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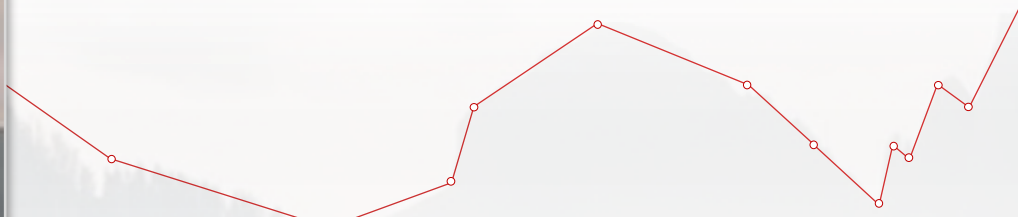
# Sustainability



# Sustainability Report 2022

## Table of Content

<b>Management</b>		<b>Page 04</b>
	Preface - Klaus and Kurt Mutschlechner	Page 05
<b>Company</b>		<b>Page 06</b>
	Intercable	Page 07
	Intercable - Mission Statement	Page 08
	Intercable - Strategy	Page 09
<b>Development</b>		<b>Page 10</b>
	Risk Management and Sustainability Development Goals	Page 11
	Stakeholder Survey and Dual Materiality Analysis	Page 12
<b>Environment</b>		<b>Page 14</b>
	Taking Responsibility	Page 15
	Environmental Mission Statement	Page 16
	Taking Responsibility - Energy Consumption	Page 17
	Taking Responsibility - Waste Management	Page 18
	Taking Responsibility - Air and Water	Page 19
	Taking Responsibility - Strategy and Targets	Page 20
<b>Social</b>		<b>Page 22</b>
	Empowering Futures - Nurturing a Sustainable Social Ecosystem	Page 23
	Empowering Futures - Key Facts	Page 24
	Empowering Futures - Youth, Balance and Work Safety	Page 25
	Empowering Futures - Development	Page 26
<b>Governance</b>		<b>Page 27</b>
	Governance for Sustainable Development - A Commitment in Action	Page 28
	Governance for Sustainable Development - Ethical Standards in Business and Supply Chain Management	Page 29
<b>Finance</b>		<b>Page 31</b>
	Finance and Economics	Page 32



## Introduction to the Sustainability Report 2022

Dear Readers,

We are pleased to present to you the Sustainability Report of Intercable and Intercable Automotive Solutions for the fiscal year 2022. The past year was of particular significance for our company, marked by decisive changes and strategic realignments.

In October 2022, a corporate separation took place in which the Intercable Automotive division was split into two independent legal entities by means of a company demerger. In addition to the existing company Intercable S.r.l., the newly founded Intercable Automotive Solutions S.r.l. was established. Two months later, in December 2022, the divestment of 85% equity stake of Intercable Automotive Solutions S.r.l. to Aptiv PLC was completed. Since then, Intercable Automotive Solutions operates as an independent business unit of Aptiv's Signal & Power Solutions segment. This transformation also influenced the capture and presentation of key performance indicators in this report. At relevant points, we have noted that a clear separation of data is sometimes not possible, as it pertains to both the Intercable S.r.l. and the newly created Intercable Automotive Solutions S.r.l.

This report provides a comprehensive insight into our sustainable business practices, initiatives, and progress. We take pride in transparently communicating our efforts towards environmental protection, social responsibility, and economic stability. These values remain firmly embedded in our corporate philosophy even amidst the corporate changes.

We thank you for your interest in our Sustainability Report.

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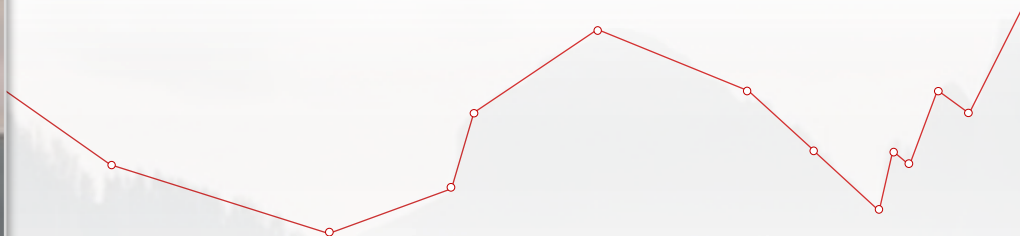
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# Sustainability





Dear Reader,

In our ever-changing world, transitioning toward sustainability is a major challenge. At Intercable and Intercable Automotive Solutions 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 company 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 the sustainable development of 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.

We've faced challenges in predicting automotive industry trends, particularly in electrification, digitalization, and sustainable mobility.

Despite hurdles, Intercable and Intercable Automotive Solutions look 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 and Kurt Mutschlechner

## Klaus and Kurt Mutschlechner

Owners and Managing Directors



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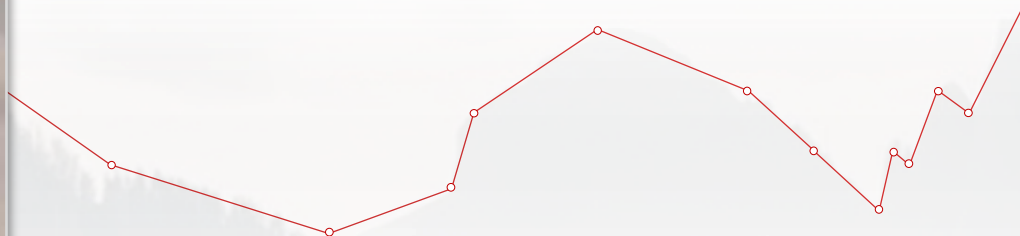
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# Sustainability







**BUSINESS MODEL AND STRATEGIC DIRECTION**

Our successful approach involves the identification and cultivation of market niches within the technology sector, focusing on quality and innovation. As an innovative technology partner, we specialize in tailoring solutions and are globally recognized for our commitment to quality and reliability. Our diverse portfolio spans from the development and production of plastic components, new solutions for hybrid and electric vehicles to connecting materials for the automotive industry and the charging infrastructure.

