

„Because we think beyond!“

Sustainability Report 2025

Data basis 2024



Contents

PREFACE	4
COMPANY PORTRAIT	5
HISTORY	5
BUSINESS SEGMENTS / PRODUCTS	5
MOLD CONSTRUCTION	5
PLANT CONSTRUCTION	6
AUTOMATION TECHNOLOGY	7
MISSION AND VALUES	8
MANAGEMENT SYSTEM	8
COMPANY INFORMATION	11
ENVIRONMENT	12
OUR PRINCIPLE	12
WASTE MANAGEMENT	14
KEY FIGURES	15
MEASURES	16
ENERGY	17
HEATING OIL	18
ELECTRICITY	19
MEASURES	20
WATER	21
GREEN IT	22
Significant reduction in the consumption of paper	22
MEASURES	23
EMISSIONS	24
MEASURES	25
SUSTAINABLE PROCUREMENT	26
HUMAN RIGHTS	27
LABOR PRACTICES	28
OCCUPATIONAL SAFETY	28
MEASURES	29
TRAINING AND CONTINUING PROFESSIONAL DEVELOPMENT	30
WORKING TIME MODELS	30
SUGGESTIONS FOR IMPROVEMENT	32
ACTIVE HEALTH MANAGEMENT	33
Expanded team offers / benefits	35
MEASURES	36
FAIR OPERATING AND BUSINESS PRACTICES / CONSUMER CONCERNS	37

INCLUSION AND DEVELOPMENT OF THE COMMUNITY	38
OUR CUSTOMERS	38
OUR SUPPLIER PARTNERS	38

The current report presents the environmental and employee-related figures for the fiscal year 2024 on the basis of the core subjects of ISO 9001:2015. The editorial deadline is August 14, 2025.

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 Tyrol, 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.

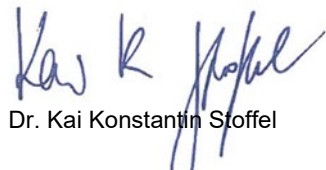
For us, sustainability means that we want to operate in a long-term and responsible manner and that our customers, suppliers and the entire team benefit from our growth. The challenges are immense, ranging from climate change, resource availability and demographic development, to profound social change, digitalization 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 all individual team members assuming responsibility for the various tasks.

The aim of the sustainability report is to inform everyone – our team and the public – about the actions that we take 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 high-tech application expertise 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. He was previously a technical employee at the University of Innsbruck.

1970s 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 a strong focus on the core competencies of the company.



BUSINESS SEGMENTS / PRODUCTS

In our business areas of mold and plant construction and automation technology, we support our customers with professionalism and a high level of operational readiness from inquiry to final delivery. First-class quality and punctuality are our top priorities.

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.

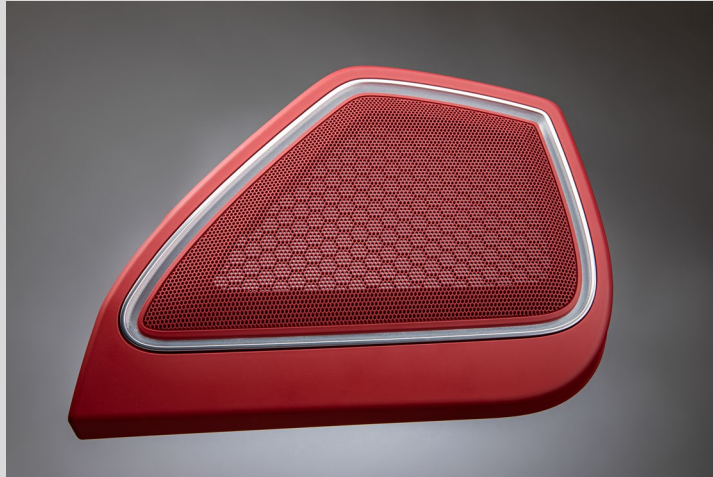
Our mold-making products are exceptionally efficient, allowing us to compete internationally in general and against competitors in Asia in particular.

The efficiency of an injection molding tool is generally measured by how long it takes to produce a desired medium grade component. A tool's cycle time is generally the reference point in this context.

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). The background here is that the injection molding process involves injecting liquid plastic into the injection mold at high pressure and a temperature of 90°C. Until the tool opens and the component is subsequently removed, usually in an automated process by a robot, the component must be cured and cooled to such an extent that the still warm component can be removed without

deforming. The time needed to cool the component is therefore determined largely by how quickly the tool can be cooled.

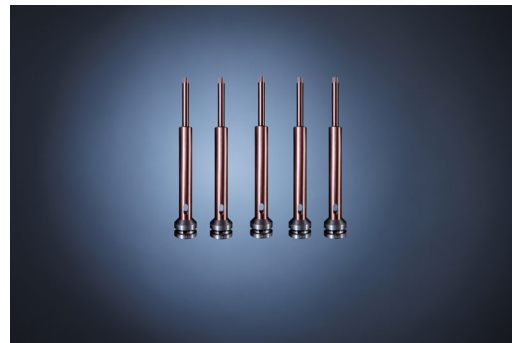
All our tools and core competencies are characterized by the greatest efforts to achieve maximum cooling. Only through these measures can we guarantee a fast cycle and thus efficient production and, last but not least, demand a reasonable price for the effort involved.



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.

PLANT CONSTRUCTION

In the plant construction division, we regularly produce parts, components and plants at the request of our customers. The customer normally bears the responsibility for component design. For this reason, internal measures for sustainable environmental compatibility can only relate to the manufacturing technology and the machines and equipment used in this context. If the components to be delivered cannot be produced efficiently, pricing in line with the market 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 replacing systems, we pay explicit attention to the connection values of the new systems in order to reduce power 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

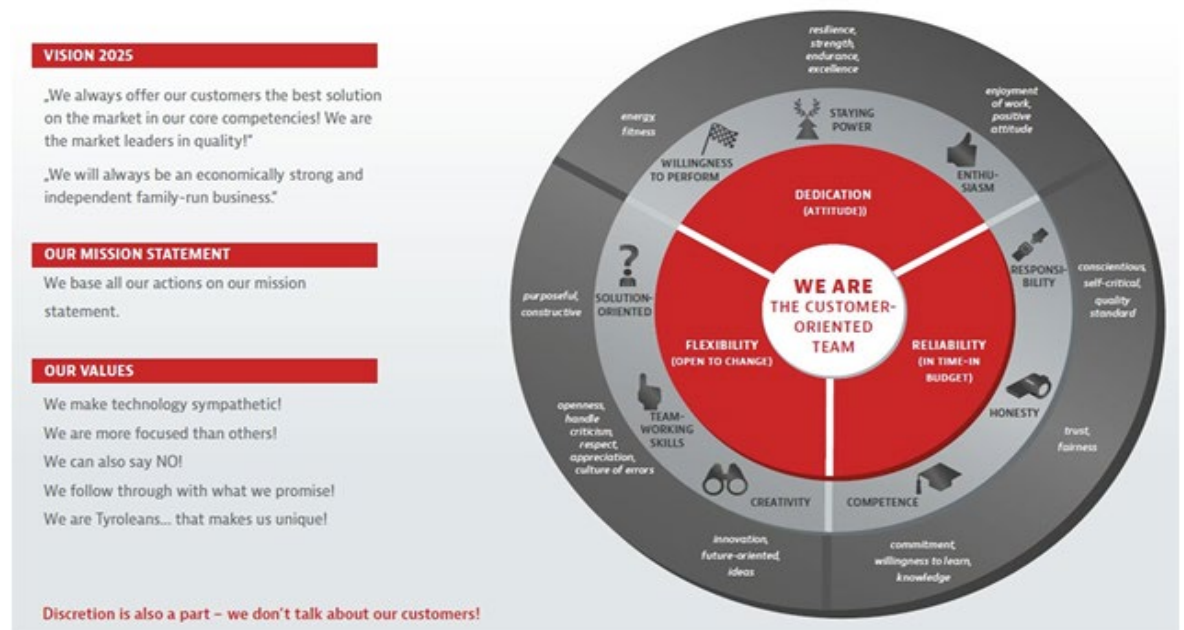
In the field of automation technology, we offer our customers the development and production of machines and devices for the final machining of components (such as mounting clips, screws, etc., requests for completeness and/or attaching a signature, etc.).

Specifically, 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 savings of around 95 percent. This is in comparison with existing technologies and equipment that are commonly used for these functions.

