

# CONNECTING TECHNOLOGY

TODAY.  
TOMORROW.  
TO FUTURE.

AT&S





# NON-FINANCIAL REPORT

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# NON-FINANCIAL REPORT

## STATEMENT OF THE MANAGEMENT BOARD

The financial year 2023/24 can be described as a highly challenging year. As in the previous year, we navigated through turbulent economic times. The geopolitical situation, inflation, rising prices and the challenges within the supply chain required intensive attention from us and will continue to do so. The current weakness of the market will stay with us for some time to come; however, it will not change anything about the future perspectives of our markets and our growth strategy.

Regarding ESG (short for Environmental, Social, Governance) topics, the year was paved with numerous new regulations. In June 2023, four additional environmental goals were published as part of the EU Taxonomy Regulation, and the intensive discussion of the Frequently Asked Questions (FAQs) published in December 2022 continued. Therefore, no EU Taxonomy reporting year is like another, since new requirements always call for adjusted, extended reporting each time.

In the final months of the past financial year in particular, a decision in favour of, or against, the EU Corporate Sustainability Due Diligence Directive (CSDDD) was imminent. The directive adopted was significantly toned down compared with the latest proposals regarding the companies affected, and risk assessment was also downgraded; three central aspects must be taken into account:

1. Risk-based approach: Companies do not have to address all risks identified at the same time but can concentrate on the most important ones.
2. "Duty of effort": Companies must show that they undertake reasonable efforts to meet their due diligence obligations in terms of human rights.
3. Risks for people and the company: With the establishment of a human rights risk management system, a company not only protects the rights of those potentially affected, but also itself against further business-related risks. It gets to know its supply chains and business partners better and becomes more resilient.

In terms of sustainable supply chain management, we focus on strong partnerships along the entire value chain in addition to our established processes and indicators. Nevertheless, the Corporate Sustainability Due Diligence Directive (CSDDD) will confront us with new challenges.

Since 1 April 2023, the new structure of AT&S Group has comprised the two new business segments Electronics Solutions and Microelectronics. At the same time, the "Corporate ESG" function was created, which is assigned to the newly established function of the Chief Technology Officer (CTO) as a member of the Management Board. ESG now covers all topics relevant to sustainability, for example decarbonisation, occupational safety, or the management of measures for a more sustainable supply chain.

In the past year, we were pleased to receive many awards again, including the B-Ranking in the CDP Score Report 2023, for both “Climate Change” and “Water Security”, so that we once again exceeded the average of the electrical and electronic equipment sector. In addition, we repeatedly defended our outstanding Gold status in the EcoVadis ranking (for details please visit our website).

We are committed to established global frameworks such as the Sustainable Development Goals of the United Nations (SDGs), the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, the International Labour Organization (ILO), the UN Global Compact, the Responsible Business Alliance (RBA) and the Responsible Minerals Initiative (RMI).

With this non-financial report for the financial year 2023/24, we are also concluding the final sustainability report pursuant to the Austrian Sustainability and Diversity Improvement Act (NaDiVeG). Starting from 2024/25, this part of the management report will be prepared in accordance with the CSRD (Corporate Sustainability Reporting Directive). Under the motto “Let’s do it”, our roadmap features, in addition to our reporting activities, many new sustainability activities which we will report on in the coming year.

**WHAT WE STAND FOR**



**RBA**  
(Responsible Business Alliance)



**RMI**  
(Responsible Minerals Initiative)



**ILO**  
(International Labour Organization)



**SDGs**  
(Sustainable Development Goals)



**OECD Guidelines**  
for multinational enterprises



**UNGC**  
(United Nations Global Compact)

OUR GOALS

80 %

**Renewable energies**

by 2025



**Decarbonisation**

Of all production sites by 2030  
(Scope 1 emissions)



**Life cycle assessment**

at product level

38 %

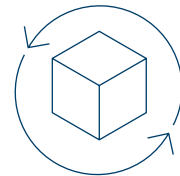
**Scope 1 & 2**

Absolute reduction  
of Scope 1 & 2 emissions  
by 38% by 2030/31

48 %

**Scope 3**

Reduction of relevant Scope 3  
emissions by 48% per EUR GVA  
by 2030/31



**100% RMI-compliant  
supply chain**

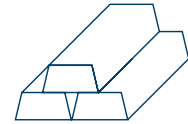
WHAT WE ARE PROUD OF

73.9%

**Renewable  
energies**



**Science-based  
emission targets**



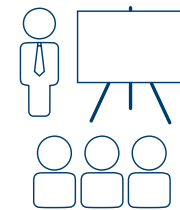
**Recycling**  
of 200 kg of  
in-house copper per day



**Code of Conduct**  
signed by 100% of  
key suppliers



**ESG Policy**  
published



**Cooperation**  
with educational institutions



**10**  
Awards and prizes

B

**B Rating**  
CDP "Climate Change" and  
"Water Security"

72

**Nationalities**  
in the workforce

## SUSTAINABILITY MANAGEMENT

### About this report

With this report, AT&S complies with the reporting obligation pursuant to the Austrian Sustainability and Diversity Improvement Act (NaDiVeG, section 243b and section 267a of the Austrian Commercial Code, UGB) for the Group as a whole and for Austria Technologie und Systemtechnik Aktiengesellschaft (in the following referred to as “the company”). This report has been prepared in partial compliance with the standards of the Global Reporting Initiative (GRI). Details are provided in the GRI content index at the end of the non-financial report. Our objective is to give all stakeholders of the AT&S Group transparent access to all ESG-relevant information and an overview of the main activities.

The introduction of a new Group-wide organisational structure in the financial year 2023/24 led to a change in the segment structure. With effect from 1 April 2023, the AT&S Group has structured its operating activities in three technology-based segments: Electronics Solutions, Microelectronics and Others. The Electronics Solutions segment comprises the areas of printed circuit boards and will also increasingly cover the modules and embedding business through the development of high-tech solutions. The Microelectronics segment focuses on the production of IC substrates for PCs and servers.

The corresponding comparative figures of the previous year were adjusted accordingly to ensure comparability and a transparent presentation of the development of the key figures.

### Anchoring sustainability

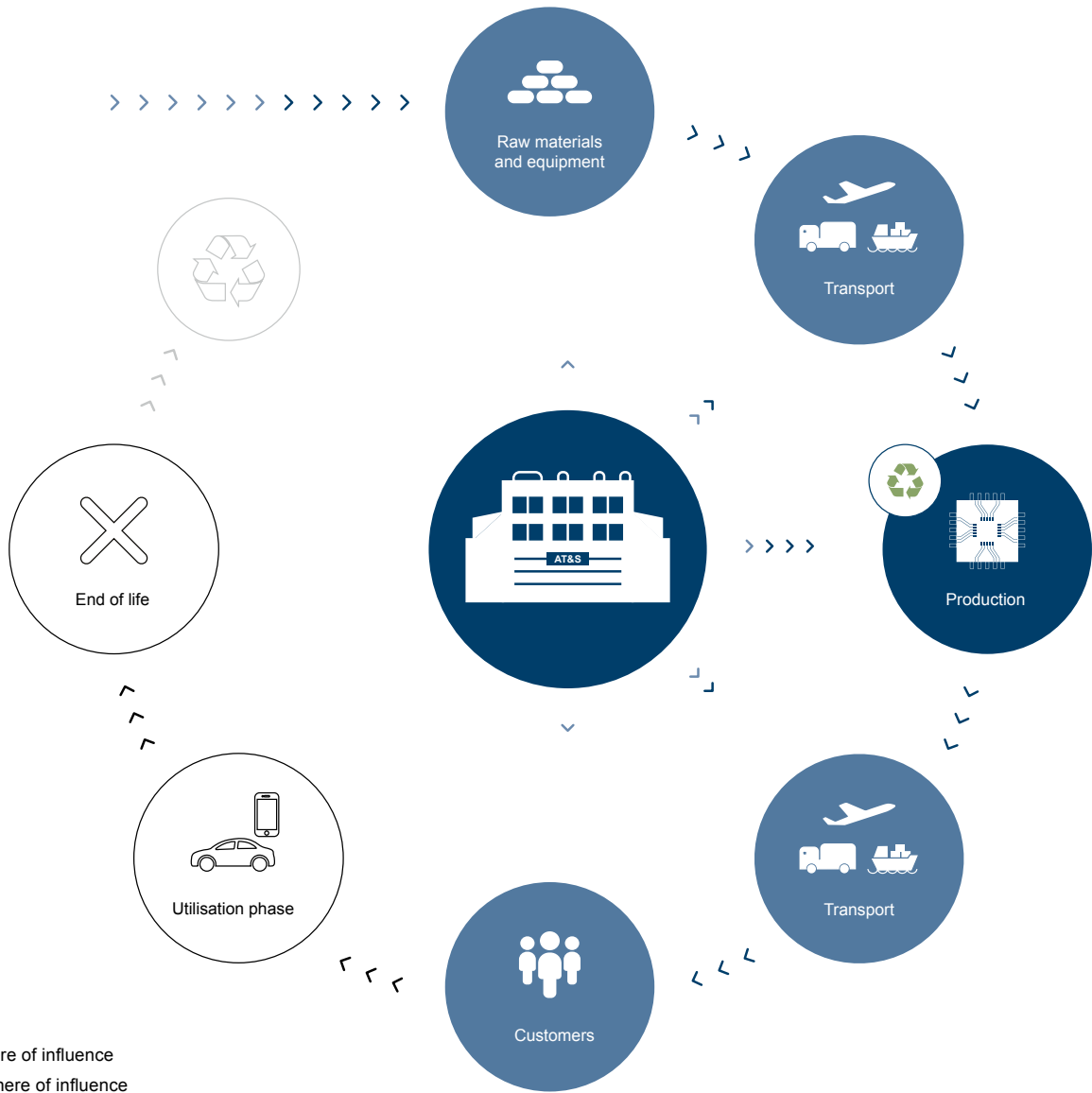
The Corporate ESG function was created in the financial year 2023/24 as part of the new Group-wide organisational structure. As digitalisation, technology and innovation are key factors for a more sustainable future, the ESG department has been assigned to the CTO. ESG now combines all environmental topics such as energy and decarbonisation, circular economy, water and waste as well as occupational health and safety, employees and the management of measures for a more sustainable supply chain under one umbrella. The core responsibilities of the ESG team include the (further) development of the AT&S sustainability strategy, the coordination of the sustainability agenda as well as internal and external communication. These are coordinated with the Management Board several times during the year as needed, and on a quarterly basis with representatives of the Management Board as well as the segments and relevant corporate functions as part of the ESG Steering Committee.

In addition, global networks within the AT&S Group were established on environmental matters, occupational health and safety as well as product responsibility. Others will follow.

### Responsible value creation

AT&S advocates responsible manufacturing of products along the entire value chain. To this end, we engage in intensive collaboration and strong partnerships with suppliers and customers. Together, we drive technological developments.

VALUE CREATION PROCESS





Purchasing in the AT&S Group is centralised or decentralised, depending on strategic importance. In addition to on-time procurement of basic materials such as gold, copper, laminates or process chemicals which meet our quality and sustainability standards, this also includes energy and the required infrastructure.

Proper storage of all materials ensures quality, durability and properties. The production of both high-tech printed circuit boards and IC substrates comprises multiple wet chemical processes that require great amounts of energy and water. We continuously work on minimising the quantities of all raw materials based on efficiency measures, process improvements and technology innovations.

The aim is to avoid waste to the greatest extent possible through efficient processes, trained personnel, the right mindset and by closing cycles. Depending on the type of waste and its classification, waste material is transferred to waste disposal companies and recycled or incinerated, and a small residual share is disposed of. Packaged appropriately, AT&S products are shipped to customers. Unfortunately, AT&S

has little influence on the disposal of its products at the end of their life cycle. However, we call upon the responsibility of end users to dispose of devices properly. Even though our possibilities to exercise influence on upstream and downstream processes are limited, we consider it our duty to extend the AT&S standards as far as possible in all ESG areas.

AT&S focuses on intensive cooperation and joint innovation activities with all partners along the supply chain. As a result, smart products, which are made observing human rights and in compliance with social standards as well as using and processing all raw material efficiently, create added value for all customers.

### **High standards in all areas**

High standards in all areas are a fundamental requirement for sustainability management to work. The following table lists certifications and standards in the areas of quality, environment, occupational health and safety and data security. They reflect the general orientation of AT&S as well as the needs of our customers.

**STANDARDS AND CERTIFICATES**

Certification	Description	Leoben	Fehring	Nanjangud	Ansan	Shanghai	Chongqing
ISO 14001:2015	Global standard for environmental management systems to optimise processes, reduce costs and minimise risks						
ISO 45001:2018	Standard for the management of occupational health and safety to minimise risks and increase productivity						
ISO 9001:2015	Certification of quality management systems to prove high quality standards of products						
IATF 16949:2016	Globally recognised standard in automotive industry						
ISO/IEC 27001:2017	International standard for information security						
DIN EN ISO 50001:2018	International standard for energy management to increase energy efficiency						
DS/EN ISO 13485:2016	International quality standard for the design and production of medical devices						
EN 9100:2018	European quality standard for the aerospace industry						
UL Listing	Standard to ensure electrical and mechanical safety of electronic components						
Sony Green Partner Certificate	“Green Partner Environmental Quality Approval System” for cross-company cooperation for the manufacturing of sustainable products						
AEO Certificate	Authorised Economic Operator of the European Union						
IECQ QC 080000:2017	International Technical Specification for Process Management of Hazardous Substances						
NADCAP Accreditation	Accreditation for a uniform quality standard in the aerospace industry to harmonise production and audit processes of aircraft components						
ANSI/ESD S2 0.20-2014	Electrostatic discharge standard						
IPC-QL-653 Standard	Certification of Facilities that Inspect/Test Printed Boards, Components and Materials						

**Continued above-average ratings for ESG performance**

The ratings by ESG rating agencies for the most part continue to exceed the industry average. For current details, please visit the AT&S website.

In addition, the ESG performance of AT&S was recognised by customers and in countries and regions where AT&S produces in the financial year 2023/24. Overall, AT&S received ten awards and recognitions. We scored above all with our copper recycling project for our activities in the areas of circular economy and innovation.

**SUSTAINABILITY STRATEGY**

**About mission and purpose**

It is our mission to reduce the environmental footprint. Our ESG purpose statement is: We support the business segments through responsible and resilient growth in the four strategic fields of action.

The strategic fields of action have been slightly changed: “Decarbonisation” is now “Decarbonisation, energy security and efficiency”, “Decent work” is now “Decent and safe work”. “Circular economy” and “Sustainable supply chain & business ethics” remain unchanged.

**RATED BY**



**BBB-Rating**

within the industry for electronic devices, parts and components<sup>1</sup>



**Prime-Rating**

Regarding social, environmental and governance topics



**Low Risk (17.3)**

The ESG risk rating places AT&S among top 15% in the electronic components subindustry<sup>1</sup>



**Gold Status**

With this result, AT&S ranks among the top 5% of the companies ranked by EcoVadis



**B-Rating**

“Climate Change” and “Water Security”

<sup>1</sup> See disclaimer in the imprint. Usage of the logo is limited to the purpose of reporting on ESG risk assessments and is not used for any other purpose; it also does not represent an endorsement or advertisement for the brands/logos.

Negative effects of AT&S business activities on the NaDiVeG issues can be minimised with the help of ambitious goals, concrete key indicators and the implementation of appropriate measures. This report has been structured according to E (Environmental), S (Social) and G (Governance), and the material topics have been allocated. Details on the qualitative and quantitative targets, management concepts, due diligence processes and key indicators are presented in the respective chapters.

### **Influencing factors: from the corporate strategy through risks and trends to legislation**

As our purpose statement indicates, our sustainability strategy is closely linked to the corporate strategy. Despite a weak market, AT&S adheres to its strategic positioning and the sustainability strategy. It supports the AT&S business model.

We began to renew our materiality analysis in the financial year 2023/24, equally considering the impact on the environment (inside-out) and the opportunities and risks for the business activities of AT&S (outside-in). Stakeholders were included through an online survey in order to validate the result. The preparation of the new material topics was being finalised when this report was compiled. Therefore, they will be published in the financial year 2024/25.

Hence the materiality analysis of the financial year 2018/19, whose process is described in the figure *“Process description of the materiality analysis 2018/19”* still applies to the present report.

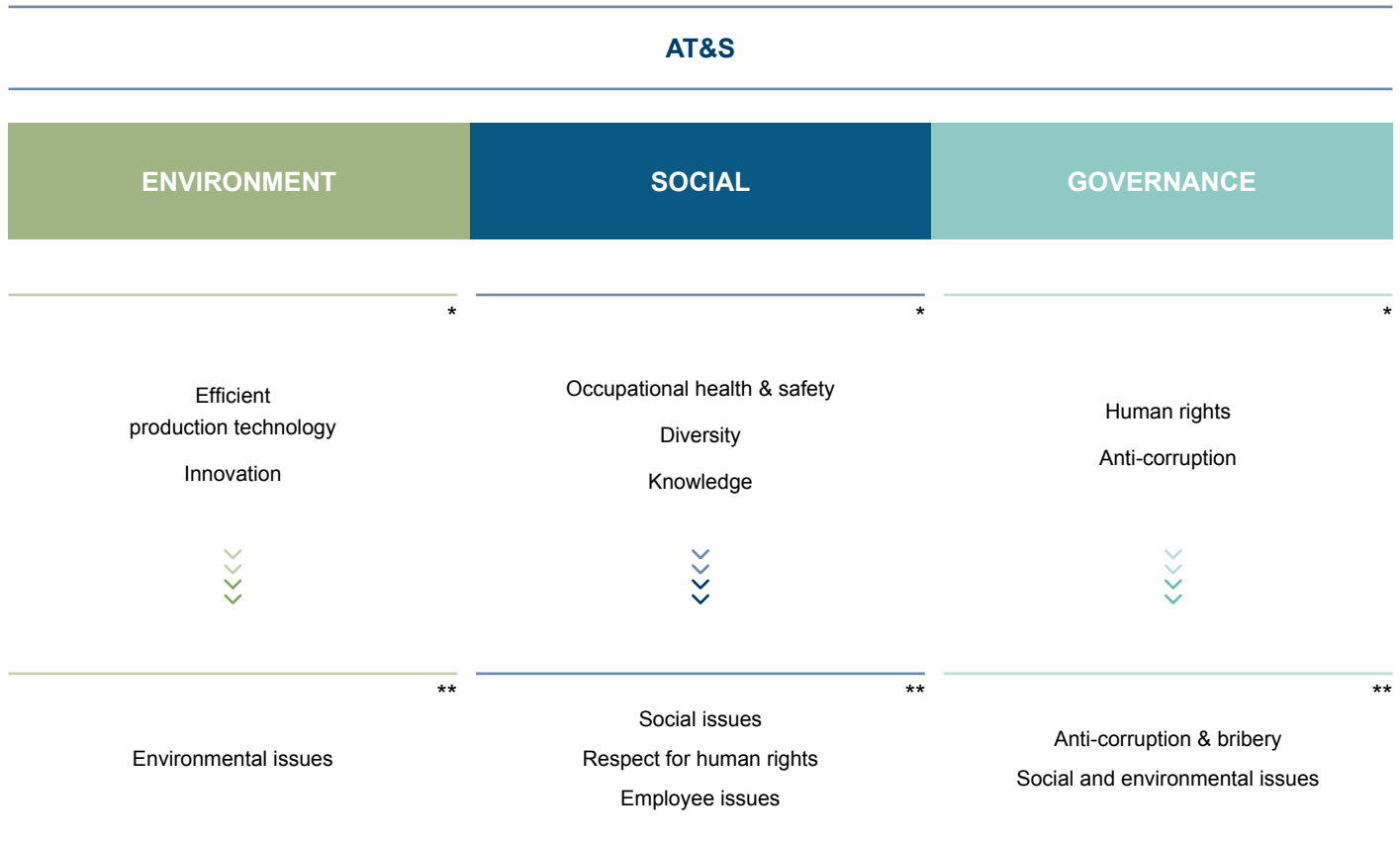
The ESG opportunities and risk management constitutes another fundamental element of the ESG strategy. With a view to the European Sustainability Reporting Standards (ESRS), opportunities and risks were reviewed for currency, adjusted and complemented. Details are described in section *“ESG opportunities and risk management”*.

