers' Compensation Board). Other offerings include an in-house gym, active lunch breaks, or various activities organized by the sports fund. In addition to all these offerings, there is a life insurance, and the possibility of paying into a pension plan. We also support the regions we are located in directly and straightforwardly through measures such as food donations – for example, we donate unsold food from our cafeteria – and by sponsoring various charity events such as the Business Run (Austria) and the Access Fund (USA), just to mention a few. Also, we enter into cooperations

with schools (University of Applied Sciences Upper Austria, Tech High School Boston), research institutions (Institute for Materials Handling and Logistics | University of Stuttgart), or non-profit organizations (such as Teach for Austria, Scouts BSA, and the Dana-Farber Cancer Institute, USA) in order to promote young talent at an early stage.

Where vocational training is concerned, we, as a company, bring added value to the region. Every year, we train young apprentices in six different professions at three locations. They constitute an invaluable and important part of our team and will all be taken on by us as employees after their apprenticeship. In addition, we focus on providing a workplace culture of camaraderie which is promoted by joint festivities and celebrations – also across locations.

IN FUTURE, WE WANT MORE

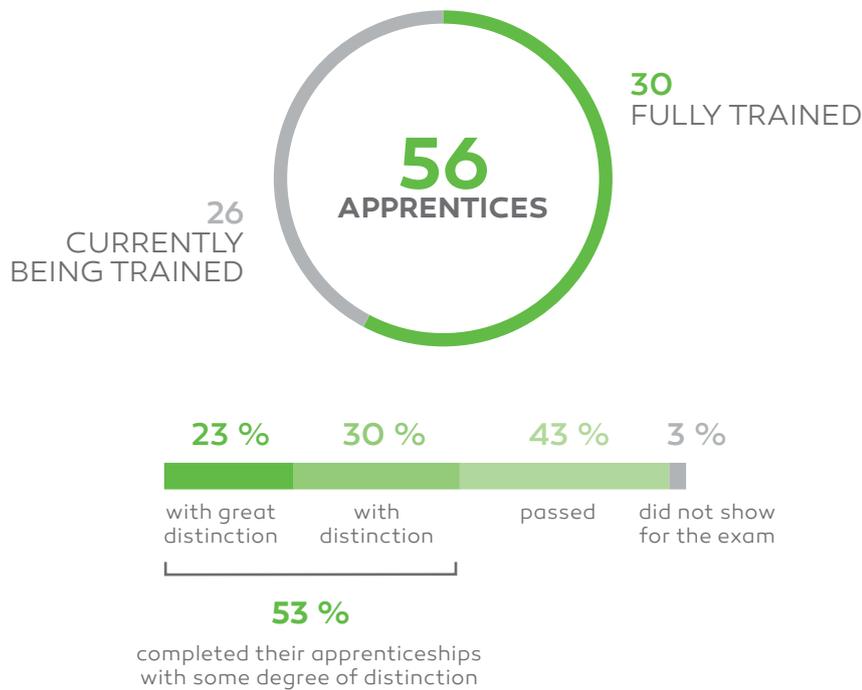
We want to take our efforts one step further. Ensuring even greater equality of opportunities and a more level playing field for all – those are our priorities. By means of our Career Management, we aim to address topics such as remuneration but also the minimization of our employees' living costs. This is to be accomplished, e.g., by a car or bike sharing initiative and attractive offers for the use of public transport. In addition, we are focusing increasingly on improving our employees' work-life balance.

We want to proactively promote and expand all health-related programs throughout our Group. Putting together a Health Team with people from various departments will enable us to tailor ideas, suggestions for improvement, and our entire health and healthcare offerings to the requirements of the

various departments and implement them accordingly. New topics will be addressed easily and quickly within the Group by means of kickoff presentations. Employee opinions will be collected through surveys and taken into account. In this way, the existing offerings will be assessed on a regular basis and, where appropriate, supplemented or extended.

Apprentice training will constantly be intensified and extended through a better equipped training workshop and cross-site training modules. As regards lifelong learning, we will continue to broaden our range of offerings and focus on mixed approaches to learning, so-called "blended learning". This includes conveying learning content through different approaches in order to equally reach persons with different learning needs.