Founded in the early 70s, Intercable has evolved into a trusted supplier of electromobility systems. Today, the company group, with its headquarters based in Bruneck, has a global presence. Intercable S.r.l. was initially established as a commercial agency for electrotechnical products by Herbert Mutschlechner.

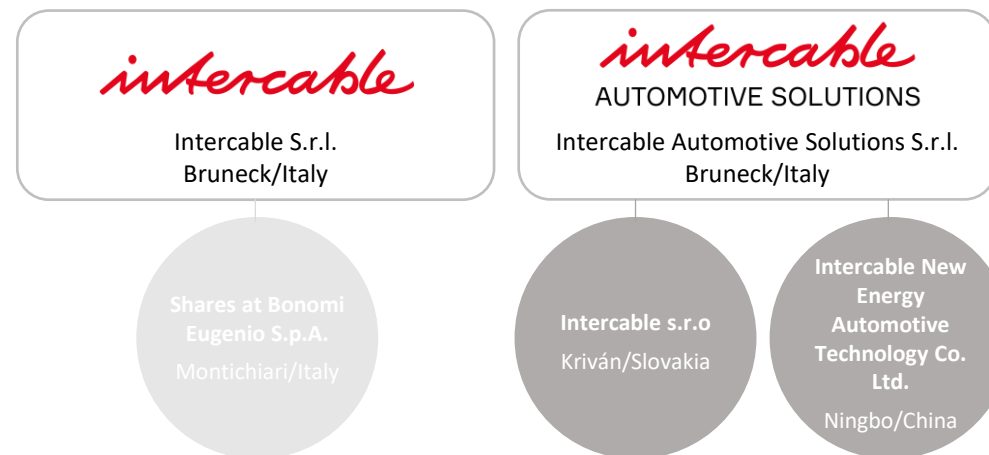
Intercable's success story commenced with the production of specialized tools for working under tension. In the mid-'90s, the company ventured into the automotive industry, introducing plastic components and cable protection systems. With 30 years of experience, Intercable has been actively involved in the development and production of battery clamps, cable protection systems, and cable lugs for the automotive and industrial sectors. Additionally, Intercable Automotive Solutions offers solutions for high-voltage power connections, such as busbars and power distribution boxes. With Intercable Automotive Solutions, Intercable made a strategic move into e-mobility at a pivotal moment, anticipating the industry's evolution. Today, Intercable Automotive Solutions supplies renowned automobile manufacturers with connection elements and busbars for hybrid and electric vehicles. Collaborating with manufacturers like Audi, BMW, Daimler, Stellantis, MAN, and Volkswagen.

**History and Business Model**

Intercable and Intercable Automotive Solutions aim to become smart factories with automated order processing and machinery configured to produce products just in time, ensuring the highest quality and customer satisfaction. To achieve this, we adopt cutting-edge Industry 4.0 approaches. The company has prioritized automation and digitalization strategies, evident in the conceptual design of all production facilities.

Intercable and Intercable Automotive Solutions collaborate closely with universities and research institutes on automation, leading to knowledge exchange and customized solutions in automation and mechatronics. Several pilot projects reflecting these collaborations have already been implemented.

Organizational overview by end of 2022



## OUR PHILOSOPHY

### WHAT DO WE BELIEVE IN? WHERE DOES OUR FOCUS LIE?

We are a modern, international and diversified company group. Our formula for success lies in the identification and development of market niches in the technology sector with a high-quality level and innovation potential.

## QUALITY

In order to be able to deliver quality, it is not enough to only possess high-performance computers and modern machines and to control production via optimized processes! It also requires engagement and passion. We support and challenge our personnel with regard to their quality awareness and sustainability. The zero-defect strategy is our utmost target!

## PEOPLE

People as a success factor: The interpersonal relationships in and outside the company are our success factor and the basis of our conduct. (Co-)Worker = (Co-)Entrepreneur = (Co-)Designer: The future social protection of a globally operating company in a high wage country depends on the value added per co-worker. State-of-the-art technology or rather degree of automation (adequate products and mature processes) as well as qualification, performance and productivity of all stakeholders (training, motivation and commitment) are decisive. We create prerequisites for pleasant working conditions and are committed to complying with the legal and administrative requirements in order to protect employees from occupational accidents and work-related illnesses.

## CUSTOMER & INNOVATION

Customer focus and innovation in everything we do.

The proximity and fairness towards our customers is very important to us; strong and long-term partnerships can be formed this way. These synergy effects stimulate individual solutions and constantly improve the integrated management system. Our competence and customer proximity as well as flexibility and adherence to delivery dates are our top priority.

Innovation and newest technologies are the key to our success. Customer requirements and market conditions play an increasingly important role in this context. We develop our product and processes in collaboration with external partners, institutions and universities. For this purpose, we constantly strive to provide the necessary resources and investments while paying attention to the sustainability of our actions.