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

Criteria	Existing technology competition	Rathgeber Technologies
Footprint	~ 2x3 m	< 1x1 m
Energy requirement (electrical)	up to 16 kWh	~ 1 kWh
Start-up time	~ 30 min	~ 10 min
Possible start of construction of automation equipment	After successful sampling of the serial injection molding tool	In parallel with the injection mold (about 8-12 weeks earlier)

MISSION AND VALUES



MANAGEMENT SYSTEM

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 organizational and operational structure in connection with our quality management is available to all our team members in our network. The system is assessed in audits by Quality Austria and by our customers regarding 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 have installed, we obtain permanent information about the quality of our business processes and operations as well as the achievement of our goals. 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 the information the company provides to its employees and on noticeboards, which is made available in detail to responsible persons and evaluated by the management.

All our molds, equipment and operations that are measured by key figures are accompanied by the methods of our management system. In the case of deviations from the standard, a root cause analysis is conducted together with the relevant division managers. Deviations are documented with measures and monitored by quality management and internal audits until the relevant improvement is achieved.

Our business model requires that we prove to our customers that we can fulfill the order on site. This means that every order leaving our factory is fundamentally free from defects. Consequently, in addition to the customer enthusiasm described above, our quality policy is geared toward reducing on an ongoing basis the effort that we must put in internally to process an order “in time” and “of 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 verifiably 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 third parties. 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 straight away.

Moreover, we are happy to work together on a partnership basis and are a founding and premium partner of the Aachener Werkzeugbau Akademie (WBA) (Aachen Tool Construction Academy).

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. We received the Gold Award in 2023, which places us among the 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, Anton Schweiger
Distribution	We are an internationally oriented company and currently sell our tools and equipment mainly in China, Europe and the USA.
Credit rating	06/2025 - 05/2026 / 179 (very good) Certified by Creditreform Austria

CORE FIGURES		2024	2023
Average team size as of 12/31	<i>FTE</i>	75.1	82.43
Team size as of 12/31	<i>Headcount</i>	79	88
Number of female team members	<i>Headcount</i>	6	8
Average age of the team	<i>In years</i>	40.37	38.86
Number of team members with flexible working time models	<i>Headcount</i>	67	76
Employee sick leave rate	<i>in %</i>	3.86	4.71
Occupational accidents		1	1
Rate of occupational accidents with time off	<i>Number of occupational accidents x 1,000,000 h / number of working hours performed</i>	7.62	7.51
Accident severity	<i>Sick days caused by accidents x 1000 / number of working hours performed.</i>	0.27	0.16
Total energy consumption	<i>in MWh</i>	1,819	1,772
Share of renewable energy sources	<i>in % of total energy consumption</i>	89	87
Share of renewable energy in electricity consumption	<i>in % of electricity consumption</i>	100	100
Heating oil consumption	<i>in l/m²</i>	3.77	4.06
Power consumption	<i>kWh/machine hours</i>	39.77	39.02
Water requirement	<i>in m³</i>	425	678

ENVIRONMENT

OUR PRINCIPLE

We place great importance on an environmentally friendly and resource-efficient production of our tools and equipment. We want to show through our behavior that economy and ecology are not always 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 requirements of the legal regulations to an economically justifiable minimum. In doing so, we want to set a good example as a role model in the industry. Environmental findings are consistently taken into account in our development and optimization processes.



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

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 naturally minimum requirements, where we work exclusively with certified disposal companies so that waste separation in everyday operations 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 believe that every individual in the company is called upon to make the most eco-friendly 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 scrutinized and optimized in manufacturing and administration. Repeated training programs for our team, a clear management system for individual waste and the presentation of sorting result 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 for example, by always purchasing new company vehicles with the lowest possible carbon emissions of ideally less than 130 g/km of CO₂.

Specifically, we monitor the consumption of the following energy resources, which we constantly strive to reduce on an ongoing basis, as follows:

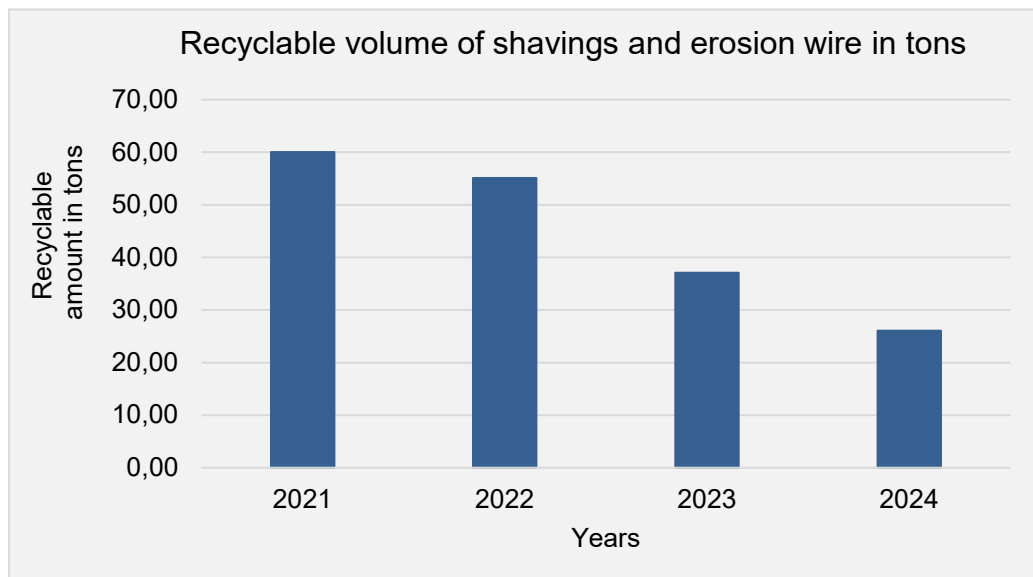
Consumption type	Reference	Reduction target per year in %
Electricity	kWh/machine hours	2
Heating oil	l/m ²	3
Fuel service vehicle	Average fleet CO ₂	2
Water	l/€ 1,000 turnover	2

WASTE MANAGEMENT

In addition to the ongoing monitoring of the energy resources we require, we also continually monitor our waste management. We also strive to reduce the amount of waste generated by our operations. We are well aware that the waste quantities that are generated in the course of machining production (milling, turning, drilling, grinding, etc.) are subject to strong fluctuations in production and that it is difficult to reduce them seriously and reliably, as the accumulated amount of shavings depends specifically 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 between mass producers, who can do this more easily.

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

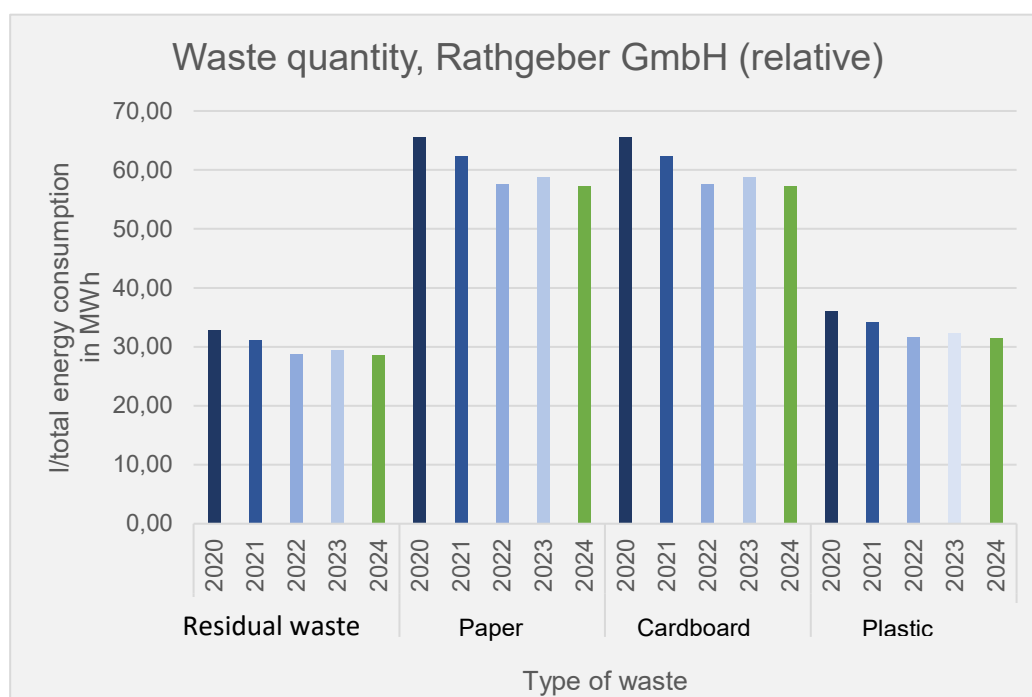
To play our part in preventing waste, we continue to give all metal shavings produced during production and erosion wire that can no longer be used to a local EMAS-certified partner for recycling. While the waste amount was still around 60 tons per year in 2021, it has since been reduced by more than half. One of the reasons for this is that we are continually modernizing our fleet of machinery, which not only works more energy efficiently, but also produces significantly less waste. As a result, considerably less material is used for processing – a further step toward production that is more sustainable and saves more resources.