Global megatrends also influence the AT&S ESG strategy. They have essentially remained unchanged: zero waste and circular economy, green technologies and innovation, longer lifetimes of end products, new working cultures, occupational safety, and diversity. We come across artificial intelligence more frequently; it is associated with a lot of computing and, consequently, with high energy consumption. In this context, AT&S is both part of the problem and part of the solution with its products. Manufacturing AT&S products requires great amounts of energy, water and other raw materials. At the same time our products also have the potential to create the transition to a sustainable, efficient and intelligent energy future.

The UN Sustainable Development Goals (SDGs) are another influencing factor. The illustration *“Our contribution to the SDGs”* shows a summary of AT&S’s activities regarding the most relevant SDGs.

The legal requirements and frameworks not only include the Corporate Sustainability Reporting Directive (CSRD), which requires us to apply the European Sustainability Reporting Standards (ESRS) from the financial year 2024/25. A new compromise for the EU supply chain act found a majority in the European Parliament. We continue to monitor the developments around the Corporate Sustainability Due Diligence Directive (CSDDD) very closely and work on a robust risk management system. In contrast, the Dodd-Frank Act, the REACH Regulation (Registration, Evaluation, Authorisation and Restriction of Chemicals) and the RoHS Regulation (Restriction of Hazardous Substances) are laws with which AT&S has complied for many years. Since 2022, AT&S has been subject to reporting in accordance with the EU Taxonomy Regulation. For details regarding reporting pursuant to Art. 8 of the EU Taxonomy Regulation please refer to the *EU Taxonomy section* of this report.

ALLOCATION OF TOPICS



\* Material topics  
 \*\* NaDiVeG issues



PROCESS DESCRIPTION OF THE MATERIALITY ANALYSIS 2018/19

Determination of social, ecological and economic topics potentially relevant to the business activities of AT&S based on:

- globalen trends
- customer requirements
- legal developments

**MATERIALITY DIMENSION**

**Impact assessment**

The topics identified were allocated along the value chain and assessed in an impact workshop. Internal experts, department heads from Quality, R&D and HR, as well as the Management Board were involved in this process, and the connection to the corporate strategy was taken into account.

**Consideration of stakeholder interests**

The four stakeholders most important for AT&S – employees, customers, suppliers and shareholders – were involved by conducting an international survey. The survey was offered in English, German and Mandarin. As the survey was published on the website, NGOs or neighbours were also able to participate and were assessed as a group (“Others”). All five stakeholder groups were equally weighted in the evaluation.

**Boundaries of the material topics**

After combining the two materiality dimensions, the material topics were prioritised and approved by the Management Board.

ENVIRONMENTAL	SOCIAL	GOVERNANCE
Efficient production technology	Occupational health and safety	Anti-corruption
Innovation	Diversity	Human rights
	Knowledge	

PROCESS DESCRIPTION RISK MANAGEMENT



**ESG opportunities and risk management**

In preparation for the CSRD and the ESRS, we reviewed our ESG opportunities and risks for their currency, added to them and assessed them in cooperation with experts.

Climate-related risks were renamed and defined more clearly. A distinction is now made between acute and chronic climate change and the associated risks. Transition risks, like water risks, are treated and assessed as separate risks. In contrast, inefficient use of resources is no longer listed as a separate risk. This is because, on the one hand, we have a strong focus on the implementation of efficiency measures anyway and, on the other hand, because all these measures save resources and thus counter all environmental risks. Rather, the risk identified is a lacking waste strategy and a lack of recycling. Other risks have been added due to their topicality: in addition to air, water and soil pollution, these risks include violations of human rights and data breaches as well as the loss of biodiversity.

The 23 risks now identified have been allocated to the existing risk categories of the Group-wide risk management. The risk assessment for AT&S as well as for the business environment for a five-year horizon was carried out in cooperation with experts.

The relationship between qualitative and quantitative risk assessment was established via an impact matrix. The risk level can range between one and six and requires appropriate mitigation measures depending on the level. Material risks are risks that have been classified at a risk level of four or more in the next five years before further mitigation measures and which are caused directly by the business activities of AT&S, its supply chain or its products. Other relevant risks include those risks that were classified at a risk level below four due to working management and mitigation measures that have already been implemented. They are nevertheless highly relevant for AT&S and its business environment and are therefore listed additionally. The risk management process is illustrated in Figure “Process description risk management” and conforms to the requirements of the Austrian Sustainability and Diversity Improvement Act (NaDiVeG) as well as the principle of double materiality. The most important opportunities and risks for the business environment, mitigation measures and their allocation to issues are shown in the following table. For further details on Group risk management please refer to the Group Management Report, section “*Opportunities and Risks*”.

**NON-FINANCIAL OPPORTUNITIES AND RISKS FOR THE BUSINESS ENVIRONMENT**

<b>Material risks</b>	<b>Mitigation</b>	<b>Opportunities</b>	<b>NaDiVeG issues</b>
Lack of waste strategy and recycling	Recycling projects (such as copper and water recycling), planning a waste strategy, employee sensitisation and training	Cost reduction, climate-resilient business model, industry benchmark, image improvement, increase independence from suppliers, lower usage of rare raw materials	Environmental issues
Lack of employee retention, discrimination	Training on anti-discrimination, unconscious bias and AT&S Code of Conduct, inclusive recruiting process, targeted employer branding measures, evaluation and adaptation of remuneration strategy, employee survey, Young Wilds development program	Strong cohesion, loyalty of staff, diversity, increase in employee motivation, low attrition and prevention of "brain drain", higher creativity and innovative strength, integrated approach to employee engagement	Employee issues, social issues, respect for human rights
Non-compliance with ESG-relevant requirements of suppliers	AT&S Supplier Code of Conduct, clear processes for careful selection of suppliers, supplier audits, commitment to RBA & RMI, reporting on CMRT	Protection of human rights, avoidance of support of armed conflicts, image improvement, increased attractiveness of the company for sustainable financing	Social issues, employee issues, environmental issues, respect for human rights
<b>Other relevant risks</b>	<b>Mitigation</b>	<b>Opportunities</b>	<b>NaDiVeG issues</b>
Acute and chronic climate change	Energy strategy, business continuity management, ISO 50001, employee sensitisation and training	Climate-resilient business model, strong cohesion and loyalty of staff, stronger adaptability, cost reduction	Environmental issues, social issues
Occupational accidents	ISO 45001, protective clothing, handling of dangerous goods, training	Increased employee motivation, low fluctuation	Employee issues
Corruption	AT&S (Supplier) Code of Conduct, anti-corruption guideline, capital market compliance, training, whistleblowing platform	Image improvement, trustful partnerships, competitive advantage	Employee issues, combating corruption and bribery

OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS

SDGs	Sub-goals	Measures	SDGs	Sub-goals	Measures
	4.4 4.5 4.7	In-person training and e-learning offers   leadership and specialist training   performance management   zero tolerance of any form of discrimination   collaboration with international training providers and educational institutions   AT&S Transformation Tuesday   digital business coaching platform   Young Wilds Development Program   AT&S Leadership Principles		10.2 10.3	Engagement for the Diversity Charter   diversity and intercultural training   AT&S (Supplier) Code of Conduct   intercultural workshops for respect, tolerance and integration at the Leoben site   inclusive wording   global onboarding programme for new employees   AT&S e-learning courses on unconscious bias and content of the AT&S Code of Conduct
	6.1 6.2 6.3 6.4	Water strategy and sustainable water management   water recycling rate in water-scarce areas   wastewater treatment at all sites   new wastewater treatment plant at the Nanjangudd site   certification according to ISO 14001 at all production sites   REACH, RoHS and EU POP compliance   AT&S Product Stewardship Network   clean drinking water and sanitation for all AT&S employees		12.2 12.4 12.5 12.6 12.7	ISO 14001 certification at all production sites and ISO 50001 certification at selected production sites   energy strategy incl. energy efficiency projects   copper recycling project   LCA project   water strategy and waste management   REACH, RoHS and EU POP compliance   AT&S (Supplier) Code of Conduct   supplier audits   commitment to RMI
	7.2 7.3	Energy efficiency at the facility and process levels   on-site and regional renewable energy production   purchase green energy   ISO 50001   energy reduction targets in accordance with the latest findings of climate science   AT&S Environmental Network   energy efficiency projects		16.2 16.5	Compliance with the Austrian Code of Corporate Governance   AT&S (Supplier) Code of Conduct   AT&S anti-corruption guideline   anonymous whistleblowing platform   capital market compliance and anti-corruption training   Governance, Risk and Compliance Committee
	8.2 8.4 8.5 8.7 8.8	Energy strategy with energy efficiency projects   engineering and R&D departments strongly involved in sustainable innovation and industrialisation   strengthen innovative power with the new R&D centre in Leoben   AT&S Innovation Award, AT&S Innworld Platform, AT&S DATA-THON   ISO 45001 certification at all production sites   AT&S Health & Safety Network   AT&S (Supplier) Code of Conduct for compliance with all ethical and labour-related aspects including human rights, working conditions, diversity and fighting child labour and forced labour   supplier audits		17.16 17.17	ESG collaboration with suppliers, customers and universities   global partnerships with NGOs and local authorities   promotion of sustainable industrialisation and efficient use of resources within the supply chain   AT&S Talent Network   international cooperation with educational facilities   AT&S (Supplier) Code of Conduct
	9.1 9.2 9.4	Modern & resilient infrastructure for expansion projects   high resource efficiency and eco-friendly technologies   engineering and R&D departments strongly involved in sustainable innovation and industrialisation   strengthen innovative power with the new R&D centre in Leoben   cooperation with suppliers   efficiency and effectiveness project of copper recycling			

## REPORTING PURSUANT TO ART. 8 OF THE EU TAXONOMY

The EU has published requirements regarding sustainable economic activities based on the EU Taxonomy Regulation (EU Taxonomy), which entered into force in 2020. In the financial year 2021/22, the proportion of taxonomy-eligible economic activities of turnover as well as capital and operating expenditures were reported for the first time with regard to the first two environmental goals. After taxonomy alignment was analysed for the first two environmental goals regarding climate and 0% alignment was reported in the financial year 2022/23, taxonomy eligibility for the other four environmental goals is now disclosed for the reporting period of 2023/24.

### Taxonomy-eligible and taxonomy-aligned turnover

AT&S reviewed the requirements of the Delegated Acts (EU) 2021/2139 and (EU) 2023/2486 in detail in a comprehensive process. While the company's business activities and products were only covered to a minor extent by the first two environmental goals "climate change mitigation" (CCM) and "climate change adaptation" (CCA), the new environmental goal "transition to a circular economy" (CE) now covers the core business of AT&S.

The production of printed circuit boards and IC substrates is covered by the new activity 1.2. "Manufacture of electrical and electronic equipment" of the environmental goal "transition to a circular economy", so that all revenues of AT&S are now included in the EU Taxonomy reporting. The description of the activity explicitly references NACE Codes 26 and 27, which also include the production of printed circuit boards and IC substrates as part of 26.12 "Manufacture of loaded electronic boards". In addition to the activity description and the NACE Code, the criteria for a substantial contribution are at least in part applicable to printed circuit boards; therefore, AT&S's taxonomy eligibility was identified for this activity. For these reasons, revenues from printed circuit boards for photovoltaic systems and wind turbines are recorded under activity 1.2. "Manufacture of electrical and electronic equipment", which were recorded and reported under economic activity 3.1. "Manufacture of renewable energy technologies" (environmental goal "climate change mitigation").

At present, no economic activities applicable to the revenue of AT&S exist under the environmental goals "climate change adaptation", "sustainable use and protection of water and marine resources", "pollution prevention and control" and "protection and restoration of biodiversity and ecosystems".

AT&S currently recognises a proportion of taxonomy-eligible turnover of 100% of total consolidated revenue for the financial year 2023/24. In the previous year, this figure was only 0.4%, but was related to activity CCM 3.1. The proportion of taxonomy-aligned turnover was 0% in the previous year due to a lack of climate risk and vulnerability assessments and full compliance with minimum social safeguards due to insufficient due diligence processes in connection with human rights topics in the supply chain. The denominator of the key indicator corresponds to revenue according to the consolidated statement of profit or loss (see consolidated financial statements).

For the turnover allocated to economic activity 1.2. of the new environmental goal "transition to a circular economy", only eligibility, but not yet alignment, must be determined in the financial year 2023/24. For details on the key indicators please refer to the KPI table at the end on the non-financial report.

### Capital and operating expenditures (CapEx and OpEx)

The numerator of the two performance indicators capital and operating expenditures can be divided into categories A, B and C pursuant to sections 1.1.2.2 and 1.1.3.2 of the Delegated Act (EU) 2021/2178 to Article 8. While no capital and operating expenditures of category A were recognised in the previous year, these are now reported for activity CE 1.2 in the financial year 2023/24.

When allocating capital expenditures to economic activities, AT&S pursues the approach of reviewing acquired assets themselves for applicability of the technical screening criteria. Property, plant and equipment as such must be covered by the criteria. In this context, it is less important whether the item generally contributes to revenue-generating activities, but rather if the assets acquired meet the description of the activity.



Therefore, only assets used directly in the production process are considered to be capital expenditures of category A for activity CE 1.2. These primarily include machinery and equipment for the production of printed circuit boards and IC substrates. Since this is an activity under the four new environmental goals, only taxonomy eligibility must initially be reported this year.

A CapEx plan which meets the definition of category B was not drawn up under any of the six environmental goals in the financial year 2023/24.

With respect to category C, the reporting of capital and operating expenditures in accordance with Delegated Act (EU) 2021/2178 includes the acquisition of products from taxonomy-aligned economic activities and individual measures based on which the target activities are performed with low carbon emissions or the emission of greenhouse gases is reduced. While the individual measures only apply to the environmental goal "climate change mitigation" in accordance with the current interpretation by AT&S, the acquisition of taxonomy-eligible and taxonomy-aligned output can occur in all environmental goals. However, for the taxonomy-eligible amounts reported, there is no supplier evidence that the output purchased is taxonomy-aligned. As a result, only capital and operating expenditures of taxonomy-eligible outputs and individual measures with a substantial contribution to the environmental goal "climate change mitigation" were reported under category C.

With regard to capital and operating expenditures of category C, AT&S pursues the approach to disclose all taxonomy-eligible expenditures for all environmental goals. As a result, taxonomy-eligible CapEx and OpEx of both category A and category C are allocated to activity CE 1.2.

In the review of the activities of the newly published environmental goals, activity 2.1. "Collection and transport of hazardous waste" under the environmental goal "Pollution prevention and control" was identified as another applicable economic activity for category C. Another change was made in the financial year 2023/24 pursuant to FAQ of 19 December 2022, in which question 147 confirms that the new construction of a building for own use can count towards the activity CCM 7.1. "Construction of new buildings" or CCM 7.7. "Acquisition and ownership of buildings". Consequently, the activity reported under economic activity 7.1. "Construction of new buildings" was allocated to 7.7. "Acquisition and ownership of buildings". The presentation of the previous year was also adjusted.

With regard to CapEx and OpEx, the following business activities of AT&S can be allocated to the individual economic activities:

## ALLOCATION OF THE AT&S BUSINESS ACTIVITIES TO THE ECONOMIC ACTIVITIES OF THE EU TAXONOMY

Economic activity for CapEx and OpEx category C	Description	Examples of activities of AT&S
CE 1.2 Manufacture of electrical and electronic equipment	Manufacturing of electrical and electronic equipment for industrial, professional and consumer use.	Office equipment, e.g. notebooks, monitors and printers
CCM 5.1. Construction, extension and operation of water collection, treatment and supply systems	Construction, extension and operation of water collection, treatment and supply systems.	Construction of process water plants, pipeline networks, water recycling facilities and the necessary infrastructure
CCM 5.2. Renewal of water collection, treatment and supply systems	Renewal of water collection, treatment and supply systems including renewals to water collection, treatment and distribution infrastructures for domestic and industrial needs.	Renewal of process water treatment plants
CCM 5.3. Construction, extension and operation of waste water collection and treatment	Construction, extension and operation of centralised waste water systems, including waste water collection (sewer network) and treatment.	Construction of wastewater treatment plants and the necessary infrastructure
CCM 5.4. Renewal of waste water collection and treatment	Renewal of centralised waste water systems including collection (sewer network) and treatment.	Upgrade of water treatment systems, exchange of old tanks and pipes
CCM 5.5. Collection and transport of non-hazardous waste in source segregated fractions	Separate collection and transport of non-hazardous waste in single or comingled fractions aimed at preparing for reuse or recycling.	Transport of non-hazardous waste, maintenance of necessary infrastructure
PPC 2.1. Collection and transport of hazardous waste	Separate collection and transport of hazardous waste prior to treatment, material recovery or disposal, including the construction, operation and upgrade of facilities.	Transport and collection of hazardous waste
CCM 6.5. Transport by motorbikes, passenger cars and light commercial vehicles	Purchase, financing, renting, leasing and operation of vehicles designated as category M1, N1, both falling under the scope of Regulation (EC) No 715/2007 of the European Parliament and of the Council, or L (2- and 3-wheel vehicles and quadricycles).	Leasing of company cars
CCM 7.2. Renovation of existing buildings	Construction and civil engineering works or preparation thereof.	Renovation of production buildings
CCM 7.3. Installation, maintenance and repair of energy efficient equipment	Individual renovation measures consisting in installation, maintenance or repair of energy efficiency equipment.	Installation and maintenance of cooling units, cooling towers, roof insulation, ventilation equipment
CCM 7.4. Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	Installation, maintenance and repair of charging stations for electric vehicles in buildings and parking spaces attached to buildings.	Expansion of e-charging infrastructure
CCM 7.5. Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings.	Installation of building energy management systems
CCM 7.6. Installation, maintenance and repair of renewable energy technologies	Installation, maintenance and repair of renewable energy technologies, on-site.	Solar lighting, heat exchangers
CCM 7.7. Acquisition and ownership of buildings	Buying real estate and exercising ownership of that real estate.	Construction of new buildings at the locations in Malaysia and Leoben; purchase or rental of office and production buildings as well as accommodation for employees

The taxonomy-eligible capital and operating expenditures were recognised at the local companies based on the entries in the respective asset and expense accounts using CapEx and OpEx lists and assigned to the above-mentioned economic activities based on the descriptions.

