



SUSTAINABILITY UPDATE 2025

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We Take Responsibility

Dear Readers,

At ZAUNERGROUP, responsibility is more than just a principle – it is part of our identity. We create connections and lasting value by acting today with the well-being of future generations in mind.

For us, the environment, social issues and corporate governance are not a compromise, but central pillars of our business. With concrete measures for climate, resources, quality and safety, as well as our employees, we live our vision of 'We create impact through lasting connections' every day.

Because only if we take responsibility today can we secure a future worth living tomorrow.



ROMAN ZAUNER
Group Managing Director

ANDREAS BECK
Group Managing Director



Classification and Objectives of the Sustainability Update

This sustainability update provides a concise and transparent overview of the further development of our sustainability management and the activities implemented in the 2023/24 and 2024/25 fiscal years. The content is based on the VSME standard (Voluntary Sustainability Reporting Standard for SMEs) and is aimed at all our stakeholders who want to gain a clear insight into the relevant developments at the ZAUNERGROU P. The complete VSME report will subsequently be available on our website. In addition, the update shows the steps we have already taken to take early account of future regulatory requirements, in particular the CSRD.

The update refers to the entire ZAUNERGROU P group of companies: ZAUNERGROU P Holding (ZGH), ZAUNER Anlagentechnik (ZAT), ZAUNER Industrie-Service (ZIS), ZAUNER Mission Critical (ZMC – renamed from ZAUNER Mechanical UK) and ZAUNER Romania (ZRO). When ZAUNERGROU P is mentioned in the following, all five companies are always included.

Over the past two fiscal years, the focus has been primarily on the structural expansion of sustainability management and the strengthening of internal processes. Building on the findings of the last report, we have:

Analysed the requirements and data points of the VSME standard and integrated them into our control logic

Further refined our ESG governance and responsibilities

Taken a closer look at climate and environmental indicators

Substantially developed data collection, particularly in Scope 3

Specified the roadmap for the coming years

Our goals remain unchanged: to present our business, environmental and social impacts transparently while laying the foundations for increasingly data-driven sustainability management.

To present our key figures, we compare the values from the last sustainability report with the 2023/24 and 2024/25 fiscal years. The 2022/23 fiscal year is deliberately not included, as it was a transition period and therefore does not fit into the new, consistent comparison framework.



We Are ZAUNER

With more than 25 years of experience, ZAUNERGROUP is now one of the leading companies in industrial plant and pipeline construction, with projects and locations in Austria and numerous other European countries. Over 1,000 dedicated employees carry out challenging projects for Europe's future-oriented industries.

Our services range from detailed planning, manufacturing and assembly to commissioning and ongoing maintenance of complex plants. These include pipeline construction, district heating and cooling systems, and engineering solutions for industries such as pharmaceuticals, biotechnology, fine chemicals and power plant technology.

NACE CODES

F 42.21-0	Civil engineering works for pipelines, wells and sewage treatment plants
C 33.20-0	Installation of machinery and equipment n.e.c.
C 25.11-0	Manufacture of metal structures

OPERATING PERFORMANCE (IN TEUR)