In addition, we monitor the accumulation of the following amounts of waste, which are constantly generated in the company and which we are constantly aiming to reduce, as follows:

Type of waste	Reference	Reduction target/year in %
Residual waste	Pick-up quantity in l/ Total energy consumption in MWh	2
Paper	Pick-up quantity in l/ Total energy consumption in MWh	2
Cardboard	Pick-up quantity in l/ Total energy consumption in MWh	3
Plastic	Pick-up quantity in l/ Total energy consumption in MWh	2

KEY FIGURES



Over the past few years, we have been able to continually reduce the volume of waste, which was measured in liters per megawatt-hour of total energy consumption. This development can be seen in all types of waste under consideration – residual waste, paper, cardboard and plastics. The more effective implementation of the waste concept and the team's greater environmental awareness have been key drivers of this success. Targeted measures, improved separation systems and regular training courses have helped anchor waste prevention firmly in our day-to-day work.

This ratio – volume of waste relative to energy consumption – allows us to make a fair and informative assessment of the development, as fluctuations in production are addressed on the one hand while maintaining a focus on the efficiency of our waste prevention on the other. The results so far confirm that we are on the right path. In the future we will also focus on consistently preventing waste and using resources sustainably.

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
	2023	Final digitalization of all templates /checklists in all departments	Completed
	2024	Transition of all public areas in the company/at the site (hallways, stairwells, social and wet rooms) to LED lighting including motion sensors	Completed
	2025	Switch to 100% PET returnable bottles, full recirculation into the deposit system to ensure closed-loop recycling.	Completed

ENERGY

Making all of our team members aware of how to save energy so that the entire workforce takes responsibility for the environment and resources. This topic is a permanent and integral element of the information we send to our employees every month. Similarly, this point is firmly anchored in our training plans and is explained to each team member even at the beginning in a private conversation.

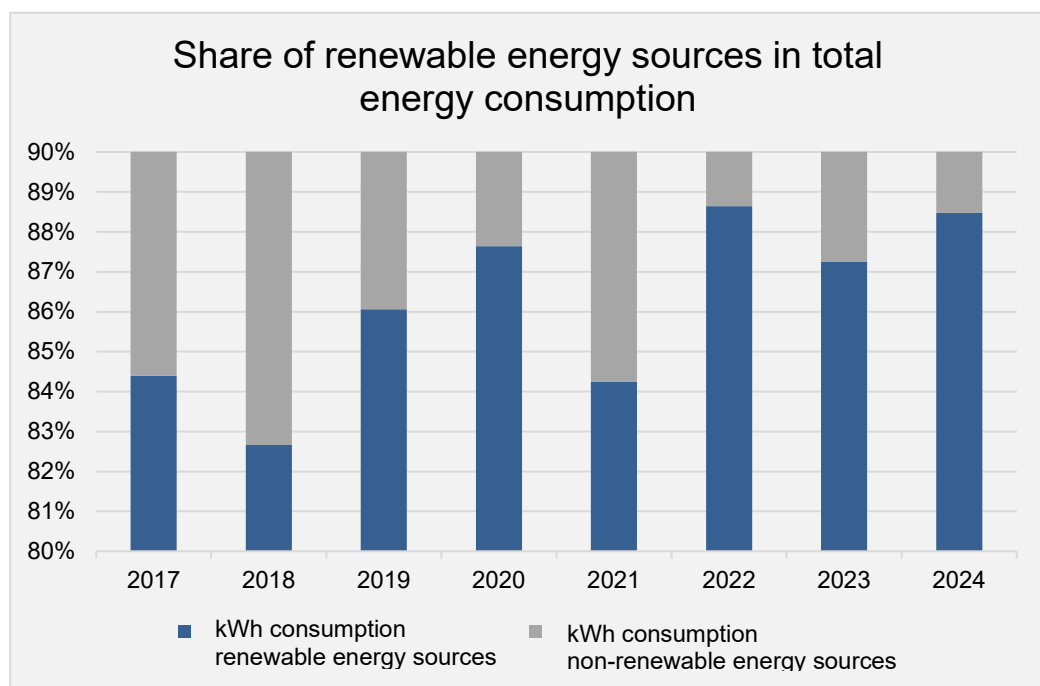
In the case of new acquisitions, investments are made in modern facilities, which enable production that is more energy-efficient and thus saves more resources. Our modern fleet of machinery, however, not only produces considerable energy savings, but also has positive effects on our teams' occupational safety and health through its optimized and user-friendly design.

But we don't just work on optimizing our own production processes, we also support our customers in this regard. For example, we have provided our customers with innovative technologies in the past that have enabled them to make not just enormous space savings, but also energy savings of up to 95 percent in connection with production using our tools in downstream processes.

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

In addition to creating energy transparency by recording and presenting the costs and consumption in our company, we are also constantly investigating the use of the types of energy, such as electricity, oil, water and waste water, in our processes and systems and optimizing these with the aid of the entire team.

The trend in the share of renewable energy sources in the total energy use of our company breaks down as follows:

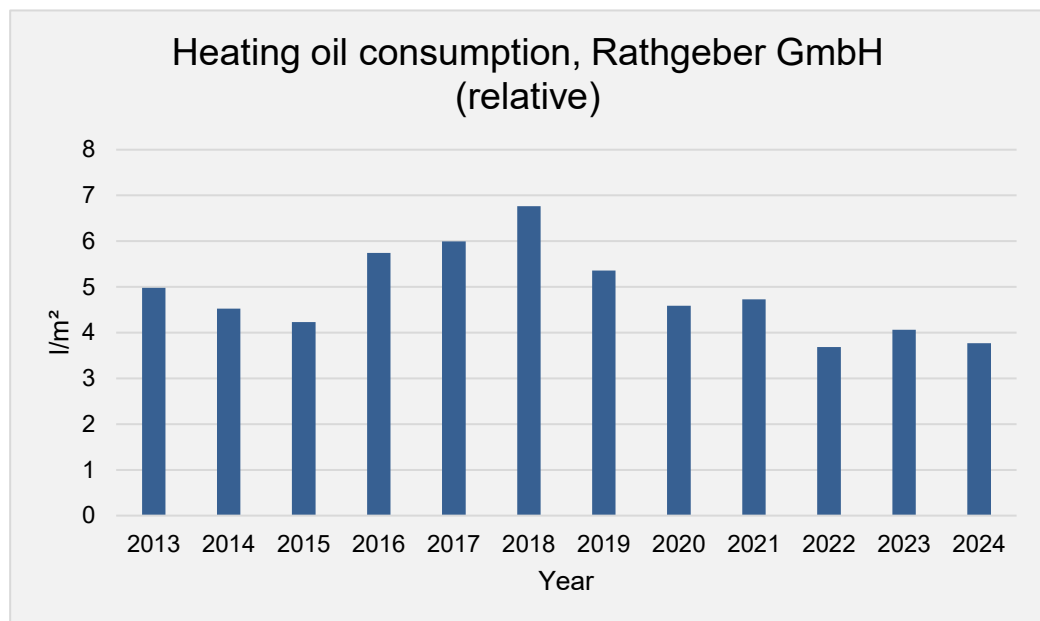
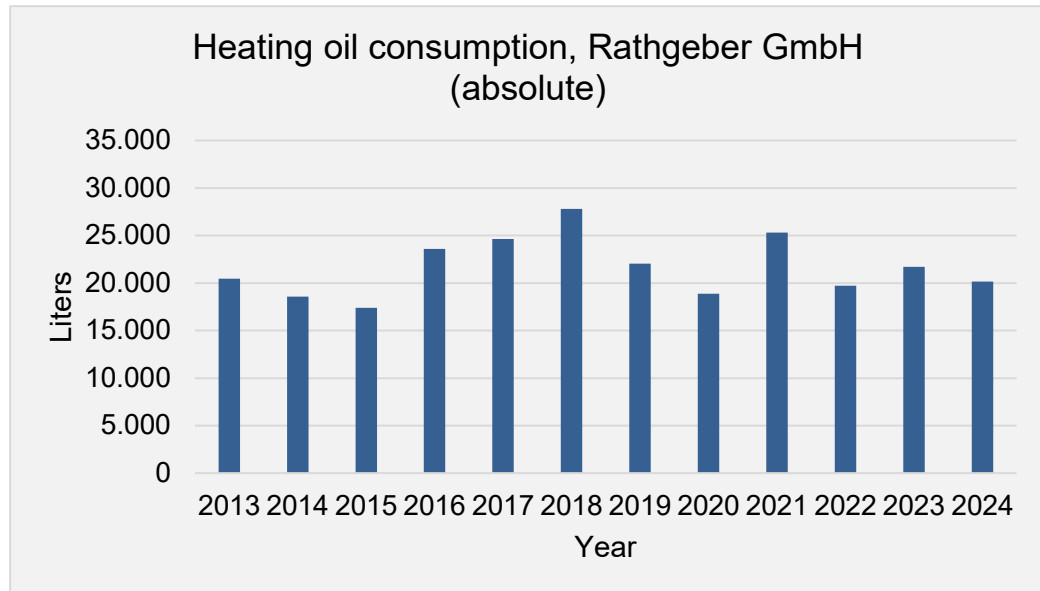


The share of renewable energy sources in our overall energy consumption increased from 84% to 88% from 2017 to 2024. This increase is above all due to the reduction in heating oil consumption.