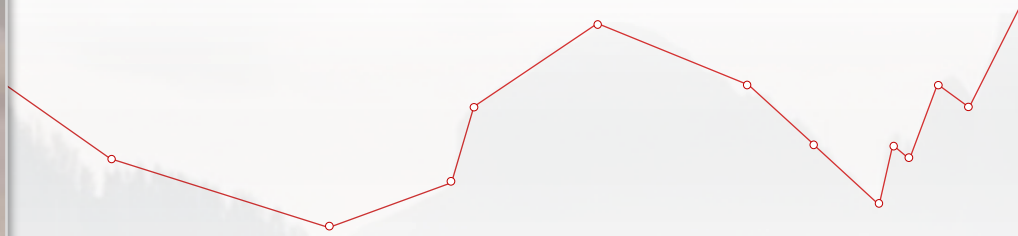
## SUSTAINABILITY

Profit and cost awareness, the recognition and elaboration of synergies within the group or with external parties, and the continuous improvement of the integrated management system are decisive factors for a sustainable business development of our group, which is shared by all employees. We reduce environmental pollution by continuously improving our environmental performance, taking into account economic and technical requirements and by complying with legal, official as well as our own requirements and obligations for the protection of the environment.

Down-to-earthiness, a focus on implementation and performance, reliability, quality of nature and life, fair family and social bonds, linguistic and cultural openness are an important heritage from our South Tyrolean tradition and unique features for our future global development.

Innovation, Speed and Quality  
... in one word Intercable





## Strategy

### DRIVING INNOVATION WITH A FOCUS ON E-MOBILITY

Intercable and Intercable Automotive Solutions serve as a pivotal force in innovation, particularly within the realm of e-mobility. Esteemed automotive manufacturers trust in our precision, drawing upon our extensive expertise in processing thermoplastic materials. Our cable protection systems are pervasive across nearly all renowned car brands. Collaborating closely with manufacturers, we develop and manufacture components for diverse vehicles, including cars, trucks, agricultural machinery, and specialized vehicles. Expanding our product range to encompass connection technology signifies a new, innovative, and future-oriented dimension for us.

As the e-mobility industry evolves, we are committed to making a meaningful contribution to environmental betterment. Major automotive players such as Daimler, Volkswagen, Audi, Porsche, Stellantis, MAN, among others, consistently value our groundbreaking solutions in both plastic components and connection materials.

E-mobility stands as a pivotal cornerstone within the company group, poised for significant expansion. Beyond the automotive industry, our technical plastic components find application in consumer goods across industrial and sports sectors, underscoring our versatile contributions.

### NAVIGATING RECENT CHALLENGES TOWARDS A CLEAR FUTURE

Recent years have ushered in significant developments, both human-induced such as market fluctuations, and natural occurrences like the pandemic and its accompanying restrictions. Navigating through these complexities has been no easy feat. Despite these challenges, our future goals have remained steadfastly clear. The new vision and mission statements aim to illuminate our long-term aspirations and the foundational motivations driving our company group. In the years ahead, we are committed to being guided by distinct objectives and strategically outlined priorities. Grateful for the

foresighted support from our management teams, we are well-positioned to persist in delivering innovative, high-quality solutions for our valued customers.

accelerating processes and enhancing efficiency to avoid errors and improve processing and product quality. Organizationally, our aim is to maintain flexibility, speed, and a success-driven mindset reminiscent of a startup company.



The 2025 strategy for the Automotive business unit is encapsulated by the mantra "from explore to exploit!" This signifies a deliberate shift from the exploration phase and market penetration to a targeted focus on optimization, performance orientation, and stabilization. Our commitment lies in enhancing our market position by distinguishing ourselves through innovation, quality, speed, and the intelligence of our solutions. The emphasis is on product and process standardization and optimization, with a dedicated pursuit of "Operational Excellence" aimed at reducing waste,

We strive to combine this agility with the efficiency and reliability characteristic of our established company, creating an ideal environment for innovation and success. Our focus on organizational processes includes a collaborative effort to accurately measure performance, professionalize planning processes, and harness the potential of digital technologies for continued growth.

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# Sustainability





**RISK MANAGEMENT**

Our business success hinges on a proactive, accountable approach to risks and the early recognition of opportunities. Intercable and 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 instill 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**

At Intercable and 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 Intercable's 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.