As capital and operating expenditures in category C can only be recognised as taxonomy-aligned if the suppliers' taxonomy alignment can be confirmed, the taxonomy-aligned proportion of AT&S's capital and operating expenditures currently amounts to 0% due a lack of relevant confirmations by the respective suppliers.

Capital expenditures (CapEx) are disclosed as a part of the taxonomy-eligible or taxonomy-aligned capital expenditures (numerator) of the total capital expenditures (denominator). The denominator consists of the total capital expenditures pursuant to the requirements of section 1.1.2.1 of the Delegated Act (EU) 2021/2178 and corresponds to the additions to property, plant and equipment, right-of use assets and intangible assets of AT&S disclosed in the consolidated financial statements for the financial year 2023/24, which can be found in notes 7 and 8 of the notes to the consolidated statement of financial position in the notes to the consolidated financial statements. The taxonomy-eligible numerator in the respective economic activities corresponds to the total amounts consolidated at Group level of the above-mentioned CapEx lists. In the financial year 2023/24, 83.0% of CapEx was classified as taxonomy-eligible compared to 45.1% in the previous year. The increase results from higher capital expenditures for buildings related to the establishment of the new plant in Leoben and capital expenditures under the new activity CE 1.2. "Manufacture of electrical and electronic equipment".

As defined in section 1.1.3.1 of the Delegated Act (EU) 2021/2178, the denominator of the operating expenditures covers all direct non-capitalised costs that relate to research and development, building renovation measures, short-term leases, maintenance and repair (see "Types of expenses" and "Research and development costs" in the notes to the consolidated statement of profit or loss, and "Property, plant and equipment" in the notes to the consolidated statement of financial position, in the notes to the consolidated financial statements). The numerator of the taxonomy-eligible operating expenses in the respective economic activities was recognised based on expense accounts and allocated to the economic activities. 30.5% of OpEx was classified as taxonomy-eligible in the financial year 2023/24, compared with 2.8% in the previous year. The year-on-year increase is attributable to the added activity CE 1.2. "Manufacture of electrical and electronic equipment".

Details on the CapEx and OpEx indicators are provided at the end of the non-financial report.

Pursuant to Delegated Act (EU) 2021/2178, non-financial undertakings must disclose additional background information on the indicators such as a quantitative breakdown of the CapEx and OpEx numerator. As AT&S does not report taxonomy-aligned turnover or capital and operating expenditures, no such additional information is reported.

# ENVIRONMENTAL



Never before have industries, markets and the economic environment changed as quickly as today. Hardly any company can evade the rapid development driven by digitalisation and globalisation. Our climate is also changing and turning into the greatest challenge of our time. It is above all the slow changes that will transform our lives in the long run. Climate-changing gases, which are released into the atmosphere or have already accumulated there, will have a lasting influence on our climate for a long time to come. This is why decarbonisation is a central component of the AT&S sustainability strategy and constitutes one of the four strategic fields of action.

With the European Green Deal, the European Commission aims to put the EU on a path towards a climate-neutral and fair society, which integrates a modern, resource-efficient and competitive economy. The transition to a circular economy plays a central role in achieving these goals. In order to decouple economic growth from material resource input, AT&S focuses on using resources efficiently and avoiding waste along the entire value chain. In doing so, AT&S covers measures in the areas of water, waste prevention and recycling which support resource efficiency and innovation through technological innovation and know-how. The company summarises all activities aiming for the efficient use and recycling of water and materials as well as lifecycle assessment and waste reduction under the concept of circular economy. Like decarbonisation, circular economy also represents one of the four fields of action of the AT&S sustainability strategy. The material topics “efficient production technology” and “innovation” are assigned to the section “Environmental”.

### **AT&S energy strategy supports climate and energy transition**

There is no question that climate change represents a threat to the health of the planet; in addition, rising temperatures can change production conditions, and extreme weather events can disrupt supply chains and damage infrastructure. The company has set ambitious energy and emission reduction targets in order to combat the climate crisis. These targets include generating at least 80% of the Group’s energy requirements from renewable energy sources (including large hydroelectric power plants) by 2025. In addition, our goal is to replace all fossil fuels at our own production sites (Scope 1 emissions) worldwide by 2030.

Together with the Science Based Targets initiative (SBTi), AT&S supports the goals of the Paris Agreement. Consisting of the United Nations Global Compact (UNGC), the CDP, the World Resources Institute (WRI) and the WWF, the Science Based

Targets initiative is an international climate protection alliance which drives ambitious climate protection measures in private business. It enables organisations to define emission reduction goals based on scientific findings. Heeding this call, AT&S made a commitment to the SBTi in the financial year 2021/22.

In the financial year 2022/23, the newly set goals were confirmed by the SBTi. AT&S undertakes to reduce absolute Scope 1 & 2 emissions by 38% by the financial year 2030/31 compared to the 2021/22 baseline. Furthermore, the Scope 3 emissions from purchased goods and services as well as capital goods are to be reduced by 48% per euro of value added within the same time frame. These ambitious goals are now officially in accordance with the 1.5-degree target and therefore an important step towards a future worth living for future generations.

### **Our path towards decarbonisation**

Both the challenging energy and emission reduction targets and established management systems at different AT&S locations support us on our path towards decarbonisation. All production sites have quality management certification according to the international standard ISO 9001 and environmental management certification according to the international standard ISO 14001. In addition, selected production sites are certified according to the international energy management certification ISO 50001, which was extended at an AT&S location in China in 2023/24. Currently the Austrian locations Leoben and Fehring, the location in Nanjangud, India, and now also the AT&S location Chongqing are certified according to ISO 50001. A timeline for the integration of the remaining locations is currently being developed.

Decarbonisation covers all measures that support AT&S in achieving the ambitious targets set for the transition to a low-carbon economy. AT&S continuously reviews possibilities to ensure the highest energy efficiency at the process and plant levels and to gradually increase the share of renewable energy. Reducing the energy consumption of selected machinery is an integral part of the energy strategy. In this way, resources can be used sparingly while total energy consumption and carbon emissions can be reduced at the same time.

In order to ensure coordination of diverse environmental topics efficiently and sustainably, and to improve the coordination of implementation of requirements in processes in the Environmental area across plants in the business segments, the AT&S Environmental Network was established in the financial year 2023/24. This network connects internal stakeholders who



work on environmentally relevant topics such as energy, water and waste, thus ensuring that all those involved are informed about current developments in the environmental segment. At the same time, the platform provides a space for best-practice sharing and an intensified exchange across locations regarding the latest regulatory developments, compliance requirements and projects in the above-mentioned areas.

Companies play a decisive role in the transition towards a low-carbon economy and the reduction of CO<sub>2</sub> emissions. However, the availability of electricity from regenerative energy sources cannot be taken for granted, in particular in the Asian region. Achieving our energy goals has therefore been, and still is, a challenge. The efforts undertaken by AT&S in this regard can be seen in the share of renewable energy. AT&S achieved a share of 73.9% in the financial year 2023/24, thus again exceeding the prior-year value of 61.6%. 111 MWh of the renewable energy used was generated directly at the AT&S locations, predominantly through photovoltaic systems.

**SHARE OF RENEWABLE ENERGIES**



Savings resulting from energy efficiency measures amounted to an additional 6.3 GWh or 4.2 kt CO<sub>2</sub> across the Group in the financial year 2023/24. In the previous year, savings totalled 30.6 GWh or 13.7 kt CO<sub>2</sub>. Overall, annual savings of 96.9 GWh resulting from the measures implemented since the financial year 2017/18 can be reported.

**ADDITIONAL ENERGY SAVINGS**

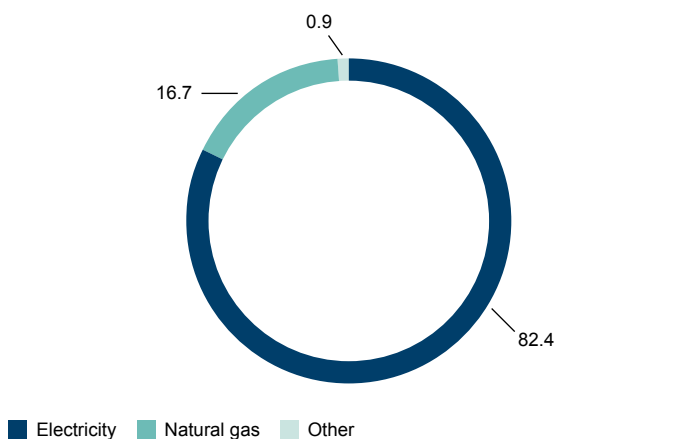
**6.3 GWh**

**(Previous year: 30.6 GWh)**

Despite the energy savings, energy consumption in 2023/24 could not be reduced in comparison with the previous year. While absolute energy consumption rose by 7.2%, relative energy consumption recorded an increase by 29.7%. This is because gross value added was low due to the challenging market environment. In addition, due to the growth strategy of AT&S, resources are required for the expansion and qualification of product lines – for example at our new location in Malaysia – without being able to generate direct value added yet.

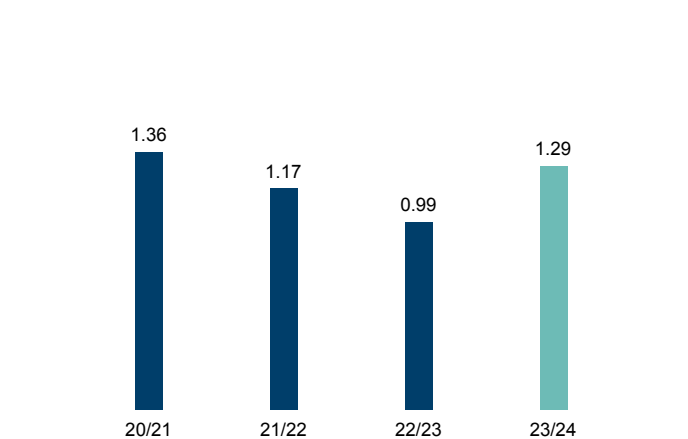
ENERGY CONSUMPTION BY ENERGY SOURCE

in %



RELATIVE ENERGY CONSUMPTION

in kWh per € GVA



ENERGY CONSUMPTION

	Absolute energy consumption (in GWh)			Relative energy consumption (in kWh per € GVA)		
	2023/24	2022/23	Change	2023/24	2022/23	Change
Microelectronics segment & Others	362.2	287.2	26.1%	1.07	0.80	33.7%
Electronics Solutions segment	584.9	596.0	(1.9%)	1.48	1.13	31.3%
<b>Total Group</b>	<b>947.1</b>	<b>883.2</b>	<b>7.2%</b>	<b>1.29</b>	<b>0.99</b>	<b>29.7%</b>
thereof attributable to parent company	89.2	79.9	11.6%	0.70	0.65	6.5%

Despite the increase in absolute energy consumption, energy expenses decreased by 1.5% year-on-year due to the decline in prices. Energy costs are contained in cost of sales, distribution costs, general and administrative costs, research and development costs as well as in start-up costs in the notes to the consolidated statement of profit or loss in the notes to the consolidated financial statements.

The relative key indicators refer to the gross value added (GVA). The sales support companies are not considered in the reporting of environmental, health and safety indicators (except Scope 3 emissions), as they are negligible in comparison with the production sites.

**Strong partnerships and sustainable expansion as a concept for success**

The AT&S energy strategy 2.0 pursues a holistic approach; in addition to decarbonisation, it focuses on security of supply and energy efficiency. The strategy also supports the customers in achieving their emission reduction goals. AT&S also relies on strong partnerships in the supply chain and focuses on the collaboration with its suppliers, who support the company on its path towards a climate-resilient economy and in reducing the emissions in the supply chain.

The collaboration with an important machine supplier launched in 2021/22 was continued in the financial year 2023/24. The joint cooperation project focuses on reducing the energy consumption of a pilot plant. By developing and implementing measures, energy savings of 15% of the pilot line's total energy consumption were already achieved in the financial year 2022/23. Further efficiency measures were tested and evaluated over the course of the financial year 2023/24.

While reducing the energy consumption of selected machinery is an integral part of the energy strategy, it is not limited to that. The company relies on a highly efficient energy concept to reduce energy consumption, in particular in the construction of the new research and development centre in Leoben and at the new production site in in Kulim, Malaysia.

The plants were built according to the highest quality and sustainability standards and equipped with state-of-the-art machinery and recycling systems. These include optimised controls for heating and cooling, highly efficient motors and humidification systems, heat insulation, frequency-controlled drives as well as sustainable heating and cooling systems. The new office building in Leoben is heated through heat recovery systems, which reduces natural gas consumption while pre-fabricated concrete components act as heat accumulators.

**Our emissions in detail**

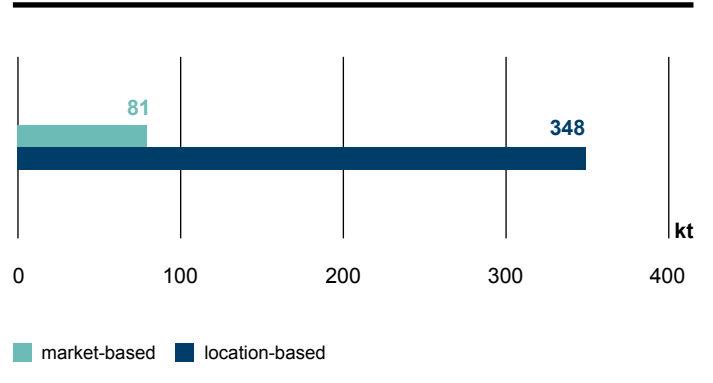
Emissions are reported in accordance with the Greenhouse Gas (GHG) Protocol, which distinguishes between three categories: Scope 1, Scope 2 and Scope 3. Scope 1 comprises direct emissions of climate-damaging gases in the company, which are, for example, generated in the combustion of natural gas at the AT&S locations. Scope 2 refers to indirect emissions, which are released by energy suppliers. At AT&S, this is mainly related to emissions from purchasing electricity. In addition, all indirect emissions created along a company's value chain are summarised under Scope 3.

The GHG Protocol provides for two calculation methods for Scope 2 emissions. Location-based emissions reflect the average emission intensity of the local grids in which electricity is used. These amounted to 348 kt CO<sub>2</sub> at AT&S in the financial year 2023/24.

Since the financial year 2021/22, market-based Scope 2 emissions have also been reported. They include emissions of electricity purchased based on a conscious decision by AT&S and amounted to 81 kt CO<sub>2</sub> in the financial year 2023/24. The immense difference compared to location-based emissions clearly shows the impact that the high share of purchased renewable electricity has on actual CO<sub>2</sub> emissions. The achievement of the science-based targets is measured using market-based emissions. Compared to the 2021/22 baseline, the absolute Scope 1 and Scope 2 emissions were reduced by 56.3%. Since this target is strongly influenced by the share of renewable energy, the importance of the availability of green electricity at all AT&S locations must be mentioned. It will take great efforts to maintain the previously achieved reduction in the coming years. Compared to the previous year, the relative market-based Scope 1 & 2 emissions were reduced by 38.6%.

In addition to information from suppliers, the calculation of emissions is based on the conversion factors of the Environment Agency Austria, the ecoinvent database version 3 and EXIOBASE 3. All CO<sub>2</sub>-related figures are CO<sub>2</sub> equivalents.

**MARKET-BASED VS. LOCATION-BASED SCOPE 2 EMISSIONS**



GREENHOUSE GAS EMISSIONS 2023/24

Total greenhouse gas emissions >>>> **1,453 kt**

**Scope 1**

Direct emissions



Diesel



Natural gas



Oil

**Scope 2**

Indirect emissions through  
purchased energy



Purchased electricity  
(market-based)



Purchased steam  
(market-based)

**Scope 3**

Indirect emissions within  
the value chain



Air travel  
of employees



Commuting practices  
of employees



Purchased goods  
and services



Capital goods



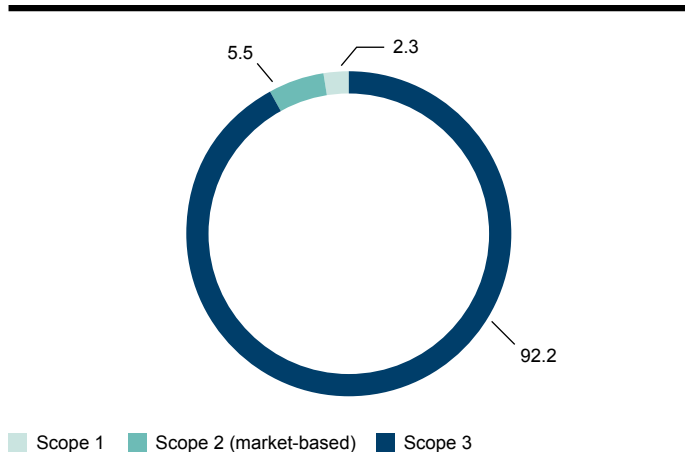
Shipping of products  
to customers



Fuel and energy-related  
emissions

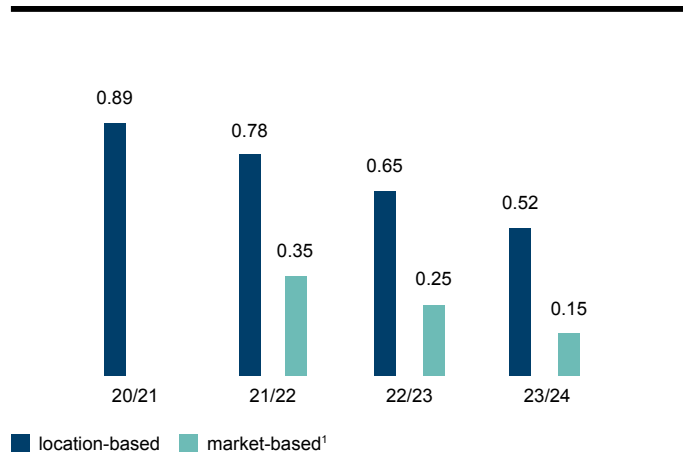
SPLIT OF CARBON FOOTPRINT  
BY SCOPE

in %



RELATIVE CARBON FOOTPRINT  
(SCOPE 1 & 2)

in kg CO<sub>2</sub> per € GVA



<sup>1</sup> Market-based Scope 2 emissions have been reported since the financial year 2021/22.