HEATING OIL

The reductions in night and weekend heating systems are adjusted to the production conditions and office hours. Heating systems in the administration building are switched off during the summer months. Water is not heated in our toilet facilities.

The absolute and relative consumption of heating oil breaks down in detail as follows:

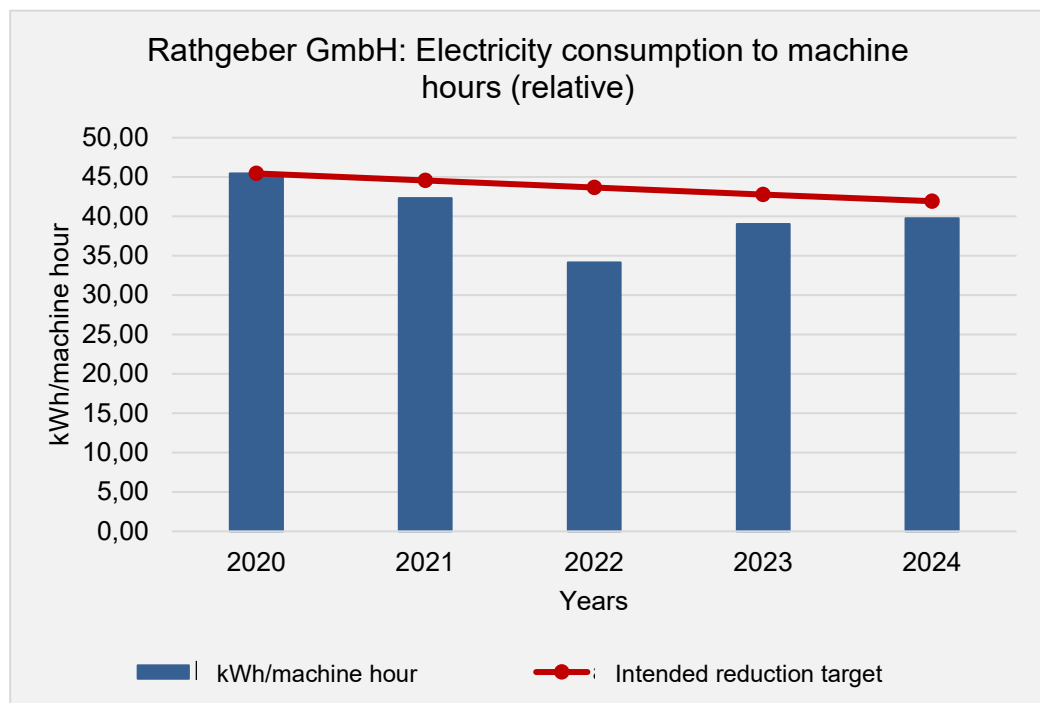
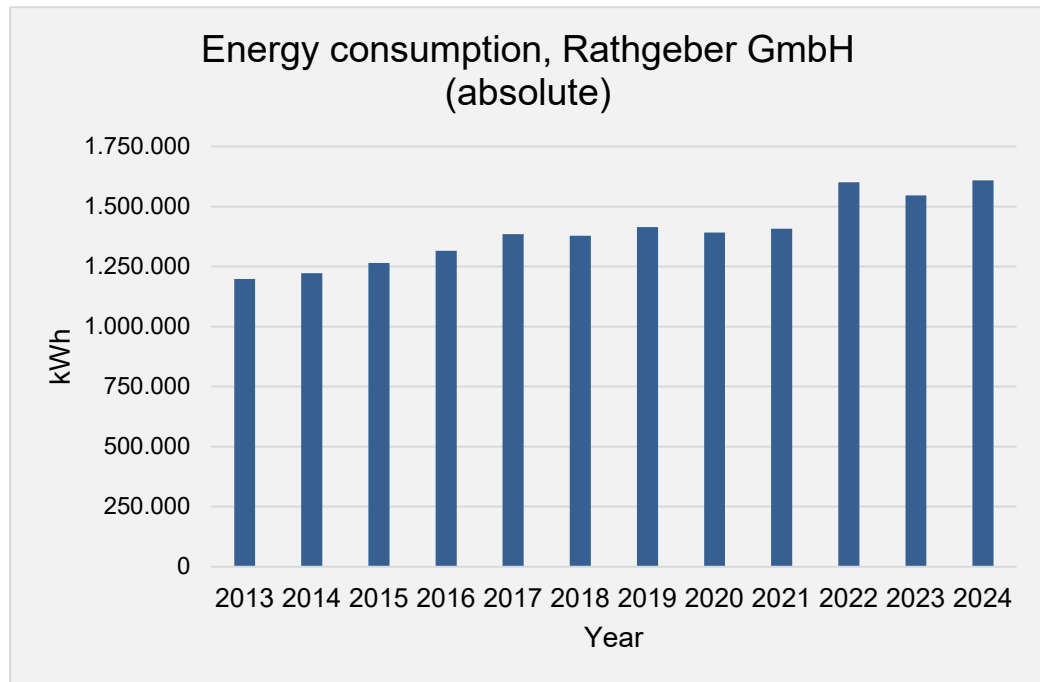


Heating oil consumption was significantly reduced again in the last few years. This can be attributed to the replacement or repair of some of the heaters and additional energy-saving measures, among other things.

ELECTRICITY

All the electricity we purchase is carbon-free green electricity generated entirely from Austrian hydroelectric power.

Electricity consumption in absolute terms remains at a consistently high level. Absolute and relative consumption in recent years breaks down in detail as follows:



Since 2020, we have been able to significantly reduce our specific electricity consumption, measured in kilowatt-hours per machine hour. Up to 2024, consumption has decreased by around 13% compared with the base year. The current value is thus not only clearly lower than the original level, but also clearly lower than the reduction target of 2% p.a. defined for 2024.

