

Together for Tomorrow

Sustainability Report
2023/24



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Together for Tomorrow

Dear Readers,

Sustainability and responsible business practices are more than just phrases for us – they have been our way of doing business since the company was founded more than 230 years ago. This path challenges us, but at the same time it opens up new opportunities and perspectives for us. With each step, we deepen our commitment to our ecological footprint, our responsibility towards employees and society, and our principles for a resilient and future-oriented economy.

In this report we offer a transparent overview of our efforts to sustainably strengthen Teufelberger, thus creating long-term value for our business partners and employees.



We are on the move, and we are taking you with us. Together in Motion!”

Florian Teufelberger

As an innovative manufacturer of ropes and strapping, **optimizing material efficiency, using energy prudently, providing exemplary working conditions, and embracing responsibility for the safety of our products** have always been our guiding stars. This is how we have managed to become one of the leading manufacturers in the market segments we serve. Nonetheless, we intend to continue and intensify our efforts in this direction because we are convinced that this is the only way to ensure our economic success in the years ahead. This way we take responsibility to contribute to the continuous transformation of our industry.

Our initiatives range from reducing energy consumption and using resource-efficient, sustainable materials, to fostering employee growth and development, across all areas of our company and throughout the value chain.

We would like to thank everyone who is joining us on this journey and actively shaping our future with their commitment and inventiveness.

Florian Teufelberger
CEO of the Teufelberger Group

We are Teufelberger



1978

Production of our first strapping

2007

Acquisition of New England Ropes, Teufelberger's first location in the U.S.

2016

Expansion of our sites in Austria, Czechia and the U.S.

2022

Acquisition of Maillis Plastics Solutions in Poland

1990-2001

Acquisitions: FSE (DE), Roblon (DK), St. Aegydt (AT)

2014

Acquisition of a rope-manufacturing plant in Thailand

2017

Acquisition of Italy-based Redaelli

1952

Production of our first braided climbing ropes

1846

Production of our first steel wire rope

1790

Establishment of a hemp ropery by Jakob Teufelberger



More than 230 years of experience!

What first began in 1790 as a simple one-man hemp-rope-making operation has since evolved into a globally successful group of companies that develops and produces bespoke solutions in the fiber rope, steel wire rope, and strapping segments.

3 strong divisions

delivering sustainable solutions

For many applications where safety and performance are of paramount importance.



Fiber Rope



Fiber ropes and systems for high-tech applications, yachting cordage, forestry tech, rescue & safety, climbing and tree care.

Production sites:

- **Wels/Austria**
- **Veselí/Czech Republic**
- **Fall River/Massachusetts-USA**
- **Pranburi/Thailand**

CEO: Michael Niedersüss



Wire Rope

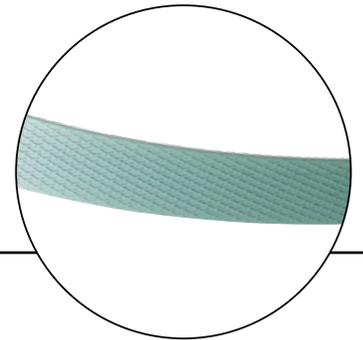


Steel wire ropes and systems for bridges and buildings, cranes, ropeways, and the marine, offshore, and mining sectors.

Production sites:

- **Wels and St. Aegyd/Austria**
- **Trieste, Castegnato, Gardone Val Trompia/Italy**

CEO: Markus Wücher



Strapping Solutions



PET and PP strapping for the timber, paper, cardboard, metal, packaging and building material industries.

Production sites:

- **Wels/Austria**
- **Karczew/Poland**

CEO: Jürgen Scheiblehner

We see "sustainable" as

the continuous efforts to:

- ✓ responsible procurement
- ✓ energy-efficient and resource-conserving production
- ✓ resource-saving packaging and logistics
- ✓ Circular economy and durable products
- ✓ highest product safety
- ✓ best working conditions reliable delivery reliability

Vision, Mission, Values & SDGs

The basis for responsible business is a selection from the 17 goals of the United Nations, the Sustainable Development Goals (SDGs). Teufelberger's work builds on this. In order to pool our strengths and set a clear focus, we defined what we stand for several years ago.

Vision

We are ...

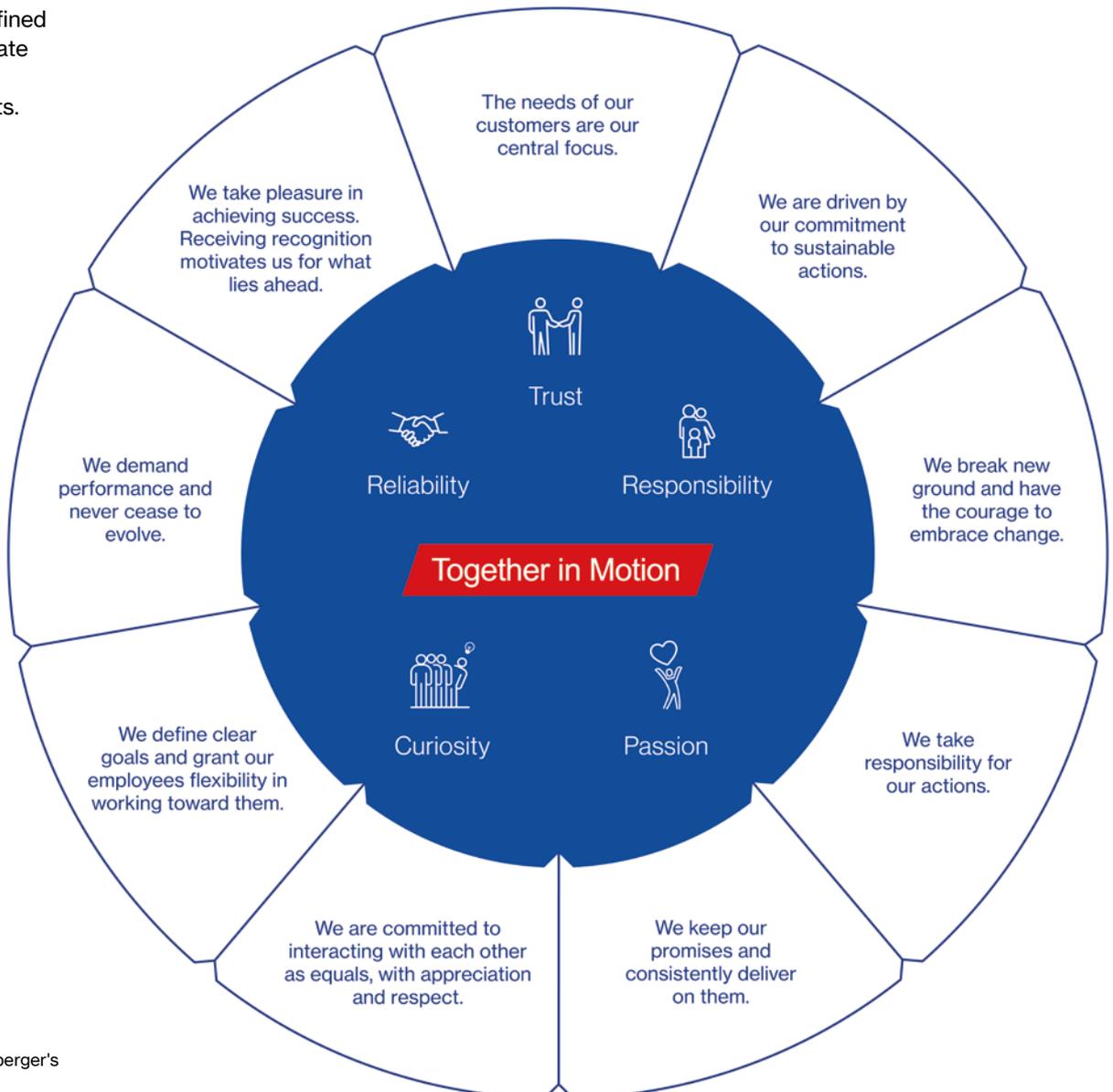
- ✓ an Innovative Partner
- ✓ a Versatile Networker
- ✓ an Attractive Employer

Mission

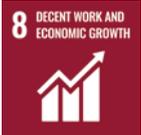
- ✓ close cooperation with customers and users
- ✓ to create added value, appreciation and performance orientation within the company
- ✓ for the full exploitation of potential
- ✓ Diversity of technological expertise for innovative solutions.

Values

Teufelberger has defined the following corporate values according to which it lives and acts.



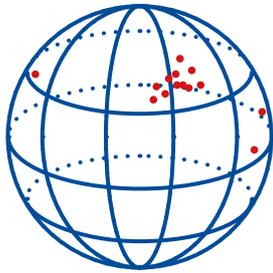
More details about Teufelberger's vision, mission and values [on our website.](#)

Voluntary commitment	ESRS	What we are committed to	SDGs
<p>1</p>  <p>To create added value for employees and the region</p>	<p style="writing-mode: vertical-rl; transform: rotate(180deg);">CSR disclosure requirements</p>	<p>S1 E5</p> <p>Continuous development and upskilling of our employees through further training and education programs, career advancement opportunities, measures for improving work-life integration, and flexible work time models.</p> <p>We promote local purchasing.</p>	 
<p>2</p>  <p>To protect our resources</p>		<p>E1 E5</p> <p>Resource efficiency and circular economy: Ensuring resource efficiency is a core principle of our work philosophy. After all, by using recyclable products, we make efficient use of materials, extend their lifecycles, and thus reduce waste volumes and CO₂ emissions.</p>	
<p>3</p>  <p>To use energy sustainably</p>		<p>E1</p> <p>We rely on renewable energies, optimize our manufacturing processes, and employ state-of-the-art technologies in order to reduce our use of fossil fuels, contribute to climate protection, and curb our dependence on finite resources.</p>	
<p>4</p>  <p>To enhance safety and embrace responsibility</p>		<p>G1 S1 E1</p> <p>We ensure the safety of our employees, products, and business partners by protecting them from risks through the provision of safe working conditions, regular safety trainings, and quality audits.</p>	
<p>5</p>  <p>To achieve progress through innovation and cutting-edge technology</p>		<p>S1 E1 E5</p> <p>Innovation is the key to a sustainable future because new ideas and technologies allow us to redefine the industry, engage employees and partners, and develop customer-focused products, and because research and development helps us improve performance and promote environmental friendliness.</p>	 

Examples regarding commitments and SDGs are described on [page 13](#).

Teufelberger, a leading manufacturer

A few key figures for financial year 2023/24



14

locations on 3 continents

1,470

employees

30

apprentices in Austria



26

nationalities represented
in workforce

45

R&D specialists

*at the Austrian locations.

Production capacities of the 3 divisions:



71,000,000

linear meters*
fiber ropes
(and system components)
for safety-critical applications



40,000

tons*
steel wire ropes
(and system components)
for challenging applications



65,000

tons*
strapping
for maximum safety
in transport

*annual production capacity



2.1%

of revenue is reinvested in research & development



832

participants in course programs offered by the Teufelberger Academy



Example from the Strapping division:

78%

recycled content across the entire product portfolio

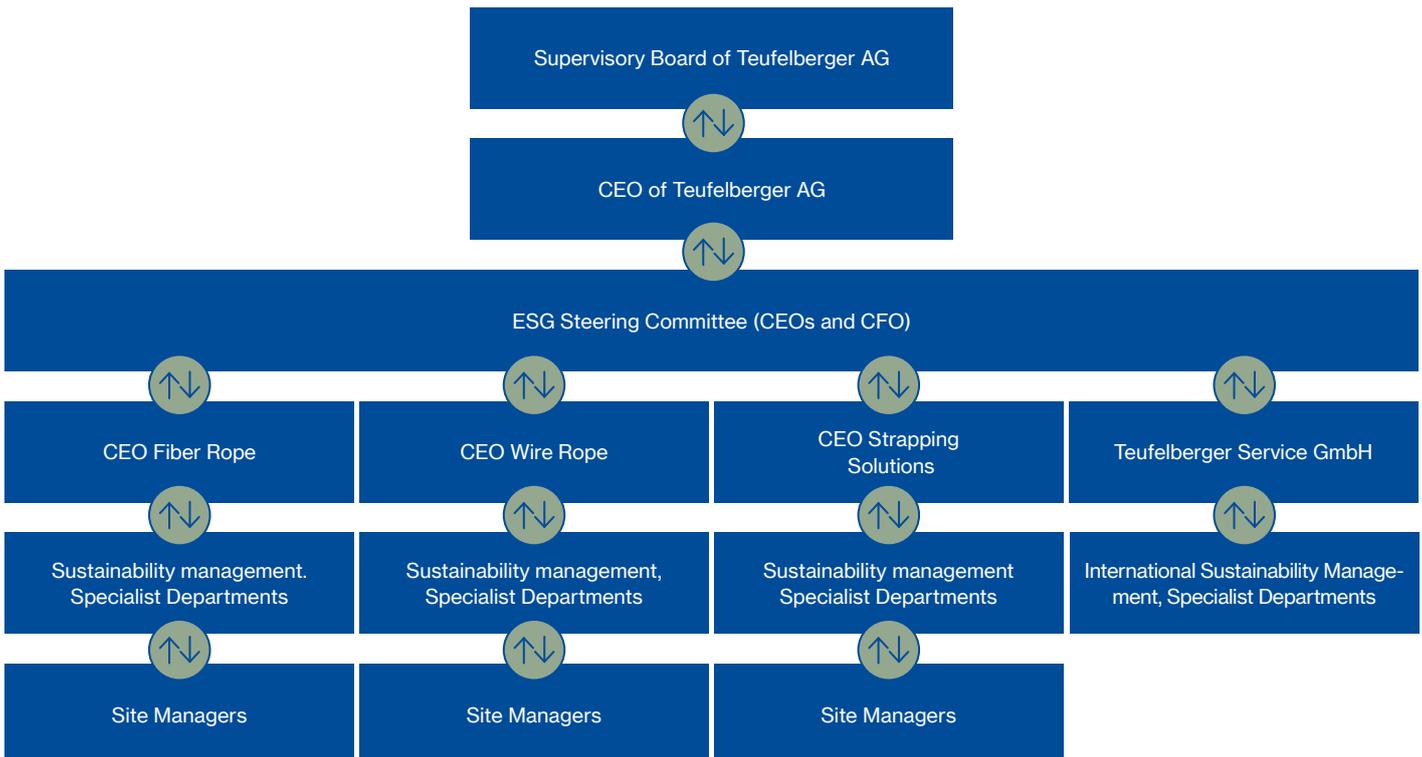
2,143

tons per year waste reduction through internal recycling

Sustainability management

Sustainability management at Teufelberger is characterized by a well-organized matrix structure. The following diagram shows the organization underpinning the sustainability management effort, the responsible individuals, and the internal structure.

Description of the organization:



Processes for the strategic integration of ESG aspects:

- Strategy development process with integrated ESG topics
- ESG opportunities and risk management according to ESR
- Group-wide IMS / quality management / process management
- Most production sites are certified to ISO 9.001, 14.001, 45.001
- Idea management and CIP systems
- Internal and external audits
- Supply chain management
- Employee management / training programs
- Product certifications (e.g., OK recycled (TÜV AUSTRIA), bluesign)
- Sustainability assessments (e.g., EcoVadis) and reporting



Reporting framework

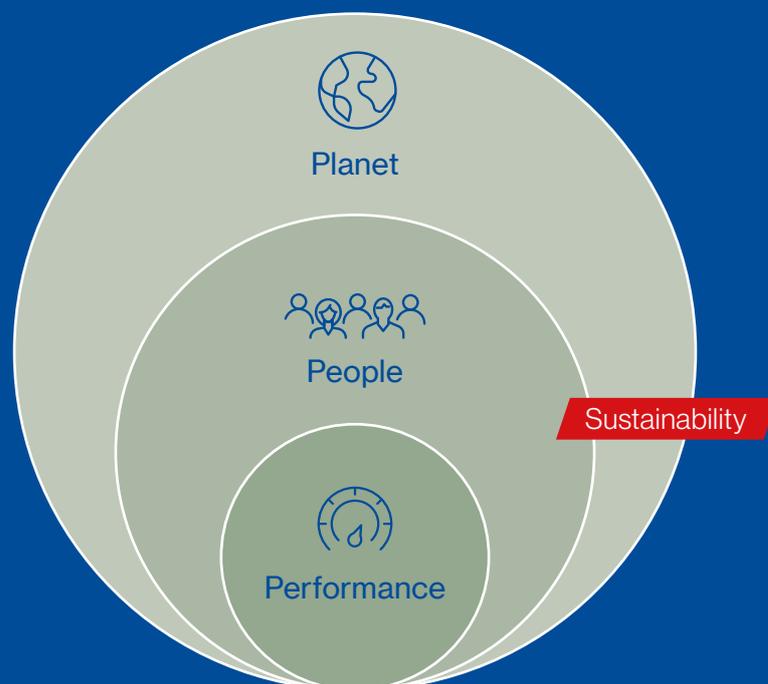
The present [Sustainability Declaration](#) was essentially prepared for the period from 01/02/2023 to 31/01/2024 on the consolidated basis of the Annual Financial Statements for FY 2023/24. However, it also covers highlights and results since FY 2021/22/23. The present statement was prepared on a voluntary basis, providing information on the status quo and on efforts made in terms of sustainability and is based on the European Sustainability Reporting Standard (ESRS). To this end, a double materiality analysis was conducted, covering impacts, risks, and opportunities along the upstream and downstream value chains.

The determination of impacts, risks, and opportunities was carried out by an interdisciplinary project group (management, team leads, internal experts), in cooperation with a renowned consulting firm, and taking the surveyed stakeholder interests into account. For the identification of impacts, opportunities, and risks, we also considered current topics and trends as well as various supporting tools such as the Better Life Index (OECD), the Working Poverty Rate (ILO), the Global Rights Index (ITUC), and the Children's Rights and Business Atlas (Global Child Forum & UNICEF). The identified impacts were assessed based on the three aspects of magnitude, scope, and irreversibility, and taken into account according to their respective prioritization.

The claim is,

for 100%

of production processes and product designs, including life cycle, strategies, measures and targets. There is already a high degree of coverage achieved and the aim is to complete and refine the objectives by 2025/26.



Key sustainability aspects

Cross-Cutting standards



Subject-specific standards

Environmental issues



Social issues



Corporate management



CSRD Disclosure Requirements covered in this Statement:

- **ESRS1, ESRS2 general disclosures about the company**
- **E1, climate change:** climate protection, climate risk
- **E5, resource use and circular economy**
- **S1, occupational safety and health** (own workforce)
- **G1, business conduct**



Company and stakeholders

Family-owned Teufelberger is an international group of companies achieving worldwide success with fiber ropes, steel wire ropes, and strapping. Its products are used for a variety of demanding applications. A close and ongoing interaction and collaboration with customers and users aims at continuously advancing and refining products and solutions.

Value chain

The value chain at Teufelberger comprises several steps characterized by sustainable principles and high quality standards. This begins with the procurement of raw materials, where Teufelberger specifically selects reliable suppliers in order to minimize the environmental impact and to uphold ecological and social standards along the entire supply chain. 80% (based on purchase value) of suppliers are already assessed according to a sustainability rating scheme. In production, energy-efficient processes and waste minimization play a key role. By employing resource-saving, state-of-the-art techniques, Teufelberger seeks to keep the ecological footprint of its manufacturing operations to

80%

(by purchase value) of suppliers are already covered by a sustainability assessment.

a minimum. A particular focus in this respect is set on circular economy models. Distribution and logistics rely on resource-saving packaging materials. Teufelberger is working on streamlining its logistics effort in order to make its supply chain more environmentally friendly. The value chain ends with a sustainable life cycle approach; after all, sustainability is also a focal point in product design. Teufelberger designs and produces long-lasting products, works with customers on recycling models, and offers repair services. This added value not only enhances our competitive strength, but also helps us meet ESG standards.



Customer service Development Planning Procurement Production Logistics Service

Interaction with stakeholders

During the strategy development process, Teufelberger continuously collects feedback from stakeholders in order to identify their expectations and relevant trends such as legislative and societal changes. The prioritized topics are incorporated into strategic planning.



Stakeholders are actively involved in this process, which builds trust and positions Teufelberger as a long-term partner.

Corporate management and governance

The group's highest management level comprises one CEO (Florian Teufelberger) and the four members of the Supervisory Board. In this way, various sets of expertise, a wealth of experience, and several networks are leveraged to promote the sustainable development of the organization.

The Group CEO is responsible for integrating sustainability goals into the corporate strategy and is in continuous contact with the ESG Steering Committee. The CEOs of Teufelberger's 3 divisions, in turn, are responsible for integrating ESG topics into the development of their respective divisions. Due diligence is monitored by the Group CEO through regular meetings and reports.

Climate change

ESRS E1



Transition plan for climate protection

Intensive work is underway to develop a comprehensive transition plan for climate protection.

This plan will include a detailed analysis and define responsibilities and tasks for departments and stakeholders. This includes identifying decarbonization levers, defining targets and measures, and securing financial resources. The necessary data and information, such as the precise identification of CO₂ hotspots and the evaluation of the feasibility of certain measures, will be improved on an ongoing basis.

After the completion of the first full Corporate Carbon Footprint Calculation (Scopes 1, 2 and 3) for all locations at the beginning of 2025, its results will be used as a basis for the development of a Climate Transition Plan.

Climate-related targets and measures

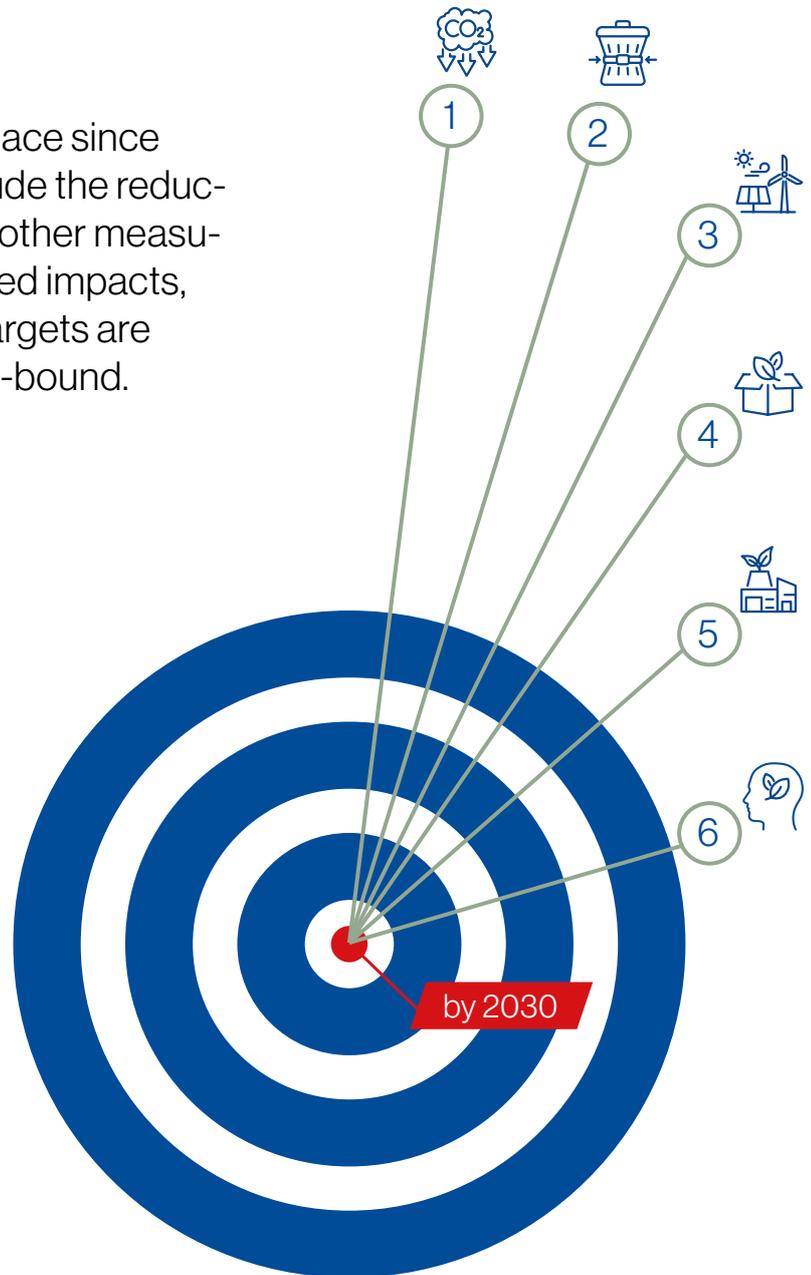
Climate-related targets have been in place since 2020. The climate-related targets include the reduction of greenhouse gas emissions and other measures to manage significant climate-related impacts, risks, and opportunities. The defined targets are measurable, results-oriented, and time-bound.

Measurable, results-oriented, and time-bound targets

Back in 2020, Teufelberger has already defined specific targets for reducing greenhouse gas emissions, which are enshrined in our sustainability policies and address various sustainability issues.

This includes:

1. **Reduction of CO₂ emissions by 35% by 2030:** Curbing our CO₂ emissions.
2. **Reduction of production waste by 20% by 2030:** Minimizing waste in production.
3. **Use of 100% renewable energies:** Complete transition to the use of renewable energy sources only.
4. **Packaging made of 100% recycled materials:** Use of recycled materials for all packaging.
5. **Preparation of sustainability plans for all departments:** Development of individual sustainability plans.
6. **Promotion of lifelong learning:** Continuous training and upskilling programs for all employees.



Climate-strategy supporting measures

Several measures have already been implemented to support these climate strategies, such as for example:

- **Revision of the CCF:** Determination of Scopes 1 to 3 by each division and application of appropriate standards for the identification of CO₂ “hotspots”.
- **Fiber Rope:** The aim is to reduce the average CO₂ footprint of our products by 40% by 2030 and, in addition, to offer a climate-neutral product family.
- **Strapping Solutions:** Technical solutions suited to process more recycled material in PP strapping, and project launch for the reduction of resource consumption and the CO₂ footprint of PET strapping.
- **Wire Rope:** Planning for the installation of additional PV installations at production sites

Resource use and circular economy



For us as an industrial manufacturing company, the materiality analysis quickly confirmed that the area of “resource use and circular economy” must remain a fundamental part of our divisional strategies. In each of our three divisions, material consumption, waste reduction, and raw material recycling are of crucial importance. This is why we have fine-tuned and adapted our strategies towards our use of resources.

The raw materials analysis has shown that there still exists potential for improvement when it comes to increasing the recycled content in products and packaging. In addition, we have launched projects that address recyclability and elaborate how Teufelberger products can be kept in the cycle. The targets developed to date are intended to be achieved by 2030 throughout the company and have been fine-tuned individually depending on their levels of completion.

On a group-wide level, Teufelberger is employing strategies ...

- to avoid wastage in general;
- to reuse residues or recycle waste;
- to design products in a way that makes them reusable or recyclable, and to extend the useful life of products.

Fiber Rope Division:

- to not dispose of rope residues, but to use them for other products;
- to offer customers the option of recycling used ropes;
- to increase the recycled content in products; and
- to focus on packaging and offer packaging made from recycled materials, respectively.

Strapping Division:

- to promote circular economy through “better.collect”, the collection and reprocessing system for used strapping;
- to make products from at least 30% recycled strapping;
- to increase the proportion of recycled material in strapping, and to also increase the average recycled content in the PP segment to at least 50%.

Steel Wire Rope Division:

- to boost production efficiency and minimize production waste;
- to reuse rope transport reels in all departments
- reuse of wire reels for wire supply

Own workforce

ESRS S1

Group-wide strategies including human rights policy

Our approach is to create a work environment that best promotes the personal and professional development of our employees. This commitment is also enshrined in the Teufelberger Leadership Principles and reflected in the framework conditions created by the organization. Comprehensive further training and development opportunities, employee mobility, and intercultural cooperation are just a few focal points in this context.

We strive to establish a balanced employee structure to harness a wide variety of skills and experience in order to generate the strength needed to meet the challenges of the future. Our human-rights-related strategies are consistent with the relevant internationally recognized instruments. During the reporting period, no serious human-rights-related incidents were observed.





Equal treatment and equal opportunities

Our interactions with employees and business partners are grounded on respect and guided by objective criteria. Teufelberger guarantees a work environment devoid of any type of discrimination and based on our corporate values. **All executives and managers of the company must ensure that these principles are observed.**

In this industrial environment, it is particularly important to offer attractive working conditions to women. To this end, we have launched the “Teufelberger for Family” initiative, among other things (see Social Benefits). This commitment has resulted in a higher percentage of women in the workforce than at most industrial companies.

Health protection and occupational safety

All employees are covered under a health and safety management system that at least meets, and in some respects exceeds, the pertinent statutory requirements. In addition, manufacturing sites and major office locations have systems in place that meet recognized standards. In most cases, this is ISO 45.001.

In addition to safety specialists, there are a number of safety representatives and/or other options for employees to report their concerns or receive support regarding health and occupational safety issues. Statistical facts and figures are provided [on page 34](#).

Employee involvement and procedures to remedy negative impacts

Involving employees is important and done via various different channels. At regular intervals, information, communication, and discussion formats are made available to employees and/or employee representatives in order to inform them about activities, innovations, changes, and initiatives and to collect different opinions and feedback. In addition, employees and other interested parties have access to a whistleblower system ([see chapter 6](#)).

Corporate policy



ESRS G1

Whistleblowing

For the purpose of reporting misconduct and violations, we have installed a whistleblowing system that is available to all internal and external stakeholders. Any conduct reported in this system will trigger a process according to the Whistleblower Directive (EU 2019/1937).

Supplier relationships

Suppliers have a large influence on sustainability performance. Therefore, we cooperate closely with them to reduce ecological and social impacts along the entire supply chain. Social and ecological criteria are evaluated via supplier assessments and process audits pursuant to VDA 6.2 and are, in line with the corporate strategy, taken into account when awarding procurement contracts. In addition, suppliers must sign a [Supplier Code of Conduct](#). Fair terms and conditions of payment and transparent agreements help build trust and strengthen the business relationships with suppliers.

Guiding principle

Our approach to business conduct is steered by the top level of the organization and enshrined in guidelines.

Preventing and exposing corruption and bribery

In its Code of Conduct, Teufelberger undertakes to combat any form of corruption in business and to take measures to prevent it. In order to do justice to this commitment, the company sensitizes and trains relevant groups of employees. Any misconduct is reported via the whistleblowing system.

Political influencing and lobbying

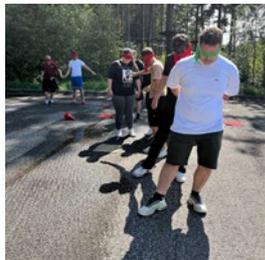
Teufelberger does not directly engage in political influencing or lobbying activities. Any influence is exerted only indirectly through membership in national and international interest groups (such as the Federation of Austrian Industries, EW-RIS or Eurocord).



Sustainability activities and social commitment at group level

Beyond the determined materialities, there are a number of activities that Teufelberger has been organizing and generously sponsoring for many years. The focus in this respect is primarily set on young people and their training and upskilling, on health, and on the support of persons or organizations that have fallen on hard times. This is why, year after year, we have been organizing various activities related to these topics. Where possible and appropriate, we have also carried out and supported comparable activities at locations outside of Austria.

Social Commitment from Teufelberger: **1-2:** School tour; **3:** PATHfindr; **4-5:** Apprentice college; **6:** Climate checker; **7:** Teach for Austria; **8:** Donation to the Red Cross



4

5

6



7



8

In the reporting period 2023/24, this included at our locations in Austria:

- **the successful participation in apprentice competitions**
- **climatecheckers@work:** apprentices implement sustainability projects (e.g., PET bottle collection, switch to LED lighting)
- **Apprentice Academy** (2 to 4 days per year, e.g., workshops on topics such as personality development, teamwork, communication)
- **guided tours/taster days for schools, presentations at schools, projects carried out together with schools, "Teach for Austria"**
- **donation campaigns organized by apprentices:** Red Cross, food bank, or purpose-specific monetary donations
- **Social Experience Day for apprentices**

Our social commitment also includes cooperation programs with universities. Under these programs, we offer students the opportunity to complete mandatory internships or scientific theses with us.

Activities in the areas of **health, sports, or assistance in situations of hardship** are proposed to the company by employees on an individual basis. These very diverse initiatives are supported by the company in the form of in-kind or monetary contributions and also constitute an important part of our social responsibility.

Status quo of ESG Goals for 2030

Back in 2020, we defined a first set of sustainability goals for 2030 and published them in our [Sustainability Report](#). Here is a brief status report:

Group-wide goals for 2030:

Reduction of CO₂ emissions: After the Corporate Carbon Footprint was determined, first measures were derived based on it. These include an in-depth analysis of the material compositions of purchased products and of our own production processes and product lifecycles, but also other measures regarding packaging or the promotion of work from home and rail commuting.

Note

In 2023/24, the **double materiality** analysis was carried out and, subsequently, the list of impacts, risks, and opportunities (IROs) was developed with the support of a renowned consultant. In the year 2025/26, the Group and divisional goals will be reviewed based on these IROs and, where necessary, fine-tuned or adapted.

Reduction of production waste: In a joint effort between our divisions and our various locations, we have launched a number of projects aimed at putting residues from one division to use in another division (e.g., collection of used strapping, recycling of used rope reels).

Renewable electricity: In the years 2020 - 2022, we purchased electricity from renewable sources for our sites in Austria and the Czech Republic. In view of an unusual cost situation, we were not able to do so in 2023. From 2024 on, our sites in Austria have been receiving electricity from renewable sources again. At the same time, we have continued to increase our own energy generation capacities by expanding our PV installations in Austria and Italy, and we plan to do the same for other sites. For our sites outside of Europe, we are looking into the possibility of procuring electricity from renewable sources.



2030

Packaging made from recycled materials: In our operating companies, part of the packaging has already been changed to more sustainable formats, and further projects are underway.

Sustainability in all processes: Process analyses carried out in the financial year 2023/24 have shown that sustainability is only partly incorporated in our strategies and often results from individual initiatives. In the course of 2025, all 3 divisions will develop new business strategies in which our key sustainability levers will be taken into account.

Lifelong learning: The range of training and education programs offered by the Teufelberger Academy is constantly growing and is gradually also becoming available at our locations abroad.

Sustainable development & outlook

At Teufelberger, sustainable action and responsible business management are primarily based on continuity. This means continuing and constantly refining measures that have been contributing to the company's success for a long time.

In order to achieve our key ESG goals, a series of measures have been implemented some of which, from FY 2023/24, are listed below:

- Preparations for the CRSD directive, including double materiality analyses and the identification of IROs
- Preparations for the revision of our Corporate Carbon Footprint (CCF)
- Revision of internal reporting on intradivisional sustainability performance
- Preparations for the ISO 14001 certification of additional sites
- Revision of the Code of Conduct and preparation of a Supplier Code of Conduct
- INEO-certified apprenticeship training (since 2015)
- Implementation of measures derived from our first Employee Survey (2021)
- Various risk analyses and measures in connection with cybersecurity
- **Teufelberger Academy:** training of managers on leadership principles
- Training in the area of sustainability (CSRD, carbon footprint)
- **Teufelberger Apprentice Academy,** including personality development, teaching of values, language courses, social activities
- **Teufelberger for Family:** childcare during vacations, parents' brunches, summer jobs and internships, food donations, Red Cross sponsorship, etc.
- **Health:** sports activities, vaccinations, etc.



Teufelberger for Family



Health

To improve Teufelberger's sustainability performance, all the relevant elements must be addressed. At a Group level, the required framework conditions are created and the necessary activities are coordinated:

- **Strategy:** Further fine-tuning or integration of sustainability aspects in divisional and business unit strategies.
- **Structures:** Resources, responsibilities, and processes required to enhance our sustainability performance are established or developed.
- **Culture:** The focus is on people! We believe that further developing and empowering our employees is the key building block to further enhancing our sustainability performance. In the coming years, we will continue to further develop and supplement the many initiatives and opportunities already in place.

Division Fiber Rope

Statement on ESG by the CEO

Teufelberger has been family-owned for already 7 generations. So it comes as no surprise that acting sustainably has always been rooted in our DNA. Consequently, the sustainability topic is also enshrined in the “Mission” of its Fiber Rope Division:

“Responsible Innovators in Ropes & Beyond” is how we have described our self-image and our raison d'être. This means that embracing responsibility is at the heart of everything we do:

- **for the safety and quality of our products;**
- **for our customers, employees, and partners;**
- **for the environment and future generations.**



Sustainability is therefore one of the pillars of our recently launched Vision 2030.“

Michael Niedersüß

Developing more sustainable products is part of our innovation strategy. I am delighted that we are able to present the first results of our implemented lighthouse projects in this report. We have achieved good progress in avoiding and reusing production waste. A good example of this is the “Loopinsulation” project that we implemented together with our customer Mammut. We have also made progress in regard to the recycling of our products. Within the scope of our “Close the Loop” project, we are working with our custo-

mers to collect industrial ropes at the end of their service life and return them to the production cycle.

The team of Teufelberger Fiber Rope has embarked on its mission. The goal of “Climate Neutral in 2040” is what we are shooting for. **Thank you for accompanying and supporting us on this journey!**

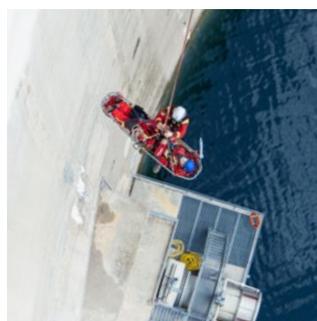
Michael Niedersüß
CEO Fiber Rope

Status quo of ESG goals for 2030

To offer customers an option to recycle their ropes

One of our main ESG goals for 2030 is to offer our customers a recycling option for used ropes. This collection system aims to ensure that ropes are not just disposed of, but reused or recycled. In this way, we reduce waste and the demand for new raw materials, which also helps protect the environment.

The recycling of ropes helps lower CO₂ emissions, as the production of new materials often requires large amounts of energy. In addition, it raises awareness of sustainable practices and bolsters customer loyalty, as it allows our customers to actively contribute to protecting our environment.



The overarching Group goal: climate-neutral by

2040

To offer a climate-neutral product family

Fiber Rope has made it its goal to offer a climate-neutral product family by 2030. The Product Carbon Footprint (PCF) measures the CO₂ emissions of a product throughout its entire lifecycle. These findings help us develop precisely targeted measures for the reduction and avoidance of emissions.

This goal marks an important milestone on the way toward our overarching objective of attaining climate neutrality by 2040. By implementing these measures, we contribute to reducing the CO₂ emissions of our entire organization, thus advancing our sustainability strategy.

To switch to more sustainable packaging options by 2030

Fiber Rope has made it a goal to analyze and implement more sustainable packaging options by 2030. This includes the assessment and implementation of environmentally friendlier packaging solutions in order to slim down our ecological footprint.

Analyzing various packaging options and switching to more sustainable materials will enable us to minimize the use of non-renewable resources and lessen the impact on our environment. This measure underpins our overarching sustainability goals and helps make our products environmentally friendlier.



To regranulate all polypropylene reels in-house

Recovering polypropylene reels and reprocessing them in-house for our Strapping Solutions division allows us to significantly reduce the use of new raw materials. The regranulate obtained from reprocessed polypropylene reels serves as a valuable secondary raw material in our production process. Not only does this help us conserve natural resources, but it also reduces CO₂ emissions resulting from the production of new materials. This in-house solution clearly demonstrates our company's commitment to sustainable practices and enables us to minimize waste, enhance the efficiency of our use of materials, and close plastic material cycles.

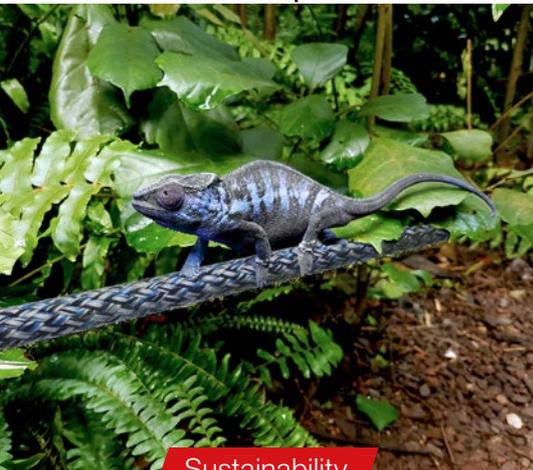


Sustainable development & outlook

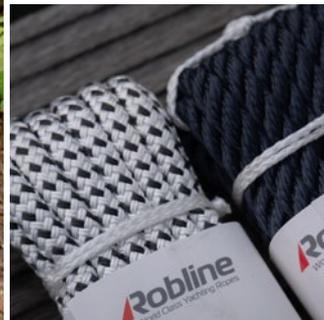
In the context of our sustainability strategy, we have launched several groundbreaking projects aimed at conserving resources and protecting our environment.

One important step toward a circular economy is, for example, to collect discarded industrial ropes from our customers. The aim is to promote their reuse and recycling in order to mitigate the environmental impact and conserve resources. In Austria, we have been collecting initial quantities since April 2024, and we have also gained experience with regard to the return rate and the handling of collection and storage. Going forward, we plan to expand the pilot project to several countries and tap into additional recycling opportunities.

Chameleon rope



Hank Wrapper Packaging



Plastic packaging has a detrimental impact on the environment. Our aim is to replace it with environmentally friendly solutions such as recyclable materials and reusable systems. Within a few months, we were able to significantly reduce the use of plastic packaging, for example by switching to hank wrappers (see photo) and by adapting the reel size to the batch size. Going forward, we plan to further expand the project and develop additional sustainable packaging solutions.

Sustainability

and innovation

The Chameleon rope represents an example of our efforts toward sustainability and innovation. It is made from waste polyamide fibers that result during the color change process at the fiber manufacturer. Each batch of rope is unique, as the color will vary depending on the available raw material. This sustainable use of raw materials that used to be considered waste reduces the environmental impact and creates a sustainable product.



Our reusable exhibition stands

Conventional exhibition stands generate significant amounts of waste and consume single-use resources. By using reusable exhibition stands, we aim to minimize the amounts of waste generated and extend the life span of the materials used. This has already allowed us to significantly reduce waste at recent trade shows.



© Hax



Part of our sports climbing ropes, which are produced in CZ, are bluesign® certified.



Our shoelaces for the fire department, produced in CZ, are OEKO TEX® STANDARD 100 certified.



Our Treecare Ambassador Program constitutes a central part of our sustainability and knowledge management efforts. It was launched in order to broaden and share knowledge about sustainable tree care. Our ambassadors are experienced arborists who leverage their expertise and passion to promote best tree care practices and raise awareness of the importance of trees in our ecosystem. They conduct regular workshops and trainings in disadvantaged regions to share their knowledge and promote environmentally friendly methods around the globe.

The “Mammut Loopinsulation” project is a perfect example of our commitment to resource conservation and performance. Together, we are transforming production waste from rope manufacturing into high-quality insulation materials through mechanical recycling without the use of chemicals. Going forward, we will further strengthen our commitment to “design for recycling” in order to develop products that can be efficiently recycled at the end of their useful life. This resource-saving innovation reduces waste and increases the efficiency of material use. Our aim is to further expand this concept and integrate it into future product developments. Reducing product emissions continues to be a key objective of our sustainability strategy. Projects such as “Mammut Loopinsulation” help us conserve natural resources and reduce CO₂ emissions associated with the production of new materials.

Our commitment to sustainability and innovation inspires us to build a greener future.



. Together with our partners and customers, we implement sustainable solutions that bring about positive change.



Mammut Loopinsulation



Treecare Ambassador program

Division Strapping Solutions

Statement on ESG by the CEO

At Teufelberger, our employees are our top priority. Their contributions are crucial to the implementation of our business strategy.

Through regular employee surveys and the implementation of over 60 measures, e.g., a new shift model providing more recovery time and more flexible working hours, we promote their well-being and

incentivize their commitment. Additionally, we sponsor volunteer work and donate to charitable organizations.

Sustainability is one of the five pillars of our divisional strategy. As “the sustainable strapping partner”, we attach great importance to projects that benefit our customers and also bring us closer to our sustainability goals.



Our idea management system motivates employees to contribute innovative ideas that foster continuous improvement and sustainability.



Our development projects are focused on two main questions:

How do our customers benefit from them, and how do they help us attain our sustainability goals?“

Jürgen Scheiblehner



Plastic extrusion is a very energy-intensive process. Therefore, we regularly carry out retrofits on our existing systems to keep optimizing the production process. These measures enable us to reduce energy consumption and improve our environmental footprint.

In addition, we leverage the synergies between our sites in Poland and Austria to raise our efficiency and conserve resources. Through close cooperation and by sharing proven practices and methods between the two sites, we are able to further

improve our production processes and reduce our energy consumption.

We at Strapping Solutions are well prepared to handle the upcoming ESG-related challenges. In recent years, specific relevant resources have been made available, enabling us to respond to market and regulatory requirements.

Jürgen Scheiblehner
CEO Strapping Solutions

Status quo of ESG goals for 2030

To close the cycle, strapping becomes strapping

replaces the goal (offer a climate-neutral product portfolio) from 2020

Market analyses have shown that customers are less interested in a climate-neutral product portfolio than in strapping made from recycled material. This is why we have revised this goal. Now, strapping becomes strapping. In this context, reducing CO₂ emissions will of course continue to play an important role, but the focus will be on providing 100% recyclable and cradle-to-cradle-certified products. The aim is to develop a product by 2030 that is made from 100% strapping waste. In order to achieve this ambitious goal, it is important to define milestones. Therefore, our near-term goal will be to process 30% of our strapping waste into new strapping by 2025/26.



Recycling of used strapping bands

100%

strapping made from strapping by 2030



Use of

30%

of our strapping waste by 2025/26



To process 90% recycle in our strapping

- **Goal:** to achieve 90% recycled content throughout the entire product portfolio by 2030
- **Goal:** to maintain 100% recycled content in PET products until 2030
- **Goal:** to use at least 50% recycled content in PP products by 2030

In the future, the use of recycled material is going to be regulated by legislation, and recycled content will be awarded tax breaks. This is why Teufelberger is working toward ensuring the use of 50% recycled content in PP products and 100% in PET products by 2030. A first milestone was documented in FY 2023/24.

The majority of the PET product portfolio was awarded the "OK Recycled TÜV Austria" certificate for a proven recycled content of 100%. In the PP segment, 120 products were confirmed to have at least 30% recycled content. This certification in accordance with EN 15343 also brings tax benefits for customers.

To collect used strapping

- **Goal:** to collect and recycle 11,000 tons of strapping waste annually by 2030
- **Goal:** to collect and recycle 6,000 tons of strapping waste in 2025/26

Strapping is a valuable raw material, and with “better.collect” we have created a comprehensive solution to recycle used strapping. “better.collect” is perfectly in sync with current trends, and its original goal was to reprocess 500 tons of strapping waste per year by 2030.

For 2024/25, our target is to recycle 1,600 tons, and for 2025/26, 6,000 tons. Until FY 2023/24, we already managed to collect and reprocess 390 tons of strapping waste, thanks to the enthusiastic participation of numerous customers. For this purpose, we will now set up a separate business unit under the name “Circular Economy”, which will be dealing with the commercial, but also the technical challenges.

To reduce production waste by 20%

- **Goal:** to reduce production waste by 20% by 2030

Our goal is to reduce in-house production waste by 20% by 2030. At our site in Wels, we have already reduced such waste to a minimum. Therefore, the primary focus for the coming years will be set on our site in Karczew. The initial reference values are the years 2019 and 2022, and our efforts will target the “actual” waste that is not recycled through in-house regranulation.



„The Sky is
the Limit“

Collecting and recycling used strapping has proven to be a very realistic and achievable goal. This is why we have now raised our target to a significantly higher level.

By 2030, we want to process an annual volume of 11,000 tons of strapping waste into valuable raw material.



Sustainable development & outlook

Highlights 2020/21-2023/24

- **March 2021:** Successful debut of TEWE® SoPRIM® + World-Star 2021 winner
- **From October 2021:** Implementation and distribution of the METIS measuring system to avoid overspecification
- **Since 2022:** Calculation of CO₂ footprint for PET & PP articles
- **April 2022:** Acquisition of Maillis Plastics Solutions (MPS) in Karczew
- **June 2023:** Implementation of 5-shift model (= more time off for the same pay for shift workers)
- **October 2023:** Nomination for the Austrian SDG Award

- **January 2024:** “OK Recycled” certification (100% for PET strapping, 30% for select PP strapping = TEWE® R)



- **Traceability of all manufactured reels:** More sustainability through the identification of all reels via a QR code

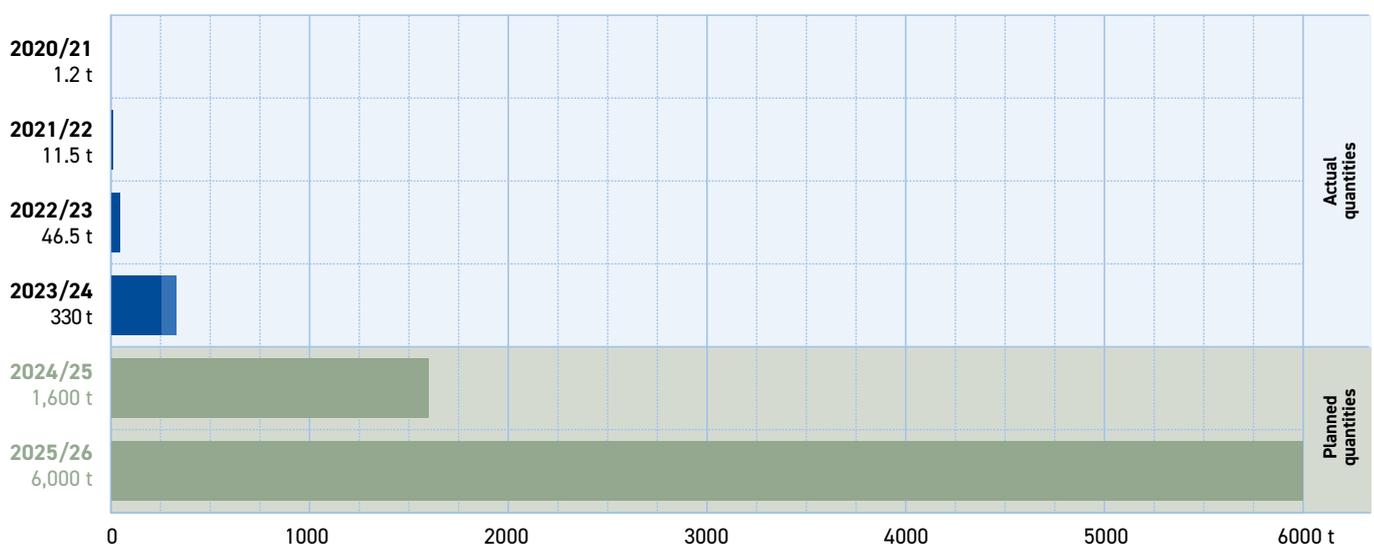
Outlook

Strategic decision in 2024 to make circular economy a priority:

- Recyclability of our products
- Collection of used strapping
- From March 2024, “strap to strap” has become “better.collect” with the aim of increasing partners and collection volumes

Collection volumes from “better.collect”

better.collect



Division Wire Rope

Statement on ESG by the CEO

As a metal-processing industrial company and manufacturer of steel wire ropes, Teufelberger-Redaelli bears an important responsibility in the context of the European Green Deal. The emissions caused by the steel industry account for 4% of the total emissions within the EU. In Germany, where we source the majority of our wire, this figure is 7%, and in Austria it would even be more than 15%. Hence, we are talking about a significant portion of the “emissions pie” that needs to be reduced.



“ We at Wire Rope want to play an active role in shaping the transition toward a livable climate, and we are fulfilling our responsibility, step by step! “

Markus Wücher

Of course, it is mainly the steel industry that is called upon to adapt its production processes to meet the “Net Zero 2050” requirements. This is why we have long been evaluating the use of primary materials from electric arc furnaces as a first step toward “green steel wire ropes”.

Our analysis of materialities for the steel wire rope segment clearly reflects the paramount importance of climate protection and CO₂ reduction. We have already calculated our carbon footprint for Scopes 1 and 2 back in 2019 and for Scopes 1 to 3 in 2024. Even if our influence in this regard is limited, we meet the requirements of our customers and impose corresponding demands on our suppliers.



Our vehicle fleet is

**100 %
electric.**

We are already providing 12 e-charging stations at our headquarters in Wels and at least 2 at other locations, which can also be used privately by our employees.

As part of our employer branding, we actively support the mobility choices of our employees. It is motivational to see how the available infrastructure drives the demand.

Given the availability of green electricity in Austria, we are now focusing on the near-term expansion of photovoltaics at our Italian sites, starting with Trieste. And we plan to successively equip each of the Group's four production sites with photovoltaic systems by 2030, one every two years.

Markus Wücher
CEO Wire Rope

Status quo of ESG goals for 2030

To provide a fully electrical infrastructure for employees

A central component of our sustainability strategy is to promote electromobility among our employees. Our goal is to transition our entire vehicle fleet to electric vehicles, which is why we have already equipped each of our production sites with e-charging stations. This initiative aims to not only reduce our CO₂ emissions, but also to offer our employees greater convenience and flexibility.



E-charging stations at all locations.



From a bird's eye view, the Wels site presents itself as sustainable.

To equip our production sites in Wels (AT) and Gardone (IT) with photovoltaic systems

As part of our comprehensive sustainability strategy, we have committed ourselves to equipping our production sites in Wels and St. Aegyd (Austria) as well as in Gardone and Trieste (Italy) with PV systems. Our investment plan provides for a new one to be put into service every two years. The installation of such a system in Trieste is scheduled for 2025, as the opportunities for using renewable energies

are limited there. For 2027, we are currently evaluating whether to prioritize our site in Wels or that in Gardone. With this measure, we aim to cover a significant portion of our energy demand with renewable energy and thus significantly reduce our CO₂ emissions.

To enhance production efficiency by minimizing production waste

A key objective of our sustainability strategy is to increase production efficiency by minimizing production waste. Today, all raw material waste is already processed by external companies. We intend to roll out this concept to cover all types of production waste and all production sites.

In addition, we are optimizing our production workflows, for example in order to minimize start-up waste. These measures help us lower our environmental impact, while also boosting production efficiency.



CEO Wire Rope Markus Würcher, Andrea Mair, Scheduling Wire Rope and Wels City Councillor for the Environment Thomas Rammerstrofer.



Insect hotel built by our apprentices.

To promote sustainability through employee involvement

A key objective of our sustainability strategy is to select at least one activity and one investment each year from suggestions submitted by our employees. The aim of this initiative is not only to address sustainability from an employee perspective, but also to continuously improve our attractiveness as an employer.

By involving our employees in the decision-making process, e.g., through our employee surveys, we promote greater awareness of sustainable practices while at the same time strengthening the commitment and satisfaction of our workforce. The selected activities and investments are expected to support innovative and sustainable solutions that are environmentally, socially and economically beneficial. For example, our Austrian sites offer improved recycling capabilities, and biodiversity is promoted through an insect hotel, a flower meadow, and tree planting. These measures are part of our comprehensive commitment to sustainability and reflect our efforts to foster a responsible and forward-thinking corporate culture.

Sustainable development & outlook

Measures to reduce emissions and promote sustainable mobility

Comprehensive measures were initiated to reduce the company's own emissions. Their focus is on calculating CO₂ emissions for Scopes 1 and 2, the direct and indirect emissions resulting from company activities and energy consumption. Based on these analyses, targeted measures to reduce emissions were developed, and some have already been implemented. Mobility plays an important role in this context: the Company Car Policy was adapted to foster the transition to battery electric vehicles (BEVs). Also, the necessary infrastructure was put in place, and all production sites were equipped with e-charging infrastructure. And the company's vehicle fleet is gradually being transitioned to electric; by the end of 2024, 32% of the vehicles in question had already been replaced by zero-emission alternatives. In this way, the company is demonstrating its clear commitment to more sustainable mobility.

For Teufelberger-Redaelli, the continuous optimization of production processes also constitutes a high priority from a sustainability angle. A good example of this is the revised production process for ropeway ropes:

Material losses have been significantly reduced by eliminating excess lengths. This saves

35.5 

tons of material waste per year.



Sustainable material procurement and innovative applications

A key component in our quest for greater sustainability is the transition to the use of environmentally friendly materials. Going forward, the company plans to increase its use of wire that comes from "green" steel produced in electric arc furnaces. This process entails a significantly lower CO₂ footprint than conventional steel production methods. In addition, a study was commissioned to evaluate the use of steel wire ropes to moor floating offshore wind turbines (FOWT).



Renewable energy and self-supply

The company is committed to using renewable energy to promote its energy self-sufficiency. For our Trieste site, an investment in a photovoltaic system is scheduled for 2025, which is expected to cover about 25% of the site's energy demand going forward. This measure will not only reduce CO₂ emissions from fossil energy sources, but also increase resilience and independence from external energy suppliers. In this way, the company is actively contributing to the energy transition and strengthening its role in sustainable manufacturing.



Glossary

CCF	Corporate Carbon Footprint	cradle-to-cradle	meaning "from origin to origin"
CEO	Chief Executive Officer	Eurocord	European Association of Rope, Twine and Netting
CFO	Chief Financial Officer	climate neutral	achieving a balance between carbon emissions and their absorption by carbon sinks
CO₂	Carbon Dioxide	recycling	activities for obtaining recovered resources
CSRD	Corporate Sustainability Reporting Directive	regranulate	material produced from recycled plastic waste
ESG	Environment-Social-Governance	collection system	system for recovering and recycling products or materials
ESRS	European Sustainability Reporting Standards	secondary raw material	materials recovered from the waste stream and fed back to the production process of new products
EWRIS	European Federation of Steel Wire Rope Industries		
R&D	Research and Development		
FR	Fiber Ropes and Systems Division		
FTE	Full Time Equivalent		
IMS	Integrated management system		
IRO	Impact, Risks, Opportunities		
ISO	International Organization for Standardization		
IT	Information Technology		
CIP	Continuous Improvement Program		
M/F/D	Male/Female/Diverse		
PET	Polyethylene Terephthalate		
PP	Polypropylene		
PV	Photovoltaic		
SDG	UN Sustainable Development Goals		
STS	Strapping Division		
WR	Steel Wire Rope and Systems Division		
FY	Financial Year		



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