351.531

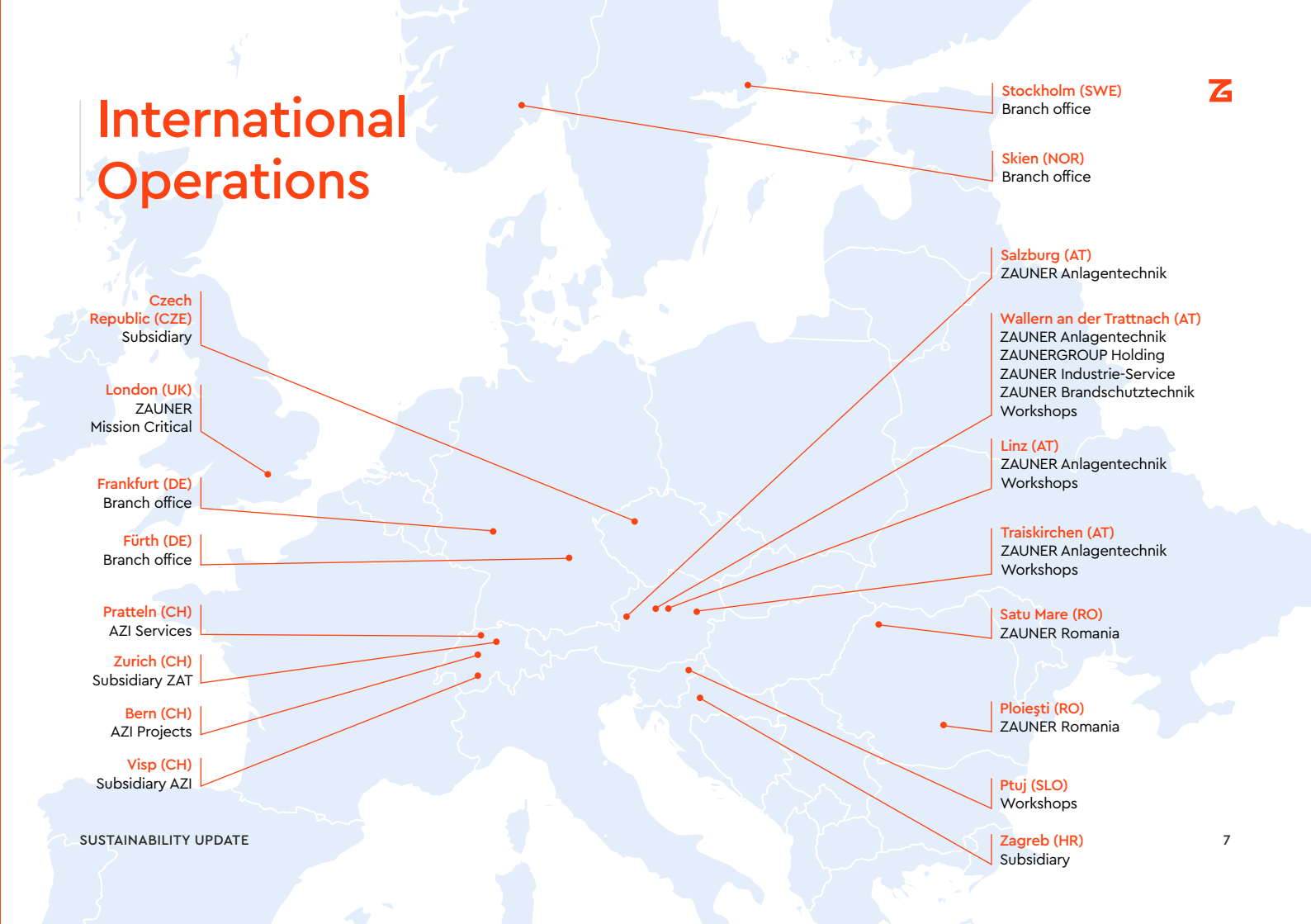
As of March 2025

ZAUNER GROUP EMPLOYEES

1.000+

Total own staff

International Operations



Brave
Hands-On
Personal

PROTECTING THE CLIMATE

Through net zero by 2050

USING RESOURCES EFFICIENTLY

And reducing waste

Compliance and
integrity

WE TAKE RESPONSIBILITY

Sustainable
growth

SUPPORTING EMPLOYEES

And increasing inclusion

SAFETY AND QUALITY

Maintaining at the highest level

Human rights and fair and
secure supply chains

Our Vision

ZAUNERGROUP pursues a clear sustainability strategy with the aim of systematically anchoring ecological, social and economic responsibility in all areas of the company.

The focus is on four strategic key points: climate protection, efficient and responsible use of resources, the promotion and further development of our employees, and the highest standards of safety and quality.

Our measures and initiatives are guided by long-term climate goals and the principles of sustainable corporate management – for the future-proof and responsible development of our company.