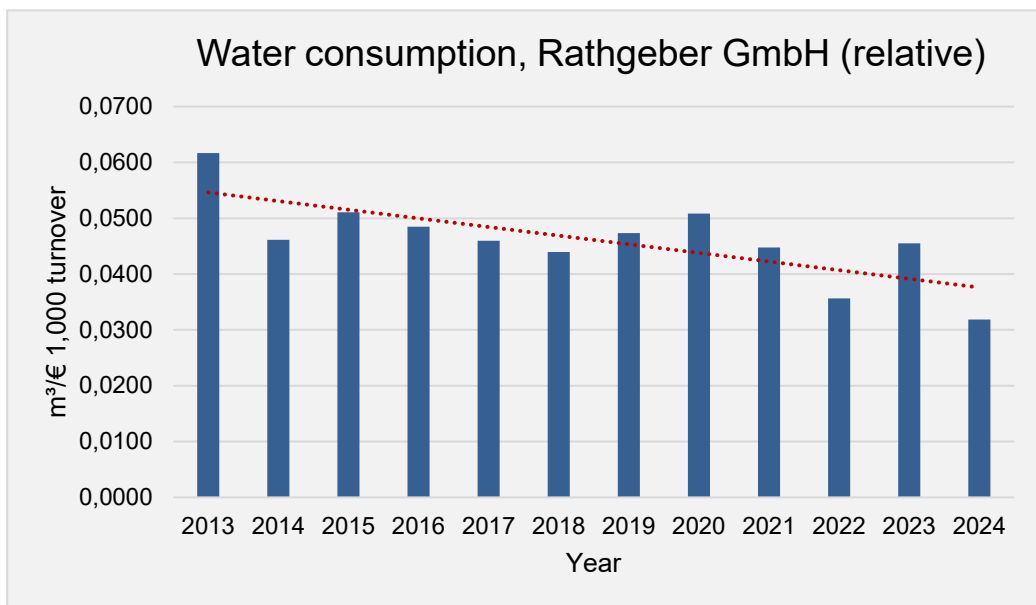
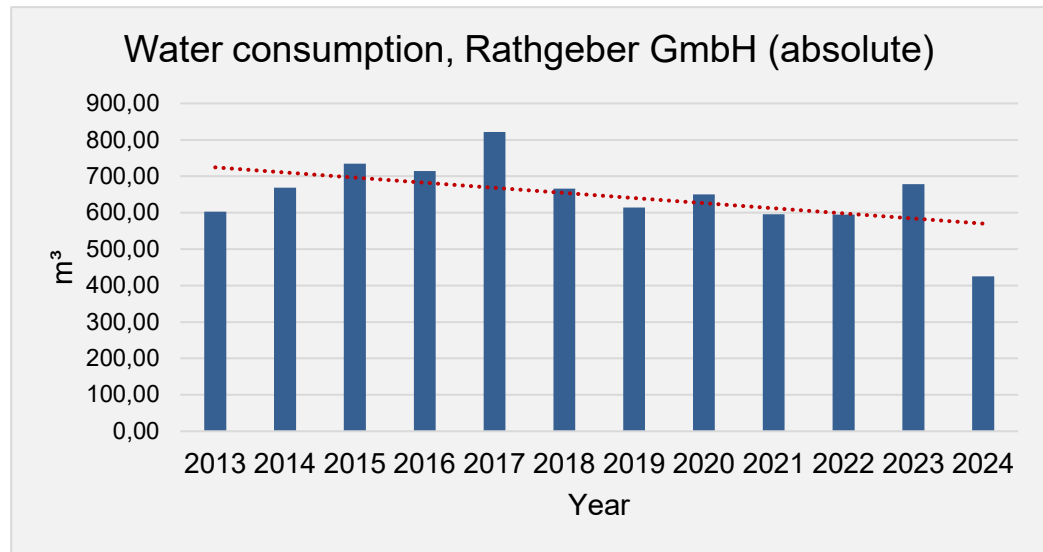
This development confirms the success of the efficiency measures that we have introduced and underlines the sustainable improvement in the operations of our plants in terms of energy usage. The selected key figure allows the increase in efficiency to be reliably assessed – regardless of production volumes or machine utilization.

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	Ongoing renewal of the heat protection film on all buildings	Ongoing
		Installation of an extraction unit to extract hot exhaust air to the outside in the eroding department	Completed
	2024	Replacement of the fleet of machinery in the milling sector – Acquisition of fully automated milling cell with robots	Completed
		Replacement of the fleet of machinery in the grinding sector – Acquisition of a new surface grinding machine and a new cylindrical grinding machine	Completed

WATER

The absolute and relative consumption of water breaks down in detail as follows:



Pleasingly, water consumption has been considerably reduced in absolute and relative terms. The energy-saving measures that have been implemented and the resource-saving actions of our team have also proved effective in the area of water consumption. The reduction target of 2% p.a. that has been set was clearly exceeded. We furthermore attribute the sharp, above-average reduction in 2024 to a leak in the freshwater pipes in the administration building, which was only discovered and rectified in 2024. This also explains the absolute increase in consumption in 2023 in our view.

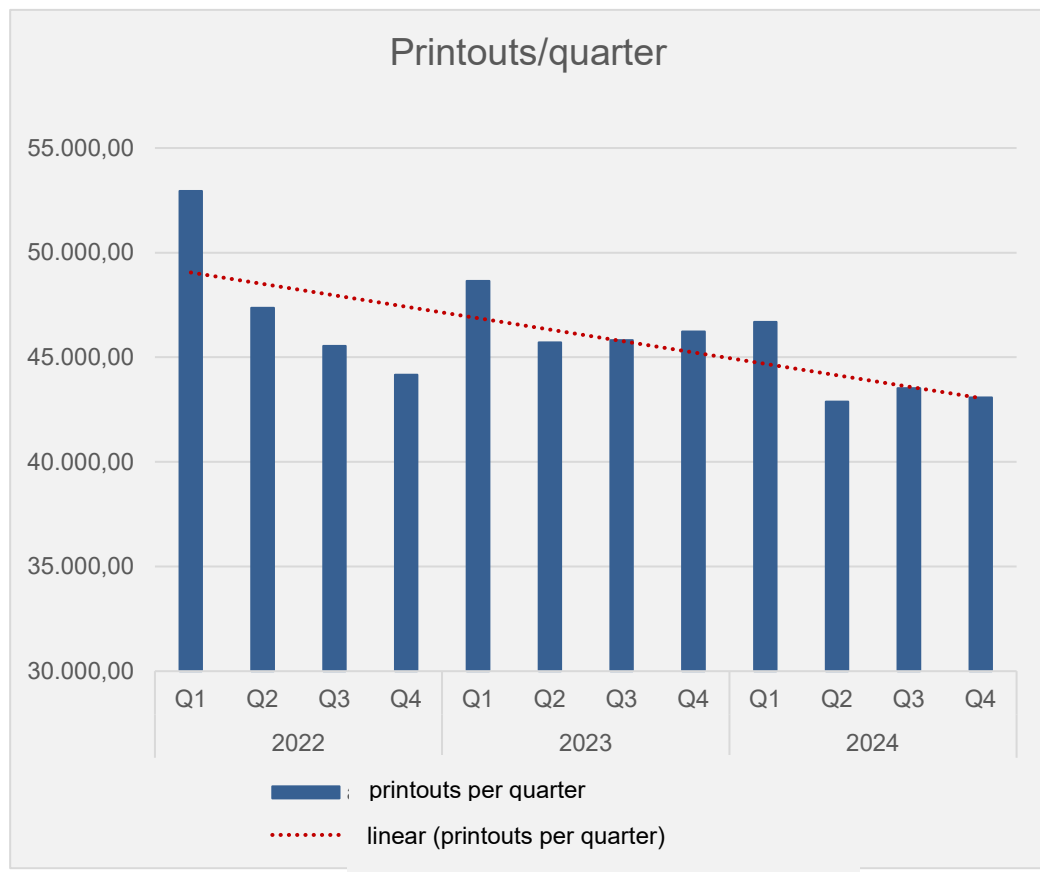
GREEN IT

In connection with energy management, we are constantly investing in digital infrastructure and technologies. We have digitalized all our customer surveys in the past years and now offer our customers the additional option of providing feedback using digital and mobile applications.

Significant reduction in the consumption of paper

A direct comparison of 2022 and 2024 shows a clear reduction in the consumption of paper in our company. Whereas an average of 47,002 pages per quarter were printed in 2022, this figure was just 44,046 pages in 2024 – a reduction of around 6.3% in two years. The decline becomes especially clear if we take a look at the first quarter: From 52,941 pages in the first quarter of 2022, consumption fell to 46,685 in the equivalent period in 2024. The fourth quarter also shows a declining trend – from 44,164 pages in 2022 to 43,085 pages in 2024.

This positive trend is the result of several targeted measures that have been implemented as part of our digitalization and sustainability strategy. These include the increased use of digital filing and approval processes, the switch to paperless meetings and digital workflows and the technical optimization of the printing environment – such as the introduction of monochrome duplex printing as standard. This has been supplemented by measures to actively raise the awareness of the team, for example training programs and internal communications to strengthen the awareness of working in ways that save resources. Overall, these organizational, technical and cultural changes have led to a sustainable reduction in paper consumption – another step forward on the path to a more digital and more environmentally conscious working environment.



