



intercable

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SUSTAINABILITY REPORT

2021

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PREFACE OF THE MANAGEMENT

DEAR READER,

a big challenge of our time is the change towards a sustainable society. Intercable, being an innovative company, is committed to the principles of sustainable entrepreneurial action – the combination of economic, ecological and social responsibility. Because sustainability stands in the core of our work and has always been an important topic. Besides quality, the human itself, our customers and innovation, it belongs to our most important values.

With this sustainability report of the Intercable Group we want to give an overview of current challenges and display our sustainable activities and our goals in a transparent way. As an independent family-owned company – deeply rooted in Brunico with other international locations and shaped by the co-living of different cultures – we see ourselves as a cosmopolitan and people-oriented company group. Honest familial and social bonds as well as linguistic and cultural openness are an important heritage of our South Tyrolian tradition.

We have the great privilege to work and live in a mountain world with a nature that is still largely intact. In order to preserve this quality of nature and life, we too must make our contribution – this is firmly established in our mission statement. A few years ago, we already foresaw the transition from fossil to renewable energy and the transformation of the automotive industry towards sustainable mobility. We have therefore decisively accelerated this development in our group. This was



only possible thanks to the great commitment and dedication of our employees. We would like to take this opportunity to thank them all for their loyalty and exceptional efforts over the years.

In the last year we could achieve important organizational tasks, like the introduction of the Integrated Business Planning Software (IBP) by SAP in the site of Brunico to improve our Sustainable Supply Chain Management. Our company has grown proudly and continuously – we welcomed many new employees both in Brunico and in Kriván for example. Together we had to face the challenge to predict volume and development of the automotive industry. We as an intensive driver of electrification, were presented with major tasks in the areas of digitalization as well as sustainable and intelligent mobility.

Thanks to the successful overcoming of these many obstacles, the Intercable Group with the two business divisions Automotive and Tools continues to look confidently into the future. With this awareness, our courage, our ambi-

tions but also our usual modesty, we have already achieved the first goals and priorities of the Intercable Strategy 2025.

We will combine our successful past with an even more promising and sustainable future by continuing to respect the tradition we live by daily and working through our products, towards the vision that we understand as a global chance to positively influence our industries.

Klaus and Kurt Mutschlechner



DEVELOPING FOR THE FUTURE

THE COMPANY

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NUMBER AND FACTS ABOUT INTERCABLE



2.250+

employees spread over more than 19 branches all over the world



2

main business areas, divided in Intercable Automotive and Intercable Tools



8.000+

different products split by the different application areas



390M €

revenue within the entire Intercable Group in the financial year 2021



19

branches worldwide. Among others in China, Germany, Austria and Slovakia



40+

years the company has been family-owned

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

BUSINESS MODEL AND STRATEGIC DIRECTION

Our recipe for success lies in identifying and developing market niches in the technology sector with a high level of quality and innovation potential. As an innovative technology partner, we develop bespoke solutions and stand for quality and reliability worldwide. Our wide range of products and services extends from plastic component development and production, new solutions for hybrid and electric vehicles to specialized tools and connecting materials for the energy, rail and wind sectors.

FORMATION

Since its foundation in the early 70s, Intercable has developed into a reliable electromobility system supplier. Today, the family business based in Brunico, is established worldwide. Intercable S.r.l. was founded as a commercial agency for electrotechnical products by Herbert Mutschlechner.

Intercable's success story began with the production of special tools for working under tension. In the mid 90's the company first made its entry into the automotive industry with plastic components and cable protection systems. Intercable has been active for 30 years in the development and production of battery clamps, cable protection systems and cable lugs (catalogue and special parts) for the automotive and industrial industry. In addition, Intercable solutions include portfolios for high-voltage power connections (busbars and power distribution boxes). Intercable gambled on e-mobility at just the right moment, even though at the time no one would have dreamed of the evolution the industry would bring with it.

BUSINESS AREAS

Today Intercable supplies some of the most renowned automobile manufactures with connection elements and busbars for hybrid and electric vehicles. Audi, BMW, Daimler, Stellantis, MAN and Volkswagen are just some of the manufactures that Intercable has successfully worked with for years.

Intercable Tools is known worldwide as a manufacturer of insulated and hydraulic tools as well as connection material for electrical wholesale and industry. Listed among our customers and well-known energy supply companies such as ENEL, EON and RWE.

DIGITALIZATION

Intercable has set itself the goal of becoming a smart factory with automatically imported orders with accordingly configured machinery to ensure all products are produced just in time with the highest quality and customer satisfaction. To achieve this goal, Intercable uses the most up to date Industry 4.0 approaches. In the last few years particularly, Intercable has systematically focused on automation and digitalization strategies, which is reflected in the conceptual design of all production facilities. In terms of automation, Intercable

cooperates very closely with universities and research institutes.

These collaborations result not only in a great exchange of knowledge, but also in customized solutions in automation and mechatronics. Consequently, several pilot projects have already been implemented at Intercable.

CURRENT POSITION

We have approx. 770 employees at our headquarters in Brunico. Our production site in Slovakia, which opened in 2018, now employs over 900 people. Our Chinese site has also experienced steady growth in recent years and currently employs approx. 140 people.

The entire Intercable Group including holdings, employs over 2,250 people at more than 19 locations in 11 countries. Our high-quality products are manufactured 7 days a week at 5 modern production sites (3 Automotive sites and 2 Tools sites).

STRATEGY 2025

Our new 2025 group strategy ("from Explore to Exploit") was launched in 2021. Since then, the results and group growth path have been impressive (CAGR > 30 %) and top management is determined to stabilize and sustain the new market position that the Intercable Group has achieved in the automotive sector (European market and technology leader in high tension connection systems for BEV and hybrid vehicles). The intersecting priorities for our different group sectors are, defend the market position, operational excellence, stabilization of international industry footprint and digital and sustainable transformation.

STATEMENT BASE



VISION STATEMENT CONTENTS

- What are our ambitions and long term business aspirations?
- What challenges do we wish to tackle for the benefit of all?
- Who and what do we wish to change?

MISSION STATEMENT CONTENTS

- Why is our company on the market?
- How does it differ from others?
- Who do we turn to?

intercable AUTOMOTIVE

VISION STATEMENT

Our vision... to be a leading, attractive and competitive family owned technology company and employer.

We innovate and deliver excellent solutions in the field of electrical power connections to accelerate the world's transition to sustainable mobility and energy.

MISSION STATEMENT

Our mission... "Innovation, speed, quality and cost awareness".

As a preferred partner for employees, customers and suppliers, we develop and distribute worldwide sustainable, intelligent and reliable power connection technologies.

We are committed to making mobility and energy applications safer, more reliable and more performing.

intercable TOOLS

VISION STATEMENT

Our vision... to be an attractive and competitive family owned company (and employer), with a clear focus on innovation and customer satisfaction.

We develop and supply excellent and reliable specialized tools for electrical distribution and the industry sector worldwide.

MISSION STATEMENT

Our mission... " Innovation, speed, quality and cost awareness".

Our strengths are sustainability independence, humility, long term vision and a strong focus on our employees, suppliers and customers.

We are committed to making our customer's lives easier, safer and more professional.

REVIEW

Developments in recent years, whether human (market changes, etc.) or natural (pandemic and accompanying restrictions), have not made things easy for us. However, our goals for the future have always remained clear. Intercable's new vision and mission statements should clarify our long-term ambitions and the company group's underlying motivations. Over the next years, Intercable should be guided by clear goals and strategically set priorities. Thanks to the foresighted support of our management teams, we can continue to provide innovative and quality solutions for our customers.

BUSINESS UNIT AUTOMOTIVE

STRATEGY *...from explore to exploit*

The Automotive business unit's 2025 strategy follows the motto "from explore to exploit!".

This means moving from discovery phase and market penetration to optimization, performance orientation and stabilization in a targeted way. We are committed to increasing our reference position on the market by distinguishing ourselves through innovation, quality, speed and intelligence of our solutions. We want to focus on product and process standardization and optimization. Intercable strives for "Operational Excellence", reducing waste and accelerating processes to be more efficient, avoid errors and improved processing and product quality. Organizationally we want to stay flexible, fast and motivated for success, with the mindset of a start-up company.

We want to combine this with the efficiency and reliability of our established and consolidated company to guarantee the perfect nurturing area for innovation and success. In terms of organizational processes, we will focus together more to

correctly measure performance, professionalize our planning processes and exploit digital technologies.

BUSINESS UNIT TOOLS

STRATEGIE 2025 *Vorsprung durch Technik aus Tradition*

This business unit's strategy 2025 is based on the motto "A head start through technology by tradition". Intercable technology for tools and consumables is intended to launch a new phase of technical product development and thus further strengthen its competitiveness and technical advantages.

We are committed to strengthening our market position in the electrical technical tools service and industry sectors as well as the multi-utility companies.

We are confident of realizing this through our technical innovation and quality, our product robustness, our scope of service as well as through a human, personal, straightforward and reliable customer service.

We want to especially focus on product sustainability, new ordering formulas and access to Intercable technology, which will make our products even smarter. To do

this, we want to focus on the European market and take every opportunity to continue to serve non-EU markets in the best possible way. Operationally we are striving to increase the performance of our main plant so that we can be an even more important protagonist in terms of technological development.

INTERCABLE VISION 2025 A HEAD START THROUGH TECHNOLOGY BY TRADITION

We as the Intercable Group have a clear idea of how we can actively shape our future and that of our environment. We combine continuous growth with the spirit of innovation which has always distinguished us, without losing our focus on sustainability.

DIVISIONS AND BUSINESS AREAS

intercable
AUTOMOTIVE
Intercable S.r.l.
Brunico/Italy

Intercable s.r.o.
Kriváň
Slovakia

Intercable New Energy Automotive Technology Co. Ltd.
Ningbo
China

SHAREHOLDINGS

Bonomi Eugenio S.p.A.
Montichiari
Italy

intercable
TOOLS
Intercable Tools S.r.l.
Brunico/Italy

Intercable Tools GmbH
Lengede,
Remscheid
Germany

Intercable Tools Ges.m.b.H
Wolkersdorf
Austria

Weitkowitz GmbH
Peine
Germany

SHAREHOLDINGS

Joiner's Bench GmbH
Remscheid
Germany

Intercable Tools B.V.
Alphen a/d Rijn
Netherlands

Intercable CEEu Kft.
Nagykanizsa
Hungary

G. Adolf Lemp & Co. GmbH
Remscheid
Germany

BUSINESS UNIT: **AUTOMOTIVE**

INTERCABLE IS AN INNOVATION DRIVER WITH FOCUS ON THE AREA OF E-MOBILITY

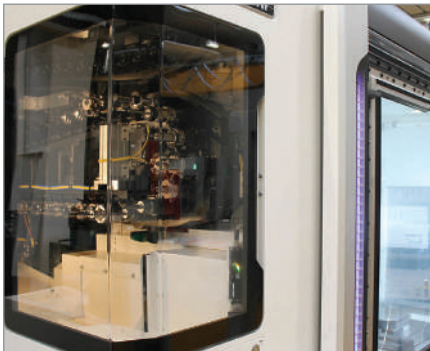
Renowned car manufacturers rely on Intercable's precision. We have years of experience in processing thermoplastic materials and our cable protection systems can be found in nearly all well-known car brands. Together, with manufactures, we develop and produce components for cars, trucks, agricultural machinery and special vehicles on schedule. With our product range expansion through connection technology, Intercable has developed a new, innovative and future oriented pillar. As the e-mobility industry processes, we want to make our own valuable contribution to a better environment.

DAIMLER, VOLKSWAGEN, AUDI, PORSCHE, STELLANTIS, MAN ...

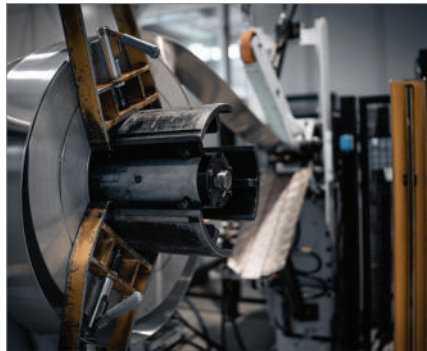
all appreciate our innovative solutions in the field of plastic components as well as in the field of connection materials.