MEASURES

Sustainable procurement and supply chain (Scope 3 emissions, material transparency, EPDs)

Social responsibility through fair working conditions and promotion of diversity

Long-term innovation partnerships in the areas of energy efficiency, hydrogen and CO₂ capture

Introduction of Netcero sustainability software for centralised data collection, emissions calculation and progress monitoring

Establishment of an in-house sustainability unit (ESG management) as an internal control and steering body

GOALS

Decarbonisation of our sites and projects

Halving Scope 1 and 2 CO₂ emissions by 2030 and achieving climate neutrality by 2050

100% green electricity at all sites by 2028

Integration of sustainability criteria into all procurement processes

Expansion of sustainability training for employees

Statement on the Objectives from the Last Sustainability Report

As pioneers in our industry, we have already voluntarily published two sustainability reports (2021 and 2023 according to GRI), thereby demonstrating our ongoing commitment to transparency and sustainable action at an early stage. Important steps were implemented in the past reporting period – at the same time, there have been some adjustments to the timelines for individual targets. These are related to structural changes, internal reorganisation and project postponements in the course of new certifications. The collection of Scope 3 emissions for material purchases will be extended from the end of 2024 to the end of 2025.

In Austria, we have already achieved an important milestone with the implementation of an overarching separation concept in the area of waste management. Building on this, specific guidelines for plastic waste are being further developed. Simultaneously, we are developing a cross-location training concept to embed waste management in the everyday work of our employees over the long term.

We are also pursuing the goal of further optimising our supply chain and increasing transparency throughout the entire network. Due to internal restructuring and the introduction of new software solutions, the optimisations are only being implemented gradually.



Our Highlights

Over the past two years, we have made significant progress: we have strengthened processes, initiated innovations and consistently developed our sustainability programme. Sustainability is now firmly integrated into all areas – as an important part of our strategy – in projects, in purchasing, at our locations and on our construction sites. It is increasingly shaping our actions today for tomorrow. This is also demonstrated by the highlights that clearly show our development.

NEW STRUCTURES

With our own sustainability department and modern ESG reporting software, we have laid the foundation for recording our sustainability data reliably, consistently and across all locations. This increases both the controllability and transparency of our progress.

FOCUS ON CO₂

By expanding our internal engineering software, we can now not only digitally map pipelines and isometrics, but also display project-related CO₂ data in dashboards. This is an important step for calculating company and project emissions.

ONE STEP CLOSER TO SCOPE 3

Together with Central Purchasing, we have revised our supplier assessment process and intensified data collection in order to create transparency regarding upstream emissions.

SOCIAL COMMITMENT

We have also made important strides in the social sphere. The focus is on the continuous development of our employees: we promote this through a comprehensive training programme, which we are consistently expanding. Another key component is the 'Hero Talk' – an individual development meeting that focuses on the personal development of each individual employee.

VISIBLE MILESTONES

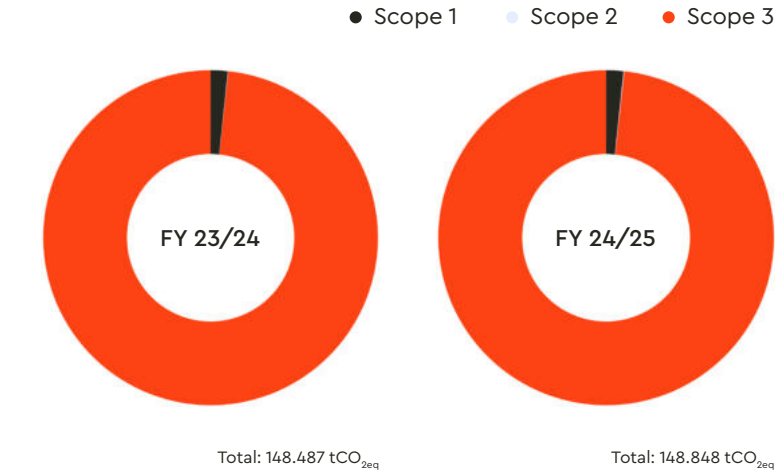
From the successful energy audit in accordance with Section 42 of the Energy Efficiency Act (EEffG) to the strong integration of additional locations into the sustainability strategy (including Romania and the UK), 2025 was a year of concrete results.

Energy Consumption and Greenhouse Gas Emissions

The recording of Scope 3 emissions represents a key step for the ZAUNERGROU P on the path to a holistic carbon footprint. While the focus in recent years has been primarily on Scope 1 and Scope 2, improved data for selected Scope 3 categories was achieved for the first time in the 2023/24 fiscal year. Nevertheless, only limited reliable information was available to us at that time, particularly in the area of the upstream and downstream supply chain.