MEASURES

DIVISION	YEAR	MEASURE	STATUS
Energy management	2021	Introduction of MS 365 to promote comprehensive digital cooperation among all corporate divisions	Completed
	2023	Digitization of the customer surveys	Completed
	2024	Expansion of the functional options of the in-house intranet at group level to further advance the digitalization of templates and checklists	Ongoing
	2025	Establishment of a digital maintenance tool with a digital reminder, confirmation and monitoring function	Ongoing

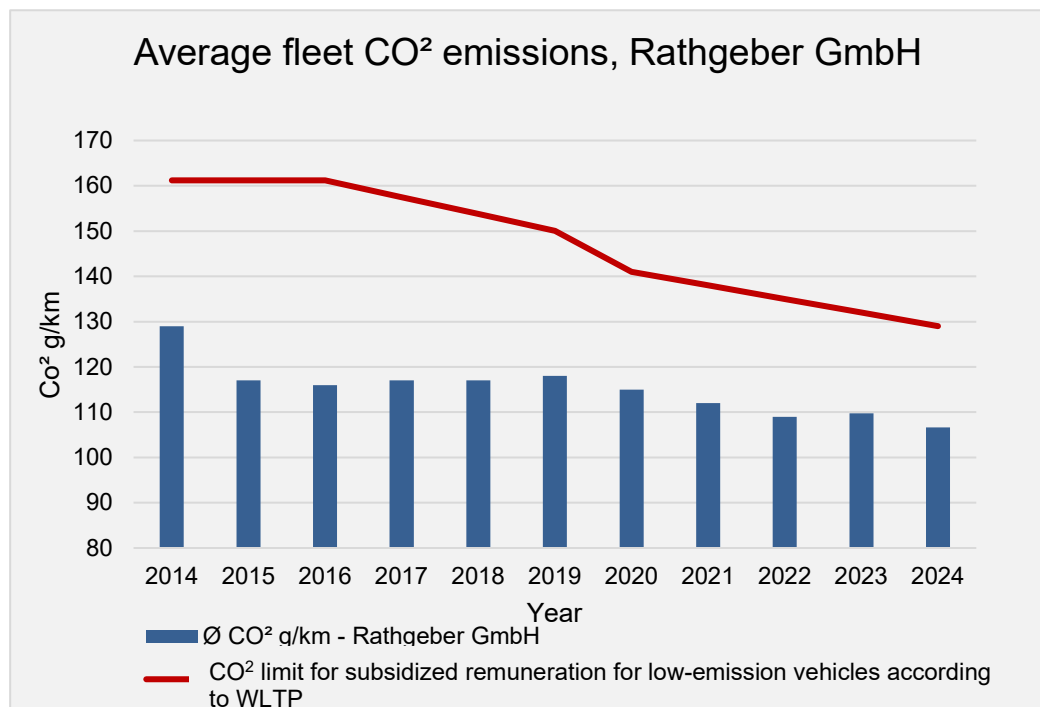
EMISSIONS

All unwanted emissions, such as dust and vapors, are captured from the source as far as possible, then filtered and released into the outside air. In compliance with the prescribed threshold values, 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 carbon emissions, which averaged 106 g/km of CO² (18 vehicles) in 2024 compared to the 129 g/km CO² (14 vehicles) recorded in 2014.

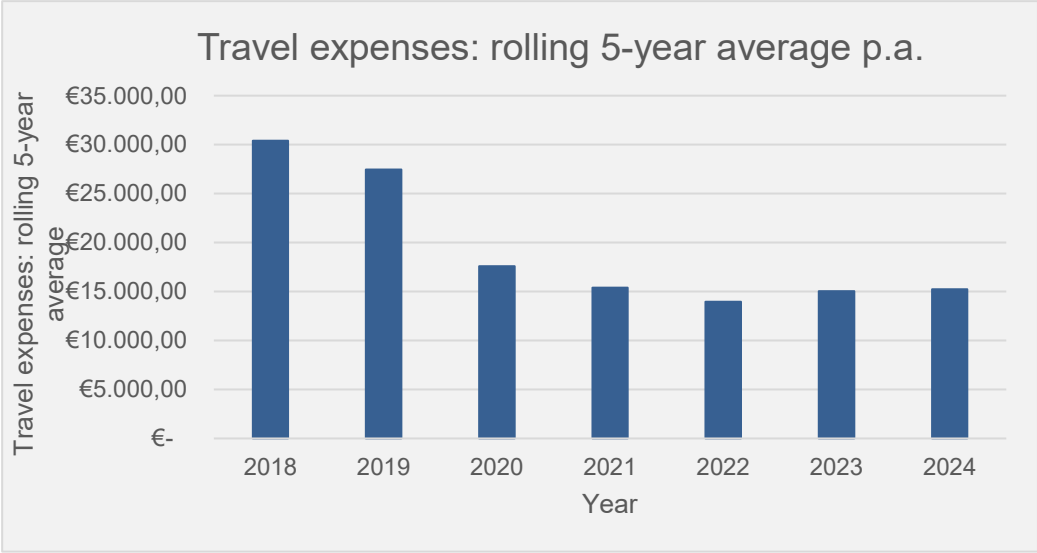
This comparison breaks down in detail as follows:



Because multiple vehicles in the company fleet are no longer being replaced every year, the next reduction will probably only be seen when the vehicles are comprehensively replaced again or during a transition, 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 is far below the relevant WLTP value for subsidized remuneration in kind of 1.5% (= low-emission vehicle).

Travel expenses have been calculated on the basis of a rolling 5-year average. A clear reduction can be seen here: since 2018, average annual travel expenses have fallen from around € 30,000 to around € 15,000 per year in 2024. This trend also highlights the success of our increasing use of digital channels in customer service.



Looking at the pandemic years of 2020 and 2021 in isolation would seem to make only limited sense in this connection, as our team members were instructed in this period to reduce business trips to a minimum in order to avoid health risks. A rolling comparison of 2018 and 2019 (pre-pandemic) and 2022 to 2024 (post-pandemic) therefore provides more meaningful information: The annual travel expenses of our team members fell significantly in this period – from € 1.57 per € 1,000 in turnover in 2018 to € 1.20 per € 1,000 in turnover in 2024.

MEASURES

DIVISION	YEAR	MEASURE	STATUS
Resource conservation	2024 and on	Further reduction in fleet CO ² emissions	Ongoing
	2025	Additional reduction of business travel through the use of digital media	Ongoing

SUSTAINABLE PROCUREMENT

Supplier surveys and audits are a fundamental part of purchasing and quality management when selecting our suppliers. Environmentally relevant aspects are taken into account here. 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 as possible overall. 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 meet 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 fighting corruption. And this is 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 workers, such as mental distress, sexual harassment and the like, is not tolerated.

There is a legal quota for integrating people with disabilities, which is not a yardstick for us, however. 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 proportion of severely disabled employees in our company is currently 1.33%.

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



We have supported the association “Rettet das Kind Tirol” (Rescue the Child Tyrol) especially for children from socially disadvantaged families since 2017, for example through long term mentorships and by fulfilling their Christmas wishes and helping their respective families. We also want to expand our focus in this area in the coming years by supporting children in their school careers, so they are prepared as well as possible for entering into professional life and a secure, independent future.

LABOR PRACTICES

OCCUPATIONAL SAFETY

Occupational health and safety are an inseparable part of a holistic concept at our company. Weak points are identified and remedied through regulated, documented risk assessments of the workplaces. We expect our team members to take responsibility for the environment conscientiously and consistently. In addition to the relevant training in the course of the first weeks on the job, the necessary knowledge is also imparted through targeted training and continuing professional development 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 raises our team's awareness of occupational safety and strengthens the preventive effect of measures to avoid accidents. We aim to reduce occupational accidents by at least 10 percent every year. The number of reportable accidents at work was 1 in both 2024 and 2023.

Our safety officers, our fire prevention officer, his deputy and our safety specialist and occupational physician regularly review the working conditions at the relevant workplaces and compliance with all currently applicable legal specifications and regulations during targeted inspections. 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 at intervals as part of the safety inspection, while appropriate measures can be initiated. In order to further improve the quality of work, we are striving to reduce physically demanding work in the company even further. Specifically, we are aiming 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) to reveal any breaches of the limits.

Necessary measures are initiated immediately and without bureaucracy in order to further improve the working conditions for our team members. Ear protectors and other personal protection equipment (goggles, gloves, etc.) are available at all times (24/7) for free in one of our easily accessible StoreManager^{pro} units (goods issue systems). Safety data sheets are available for all relevant (hazardous) substances and preparations. The data sheets are managed in paper form and electronically on the intranet and are constantly updated. The ongoing adaptation of the required personal protective equipment, especially gloves, is also derived from this process.

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 obtain information to steadily improve 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. After 2018 we also carried out another employee survey in 2023 in our company. The results show that a total of 89% of our team members are satisfied with their work and 85% would recommend us an employer! We are very proud of this result, because we greatly value the satisfaction and motivation of all our team members as the decisive key to our success! The aim is also to conduct anonymous flash surveys on relevant topics at regular, short intervals using MS Forms in the future to keep a constant eye on the mood in the company and to obtain specific valuable feedback from the team members.

MEASURES

DIVISION	YEAR	MEASURE	STATUS
Work safety/work protection	from 2023	Current training programs regarding workplace safety by the safety experts together with the occupational physician, for example on ergonomics in the workplace, handling heavy loads, machine/crane operation, etc.	Ongoing
	2023	Implementation of an anonymous employee survey in digital form	Completed
	2025	Conducting of further flash surveys on employee satisfaction	Ongoing

TRAINING AND CONTINUING PROFESSIONAL DEVELOPMENT

Our training offer for apprentices in the careers of office clerk, metal technician for tooling technology and designer for toolmaking was again awarded the quality seal “Excellent Tyrolean teaching company” by the government of the province of Tyrol. This seal documents and pays tribute to the quality of our training provision and the efforts of our apprentice instructors in these areas.