APPRENTICES AT TEUFELBERGER (2015 - 2020)



STARTPLATZ MIT ZUKUNFT

**AUSZEICHNUNG
VORBILDLICHER
LEHRBETRIEB
2018 - 2021**



TEUFELBERGER ACADEMY COURSE ATTENDANCE (2015 - 2020)



> € 2.8 million SPENT ON APPRENTICES SINCE 2015

> € 4.5 million SPENT ON EMPLOYEE TRAINING SINCE 2015

TO PROTECT OUR RESOURCES

Managing resources prudently is a matter of great importance to us. We try to use recycled materials and give recyclable materials a second life. And we think beyond that: Recyclability is a priority for us. Also, it is important to us to minimize wastage.

We strive to employ our resources in production as sparingly and efficiently as possible, make recyclable products, and, wherever feasible, use renewable raw materials. We consider the sustainable use of resources and the further development of our products to the benefit of our environment part of our responsibility to ensure that our Group will also be

well prepared for the next century. By closely analyzing our activities and processes as well as carefully selecting our suppliers, we succeed in reducing our ecological footprint to a minimum. In 2020, we started to calculate our ecological footprints. This has enabled us to save more than 12,000 tons of CO₂ equivalent in the first year alone.

PROJECTS

When talking about saving resources, usually the objective is to protect the environment. At Wire Rope, for example, we rely on our ISO 14001 certification which ensures international environmental management for the sparing use of resources.

Raw materials are also of special importance in our Fibers & Plastics Division. On the one hand, the use of flakes from recycled PET bottles is a key factor in the sustainable production of our strapping. At the same time, we also make sure that our products are recyclable and are being reused. The ÖN EN 13891 standard for strapping states that they cannot be reused as a product. That is why we have launched our material collection program. Used strapping will not be immediately disposed of by our customers, but collected within the scope of a returning program and reprocessed in our factory. The resulting raw material is then used to make new, sustainable

strapping products. The carbon savings potential of the products resulting from this process is about 295 kg of CO₂ equivalent per ton. We also did away with additional plastic packaging for our strapping, again in order to avoid waste. Generally, when purchasing our packaging, we opt for recycled paper, recycled plastics, and recycled cardboard so as to keep the cycle of as many resources as possible going.

Resource-efficient manufacturing is found in each of our divisions. At Fiber Rope, all polyamide and polyester fiber wastes are recycled by external partners. This way, we reduce waste streams and give valuable raw materials a second life.

In the Wire Rope Division, reels, on which our steel wire ropes are wound for shipping, are retrieved where this makes sense and is possible, in order to use them again.

IN FUTURE, WE WANT MORE

Currently, we are working at replacing plastic spools with cardboard spools wherever possible. In the future, the currently used polypropylene spools will be reintroduced into our raw material cycle and

regranulated in-house for our strapping. Furthermore, we will reassess the use of one-way pallets. If possible, we will reuse them and process them into new pallets.



*OF PACKAGING MATERIALS AT FIBERS & PLASTICS



SAVINGS OF
7.5 TONS
OF CARDBOARD PACKAGING
PER YEAR



RECYCLING OF
ONE-WAY PALLETS
~200 TONS
OF WOOD
PER YEAR



2020:
16.5 TONS
OF RAW MATERIAL WASTES RECYCLED
INTO NEW PRODUCTS

1,985 TONS
OF IN-HOUSE RECYCLED MATERIALS
PROCESSED INTO NEW PRODUCTS

TO USE ENERGY SUSTAINABLY

Since we are a manufacturing company, our consumption of energy constitutes a driving factor. This is why, for a sustainable world, we make sure that as much as possible of the energy we use comes from renewable energy sources. State-of-the-art lighting, cooling and heating technologies have already allowed us to reduce our energy consumption. Given that our products – in particular, steel wire and fiber ropes – are put to use, for example, in wind farms, we contribute to the sustainable generation of energy, onshore and offshore.

