

Sustainability Report 2023

Data basis 2022



Contents

PREFACE.....	3
COMPANY PORTRAIT.....	4
HISTORY.....	4
BUSINESS SEGMENTS / PRODUCTS.....	4
MOLD CONSTRUCTION.....	4
SYSTEM ENGINEERING.....	5
AUTOMATION TECHNOLOGY.....	6
MISSION AND VALUES.....	7
MANAGEMENT SYSTEM.....	7
COMPANY INFORMATION.....	10
ENVIRONMENT.....	11
OUR PRINCIPLE.....	11
WASTE MANAGEMENT.....	12
KEY FIGURES.....	13
MEASURES.....	14
ENERGY.....	14
HEATING OIL.....	16
ELECTRICITY.....	17
MEASURES.....	18
WATER.....	19
GREEN IT.....	20
MEASURES.....	20
EMISSIONS.....	21
MEASURES.....	22
SUSTAINABLE PROCUREMENT.....	23
HUMAN RIGHTS.....	24
LABOR PRACTICES.....	25
OCCUPATIONAL SAFETY.....	25
MEASURES.....	26
TRAINING AND CONTINUING EDUCATION.....	27
WORKTIME MODELS.....	27
SUGGESTIONS FOR IMPROVEMENT.....	28
ACTIVE HEALTH MANAGEMENT.....	28
Expanded team offerings / benefits.....	30
MEASURES.....	30
FAIR OPERATING AND BUSINESS PRACTICES / CONSUMER CONCERNS.....	31
INCLUSION AND DEVELOPMENT OF THE COMMUNITY.....	32
OUR CUSTOMERS.....	32
OUR SUPPLIER PARTNERS.....	32

The current report presents the environmental and employee-related figures for the fiscal year 2022 on the basis of the core subjects of ISO 9001:2015. Editorial deadline is 13 July 2023.

PREFACE

Since 2009, Rathgeber GmbH has been part of the family-owned TARIOS HOLDING GMBH, which is also headquartered in Innsbruck.

As a medium-sized company in Tirol, we are aware of our responsibility toward the state, the environment, our business partners, team members and customers. Social, ethical and ecological standards flow into all decisions and are subjected to a continuous development process.

For us, sustainability means that we want to operate in a long-term and responsible manner, and that our customers, suppliers and the entire team benefit from our growth. Challenges are immense, ranging from climate change, resource availability and demographic development, to profound social change, digitization and growing social inequality.



We rely on tradition, quality and active innovation in an open, value-oriented corporate culture. We are aware of our ecological, economic and social responsibility for the region and its people. Using environmentally friendly methods and procedures, we produce our tools and equipment industrially in a resource-friendly manner with employee-friendly, ergonomically designed workstations.

Through various projects and actions based on our mission and CSR guidelines, we create a culture of trust that also leads to individual team member assumption of responsibility for the various tasks.

The aim of the sustainability report is to inform everyone – our team and the public - about our actions and the responsibility that we have for the location, the region and the people there.


Dr. Kai Konstantin Stoffel
Managing director

COMPANY PORTRAIT

HISTORY

The history of our family business goes back over three generations to the year 1939. We benefit from over 80 years of experience in complex metalworking and expand our application technology knowhow day by day. These decades of experience and the extensive expertise of our team and our processes form the basis of our success.

1939 Johann Rathgeber founds his own business and becomes self-employed as a mechanical engineer. Previously, he was a technical employee at the University of Innsbruck.

1970 Rathgeber recognizes the triumph of plastic in the consumer goods industry and develops sophisticated technologies for injection molds.

1980s Founder Johann Rathgeber successively hands over the company to his son Peter.

2009 Kai Konstantin Stoffel takes over the company of his father-in-law. There is strong focus on the core competencies of the company.



BUSINESS SEGMENTS / PRODUCTS

In our business areas mold and equipment construction as well as automation technology we support our customers with professionalism and high operational readiness from the inquiry to the final delivery. First-class quality and punctuality are our top priority.

MOLD CONSTRUCTION

Here we specialize in complex forms for special product groups in the automotive industry. Among our core competencies are forms for sophisticated loudspeaker grilles as well as complex fabric injection molding tools with peripherals or PMMA pillar covers. We strive for the lowest possible total lifetime costs (TCO) for our customers.

Our mold-making products are exceptionally efficient, allowing us to compete internationally in general and against our competitors in Asia in particular.

The efficiency of an injection molding tool is generally measured by how long it takes to produce a desired medium grade component. In this context, one generally speaks about the tool's cycle time.

The cycle time of a tool is mainly determined by the cooling measures in the tool (complex drilling through all relevant components of the tool so that cooling water can flow through it). This against the background that during the injection molding process liquid plastic is injected into the injection mold at high pressure and 90 °C temperature. Until the tool opens and the subsequent removal, usually done automatically by a robot, the component must be cured and cooled to such an extent that the removal can take place without deforming the still warm element. The duration for cooling the component is therefore determined largely by the cooling of the tool.

All of our tools and core competencies are characterized by the highest efforts for maximum cooling. Only through these measures can we guarantee a fast cycle and thus efficient production and, last but not least, demand a reasonable price.



The measures we have taken to efficiently cool our tools are a major competitive factor and, at the same time, a significant environmental consideration. The faster our customers can produce their components with our molds and equipment, the less burden there is on our environment.

SYSTEM ENGINEERING

In the system engineering division, we regularly produce parts, components and equipment at the request of our customers. In many cases, the customer bears the responsibility for component design. For this reason, internal measures for sustainable environmental compatibility can only relate to the manufacturing technology as well as the machines and equipment used in this regard.



Without efficient production of the components to be delivered, market-compliant pricing is not possible. This means that efficient manufacturing processes are an absolute prerequisite for obtaining an order.

In our company, we only use machines and systems that comply with the latest state of the art. When exchanging systems, we explicitly pay attention to the connection values of the new systems in order to reduce consumption wherever possible.

Furthermore, we continuously optimize the consumption of processing tools (milling cutters, drills, inserts, etc.) by continuously monitoring the service life of our tools and benchmarking them in test series. This helps to conserve resources sustainably and at the same time increase competitiveness.

AUTOMATION TECHNOLOGY

In the field of automation technology, we offer our customers the development and production of machines and devices for the final machining of components (such as mounting clips, screws, etc., requests for completeness and/or attaching a signature, etc.).

In detail, these are automation systems and devices for the final processing of injection-molded parts, which are characterized by a significantly smaller space requirement, associated mobility and energy saving of around 95 percent. This compared to the existing technologies and equipment that are commonly used for these functionalities.

In short, the differences between our technology and existing technologies can be summarized as follows:

Criterion	Existing technology competition	Rathgeber Technologies
Footprint	~ 2x3 m	< 1x1m
Energy requirement (electrical)	Up to 16kWh	~ 1kWh
Start-up time	~ 30min	~ 10min
Possible start of constructing automation equipment	After successfully sampling the serial injection molding tool	In parallel with the injection mold (about 8-12 weeks earlier)

MISSION AND VALUES

VISION 2025

„We always offer our customers the best solution on the market in our core competencies! We are the market leaders in quality!“

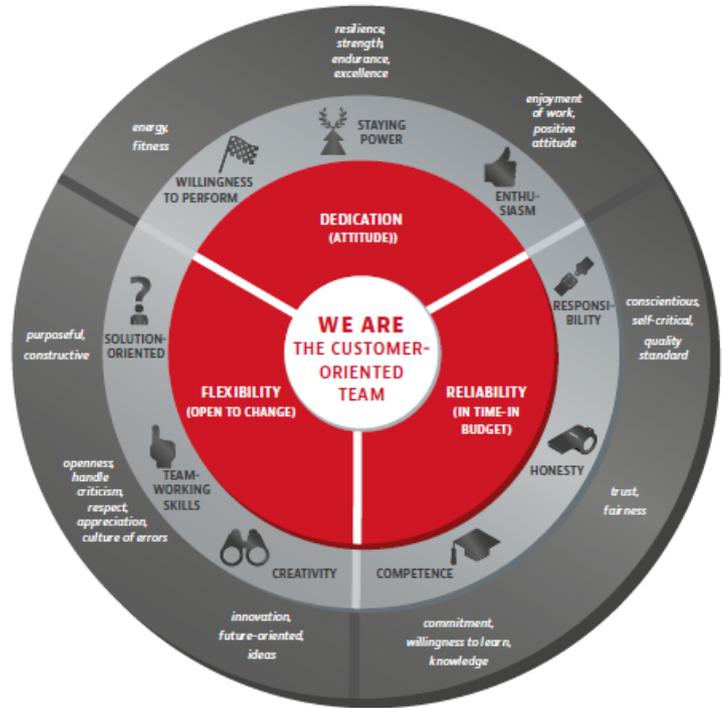
„We will always be an economically strong and independent family-run business.“

OUR MISSION STATEMENT

We base all our actions on our mission statement.