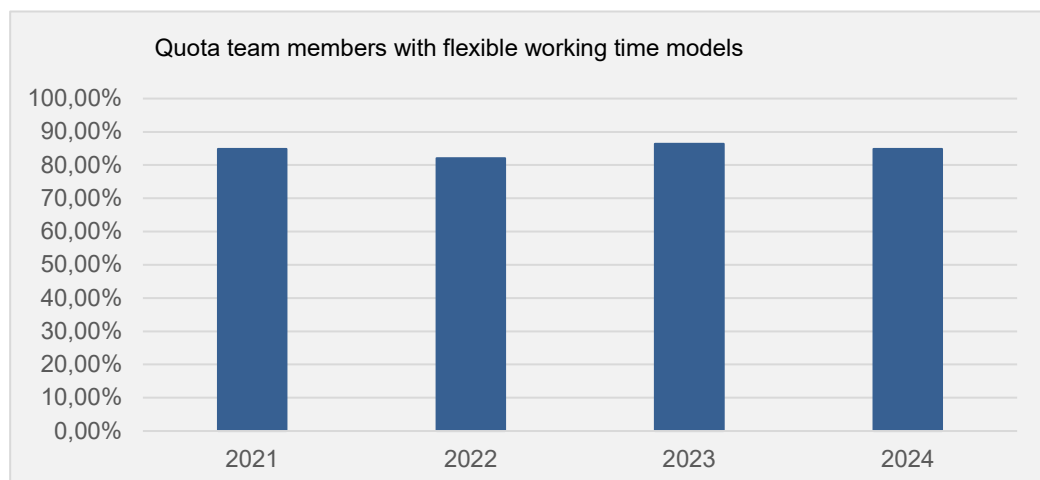
In addition to our professional and internal training processes, we also endeavor to promote all our young talents and, moreover, train them to become qualified managers.

In addition to requiring junior managers and executives to participate in the „FührungskräfteEnergie“ (“EntrepreneurEnergy”) seminar series at the SchmidtColleg, we offer selected personality and leadership development workshops and pay for committed and suitable team members to complete an in-service study program at the Aachener Werkzeugbauakademie (Aachen Toolmaking Academy). This study program gives them the opportunity to deepen their expertise and acquire additional business management knowledge. Together, these sub-areas form the basis for making our processes even more environmentally sustainable while taking account of the economic conditions.

A total of over 40 hours on average were invested per team in internal and external training and continuous professional development in 2024.

WORKING TIME MODELS

We implement very flexible working time models in coordination with the employees and the works council. In addition to the two-shift operation, we use the “flextime” working time model. Our team can decide when they start and end their daily working hours independently and how they spread the weekly working hours over the individual working days within a generously defined framework.



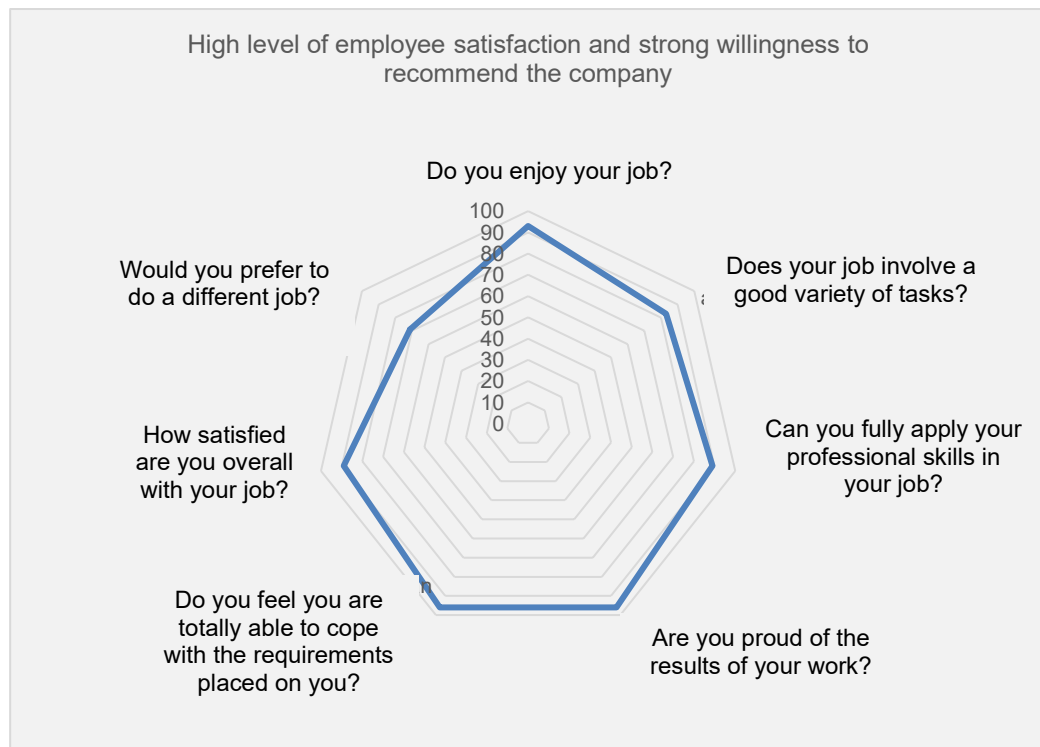
Following extensive consultation with our team members, we made targeted adjustments to the existing two-shift operation in order to better address individual needs. For example, every team member working on the late shift now benefits from a 4-day week. This model was introduced to actively satisfy the frequently expressed desire for a better work-life balance – and it plays a key role in increasing satisfaction and motivation in the team at the same time.

SUGGESTIONS FOR IMPROVEMENT

Our team members have the opportunity to submit suggestions for improving the company. To do this, they can either log in to the internally created CIP program or submit their suggestions directly in the monthly information we provide to our employees. All proposals are analyzed and examined to see if they make sense and are feasible.

As mentioned above, a comprehensive and anonymous employee survey was performed using written questionnaires in 2018. As a result, the overall satisfaction with the working environment or in the existing work environment was determined independently of the operating activities of the individual team members. Another employee survey was conducted in 2023.

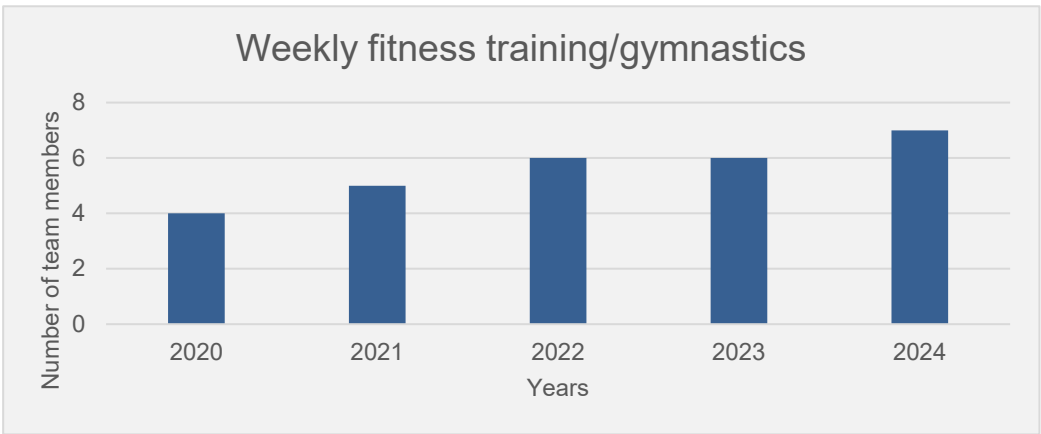
We discovered a very good mood in the team in the course of our internal employee survey: 93% of the team reported that they enjoy their work, while 83% find their work involves a variety of tasks. 89% believe they are able to make full use of their professional skills. What is particularly pleasing is that 96% are proud of the results of their work and just as many feel they are able to meet the requirements placed on them in full. Overall satisfaction with the work performed is 89%. In addition, 71% of the respondents would not prefer to do a different job, which underlines the high level of commitment and identification with the duties they perform.



85% of our team would recommend our company as an employer. This result shows that the great majority of the team is not only satisfied with their own job, but is also impressed by the working conditions, the corporate culture and the opportunities for development. The high level of willingness to recommend us as an employer is a strong sign of trust in, respect for and identification with the company.

