

THÖNI-GROUP

# SUSTAINABILITY REPORT 2022

—

IN ACCORDANCE WITH THE  
GLOBAL REPORTING INITIATIVE (GRI)

**thöni®**



The Management Board: Thomas Bock, Helmut Thöni, Anton Mederle (left to right)

SUSTAINABILITY IS  
NOT AN OPTION BUT  
AN OBLIGATION,  
WHICH WE COMMIT  
TO FOR OUR FUTURE  
GENERATIONS.

## FOREWORD

Sustainability is given the highest priority for all strategic decisions and decisions based on up-to-date information. Our Tyrolean family-run business operates in the aluminium, automotive components, environmental energy engineering, machine and plant engineering and in the hose production sectors. We meet the highest demands of our global customers and are convinced that we can and must significantly contribute to a sustainable future.

Thöni has been a member of the 'turn to zero' community since 2021, which means our company group is voluntarily helping to protect our climate by increasing our efficiency and the use of renewable energies to reduce our emissions. In addition, we are offsetting unavoidable emissions by supporting national and international climate protection projects. All business activities of the Thöni-Group will be climate-neutral by 2033 at the latest.

This report gives an insight into our commitment to sustainability and shows what progress we have made in the various sectors. We have set ourselves the goal of reducing our environmental impact and improving our energy efficiency. We make sure to use products and raw materials with a high degree of recycling, to produce in a resource-friendly way,

to avoid unnecessary waste streams and energy consumptions and to keep to our high standards and commitments regarding the protection of the environment. We prefer new, environmentally friendly and energy efficient methods and technologies.

Social responsibility is an integral part of our corporate culture. We strive to meet the expectations of our employees, partners and society as a whole. We are aware of the fact that our actions have an impact on many people and contribute to a sustainable and responsible development. Our employees benefit from an attractive and safe workplace environment and are treated fairly. We offer education and training opportunities and promote a healthy work-life balance. We respect diversity and ensure a working environment free of discrimination.

We are aware that the path to a sustainable future is an on-going process and that we have a long way to go still. Nevertheless, we are proud of the progress we have achieved already, which we declare in this report in accordance with internationally accepted GRI standards.

KR Ing. Helmut Thöni

Dipl. Ing. Anton Mederle

Dr. Thomas Bock





About this report / Statement of use according to GRI 1–8:

This is the first sustainability report by Thöni Industriebetriebe GmbH based on the GRI standards in accordance with the new standards for reports which are published after 01/01/2023. Thöni Industriebetriebe GmbH reports in accordance with the GRI standards for the period between 01/01/2022 and 31/12/2022 for the locations Telfs, Pfaffenhofen and Landeck (Austria) as well as Kempten (Germany). The report enhances our transparent environmental and sustainability communication and is addressed to all our stakeholders. It is an important pillar of the Thöni sustainability and climate strategy.



# CONTENTS

## OVERVIEW OF THE THÖNI-GROUP

GRI 1 / Foundation	8
GRI 2 / General disclosures	9
GRI 3 / Material topics	16

## SUSTAINABILITY INDICATORS

GRI 202 / Market presence	22
GRI 204 / Procurement practices	23
GRI 301 / Materials	24
GRI 302 / Energy	26
GRI 303 / Water and effluents	30
GRI 306 / Waste	33

## BIODIVERSITY AND GREENHOUSE GAS EMISSIONS

GRI 304 / Biodiversity	40
GRI 305 / Emissions	42

## HEALTH AND SAFETY

GRI 403 / Occupational health and safety	50
------------------------------------------	----

## OUR EMPLOYEES

GRI 2 / Employees	62
GRI 205 / Anti-corruption	74
GRI 401 / Employment	76
GRI 402 / Employer-employee relationship	79
GRI 404 / Education and training	80
GRI 405 / Diversity and equal opportunities	82
GRI 406 / Non-discrimination	83



The background of the slide is a high-angle, aerial photograph of a vast, dense forest. The trees are mostly coniferous, with varying shades of green, suggesting different species or perhaps the play of light and shadow. The forest covers a hillside, with the trees appearing to grow in a somewhat regular, grid-like pattern in some areas, while being more chaotic in others. The overall impression is one of a healthy, thriving natural environment.

# OVERVIEW OF THE THÖNI-GROUP



FOUNDATION

GRI 1 (01/01/2023)



GRI 1-1	Apply the reporting principles	implement
GRI 1-2	Report the disclosures in GRI 2: General Disclosures 2021	implement
GRI 1-3	Determine material topics	implement
GRI 1-4	Report disclosures in GRI 3, Material Topics 2021	implement
GRI 1-5	Report disclosures from the GRI Topic Standards for each material topic	implement
GRI 1-6	Provide reasons for omission for disclosures and requirements that the organisation cannot comply with	implement
GRI 1-7	Publish a GRI content index	implement
GRI 1-8	Provide a statement of use	implement
GRI 1-9	Notify GRI	will take place at the time of publishing this report

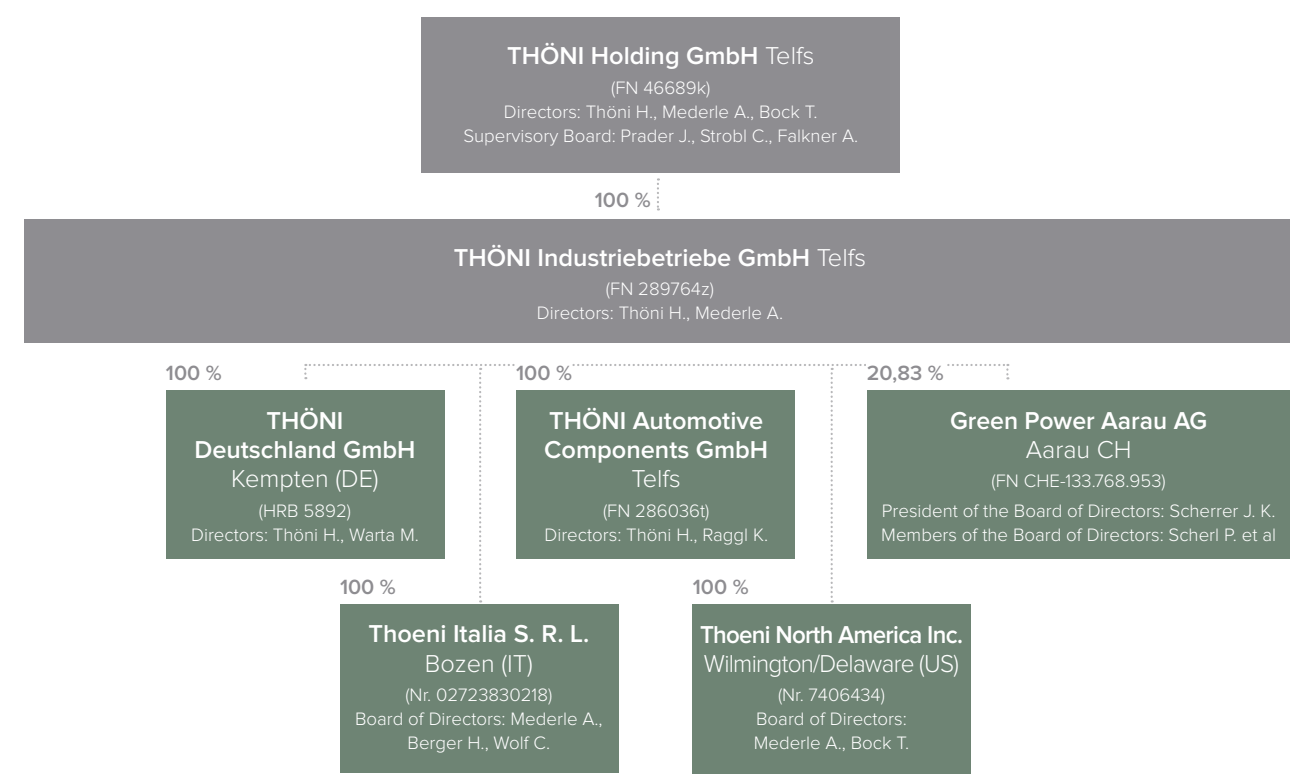
GENERAL DISCLOSURES

GRI 2 (01/01/2023)



ORGANISATIONAL PROFILE

GRI 2-1:



**a** Thöni Industriebetriebe GmbH, Obermarktstraße 48, A-6410 Telfs  
Excerpt from the organisation chart (as of: 01/01/2023)

**b** Ownership situations: Privately registered corporation  
Legal form: Private limited company

**c** Headquarters: Obermarktstraße 48, A-6410 Telfs

## LOCATIONS

GRI 2-2

### a Austria:

A – Thöni Industriebetriebe GmbH  
A-6410 Telfs: Obermarktstraße 48 und Klammweg 18  
A-6405 Pfaffenhofen: Gewerbepark 30  
A-6500 Landeck: Uferstraße 6

### Germany:

D – Thöni Deutschland GmbH  
D-87437 Kempten: Daimlerstraße 21

**b** This sustainability report covers the relevant production sites of Thöni Industriebetriebe GmbH and Thöni Deutschland GmbH, pursuant to point a. The additional sites in the organisation chart Thoeni North America Inc. and Thoeni Italia S.R.L. are not relevant for this report and are therefore not included. Thöni Automotive Components GmbH is a pure sales company within the Aluminium division of Thöni Industriebetriebe GmbH. This means that the production activities take place at the relevant production sites pursuant to point a and are included in this sustainability report.

**c** The shareholding of Thöni Industriebetriebe GmbH in Green Power Aarau AG is a minority stake of 20.83 %. The location Aarau (CH) is not part of this sustainability report.

## REPORTING PERIOD / FREQUENCY / CONTACT POINT

GRI 2-3

**a Reporting period:** Calendar year 2022 (01/01 - 31/12/2022)

### b Reporting period for financial reporting:

Annually, whereby the budgetary year (01/04 to 31/03) differs from the calendar year

**c Publication date of the report:** August 2023

### d Contact point:

Ing. Dipl.-Ing. (FH) Markus Dreier,  
Quality and environmental management  
Email: markus.dreier@thoeni.com

## CORRECTION / RESTATEMENT

GRI 2-4

Information from previous reporting periods are not relevant for the first sustainability report.

## EXTERNAL ASSURANCE

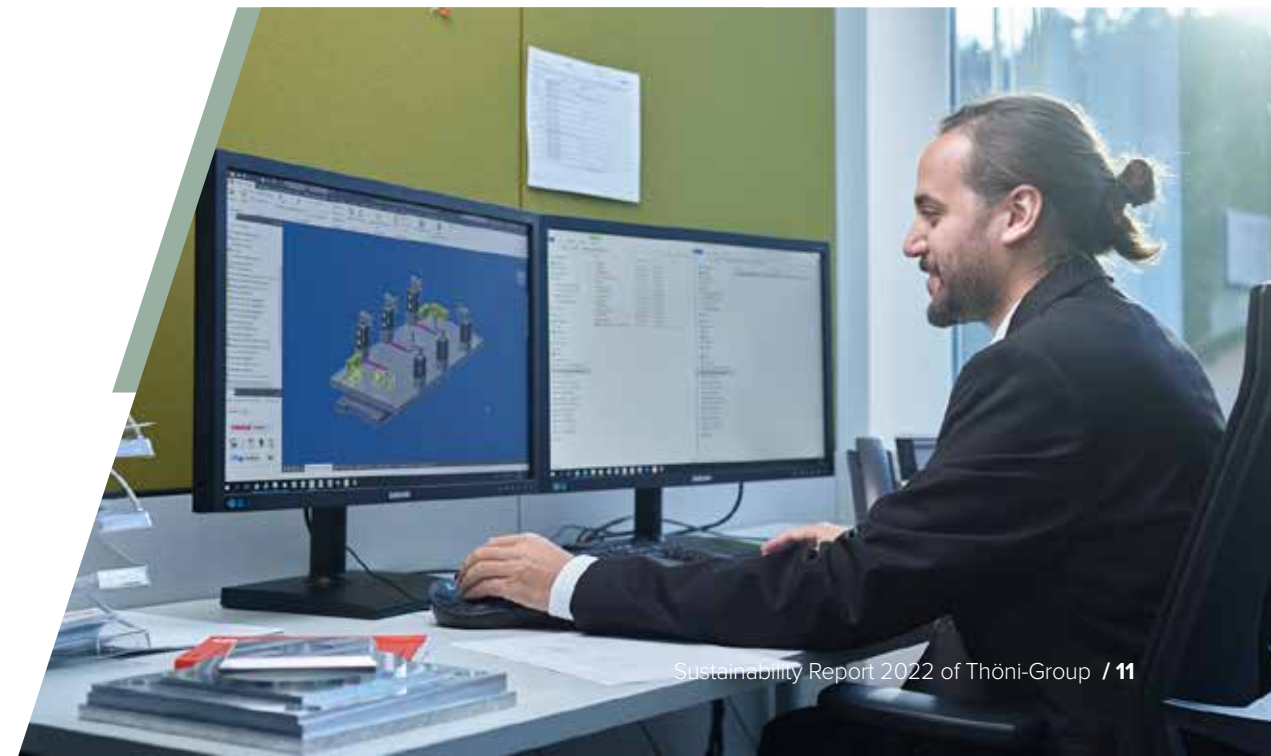
GRI 2-5

### a Information on guidelines and methods to obtain external assurances:

We have our test and measuring equipment verified and calibrated by accredited institutions. Further external assurances: CE certificate in accordance with EN 15088 and welding certificates in accordance with ISO 3834-2 and EN 1090. Due to our existing certifications according to ISO 9001, ISO 14001, IATF 16949 and TISAX we are monitored by external parties, such as certification bodies and authorities, on a regular basis. We use relevant work and process instructions as internally defined guidelines.