OUR VALUES

- We make technology sympathetic!
- We are more focused than others!
- We can also say NO!
- We follow through with what we promise!
- We are Tyroleans... that makes us unique!



Discretion is also a part – we don't talk about our customers!

Quality and reliability are our highest priority. That's why all our processes are ISO 9001: 2015 certified. Our stated goal is to fully integrate the areas of environmental protection and occupational safety into our quality management system, even if no certification has been made here.

The documented structure and process organization in connection with our quality management is available to all of our team members in our network. The system is assessed in audits by Quality Austria and by our customers with regard to target achievement and processes. We strive for continuous improvement in terms of target achievement and process optimization, which extends across all divisions.



Through the performance indicator system we use, we have permanent information about the quality of our business processes, operations and goal achievement. The key figures lead to corrective measures, the effectiveness of which is documented and tracked using the performance indicator system. Key figures are regularly communicated to all team members by quality management in its employee information and notices, made available in detail to responsible persons and evaluated by the management.

All our molds, systems and operations, which are evaluated using our key figures, undergo quality control using the methods of our management system. In the case of deviations from the standard, the respective division managers conduct an error cause analysis. Deviations are corrected with measures and monitored by quality management and internal audits until the respective improvement occurs.

Our business model requires that we prove to our customers on site that the order meets all requirements. This means that every order leaving our factory is generally free from defects. Consequently, in addition to the customer enthusiasm described above, our quality policy is oriented towards the ongoing reduction of the effort that we have to carry out internally in order to process an order "in time" and "in quality."



All of our injection molds in the mold-making division have been CE-certified since 2015, as have our equipment and systems in the automation technology division. Through CE certification, we demonstrably document compliance with all relevant statutory provisions in connection with the EU Machinery Directive. This means additional and visible evidence of our high-quality premium industrial products.

In addition, we have our reliability and performance confirmed annually by another quality seal from a third party. The creditworthiness certificate gives our customers, suppliers and the entire team the opportunity to receive up-to-date and reliable economic information about our company at a glance.

In addition, we gladly cooperate on a partnership basis and are a founding and premium partner of the Aachen Tool Construction Academy (Aachener Werkzeugbau Akademie – WBA).

Our commitment in the area of Corporate Social Responsibility (occupational safety, human rights, fair business practices, sustainable procurement, environment) is confirmed by the independent certification body EcoVadis based in Paris. In 2020, we were awarded the Platinum Award, placing us among top 1% of suppliers rated by EcoVadis to date.



At the beginning of 2018, we also decided to expand our efforts in this area and, as part of the Global Compact Network Austria, to support the implementation of the 10 universal principles of the Global Compact and the 17 Sustainable Development Goals of the United Nations.

COMPANY INFORMATION

Legal form	GmbH
Shareholder	TARIOS HOLDING GMBH
Managing Director	Dr. Kai Konstantin Stoffel, Mag. (FH) Roland Bachlechner
Distribution	We are an internationally oriented company and currently sell our tools and equipment mainly in China, Europe and the USA.
Credit rating	06/2023 - 05/2024 / 156 (very good) Certified by Creditreform Austria

CORE FIGURES		2022	2021
Ø Team size as of 12/31	<i>FTE</i>	87.25	84.5
Team size as of 12/31	<i>Headcount</i>	89	86
Number of female team members	<i>Headcount</i>	10	10
Ø-Age of the team	<i>In years</i>	37.7	37.4
Number of team members with flexible work time models	<i>Headcount</i>	73	73
Employee illness rate	<i>in %</i>	2.70	2.00
Employee illness rate with quarantine	<i>in %</i>	3.68	2.97
Rate of occupational accidents with absence time	<i>Number of occupational accidents x 1,000,000 h/ number of working hours performed</i>	14.15	14.43
Accident Severity	<i>Sick days caused by accidents x 1000 / number of working hours performed.</i>	0.17	0.18
Total energy consumption	<i>in MWh</i>	1827	1621
Share of renewable energy sources	<i>in % of total energy consumption</i>	89	84
Heating oil consumption	<i>in l / m²</i>	4	5
Power consumption	<i>in kWh / € 1,000 turnover</i>	97	107
Water requirement	<i>in m³</i>	595	596

ENVIRONMENT

OUR PRINCIPLE

We attach great importance to an environmentally friendly and resource-saving production of our tools and equipment. Through our behavior we want to show that economy and ecology are not contradictory.

Compliance with legal regulations as a minimum requirement is ensured by regular internal and external monitoring measures. In addition, we strive to reduce the environmental impact of our production processes beyond the legal regulations to an economically justifiable minimum. In doing so, we want to be a good role model in the industry. Ecological findings are consistently taken into account in our development and optimization processes.



In recent years, in addition to complying with our CSR guidelines and the ethical approach based on our mission statement, we have also taken concrete steps to further our sustainability efforts.

We use green practices and continually improve them. We comply with environmental protection regulations and standards and use natural resources responsibly. Waste separation and recycling are self-evident minimum requirements, whereby we work exclusively with certified disposal companies so that waste separation in the everyday operation is ensured by the persons responsible for the respective waste type.

Climate-friendly action is an ongoing consequence of big and small decisions, for example, by inspiring our fellow human beings to make intelligent climate decisions, such as continuously reducing water and energy consumption.

In the area of energy consumption and the waste management system, we think that every individual in the company is called upon to make the most careful decision possible for our environment in our everyday lives. For this reason, we strongly support opportunities in everyday working life to protect our environment. An important example for us is consistent waste separation, which has been practiced in our company for many years. Consistent waste separation facilitates recycling, which in principle makes fewer landfills necessary, because only waste separation enables clean disposal.

The waste concept is constantly questioned and optimized in manufacturing and administration. Repeated training of our team and clear instructions regarding individual waste separation results in a low rate of incorrect sorting. In addition, all waste is removed by certified waste collectors and the amount of waste is monitored by our in-house waste officer.

We also focus on reducing energy and fuel consumption, on the one hand through appropriate training and on the other hand, for example when we purchase new company vehicles always with the lowest possible CO₂ emissions of ideally less than 130 g/km of CO₂.

In detail, we monitor the consumption of the following energy resources, for whose continuous reduction we constantly strive, as follows:

Consumption type	Reference	Reduction target per year in%
Electricity	kWh / € 1,000 turnover	2
Heating oil	l / m ²	3
Fuel service vehicle	CO ₂ fleet average	2
Water	l / € 1,000 turnover	2

WASTE MANAGEMENT

In addition to the ongoing control of the energy resources we require, we also monitor our waste management continually. We also strive to reduce the amount of waste generated by our operations. We are well aware that in the course of machining production (milling, turning, drilling, grinding, etc.) incurred waste quantities are subject to strong production fluctuations and their serious and planned reduction of the accumulated amount of chips depends in detail on the geometry of the workpiece to be produced, the type of steel and the chosen tool. In this respect, there is a big difference to mass producers, who can do it more easily.

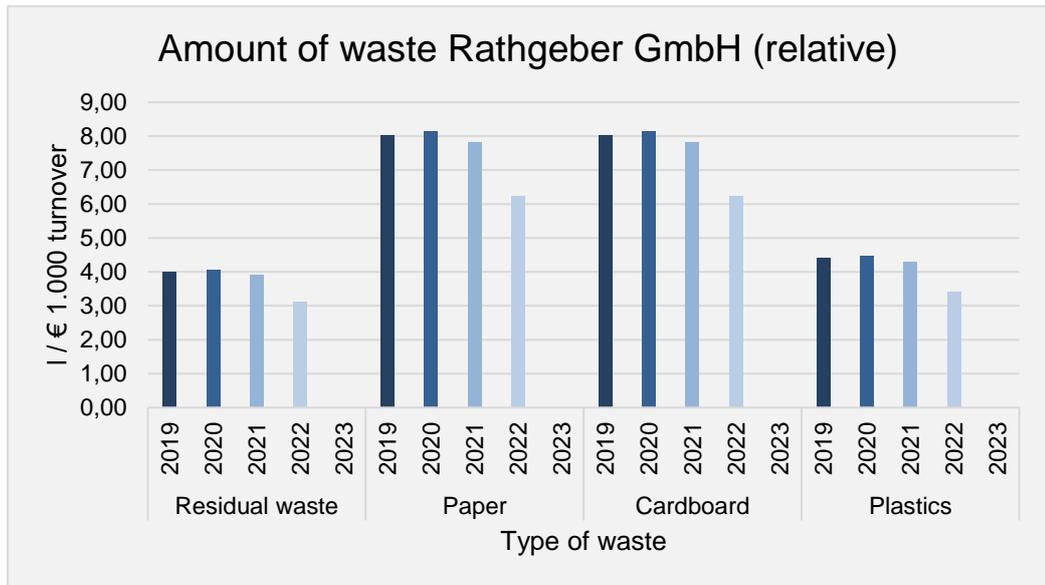
Nevertheless, we only use state-of-the-art machines in production, but as prototype manufacturers we can hardly influence what we have to process in the future by means of machining.