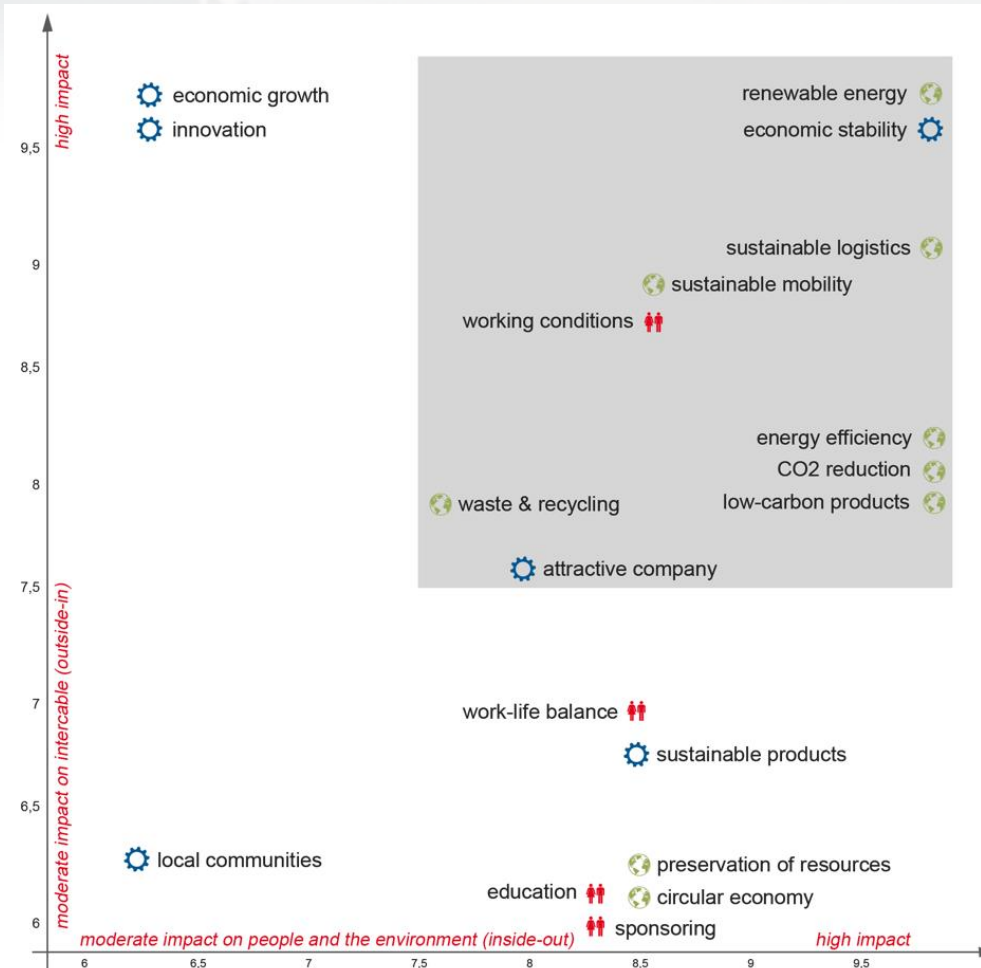
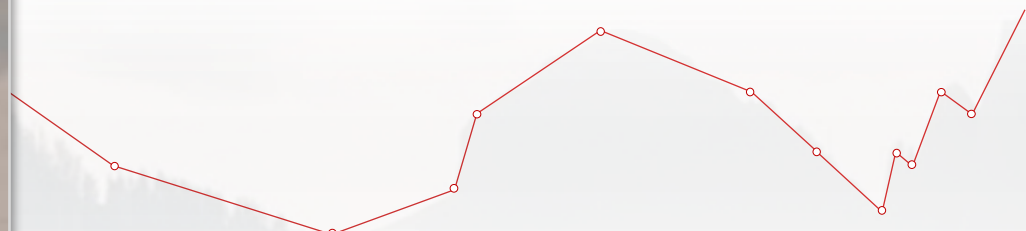
**Desires and Suggestions:** Participants brought in diverse ideas and suggestions. These will serve as valuable inputs to further develop our sustainability strategy and meet the expectations of our stakeholders.

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.

### 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



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# Sustainability



## Taking Responsibility

### ECOLOGICAL RESPONSIBILITY

At Intercable and 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, readily accessible on our website. 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 and Intercable Automotive Solutions have adhered to the certified ISO 14001 environmental management system for an extended period, underscoring our enduring dedication to environmental stewardship.



### ENVIRONMENTAL BENEFITS

In our commitment to sustainability, we actively increase the share of renewable energy sources. Currently our sites in Bruneck (ITA) and Krivan (SVK) operate entirely on renewable electricity. The internal photovoltaic system at the Bruneck (ITA) site contributes 400 MWh annually, seamlessly integrated into the company's power network. We prioritize efficient energy use through advanced automated production systems, vigilant monitoring of production efficiency, cutting-edge building technology, and periodic assessments of consumption values. Intercable and Intercable Automotive Solutions promote eco-friendly transportation with electric vehicle charging stations strategically placed under covered guest parking spaces, powered by our photovoltaic plant. Employees with electric cars benefit from the convenience of charging at these stations, aligning with our commitment to sustainable practices.



# 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

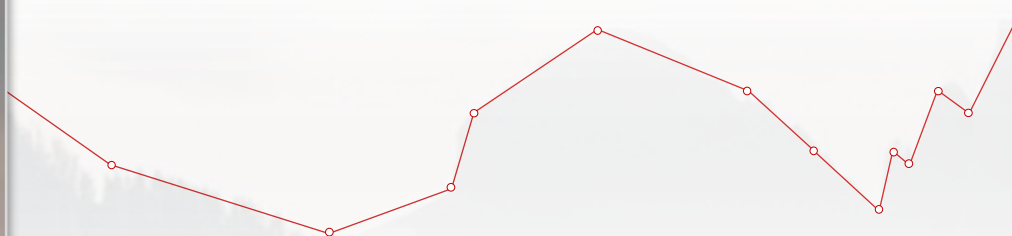
We are aware that the responsible use of water as a common good is of great importance. Most of our production facilities do not use water and do not generate any hazardous wastewater. In order to reduce water consumption as much as possible and to comply with legal and official wastewater regulations,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

Not Renewable	Production Facility			Unit
	Bruneck (ITA)*	Krivan (SVK)	Ningbo (CHN)	
Electricity	0	0	1,285 <sup>M</sup>	GWh
<sup>M</sup> Description Electricity Mix				
	Coal 96.3%/Nuclear 3.7%			
Gas	181003	76097	0	m <sup>3</sup>
Coal	0	0	0	t
Heating Oil	0	0	0	l
Diesel	0	4000	0	l
Gasoline	0	0	0	l

Renewable	Production Facility			Unit
	Bruneck (ITA)*	Krivan (SVK)	Ningbo (CHN)	
Electricity	10,47	4,025	1,095 <sup>MR</sup>	GWh
<sup>MR</sup> Description Electricity Mix				
	Water 35.5%/Wind 31.1%/Solar 33.3%			
Own Facility	0,398 <sup>F</sup>	0	0,000	GWh
<sup>F</sup> Description Own Facility				
	Solar 100%			

\* Summarized values due to company separation during 2022.