PROJECTS

At Teufelberger, innovation and sustainability are important not only in a product development context, but also in terms of environmental protection. This is why, back in 2006, we decided to launch a biomass-based trigeneration power plant (power, heating, cooling) for our strapping production at our location in Wels, Austria.

Aside from giving consideration to alternative methods of energy generation, part of our corporate philosophy is to keep energy loss at our buildings to a minimum. Our Austrian locations in St. Aegyd and Wels/Vogelweide were renovated in 2010 and 2011, respectively, to satisfy the latest energy standards. The measures taken have reduced our heating energy consumption by two thirds.

Other improvements to operate our facilities in an efficient and energy-saving way include:

- The compressor waste heat is used for hot water preparation and building heating.
- The heat pump is used for building heating or process cooling.
- Heat is recovered from the ventilation systems.
- The building control system is energy-optimized. This means that, for example, the heating or air-conditioning system will be switched off automatically when windows are open.
- We use energy-saving hall lighting, and water-saving valves in our production plants.
- For the immediate detection of leaks, we rely on an ultrasonic compressed air leak detector.

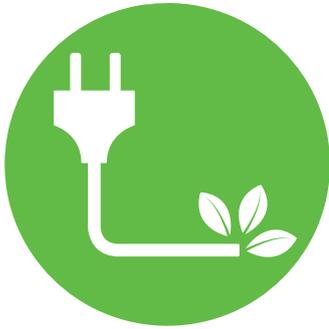
We at TEUFELBERGER not only try to use energy sustainably ourselves, but also promote energy savings through our products and, together with our customers, contribute toward reducing worldwide energy consumption. One example of this are urban ropeways operated with our steel wire ropes.

The most important step that we can actively take and that has already been implemented at our manufacturing sites in Veseli (Czech Republic) and Wels (Austria) is, in our opinion, the transition to the use of 100% renewable energies. The rest of our locations around the globe will soon follow suit.

IN FUTURE, WE WANT MORE

In order to promote the use of sustainable energy sources, we are currently looking into the possibility of installing solar power systems on our manufacturing halls. Another item on our agenda is accel-

erating e-mobility adoption throughout the Group. In addition to providing e-car charging stations for our employees, we are also considering integrating electric vehicles into our vehicle fleet.



PREVIOUS SAVINGS THROUGH
THE USE OF GREEN ELECTRICITY

**12,608
TONS OF CO₂**

*AT OUR PRODUCTION
SITES IN AUSTRIA & THE
CZECH REPUBLIC



TO ENHANCE SAFETY

At Teufelberger, Safety is paramount in everything we do. On the one hand, occupational safety is an essential factor. On the other hand, we pay close attention to ensuring that our products are free of substances that are hazardous to health. Our products contribute toward a safer environment and the safe transport of people and goods.

PROJECTS

Apart from our daily work in product development and product management, we continually strive to make our products even safer for their users. Our clever packaging design – “1-2 Strap” foils and duplex pallets – helps our customers avoid accidents in transport. But also our product portfolio for the Ropeways, Rescue and Safety, and Fall Protection segments contributes significantly to making workplaces safe and reflects our expertise in this area.

TEUFELBERGER’s quality management is certified to ISO 9001. For this purpose we have a process-oriented quality management system, test laboratories and test tracks in use. This allows us to consistently ensure constant quality – which our customers have been relying on for years. For example, we have earned trust to the extent that we are allowed to independently carry out certifications in-house without the presence of external inspectors, even for the most preeminent maritime performance acceptance classes in the steel wire rope segment.

Furthermore, our fiber rope factory in Veseli (Czech Republic) is a bluesign® system partner. This means

that we guarantee that our products are free of harmful substances – for the benefit of the environment, our customers, and our employees. In addition, we at TEUFELBERGER comply with the REACH regulation of the EU.

In regards of occupational health and safety management system, TEUFELBERGER is ISO 45001 certified. Safety at work is paramount in everything we do. All occupational accidents and near-accidents are documented and tracked, their causes are remedied, and our employees undergo the relevant training on a regular basis. This way, we keep the accident rate in our organization to a minimum. The level of safety at our production sites is checked at regular intervals. We address occupational safety through 5S inspection rounds and regular suggestions for improvement. Occupational safety activities are coordinated by the Quality Management (QM) / Health, Safety & Environment (HS&E) department.