To be able to make a contribution to waste reduction despite this, we give all metal shavings produced by production, as well as eroding wire we can no longer use to a local EMAS certified partner for recycling. This was a total of nearly 60 tons annually.

In addition, we monitor the accumulation of the following amounts of waste, which are constantly generated in the company and whose reduction we permanently strive for as follows:

Type of waste	Reference	Reduction target / year in %
Residual waste	Pick-up quantity in l / € 1,000 turnover	2
Paper	Pick-up quantity in l / € 1,000 turnover	2
Cardboard	Pick-up quantity in l / € 1,000 turnover	3
Plastic:	Pick-up quantity in l / € 1,000 turnover	2

KEY FIGURES



As seen in the diagram, we were even able to exceed the self-imposed reduction target for individual waste types in 2022. Basically, the relative waste quantity shows reduction on an annual basis that is in line with the targets, which is attributed to the consistent implementation of measures in the area of waste management and saving resources.

Another key figure relevant to us with regard to our waste management is the share of recyclable waste, which we continually attempt to increase. This is currently between 80 and 85%, but cannot be exactly calculated primarily based on the inexact weight indications on the part of our waste management partners.

MEASURES

DIVISION	YEAR	MEASURE	STATUS
Waste management	2022	Introduction of new waste bins with color concept to make waste separation easier in all social environments.	completed
Resource conservation	2021	Introduction of MS 365 to promote comprehensive digital cooperation among all corporate divisions	completed
	2022	Procurement and installation of new, resource-saving printers in all departments	completed
		Final digitization of all templates / checklists in all departments	completed
		Transition of all public areas in the company / at the site (hallways, stairwells, social and wet rooms) to LED lighting including motion sensors	completed

ENERGY

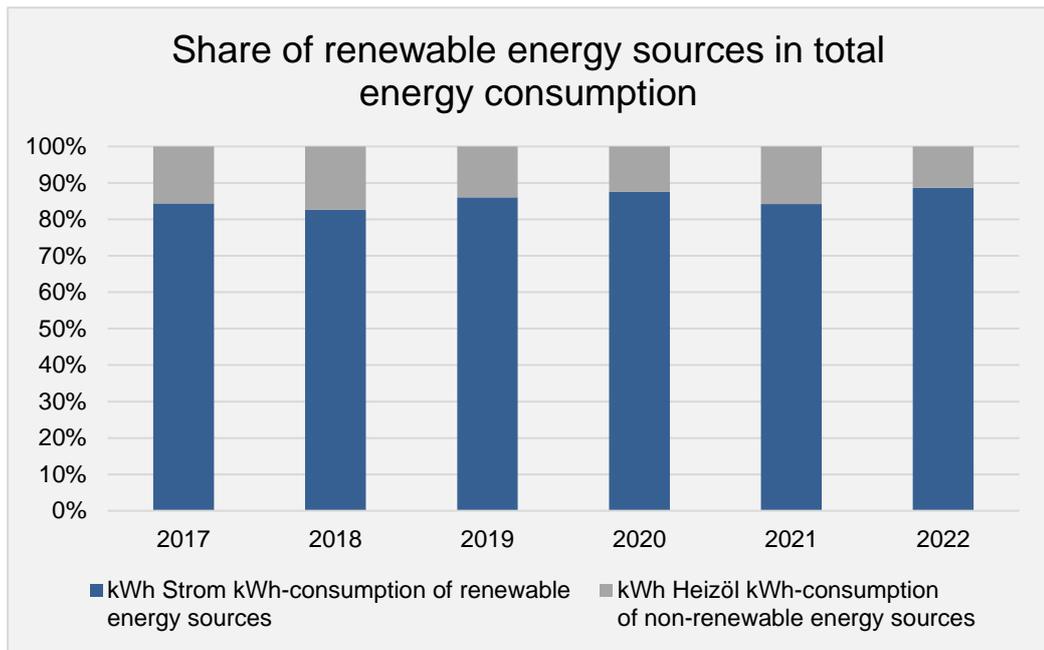
Making all of our team members aware of the importance of energy conservation so that the entire workforce takes responsibility for the environment and resources. This topic is an integral part of our monthly employee information, which takes place in our academy. Likewise, this point is firmly anchored in our training plans and is explained to each team member even at the beginning in a private conversation.

In the case of new acquisitions, investments are made in modern facilities, which enable energy-efficient and thus resource-saving production. However, our modern fleet of machinery not only results in considerable energy savings, but also has positive effects on our teams' occupational safety and health through its optimized and user-friendly design.

Along with optimizing our own production processes, we also support our customers in this regard. In the past, we have provided our customers with innovative technologies related to production with our tools in downstream processes which has resulted in enormous space savings and up to 95 percent energy saving.

The conversion and expansion of our company building also made an additional contribution to energy saving. The Customer Center was remodeled at the end of 2018 and beginning of 2019. The expansion of the production halls was completed in 2021.

In addition to the creation of energy transparency through calculation and representation of the costs and consumption in our company, we are also constantly investigating the use of the types of energy we use, such as electricity, oil, water and waste water in the processes and optimizing these with the aid of the entire team.



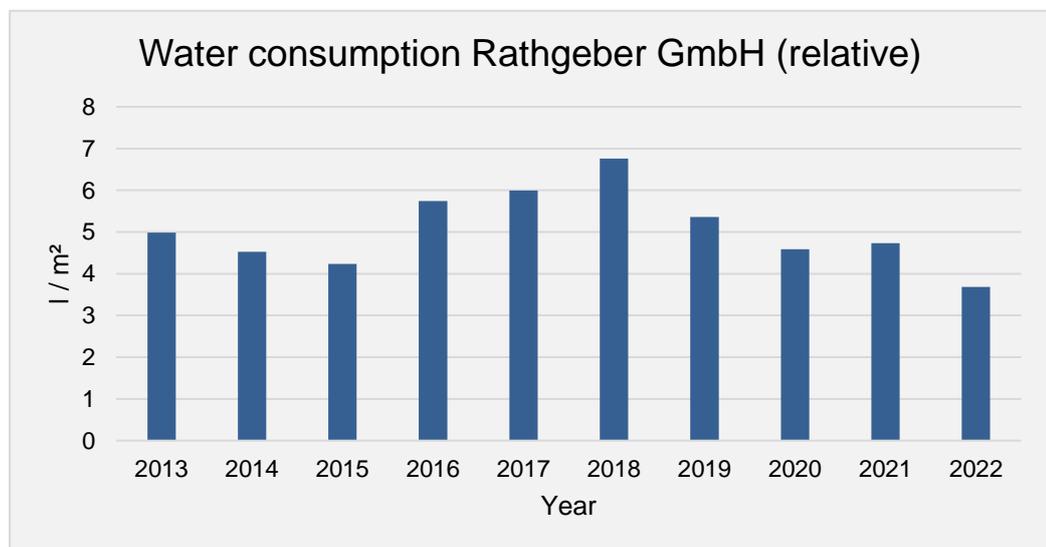
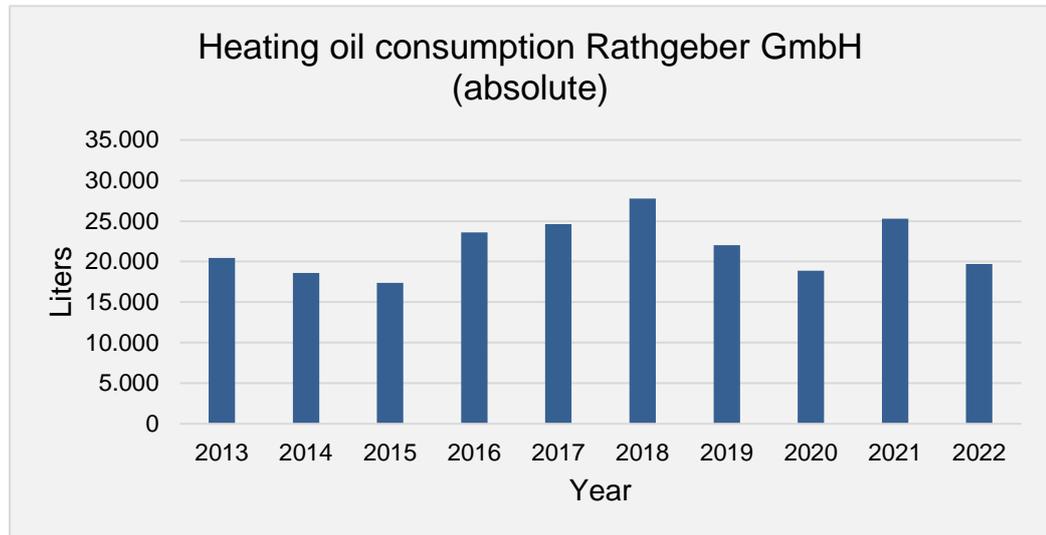
The development of the share of the renewable energy sources throughout our company's energy use can be represented as follows:

The share of renewable energy sources in our overall energy consumption was able to be increased from 84 % to 89 % from 2017 to 2022. This increase is above all due to the reduction in heating oil consumption.