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

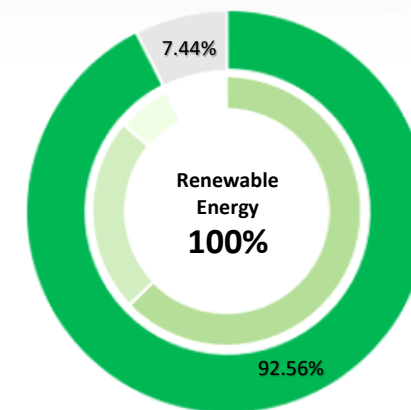
are committed to responsible energy practices. Currently, an impressive 92.56% of our energy comes from renewable sources. However, our journey doesn't end here. We aspire

Taking Responsibility

Energy Consumption

100% of Renewable Energy within 2025

- Plant Bruneck (ITA)
- Plant Krivan (SVK)
- Plant Ningbo (CHN)



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)	
Diesel	55164	12440	0	l
Gasoline	3738	2860	3788	l
Electricity	90	0	0	kWh

\* Summarized values due to company separation during 2022.





**Waste Management**

**All production plants fulfill the following criteria:**

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

Waste (non toxic)	Production Facility			Unit
	Bruneck (ITA)*	Krivan (SVK)	Ningbo (CHN)	
Residual waste	119,00	57,86	30,66	t
Paper/cardboard	142,00	175,49	8,42	t
Plastic/packaging	210,00	22,08	0,00	t
Mineral waste	15,50	0,00	9,16	t
Old wood	13,30	10,42	10,00	t
Bulk waste	6,00	0,00	0,00	t
Metal	5373,00	239,19	11,50	t
Glass	0,50	0,00	0,00	t

Waste (toxic)	Bruneck (ITA)*	Krivan (SVK)	Ningbo (CHN)	Unit
Batteries	529	14,00	0,00	kg
Toner Cartridge	82 n.a		40,00	piece
Fluorescent Lamps	107	5	0,00	piece
e-Waste	0	98	36,00	piece
Solvent	655	21,1	0,00	kg
Acids	0	0	25,00	kg
Waste Oil	3955	12	0,00	kg
Laboratory Chemicals	0	0	170,00	kg
Industrial Waste Water**	0	0	11991,00	kg
R.D. Residues	880	0	0,00	kg

## Taking Responsibility

### Waste Management

**Waste Management**

Others	Production Facility			Unit
	Bruneck (ITA)*	Krivan (SVK)	Ningbo (CHN)	
Oil Emulsions	1240	-	-	kg
Dangerous Packaging	240	-	-	kg
Oil Filters	353	-	-	kg
Activated Carbon	-	-	89	kg

\* Summarized values due to company separation during 2022.

\*\* Pickling waste

### 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.

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

### RESPONSIBLE CHEMICAL MANAGEMENT

Ensuring the protection of human health and the environment, Intercable and Intercable Automotive Solutions exclusively employ chemicals compliant with European directives and regulations such as REACH and ROHS. Our production avoids the use of carcinogenic or

mutagenic substances, and all products of Intercable and Intercable Automotive Solutions are free from "conflict minerals." Any chemical residues are appropriately disposed of or recycled in adherence to our commitment to responsible chemical management.





## Taking Responsibility

### Air and Water

#### Volatile Emissions

Air Emissions	Production Facility			Unit
	Bruneck (ITA)	Krivan (SVK)	Ningbo (CHN)	
SO <sub>2</sub>	-	0,69	-	kg
NOX	-	112,78	-	kg
NMVOG	-	-	214,48	kg
PM2.5	-	-	209,00	kg

These emissions are not yet uniformly tracked at all production facilities.

#### Water Consumption

Water Extraction	Production Facility			Unit
	Bruneck (ITA)*	Krivan (SVK)	Ningbo (CHN)	
Tap Water	15405	4318	2525	m <sup>3</sup>

\* Summarized values due to company separation during 2022.

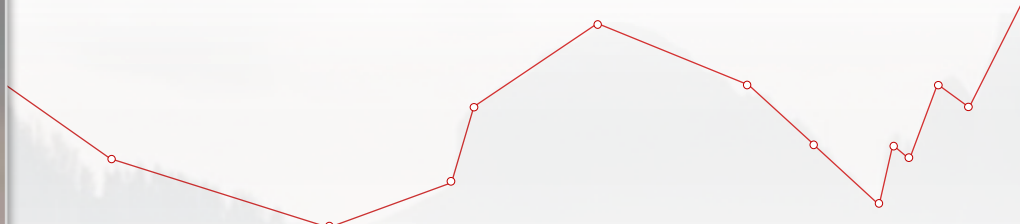
#### AIR QUALITY

Every air emission point at our production sites holds official approval. Our automated production facilities generate minimal air emissions, while our meticulously maintained ventilation systems release only harmless air emissions.