IN FUTURE, WE WANT MORE

METIS, our mobile measuring device, is still in its planning stage – currently still as a prototype. It can be used to test and inspect load safety at customer sites and improve it with our industry and machinery expertise.



TO DRIVE PROGRESS THROUGH INNOVATION AND BRAND-NEW TECHNOLOGIES

At TEUFELBERGER, innovation is every idea implemented with the active and creative involvement of all employees and entailing a perceived economic benefit for both customers and the Group. For us, innovation means to constantly work on improving our products and their production processes in order to obtain the best results for our customers and the environment. Longer lifetimes, improved handling, or more sustainable materials: we think holistically. For us to achieve this goal, we have allocated almost 5% of our workforce to research & development.

PROJECTS

Our motto is to avoid, reduce, and only then to compensate. Therefore, our efforts are primarily directed toward avoiding or reducing waste in our manufacturing facilities. This is how we arrived at our Chameleon, a robust all-round rope perfectly suited for ascents in both single-rope and double-rope techniques and made from “leftover” raw materials. This upcycling contributes substantially to the reduction of production-related wastes.

Apart from those optimizations, our focus is on improving product longevity. Generally, our products are designed in such a way that our custom-

ers will be able to use them throughout long periods of time. That said, we continue to work on further extending the lifetime of our products in order to use valuable resources sustainably.

In recent years, a lot of research has gone into the plastic strapping segment in order to bring to market product innovations and new products. Thanks to its design and raw material mix, TEWE® SoPRIM® is more sustainable than comparable TEWE® strapping. This product was chosen by the World Packaging Organization (WPO) as the winner of the World Packaging Awards 2021.

IN FUTURE, WE WANT MORE

Going forward, the Wire Rope Division will offer a Remote Assistance Service package. Via VR (virtual reality) goggles at the user’s site and an operator control unit at Teufelberger, we are able to quickly and easily get an idea of the steel wire rope’s condition on the crane, without lengthy air travel and without losing time. This allows us and our customers to respond to possible issues even faster. This way, we can assess safety-relevant rope damage or discard criteria together with the customer, without having to be directly at the customer’s site. There are many areas where this service can be put to use, for example, to provide assistance during installation, to facilitate and help with maintenance work, and to assess damage.





OUR SUSTAINABLE OUTLOOK

An essential part of a sustainability strategy is to set ambitious goals and to consistently pursue them. Based on this motivation and in close cooperation with the owner and the managing directors, we elaborated general goals for our Group as a whole, but also division-specific goals that are to be attained by 2030. At TEUFELBERGER, these goals are just as important as our financial, strategic, and operational goals. The pursuit of these goals is ensured by performance indicators, the continuous communication of the progress achieved, and the consistent compliance with organizational requirements for product developments. Future success and sustainable development are inseparably connected.



GROUP-WIDE GOALS 2030

1 TO REDUCE CO₂ EMISSIONS BY 35 %

We work together with Climate Partner, the leading solution provider for companies in climate protection, to calculate the emissions of our Group. At the time this report was written, only the figures for one business division were available. By 2025, all emission-related calculations, the so-called corporate carbon footprints, should be available.



2 TO REDUCE PRODUCTION WASTES BY 20%

We believe that there is further potential for the avoidance of CO₂ in reducing our production wastes. All of our raw material wastes are already being recycled by external contractors. We intend to extend this concept to also cover all production wastes at all production sites.



3 TO USE ONLY ELECTRICITY FROM RENEWABLE ENERGIES

The transition to the use of renewable energy has already been completed at our manufacturing facilities in Veseli (Czech Republic) and Wels (Austria). Our aim is to also switch the supply of all other locations worldwide to 100% renewable energy.



**TO USE PACKAGING MADE EXCLUSIVELY
FROM RECYCLED MATERIALS**

4

Also packaging used for shipping plays a major role in the use of resources. This is why, in future, all our products should travel to our customers packaged in 100% recycled materials.