HEATING OIL

Reducing night and weekend heating systems adapted to the production conditions and office hours. Switching off heating systems in the administration building during the summer months. Dispensing with hot water in our toilet facilities.

In detail, the absolute and relative consumption of heating oil is as follows:

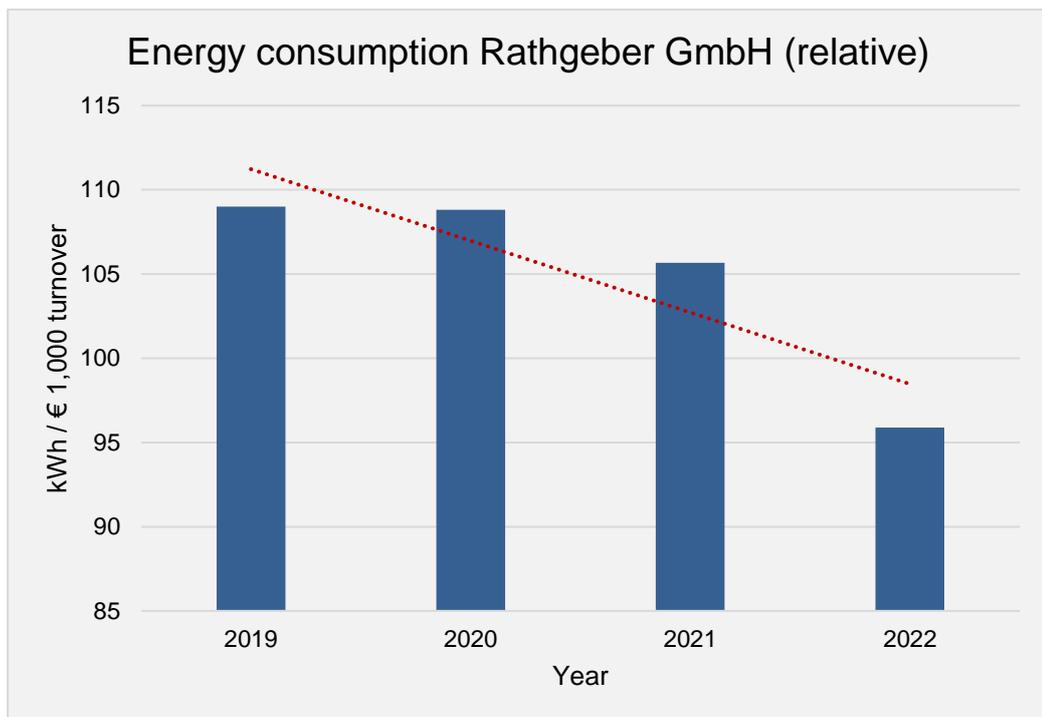
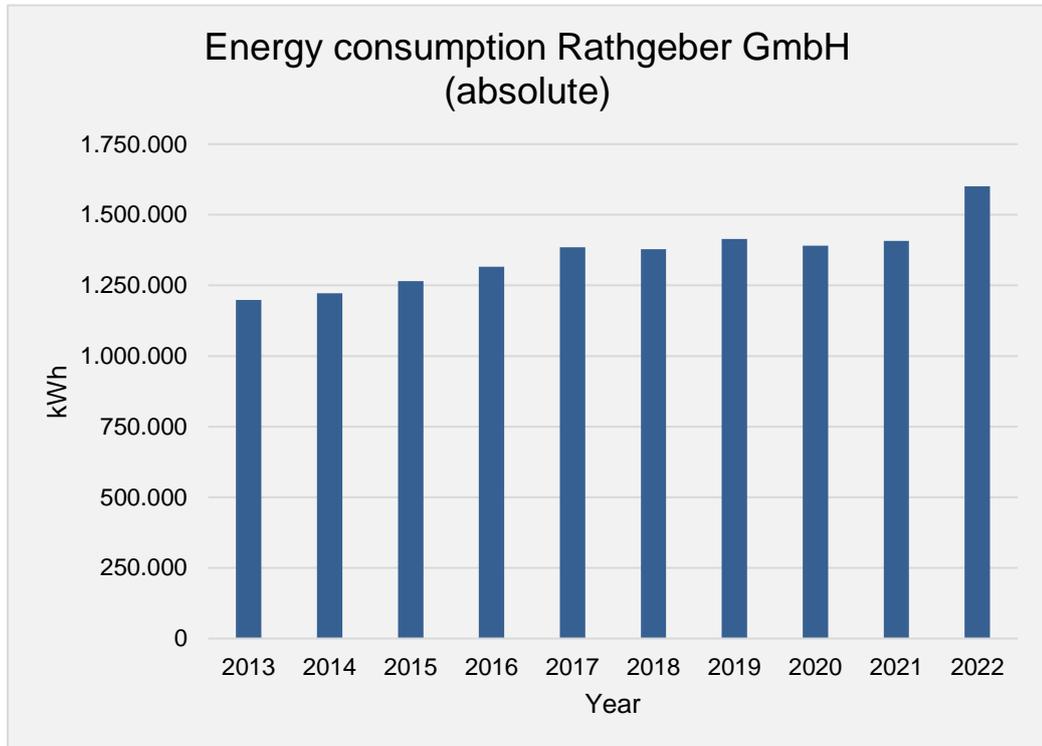


The heating oil consumption was significantly reduced again in the last year. This can be attributed to the replacement or repair of some of the heaters and additional energy-saving measures, among other things.

ELECTRICITY

We use up to 100% green electricity, which is free of CO₂ and is produced up to 85% through hydroelectric power.

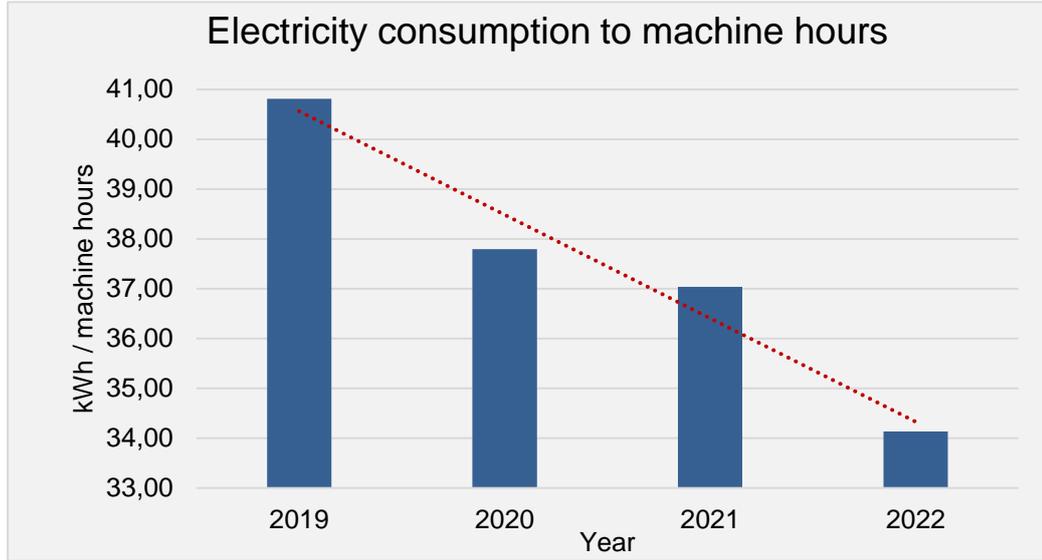
Power consumption in absolute terms is on a consistently high level. In detail, the absolute and relative consumptions of recent years are as follows:



It can be seen that in the relative presentation of electricity consumption, the ongoing renewal of our machinery and equipment is reflected clearly.

The relative rise in electricity consumption from 2019 to 2021 was due to the renovation projects on site. The positive changes expected through the renovations were clearly seen even in 2022. Through further investments in new machines and equipment, we expect to be able to meet the reduction goal of 2% we strive for also in the future.