#### WATER QUALITY AND WATER CONSUMPTION

Recognizing water as a crucial common good, we prioritize its responsible use. The majority of our production facilities neither consume water nor generate hazardous wastewater.

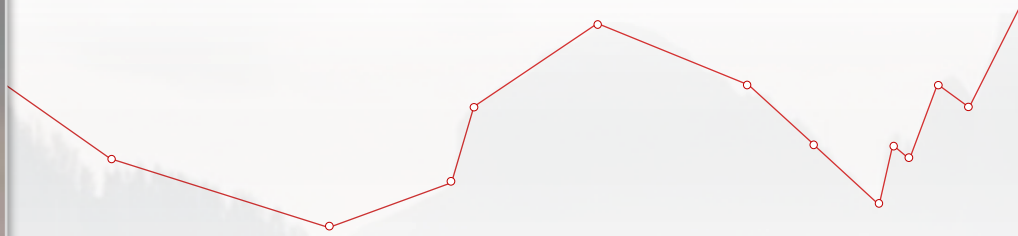
To further diminish water consumption and adhere to regulatory standards, all our sites implement closed water circuits, closely monitored wastewater treatment, and oil separators.



## 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 through better prioritization and acquisition 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
<b>Environment</b>			
Emission Reduction	Own Production	CO2 neutral production (Scope 1 and Scope 2) via compensation scheme	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	2035
	Carbon Neutrality	Becoming carbon neutral	2039
	Waste and Recycling	Scrap rate reduction, reduction of plastic packaging and consumables	ongoing
	Employee Work Travel	Carpooling app (Bruneck) Freely available E-Bikes (Bruneck)	ongoing ongoing



## Taking Responsibility

### Strategy and Targets

Area	Area of Activity	Action to Take	Time Horizon
<b>Employees</b>			
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
Health	Health and Security	Healthy food in company canteen with a minimum of one vegetarian option	ongoing
		Break rooms with drink and snack vending machine including healthy fruit options	ongoing
		Fitness studio discounts (Bruneck)	ongoing

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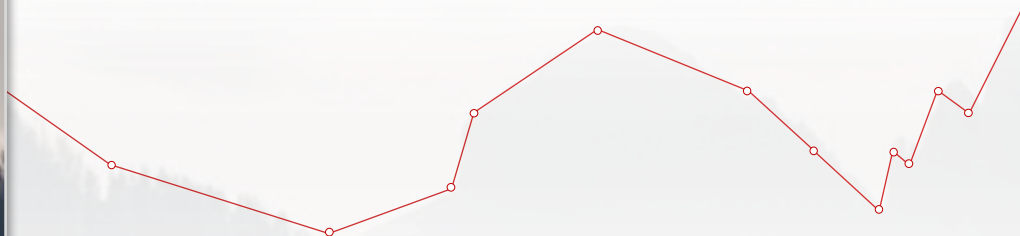
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# Sustainability





## 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.

#### WIN WIN – BENEFITS FOR EMPLOYEES AND THE ENVIRONMENT

At Intercable and Intercable Automotive Solutions, sustainability and innovation converge as the companies empower employees with 10 E-Bikes and a user-friendly carpooling app. This eco-friendly initiative has saved 3,241 kg of CO<sub>2</sub> equivalent by choosing E-Bikes over traditional vehicles and an additional 5,779 kg by promoting shared rides. The company's commitment to sustainable commuting fosters a healthier lifestyle for employees while significantly reducing their carbon footprint. A true win-win for both employees and the environment.

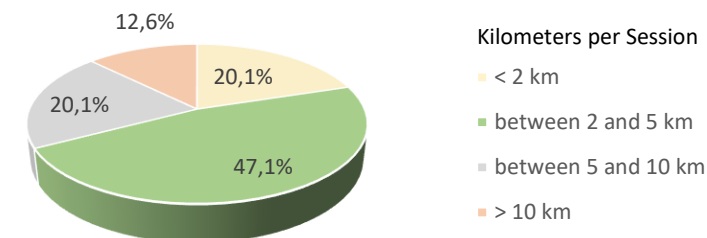
Up2go	Car Pooling - App and Initiative
Registered Users	241
Active Users	81
Kilometers shared 2022:	20121
Kilogram CO <sub>2</sub> savings 2022*:	5779

\* Data provided by provider based on average vehicle consumption assuming avoided single use.

Emoby	E-Bikes
Kilometers per Session	
< 2 km	20,1%
between 2 and 5 km	47,1%
between 5 and 10 km	20,1%
> 10 km	12,6%
Kilometers total 2022:	
	12965.02
Kilogram CO <sub>2</sub> savings 2022*:	
	3241.255

\* Data provided by provider Emoby.