Since electricity is the main energy source of AT&S, the greenhouse gas balance shows a significantly higher share of Scope 2 emissions than Scope 1 emissions. Nevertheless, Scope 3 emissions account for the largest share of emissions, in total 92.2%. Within these emissions along the value chain, which can be divided into 15 categories, category 1, “Purchased goods and services”, and category 2, “Capital goods”, have the greatest influence at AT&S. This is why they are the basis for the science-based target set in the financial year 2022/23. At present, no primary data of our suppliers are available for these emissions; therefore, they are calculated using appropriate methods. However, it is essential for AT&S that suppliers are also aware of the importance of greenhouse gas accounting. Consequently, AT&S aims to cooperate more intensively on greenhouse gas reporting with its suppliers in the future.

In addition to the above-mentioned categories 1 and 2, the total of the reported Scope 3 emissions, which can be seen in the following table, takes into account the shipping of products to customers, fuel- and energy-related emissions, air travel by AT&S employees as well as CO<sub>2</sub> emissions resulting from the commuting practices of employees. The reduction of Scope 3 emissions compared to the previous year is primarily due to the decline in investments for the expansion of the plant in Chongqing. As the gross value added also declined in the reporting year, the relative Scope 3 emissions only decreased slightly by 1.4%. Since categories 1 and 2 are responsible for the majority of Scope 3 emissions, the relative Scope 3 footprint of these two categories barely changed compared with the previous year. However, in comparison with 2021/22, the base year of the Science Based Target, they have already decreased by 14.9%.

CARBON FOOTPRINT (SCOPE 1 & 2, MARKET-BASED)

	Absolute carbon footprint (Scope 1 & 2) (in kt CO <sub>2</sub> )			Relative carbon footprint (Scope 1 & 2) (in kg CO <sub>2</sub> per € GVA)		
	2023/24	2022/23	Change	2023/24	2022/23	Change
Microelectronics segment & Others	47.8	129.1	(63.0%)	0.14	0.36	(60.8%)
Electronics Solutions segment	65.6	94.4	(30.5%)	0.17	0.18	(7.0%)
<b>Total Group</b>	<b>113.4</b>	<b>223.5</b>	<b>(49.3%)</b>	<b>0.15</b>	<b>0.25</b>	<b>(38.6%)</b>
thereof attributable to parent company	3.3	2.1	58.8%	0.03	0.02	51.4%

## CARBON FOOTPRINT (SCOPE 3)

	Absolute carbon footprint (Scope 3) (in kt CO <sub>2</sub> )			Relative carbon footprint (Scope 3) (in kg CO <sub>2</sub> per € GVA)		
	2023/24	2022/23	Change	2023/24	2022/23	Change
Microelectronics segment & Others	822.3	1,036.4	(20.7%)	2.43	2.89	(15.9%)
Electronics Solutions segment	517.3	562.8	(8.1%)	1.31	1.06	23.0%
<b>Total Group</b>	<b>1,339.6</b>	<b>1,599.2</b>	<b>(16.2%)</b>	<b>1.83</b>	<b>1.80</b>	<b>1.4%</b>
thereof attributable to parent company	193.6	90.7	> 100%	1.51	0.74	> 100%

**Our production needs water**

Water is an indispensable component for many industrial sectors, whether it is for hydroelectric power generation, as part of wastewater disposal or water utilisation. Countless industries are dependent on water as a valuable resource for manufacturing products and providing services. Involving a large number of wet chemicals and in part resource-intensive processes, this also includes the electronics industry, and therefore AT&S.

It is essential to use water carefully and sparingly, since both climate protection and adaptation to climate change are inextricably linked to the topic of water. Because of that, and in order to keep an eye on the conflicting goals of minimising water consumption while at the same time saving energy, the AT&S water strategy was initiated. This strategy aims to reduce water consumption and to keep withdrawn water in circulation in the best possible way. With its sustainable water policy, the company pursues resource-saving and effective water management at all production sites.

The AT&S water strategy was newly developed in the financial year 2023/24 and includes water risk management, a standardised water monitoring system as well as water efficiency measures. AT&S systematically recycles used water, aiming to optimise water consumption this way. This includes multiple use in the production area, in biofilter systems and in cooling towers. Measures to ensure sustainable use of water include recycling and treatment in biological as well as chemical-physical wastewater treatment facilities.

Relative water consumption increased to 11.67 litres per euro of gross value added in the financial year 2023/24, up 30.4% on the previous year, while absolute water consumption only rose by 7.8%. Similar to energy consumption, this development is due to the challenging market environment and the AT&S growth strategy. (Water consumption for the research and development centre in Leoben, which is included here, was estimated, since the centre is still under construction and the meters have not been fully installed yet.)

**As water scarcity is steadily increasing, intelligent water management is more important than ever**

Climate change and the resulting extreme weather events have a major influence on the availability and quality of the resource water, in particular in areas which are situated in high-risk regions due to their geographic location. According to the Aqueduct Water Risk Tool of the World Resources Institute (WRI), the AT&S locations in Nanjangud and Shanghai fall under areas that are exposed to increased water risk. Therefore, AT&S pursues effective and sustainable water management. In the financial year 2023/24, the water recycling and reuse rates amounted to 53% at the Nanjangud site, 24% at the Shanghai plant and 6% in Chongqing. AT&S strives to use water sparingly in the high-risk regions and aims to continuously increase water recycling rates.

**WATER CONSUMPTION**

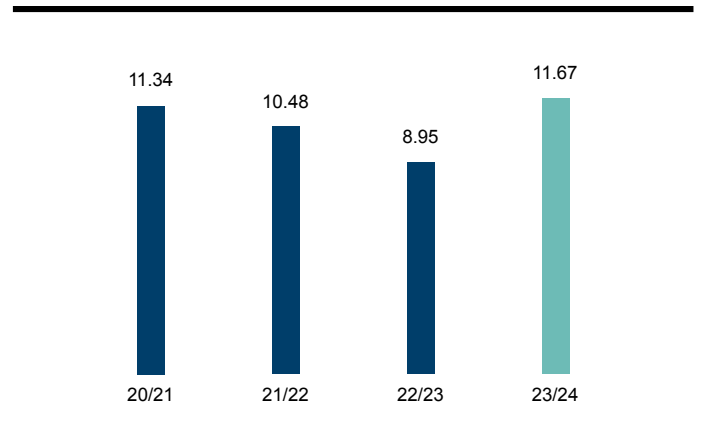
	Absolute water consumption (in m³ million)			Relative water consumption (in litres per € GVA)		
	2023/24	2022/23	Change	2023/24	2022/23	Change
Microelectronics segment & Others	4.22	3.38	24.8%	12.47	9.43	32.2%
Electronics Solutions segment	4.35	4.57	(4.8%)	10.99	8.63	27.4%
<b>Total Group</b>	<b>8.56</b>	<b>7.95</b>	<b>7.8%</b>	<b>11.67</b>	<b>8.95</b>	<b>30.4%</b>
thereof attributable to parent company	0.15	0.21	(28.0%)	1.16	1.70	(31.4%)

Impacts on the entire water cycle threaten not only the sustainable development and biodiversity but also the availability of water. With a view to the expansion projects in Malaysia and Leoben, AT&S therefore puts a focus on water efficiency planning for the new production sites. The planned efficiency projects, which are intended to reduce the water consumption of the new R&D centre in Leoben by 20-30% in the future, are currently undergoing qualification.

The installation of the new wastewater treatment plant at the Nanjangud site was also completed in the financial year 2023/24. The recycling system, which limits thiourea levels in wastewater and reduces fresh water withdrawal, is scheduled to be commissioned in the financial year 2024/25. In addition, AT&S India partnered with a university of applied sciences in Bengaluru and signed a declaration of intent for a period of five years. The objective of the new collaboration is to develop further processes for better recycling and neutralisation methods.

**RELATIVE WATER CONSUMPTION**

in litres per € GVA



### **AT&S sets new standards for sustainable resource management and recycling practices in the electronics industry**

Copper is indispensable for the production of AT&S's high-end products and is one of the key components in the production of printed circuit boards and substrates. This is also reflected in the copper purchasing volume, which totalled 2,994 tonnes for the Group as a whole in the financial year 2023/24. Given the growing scarcity of resources and dependence on supply chains, AT&S has focused on optimising raw material efficiency and circular economy for years.

With the efficiency and effectiveness project of copper recycling, waste is turned into a resource again at AT&S. Back in the financial year 2022/23, a recycling system to recover pure copper and chemicals from wastewater was set up at the Leoben site. And it brings plenty of benefits: reduced chemicals and copper purchasing, less waste, fewer CO<sub>2</sub> emissions and more efficient reuse of resources. Cycle-oriented production allows a drastic reduction in purchasing copper, hydrochloric acid and chemicals for water treatment while at the same time avoiding several tonnes of industrial sludge. Currently up to 200 kg of copper can be recovered per day and a considerable amount of chemicals can be recycled due to this project, which was launched in the financial year 2019/20. The copper recovered in the process has a purity level of 99.98%.

The copper recycling system helps reduce the company's carbon footprint compared with standard primary utilisation of copper, as the production and shipping of valuable resources can be minimised thanks to the system. Four patents have already been granted as part of the project.

Several improvements were made to the facility in the financial year 2023/24 in order to steadily optimise copper recycling. Copper streams that had previously not been covered were incorporated, and chemical recycling was expanded. To this end, a facility to recover sulphuric acid was installed in order to reuse the sulphuric acid in the wastewater treatment plant.

The implementation of the copper recycling process is a milestone in the AT&S sustainability strategy and demonstrates how resource conservation can be achieved by using state-of-the-art technology and circular economy. As soon as the fine-tuning of the recycling system in Leoben has been completed, AT&S will start to evaluate the introduction of similar systems at other production sites worldwide from the financial year 2024/25. In the financial year 2023/24, possibilities to apply parts of the copper recycling concept at the AT&S locations in Shanghai and Fehring were evaluated.



COPPER RECYCLING

ACIDS

Sulphuric acid 50%,  
hydrochloric acid 30%, ferric chloride



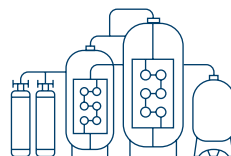
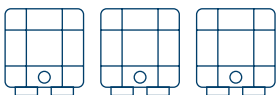
COPPER SHEETS



SEPARATION AND  
COLLECTION

of wastewater fractions rich  
in heavy metals

CHEMICAL  
RECOVERY



RECOVERY OF COPPER

using electrolysis



TREATED  
WASTEWATER

with discharged quality

### **Newly developed system at the Nanjangud site allows recovery of copper and hydrochloric acid from used etchant**

AT&S India proactively takes measures to make internal processes even more environmentally friendly and cleaner. A recycling system for etchants was installed and successfully commissioned at the Nanjangud site in the financial year 2023/24.

The facility for recycling acidic etchants and the associated recovery of copper provide a triple benefit of added value for the product, cost savings due to the recovered copper, and environmentally friendly and therefore sustainable processes. Compared to the conventional process, the project enables the replacement of 100% of hydrogen peroxide by oxygen from compressed air, saving up to 95% of hydrochloric acid and stabilising etching lines through a better mixed, more consistent etching solution after oxidation.

The method, which was developed by a supplier and adapted by AT&S engineers, is used especially for copper chloride. The recycling of the etchant for reuse in the etching line in a closed loop and the recovery of the etched copper underline the company's efforts to make a contribution to the sustainable development of processes and products.

### **AT&S LCA project: assessment of environmental impacts at the product level**

AT&S has voluntarily prepared life cycle assessments (LCAs) for its products for years. In this way, the company discloses the continuous progress towards a circular economy in a transparent and comparable manner and meets the requirements of business partners and legislators to record the environmental impact of purchased products and to prepare comprehensive life cycle assessments. Over the years, great interest has been displayed, above all by customers, regarding the provision of data on the impact of printed circuit boards on the environment. The focus is on hot spot analyses of the products in order to derive optimisation measures for the ecological footprint.

Assessing the environmental effects that arise from the production of goods along the entire supply chain requires appropriate documentation, transparency and evaluation. The ecological footprint of specific printed circuit boards can be calculated by analysing all ecological impacts on people and the environment and by determining the data of all materials, substances and processing methods across AT&S's entire scope of influence.

In doing so, the focus is on the efficient use of resources and the identification and deduction of optimisation possibilities within our own processes.

An essential part of conducting life cycle assessment projects is the availability of data, which is often very limited. Therefore, the AT&S LCA project focuses, among other things, on the procurement of primary data and the exchange of information with suppliers in order to improve data quality with regard to Scope 3 emissions.

In the financial year 2023/24, the LCA project focused on collecting data for the AT&S plant in Leoben and on developing a front-end SAP module. This way, essential production processes as well as material and support processes are recorded and meaningful LCA analyses for the AT&S location in Leoben are subsequently performed. Moreover, the basis was laid for a gradual automation of data collection in the AT&S data backbone during the financial year 2023/24. The concept was tested with a dataset of the electroplating plant as part of the AT&S DATATHON, an idea challenge addressing data-driven solutions for all areas of AT&S. The data collected are also used for internal studies. The data showed transparently that a newly implemented process at the Leoben site makes a significant contribution to reducing emissions of the overall process by substituting wet chemical processes.

The requirements of the LCA process are continuously evaluated and adapted if necessary. In parallel with the installation and implementation at the Leoben site, the roll-out and application of first processes from the AT&S plant in Fehring began in the financial year 2023/24.

Since the financial year 2023/24, AT&S has been part of the European EU Chips JU project EECONE (European Ecosystem for Green Electronics), which aims to make electronic systems along the entire supply chain sustainable, reduce the amount of e-waste and minimise the environmental footprint of electronic systems. This gives AT&S the opportunity to further intensify its LCA activities and to specify the requirements for the LCA process in order to make a contribution for the entire electronics industry.

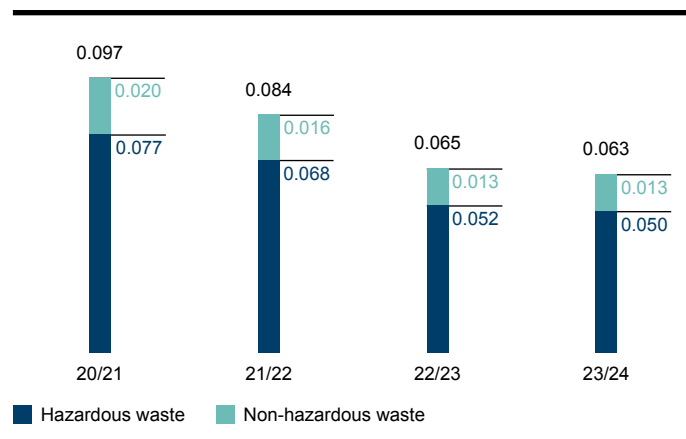
### Our goal: manage waste streams sustainably and prevent them in advance wherever possible

AT&S supports the European Green Deal and the transformation from linear production patterns to closed cycles. In addition to the efficient use of energy and water, this also includes the gradual reduction of waste, in particular hazardous waste.

As the production volume decreased in the financial year 2023/24, the absolute volume of waste also declined by 19.4%. As a result, the amount of waste in relation to gross value added was reduced slightly by 2.5% in comparison with the previous year. The share of hazardous waste declined slightly. The objective is to further reduce this share in the future by focusing on the copper recycling project and evaluating additional options for metal recycling.

### RELATIVE WASTE AMOUNT

in kg per € GVA



### Material compliance as an essential component of sustainable products

In addition to electricity and water, the manufacture of AT&S products also requires valuable raw materials and other materials. These include gold, palladium, copper, laminates and chemicals. While the purchasing volume of copper and laminates was lower than in the previous year in line with the lower production volumes, an increase was recorded for gold and palladium due to the change in product mix. The chemicals purchased are additionally broken down transparently using the GHS classification (Globally Harmonized System of Classification and Labelling of Chemicals).

### WASTE AMOUNT

	Absolute waste amount (in kt)			Relative waste amount (in kg per € GVA)		
	2023/24	2022/23	Change	2023/24	2022/23	Change
Hazardous waste	36.5	46.2	(21.0%)	0.050	0.052	(4.4%)
Non-hazardous waste	9.7	11.2	(12.8%)	0.013	0.013	5.5%
<b>Total waste amount</b>	<b>46.3</b>	<b>57.4</b>	<b>(19.4%)</b>	<b>0.063</b>	<b>0.065</b>	<b>(2.5%)</b>
Microelectronics segment & Others	9.1	10.1	(10.4%)	0.027	0.028	(5.1%)
Electronics Solutions segment	37.2	47.3	(21.3%)	0.094	0.089	5.3%
<b>Total Group</b>	<b>46.3</b>	<b>57.4</b>	<b>(19.4%)</b>	<b>0.063</b>	<b>0.065</b>	<b>(2.5%)</b>
thereof attributable to parent company	3.9	5.2	(26.0%)	0.030	0.043	(29.4%)

## PURCHASE OF SIGNIFICANT MATERIALS

Total Group	Unit	2023/24	2022/23	Change
Gold	kg	486	437	11.2 %
Palladium	kg	344	268	28.4 %
Copper	t	2,994	3,470	(13.7 %)
Laminate	million m <sup>2</sup>	9.8	10.9	(10.0 %)
Chemicals	thousand t	173.2	167.9	3.2 %

## PURCHASE OF SIGNIFICANT MATERIALS

attributable to parent company	Unit	2023/24	2022/23	Change
Gold	kg	42	55	(24.4 %)
Palladium	kg	19	14	40.5 %
Copper	t	226	331	(31.8 %)
Laminate	million m <sup>2</sup>	0.6	0.8	(18.4 %)
Chemicals	thousand t	17.9	11.0	61.6 %

## CLASSIFICATION OF CHEMICALS PURCHASED

in %		2023/24 <sup>1</sup>	2022/23 <sup>1</sup>	Change
Explosive	GHS01	–	–	n. a.
Flammable	GHS02	0.19	0.22	(0.03)
Oxidising	GHS03	5.60	7.17	(1.58)
Compressed gas	GHS04	6.15	1.84	4.32
Corrosive	GHS05	67.59	73.41	(5.82)
Toxic	GHS06	0.62	0.58	0.03
Irritant	GHS07	26.69	29.28	(2.59)
Health hazard	GHS08	5.35	4.78	0.57
Environmental hazard	GHS09	2.46	2.01	0.46
Non-hazardous	–	21.26	19.49	1.77

<sup>1</sup> Since one chemical can be included in several hazardous substance categories, the total of all categories is greater than 100%.