The basis of this assumption is the development of the electricity consumption compared to the machine hours per year. There is a clear reduction of the kilowatt hours used per machine hour.

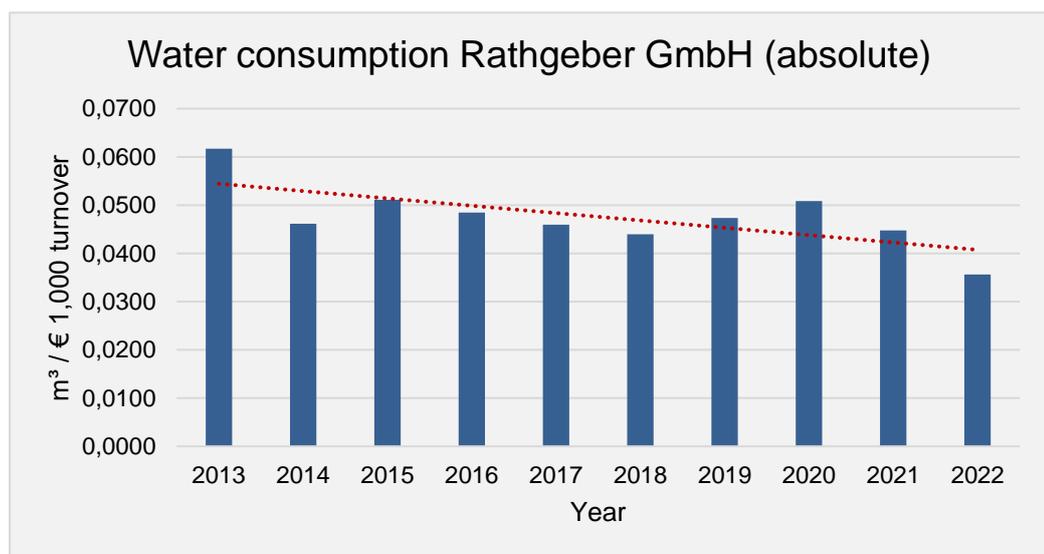
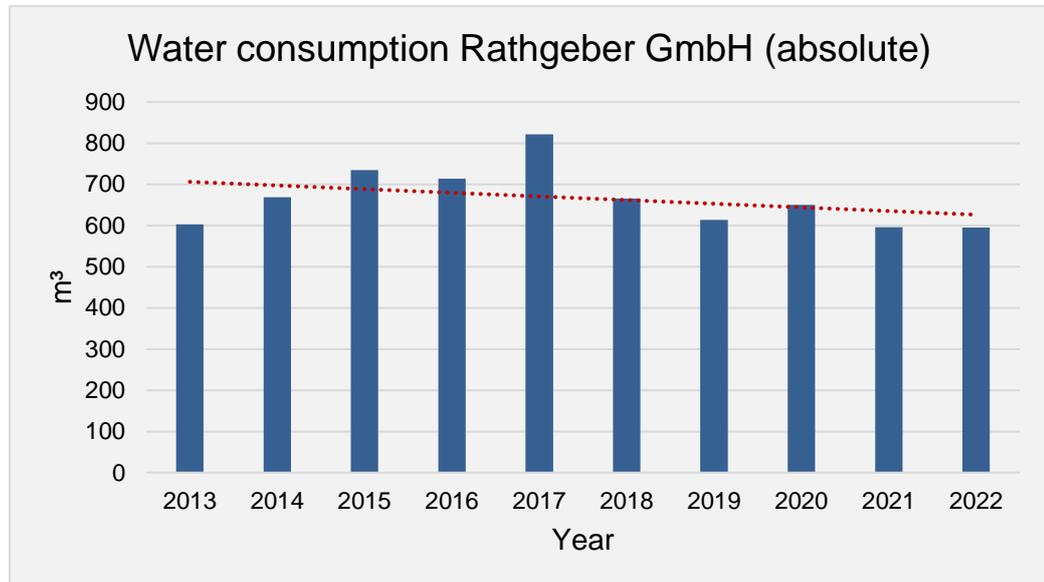


MEASURES

DIVISION	YEAR	MEASURE	STATUS
Energy management	2021	Commissioning of the new climate system (heating / air conditioning / ventilation) for the new assembly hall	completed
	2022	Renewal of the climate system in the area of the administration by converting to heat pump systems with speed control	completed
	2023	Continual renewal of the heat protection film on all buildings	ongoing
		Installation of an extraction unit to evacuate hot exhaust air to the outside in the eroding department	completed

WATER

In detail, the absolute and relative consumption of water is as follows:



Water consumption was able to be reduced considerably in absolute and relative terms. In the area of water consumption as well, the energy-saving measures that were implemented and the resource-sparing actions of our team have showed an effect. The reduction goal of 2% per annum that was set has been able to be met since 2020.

GREEN IT

As part of our energy management effort, we are constantly investing in digital infrastructure and technologies. In 2022, we digitized all customer surveys and now offer our customers the additional option of providing digital and mobile feedback.

MEASURES

DIVISION	YEAR	MEASURE	STATUS
Energy management	2021	Introduction of MS 365 to promote comprehensive digital cooperation among all corporate divisions	completed
	2022	Digitization of the customer surveys	completed
	2023	Expansion of the functional options of the in-house intranet on group level to further advance the digitization of templates and checklists.	ongoing

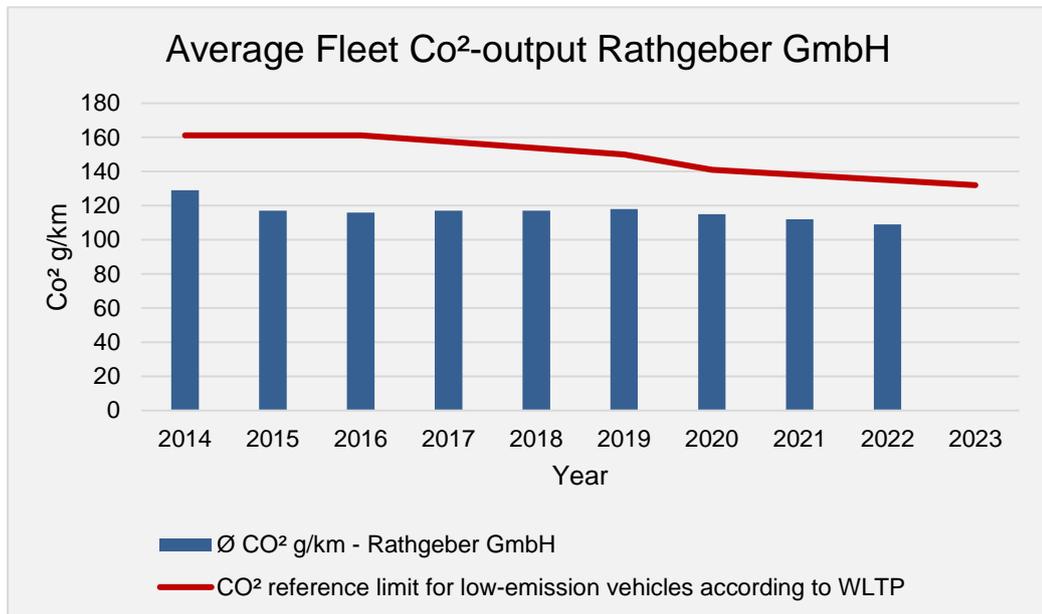
EMISSIONS

All unwanted emissions, such as dust and vapors, are captured, filtered and released at the source into the outside air as much as possible. In compliance with prescribed limits, the air is conditioned in almost all areas of the company. Continuous control of the extraction systems ensures optimal protection of the employees.

We see ourselves as having a special responsibility for handling resources in an environmentally conscious way. For this reason, the company car policy requires team members to select low-emission vehicles.

The result of this directive can be seen from annual fleet CO₂ emissions, which averaged 109 g/km (18 vehicles) in 2022 and compared to 2014, which was still at 129 g/km in 2014 (14 vehicles).