Location Kempten: In principle in keeping with Thöni Industriebetriebe GmbH.  
Current certifications according to ISO 9001 and ISO 50001.

**b External assurance of the sustainability report:** not applicable



AKTIVITIES / VALUE CHAIN  
BUSINESS RELATIONSHIPS

GRI 2-6

a Industry sectors:

The THÖNI-Group is operating in the aluminium, automotive components, environmental energy engineering, machine and plant engineering and the hose production sectors.

b Value chain:

ALUMINIUM

Working in close cooperation with our customers, we produce aluminium profiles for various applications. We supply everything from a single source - from product development through to value-added products.

Location Kempten: Thöni Deutschland GmbH is a wholly-owned subsidiary of Thöni Industriebetriebe GmbH and the main supplier of aluminium billets which are then processed by our extrusion presses in Telfs and Pfaffenhofen. In 2022 roughly 53.000t of billets were cast for Thöni Industriebetriebe GmbH and other aluminium customers. Thöni Industriebetriebe, together with Thöni Deutschland GmbH, are

running a recasting plant. This allows Thöni to close the aluminium cycle with a minimum of energy, making best use of scrap aluminium while using the least possible amount of primary aluminium, which exclusively serves the purpose of correcting alloys. Thöni Deutschland GmbH produces semi-finished goods for our pressing facilities with recycling rates of up to 90%, if suitable scrap materials are available. The majority of the scrap is sourced from Central Europe. The recycling rate is composed of pre-consumer and post-consumer scrap aluminium.

Quantity:	Approx. 44,000t sold
Industry:	Mainly building and construction as well as transportation; Others: Machine engineering, electrical engineering, home and office equipment
Main Markets:	Austria, Germany, Benelux
Supply chains:	Mainly Europe. About 92% of our aluminium billets are of European origin. The small remainder of approx. 8% is sourced from the Middle East.



Supply chain of the organisation:

- / Aluminium billets: See point b
- / Production relevant deliveries (chemicals, energy, extrusion dies) as an excerpt from the Intrastat declaration according to the listing by country of origin:

Austria:	48.23 %
Germany:	30.90 %
Italy:	18.55 %
Slovenia:	2.28 %
Netherlands:	0.04 %

AUTOMOTIVE COMPONENTS

In close cooperation with our automotive customers, we develop and produce materials and components for the mobile future. We optimise aluminium and hence our customer's products.



**Quantity:** 4 large plants and a variety of small plants

The plants of the business segments Environmental Energy Engineering (UET) and Casting Equipment (CE) put into operation in 2022 have an order volume of approx. 24 million euros, which stems from **Italy (57%), Germany (36%), other European countries and Asia (7%).**



**Quantity:** Approx. 1.22 million linear metres invoiced hose

**Types of hose:** fabric hose and PU hose

**Main markets:** Austria, Germany and other EU countries as well as non-EU countries

**Supply chains:** Apart from the polyester yarns, all raw materials and supplies are procured from within Central Europe. An overwhelming majority of the yarns are from the Far East, since there are less and less European suppliers.



## MACHINE AND PLANT ENGINEERING

There are three business segments within the Machine & Plant Engineering division:

**/ Environmental Energy Engineering (UET)** operates in the development of innovative technologies and modern plant engineering to treat waste and recover of biogas.

**/ Casting Equipment (CE)** deals with the implementation of horizontal and vertical continuous casters.

**/ Metallwerk Landeck (MWL)** the core components for Thöni's UET and CE equipment is manufactured here.

Markets and products define themselves via the economic environment and the prevailing general con-

ditions of the relevant national states (infrastructure, quality and level of maturity of the waste management industry, remuneration etc.). Especially notable is the forward-thinking and sustainable TTV Technology (continuous High Solids Anaerobic Digestion - cHSAD), where organic waste is transformed, using a biogas production process, into high-energy biogas, which can either be used as biomethane or converted into electricity or heat.

### **Supply chain of the organisation:**

The supplier markets for machine and plant engineering are in Europe, with the industry having established itself in the well-developed and adjacent markets Germany, Austria, Italy and Switzerland. Plant additions and concrete components are usually made with local added value at the place of the plant.

## HOSE

We produce ideal hoses for our global customers in agriculture, industry, construction and fire departments for various areas of application.

**Downstream points in the organisation and their activities:** Customers of various divisions.

**c Other relevant business relationships:** See GRI 2-2, point c

**d Significant changes compared to the previous reporting period:** non applicable







Excerpt from the Thöni context analysis (Management Handbook):



# MATERIAL TOPICS

GRI 3 (01/01/2023)

## METHODS TO DETERMINE MATERIAL TOPICS

GRI 3-1

## LIST OF MATERIAL TOPICS

GRI 3-2

## MANAGEMENT OF MATERIAL TOPICS

GRI 3-3

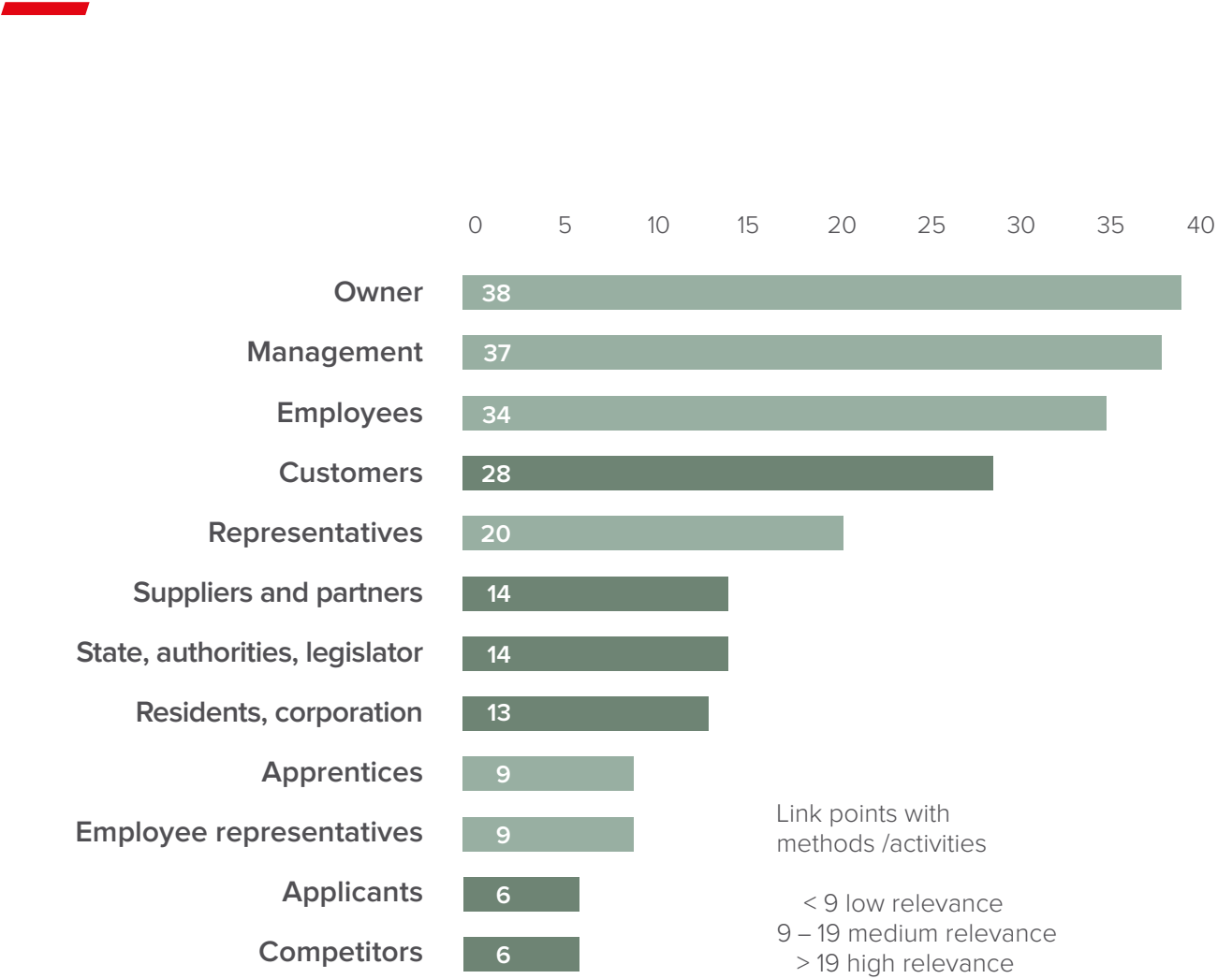
**EXTERNAL**      **INTERNAL**

To analyse the corporate context, the company uses SWOT analysis. To ensure that no relevant aspects are missed, it will take place together with a simple analysis of the relevant, interested parties of the company and their main expectation from the company.

This context analysis offers information on chances and risks of the individual divisions and provides a basis for further decisions and measures. A multi-annual strategy for the Thöni-Group is regularly developed, based on the overall concept, values and visions.



RELEVANCE TO OUR MANAGEMENT SYSTEM



Updated August 2022

Party	Relevance	Requirements / expectations / necessities
Owner	high	Holdings / increasing the value of the company
		Image of the company (internally + externally)
		Decision-making autonomy / influence
		Information security and know-how protection
		Active help of all employees in implementing the Thöni sustainability & climate strategy
Management	high	Room for manoeuvre
		Information / transparency
		Clear responsibilities
		Participation
		Clear guidelines
		Support in implementing the Thöni sustainability and climate strategy

Employees	high	Secure workplace / location security of the company
		Safe and fair income
		Healthy workplace
		Information / transparency
		Education and training opportunities
		Good work climate
		Activity corresponding to the respective abilities
		Recognition, respectful interaction
		Flexible working time organisation
		Infrastructure (parking, transport connection, social areas, ...)
		Information security
		Climate-neutral company (image, environmentally friendly workplace)
Representatives	high	Time resource for activity
		Recognition
		Scope of action
		Information / communication
		Education and training
Apprentices	medium	Support in implementing the Thöni sustainability and climate strategy
		Quality of training and environment (content and training facility)
		Employment after training
Employee representatives	medium	Information security
		Climate-neutral company
		Compliance with the legal requirements by the company
State, authorities, legislator	medium	Health protection, work environment
		Job security
		Climate-neutral company
Residents, corporation	medium	Compliance with legal requirements
		Compliance with requirements of notifications
		Climate-neutral production / compliance with the relevant legal requirements
		No restrictions on space (access)
		No pollution due to emissions (air, noise, ...)
Suppliers and partners	medium	Compliance with regulations (laws, requirements, ...)
		Communication / transparency
		Concerns / complaints taken seriously
		Climate-neutral production / compliance with the relevant legal requirements
		Sustainable supply options / long-term nature
Customers	high	Financial solvency Thöni / payment practice
		Best price
		Unique specification of the service to be delivered / Communication
		Fair contracts
		Information / communication
		Information security
		Qualitatively and quantitatively satisfactory performance
		Adherence to delivery dates - reliability
		Compliance with contracts
		Compliance with laws and standards / norms
Applicants	low	Information / communication
		Service quality: Complaints processing, quick decisions, flexibility
		Long-term relationship
		Information security and know-how protection
		Climate-neutral production including appropriate verifications
Competitors	low	Genuine job advertisement, no false promises
		Timely information / communication
		Attractiveness as an employer (social benefits, reviews, ...)
		Information security
		Climate-neutral company
		Fair, legally compliant interaction



A full-page background image of a majestic mountain range. In the foreground, a dense, dark green forest of evergreen trees covers the lower slopes. Above the forest, several rugged mountain peaks are visible, with the most prominent one in the center-right having a significant snowfield on its upper half. The sky is a clear, vibrant blue, filled with soft, white cumulus clouds. The overall scene conveys a sense of natural beauty and environmental stewardship.

## SUSTAINABILITY- INDICATORS



# MARKET PRESENCE

GRI 202 (01/01/2023)



## STANDARD ENTRY LEVEL WAGE, BROKEN DOWN BY GENDER, COMPARED TO THE LOCAL STATUTORY MINIMUM WAGE

GRI 202-1

### Location Tyrol / new employees 2022

	female	male	other	not disclosed	total
Total 2022	35	127	0	0	162

The minimum wage is set in the collective agreement of the iron and metal producing and processing industry (Eisen- und Metallherzeugenden und -verarbeitenden Industrie).

Temporary workers will receive at least the same remuneration as stipulated in the collective agreement as comparable employees employed by the company, due to the principle in Austrian legal regulations: “equal pay and equal treatment”.

### Location Kempten / new employees 2022

	female	male	other	not disclosed	total
Total 2022	1	11	0	0	12

# SHARE OF SENIOR MANAGEMENT RECRUITED FROM THE LOCAL COMMUNITY

GRI 202-2



In 2022 the share of senior management recruited from the local community was 100%.

Senior management is the management in the top two management levels below the executive board.

The local community includes geographically the federal state of Tyrol and the adjacent regions in Austria, Germany and Italy.

### Location Kempten:

Similar arrangements to Thöni Industriebetriebe GmbH in Telfs.

# PROCUREMENT PRACTICES

GRI 204 (01/07/2018)



## PROPORTION OF SPENDING WITH LOCAL SUPPLIERS

GRI 204-1

### Divisions Aluminium, Machine & Plant Engineering and division Hose:

See explanations in GRI 2-6

**Location Kempten:** The majority of all operating supplies, such as argon and fuel, is procured in Germany. The entire metal procurement, such as aluminium scrap, primary aluminium and alloy components is handled by Thöni Industriebetriebe GmbH in Telfs, Austria.



# MATERIALS

GRI 301 (01/07/2018)



## USED MATERIALS BY WEIGHT OR VOLUME

GRI 301-1

### Division Aluminium:

Aluminium billets:	56,964 t
Steel extrusion dies:	132 t

### Division Machine & Plant Engineering:

Various steels:	918 t
Various welding wires:	7 t

### Division Hose:

Polyester yarns:	222 t
Manchon (EPDM*-rubber):	195 t
Polyurethane granules:	90 t

### Location Kempten:

Pure aluminium (used in 2022):	8,972 t
Total volume scrap addition	53,029 t
Alloy material:	335 t

\* Ethylene propylene diene monomer rubber

## RECYCLED BASIC MATERIALS USED

GRI 301-2

## AND RECYCLED PRODUCTS AND THEIR PACKAGING MATERIALS

GRI 301-3



### Division aluminium and division Machine & Plant Engineering:

A high recycling rate can be assumed in terms of the bought-in metals. The main supplier of aluminium billets is our subsidiary Thöni Deutschland GmbH in Kempten, Germany. The aluminium billets are produced from around 80% recycled scrap. Depending on the alloy and the availability of the suitable aluminium scrap, this portion might be up to 90%. Our products are shipped with optimised packing. Packaging requests are always implemented in close cooperation with our customers and sometimes customers provide their own packaging. Recycled packaging materials are used for various small packaging as much as possible.

### Location Kempten:

Total volume scrap addition in tons (rounded): 53,029

### Division Hose:

The recycling rate of yarns and EPDM is currently not known in detail but will in future be collected from the suppliers. The share of recycled PU was at approx. 20% in 2022.

Packaging requests are always implemented in close cooperation with our customers, sometimes customers provide packaging. Recycled packaging materials are used for various small packaging as much as possible.





# ENERGY

GRI 302 (01/07/2018)

## ENERGY CONSUMPTION WITHIN THE ORGANISATION

GRI 302-1

### Natural gas:

Thöni Industriebetriebe GmbH with the locations in Telfs, Pfaffenhofen and Landeck:

In kWh: 26,606,557 is equivalent to 2,568,200.5m<sup>3</sup> is equivalent to 81.5TJ (terajoule)

Conversion in accordance with formula: 1m<sup>3</sup> natural gas = 10.36kWh

Conversion in accordance with formula: 1m<sup>3</sup> natural gas = 31,736kJ

Location Kempten (Thöni Deutschland GmbH):

In kWh: 64,197,466 is equivalent to 5,632,308m<sup>3</sup> is equivalent to 178.7 TJ (terajoule)

Conversion in accordance with formula: 1m<sup>3</sup> natural gas = See heat rating specifications by the Allgäuer Überlandwerk GmbH with monthly adjustments. Average heat rating of approx. 11.4kWh per m<sup>3</sup> Conversion in accordance with formula: 1m<sup>3</sup> natural gas = 31,736kJ

### Liquid gas:

In kg: 18,294 is equivalent to 234,346.14kWh is equivalent to 841,524MJ is equivalent to 0.84TJ (terajoule)

Conversion in accordance with formula: 46MJ = 1kg liquid gas

Source: Liquid gas: Conversion, heating values and price comparison (energie-experten.org)

### Electricity:

Thöni Industriebetriebe GmbH with the locations in Telfs, Pfaffenhofen and Landeck (100% from renewable origins):

In kWh: 32,209,164 is equivalent to 115.95 TJ (terajoule) Conversion in accordance with formula: 3.6 MJ = 1 kWh electricity Source: Joule – measuring unit for energy (verivox.de)

Location Kempten (Thöni Deutschland GmbH): In kWh: 5,659,987 is equivalent to 20.4 TJ (terajoule)

Conversion in accordance with formula: 3.6 MJ = 1 kWh electricity Source: Joule – measuring unit for energy (verivox.de)

THE GREATEST  
THREAT TO OUR  
ENVIRONMENT IS  
THE BELIEVE THAT  
SOMEONE ELSE  
WILL DEAL  
WITH IT.

ROBERT SWAN



## ENERGY CONSUMPTION WITHIN THE ORGANISATION

GRI 302-2

See GRI 305. The data is calculated in full for scope 1 - 3 in the relevant greenhouse gas report in accordance with the Greenhouse Gas Protocol. Presentation in this report in respect of scope 1 - 2.

## ENERGY INTENSITY

GRI 302-3

### Division Aluminium:

Power consumption / product [kWh/kg]: 0.71 natural gas consumption / product [kWh/kg]: 0.55  
Energy consumption (electricity and gas, without transport) / product [kWh/kg]: 1.26 diesel consumption (internal fleet) / product [l/kg]: 0.0014

### Division Machine & Plant Engineering:

Power consumption / productive hour [kWh/h]: 11.63  
Natural and liquid gas consumption / productive hour [kWh/h]: 24.33  
Energy consumption (electricity and gas, without transport) / productive hour [kWh/h]: 35,97 diesel consumption (internal fleet) / productive hour [l/h]: 1.57

### Division hose:

Power consumption / product [kWh/linear metre]: 0.195 natural gas consumption / product [kWh/linear metre]: 0.88  
Energy consumption (electricity and gas, without transport) / product [kWh/linear metre]: 1.07 diesel consumption (internal fleet) / product [l/linear metre]: 0.0015

### Location Kempten:

Power consumption / product = 106.673 kWh/t Natural gas consumption (production) / Product = 1,195.470 kWh/t  
Natural gas consumption (heating) / product = 14.450 kWh/t Natural gas consumption (total) / product = 1,209.920 kWh/t  
Energy consumption (Electricity and gas, without transport) / product = 1,316.593 kWh/t Diesel consumption (internal fleet for production e.g., forklift, wheeled loader) / product = 1.83 l/t Diesel consumption (passenger car fleet) / product = 0.13 l/t  
Diesel consumption (total) / product = 1.96 l/t

## REDUCTION IN ENERGY CONSUMPTION

GRI 302-4

Based on the greenhouse gas report there are, in comparison of years 2021 and 2022, the following changes in scope 1 and 2 (t CO<sub>2</sub>e) measured at the relevant total energy consumption:

### Locations Tyrol:

Scope 1 and 2 in 2021: 6,491 t CO<sub>2</sub>e  
Scope 1 and 2 in 2022: 5,817 t CO<sub>2</sub>e

### Location Kempten:

Scope 1 and 2 in 2021: 13,946 t CO<sub>2</sub>e  
Scope 1 and 2 in 2022: 14,326 t CO<sub>2</sub>e

The greenhouse gas balance for the location Kempten was first calculated in 2021. It can be assumed that within the next years improvements will be made due to the improved data situation and targeted measures.

## REDUCTION OF THE ENERGY REQUIREMENT FOR PRODUCTS AND SERVICES

GRI 302-5

Trend history only relevant with the report 2023.



# WATER AND EFFLUENTS

GRI 303 (01.01.2021)

## WATER AS A SHARED RESOURCE

GRI 303-1

Since 2012, we were able to reduce the effluents volume in m<sup>3</sup> per anodised surface in m<sup>2</sup> by roughly 57%, in our largest facility in terms of water and effluents (surface treatment at the location Kammweg 18, A-6410 Telfs) by strict implementation of various optimisation projects. For our surface treatment system we are operating an in-house effluents treatment plant (BARA) and then feed the effluents as an indirect discharger to the public treatment plant. The effluents flow is permanently monitored for specific effluents parameters and verified regularly through internal and external monitoring to ensure that critical values are observed. The use of oil separator systems and emergency plans for environmentally relevant incidents have been established company-wide. Emergency equipment to prevent damage to the environment in case of leaking hazardous liquids are also available throughout. Our latest location in Pfaffenhofen was equipped with a groundwater well to cool the systems instead of a conventional cooling system. We are saving approx. 1,039t CO<sub>2</sub>e per year. Using water-efficient technologies we are able to reduce the consumption of drinking and process water in new buildings and conversions.

## HANDLING OF THE EFFECTS OF WATER RECIRCULATION

GRI 303-2

Relevant effluents flows (surface treatment, oil separator) are monitored via indirect discharger contract and requirements of notifications and are indirectly fed into the public treatment plant via the community sewer system. The respective statutory limits were obeyed.

### Location Kempten, Daimlerstraße 21a:

Relevant effluents flows (cooling water system, oil separator) are monitored via water samples and requirements of notifications and are indirectly fed into the public treatment plant via the municipal sewer system. The respective statutory limits were obeyed. Pure cooling water is fed through heat exchangers and does not alter its quality. Surface water (rain water) of the circulation area is fed, via a oil separators, into a pond laid out as a retention reservoir on the southern side of the property.

## WATER WITHDRAWAL

GRI 303-3

### Location Telfs, Kammweg 18:

Max. amount: 788,400m<sup>3</sup> or 788.4MI per year.  
Amount calculated as cooling water recirculation: 512,460m<sup>3</sup> or 512.5MI per year.



Location Pfaffenhofen, Gewerbepark 30:

Groundwater from the in-plant deep well for cooling of the system, with a max. amount of 60l/s = 216m³/h.  
Max. amount: 1,892,160m³ or 1,892.2MI per year  
(consensus in accordance with approval in terms of water law).

The actual amounts in 2022 were considerably lower:  
Amount of water drawn: 471,803m³ = 471.8MI  
Amount of water fed back: 482,531m³ = 482.5MI  
Max. flow volume: 144m³/h = 0.14MI

The feeding back of groundwater into the river Inn amounts to the same volume.

WATER RECIRCULATION

GRI 303-4

See explanations in GRI 303-3.

WATER CONSUMPTION

GRI 303-5

Location	Water (m³)	Channel (m³)
Telfs, Obermarktstraße 48	21,416	21,416
Telfs, Klammweg 18*	5,802	74,800
Landeck	525	525
Pfaffenhofen	4,025	4,025
Total	31,768	100,766
Kempton	24,908	24,908

Water (MI = megalitre)	Channel (MI = megalitre)
21.4	21.4
5.8	74.8
0.5	0.5
4.0	4.0
31.8	100.8
24.9	24.9

All data was calculated from the relevant annual accounts of the municipality of the company location for drinking water supplied and effluents volume.

\*Location of the surface treatment: Additional service water for cooling purposes on top of our agreed water with the parish is obtained from the local brook Krehbach (Griesbach).

WASTE

GRI 306 VERSION WASTE 2020 (01/01/2022)

WASTE GENERATED AND SIGNIFICANT WASTE RELATED IMPLICATIONS

GRI 306-1

Due to the size of the company, in accordance with the Waste Management Act, the company is obliged to prepare and present a waste management concept. The waste management concept 2019 is therefore available. The next full revision will take place in 2026, as per the seven-year updating of the concept. A waste manager was internally appointed for the locations in Telfs, Pfaffenhofen and Landeck. An external specialist company was commissioned for the location Kempton. The waste management is controlled in-house via the process instruction waste management.

Excerpt from our waste management concept: Thöni Industriebetriebe GmbH carries out organisational tasks in the following areas:

**Division Aluminium:**  
Production of extruded aluminium profiles

**/ Eloxal plant:**  
Surface treatment of extruded aluminium profiles.

**/ Component production:**  
Mechanical processing of aluminium parts for the non-automotive sector and the automotive sector.

**Division Hose:**  
Production of fabric hoses

**Division Machine & Plant Engineering:**  
Development and production of state-of-the-art technologies for waste handling and generating renewable energy.

**/ Environmental Energy Engineering (UET):**  
Operates in the development of innovative technologies and modern plant engineering to treat waste and recover biogas.

**/ Casting Equipment (CE):**  
Focuses on the implementation of horizontal and vertical continuous casting lines.

**/ Metallwerk Landeck (MWL):**  
Manufactures core components for the two above mentioned business segments.

In the aluminium division, the largest of our three divisions (over 80% share of the total revenue), material recycling is a fundamental basis for our actions. Aluminium is a versatile material and therefore recyclable in many ways. Our subsidiary Thöni Deutschland GmbH is the main supplier of our aluminium billets, the starting material of our extruded profiles. At Thöni Deutschland GmbH we are operating a recasting plant. Here we are able to close the aluminium cycle with a minimum of energy, making best use of scrap aluminium and using the least possible amount of primary aluminium (only for the correction of alloys). Thöni Deutschland GmbH can produce semi-finished goods for our pressing facilities with recycling rate of up to 90%, if suitable scrap materials are available. The majority of the scrap is sourced from Central Europe. The recycling rate is composed of pre-consumer and post-consumer scrap aluminium.

## PRODUCTION PROCESS ALUMINIUM



The extrusion process takes place on the 5 presses at the locations Telfs and Pfaffenhofen. Depending on customer requirements, the profiles are shipped to the customer either mill-finished or anodised. Profiles of up to 8 metres in length can be anodised at the internal Eloxa plant at the location Telfs. Various requested process steps, especially for supply parts for the automotive sector, are carried out at our component production facilities. From billets to profile, from surface treatment to the finished components

for the automotive industry - everything from a single source. Due to the process there are single-origin scraps and chippings. The scraps are used 1:1 in Kempten as raw material for the manufacture of billets. The chippings are recycled internally. This valuable fraction of metal scraps and chippings is therefore the largest share of our waste balance. In terms of recycling and disposal of our waste, we have long-standing, successful cooperation with local certified specialist companies.

## MANAGEMENT OF SIGNIFICANT WASTE-RELATED IMPACTS

GRI 306-2

Process optimisations of our surface treatment allowed us to greatly reduce further waste streams. Between 2013 and 2022 the formation of aluminium hydroxide was reduced by approx. 47%.

When awarding contracts for disposal services, we make sure to watch out for the expertise of the commissioned specialist company and have the confirmation for environmentally sound recovery or disposal of the waste, in accordance with paragraph 15 AWG (Waste Management Act), which is also part of our Thöni conditions of purchase, available.

**Location Kempten:** The confirmation for a environmentally sound disposal, by the respective disposal partner, is available.

The Thöni waste management system was developed to professionally collect waste and appropriate collection systems for recyclables were procured. A waste separation chart with a colour scheme and pictograms has standardised and facilitated the collection of waste and recyclables within the company.

All subcontracting orders for disposal services are processed centrally by our purchasing department. The annual waste balance of the relevant waste disposal partner and the updating of the waste management concept are handled by the appointed internal waste manager.

To prevent leakages we use our emergency plan for environmentally relevant incidents. In the event of an emergency, this emergency plan should prevent the emerging environmental impacts and also keep them to a minimum.

Emergency containers are placed in relevant areas. To ensure that in an emergency there are always containers and emergency equipment to hand, we have a layout plan with 33 containers in 5 locations.





WASTE GENERATED

GRI 306-3

Waste balance 2022, Thöni Industriebetriebe GmbH in Telfs:  
Data in tonnes

Residual waste	119
Plastic packing material	65
Waste paper	87
Various non-hazardous waste materials (aluminium hydroxide, matured timber, ...)	1,095
Waste glass	1
Electronic scrap	10
Various scrap metals	1,422
Biogenic waste	8
Various hazardous waste (acids, brines, ...)	906

Waste balance 2022, Thöni Deutschland GmbH in Kempten:  
Data in tonnes

Waste for recycling (German Waste Catalogue Ordinance (AVV) 200301)	20
Wood (AVV 170201)	49
Paper, cardboard & cardboard packaging (AVV 200101)	6
Scrap metal	52
Aluminium filter dust (AVV 100319)	15
Effluents production	24,908
Oil containing operating fluids	6
Bulk Bags	0.1
Hazardous substances gases contained in pressure containers	0.1
Absorbent and filter materials (AVV 150202)	2
Oil containing waste (AVV 100327)	306

WASTE DIVERTED FROM DISPOSAL

GRI 306-4

See explanations in GRI 306-2: Reduction of aluminium hydroxide

Thöni Industriebetriebe GmbH in Telfs:  
Analysis 2022 (without metal recycling), main fractions (rounded figures)::

Non-hazardous waste:	1,325 t	Hazardous waste:	522 t
treated for reuse:	1,141 t	treated for reuse:	72 t
recycled:	146 t	recycled:	287 t
other methods for reclamation:	39 t	other methods for reclamation:	163 t

Thöni Deutschland GmbH in Kempten:

Non-hazardous waste:	76 t
recycled:	76 t

WASTE DIRECTED TO DISPOSAL

GRI 306-5

Thöni Industriebetriebe GmbH in Telfs:  
Analysis 2022 (without metal recycling), main fractions (rounded figures):

Non-hazardous waste:	3 t	Hazardous waste:	85 t
disposal of waste	1 t	disposal of waste	0.5 t
incineration	1 t	incineration	84 t

Thöni Deutschland GmbH in Kempten:

Hazardous waste (special waste):	328 t
landfilling	15 t
incineration	313 t



# BIODIVERSITY & GREENHOUSE GAS EMISSIONS



# BIODIVERSITY

GRI 304 (01/07/2018)



In order to comply with the reporting obligations in accordance with GRI 304, based on sound technical information, an external expert was commissioned to prepare a report on biodiversity. The basis for the respective action plans is an analysis on biodiversity for all locations in Tyrol and Kempten (D), which are relevant for this sustainability report.

## OPERATIONAL SITES OWNED, LEASED, MANAGED IN, OR ADJACENT TO, PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED AREAS

GRI 304-1



### Location Telfs, Obermarktstraße:

Ecological improvement of the linden alley by adding shrubbery, to improve, section by section, the habitat of urban birds.

### Location Pfaffenhofen, ecological compensation area in Oberhofen:

Maintenance of the compensation area and monitoring of the development.

## SIGNIFICANT IMPACTS OF ACTIVITIES, PRODUCTS AND SERVICES ON BIODIVERSITY

GRI 304-2



### Neophyte management at the following locations:

#### / Location Telfs, Klammweg:

To prevent further spreading of goldenrod and butterfly bush.

#### / Location Pfaffenhofen:

Future construction work in the vulnerable areas will be accompanied by a neophyte agent to avoid further spreading.

## HABITATS PROTECTED OR RESTORED

GRI 304-3



Name protected areas	Willow floodplain scrub	Subalpine and montane Pinus uncinata forest	Thickets (linden alley, chestnut trees)	Grey Alder (thickets)	Compensation area Oberhofen
Location	Location 1, Klammweg 18, Telfs	Location 1, Klammweg 18, Telfs	Location 2, Obermarktstraße 48, Telfs	Location 3, Gewerbepark 30, Pfaffenhofen	Municipality of Oberhofen
Position	bordering	bordering	on the property	Partly on the land and bordering	5 km from the land
Status based on the condition at the end of the reporting period	Tyrolean Nature Protection Law 2005 section 8	Tyrolean Nature Protection Law 2006 section 3	Tyrolean Nature Protection Law 2005 section 6 and Tyrolean Nature Protection Decree 2006 section 5	Tyrolean Nature Protection Law 2005 section 6 and Tyrolean Nature Protection Decree 2006 section 5	Not a protected area
Size of all protected or restored habitats	2,169 m²	304,213 m²	2,206 m²	approx. 2,440 m²	8,500 m²
The success of the restoration measure was verified or confirmed by independent external professionals	-	-	-	-	Site inspection on 4/4/2023, reforestation carried out; Structures and pond created, newt and frog eggs in the pond
Partnerships with third parties to protect or restore habitat areas, which are not part of the area in which the company has overseen and implemented restoration or protection measures	none				

## IUCN RED LIST SPECIES AND NATIONAL CONSERVATION LIST SPECIES WITH HABITATS IN AREAS AFFECTED BY OPERATIONS

GRI 304-4



During the surveys no species where found that are on the IUCN red list or on a national list of protected species.



# EMISSIONS

GRI 305 (01.07.2018)

## DIRECT GHG EMISSIONS (SCOPE 1)

GRI 305-1

## ENERGY INDIRECT GHG EMISSIONS (SCOPE 2)

GRI 305-2

## OTHER INDIRECT GHG EMISSIONS (SCOPE 3)

GRI 305-3

Since the base reporting year 2021 we are calculating our annual greenhouse gas balance (Corporate Carbon Footprint) with an experienced external partner in accordance with the GHGP (Greenhouse Gas Protocol) to the full extent of Scope 1 – 3.

Since currently in Scope 3 a number of assumptions have to be taken and the currently available data does not always meet the required quality, the present sustainability report reviews data as per Scope 1 - 2. The calculations for Scope 3 are available internally but are not included in the present report due to the current data situation.

The exclusive use of renewable electricity ensures that the greenhouse gas balance in terms of Scope 2 for the locations in Austria is especially positive.

Due to very detailed information on the origin of the electricity from the mains supply, the market based method is used for the greenhouse gas balance. The local-based method is specified in the balance purely informatively and is hence not part of the present sustainability report.

Division Aluminium		2021	2022
Scope 1	in t CO <sub>2</sub> e	5,832	5,081
Scope 2	in t CO <sub>2</sub> e	0	0

Division Hose		2021	2022
Scope 1	in t CO <sub>2</sub> e	234	226
Scope 2	in t CO <sub>2</sub> e	0	0

Division MPE		2021	2022
Scope 1	in t CO <sub>2</sub> e	425	510
Scope 2	in t CO <sub>2</sub> e	0	0

Total		2021	2022
Scope 1	in t CO <sub>2</sub> e	6,491	5,817
Scope 2	in t CO <sub>2</sub> e	0	0

Total	in t CO <sub>2</sub> e	6,491	5,817
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### Location Kempten (Thöni Deutschland GmbH):

Thöni Deutschland		2021	2022
Scope 1	in t CO <sub>2</sub> e	13,004	13,082
Scope 2	in t CO <sub>2</sub> e	942	1,244

GREENHOUSE GAS EMISSIONS INTENSITY

GRI 305-4



GHG emissions in CO2e as Key Performance Indicator (KPI) on the basis of the greenhouse gas report 2022:

Division Aluminium:

KPI aluminium profile		2021	2022
Scope 1	in t CO <sub>2</sub> e	5,832	5,081
Scope 2	in t CO <sub>2</sub> e	0	0
Summe	in t CO <sub>2</sub> e	5,832	5,081
KPI	in t CO <sub>2</sub> e/t	0.12	0.11
Reference value	t	47,064	44,385

0.11 t CO<sub>2</sub>e/t aluminium profile (Scope 1 and 2 per invoiced tonne aluminium profile, year 2022)

Division Machine & Plant Engineering:

KPI productive hour		2021	2022
Scope 1	in t CO <sub>2</sub> e	425	510
Scope 2	in t CO <sub>2</sub> e	0	0
Total	in t CO <sub>2</sub> e	425	510
KPI	in t CO <sub>2</sub> e/h	0.007	0.010
Reference value	h	58,873	52,054

0.010 t CO<sub>2</sub>e/h (Scope 1 and 2 per productive hour, year 2022)

Division Hose:

KPI Hose		2021	2022
Scope 1	in t CO <sub>2</sub> e	234	226
Scope 2	in t CO <sub>2</sub> e	0	0
Total	in t CO <sub>2</sub> e	234	226
KPI	in t CO <sub>2</sub> e/linear metre	0.000175	0.000185
Reference value	linear metre	1,337,000	1,222,790

0.000185 t CO<sub>2</sub>e/linear metre hose (scope 1 and 2 each invoiced hose in linear metre, year 2022)

Location Kempten (Thöni Deutschland GmbH):

KPI Thöni Deutschland		2021	2022
Scope 1	in t CO <sub>2</sub> e	13,004	13,082
Scope 2	in t CO <sub>2</sub> e	942	1,244
Total	in t CO <sub>2</sub> e	13,946	14,326
KPI	in t CO <sub>2</sub> e/t	0.26	0.27
Reference value	t	53,540	53,059

0.27 t CO<sub>2</sub>e/t aluminium billets (Scope 1 and 2 per invoiced tonne aluminium billets, year 2022)

REDUCTION OF GREENHOUSE GAS EMISSIONS

GRI 305-5



Thöni is the first industrial company in Tyrol to be a member of the ‘turn to zero’ community (since March 2021) and hence contributes voluntarily and actively to climate protection. The company’s activities will in future no longer have a negative influence on the global climate change, since on the one hand emissions are being reduced due to efficiency improvements and the use of renewable energies and on the other hand unavoidable emissions are offset by supporting national and international climate protection projects. For the Thöni group of companies this means that no later than 2033 all business activities must be climate-neutral.

Description of the reduction schedules as targets until 2033:  
Scope 1 and 2: Zero by 2033  
Scope 3: Reduction to 50% on the basis of the initial value greenhouse gas report 2021



EMISSIONS OF OZONE-DEPLETING SUBSTANCES

GRI 305-6



Zero report since no CFC are used.



## NITROGEN OXIDES (NOX), SULFUR OXIDES (SOX), AND OTHER SIGNIFICANT AIR EMISSIONS

GRI 305-7

The sampling and analysis of the exhaust air is awarded to external certified specialist companies and is part of the requirements laid down by the authorities.

**Surface treatment facility location**  
**Klammweg 18 in A-6410 Telfs:**  
**Scrubber and steam generator**

In accordance with the current PRTR report for 2022, no limit values have been exceeded.

Excerpt from the transport calculation in the PRTR report:

NOx: 0.0 % of the threshold value

SOx: 0.3 % of the threshold value

Persistent organic pollutants: none

Volatile organic compounds (NMVOC): 0.0 % of the threshold value  
 Hazardous Air pollutants: All limits adhered to

CO: 0.0 % of the threshold value CO<sub>2</sub>: 1.3 % of the threshold value

Particulate matter: 0.0 % of the threshold value

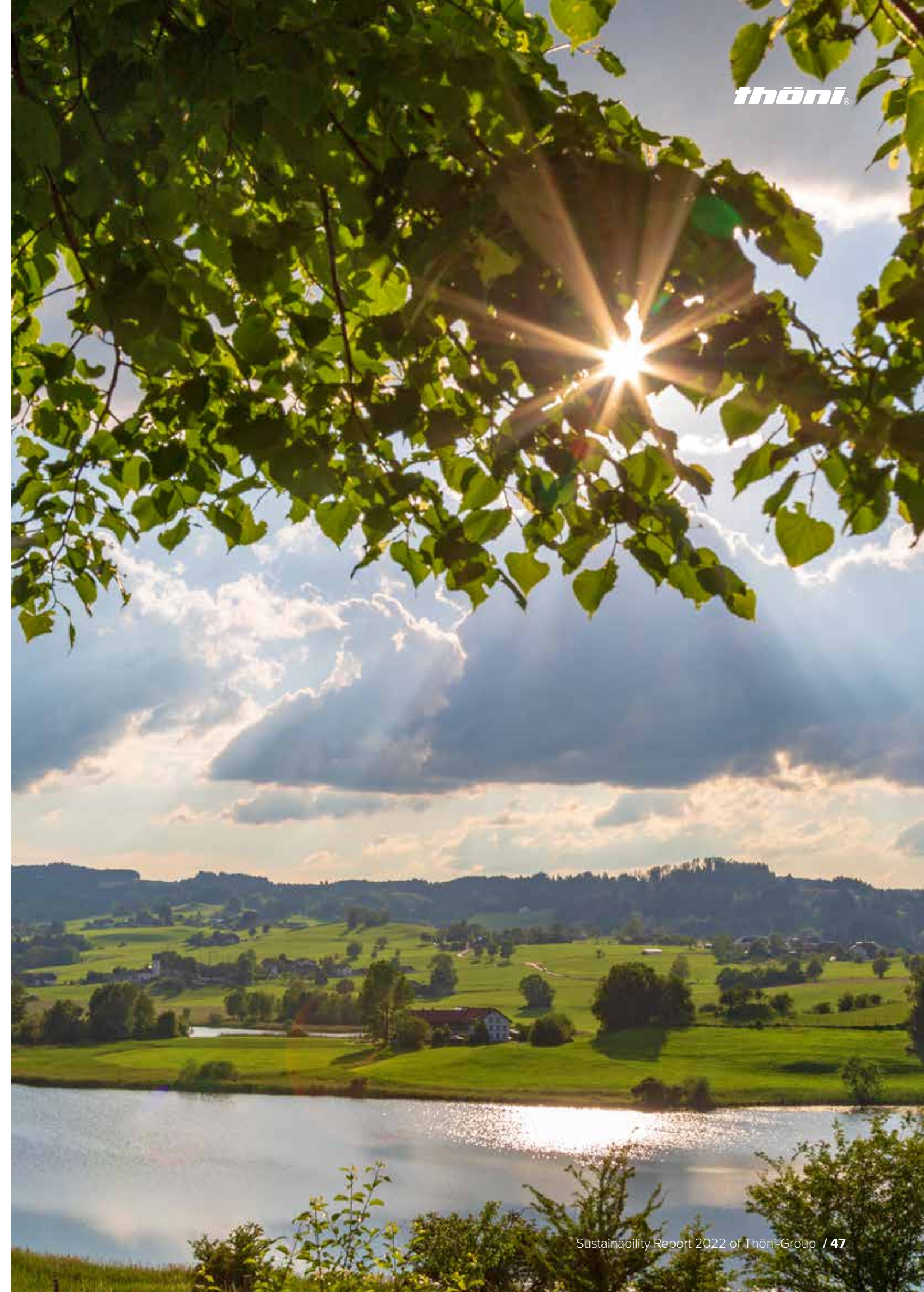
**Mordant passivation facility**  
**Location Gewerbepark 30 in A-6405 Pfaffenhofen:**  
**Pickling spray facility, hot-water boiler, adhesive water dryer**

All limits were observed in accordance to the notification.

**Recasting plant facility**  
**Location Daimlerstrasse 21 in D-87437 Kempten:**  
**2 smelting furnaces and 1 casting furnace > central emission control system**

The sampling and analysis of the exhaust air is awarded to external certified specialist companies and is part of the requirements laid down by the authorities.

In 2022 no threshold values were exceeded.





# OCCUPATIONAL HEALTH AND SAFETY





# OCCUPATIONAL HEALTH AND SAFETY

GRI 403 (01/01/2021)

## OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

GRI 403-1

Safety and health protection are part of our existing management system – we are certified in accordance with ISO 9001, IATF 16949, ISO 14001, ISO 50001 and TISAX. Certification in accordance with ISO 45001 has not yet taken place. The Austrian locations are already closely monitored by the labour inspectorate (Austrian industrial safety authority) due to the very strict Occupational Health and Safety Act (ArbeitnehmerInnenschutzgesetzes, ASchG) and by our internal preventive services (company doctors, safety experts, company security officers).

## HAZARD IDENTIFICATION, RISK ASSESSMENT, AND INCIDENT INVESTIGATION

GRI 403-2

The regular workplace evaluations in accordance with the Protection of Employees Act are carried out by our internal and external safety experts. The evaluations include a risk analysis and are valid for the respective workplace, whether or not own staff or human resources by external companies are used. Those evaluations are regularly checked by the labour inspectorate.

All individuals within our preventive services have completed the appropriate training and passed the final examination. The number of hours is highly regulated by legal requirements.

For new systems or after accidents or near-accidents, the process of updating will be re-started.

Our employees have several options available to them to report hazards or dangerous situations. The first step is the direct contact with the supervisor, works council, preventive services (occupational physician, safety experts, company security officer) via notification by email or, upon request, anonymously via our internal whistleblower system (iWhistle) to the management board.

All accidents or near-accidents at work will be reported to the safety experts and documented and evaluated by them. Due to legal guidelines, notifiable accidents will be reported to the AUVA (Allgemeine Unfallversicherungsanstalt - the Austrian Workers' Compensation Board).

**Location Kempten:** Similar regulation as Thöni Industriebetriebe GmbH in Telfs. Notifiable accidents are reported to the BGHM (Berufsgenossenschaft Holz und Metall - Professional Association for the Wood and Metal Industry in Germany).



# OCCUPATIONAL HEALTH SERVICES

GRI 403-3

Our occupational health services / preventive services are safeguarded in accordance with the legal requirements of the Protection of Employees Act. They are the following group of people, who are all recorded in our internal list of agents or are recorded on the emergency list:

**Occupational physician:** external  
**Safety experts:** external and internal  
**Company security officers:** internal  
**First-aiders:** internal

Our preventive services regularly carry out safety inspections. **Every six months** there are occupational safety committee meetings (ASA meetings).

## Location Kempten:

Our preventive services regularly carry out safety inspections. **Every three months** there are occupational safety committee meetings (ASA meetings). This Industrial Safety Committee is also regulated by law and is the internal platform for a systematic processing of matters concerning occupational safety and health protection. Apart from the preventive services, the management board, works council, representatives of people with

This internal Industrial Safety Committee is regulated by law and is the internal platform for a systematic processing of occupational safety and health protection. Apart from the preventive services, the management board, works council, representatives of people with disabilities, the internal fire protection team and various internal representatives are also involved. In addition, dedicated training courses and site visits by the AUVA (Austrian Workers' Compensation Board) are undertaken. The labour inspectorate carries out 4 site inspections per year.

In 2022 training courses such as Safety in heights, Mobile elevating work platforms, Telescopic handler and entering / navigating of pipelines and manholes were carried out.

disabilities and various internal and external representatives are involved. In addition, dedicated training courses and site visits are carried out by external safety experts.

In 2022 training courses such as Safety in heights, Mobile elevating work platforms, Telescopic handler and entering / navigating of pipelines and manholes were carried out.

# WORKER PARTICIPATION, CONSULTATION, AND COMMUNICATION ON OCCUPATIONAL HEALTH AND SAFETY

GRI 403-4

All employees have access to the material listing and the relevant safety data sheets via the ThöniApp. Employees, the preventive services and the works council are involved in the workplace evaluations. Our employees, leasing personnel and holiday interns receive regular instructions which are based on this information. If required this data can also be made available to commissioned external companies.

Our Industrial Safety Committee ASA was set up many years ago and has since then arranged biannual meetings. All employees and their concerns are represented in this committee via the preventive services, management board, various representatives and works council.

# WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY

GRI 403-5

Training needs result from the expertise and instruction matrix, which are used as management tool by the managers. The training courses are free of charge

for the employees and will always be held during working hours and if necessary repeated at appropriate intervals.

**Training course Fire protection technology:** 1 person  
**Fire-fighting training:** 10 persons  
**Fork-lift training:** 13 persons  
**First aid refresher course:** 14 persons  
**First aid foundation course:** 15 persons  
**C95 refresher:** 1 person  
**Welding course EN ISO-9606-1:** 27 persons  
**Crane course** (travelling cranes, gantry cranes and portal cranes): 4 persons  
**Safety in heights:** 15 persons  
**Training Radiation protection commissioner:** 4 persons  
**Safety training for Italian construction sites:** 9 persons  
**Fire safety medium risk (Italy):** 9 persons  
**Training Spokesperson on security:** 1 person  
**Safety in heights high-level racks:** 6 persons

**Location Kempten:**  
**Fork-lift training:** 9 persons  
**First aid refresher course:** 6 persons  
**First aid foundation course:** 1 person  
**Crane course** (travelling cranes, gantry cranes and portal cranes): 6 persons  
**Safety in heights:** 1 person  
**Telescopic handler training:** 2 persons





## PROMOTING THE HEALTH OF OUR EMPLOYEES

GRI 403-6

The physical and mental health of members of staff is an important asset and plays a decisive role for the ability to work, satisfaction and stability within the company. The Thöni group cares actively about the safety and health of its members of staff by offering a healthy and safe working environment. A wide range of options is also available for the members of staff to improve and maintain their fitness and health. With these options and by adhering to the applicable safety regulations, each and every employee can contribute to their own health as well as to a safe and healthy working environment. Preventative measures and active accident prevention through specific improvements of occupational safety and the analysis of potential risk factors allow for a continuous optimization in occupational safety. Risks in the daily working practice can be reduced that way and unnecessary hazards avoided. In addition to the statutory regulations we offer the following services and programs to improve the health of our employees:

As one of very few companies, Thöni offers its own health and fitness facility ("Thöni Körperfabrik") where

employees can maintain and improve their bodily fitness free of charge and under professional guidance and supervision. Fitness and other course offers such as Yoga, running, cross-country skiing, ski tours and many others, are expected to contribute positively to health and a social exchange. Another special offer is the Thöni Health Day, where employees are given valuable tips for a healthy lifestyle and can make use of various health checks. Thöni offers a healthy lunch (the "Sky Lunch"), which is subsidised by the company and served in an attractive environment.

For 2023 there is a company bicycle leasing program to improve the health of our employees in the planning. This also creates an environmentally friendlier mobility option.

### Location Kempten:

Partly similar regulation as Thöni Industriebetriebe GmbH in Telfs

## PREVENTION AND MITIGATION OF OCCUPATIONAL HEALTH AND SAFETY IMPACTS DIRECTLY LINKED BY BUSINESS RELATIONSHIPS

GRI 403-7

Our priority is to protect our employees and to avoid accidents at work. With the support of our preventive services we aim to avoid workplace health impacts through prevention - such as ergonomically designed workstations, various activities to avoid stress and regular workplace visits and the measurement of adverse factors. If stress factors cannot be avoided we offer our employees suitable protective equipment, such as ergonomically designed hearing protection, safety glasses,

computer glasses, protective clothing etc. as well as regular consultations and medical check-ups. These measures apply especially to young apprentices, who are doing part of their apprenticeship in the normal manufacturing shop, and for pregnant employees.

**Location Kempten:** Similar regulation as Thöni Industriebetriebe GmbH in Telfs

## EMPLOYEES WHO ARE WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

GRI 403-8

Principally, all our employees are part of our internal system for health and safety, which is covered by our preventive services through our existing certified management systems. See GRI 2-7 and GRI 2-8

**Location Kempten:** Similar regulation as Thöni Industriebetriebe GmbH in Telfs



WORK-RELATED INJURIES

GRI 403-9

Only notifiable accidents at work are used for the calculation, excluding commuting accidents or near-accidents.

The classification in accordance with the accident severity is as follows:  
The conversion factor from working days to working hours is 7.7 hrs per day.  
(5 x 7.7 = 38.5 hrs). The calculation of the accident rate was based on 1,000,000 worked hours.

Minor accidents at work: 4–15 lost working days or 23–116 working hours  
Medium accidents at work: 16–29 lost working days or 117 – 231 working hours  
Severe accidents at work: from 30 lost working days or > 231 working hours

a For all salaried employees:

Type of accident	Quantity	Rate
Fatalities due to work-related injuries.	0	0
Work-related injuries with severe consequences (except for deaths)	3	2.32
Documentable work-related injuries	26	20.05
main types of work-related injuries	not applicable	
Number or hours worked: 1,296,413		

b For all workers who are not salaried employees but whose work and/or workplace is controlled by the organisation (= leasing personnel):

Type of accident	Quantity	Rate
Fatalities due to work-related injuries.	0	0
Work-related injuries with severe consequences (except for deaths)	No information by leasing company	
Documentable work-related injuries	4	not applicable
main types of work-related injuries	No information by leasing company	
Number or hours worked: No information by leasing company		

c Work-related hazards that pose a risk of high-consequence injury, including:

Determining the hazards: See GRI 403-2

Which of these hazards in the reporting period has caused or contributed to injuries with serious consequences: no entry possible

Actions taken or introduced to eliminate these risks and to minimise risks when applying the hierarchy of controls: The “STOP principle” is applied.

- STOP stands for:
- S: Substitution = Replacing hazardous substances with non-hazardous substances
  - T: Technical measures
  - O: Organisational measures
  - P: Person-related measures

d Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls:

See GRI 403-2

e Information, whether the rates have been calculated based on 200,000 or 1,000,000 hours worked:

The calculation of the accident hours was based on 1,000,000 worked hours.

Location Kempten:

Only notifiable accidents at work are used for the calculation, excluding commuting accidents or near-accidents.

Classification in accordance with the accident severity is as follows:  
The conversion factor from working days to working hours is 8 hrs per day (5 x 8 = 40hrs).  
The calculation of the accident rate was based on 1,000,000 worked hours.

Minor accidents at work: 4–15 lost working days / 32–120 working hours  
Medium accidents at work: 16–29 lost working days or 128 – 232 working hours  
Severe accidents at work: from 30 lost working days or > 240 working hours



a For all salaried employees:

Type of accident	Quantity	Rate
Fatalities due to work-related injuries.	0	0
Work-related injuries with severe consequences (except for deaths)	1	8.74
Documentable work-related injuries	12	104.90
main types of work-related injuries	not applicable	
Number or hours worked: 114,400		

b For all workers who are not salaried employees but whose work and/or workplace is controlled by the organisation (= leasing personnel):

Type of accident	Quantity	Rate
Fatalities due to work-related injuries.	0	0
Work-related injuries with severe consequences (except for deaths)	No information by leasing company	
Documentable work-related injuries	0	not applicable
main types of work-related injuries	No information by leasing company	
Number or hours worked: No information by leasing company		

c Work-related hazards that pose a risk of high-consequence injury, including:

Determining the hazards: See GRI 403-2

Which of these hazards in the reporting period has caused or contributed to injuries with serious consequences: no entry possible

Actions taken or introduced to eliminate these risks and to minimise risks when applying the hierarchy of controls: The “STOP principle” is applied.

STOP stands for:

S: Substitution = Replacing hazardous substances with non-hazardous substances

T: Technical measures

O: Organisational measures

P: Person-related measures

d Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls:

See GRI 403-2

e Information, whether the rates have been calculated based on 200,000 or 1,000,000 hours worked:

The calculation of the accident hours was based on 1,000,000 worked hours.

Basis for the calculation in accordance with GRI guidelines:

Rate of deaths due to injuries:  
Number of deaths divided by number of hours worked x 1,000,000

Rate work-related injuries with severe consequences (except for deaths):  
Number of work-related injuries divided by number of hours worked x 1,000,000

Rate of the recorded work-related injuries:  
Number of recorded work-related injuries divided by number of hours worked x 1,000,000

WORK-RELATED ILL HEALTH

GRI 403-10



As per occupational health services, no work-related ill health is known.

Location Kempten: Similar regulation as Thöni Industriebetriebe GmbH in Telfs



## OUR EMPLOYEES





## SALARIED EMPLOYEES

GRI 2-7

Reference date 31/12/2022 based on employment data	female	male	other	not dis- closed	total
Number of salaried employees	127	761	1	0	889
Number of permanent salaried employees	105	699	1	0	805
Number of temporary salaried employees	22	62	0	0	84
Number of salaried employees with non-guaranteed working hours	0	0	0	0	0
Number of salaried employees full time	109	754	1	0	864
Number of salaried part-time employees	18	7	0	0	25

Reference date 31/12/2022 based on employment data	<30 years	30 bis 50 years	>50 years	total
Number of salaried employees by age	289	435	165	889
	<10 years	10 bis 20 years	>20 years	total
Number of salaried employees by period of employment	638	143	108	889

Reference date 31/12/2022 based on employment data	Aluminium	MPE	Hose	total
Number of salaried employees	694	167	28	889
Number of permanent salaried employees	641	154	26	821
Number of temporary salaried employees	53	13	2	68
Number of salaried employees with non-guaranteed working hours	0	0	0	0
Number of salaried employees full time	682	157	28	867
Number of salaried part-time employees	12	10	0	22

We strive for a long-lasting commitment of our employees to our company. The legal provisions in Austria allow for a maximum trial period of one month. This period is, compared to other countries, very short and only suitable to a limited extent to ensure a mutual trial and sound training. Therefore, every employment relation-

ship with Thöni starts with a trial month and a limited term contract of six months (including the trial month).

Following a successful trial period, the limited term contract is automatically converted into an unlimited contract.

### Location Kempten:

Reference date 31/12/2022 based on employment data	female	male	other	not dis- closed	total
Number of salaried employees	2	51	0	0	53
Number of permanent salaried employees	0	47	0	0	47
Number of temporary salaried employees	0	4	0	0	4
Number of salaried employees with non-guaranteed working hours	0	0	0	0	0
Number of salaried employees full time	0	46	0	0	46
Number of salaried part-time employees	2	5	0	0	7

Reference date 31/12/2022 based on employment data	<30 years	30 bis 50 years	>50 years	total
Number of salaried employees by age	12	26	15	53
	<10 years	10 bis 20 years	>20 years	total
Number of salaried employees by period of employment	17	14	22	53





# WORKERS WHO ARE NOT EMPLOYEES

GRI 2-8



**Total number of workers who are not employees Reference date 31/12/2022: 0**

On average, in 2022 18 employees were employed per month as supply staff (temporary employment). Temporary agency staff are only used to cover temporary order peaks in production or to bridge absences caused by illness. In case of longer-term employment, the agency staff will be taken on a regular employment contract, if required.

Temporary agency staff are, on an organisational level, completely integrated in the company and enjoy the same rights as staff directly employed by Thöni. Thöni bears liability for proper payment and is responsible for their time management and the tasks to be carried out.

## Location Kempten:

**Total number of workers who are not employees Reference date 31/12/2022: 3**

On average, in 2022 3 employees were employed per month as supply staff (temporary employment).

Temporary agency staff are only used to cover temporary order peaks in production or to bridge absences caused by illness. In case of longer-term employment, the agency staff will be taken on a regular employment contract, if required.

Temporary agency staff are, on an organisational level, completely integrated in the company and enjoy the same rights as staff directly employed by Thöni. Thöni bears liability for proper payment and is responsible for their time management and the tasks to be carried out.

# GOVERNANCE STRUCTURE AND COMPOSITION

GRI 2-9



The highest governance body of the Thöni-Group is the Supervisory Board of Thöni Holding GmbH. Its responsibilities are laid down in the Austrian Law on companies with limited liability ("GmbH-Gesetz") and in the Articles of Association of Thöni Holding GmbH (dated 03/12/2015). Members of the Supervisory Board or the Management Board, see the organisation chart in GRI 2-1.

There are no committees of the Supervisory Board of Thöni Holding GmbH. There are no executive members in the Supervisory Board of Thöni Holding GmbH.

The members of the Supervisory Board of Thöni Holding GmbH perform their roles without external influences or conflicts of interests. The term of office for the current members of the Supervisory Board of Thöni Holding GmbH will end with the Ordinary General Meeting in November 2025.

All members of the Supervisory Board of Thöni Holding GmbH are male. The members of the Supervisory Board of Thöni Holding GmbH do not belong to any under-represented social group.



## NOMINATION AND SELECTION OF HIGHEST GOVERNANCE BODY

GRI 2-10

The Austrian Law on companies with limited liability (“GmbH-Gesetz”) requires the persons proposed to be a member of the Supervisory Board to present their professional qualification, professional or comparable functions, and all circumstances with regard to potential conflicts of interests to the shareholders before the election.

The Thöni Governance requires from the Thöni companies’ executive bodies appropriate training for the role, experience, proven successes and a personality that is in line with the corporate culture.

The members of the Supervisory Board of Thöni Holding GmbH are elected at the General Meeting, i.e. by the shareholders of Thöni Holding GmbH, by simple majority. The will of the family shareholders is taken into account.

## CHAIR OF THE HIGHEST GOVERNANCE BODY

GRI 2-11

The chair of the highest governance body, the Supervisory Board of Thöni Holding GmbH, is not a manager at Thöni-Group.

## ROLE OF THE HIGHEST GOVERNANCE BODY IN OVERSEEING THE MANAGEMENT OF IMPACTS

GRI 2-12

In line with the process “planning, review & management control cycle”, the management board specifies the process goals: Leading and steering the company - against the background of vision, strategy and goals. The level of goal achievement of the annual target is used as process indicator.

These targets are annually agreed upon by the management board, managers and employees during target and feedback meetings.

The management board reports to the Thöni Supervisory Board and is answerable to the board as the highest governance body.

## DELEGATION OF RESPONSIBILITY FOR MANAGING IMPACTS

GRI 2-13

The delegation of responsibility is regulated by Thöni managers. In accordance with the communication matrix, the type and number of meetings with their appropriate competence, title, time, participants and their documentation is regulated.

Here is a small excerpt: Management board meeting, area manager meeting, steering groups in divisions, production meetings, manager meetings, management reviews, business reports for the Supervisory Board etc.

## ROLE OF THE HIGHEST GOVERNANCE BODY IN SUSTAINABILITY REPORTING

GRI 2-14

In general, reporting takes place after approval by the management board in accordance with the following control cycle: advance information, discussions and presentation, possible revision loops, written approval and final release. The Supervisory Board is involved in the reporting process.

## CONFLICTS OF INTEREST

GRI 2-15

To avoid conflicts of interest, the entire Thöni-Group uses the valid compliance code. It is to be strictly adhered to by the members of the Supervisory Board, the members of the management board and the employees of the Thöni-Group.

The content-related debate regarding the compliance code takes place in a number of ways, such as during: Manager meetings, compliance training for all employees on Software Perview, works council for workers and salaried employees.





## CONVEYING OF CRITICAL ISSUES

GRI 2-16

Any concerns can be passed personally to the management board or via the respective manager or employee representative. In 2022 we introduced an internal whistleblower system (iWhistle) for our employees to anonymously report concerns. There were no critical concerns reported in 2022.

## COLLECTIVE KNOWLEDGE OF THE HIGHEST GOVERNANCE BODY

GRI 2-17

According to the communication matrix, the management board is notified of various information and evaluations - e.g., in terms of manager meetings, weekly environmental report, summaries in the annual management review, participation of the management board in external audits and many more.

Again, the management board reports in regular meetings to the highest governance body, the Thöni Supervisory Board.

## EVALUATION OF THE PERFORMANCE OF THE HIGHEST GOVERNANCE BODY

GRI 2-18

The main procedures to evaluate are, apart from the controlling reports, discussions of key figures and projects, steering groups and manager meetings, the management review and the regular target and feedback meetings between management boards, managers and employees. In addition, the management board is monitored by the Supervisory Board of Thöni-Group.

The management review includes the key figures, evaluation of the integrated management system and any necessary measures for improvements. Once a year the management board will re-evaluate.

## REMUNERATION POLICIES

GRI 2-19

The members of the Supervisory Board of Thöni Holding GmbH receive a fixed basic remuneration and not a variable remuneration package.

## PROCEDURES FOR DETERMINING REMUNERATION

GRI 2-20

The goal of formulating the remuneration policy is to recruit and retain employees in the company. We pay particular attention to a fair classification and remuneration and mind the principle of economic efficiency.

On the one hand, when it comes to remuneration the minimum income, which is specified in a collective agreement by the Austrian metal industry, has to be taken into account. Various occupation groups are intended for different qualifications and occupations, for which the relevant minimum wage and appropriate time-based advancements are specified. In cooperation with the works council, a specific sum is to be paid out annually to named employees (so-called volume of distribution). Those minimum standards must in any case be complied with and are strictly monitored. Any infringement will be penalised. Overpay above the minimum income, according to the collective agreement, depend on the remuneration level in the relevant market, internal structures and each individual performance and development. Market trends will be closely monitored through remuneration studies or taking part in such studies.

In principle, all classifications and changes to the remuneration must be approved by the management board. Annual income over a certain amount must also be approved by the Supervisory Board.

Classifications for new employees are agreed upon between the manager and the HR department, in line with the budget specified by the management board, and negotiated with the new employee.

In case of role changes, the remuneration will be agreed upon between the managers and the HR department, but always approved by the management board.

Once a year there is a defined process of extraordinary wage or salary increase, which will be requested and justified by the relevant manager, reviewed for market conformity by the HR department and approved by the management board.

### Location Kempten:

The goal of formulating the remuneration policy is to recruit and retain employees in the company. We pay particular attention to a fair classification and remuneration and mind the principle of economic efficiency.

Minimum income limits, specified by the legislator in Germany, must be taken into account. Those minimum standards must in any case be complied with and are strictly monitored. Any infringement will be penalised.

In principle, all classifications and changes to the remuneration must be approved by the management board. Annual income over a certain amount must also be approved by the Supervisory Board.

Classifications for new employees are determined in line with the budget specified by the management board, and negotiated with the new employee.

In case of role changes, the remuneration will be agreed upon between the managers and the management board, but always approved by the management board.



## ANNUAL TOTAL COMPENSATION RATIO

GRI 2-21

The total annual compensation of the highest paid person at Thöni Industriebetriebe is 2.27 times higher than the median of the total annual compensation of all salaried employees. The total annual remuneration of the highest paid person has increased to the same percentage as the median of the total annual remuneration of all salaried employees.

### Location Kempten:

The total annual remuneration of the highest paid person at Thöni Deutschland GmbH is 1.78 times higher than the median of the total annual remuneration of all salaried employees. The total annual remuneration of the highest paid person has increased to the same percentage as the median of the total annual remuneration of all salaried employees.

## STATEMENT ON SUSTAINABLE DEVELOPMENT STRATEGY

GRI 2-22

As a general rule this happens via our 5-year strategy, with the latest version in “Strategy 2025” reviewed in 2022 and in preparation for “Strategy 2030”. The managers are involved in these periodic processes via the ‘management feedback loop’. Derived thereof we draft the annual corporate goals and the annual greenhouse gas report in accordance with the Greenhouse Gas Protocol.

We are part of the ‘turn to zero’ community and have based our climate and sustainability strategy on the reduction of our corporate carbon footprint. These points are regulated in our management handbook (version 022) and in our policy statement to the quality and environmental management system (version 013) and are absolutely mandatory for all employees.



## DECLARATION OF COMMITMENT IN TERMS OF PRINCIPLES AND MODES OF ACTION

GRI 2-23

For further details see: <https://www.thoeni.com/downloads/>



## EMBEDDING POLICY COMMITMENTS

GRI 2-24

There are no payments to governments or political parties. We do not have any PEPs (politically exposed persons or politicians) in our company.

## PROCESS TO REMEDIATE NEGATIVE IMPACTS

GRI 2-25

Thöni Industriebetriebe GmbH is fully aware of its obligations to people in their impact area, the environment and the economy. The health and rights of its employees are protected. A healthy and safe working environment is ensured from the beginning. Since it is impossible to guarantee a completely accident-free production, Thöni regularly analyses potential risk factors and offers obligatory training on occupational safety, lays down concrete working instructions and is actively implementing measures. Risks in the daily working practice can be reduced that way and unnecessary hazards avoided. Thöni requires its employees to know and comply with the relevant safety instructions and regulations. We aim to maintain and improve safe working conditions. If

employees notice any inconsistencies or negative impacts, which are not being dealt with already, anybody is free to contact the HR department at the Telfs location (Obermarktstrasse 48) directly. Measures will then be taken.

Our whistleblower system can also be used by all employees to submit information regarding health protection and occupational safety. Once an entry has been made, a protected mailbox will be created which is then used for an anonymous dialogue with the informant. Any information and possible files will be transmitted encoded. No data will be collected for identification and hence technical tracing to the informant is impossible.

Apart from our employees, we also encourage the local population to contact us directly with any complaints. Neighbours can contact us about negative impacts due to our premises, the behaviour of our employees, suppliers, customers and other issues, via the complaint's procedure for neighbours. Data from this process will be administered by the management board and the quality and environmental management. The process is based on the data protection guidelines and no personal information or data will be published outside.

Our employees can raise concern and make complaints during staff surveys. The annual target and feedback meeting can also be used for criticism, complaints and suggestions for improvement. Business partners, customers, suppliers and the community do not experience any negative impacts from Thöni-Group.

In 2022, 2 complaints were submitted and processed.

**Location Kempten:** Similar regulation as Thöni Industriebetriebe GmbH in Telfs

## MECHANISM FOR SEEKING ADVICE AND RAISING CONCERNS

GRI 2-26

The methods mentioned below, used by individuals to seek advice in terms of implementing of policies and practices for responsible business practices, are applied by the Thöni-Group. The Thöni-Group introduced an internal whistleblower system. This system allows employees to raise concerns regarding compliance and report issues, either anonymously or in their own name, and make use of consultations on compliance-related subjects. Besides the whistleblower option, it is also possible to obtain information on the staff unit 'Risk management and Legal'.

## COMPLIANCE WITH LAWS AND REGULATIONS

GRI 2-27

The Thöni-Group makes sure that provisions and laws are strictly adhered to. The principles set out in the compliance code of the company also include our commitment to fair conditions of employment and the respect for human rights. Safeguarding these principles, both within the company and towards business partners, is assessed against the compliance code. There were no major breaches of laws and regulations, which led to an imposition of a fine, during the reporting period.

## MEMBERSHIP ASSOCIATIONS

GRI 2-28

Memberships in industry associations, other memberships as well as memberships in national or international stakeholder organisations, in which the companies within the Thöni-Group play an important role (e.g. through a position in a governance body, by participating in committees or through the supply of substantial resources, which exceed the regular membership subscriptions) are communicated as follows:

- / Industriellenvereinigung Tirol
- / Standortagentur Tirol
- / Association „Technisches Gymnasium Telfs – Schulerhalterverein“
- / Member of the ÖNorm committees for fire brigade hoses and through this body also represented in the European standards committee for fire brigade hoses
- / Community Member of “turn to zero”



- / Ecovadis Sustainability rating:  
Status 'silver' with a currently valid evaluation of 21/4/2023



- Location Kempten:**
- / Energieeffizienznetzwerk Allgäu (Energy efficiency network)
  - / bayme – Bayerischer Unternehmensverband Metall und Elektro e.V. (Bavarian association of metal working and electronics companies)
  - / co2ncept plus – Verband der Wirtschaft für Emissionshandel und Klimaschutz e.V. (Association for Emission Trading and Climate Protection)
  - / Deutsche Gesellschaft für Materialkunde e.V. (German Society for Materials Science)





## APPROACH TO STAKEHOLDER ENGAGEMENT

GRI 2-29

To analyse the corporate context, the company uses SWOT analysis. To ensure that no relevant aspects are missed, it will take place together with a simple analysis of the relevant interested parties of the company and their main expectation from the company.  
See GRI 3

## COLLECTIVE BARGAINING AGREEMENTS

GRI 2-30

100% of the employees in Austria are included in a collective agreement.

**Location Kempten:** Kempten is not a member of the employers association and hence not bound by collective bargaining agreements.

# ANTI-CORRUPTION

GRI 205 (01/07/2018)

## OPERATIONS ASSESSED FOR RISKS RELATED TO CORRUPTION

GRI 205-1

Thöni-Group only maintains temporary fiscal construction facilities in connection with the implementation of plant construction projects abroad. No relevant corruption risks were identified.

## COMMUNICATION AND TRAINING ABOUT ANTI-CORRUPTION POLICIES AND PROCEDURES

GRI 205-2

The three members of the Supervisory Board of Thöni Holding GmbH and all employees of the Thöni-Group are informed of the anti-corruption guidelines via appropriate notifications and training. Business partners will in future also be notified of the anti-corruption guidelines of Thöni-Group.

## CONFIRMED INCIDENTS OF CORRUPTION AND ACTIONS TAKEN

GRI 205-3

There were no confirmed incidents of corruption during the reporting period. No fines, judgements, penalty payments or monetary sanctions due to violations of applicable laws were imposed.



# EMPLOYMENT

GRI 401 (01/07/2018)

## NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

GRI 401-1

Newly employed employees	female	male	other	not dis- closed	total
Number of salaried employees	35	127	0	0	162
Employee turnover in %	20.5	17.1	0	0	18.4

Newly employed employees	<30 years	30 bis 50 years	>50 years	total
Number of employees by age and in %	83 (51 %)	72 (44 %)	7 (5 %)	162
Employee turnover by age in %	19.5	16.6	13.9	18.4

Newly employed employees	Aluminium	MPE	Hose	total
Number of employees by division and in %	126 (78 %)	31 (19 %)	5 (3 %)	162
Employee turnover by division in %	18.9	12.0	14.3	18.4

Standort Kempten:

Newly employed employees	female	male	other	not dis- closed	total
Number of salaried employees	1	11	0	0	12
Employee turnover in %	1 (14 %)	6 (86 %)	0	0	7

Newly employed employees	<30 Jahre	30 bis 50 years	>50 years	total
Number of employees by age and in %	9 (75 %)	2 (17 %)	1 (8 %)	12
Employee turnover by age in %	5 (72 %)	1 (14 %)	1 (14 %)	7

## BENEFITS PROVIDED TO FULL-TIME EMPLOYEES THAT ARE NOT PROVIDED TO TEMPORARY OR PART-TIME EMPLOYEES

GRI 401-2

Part-time employees receive the same benefits as full-time employees:

- / Travel allowance
- / Occupational health care by the company’s medical service
- / Worker protection
- / Free parking spaces
- / Sports facilities (“Körperfabrik”)
- / Meals (Sky Lunch)

Location Kempten:

Partly similar regulation as Thöni Industriebetriebe GmbH in Telfs

## PARENTAL LEAVE

GRI 401-3

Parental leave 2022	female	male	other	not dis- closed	total
Number of eligible salaried employees	3	Cannot be surveyed*	0	0	12
Number of employees, who took parental leave and in %	3 (100 %)	9 (100 %)	0	0	12 (100 %)

\*For fathers who do not assert a claim, these figures cannot be collected.  
100 % of the applicants made use of parental leave

Return rate 2022	female	male	other	not dis- closed	total
Number of employees, whose return to the workplace was agreed upon	5	7	0	0	12
Number of employees, which have returned to their workplace after parental leave and in %	5 (100 %)	7 (100 %)	0	0	12 (100 %)



Stayability rate*	female	male	other	not dis- closed	total
Number of employees, which have returned to their workplace after	1	3	0	0	4
Number of employees, who were still employed 12 months after they returned to their workplace after parental leave and in %	1 (100 %)	2 (67 %)	0	0	3 (75 %)

\*Refers to every employee, who returned to their workplace in 2021 after having taken parental leave.  
A comparison with previous reporting periods will be possible from the next report.

Location Kempten:

Parental leave 2022	female	male	other	not dis- closed	total
Number of eligible employees	0	1	0	0	1
Number of employees who took parental leave and in %	0	1 (100 %)	0	0	1 (100 %)

Return and remain rate not relevant for location Kempten since the employee will remain on parental leave until 2025.

# LABOUR/MANAGEMENT RELATIONS

GRI 402 (01/07/2018)

## MINIMUM NOTICE PERIODS REGARDING OPERATIONAL CHANGES

GRI 402-1

Employers are obliged by the Austrian Labour Market Promotion Act (Arbeitsmarktförderungsgesetz AMFG) to inform the regional office of the Public Employment Service (Arbeitsmarktservices AMS) in writing of its intention to dissolve or terminate several employment contracts and must then wait for at least 30 days before the announcement.

In our case, a notice to terminate of 30 employees or more has to be reported to the job centre. Notices to terminate which are given before the deadline, are void. The works council must be informed of any planned dismissals and it has 1 week to deliberate. A notice to terminate given before the end of the deadline is void. Employees have to be informed of changes in the working hours, such as change of shifts, subject to a term of 14 days. On top of statutory obligations and obligations laid down by collective agreements, quick and targeted information for our employees is important to us. The managers are informed of upcoming projects and intentions, and any changes that are taking place as a result of this, in quarterly meeting with the management board. The managers have a clear mandate to pass on this information to the employees within their area of responsibility. There is a regular exchange with the works council to inform the employees and their representatives about pending initiatives and changes. Certain measures are likely to require a legal initiation of a works agreement between management board and works council.

Location Kempten:

Employers are obliged by the German employment protection legislation to inform the local employment agency in writing of its intention to dissolve or terminate several employment contracts and must then wait for at least 30 days before the announcement. In our case the employment agency has to be informed of a notice to terminate of 30 employees or more. Notices to terminate which are given before the deadline, are void.

The works council must be informed of any planned dismissals and it has 1 week to deliberate. A notice to terminate given before the end of the deadline is void. Employees have to be informed of changes in the working hours, such as change of shifts, subject to a term of 14 days. On top of statutory obligations and quick and targeted information for our employees is important to us. The managers are informed of upcoming projects and intentions, and any changes that are taking place as a result of this, in quarterly meeting with the management board. The managers have a clear mandate to pass on this information to the employees within their area of responsibility. There is a regular exchange with the works council to inform the employees and their representatives about pending initiatives and changes. Certain measures are likely to require legal initiation of a works agreement between management board and works council.



# EDUCATION AND TRAINING

GRI 404 (01/07/2018)



## AVERAGE HOURS OF EDUCATION AND TRAINING PER YEAR PER EMPLOYEE

GRI 404-1

Average hours of education and training:

Average hours of education and training per employee:	2,599 hrs /	889 persons = 2.9 hrs
Average hours of education and training per female employee:	260 hrs /	127 persons = 2.0 hrs
Average hours of education and training per male employee:	2,339 hrs /	761 persons = 3.2 hrs

Average hours of education and training per category of employees:

Category <30 years:	520 hrs /	289 persons = 1.8 hrs
Category 30 – 50 years:	1,819 hrs /	435 persons = 4.2 hrs
Category >50 years:	260 hrs /	165 persons = 1.6 hrs

STANDORT KEMPTEN:

Average hours of education and training:

Average hours of education and training per employee:	142 hrs /	53 persons = 2.7 hrs
Average hours of education and training per female employee:	9 hrs /	2 persons = 4.5 hrs
Average hours of education and training per male employee:	133 hrs /	51 persons = 2.6 hrs

Average hours of education and training per category of employees:

Category <30 years:	93 hrs /	12 persons = 7.8 hrs
Category 30 – 50 years:	37 hrs /	26 persons = 1.4 hrs
Category >50 years:	12 hrs /	15 persons = 0.8 hrs

## PROGRAMS FOR UPGRADING EMPLOYEE SKILLS AND TRANSITION ASSISTANCE PROGRAMS

GRI 404-2



- a** We ensure the improvement of our employees' competences via the internal training programme. Examples of implemented programmes are the CNC training program, project management training, compliance and information security training, regulatory training courses (fire safety, first aid, crane license, fork-lift license) and specialized training (controlling seminars, programming training, welding seminars, MS Project etc.).
- b** German language courses, training programs for CNC operators, apprenticeship diploma as continuation education (from semi-skilled employee to skilled worker), programs for career changers (training for production specialists), support for foreman qualification training, Matura (general qualification for university entrance) in addition or after the apprenticeship diploma, apprenticeship as quality manager, training as project manager.

**Location Kempten:** Similar regulation as Thöni Industriebetriebe GmbH in Telfs

## PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS

GRI 404-3



The target and feedback meeting is a regular meeting of employee and manager and takes place at least once a year, at the start of the new financial year. A training guide, process description and software are available to help with the preparation, execution and documentation of the target and feedback meeting.

The meeting is split into three parts and includes the following subjects:

- a** Review of the previous financial year and evaluation of the target achievement
- b** Feedback and exchange on strengths and potential for development, work motivation, professional development and feedback to the manager
- b** Preview of the coming financial year - agreement on objectives, developmental measures and suggestions for improvement



Percentage of employees to have had a feedback discussion:  
Number of people annual review conducted / employees total = 349 persons / 889 persons = 39%

Women: 35 persons  
Men: 314 persons

Of which <30 years of age: 70 persons  
Of which 30–50 years of age: 244 persons  
Of which > 50 years of age: 35 persons

Location Kempten:

Percentage of employees to have had a feedback discussion:  
Number of people annual review conducted / employees total = 9 persons / 53 persons = 17%

Women: 0 persons  
Men: 9 persons

Of which <30 years of age: 0 persons  
Of which 30–50 years of age: 7 persons  
Of which > 50 years of age: 2 persons

# DIVERSITY AND EQUAL OPPORTUNITY

GRI 405 (01/07/2018)

## DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

GRI 405-1

**a** All members of the management board and the Supervisory Board are male and in the age group 50 and over.

**b** i. and ii. – see GRI 2,7

- iii.  
Additional diversity indicators were identified in the following vulnerable groups:
- / Apprentices
  - / People with disabilities
  - / Recognised refugees or people in need of subsidiary protection

Categories of diversity	Apprentices	People with disabilities	Recognised ref-ugees	total
Number of employees and in %	42 (4,7 %)	18 (2,0 %)	24 (2,7 %)	from 889

## RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN

GRI 405-2

The principles of equal pay for equal work for both men and women is a fundamental principle of our remuneration policy.

It is our goal to significantly increase the share of women in managerial positions.

Important locations in this respect are Telfs, Pfaffenhofen and Landeck.

Location Kempten:

There are no female employees in production, engineering, logistics and maintenance. Two female employees work in administration. There is, however, no comparison since there are no male employees in this section.

# NON-DISCRIMINATION

GRI 406 (01/07/2018)

## INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN

GRI 406-1

In 2022 there were no incidents of discrimination at Thöni Industrie-betriebe GmbH or at Thöni Deutschland GmbH and hence no correc-tive actions had to be taken.

# GRI CONTENT INDEX

GRI 1–7



- Reported in full
- partly reported
- not reported

Standard	Description	Page	Status	Justification for the omission
<b>GRI 1</b>	<b>Foundation</b>	<b>8</b>		
<b>GRI 2</b>	<b>General disclosures</b>	<b>9</b>		
GRI 2-1	Organisational profile	9	●	
GRI 2-2	Locations	10	●	
GRI 2-3	Reporting period / frequency / contact point	10	●	
GRI 2-4	Correction / restatement	11	●	
GRI 2-5	External assurance	11	●	
GRI 2-6	Activities / value chain / business relationships	12	●	
<b>GRI 3</b>	<b>Material topics</b>	<b>16</b>		
GRI 3-1	Methods to determine material topics	16	●	
GRI 3-2	List of material topics	16	●	
GRI 3-3	Management of material topics	16	●	
<b>GRI 202</b>	<b>Market presence</b>	<b>22</b>		
GRI 202-1	Standard entry level wage, broken down by gender, compared to the local statutory minimum wage	22	●	Overpayment of the minimum wage is not shown here.
GRI 202-2	Share of senior management recruited from the local community	23	●	
<b>GRI 204</b>	<b>Procurement practices</b>	<b>23</b>		
GRI 204-1	Proportion of spending with local suppliers	23	●	
<b>GRI 301</b>	<b>Materials</b>	<b>24</b>		
GRI 301-1	Used material by weight or volume	24	●	
GRI 301-2	Recycled source materials used	25	●	
GRI 301-3	Recycled products and their packaging materials	25	●	
<b>GRI 302</b>	<b>Energy</b>	<b>26</b>		
GRI 302-1	Energy consumption within the organisation	26	●	
GRI 302-2	Energy consumption outside the organisation	28	●	Scope 3 is not yet being reported here due to the data situation.

Standard	Description	Page	Status	Justification for the omission
GRI 302-3	Energy intensity	28	●	
GRI 302-4	Reduction in energy consumption	29	●	
GRI 302-5	Reduction of the energy requirement for products and services	29	●	Trend will only be reported in 2023.
<b>GRI 303</b>	<b>Water and effluents</b>	<b>30</b>		
GRI 303-1	Water as a shared resource	30	●	
GRI 303-2	Handling of the effect of water recirculation	31	●	
GRI 303-3	Water withdrawal	31	●	
GRI 303-4	Water recirculation	32	●	
GRI 303-5	Water consumption	32	●	
<b>GRI 306</b>	<b>Waste</b>	<b>33</b>		
GRI 306-1	Waste generated and significant waste related implications	33	●	
GRI 306-2	Management of significant waste-related impacts	35	●	
GRI 306-3	Waste generated	36	●	
GRI 306-4	Waste diverted from disposal	37	●	A GRI confirm listing of all recycling and waste disposal channels is not yet available from all commissioned disposal partners.
GRI 306-5	Waste directed to disposal	37	●	see explanation 306-4
<b>GRI 304</b>	<b>Biodiversity</b>	<b>38</b>		
GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas	40	●	
GRI 304-2	Significant impacts of activities, products and services on biodiversity	40	●	
GRI 304-3	Habitats protected or restored	41	●	
GRI 304-4	Red list species	41	●	
<b>GRI 305</b>	<b>Greenhouse gas emissions</b>	<b>42</b>		
GRI 305-1	Direct GHG emissions (scope 1)	42	●	
GRI 305-2	Energy indirect GHG emissions (scope 2)	42	●	
GRI 305-3	Other indirect GHG emissions (Scope 3)	42	●	Scope 3 is not included in the present report due to the data situation.
GRI 305-4	GHG emissions intensity	44	●	see explanation 305-3
GRI 305-5	Reduction of GHG emissions	45	●	
GRI 305-6	Emissions of ozone depleting substances	45	●	
GRI 305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	46	●	
<b>GRI 403</b>	<b>Occupational health and safety</b>	<b>48</b>		
GRI 403-1	Occupational health and safety management system	50	●	



Standard	Description	Page	Status	Justification for the omission
GRI 403-2	Hazard identification, risk assessment, and incident investigation	50	●	
GRI 403-3	Occupational health services	52	●	
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	53	●	
GRI 403-5	Worker training on occupational health and safety	53	●	
GRI 403-6	Promoting the health of our employees	54	●	
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	54	●	
GRI 403-8	Employees covered by an occupational health and safety management system	55	●	
GRI 403-9	Work-related injuries	56	●	A GRI conform listing of all accidents for the areas where leasing personnel is used, is currently not possible.
GRI 403-10	Work-related ill health	59	●	
<b>GRI 2</b>	<b>Our employees</b>	<b>60</b>		
GRI 2-7	Salaried employees	62	●	
GRI 2-8	Workers who are not employees	64	●	
GRI 2-9	Governance structure and composition	65	●	
GRI 2-10	Nomination and selection of the highest governance body	66	●	
GRI 2-11	Chair of the highest governance body	66	●	
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	66	●	
GRI 2-13	Delegation of responsibility for managing impacts	67	●	
GRI 2-14	Role of the highest governance body in sustainability reporting	67	●	
GRI 2-15	Conflicts of interest	67	●	
GRI 2-16	Conveying of critical issues	68	●	
GRI 2-17	Collective knowledge of the highest governance body	68	●	
GRI 2-18	Evaluation of the performance of the highest governance body	68	●	
GRI 2-19	Remuneration	68	●	
GRI 2-20	Procedures for determining remuneration	69	●	
GRI 2-21	Annual total compensation ratio	70	●	
GRI 2-22	Statement on sustainable development strategy	70	●	

Standard	Description	Page	Status	Justification for the omission
GRI 2-23	Declaration of commitment in terms of principles and modes of action	71	●	
GRI 2-24	Embedding policy commitments	71	●	
GRI 2-25	Process to remediate negative impacts	71	●	
GRI 2-26	Mechanism for seeking advice and raising concerns	72	●	
GRI 2-27	Compliance with laws and regulations	72	●	
GRI 2-28	Membership associations	73	●	
GRI 2-29	Approach to stakeholder engagement	74	●	
GRI 2-30	Collective bargaining agreements	74	●	
<b>GRI 205</b>	<b>Anti-corruption</b>	<b>74</b>		
GRI 205-1	Operations assessed for risks related to corruption	74	●	
GRI 205-2	Communication and training about anti-corruption policies and procedures	75	●	
GRI 205-3	Confirmed incidents of corruption and actions taken	75	●	
<b>GRI 401</b>	<b>Employment</b>	<b>76</b>		
GRI 401-1	Newly employed employees and employee turnover	76	●	
GRI 401-2	Benefits provided to full-time employees only	77	●	
GRI 401-3	Parental leave	77	●	
<b>GRI 402</b>	<b>Employee-Employer Relationship</b>	<b>79</b>		
GRI 402-1	Minimum notice period regarding operational changes	79	●	
<b>GRI 404</b>	<b>Education and training</b>	<b>80</b>		
GRI 404-1	Average hours of education and training per year and employees	80	●	
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	81	●	
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	81	●	
<b>GRI 405</b>	<b>Diversity und Chancengleichheit</b>	<b>82</b>		
GRI 405-1	Diversity of governance bodies and employees	82	●	
GRI 405-2	Ratio of basic salary and remuneration of women to men	83	●	
<b>GRI 406</b>	<b>Non-discrimination</b>	<b>83</b>		
GRI 406-1	Incidents of discrimination and corrective actions taken	83	●	



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