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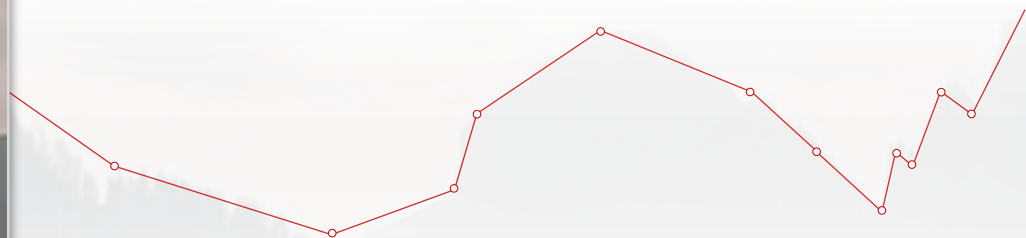
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## Sustainability Report 2023

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## Introduction to the Sustainability Report 2023

Dear Readers,

Intercable Automotive Solutions SRL, a newly established entity born in 2022 from Intercable Automotive and now functioning as an independent business unit within Aptiv's Signal & Power Solutions segment, is committed to advancing sustainability in every aspect of our operations. We firmly believe in the importance of balancing environmental protection, social responsibility, and economic sustainability. Even as the automotive industry experiences dynamic shifts, especially in Europe, we remain steadfast in our commitment to sustainability because we recognize the long-term benefits and our responsibility to future generations.

In partnership with Aptiv, our goal is to integrate sustainability into all facets of our business, ensuring that our actions and decisions lead to positive outcomes for our organization, our partners, our customers, and our planet. This report will outline our sustainability vision, the progress we have made thus far, and the strategies we will employ to continue our journey towards a more sustainable future.

### Highlights of the Report:

1. Our Sustainability Vision: An overview of our key sustainability principles and their alignment with Aptiv's mission.
2. Our Commitment in Action: A comprehensive summary of our ongoing initiatives in environmental protection, social responsibility, and economic sustainability.
3. Future Steps: An outline of our strategic objectives and goals for the coming years and our commitment to continuous improvement.
4. Collaboration for Change: An exploration of our partnerships and how we work together to amplify our positive impact on society and the environment.
5. Measuring Our Impact: A detailed review of our performance metrics, benchmarked against industry standards, and the tools we employ to ensure transparency and accountability.

Join us as we strive towards a more sustainable future, building on our commitment to create value for all stakeholders while ensuring a better world for generations to come

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# M a n a g e m e n t

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Dear Reader,

In our ever-changing world, transitioning toward sustainability is a major challenge. At Intercable Automotive Solutions and Intercable Tec we fully embrace sustainable business practices, combining economic, ecological, and social responsibilities—integral to our core values of quality, human-centricity, customer focus, and innovation. This Sustainability Report provides insights into our current challenges, transparently showcasing our sustainable initiatives and goals. As companies traditionally rooted in Bruneck, Italy with a global presence, we see ourselves as a cosmopolitan and people-oriented group, fostering honest familial and social bonds, linguistic and cultural openness.

Nestled in a mountainous landscape, we acknowledge the privilege of our environment and actively contribute to its preservation. Anticipating shifts in energy and the automotive industry, we've propelled these transitions within our group, thanks to our dedicated employees.

Recent milestones, like implementing SAP's Integrated Business Planning Software in Bruneck, have enhanced our Sustainable Supply Chain Management. The Intercable Automotive Solutions family has expanded, with new additions in Santillo and a very strong partner, Aptiv. Together, we've faced challenges in predicting automotive industry trends, particularly in electrification, digitalization, and sustainable mobility. Despite hurdles, Intercable, comprising Intercable Automotive Solutions and Intercable Tec, looks ahead confidently. Successfully overcoming obstacles, we move forward with the Intercable Strategy 2025, combining our successful past with a more promising and sustainable future. Rooted in tradition, we aspire to positively influence global industries through our products and vision.

Sincerely,  
Klaus Mutschlechner

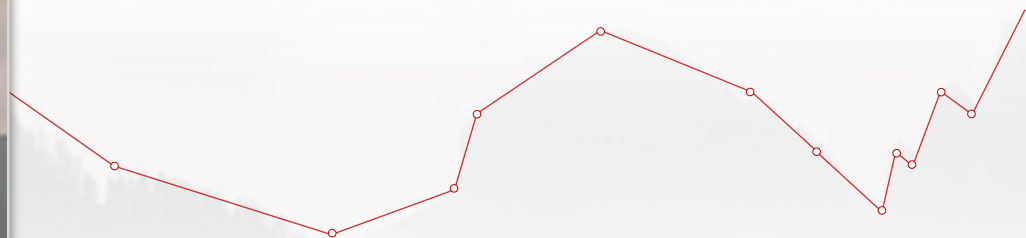
## Klaus Mutschlechner

President Intercable Automotive Solutions SRL



# M a n a g e m e n t

Table of Content



Dear Reader,

It is with great pleasure and a sense of responsibility that we present to you the Sustainability Report for Intercable Automotive Solutions. Nestled in the heart of South Tyrol, our company has a distinguished legacy marked by a steadfast commitment to sustainable development. As we navigate the ever-evolving landscape of the automotive sector, we recognize the profound responsibility we bear as an integral player in the industry, particularly as a preferred partner to leading German OEMs.

In the face of global challenges and an industry undergoing a transformative transition, Intercable Automotive Solutions remains steadfast in its dedication to sustainability. This report serves as a comprehensive reflection of our ongoing efforts to harmonize economic prosperity with environmental stewardship and social responsibility.

The automotive sector is at a critical juncture, with sustainability emerging not merely as a requisite, but as a defining

principle shaping the future. We acknowledge the challenges inherent in this transition, but we also perceive them as a catalyst for positive change. Embracing sustainability is not just a strategic imperative for our organization; it is an unparalleled opportunity for the entire society to evolve.

Throughout these pages, you will discover the initiatives and achievements that underscore our unwavering commitment to sustainability.

As we share this report with you, our valued stakeholders, we invite you to join us on this journey. Together, we can contribute to a sustainable and resilient future, not only for Intercable Automotive Solutions SRL but for the industry at large. We extend our sincere gratitude to all who have played a role in our sustainability endeavors and look forward to your continued collaboration.

Sincerely,  
Hannes Prenn

## Hannes Prenn

Managing Director  
Intercable Automotive Solutions SRL



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## Intercable Automotive Solutions SRL

### BUSINESS MODEL AND STRATEGIC DIRECTION

At Intercable Automotive Solutions, our success stems from identifying and nurturing market niches within the technology sector, with a strong emphasis on quality and innovation. As a forward-thinking technology partner, we excel in providing customized solutions and are globally recognized for our unwavering commitment to quality and reliability.

Our extensive portfolio includes the development and production of plastic components, innovative solutions for hybrid and electric vehicles, and connecting materials for the automotive industry and charging infrastructure. Additionally, we offer high-voltage power connection solutions, such as busbars and power distribution boxes.

Intercable Automotive Solutions proudly supplies leading automobile manufacturers with essential connection elements and busbars for hybrid and electric vehicles. Our goal is to transform into smart factories with automated order processing and machinery designed for just-in-time production, ensuring the highest standards of quality and customer satisfaction. To achieve this, we embrace cutting-edge Industry 4.0 methodologies, prioritizing automation and digitalization in all our production facilities.

We collaborate closely with universities and research institutes on automation projects, fostering knowledge exchange and developing tailored solutions in automation and mechatronics. Several pilot projects resulting from these collaborations have already been successfully implemented.



Organizational overview by end of 2023

## Strategy, Vision and Mission

### Vision Statement

Intercable Automotive Solutions SRL envisions a world where sustainable mobility and energy solutions are powered by innovative, high-quality, and cost-effective electrical connection technologies. As a leading automotive partner, we aspire to be the No.1 High Voltage Busbar Technology provider in the market, driving the global transition towards a safer, greener, and more connected future.

### Mission Statement

At Intercable Automotive Solutions SRL, our mission is to design, develop, and deliver cutting-edge electrical power connection solutions that empower the automotive industry to embrace sustainable mobility and energy. Grounded in our commitment to customer focus, innovation, and excellence in execution, we continuously strive to foster growth, differentiate our offerings, and drive efficiency through lean processes and talented people. Together with Aptiv, we create value for our customers and society by adhering to the following strategic pillars:

1. Customer Focus: Understand and fulfill our customers' evolving needs by focusing on growth, intimacy, and differentiation.
  2. Innovation: Leverage technology, product, and process innovation to maintain a competitive edge and deliver world-class solutions.
  3. Execution: Ensure exceptional quality, cost, and delivery performance to build strong and lasting partnerships with our customers.
  4. Business Processes: Foster continuous improvement and operational excellence through LEAN methodologies, clarity, digital transformation, and a culture of ownership.
  5. Drive Efficiency & Cost: Enhance process effectiveness, cost optimization, and organizational agility to create sustainable value for our stakeholders.
- People and Talent Management: Attract, develop, and retain talented professionals who share our passion for innovation and commitment to sustainability.
- Sustainability: Embed environmental, social, and governance principles into the core of our operations to minimize our ecological footprint and contribute positively to society.

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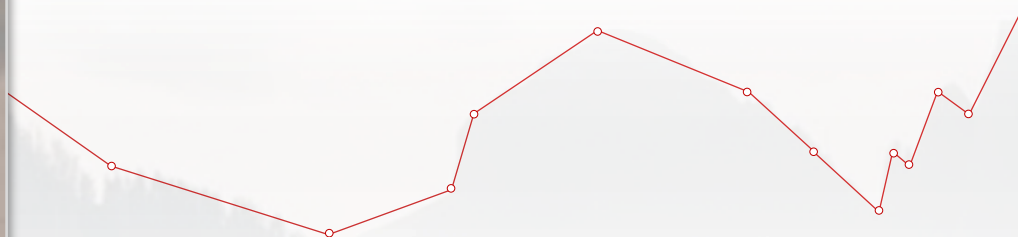
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## RISK MANAGEMENT

Our business success hinges on a proactive, accountable approach to risks and the early recognition of opportunities. Intercable Automotive Solutions seamlessly integrate risk management across the companies, covering all operational and sustainable processes.

Responsibility for risk management spans all management levels, centrally overseen by a robust system. This system identifies and controls risks at their origin, with each management level tasked with implementing measures. The central office supports, regulates, and monitors activities.

The risk management coordination system is dedicated to meeting evolving requirements, developing a comprehensive guideline.

## CONTINUOUS IMPROVEMENT PROCESS

CIP aims to install a mindset of constant improvement in small steps to boost competitiveness. Activities occur within a teamwork framework.

Employees, experts in their areas, contribute insights through improved ideas, fueling

Creativity to shape the entire value chain efficiently. Day by day, through small steps, we progress towards a "Lean Company." Each department has an info point for suggestions, allowing employees to track idea progress.

Our motto: work more efficiently, recognizing, identifying, and eliminating waste.

## Commitment to Sustainable Development Goals

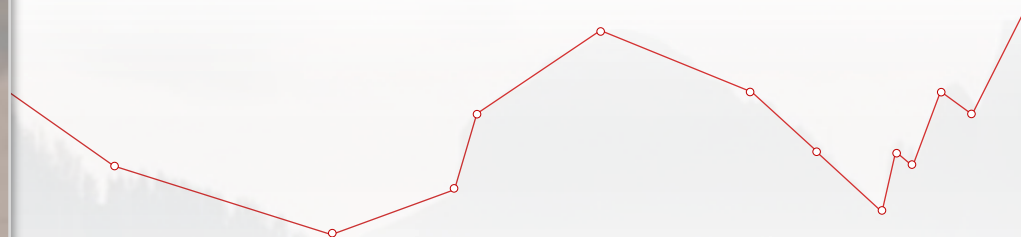
Intercable Automotive Solutions, we are steadfast in our commitment to advancing the principles outlined by the United Nations Sustainable Development Goals (SDGs). As a responsible corporate entity, we recognize the critical importance of addressing global challenges and contributing to a sustainable future for all.

## Risk Evaluation and Materiality Analysis

### GOALS BY THE UNITED NATIONS FOR SUSTAINABLE DEVELOPMENT



Our mission aligns with the SDGs, and we are dedicated to integrating these goals into our business practices, operations, and strategic initiatives. By incorporating sustainable practices, fostering innovation, and promoting social responsibility, we aim to make a positive impact on the environment, society, and the economy.



## Risk Evaluation and Materiality Analysis

### Stakeholder Survey

We are pleased to present the results of our comprehensive stakeholder survey for the sustainability report. Over 3000 internal and external stakeholders worldwide actively participated in this survey, and their valuable insights provide us with a broad perspective on perceptions and expectations regarding our sustainable practices.

**Geographical Diversity:** The global participation in the survey was impressive, including participants from the USA, Japan, Thailand, South Africa, Egypt, Mexico, and many other countries. This diversity reflects the global interest and engagement of our stakeholders.

**Awareness of Sustainability:** The survey showed a positive assessment of our organization's current awareness of sustainable practices. Stakeholders particularly appreciated and Intercable Automotive Solutions' quality and product portfolio and indicated that transparency and communication in this area were perceived as particularly positive.

**Strategically Essential Issues:** The dual materiality of sustainability was identified as a significant theme. Stakeholders emphasized the importance of a balanced consideration of ecological and social aspects, as well as the need to clearly communicate strategic priorities.

**Importance of Sustainable Products:** Survey results underscore the growing importance of sustainable products for our stakeholders. The willingness to prefer products based on their sustainability was highlighted by a significant number of respondents.

**Desires and Suggestions:** Participants brought in diverse ideas and suggestions. These will serve as valuable inputs to further develop our sustainability strategy and meet the expectations of our stakeholders.

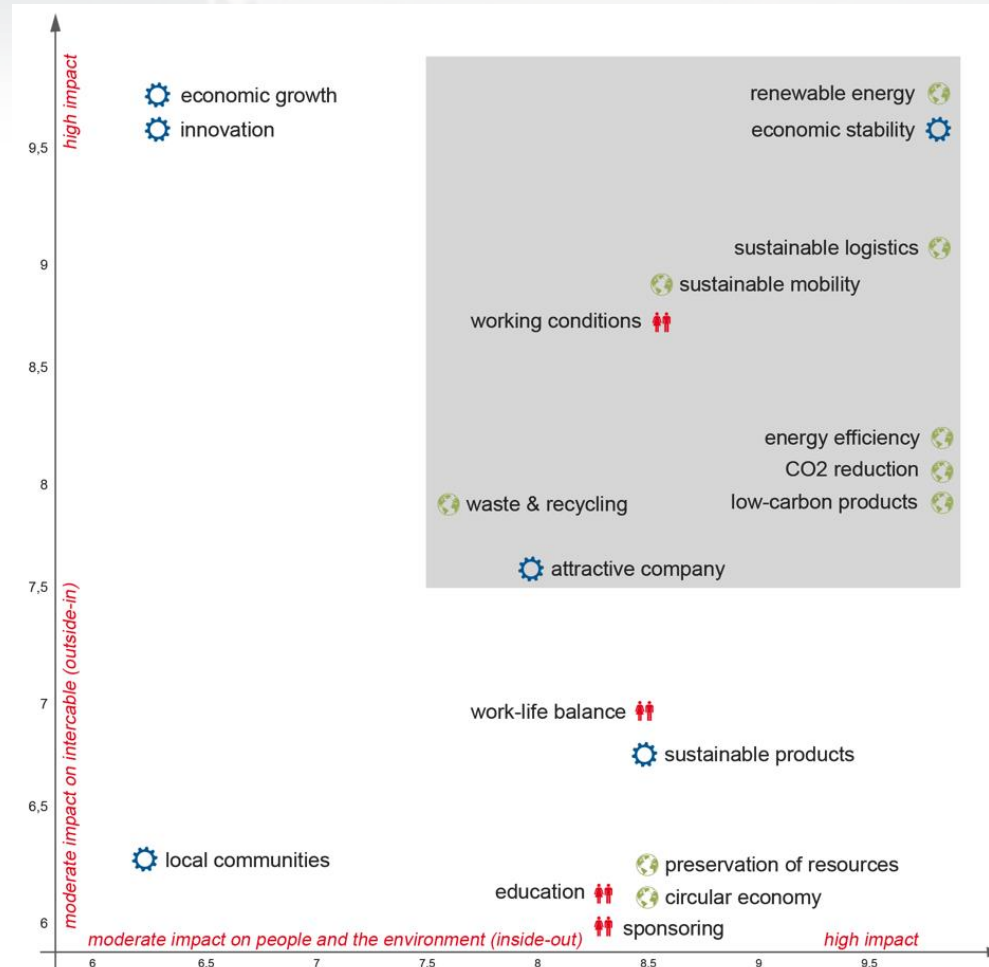
This survey was an important step in strengthening the dialogue with our stakeholders and ensuring that our sustainability report is not only informative but also relevant and meaningful.

We thank all participants for their engagement and constructive contributions.

### Background: Dual Materiality Analysis

In accordance with the Environmental and Social Reporting Standard (ESRS), we have conducted a comprehensive dual materiality analysis by evaluating the thematic areas provided by the ESRS. This analysis involved collaboration with internal experts from all relevant departments within the company and incorporated insights gathered from the stakeholder survey. The results of this evaluation are presented on the following page.

## Risk Evaluation and Materiality Analysis



1	renewable energy	7	13
2	economic stability	8	
3	sustainable logistics	7	13 14 15
4	working conditions	2 3 4 8	
5	energy efficiency	7 13	
6	CO <sub>2</sub> reduction	13	
7	low carbon products	13	
8	waste & recycling	12 14 15	
9	attractive company	8	
10	economic growth	8	
11	innovation	8 9 12	
12	work-life balance	3 5 8	
13	sustainable products	3 7 13 14 15	
14	preservation of resources	6 12 14 15	
15	circular economy	6 12 14 15	
16	education	4 8	
17	sponsoring	1 2 3 4	
18	local communities	1 2 3 4 5 8 11 16	

## Engineering Knowhow – Shaping the Future

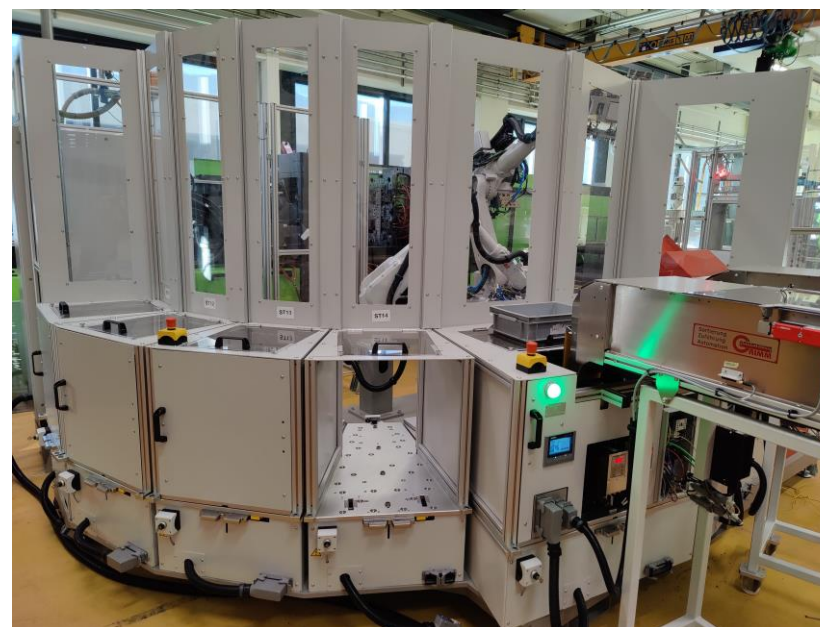
### Modular Automation Concept: Sustainability in Industrial Engineering

The growing demands for flexibility and modularity, along with market volatility, present new challenges for Industrial Engineering. At the same time, resource efficiency is becoming increasingly important, particularly through the optimization of production equipment. A prime example is traditional injection molding cells, which are often designed to produce a single specific product. Integrating additional products into such systems is typically associated with significant costs and effort.

The Industrial Engineering team at Intercable Automotive Solutions has addressed these challenges by developing an innovative concept that lays the foundation for sustainable and flexible automation of injection molding cells. The result is a fully modular cell that can be configured to individual requirements. All key components – from grippers and feeding systems to assembly units, end-of-line testing stations, and handling plates – are freely selectable and combinable.

### A Future-Oriented Plug&Play System

The feeding and assembly units are designed as independent machines based on a Plug&Play system. This enables the modules to be flexibly used across all AutCel machines.



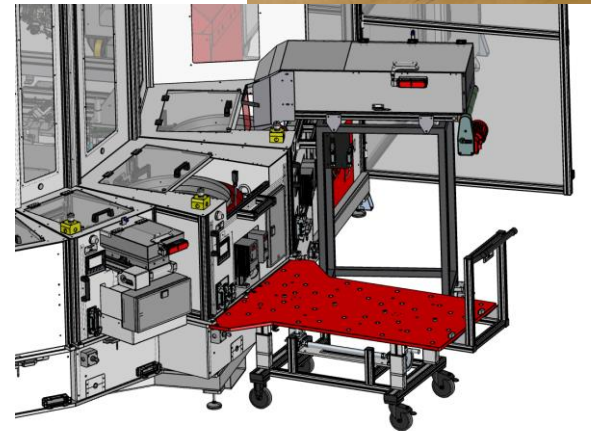
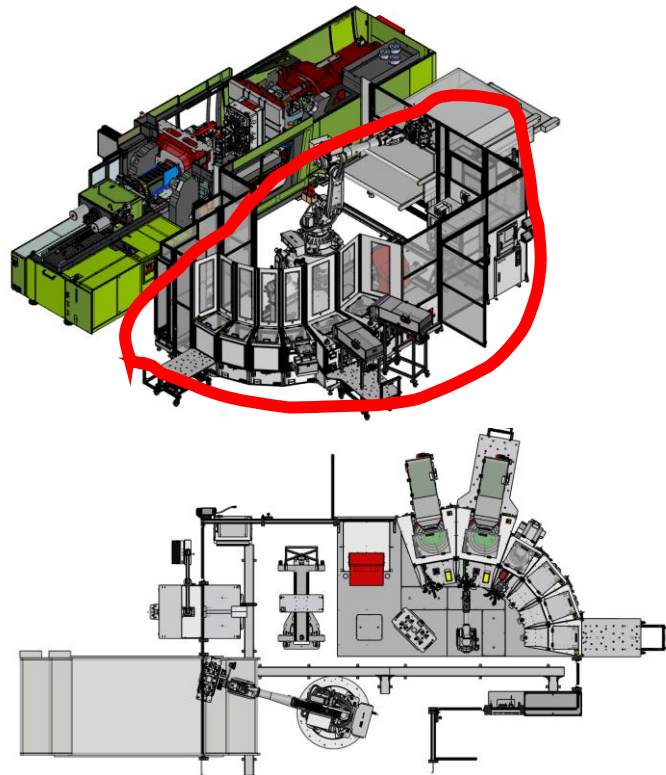
### Advantages at a Glance:

- Sustainability and Cost Savings:** A shared pool of individual components (e.g., inserts) can be used for various products, reducing costs and conserving resources.
- Wide Range of Applications:** The concept is applicable across different machine sizes – for example, a 400T injection molding machine and a 220T machine. Smaller products can also be manufactured on smaller machines using the same feeding systems.
- Cross-Site Flexibility:** The modules can be seamlessly transferred between different production sites without significant integration effort. For instance, a feeding system no longer in use in Bruneck can easily be deployed for a new project in Krivan.
- Fast Reconfiguration:** Machines can be reconfigured in under 30 minutes, significantly increasing production flexibility.

This innovative concept is a prime example of how technical excellence and sustainability can go hand in hand to create resource-efficient and economically viable solutions for the production systems of tomorrow.

## Engineering Knowhow – Shaping the future

From Scratch to Reality



This innovative concept is a prime example of how technical excellence and sustainability can go hand in hand to create resource-efficient and economically viable solutions for the production systems of tomorrow.

## Laboratory – Making Knowhow trusted

### Celebrating ISO 17025 Accreditation: A Testament to Our Commitment to Speed, Quality, and Innovation

Our dedicated laboratory team has reached a monumental milestone by obtaining the esteemed ISO 17025 accreditation, aligning flawlessly with our company's core values: speed, quality, cost awareness, and innovation. This remarkable achievement signifies our unwavering commitment to delivering outstanding services while effectively addressing the ever-increasing demands of the automotive sector for rapid, cost-effective solutions.

In an era where the automotive industry is experiencing a significant shift towards a greener future, we take immense pride in being at the forefront of validating cutting-edge, environmentally friendly materials. By doing so, we actively contribute to driving positive change within a fast-paced and eco-conscious automotive landscape.



### The Driving Force Behind Our Success: Harnessing the Power of a Diverse and Dynamic Team

At the heart of our success lies our unique and talented team of individuals, who bring an unparalleled combination of energy, creativity, and distinct perspectives to the table. Their innovative spirit, coupled with varied educational backgrounds, empowers us to overcome challenges with ingenuity and unwavering determination.

As we celebrate our ISO 17025 accreditation, we remain steadfast in our dedication to maintaining the highest standards in quality, cost-awareness, and innovation. Our collective efforts not only contribute to our ongoing journey towards excellence in the automotive industry but also pave the way for a more sustainable and prosperous future for generations to come.



## LEAN – Continuous Optimization

Intercable Automotive Solutions SRL is committed to adhering to the most advanced production standards to meet the high demands of the automotive industry. For us, efficiency is not only the key to economic competitiveness but also a vital contribution to sustainability. Both aspects go hand in hand.

Our core approach is LEAN – the continuous optimization of processes. By streamlining workflows and increasing resource efficiency, we actively contribute to a more sustainable future.

A concrete example of this is the optimization of a production station for an automotive OEM. By restructuring the process steps – cutting, compacting, welding, assembly, end-of-line testing, and packaging – we achieved remarkable results: a **20-second reduction in cycle time** and a reduction of over **100 meters in parts handling distance**.

This success highlights how efficiency and sustainability can be harmonized in production to achieve both ecological and economic goals.

### LEAN Methodology

LEAN is a systematic approach to identifying and eliminating waste through continuous improvement, by flowing the product at the pull of the customer in pursuit of perfection.

#### Key Principles:

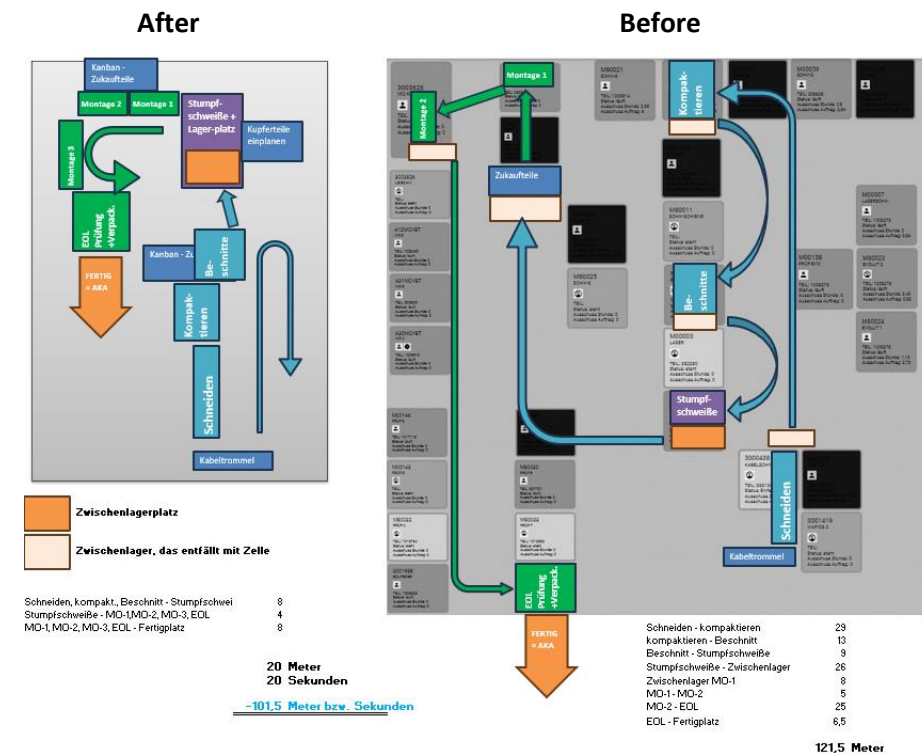
**Value:** Define what is valuable to the customer.

**Value Stream:** Map out all steps in the value stream and eliminate those that do not create value.

**Flow:** Ensure that the value-creating steps flow smoothly towards the customer.

**Pull:** Produce only what is needed by the customer, when it is needed.

**Perfection:** Continuously improve processes to achieve perfection.



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## Taking Responsibility

### ECOLOGICAL RESPONSIBILITY

At Intercable Automotive Solutions, we recognize the weight of our ecological responsibility and view environmental protection as a paramount corporate objective. Our commitment to these principles is encapsulated in a comprehensive environmental mission statement.

Our management continuously seeks avenues for improvement, aspiring to minimize the environmental footprint of our operations.

Striving to achieve the lowest possible impact, we work diligently to curtail and mitigate potential environmental effects.

Intercable Automotive Solutions has adhered to the certified ISO 14001 environmental management system for an extended period, underscoring our enduring dedication to environmental stewardship.



### TRANSPARENT COMMUNICATION AND REPORTING

At Intercable Automotive Solutions, formerly Intercable Automotive, we are committed to transparency and accountability in our sustainability efforts. We actively report our progress and initiatives on various platforms, including SAQ 5.0, Integrity Next, and CDP, ensuring that our stakeholders are well-informed about our actions and achievements.

In collaboration with Aptiv, we are dedicated to achieving Science Based Targets, demonstrating our commitment to reducing our environmental impact and contributing to a sustainable future. Our transparent communication and rigorous reporting practices reflect our dedication to continuous improvement and responsible business practices.

Aptiv Sustainability: [Link](#)

# ENVIRONMENTAL MISSION STATEMENT

## SUSTAINABLE MANAGEMENT OF RESOURCES

Our management always strives to use sustainable resources and to use them in such a way that they can also be available to future generations in the same quality and quantity.

## ENVIRONMENTAL ACTION

We reduce environmental pollution by continuously improving our environmental performance, taking economic and technical requirements into account, and comply with legal, official and our own obligations and requirements to protect the environment.

## ENERGY EFFICIENCY

We strive for an efficient use of energy resources and for an optimal and rational use of the available energy sources. These include, among other things, our advanced automated production systems, the monitoring of the efficiency and utilization of the production processes, a state-of-the-art, monitored and efficient building technology, and the regular assessment of the appropriateness of the consumption values.

## RENEWABLE ENERGIES (RE)

We strive to steadily increase the share of renewable energy sources. Intercable's site in Brunico is currently supplied with 100% green electricity. The internal photovoltaic plant produces up to 400 MWh per year and is mostly integrated into the company's own network. Our innovative products for e-mobility are used worldwide for environmentally friendly propulsion systems.

## WASTE MANAGEMENT

The Intercable Group has a sophisticated waste management system. This includes the avoidance of waste, waste separation, reuse, recycling, professional disposal and monitoring and compliance with legal requirements.

## WATER QUALITY AND WATER CONSUMPTION

We are aware that the responsible use of water as a common good is of great importance. Most of our production facilities do not use water and do not generate any hazardous wastewater. In order to reduce water consumption as much as possible and to comply with legal and official wastewater regulations, all our sites have closed water circuits, monitored wastewater treatment and oil separators.

## AIR QUALITY

All air emission points of our production sites are officially approved. Our automated production facilities produce largely no air emissions. The monitored and regularly maintained ventilation systems only emit harmless air emissions.

## RESPONSIBLE CHEMICAL MANAGEMENT

To protect human health and the environment, we only use chemicals that comply with European directives and regulations (e.g. REACH and ROHS). No carcinogenic/mutagenic substances are used in production. All Intercable products are free of so-called „conflict minerals“. Any chemical residues are properly disposed or recycled.



### Energy Consumption

	Production Facility				Unit
Not Renewable	Bruneck (ITA)	Krivan (SVK)	Ningbo (CHN)	Saltillo (MEX)	
Electricity	0	0	1,092 <sup>M</sup>	0,895 <sup>M</sup>	GWh
<sup>M</sup> Description Electricity Mix Coal 96.3%/Nuclear 3.7% Gas 58%/Fossil Rest 42%					
Gas	69998	60674	0	0	m <sup>3</sup>
Coal	0	0	0	0	t
Heating Oil	0	0	0	0	l
Diesel	0	0	1080	1080	l
Gasoline	0	0	0	0	l

	Production Facility				Unit
Renewable	Bruneck (ITA)	Krivan (SVK)	Ningbo (CHN)	Saltillo (MEX)	
Electricity	7,12	4,437	0,93 <sup>MR</sup>	0,267 <sup>MR</sup>	GWh
<sup>MR</sup> Description Electricity Mix Water 35.5%/Wind 31.1% Solar 33.3% not specified					
Own Facility (PV)	0	0	0	34,859	MWh

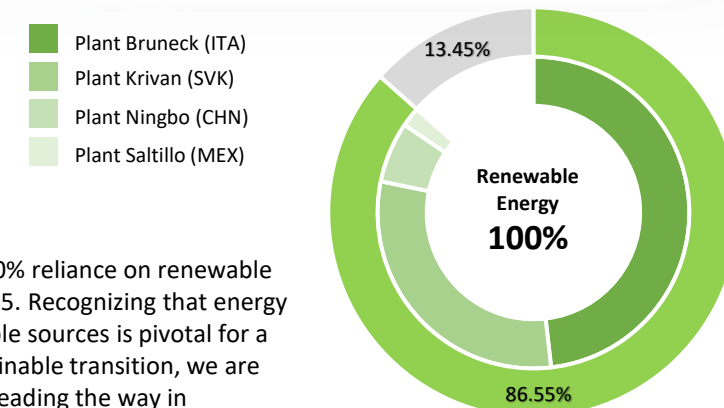
At Intercable Automotive Solutions sustainability is at the heart of our operations. With production facilities in Bruneck (ITA), Krivan (SVK), Ningbo (CHN) and Saltillo (MEX) we

are committed to responsible energy practices. Currently, an impressive **86.55%** of our energy comes from renewable sources. However, our journey doesn't end here. We aspire

## Taking Responsibility

### Energy Consumption

100% of Renewable Energy within 2025



to achieve 100% reliance on renewable energy by 2025. Recognizing that energy from renewable sources is pivotal for a genuine sustainable transition, we are dedicated to leading the way in environmentally conscious manufacturing.

### Company Vehicles

	Production Facility				Unit
	Bruneck (ITA)	Krivan (SVK)	Ningbo (CHN)	Saltillo (MEX)	
Diesel	4990	18892	0	0	l
Gasoline	359	7596	4990	1840	l
Electricity	4214,554	390	0	0	kWh

Please note: Plants Ningbo and Saltillo are calculated acc. to marked based approach

## Taking Responsibility

### Water and Waste Management

#### Waste Management

All production plants fulfill the following criteria:

Waste Disposal Management	YES
Environmental Certification acc. to ISO 14001	YES

Waste (non hazardous)	Production Facility				Unit
	Bruneck (ITA)	Krivan (SVK)	Ningbo (CHN)	Saltillo (MEX)	
Total amount	761,00	544,70	33,78*	82,04	t
<b>Non-hazardous waste diverted from disposal</b>					
- due to preparation for reuse	0,00	216,10	0,00	0,00	t
- due to recycling	486,00	231,94	24,29	71,55	t
- due to other recovery operations	0,00	0,00	0,00	0,00	t
<b>Non-hazardous waste directed to disposal</b>					
- by incineration	266,00	36,64	0,00*	0,79	t
- by landfilling	8,80	59,98	0,00*	9,73	t
- by other disposal operations	0,00	0,00	0,00*	0,00	t

Waste (hazardous)	Production Facility				Unit
	Bruneck (ITA)	Krivan (SVK)	Ningbo (CHN)	Saltillo (MEX)	
Total amount	7,5	2,30	9,49	390,33	
<b>Hazardous waste diverted from disposal</b>					
- due to preparation for reuse	0,00	0,00	0,00	0,00	t
- due to recycling	0,00	0,00	0,00	390,33	t
- due to other recovery operations	0,00	0,00	0,00	0,00	t
<b>Hazardous waste directed to disposal</b>					
- by incineration	0,00	0,23	3,06	0,00	t
- by landfilling	0,00	0,00	0,00	0,00	t
- by other disposal operations	7,50	2,07	6,43	0,00	t

\* Please note: Non hazardous waste is handled by governmental organization and amounts are missing.

#### RESOURCE & WASTE MANAGEMENT

Our management is unwavering in its commitment to utilizing sustainable resources, ensuring they remain available in both quality and quantity for future generations.

Intercable Automotive Solutions are equipped with a sophisticated waste reduction, separation, reuse, recycling, professional disposal, and strict adherence to legal requirements.

#### WATER QUALITY AND WATER CONSUMPTION

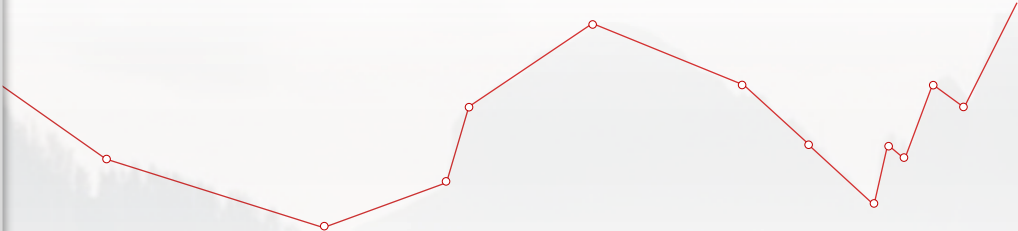
Recognizing water as a crucial common good, we prioritize its responsible use. Non of our production facilities consume significant amounts of water in highly water stressed areas.

To further diminish water consumption and adhere to regulatory standards, all our sites implement closed water circuits, closely monitored wastewater treatment, and oil separators.

#### Water Consumption

Water Extraction	Production Facility				Unit
	Bruneck (ITA)	Krivan (SVK)	Ningbo (CHN)	Saltillo (MEX)	
Tap Water	16778	4247	2124	845,4	m³
Water Consumption Intensity	20,131	5,932	15,391	32,515	-

(thousands of liters per employee)



Taking Responsibility  
Emissions (Scope 1 to 3)

**RESOURCE & WASTE MANAGEMENT**  
Our management is unwavering in its commitment to utilizing sustainable resources, ensuring they remain available in both quality and quantity for future generations.

Summary of Scope 1 Emissions		
<i>intercable</i> AUTOMOTIVE SOLUTIONS		
Plant Bruneck	222,41	metric t CO <sub>2</sub> eq
Plant Krivan	233,10	metric t CO <sub>2</sub> eq
Plant Ningbo	11,83	metric t CO <sub>2</sub> eq
Plant Santillo	7,22	metric t CO <sub>2</sub> eq
Sum of all	474,56	metric t CO <sub>2</sub> eq

Summary of Scope 3 Emissions		
<i>intercable</i> AUTOMOTIVE SOLUTIONS		
Plant Bruneck		metric t CO <sub>2</sub> eq
Plant Krivan		metric t CO <sub>2</sub> eq
Plant Ningbo		metric t CO <sub>2</sub> eq
Plant Santillo		metric t CO <sub>2</sub> eq
Sum of all	83443,36	metric t CO <sub>2</sub> eq

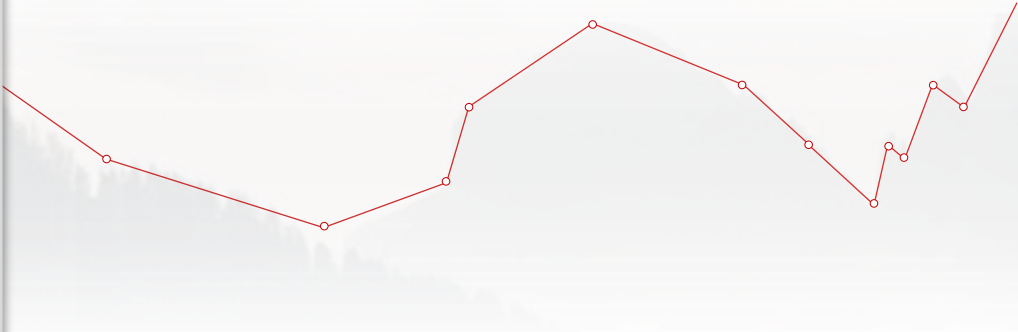
Summary of Scope 2 Emissions		
<i>intercable</i> AUTOMOTIVE SOLUTIONS		
Plant Bruneck	166,78	metric t CO <sub>2</sub> eq
Plant Krivan	177,50	metric t CO <sub>2</sub> eq
Plant Ningbo	1177,37	metric t CO <sub>2</sub> eq
Plant Santillo	510,10	metric t CO <sub>2</sub> eq
Sum of all	2031,75	metric t CO <sub>2</sub> eq

Total Emissions	
<i>intercable</i> AUTOMOTIVE SOLUTIONS	
85949,67	metric t CO <sub>2</sub> eq

## Taking Responsibility

### Strategy and Targets

Area	Area of Activity	Action to Take	Time Horizon
<b>Strategy and Economics</b>			
Economic Stability	CapEx and OpEX efficiency	Systematic search and creation of decreasing cost trends or economies of scale trough better prioritization and aquisition phase management	ongoing
Planning, Organization and Communication	Further qualitative development of organizational structures and processes	Exact definition of tasks and responsibilities	ongoing
		Develop more focused planning and resource use	ongoing
		Continuous development of the teams for better collaboration especially in the current transition phase	ongoing
Strategy	Strategy process	More time spent for specialization and optimization	ongoing
		Taking advantage of new networks and partnerships	ongoing
Material	Innovativ	Innovative sustainable material alternatives	ongoing
		Simulation	ongoing
		Accreditation acc. to ISO 17025 for Validation Laboratory	2023
		Internal product validation	ongoing



Taking Responsibility

Strategy and Targets

Area	Area of Activity	Action to Take	Time Horizon
Environment			
Emission Reduction	Own Production	Purchased electricity from 100% renewable sources for all production plants	2025
	Energy Efficacy	Increase energy efficacy by 30%	2040
	Supply Chain	Reduce Scope 3 emissions by becoming CO2 neutral for 5-10% of our business projects	2030
	Carbon Neutrality	Becoming carbon neutral	2039
	Waste and Recycling	Scrap rate reduction, reduction of plastic packaging and consumables	ongoing
	Employee Work Travel	Car pooling app (Bruneck)	stopped (2024)
		Freely available eBikes (Bruneck)	ongoing

## Taking Responsibility

### Strategy and Targets

Area	Area of Activity	Action to Take	Time Horizon
Employees			
Training and Edjucation	Secure future top employees	Apprenticeship training	ongoing
		Dual study programs	ongoing
		Collaboration within Automotive Excellence South Tyrol Network and Free University of Bolzano	ongoing
		R&D Projects	ongoing
		AES and Free University of Bolzano	2023
		Feasibility Study - Automated Product Carbon Footprint Calculation	
		PhD Position - Supply Chain Risk Assessment together with NOI Bruneck and Free University of Bolzano	2027
Health	Health and Security	Healthy food in company canteen with a minimum of one vegetarian option (Bruneck)	ongoing
		Break rooms with drink and snack vending machine including healthy fruit options	ongoing
		Fitness studio discounts (Bruneck)	ongoing
		Social	
Employees	Team-building Measures	Team events sponsoring	ongoing
		Initiatives (grill pary, Christmas celebrations etc.)	ongoing

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## Empowering Futures

### Nurturing a Sustainable Social Ecosystem

#### EMPLOYEES: THE LIVING ESSENCE OF OUR CORPORATE GOALS

Our corporate goals are not mere words on paper; they are given life by the dedicated individuals who form the heart of our organization. Recognizing people as our primary success factor, we acknowledge that interpersonal relationships, both within and beyond our company, constitute the foundation of our achievements.

In our view, every employee is not just a (Co-)Worker but also a (Co-)Entrepreneur and a (Co-)Designer of our shared success story. The future well-being and social resilience of a globally operating company in a high-wage country hinge upon the value added by each co-worker. Our commitment extends beyond individuals to embrace state-of-the-art technology and the optimal degree of automation, fostering both exceptional products and refined processes. Ultimately, the qualifications, performance, and productivity of all stakeholders—underpinned by continuous training, motivation, and unwavering commitment—stand as decisive factors in our pursuit of excellence.

#### Social KPIs

Staff Structure	Production Facility			
	Bruneck (ITA)*	Krivan (SVK)	Ningbo (CHN)	Saltillo (MEX)
Gender diversity in total workforce				
Headcount: Male	431	364	91	18
Headcount: Female	232	352	47	8
Headcount: Diverse	0	0	0	0
Gender diversity in management roles				
Headcount: Male	18	7	9	1
Headcount: Female	3	1	2	0
Headcount: Diverse	0		0	0
Gender Diversity in technical roles				
Headcount: Male	124	0	9	6
Headcount: Female	15	0	1	1
Headcount: Diverse	0	0	0	0
Contracts indefinite duration - total workforce	633	684	4	-
Percentage (%): contractes indefinete duration - total workforce	95,48	95,53	2,9	-
Contracts definite duration - total workforce	30	32	134	-
Percentage (%): contractes definete duration - total workforce	4,52	4,47	97,1	-

#### BALANCE

To foster work-life balance, we offer:

- ✦ Flexible working hours
- ✦ Options for remote work (home office)
- ✦ A company restaurant serving fresh and healthy cuisine
- ✦ An in-house daycare center (BeKiTa) at the Bruneck location
- ✦ Organizing company and team events

#### WORK ENVIRONMENT

At Intercable and Intercable Automotive Solutions, the satisfaction and well-being of our employees take center stage. To cultivate a positive and open work environment, we are dedicated to:

- ✦ Prioritizing workplace safety
- ✦ Providing on-site parking facilities
- ✦ Furnishing state-of-the-art equipment and operating facilities
- ✦ Offering bright, spacious, and clean workspaces
- ✦ Equipping meeting rooms with modern technology for video conferences

## Empowering Futures

### Nurturing a Sustainable Social Ecosystem

#### WORK SAFETY

As responsible employers, Intercable and Intercable Automotive Solutions prioritize safe, healthy, and pleasant workplaces. We actively promote work safety and health protection, aligning with the standards outlined in our corporate policy. Operating under the certified ISO 45001 work and health management system, we consistently strive to prevent workplace accidents through proactive measures.

Every incident undergoes thorough investigation, leading to the introduction of further improvements to ensure lasting accident prevention. Our commitment is regularly evaluated and monitored through various quarterly indicators.

The relative accident frequency, measured per one million working hours, affirms the effectiveness of our work and health management system.

#### Social KPIs

##### Certification and Assessment

	Production Facility			
Environmental Certification acc. to ISO 45001	Bruneck (ITA)	Krivan (SVK)	Ningbo (CHN)	Mexiko (MEX)
Assesment according to ISO 26000	Bruneck (ITA)	Krivan (SVK)	Ningbo (CHN)	-

##### General Social KPIs

Number of incidents of discrimination and/or harassment:	0
Number of other complains:	0
Fines, penalties:	0
Human right violations:	0

	Production Facility			
	Bruneck (ITA)*	Krivan (SVK)	Ningbo (CHN)	Mexiko (MEX)
Work related accident (number)	21	3	0	0
Thereof deaths	0	0	0	0
Lost working hours due to work related accidents / year	2375	1938,75	0	0
Total worked hours / year	1052645	1235096	368924	10330
Ratio lost worked hours to total	0,0023	0,0016	0,0000	0,0000

	Production Facility			
Training and Edjucation	Bruneck (ITA)	Krivan (SVK)	Ningbo (CHN)	Mexiko (MEX)
Hours	4045	n.a*	831	160
Average number of training hours per toal workforce	6,1	n.a*	6,02	6,15

\*Please note: trainings are documented but not tracked on hourly basis.

## Empowering Futures

### Apprising the Best Talents

#### YOUTH DEVELOPMENT



Students getting insight into the work at Intercable Automotive Solutions.

In the face of challenging times, Intercable Automotive Solutions remains steadfastly focused on youth development. Each year, we extend opportunities for summer internships, even amid the challenges of the past year. In adherence to safety measures and guidelines, more than 250 pupils and students had the chance to gain firsthand insights into a modern industrial company.

#### APPRENTICE TRAINING: SHAPING FUTURE EXCELLENCE

To address challenges in recruiting skilled workers, Intercable Automotive Solutions strengthens its Bruneck site with targeted four-year apprenticeship programs in plastics technology, mechatronics, and mechanical engineering.



Presenting Intercable Automotive Solutions @ "Talente Aperitivo"

These programs combine hands-on company training with approximately 10 weeks of annual block teaching at technical schools. Theoretical knowledge is provided by vocational schools, while practical skills are honed in workshops and laboratories. Apprentices engage in daily operations, gaining valuable experience across technical departments, supported by dedicated mentors. This integrated approach ensures a comprehensive and practical foundation for future careers.

#### PLASTICS ENGINEER

- i Duration: 4 years
- i Training Place: Berufsschule Steyr (Austria)
- i School Training Period: 9.5 weeks per year
- i Form of Teaching: Block Teaching

#### MECHATRONICS ENGINEER

- i Duration: 4 years
- i Training Place: tfbs (Tyrolian professional school for economics and technology Kufstein-Rotholz North Tyrol)
- i School Training Period: 10 weeks per year
- i Form of Teaching: Block Teaching

#### MECHANICAL ENGINEERING TECHNICIAN

- i Duration: 4 years
- i Training Place: Berufsbildungszentrum Bruneck (South Tyrol)
- i School Training Period: 10 weeks per year
- i Form of Teaching: Block Teaching

#### INFORMATION TECHNOLOGY SPECIALIST (systems engineering / operating technology)

- i Duration: 4 years
- i Training Place: Berufsschule Innsbruck
- i School Training Period: 9 weeks per year
- i Form of Teaching: Block Teaching

#### TOOLMAKER

- i Duration: 4 years
- i Training Place: Berufsbildungszentrum Bruneck (South Tyrol)
- i School Training Period: 10 weeks per year
- i Form of Teaching: Block Teaching



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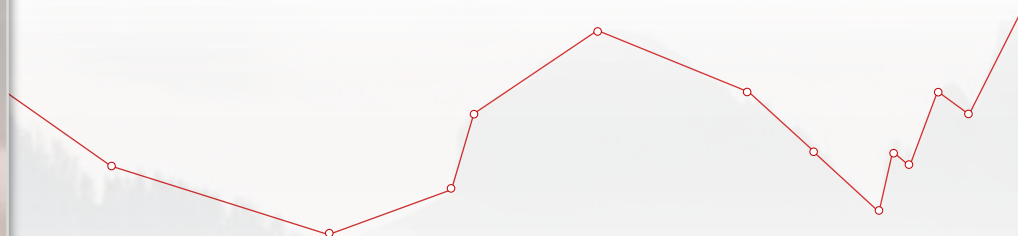
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At Intercable and Intercable Automotive Solutions, sustainability is not just a value; it's a legacy that has been woven into the fabric of our companies for years. In 2022, we took a significant step to cement this commitment in our organizational structure, aligning our values with a tangible framework for sustainability governance.

#### Organizational Alignment: Elevating Sustainability

Recognizing the pivotal role of sustainability in shaping our future, we have integrated a dedicated position for Sustainability Management into our organizational chart. This crucial role stands proudly just below the Management Board, signifying the importance we place on sustainability within our core operations.

#### Direct Accountability to the Highest Level

In a move that reflects our unwavering dedication, the Sustainability Manager is empowered with a direct line of reporting to the Board of Directors. This esteemed body includes the owners of the companies as well as the Managing Director, and Chief Technical Officer. This direct reporting structure ensures that sustainability is not merely a peripheral concern but an integral part of our corporate decision-making processes.

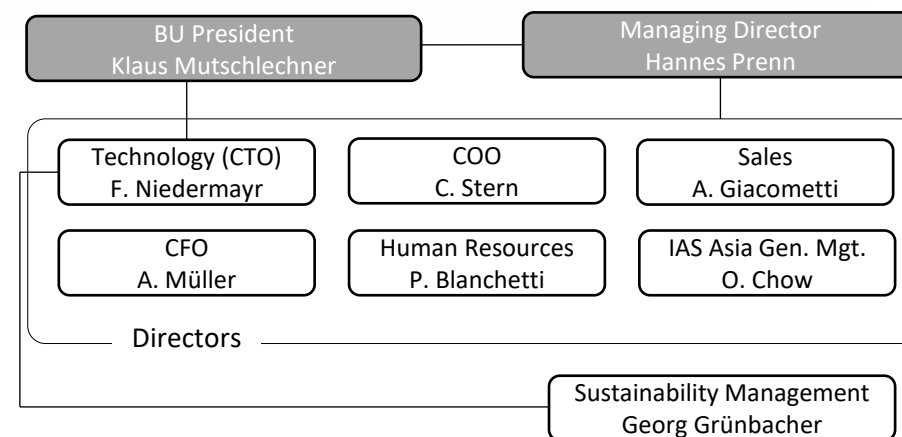
#### Strategic Integration: Charting a Sustainable Course

Beyond formal reporting, the Sustainability Manager plays a pivotal role in our Strategic Board. This ensures that sustainability considerations are not isolated but are seamlessly woven into the very fabric of our strategic planning. By having a seat at this table, the Sustainability Manager contributes to the formulation of strategies that not only drive business success but also foster environmental and social responsibility.

## Governance for Sustainable Development

### A Commitment in Action

IS 1120-0001 – Organization Chart – Release No.90 at 07.11.2023



#### A Comprehensive Approach

Our commitment to sustainability is not confined to a set of principles; it's a dynamic force that influences our day-to-day operations and strategic outlook. This commitment is not a standalone agenda but an integral part of our governance structure, reinforcing our pledge to create a positive impact on the environment, society, and our stakeholders.

As we move forward, we remain steadfast in our commitment to sustainable development, recognizing that it's not just a goal but a journey that requires continuous effort and vigilance. Intercable and Intercable Automotive Solutions are not just companies; they are stewards of a sustainable future.

## Governance for Sustainable Development

### Upholding Ethical Standards in Business and Supply Chain Management

At Intercable Automotive Solutions we are dedicated to fostering a corporate culture defined by ethical conduct and responsible business practices. Our commitment extends to the following key areas:

#### Business Ethics

- i* **Anti-Corruption and Anti-Money Laundering:** We adhere to strict anti-corruption and anti-money laundering policies to ensure that our business activities are conducted with the highest standards of integrity and transparency.
- i* **Data Protection and Data Security:** Safeguarding the privacy and security of data is paramount. Our comprehensive data protection and security measures align with legal requirements and industry best practices.
- i* **Financial Responsibility (Accurate Records):** We maintain accurate financial records to uphold financial responsibility and transparency, reflecting our commitment to sound business practices.
- i* **Disclosure of Information:** Transparent communication is vital. We are committed to the timely and accurate disclosure of relevant information to stakeholders.
- i* **Fair Competition and Anti-Trust:** We operate in accordance with fair competition and anti-trust regulations, fostering an environment that encourages healthy market competition.
- i* **Conflicts of Interest:** Our policies address conflicts of interest, ensuring that employees act in the best interests of the company and its stakeholders.
- i* **Counterfeit Parts:** We are vigilant against counterfeit parts, implementing measures to detect and prevent the use of counterfeit materials in our products.
- i* **Intellectual Property:** Respecting intellectual property rights is integral to our operations, and we actively protect and enforce our intellectual property assets.
- i* **Export Controls and Economic Sanctions:** We comply with export controls and economic sanctions, ensuring that our business practices align with international regulations.
- i* **Whistleblowing and Protection Against Retaliation:** Our robust whistleblowing program encourages the reporting of ethical concerns, and we are committed to protecting whistleblowers from retaliation.



Business Code of Conduct

## Governance for Sustainable Development

### Upholding Ethical Standards in Business and Supply Chain Management

Our commitment to sustainability extends beyond our direct operations to the entire supply chain. We recognize that responsible supply chain management is integral to minimizing environmental impact, supporting human rights, and promoting fair labor practices.

#### Responsible Supply Chain Management

- i* **Labor and Human Rights:** We enforce policies against child labor, ensure fair wages and benefits, and uphold working hour standards. Modern slavery, ethical recruiting, and freedom of association are non-negotiable principles in our supply chain.
- i* **Diversity, Equity, and Inclusion:** We champion diversity, equity, and inclusion, promoting a workplace that values differences and fosters equal opportunities.
- i* **Environmental Stewardship:** Our commitment to environmental sustainability includes initiatives to reduce GHG emissions, enhance energy efficiency, promote renewable energy, and implement measures for decarbonization.
- i* **Water and Waste Management:** We prioritize responsible water management, efficient waste reduction, and the promotion of reuse and recycling throughout our operations.
- i* **Responsible Chemical Management:** Our chemical management policies emphasize the responsible use and disposal of chemicals to minimize environmental impact.
- i* **Implementation of Standards in the Supply Chain:** We define and implement stringent standards for our tier-1 suppliers, ensuring that ethical and sustainability considerations are passed down the supply chain.
- i* **Rights of Minorities and Indigenous People:** We respect and uphold the rights of minorities and indigenous people, recognizing the importance of fair treatment and cultural sensitivity.
- i* **Land, Forest, and Water Rights:** We are committed to respecting land, forest, and water rights, opposing forced eviction, and supporting responsible land use.
- i* **Counterfeit Parts:** We remain vigilant against counterfeit parts, implementing measures to detect and prevent their presence in our supply chain.



Supplier Code of Conduct

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## Finance and Economics

### Financial KPIs

	Production Facility				Unit
	Bruneck (ITA)	Krivan (SVK)	Ningbo (CHN)	Saltillo (MEX)	
Revenue	169.519.252	161.796.925	17.498.870	1.898.404	€
Warranty expenses	829.782	0	27.654	0	€
Warranty expenses as percentage of annual revenues	0,489	0,000	0,158	0,000	€
Sales of products in different countries and areas					
Sales - Nationally	16653579,00	13929615,00	9387314,76	0,00	€
Percentage: Sales - Nationally	9,82	8,61	53,65	0,00	%
Sales - EU	129702411,00	121250157,00	8111555,36	0,00	€
Percentage: Sales - EU	76,51	74,94	46,35	0,00	%
Sales - EMEA	150750872	4820731	9387314,76	0	€
Percentage: Sales - EMEA	88,93	2,98	53,65	0,00	%
Sales - APEC	14657929	21796420,00	8111555,36	1898404,36	€
Percentage: Sales - APEC	8,65	13,47	46,35	100,00	%

Financial Key Performance Indicators (KPIs)  
At Intercable Automotive Solutions, transparency is paramount. Our financial KPIs offer a glimpse into our commitment to sustainable business practices:

#### Revenue:

- Reflecting our steady, sustainable growth.

#### Wages and Salaries:

- Demonstrating our dedication to fair compensation and employee well-being.

#### Social Security Contributions:

- Investing in our community's health and security.

#### Taxes:

- Fulfilling tax obligations ethically and contributing to societal development.

#### Contract Durations:

- Balancing indefinite and limited-duration contracts for a resilient workforce.

#### Product Distribution:

- Highlighting our global market presence nationally, within the EU, and beyond.

In presenting these Financial KPIs, Intercable Automotive Solutions reaffirms its commitment to transparency, ethical practices, and sustainable growth. This holistic approach is crucial for our long-term success and positive impact on the communities we serve.

## Sustainability Report 2023

### **Intercable Automotive Solutions S.r.l.**

Via dei Campi della Rienza 21  
39031 Brunico, Italy

Intercable Automotive Solutions S.r.l.: Entry in the Register of  
the Chamber of Commerce Bolzano BZ 03143240210  
VAT ID: IT03143240210

This report corresponds to the requirements of the GRI standards – “Core” option

Concept and design:

Georg Grünbacher – Intercable Automotive Solutions S.r.l. | Via dei Campi della Rienza 21, Brunico

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