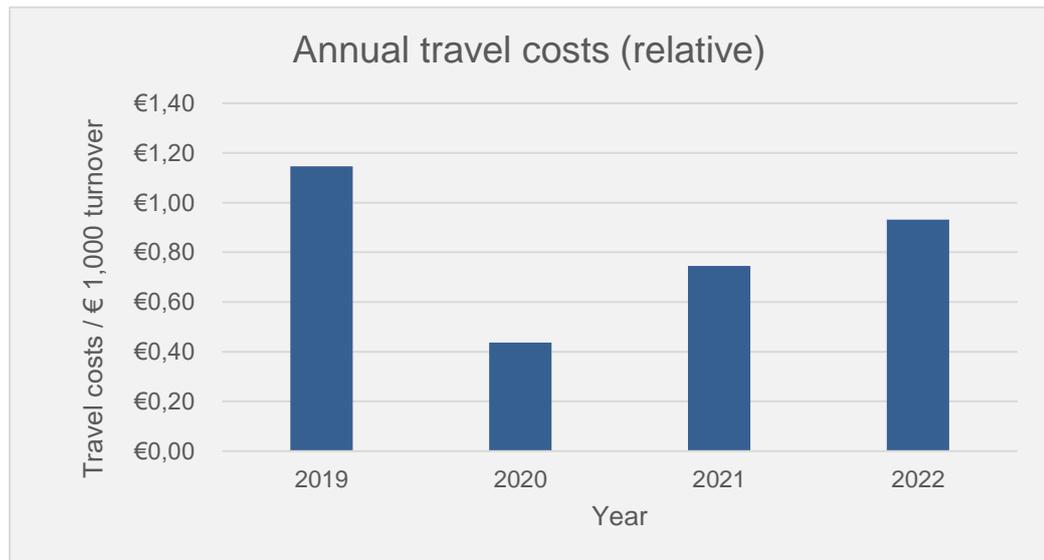
In detail, this comparison is as follows:



Because in the interim multiple vehicles are no longer being exchanged in the company fleet every year, the next reduction will probably only be seen with a newer comprehensive vehicle exchange, e.g. a transition that has yet to be evaluated to alternative engine technology and/or alternative fuels.

In addition, it has been shown that especially on average, the entire vehicle fleet falls far under the relevant WLTP value for the reduced remuneration in kind of 1.5% (= low-emission vehicle).

Furthermore, the use of digital channels in customer care has proven to make quite a difference. A consideration of the travel costs in the pandemic years 2020 and 2021 appears to us not to be significant, because our team members were instructed to make as few business trips as possible to expose themselves to as few health risks as possible. The comparison between the pre-pandemic and post-pandemic years 2019 and 2022 appears to be substantial. Thus, the annual travel costs of our team members were strongly reduced from 2019 to 2022. The value fell from € 1.15 in 2019 to € 0.93 per € 1,000 in turnover in 2022.



MEASURES

DIVISION	YEAR	MEASURE	STATUS
Resource conservation	2022	Further reducing fleet CO ₂ emissions	ongoing
	2023	Additional reduction of business travel through the use of digital media	ongoing
Mobility	2023	Evaluation of the possibility of offering all team members a leased e-bike	scheduled

SUSTAINABLE PROCUREMENT

Supplier surveys and audits are a fundamental part of purchasing and quality management when selecting our suppliers. In doing so, environmentally relevant aspects are taken into account. If we receive equivalent offers, suppliers from the region are preferred.

In the standard packaging of our molds and systems, we attach great importance to using as little material on the whole as possible. The focus here again is on renewable resources, which is why all essential parts of the packaging are made of wood and can be reused.

In order to facilitate or ensure the recycling of wooden pallets and large-volume wood packaging for hot runners, for example, large containers of a certified disposal company are available directly at the site and are replaced regularly.

Most vehicles of the logistics partners already fulfill the EURO-6 standard. Older vehicles will gradually be replaced in order to deliver consignments in low-emission zones.

HUMAN RIGHTS

Fair play, respect and integrity are fundamental to our business. Acting ethically also means protecting human rights and combating corruption. Not just to take responsibility for our team, but to serve as a good example wherever we operate.

We do not tolerate any form of discrimination and promote equal opportunities and treatment, regardless of color, nationality, social background, disabilities, sexual orientation, political or religious beliefs, sex or age. The personal dignity, privacy and personal rights of each individual are respected and inviolable. Employees are selected, hired and promoted on the basis of their qualifications and abilities. Degrading treatment of labor, such as mental hardship, sexual harassment and the like, are not tolerated.

There is a legal quota for integrating people with disabilities, which is not a yardstick for us. Since we do not tolerate discrimination, we adapt the working conditions to the needs of the individual and integrate them completely into the daily work routine. The severely disabled rate in our company is currently 1.15 %.

We are also involved in this area outside the company. We have been sponsoring basketball players of the Tyrol Wheelchair Sport Club (Rollstuhl Sport Club Tirol) for several years. RSCTU plays in the German Regionalliga Süd and regularly occupies top rankings both in this regional league as well as at international tournaments.



Since 2017 we have been supporting the association "Rettet das Kind Tirol" (Child Rescue Tyrol) especially for children from socially disadvantaged families, for example through long term mentorships and by fulfilling their Christmas wishes and helping their families. In this area we also want to put an even stronger focus in the coming years by supporting children in their school careers, so they are prepared as well as possible for entry into professional life and a secure, independent future.

LABOR PRACTICES

OCCUPATIONAL SAFETY

Occupational health and safety is inseparably part of a holistic concept. Through regulated, documented risk assessments of the workplaces, weak points are identified and remedied. We expect our team members to take responsibility for the environment conscientiously and consistently. In addition to the corresponding training in the course of the first weeks, the necessary knowledge is also imparted through targeted training and further education measures.



We care about a safe and healthy work environment. This requires strict compliance with safety rules and practices. Systematic observation and responsible handling of dangerous situations raise the awareness of our team of occupational safety and strengthen the preventive effect of measures to avoid accidents. We aim for an annual reduction in occupational accidents of at least 10 percent. The number of reportable accidents at work was 2 each in 2021 and 2022.

Our safety officer, our fire prevention officer and the safety specialists and occupational medicine doctors regularly review the working conditions at the relevant workplaces regularly within the framework of targeted visits and inspect the adherence to all currently applicable legal specifications and regulations. This contributes to active prevention work, so that the various areas of responsibility can be reviewed using checklists. If there is a need for information or action, the facts are reviewed by the safety expert as part of the safety inspection at intervals and appropriate measures can be initiated. In order to further improve the quality of work, we strive for an additional reduction of physically demanding work in the company. Specifically, we aim to reduce injuries from repetitive heavy work or stress by 10 percent.

All areas are constantly checked for noise pollution by our safety expert. In addition, noise measurements are taken at regular intervals by the Allgemeine Unfall- und Versicherungsanstalt (AUVA - General Accident and Insurance Fund) in order to indicate any overruns of the limits.

Necessary measures are initiated immediately and unbureaucratically to further improve the working conditions for our team members. Ear protection as well as other personal protection equipment (goggles, gloves ...) is available at any time (24h/7D) for free in one of our freely accessible StoreManager^{pro} (goods issue systems).

Safety data sheets are available for all relevant (hazardous) substances and preparations. The management of the data sheets takes place in paper form and electronically on the Intranet and is constantly updated. It also derives from the ongoing adaptation of the required personal protective equipment, especially gloves.

We see not only physical but also mental stress as a potential source of danger in everyday working life. For this reason, all of our team members are asked to fill out a questionnaire at least once a year so we can acquire information for steady improvement in the working environment. Measures derived from the evaluations are implemented promptly in consultation with the occupational physician.

In addition, we also like to use anonymous employee surveys to get honest and constructive feedback on various questions of corporate management. Already in 2018 we conducted the first employee survey in our company. 63% of our team members have given us feedback, of which 98% are satisfied with their jobs overall, and 93% would recommend us as an employer! We're really proud of this result, because we really value the satisfaction and motivation of all of our team members as the decisive key to our success.

We are excited to see how the current feedback will come out. Because we plan to implement an anonymous employee survey in the second half of 2023, and this time the survey will be shorter and implemented for selected areas of the company.

MEASURES

DIVISION	YEAR	MEASURE	STATUS
Work security/work protection	from 2022	Current training sessions regarding workplace safety by the safety experts together with the occupational physician, such as on ergonomics in the workplace, handling heavy loads, machine/crane operation, etc.	ongoing
	2023	Implementation of an anonymous employee survey in digital form	scheduled

TRAINING AND CONTINUING EDUCATION

Our training offer for apprentices in the areas of office clerk, metal technician for tooling technology and designer for toolmaking was again awarded by the province of Tirol with the quality seal "Ausgezeichneter Tiroler Lehrbetrieb" ("Excellent Tyrolean Apprenticeship Company"). It documents and pays tribute to the quality of our training provision and the efforts of our apprentice instructors in these areas.



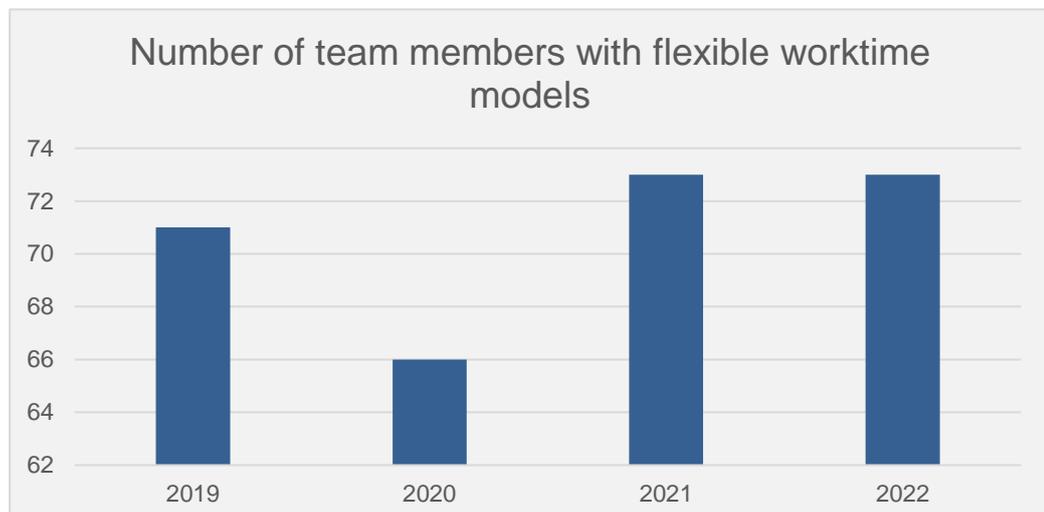
In addition to our professional and internal training processes, we also endeavor to promote all our young talents and, moreover, train them to become qualified managers.

In addition to requiring junior managers and executives to participate in the seminar series "EntrepreneurEnergy" at the SchmidtColleg, we offer selected personality and leadership development workshops and pay for committed and suitable team members to attend extra-occupational study at the Aachen Tool Construction Academy ("Aachener Werkzeugbauakademie"). Through this study, they receive the opportunity to deepen their expertise and acquire additional business management knowledge. Together, these subsections form the basis for making our processes ecologically sustainable, taking into account the economic conditions.

Overall in 2022, over 40 hours on average were invested per team in internal and external training and further education.

WORKTIME MODELS

In coordination with the employees and the works council, we implement very flexible working time models. In addition to the two-shift operation we use the working time model "flextime." Our team can determine the beginning and end of their daily working hours independently as well as the distribution of weekly working time over individual working days under consideration of a generously defined framework.



SUGGESTIONS FOR IMPROVEMENT

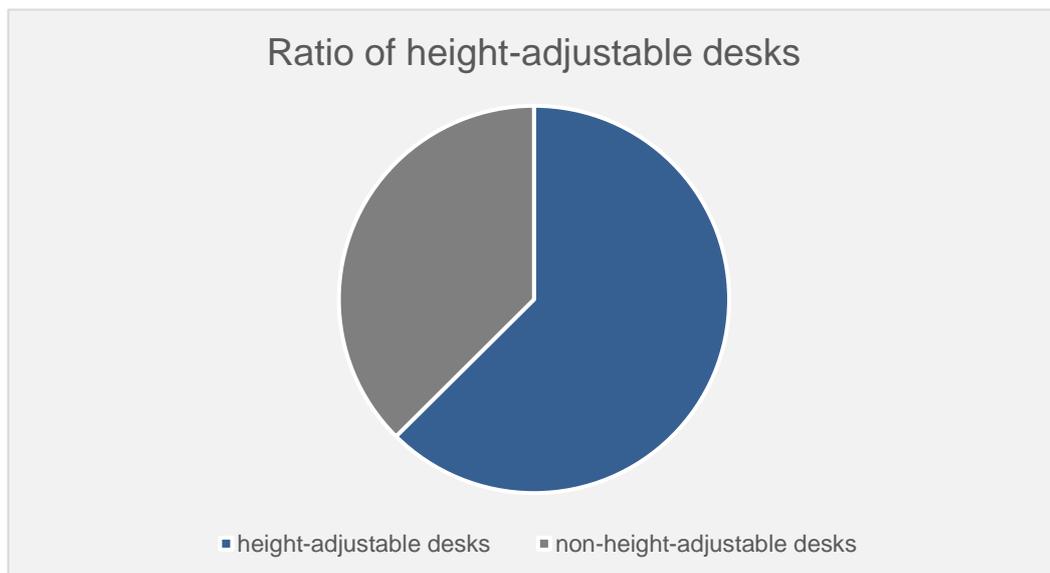
Our team members have the opportunity to submit company improvement suggestions. To do this, they can either login to the internally created CIP program, or submit their suggestions directly in the monthly employee information. All proposals are analyzed and examined for their meaningfulness and feasibility.

As mentioned above, in 2018 a comprehensive and anonymous employee survey was performed using written questionnaires. As a result, the overall satisfaction with the working environment or in the existing work environment were determined independently of the operating activities of the individual team members. We intend to perform the next employee survey in the second half of 2023.

ACTIVE HEALTH MANAGEMENT

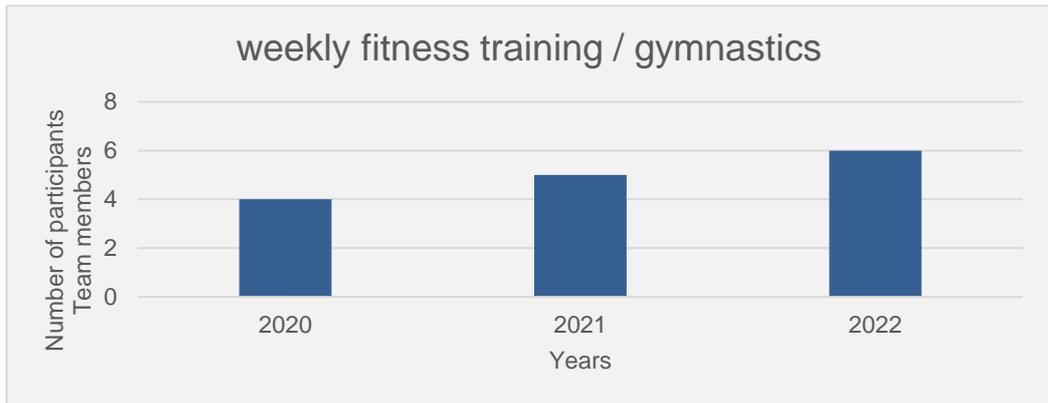
Global competition demands high quality and low costs. This results in high demands on the team members that work longer, with fewer junior employees being available. This is one of the reasons why we increasingly deal with the topic of health and optimal work-life balance. Thanks to targeted health care and the optimal adaptation of the working environment to the needs of our team members, diseases can be avoided best through prevention and early detection. For this reason, we offer our team members the opportunity to have an annual preventative health check-up carried out by our company doctor. We also offer optional sight and hearing tests to our team members at regular intervals.

Together with our safety experts, we work on continuous improvement of the ergonomic workplace design. In order to further improve workplace ergonomics, new office chairs will be ordered exclusively from a certified specialist company specializing in health-promoting solutions. These chairs offer a high level of seating comfort and are optimally adapted to the needs of each individual. Another example of our efforts in this is the number of height-adjustable desks. 30 or our 48 office workplaces are electrically height-adjustable.



Each individual person can influence their physical and emotional well-being by their own behavior in their everyday professional and private life. We try to create awareness by offering and financing personality development seminars.

To prevent back problems and improve fitness, every Wednesday we offer a one-hour gymnastics program for the back and spine under the professional guidance of a physiotherapist. All of our team members can participate in this. This offering has been relatively popular, as the increasing number of participants shows:



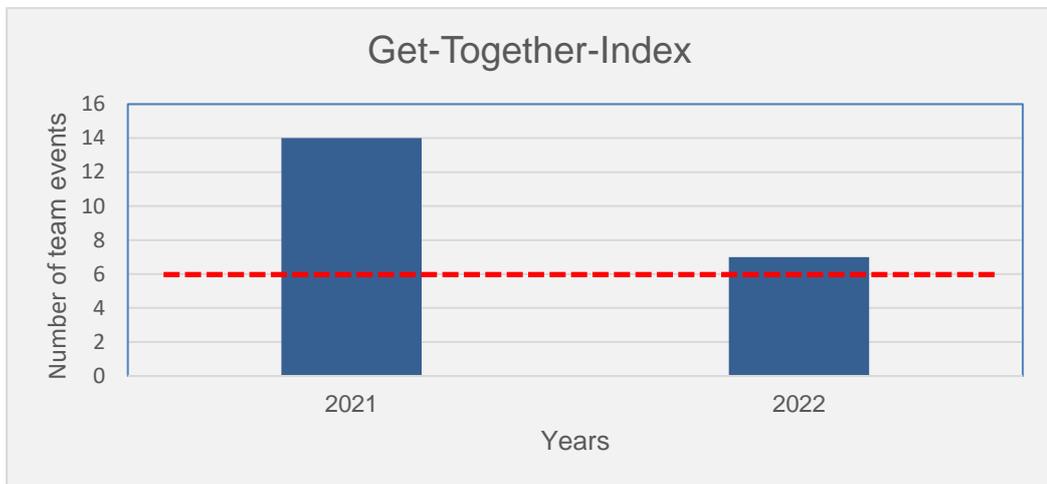
Since 2016, all of our team members have access to a compact fitness room with three cardio machines and a strength training center including accessories. All units supplied by the market leader Technogym are constantly being maintained, certified for commercial use and comply with the European Directive for stationary training equipment. In addition, team members have the opportunity to consult an experienced physical therapist available to them for all types of recurring symptoms. This offering is also well utilized by some team members.