It was therefore not possible to record complete Scope 3 data for the 2021/22 reporting year. The main reason for this is the high complexity and breadth of this emissions category: Scope 3 covers numerous indirect emissions along the entire value chain. A complete calculation requires valid data from suppliers, partners and internal departments. This required the establishment of new structures and data collection routines, which were not yet fully implemented in the 2021/22 reporting year.

In the 2024/25 fiscal year, we made significant progress in this process: we expanded our supplier database, introduced new processes for CO₂ recording in purchasing and integrated emissions data into our ESG tools. Despite the existing challenges, these measures lay the foundation for providing more complete and reliable Scope 3 data in the future.



SCOPES (BY EMISSION GROUPS)

Scopes in tCO _{2eq}	FY 21/22	FY 23/24	FY 24/25
Scope 1: Direct emissions	1.266	2.432	2.472
Scope 2: Energy procurement (indirect emissions)	6	65	116
Scope 3: Value chain (indirect emissions)	1.464	145.991	146.259

PROTECTING THE CLIMATE

Sustainable Measures – Measurable Progress

To get closer to our climate goal – halving Scope 1 and 2 emissions by 2030 – we are implementing a series of effective measures. In the area of Scope 3, we are focusing on improved material and procurement management, optimised data processes and even closer cooperation with our suppliers in order to tap into further CO₂ savings potential. At the same time, we have switched to modern, environmentally friendly heat pumps in our company, continuously increased the proportion of e-mobility in our vehicle fleet and made targeted investments in expanding our photovoltaic capacities.

The first 100 kWp photovoltaic system was installed on the prefabrication hall at the Wallern site in 2020 and was supplemented by a further 60 kWp on the main building the following year. Today, the entire system covers around 51% of the site's electricity consumption.

A new photovoltaic system was also commissioned at the Traiskirchen site in 2024, which provides around 39% of the local energy requirements. Overall, we were able to generate around 48% of our total electricity consumption in Austria from our own photovoltaic systems in the 2024 fiscal year.

The next expansion is already planned: the PV capacity for the new company building in Wallern is to be increased by a further 57 kWp – a clear signal of our consistent path towards a sustainable and climate-friendly energy supply.

48 %

Proportion of total electricity consumption from own PV generation (FY 2024/25)

PROTECTING THE CLIMATE

Resource Use, Recycling and Waste Management

ZAUNERGROUP focuses on the consistent reduction and recycling of materials in its resource and waste management. Through optimised material planning, separate collection and the targeted recycling of recyclable materials such as metal, plastic and wood, we avoid unnecessary surpluses right from the project preparation stage. Where possible, we extend our waste balances to other locations and reduce hazardous waste in terms of both quantity and substance. Non-recyclable residues are treated professionally and disposed of in accordance with the law.

Waste prevention is also taken into account from the outset in purchasing: materials and services are selected in such a way as to conserve resources as much as possible.

At the same time, we continue to invest in sustainable mobility. Our company fleet is gradually being converted to electric and hybrid vehicles, and the necessary charging infrastructure has been further expanded at the Wallern and Traiskirchen sites. With the renovation of the headquarters in Wallern, the capacity of the charging stations will be increased to 19.

For legal reasons, the current waste balance only includes the Austria site. At the same time, we are already working on collecting data across the group to enable more comprehensive reporting in the future. The increase in waste volumes is mainly due to more intensive project business, which resulted in both higher packaging costs and a larger amount of project waste disposed of by the company itself.

20 %

Proportion of electric and hybrid vehicles, rising trend

14

Number of loading bays (FY 2024/25)



WASTE BALANCE

Type of waste	Unit	FY 21/22	FY 23/24	FY 24/25
Recycling	Tonnes	379	322	479
Other recovery methods	Tonnes	31	12	15
Waste-to-Energy incineration (WtE)	Tonnes	98	72	83
Deponie	Tonnes	2	3	5
Total	Tonnes	510	409	583

TOTAL WASTE DEVELOPMENT

Unit	FY 21/22	FY 23/24	FY 24/25
Turnover (€)	64.158.529	94.043.012	82.003.963
Tonnes	510	409	583
Waste (t) / million € turnover	7,95	4,35	7,11
Waste (t) / employee	1,28	0,94	1,14