E-mobility is an important mainstay of the Intercable Group and as such will continue to be greatly expanded. Our technical plastic components are not only used in the automotive industry but also as customer goods in the industrial and sports sectors.

EXAMPLES OF OUR VALUE-CREATION AREAS



TOOL AND PROTOTYPE SHOP



STAMPING PRODUCTION



INJECTION MOLDING PRODUCTION



LABORATORY



ASSEMBLY

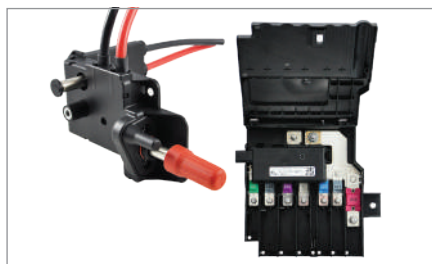


LOGISTICS

TECHNICAL PLASTIC PARTS FOR THE AUTOMOTIVE INDUSTRY

A BROAD PRODUCT RANGE WITH INDIVIDUAL SOLUTIONS

Here at Intercable, we offer a broad product range of technical plastic parts, including fastening/holding clips, connectors, plastic parts for cable protection systems and of course, cable ducts. Our solutions are bespoke products, specially manufactured as per customer requirements, which stand out as particularly intelligent solutions for difficult environments and high resilience.



FUSE BOXES

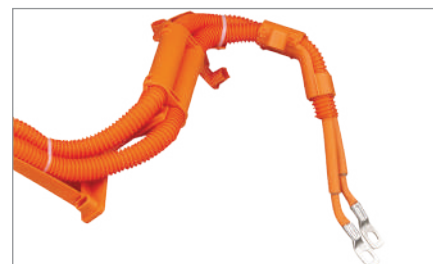
Intercable develops fuse boxes and power distributors according to customer requirements. Electrical and mechanical simulation requirements are used as a basis for the development of our products. Some of our fuse boxes have special features such as jump start connection points.

Thanks to our agile production methods, we can implement any special customer requirement in each scaling phase due to our automatic assembly machinery. With the validation in our in-house laboratory, we determine the robustness of our products.



CONNECTORS

Our high voltage systems consist of connection technology with a modular toolkit system, plug sockets of the highest surface quality and contact springs with the highest current carrying capacity. These systems are an important product group of Intercable Automotive.



CABLE DUCTS

For the perfect guidance of cables, we develop individual cable ducts for our customers which can withstand the heaviest of mechanical demands thanks to their high structural integrity.



CLIPS

We develop special clips, made of plastic and other materials, to mount cable compartments and busbars according to our customers requirements.

CONNECTION TECHNOLOGY FOR THE AUTOMOTIVE INDUSTRY

Our solutions in the field of connection technology are individual products, specifically manufactured according to customer requirements, which stand out as particularly intelligent solutions for difficult environments and high load capacity.



SPECIAL CABLE LUGS

For applications in the automotive sector, we manufacture bespoke solution for our customers in the areas of forged cable lugs, punched cable lugs and tubular cable lugs. Intercable offers several production processes to meet customer requirements.



BATTERY CLAMPS

We develop stamped and forged battery clamps, amongst other products, for direct connections with batteries and cable sets.

Our battery clamps can facilitate a wide variety of attributes: from additional features such as jump start connection points, power distributors or pyrotechnical separation elements to a wide range of geometrical designs. Different options are available upon request.

With our in-house quality control laboratory, we can ensure consistent product quality, even with high production volumes.



INSULATED HIGH VOLTAGE BUSBARS

In e-mobility, high performance battery systems are used in electric vehicles. An important component is the busbar, which is produced by Intercable according to customer requirements with appropriate properties.

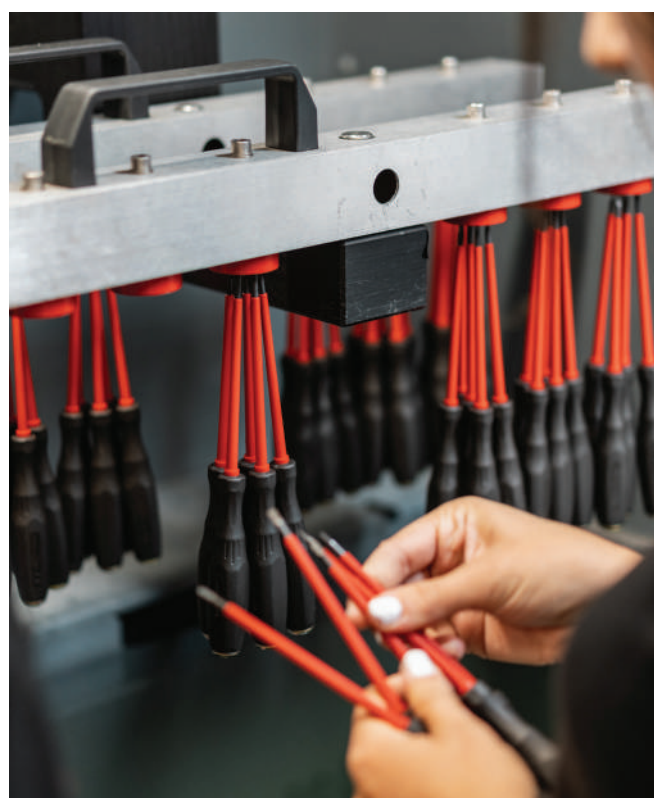
Here, we offer a complete process as usual: tooling, prototypes, pilot run series, series-production, but also small series production.

BUSINESS UNIT: TOOLS

Intercable Tools is part of the Intercable Group and has its origins back in the early 70s when Herbert Mutschlechner, founder of the company, started to trade with electrotechnical products. In 1986 the company began with the production of insulated tools and gradually expanded the product range. Today, Intercable Tools is one of the world's most important manufactures of tools for the processing of low and medium voltage cables as well as connection material for the electrical, wind and railway sector. Intercable Tools emphasizes the attention to detail during the development and production of tools. Apart from design and functionality however, SAFETY and QUALITY are always paramount.

We as Intercable Tools define ourselves by our core competences "connection systems & tools for professionals". Within our two main business areas, we are constantly working to meet the high standards to which we are accustomed and to expand them through innovative advancement as well as to deliver our portfolio to customers in the wholesale and the industrial sector. Through the most modern in-house production facilities, we ensure at all times, that the products that leave the factory, not only comply with the respective applicable safety standards and guidelines but fulfill our own higher standards.

Here, we incorporate worldwide know-how, which we built up through the global network of our own production and distribution sites or trade partners. As an example, we were able to develop the innovative and exclusive i-Crimp which, in combination with our own connection material, is able to achieve extraction values far above the required minimum values.



INTERCABLE TOOLS DIVISION TOOLS FOR PROFESSIONALS

In order to achieve a perfect connection in electrical engineering, the right tools are of paramount importance. For us it is crucial to offer the suitable tools for every task. The aspect of safety is one of the top priorities for electrical engineering, thus we focus on the highest quality and produce exclusively in our plants in Italy and Germany.



VDE-TESTED HAND TOOLS



STRIPPING TOOLS



HYDRAULIC CUTTING TOOLS



HYDRAULIC CRIMPING TOOLS



BENDING AND PUNCHING TOOLS



HYDRAULIC PUMPS



EQUIPPED TOOL CASES



PERSONAL PROTECTIVE EQUIPMENT



ADDITIONAL RANGE

INTERCABLE TOOLS DIVISION CONNECTION SYSTEMS

Small components with great impact – the best connection between two electrical conductors is the bonding. We have made it our mission to produce and offer the best possible products in this area of electrical engineering. Our product portfolio as well as our customized solutions cover many technologies in order to offer the optimal connection for every cable type and every application.



TUBULAR CABLE LUGS AND CONNECTORS



DIN COMPRESSION CABLE LUGS AND CONNECTORS



AL AND AL/CU CONNECTORS



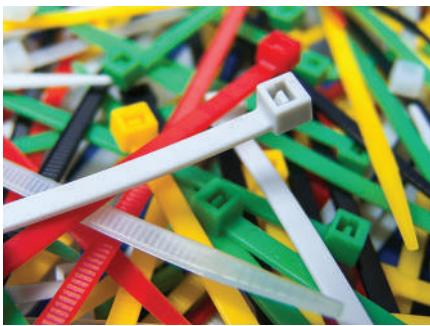
DIN SOLDERLESS TERMINALS AND CONNECTORS



INSULATED TERMINALS



UNINSULATED TERMINALS



CABLE TIES AND SHRINKING TUBES



END-SLEEVES

INTERCABLE HISTORY

FROM THE FOUNDING UNTIL TODAY

Intercable S.r.l. was founded in 1972 by Herbert Mutschlechner, at that time as a commercial agency for electrotechnical products. Since then, the family business has succeeded in gaining an important position on the international market. Today it is one of the most important plastics processors in the entire northern Italian region.



1972

Founding of INTERCABLE as a trading company by Herbert Mutschlechner



1986/90

Entry of the two sons Klaus and Kurt Mutschlechner into the company



1988

Start with the production of technical plastic parts



2008

Participation in the company Joiners Bench GmbH, Remscheid/Germany



2009

Takeover of the company Weitkowitz GmbH Peine/Germany



2009

Founding of Intercable Germany in the Tools division, Remscheid/Germany



2018

Opening of a production site in the Automotive division in Kriváň/Slovakia



2019

Founding of Intercable Austria in the Tools division, Wolkersdorf/Austria



2019

Separation of the two business units Automotive & Tools



1996

Founding of a joint-venture company -
Automotive division



2002

Participation in the company
Bonomi Eugenio Spa, Montichiari/Italy



2005

Participation in the company
G. Adolf Lemp GmbH, Remscheid/Germany



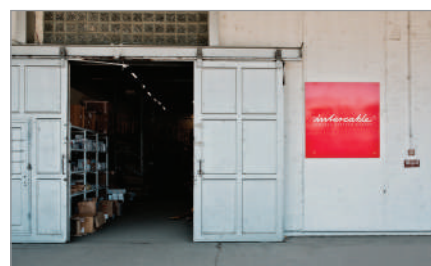
2016

Opening of a production site in the
Automotive division in Ningbo/China



2017

Opening of a branch office in the
Tools division in Frankfurt/Germany



2017

Founding of Intercable Central Eastern Europe
in the Tools division, Nagykanizsa/Hungary



2020

Founding of Intercable Nederland in the
Tools division, Alphen a/d Rijn/Netherlands



2021

Opening of a branch office in the
Tools division in Lengede/Germany



2021

Founding of Intercable North America in the
Automotive division, San Antonio/Texas

OUR FOUNDER

HERBERT MUTSCHLECHNER



FATHER, ROLE MODEL, ENTREPRENEUR BY PASSION AND VISIONARY – AN OBITUARY

On the evening of May 8th, 2019, at the age of 76, Herbert Mutschlechner left us forever. He remains in our hearts not only as a successful entrepreneur, founder, visionary and pioneer, but especially as a loving and sincere family man.

As the second eldest of three siblings, he grew up in the modest circumstances of the post-war period. His parents were very enterprising and therefore often on the road. Herbert wanted to change something in this regard.

The family was considered to be his highest good and as the head of the family,

he always kept everyone together.

In the early 70s he founded a small trade agency in the Andreas-Hofer street, without even imagining that decades later it would develop into a company which operates on a global scale. His tireless efforts and boundless commitment guided Intercable through even the most turbulent times.

One day, Herbert returned home from Rome with an important Enel order, which was decisive for ensuring the continuity of the company and thus heralded a promising future.

But also in relation to his work, Herbert always saw everyone as one big family. Already at the beginning, employees stood by the company and their boss. At the first trade fairs in the '70s and the '80s, the whole family had to come. A self-built stand and catering, which his wife Dora lovingly cared for, underlined the personal and family touch of Intercable. Dora's famous Linzerschnitten were still present at the most important trade fairs until 2007.

Each Monday morning and Friday afternoon, Herbert followed a certain ritual: he walked through the departments to wish the employees a good start to the week or a nice weekend. In the process he casually inspected the cleanliness and tidiness of the company; a little affair of the heart. One must also mention that patience was not always Herbert's strength. His walk through the sales department with an open item list was feared by many employees. A handshake once sealed the deal between Herbert Mutschlechner and Adolf König; a business that grew into a good and long-lasting friendship. This "handshake character" is precisely what customers and suppliers have always appreciated about him - the Italian business partners expressed this through these words: "Erberto, un gran signore". Apart from being a technically skilled businessman, Herbert was also a generous and socially committed person.

In addition to his family, he also felt responsible for his employees. When the economic crisis hit Intercable in 2009, the management invited the staff to a general meeting in the old canteen. Up to 160 people sat on the long table with Herbert, Klaus and Kurt Mutschlechner. That time Klaus took the floor, because the senior boss had tears in his eyes. Visibly moved, he knew that the fate of his employees as well as this of their families lied in his hands. Ultimately, the crisis was successfully overcome thanks to the tireless effort of all employees.

He was often asked, about his recipe for success, if there was one? Herbert Mutschlechner was a great visionary, who took decisions with foresight. It's safe to say that a good gut feeling was often the decisive reason. With the words "Dem sag ich gar nichts" (I won't tell him anything), he also dismissed one or two curious questioners, because he did not

find it important that people told stories about him and his success. A sign of his modesty.

During filming, the opportunity arose to show his sons and grandchildren his classic car collection. The eyes of the passionate collector lit up. Up until this point, only few people had seen the museum. Both his sons Klaus and Kurt now want to continue it in his memory and make it accessible to other people.

The stories and anecdotes about our senior boss would surely fill many more pages, but everyone should keep him in their memory, the way they got to know him. Thus, every day when we go to work, we can see his life's work and thank Herbert Mutschlechner for his eager entrepreneurship, beside which he never forgot to remain a loving human being.



CORPORATE FIGURES

INTERCABLE AUTOMOTIVE BRUNICO

	2019*	2020	2021
Revenue	168.853.000 €	150.330.000 €	170.427.000 €
Wages and salaries	27.729.000 €	29.518.000 €	34.067.000 €
Social security contributions	6.152.000 €	6.472.000 €	7.517.000 €
Taxes	418.000 €	234.000 €	371.000 €
Indefinite contracts	84%	85%	93%
Limited contracts	16%	15%	7%
Sale of goods geographically:	2019*	2020	2021
Nationally	5%	2%	2%
EU	84%	86%	82%
Non-EU	11%	12%	16%

*2019 figures to be considered separately due to the separation of the Automotive/Tools divisions as of 01.07.2019

CORPORATE FIGURES

INTERCABLE AUTOMOTIVE KRIVÁŇ

	2019	2020	2021
Revenue	16.379.448 €	56.387.776 €	92.381.464 €
Wages and salaries	3.724.461 €	9.268.360 €	12.459.128 €
Social security contributions	1.297.530 €	3.213.730 €	4.350.998 €
Taxes	-3.256.737 €	-1.051.512 €	829.068 €
Indefinite contracts	77%	79%	93%
Limited contracts	23%	21%	7%
Sale of goods geographically:			
Nationally	12%	12%	10%
EU	87%	84%	80%
Non-EU	1%	4%	10%

CORPORATE FIGURES

INTERCABLE AUTOMOTIVE NINGBO

	2019	2020	2021
Revenue	8.547.886 €	11.775.058 €	19.839.240 €
Wages and salaries	2.436.665 €	2.865.189 €	3.516.064 €
Social security contributions	141.783 €	158.496 €	296.990 €
Taxes	28.465 €	5.490 €	8.405 €
Indefinite contracts	0%	0%	1%
Limited contracts	100%	100%	99%
Sale of goods geographically:	2019	2020	2021
Nationally	99%	47%	39%
EU	1%	52%	60%
Non-EU	0%	1%	1%

CORPORATE FIGURES

INTERCABLE TOOLS

BRUNICO

	2019*	2020	2021
Revenue	10.960.000 €	22.048.000 €	28.806.000 €
Wages and salaries	1.548.000 €	3.041.000 €	3.593.000 €
Social security contributions	480.000 €	915.000 €	1.122.000 €
Taxes	543.000 €	1.088.000 €	950.000 €
Indefinite contracts	97%	94%	93%
Limited contracts	3%	6%	7%
Sale of goods geographically:			
Nationally	39%	45%	46%
EU	38%	33%	34%
Non-EU	23%	22%	20%

*2019 figures to be considered separately due to the separation of the Automotive/Tools divisions as of 01.07.2019

INNOVATIONS MADE IN SOUTH TYROL

QUALITY,

PRODUCTION & IT

OVERVIEW

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Intercable test laboratory	page 31
Industry 4.0	page 35
Digital process technology	page 36
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NUMBERS AND FACTS ABOUT THE PRODUCTION



4

modern production sites spread
over 3 countries



47M

parts produced in 2021



10.000V

testing for all isolated tools from
Intercable Tools



1450+

production employees worldwide
responsible for the production of
a wide range of products



39.000m²

production area with the most
modern facilities and operating
equipment



9

production areas Automotive
and Tools at the headquarters in
Brunico/Italy

QUALITY AND SAFETY

QUALITY MEANS CLIENTS ARE RETURNING, NOT THE GOODS

The name "Intercable" stands for quality. Whether producing safety tools or plastic and metal technical parts, we are always conscious of customer specifications, legal obligations, standards, requirements, as well as the sustainability of our actions and the avoidance of environmental impacts. Our employees ensure that all our products meet customer quality requirements 100%. For this purpose, our pre-series, series, metrology and laboratory departments all work together to guarantee the highest quality.



OUR QUALITY MANAGEMENT

Our Automotive Quality Management department consists of more than 40 employees with separate Quality Engineering teams (Customer, Metrology & Laboratory) and Quality Assurance contributing significantly to product quality.

CONDITIONING CHAMBERS

In the conditioning chamber area, test pieces are inspected in the various temperature and climate chambers for their durability in terms of current, temperature, humidity and tension, depending on their intended use.

For this, specially developed test towers have been created to facilitate testing of a large number of current strengths simultaneously. Test runs can often last thousands of hours, and the planning, assembly and dismantling of a test run is time-consuming, requiring precise studies to specified standards.



MECHANICAL TEST ROOM

In our mechanical test room, static product properties, such as tensile strength and seals are tested for quality.

ELECTRICAL ENCLOSURE & SHAKER

In the electrical enclosure the electrical properties of products are analysed in detail. Furthermore, all vibrations in the automobile are simulated in our shaker to determine, among other things, the natural frequencies of different components.

INTERCABLE TEST LABORATORY

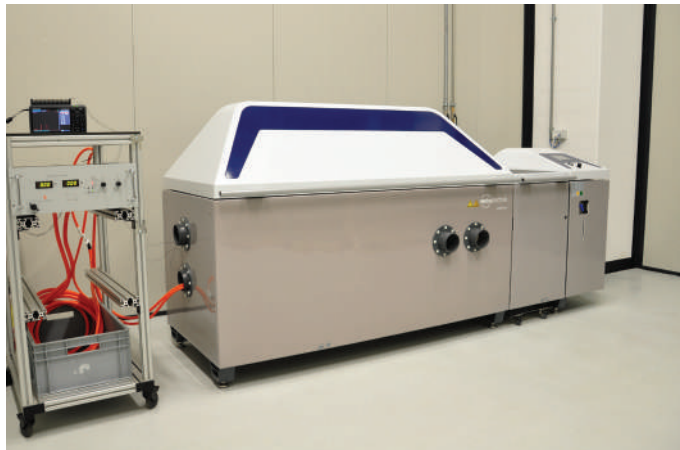
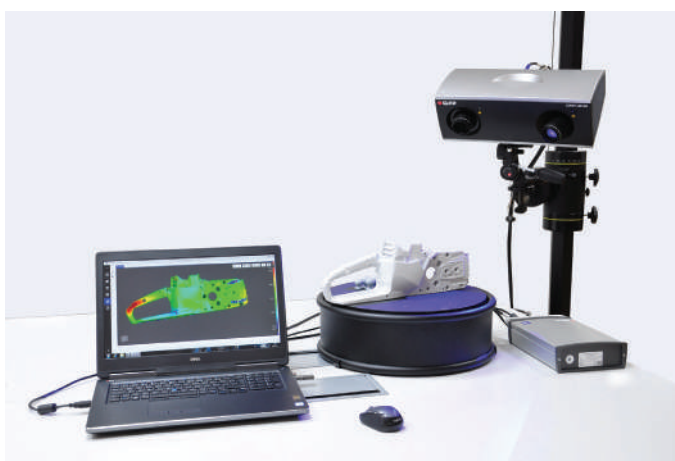
LABORATORY DESCRIPTION

The Intercable laboratory is part of the Quality Engineering department of the business unit Automotive. It acts as a service provider for our internal R&D and product design departments. Its main purpose is the validation of developed products.

Generally, mainly plastics, metallic materials and assemblies are tested. The laboratory serves as an internal technical advisor for testing, measuring tasks and customer queries. The competences are improved according to the customer needs and further advanced through a network of external institutions.

KEY COMPETENCES AND STANDARDS

Since 2017 the Intercable test laboratory has been working in accordance with IATF 16949 standard. The expertise is reflected in our individual product groups: fuse boxes, busbars, special components (battery clamps, plastic components) and technical cleanliness.



SCOPE OF SERVICES



ENVIRONMENTAL SIMULATION

(temperature, humidity, salt spray)



MECHANICAL TEST

(tension, pressure, vibration, shock)



ELECTRICAL TESTS

(high current/voltage, insulation)



CABLE CONNECTIONS

(cross-section, optical microscopy)



TECHNICAL CLEANLINESS ANALYSIS AS PER VDA 19.1



TACTILE AND OPTICAL MEASUREMENT TECHNOLOGY, X-CT/3D SCAN DATA EVALUATION



RISK MANAGEMENT

A forward looking and responsible approach to risks, as well as early recognition and utilization of corresponding opportunities are essential foundations for our business success. The risk management of the Intercable Group is aligned across the entire company and includes all core operational processes.

The responsibility for risk management is exercised at all management levels and centrally controlled by a risk management system, allowing risks to be identified and controlled at the point of origin. They also bear primary responsibility for allocating measures to reduce or control risks, with the risk management central office system supporting, regulating and monitoring corresponding activities.

The risk management central coordination system is tasked with continuously addressing this issue with a view to the growing requirements. This includes the development of a valid risk management guideline for Intercable, which was introduced in 2020 and fully implemented in 2021.

INFO



Over the last 3 years, the employees of Intercable have contributed many ideas for improving production processes and quality management as part of our ongoing improvement process.

CONTINUOUS IMPROVEMENT PROCESS (CIP)

The basic concept of CIP is to develop and anchor the mindset with constant improvements in small steps to strengthen the competitiveness of the company. CIP work is carried out within the framework of teamwork through continuous improvement steps.

All our employees are experts in their area of responsibility and can contribute important input. This input can come in the form of improved ideas.

One of our goals is to use the creativity of the employees to efficiently shape the entire value chain.

Day by day, with small steps, we come closer to our "Lean Company". All operative departments have a dedicated info point for placing improvement suggestions. Employees can track the progress of their own ideas.

Our motto is not doing things harder but doing work more efficient. Our main task is waste recognition, identification and avoidance or elimination.



ISO9001



ISO45001



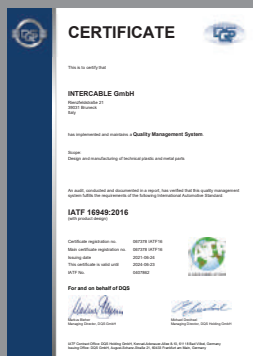
IATF 16949



ISO14001



INTERCABLE AUTOMOTIVE,
Sites: Brunico, Kriváň, Ningbo
INTERCABLE TOOLS, Brunico



INTERCABLE AUTOMOTIVE,
Sites: Brunico, Kriváň, Ningbo



INTERCABLE AUTOMOTIVE,
Brunico
INTERCABLE TOOLS, Brunico



INTERCABLE AUTOMOTIVE,
Sites: Brunico, Kriváň, Ningbo
INTERCABLE TOOLS, Brunico



INDUSTRY 4.0

Industry 4.0 is not just a marketing buzzword at Intercable, it is visible in all our design and production facilities. In the future, customer orders will be entered automatically and the machinery will configure itself accordingly so that the products can be produced "just in time" with the highest quality for the customer.

The vision was created by implementing lean management concepts. Despite our

tems were added, which have been used in a very limited context: among others our new ERP system SAP, Babtec (CAQ system), HR Infinity (HR software) and proVisus (training certificates).

Furthermore, large amounts of data must be stored for quality assurance purposes. Linking all these data sources holds great potential for further production optimization.

they should be informed about upcoming quality checks. Or the shift managers could receive notifications if any fully autonomous machine starts running slower. With Visual Shop Floor, the company Solunio offers a product that provides precisely this possibility of integrating and aggregating a wide variety of data sources. Together, with an interdisciplinary team from various fields, their software was adapted to our needs and integrated into the daily production routine.

An adjusted version of the software is extensively used at our Automotive assembly department accommodating production operator, setter, planner and head of department needs.



diverse production processes, our automation concepts are standardized. This guarantees high quality, steady and efficient production. Depending on the customer order and corresponding production volume, solutions with the most diverse automation levels can be realized.

SHOP FLOOR VISUALIZATION

Two years ago, we have set ourselves the goal to further improve our real time production visualization. Until then, data from the MES system (ProSeS) and the ERP system (Radix) were visualized. Over the years, other important information sys-

It would be desirable, for example, if production employees could receive direct feedback about their performance and quality of work. With the same interface



DIGITAL PROCESS TECHNOLOGY

COMPUTER AIDED ENGINEERING

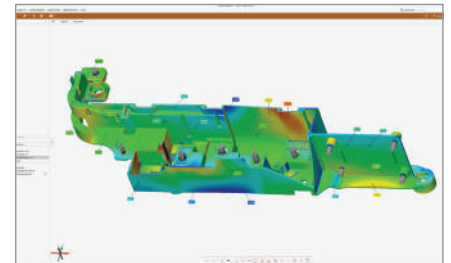
With modern computer aided development programs, we can now reproduce reality in detail. Product geometry, material properties and environmental influences (e.g. temperature) can all be taken into account.

In the past, component design was characterized by costly and time-consuming improvement loops. Computer Aided Engineering (CAE) makes it possible to dramatically shorten the whole process. Time consuming laboratory product validations can be partially reduced. Conversely, 3D simulations allow a high-resolution detailed view of the products at arbitrary locations. Intercable uses two simulation

With Ansys Mechanical we can simulate 3D mechanical and electrical components properties including simulated component heat conduction, fracture mechanics, electrical heat, vibration and bending. Moldflow is used to simulate the injection molding process. The optimization of the position of the injection point, determination of the process window, simulation of filling and fiber orientation and much more is possible considering process parameters such as injection pressure, position and temperature as well as the part and mold geometry.

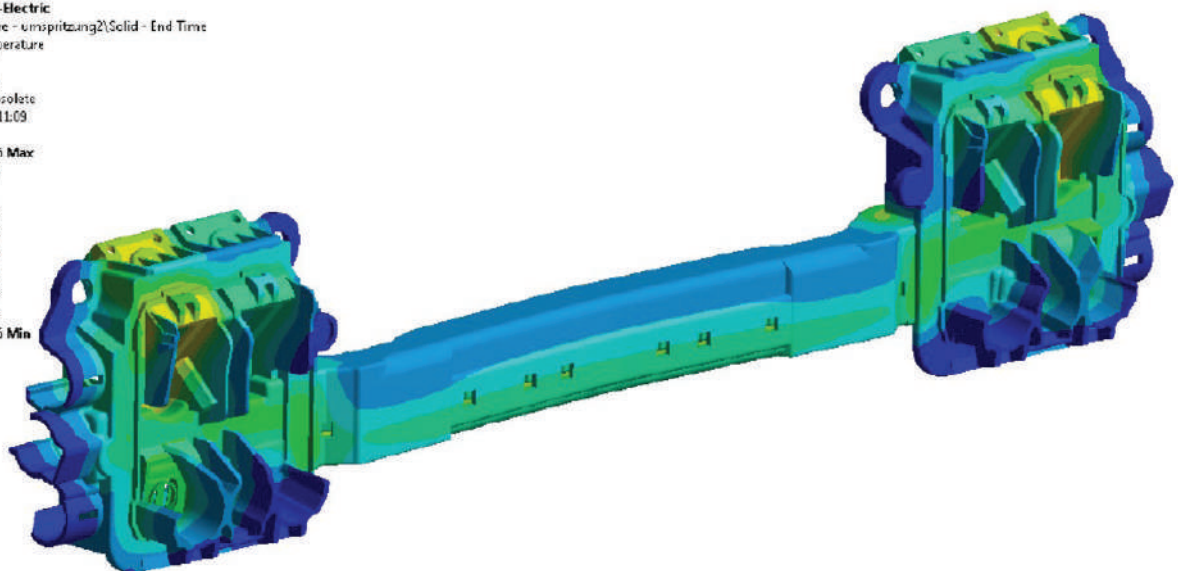
Thanks to these simulations, optimizations to the tool were implemented in a targeted manner. A combination of both simulation

programs is planned for the future. We will then be able to simulate the remaining physical variables based on the simulation of the injection molding process and thus obtain a comprehensive picture of the physical behavior of the final product directly on the computer.



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 Temperature - umspritzung2\Solid - End Time
 Type: Temperature
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 Time: 6580
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126.76 Max
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INTEGRATED BUSINESS PLANNING

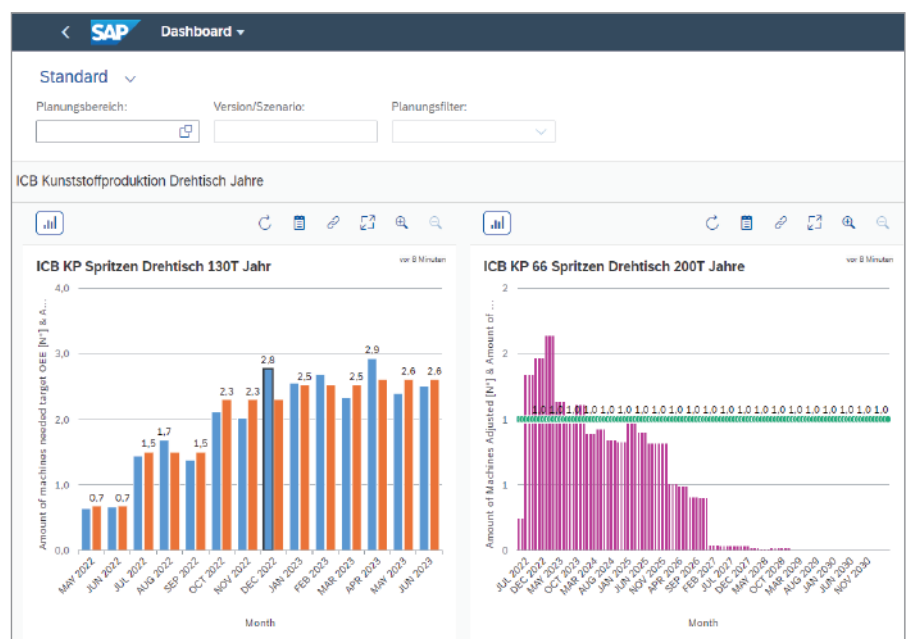
In terms of Sustainable Supply Chain Management, this year was especially shaped by the introduction and the implementation of the IBP (Integrated Business Planning) software by SAP.

The goal of the project, launched in 2020, is to implement a suitable tool for integrated sales and capacity planning across all three production sites in Brunico, Kriváň and Ningbo. This creates the prerequisite to react to changes and requests as quickly as possible – an extremely important capability of a successful company in a currently unstable and rapidly changing market situation.

This IBP created base will help us meet two major challenges in 2022: firstly, to serve our customers in the best way possible, despite continued large fluctuations and secondly, to react quickly enough once the market has recovered and productions rise again.

The goal for 2022 will therefore be to further consolidate and expand integrated planning, on the one hand by optimizing the know-how gained by the implementation and on the other hand via further

modules of the software (i.a. inventory planning for the general optimization of inventories).



IT SERVICES

In the area of IT, guided by the motto "IT creates business value", various innovative projects were implemented in the past year. In doing so, we have set ourselves three clear target points: collaboration, availability and security.

The core of IT is to support and continuously improve business processes. This is the only way to meet the high expectations of our customers and to exceed the expectations set by ourselves in terms of excellence in production, quality and delivery. Therefore, it was obvious for us to invest in the platform Microsoft 365 for a better cross-location collaboration as well as improving the performance of existing IT systems like ERP/Radix and MES/ProSeS.

In terms of availability, a Business Continuity Solution was implemented in April 2022, which could significantly increase reliability, performance as well as the speed of the group-wide server infrastructure. In this way, a consistent infrastructure can be

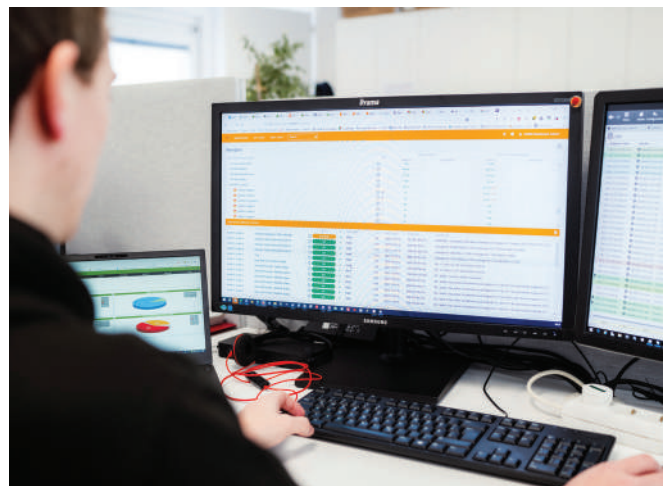
guaranteed and supported throughout the company group.

The topic of safety is one of the global business risks for all companies. The goal here is the risk reduction of attack surfaces as well as an improved early detection of threats. For this purpose, a system for real-time analysis of security alarms will be introduced by the 3rd quarter of 2022. This will improve early detection and enable a timely response.

Above all these goals, however, stands one fundamental concept: continuous improvement. This applies to all areas of Intercable. The ERP-System represents the central backbone of our company. The location in Brunico has been working successfully with SAP for roughly 2 ½ years. Over 500 improvements and a system update to the newest SAP s4/Hana has been made during this period. The rollout of SAP in the site of Kriváň is planned for the 1st quarter of 2023.

Further improvements were also made in the area of business intelligence for the determination of key corporate figures. Already in the 3rd quarter of 2021, the main plant was certified according to the industry standard TISAX, which is based on ISO 27001.

Apart from technical improvements in all sites, a new training platform was introduced, which helps to sensitize all employees. Generally, big investments in project and portfolio management have been made, so that IT-projects can be carried out in a professional manner and in accordance with budget and quality. In this respect too, it is a top priority for us to appropriately and continuously educate our employees with various individual training sessions.



FACTS ABOUT IT

KEY FACTS ABOUT IT WITHIN INTERCABLE



900
TICKETS PER MONTH



2500
CLIENTS



125+
SERVERS IN OPERATION



800
USER



2250+
HOURS PER MONTH
FOR THE BUSINESS



7
SITES
SERVED

INNOVATIONS MADE IN SOUTH-TYROL

EMPLOYEES

OVERVIEW

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NUMBERS AND FACTS ABOUT OUR EMPLOYEES



1923

employees at our sites in Brunico, Kriváň and Ningbo



45

pupils and students completed an internship in Brunico in 2021



4272

hours of further education for our employees in the year 2021



573

employees are younger than 30



43%

proportion of female employees



28

employees are part of the Lean Production Green Belt Team

THE EMPLOYEES OF INTERCABLE

WITHOUT OUR EMPLOYEES, OUR CORPORATE GOALS WOULD JUST BE A BLANK SHEET OF PAPER...

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.

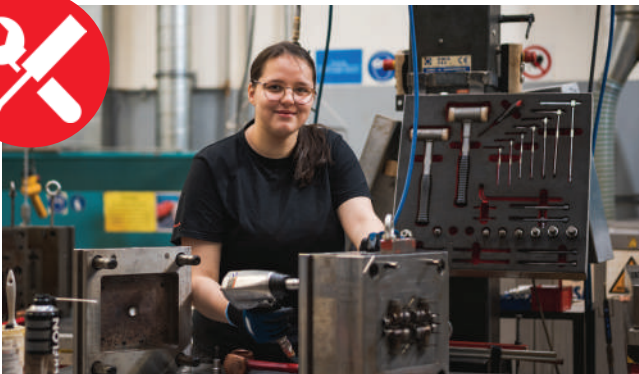


APPRENTICE TRAINING...

In times of recruitment problems in the field of skilled workers, Intercable has decided to make a decisive contribution in order to further strengthen the site of Brunico. That is why Intercable offers targeted apprenticeship training in the area of plastics technology, mechatronics and mechanical engineering. The training lasts 4 years and includes practical training directly in the company according to a structured curriculum as well as approx. 10 weeks block teaching per apprenticeship year at the respective technical schools.

The apprentices are taught the theoretical part by the vocational schools. Additionally, the trainees have the opportunity to carry out practical exercises in workshops and laboratories. In the practical part, the apprentices at Intercable are involved in the day-to-day activities directly within the respective departments.

Thanks to the integrated training at Intercable, our trainees gain an insight into the various technical departments in which a mentor is always on hand for reference and support. In this way, we ensure not only the advancement of apprentices but also the opportunity to develop individual talents.



PLASTICS ENGINEER

Duration: 4 years

Training place: Berufsschule Steyr (Austria)

Training period school: 9,5 weeks per year

Form of teaching: block teaching



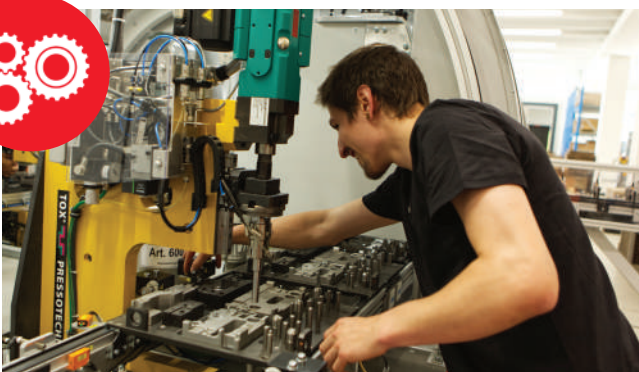
MECHATRONICS ENGINEER

Duration: 4 years

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

Training period school: 10 weeks per year

Form of teaching: block teaching



MECHANICAL ENGINEERING TECHNICIAN

Duration: 4 years

Training place: Berufsbildungszentrum Bruneck (South Tyrol)

Training period school: 10 weeks per year

Form of teaching: block teaching

INTERCABLE ACADEMY

Since recently, we have an Intercable Academy at our location in Brunico, with the following objectives:

- creation of structured training procedures
- training with a mentor
- high quality training
- increase employee satisfaction

During the first week at Intercable, the employee is given 3 hours a day to familiarize themselves with the processes and documentation of the production departments in a training room. After the first week, the employee comes to their assigned department and can, together with a mentor, put into action what they learned in the morning. The mentor serves as a contact person for the employee. This approach facilitates the start of the training, which lasts several weeks, and the result is much more promising.



YOUTH DEVELOPMENT

Despite difficult times, Intercable is focused on the youth. Every year, Intercable offers internships during the summer months. Also in this somewhat turbulent year it was made possible for about 45 pupils and students to gain an insight into a modern industrial company, in compliance with all safety measures and guidelines of course.

WORK ENVIRONMENT

Satisfaction and the goodwill of our employees is our focus. That is why we make special efforts for a pleasant and open work environment, personal development and a good work-life balance.

- High priority for safety in the workplace
- Own in-house parking facilities
- State-of-the-Art equipment and operating facilities
- Bright, spacious and clean workplaces
- Meeting rooms with modern equipment for video conferences
- Traditional "Zirbenstube" in the canteen at the company headquarters in Brunico



BALANCE

- Flexible working hours
- Possibility of home office
- Company canteen with fresh and healthy cuisine
- In-house day care center (BeKiTa) at the Brunico location
- Organization of company and team events

WORK SAFETY

As a responsible employer Intercable always strives to provide safe, healthy and pleasant workplaces. The promotion of work safety and health protection as well as compliance of the respective standards are essential goals of the corporate policy.

Intercable has been working in accordance with the requirements of the certified work and health management system ISO 45001 for many years.

Intercable naturally strives to avoid accidents at work altogether and obviates them by preventive measures.

Each occurrence in the company is thoroughly investigated and, if necessary, further improvements are introduced to avoid similar accidents in a long-lasting way.

The development is evaluated and observed by various indicators quarterly. The relative accident frequency per one million working hours confirms a good functioning work and health management system.



Intercable canteen site Brunico



Intercable canteen site Kriváň



Intercable canteen site Ningbo

EMPLOYEE FIGURES

Total employees Automotive Brunico (Status as of 12/2021): 695

Staff structure	2019	2020	2021
Female staff	212	275	278
Male staff	367	422	417
Female employees	49	49	63
Male employees	185	206	204
Female workers	163	226	214
Male workers	182	215	210
Female freelancers	0	0	0
Male freelancers	0	0	0
Female apprentices	0	0	1
Male apprentices	0	1	3
Staff with collective agr.	579	697	695
Staff < 20	17	13	13
Staff 20-29	215	248	237
Staff 30-39	155	197	193
Staff 40-49	130	154	149
Staff > 50	62	85	103

Regionality	2019	2020	2021
From the region	565	665	679

Accidents & sick leave	2019	2020	2021
Accidents	21	27	15
thereof deaths	-	-	-
Sick leave (days)	3158	4361	6517



Fluctuation	2019	2020	2021
New staff members	207	213	186
Departures	105	115	155
thereof retirement	-	-	-

Health	Available
Healthy snack	Yes
Sports offers	Yes
Company doctor	Yes

Further education	2019	2020	2021
Training in hours	11815	4671	3603

Other benefits	Available
Special discounts	Yes
Joint festivities/celebrations	Yes
Joint activities	Yes

General	Available
Home office	Yes
Career planning tailored to skills	Yes
Regular appraisal interviews	Yes
Work time model	Flextime with fixed core time

EMPLOYEE FIGURES

Total employees Automotive Kriváň (Status as of 12/2021): 987

Staff structure	2019	2020	2021
Female staff	227	456	475
Male staff	240	488	512
Female employees	28	41	41
Male employees	61	73	67
Female workers	199	415	434
Male workers	179	415	445
Female freelancers	0	0	0
Male freelancers	0	0	0
Female apprentices	0	0	0
Male apprentices	0	0	0
Staff with collective agr.	NA	NA	NA
Staff < 20	0	3	4
Staff 20-29	123	255	243
Staff 30-39	112	210	231
Staff 40-49	148	302	312
Staff > 50	84	174	197

Regionality	2019	2020	2021
From the region	-	-	-

Accidents & sick leave	2019	2020	2021
Accidents	-	5	3
thereof deaths	-	-	-
Sick leave (days)	-	638	99



Fluctuation	2019	2020	2021
New staff members	332	553	185
Departures	73	135	212
thereof retirement	-	-	-

Health	Available
Healthy snack	Yes
Sports offers	No
Company doctor	Yes

Further education	2019	2020	2021
Training in hours	-	-	-

Other benefits	Available
Special discounts	Yes
Joint festivities/celebrations	Yes
Joint activities	Yes

General	Available
Homeoffice	Partially
Career planning tailored to skills	Yes
Regular appraisal interviews	Yes
Work time model	Flextime with fixed core time

EMPLOYEE FIGURES



Total employees Automotive Ningbo (Status as of 12/2021): 144

Staff structure	2019	2020	2021
Female staff	35	47	52
Male staff	70	94	92
Female employees	15	15	18
Male employees	30	34	31
Female workers	20	32	34
Male workers	40	60	61
Female freelancers	0	0	0
Male freelancers	0	0	0
Female apprentices	0	0	0
Male apprentices	0	0	0
Staff with collective agr.	0	0	0
Staff < 20	0	1	2
Staff 20-29	29	51	52
Staff 30-39	58	72	72
Staff 40-49	16	16	18
Staff > 50	2	1	0

Regionality	2019	2020	2021
From the region	26	27	27

Accidents & sick leave	2019	2020	2021
Accidents	0	1	1
thereof deaths	-	-	-
Sick leave	55	78	221

Fluctuation	2019	2020	2021
New staff members	62	66	63
Departures	49	36	61
thereof retirement	-	-	-

Further education	2019	2020	2021
Training in hours	700	695	370

General	Available
Home office	Partially
Career planning tailored to skills	Yes
Regular appraisal interviews	Yes
Work time model	Flextime with fixed core time

Are union and collective bargaining threatened at the site?	No
Is there a risk of child labor at the site?	No
Were there incidents of forced or compulsory labor at the site?	No
Are there human rights-trained personnel at the site?	No
Has the site been assessed for compliance with human rights?	Yes
Are human rights included in contracts for significant investments?	No
Does the location have a significant negative impact on local communities?	No

	2019	2020	2021
Incidents in which the rights of indigenous peoples have been violated	0	0	0

EMPLOYEE FIGURES



Total employees Tools Brunico (Status as of 12/2021): 97

Staff structure	2019	2020	2021
Female staff	24	30	37
Male staff	58	58	60
Female employees	11	9	11
Male employees	37	33	33
Female workers	13	21	26
Male workers	21	25	27
Female freelancers	-	-	-
Male freelancers	-	-	-
Female apprentices	-	-	-
Male apprentices	-	-	-
Staff with collective agr.	82	88	97
Staff < 20	2	2	2
Staff 20-29	17	19	20
Staff 30-39	21	25	25
Staff 40-49	30	30	29
Staff > 50	12	12	21

Regionality	2019	2020	2021
From the region	76	82	92

Accidents & sick leave	2019	2020	2021
Accidents	2	1	2
thereof deaths	-	-	-
Sick leave (days)	621	402	589

Fluctuation	2019	2020	2021
New staff members	88	21	31
Departures	6	16	21
thereof retirement	-	-	-

Health	Available
Healthy snack	Yes
Sports offers	Yes
Company doctor	Yes

Further education	2019	2020	2021
Training in hours	971	325	299

Other benefits	Available
Special discounts	Yes
Joint festivities/celebrations	Yes
Joint activities	Yes

General	Available
Home office	Partially
Career planning tailored to skills	Yes
Regular appraisal interviews	Yes
Work time model	Flextime with fixed core time

TEAMSPIRIT

Team spirit is one of the most essential elements within a well-functioning team and this is exactly how it is lived at Intercable. Only with the necessary sense of belonging, the resulting motivation and the realization that tasks are easier and better to master, it is possible to work successfully. We strengthen the team spirit in a targeted manner in order to increase motivation and commitment and thus promote the efficiency of each employee.

SPORT ACTIVITIES

At the 21st South Tyrolian company run FIT FOR BUSINESS we brought a speedy team to the start. With the vision of the company run in Neumarkt in South Tyrol "Two Friends – one goal!" the basic idea is clear: to strengthen team spirit as well as togetherness and to enjoy exercising. Through the participation, many of our employees discovered their love for running and have continued doing so beyond the competition. This strengthens not only the sense of belonging together but also the body and soul. 83 companies and 860 runners have participated in the run. The 14 employees who ran for Intercable, have delivered a great result. The performance

of one runner is particularly noteworthy: on the circuit with start/finish in Neumarkt on the village square he secured himself a place in the top 10. We congratulate our colleagues for the great achievements and that you represented Intercable so successfully.

EXPERIENCE HOCKEY TOGETHER

Since fall 2021 Intercable is the official name giver of the multipurpose arena in Brunico. Therefore, it now bears the name "Intercable Arena", which we are very proud of. We are excited about this innovative and dynamic project and look forward to support it over the next 5 years. It is of great importance for us, to contribute

to Brunico and the sport that is lived here. This is especially important with regard to our employees and we are happy to provide 20 tickets to each home match of the HC Pustertal in the "Intercable Arena". Our employees can preorder these tickets and spent precious and entertaining moments together outside of the workplace. After all, this should strengthen team spirit and togetherness.



CODE OF ETHICS

The code of ethics reflects the fundamental values of the company and includes rules for the prevention of criminal offenses and actions that contradict the basic values of the Intercable Group. It complements the applicable legal and statutory standards as well as the internal service instructions and regulations.

SCOPE

Our code of ethics refers to all employees of the Intercable Group, regardless of the type of employment, classification and integration as well as all individuals and legal entities, who come in contact with the company or enter into a business relationship. Among other things, the code of ethics addresses the following points and concrete instructions/rules of conduct are provided:

- Compliance with the applicable normative regulations
- Prohibition of discrimination and respect of human rights, honesty and avoidance of conflicts of interest
- Confidentiality, transparency and completeness of information
- Relationships with control bodies, clients, suppliers, external consultants and providers
- Employees and their protection
- Safe working environment
- Quality of the services offered
- Responsibility to the general public
- Protection of the environment
- Fair competition and compliance of antitrust law
- Accounting and money laundering

The acting persons must adhere to the principles of legality, correctness, honesty, transparency, compliance with regulations, truthfulness, correctness, accuracy and completeness.

PUBLICATION

Handing out copies, publication of the internet, intranet (U-DOKU), corresponding references in the contracts and agreements.

INDICATIONS

Indications of a violation of the Code of Ethics may be reported to the Legal Department at any time, also in anonymous form, by sending an e-mail to the following address rechtsabteilung@intercable.com, or in paper form by depositing it in the mailbox of the Legal Department on the first floor of the registered office of the company.

The notice will be treated with absolute confidentiality and the identity of the reporter will be kept secret. Pursuant to Law No. 179/2017 (Measures for the protection of so-called whistleblowers) all direct and indirect measures of retaliation or discrimination against the reporters, who are related to the notice is prohibited. Indications that turn out to be unfounded because of intent or gross negligence on the part of the reporter, will have the disciplinary and consequences under labor law.

VIOLATION AND SANCTIONS

The compliance with the code of ethics constitutes an essential part of the

contractual obligations of employees and, in general, of all recipients pursuant to Art. 2104 and 2106 CC. The violation of the code of ethics may present a failure to fulfill the obligations assumed in the employment contract or an inadmissible act pursuant to Art. 7, Law 300/1970 and may have the consequences provided by law, also in regard to the maintenance of the employment relationship and can result in claims for compensation for all damages suffered and incurred.

The imposition of penalties for violations of the code of ethics within the framework of labor law and other provisions, shall be carried out in accordance with the principles of coherence, impartiality, equality and proportionality.

INNOVATIONS MADE IN SOUTH-TYROL

SUSTAINABILITY

OVERVIEW

Stakeholder and materiality	page 54
Materiality analysis as of 2021	page 56
Sustainability program 2021	page 58
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Environmental management	page 62
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Social projects implemented by Intercable	page 69
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NUMBER AND FACTS ABOUT THE ENVIRONMENT



18,4%

less m³ natural gas consumption
compared to 2020



9,4 GWh

green electricity from Alperia
in 2021



105t

less CO₂ emissions compared
to 2020



0,37 GWh

produced with our own PV plant
in 2021



3,7 T/M €

CO₂ emissions in relation to
revenue



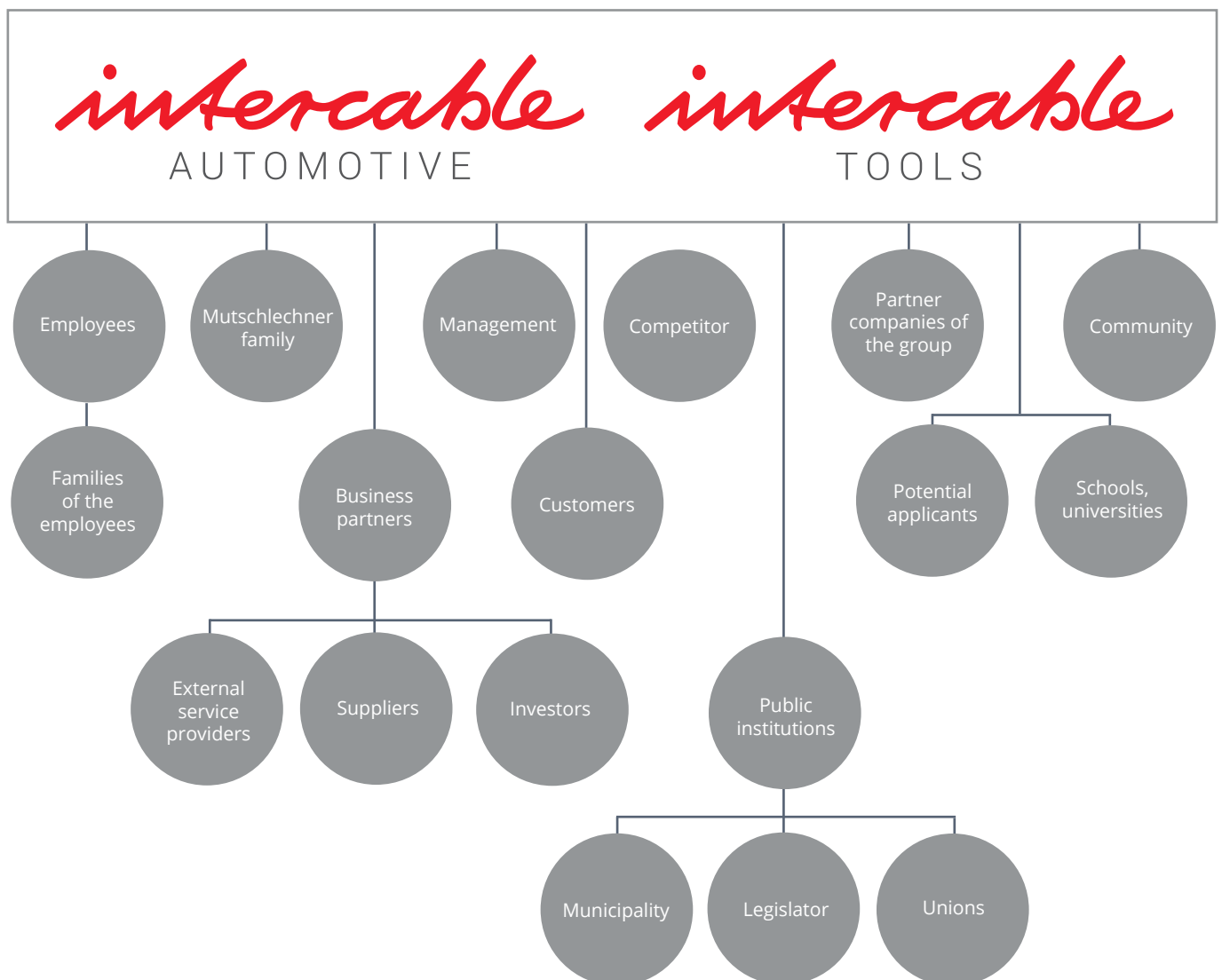
60%

of the suppliers have introduced
an environmental management
system

STAKEHOLDER AND MATERIALITY

STAKEHOLDER ANALYSIS

We define our stakeholders as all internal and external groups of people, who are directly or indirectly affected by our business activities in the present or in the future. As a company to which fairness and social relations are particularly important, we analyze our stakeholder groups thoroughly and extensively. We are in regular exchange with our stakeholders, this contact is characterized by mutual respect and a high level of trust. These values are the basis for our daily cooperation with our culturally and also geographically diverse sites in several European countries.



OVERVIEW OF THE STAKEHOLDERS AND COMMUNICATION CHANNELS

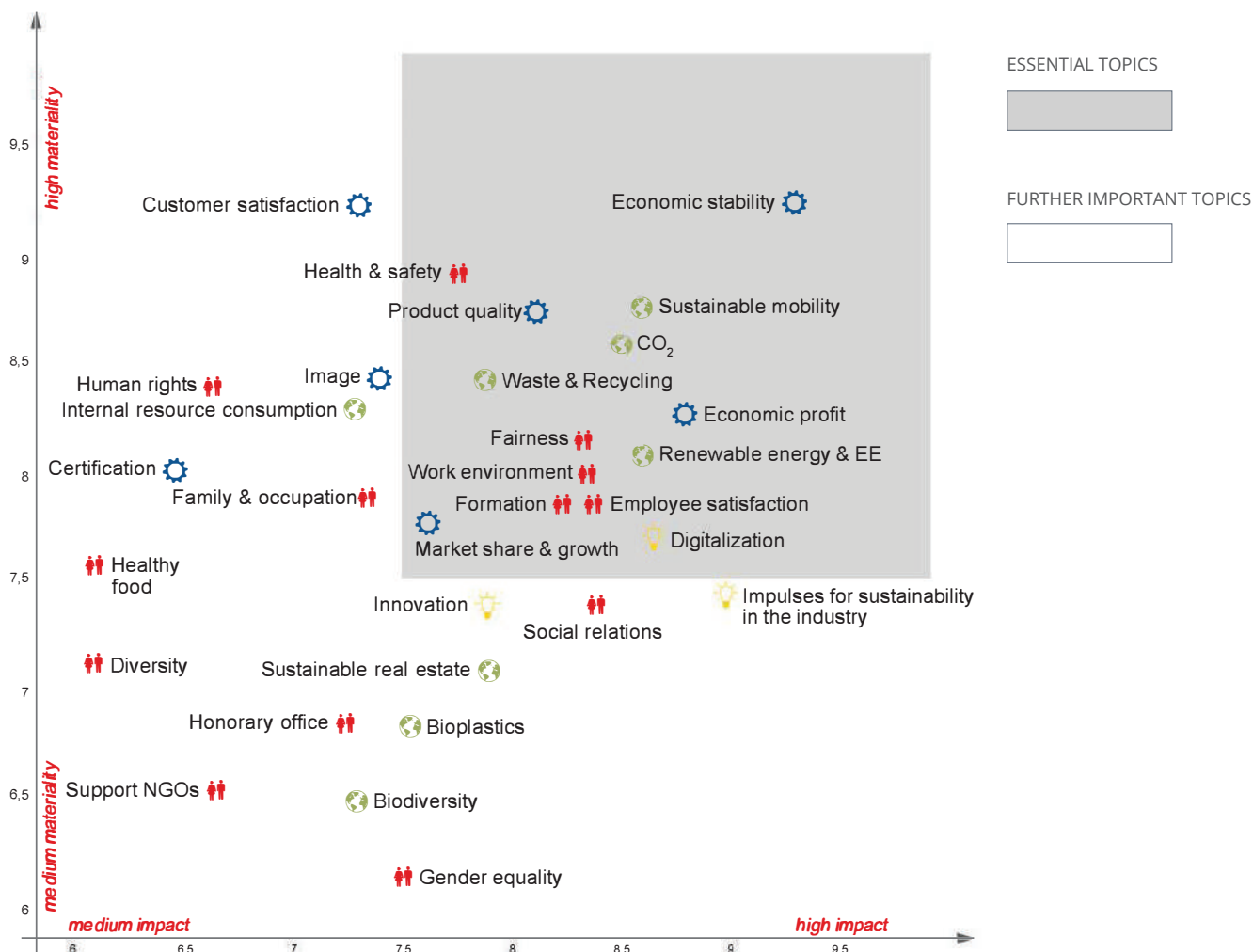
The most important stakeholders and communication channels are clearly shown in the following table. In addition, internally, we continuously assess the interests of each party and its subgroups towards ourselves and our interests towards the stakeholders. Accordingly, we implement measures with regard to communication and quality management.

Internal stakeholders	Type of involvement and frequency
Employees	iMagazin (employee magazine 1-2x per year), employee appraisal interviews, otherwise personal, occasion-related contact, CSR-report, employee portal, internal announcements
Families of the employees	Christmas painting competition, company events for employees and families, Social Media
Owner family	Reports, management board meetings
Management	Reports, management board meetings
Partner companies of the group	Joint meetings, reports, CSR-report, visits
External stakeholders	Type of involvement and frequency
Customers	Marketing material, CSR-report, certificates, website, visits, conventions, Social Media
Suppliers	CSR-report, catalogue of requirements, feedback supplied products, Code of Conduct, Website, visits
External service providers	CSR-report, website, visits
Insurances	Annual meeting, joint meetings
Competitors	Website, Social Media
Schools, universities	Website, convention in schools and universities, marketing material, visits
Potential applicants	CSR-report, marketing material, job openings, information about internships, website, Social Media
Unions	Notices, joint meetings
Legislator	Reports, database
Municipality	CSR-report, economic documents, website
Investors	CSR-report, economic documents, website
General public, community	CSR-report, website, sponsoring, Social Media
















GOALS BY THE UNITED NATIONS FOR SUSTAINABLE DEVELOPMENT



IMPACT MATRIX



SUSTAINABILITY PROGRAM 2021 (IMPLEMENTATION STATUS)

AREA	AREA OF ACTIVITY	ACTION TO TAKE	STATUS
Economic stability 	CapEx and OpEx efficiency	Focus from new development (investment) to expansion (exploitation/full utilization)	
		From quantitative to more qualitative growth i.e., rentability before sales volume and market share	
		Systematic search and creation of decreasing cost trends or economies of scale through better prioritization and acquisition phase management	
Planning, organization and communication 	Further qualitative development of organizational structures and processes	Exact definition of tasks and responsibilities	
		Develop more focused planning and resource use	
		Continuous development of the teams for better collaboration in order to achieve more (TEAM= together we achieve more)	
		The human factor must remain in focus, also in the context of Industry 4.0	
Strategy 	Strategy process 2025	More time spent for specialization, optimization and reflection (start strategy process 2025)	
		More time/energy for risk management and compliance issues	
Environment 	Renewable energy and energy efficiency	Increased proportion of electric company vehicles	
		Continued construction of electric car battery charging points on the premises	



done



cancelled



not yet started, to be included in the Sustainability Program 2022



in progress



ongoing

AREA	AREA OF ACTIVITY	ACTION TO TAKE	STATUS
Environment 	Renewable energy and energy efficiency	Construction of a wood chip heating system for heat and electricity generation	
		Use the exhaust heat of the plastics production for electricity generation	
		Participation in projects for the production of renewable energy in South Tyrol	
	CO2 emissions	CO2 neutral production via a compensation scheme (Scope 1 and 2)	
	Efficiency enhancement	Further increase in efficiency and production process optimization and logistic procedures	
		Construction of a deep well for machine and room cooling	
	Waste and recycling	Increase proportion of recycling in plastics production	
	Supply chain	Increase proportion of environmentally certified suppliers	
Increase proportion of regionally produced food in company canteen			
Employees 	Secure future top employees	Offer summer internships	
		Foster cooperation with training centers	
	Health and security	Healthy food in company canteen	
		Expand Welfare program	
	Working environment	Organize Intercable ice hockey matches	
		Christmas painting competition for employee's children	
		Company summer party (when possible again)	
Social 	MUT Social Foundation	Organize fundraisers	
		Support non-profit organizations	



done



cancelled



not yet started, to be included in the Sustainability Program 2022







in progress



ongoing

SUSTAINABILITY PROGRAM 2022

AREA	AREA OF ACTIVITY	ACTION TO TAKE	TIME HORIZON
Economic stability 	CapEx and OpEx efficiency	Focus from new development (investment) to expansion (exploitation/full utilization)	ongoing
		From quantitative to more qualitative growth i.e., rentability before sales volume and market share	ongoing
		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 in order to achieve more (TEAM= together we achieve more)	ongoing
		The human factor must remain in focus, also in the context of Industry 4.0	ongoing
Strategy 	Strategy process 2025	More time spent for specialization, optimization and reflection (start strategy process 2025)	2021-2025
		More time/energy for risk management and compliance issues	2021-2025
Environment 	Renewable energy and energy efficiency	Increased proportion of electric company vehicles	ongoing
		Continued construction of electric car battery charging points on the premises	ongoing
		Use the exhaust heat of the plastics production for electricity generation	2030
		Participation in projects for the production of renewable energy in South Tyrol	2030

AREA	AREA OF ACTIVITY	ACTION TO TAKE	TIME HORIZON
Environment 	CO2 emissions	CO2 neutral production via a compensation scheme (Scope 1 and 2)	2025
	Efficiency enhancement	Further increase in efficiency and production process optimization and logistic procedures	ongoing
	Waste and recycling	Increase proportion of recycling in plastics production	ongoing
	Supply chain	Increase proportion of environmentally certified suppliers	ongoing
Employees 	Secure future top employees	Apprenticeship training	ongoing
		Dual study programs	ongoing
		Theses supervision (Bachelor, Diploma and Master theses)	ongoing
		School internship and cooperation with educational institutions	ongoing
	Health and Security	Healthy food in company canteen with a minimum of one vegetarian option	ongoing
		Break room with drink and snack vending machines with fresh fruit	ongoing
	Working environment	Flexible working hours (work-life balance)	ongoing
		Fitness studio discounts	ongoing
		Gifts for special occasions	ongoing
		Freely available e-bikes	2022
		Company summer party and Christmas party	annual
		Christmas painting competition for employee's children	annual
		Contributions for leisure activities	annual
		Ice hockey tickets for matches at the Intercable Arena	ongoing
Work environment (bright and spacious workplaces, state of the art workplace equipment and operating facilities)		ongoing	
Social 	MUT Social Foundation	Organize fundraisers	ongoing
		Support non-profit organizations	ongoing

ENVIRONMENTAL MANAGEMENT



ECOLOGICAL RESPONSIBILITY

Intercable is aware of its responsibility and sees environmental protection as an important corporate goal. These goals and values have been put on paper as an environmental mission statement and were published on our website.

Our management is always striving to improve, so that our work produces the lowest potential impacts on the environment and thus tries to reduce them as far as possible.

Intercable has been working in accordance with the certified environmental management system ISO 14001 for many years.

ENVIRONMENTAL BENEFITS

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.

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.

Intercable has various charging stations for electrical cars, some of which were installed under the roofed guest parking

spaces and are powered by the photovoltaic plant.

As a voluntary social benefit, Intercable offers its employees who have electrical cars, the opportunity to charge their vehicle at these charging stations.





CO2 EMISSIONS

The reduction of CO2 emissions is a decisive factor in counteracting climate change. For Intercable it is of utmost importance to minimize these emissions as far as possible. As part of the integrated environmental management system, energy consumptions and emissions are continuously being recorded and monitored.

RESOURCE & WASTE MANAGEMENT

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. 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.

ENVIRONMENTAL MANAGEMENT FIGURES

	2019	2020	2021**	Unit
Energy consumption within the organization				
Non-renewable energy sources				
Natural gas	192518	273864	304210	m ³
CO ₂ emissions (scope 1)*	389,08	553,48	617,81	t
Electricity	0	0	4,722	GWh
CO ₂ emissions (scope 2) *			1293,48	t
Renewable energy sources				
Electricity	8,432	8,996	10,534	GWh
Electricity from the PV plant	0,349	0,392	0,368	GWh
Mobility - energy consumption of company vehicles				
Diesel	85212	40803	94373	l
CO ₂ emissions (scope 1)*	264,16	126,49	292,56	t
Gasoline	1193	1683	28926	l
CO ₂ emissions (scope 2)*	3,22	4,54	78,10	t
Water				
Freshwater consumption	16556	17160	21014	m ³
Waste (non toxic)				
Residual waste	106,16	86,14	179,66	t
Paper/cardboard	104,40	99,97	261,52	t
Plastic/packaging	127,61	191,78	261,10	t
Mineral waste	105,16	55,20	51,62	t
Old wood	0,00	0,94	43,38	t
Bulk waste	11,08	12,22	10,06	t
Metal	2540,39	2875,31	4634,04	t
Glass	18,10	1,86	0,42	t

	2019	2020	2021**	Unit
Waste (toxic)				
Batteries	300	2042	642	kg
Fluorescent lamps	0	180	62	kg
Electronic waste	1371	1206	673	kg
Leaches	1040	1230	0	kg
Filter residues	10419	7420	13532	kg
Chemical containers	628	1152	674	kg
Processing emulsions	5620	1480	4870	kg
3D printer waste	105	0	110	kg
Insulating material	431	220	270	kg
Waste oil	2640	3630	3840	kg
Oil filters	0	556	491	kg
Industrial wastewater	0	6320	3568	kg
Concrete	0	8060	6240	kg
Grease separators	5620	3080	2950	kg
Oil emulsions	0	0	6590	kg
Lime powder	0	0	5205	kg
Other	0	0	605	kg

*Scope 1 are direct emissions and Scope 2 are indirect emissions

**Figures refer to the three sites Brunico, Kriváň and Ningbo



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.

IMPLEMENTED INTERCABLE ENVIRONMENTAL PROJECTS



LIGHTNING

- Conversion to LED lightning in production and administration



MOBILITY

- Purchase of an EV for short business trips
- Provision of charging stations for EVs on the plant premises
- Connection to the public transport service (bus)
- E-Bikes for employees / UP2GO-App for carpools



PRODUCTION

- Efficiency enhancement of the production processes through various optimizations
- Efficiency enhancement of the production line through software-supported supervision
- Direct and indirect recycling of sprues and rejects in the plastics production
- Usage of approx. 10,000 washable, reusable cleaning cloths in the production per year
- CO2 friendly methane gas heating with an efficiency factor of 98%
- State-of-the-art software-monitored compressed air system for production



LOGISTICS AND SHIPPING

- Usage of reusable packaging and reusable containers for shipping
- Usage of carton packaging with 70% recycling ratio



SUPPLIERS

- Sensitization of suppliers, 60% of suppliers have introduced an environmental management system

NEW CHARGING STATIONS FOR E-BIKES AND EVS

In 2021, E-bikes were purchased for employees at the site in Brunico, which can be used for short business trips and excursions. The E-bikes are unbeatable in terms of flexibility and are completely emission-free and climate-neutral.

The employees can easily and uncomplicatedly book the bikes through an app on their smartphone and then pick them up at the charging station.

In August of this year, the first 3 charging stations for EVs were installed on the company premises of Intercable. Each of these charging stations has 2 charging points and a powerful output of 22kW, which makes it possible to charge 6 EVs simultaneously. In 2021, a total of 4539 kWh of electricity was required, which was obtained 100% from green electricity. Through the increased presence of electric cars, also the demand for charging stations increases not only among our customers, but also among our employees.



SOCIAL PROJECTS IMPLEMENTED BY INTERCABLE



ACTIVITIES OF THE MUT FOUNDATION

For five years now, the MUT SOCIAL FOUNDATION, founded by the Mutschlechner family, has been working to support people professionally and systematically in social emergencies.

The core competence of the MUT foundation is and remains the fast and uncomplicated assistance in emergencies. The reasons for this can vary and are always extremely individual. Whether the consequences of a serious disease associated with stays in specialized facilities/clinics and associated costs, which are not covered by social insurance; the sudden unexpected death of young parents and the resulting necessary support for surviving children; the consequential damages of natural or fire catastrophes – MUT does not differentiate here and provides immediate financial help.

In 2021, we were thus able to provide financial help and support in 25 cases with a total amount of 62,689.26 €

Private individuals and social institutions have benefited from this amount. Thereby we supported the Förderverein MOMO, the association KINDERHERZ and the Südtiroler Kinderkrebshilfe REGENBOGEN with 5,000 € each as well as RHEUMA-KIDS with 6,689.26 €. This year MUT has established contacts with other local aid organizations in Brunico – Vinzenzverein and Sozialsprengel – in order to use this network today and provide better, more targeted and even more effective support in the future.

It was already possible to offer support in 65 emergency cases and provide financial aid amounting to 176,000 € since the founding in December 2016.

“Happiness is the only thing that multiplies when you share it.” (Albert Schweitzer)

CHRISTMAS CARD

Each year Intercable organizes a painting competition for children of employees from the sites in Italy, Germany, China and Slovakia. This year, 99 festive works of art were submitted. The winning painting, which comes from Germany this year, will be used as the Christmas card for 2022. For each printed Christmas card, 1 € is donated to the MUT Social Foundation.

It was especially heartwarming that, after a break due to Covid-19, we could organize a small St. Nicholas party again this year. The party took place in Brunico, where Nicholas came to Intercable, bearing surprises for all children that participated in the painting competition. The sparkle in the children's eyes was a priceless thank you, which we look forward to in the coming years.



INTERCABLE SPONSORING

As a company known throughout South Tyrol, we get a variety of sponsoring requests throughout the year. Intercable focuses on the local character of the requests and primarily supports events by our employees as well as graduation balls of technical schools. Here is a small insight into our sponsoring activities:

INTERCABLE ARENA

We are proud, that Intercable is the name giver of the new arena in Brunico. With excitement we look forward to supporting this innovative and dynamic project for the next five years. As a company with headquarters in Brunico, the local promotion of sports and youth is a matter close to our hearts. Additionally, it is of great importance for us to contribute to our existing as well as potentially new employees.

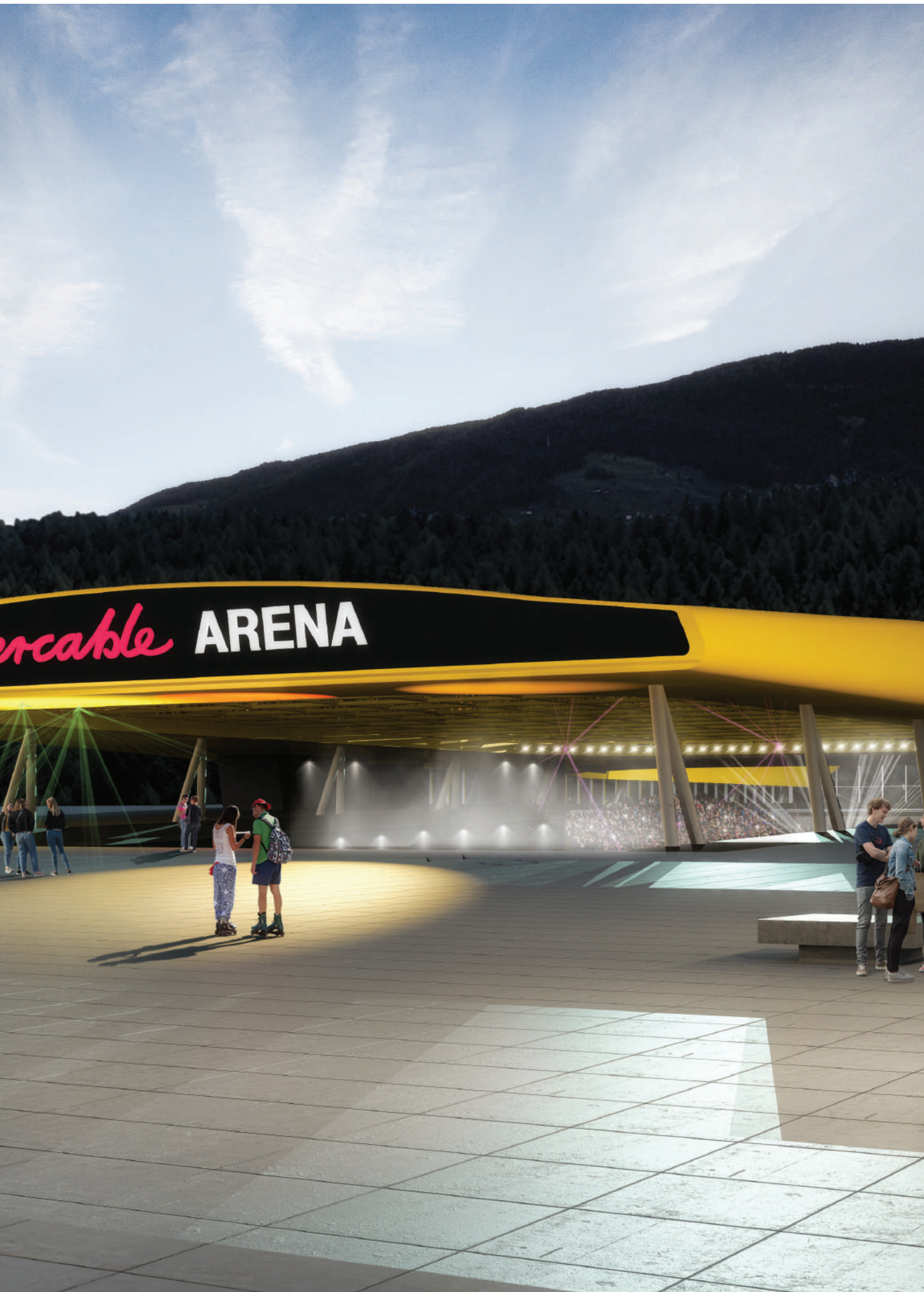
The Intercable Arena is a modern multifunctional arena with a focus on ice sports. It offers space for the practice of sports such as ice hockey, figure skating, ice skating, curling as well as Bavarian curling but also sledge hockey, short track or broomball. It also has a more general purpose that exceeds the mere sport function and brings together people from different areas as well as different generations. In the arena, people from young to old experience positive emotions through sports and culture. We see an enormous potential for future happenings and events in Brunico. Also the schools of the municipal area can use the Intercable Arena for various school projects.

ALPINE SKI

For a few years we have also been sponsoring in the field of alpine skiing. Our orange-colored plastic drill bits by "OrangeFox" are very popular in the ski sport and offer us a good opportunity to support local ski clubs and teams.

Among others, the Ski Club Brunico, founded in 1971, receives our plastic drills. Additionally, we equipped the members with racing suits that bear our logo. At present, the Ski Club Brunico looks after 28 active athletes of the VSS race series. We also support the Kronplatz Racing Center, founded in 2010 in Brunico as well as its race series, the Kronplatz Racing Cup. The team promotes national and international athletes and organizes sporting events. It is a young, dynamic and cutting-edge team and provides athletes from all over the world with the experience and professionalism of trainers and physiotherapists. The racing series, 18 races per year with 50 nations and around 200 athletes, is mostly held at Kronplatz, in Valle di Casies, Dobbiaco and Tesido. For the helpers of the races, we provide a set of "OrangeFox" plastic drill bits. In return, we are represented with our logo on banners at the race site, as well as on the website and the social media presence of the Kronplatz Racing Center.





ABOUT THE REPORT

REPORTING PERIOD

The fiscal year corresponds to the calendar year. The indicators or figures in the report comprise the last three fiscal years 2019, 2020 and 2021. The report is released annually.



REPORTING STANDARDS

The report was developed according to the international guidelines by the Global Reporting Initiative (GRI Standards – “Core” option). Essential information was linked with the related SDGs.

CONTACT

For questions or feedback on the report, please contact the Intercable marketing department, either by phone at +39 0474 571 700 or by e-mail at marketing@intercable.com

REPORTING LIMITS

The content of this report (apart from the pages 7, 10, 13, 20 and 21) refers to the Brunico, Kriváň and Ningbo sites of Intercable S.r.l. headquartered in Brunico (Italy) as well as the Brunico site of Intercable Tools S.r.l. headquartered in Brunico (Italy).

NOTATION

For ease of reading, the present report does not use gender-specific wording, except in the direct address. The usual spelling is intended to address both genders equally.

GRI INDEX

In the following, the report content based on the GRI standards is assigned to the SDGs. Indicators were only omitted if they were judged to be insignificant or inapplicable.

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GRI - indicators	GRI (page reference or description)	SDGs
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102-3 Location of headquarters	2	
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102-7 Scale of organization	10, 13, 20-21, 24-27, 46-49	
102-8 Employees	42-51	3 4 5 8
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102-11 Precautionary principle or approach	Precautionary principle	
102-12 External initiatives	33, 63, 70	7 13 14 15
GRI 102 Strategy, ethics & integrity, leadership		
102-14 Statement from senior decision maker	4	
102-15 Impacts, risks, and opportunities	4, 58-61	
102-16 Values, principles, standards and norms	4, 8, 9, 22, 23, 30-33, 42-45, 50, 51, 54, 56, 57, 62, 63, 66, 67, 69, 70	3 4 7 8 12 13 14 15 16 17
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102-18 Governance structure	4, 46-49	
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GRI INDEX

GRI - indicators	GRI (page reference or description)	SDGs
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102-41 Collective bargaining agreements	100% (all employees)	8
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GRI 102 Reporting practice		
102-46 Report content and topic boundaries	72	
102-47 List of material topics	56, 57	3 4 5 7 8 9 12 13 14 15 16
102-50 Reporting period	72	
102-51 Date of most recent report	31.08.2022	
102-52 Reporting cycle	Yearly	
102-53 Contact point	72	
102-54 Reporting in accordance	GRI standards – „Core“ option	
102-55 GRI content index	73	
GRI 201 Economic performance		
201-1 Direct economic value	24-27	8 9
201-2 Risks and opportunities due to climate change	4,10-11, 14, 16, 57-63, 68	8
201-3 Retirement plans	None	1 2 8 10
201-4 Financial assistance received from government	None	

GRI INDEX

GRI - indicators	GRI (page reference or description)	SDGs
GRI 202 Market presence		
202-2 Local senior management	46-49	
GRI 203 Indirect economic impacts		
203-2 Significant indirect economic impacts	Not measured	
GRI 204 Procurement		
204-1 Spending on local suppliers	24-27	13
GRI 301 Materials		
301-1 Materials used	Not measured	3 12 13 14 15
301-2 Recycled input materials used	No recycled raw materials are used - sorted residues from production are added back to the process, depending on the process and customer specifications, up to 35%	3 12 13 14 15
301-3 Reclaimed products	Please refer 306-2	3 12 13 14 15
GRI 302 Energy		
302-1 Energy consumption within the organization	62-64	7 12 13
302-2 Energy consumption outside the organization	Business trip activity is checked, remaining energy consumption is currently not calculated	7 12 13
302-3 Energy intensity	64 (CO ₂)	12 13
302-4 Reduction of energy consumption	58-63	12 13
302-5 Reductions in energy requirements of products and services	58-63	12 13

GRI INDEX

GRI - indicators	GRI (page reference or description)	SDGs
GRI 305 Emissions		
305-1 Direct (Scope 1) GHG emissions	64	12 13
305-2 Energy indirect (Scope 2) GHG emissions	Is currently not calculated, figures from the energy suppliers are missing	12 13
305-3 Other indirect (Scope 3) GHG emissions	Not currently calculated, supply chain figures are not available to a sufficient extent	12 13
305-5 GHG emissions intensity	58-63	12 13
GRI 306 Effluents and Waste		
306-2 Waste	65	12 6 14 15
GRI 308 Supplier environmental assessment		
308-1 Screened suppliers	51	7 8 12 13 14 15
308-2 Negative impacts in the supply chain	None	7 8 12 13 14 15
GRI 401 Employment		
401-1 New employee hires, employee turnover	46-49	8
401-2 Benefits full-time vs part-time employees	No differences	8
401-3 Parental leave	Could not be collected for this report	8
GRI 403 Health and safety		
403-9 Injuries, deaths	46-49	3 8

GRI INDEX

GRI - indicators	GRI (page reference or description)	SDGs
GRI 404 Training and education		
404-1 Training and education per year	46-49	4 8
404-2 Programs for upgrading employee skills	43-49	4 8
404-3 Career development	See management approach	4 8
GRI 414 Supplier social assessment		
414-1 Screened suppliers	51	3 8 10 12
414-2 Negative impacts in the supply chain	None	3 8 10 12
GRI 418 Customer privacy		
418-1 Customer privacy	GDPR implemented	
GRI 419 Socioeconomic compliance		
419-1 Non-compliance with laws and regulations	None	5 8 10 16

MANAGEMENT APPROACH

GRI - indicators	GRI (page reference or description)
GRI 103 Essential topics and their delimitation	
103-1 Essential topics and their delimitation	56, 57
103-1 Economic development of the company	4, 10-12, 20, 21, 24-27
103-1 Use of materials	30-37, 63, 66, 67
103-1 Energy	30-37, 58-68
103-1 Emissions	Our emissions are determined by the use of energy
103-1 Waste	64, 65
103-1 Climate protection	4, 8, 9, 58-63
103-1 Environmental & nature protection	4, 8, 9, 58-68
103-1 Education	Intercable builds on individual development planning based on employee interviews; ongoing feedback via regular performance appraisals; 43-49
103-1 Responsibility towards employees	4, 8, 9, 32, 33, 57-68
103-1 Dialogue with stakeholders	40-43
103-2 The management approach and its components	30-33, 40-43 and further brief descriptions in the individual subject areas
103-3 Review of the management approach	The management approach for each topic is continuously checked through surveys, internal product tests, IT-supported evaluations, internal reviews or audits and external analyzes and external audits. Further checks are carried out on the status of target achievement in the relevant subject areas.
GRI 403 Health and safety	
403-1 Management system for occupational health and safety protection	30, 33, 45, 46-49
403-2 Risk management	30, 33, 51
403-4 Employees	42-51
403-5 Employee training	43-45, 46-49, 58-61, 70
403-6 Promotion of worker health	45, 46-49, 58-61, 70



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