**TO PREPARE SUSTAINABILITY
PLANS FOR ALL PROCESSES**

5

In order to integrate sustainability into all processes and workflows, sustainability plans are prepared together with the various departments.

**TO PROMOTE
LIFELONG LEARNING**

6

Our employees are our basis for a more sustainable future. By 2030, training and upskilling programs are to be made equally accessible worldwide to all. In addition, 2% of our personnel costs are to be invested in the education of our employees.

FIBER ROPE DIVISION GOALS 2030

1 TO OFFER OUR CUSTOMERS THE OPTION TO RECYCLE THEIR ROPES

For TEUFELBERGER, recycling is one of the most important measures as it offers the greatest potential for CO₂ savings. This is why a large part of our resources goes into the development of a system for the recycling of ropes at the end of their lifetime.



2 TO OFFER A CLIMATE-NEUTRAL PRODUCT FAMILY

We want to help our customers make a direct contribution to a more sustainable future by offering selected products that were manufactured in a climate-neutral manner.





TO REGRANULATE ALL POLY-PROPYLENE SPOOLS IN-HOUSE

3

Going forward, used polypropylene spools are to be reintroduced into the raw materials cycle for our strapping products. For this purpose, we have a special regranulator at Teufelberger.



TO SWITCH TO CARDBOARD SPOOLS, WHERE POSSIBLE

4

Sustainable packaging is a topic comprising many aspects. Therefore, all products are reviewed with regard to their packaging. Where possible, we opt for a more sustainable packaging solution.

FIBERS & PLASTICS DIVISION GOALS 2030

1 TO OFFER A CLIMATE-NEUTRAL PRODUCT PORTFOLIO

We pursue the goal of offering one climate-neutral product for each of our five key industries (cans, building materials, timber, bales, and corrugated board). This gives our customers a choice: either they opt for a standard product, or for the suitable climate-neutral alternative.



2 TO USE 90% RECYCLATE FOR OUR STRAPPING

The use of recyclate will (probably) be required by law and/or the use of non-recycled plastics will be taxed. For this reason, we make it our target to use 90% recyclate in the production of our entire product portfolio.





TO COLLECT USED STRAPPING **3**

Since plastic materials constitute a valuable raw material, we aim to collect and reuse a total of 500 tons of strapping until 2030. CO₂ analyses have shown that recycling offers the greatest savings potential in the Fibers & Plastics Division.



TO REDUCE PRODUCTION WASTES BY 20% **4**

Our goal is to reduce our in-house production wastes by 20% by the year 2030. Production wastes are not disposed of, but reprocessed into new materials, either in-house or by selling them to an external reprocessing firm.