To promote the healthy nutrition of our staff, since 2023 we have subsidized a hot lunch with € 3.50 (previously € 3.20) daily for every employee and offer fresh fruit for free, which is delivered fresh weekly and is freely available. The dedication in this area appears to be bearing fruit, as the rise in the meal vouchers used over the years has shown:



EXPANDED TEAM OFFERINGS / BENEFITS

Moreover, we are of the opinion that when there has been hard work, there should also be proper celebrations. For this reason, we try to create opportunities throughout the year using a structured event plan, so that our team members can communicate with each other and have fun in a relaxed atmosphere and with free catering. We intend to organize at least six events every year, so-called “get-together events” to maintain the social contact within the team. The following “get-together index” has been created based on our in-house events of this types in the last two years. This index includes all events during a year to which at least 20 people are invited. We want to emphasize that naturally all get-together events were held outdoors during the pandemic, as recommended by the health authorities, and all participants were required to present a negative COVID-19 test to ensure the greatest possible health protection of our team members.



In addition to the points mentioned above, we also see the possibility of accessing private health insurance as part of a comprehensive set of health care measures, even if not active: Thanks to a framework agreement with a well-known insurance company, we offer all of our team members the opportunity to benefit from an affordable top category insurance through a greatly reduced premium. In the event of illness or after an accident, this means that the recovery can be carried out as well and as comfortably as possible through a free choice of hospital and doctor.

We see it as an additional benefit that our team members have the possibility to shop at a discount with various partners. These include providers of all requirements of daily life, including supermarkets, a sporting goods store, a pharmacy, a bank or a hairdresser. The list of partners is constantly being updated and expanded.

MEASURES

DIVISION	YEAR	MEASURE	STATUS
Benefits	2023	Evaluation of the possibility of offering all team members a leased e-bike	scheduled

FAIR OPERATING AND BUSINESS PRACTICES / CONSUMER CONCERNS

On our own initiative, we feel obliged to face the public with openness, willingness to engage in dialog and consciously perceived responsibility. For this reason, we maintain our corporate values and have issued guidelines for the responsible treatment of our team members, customers, the environment and available resources.

We reject corruption and bribery in accordance with the relevant UN Convention and promote appropriate transparency, acting with integrity, responsible leadership and control in the company. All customers and suppliers of our company are located in countries with a CIP (corruption perception index according to Transparency International) of at least over 40.

Adherence to transparent and fair behavior in the market is our top priority. Restricting free competition as well as violations of competition and antitrust law are incompatible with our corporate philosophy and culture as well as with our self-image.

In order to satisfy these claims, over the course of the year we are installing an internal whistleblower system that guarantees confidential reporting of suspected violations. In terms of the corporate values we live by, we avow ourselves to special protection of potential whistleblowers.

Our actions are distinguished by openness and honesty, which we also transfer to our marketing and our advertising. We don't promise everything, but we want to live up to what we do promise. For this reason, we object to any misleading advertising.

INCLUSION AND DEVELOPMENT OF THE COMMUNITY

OUR CUSTOMERS

Our actions are always customer-oriented. By the comprehensive concept of quality, we understand the quality of the execution (of the project or product/equipment), punctuality, flexibility as well as the technical and economic goal fulfillment. Requirements of our customers for environmental compatibility and longevity are examined and, if possible, implemented. We want to create a high level of benefit and satisfaction for our customers through our activities and, of course, recognize their right to important product and process information and make this available to them.

Our current customer surveys confirm our efforts in this area: 100% of our customers rated us better than our competition in 2022.

Furthermore, we commit ourselves to protecting our customers' data as well as information concerning our products used by our customers. Our customers' data security has the highest priority. It also means that we treat all data and information of any kind strictly confidential and also demand this confidentiality from our suppliers, if necessary. Last but not least, it also means that we do not talk about our customers.

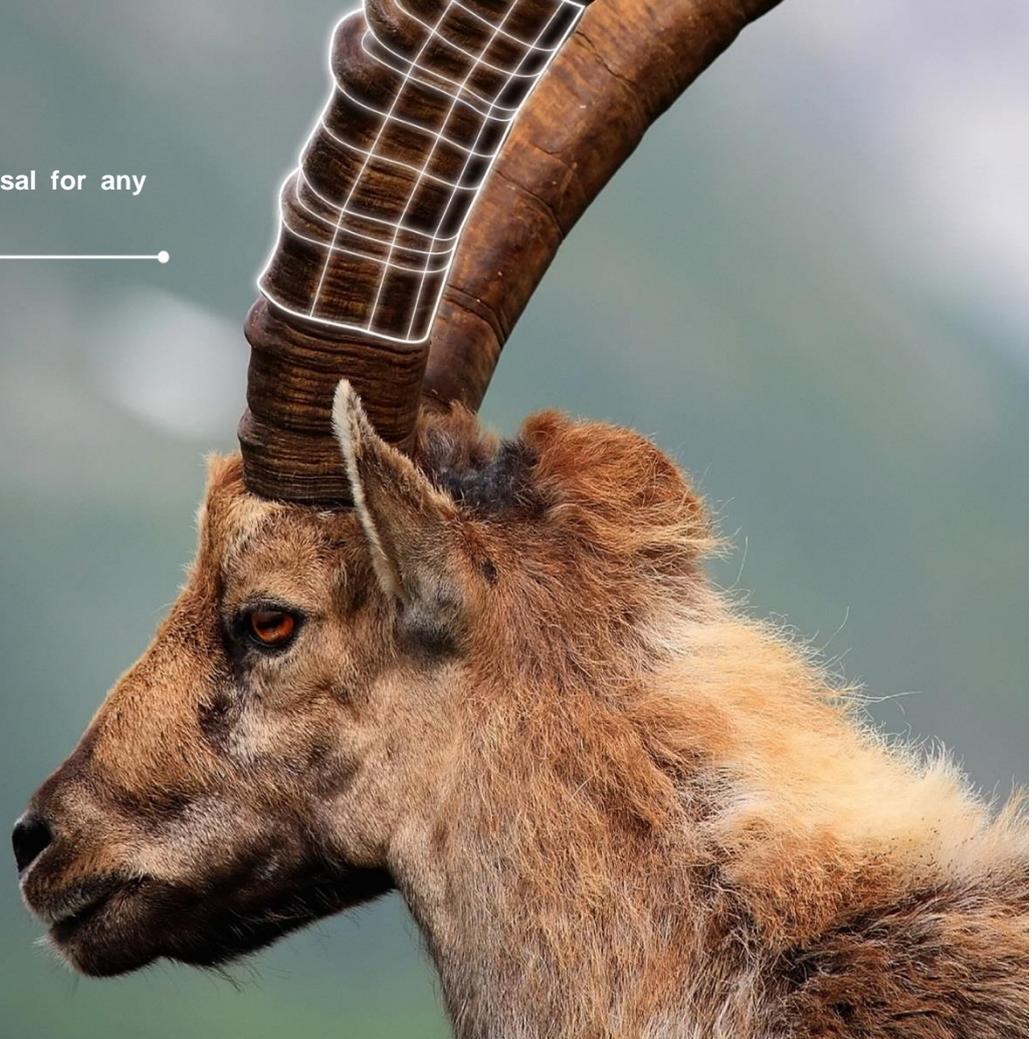
OUR SUPPLIER PARTNERS

We set the bar high for our suppliers and regularly monitor how well they meet our requirements. In order to fulfill our sustainability requirements, the selection of our suppliers is of great importance.

Reliability is a great asset for us. The same requirements that we set for our customers in this regard are also placed on our supplier partners. For this reason, it is necessary for our supplier partners to commit to respecting our established CSR guidelines and making them an obligation for their suppliers as well. To ensure this, the guidelines set forth herein are an integral part of our general terms and conditions of purchase and subject to periodic supplier audits.



We are gladly at your disposal for any questions!



Rathgeber GmbH

Mold Construction / System Engineering / Automation technology

Trientlgasse 45 · 6020 Innsbruck · Austria

t +43 (0)512 33 453-0 · f +43 (0)512 33 453-20

info@rathgeber.at · www.rathgeber.at



To our sustainability website:

