

THÖNI-GROUP

SUSTAINABILITY REPORT 2023

IN ACCORDANCE WITH THE
GLOBAL REPORTING INITIATIVE (GRI)

thöni[®]



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

INSPIRED BY OUR VALUES AND THE QUEST FOR SUSTAINABILITY, WE ARE CONVINCED THAT WE CAN CONTRIBUTE TO IMPROVE THE CLIMATIC SITUATION.

THE MANAGEMENT BOARD

MESSAGE

Our Tyrolean family-run business operates in the aluminium, automotive components, environmental energy engineering, machine and plant engineering and in the hose production sector. We meet the highest demands of our global customers. Sustainability is given the highest priority for all strategic decisions and decisions based on up-to-date information.

Inspired by our company values and the quest for sustainability, we firmly believe that we can make an important contribution to improve the climatic situation. We actively promote awareness raising of our employees and customers and we strive to set a good example through our actions.

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 the 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 therefore 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. Our employees benefit from an attractive and safe workplace environment and are treated fairly. We offer numerous education and training opportunities and promote a healthy work-life balance. We respect diversity and ensure a working environment free of discrimination.

The path to a sustainable future is an on-going process and we are aware 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 second 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 therefore reports in accordance with the GRI standards for the period between 01/01/2023 and 31/12/2023 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.

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OVERVIEW OF THE THÖNI-GROUP

FOUNDATION

GRI 1 (01/01/2023)

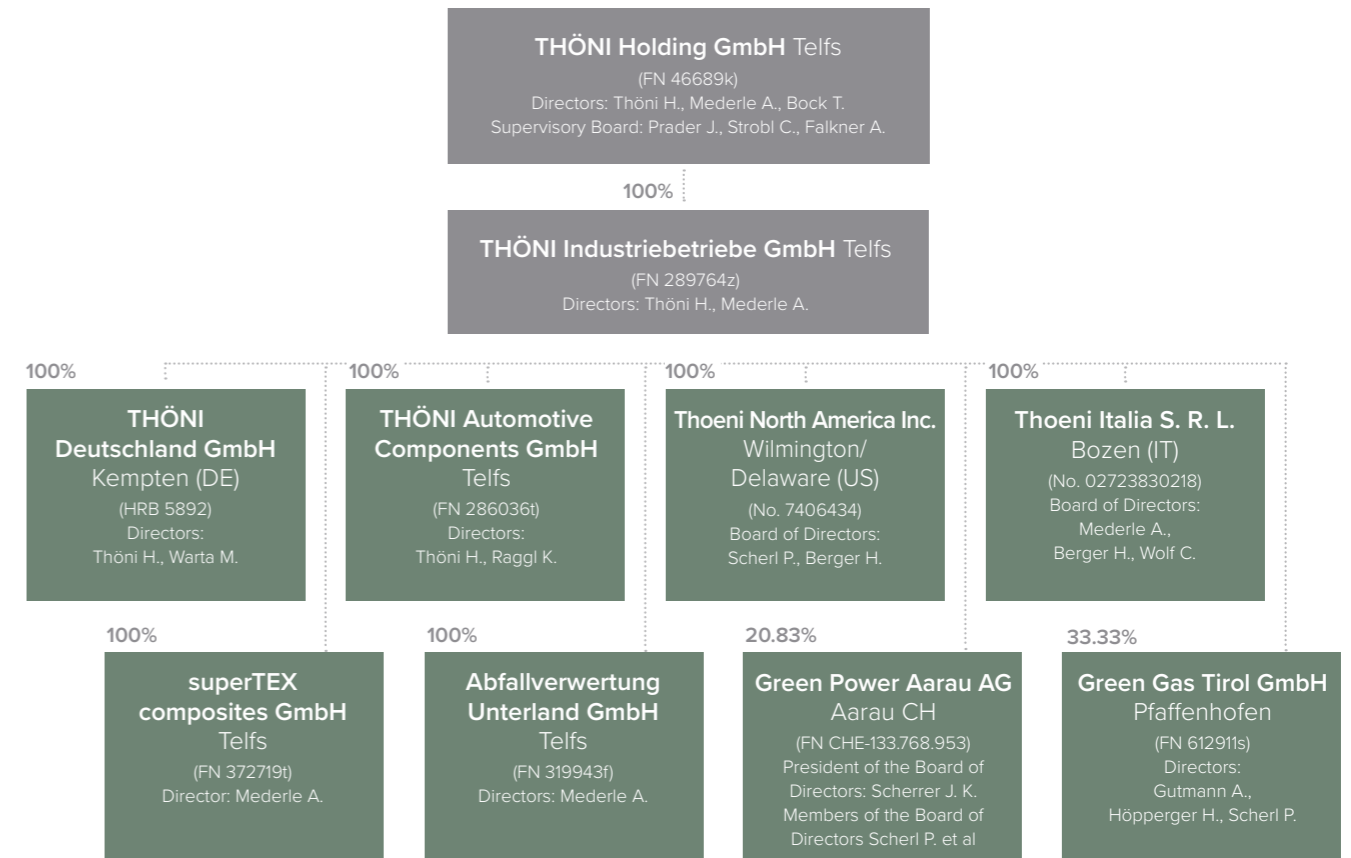
GRI 1-1	Apply the reporting principles	implemented
GRI 1-2	Report the disclosures in GRI 2, General Disclosures 2021	implemented
GRI 1-3	Determine material topics	implemented
GRI 1-4	Report the disclosures in GRI 3, Material topics 2021	implemented
GRI 1-5	Report disclosures from the GRI Topic Standards for each material topic	implemented
GRI 1-6	Provide reasons for omission for disclosures and requirements that the organisation cannot comply with	implemented
GRI 1-7	Publish a GRI content index	implemented
GRI 1-8	Provide a statement of use	implemented
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: 01/03/2024)

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 and Thöni Strasse 1 – 4 (previously 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 organization chart - Thoeni North America Inc, Thoeni Italia S.R.L, superTEX composites GmbH and Abfallverwertung Unterland GmbH - are not relevant for this report and 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 hence 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. The Green Gas Tirol GmbH is also not part of this sustainability report.

REPORTING PERIOD / FREQUENCY / CONTACT POINT

GRI 2-3

a Reporting period: Calendar year 2023 (01/01 - 31/12/2023)

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: See legal notice

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 second sustainability report.

EXTERNAL ASSURANCE

GRI 2-5

a Information on guidelines and methods to obtain external assurances:

Test and measuring equipment is 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, our company is 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



ACTIVITIES / VALUE CHAIN BUSINESS RELATIONSHIPS

GRI 2-6

a Industry sectors:

The Thöni-Group operates in the aluminium, automotive components, environmental energy engineering, machine and plant engineering and in the hose production sector.

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 2023 roughly 52.000 t of billets were cast for Thöni Industriebetriebe GmbH and other aluminium customers. Thöni Industriebetriebe GmbH operates a recasting

plant through Thöni Deutschland GmbH. 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 a 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.

Quantity: approx. 39,000 t sold aluminium profiles

Industry sectors: 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 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:	48.50%
Germany:	49.60%
Italy:	1.80%
Slovenia:	0.10%

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: 15 large plants and a variety of small plants

The plants of the business segments Environmental Energy Engineering (UET) and Casting Equipment (CE), implemented in 2023, have an operating performance of approx. 39.1 million EUR, which is divided as follows **40% in Germany, 29% in the UK, 21% in Italy and 10% in the rest of Europe, Asia and the US.**



Quantity: approx. 1.06 million linear metres invoiced hose lengths

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 & 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) focuses on the implementation of horizontal and vertical continuous casting lines.

/ Metallwerk Landeck (MWL) produces the core components for Thöni's UET and CE equipment.

Markets and products are defined through the economic environment and the prevailing general conditions 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: S. GRI 2-2, point c

d Significant changes compared to the previous reporting period: not applicable





Excerpt from the Thöni context analysis (Management Handbook):



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 of 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.

MATERIAL TOPICS

GRI 3 (01/01/2023)

METHODS TO DETERMINE MATERIAL TOPICS

GRI 3-1

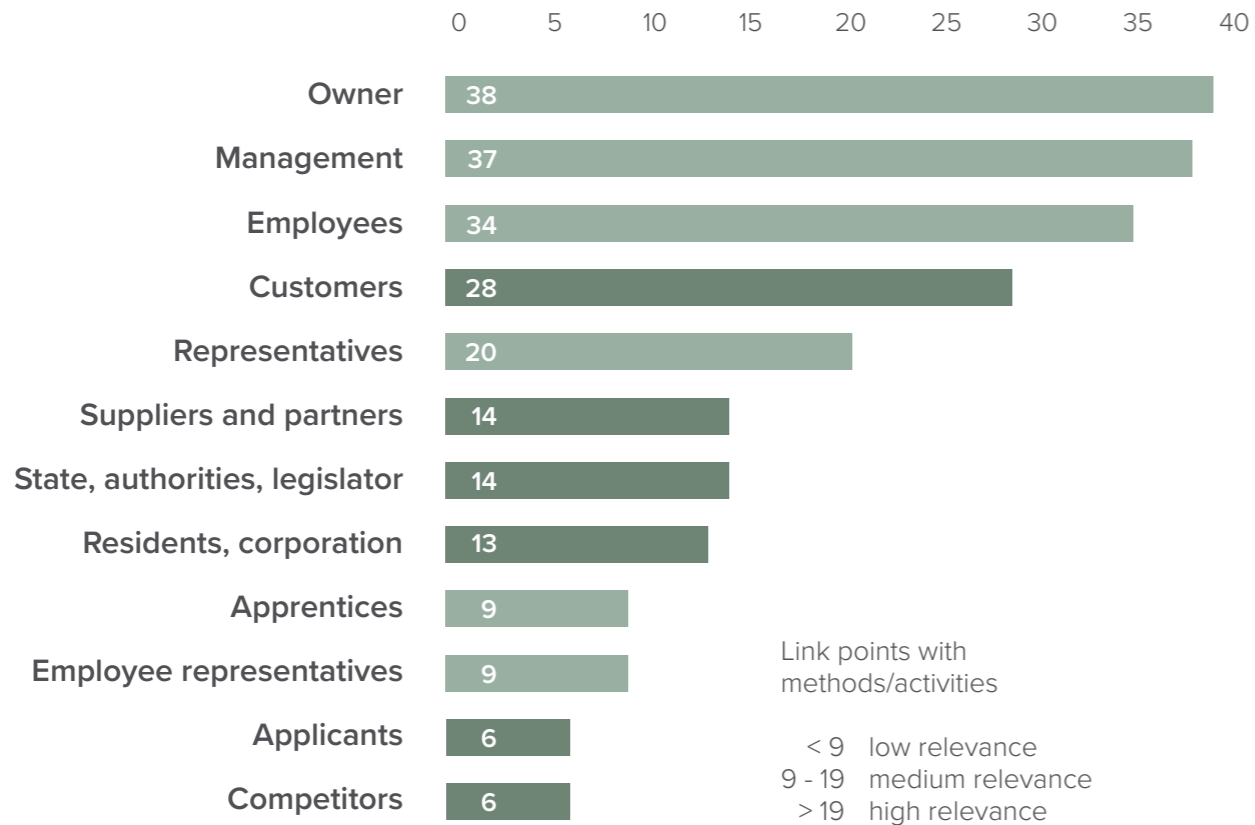
LIST OF MATERIAL TOPICS

GRI 3-2

MANAGEMENT OF MATERIAL TOPICS

GRI 3-3

RELEVANCE TO OUR MANAGEMENT SYSTEM



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 and climate strategy
Management	high	Room for manoeuvre
		Information / transparency
		Clear responsibilities
		Participation
		Clear guidelines
		Support in implementing the Thöni sustainability and climate strategy
		Modern working environment (automation, AI)

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, ...)
Representatives	high	Information security
		climate-friendly company (image, environmentally friendly workplace)
		Time resource for activity
		Recognition
Apprentices	medium	Room for manoeuvre
		Information / communication
		Education and training
		Support in implementing the Thöni sustainability and climate strategy
Employee representatives	medium	quality of training and environment (content and training facility)
		Employment after training
		Information security
State, authorities, legislator	medium	Climate-friendly company
		Modern working environment (automation, AI)
		Compliance with the legal requirements by the company
Residents Corporation	medium	Health protection, work environment
		Job security
		Climate-friendly company
Suppliers and partners	medium	Compliance with legal requirements
		Compliance with requirements of notifications
		Climate-friendly production / compliance with the relevant legal requirements
		No restrictions on space (access)
Customers	high	No pollution due to emissions (air, noise, ...)
		Compliance with regulations (laws, requirements, ...)
		Communication / transparency
		Concerns / complaints taken seriously
		Climate-friendly production / compliance with the relevant legal requirements
Applicants	low	Sustainable supply options / long-term nature
		Financial solvency Thöni / payment practice
		Best price
		Unique specification of the service to be delivered / Communication
		Fair contracts
		Information / communication
Competitors	low	Information security
		Qualitatively and quantitatively satisfactory performance
		Adherence to delivery dates - reliability
		Compliance with contracts
		Compliance with laws and standards / norms
Suppliers and partners	medium	Information / communication
		Information security
		Service quality: Complaints processing, quick decisions, flexibility
		Long-term relationship
Applicants	low	Information security and know-how protection
		Climate-friendly production including relevant verifications
		Genuine job advertisement, no false promises
Competitors	low	Timely information / communication
		Attractiveness as an employer (social benefits, modern workplaces, reviews, ...)
Suppliers and partners	medium	Information security
		Climate-friendly company that acts sustainably
Competitors	low	Fair, legally compliant interaction

SUSTAINABILITY PARAMETER

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

Locations Tyrol / Number of new employees

	female	male	other	not disclosed	total
2022	35	127	0	0	162
2023	12	51	0	0	63

The minimum wage is set in the collective agreement of the iron and metal producing and processing industry.

Temporary employees 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 / Number of new employees

	female	male	other	not disclosed	total
2022	1	11	0	0	12
2023	0	10	0	0	10

SHARE OF SENIOR MANAGEMENT RECRUITED FROM THE LOCAL COMMUNITY

GRI 202-2

In 2023 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: Purchase	49,004 t
Steel extrusion dies	126 t

Division Machine & Plant Engineering:

Various steels:	841 t
Various welding wires:	22 t

Division hose:

Polyester yarns:	313 t
Manchon (EPDM*-rubber):	123 t
Polyurethane granules:	118 t

Location Kempten:

Pure aluminium (used in 2023)	9,532 t
Total volume scrap addition	51,666 t
Alloy material:	333 t

* Ethylene propylene diene monomer rubber

RECYCLED BASIC MATERIALS USED

GRI 301-2

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 optimized 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 packagings as much as possible.

Location Kempten:

Total volume scrap addition (rounded): 51,666 t

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 2023.

Packaging requests are always implemented in close cooperation with our customers, sometimes customers provide their own packaging. Recycled packaging materials are used for various small packagings 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:

2022: In kWh: 26,606,557 is equivalent to 2,568,200.5 m³ is equivalent to 81.5 TJ (terajoule)

2023: In kWh: 24,674,450 is equivalent to 2,381,703.67 m³ is equivalent to 75.6 TJ (terajoule)

Conversion in accordance with formula: 1m³ natural gas = 10.36kWh |

Conversion in accordance with formula: 1m³ natural gas = 31,736kJ

Location Kempten (Thöni Deutschland GmbH):

2022: In kWh: 64,197,466 is equivalent to 5,632,308 m³ is equivalent to 178.7 TJ (terajoule)

2023: In kWh: 65,057,955 is equivalent to 5,642,005 m³ is equivalent to 179.1 TJ (terajoule)

Conversion in accordance with formula: 1m³ natural gas = See heat rating specifications by the Allgäuer

Überlandwerk GmbH with monthly adjustments. Average heat rating (2023) of approx. 11.531 kWh per m³,

Conversion in accordance with formula: 1 m³ natural gas = 31,736 kJ

Liquid gas:

Thöni Industriebetriebe GmbH Landeck:

2022: In kg: 18,294 is equivalent to 461,654.47 kWh is equivalent to 841,524 MJ is equivalent to 0.84 TJ (terajoule)

2023: In kg: 24,412 is equivalent to 616,048 kWh is equivalent to 1,122,960 MJ is equivalent to 1.1 TJ (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):

2022: In kWh: 32,209,164 is equivalent to 115.95 TJ (terajoule)

2023: In kWh: 28,984,940 is equivalent to 104.35 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):

2022: In kWh: 5,659,987 is equivalent to 20.4 TJ (terajoule)

2023: In kWh: 5,485,404 is equivalent to 19.7 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
PLANET IS THE
BELIEF SOMEONE
ELSE WILL SAVE 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 (2022) / 0.73 (2023)

Natural gas consumption / product [kWh/kg]: 0.55 (2022) / 0.57 (2023)

Energy consumption (electricity and gas, without transport) / product [kWh/kg]: 1.26 (2022) / 1.30 (2023)

Division Machine & Plant Engineering:

From 2023, the base for the key figures was changed from "productive hours in the Metallwerk Landeck" to "total productive hours GB MAB".

Power consumption / total productive hour [kWh/h]: 11.63 (2022) / 2.39

Natural and liquid gas consumption / total productive hour [kWh/h]: 24.33 (2022) / 9.85

Energy consumption (electricity and gas, without transport) / total productive hour [kWh/h]: 35.97 (2022) / 12.24

Division hose:

Power consumption / product [kWh/linear metre]: 0.195 (2022) / 0.203 (2023)

Natural gas consumption / product [kWh/linear metre]: 0.88 (2022) / 0.92 (2023)

Energy consumption (electricity and gas, without transport) / product [kWh/linear metre]: 1.07 (2022) / 1.12 (2023)

Location Kempten:

Power consumption / product [kWh/t]: = 106.673 (2022) / 105.80 (2023)

Natural gas consumption (production) / Product [kWh/t]: = 1,195.47 (2022) / 1,240.27 (2023)

Natural gas consumption (heating) / product [kWh/t]: = 14.45 (2022) / 14.56 (2023)

Natural gas consumption (total) / product [kWh/t]: = 1,209.92 (2022) / 1,254.83 (2023)

Energy consumption (electricity and gas, without transport) / product [kWh/t]: = 1,316.593 (2022) / 1,360.63 (2023)

Diesel consumption (internal fleet for production e.g. forklift, wheeled loader) / product [l/t]: = 1.83 (2022) / 1.92 (2023)

Diesel consumption (passenger car fleet) / product [l/t]: = 0.13 (2022) / 0.07 (2023)

Diesel consumption (total) / product [l/t]: = 1.96 (2022) / 1.99 (2023)

REDUCTION IN ENERGY CONSUMPTION

GRI 302-4

Based on the greenhouse gas report there are, in comparison of years 2021 to 2023, the following changes in scope 1 and 2 (t CO₂e), measured at the relevant total energy consumption:

Locations Tyrol:

Scope 1 and 2 in 2021: 6,491 t CO₂e

Scope 1 and 2 in 2022: 5,817 t CO₂e

Scope 1 and 2 in 2023: 5,345 t CO₂e

Location Kempten:

Scope 1 and 2 in 2021: 13,946 t CO₂e

Scope 1 and 2 in 2022: 14,326 t CO₂e

Scope 1 and 2 in 2023: 15,412 t CO₂e

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: See GRI 302-3, graphical trend curves will be shown in the report for 2024.



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 m³ per anodised surface in m² by roughly 42%, in our largest facility in terms of water and effluents (surface treatment at the location Thöni Strasse 3 - previously Klammweg 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 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. This reduces the CO₂e by approx. 1,039 t per year. The consumption of drinking and process water in new buildings and conversions is reduced through the use of water-efficient technologies.

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 hence not alter its quality. Surface water (rain water) of the circulation area is fed, via 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, Thöni Strasse 3 (previously Klammweg 18):

2022 / 2023 (notification):

Quantities up to a maximum of: 788,400 m³ or 788.4 MI per year

Quantities as cooling water recirculation up to a maximum of:

512,460 m³ or 512.5 MI per year

Location Pfaffenhofen, Gewerbepark 30:

Groundwater from the in-plant deep well for cooling of the system, with a max. amount of 60 l/s = 216 m³/h. Max. amount: 1,892,160 m³ or 1,892,2 MI per year (notification).

Water quantity	2022	2023
Water quantity drawn:	471,803 m ³ = 471.8 MI	599,597 m ³ = 599.6 MI

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

Location Kempten:

A responsible use of the limited resource water is a core aspect of sustainable management. Thöni uses a re-cooling station in its recasting plant in Kempten, to reintroduce approx. 80% of the cooling water of the foundry back into the cycle, and therefore contributes to a significant reduction of the use of fresh water.

WATER RECIRCULATION

GRI 303-4

See explanations in GRI 303-3.

WATER CONSUMPTION

GRI 303-5

Location	Water (m ³)	Channel (m ³)	Water (MI = megalitre)	Channel (MI = megalitre)
Telfs, Obermarktstrasse 48	24,833	24,833	25	25
Telfs, Thöni Strasse 1 – 4*	8,997	76,111	9	76
Landeck	306	306	0.3	0.3
Pfaffenhofen	5,256	5,256	5	5
Total Locations Austria	39,392	106,506	39	106.5
Kempten	32,980	32,980	33	33

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 Kempten. The waste management is controlled in-house via the process instruction waste management.

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

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.

/ The 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



From recycled aluminium material to first-class aluminium components

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 Eloxal 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 billet 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 2023 the formation of aluminium hydroxide was reduced by approx. 52%.

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 an 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. This plan is based on a risk analysis and is kept up-to-date. In the event of an emergency, this emergency plan should prevent the emerging environmental impacts or keep them to a minimum. An integral part of the emergency planning is to monitor the installation-based compliance requirements and manufacturer's specifications. The described measures are regularly evaluated and adjusted. In 2023 there were no leakage and no significant releases of substances (air, water, soil) recorded at the location Kempten.

Emergency containers are placed in relevant areas. This is to ensure that in an emergency there is always a container with the relevant emergency equipment to hand.



WASTE GENERATED

GRI 306-3



Waste balance 2023, Thöni Industriebetriebe GmbH in Telfs:

Data in tonnes

Non-hazardous waste	Weight in t
Wooden packaging and waste wood (uncontaminated) / SN 17201	37.5
Timber and demolition wood / SN 17202	7.9
Waste paper, paper and cardboard (uncoated) / SN 18718	93.4
Paper and cardboard (coated) / SN 18702	1.0
Electronic waste (old appliances, large appliances with an edge length > or equal 50 cm) / SN 35221	1.7
Non-ferrous metal scrap, non-ferrous metal packaging / SN 35315	2.2
Stamping and machining waste/ SN 35301	5.1
Nickel and nickel-containing waste / SN 35331	16.3
Metal grinding sludge (without hazardous properties) / SN 35507	0.8
Aluminium hydroxide / SN 51308	929.2
Aluminium / SN 35304	0.7
Non-ferrous metal swarf & turning chips (EU waste code number) / SN 120103	805.7
Glue and adhesive wastes (hardened) / SN 55906	0.1
Construction waste (not building rubble) / SN 91206	125.3
Waste from sewage cleaning / SN 94702	43.4
Wood (Spec. 67: tree and hedge cuttings) / SN 92105-67	6.4
Coloured glass (packaging glass) / SN 31469	0.4
Iron and steel waste (contaminated) / SN 35103	507.6
Electric motors / SN 35202	0.2
Gypsum / SN 31438	0.4
Mixed plastic packaging (light fraction from packaging waste collection) / SN 91207	47.1
Mowed material, leaves / SN 92102	2.8
Abrasive / SN 31444	0.4
Washing and process waters / SN 95401	23.4
Cable / SN 35314	1.1
Remainder of polyester yarn (made from PET chips) / SN EU3011	10.6
Kitchen and canteen waste / SN 91202	1.3

Hazardous waste	Weight in t
Display devices including picture tube sets / SN 35212	0.5
Electronic waste (old appliances, small appliances with an edge length < 50 cm with hazardous properties) / SN 35230	0.7
Lead accumulators / SN 35322	0.8
Electric discharge lamps (e.g. fluorescent lamps, fluorescent tubes) / SN 35339	0.6
Metal grinding sludge / SN 35502	0.1
Acids and acid mixtures (inorganic) / SN 52102	119.3
Acids, acid mixtures with application-specific admixtures / SN 52103	58.2
Leaches and leach mixtures with application-specific admixtures / SN 52404 (e.g. mordants, ion exchange eluates, degreasing tanks)	83.5
Concentrates, containing metallic salts (e.g. nitrate solutions, rust-removing dips, burnishing baths) / SN 52716	11.3
Rinsing and washing water, containing metallic salts / SN 52722	17.9
Other aqueous concentrates / SN 52725	20.5
Waste oil / SN 54102	8.3
Drilling and grinding oil emulsions and emulsion mixtures/ SN 54402	131.8
Other oil-water mixtures / SN 54408	73.6
Solid grease- and oil-contaminated operating materials (workshop, industrial and filling station waste) / SN 54930	7.7
Cold cleaners (halogen-free)/ SN 55357	0.6
Operating materials containing solvents (without halogenated organic compounds)/ SN 55404	0.1
Used paints and varnishes (if containing solvents and/or heavy metals, not fully hardened rests in containers) / SN 55502	2.0
Surfactant, detergents and cleaners / SN 59405 (if they are to be marked as flammable, corrosive, dangerous for the environment, harmful to health)	83.2
Glue and adhesive wastes (not hardened) / SN 55905	0.3
Lacquer and paint sludge / SN 55503	0.4
Oil separator contents (petrol separators contents) / SN 54702	2.9
Plastic containers / receptacles (with hazardous residual contents, toner cartridges, ingredients) / SN 57127	0.3
Asbestos cement / SN 31412	1.3
Ferrous metal packaging / containers (with hazardous residual contents)/ SN 35106	0.1
Oil sludge / SN 54201	0.2

WASTE GENERATED

GRI 306-3

Waste balance 2023, Thöni Deutschland GmbH in Kempten:
Data in tonnes

Non-hazardous waste	Weight in t
Wooden packaging and waste wood (uncontaminated) / AVV 170201	82.75
Scrap metal	128.02
Effluents production	32,980
Lining and fireproof materials from metallurgical processes	7.24
Mixed municipal waste / AVV 200301	20.95
Paper and cardboard/carton – mixed waste paper / AVV 200101	5.67
building rubble / AVV 170107	16.42

Hazardous waste	Weight in t
Oily water from oil and water separators	2
hazardous substances gases contained in pressure containers	0.11
Oil containing waste / AVV 100327*	292
Aluminium filter dust / AVV 100319*	34.38
Oil containing operating fluids	3.12

WASTE DIVERTED FROM DISPOSAL

GRI 306-4

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

Thöni Industriebetriebe GmbH in Telfs:

Analysis 2023 (without metal recycling), main fractions (rounded figures):

Non-hazardous waste:		Hazardous waste:	
	2,642 t		508 t
of which treated for reuse:	1,745 t	of which treated for reuse:	208 t
of which recycled:	825 t	of which recycled:	8 t
of which other methods for reclamation:	72 t	of which other methods for reclamation:	292 t

Thöni Deutschland GmbH in Kempten:

Non-hazardous waste:	261 t
of which recycled:	261 t

WASTE DIRECTED TO DISPOSAL

GRI 306-5

Thöni Industriebetriebe GmbH in Telfs:

Analysis 2023 (without metal recycling), main fractions (rounded figures):

Non-hazardous waste:		Hazardous waste:	
	30 t		119 t
of which disposal of waste	20 t	of which landfilling	1 t
of which incineration	10 t	of which incineration	118 t

Thöni Deutschland GmbH in Kempten:

Hazardous waste (special wastes):	331 t
of which landfilling	34 t
of which incineration	297 t

A photograph of a stream with green algae in a forest setting. The stream is in the foreground, with green algae floating on the water. The banks are covered in green grass and reeds. In the background, there are many trees, some with bare branches and some with green leaves. The sky is blue.

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 OF HIGH BIODIVERSITY AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE OF PROTECTED AREAS

GRI 304-1



Location Telfs, Obermarktstrasse:

Ecologic 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, Thöni Strasse 3 (previously Klammweg 18):

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.

/ Biodiversity plan Location Kempten:

Identified risk	Protection objective	Measure	Target date	Responsibility	Status 2023
Environmental impacts when mining for primary aluminium (external risk)	Reducing the environmental impacts when mining for primary aluminium (external risk)	Introduction Code of conduct for suppliers	2024	Directors	in progress
-	-	Average use of 80% recycled materials	current annual target	Director	2022: implemented 2023: implemented
Loss of habitat and ecosystem services due to location and ground sealing	Reducing the level of ground sealing / increasing the more natural percolation area	Anchoring the maintenance management for existing green spaces within the management system	March 2024	Director	externally commissioned: implemented
-	-	When redesigning the business premises, only native species will be used.	2027	Director	being planned
-	-	When redesigning the business premises insect hotels, suitable planting for birds, etc. will be installed at suitable locations.	2027	Director	being planned
Loss of habitat and ecosystem services due to location and ground sealing	Reducing the pollution during extreme weather events	Taking into consideration the possibility of water ingress during heavy rainfall and any related damage, when undertaking risk assessment for emergency planning	June 2024	Director	started
Impairment caused by noise / light / lost heat	Decrease risk light	Installation of motion detectors in less frequently used outside areas - timers, brightness measurement	2023	Directors	implemented

HABITATS PROTECTED OR RESTORED

GRI 304-3

Name Protected areas	Willow-reeds	Subalpine and montane Pinus uncinata forest	Thickets (linden alley, chestnut trees)	Grey Alder (thickets)	Compensation area Oberhofen
Location	Location 1, Thöni Strasse 3, Telfs	Location 1, Thöni Strasse 3, Telfs	Location 2, Obermarktstrasse 48, Telfs	Location 3, Gewerbepark 30, Pfaffenhofen	municipality Oberhofen
Position	bordering	bordering	on the premises	Partially on the premises 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 m ²	304,213 m ²	2,206 m ²	approx. 2,440 m ²	8,500 m ²
Success of the renaturalisation measures confirmed or checked by independent external experts	-	-	-	-	On-site inspection on 4th April 2023, forestation 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 implemented or monitored renaturalisation measures	None	-	-	-	-

IUCN (INTERNATIONAL UNION FOR CONSERVATION OF NATURE) RED LIST SPECIES AND NATIONAL CONSERVATION LIST SPECIES WITH HABITATS IN AREAS AFFECTED BY OPERATIONS

GRI 304-4

During the surveys no species were 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 have been 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 a number of assumptions had to be taken in scope 3 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 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	2023
Scope 1	in t CO ₂ e	5,832	5,081	4,546
Scope 2	in t CO ₂ e	0	0	0

Division Hose		2021	2022	2023
Scope 1	in t CO ₂ e	234	226	197
Scope 2	in t CO ₂ e	0	0	0

Division MPE		2021	2022	2023
Scope 1	in t CO ₂ e	425	510	602
Scope 2	in t CO ₂ e	0	0	0

Total		2021	2022	2023
Scope 1	in t CO ₂ e	6491	5,817	5,345
Scope 2	in t CO ₂ e	0	0	0

Location Kempten (Thöni Deutschland GmbH):

Thöni Germany		2021	2022	2023
Scope 1	in t CO ₂ e	13004	13,082	13,267
Scope 2	in t CO ₂ e	942	1,244	2,145

GREENHOUSE GAS EMISSIONS INTENSITY

GRI 305-4

GHG emissions in CO₂e as Key Performance Indicator (KPI) on the basis of the greenhouse gas report 2023:

Division Aluminium:

KPI aluminium profile		2021	2022	2023
Scope 1	in t CO ₂ e	5,832	5,081	4,546
Scope 2	in t CO ₂ e	0	0	0
total	in t CO₂e	5,832	5,081	4,546
KPI	in t CO ₂ e/t	0.12	0.11	0.12
Reference value	t	47,064	44,385	38,764

0.12 t CO₂e/t aluminium profile (scope 1 and 2 per invoiced tonne aluminium profile, year 2023)

Division Machine & Plant Engineering:

KPI productive hour		2021	2022	2023
Scope 1	in t CO ₂ e	425	510	602
Scope 2	in t CO ₂ e	0	0	0
total	in t CO₂e	425	510	602
KPI	in t CO ₂ e/h	0.007	0.010	0.003
Reference value	h	58,873	52,054	228,359

0.003 t CO₂e/h (Scope 1 and 2 per productive hour, year 2023). From 2023, the base for the key figures was changed from "productive hours in the Metallwerk Landeck" to "total productive hours GB MAB".

Division Hose:

KPI Hose		2021	2022	2023
Scope 1	in t CO ₂ e	234	226	197
Scope 2	in t CO ₂ e	0	0	0
total	in t CO₂e	234	226	197
KPI	in t CO ₂ e/linear metre	0.000175	0.000185	0.000186
Reference value	linear metre	1,337,000	1,222,790	1,057,260

0.000186 t CO₂e/linear metre hose (scope 1 and 2 each invoiced hose in linear metre, year 2023)

Location Kempten (Thöni Deutschland GmbH):

KPI Thöni Deutschland		2021	2022	2023
Scope 1	in t CO ₂ e	13,004	13,082	13,267
Scope 2	in t CO ₂ e	942	1,244	2,145
total	in t CO₂e	13,946	14,326	15,412
KPI	in t CO ₂ e/t	0.26	0.27	0.30
Reference value	t	53,540	53,059	51,846

0.30 t CO₂e/t aluminium billets (scope 1 and 2 per invoiced tonne aluminium billets, year 2023)

REDUCTION OF GREENHOUSE GAS EMISSIONS

GRI 305-5

In order to be able to implement Thöni's sustainability and climate strategy more effectively and deliberately, in March 2021 we became the first industrial company in Tyrol to join the 'turn to zero' initiative. This voluntary network of currently about 200 companies and organisations pursues one common goal: to improve the environmental footprint of the company. An important step in that direction is the annual calculation of the Corporate Carbon Footprint in accordance with the international Greenhouse Gas Protocol.

As a member of the 'turn to zero' community, Thöni gives a strong signal for climate protection. We are working to reduce our greenhouse gas emissions by responsibly using of resources, targeted efficiency improvements and using renewable energies.

This leads to specific climate targets for the Thöni group of companies, which we want to achieve no later than 2033:

Scope 1 and 2:

Reduction by 50% : Reducing the greenhouse gas emissions through reduced gas and electricity consumption, the use of biomethane and other green alternatives, domestic generation of electricity (photovoltaic systems on the roofs of production halls).

Scope 3:

Reduction by 50% : Optimising mobility (transports, employees: travel to and from the workplace), making the use and procurement of raw materials more sustainable with a higher proportion of secondary material, improved output, less chemicals, preferring sustainable suppliers.

To achieve these goals, we focus on an annual calculation of our GHG emissions and the implementation of an ambitious environment programme. This proactive approach enables us to continuously monitor our influence on the climate and to develop effective strategies to reduce our emissions.

Long-term goals until 2050 in accordance with ASI Aluminium Stewardship Initiative:
Reduction to nearly zero

OVERVIEW OF MEASURES TO LOWER THE GREENHOUSE GAS EMISSIONS

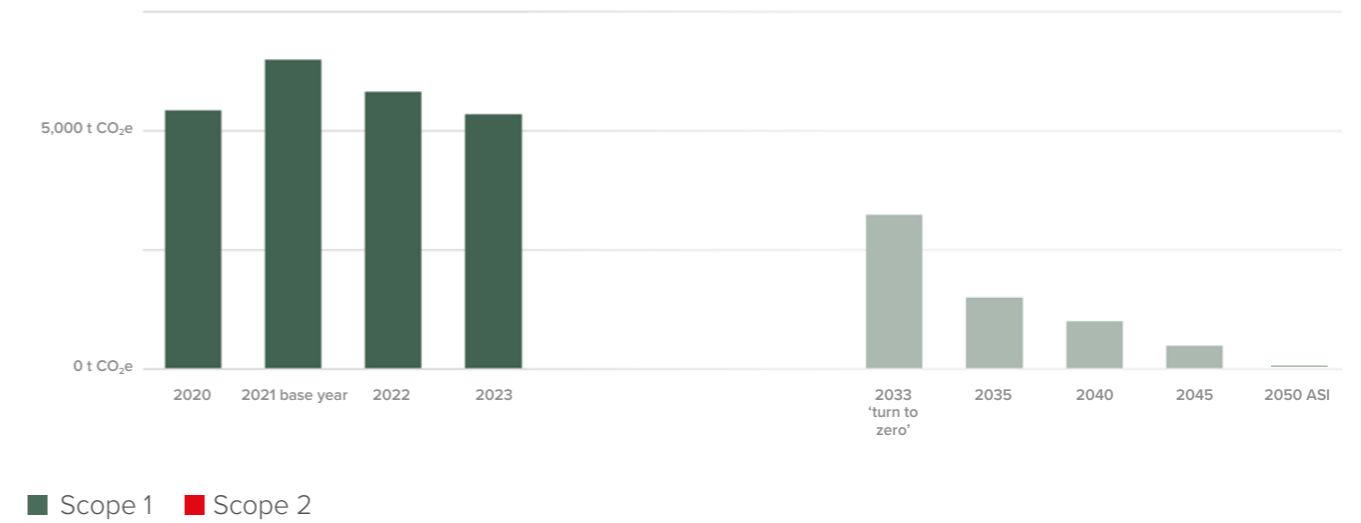
Thöni Industriebetriebe GmbH from 2023:

measure	Target date	Status
Installation of a large heat pump for the location Pfaffenhofen including heat recovery from the cooling circuits, replacement of natural gas heating system	2023	implemented
2.4 MWp photovoltaic plant for the location Pfaffenhofen	2024	implemented
Savings project for paper and print, target: -30 % less paper consumption compared to the previous financial year	2024	being implemented
Modernising heating in the Metallwerk Landeck: Replacing liquid gas with alternatives	2025	being implemented
Changing car fleet to electromobility	2027	being implemented
Further assessment regarding use of recycled PU for extrusion hoses	2028	being assessed
Further optimisation of the production processes with a focus on energy and resource reductions	2029	being implemented
Comprehensive implementation of PV strategy (solar power)	2030	being implemented
Development mobility management	2030	being assessed
Continuation compressed air optimisation project	2030	being assessed

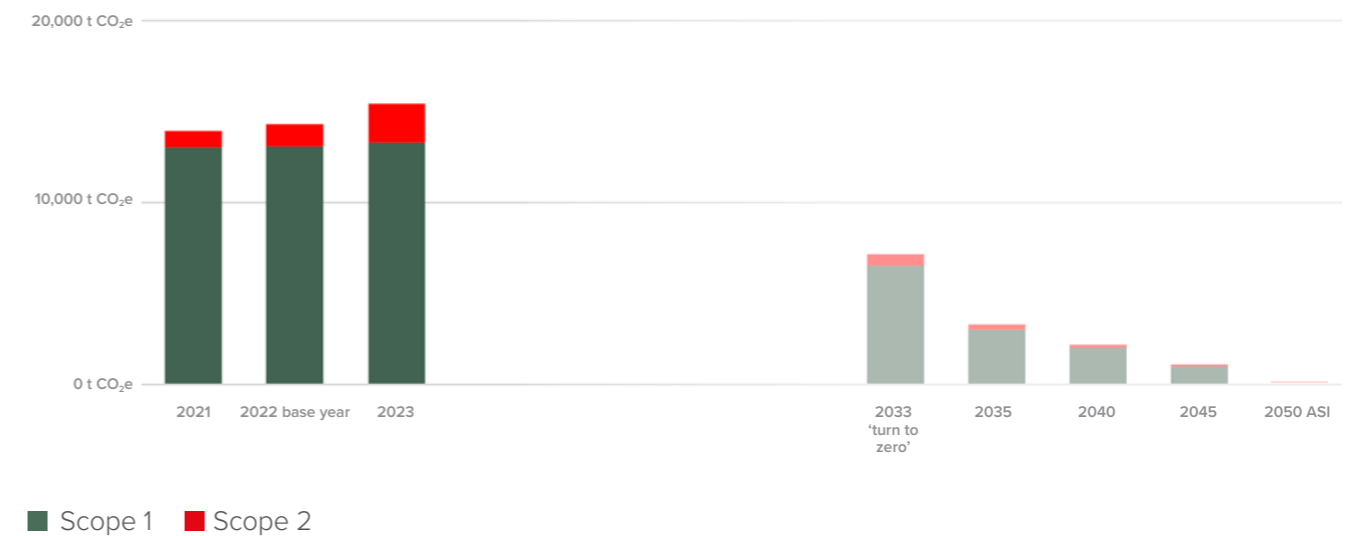
Location Kempten from 2023:

measure	Target date	Status
Redesign of lighting in the casting hall (power saving)	2023	implemented
Integration of the compressed air data collection into the Siemens Powermanager to improve the data quality and evaluability.	2023	implemented
Replacement of the dedusting system fan motor to lower the power consumption	2023	implemented
Maintaining the certification in accordance with ISO 50001 - recertification; initial certification: 2015	April 2024	implemented
GHG reporting service & deriving measures from the recommendations	July 2024	being implemented
Environmental accounting (cradle to gate) taking into consideration the impact groups GWP, acidification, primary energy requirement and water consumption: Evaluation and documentation according to ISO 14040 and ISO 14044 with subsequent derivation of reduction measures and implementation of sensitivity analyses	Aug. 2024	being implemented
Redesign of lighting in the scrap metal building (power saving)	Aug. 2024	being implemented
ASI certification in accordance with the Performance-Standard V3.1 (in particular point 5: greenhouse gas emissions)	Nov. 2024	being implemented
Project "Foundry NEW"	2027	being planned

Annual GHG emissions Thöni Industriebetriebe GmbH:



Annual GHG emissions location Kempten (Thöni Deutschland GmbH):



EMISSIONS OF OZONE DEPLETING SUBSTANCES

GRI 305-6

Zero report since no CFC are used.

NITROGEN OXIDES (NO_x), SULPHUR OXIDES (SO_x) 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 Thöni Strasse 3 (previously Klammweg 18) in A-6410 Telfs:
Scrubber and steam generator**

In accordance with the current PRTR report for 2023, no limit values have been exceeded.

Excerpt from the transport calculation in the PRTR report:

- NO_x: 0.0 % of the threshold value
- SO_x: 0.6 % 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
- CO₂: 1.5 % of the threshold value
- Particulate matter: 0.0 % of the threshold value

Facility mordant passivation

**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.

Facility recasting plant

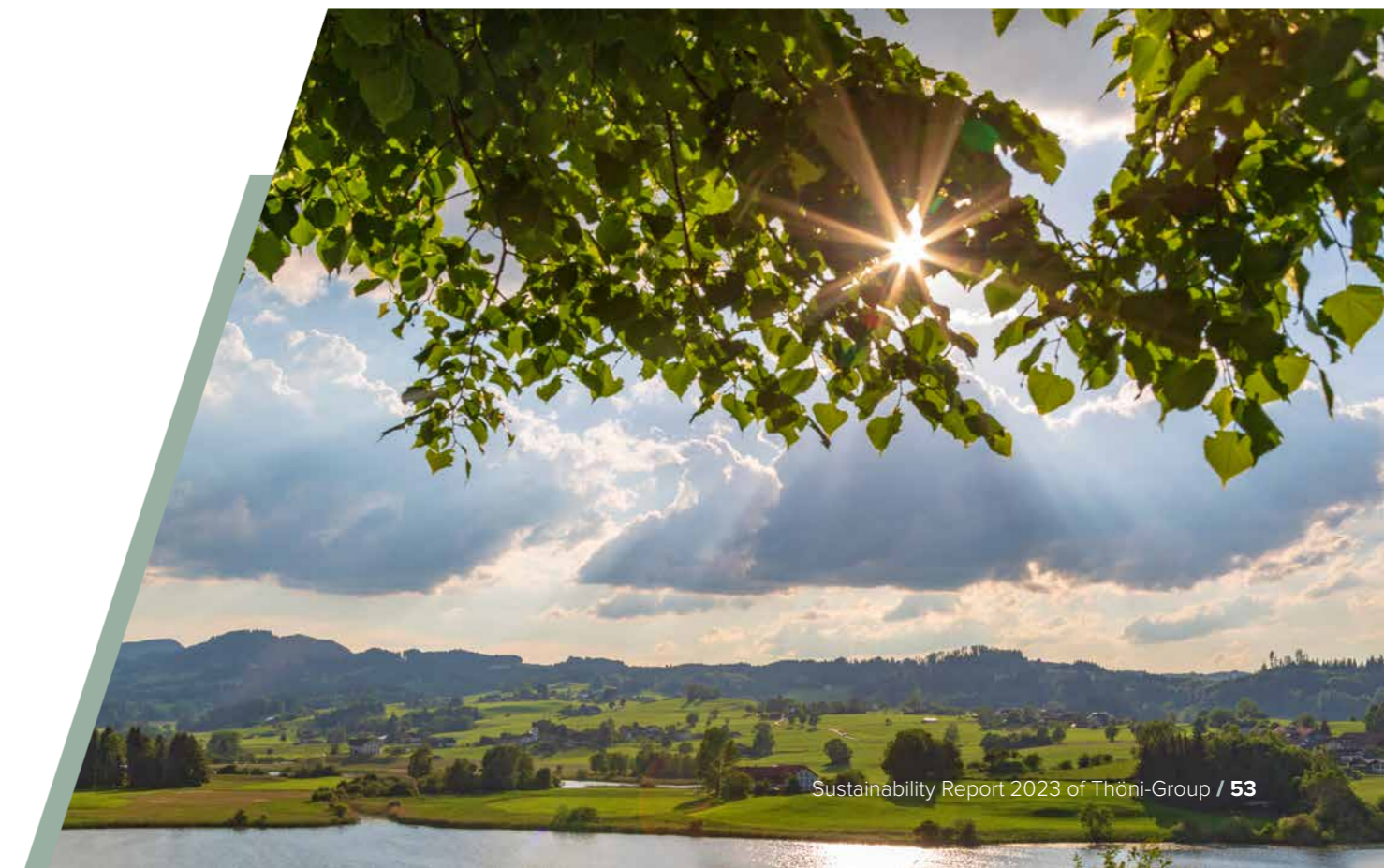
**Location Daimlerstrasse 21 in D-87437 Kempten:
2 smelting furnaces and 1 casting furnace > central emission control system**

In 2023 the threshold values set by the authorities were not exceeded and no harmful substances were accidentally released into the air.

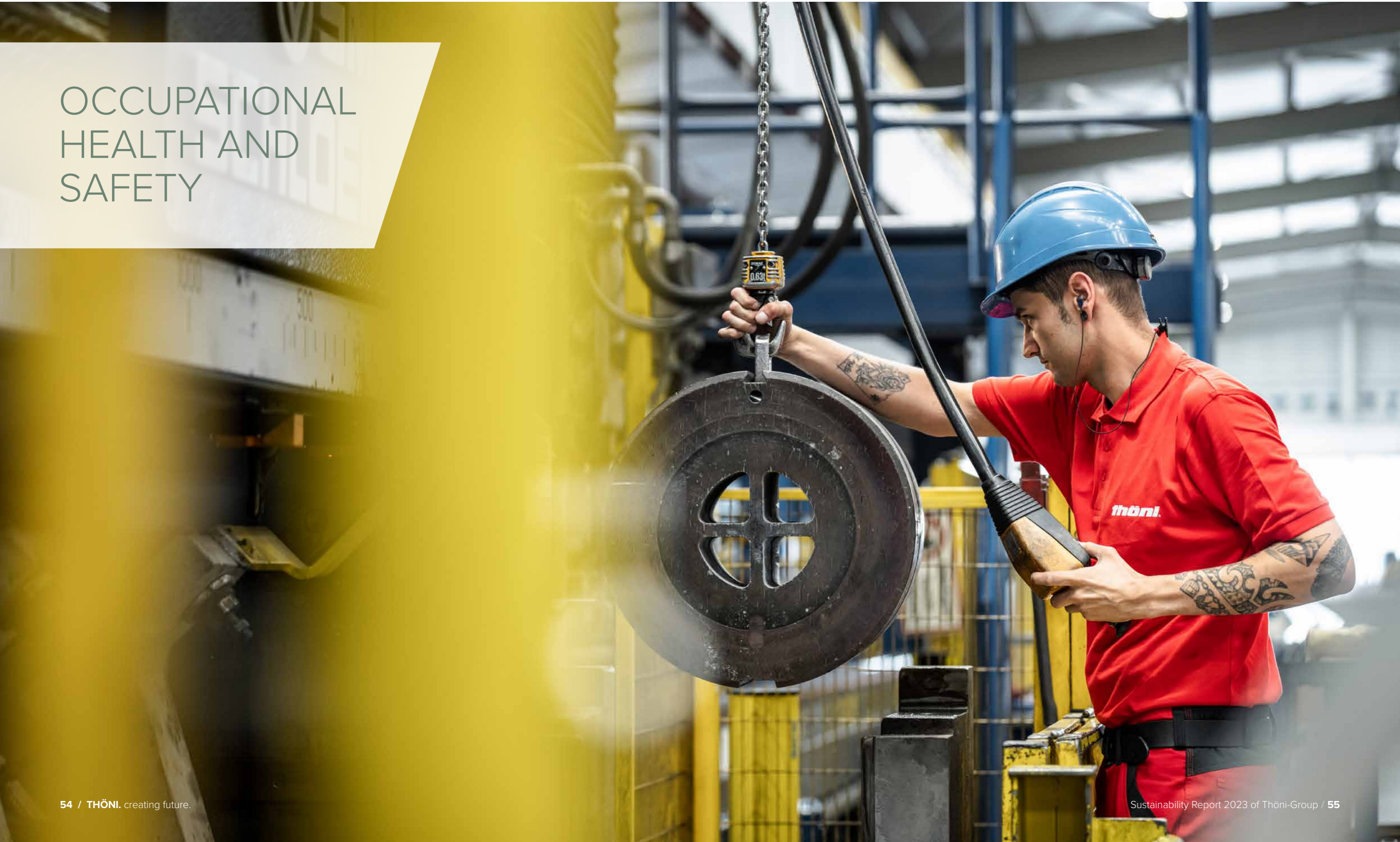
Excerpt from the emissions report 2023 (audit report 2023063-E; audit interval: 2 years)

Measuring component	Unit	Max. measured value and correction factor plus the expanded measurement uncertainty
Total dust	[mg/m ³]	1
Total carbon	[mg/m ³]	20
Nitrogen oxides as NO ₂	[mg/m ³]	36
	[g/m ³]	0.04
Carbon monoxide	[mg/m ³]	49
Dioxins/furans	[ng/m ³]	< 0.01
Benzene	[ng/m ³]	0.5
HF	[mg/m ³]	< 0.3
HCl	[mg/m ³]	< 1
Chlorine	[mg/m ³]	< 0.2

The plans to minimise the emissions into the air are aimed at an intended use and proactive maintenance of the systems, competent employees regarding the operation of the systems but also at the use of the latest technologies when purchasing new equipment. Relevant details can be found in the management programme and the other valid project documentation.



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 EVALUATION AND INVESTIGATION OF INCIDENTS

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 restarted. 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 / the 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: internal and external
Company security officers: internal
First-aiders: internal

Our preventive services regularly carries out safety inspections. The occupational safety committee meetings (ASA meetings) take place **biannually**.

Location Kempten:

Our preventive services regularly carries out safety inspections. The occupational safety committee meetings (ASA meetings) take place **every three months**. 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, management, works council, representative of people

This internal Industrial Safety Committee is also regulated by law and is the internal platform for a systematic processing of matters concerning the protection of occupational safety and health. 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 AUVA (Austrian Workers' Compensation Board) are undertaken. The labour inspectorate carries out 4 site inspections per year.

In 2023, trainings took place in that respect, such as Safety in forklift traffic, Freight transport with indoor cranes, Safety-related tasks for managers etc.

with disabilities, safety officers and various other internal and external representatives are involved. In addition, dedicated training courses and site visits are carried out by an external safety expert.

In 2023 training courses such as Safety in heights, Mobile elevating work platforms, Telescopic handler and entering / navigating in manholes and pipelines were carried out.

EMPLOYEE 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.

EMPLOYEE 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.

Safety-relevant training courses 2023 Tyrol are shown on the following page.

Location Kempten:

- Fire protection assistant training:** 9 persons
- First aid refresher course:** 8 persons
- First aid foundation course:** 7 persons
- Crane course** (travelling cranes, gantry cranes and portal cranes): 8 persons
- Safety in heights:** 2 persons
- Telescopic handler training:** 1 person
- Fork-lift training:** 11 persons



Safety-relevant training courses 2023 Tyrol:

Fire safety	Quantity
Training Fire Prevention Officer	14
Introduction flame straightening MWL	19
Advanced training Fire Prevention Officer	3
Fire-fighting training	7
Renewal Fire Safety Licence MWL	2

First aid	Quantity
Induction defibrillator	17
First aid refresher course (8hrs)	28
First aid foundation course (16hrs)	29

Safety training courses	Quantity
Occupational safety for employees - UET	2
Training Dangerous goods safety adviser	1
Training Risk officer	1
Safety in heights	25
Laser Safety officer	1
Inspection of electrical appliances - TÜV	1
Training Fall protection Basic	6
Training Fall protection Refresh	7
Safety Expert Day	1
Safety training worksites Italy	19
Safety training crane - Tyma	62
Spokesperson on security Italy	1
Radiation protection Technical training	2
Workshop for Safety experts	1

Quality-related training	Quantity
Dimensional and geometrical tolerances	1
Application training QDAS Form- & Mask designer	1
Application training QDAS gs-STAT Key User	1
VDA 6.3 Inhouse training	10

Driving licences / training	Quantity
Training MAG welding	1
International Welding Engineer IWE	1
Training crane up to 300 kN	12
Training crane over 300 kN	6
Plastics welding EN 13067	1
Fork-lift training	6



PROMOTING THE HEALTH OF OUR EMPLOYEES

GRI 403-6

The physical and mental health of members of staff is important 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 this area. 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. A 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.

In 2023, the JOBRAD programme (bicycle leasing) was implemented for health promotion and to retain employees. In addition, it also creates an environmentally friendlier mobility option. The first year of this programme already shows the following positive results:

- Locations Austria: 84 job bikes
- Location Kempten: 9 job bikes

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 preventively - 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 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 occupational accidents that were required to be reported, excluding accidents while commuting to work and near accidents, were used for the calculation.

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	
	2022	2023	2022	2023
Fatalities due to work-related injuries.	0	0	0	0
Work-related injuries with severe consequences (except for deaths)	3	3	2.32	2.36
Documentable work-related injuries	26	26	20.05	20.44
main types of work-related injuries	not applicable			
Number or hours worked:	1,296,413	1,272,084		

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

Type of accident	Quantity		Rate	
	2022	2023	2022	2023
Fatalities due to work-related injuries.	0	0	0	0
Work-related injuries with severe consequences (except for deaths)	No information by leasing company			
Documentable work-related injuries	4	0	n/a	n/a
main types of work-related injuries	No information by leasing company			
Number of leasing hours worked 2023 in Telfs/Landeck:				11,175.4

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 = Replacement of hazardous working materials for non-hazardous materials
- 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 = 40 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 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	
	2022	2023	2022	2023
Fatalities due to work-related injuries	0	0	0	0
Work-related injuries with severe consequences (except for deaths)	1	0	8.74	0
Documentable work-related injuries	2	2	17.48	16.87
main types of work-related injuries	Burns light (2023)			
Number or hours worked:	114400	118,550		

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	
	2022	2023	2022	2023
Fatalities due to work-related injuries	0	0	0	0
Work-related injuries with severe consequences (except for deaths)	No information by leasing company			
Documentable work-related injuries	0	0	n/a	n/a
main types of work-related injuries	No information by leasing company			
Number of leasing hours worked 2023 in Kempten:				3,945

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 = Replacement of hazardous working materials for non-hazardous materials
- 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



EMPLOYEES

GRI 2-7

Reference date 31/12/2023
based on employment data

	female		male		other		n/d*		total	
	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
No. of employees	127	118	761	709	1	1	0	0	889	828
No. of permanent salaried employees	105	115	699	699	1	1	0	0	805	815
No. of temporary salaried employees	22	3	62	10	0	0	0	0	84	13
No. of salaried employees with non-guaranteed working hours	0	0	0	0	0	0	0	0	0	0
No. of salaried employees full time	109	81	754	693	1	1	0	0	864	775
No. of salaried employees part-time	18	37	7	16	0	0	0	0	25	53

Reference date 31/12/2023
based on employment data

	< 30 years		30 – 50 years		> 50 years		total	
	2022	2023	2022	2023	2022	2023	2022	2023
No. of salaried employees by age	289	261	435	397	165	170	889	828

	< 10 years		10 – 20 years		> 20 years		total	
	2022	2023	2022	2023	2022	2023	2022	2023
No. of salaried employees by period of employment	638	600	143	128	108	100	889	828

Reference date 31/12/2023
based on employment data

	Aluminium		MPE		Hose		total	
	2022	2023	2022	2023	2022	2023	2022	2023
No. of employees	694	633	167	163	28	32	889	828
No. of permanent salaried employees	641	624	154	161	26	29	821	815
No. of temporary salaried employees	53	9	13	1	2	3	68	13
No. of salaried employees with non-guaranteed working hours	0	0	0	0	0	0	0	0
No. of salaried employees full time	682	599	157	146	28	30	867	775
No. of salaried employees part-time	12	33	10	17	0	3	22	53

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

relationship 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 31/12/2023
based on employment data

	female		male		other		n/d*		total	
	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
No. of employees	2	2	51	58	0	0	0	0	53	60
No. of permanent salaried employees	2	2	47	47	0	0	0	0	47	56
No. of temporary salaried employees	0	0	4	4	0	0	0	0	4	4
No. of salaried employees with non-guaranteed working hours	0	0	0	0	0	0	0	0	0	0
No. of salaried employees full time	0	0	46	44	0	0	0	0	46	44
No. of salaried employees part-time	2	2	5	14	0	0	0	0	7	16

Reference date 31/12/2023
based on employment data

	< 30 years		30 – 50 years		> 50 years		total	
	2022	2023	2022	2023	2022	2023	2022	2023
No. of salaried employees by age	12	6	26	34	15	20	53	60

	< 10 years		10 – 20 years		> 20 years		total	
	2022	2023	2022	2023	2022	2023	2022	2023
No. of salaried employees by period of employment	17	38	14	11	22	11	53	60

* not disclosed



EMPLOYEES WHO ARE NOT SALARIED EMPLOYEES

GRI 2-8

Total number of workers who are not salaried employees Reference date 31/12/2023: 0

On average, in 2023 8 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 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 31/12/2023: 2

On average, in 2023 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 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 THE 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 compliance code, valid for the entire Thöni-Group, is used. 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.



Scan for Thöni-Compliance

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 2023.

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.

Annually 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 2.72 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 2.42 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 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 and in our policy statement to the quality and environmental management system and are absolutely mandatory for all employees.

DECLARATION OF COMMITMENT IN TERMS OF PRINCIPLES AND MODES OF ACTION

GRI 2-23

See: <https://www.thoeni.com/downloads/>



Scan for
Thöni
download page

EMBEDDING POLICY COMMITMENTS

GRI 2-24

There are no payments to governments or political parties. The Compliance Screening has confirmed that currently no member of the management board of the Thöni Privatstiftung, of the Thöni Holding Supervisory Board and the Thöni Holding management have PEP status (politically exposed persons).

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. A 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. External bodies can make direct contact with the company via the general company contact thoeni@thoeni.com or via compliance@thoeni.com. Confidential handling of concerns and complaints in the processing chain is guaranteed through a central receipt at management level (legal department).

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 complaints 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 2023, 5 complaints were submitted and processed.

Location Kempten: Similar regulation as Thöni Industriebetriebe GmbH in Telfs. There were no complaints in 2023 at the location Kempten.

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. This also includes all aspects of modern slavery. 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 those 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 (Federation of Austrian Industry, Tyrolean branch)**
- / **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 2023 (64 points), new assessment 02/04/2024 with: Status Silver (71 points)



- Location Kempten:**
- / **Aluminium Deutschland e.V.**
 - / **Energieeffizienznetzwerk Allgäu 2.0**
 - / **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)**



Scan for turn to zero page



Scan for ecovadis page

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 of 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 compliance code via appropriate notifications and training. Business partners will also be notified of the compliance code 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 EMPLOYEES HIRED AND EMPLOYEE TURNOVER

GRI 401-1

New employees hired	female		male		other		n/d*		total	
	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
Number of employees	35	12	127	51	0	0	0	0	162	63
Employee turnover in %	20.5	19.1	17.1	15.4	0	0	0	0	18.4	15.7

New employees hired	<30 years		30 – 50 years		> 50 years		total	
	2022	2023	2022	2023	2022	2023	2022	2023
Number of employees by age and in %	83 (51)	37 (59)	72 (44)	23 (36)	7 (5)	3 (5)	162	63
Employee turnover by age in %	19.5	21.4	16.6	14.6	13.9	9.4	18.4	15.7

Newly employed employees	Aluminium		MPE		Hose		total	
	2022	2023	2022	2023	2022	2023	2022	2023
Number of employees by division and in %	126 (78)	35 (56)	31 (19)	24 (38)	5 (3)	4 (6)	162	63
Employee turnover by division in %	18.9	16.4	12.0	14.2	14.3	9.1	18.4	15.7

Location Kempten:

Newly employed employees	female		male		other		n/d*		total	
	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
Number of employees	1	0	11	11	0	0	0	0	12	11
Employee turnover in %	50	0	11.8	6.9	0	0	0	0	13.2	6.7

Newly employed employees	<30 years		30 – 50 years		> 50 years		total	
	2022	2023	2022	2023	2022	2023	2022	2023
Number of employees by age and in %	9 (75)	3 (27)	2 (17)	7 (64)	1 (8)	1 (9)	12	11
Employee turnover by age in %	5 (9.4)	2 (3.3)	1 (1.9)	2 (3.3)	1 (1.9)	0 (0)	7 (13.2)	4 (6.7)

* not disclosed

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

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	female		male		other		n/d*		total	
	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
Number of eligible employees	3	5	Cannot be surveyed**	Cannot be surveyed**	0	0	0	0	12	10
Number of employees, who took parental leave and in %	3 (100)	5 (100)	9 (100)	5 (100)	0	0	0	0	12 (100)	10 (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	female		male		other		n/d*		total	
	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
Number of employees, whose return to the workplace was agreed upon	5	5	7	4	0	0	0	0	12	9
Number of employees, which have returned to their workplace after parental leave and in (%)	5 (100)	4 (80)	7 (100)	4 (100)	0	0	0	0	12 (100)	8 (89)

Stayability rate*	female		male		other		n/d**		total	
	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
Number of employees, which have returned to their workplace after parental leave	1	2	3	9	0	0	0	0	4	11
Number of employees, who were still employed 12 months after they returned to their workplace after parental leave and in (%)	1 (100)	2 (100)	2 (67)	7 (100)	0	0	0	0	3 (75)	9 (100)

*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. **not disclosed

Location Kempten:

Parental leave	female		male		other		n/d*		total	
	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
Number of eligible employees	0	0	1	4	0	0	0	0	1	4
Number of employees, who took parental leave and in %	0	0	1 (100)	4 (100)	0	0	0	0	1 (100)	4 (100)

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

EMPLOYEE-EMPLOYER RELATIONSHIP

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 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 one 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 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 one 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 AND EMPLOYEE

GRI 404-1

Average hours of education and training:

Average hours of		
Education and training per employee: 2022	2,599 hrs / 889 persons =	2.9 hrs
Education and training per employee: 2023	12,224 hrs / 828 persons =	14.8 hrs

Average hours of		
education and training per female employee: 2022	260 hrs / 127 persons =	2.0 hrs
education and training per female employee: 2023	1,222 hrs / 118 persons =	10.4 hrs
education and training per male employee: 2022	2,339 hrs / 761 persons =	3.2 hrs
education and training per male employee: 2023	11,001 hrs / 709 persons =	15.5 hrs

Average hours of education and training per category of employees:		
Category <30 years: 2022	520 hrs / 289 persons =	1.8 hrs
Category <30 years: 2023	2,445 hrs / 261 persons =	9.4 hrs
Category 30 – 50 years: 2022	1,819 hrs / 435 persons =	4.2 hrs
Category 30 – 50 years: 2023	8,557 hrs / 397 persons =	21.6 hrs
Category > 50 years: 2022	260 hrs / 165 persons =	1.6 hrs
Category > 50 years: 2023	1,222 hrs / 170 persons =	7.2 hrs

LOCATION KEMPTEN:

Average hours of education and training:

Average hours of		
Education and training per employee: 2022	142 hrs / 53 persons =	2.7 hrs
Education and training per employee: 2023	176 hrs / 55 persons =	3.2 hrs

Average hours of		
education and training per female employee: 2022	9 hrs / 2 persons =	4.5 hrs
education and training per female employee: 2023	14 hrs / 2 persons =	7.0 hrs
education and training per male employee: 2022	133 hrs / 51 persons =	2.6 hrs
education and training per male employee: 2023	162 hrs / 53 persons =	3.1 hrs

Average hours of education and training per category of employees:		
Category <30 years: 2022	93 hrs / 12 persons =	7.8 hrs
Category <30 years: 2023	128 / 24 persons =	5,3 hrs
Category 30 – 50 years: 2022	37 hrs / 26 persons =	1.4 hrs
Category 30 – 50 years: 2023	34 hrs / 22 persons =	1.5 hrs
Category > 50 years: 2022	12 hrs / 15 persons =	0.8 hrs
Category > 50 years: 2023	14 hrs / 9 persons =	1.6 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, robotics training, project management training, compliance-, information security and data protection training, digital collaboration, online training via our digital learning platform, 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: 2022 / 2023
 Number of people annual review conducted – Total employees = 349 persons / **397 pers.**
 889 persons = 39% / **828 pers. = 48%**

Women: 35 persons / **55 pers.**
 Men: 314 persons / **342 pers.**

Of which < 30 years of age: 70 persons / **80 pers.**
 Of which 30–50 years of age: 244 persons / **278 pers.**
 Of which > 50 years of age: 35 persons / **39 pers.**

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 person
 Men: 9 persons

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

*This system was only introduced at the location Kempten in 2023, which means there are no comparative values.

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 refugees		total	
	2022	2023	2022	2023	2022	2023	2022	2023
Number of employees and in (%)	42 (4.7)	41 (5.0)	18 (2.0)	16 (2.0)	24 (2.7)	26 (3.1)	of 889	of 828

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 2023 there were no incidents of discrimination at Thöni Industriebetriebe GmbH or at Thöni Deutschland GmbH and hence no corrective actions had to be taken.

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- reported in full
- partly reported
- not reported

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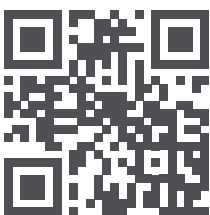
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The present sustainability report has not been checked by unrelated third parties.

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