#### i-Mobility E-Bikes





Social KPIs			
Staff Structure	Production Facility		
	Bruneck (ITA)*	Krivan (SVK)	Ningbo (CHN)
Number f.	300	553	64
Number m.	484	461	104
Employees f.	77	39	64
Employees m.	216	70	104
Workers f.	222	515	47
Workers m.	257	390	75
Short time Staff f.	0	1	0
Short time Staff m.	0	1	0
Self-employed	0	1	0
Temporary Workers	0	196	38
Apprentices f.	1	0	0
Apprentices m.	8	0	0
Collective Agr.	784	0	0
Non-guaranteed f.	0	0	0
Non-guaranteed m.	0	0	0
Staff Full time	741	1012	168
Staff Part time	43	2	0
Staff < 30	270	221	60
Staff 30-50	391	605	108
Staff > 50	123	188	0
Management f.	0	1	2
Management m.	3	6	10
Staff Disabilities f.	2	14	0
Staff Disabilities m.	6	20	0
Youngest Staff Member	19	18	19
Oldest Staff Member	63	69	50

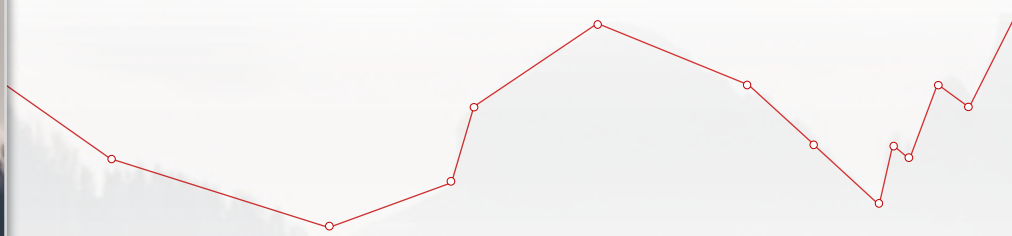
\* Summarized values due to company separation during 2022.

## Empowering Futures

### Key Facts

Social KPIs			
Fluctuation	Production Facility		
	Bruneck (ITA)*	Krivan (SVK)	Ningbo (CHN)
New Staff Members	n.a	298	52
Departures	n.a	232	43
thereof Retirement	2	0	0
Regionality	Production Facility		
	Bruneck (ITA)*	Krivan (SVK)	Ningbo (CHN)
From the region	784	1014	29
From outside the region	0	0	139
Maternity Leave	Production Facility		
	Bruneck (ITA)*	Krivan (SVK)	Ningbo (CHN)
Number female	12	5	2
Number male	4	0	0
Returned	16	3	1
Safety	Production Facility		
	Bruneck (ITA)*	Krivan (SVK)	Ningbo (CHN)
Accidents	n.a	6	0
thereof Deaths	n.a	0	0
Sick Leave [days]	n.a	413	256

\* Values not applicable due to company separation during 2022.



## Empowering Futures

### Youth, Balance and Work Safety

#### YOUTH DEVELOPMENT

In the face of challenging times, Intercable and Intercable Automotive Solutions remain 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.

#### BALANCE

- To foster work-life balance, we offer:
- i* Flexible working hours
  - i* Options for remote work (home office)
  - i* A company restaurant serving fresh and healthy cuisine
  - i* An in-house daycare center (BeKiTa) at the Bruneck location
  - i* 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:
- i* Prioritizing workplace safety
  - i* Providing on-site parking facilities
  - i* Furnishing state-of-the-art equipment and operating facilities
  - i* Offering bright, spacious, and clean workspaces
  - i* Equipping meeting rooms with modern technology for video conferences
  - i* Maintaining a traditional "Zirbenstube" at the restaurant of our headquarters

#### 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.



A group of visitors and students gaining insight into our company and daily business.

#### Social KPIs

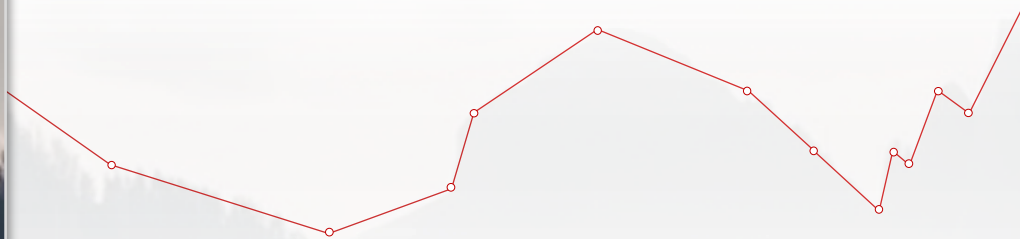
##### All production plants fulfill the following criteria:

Environmental Certification acc. to ISO 45001	YES
Assessment according to ISO 26000	YES

##### General Social KPIs

Number of incidents of discrimination and/or harassment:	0
Number of other complaints:	0
Fines, penalties:	0
Human right violations:	0
Number of serious human rights issues and incidents along value chain:	0

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



## Empowering Futures

### Development

#### i-ACADEMY UNVEILED IN BRUNECK

Embarking on a commitment to employee growth, Intercable and Intercable Automotive Solutions introduced the

i-ACADEMY at the Bruneck location. This initiative is geared towards:

- ✦ Structured Training Procedures
- ✦ Mentor-Guided Learning
- ✦ High-Quality Training
- ✦ Elevated Employee Satisfaction



Responsible for the i-ACADEMY, Maria Eisenstecken

In the first week, employees delve into 3 hours of daily training, acquainting themselves with department processes and documentation. Subsequently, they transition their respective departments, actively applying their knowledge with

the guidance of a mentor. This approach, spanning several weeks, ensures a more promising and fulfilling learning experience.

#### APPRENTICE TRAINING: SHAPING FUTURE EXCELLENCE

Amidst challenges in recruiting skilled workers, Intercable and Intercable Automotive Solutions are committed to fortify the Bruneck site by offering targeted apprenticeship programs. Focused on plastics technology, mechatronics, and mechanical engineering, these four-year apprenticeships incorporate practical training within the company following a structured curriculum. Additionally, each apprenticeship year includes approximately 10 weeks of block teaching at the relevant technical schools.