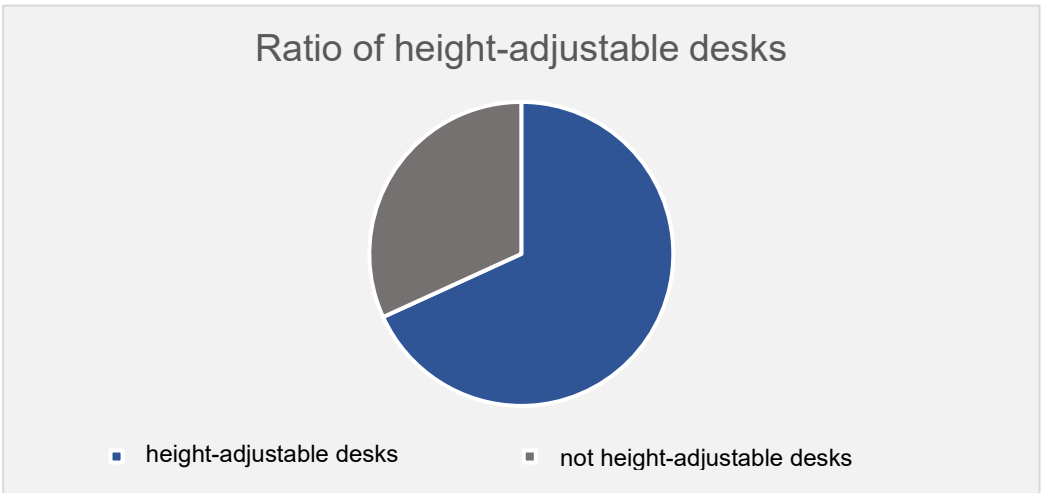
ACTIVE HEALTH MANAGEMENT

Global competition demands high quality and low costs. This places high demands on our team members. Demographic change is resulting in longer working hours and in fewer younger employees being available. This is one of the reasons why we are increasingly examining 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 in the best-case scenario 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 physician. We also offer optional vision and hearing tests to our team members at regular intervals.



Together with our safety experts, we work to continuously improve the ergonomic design of the workplace. In order to further improve workplace ergonomics, new office chairs are ordered exclusively from a certified health specialist company. 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 area is the number of height-adjustable desks. The height of 30 of our 44 office workstations can be adjusted electrically.

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



To prevent back problems and improve fitness, we offer a one-hour exercise program for the back and spine under the professional guidance of a physiotherapist every Wednesday. All of our team members can take part. This program is relatively popular, as can be seen in the increasing number of participants:

All of our team members have had access to a compact fitness room with three cardio machines and a strength training center including accessories since 2016. All the equipment is supplied by the market leader Technogym, is constantly maintained, is certified for commercial use and complies with the European Directive on stationary training equipment. In addition, team members have the opportunity to consult an experienced physiotherapist, when necessary, who is regularly available to discuss all types of symptoms. This offer is also well utilized by some team members.

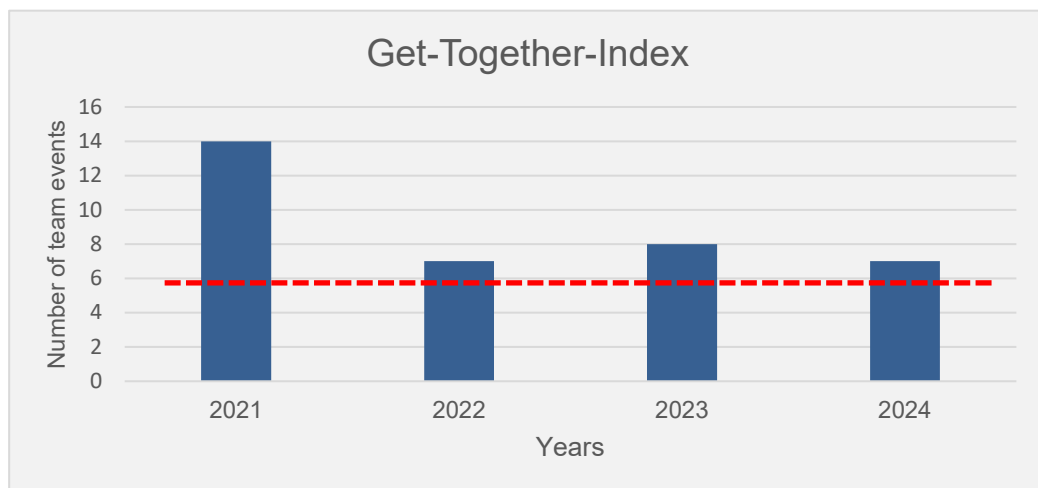
To promote the healthy eating habits of our team members, we have subsidized a daily hot lunch for every employee for € 3.50 (previously € 3.20) since 2023 and offer fresh fruit for free, which is delivered every week and can be taken by team members whenever they want.



Expanded team offers / benefits

Moreover, we believe that proper celebrations should be organized whenever employees have worked hard. For this reason, we try to create opportunities throughout the year using a structured event plan, so that our team members can talk to each other and have fun in a relaxed atmosphere with free catering. We intend to organize at least six events every year, what we call “get-together events” to maintain social contacts within the team. The “Get-together index” below has been created based on our in-house events of this type in the last two years. The index includes all events during a year to which at least 20 people were invited. We want to emphasize that all get-together events were of course 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 health of our team members was protected to the greatest possible extent.

In addition to the points mentioned above, we also see the possibility of accessing private health insurance as part of a comprehensive health care plan, 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 special class of insurance at a greatly reduced premium. This means that, in the event of illness or after an accident, an employee can recover as well and as comfortably as possible through a free choice of hospital and physician.

As a further benefit, we offer our team members attractive perks at a large number of partner companies. We work directly together with 10 local companies, which allows us to arrange discounts on everyday products and services – including at supermarkets, a sports shop, a pharmacy, a bank and a hair salon. In addition, we are currently working with eight partner restaurants where our team members can pay using meal vouchers. Furthermore, since 2024 our team has been able to access a digital employee portal that allows them to get shopping discounts at well over 100 companies. The list of partners is constantly being updated and expanded.

Our catering partner “Rotkäppchen Catering” uses regional ingredients and supplies freshly prepared meals that are delivered directly to the workplace. As a regional service provider, Rotkäppchen attaches particular importance to short transport distances and climate-friendly delivery: The meals are delivered exclusively using electric vehicles. Through this combination of healthy, sustainable nutrition and environmentally friendly logistics, we are making an important contribution to regional added value and environmental protection.

MEASURES

DIVISION	YEAR	MEASURE	STATUS
Benefits	2024	Establishment of special purchasing conditions at selected partner companies upon presentation of company ID	Ongoing
	2025	Use of regional partners to provide the team with healthy, sustainably prepared meals made of regional ingredients, delivered directly to the workplace	

FAIR OPERATING AND BUSINESS PRACTICES / CONSUMER CONCERNS

On our own initiative, we feel obliged to address the public with openness, a 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.

Adhering to transparent and fair conduct 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 live up to these standards, we will install an internal whistleblower system over the course of the year that guarantees that suspected violations can be reported in confidence. In terms of the corporate values we live by, we are committed to providing special protection for potential whistleblowers.

Our actions are distinguished by openness and honesty, which we also take over into our marketing and our advertising. We cannot promise everything, but we want to live up to what we do promise. For this reason, we reject any misleading advertising.

INCLUSION AND DEVELOPMENT OF THE COMMUNITY

OUR CUSTOMERS

Our actions are always focused on the customer. We understand the comprehensive concept of quality to include the quality of the execution (of the project or product/equipment), punctuality, flexibility as well as the technical and economic fulfillment of the objective. Requirements of our customers for environmental compatibility and long service life are examined and, if possible, implemented. We want to create a high level of benefits and satisfaction for our customers through our activities and, of course, we recognize their right to receive 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 2024.

Furthermore, we are committed to protecting our customers' data as well as the information about our products that our customers use. Our customers' data security has the highest priority. This also means that we treat all data and information of any kind as 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 valuable commodity for us. The same requirements that we set ourselves in respect of our customers in this context are also placed on our supplier partners. For this reason, our supplier partners have to commit to respecting our established CSR guidelines and to make this a requirement for their suppliers as well. To ensure this, the guidelines set out here form an integral part of our general terms and conditions of purchase and require that recurrent supplier audits are conducted.



Please do not hesitate to contact us if you have any questions!



Rathgeber GmbH

Mold Construction & System Engineering / Automation Technology

Trientlgasse 45 · 6020 Innsbruck · Austria

t +43 (0)512 33 453-0 · info@rathgeber.at

www.rathgeber.at



To our sustainability website:

