

INTERCABLE AUTOMOTIVE SOLUTIONS

SUSTAINABILITY REPORT

2025



Introducing Words



In an era of profound change, Intercable Automotive Solutions SRL places sustainability at the heart of its strategy and corporate culture. Our report reflects a commitment to responsible innovation, climate protection, and social progress along every stage of our value chain—from raw material sourcing to product end-of-life.

As global regulatory standards such as the CSRD set new benchmarks for transparency, we embrace the challenge through scientific rigor, collaborative partnerships, and continuous improvement.

Recognizing that over 90% of our carbon footprint arises within our supply chain, we have prioritized the development of responsible supplier relations and advanced risk management processes. By integrating Environmental, Social, and Governance (ESG) criteria into supplier evaluation and investing in resource-efficient assessment tools, we are setting new standards for sustainable development in our sector. These actions, informed by validated scientific research and industry best practice, not only strengthen compliance but also unlock significant potential for positive impact.

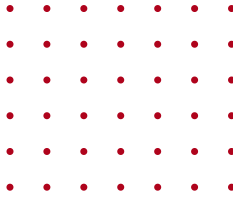
With this report, we present our achievements, challenges, and future ambitions—guided by stakeholder dialogue, materiality, and the goal to create lasting value for all partners. Through transparency, innovation, and robust environmental and social stewardship, Intercable Automotive Solutions SRL reaffirms its commitment to contributing meaningfully to a sustainable automotive industry and global community.

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The Message from our President



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Sustainability as a guiding principle

As the world around us evolves at an unprecedented pace, steering our organization towards genuine sustainability stands as one of our most profound responsibilities and opportunities.

At Intercable Automotive Solutions, we see sustainability not simply as a regulatory or strategic requirement, but as a guiding principle rooted in our history, our values, and our dedication to future generations.

Nestled in the mountains of South Tyrol and carrying a tradition of excellence from Bruneck to the world, we combine technological innovation with a people-centered culture committed to preserving our environment. Driven by clear CSRD guidelines and a resolute ambition to reduce our greenhouse gas emissions across all scopes, we remain transparent about our challenges and steadfast in our determination to shape a more sustainable automotive sector. It is our privilege to present this report, reflecting not only progress made, but the ongoing collaboration, innovation, and courage of our employees and partners. Thank you for joining us on this journey.

Hannes Prenn

CEO & BU President

The Message from our CTO

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Sustainability as a source of inspiration

Advancing sustainability in today's automotive landscape is both a formidable challenge and an immense source of inspiration.



At Intercable Tec and Intercable Automotive Solutions, our identity is defined by a holistic embrace of economic, ecological, and social responsibilities—from efficient material cycles to the nurturing of open, diverse teams.

We are proud of our roots in Bruneck, yet remain committed to shaping change on a global scale, anticipating transformational shifts in energy and mobility with agility, purpose, and technical rigor.

Our vision is clear: every innovation, partnership, and process improvement stands as a step toward our climate targets, in full alignment with CSRD reporting and industry best practices. I extend sincere gratitude to our dedicated employees, whose expertise and commitment drive our achievements and enable us to contribute actively to the benefit and preservation of our unique environment.

Florian Niedermayr

Chief Technology Officer

Company Introduction

Business Model and Strategy

Intercable Automotive Solutions S.R.L.

As a leading electric vehicle busbar supplier, Intercable Automotive Solutions recognizes the importance of developing environmentally friendly solutions to electromobility-related challenges.



1972 - Foundation

Established by the **Mutschlechner family** in South Tyrol, specializing in electrotechnical solutions

2012 - Pioneer

Launch of first high-voltage busbar product line, leading industry innovation

2015 - Tier 1 Supplier

Became a direct supplier for automotive connection systems in e-mobility

2022 - Spin-Off & Merger

Automotive division Spin-Off and Merger with Aptiv, a global industry leader

2023 - IAS Business Unit

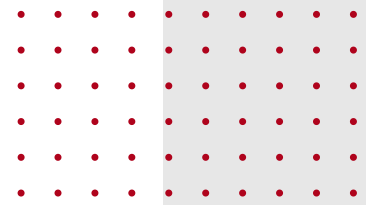
Operating as an independent BU within Aptiv, focussing on high-voltage mobility solutions

Intercable Automotive Solutions SRL is committed to leading the global transition to sustainable mobility and energy by providing high-quality, innovative, and cost-effective electrical connection technologies. Our vision is to become the number one provider of High Voltage Busbar Technology worldwide, enabling safer, greener, and more connected transportation solutions.

Our business model focuses on designing, developing, and delivering cutting-edge electrical power connection solutions tailored to the evolving needs of the automotive industry. Grounded in strong customer focus, continuous innovation, and excellence in execution, we strive to differentiate our offerings and foster growth by leveraging lean processes and the talents of our dedicated workforce.

Company Introduction

Key Pillars



Our strategy is built around key pillars:

Customer Focus: We prioritize understanding and anticipating our customers' changing demands, emphasizing growth, close partnerships, and unique value propositions.

Innovation: Harnessing the latest advances in technology and process optimization, we continuously enhance our product portfolio to maintain competitive advantage and meet emerging industry challenges.

Execution Excellence: Commitment to superior quality, cost management, and reliable delivery ensures enduring partnerships and customer satisfaction.

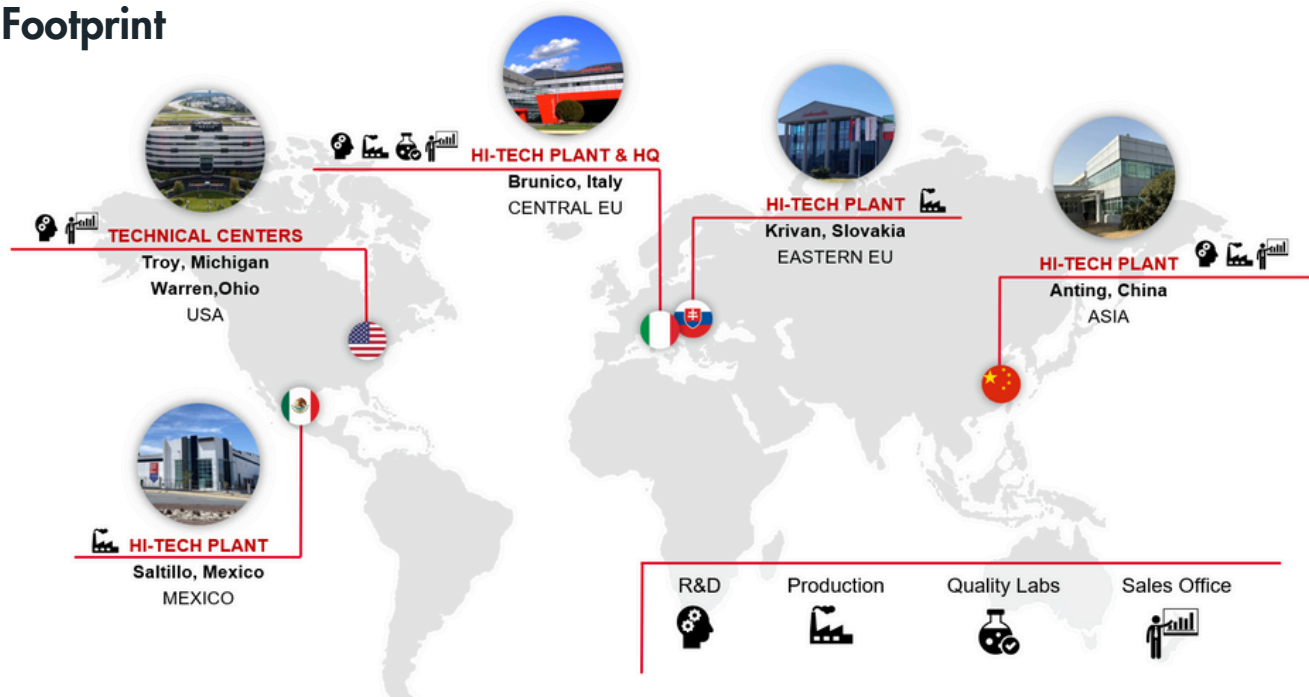
Business Process Optimization: Through LEAN methodologies and digital transformation, we promote operational excellence, clarity of purpose, agility, and a culture of ownership across all functions.

Efficiency and Cost Leadership: We aim to maximize process effectiveness and cost optimization to generate sustainable value for our stakeholders.

People and Talent Management: Recognizing innovation stems from people, we attract, develop, and retain professionals passionate about technology and sustainability.

Sustainability Integration: Environmental, social, and governance (ESG) principles are embedded in every aspect of our operations, guiding us to minimize ecological footprints and contribute positively to society.

Footprint



Double Materiality Assessment & Stakeholder Engagement

Dual Materiality Analysis

We are pleased to present the results of our comprehensive stakeholder survey for the sustainability report. More than 3,000 internal and external stakeholders worldwide actively participated, offering valuable insights that lend a broad perspective on the perceptions and expectations towards our sustainable practices.

This global participation was impressive, reflecting strong engagement across regions—including respondents from the USA, Japan, Thailand, South Africa, Egypt, Mexico, and various other countries. Such diversity demonstrates the universal relevance and interest in our sustainability initiatives.

The survey results indicated a positive assessment of our organization's awareness of sustainable practices. Stakeholders especially valued Intercable Automotive Solutions' product quality and portfolio, highlighting transparency and communication as particular strengths.

Background: Methodology and Scope

In accordance with the Environmental and Social Reporting Standards (ESRS), we conducted a comprehensive dual materiality analysis by evaluating all ESRS thematic areas. Dual materiality means we assess both how sustainability issues can impact our business (outside-in or financial materiality) and how our company's actions affect the environment and society (inside-out or impact materiality).

This process involved close collaboration with internal experts from all relevant departments and integrated feedback from our global stakeholder survey. The outcome is a balanced, well-informed perspective on what matters most for sustainable operations and long-term value.

i What is Dual Materiality?

- Dual materiality is a cornerstone of modern sustainability reporting, required by both CSRD and ESRS.
- It encompasses two perspectives:
 - Financial Materiality (Outside-In): How sustainability risks and opportunities affect the company's financial performance.
 - Impact Materiality (Inside-Out): How the company's activities impact the environment, society, and the economy.
- The analysis helps identify priority topics for reporting, strategy, and investment—ensuring regulatory compliance and stakeholder trust.
- Effective dual materiality analysis includes broad stakeholder engagement, cross-functional expert consultation, and systematic risk and opportunity analysis for all major sustainability themes

Double Materiality Assessment & Stakeholder Engagement

Key Focus Areas

For our portfolio at Intercable Automotive Solutions, we performed detailed analysis of the following areas:

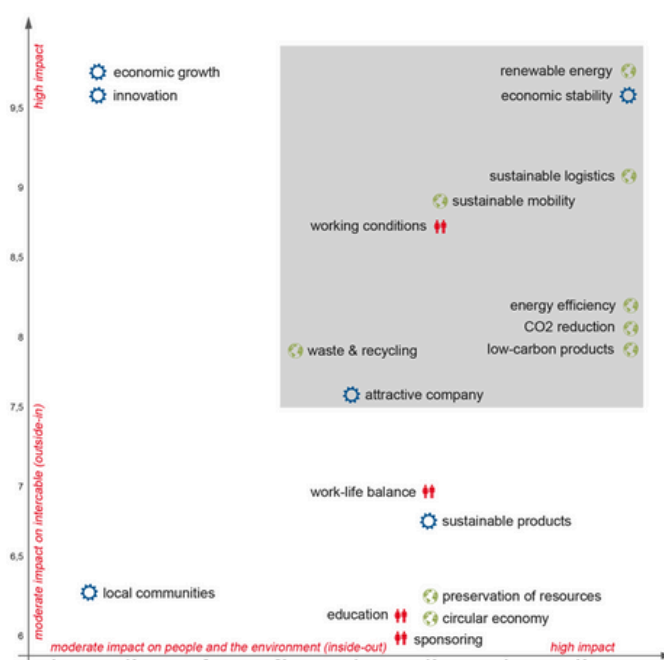
- Climate protection, energy, waste and circular economy, sustainable mobility and logistics, nature conservation, noise and dust (emissions in general).
- Working conditions, education, equal opportunity and gender topics, sponsorship, poverty prevention, stakeholder engagement.
- Governance in production countries, supply chain due diligence.
- Economic viability and external impact.

Each of these macro areas was further subdivided and evaluated with experts according to risk and potential.

Key Survey Findings and Strategic Issues

Dual materiality emerged as a strategically essential issue, with stakeholders emphasizing the need for balanced consideration of ecological and social aspects and strong communication of strategic priorities. The growing importance of sustainable products was clear: many respondents expressed willingness to prioritize sustainability in their purchasing decisions. Participants contributed varied ideas and suggestions that will serve as invaluable input for the ongoing development of our sustainability strategy to better fulfill stakeholder expectations.

This survey and dual materiality analysis have strengthened our stakeholder dialogue and ensure that our sustainability report is both relevant and actionable.



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	CO2 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										

Background

17 United Nations Sustainable Development Goals



The Global Framework

Our sustainability strategy is firmly guided by the United Nations 2030 Agenda and its 17 Sustainable Development Goals (SDGs), adopted by all UN Member States in 2015 as a universal call to action for people, planet, and prosperity. These goals address the broad spectrum of today's global challenges—from eradicating poverty and hunger to promoting clean energy, climate action, and strong social inclusion. They recognize that true progress requires integrated action across economic, social, and environmental dimensions, aligning perfectly with the double materiality and stakeholder perspectives required by the CSRD and the ESRS reporting framework.

By mapping our materiality analysis against the SDGs, we ensure that our sustainability priorities and key risks and opportunities are globally relevant. Our stakeholders—drawn from diverse regions and backgrounds—provided essential input to identify which SDGs are most connected to our business and our impact. This process guarantees that our actions and disclosures drive not only corporate value, but also contribute tangibly to the international commitment to the 2030 Agenda.

The SDGs are not just a reporting framework; they are a shared vision and a roadmap to a just, resilient and thriving future for all.



Background

17 United Nations Sustainable Development Goals



Recent Developments

- The UN Sustainable Development Goals Report 2024 confirmed notable progress in some areas, including reductions in global child mortality (SDG 3: Good Health and Well-Being), improved access to HIV prevention, and expanded global access to energy (SDG 7) and mobile broadband.
- Despite advances, only about 17% of the SDG targets are currently on track, with nearly half of all targets showing minimal or moderate progress, and more than a third either stalled or regressing.
- Nordic countries such as Finland (ranked #1 globally), Sweden, and Denmark continue to lead in SDG achievement, with rapid gains also seen in BRICS countries and East/South Asia—while the gap to the poorest and most vulnerable countries, particularly Small Island Developing States (SIDS), has widened since 2015.
- Persistent global challenges include climate change (SDG 13), escalating conflicts and geopolitical tensions (SDG 16), and widening inequalities both within and between countries (SDG 10).
- The pandemic's lingering impacts, as well as current conflicts and economic instability, have slowed collective progress on many goals—making investment in education, food security, clean energy, and digital connectivity urgent priorities.
- International policy attention is focused on ambitious reforms to the global financial system—highlighted by calls for improved financial support mechanisms for low- and middle-income countries to enable SDG progress at scale.

Intercable Automotive Solutions

Policies and Due Diligence



Code of Ethics

Aptiv's and Intercable Automotives Solutions Code of Ethical Business Conduct reinforces our commitment to integrity, sustainability, and responsible innovation. It provides a clear framework for ethical decisions, ensuring compliance and building stakeholder trust.

We integrate environmental care, social responsibility, and strong governance into all operations. This Code affirms our goal to create lasting value while reducing impact and promoting human rights. By embedding these principles, Aptiv leads toward a safer, greener, and more connected future.

Commitment to Integrity and Responsibility

- Upholding ethical standards globally; zero tolerance for corruption, fraud, and conflicts of interest.
- Transparent and accurate reporting of financial and operational performance.

Corporate Social Responsibility (CSR)

- Strong governance through an independent Board and robust compliance systems.
- Respect for human rights: prohibition of child labor, forced labor, and discrimination; adherence to global labor principles.

Environmental Stewardship

- ISO 14001 certification across all manufacturing sites.
- Aggressive initiatives to reduce greenhouse gas emissions, energy use, water consumption, and waste.
- Promotion of material efficiency and recycling practices.

Community Engagement

- Education and philanthropy programs focused on road safety, STEM education, and reforestation.
- Employee volunteering and Aptiv Foundation support for science and technology education.
- Health & Safety
- Zero-incident goal supported by comprehensive global safety management systems.

Intercable Automotive Solutions

Policies and Due Diligence



Supplier Code of Conduct

Intercable Automotive Solutions' Supplier Code of Conduct establishes clear expectations for ethical, sustainable, and responsible business practices across the entire supply chain. It ensures compliance with international standards, promotes human rights, environmental stewardship, and integrity in all supplier relationships.

Social Responsibility

- Compliance with International Labour Organization (ILO) standards.
- Zero tolerance for forced labor, child labor, slavery, or human trafficking.
- Safe and healthy workplaces; prohibition of violence, harassment, and substance abuse.
- Fair wages, reasonable working hours, and freedom of association.
- Commitment to diversity, equity, and non-discrimination.

Environmental Stewardship

- Implementation of environmental management systems aligned with international standards.
- Continuous reduction of environmental impact: waste, emissions (Scope 1-3), water use, and biodiversity impact.
- Promotion of renewable energy and recycling throughout the product lifecycle.
- Responsible sourcing of raw materials, including conflict-free minerals.

Governance & Compliance

- Adherence to all applicable laws, anti-corruption regulations, and fair competition principles.
- Strict rules on gifts, entertainment, and avoidance of conflicts of interest.
- Compliance with global trade restrictions and data privacy laws.
- Assurance of product quality, safety, and prevention of counterfeit parts.

Transparency & Accountability

- Full supply chain transparency and documentation for at least three years.
- Regular risk assessments, training, and management accountability.
- Right to audit and verification of compliance by Intercable Automotive Solutions.
- Clear channels for reporting concerns, with strong anti-retaliation measures.

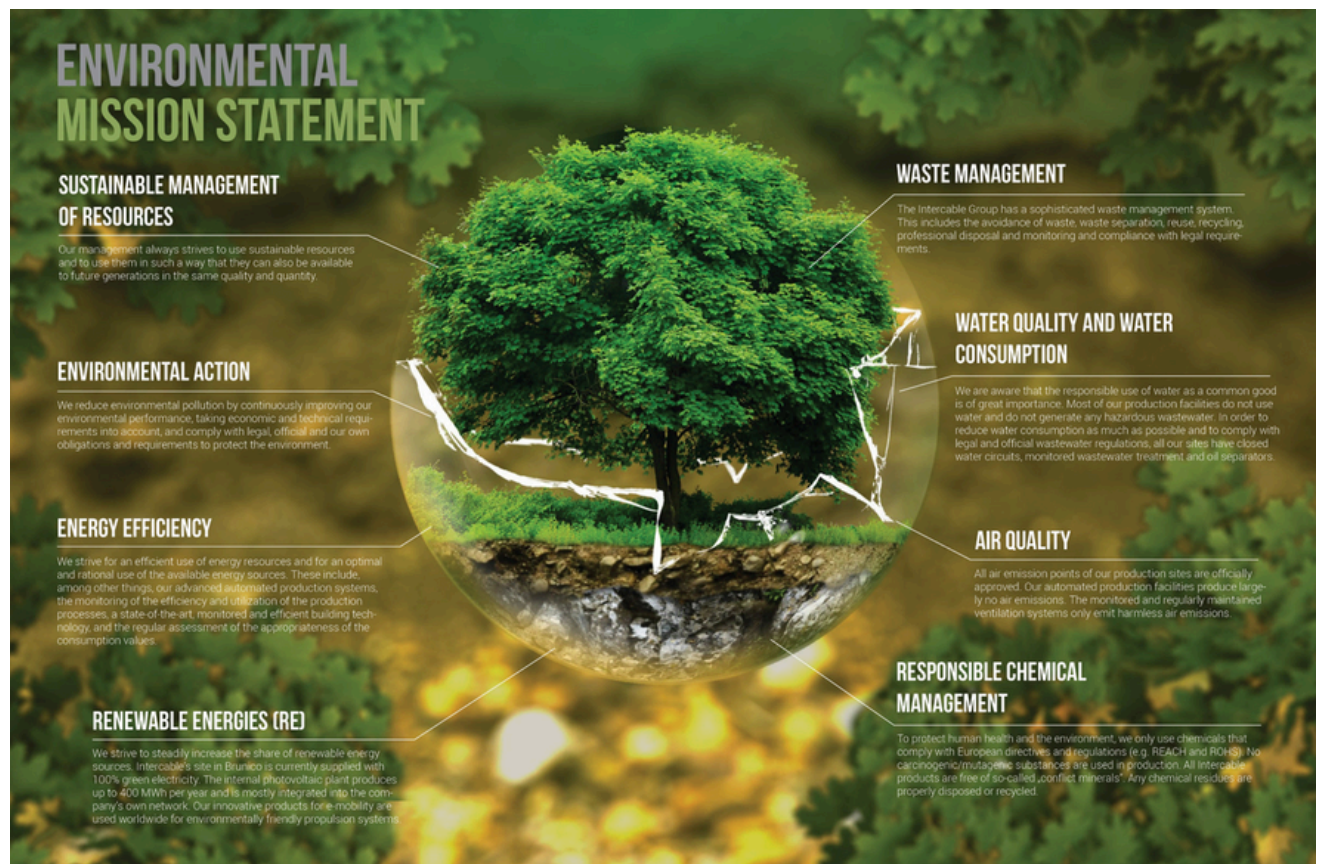
Intercable Automotive Solutions

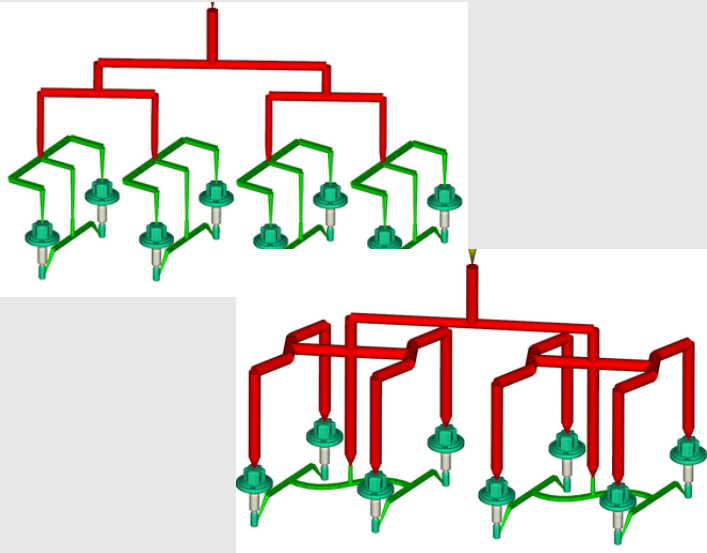
Policies and Due Diligence



Environmental Guideline

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.





Introducing hot-runner system decreased waste and resulted in substantial material savings.

Injection Molding Optimization

To minimize material waste during the molding process, we have implemented advanced **hot-runner systems**. These systems allow for plastic flow directly into the cavity, significantly reducing the size of the sprue (or runner) that becomes waste.

Example:

- Baseline waste per cycle: 5.9 cm³
- Optimized waste per cycle: 1.9 cm³
- Project production volume: 48,261,114 components across 8 parts per shot

Material savings: **33.7 tons**

Tooling

The guiding principle is clear: maximize product value, minimize resource use.

Stamping Optimization

Within stamping technology, our focus has been the **optimization of strip layout** and **material utilization**. Through improved tool design and process simulation, we are refining strip width parameters to minimize waste between parts, especially in high-volume production of copper and aluminum busbars.

In parallel, we are developing new systems for **waste segregation** - distinguishing between different base metals and coating materials. This upcoming implementation will enhance recycling quality and enable closed-loop material recovery within our supply chain.

Each Tool Matters

Carbon Footprint Assessment of Tooling in Manufacturing: A Case Study on Injection Moulding and Stamping

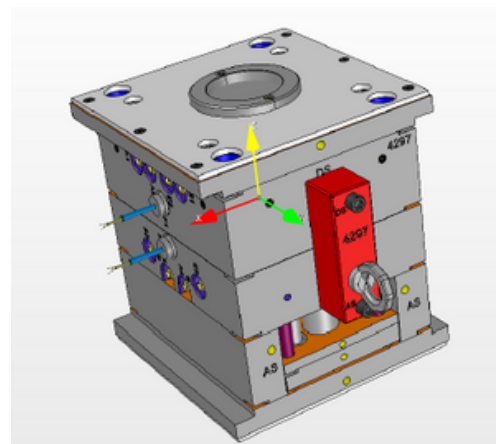
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Student

Veronica MacGregor-Hastie

As a Tier1 supplier in the automotive sector, our company designs and produces high-precision busbars made primarily of copper and aluminum, complemented by a variety of coatings and insulation systems. We employ several plastic materials in our production processes, including PA, PP, and PBS. To further understand and reduce the environmental footprint of our manufacturing infrastructure, we engaged in a collaborative Life Cycle Assessment (LCA) study with a student from the Free University of Bozen-Bolzano.

The study focused on the environmental impacts associated with two key production technologies: injection molding and stamping. The goal was to quantify the CO₂ emissions and energy demands attributed to the tooling systems used in these operations.



Key Findings:

- **3.4 to 4.2 kg CO₂eq/kg tool**
- results strongly depend on **data/databases** used for calculation
- Neglectable for single product carbon footprint of produced parts
- Entire tool shop resembles valuable optimization pool

Innovation & Resource Management

History:

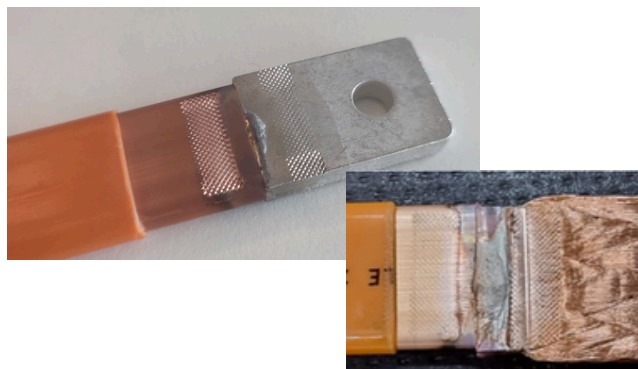
- Project Start Q3 2020
- Start Inhouse Equipment Development Q1 2022
- Setup Equipment Q1 2023
- First Components produced Q1 2023
- Implementation in Serial Project Production 2023

Innovative Manufacturing Process:

Butt Welding for Greater Sustainability

At Intercable Automotive Solutions, we rely on a pioneering manufacturing process: butt welding of busbars. Unlike conventional methods, the bars are not joined by overlapping but by connecting end-to-end. This approach offers several key advantages:

- Geometric Efficiency: Eliminating overlaps saves valuable installation space – a critical factor in the confined environments of modern electric vehicles.
- Material Conservation: With no overlapping sections, we achieve significant material savings.



In a project implemented with a leading German OEM, this process enabled us to save **11.164 tons of copper** over the project duration. This translates into a reduction of approximately **35 tons of CO₂ emissions** – equivalent to the emissions of a mid-size car over about **250,000 km**. Through this innovation, we make a measurable contribution to resource conservation and the decarbonization of the automotive industry.

Working Conditions - Health and Safety



Safety First

Employee Safety: A Core Commitment

At Intercable Automotive Solutions, employee safety is a top priority embedded in our operational culture. Through the **Safety First program**, we have implemented a comprehensive set of measures to protect our workforce and continuously improve workplace conditions.

Our approach combines organizational initiatives, communication strategies, and technological enhancements:

- **Organization:** Weekly safety walks in production and logistics; introduction of two new standards - 12 Principles for Occupational Health and Safety and 12 Principles for Forklift & Electric Pallet Jack Drivers - supported by dedicated training sessions; back and lifting training via IAS Academy.
- **Communication:** Bi-weekly safety messages from the Plant Manager; visible branding (SafetyFirst & QualityAlways) on all doors; creation of safety corners on shop floors with monitors and screensavers.
- **Technology:** Installation of safety light barriers on stamping machines; AI-assisted cameras for indoor forklifts; extendable forks and safety grids on material handling equipment; ergonomic lifting aids; and a new pallet tower in the assembly area.



Milestones

- Start Safety First
- Clear Rules
- Visualization
- Communication
- Safety Technology
- Mindset Supervisors and Workers

Our Employees & Social Dialogue



What we offer

At Intercable Automotive Solutions we not only offer experienced professionals a variety of technical, organizational, and administrative careers, but also newly qualified graduates, and high school students.

Since we recognize the importance of a good work/life balance, a position with IAS entails a varied, multifaceted, and changeable set of duties. Flexible working hours help to foster an inclusive working environment. Our employees work with cutting-edge instruments and the latest technology, enabling them to play a proactive role in shaping the future of electromobility.

Investing in the Future: Our Commitment to Youth Development

Even in challenging times, Intercable Automotive Solutions remains dedicated to fostering young talent. We actively create opportunities through:

- Internships
- Dual Study Programs
- Company Visits for schools and universities
- Apprenticeship Programs

These initiatives strengthen our employer brand, support students in gaining practical experience, and help us build strong connections with future professionals through internships and participation in recruiting events.



Impressions



Our Employees & Social Dialogue

PLASTICS ENGINEER

Duration: 4 years

Training Place: Berufsschule Steyr(Austria)

School Training Period: 9.5 weeks per year

Form of Teaching: Block Teaching

MECHATRONICS ENGINEER

Duration: 4 years

Training Place: tfbs (Tyrolian professional school for economics and technology Kufstein-Rotholz North Tyrol)

School Training Period: 10 weeks per year

Form of Teaching: Block Teaching

MECHANICAL ENGINEERING TECHNICIAN

Duration: 4 years

Training Place: Berufsbildungszentrum Bruneck (South Tyrol)

School Training Period: 10 weeks per year

Form of Teaching: Block Teaching

INFORMATION TECHNOLOGY SPECIALIST (systems engineering / operating technology)

Duration: 4 years

Training Place: Berufsschule Innsbruck

School Training Period: 9weeks per year

Form of Teaching: Block Teaching

MECHANICAL ENGINEERING TECHNICIAN

Duration: 4 years

Training Place: Berufsbildungszentrum Bruneck (South Tyrol)

School Training Period: 10 weeks per year

Form of Teaching: Block Teaching

Apprentice Training - An Example: Shaping Future Excellence

To address the growing challenge of recruiting skilled workers, here is an illustrated example of the Bruneck site on how, Intercable Automotive Solutions strengthens itself with targeted four-year apprenticeship programs in plastics technology, mechatronics, and mechanical engineering.

These programs combine:

- Hands-on training within the company
- Annual block teaching (around 10 weeks) at technical schools
- Theoretical knowledge from vocational schools
- Practical experience in workshops and laboratories

Apprentices and intern on all our sites in actively participate in daily operations across technical departments, supported by dedicated mentors. This integrated approach ensures a solid foundation of both theory and practice, preparing participants for successful careers.

This year, we proudly welcomed our first apprentices at our Bruneck site who completed their training and joined the IAS team immediately after graduation.

Key Performance Indicators

Data-based evaluation of our sustainability performance

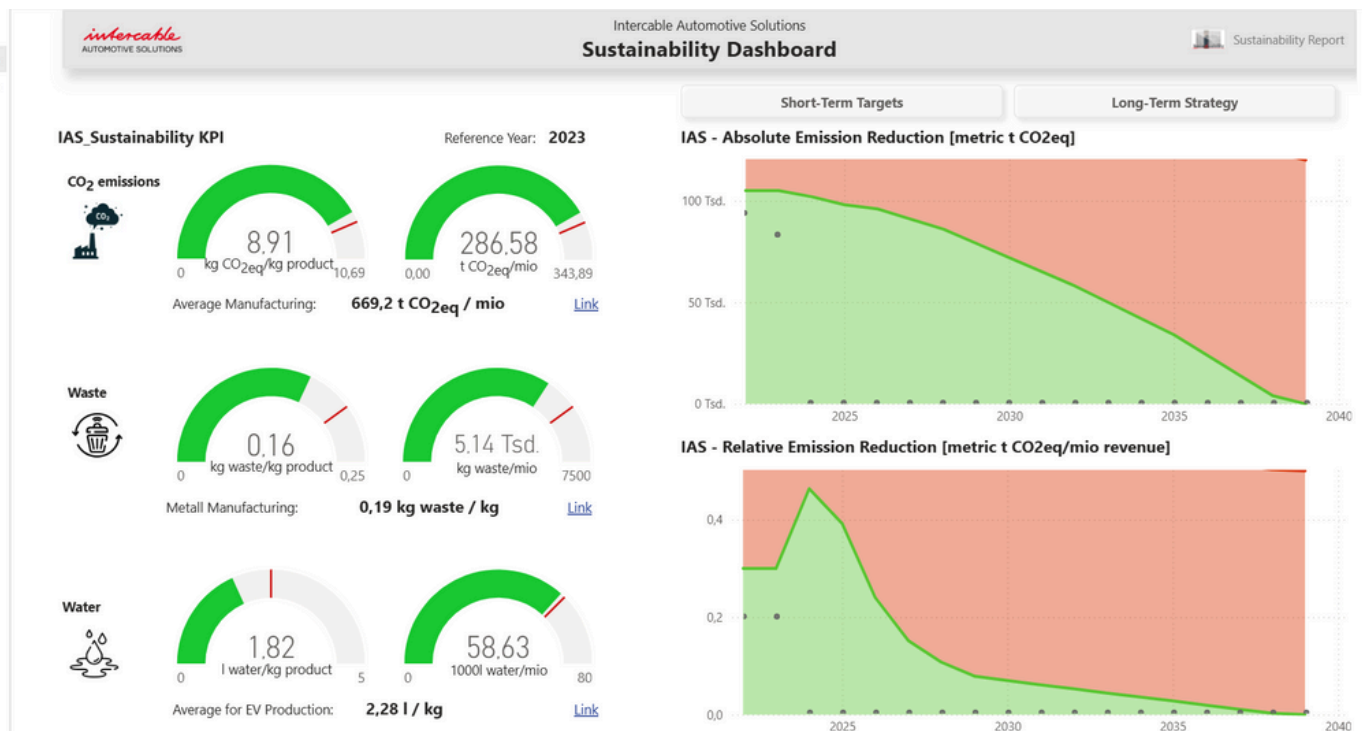
At Intercable Automotive Solutions, we recognize that transparent performance measurement is essential to driving sustainable growth.

Our sustainability strategy is supported by a comprehensive set of Key Performance Indicators (KPIs) that enable us to monitor progress, identify improvement areas, and ensure accountability across all dimensions of our operations.

More than 80 KPIs are tracked internally through a dedicated dashboard and undergo external verification as part of Aptiv's rigorous assurance process. This approach ensures data integrity and reinforces our commitment to continuous improvement and stakeholder trust.

Please note: the KPIs reflect all entities of the legal entity Intercable Automotive Solutions S.R.L. resembling plant Bruneck, plant Krivan and plant Ningbo - status end of 2024.

Intercable Automotive Solutions S.R.L. - Dashboard

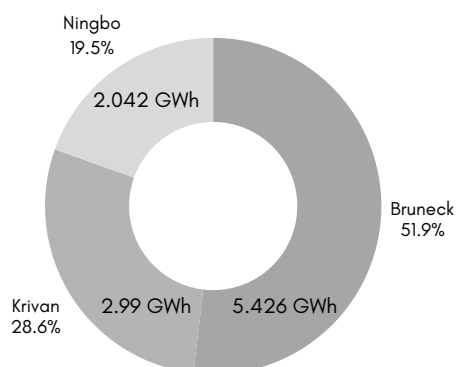


Key Performance Indicators

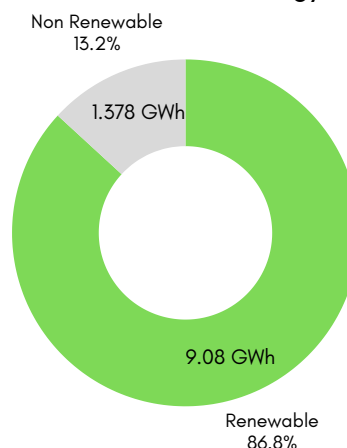
Energy - Renewable Sources is Key

Energy efficiency is a cornerstone of our environmental strategy. Our energy-related KPIs measure consumption patterns, renewable energy integration, and efficiency improvements across all facilities. These indicators help us reduce operational costs, minimize environmental impact, and align with global energy transition goals.

Energy Consumption 2024



Ratio Renewable Energy 2024



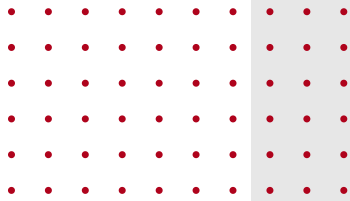
Energy Consumption

	Production Facility			Unit	
	Bruneck (ITA)	Krivan (SVK)	Ningbo (CHN)		
Not Renewable					
Electricity	0	0	1.378	GWh	
Gas	75395.159	78304	0	m³	
Coal	0	0	0	t	
Heating Oil	0	0	0	l	
Diesel	0	0	0	l	
Gasoline	0	0	0	l	
	Production Facility				
	Bruneck (ITA)	Krivan (SVK)	Ningbo (CHN)		
Renewable					
Electricity	5.426	2.99	0.664	GWh	
Own Facility (PV)	0	0	0	MWh	

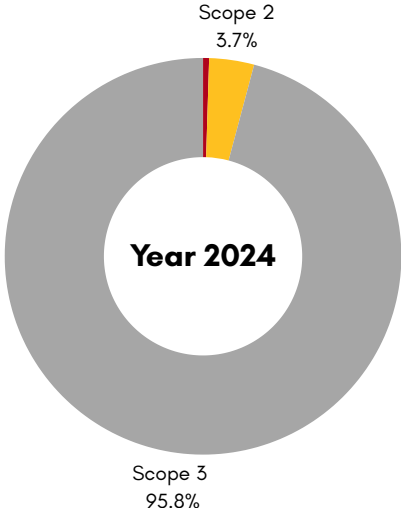
Key Performance Indicators

Emissions (Scope 1,2, and 3)

Reducing greenhouse gas emissions is central to our climate strategy. Our emissions KPIs cover Scope 1 (direct emissions), Scope 2 (indirect emissions from purchased energy), and Scope 3 (value chain emissions). These metrics enable us to identify hotspots, implement reduction measures, and progress toward our decarbonization targets in line with international climate commitments.



R-Strategies



History		
	2023	2024
Scope 1	0.34 %	0.49 %
Scope 2	4.27 %	3.66 %
Scope 3	95.38 %	95.85 %

Scope 2 Emission Intensity		
	2023	2024
g CO2/€*	12.569	↓ 10.663

* Scope 2 emission related to total annual revenue

Company Vehicles

Not Renewable	Production Facility			Unit
	Bruneck (ITA)	Krivan (SVK)	Ningbo (CHN)	
Diesel	17107	9057	0	l
Gasoline	2171	6015	5233	l
Electricity	7075	11598	0	kWh

Key Performance Indicators

Water and Waste

Responsible resource management is critical to sustainable manufacturing. Our waste and water KPIs track reduction initiatives, recycling rates, and water conservation efforts. By monitoring these metrics, we aim to minimize landfill contributions, optimize water usage, and promote circular economy principles.

Saving Resources

Water Consumption

	Production Facility			Unit
	Bruneck (ITA)	Krivan (SVK)	Ningbo (CHN)	
Water Extraction				
Tap Water	19620.911	2807	1925	m ³
Water Consumption Intensity	36.438	5.637	18.873	

Waste Management

	Production Facility			Unit
	Bruneck (ITA)	Krivan (SVK)	Ningbo (CHN)	
Waste (non-hazardous)				
Total amount	2977.00	269.39	42.69	t
Non-hazardous waste diverted from disposal				
• due to preparation for reuse	0.00	0.00	0.00	t
• due to recycling	2675.00	221.17	27.06	t
• due to other recovery operations	0.00	0.00	0.00	t
Non-hazardous waste directed to disposal				
• by incineration	300.00	0.00	0.00	t
• by landfilling	2.00	48.22	0.00	t
• by other disposal operations	0.00	0.00	15.63	t

Key Performance Indicators

Water and Waste

Responsible resource management is critical to sustainable manufacturing. Our waste and water KPIs track reduction initiatives, recycling rates, and water conservation efforts. By monitoring these metrics, we aim to minimize landfill contributions, optimize water usage, and promote circular economy principles.

Saving Resources

Waste Management

	Production Facility			Unit
	Bruneck (ITA)	Krivan (SVK)	Ningbo (CHN)	
Waste (hazardous)				
Total amount	23.00	3.27	3.11	t
Hazardous waste diverted from disposal				
• due to preparation for reuse	0.00	0.00	0.00	t
• due to recycling	0.00	0.08	0.00	t
• due to other recovery operations	0.00	0.00	0.00	t
Hazardous waste directed to disposal				
• by incineration	23.00	3.29	3.11	t
• by landfilling	0.00	0.00	0.00	t
• by other disposal operations	0.00	0.00	0.00	t

Intercable Automotive Solutions - All Production Plants have:



ISO 9001
ISO 14001
ISO 45001



Key Performance Indicators

HR and Social

People are at the heart of our success. Our HR and social KPIs reflect our commitment to employee well-being, diversity, inclusion, and community engagement. These indicators provide insights into workforce development, health and safety performance, and social impact, ensuring that our growth benefits both employees and society.

People matter

Social KPIs

Production Facility

Staff Structure

Bruneck
(ITA)

Krivan
(SVK)

Ningbo
(CHN)

Gender diversity in total workforce

Headcount: male	353	241	70
Headcount: female	184	257	31
Headcount: diverse	0	0	0

Gender diversity in management roles

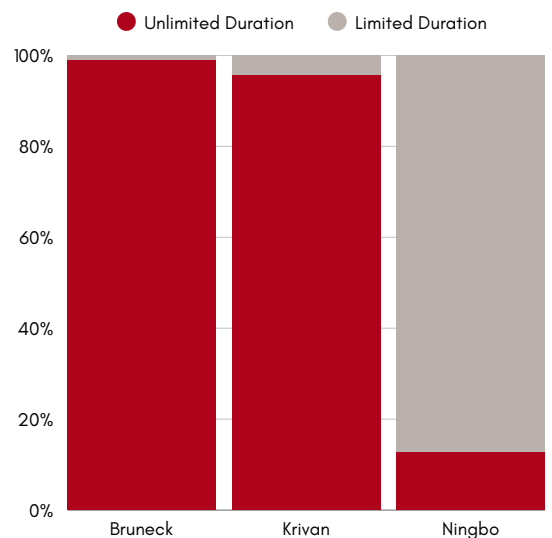
Headcount: male	23	6	9
Headcount: female	3	2	2
Headcount: diverse	0	0	0

Gender diversity in technical roles

Headcount: male	104	0	11
Headcount: female	14	0	0
Headcount: diverse	0	0	0



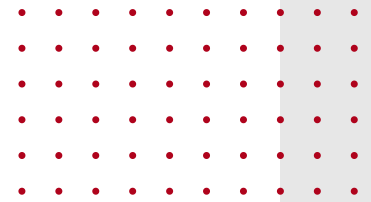
Female employees in management roles



Contract situation of total workforce

Key Performance Indicators

HR and Social



Social KPIs

	Production Facility		
	Bruneck (ITA)	Krivan (SVK)	Ningbo (CHN)
Training and Education			
Hours	3749.50	1759.00	471.50
Average number of training hours per total workforce	6.98	3.53	4.67

People matter

Social KPIs

	Production Facility		
	Bruneck (ITA)	Krivan (SVK)	Ningbo (CHN)
General Social KPIs			
Number of incidents of discrimination and/or harassment:	0	0	0
Number of other complains:	0	0	0
Fines, penalties:	0	0	0
Human right violations:	0	0	0

	Production Facility		
	Bruneck (ITA)	Krivan (SVK)	Ningbo (CHN)
Work related accidents (number)	12	0	0
• thereof deaths	0	0	0
Lost working hours due to work related accidents / year	1752	0	0
Total worked hours / year	896607.08	0	0
Ratio lost worked hours to total	0.002	0.000	0.000

Key Performance Indicators

Finance

Financial sustainability underpins our ability to invest in innovation and long-term value creation. Our financial KPIs measure profitability, cost efficiency, and resource allocation, ensuring that our sustainability initiatives are economically viable and aligned with shareholder expectations.

Sustainable growth and resilience

Financial KPIs

	Production Facility		
	Bruneck (ITA)	Krivan (SVK)	Ningbo (CHN)
Revenue	181,729,467.00€	85,980,945.00€	15,856,467.00€
Warranty expenses	498,429.00€	0.00€	0.00€
Warranty expenses as percentage of annual revenues	0.274	0.000	0.000
Sales of products in different countries and areas			
Sales - Nationally	17,496,413.00€	2,970,165.00€	11,827,683.00€
Percentage: Sales - Nationally	9.630	3.450	74.590
Sales - EU	130,331,590.00€	73,549,331.00€	4,028,784.00€
Percentage: Sales - EU	71.720	85.540	25.410
Sales - EMEA	33,403,035.00€	9,427,685.00€	0.00€
Percentage: Sales - EMEA	18.380	10.960	0.000
Sales - APEC	0.00€	33,764.00€	0.00€
Percentage: Sales - APEC	0.000	0.040	0.000

Strategy and Roadmap

Forward-Looking Goals

Our **strategic** vision for reducing the environmental impact of our business activities is firmly anchored in two key areas:

the transition to **renewable energy** and the **transformation** of our **upstream supply chain**.

More than 95% of cradle-to-gate emissions originate from purchased raw materials and services, making supplier engagement and material innovation critical to achieving meaningful reductions.



2024

2025

2030

2039

2040



Renewable Energy
for own production

Scope 3:
reduction > 30%

Scope 3: carbon neutrality
for selected project

Carbon
neutrality

Energy efficiency
increase > 40%

To address this challenge, we are focusing on three core levers:

- **Supplier Development:** Strengthening collaboration with our partners to enhance sustainability performance across the value chain.
- **Material Selection:** Prioritizing low-impact and recycled materials to minimize resource consumption and carbon intensity.
- **Innovation for Resource Efficiency:** Driving technological advancements that enable smarter designs and optimized processes, reducing material use without compromising quality.

These forward-looking goals reflect our commitment to creating a resilient and responsible supply chain while accelerating the shift toward a low-carbon future. Detailed targets and milestones are outlined in the following sections.

Strategy and Roadmap

Forward-Looking Goals

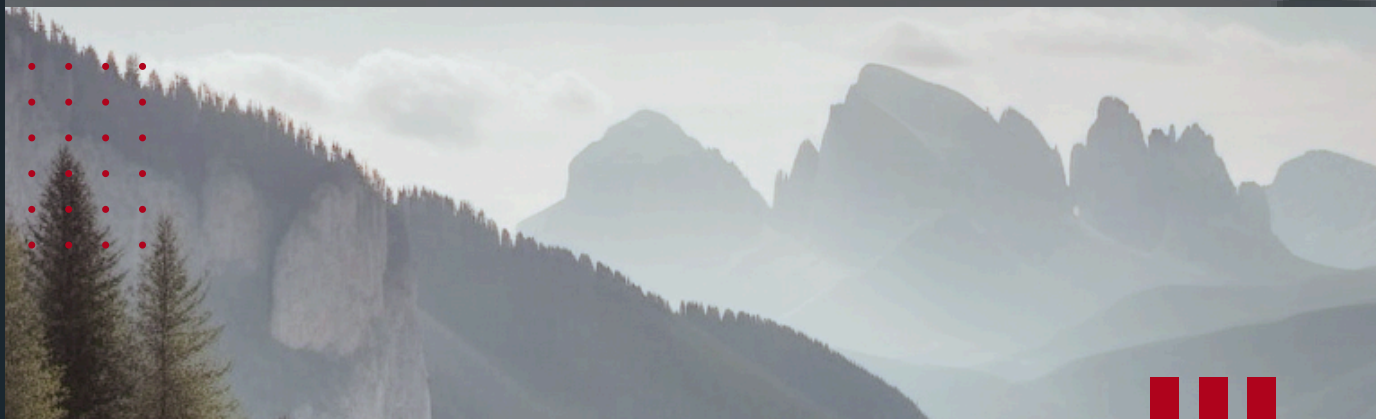


Activities and Traget

Area	Area of Activity	Action to Take	Time Horizon
Innovation			
Process	Process optimizationa and implementation	Innovative sustainable processes	ongoing
		Optimization	ongoing
Material	Innovativ	Innovative sustainable material alternatives	ongoing
		Simulation	ongoing
		Accreditation acc. to ISO 17025 for Validation Laboratory	ongoing
		Internal product validation	ongoing

Area	Area of Activity	Action to Take	Time Horizon
Environment			
Emission Reduction	KPI Tracking	Data Dashboard - Visualization of Sustainability KPIs	2025
	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
		Reduce Scope 3 by 30%	2030
	Carbon Neutrality	Becoming carbon neutral	2039
	Waste and Recycling	Scrap rate reduction, reduction of plastic packaging and consumables	ongoing
	Employee Work Travel	Electification of company fleet	ongoing
		Freely available eBikes (Bruneck)	ongoing

Area	Area of Activity	Action to Take	Time Horizon
Employees			
Training and Education	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	ongoing
		Automated Product Carbon Footprint Calculation - Data analysis	
		PhD Position - Supply Chain Risk Assessment together with NOI Bruneck and Free University of Bolzano	stopped (2024)
Social			
Employees	Team-building Measures	Team events sponsoring	ongoing
		Initiatives (grill pary, Christmas celebrations etc.)	ongoing



Sustainability Report 2025

Intercable Automotive Solutions SRL is part of Aptiv and data presented in this report are also included in Aptiv's Sustainability Report.

This report corresponds to the requirements of the GRI standards - "Core" option.

Concept and design: Georg Grünbacher - Intercable Automotive Solutions S.r.l.

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