The theoretical aspects are covered by vocational schools, providing a foundation for practical exercises in workshops and laboratories. At Intercable and Intercable Automotive Solutions, apprentices actively participate in day-to-day operations within their respective departments, gaining valuable hands-on experience. The integrated training approach ensures a comprehensive understanding of various technical departments, with mentors readily available for guidance and support.

This holistic training model not only propels the professional development of apprentices but also nurtures individual talents, fostering a dynamic learning environment.

#### 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

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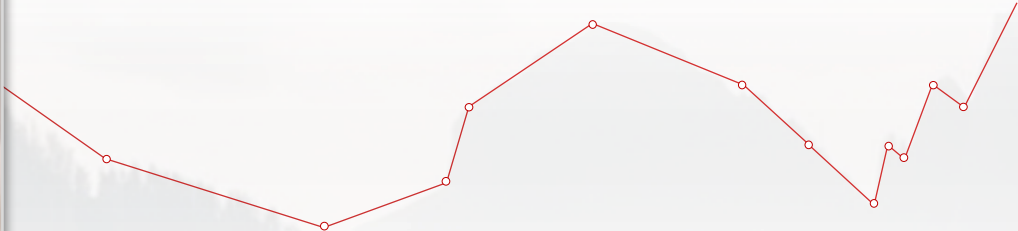
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# Sustainability





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## Governance for Sustainable Development

### A Commitment in Action

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.

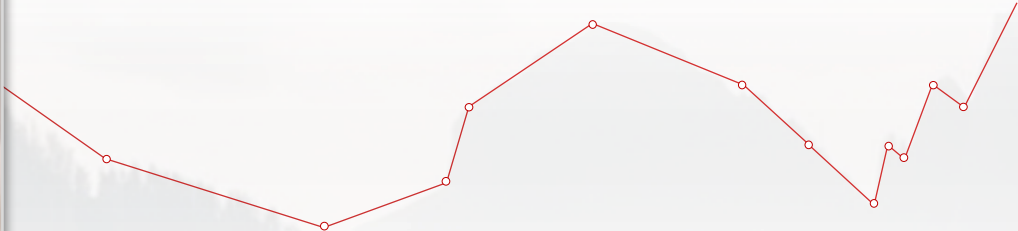
#### **A Comprehensive Approach**

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.





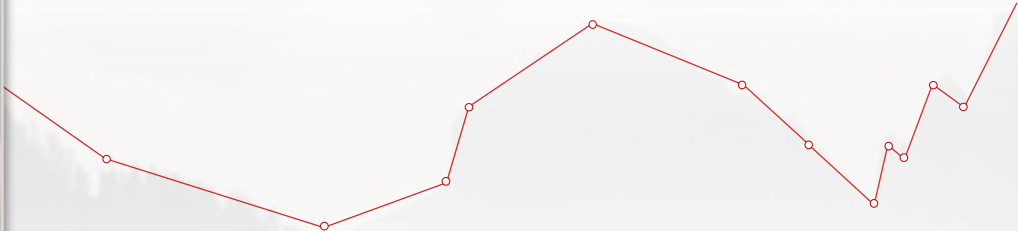
## Governance for Sustainable Development

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

At Intercable and 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.



## 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.

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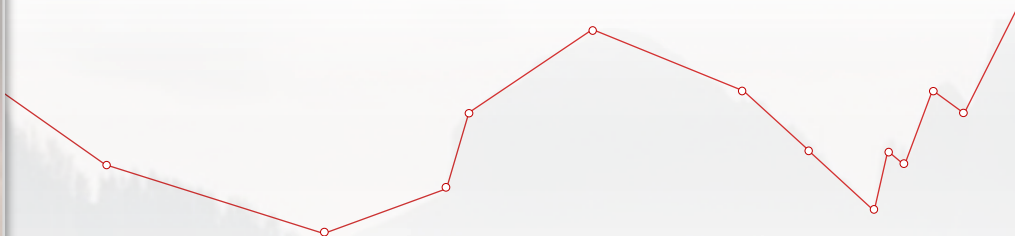
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# Sustainability





## Finance and Economics

Financial KPIs				
	Production Facility			Unit
	Bruneck (ITA)*	Krivan (SVK)	Ningbo (CHN)	
Revenue	226.900.000	143.150.000	26.100.000	€
Wages and Salaries	27.700.000	13.500.000	3.100.000	€
S.S.C.				
Social Security Contributions	8.200.000	4.812.000	880.000	€
Taxes	300.000	2.093.000	290.000	€
Contracts indefinite duration	91,50	62,00	0,60	%
Contracts limited duration	8,50	38,00	99,40	%
Sale of Products in Different Countries				
Nationally	7	12,13	41,2	%
EU	76	76,44	58,80	%
Non EU	17	11,43	0,00	%

\* Summarized values due to company separation during 2022.

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

In presenting these Financial KPIs, Intercable and Intercable Automotive Solutions reaffirm their 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.

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.

## Sustainability Report 2022

### **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

### **Intercable S.r.l.**

Via dei Campi della Rienza 21  
39031 Brunico, Italy

Intercable S.r.l.: Entry in the Register of the Chamber of Commerce  
Bolzano BZ 01338390212  
VAT ID: IT01338390212

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

Marketing – Intercable S.r.l. | Via dei Campi della Rienza 21, Brunico

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