WIRE ROPE DIVISION GOALS 2030

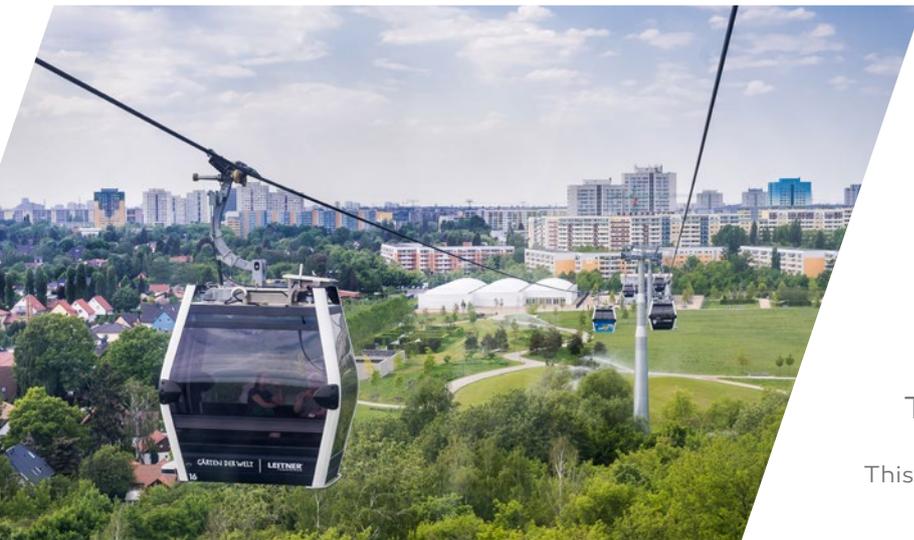
1 TO PROVIDE A FULLY ELECTRIC INFRASTRUCTURE FOR EMPLOYEES

Our vehicle fleet is to consist of 100% EVs. Our plan is to equip one location per year with e-car charging stations in order to put the necessary infrastructure in place. In addition, we want to provide e-bikes for travel to and from the local public transport network.



2 TO EQUIP OUR MANUFACTURING SITES IN WELS (AUSTRIA) AND GARDONE (ITALY) WITH SOLAR POWER SYSTEMS.

We go beyond electricity from renewable sources (where available) and move toward true sustainability and self-sufficiency.



TO REDUCE PRODUCTION
WASTES BY 40% **3**
This results in an average scrap rate of
4% of the input materials



“DOING-BIG-SMALL-THINGS”
PROGRAM **4**
Every year, we will select at least one activity and
one investment from employee suggestions in order
to address the sustainability issue, take the employee
perspective into account, and continuously improve our
attractiveness as an employer (employer branding).

GLOSSARY

1-2 STRAP

A TEUFELBERGER development to make PET spools easier to handle.

5S

The main goals of the 5S method are order and cleanliness, quality and ergonomics in the workplace, efficiency, economy and occupational safety. This structured approach makes it possible to ensure continuous improvement.

BLUESIGN® SYSTEM PARTNER

The bluesign® system focuses on resources, people, and the environment. The bluesign® system reduces the impact on people and the environment, ensures the responsible utilization of resources, and guarantees highest consumer safety.

CO₂ EMISSIONS

Refers to greenhouse gases generated by the combustion of carbon-containing materials (such as carbon, diesel fuel, gasoline, natural gas, wood, or liquid gas).

CO₂ EQUIVALENT = CO₂E

A measurement unit for the standardization of different greenhouse gases. As the most well-known greenhouse gas is carbon dioxide (CO₂), the unit is named CO₂ equivalent.

CORPORATE CARBON FOOTPRINT

CO₂ footprint of business enterprises. Emission data of enterprises are collected and reported in the form of a balance-sheet.

DISCARD CRITERIA

Discard criteria refer to function-impairing defects of a rope (or product).

DUPLEX PALLETS

A solution for stacking pallets on top of one another.

EMPLOYER BRANDING

All measures taken to strengthen the employer brand of a company vis-à-vis potential job applicants.

GREENWASHING

Marketing spin to deceive consumers into thinking that a company's products are environmentally friendly.

LIFE SAFETY ROPES

The name of one of TEUFELBERGER's business units that markets ropes for fall protection purposes.

METIS

The name used in-house at TEUFELBERGER for a mobile measuring system.

PET FLAKES

Reprocessed PET material created by comminuting, i.e., shredding. PET flakes serve as a raw material for the next processing step.

PLASTIC BASHING

Bashing refers to strong and even disparaging criticism of a thing. Plastic bashing relates to the debate about plastic and plastic materials.

POLYETHYLENE TEREPHTHALATE (PET)

A thermoplastic material from the polyester family

POLYPROPYLENE (PP)

A thermoplastic material from the polyolefin family

REACH

stands for "Registration, Evaluation, Authorization and Restriction of Chemicals". The regulation is considered one of the world's strictest laws on chemicals.

RECYCLATE

An umbrella term for reprocessed plastic material from recycling.

REGRANULATION

A reprocessing method used to transform material back into granulate.

REGRANULATOR

A machine using this reprocessing method.

REMOTE SERVICE ASSISTANCE

Assistance or support provided from remote locations.

UPCYCLING

Upcycling means reusing discarded objects or materials to create a product of higher quality or perceived value than the original. In this process, waste products or (seemingly) useless materials are transformed into new products.





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