In addition to quality, safety and functionality, compliance with the applicable law is a key feature of products. Companies must be accountable for ensuring that their products are manufactured free of hazardous substances. As a supplier of central electronic components, AT&S observes all aspects of using resources responsibly and follows different requirements in the area of material compliance. These include, for example, compliance with EU Regulation 1907/2006 REACH for all products, as well as with the RoHS Regulation of the EU, which governs putting hazardous materials in electronic devices and electronic components on the market.

The list of substances for the regulation of environmentally harmful substances in accordance with the REACH Regulation can be viewed on our website along with our general terms and conditions and the AT&S Supplier Code of Conduct. In addition to compliance with the REACH and RoHS Regulations, the company also avoids the use of ozone depleting substances in accordance with the Montreal Protocol and meets the requirements of EU Regulation 2019/1021 on Persistent Organic Pollutants (EU POP Regulation).

Per- and polyfluoroalkyl substances (PFAS) have properties that have a negative impact on the environment and are toxic for humans; a general restriction proposal for use in the EU was made by ECHA, the European Chemicals agency. Together with other stakeholders along the supply chain, AT&S was actively involved in the ongoing discussion about regulating PFAS and submitted an official statement as part of the EU consultation process which outlines the challenges of a short-term ban of these substances for industry. AT&S is engaging in an intensive dialogue with the supply chain in order to sensitise our global partners.

As part of the AT&S sustainability strategy, the company has processes in place which ensure the implementation of material compliance requirements as well as compliance with all legal requirements of lists of substances not only in the EU, but also in Asia and in all regions in which AT&S operates. In order to ensure adherence to the material compliance requirements in an efficient and sustainable manner and to improve the coordination of the implementation of material compliance requirements in processes in the individual business segments across plants, the AT&S Product Stewardship Network was introduced in the financial year 2023/24. This network connects internal stakeholders who operate in the global AT&S supply chain. This ensures that all those involved are informed about the current developments with respect to substance regulations, and awareness is raised and deepened in the area of material compliance. The most recent regulatory developments are presented and discussed at monthly meetings and their impacts are assessed. The network incorporates all material compliance requirements into existing company processes and acts as an integral part of the process to monitor regulations.

### **Innovation and sustainability go hand in hand**

For the implementation and achievement of the climate and energy goals, including waste reduction, efficient use of resources or recycling of materials, it is not sufficient to focus solely on effectiveness and efficiency. Here, innovative approaches are needed to achieve these goals in the long term and make them part of the processes.

The share of employees in the research and development departments and engineering teams amounted to an average of 14.2% in the financial year 2023/24 and has thus remained relatively constant compared to the previous year (14.3%).

### **AT&S Innovation Award – green projects win**

For eight years, AT&S has presented the Innovation Award, recognising creative projects that help the company grow sustainably, which can be submitted by employees from all locations. The number of projects entered keeps growing every year and reached a new record again this year with 48 entries. An AT&S expert jury, which rates all eligible projects according to their strategic suitability, their level of innovation, their ESG benefits and their economic impact, determines the winners. Projects can be submitted in three categories: “Today”, “Tomorrow” and “Future”. “Today” covers projects that have been fully introduced on the market, while “Tomorrow” is the category for innovations that will be commercially implemented in the near future. Projects that promise benefits in the long term fall under the “Future” category.

In the financial year 2023/24, the focus of the entries was on implemented projects in the “Today” category and feasibility studies of the “Tomorrow” category. The winners of both categories were chosen by an expert jury. The fact that both of these projects have a green focus this year demonstrates that our corporate culture no longer concentrates only on products but also on processes that enable holistic solutions. The AT&S team behind the recycling plant installed in Hinterberg is this year’s winner of the category “Tomorrow”, and was also chosen as the most sustainable project in 2023/24. For further information please read the section *“AT&S sets new standards for sustainable resource management and recycling practices in the electronics industry”*.

In the “Today” category, the project “Acid Etchant Regeneration and Copper Recovery” was chosen as the winner. A newly developed system at our location in Nanjangud allows the recovery of copper and hydrochloric acid from used etchant. The special characteristic of this project is that the hydrochloric acid is recovered completely without hydrogen peroxide, which makes the process significantly more environmentally compatible. Details on the project are explained in section *“Newly developed system at the Nanjangud site allows recovery of copper and hydrochloric acid from used etchants”*.

The winners and the associated project teams are rewarded with both individual and team bonuses. In 2023/24, projects were submitted at plants in China, India and Austria; in addition, there were cross-country projects with an international orientation.

### **AT&S InnoWorld – open innovation platform for all AT&S employees worldwide**

InnoWorld is a platform that invites all employees across the world to contribute new ideas and help shape the company. The platform provides space for ideas and enables the communication between idea owners and other specialists within AT&S.

The role system of InnoWorld supports efficient communication and supports the development of ideas: idea owners share ideas on the platform, while moderators facilitate idea generation and communication on the platform. Finally, a jury determines the winners based on rating criteria and community voting at special idea challenges.

In the financial year 2023/24 the InnoWorld Challenge revolved around ideas for the implementation of a machine for automatically counting PCB cards, which should improve working conditions and ultimately the quality of the products delivered. The winner of the idea challenge “automated PCB counting” for production in Nanjangud received an additional day off to let her creativity unfold.

### **AT&S DATATHON23 goes into the next round**

The first AT&S data analysis competition to improve efficiency and decision-making in the financial year 2022/23 was a great success: teams from different AT&S locations around the globe participated and worked on a dataset to gain new insights for AT&S project managers. In 2023/24, the DATATHON23 established itself as an important pacemaker and educational resource for our data strategy.

In the financial year 2023/24, teams of participants worldwide competed in an online event in search of new ideas to improve resource and cost efficiency, aiming to identify the correlations between energy consumption and production procedures in critical production processes based on production data, and to develop ideas to improve production. The winners of this exciting competition were rewarded with access to a whole host of e-learning courses by LinkedIn Learning, which they can use to further develop their skills in areas of their choice.

# SOCIAL



At AT&S, bright minds, visionary decision-makers and solution-oriented doers meet in international teams. They all are the company's most valuable resource and a fundamental prerequisite for our economic success. One of the essential requirements for this success is a corporate culture that ensures fair, safe and inclusive collaboration. The three central values, "Be Innovative", "Be Responsible" and "Be Open-minded", are at the heart of our identity and form the basis for our collaboration with business partners, employees, investors and society. AT&S attaches great value to an appreciative leadership culture and offers its employees attractive career opportunities as well as training and education offers. To ensure that motivated and capable employees can fully develop their abilities, AT&S creates a safe working environment that is strengthened by a variety of measures to provide health and safety at work.

The section "Social" comprises all activities related to social sustainability, including the material topics of "diversity", "knowledge" and "occupational health & safety". The equally material topics "human rights" and "anti-corruption" and the related due diligence processes and indicators are covered in the section "Governance".

AT&S employed 13,696 persons at the end of the financial year 2023/24. This corresponds to a decrease by 6.7% compared to the previous year. The implementation of our growth strategy led to an increase in the number of employees at both the new location in Malaysia and at the R&D centre in Leoben, whereas other locations recorded a decline in the number of employees due to efficiency programmes and capacity adjustments to business developments. The number of contract workers amounted to 254 persons at the end of the financial year, which corresponds to 1.9% of the total headcount, compared with 396 persons or 2.7% in the previous year.

Employees are remunerated at market conditions and in accordance with the applicable laws. In addition, macroeconomic data and remuneration benchmarks are taken into account at all locations on a regular basis. 17% of the employees across the Group are covered by collective agreements. In Austria, the collective agreement for the electrical and electronics industry is applicable to 99% of the employees. Outside the European Economic Area, there is a collective agreement in India, which is applicable to 16% of the employees.

A bonus system, which governs the performance-based share of remuneration, is implemented throughout the Group. This component is linked to the economic performance of AT&S (EBIT, EBITDA), its innovative strength (Vitality Index), the employees' personal performance and, since the financial year 2021/22, the share of renewable energy.

The ratio of personnel costs to revenue was 24.0% in the financial year 2023/24, up 2.4% on the previous year. Details are provided in the notes to consolidated statement of profit or loss in the notes to the consolidated financial statements.

With an attrition rate of 17.4% in the financial year 2023/24, a decline by 0.3 percentage points was recorded in this area. In the Microelectronics segment, attrition is higher than in the other segments due to the dynamic markets. Since the attrition rate is also considered to be an indicator of employee satisfaction and motivation, AT&S strives to keep it as low as possible.



## HEADCOUNT (AT YEAR-END)

in heads		2023/24			2022/23		
		Male	Female	Gesamt	Male	Female	Total
Category	White collar	3,484	1,313	4,797	4,129	1,437	5,566
	Blue collar	5,480	3,419	8,899	5,507	3,614	9,121
Region	Europe & USA	1,296	897	2,193	1,285	920	2,205
	Asia	7,668	3,835	11,503	8,351	4,131	12,482
Segment	Microelectronics	3,982	2,258	6,240	4,262	2,308	6,570
	Electronics Solutions	4,700	2,261	6,960	5,036	2,539	7,576
	Others	283	213	496	338	204	542
Type of employment <sup>1)</sup>	Full-time	8,911	4,510	13,421	9,572	4,831	14,403
	Part-time	43	184	227	56	190	246
	Non-guaranteed hours employees	0	0	0	0	0	0
<b>Total Group</b>		<b>8,964</b>	<b>4,732</b>	<b>13,696</b>	<b>9,636</b>	<b>5,051</b>	<b>14,687</b>
thereof attributable to parent company		1,266	871	2,137	1,257	893	2,150

<sup>1</sup> Excl. inactive employees, e.g. parental or educational leave; all employees in the "Asia" region are full-time employees.

## ATTRITION RATE

in % <sup>1</sup>	2023/24	2022/23	Change
Microelectronics segment	24.6	23.5	1.1
Electronics Solutions segment	11.7	12.8	(1.1)
Others	11.2	8.4	2.9
<b>Total Group</b>	<b>17.4</b>	<b>17.7</b>	<b>(0.3)</b>
thereof attributable to parent company	11.1	10.8	0.3

<sup>1</sup> Terminations of contracts by employees compared to average headcount (incl. inactive employees, excl. internships, excl. employees of sales companies).

### Are we all the same? No. Should we all be treated equally? Yes.

To remain competitive, AT&S needs specialists and skilled employees who contribute to the company's ambitious growth strategy with their commitment and know-how. As a globally operating enterprise, it is immensely important to AT&S to understand and embrace diversity and equal treatment, because the best performance can only be delivered in an inclusive corporate culture. Every single person is unique, and the more diverse teams are, the more innovative and creative the output will be. AT&S pursues a corporate culture which gives everyone the same opportunities and rights – regardless of gender, sexual orientation, age, origin, nationality, ideology, religion and physical or mental disability.

In today's labour market, companies compete for the best talents. AT&S actively contributes to offering all employees the same opportunities for further development, career and work-life balance and advocates the promotion of diversity and equal opportunities. In the financial year 2020/21, AT&S signed the Diversity Charter, thus underlining its policy of zero tolerance of any form of discrimination. In Leoben, AT&S has a long-standing partnership with Café Beniva, a seminar centre that aims to enable people with Down syndrome to lead a self-determined life.

As of 31 March 2024, AT&S employed 51 people with a disability worldwide, which corresponds to 0.37% of the total headcount. 86% of them are employed in Austria. In the previous year, 41 people with a disability (0.28% of the total headcount) were employed, 83% of them at locations in Austria.

Shaping the future together – for AT&S, that means being an attractive employer for underrepresented talents across the globe and promoting and embracing diversity in all areas of the company. All job advertisements in Europe use inclusive wording (m/f/d) and address all genders to ensure equal opportunities. Inclusion is already an important element during the recruiting process and, all qualifications being equal, the company gives preference to the underrepresented gender when positions are advertised.

Linguistic findings show that language shapes the way we think and our perception, which in turn influences our actions. Since the financial year 2021/22, AT&S has increased the use of inclusive language. In German texts, the style of using a colon is applied to increase the visibility of the female population as well as all people who feel more comfortable with non-binary identities.

Overall, the company employed people of 72 nationalities in the financial year 2023/24. In order to better understand and manage diversity within the company, intercultural training and language courses in German, English and Mandarin are offered. Various initiatives have been taken to overcome barriers of any form while at the same time addressing cultural differences.

In addition, the company offers its employees more than 100 different working hour models at its Austrian locations, enabling them to optimally reconcile their work, spare time and family.

The share of women at AT&S amounted to 34.6% at the end of the financial year 2023/24, a slight increase compared with 34.4% in the previous year. The appointment of women to management positions also increased from 22.7% to 23.2%. The share of women in the first two management levels under the Management Board of the AT&S Group amounted to 27.3% in the reporting year.

The average length of service was 6.6 years compared with 5.9 years in the previous year. The average age also rose from 34.3 to 35.3 years. The age spread between the youngest and the oldest employee was 56 years.

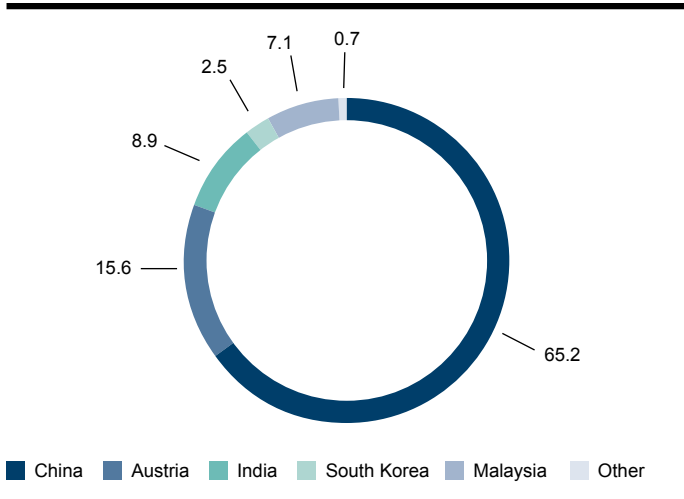
## DIVERSITY OF EMPLOYEES (AT YEAR-END)

in %, total Group		2023/24		2022/23	
		White collar	Blue collar	White collar	Blue collar
Gender	Female	27.4	38.4	25.8	39.6
	Male	72.6	61.6	74.2	60.4
Age group	<30 years	24.1	31.8	31.1	36.7
	30–50 years	68.0	63.3	62.0	58.5
	>50 years	7.9	4.9	6.9	4.8

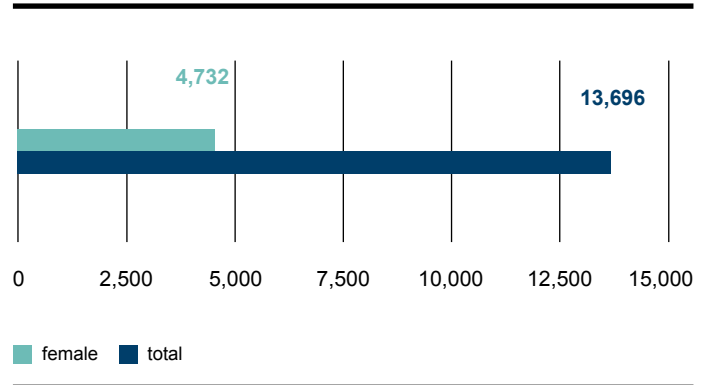
## DIVERSITY OF EMPLOYEES (AT YEAR-END)

in %, parent company		2023/24		2022/23	
		White collar	Blue collar	White collar	Blue collar
Gender	Female	35.3	47.9	35.5	49.4
	Male	64.7	52.1	64.5	50.6
Age group	<30 years	23.5	28.2	25.8	27.7
	30–50 years	58.9	41.4	56.1	41.6
	>50 years	17.5	30.4	18.0	30.7

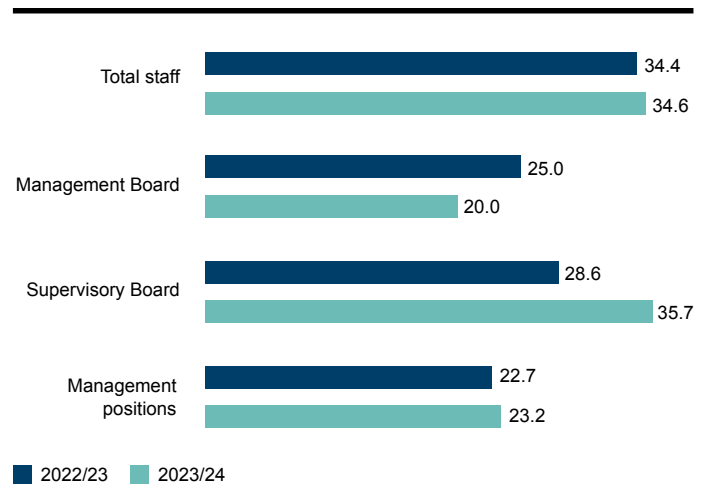
**TOTAL EMPLOYEES PROPORTIONALLY REPRESENTED IN THE FOLLOWING COUNTRIES**  
in %



**TOTAL NUMBER OF EMPLOYEES**



**SHARE OF WOMEN IN STAFF AND IN THE GOVERNING BODIES**  
in %



# 72

NATIONALITIES

in the workforce

### Diversity in governing bodies

When filling Supervisory Board positions, the company aims to have at least 30% women and 30% men on the board in accordance with Section 86 para. 7 of the Austrian Stock Corporation Act (AktG). The age spread between the youngest and the oldest member should be at least 25 years. Experience in international companies is mandatory. Interdisciplinary expertise is equally important. The members' expert knowledge should comprise at least topics such as technology/research, electronics/semiconductor industry, law, business and human resource management as well as sustainable management.

At the end of the financial year 2023/24 the share of women on the Supervisory Board as a whole amounted to 36%, and to 33% of shareholder representatives, while the share of independent Supervisory Board members (shareholder representatives) pursuant to C-Rule 53 and to C-Rule 54 of the Austrian Code of Corporate Governance was 89% and 67%, respectively. Due to expansion of the Management Board to include CTO Peter Griehsnig as of 1 April 2023, the share of women on the Management Board amounted to 20% in the financial year 2023/24. For further information regarding age and gender of governing bodies, please refer to the *Corporate Governance Report*.

### #PurpleLightUp: AT&S sets a signal for inclusion

To raise social awareness of inclusion topics and to draw attention to the benefits of an integrative society, AT&S participated in the #PurpleLightUp 2023 campaign. On the occasion of the International Day of Persons with Disabilities and in order to increase the visibility of these key issues in every sense of the word and to shine a light on them, the company illuminated the new high-tech façade of the headquarters in Leoben, which is modelled on a printed circuit board, in purple from 30 November to 4 December 2023.

### New AT&S e-learning course to reflect on and adapt own behaviour patterns

Unconscious bias includes unconscious cognitive distortions such as automatic stereotypes and other unconscious, deeply rooted thinking patterns. The e-learning course "Unconscious Bias", which was developed in 2023/24, aims to contribute to a diverse, fair and inclusive working environment. The course is available to employees at all AT&S locations and raises awareness of unconscious bias within the company. The content helps develop a shared understanding of the different types of unconscious bias, prevent systematic wrong decisions and to make better entrepreneurial decisions. In this way, diversity within the company can be better understood and managed.

### Intercultural workshops for respect, tolerance and integration go into the next round

"Interculturality and Diversity" workshops were already held in Leoben in the financial year 2022/23 in cooperation with the anti-discrimination office of Styria and the Austrian Integration Fund. In 2023/24, these workshops were continued, addressing employees of 66 nationalities at the location in Hinterberg.

These workshops offer new employees from all over the world a great service and the opportunity to share thoughts and views with colleagues. In the first two workshop units, the multi-faceted repertoire ranged from topics such as Austrian customs and practices to tax law, dealing with public authorities and discrimination in everyday life. Moreover, CINT, the Graz Club International, offers consultation hours free of charge as an additional service at the Leoben site.

### **Open and honest feedback is essential to create the best possible working environment**

Together with its workforce, AT&S overcame great challenges in the financial year 2023/24 and underwent important change processes. In order to set priorities as “One AT&S” and to define new goals, a global employee survey was conducted to evaluate employee satisfaction. Participation in the survey was voluntary and anonymous, and the answers were treated strictly confidentially. More than 90% of all employees worldwide took part in this survey, delivering particularly meaningful data with this exceptionally high response rate.

Based on these results, a two-year programme was launched with the objective to develop and effectively implement measures for all areas of AT&S. The programme is designed in collaboration with all employees and tailored to the specific needs of the individual teams, units and departments. At the same time, this process is supported by activities at the company level in order to ensure efficiency, consistency and sustainability in all organisational areas.

### **Global onboarding programme for new AT&S employees**

Onboarding is not just about integration at a location or in the corporate culture. Rather, it means becoming part of the AT&S business family. The global onboarding programme offers new employees the opportunity to participate in local onboarding events on-site and in a global online onboarding event, where they can make virtual contact or learn more about the AT&S locations, the different cultures and the AT&S values. New colleagues are assigned a “buddy” who supports them during the first six months. The onboarding process is accompanied by carefully prepared e-learning sessions, templates, control lists and support material for managers, buddies and new employees.

### **Every single person plays an important role in the development of the organisation and helps shape the company’s future**

AT&S is on the way to a significant growth phase and continues to develop steadily. To be successful in the fast-paced high-tech industry, it is more important than ever to attach great importance to personal development and training. The only way for AT&S to keep growing sustainably and drive structured improvements in the future, is with experts who are able to fully exploit their professional and personal development.

Our Learning & Development departments at the AT&S locations promote personal development and training and provide support based on numerous programmes and offers. In line with the mission statement “We care about people”, we reflect on the expectations of current and future employees and adapt them on a regular basis. A modern offering of continuous training measures is provided, which includes a multifaceted mix of e-learning courses as well as in-person training with internal and external specialist instructors, teaching both professional skills in the production area and soft skills for leadership and communication. AT&S uses a uniform learning platform throughout the Group and cooperates with internationally renowned providers such as LinkedIn or Speexx.

As an individual development measure, a digital business coaching platform was added to the global offer in the financial year 2023/24. Via CoachHub, AT&S employees have access to a pool of more than 3,500 selected and certified coaches in more than 60 languages. Participants can find a coach on the platform, book sessions themselves and create a strength profile to discuss strengths and development potential. Roughly 50 managers completed their three-month coaching journey in the financial year 2023/24.

Steady change is an important principle for companies like AT&S. To foster this open-mindedness and flexibility within the company, the “AT&S Transformation Tuesday” events were continued in the financial year 2023/24. Internal and external experts periodically hold presentations and discussions at the newly established PioneerSpace in Leoben, with content ranging from technological breakthroughs to future-oriented business practices. All events held within this framework are globally livestreamed for all employees and made available as recordings at a later point.

One focus of lifelong learning is collecting international experience. The company uses collaboration across locations as shared company success and supports the knowledge transfer of specialists through exchange programmes between the individual locations, above all at the expanded production site in Hinterberg and the new production site in Kulim.

On average, every employee completed 10.2 training hours as part of online and in-person training in the financial year 2023/24. In addition to these units, introduction training for new employees as well as continuous training and qualification are conducted directly at the workplace. In addition to in-house training, €1.25 million was spent on external training and education measures in the financial year 2023/24. The decline in the number of training hours and in training costs is primarily due to the lower number of new employees in the reporting year. These costs are reported under the expense type “other” in the consolidated statement of profit or loss in the notes to the consolidated financial statements.

## AVERAGE TRAINING HOURS

in hours per head	2023/24	2022/23	Change
Female	10.2	15.7	(34.9%)
Male	10.2	11.4	(10.5%)
<b>Total</b>	<b>10.2</b>	<b>14.2</b>	<b>(28.1%)</b>
White collar	11.2	24.7	(54.8%)
Blue collar	9.7	8.5	15.2%
<b>Total</b>	<b>10.2</b>	<b>14.2</b>	<b>(28.1%)</b>
thereof attributable to parent company	12.2	5.8	110.0%

## EXPENDITURES ON EXTERNAL TRAINING

in thousand €	2023/24	2022/23	Change
Microelectronics segment	718	1,554	(53.8%)
Electronics Solutions segment	185	349	(46.9%)
Others	347	1,512	(77.0%)
<b>Total Group</b>	<b>1,250</b>	<b>3,415</b>	<b>(63.4%)</b>
thereof attributable to parent company	933	2,322	(59.8%)

### **AT&S appraisal and performance feedback interviews**

Transparent communication, sharing knowledge and a culture of continuous improvement are essential for designing a professional career. The appraisal and performance feedback interviews, which take place annually and are supported by the performance management process at AT&S, aim to foster a continuous exchange between employees and managers in order to effectively achieve the corporate goals. These interviews are intended for all white-collar employees.

In the financial year 2023/24, appraisal interviews were conducted with 98% of the white-collar employees, with an equal share of female and male employees. In the previous year the completion rate was 93%. In addition, development interviews take place. Based on the results of these interviews, employees' development needs are derived and have a direct influence on the set-up of future training offers. In the financial year 2023/24, these interviews were conducted with 89% of the white-collar employees, with 95% of women and 87% of men taking these interviews. In the previous year the rate was 82%. 0.66 appraisal interviews and performance feedback interviews were held per employee during the reporting year (0.50 per female employee and 0.74 per male employee).

### **AT&S Leadership Principles lead the way**

Especially in times marked by an uncertain market environment, employees and managers need guidance to adapt their actions to the circumstances. A relationship characterised by open-mindedness and responsibility is equally important as communication within the team, but also between the individual managers and employees. To ensure that continuous improvement can also be achieved in this area, leadership principles were formulated during the financial year 2023/24. Involving the most important stakeholders and identifying specific behaviours in line with the company's purpose, vision, mission and values, four leadership principles were developed for AT&S: Communication, Accountability, Relationship and Excellence, or "C.A.R.E", are intended to support leaders in achieving the goals together with their teams.

### **AT&S secures a new generation of young professionals by training young people and through cooperation with educational institutions**

AT&S offers young people a broad range of future-proof training. With its apprentice training, the company supports talented and motivated young people and offers them an attractive range of training at the Austrian locations. The spectrum of future-proof training comprises a number of sought-after apprenticeships. The apprenticeship programme at the Leoben site comprises apprenticeships in test engineering for physics, laboratory technology, chemistry, mechatronics, electrical engineering, process technology, production metrology, IT systems and industrial administrators. At the second Austrian AT&S location in Fehring, apprenticeships are offered in test engineering for physics, laboratory technology for chemistry, mechatronics, electrical engineering, metal technology and production metrology.

Apprentice training was expanded in 2023/24 and supports committed and talented trainees in preparing for their future role within the company. At the end of the financial year 2023/24, 61 apprentices were trained at the Austrian locations. The apprenticeship model with a school-leaving exam ("Matura") has been well received and is already being used by 15 apprentices. AT&S enables a very efficient implementation of this model with on-site classes at the company.

The development of the young talents is also supported by joint group activities such as outdoor camps, excursions for apprentices and apprentice sports during working hours as well as gaining valuable professional experience in a highly competitive international working environment. The company rewards special academic success and supports the option to do an internship abroad (Erasmus+) as well as the participation in seminars for personal development.

### **Young Wilds Development Program**

In the financial year 2023/24, the global initiative of the "Young Wilds Development Program" successfully started its implementation phase. The significance of the programme, for which all activities take place virtually, extends over several levels: the objectives are strengthening the corporate and feedback culture and offering young colleagues the opportunity to develop and to build networks.



An important component of the programme is the opportunity for young employees to make contact with managers through mentoring and reverse mentoring and to present their own approaches and views directly to managers. The company is convinced that promoting young employees will help generate new ideas and drive and secure innovation.

In the financial year 2023/24, a workshop where idea clusters were formed was held for the first time. These will serve as the basis for future projects. Moreover, the first reverse-mentoring meetings with the CEO and CTO took place to build bridges between generations, thus further strengthening endeavours to continue to grow together as “One AT&S”.

#### **AT&S uses synergies with research institutions, connecting young talents with the company already during their training phase**

New standards were set in employee training during 2023/24 in cooperation with several universities. The collaboration with Shanghai Open University, which has been running since 2014, was extended, adding the option of diplomas and university degrees a few years ago. As part of the programme, 55 AT&S employees obtained a university degree in key skills that are essential for AT&S, for example mechatronics, by the financial year 2023/24. Motivated and talented AT&S employees acquire an important theoretical basis in their specialist area while at the same time driving technological developments at AT&S.

Launched in 2022/23, the “Feel the Pulse ... of AT&S” event series was further expanded in 2023/24. At more than 20 events, basic knowledge about AT&S technologies was conveyed at elementary and secondary schools, secondary technical schools, universities of applied sciences and universities.

Another important step in the training programme for PCB and IC substrate technology focuses on the establishment and implementation of a new master’s degree programme at Universiti Sains Malaysia (USM) on the topic “IC Substrate Based Advanced Packaging”. In the financial year 2023/24, experts of USM and AT&S worked together on developing a curriculum and a train-the-trainer programme. Training material specific to substrates is being developed at the same time.

In research cooperation, the main focus was on expanding existing and recently concluded collaborations with different educational institutions. The successful cooperation with TU Graz in the area of high-frequency technology was continued in the financial year 2023/24, and the new phase in the area of materials started at the Polymer Competence Center Leoben with multiple projects in material application simulation.

#### **Another success story in the international cooperation with Montanuniversität Leoben**

AT&S further invested in educational collaboration with universities in the financial year 2023/24. In doing so, the company once again supported the joint bilingual degree programme of Montanuniversität Leoben (MUL) and the East China University of Science and Technology (ECUST) in the area of polymer sciences with successful internships for students. The bachelor programme of MUL and ECUST in Shanghai was introduced in 2018 and offers students the unique opportunity to study at both universities and gain experience at local companies.

#### **Science and Technology Exploration Camp inspires young talents for training in science and technology**

For the second consecutive time, the Science and Technology Exploration Camp (STEC) of the federal state of Kedah was successfully organised by AT&S Malaysia. With the support of the Kedah Ministry of Education, the camp was held as part of the ESG projects at AT&S Malaysia. The main goal of this ongoing initiative is to inspire young talents to train in the area of science or technology. In cooperation with the Kedah Ministry of Education, the Polytechnic Tuanku Sultanah Bahiyah (PTSB) and the Universiti Kuala Lumpur Malaysian Spanish Institute (UniKL-MSI), more than 240 young talents were introduced to technology and the related training programmes based on practical examples. Sparking pupils’ interest in natural sciences or technology this way, a new generation for the electrical and electronics industry in Malaysia in general and for AT&S in particular is promoted.



**Our occupational health management goal: we want the entire AT&S workforce to have a long, self-determined life with physical and mental fitness**

In line with the mission statement “We care about people”, responsibility towards all employees is the first priority for AT&S. One of the key tasks of corporate labour policy is to ensure occupational safety at the highest level for all employees. It is crucial – especially during periods of growth – that occupational health and safety keep pace with the speed of the expansion, ensuring that all employees are familiar with the existing high standards of the company. The AT&S occupational health and safety management aims to promote health, well-being, motivation and the workplace environment while at the same time reducing absences, lost days due to illness and the related costs.

The company applies the precautionary principle in order to steadily improve the monitoring, analysis and management of health and safety cases: Based on preventive measures, risks are mitigated and hazards are largely eliminated. In this effort, the company acts in line with the health and safety requirements of the RBA (Responsible Business Alliance). Accidents are examined based on a standardised data analysis at all locations, whereby the company applies the guidelines of the PDCA cycle (plan-do-check-act cycle). This approach ensures a thorough analysis of all incidents and allows deriving effective solutions for future hazard prevention. The scalable and flexible AT&S occupational health and safety management system is certified according to ISO 45001 for occupational health and safety. At present, 90% of all employees (incl. contract workers) are covered. The new plant in Kulim and the research and development centre in Leoben will be certified according to ISO 45001 as soon as production starts.

The effectiveness of the occupational health and safety management and the due diligence processes are continuously reviewed and evaluated, and corrective action is initiated where necessary. This is done in internal and external audits at different company levels and during the workplace inspections included in the audits. All areas of the company use the approach of preventive hazard identification and risk assessment. Based on a quantitative approach, a three-factor risk assessment is conducted, which delivers a complete picture of all risks in the area of health and safety at work. This allows for an effective identification and reduction of weak spots of the system in comparison to standard two-factor risk assessment.

**News AT&S Health & Safety Network provides occupational health and safety at the highest level**

Newly implemented in the financial year 2023/24, the AT&S Health & Safety Network aims to improve all matters related to health and safety at work by continuously identifying improvement potential. The Group-wide network plays a key role in creating a safe and healthy working environment for all AT&S employees. Communication across locations facilitates the exchange between H&S experts on proven practices, experiences and current safety information. In addition to sharing information about potential hazards, accidents that occurred and occupational health and safety standards, the network also serves for risk monitoring and training purposes. The network provides training programmes to strengthen employees’ safety awareness and to enhance capabilities in the H&S area. With the global implementation of this initiative, the company supports employees’ well-being and shares successful safety practices across locations.

### Effective measures for hazard prevention

AT&S takes a variety of measures to minimise hazards and risks in advance. Chemical, thermal, electrical, mechanical and ergonomic factors may pose a risk of injury and involve occupational hazards. The company takes both technical and administrative measures to prevent such hazards.

All employees who are exposed to potential hazards in the workplace are provided with personal protective equipment (PPE). To increase the effectiveness of this measure, all persons are called upon to use the PPE correctly and consistently. In addition, regular medical check-ups are offered for all employees who are exposed to certain hazards as part of their job.

In the financial year 2023/24, machine safety was improved at the location in Korea and new sensors, protective devices and locking mechanisms were installed. In addition, anti-slip tape was installed in slippery outdoor areas and additional visual and technical devices to reduce the risk of injury in case of collision with fixed or mobile objects were put in place.

At the AT&S location in Shanghai, a noise-insulating cover was installed at a specific workplace, ensuring that employees working in this area are no longer exposed to a high noise level in the future. In order to increase the safety of forklift operations at the AT&S location in Fehring, older forklifts were taken out of service and replaced by more modern, safer models.

Regular inspections of machinery ensure proper functionality of machines and compliance with safety protocols. In Leoben, operating instructions and information on chemical substances can now be read directly on wet-chemical machines and is clearly marked. At the Nanjangud site, designated storage areas for materials were set up in certain areas in order to ensure proper organisation, labelling and identification of the chemicals stored there.

## OCCUPATIONAL SAFETY

	Lost time injury rate <sup>1</sup>			Severity rate <sup>2</sup>			Total recordable injury rate <sup>3</sup>		
	2023/24	2022/23	Change	2023/24	2022/23	Change	2023/24	2022/23	Change
Microelectronics segment & Others	0.66	1.33	(0.66)	9.20	9.36	(0.16)	1.47	3.10	(1.62)
Electronics Solutions segment	1.46	1.10	0.36	53.28	43.15	10.13	3.37	2.98	0.39
<b>Total Group</b>	<b>1.09</b>	<b>1.21</b>	<b>(0.12)</b>	<b>32.83</b>	<b>27.33</b>	<b>5.50</b>	<b>2.49</b>	<b>3.04</b>	<b>(0.55)</b>
attributable to parent company	1.66	3.51	(1.85)	15.62	23.38	(7.76)	2.99	3.51	(0.52)

<sup>1</sup> Accidents with lost days per 1 million working hours

<sup>2</sup> Lost days per 1 million working hours

<sup>3</sup> Recordable accidents per 1 million working hours

Due to the construction of the two new plants in Malaysia and Leoben, the company's responsibility for safe working conditions and health protection is increasing. In order to provide for a high safety level in every step of the construction phase, regular alignment meetings were held with contractors in order to share and coordinate safety requirements on site in the best possible way.

We have already adapted our key indicators to the definitions of the European Sustainability Reporting Standards (ESRS) to ensure that occupational safety developments can be measured better and are comparable. In addition to the total recordable injury rate, which includes all incidents subject to mandatory disclosure, the lost time injury rate and severity of accidents are reported. The lost time injury rate only considers accidents that result in lost days and is therefore always lower than the total recordable injury rate.

In absolute terms, 32 occupational accidents occurred in the financial year 2023/24, which resulted in 962 lost days. The lost time injury rate declined from 1.21 to 1.09. Nevertheless, the severity level rose from 27.33 to 32.83, as some accidents led to a higher number of lost days. All occupational accidents and minor incidents without lost days were reported, carefully analysed, and their causes were defined. Based on the results of the investigations, different corrective and preventive measures were implemented in line with the control hierarchy. The main reasons for work-related injuries were tripping, slipping and falling accidents, accidents caused by collision with movable objects or by contact with sharp edges as well as accidents involving chemicals.

In the financial year 2023/24, no accident involving severe consequences and no fatal accident occurred in the Group, proving that the measures to eliminate hazards posing a risk for severe injuries are effective. As in the current financial year, AT&S will also continue to focus on preventing minor accidents.

The rate of absences related to short-term illness amounted to 1.0% in the financial year 2023/24, slightly exceeding the rate of 0.9% in the previous year.

Contract workers are an integrated part of the occupational safety indicators at AT&S. Accidents on the way to and from work are not included in occupational accidents.

### **Training and sensitisation programmes for occupational health and safety promote a safety-conscious corporate culture**

In the past financial year, AT&S employees were sensitised through preventive measures in order to continuously protect their health and prevent work-related stress and occupational accidents to the greatest possible extent. At some locations, special training was held and inspections in production were carried out by department heads and the management. At the location in Korea, a safety campaign featuring safety slogans and banners at the workplace was launched to strengthen the employees' safety awareness and sensitise them for a variety of work safety aspects. At the Chongqing site, a reanimation training course with a defibrillator, led by an external specialist, was carried out. In addition, LOTO training (lockout/tagout) was conducted to train employees in important safety measures protecting them from electrical and mechanical hazards. This ensures that machines and devices are switched off safely during necessary maintenance and repair work. At the Fehring site, an external seminar was conducted for safety officers of the company in cooperation with AUVA, an Austrian social insurance company.

In addition to the recurring offers of medical check-ups, AT&S Korea provides extensive health examinations as part of the “Fit for Work” initiative. They include comprehensive blood tests, anti-stress and cardiovascular advice as well as the provision of massage chairs, stretch bands and footrests to prevent musculoskeletal disorders. At the site in Chongqing, China, more than 3,500 employees participated in the annual health checks in the financial year 2023/24. Under the motto “Life in an injury-free environment (LIFE)”, AT&S organised a safety month in Chongqing, during which the health and safety culture in the company was promoted with a series of initiatives. Activities included a quiz on safety practices, interactive exercises for correct waste disposal, identifying and interpreting safety signs and gaining practical experience in the selection of the appropriate personal protective equipment in emergency situations. Overall, several thousand AT&S employees participated in the activities, gaining valuable knowledge in occupational health and safety. At the second Chinese AT&S location in Shanghai, training was held to promote safety awareness, and medical check-ups were carried out, in which roughly 2,100 employees participated.

#### **Always on the move: AT&S supports sports, team spirit and creativity**

Regular exercise improves the ability to concentrate and increases productivity. This is why AT&S promotes a healthy lifestyle by offering employees a variety of activities. After all, those who do less exercise are more susceptible to illness and are consequently absent from work. AT&S supports employees’ mental and physical well-being with joint field trips and sporting events including cycling, skiing, various team sports, hiking or participating in business runs.

In 2023/24, the AT&S participant record was broken both at the business run at the Red Bull Ring and at the Erzberg Dirt Run. AT&S and the Works Council take care of the enrolment, starter fees and food. After a three-year break, the popular family field trip took place again at the Fehring site.

At the AT&S location in Kulim, employees had the opportunity to showcase their artistic talent at the Merdeka Recycling Art Competition, where recycled objects and materials were collected and a work of art was designed on an artboard. The

recycled art pieces were subsequently rated by a jury, and the winners were rewarded with backpacks, cups and vouchers. The sports spirit is also important at the Kulim site. Participants showed off their skills in futsal (an indoor ball sport) and at the badminton tournament.

Not only physical health but also mental health is important. In cooperation with “Instahelp”, AT&S therefore offers an opportunity to access professional psychological online advice anonymously and free of charge. All employees at the AT&S locations in Austria can obtain information and register on the Instahelp website. With this service, the company wants to promote the mental health of its workforce and underline the importance of mental and physical well-being.

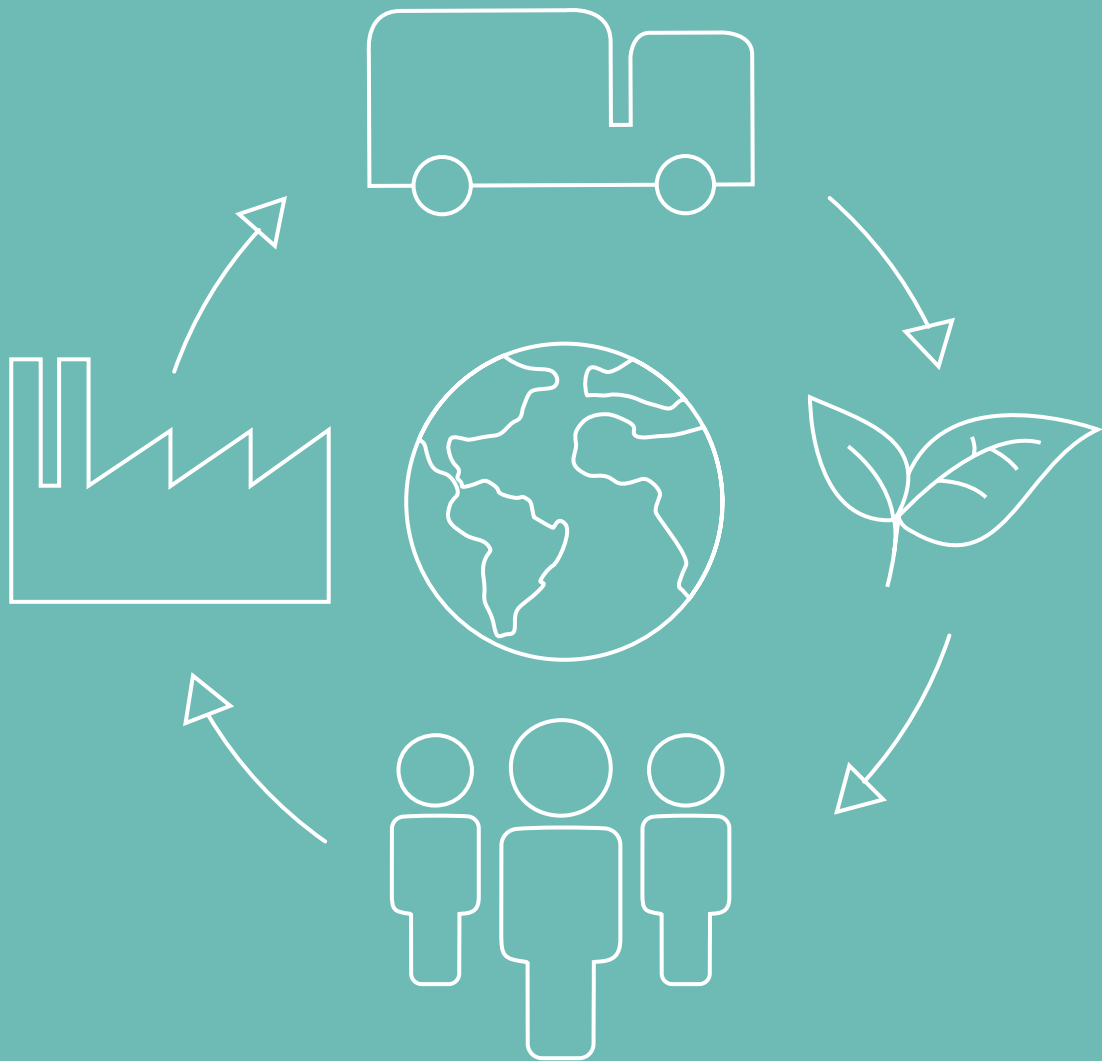
AT&S also takes care of young parents and helps employees to successfully reconcile everyday work and parenthood. In Nanjangud, a crèche has been set up to support employees. In China, rooms for mothers and nursing cabins are available.

#### **AT&S supports socially disadvantaged people and people in need**

For the third time already, AT&S supported the “Ö3 Weihnachtswunder” (“Ö3 Christmas Miracle”) charity and the emergency relief fund “Licht ins Dunkel” (“Light into the Dark”). With its donations the company thus helps people in need.

In its ninth year of cooperation with Changxin Primary School, AT&S Chongqing expanded its ESG activities in the financial year 2023/24. A large part of the pupils of this school in Tongnan Town, one of Chongqing’s poorest areas, are dependent on external support. AT&S sponsored blankets, cups and used laptops, and supports pupils in need with an education fund. In addition, AT&S Chongqing took part in an ESG activity of the Foreign Investment Association in Chongqing and donated two air conditioning systems to Wanzu Central Elementary School in the Pengshui district of Chongqing.

# GOVERNANCE



AT&S focuses on responsibility, transparency and sustainability in all business relationships. Compliance with legal requirements and other relevant regulations forms the basis of fair competition, the fundamental components of which include anti-corruption and compliance. The company has several tools and processes to promote integrity, prevent irregularities and report potential misconduct. The commitment to acting socially, ecologically and with integrity is also expected from AT&S's suppliers. In line with a holistic approach to different sustainability aspects, suppliers are called upon to also make a contribution and to follow the high standards to which AT&S is committed.

We share values that clearly oppose human rights violations, corruption and discrimination. The material topics "Human rights" and "Anti-corruption" are allocated to the section "Governance".

The company adopted comprehensive sustainability statements in the financial year 2023/24, in which commitments to due diligence and continuous improvement are reconfirmed. The ESG policy comprises the focus areas sustainable governance, environment, product stewardship, occupational health and safety, supply chain as well as people and human rights. These binding guidelines set forth by the top management level are communicated to all employees and are publicly accessible.

### **Effective instruments for compliance and anti-corruption support our integrity**

AT&S clearly distances itself from any form of bribery or corruption. Since 2021, a Compliance department has been in place, which ensures that the entire organisation is based on a solid foundation of ethics and accountability. Together with the management and involving all employees, the Compliance department helps protect the company and its assets as well as all employees and other stakeholders. To this end, requirements are translated into understandable policies and processes, training courses are conducted and employees from different areas of the company are given advice. The topics addressed are multifaceted and range from business and professional ethics to information security, data protection and privacy, fair competition, compliance with trade regulations and export controls, capital market regulations and measures to fight fraud and corruption. Audits are conducted on a regular basis to ensure the efficiency and effectiveness of the different business processes at all AT&S locations.

Potential compliance and governance risks are identified in the Group-wide risk management process and subsequently mitigated accordingly. In doing so, Enterprise Risk Management is supported by the Governance, Risk and Compliance Committee in monitoring the AT&S risk landscape. Both the Compliance department and the Risk & Continuity Management, Internal Audit, Legal and the Senior Management form part of the committee. The ESG department is consulted if necessary.

The internal AT&S Anti-corruption Policy, the Capital Market Compliance Policy, the AT&S Fair Business Practices Policy as well as other policies are instruments promoting responsible conduct and integrity within the company. These policies apply to all AT&S governance bodies and employees worldwide. The content of these guidelines is conveyed via multiple communication channels because a culture of openness and accountability is only possible if all employees know and follow these policies.

The AT&S Anti-Corruption Policy serves as a compass for all employees and specifies that exchanging gifts and invitations is not compatible with the company's values and the compliance standards. In the financial year 2023/24 the target group of training measures on this topic was significantly extended, and for the first time all white-collar employees were assigned an e-learning course. Therefore, 4,446 employees received training in the financial year 2023/24, i.e., 2,947 more than in the previous year. The training rate is 91%, underlining the determination to counter the acceptance or provision of inappropriate invitations or gifts as well as any form of bribery in all areas. In addition, in-person training was held in China and Malaysia in the financial year 2023/24 for persons who, due to their function, are exposed to a higher risk.

Capital market compliance training is mandatory for persons working in special areas of confidentiality. In the financial year 2023/24, 124 persons received training, which corresponds to a training rate of 98%. In 2022/23, 153 persons received training.

The fact that no official investigations, proceedings or convictions regarding corruption and bribery regulations were initiated against AT&S and its representatives in the financial year 2023/24, and therefore no fines were imposed for any such violations, shows that these measures are effective.

### **Political influence**

AT&S does not make any direct or indirect payments to political parties or decision-makers. The strict rules of the internal Anti-corruption Policy also apply in this context. Therefore, no political financial donations or contributions in kind were incurred in the financial year 2023/24. AT&S is registered in the national Lobbying and Advocacy Group Register and, at the European level, in the EU Transparency Register.

### **We encourage everyone to report any observed misconduct**

Integrity is one of the core values of AT&S. Conducting business lawfully is a top priority. Hence, we meet our obligation at AT&S by uncovering possible violations, investigating them and reacting in an appropriate manner. Back in 2017, AT&S set up a whistleblowing platform, where suspected violations of the AT&S Code of Conduct can be reported. The AT&S whistleblowing platform ensures both whistle-blower protection and data protection, and also allows anonymous reports. The Compliance Office reviews incoming whistle-blower reports as an independent body, investigates alleged misconduct and initiates appropriate countermeasures. The assignment of this important task to an impartial team ensures a corporate culture of integrity and trust.

In the financial year 2023/24, ten substantiated reports were filed, which stated indications of possible compliance violations and required detailed investigations. Two cases were related to discrimination or harassment, while the other reports were connected to fraud and corruption topics. Corrective action was taken as necessary, including improvements of the internal control system or disciplinary consequences. In the previous year 16 reports were submitted.

No major incidents occurred regarding human rights in connection with the company's workforce in the financial year 2023/24. Therefore, no fines, sanctions or payments of damages had to be made, as was also the case in the area of discrimination. In addition, AT&S was not involved in any case processed by the national contact point of the OECD.

### **The protection of and respect for every person and nature are part of the ethical principles of the company**

Integrity is a cornerstone for all activities at AT&S. As a globally operating company in a technological growth industry, AT&S has an ethical obligation to assume economic, societal and social responsibility for its actions and for its environment together with customers, employees, shareholders and other stakeholders.

The AT&S Code of Conduct lays down all principles that define our actions with respect to business ethics, working conditions and occupational health and safety. It also covers environmental topics that have a direct or indirect influence on people or society. The purpose of the AT&S Code of Conduct and Business Ethics is to describe how the company can conduct its business in an ethically and socially responsible manner. These guidelines are applicable to all activities of AT&S around the globe and the code was prepared based on the requirements of the RBA.

Every AT&S employee must know how to behave ethically. Everyone has a duty to act respectfully and responsibly towards other people and the environment. To familiarise AT&S employees with the content of the AT&S Code of Conduct, an e-learning course which covers business ethics and management practices, health and safety at work, labour and human rights as well as environmental protection was developed in the financial year 2023/24. The course, which must be completed once a year as of 2023/24, has been rolled out via the AT&S Learning Management System and is available to employees in German, English, Chinese and Korean. In addition, the e-learning course is part of the global onboarding process to ensure that new white-collar employees complete the course promptly.



**Together with our suppliers we require a collective understanding regarding respect for human rights, environmental protection and ethical responsibility**

The essence of a strong partnership between AT&S and its suppliers lies in the shared values and goals which lead to success on both sides. These shared values include the applicable laws as well as ethical and environmental principles to which AT&S is committed. The requirements for suppliers are clear – for long-term business relationships, the company expects suppliers to comply with the same environmental and social standards that AT&S also adheres to.

All requirements are defined in the AT&S Supplier Code of Conduct and cover the areas of business ethics and management practices, health and safety at work, labour and human rights as well as environmental protection. Like the AT&S Code of Conduct, the code for suppliers is also based on the guidelines of the RBA. AT&S calls on its suppliers to comply with ethical, social and environmental standards, providing them with a framework in the form of the Supplier Code of Conduct to ensure fair and sustainable collaboration.

In the financial year 2023/24, approximately 140 suppliers were considered to be essential, as they accounted for about 80% of AT&S's purchasing volume. 100% of them had signed the Code of Conduct at the end of the financial year. As in previous years, the target was therefore met. In addition, the Code was signed by 99.6% of those suppliers who account for another 15% of AT&S's purchasing volume. The supplier who did not sign the Code of Conduct, however, committed to an equivalent code of conduct which is acceptable for AT&S.

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PROPORTION OF CODE OF CONDUCT SIGNED (MATERIAL SUPPLIERS)

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**100 %**

(previous year: 100%)

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**Sustainable supply chain management drives value creation and success**

AT&S is committed to socially and ecologically responsible business operations and includes its business partners in its aspiration to act in an ethically correct and environmentally oriented way. The company does not tolerate any form of violence, abuse, exploitation of children or damaging the environment. This is also a requirement for suppliers, who are called upon to comply with quality and sustainability standards such as human rights and corruption prevention.

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NUMBER OF SUPPLIER AUDITS

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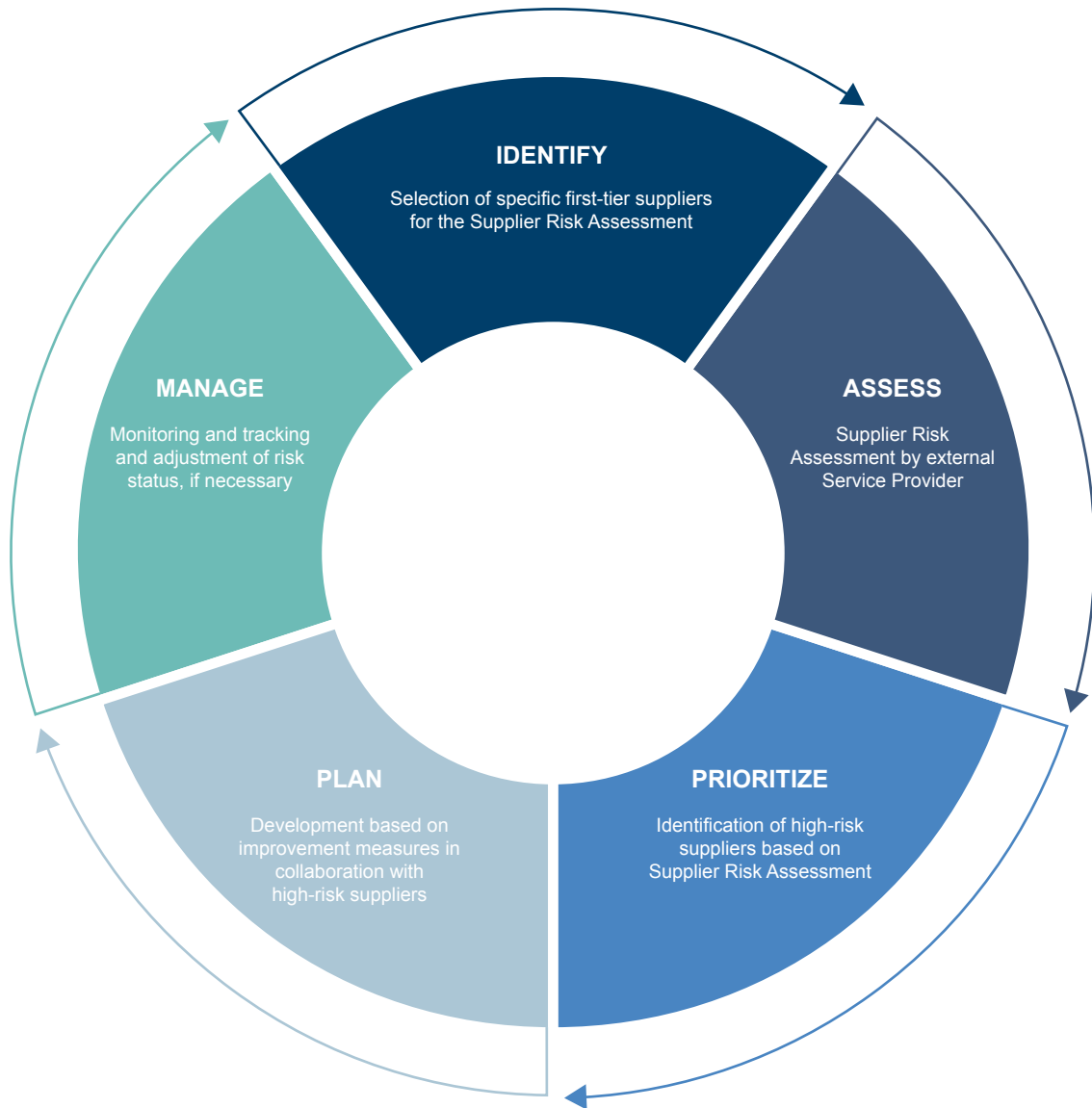
**93 audits**

(previous year: 52 audits)

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SUPPLIER RISK ASSESSMENT



AT&S does not tolerate any working conditions within the Group or in the supply chain which do not conform to international and national laws and regulations. We communicate what we expect from our suppliers as part of our contracts and audits, including the AT&S Supplier Code of Conduct.

In addition to price, quality and delivery time, we also consider environmental and social aspects when making purchasing decisions. Suppliers are assessed beyond economic criteria.

The assessment criteria include environmental protection, fair remuneration, safety at work, a ban of child labour and observance of human rights. Overall, 93 supplier audits were conducted in the financial year 2023/24, of which 31 audits covered business ethics and observance of human rights in addition to general social and ecological topics. In these 31 audits, a total of 18 minor deviations were identified in the areas of business ethics, working conditions and human rights. To address these deficiencies, the company is working on

the implementation of appropriate measures with the relevant suppliers.

Another key component of supplier risk management is their risk assessment. A multiple choice survey which covers a number of risks, including ESG matters, is sent to selected suppliers via the AT&S supplier portal on an annual basis. The questions on sustainability-related topics were revised in the financial year 2023/24.

As a result of the supplier risk assessment, a risk report is prepared and can be used as a basis to derive and define required corrective action. The development and improvement of suppliers is reviewed on a regular basis, thus promoting sustainable procurement practices in the company.

In the financial year 2023/24, further options to anchor ESG-relevant risks including human rights and environmental aspects within the supply chain more strongly were evaluated. In a joint test run with external providers who offer solutions in the area of ESG risk assessment of suppliers, a selected group (eleven direct AT&S suppliers) was subjected to an abstract risk analysis. In this way, suppliers were assessed based on different factors, such as country-specific and industry risks, and the company was given an insight into the external solution. A higher risk level was identified for five suppliers. In the financial year 2024/25, the company will work on improvement measures with all suppliers identified as risk suppliers in the course of the test run. The following chart describes the process steps of the ESG supplier risk management process.

**Conflict-free, ethical sourcing of minerals**

As an internationally successful company, AT&S is aware of its responsibility to act as a reliable and valuable member of society. As a part of sustainable sourcing practices, the company is determined to exclusively use raw materials in its products that have no direct or indirect connection with any negative impact on human rights or the environment within the supply chain.

This also includes the ethically unobjectionable procurement of so-called conflict minerals such as tin, tantalum, tungsten and gold (in short: 3TG). As a part of the supply chain, the company undertakes to disclose and comply with the legal framework conditions regarding conflict minerals and meets the requirements of the Dodd-Frank Act, Section 1502 of the US Congress, and EU Regulation 2017/821, which is set forth in the general terms and conditions.

In order to make a substantial contribution to preventing the funding of conflicts from profits of raw material sourcing and trading and the associated severe human rights violations, AT&S adheres to the due diligence process of the RMI (Responsible Minerals Initiative). Using the Conflict Minerals Reporting Templates (CMRT) of the RMI, the company provides information on the country of origin of the minerals and on the smelteries and refineries used. At regular intervals or in case of acute suspicion, the company contacts those material suppliers whose product deliveries may contain gold, tantalum, tungsten and tin and demands transparent reporting using the standardised RMI templates.

AT&S strives to source minerals exclusively from compliant smelteries and mines which are audited by the RMI on a regular basis. In the financial year 2023/24, 100% of our suppliers committed to a compliant supply chain.

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RMI COMPLIANCE OF OUR SUPPLY CHAIN

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**100 %**

**(previous year: 94 %)**

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## KPIs EU TAXONOMY

The following tables show the taxonomy-eligible and taxonomy-aligned proportions of turnover, CapEx and OpEx per environmental goal:

	Proportion of turnover/Total turnover	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM (Climate change mitigation)	0.0%	0.0%
CCA (Climate change adaptation)	0.0%	0.0%
WTR (Water and marine resources)	0.0%	0.0%
CE (Circular economy)	0.0%	100.0%
PPC (Pollution)	0.0%	0.0%
BIO (Biodiversity)	0.0%	0.0%

	Proportion of CapEx/Total CapEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM (Climate change mitigation)	0.0%	55.7%
CCA (Climate change adaptation)	0.0%	0.0%
WTR (Water and marine resources)	0.0%	0.0%
CE (Circular economy)	0.0%	27.3%
PPC (Pollution)	0.0%	0.0%
BIO (Biodiversity)	0.0%	0.0%

	Proportion of OpEx/Total OpEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM (Climate change mitigation)	0.0%	2.6%
CCA (Climate change adaptation)	0.0%	0.0%
WTR (Water and marine resources)	0.0%	0.0%
CE (Circular economy)	0.0%	27.9%
PPC (Pollution)	0.0%	0.0%
BIO (Biodiversity)	0.0%	0.0%

**Proportion of turnover from products or services associated with Taxonomy-aligned economic activities – disclosure covering financial year 2023/24**

Financial year 2023/24	Year		Substantial contribution criteria							DNSH criteria (Do No Significant Harm)							Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) turnover, year 2022/23	Category (enabling activity)	Category (transitional activity)
	Code	Turnover	Proportion of Turnover, year 2023/24	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Minimum safeguards			
Economic activities		T€	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>																			
<b>A.1 Environmentally sustainable activities (Taxonomy-aligned)</b>																			
Turnover of environmentally sustainable activities (Taxonomy-aligned (A.1))		0	0.0%														0.0%		
Of which Enabling		0	0.0%														0.0%	E	
Of which Transitional		0	0.0%														0.0%		T
<b>A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)</b>																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Manufacture of renewable energy technologies	CCM 3.1.	0	0.0%	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.4%		
Manufacture of electrical and electronic equipment	CE 1.2.	1,549,779	100.0%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								0.0%		
<b>Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)</b>		<b>1,549,779</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>	<b>0.0%</b>								<b>0.4%</b>		
<b>A. Turnover of Taxonomy eligible activities (A.1 + A.2)</b>		<b>1,549,779</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>	<b>0.0%</b>								<b>0.4%</b>		
<b>B. TAXONOMY NON-ELIGIBLE ACTIVITIES</b>																			
Turnover of Taxonomy-non-eligible activities		0	0.0%																
<b>TOTAL</b>		<b>1,549,779</b>	<b>100.0%</b>																

Y – Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective  
 N – No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective  
 N/EL – Not eligible, Taxonomy-non-eligible activity for the relevant environmental objective  
 EL – Eligible, Taxonomy-eligible activity for the relevant objective

**Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering financial year 2023/24**

Financial year 2023/24	Year		Substantial contribution criteria							DNSH criteria (Do No Significant Harm)						Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) CapEx, year 2022/23	Category (enabling activity)	Category (transitional activity)	
	Code	CapEx	Proportion of CapEx, year 2023/24	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity				Minimum safeguards
Economic activities		T€	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>																			
<b>A.1 Environmentally sustainable activities (Taxonomy-aligned)</b>																			
<b>CapEx of environmentally sustainable activities (Taxonomy-aligned (A.1))</b>		<b>0</b>	<b>0.0%</b>														0.0%		
Of which Enabling		0	0.0%														0.0%	E	
Of which Transitional		0	0.0%														0.0%		T
<b>A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)</b>																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Manufacture of electrical and electronic equipment	CE 1.2.	303,180	27.3%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								–		
Construction, extension and operation of water collection, treatment and supply systems	CCM 5.1.	24,204	2.2%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								3.6%		
Renewal of water collection, treatment and supply systems	CCM 5.2.	1,507	0.1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								–		
Construction, extension and operation of waste water collection and treatment	CCM 5.3.	3,418	0.3%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								2.3%		
Renewal of waste water collection and treatment	CCM 5.4.	1,496	0.1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								–		
Collection and transport of non-hazardous waste in source segregated fractions	CCM 5.5.	10	0.0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.0%		
Collection and transport of hazardous waste	PPC 2.1.	116	0.0%	N/EL	N/EL	N/EL	EL	N/EL	N/EL								–		
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5.	832	0.1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.1%		
Construction of new buildings <sup>1</sup>	CCM 7.1.	0	0.0%	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.0%		
Renovation of existing buildings	CCM 7.2.	15,189	1.4%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								6.4%		
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3.	31,020	2.8%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								5.1%		
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCM 7.4.	0	0.0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.2%		
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	CCM 7.5.	34,637	3.1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.6%		
Installation, maintenance and repair of renewable energy technologies	CCM 7.6.	0	0.0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.0%		
Acquisition and ownership of buildings	CCM 7.7.	505,979	45.6%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								26.9%		
<b>CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)</b>		<b>921,589</b>	<b>83.0%</b>	<b>55.7%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>27.3%</b>	<b>0.0%</b>								<b>45.1%</b>		
<b>A. CapEx of Taxonomy eligible activities (A.1 + A.2)</b>		<b>921,589</b>	<b>83.0%</b>	<b>55.7%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>27.3%</b>	<b>0.0%</b>								<b>45.1%</b>		
<b>B. TAXONOMY NON-ELIGIBLE ACTIVITIES</b>																			
<b>CapEx of Taxonomy-non-eligible activities</b>		<b>188,900</b>	<b>17.0%</b>																
<b>TOTAL</b>		<b>1,110,489</b>	<b>100.0%</b>																

<sup>1</sup> The activity 7.1. will be disclosed under activity 7.7. in the reporting year; previous year's figures were adjusted retroactively.

Y – Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective  
 N – No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective  
 N/EL – Not eligible, Taxonomy-non-eligible activity for the relevant environmental objective  
 EL – Eligible, Taxonomy-eligible activity for the relevant objective

**Proportion of OpEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering financial year 2023/24**

Financial year 2023/24	Year		Substantial contribution criteria							DNSH criteria (Do No Significant Harm)							Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) OpEx, year 2022/23	Category (enabling activity)	Category (transitional activity)
	Code	OpEx	Proportion of OpEx, year 2023/24	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Minimum safeguards			
Economic activities		T€	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>																			
<b>A.1 Environmentally sustainable activities (Taxonomy-aligned)</b>																			
<b>OpEx of environmentally sustainable activities (Taxonomy-aligned (A.1))</b>		<b>0</b>	<b>0.0%</b>														0.0%		
Of which Enabling		0	0.0%														0.0%	E	
Of which Transitional		0	0.0%														0.0%		T
<b>A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)</b>																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Manufacture of electrical and electronic equipment	CE 1.2.	62,026	27.9%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								–		
Construction, extension and operation of water collection, treatment and supply systems	CCM 5.1.	653	0.3%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.3%		
Construction, extension and operation of waste water collection and treatment	CCM 5.3.	2,550	1.1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								1.1%		
Renewal of waste water collection and treatment	CCM 5.4.	75	0.0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								–		
Collection and transport of non-hazardous waste in source segregated fractions	CCM 5.5.	0	0.0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.0%		
Collection and transport of hazardous waste	PPC 2.1.	1	0.0%	N/EL	N/EL	N/EL	EL	N/EL	N/EL								–		
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5.	114	0.1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.0%		
Renovation of existing buildings	CCM 7.2.	41	0.0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.0%		
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3.	1,277	0.6%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.4%		
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCM 7.4.	0	0.0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.0%		
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	CCM 7.5.	34	0.0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.1%		
Installation, maintenance and repair of renewable energy technologies	CCM 7.6.	5	0.0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.0%		
Acquisition and ownership of buildings	CCM 7.7.	967	0.4%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.8%		
<b>OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)</b>		<b>67,745</b>	<b>30.5%</b>	<b>2.6%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>27.9%</b>	<b>0.0%</b>								<b>2.8%</b>		
<b>A. OpEx of Taxonomy eligible activities (A.1 + A.2)</b>		<b>67,745</b>	<b>30.5%</b>	<b>2.6%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>27.9%</b>	<b>0.0%</b>								<b>2.8%</b>		
<b>B. TAXONOMY NON-ELIGIBLE ACTIVITIES</b>																			
<b>OpEx of Taxonomy-non-eligible activities</b>		<b>154,652</b>	<b>69.5%</b>																
<b>TOTAL</b>		<b>222,398</b>	<b>100.0%</b>																

Y – Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective  
N – No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective  
N/EL – Not eligible, Taxonomy-non-eligible activity for the relevant environmental objective  
EL – Eligible, Taxonomy-eligible activity for the relevant objective

## GRI CONTENT INDEX

AT&S has reported the information cited in this GRI content index for the period from 1 April 2023 to 31 March 2024 with reference to the GRI Standards.

GRI standard	Disclosure	Page in the report, URL or reason for omission
<b>GRI 1: Foundation (2021)</b>		
<b>GRI 2: General Disclosures (2021)</b>		
<b>1. The organization and its reporting practices</b>		
	2-1 Organizational details	p. 115 and p. 209 of the annual report 2023/24
	2-2 Entities included in the organization's sustainability reporting	p. 23 ff. and p. 115 of the annual report 2023/24
	2-3 Reporting period, frequency and contact point	01/04/2023-31/03/2024; annual, contact annual report: Philipp Gebhardt, contact non-financial report: Marina Hornasek-Metzl, publication date: p. 209 of the annual report 2023/24
	2-4 Restatements of information	None
	2-5 External assurance	p. 16 of the annual report 2023/24
<b>2. Activities and workers</b>		
	2-6 Activities, value chain and other business relationships	p. 7 ff. and p. 138 of the annual report 2023/24
	2-7 Employees	S. 38 ff.; uniform disclosure on fixed-term employment contracts not possible on an international basis
	2-8 Workers who are not employees	S. 38 ff.; uniform disclosure on fixed-term employment contracts not possible on an international basis
<b>4. Strategy, policies and practices</b>		
	2-22 Statement on sustainable development strategy	p. 3 f.
	2-28 Membership associations	p. 3 f.
<b>5. Stakeholder engagement</b>		
	2-29 Approach to stakeholder engagement	p. 12 ff.
	2-30 Collective bargaining agreements	p. 38 ff.
<b>GRI 3: Material Topics (2021)</b>		
	3-1 Process to determine material topics	p. 12 ff.
	3-2 List of material topics	p. 12 ff.
<b>GRI 205: Anti-corruption (2016)</b>		
	3-3 Management of material topics	p. 53 f.
	205-2 Communication and training about anti-corruption policies and procedures	p. 53 f.
	205-3 Confirmed incidents of corruption and actions taken	p. 53 f.

GRI standard	Disclosure	Page in the report, URL or reason for omission
<b>GRI 301: Materials (2016)</b>		
	3-3 Management of material topics	p. 34 f.
	301-1 Materials used by weight or volume	p. 34 f.; distinction renewable/non-renewable not available
<b>GRI 302: Energy (2016)</b>		
	3-3 Management of material topics	p. 23 ff.
	302-1 Energy consumption within the organization	p. 25; for further information see CDP Climate Change Report ( <a href="http://www.cdp.net">www.cdp.net</a> )
	302-3 Energy intensity	p. 25; for further information see CDP Climate Change Report ( <a href="http://www.cdp.net">www.cdp.net</a> )
	302-4 Reduction of energy consumption	p. 24; for further information see CDP Climate Change Report ( <a href="http://www.cdp.net">www.cdp.net</a> )
<b>GRI 303: Water and Effluents (2018)</b>		
	3-3 Management of material topics	p. 29 f.
	303-3 Water withdrawal	see CDP Water Security Report ( <a href="http://www.cdp.net">www.cdp.net</a> )
	303-4 Water discharge	see CDP Water Security Report ( <a href="http://www.cdp.net">www.cdp.net</a> )
	303-5 Water consumption	p. 29 f. and CDP Water Security Report ( <a href="http://www.cdp.net">www.cdp.net</a> )
<b>GRI 305: Emissions (2016)</b>		
	3-3 Management of material topics	p. 26 ff.
	305-1 Direct (Scope 1) GHG emissions	p. 26 ff.; for further information see CDP Climate Change Report ( <a href="http://www.cdp.net">www.cdp.net</a> )
	305-2 Energy indirect (Scope 2) GHG emissions	p. 26 ff.; for further information see CDP Climate Change Report ( <a href="http://www.cdp.net">www.cdp.net</a> )
	305-3 Other indirect (Scope 3) GHG emissions	p. 26 ff.; for further information see CDP Climate Change Report ( <a href="http://www.cdp.net">www.cdp.net</a> )
	305-4 GHG emissions intensity	p. 26 ff.; for further information see CDP Climate Change Report ( <a href="http://www.cdp.net">www.cdp.net</a> )
	305-5 Reduction of GHG emissions	p. 24; for further information see CDP Climate Change Report ( <a href="http://www.cdp.net">www.cdp.net</a> )
<b>GRI 306: Waste (2020)</b>		
	3-3 Management of material topics	p. 34
	306-3 Waste generated	p. 34



GRI standard	Disclosure	Page in the report, URL or reason for omission
<b>GRI 403: Occupational Health and Safety (2018)</b>		
	3-3 Management of material topics	p. 48 ff.
	403-9 Work-related injuries	p. 49 f.
<b>GRI 404: Training and Education (2016)</b>		
	3-3 Management of material topics	p. 44 ff.
	404-1 Average hours of training per year per employee	p. 45
	404-2 Programs for upgrading employee skills and transition assistance programs	p. 44 ff.
	404-3 Percentage of employees receiving regular performance and career development reviews	p. 46
<b>GRI 405: Diversity and Equal Opportunity (2016)</b>		
	3-3 Management of material topics	p. 40 ff. and 17 ff. of the annual report 2023/24
	405-1 Diversity of governance bodies and employees	p. 40 ff. and 17 ff. of the annual report 2023/24
<b>GRI 406: Non-discrimination (2016)</b>		
	3-3 Management of material topics	p. 54
	406-1 Incidents of discrimination and corrective actions taken	p. 54
<b>GRI 414: Supplier Social Assessment (2016)</b>		
	3-3 Management of material topics	p. 55 ff.
	414-2 Negative social impacts in the supply chain and actions taken	p. 55 ff.

Leoben-Hinterberg, 13 May 2024

The Management Board

DI (FH) Andreas Gerstenmayer m.p.

Dr. Peter Schneider m.p.

Dr. Peter Griehsnig m.p.

Mag. Petra Preining m.p.

DI Ingolf Schröder m.p.