Key figures for training and further education	Unit	FY 21/22	FY 23/24	FY 24/25
Average number of hours spent on training and further education per year	hours	3.940	2.170	4.520
Number of training courses	number	110	45	55

Key figures Employees	Unit	FY 21/22	FY 23/24	FY 24/25
Number of permanent employees (headcount)	number	432	953	950
Number of fixed-term employees (headcount)	number	0	0	0
Number of employees with guaranteed working hours	number	432	953	950
Number of full-time employees	number	400	912	892
Number of part-time employees	number	36	41	58
Number of employees Management bodies of which female	number	88 9	112 15	116 15
New employee hires	number	96	232	185
Staff turnover (employee resignations)	percentage	4,3	12	9,4

*excluding AZI – Arbeitsgemeinschaft ZAUNER und INRA (124 persons)

Shaping the Future: How ZAUNERGROUP Promotes the Skills of its Employees

For ZAUNERGROUP, sustainable action means taking equal responsibility for the environment and people. For us, this also includes specifically strengthening the professional and personal development of our employees. Our location in Romania demonstrates how consistently we pursue this goal:

ZAUNER Romania opened its own training centre back in 2008 and has since successfully trained over 300 specialists in welding and assembly. This shows how important it is to offer aspiring talents real prospects while strengthening the skilled workforce for the future.

The training programmes teach career starters much more than just technical skills. They gain practical experience, work closely with experienced professionals and develop self-confidence by achieving visible results. Every task becomes a learning experience – in craftsmanship, teamwork, responsibility and pride in one's own performance.

Learning does not stop at national borders: in ZAUNER projects throughout Europe, trainees experience international working environments, discover new cultures and recognise how their skills can have a global impact.

By investing in people, the ZAUNERGROUP is also investing in the future of the entire company. Graduates of our training programmes start their careers as qualified, confident and committed professionals – ready to help shape a more sustainable and innovative working world.



Making Responsibility Visible: Safety and Quality

Safety and quality are fundamental principles of our company. A safe working environment that exceeds current standards is a matter of course for us. We provide comprehensive protection for our employees, because safety is the key prerequisite for sustainable work and responsible business practices.

At the same time, we are convinced that quality does not happen by chance. It is an expression of our attitude – characterised by precision, a sense of responsibility and consistent commitment – day after day. Our goal is clear: we want to stand for outstanding quality in the industry.

To implement this claim, we are introducing a comprehensive 'Quality and Safety' campaign across the company in 2026. Under the guiding principle 'Quality and Safety in our Hands and Minds', we show what sets us apart: living up to our responsibilities in every project, every process and every step of the way.

In this way, we are anchoring quality and safety as integral components of our sustainable actions – today and in the future.

ACCIDENT STATISTICS

Accidents	Unit	FY 21/22	FY 23/24	FY 24/25
Lost Time Incident (LTI*)	number	2	1	3
Restricted Work Case (RWC)	number	2	0	1
Medical Treatment Case (MTC)	number	4	1	2
First Aid Case (FAC)	number	6	3	4
Lost Time Incident Frequency (LTIFR**)	Per 1 million hours worked	0,9	0,5	1,3
Accident frequency	Per 1 million hours worked	6,5	2,3	4,3
Work-related injuries with serious consequences	Per 1 million hours worked	0,5	0	0
Documented work-related injuries or illnesses (LTI + RWC + MTC)	Per 1 million hours worked	3,8	0,9	2,6
Injury-related absences in working days	Per 1 million hours worked	31,1	1,4	27,0
Fatal accidents at work	number	0	0	0
Working hours	hours (rounded)/1 million	2,1	2,2	2,3

*Accidents at work with >= 1 day

**Accidents at work with > 1 day Lost working time x 1,000,000/working hours



DISCLAIMER

This sustainability update has been prepared with the utmost care. However, rounding, typographical or printing errors cannot be entirely ruled out.

The forward-looking statements contained in this report are based on assumptions and estimates at the time of writing (December 2025) and are naturally subject to risks and uncertainties, meaning that no guarantee can be given that they will actually occur.

Furthermore, no guarantee can be given for the completeness of the content. The report was written in German and English. In case of doubt, the German version shall prevail.

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