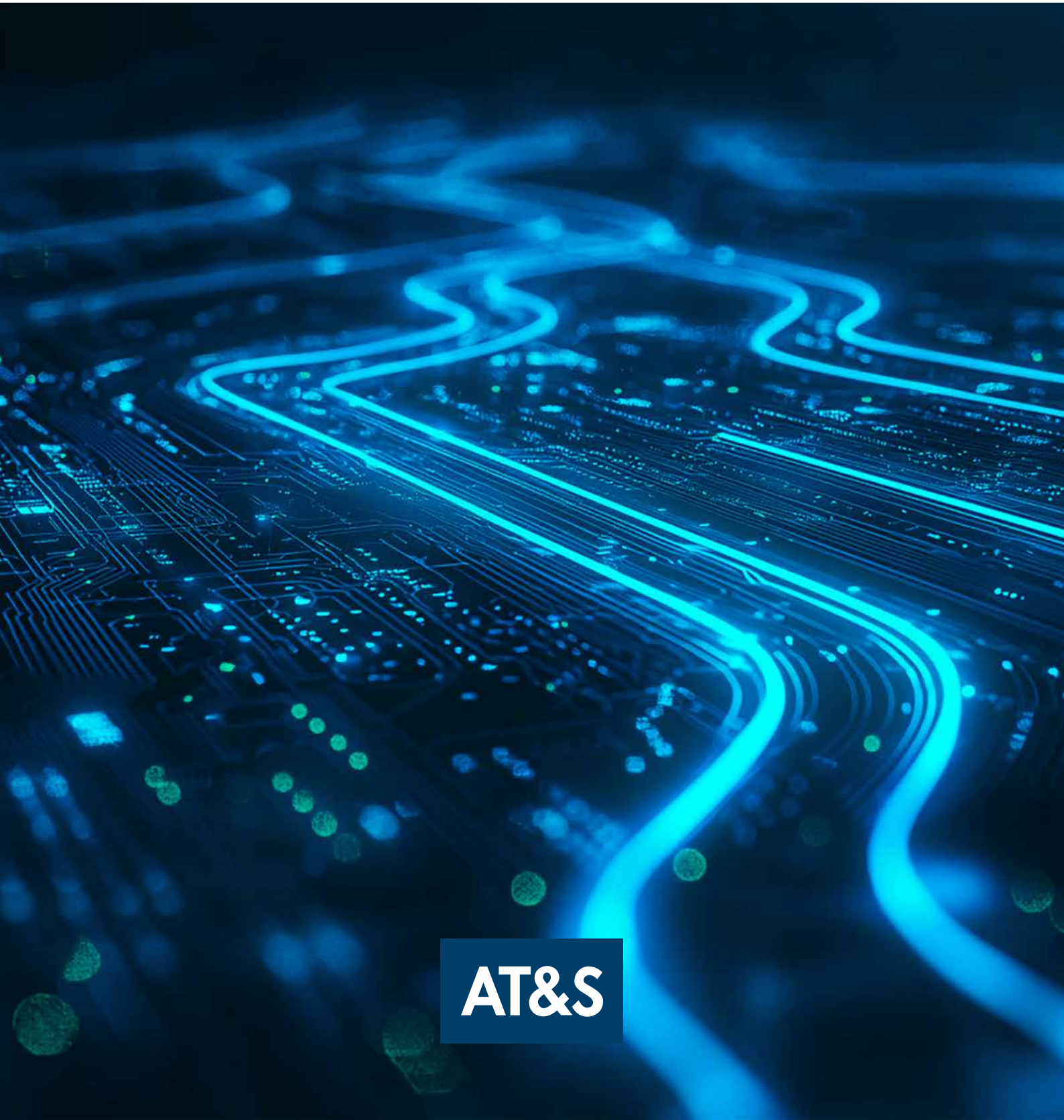
Non-Financial Statement
2024/25

OUR INNOVATION FOR YOUR FUTURE.



NON-FINANCIAL STATEMENT

HIGHLIGHTS OF THE FINANCIAL YEAR 2024/25

75.8%

Share

of renewable energy

250 kg

Recycling

of internal copper per day from Hinterberg, Styria

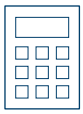
1.7

million m³

of recovered and reused water

Industry leader

in the “Technology, Media and Telecommunications” category of the “2024 ESG Performance Ranking”

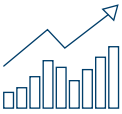


Calculation method

of the internal LCA tool developed to review maturity in accordance with ISO 14067

Climate risk analyses

conducted in accordance with CSRD and the EU Taxonomy Regulation



Data collection

of Scope 3 emissions successfully externally validated according to the “GHG Protocol”

Sustainability-linked loan

of USD 250 million signed with IFC, a member of the World Bank Group

Winner

of the “ESG Transparency Award 2024”

1st place

in the ESG category of the “Austria’s Leading Companies Award 2024” for the region of Styria

Code of Conduct

signed by 100% of key suppliers

Certification

in accordance with ISO 14001, ISO 45001 and ISO 50001 for the newest production site in Kulim, Malaysia

ESRS 2 – General Disclosures

1. BASIS FOR PREPARATION

BP-1 – General basis for preparation of sustainability statements

AT&S has prepared the consolidated non-financial statement in accordance with the requirements of Section 267a of the Austrian Commercial Code (Unternehmensgesetzbuch – UGB) as specified in the Austrian Sustainability and Diversity Improvement Act (NaDiVeG), including

- compliance with the voluntary European Sustainability Reporting Standards (hereinafter ESRS),
- implementation of the process for identifying information to be reported under the ESRS (hereinafter referred to as the "materiality analysis process") and its presentation in the disclosure "Management of impacts, risks and opportunities", and
- compliance with the reporting requirements pursuant to Article 8 of the Taxonomy Regulation (EU) 2020/852 (hereinafter referred to as the EU Taxonomy Regulation).

The reporting period of the non-financial statement is the same as that of the financial statements of the reporting company, namely from April 2024 to March 2025. The key figures for the site in Ansan, South Korea, are included up to January 31, 2025, the date of the sale of this site. This means that energy and water consumption, for example, is included up to January in the reported key figures, while employee figures as of March 31, 2025 no longer include data from Ansan, South Korea.

Data consolidation follows the principles of the parent company's financial report and is performed for the entire AT&S Group. The scope of consolidation is the same as in the consolidated financial statements.

AT&S has not made use of the option to omit specific information relating to intellectual property, expertise or the results of innovation. Furthermore, no exception was made with regard to the indication of upcoming developments or matters under negotiation.

The value chain includes both upstream and downstream actors and the extent of their impacts, risks, and opportunities and is therefore compliant with 5.1 of ESRS 1. The key actors in the value chain are shown in the "Value chain" graphic, while the impacts, risks and opportunities are shown in a table (see Section "SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model").

BP-2 – Disclosures in relation to specific circumstances

The following quantitative key figures are subject to a high degree of uncertainty: Scope 3 emissions, the quantities of substances of very high concern (SVHC) and substances of concern (SOC), and the recycling rate of our products.

Scope 3 emissions are based on value chain estimates. Regarding the basis for the calculation, please refer to Chapter E1 "Climate change". The level of accuracy is highest for Scope 3 categories 3, 5–7 and 9, while spend-based emission factors are also used in the other categories that show a low level of accuracy. In addition, only an approximate calculation is possible for the quantities of SVHC/SOC contained in the products we sell. Only a small number of reference products can be used to calculate the recycling rate of our products.

Further information and assumptions regarding the key figures are described in the respective topical-specific chapters.

The following information is listed here by reference to other parts of the Annual Report:

- ESRS 2 SBM-1 AR14
- ESRS 2 SBM-1 Section 40a
- ESRS E1-6 Section 53.

STANDARDS AND CERTIFICATES

Certification	Description	Leoben	Fehring	Nanjan-gud	Ansan	Shang-hai	Chong-qing	Kulim
ISO 14001:2015	Global standard for environmental management systems to optimise processes, reduce costs and minimise risks	✓	✓	✓	✓	✓	✓	✓
ISO 45001:2018	Standard for the management of occupational health and safety to minimise risks and increase productivity	✓	✓	✓	✓	✓	✓	✓
ISO 9001:2015	Certification of quality management systems to prove high quality standards of products	✓	✓	✓	✓	✓	✓	✓
IATF 16949:2016	Globally recognised standard in automotive industry	✓	✓	✓	✓	✓	✓	
ISO/IEC 27001:2017	International standard for information security	✓	✓	✓	✓	✓	✓	✓
DIN EN ISO 50001:2018	International standard for energy management to increase energy efficiency	✓	✓	✓		✓	✓	✓
DS/EN ISO 13485:2016	International quality standard for the design and production of medical devices	✓	✓		✓			
EN 9100:2018	European quality standard for the aerospace industry	✓	✓					
UL Listing	Standard to ensure electrical and mechanical safety of electronic components	✓	✓	✓	✓	✓	✓	
Sony Green Partner Certificate	“Green Partner Environmental Quality Approval System” for cross-company cooperation for the manufacturing of sustainable products	✓	✓			✓		
AEO Certificate	Authorised Economic Operator of the European Union	✓	✓					
IECQ QC 080000:2017	International Technical Specification for Process Management of Hazardous Substances					✓	✓	
NADCAP Accreditation	Accreditation for a uniform quality standard in the aerospace industry to harmonise production and audit processes of aircraft components	✓						
ANSI/ESD S2 0.20-2014	Electrostatic discharge standard					✓		
IPC-QL-653 Standard	Certification of Facilities that Inspect/ Test Printed Boards, Components and Materials	✓	✓	✓	✓	✓	✓	

2. GOVERNANCE

GOV-1 – The role of the administrative, management and supervisory bodies

At the end of the financial year 2024/25, the AT&S Supervisory Board consisted of eight non-executive members, while all four members of the Management Board held executive functions. At the end of the financial year 2024/25, employees and other workers were represented on the Supervisory Board by three members appointed by the Works Council.

In accordance with Section 86 (7) of the Austrian Stock Corporation Act (AktG), the company aims to ensure that at least 30% of its members are women and 30% are men when filling new Supervisory Board positions. The age range of the Supervisory Board members should be at least 25 years.

At the end of the financial year 2024/25, the proportion of women on the Management Board was 25%. The proportion of women on the entire Supervisory Board amounted to 38%, while the proportion of women among shareholder representatives was 40%. The age range of the Supervisory Board members was 27 years at the end of the financial year. Their areas of specialization should cover at least the topics of technology/research, the electronics/semiconductor industry, law, corporate and human resources management as well as sustainable business. Mr. Georg Riedl, Chair of the Supervisory Board, has been a member of the AT&S Supervisory Board for more than 25 years and also holds other board functions in public limited companies. He is a recognized expert in the high-tech printed circuit board and substrate sector as well as in AT&S products and locations. Ms. Gertrude Tumpel-Gugerell, Deputy Chair of the Supervisory Board, demonstrates outstanding expertise in the field of ESG (Environmental, Social and Governance), both through her work on supervisory boards of various listed companies and through continued education in this area. In his role as COO for the AT&S plants in China, CTO Mr. Peter Griehsnig has already proven his expertise in ESG topics at board level, including decarbonization and resource efficiency measures, as well as occupational health and safety.

At the end of the financial year 2024/25, the proportion of independent Supervisory Board members (capital representatives) according to C-Rule 53 of the Austrian Corporate Governance Code (Österreichischer Corporate Governance Kodex – ÖCGK) was 100% and the proportion of independent Supervisory Board members (capital representatives) according to C-Rule 54 of ÖCGK was 60%. In addition to the five shareholder representatives, there are three employee representatives who are not independent within the sense of the ESRS. This means that 62.5% of the Supervisory Board members (shareholder representatives and employee representatives) are independent.

In the past financial year 2024/25, a selection of ESG topics such as the planned reporting under the EU Taxonomy Regulation and the current landscape of ESG regulations, including the Corporate Sustainability Reporting Directive (CSRD) and the Corporate Sustainability Due Diligence Directive (CSDDD), was presented and discussed in the Audit Committee of the Supervisory Board. At the last meeting of the financial year, the Audit Committee also discussed the updated risk management process, which includes the consideration of ESG risks. On behalf of the entire Executive Board, the Director of Corporate Risk and Continuity Management reports on impacts, risks and opportunities to the Audit Committee twice a year.

The objectives described in the topical-specific chapters are decided and monitored by the ESG Steering Committee and the Executive Board.

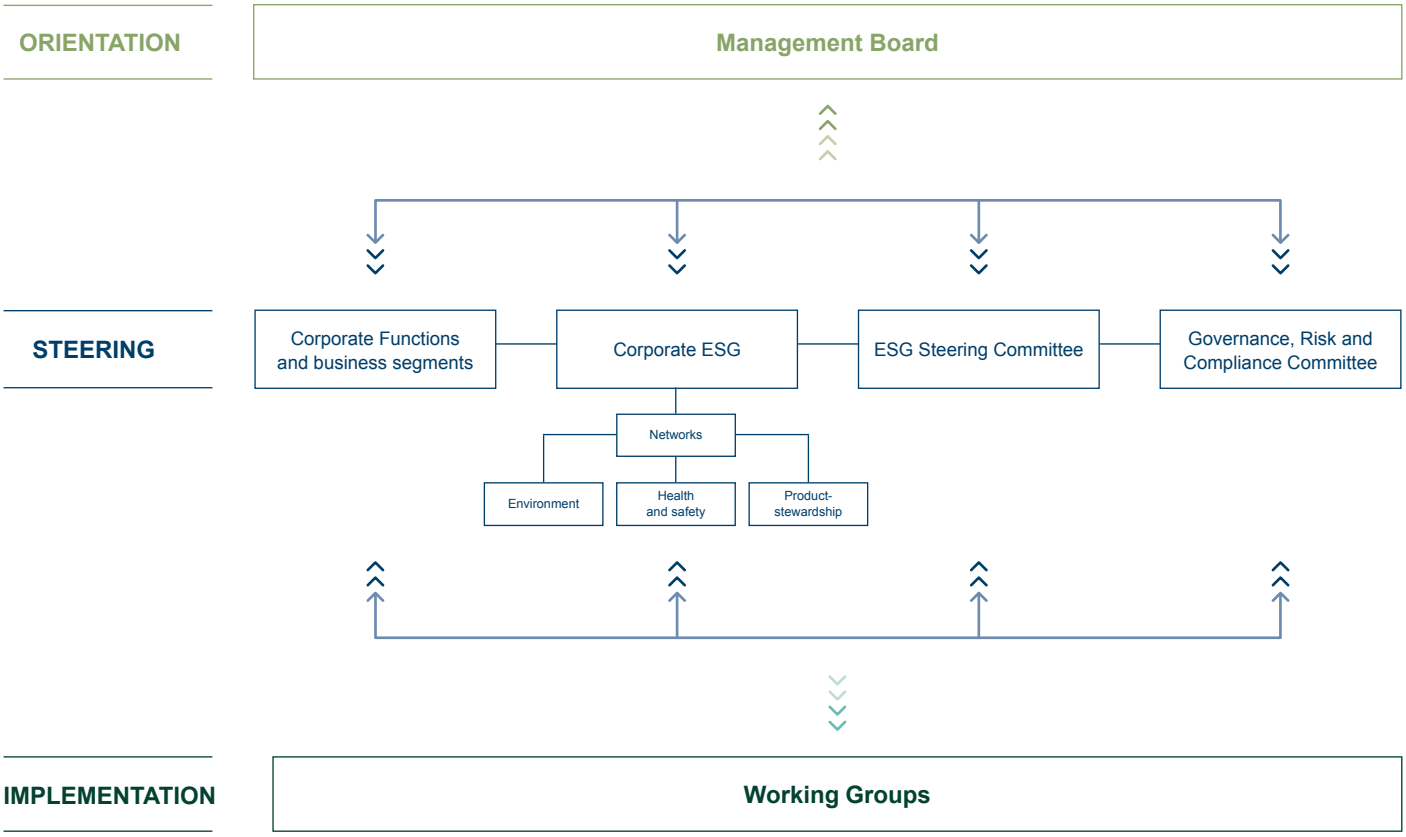
The Management Board and the Supervisory Board attribute a high level of importance to management based on the principles of sound corporate governance and continuous development. There is constant open exchange and discourse on this issue, both within these committees and between the Management Board and the Supervisory Board. The

company's strategic direction is determined in close coordination between both boards and is regularly discussed and evaluated in the Supervisory Board meetings. A list of those transactions and measures that require the explicit approval of the Supervisory Board (in addition to those already stipulated by law) can be found in the Management Board's rules of procedure, along with requirements for the Management Board's ongoing reporting to the Supervisory Board. The Supervisory Board monitors the Management Board in its management of the company and provides support, particularly in decisions of substantial or fundamental importance.

GOV-2 – Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

As in the previous year, sustainability management is assigned to the CTO function and is carried out by the Corporate ESG team. Core tasks include (continued) development of the AT&S Sustainability Strategy, the coordination of sustainability agendas, and internal and external communication. In order to review the effectiveness of the measures, sustainability management is discussed tactically and operationally with two members of the Management Board, the CTO and the CFO, the two

MANAGEMENT STRUCTURE



business units and the relevant Group functions in the quarterly ESG Steering Committee. For strategic decisions, topics are selected by the ESG Steering Committee and presented to the Executive Board for review or decision. ESG topics are implemented in cooperation with the relevant specialist departments and also through internal networks, such as the AT&S Environmental Network, the AT&S Health and Safety Network and the AT&S Product Stewardship network, as well as all experts from the company's locations worldwide.

At two Management Board meetings in the financial year 2024/25, members held detailed discussions regarding the potential impact of the planned Corporate Sustainability Due Diligence Directive (CSDDD) on AT&S and the concept for the new ESG Strategy 2030.

The ESG Steering Committee, which met at the end of each quarter during the financial year 2024/25, discussed numerous ESG topics operationally and tactically and documented these in meeting reports.

GOV-3 – Integration of sustainability-related performance in incentive schemes

AT&S integrates climate-related considerations into the remuneration of its administrative, management and supervisory bodies.

The short-term incentive (STI) is based on three key performance indicators:

- EBITDA (weighting: 80%)
- Vitality Index (weighting: 10%)
- Renewable Energy Share (RES) (weighting: 10%)

The RES measures the share of renewable energy in the company's total energy consumption and is an indicator of the implementation of the AT&S Climate Strategy. The Vitality Index measures the share of sales of new, technologically innovative products over the last three years and encourages the development of sustainable innovations.

Variable remuneration is only paid out if a positive EBIT is achieved. If targets are exceeded, variable remuneration can increase to up to 150% of the contractually agreed annual bonus.

GOV-4 – Statement on due diligence

The core elements of due diligence and their location in the sustainability report are listed in the table below.

GOV-5 – Risk management and internal controls over sustainability reporting

Potential compliance and governance risks are identified in the Group-wide risk management and subsequently mitigated accordingly. The various functions responsible for governance, risk, and compliance issues support Enterprise Risk Management in monitoring the risk landscape and assist in compliance with legal and regulatory requirements. Governance, risk and compliance functions include the Compliance department, Risk and Continuity Management, Internal Auditing, Information Security and the Legal department. The Corporate ESG department is consulted when necessary. All relevant departments, including the Legal department, in which compliance and internal audit are embedded, are asked to provide relevant data and content for sustainability reporting. The four-eyes principle is applied.

Core elements of due diligence	Paragraphs in the sustainability statement
a) Embedding due diligence in governance, strategy and business model	ESRS 2 SBM-3, GOV-1, GOV-2
b) Engaging with affected stakeholders in all key steps of the due diligence	ESRS 2 SBM-2, IRO-1, GOV-2, E2-1, S1-1, S1-2, S2-1, S2-2
c) Identifying and assessing adverse impacts	ESRS 2 SBM-3, IRO-1
d) Taking actions to address those adverse impacts	ESRS 2 SBM-3, E1-3, E2-2, E3-2, E5-2, S1-4, S2-4, G1-3
e) Tracking the effectiveness of these efforts and communicating	ESRS 2 GOV-2

The identified impacts, risks and opportunities (IROs) from the materiality analysis were summarized thematically and mapped by Enterprise Risk Management (ERM). ERM conducts an annual financial assessment of opportunities and risks and submits it to the Management Board and/or the Supervisory Board for review, along with a significance assessment.

3. STRATEGY

SBM-1 – Strategy, business model and value chain

the AT&S Business Strategy and thus also to the "First Choice for Advanced Solutions" vision and two mission elements: "We reduce our ecological footprint" and "We care about people". Our strategy is also influenced by the double materiality analysis and the results of climate risk analyses, both according to the Corporate Sustainability Reporting Directive (CSRD), ESG risk and opportunity management, and the regulatory framework (such as CSRD/ESRS, the REACH Regulation and the RoHS Regulation), as well as by a wide range of stakeholders and global trends (zero waste, circular economy, green technology, innovation, extending the lifespan of end products, new working cultures, occupational health and safety, diversity, artificial intelligence), and the United Nations Sustainable Development Goals (SDGs).

Our ESG purpose statement is: We support the business areas through responsible and resilient growth in the four strategic fields of action, which are as follows:

1. "Decarbonization, Energy Security and Efficiency" with resource-efficient and climate-friendly production and technology as well as resilient energy supplies;

2. "Circular Economy", with efficient use and recycling of water and materials, based on eco-design, life cycle analysis (LCA) at product level, and waste reduction;

3. "Decent Work", with occupational health and safety in the workplace, diversity, inclusion and equality, and the acquisition and transfer of knowledge;

4. "Sustainable Value Chain & Business Ethics", with supplier risk management and due diligence within our supply chains: RBA (Responsible Business Alliance) and RMI (Responsible Minerals Initiative) compliance as well as human rights and strong partnerships.

The key future sustainability challenges are reflected in the four strategic fields of action. The sustainability targets we set apply equally to all products, customers and geographical areas. Likewise, all products, services, markets, and customer groups are evaluated with regard to our sustainability targets.

In the context of the strategic field of action "Decarbonization, Energy Security and Efficiency", the company has set energy and emissions targets. This includes generating at least 80% of the Group's energy needs from renewable energy sources (including large hydropower plants) by 2025. In addition, our goal is to replace all fossil fuels from our own production sites worldwide (Scope 1 emissions) by 2030.

Together with the Science Based Targets initiative (SBTi), AT&S supports the goals of the Paris Climate Agreement. In the 2022/23 financial year, the targets set were confirmed by the SBTi. AT&S is committed to reducing absolute Scope 1 & 2 emissions by 38% by the 2030/31 financial year from the levels of the base year 2021/22. In addition, Scope 3 emissions from purchased goods and services as well as capital goods are to be reduced by 48% per euro of added value within the same timeframe.

In addition to the Governance Policy, which is also part of the ESG Policies, AT&S has five sustainability-specific policies: The Environmental Policy, the Product Stewardship Policy, the

Occupational Health & Safety Policy, the Supply Chain Policy, and the People & Human Rights Policy, which are publicly accessible as ESG Policies. The ESG Policies were first adopted in the 2023/24 financial year and updated in the financial year 2024/25, reaffirming commitments to due diligence and continuous improvement. The binding policies set out by senior management are communicated to all employees and are publicly accessible.

The following table shows the number of employees by geographical area as of March 31 of the respective financial year. A further breakdown of the number of employees by country is provided in S1-6.

Information on the business model, markets and applications can be found in subchapter “A. General” in chapter “I. General explanations” in the notes to the consolidated financial statements.

Information on the economic environment and industry environment (semiconductors) can be found in subchapters “1.1 Economic environment” and “1.2 Industry environment” in the chapter “Market and industry environment” in the Management Report.

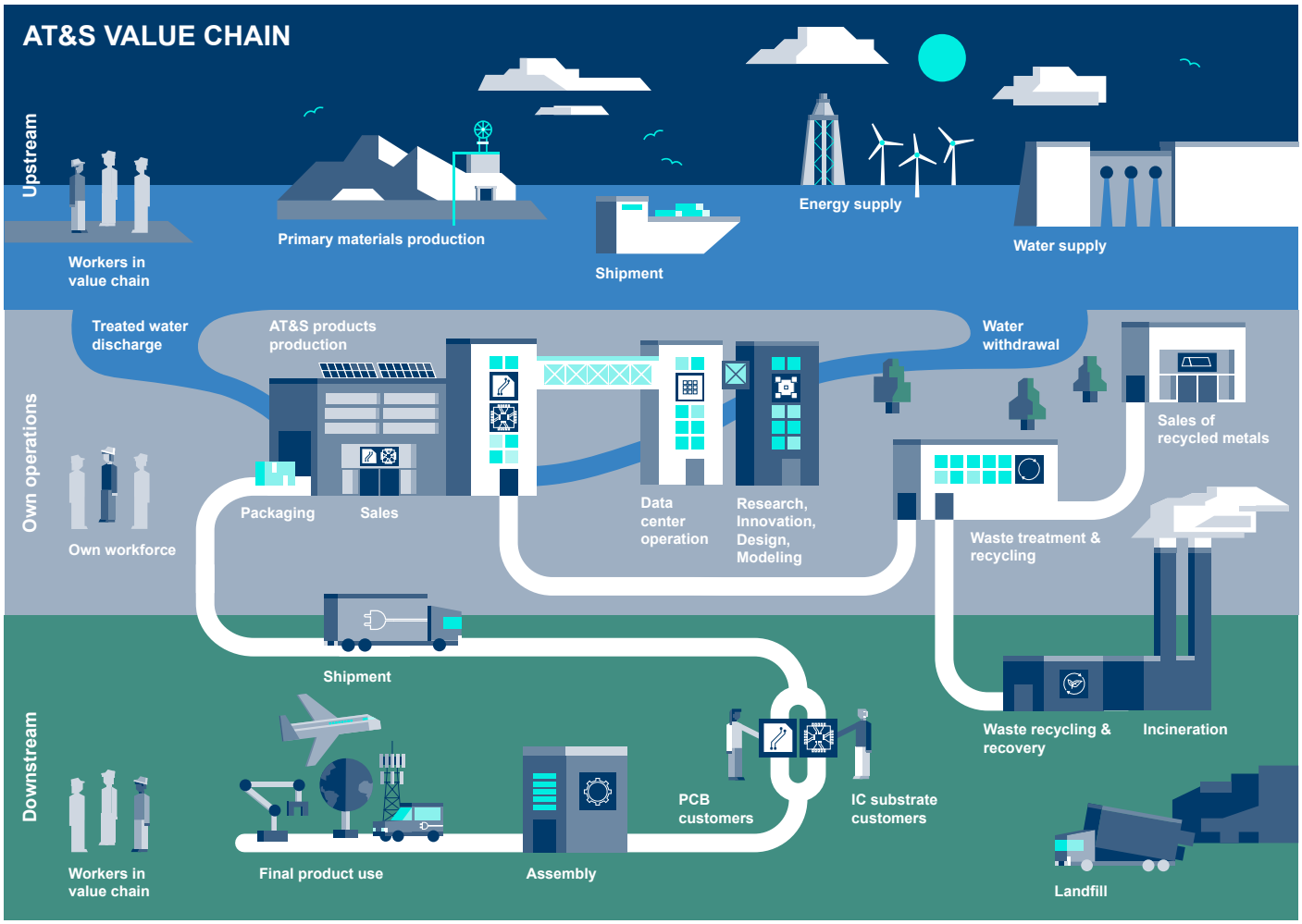
Upstream activities in the value chain
Depending on its strategic importance, purchasing within the AT&S Group is managed either centrally or within departments. The procurement and transport of materials used in production are part of the upstream processes. The high-quality raw materials that are subject to our quality and sustainability standards include gold, copper, laminates and process chemicals as well as energy, water and necessary infrastructure. In the financial year 2024/25, the company maintained active business relationships with over 3,300 suppliers, the majority of which are based in Asia. AT&S attaches great importance to long-term partnerships and high quality standards in order to safeguard its competitiveness and innovative strength.

Own operations
At six locations in Europe and Asia and nine sales offices worldwide, AT&S manufactures and sells high-tech solutions for its global partners, in the form of high-quality IC substrates, printed circuit boards and pioneering interconnect technologies. The company invests heavily in research and development and holds almost 900 patents. AT&S pursues sustainable concepts within the framework of the circular economy and develops the latest technologies to reduce its ecological footprint, such as through decarbonization of all its production sites, resource efficiency, the use of renewable energy, the recycling of acids, chemicals and minerals such as copper – some of which is resold externally – and the application of modeling in product development. Around 13,000 employees work for AT&S worldwide, which clearly shows the company’s impact on people and the environment.

Downstream activities in the value chain
The products and solutions that AT&S offers its customers are designed for long life, which is why the focus here is on the high quality and reliability of PCBs and IC substrates. The high-quality products and connection solutions are installed and integrated into customers’ products and are used in the areas of communications, computer electronics, entertainment electronics, mobility, industry and medical technology – and, increasingly, in data management and AI applications.

EMPLOYEES BY GEOGRAPHICAL AREAS

in heads	2024/25	2023/24	Change
Europe & USA	1,939	2,031	(4.5%)
Asia	10,585	11,411	(7.2%)
Total Employees	**12,524**	**13,442**	**(6.8%)**



SBM-2 – Interests and views of stakeholders

The interests and expectations of stakeholders are central to the AT&S business model and are taken into account through comprehensive stakeholder analyses and regular discussions. Customer expectations are incorporated into the corporate strategy both indirectly through regular customer satisfaction surveys and directly through the comparison of technology roadmaps and business forecasts. Suppliers are involved through regular audits and the technology roadmap. Employee interests are collected in a structured manner through employee engagement surveys (most recently in 2023 with a response rate of 90%) and represent key input for the AT&S HR Strategy. The key topics were developed through project groups, agreed upon with the Management Board, and implemented accordingly. The expectations of shareholders and investors are taken into account when defining strategic goals and ambitions. As part of the AT&S Sustainability Strategy, the interests of all stakeholders (customers, suppliers, employees, shareholders, workers in the value chain, local populations, NGOs, authorities and affected communities, etc.), including consideration of human rights, are assessed and taken into account by conducting an ESRS-compliant materiality analysis – most recently in 2023 – and updating it annually.

Strategic topics are provided by specialist departments, which incorporate topics raised by stakeholders and communicate them to the Corporate ESG team. The topics are being discussed in a focused manner during the planning

phase of the new five-year sustainability strategy and classified in line with our objectives. The new Sustainability Strategy will be presented initially to the ESG Steering Committee and subsequently to the Executive Board for review.

S1 Own workforce
AT&S integrates the interests, views and rights of all its employees, including the need to uphold their human rights, into its strategy and business model by positioning itself as an attractive and reliable employer. The company has employees from numerous countries and actively encourages equal opportunities as a signatory of the Diversity Charter and by ensuring that all employees are respected regardless of their age, cultural or ethnic origin, or additional physical or mental needs. AT&S provides a safe working environment and responds effectively to health-related challenges, with employee safety and protection central to the company's strategy. By promoting continuous professional development, intercultural training and language courses, AT&S helps its employees develop their full potential and thus contributes to their long-term motivation. Fair pay and professional development opportunities are also important aspects that ensure respectful cooperation. Employee motivation and cohesion under the AT&S brand are crucial to the company's global success. Through these measures, AT&S ensures that the rights and interests of all its employees are part of the corporate strategy, which contributes to a sustainable and successful business model. Stakeholder remarks were collected as part of the materiality analysis and taken into account accordingly.

S2 Workers in the value chain
The stakeholder group "Workers in the value chain" is covered in the fourth strategic field of action of the Sustainability Strategy, "Sustainable Value Chain & Business Ethics". We attach great importance to supplier risk management and due diligence in our supply chains, including upholding human rights and strengthening the partnerships in our value chain.

AT&S expects all suppliers to adhere to the same environmental and social standards and principles in their long-term business relationships that AT&S follows. We communicate these expectations in our contracts and audits, and thus in all important due diligence steps, including the AT&S Supplier Code of Conduct. All due diligence requirements are set out in the AT&S Supplier Code of Conduct, which is based on the guidelines of the Responsible Business Alliance (RBA) and covers the areas of business ethics and management practices, occupational health and safety, labor rights, human rights and environmental protection.

We communicate our Supplier Code of Conduct to all contractors and suppliers in an appropriate manner and contractually agree that they will disseminate its contents throughout our value chain. Internationally recognized certification and management systems, such as RBA certification, are implemented where appropriate.

SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

AT&S has identified significant positive and negative impacts on the environment and society. The positive impacts primarily include our initiatives to reduce CO2 emissions and increase resource efficiency, especially in relation to energy and water.

We have identified several material risks that could affect our business model. These include regulatory risks related to new environmental regulations, physical risks from climate change and, to some degree, unforeseeable geopolitical changes and compliance with human rights in the supply chain.

Our Group-wide Enterprise Risk Management (ERM) team assessed all risks and opportunities. The result was that no significant net risk remained.

Our Sustainability Strategy opens up numerous opportunities for us, including developing new, environmentally friendly products, developing new markets and improving our energy efficiency, which

leads to cost savings. In the coming financial year, we will be working to develop our new strategy on the basis of further objectives, KPIs and measures. We will publish this in the year 2026/27.

We will adapt our future sustainability strategy to respond even better to these IROs by integrating sustainable practices throughout our entire value chain, maintaining our focus on the upstream value chain, and reshaping our resource allocation accordingly.

The specific, topic-relevant IROs are presented in tables at the beginning of each chapter. The IROs have a global impact on our business model. The affected stakeholders are referenced in the respective chapters. Material impacts, risks and opportunities have been identified for all locations.

The following table shows the material impacts, risks and opportunities for AT&S based on the materiality analysis process as described in ESRS 2 IRO-1. For detailed information on the key impacts, risks and opportunities, please refer to the topical-specific sections.

4. IMPACT, RISK AND OPPORTUNITY MANAGEMENT

IRO-1 – Description of the process to identify and assess material impacts, risks and opportunities

The concept of double materiality enables AT&S to take into account the impacts of its business activities on the environment (inside-out perspective) and the opportunities and risks for its business activities (outside-in perspective). The double materiality process comprised a value chain analysis, an impact assessment focusing on the impact of AT&S business activities on the environment (inside-out perspective), and a financial materiality assessment focusing on the opportunities and risks for AT&S (outside-in perspective). Subject matter experts and the heads of all relevant departments were involved in all steps. The results were then validated with input from key stakeholders by means of an online questionnaire. Finally, the material topics were reviewed for completeness and approved by the Management Board.

The objective of the value chain analysis was to capture and understand in detail the business model and supply chain of AT&S business segments in order to draw a complete picture of the impacts, risks and opportunities. For this purpose, information was collected on product groups, sales shares, central activities, resources and production facilities. In a workshop with the ESG team, detailed information was collected, particularly on the topics of energy, chemicals, conflict minerals and waste. The resulting list of key activities within the AT&S value chain served as the basis for the subsequent impact assessment of AT&S business activities.

AT&S used a five-point Likert scale in accordance with the methodology specified in ESRS 1 to assess the impacts of its business activities, with three points defined as the threshold for classifying an impact as material. Based on the value chain analysis, our industry understanding and professional assessments, the ESG team worked with external consultants to identify a list of current and potential

Topic	Negative Impact	Positive Impact	Risk	Opportunity
E1 Climate Change	X	X	X	X
E2 Pollution	X	X		
E3 Water and marine resources	X	X		X
E4 Biodiversity and ecosystems	X		X	
E5 Resource use and circular economy	X	X	X	
S1 Own workforce	X	X	X	X
S2 Workers in the value chain	X	X	X	
G1 Business conduct	X	X	X	

impacts in preparation for the impact workshop. In this five-hour workshop, experts in the fields of purchasing, HR, strategy, sales, risk management and the environment, and company managers in these segments, were assigned to different ESRS topics to assess the scale, scope and immutability of the various impacts. Each group documented all evaluations, which were then compiled and reviewed for plausibility and comparability of the results.

Based on the identified material impacts, a slightly modified group of participants – expanded to include financial experts – assessed current and potential risks and opportunities in the short, medium, and long term, again on a five-point Likert scale. Further risks and opportunities were identified through dependencies and again considered in the workshop. Where a risk or opportunity was classified as relevant, its financial impact and probability of occurrence were assessed. The thresholds were aligned with existing risk management practices.

The results of these workshops were consolidated, leading to a preliminary list of material topics, which was subsequently validated by our stakeholders. Stakeholders were actively involved in accordance with the requirements of the ESRS, taking into account the application requirements. Stakeholders were classified as internal/external and affected/interested. The structure of the qualitative online questionnaire followed the structure of the ESRS at the sub-sub-topic level. The topics were classified as relevant, not relevant or possibly relevant. For topics clearly classified as relevant or not relevant, the only question asked was whether the stakeholders could agree with the results of the AT&S experts. The stakeholders' feedback on potentially relevant topics was particularly valuable. Participants were asked to assess the relevance of topics themselves. The stakeholder assessment was combined with the internal assessment. A total of 546 people started the survey, with 44% completing the very extensive questionnaire. After summarizing and evaluating the results, we were able to confirm the material topics. "Water and sanitary facilities for workers in the value chain" was also included as a material topic.

All procedures for identifying and assessing material impacts, risks and opportunities were applied to all topics covered in the materiality analysis. The results of the materiality analysis were transferred to Enterprise Risk Management. The materiality analysis procedure featured special aspects for some topics, which are described in more detail below.

E1 Climate change

We conducted a climate risk analysis in the financial year for all sites (except for the divested site in Ansan, South Korea) in cooperation with an external consultant and in accordance with the requirements of the CSRD and the EU Taxonomy Regulation. After collecting and analyzing, we examined adaptation and mitigation solutions and finally prepared the transformation plan.

In November 2024, AT&S conducted a comprehensive climate risk analysis. This analysis used scenario analyses focusing on three different time horizons that correspond to the expected lifetime of corporate assets and the period over which climate risks materialize and intensify: short term (2030), medium term (2040) and long term (2050). The assessment identified both rough physical and transitional climate risks. These risk types are examined under two scenarios that represent the opposite endpoints of the entire scenario range in order to be prepared for all plausible risks.

Ultimately, the climate risk analysis did not identify any significant net risks for AT&S. The assessment of both physical and transitional risks shows that the company is well positioned to address potential climate-related challenges. Nevertheless, AT&S remains vigilant and is committed to proactively monitoring and addressing emerging risks to ensure its long-term stability and sustainability.

Physical risks:
We assessed physical risks using the Intergovernmental Panel on Climate Change (IPCC) SSP5-8.5 high-emission scenario, which focuses on continued fossil fuel development leading to global warming of over 4°C by 2100. We identified material physical risks by assessing the exposure of our assets and business activities to 28 physical hazards based on the geospatial coordinates of our production sites and their sensitivity to each risk. The 28 climate hazards (divided into chronic and acute) were considered for three time horizons (short, medium and long term). For this purpose, the intensity of each hazard was determined for each location using coordinates and hazard-specific criteria (e.g. flood in meters of height, heat wave in duration, etc.). In the case of physical risks, the value chain was not analyzed because we did not assume any critical suppliers and replacement would be possible in case of doubt.

Transition risks:
The transition risk analysis used the International Energy Agency's (IEA) Net Zero Emissions 2050 scenario, which is consistent with the Paris Agreement's goal of limiting temperature increase to 1.5°C. Transitional risks were analyzed by assessing the likelihood and magnitude of potential impacts of 20 transition events in the categories of politics and law, technology, markets and reputation. Transitory risks in the value chain were taken into account (including emissions from suppliers).

E2 Pollution
We selected people to be responsible for carrying out the impact assessment for environmental pollution. The Pollution expert group discussed potential locations in the upstream and downstream value chain.

Pollution from suppliers was considered for soil, water and air together.

AT&S maintains a dialogue with communities near production sites. The expert group brought the information from this exchange into the workshop.

E4 Biodiversity and ecosystems
Locations near biodiversity areas and conservation areas were identified using the WWF Biodiversity Risk Filter. It was found that our sites in Leoben-Hinterberg, Austria, Kulim, Malaysia, and Nanjangud, India, are located near biodiversity areas. The WWF Biodiversity Risk Filter was used to identify key aspects of potential impacts, dependencies, biodiversity risks and opportunities. The results and activities of AT&S related to these sites, which have a negative impact on these areas by contributing to the degradation of natural habitats and disruption of species, are described in the topical-specific sections. AT&S has concluded that remedial measures regarding diversity must be implemented as stipulated in relevant legislation.

G1 Business conduct
As part of the materiality analysis, our Purchasing department contacted suppliers to encourage them to forward the survey to their employees. Given the very low response rate, with only one fully completed report, AT&S will conduct a more detailed assessment in the next reporting period to achieve a holistic representation of the interests of workers in the value chain.

IRO-2 – Disclosure requirements in ESRS covered by the undertaking's sustainability statement

AT&S has determined the information to be disclosed by analyzing the ESRS data points to determine whether they are material based on the assessed impacts, risks and opportunities resulting from the materiality analysis. Voluntary information was reported in individual cases. General phase-ins were taken into account. For the materiality analysis process, including the use of thresholds, and implementation of the criteria contained in ESRS 1 Section 3, please refer to IRO-1.

LIST OF DATAPOINTS IN CROSS-CUTTING AND TOPICAL STANDARDS THAT DERIVE FROM OTHER EU LEGISLATION

Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Material/not material	Section
ESRS 2 GOV-1 Board's gender diversity, paragraph 21 (d)	Indicator number 13 of Table #1 of Annex 1		Commission Delegated Regulation (EU) 2020/1816, Annex II		Material	ESRS 2 GOV-1
ESRS 2 GOV-1 Percentage of board members who are independent, paragraph 21 (e)			Delegated Regulation (EU) 2020/1816, Annex II		Material	ESRS 2 GOV-1
ESRS 2 GOV-4 Statement on due diligence, paragraph 30	Indicator number 10 Table #3 of Annex 1				Material	ESRS 2 GOV-4
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities, paragraph 40 (d) i	Indicators number 4 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social risk	Delegated Regulation (EU) 2020/1816, Annex II		Not material	
ESRS 2 SBM-1 Involvement in activities related to chemical production, paragraph 40 (d) ii	Indicator number 9 Table #2 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		Not material	
ESRS 2 SBM-1 Involvement in activities related to controversial weapons, paragraph 40 (d) iii	Indicator number 14 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Not material	
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco, paragraph 40 (d) iv			Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Not material	
ESRS E1-1 Transition plan to reach climate neutrality by 2050, paragraph 14				Regulation (EU) 2021/1119, Article 2(1)	Material	E1-1
ESRS E1-1 Undertakings excluded from Paris-aligned Benchmarks, paragraph 16 (g)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book-Climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article12.1 (d) to (g), and Article 12.2		Material	E1-1
ESRS E1-4 GHG emission reduction targets, paragraph 34	Indicator number 4 Table #2 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU)	Delegated Regulation (EU)		Material	E1-4

		2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics	2020/1818, Article 6			
ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors), paragraph 38	Indicator number 5 Table #1 and Indicator n. 5 Table #2 of Annex 1				Material	E1-5
ESRS E1-5 Energy consumption and mix, paragraph 37	Indicator number 5 Table #1 of Annex 1				Material	E1-5
ESRS E1-5 Energy intensity associated with activities in high climate impact sectors, paragraphs 40 to 43	Indicator number 6 Table #1 of Annex 1				Material	E1-5
ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions, paragraph 44	Indicators number 1 and 2 Table #1 of Annex 1	Article 449a; Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 5(1), 6 and 8(1)		Material	E1-6
ESRS E1-6 Gross GHG emissions intensity, paragraphs 53 to 55	Indicators number 3 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 8(1)		Material	E1-6
ESRS E1-7 GHG removals and carbon credits, paragraph 56				Regulation (EU) 2021/1119, Article 2(1)	Not material	
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks, paragraph 66			Delegated Regulation (EU) 2020/1818, Annex II Delegated Regulation (EU) 2020/1816, Annex II		Material	omitted in the first reporting year
ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk, paragraph 66 (a)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraphs 46 and 47; Template 5: Banking book - Climate change physical risk: Exposures subject to physical risk			Material	omitted in the first reporting year
ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes, paragraph 67 (c)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraph 34; Template 2: Banking book - Climate change transition risk: Loans collateralised by immovable property - Energy efficiency of the collateral			Material	omitted in the first reporting year

ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities, paragraph 69			Delegated Regulation (EU) 2020/1818, Annex II		Material	omitted in the first reporting year
ESRS E2-4 Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	Indicator number 8 Table #1 of Annex 1 Indicator number 2 Table #2 of Annex 1 Indicator number 1 Table #2 of Annex 1 Indicator number 3 Table #2 of Annex 1				Material	E2-4
ESRS E3-1 Water and marine resources, paragraph 9	Indicator number 7 Table #2 of Annex 1				Material	E3-1
ESRS E3-1 Dedicated policy, paragraph 13	Indicator number 8 Table 2 of Annex 1				Material	E3-1
ESRS E3-1 Sustainable oceans and seas, paragraph 14	Indicator number 12 Table #2 of Annex 1				Not material	
ESRS E3-4 Total water recycled and reused, paragraph 28 (c)	Indicator number 6.2 Table #2 of Annex 1				Material	E3-4
ESRS E3-4 Total water consumption in m3 per net revenue on own operations, paragraph 29	Indicator number 6.1 Table #2 of Annex 1				Material	E3-4
ESRS 2- IRO 1 - E4, paragraph 16 (a) i	Indicator number 7 Table #1 of Annex 1				Material	E4 – SBM-3
ESRS 2- IRO 1 - E4, paragraph 16 (b)	Indicator number 10 Table #2 of Annex 1				Material	E4 – SBM-3
ESRS 2- IRO 1 - E4, paragraph 16 (c)	Indicator number 14 Table #2 of Annex 1				Not material	
ESRS E4-2 Sustainable land / agriculture practices or policies, paragraph 24 (b)	Indicator number 11 Table #2 of Annex 1				Material	E4-2
ESRS E4-2 Sustainable oceans / seas practices or policies, paragraph 24 (c)	Indicator number 12 Table #2 of Annex 1				Not material	
ESRS E4-2 Policies to address deforestation, paragraph 24 (d)	Indicator number 15 Table #2 of Annex 1				Not material	
ESRS E5-5 Non-recycled waste, paragraph 37 (d)	Indicator number 13 Table #2 of Annex 1				Material	E5-5
ESRS E5-5 Hazardous waste and radioactive waste, paragraph 39	Indicator number 9 Table #1 of Annex 1				Material	E5-5
ESRS 2- SBM3 - S1 Risk of incidents of forced labour, paragraph 14 (f)	Indicator number 13 Table #3 of Annex I				Material	S1-4 in sub chapter "General"

ESRS 2- SBM3 - S1 Risk of incidents of child labour, paragraph 14 (g)	Indicator number 12 Table #3 of Annex I				Material	S1-4 in sub chapter "General"
ESRS S1-1 Human rights policy commitments, paragraph 20	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I				Material	S1-1 in sub chapter "General"
ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 21			Delegated Regulation (EU) 2020/1816, Annex II		Material	S1-1 in sub chapter "General"
ESRS S1-1 processes and measures for preventing trafficking in human beings, paragraph 22	Indicator number 11 Table #3 of Annex I				Material	S1-1 in sub chapter "General"
ESRS S1-1 workplace accident prevention policy or management system, paragraph 23	Indicator number 1 Table #3 of Annex I				Material	S1-1 in sub chapter "Health & Safety"
ESRS S1-3 grievance/complaints handling mechanisms, paragraph 32 (c)	Indicator number 5 Table #3 of Annex I				Material	S1-3 in sub chapter "General"
ESRS S1-14 Number of fatalities and number and rate of work-related accidents, paragraph 88 (b) and (c)	Indicator number 2 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		Material	S1-14
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness, paragraph 88 (e)	Indicator number 3 Table #3 of Annex I				Material	S1-14
ESRS S1-16 Unadjusted gender pay gap, paragraph 97 (a)	Indicator number 12 Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		Material	S1-16
ESRS S1-16 Excessive CEO pay ratio, paragraph 97 (b)	Indicator number 8 Table #3 of Annex I				Material	S1-16
ESRS S1-17 Incidents of discrimination, paragraph 103 (a)	Indicator number 7 Table #3 of Annex I				Material	S1-17
ESRS S1-17 Non-respect of UNGPs on Business and Human Rights and OECD, paragraph 104 (a)	Indicator number 10 Table #1 and Indicator n. 14 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)		Material	S1-17
ESRS 2 - SBM3 - S2 Significant risk of child labour or forced labour in the value chain, paragraph 11 (b)	Indicators number 12 and n. 13 Table #3 of Annex I				Material	S2 – SBM-3
ESRS S2-1 Human rights policy commitments, paragraph 17	Indicator number 9 Table #3 and Indicator n. 11 Table #1 of Annex 1				Material	S2-1

ESRS S2-1 Policies related to value chain workers, paragraph 18	Indicator number 11 and n. 4 Table #3 of Annex 1				Material	S2-1
ESRS S2-1 Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines, paragraph 19	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		Material	S2-1
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 19			Delegated Regulation (EU) 2020/1816, Annex II		Material	S2-1
ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain, paragraph 36	Indicator number 14 Table #3 of Annex 1				Material	S2-4
ESRS S3-1 Human rights policy commitments, paragraph 16	Indicator number 9 Table #3 of Annex 1 and Indicator number 11 Table #1 of Annex 1				Not material	
ESRS S3-1 non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines, paragraph 17	Indicator number 10 Table #1 Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		Not material	
ESRS S3-4 Human rights issues and incidents, paragraph 36	Indicator number 14 Table #3 of Annex 1				Not material	
ESRS S4-1 Policies related to consumers and end-users, paragraph 16	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex 1				Not material	
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines, paragraph 17	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		Not material	
ESRS S4-4 Human rights issues and incidents, paragraph 35	Indicator number 14 Table #3 of Annex 1				Not material	
ESRS G1-1 United Nations Convention against Corruption, paragraph 10 (b)	Indicator number 15 Table #3 of Annex 1				Material	G1-1

ESRS G1-1 Protection of whistle-blowers, paragraph 10 (d)	Indicator number 6 Table #3 of Annex 1				Material	G1-1
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws, paragraph 24 (a)	Indicator number 17 Table #3 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		Material	G1-4
ESRS G1-4 Standards of anti-corruption and anti-bribery, paragraph 24 (b)	Indicator number 16 Table #3 of Annex 1				Material	G1-4

ENVIRONMENTAL

Information pursuant to Article 8 of Regulation (EU) 2020/852 (Taxonomy Regulation)

In the EU Taxonomy Regulation, which came into force in 2020, the EU published guidelines for sustainable economic activities. Following the transition phase in recent years, we will disclose both the taxonomy-eligible and taxonomy-aligned shares of our revenue, as well as investment and operating expenditure for all six environmental targets, for the first time in the 2024/25 reporting year.

In the financial year 2024/25, AT&S conducted robust climate risk and vulnerability assessments for all production sites to analyze physical climate risks, which means that the requirements of Annex A have been met. This has enabled a major step towards taxonomy alignment. The results of the climate risk and vulnerability assessments are explained in more detail in the Section “E1 Climate change”.

Furthermore, the requirements for minimum social safeguards were examined in detail in the reporting year. At present, insufficient due diligence processes in connection with human rights issues in the supply chain mean we cannot yet comply in full. The supplier risk process introduced in the 2023/24 financial year does not currently cover a significant number of suppliers, which is why an insufficient number of measures to minimize human rights risks have been implemented. However, a licensed software tool should make this possible from the following financial year 2025/26.

TAXONOMY-ELIGIBLE AND TAXONOMY-ALIGNED REVENUE

AT&S has thoroughly examined the requirements of Delegated Regulations (EU) 2021/2139 and (EU) 2023/2486 in a comprehensive process. It was found that activity 1.2. “Manufacture of electrical and electronic equipment” of the environmental objective “Transition to a circular economy” covers the production of printed circuit boards and IC substrates and, therefore, the core business of AT&S. The description of the activity refers to NACE codes 26 and 27, which also include the manufacture of printed circuit boards and IC substrates under 26.12 “Manufacture of loaded electronic boards”. AT&S has therefore identified taxonomy eligibility for this activity, meaning that all sales are now included in the EU Taxonomy. Across all other environmental targets, there are currently no economic activities applicable to AT&S revenue. Accordingly, for the financial year 2024/25, as in the previous year, a taxonomy-eligible revenue share of 100% measured against total consolidated revenue will be reported. The denominator of the key figure corresponds to the revenue according to the consolidated statement of profit or loss (see consolidated financial statements).

While there was no obligation to report information on alignment with the environmental objective of “Transition to a circular economy” in the 2023/24 financial year, a comprehensive review of the technical assessment criteria was carried out in the reporting year. This showed that the criteria have not yet been met, especially in the areas of recycling-friendly design and the proactive substitution of hazardous substances. Furthermore, as already mentioned, we are not currently in a position to ensure minimum social safeguards. Therefore, alignment is currently at 0%. Details on the key performance indicators can be found in the KPI reporting forms at the end of this section.

CAPITAL AND OPERATING EXPENDITURES (CAPEX AND OPEX)

The numerator of the two key performance indicators “capital expenditure” (CapEx) and “operating expenditure” (OpEx) can be divided into categories A, B and C in accordance with Points 1.1.2.2 and 1.1.3.2 of Delegated Regulation (EU) 2021/2178 on Article 8.

Category A capital and operating expenditure is reported for activity CE 1.2. When allocating capital

expenditure to economic activities, AT&S follows the approach of reviewing the acquired assets to determine whether they meet the technical evaluation criteria. The fixed assets must be covered intrinsically by the criteria. The focus is not on whether the asset fundamentally contributes to the revenue-generating activities, but rather on whether the acquired assets themselves meet the activity description. Therefore, only assets directly used in the production process are considered as Category A capital expenditure for activity CE 1.2. These are primarily machinery and equipment for the production of printed circuit boards and IC substrates.

A CapEx plan fulfilling the Category B definition was not established under any of the six environmental objectives in the financial year 2024/25.

Regarding Category C, the reporting of capital and operating expenditure under Delegated Regulation (EU) 2021/2178 includes the purchase of products from taxonomy-eligible and taxonomy-aligned economic activities as well as individual measures that render target activities low-carbon or reduce greenhouse gas emissions.

With regard to Category C capital and operating expenditure, AT&S discloses all taxonomy-eligible expenditure for all environmental targets. This results in the published taxonomy-eligible values of the activity CE 1.2. “Manufacture of electrical and electronic equipment” includes both Category A and Category C CapEx and OpEx.

With regard to CapEx and OpEx, the business activities of AT&S shown in the following table can be allocated to the individual economic activities.

The taxonomy-eligible capital and operating expenditures were recorded on the basis of the postings to the relevant asset and expense accounts using CapEx and OpEx lists in the local companies and allocated to the economic activities listed in the table based on the descriptions. To avoid double counting across economic activities, we checked and validated allocations at the Group level. This ensured that each entry was assigned to only one activity.

Capital expenditure (CapEx) is disclosed as the share of taxonomy-eligible or taxonomy-aligned capital expenditure (numerator) in total capital expenditure (denominator). The denominator includes all capital expenditure in accordance with the requirements of Chapter 1.1.2.1 of Delegated Regulation (EU) 2021/2178 and corresponds to the additions to AT&S property, plant and equipment, right-of-use assets and intangible assets for the financial year 2024/25 disclosed in the notes to the consolidated financial statements, which can be found in notes 7 and 8 in the notes to the consolidated statement of financial position. The taxonomy-eligible numerator in the respective economic activities corresponds to the total amounts consolidated at group level in the CapEx lists mentioned above. In the reporting year 2024/25, 77.5% of CapEx was classified as taxonomy-eligible, compared to 83.0% in the previous year. The reduction in the absolute taxonomy-eligible CapEx amounts results mainly from reduced investments in buildings, as the construction of the new plants in Malaysia and at the Leoben-Hinterberg site has been largely completed.

The denominator of operating expenses includes, as defined in Chapter 1.1.3.1 of Delegated Act (EU) 2021/2178, all direct costs for research and development, building renovation measures, short-term leasing, and maintenance and repair costs that are not subject to capitalization (see Notes 2 “Types of expenses” and 3 “Research and development costs” in the notes to the consolidated statement of profit or loss). The numerator of taxonomy-eligible operating expenses in the respective economic activities was recorded on the basis of the expense accounts and allocated to the economic activities. In the reporting year 2024/25, 25.2% of OpEx was classified as taxonomy-eligible, compared to 30.5% in the previous year.

In order to determine the level of alignment, we contacted a large number of suppliers during the reporting year regarding expenditure for which the necessary information for alignment assessment was not available. The majority of suppliers could not confirm that they had met the technical screening criteria. For this reason, and due to the incomplete compliance with minimum social safeguards, taxonomy alignment remains at 0%, as in the previous year.

Details on CapEx and OpEx indicators can be found in the KPI reporting templates at the end of this section. Furthermore, the table on the next page contains the information required in Annex III to Delegated Regulation (EU) 2022/1214 on activities in the fields of nuclear energy and fossil gas.

According to Delegated Regulation (EU) 2021/2178, non-financial undertakings must disclose additional background information on key performance indicators, such as the quantitative breakdown of the CapEx and OpEx numerators. Since AT&S does not report taxonomy-aligned revenues, capital expenditures or operating expenses, this additional information is not required.

Economic activity for CapEx/OpEx Category C	**Examples of AT&S OpEx activities**	**Examples of AT&S CapEx activities**
CE 1.2. Manufacture of electrical and electronic equipment	Maintenance/repair of electronic devices	Office equipment such as notebooks, monitors and printers
CCM 5.1. Construction, extension and operation of water collection, treatment and supply systems	Maintenance/repair of process water systems and the necessary infrastructure	Construction of process water plants and the necessary infrastructure
CCM 5.2. Renewal of water collection, treatment and supply systems	Renewal of process water treatment plants	Renewal of process water treatment plants
CCM 5.3. Construction, extension and operation of waste water collection and treatment	Maintenance/repair of wastewater treatment plants and the necessary infrastructure	Construction of wastewater treatment plants and the necessary infrastructure
CCM 5.4. Renewal of waste water collection and treatment	Modernization of wastewater treatment systems, tanks and pipelines	Modernization of wastewater treatment systems, replacement of old pipelines
CCM 5.5. Collection and transport of non-hazardous waste in source segregated fractions	---	Establishment of the necessary infrastructure for the collection of non-hazardous waste
PPC 2.1. Collection and transport of hazardous waste	Maintenance of the necessary infrastructure for the collection of hazardous waste	Establishment of the necessary infrastructure for the collection of hazardous waste
CCM 6.3. Urban and suburban transport, road passenger transport	---	Leasing of shuttle buses
CCM 6.5. Transport by motorbikes, passenger cars and light commercial vehicles	Forklift maintenance	Leasing of company cars
CCM 7.2. Renovation of existing buildings	Maintenance/repair of production buildings	Renovation of production buildings
CCM 7.3. Installation, maintenance and repair of energy efficient equipment	Maintenance/repair of chillers, cooling towers, ventilation equipment	Installation of chillers, cooling towers, roof insulation, ventilation equipment
CCM 7.4. Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	Maintenance/repair of electric charging infrastructure	Expansion of the electric charging infrastructure
CCM 7.5. IInstallation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	Maintenance/repair of building energy management systems	Installation of building energy management systems
CCM 7.6. Installation, maintenance and repair of renewable energy technologies	Repair of heat exchangers	---
CCM 7.7. Acquisition and ownership of buildings	Leasing of accommodation for employees	Construction of new buildings, leasing of offices and accommodation for employees

Row	Nuclear energy related activities	
1.	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	NO
2.	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	NO
3.	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	NO
	Fossil gas related activities	
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	NO
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	NO
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	NO

TAXONOMY-ELIGIBLE AND -ALIGNED PROPORTION OF TURNOVER PER ENVIRONMENTAL OBJECTIVE

	Proportion of turnover/Total turnover	
in %	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM (Climate change mitigation)	–	–
CCA (Climate change adaptation)	–	–
WTR (Water and marine resources)	–	–
CE (Circular economy)	–	100.0
PPC (Pollution)	–	–
BIO (Biodiversity)	–	–

TAXONOMY-ELIGIBLE AND -ALIGNED PROPORTION OF CAPEX PER ENVIRONMENTAL OBJECTIVE

	Proportion of CapEx/Total turnover	
in %	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM (Climate change mitigation)	–	19.1
CCA (Climate change adaptation)	–	–
WTR (Water and marine resources)	–	–
CE (Circular economy)	–	58.2
PPC (Pollution)	–	0.3
BIO (Biodiversity)	–	–

TAXONOMY-ELIGIBLE AND -ALIGNED PROPORTION OF OPEX PER ENVIRONMENTAL OBJECTIVE

	Proportion of OpEx/Total turnover	
in %	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM (Climate change mitigation)	–	3.0
CCA (Climate change adaptation)	–	–
WTR (Water and marine resources)	–	–
CE (Circular economy)	–	22.2
PPC (Pollution)	–	0.0
BIO (Biodiversity)	–	–

PROPORTION OF TURNOVER FROM PRODUCTS OR SERVICES ASSOCIATED WITH TAXONOMY-ALIGNED ECONOMIC ACTIVITIES – DISCLOSURE COVERING FINANCIAL YEAR 2024/25

Financial year 2024/25		Year		Substantial contribution criteria						DNSH criteria (Do No Significant Harm)									
Economic activities	**Code (a)**	**Turnover**	**Proportion of Turnover, year 2024/25**	**Climate change mitigation**	**Climate change adaptation**	**Water**	**Pollution**	**Circular economy**	**Biodiversity**	**Climate change mitigation**	**Climate change adaptation**	**Water**	**Pollution**	**Circular economy**	**Biodiversity**	**Minimum safeguards**	**Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) turnover, year 2023/24**	**Category (enabling activity)**	**Category (transitional activity)**
		T€	*%*	*Y; N; N/EL*	*Y; N; N/EL*	*Y; N; N/EL*	*Y; N; N/EL*	*Y; N; N/EL*	*Y; N; N/EL*	*Y/N*	*Y/N*	*Y/N*	*Y/N*	*Y/N*	*Y/N*	*Y/N*	*%*	*E*	*T*
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1 Environmentally sustainable activities (Taxonomy-aligned)																			
Turnover of environmentally sustainable activities (Taxonomy-aligned (A.1)		**0**	**0.0%**														**0.0%**		
Of which Enabling		0	0.0%														0.0%	E	
Of which Transitional		0	0.0%														0.0%		T
A.2 Taxonomy-eligible but not environmentally sustainable acitivities (not Taxonomy-aligned activities)																			
				EL; N/EL	*EL; N/EL*	*EL; N/EL*	*EL; N/EL*	*EL; N/EL*	*EL; N/EL*										
Manufacture of electrical and electronic equipment	CE 1.2.	1,589,626	100.0%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								100.0%		
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activitites) (A.2)		**1,589,626**	**100.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**100.0%**	**0.0%**								**100.0%**		
A. Turnover of Taxonomy eligible activities (A.1 + A.2)		**1,589,626**	**100.0%**	**0.0%**	**0.0%**	**0.0%**	**0.0%**	**100.0%**	**0.0%**								**100.0%**		
B. TAXONOMY NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy-non-eligible activities		**0**	**0.0%**																
TOTAL		**1,589,626**	**100%**																

Y – Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective
N – No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective
N/EL – Not eligible, Taxonomy-non-eligible activity for the relevant environmental objective
EL – Eligible, Taxonomy-eligible activity for the relevant objective

PROPORTION OF CAPEX FROM PRODUCTS OR SERVICES ASSOCIATED WITH TAXONOMY-ALIGNED ECONOMIC ACTIVITIES – DISCLOSURE COVERING FINANCIAL YEAR 2024/25

Financial year 2024/25		Year		Substantial contribution criteria						DNSH criteria (Do No Significant Harm)								
Economic activities	**Code**	**CapEx**	**Proportion of CapEx, year 2024/25**	**Climate change mitigation**	**Climate change adaptation**	**Water**	**Pollution**	**Circular economy**	**Biodiversity**	**Climate change mitigation**	**Climate change adaptation**	**Water**	**Pollution**	**Circular economy**	**Biodiversity**	**Minimum safeguards**	**Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) CapEx, year 2023/24**	**Category (enabling activity)**	**Category (transitional activity)**
		T€	*%*	*Y; N; N/EL*	*Y; N; N/EL*	*Y; N; N/EL*	*Y; N; N/EL*	*Y; N; N/EL*	*Y; N; N/EL*	*Y/N*	*Y/N*	*Y/N*	*Y/N*	*Y/N*	*Y/N*	*Y/N*	*%*	*E*	*T*
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1 Environmentally sustainable activities (Taxonomy-aligned)																			
CapEx of environmentally sustainable activities (Taxonomy-aligned (A.1)		**0**	**0.0%**														**0.0%**		
Of which Enabling		0	0.0%														0.0%	E	
Of which Transitional		0	0.0%														0.0%		T
A.2 Taxonomy-eligible but not environmentally sustainable acitivities (not Taxonomy-aligned activities)																			
				EL; N/EL	*EL; N/EL*	*EL; N/EL*	*EL; N/EL*	*EL; N/EL*	*EL; N/EL*										
Manufacture of electrical and electronic equipment	CE 1.2.	209,338	58.2%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								27.3%		
Construction, extension and operation of water collection, treatment and supply systems	CCM 5.1.	2,528	0.7%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								2.2%		
Renewal of water collection, treatment and supply systems	CCM 5.2.	325	0.1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.1%		
Construction, extension and operation of waste water collection and treatment	CCM 5.3.	11,259	3.1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.3%		
Renewal of waste water collection and treatment	CCM 5.4.	1,178	0.3%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.1%		
Collection and transport of non-hazardous waste in source segregated fractions	CCM 5.5.	377	0.1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.0%		
Collection and transport of hazardous waste	PPC 2.1.	1,019	0.3%	N/EL	N/EL	N/EL	EL	N/EL	N/EL								0.0%		
Urban and suburban transport, road passenger transport	CCM 6.3.	899	0.2%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.0%		
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5.	231	0.1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.1%		
Renovation of existing buildings	CCM 7.2.	1,015	0.3%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								1.4%		

Installation, maintenance and repair of energy efficiency equipment	CCM 7.3.	7,762	2.2%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								2.8%		
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCM 7.4.	15	0.0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.0%		
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	CCM 7.5.	2,270	0.6%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								3.1%		
Acquisition and ownership of buildings	CCM 7.7.	40,785	11.3%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								45.6%		
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activitites) (A.2)		**278,998**	**77.5%**	**19.1%**	**0.0%**	**0.0%**	**0.3%**	**58.2%**	**0.0%**								**83.0%**		
A. CapEx of Taxonomy eligible activities (A.1 + A.2)		**278,998**	**77.5%**	**19.1%**	**0.0%**	**0.0%**	**0.3%**	**58.2%**	**0.0%**								**83.0%**		
B. TAXONOMY NON-ELIGIBLE ACTIVITIES																			
CapEx of Taxonomy-non-eligible activities		**80,906**	**22.5%**																
TOTAL		**359,904**	**100.0%**																

Y – Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective
N – No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective
N/EL – Not eligible, Taxonomy-non-eligible activity for the relevant environmental objective
EL – Eligible, Taxonomy-eligible activity for the relevant objective

PROPORTION OF OPEX FROM PRODUCTS OR SERVICES ASSOCIATED WITH TAXONOMY-ALIGNED ECONOMIC ACTIVITIES – DISCLOSURE COVERING FINANCIAL YEAR 2024/25

Financial year 2024/25		Year		Substantial contribution criteria						DNSH criteria (Do No Significant Harm)								
Economic activities	**Code**	**OpEx**	**Proportion of OpEx, year 2024/25**	**Climate change mitigation**	**Climate change adaptation**	**Water**	**Pollution**	**Circular economy**	**Biodiversity**	**Climate change mitigation**	**Climate change adaptation**	**Water**	**Pollution**	**Circular economy**	**Biodiversity**	**Minimum safeguards**	**Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) OpEx, year 2023/24**	**Category (enabling activity)**	**Category (transitional activity)**
Text		*T€*	*%*	*Y; N; N/EL*	*Y; N; N/EL*	*Y; N; N/EL*	*Y; N; N/EL*	*Y; N; N/EL*	*Y; N; N/EL*	*Y/N*	*Y/N*	*Y/N*	*Y/N*	*Y/N*	*Y/N*	*Y/N*	*%*	*E*	*T*
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1 Environmentally sustainable activities (Taxonomy-aligned)																			
OpEx of environmentally sustainable activities (Taxonomy-aligned (A.1)		**0**	**0.0%**														**0.0%**		
Of which Enabling		0	0.0%														0.0%	E	
Of which Transitional		0	0.0%														0.0%		T
A.2 Taxonomy-eligible but not environmentally sustainable acitivities (not Taxonomy-aligned activities)																			
				EL; N/EL	*EL; N/EL*	*EL; N/EL*	*EL; N/EL*	*EL; N/EL*	*EL; N/EL*										
Manufacture of electrical and electronic equipment	CE 1.2.	44,756	22.2%	N/EL	N/EL	N/EL	N/EL	EL	N/EL								27.9%		
Construction, extension and operation of water collection, treatment and supply systems	CCM 5.1.	616	0.3%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.3%		
Renewal of water collection, treatment and supply systems	CCM 5.2.	92	0.0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.0%		
Construction, extension and operation of waste water collection and treatment	CCM 5.3.	2,084	1.0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								1.1%		
Renewal of waste water collection and treatment	CCM 5.4.	644	0.3%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.0%		
Collection and transport of hazardous waste	PPC 2.1.	6	0.0%	N/EL	N/EL	N/EL	EL	N/EL	N/EL								0.0%		
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5.	198	0.1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.1%		
Renovation of existing buildings	CCM 7.2.	23	0.0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.0%		
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3.	1,063	0.5%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.6%		

Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCM 7.4.	3	0.0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL							0.0%		
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	CCM 7.5.	111	0.1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL							0.0%		
Installation, maintenance and repair of renewable energy technologies	CCM 7.6.	106	0.1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL							0.0%		
Acquisition and ownership of buildings	CCM 7.7.	1,178	0.6%	EL	N/EL	N/EL	N/EL	N/EL	N/EL							0.4%		
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activitites) (A.2)		**50,881**	**25.2%**	**3.0%**	**0.0%**	**0.0%**	**0.0%**	**22.2%**	**0.0%**							**30.5%**		
A. OpEx of Taxonomy eligible activities (A.1 + A.2)		**50,881**	**25.2%**	**3.0%**	**0.0%**	**0.0%**	**0.0%**	**22.2%**	**0.0%**							**30.5%**		
B. TAXONOMY NON-ELIGIBLE ACTIVITIES																		
OpEx of Taxonomy-non-eligible activities		**150,787**	**74.8%**															
TOTAL		**201,668**	**100.0%**															

Y – Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective
N – No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective
N/EL – Not eligible, Taxonomy-non-eligible activity for the relevant environmental objective
EL – Eligible, Taxonomy-eligible activity for the relevant objective

ESRS E1 – Climate Change

SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

Based on the materiality assessment described in the IRO-1 section of chapter ESRS 2, AT&S has identified the following material impacts, risks and opportunities:

IROs	Category	Value chain	Time horizon
Climate change mitigation			
GHG (greenhouse gas) emissions from energy consumption in company-owned buildings (district heating, gas)	negative impact	◁ ▣ ▷	● ● ●
Greenhouse gas emissions from the transportation of products in vehicles, ships, and aircraft powered by fossil fuels. Decarbonization is anchored in the sustainability strategy	negative impact	◀ ▣ ▶	● ● ●
Contribution to decarbonization and to achieving the European and Austrian climate targets through targets anchored in the corporate strategy and their successful implementation by means of decarbonization actions, such as the switch to renewable energy sources. The actions can be found in the E1-3 section of chapter E1	positive impact	◁ ▣ ▷	● ● ●
Greenhouse gas emissions in the supply chain, mainly in relation to purchased goods and services and capital goods (Scope 3, categories 1 and 2). These greenhouse gas emissions are taken into account in the sustainability strategy	negative impact	◀ ▣ ▶	● ● ●
The transition risk exists if we, or our suppliers, react too slowly to new environmental regulations, political framework conditions and regulatory requirements relating to decarbonization and adaptation to climate change, which could result in a loss of market share and higher costs, for example due to fines	transition risk	◁ ▣ ▷	○ ● ●
Insufficient and untimely investments in technologies supporting the transition to decarbonization and adaptation to climate change can lead to competitive disadvantages, loss of market share, and opportunities or transition risks for AT&S (e.g. impaired asset valuations, financial losses)	transition risk	◁ ▣ ▷	○ ● ●
AT&S has identified a transition risk based on the requirements placed on our suppliers. These relate to meeting regulatory and/or legal requirements with regard to CO_2 emissions. Should the suppliers not be able to do so, this would mean that AT&S would have to look for new and/or alternative suppliers in order to avoid any supply bottlenecks and to prevent jeopardizing the production process. This would also lead to higher costs due to higher prices from the new and/or alternative suppliers	transition risk	◁ ▣ ▷	○ ● ●

Value chain localization

◀▷ upstream
▣ own operations
◁▶ downstream

Time horizon

● ○ ○ < 1 year
○ ● ○ 1–5 years
○ ○ ● > 5 years

IROs	Category	Value chain	Time horizon
Climate regulations create incentives for the development of energy-efficient data centers and IT infrastructures (transition opportunity). Printed circuit boards and substrates - central hardware components of such data centers - open up market opportunities for AT&S in this context. As a manufacturer of printed circuit boards and substrates, AT&S can offer products with a reduced CO_2 footprint and thus contribute to the decarbonization of digital infrastructures	opportunity	◁ ▷	○ ○ ●
Climate change adaptation			
Contribution to climate change adaptation by protecting the company's own buildings and plants against the consequences of climate change	positive impact	◁ ▷	● ● ●
Energy			
Reduction of energy consumption by raising awareness among own employees of energy efficiency measures	positive impact	◁ ▷	● ● ●
Reduction of energy consumption through the use of smart and efficient production processes	positive impact	◁ ▷	● ● ●
Reduction of energy losses by reusing waste heat from production processes	positive impact	◁ ▷	● ● ●

Value chain localization

◁ ▷ upstream

own operations

◁ ▶ downstream

Time horizon

● ○ ○ < 1 year

○ ● ○ 1–5 years

○ ○ ● > 5 years

The IROs described affect all stakeholders and have a global impact on our business model.

A resilience analysis was also carried out as part of the climate risk analysis. The risk analysis for this financial year was conducted for all sites except Ansan in consultation with an external consultant. The resilience analysis results showed that the AT&S business model is robust against climate-related risks (physical risks and transitional risks). Following data collection and risk analysis, no significant net risks to AT&S were identified. The assessment of both physical and transitional risks shows that the company is well positioned to address potential climate-related challenges. The AT&S business model can therefore be considered robust, meaning that no immediate additional measures are required. Four transitional risks were identified during the assessment. Responding too slowly to new environmental regulations, failing to invest sufficiently in decarbonization and the necessary climate change adaptation, bottlenecks in the supply chain, and transitioning too slowly from processes using fossil fuels could adversely affect the AT&S business model. For further information, see Section E1-6.

Physical risks:
The climate risk analysis identified heat stress and storms as the most common risks to our business operations and highlighted spatial differences, with the Shanghai site exposed to the most risks (six in total) and the European sites threatened by three hazards. In addition, there is a higher concentration of destructive risks such as tropical cyclones, tornadoes and floods in Shanghai, China, and in other Southeast Asian locations. We have implemented a number of adaptation measures to address physical climate risks at our locations. In Chongqing, China, we use air conditioning and natural shading to combat heat stress. The site has

emergency power for heat waves and wind-resistant buildings and insurance for storm-related damage. In Fehring and Hinterberg, Austria, we manage flood risks with structural adaptations and insurance, and have robust building designs, insurance and emergency plans for storms. Our site in Kulim, Malaysia, has emergency power systems to manage heat stress and storms. In Nanjangud, India, we mitigate heat stress with air conditioning while preparing for cyclones with wind-resistant construction and emergency plans. Our site in Shanghai, China, follows similar strategies, with a focus on comprehensive insurance and structural adjustments to address environmental challenges.

Transitional risks:
The transitional analysis considered transition risks, including those identified earlier during the materiality analysis. We are particularly exposed to the risks posed by rising prices for CO_2 emissions and raw materials. A slow response to new environmental regulations, policy frameworks and regulatory requirements related to decarbonization and climate change adaptation can lead to loss of market share and higher costs, for example through fines. In this scenario, market-related risks are expected to increase as global warming is limited to 1.5°C and resulting price increases for raw materials such as copper and chemicals are likely to be offset by CO_2 pricing; alternatively, penalties may arise if emission limits are exceeded. If suppliers are unable to meet increasingly stringent requirements regarding CO_2 emissions, this can lead to supply bottlenecks and disrupt production processes. Nevertheless, there are transition opportunities, particularly as climate-related regulations and incentives encourage market shifts towards electrification, specifically in the automotive sector, which is driving demand. In addition, the transition to renewable energy sources offers AT&S the opportunity to reduce long-term operating costs and thus improve strategic resilience.

E1-1 – Transition plan for climate change mitigation

Our company has set ambitious goals as we seek to make a significant contribution to climate protection. The key points of our transition plan are as follows:

Targets, mitigation plans and progress in implementing the transition plan:
1. Reduce Scope 1 & 2 emissions by 38% by 2030/31 (SBT): Our goals are aimed at limiting global warming to 1.5°C, as set out in the Paris Agreement. AT&S is subject to the EU reference values agreed in Paris. The Scope 1 target is to be achieved by eliminating fossil fuels at all AT&S locations worldwide. In Scope 2, the expected decarbonization levers to achieve the target relate to the procurement of electricity from renewable sources and the purchase of renewable energy certificates.

The following sub-targets support the achievement of this science-based target:

- An **80% renewable energy supply by 2025**: We plan to cover 80% of our energy needs from renewable sources by the end of the 2025/26 financial year. We will achieve this by implementing numerous technical measures that both reduce the consumption of fossil fuels and increase efficiency. We are also intensifying our efforts to source renewable electricity for all our locations. In cases where no green energy supply contract for the remaining energy demand is possible, we cover the demand with certificates or guarantees of origin. Forecasts show that the target can be achieved in the coming financial year.
- **Reduction of Scope 1 emissions by 2030:** We aim to completely eliminate Scope 1 emissions by 2030. This includes reducing and replacing all fossil fuels. An example of this is the steam used to humidify clean rooms: this is usually produced by heating water with natural gas-fired steam boilers centrally in the boiler house and transporting it via pipelines to the air conditioning systems. To avoid the use of natural gas, we are equipping all air conditioning systems with high-pressure humidifiers to deliver the required water for

humidification in fine atomized form directly into the air conditioning systems. By utilizing the last remaining unused waste heat sources, we will further increase the efficiency of our production sites. If necessary, we will also turn to biogas to achieve our decarbonization goals. While Scope 1 emissions from process gases are excluded, they only account for a very small proportion of Scope 1 emissions. The process of implementing the necessary technical measures has been underway for several years. Measures taken are regularly evaluated.

2. Reduce Scope 3 emissions by 48% per euro of gross value added by 2030/31 (SBT): We are working to reduce Scope 3 emissions by 48% per euro of gross value added (GVA) by the 2030/31 financial year. This goal is considered the most challenging because it requires data from the supply chain. The strategy for this will be developed by the end of the 2025/26 financial year. Since the measures are still being defined in detail, no further split into individual decarbonization levers is yet possible.

This transition plan, based on the two science-based targets we have set, demonstrates our commitment to climate protection and our determination to make a positive contribution to limiting global warming. The mitigation plan for this will be developed in line with our ESG Strategy by the end of the 2025/26 financial year. The transition plan is approved by the administrative, management and supervisory bodies. For further information, see Section E1-4.

The investments and operating expenditures currently deemed necessary for the measures described will be taken into account in the company-wide medium-term plan. The economic activities of AT&S do not fall under environmental targets 1 and 2, but rather under environmental target 4 “Circular Economy”. The respective amounts are listed in Section E1-3.

The embodied greenhouse gas emissions (GHG emissions) are not significant.

E1-2 – Policies related to climate change mitigation and adaptation

AT&S considers and responds to climate-related regulatory, reputational and market-specific risks by investing in clean technologies, resource management and promoting the circular economy. The company sees opportunities in the innovation of sustainable technologies and in increasing the energy and resource efficiency of its processes. The AT&S environmental policy covers various environmental issues, including climate change, but not adaptation to climate change. In accordance with this policy, the company is committed to reducing its ecological footprint and complying with international environmental standards.

In relation to energy, we will always consider energy efficiency aspects when procuring energy, products and services. When designing our systems and equipment, we place great emphasis on resource efficiency and the use of renewable energy. By doing this, we strive for continuous improvement in all our investments. We provide the necessary resources to further develop and continuously improve our energy management systems along with the energy efficiency and carbon efficiency of all our processes. We are committed to meeting our science-based targets to reduce our greenhouse gas emissions.

The Environmental Policy applies to all AT&S production sites and all operational activities, including the entire value chain. Special measures are planned in water-threatened areas and in the reduction of greenhouse gas emissions along the supply chain.

The AT&S Management Board is responsible for the implementation of the Environmental Policy. It regularly reviews the effectiveness of the measures and ensures that environmental aspects are integrated into the Sustainability Strategy and subsequently into the corporate strategy.

AT&S is committed to complying with internationally recognized standards, including:

- **WRI/WBCSD GHG Protocol** for CO_2 emission accounting (Scope 1, 2 and 3)
- **Science Based Targets initiative (SBTi)** to establish scientifically sound CO_2 reduction targets
- **Carbon Disclosure Project (CDP)** on the disclosure of environmental data

AT&S actively engages in dialogue with stakeholders. The aim is to create transparency, share and develop best practices and jointly minimize potentially negative environmental impacts.

We communicate the Environmental Policy internally and externally through various channels. It is available in several languages and is disseminated via the company website, during training sessions and in supplier requirements.

E1-3 – Actions and resources in relation to climate change policies

Elimination of fossil fuels at all AT&S sites
We primarily use fossil fuels for heating and humidifying buildings. This means existing heating sources and humidifiers will have to be replaced over the next few years.

The project has already started at the Leoben-Hinterberg plant, with plans to retrofit one of the three production buildings by the end of 2025. Implementation planning for the second plant is complete, and the systems will be adapted by the end of the 2026/27 financial year. The third and recently completed plant at the site, which produces IC substrates, was designed and built to include the required humidifier types. The remaining fossil energy required will therefore only be approximately 5–6%; an evaluation of the substitution of this remaining energy will be carried out once the plant has reached its maximum production capacity. Actions will then be implemented by the end of 2030.

Similar evaluations are already underway for the remaining locations.

At these locations, natural gas serves as an energy source for heating and humidifying our clean rooms, but is also used to operate our presses. It is a stated goal of AT&S to phase out the use of natural gas by 2030, either through the use of alternative technologies (high-pressure water humidifiers as a replacement for steam humidifiers, heat pumps/heat recovery for building heating, electrical heating of presses), or through substitution with biogas.

The evaluations for the plants in China (Shanghai and Chongqing) will be completed in the middle of the 2025/26 financial year, with a subsequent implementation phase running until 2030.

The Energy Strategy envisages completion of retrofitting at the Fehring site by the end of the 2026/27 financial year and at the Nanjangud site by the end of the 2028/29 financial year.

The Kulim plant was designed and built in such a way that the necessary measures have already been taken into account.

This action contributes to reducing Scope 1 emissions. Total savings for the reporting year amounted to 2,540 t CO_2e (CO_2 equivalents). The total expected reductions in GHG emissions resulting from this action are shown in the waterfall diagram in point E1-4. This measure contributes to achieving the science-based target for Scope 1 and Scope 2.

Smart production
By working with our machine suppliers, AT&S will identify and implement energy efficiency measures to significantly reduce electricity and water consumption in production processes. To this end, selected pilot plants will be equipped with the required sensors to identify, simulate and evaluate efficiency measures. The machines will then be upgraded and the machine control system expanded to include smart, demand-based control of energy and water supplies.

These tests are already underway on two pilot lines at the Shanghai and Leoben-Hinterberg sites. We expect the initial results to indicate savings of approximately 10% per production line. The final

results will be available in the middle of the 2025/26 financial year; the scheduling and selection of the production lines involved for a possible rollout to other locations have already begun. No savings can currently be reported for the reporting year, nor can the planned post-roll-out savings be quantified at this time. The diverse utilization scenarios of our production machines call for careful assessment of the economic viability of individual savings options.

Purchase of renewable electricity
If we are to achieve our ambitious GHG target, sufficient amounts of renewable energy must be available for all AT&S sites. While sufficient renewable energy is available at Austrian locations, the situation in other countries is more difficult. Depending on the location, we face problems such as a lack of available renewable energy on the market, a lack of freedom to choose the right supplier to meet our energy needs, or the fact that the required amount of renewable energy can only be procured through various tendering procedures. Therefore, achieving a high share of renewable energy is – and will remain – a challenge.

We secure the purchase of renewable electricity through renewable energy supply contracts and by procuring guarantees of origin and renewable energy certificates. This is an ongoing action.

The action contributes to reducing Scope 2 emissions. In the reporting year, Scope 2 emissions increased by 13,584 t CO2e. The reason for this is an increase in absolute electricity consumption of 67 GWh, largely caused by our new plants in Kulim and Leoben-Hinterberg. Overall, however, the share of renewable energy as a proportion of total energy consumption increased from 73.9% to 75.8%. The total expected reductions in GHG emissions from this measure are shown in the waterfall diagram in point E1-4. This action contributes to achieving the science-based target for Scope 1 and Scope 2.

Decarbonization of the supply chain
In relation to Scope 3, our primary objective is to reduce emissions in categories 1 and 2.

We are beginning to implement measures with selected direct suppliers to obtain data on our Scope 3 emissions. In cooperation with our key customers and suppliers, a corresponding strategy and implementation program will be developed in the 2025/26 financial year. The number of suppliers to be engaged with will increase in the coming year, and a roadmap will be developed that is to be implemented from the 2025/26 financial year onwards. This action contributes to the reduction of relative Scope 3 emissions. Information on achieved and planned reductions in GHG emissions is presented in Section E1-4.

Employee awareness
The “Less is More” ideas challenge was launched in Leoben-Hinterberg, Austria, to identify quick wins that can improve our efficiency and reduce our energy and resource consumption in all areas of our operations. The global call for ideas followed the principle “Think globally, act locally”. This enabled us to discover and evaluate further potential in the financial year 2024/25, such as approaches to saving hot water and electricity at locations in China, in addition to the winning idea of shortening the warm-up cycle for drilling machines. Mechanical drilling machines are often operated in what is known as “warm-up mode”, either upon start-up or during non-production periods. Specifically measuring power consumption would make it possible to determine the costs of this and the point at which the warm-up mode causes unnecessary costs. Overall, we received ideas from all locations and various functional areas, from production to communications. This has not only generated valuable ideas and potential, but has also increased the awareness of resource efficiency among all employees. Further idea challenges are also planned for the coming financial years.

The achieved and expected GHG reduction is included in the savings from the first three measures. This action contributes to the reduction of Scope 1 and Scope 2 emissions.

Expenditure on implementation of actions
In total, €1.9 million in operating expenditure (OpEx) and €11.5 million in capital expenditure (CapEx) were incurred for the implementation of all measures in the financial year 2024/25. Operating expenses can be found in note 2 “Types of expenses” in the notes to the consolidated statement of profit or loss, while capital expenditure can be found in note 7 “Property, plant and equipment” in the notes to the consolidated statement of financial position in the notes to the consolidated financial statements. Furthermore, the OpEx amounts for activities CCM 7.3, 7.5, and 7.6 reported under the EU Taxonomy Regulation, as well as the CapEx amounts for activities CCM 7.3 and 7.5, are included in these figures.

The company’s mid-term plan includes €17.4 million in OpEx and €64.8 million in CapEx for actions related to climate concepts in future financial years.

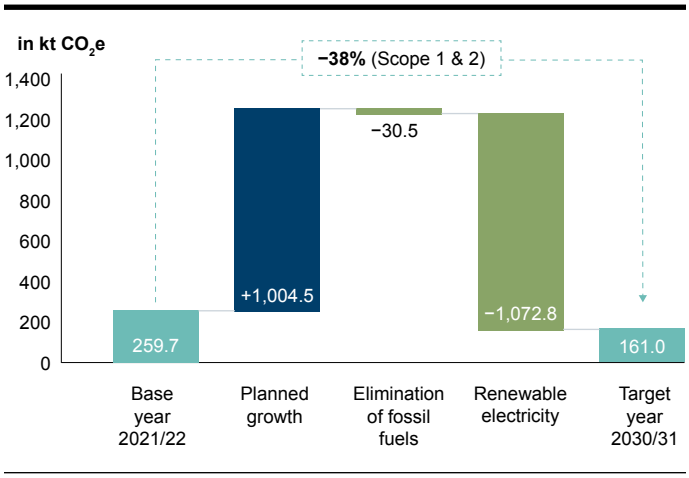
The allocation of financial resources is heavily dependent on public funding from national and EU funds.

E1-4 – Targets related to climate change mitigation and adaptation

In the course of the AT&S Sustainability Strategy 2025, the company set ambitious initial energy and emission reduction targets to combat climate change. These include covering at least 80% of the Group’s total energy demand with renewable energy sources (including large-scale hydropower) by the end of 2025. Furthermore, we aim to replace all fossil fuels in our production facilities worldwide (Scope 1 emissions) by 2030.

We developed GHG emission reduction targets in line with the guidelines issued by the Science Based Targets initiative (SBTi) to ensure that they align with the objectives of the Paris Agreement. The SBTi is an international climate protection association that promotes ambitious actions to protect the climate in the private sector, empowering organizations to define emission reduction targets on the basis of scientific insights. AT&S has set two targets, which were formulated in the spring of 2022 on the basis of the mid-term plan at the time and confirmed by the SBTi in March 2023. The two previous targets from the Sustainability Strategy 2025 feed into the newly defined reduction target for Scope 1 and 2 emissions.

Target: Reduce Scope 1 and Scope 2 emissions by 38% by 2030/31
In its first target, AT&S commits to reduce absolute Scope 1 and Scope 2 emissions by 38% by the financial year 2030/31 in comparison with the base year 2021/22. This is a combined target for Scope 1 and 2 emissions and is measured in t CO_2e. Scope 1 emissions accounted for 12% in the base year and should be reduced to 0% in the target year. The market-based approach is used to calculate the targeted Scope 2 GHG emissions. In absolute terms, the Group envisages a reduction of 98,686 t CO_2e, of which 30,482 t are Scope 1 emissions and 68,204 t are Scope 2 emissions. The planned emission reductions were determined in line with a cross-sector reduction pathway that is aligned with the 1.5°C target and contributes to this climate scenario.



The Scope 1 emission reduction target is to be achieved by eliminating the use of fossil fuels at all AT&S locations worldwide. In terms of Scope 2 emissions, the decarbonization levers we expect to pull to achieve our target include procuring electricity from renewable sources and purchasing renewable energy certificates.

For a more detailed description of the measures identified to achieve this target, please refer to Section E1-3. The quantitative contribution of each lever is illustrated in the graphic above.

Scope 1 and Scope 2 emissions are calculated on a monthly basis for internal control purposes, with changes in absolute emissions monitored and examined in the course of the year. The Scope 1 and Scope 2 emissions in the financial year 2024/25 reported in Section E1-6 are already below the target value set for the financial year 2030/31. Nevertheless, in light of the growth strategy pursued by AT&S, the long-term target remains highly ambitious. AT&S recently completed the construction of its new plant in Kulim, Malaysia, and its new plant with associated R&D center in Leoben-Hinterberg, Austria. The greenhouse gas emissions for the financial year 2024/25 contain a small quantity of emissions from these new plants. However, their energy consumption will increase significantly once production and series manufacturing commence, particularly because the Kulim facility is the largest plant in the history of AT&S. So, in pursuit of our ambitious target, we must ensure that we procure sufficient volumes of renewable energy – not only for the two new plants but also for all other AT&S locations. Achieving our GHG reduction target will therefore remain a challenge.

Target: Reduce relative Scope 3 emissions by 48% by 2030/31

In addition, we aim to reduce Group-wide Scope 3 emissions from purchased goods and services and from capital goods by 48 % per euro value added by the financial year 2030/31 in comparison with the base year 2021/22. This target is compatible with efforts to limit global warming to 2°C. This is a relative target measured in kg CO2e per euro gross value added. Categories 1 “Purchased goods and services” and 2 “Capital goods” were selected because they accounted for the overwhelming majority of Scope 3 emissions in the base year. In terms of our level of ambition, we selected an economic intensity target that should reduce emissions in these two categories by at least 7% per euro value added per year. Planned changes in sales volumes due to the AT&S growth strategy were considered when formulating targets, so defining an intensity target appeared the most sensible option. This means that, despite the ambitious target, we have not planned for an absolute reduction in GHG emissions. GHG emissions in categories 1 and 2 should not exceed 2,693 kt CO2e in the target year, which corresponds to a maximum increase of 1,272 kt CO2e compared to the base year.

Given that measures are only now being defined in detail, it is not currently possible to further allocate quantities to specific decarbonization levers.

Comprehensive monitoring of Scope 3 emissions is ensured through annual calculation and estimation across all categories. The most important Scope 3 categories for AT&S are “Purchased goods and services” and “Capital goods”. These two categories also form the basis for our Scope 3 target, with progress towards this target assessed using the indicator “kg CO_2e per euro GVA”.

The table “Relative Scope 3 emissions in categories 1 & 2” shows progress towards the science-based target for Scope 3 emissions. The figure for the financial year 2024/25 is

RELATIVE SCOPE 3 EMISSIONS IN CATEGORIES 1 & 2

	Retrospective				Milestones and target years	
	2021/22 (base year)	2023/24	2024/25	% N/N-1	2030/31	Annual % target / Base year
Scope 3 GHG emissions in categories 1 & 2 per euro GVA (kg CO_2e/€)	1.895	1.612	0.996	(38.2%)	0.985	5.3%

0.996 kg CO_2e/€ and has improved on the previous year's figures, above all due to lower emissions in category 2 "Capital goods". This is due to lower investment in the reporting year. To avoid distorting this figure, the calculation of gross value added was adjusted for the amount realized from the sale of the plant in Ansan, South Korea. It remains difficult to predict how this indicator will develop in the future, as suppliers are expected to provide more primary data, which could have a significant impact on this figure. However, it is not currently possible to estimate the extent of this impact. In any case, we remain committed to our long-term science-based target.

Further information about our science-based targets

We selected the financial year 2021/22 as the base year for both science-based targets. Given the expansion strategy pursued by AT&S, we decided to establish the year in which these targets were set as the base year. Following continuous growth in the past, the expectation in the base year was that subsequent years would see massive growth through the construction of new plants. Furthermore, the financial year 2021/22 was the first in which we were able to report market-based GHG emissions, which appeared more sensible than the location-based approach as the basis for target-setting.

Internal stakeholders – including the Purchasing department and the Management Board – were integrated in the target definition process and provided input on the feasibility of the envisaged targets. The targets cover all seven declared greenhouse gases listed in the Kyoto Protocol and the Paris Agreement.

In the event of any changes to the scope or calculation methodology for the annual GHG inventory, we examine whether the targets still align with the current GHG inventory and ensure coherence.

At present, AT&S does not intend to introduce new technologies in order to achieve its GHG targets in relation to Scope 1, Scope 2 or Scope 3 emissions. The planned technical measures exclusively involve well-proven, state-of-the-art technology.

Location-specific climate risk analyses had not been conducted when the targets were set. We therefore used IPCC data on the 1.5°C scenario, which the SBTi has specified as its preferred target.

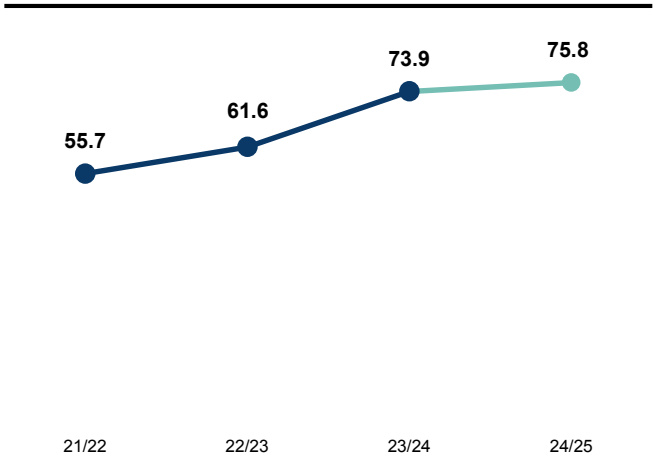
E1-5 – Energy consumption and mix

Through its production of printed circuit boards and IC substrates, AT&S conducts its business activities in a climate-intensive sector (NACE Code 26.12 "Manufacture of loaded electronic boards"). We therefore used total energy consumption and total net revenue to determine energy intensity. This net revenue is the revenue recorded in the consolidated statement of profit or loss in the consolidated financial statement.

Actual energy consumption data is sourced from meters and bills. Extrapolations are only required for the fuel consumption of a small number of company vehicles. These figures are calculated by multiplying the number of kilometers driven by the vehicle's average fuel consumption rate. However, this accounts for less than 0.1 % of the Group's total energy consumption.

SHARE OF RENEWABLE ENERGIES

in %



ENERGY CONSUMPTION AND MIX

	2024/25	2023/24	Change
(1) Fuel consumption from coal and coal products (MWh)	–	–	n.a.
(2) Fuel consumption from crude oil and petroleum products (MWh)	779.5	4,776.6	(83.7%)
(3) Fuel consumption from natural gas (MWh)	136,754.4	157,797.7	(13.3%)
(4) Fuel consumption from other fossil sources (MWh)	–	–	n.a.
(5) Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	97,039.2	79,912.1	21.4%
(6) Total fossil energy consumption (MWh) (calculated as the sum of lines 1 to 5)	**234,573.1**	**242,486.3**	**(3.3%)**
Share of fossil sources in total energy consumption (%)	**23.8%**	**25.6%**	**(7.2%)**
(7) Consumption from nuclear sources (MWh)	**4,099.4**	**4,863.2**	**(15.7%)**
Share of consumption from nuclear sources in total energy consumption (%)	**0.4%**	**0.5%**	**(19.2%)**
(8) Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	–	-	n.a.
(9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	748,605.7	699,638.0	7.0%
(10) The consumption of self-generated non-fuel renewable energy (MWh)	280.3	110.6	153.3%
(11) Total renewable energy consumption (MWh) (calculated as the sum of lines 8 to 10)	**748,885.9**	**699,748.6**	**7.0%**
Share of renewable sources in total energy consumption (%)	**75.8%**	**73.9%**	**2.6%**
Total energy consumption (MWh) (calculated as the sum of lines 6, 7 and 11)	**987,558.4**	**947,098.1**	**4.3%**
Energy intensity (total energy consumption per net revenue, MWh/€)	0.00062	0.00061	1.7%

Sales support offices are not included in energy consumption reporting or the associated GHG emissions because these figures are negligible in comparison with the production facilities.

The efforts made by AT&S to promote a low-carbon economy are evident in the proportion of renewable energy. In the financial year 2024/25, AT&S procured 75.8 % of its energy from renewable sources, once again surpassing the previous year's figure. Our long-term target of ensuring that 80% of Group-wide energy needs are covered by renewable energy sources by the end of 2025 is therefore within reach.

E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions

The table below details the calculation methods, assumptions and emissions factors for each scope and category of greenhouse gas emissions. Justification is provided for cases where Scope 3 categories are not relevant and therefore excluded from the inventory.

The GHG emissions reported below relate to the Group as consolidated for accounting purposes (i.e. the parent company and subsidiaries). As noted in the previous section, emissions from energy consumption at sales support offices are negligible and therefore excluded. Furthermore, emissions from the plant in Ansan, South Korea, are only included in the GHG inventory for the period from April 2024 to January 2025 due to the plant's sale during the reporting year.

In the financial year 2024/25, the Group produced 6,299 t of Scope 2 biogenic CO2 emissions and no Scope 1 biogenic CO2 emissions.

These GHG emissions have not been validated by an external body.

We purchase renewable electricity through a variety of contractual instruments. These include purchase agreements for renewable energy (43%), guarantees of origin (11.5%) and renewable energy certificates (45.5%).

GHG category	Calculation method, scope of reporting, justifications	Emission factor sources
Scope 1	In this scope, natural gas, heating oil, diesel and gasoline are relevant for AT&S. Actual consumption data (taken from meters and/or bills) is converted from different units (such as l or m³) into kWh. The emissions are then calculated in t CO_2e. In addition, we record the quantities of process gases used, calculate the process exhaust gases and determine the CO_2 equivalents. We calculate these volatile emissions based on the quantity of process gas used and the corresponding emission factor.	Environment Agency Austria (UBA), GHG Protocol
Scope 2, location-based	Purchased electricity is particularly relevant for AT&S in this scope, along with purchased steam. Actual consumption data (taken from meters and/or bills) is converted from kWh into t CO_2e. In the location-based method, emissions are calculated based on the average emission factors for the electricity grid for defined geographic locations according to the EcoInvent database.	EcoInvent v3.10
Scope 2, market-based	Purchased electricity is particularly relevant for AT&S in this scope, along with purchased steam. Actual consumption data (taken from meters and/or bills) is converted from kWh into t CO_2e. In the market-based method, we use either the emission factors from energy providers or, if they are not available, calculate the factors using energy mix data from the energy provider and the conversion factors from EcoInvent. Purchased green electricity and renewable energy certificates are further influencing factors.	EcoInvent v3.10, data from and contracts with service providers, purchased renewable energy certificates
Scope 3, category 1: Purchased goods and services	Method: Average data method and spend-based method All orders placed with external suppliers in the reporting year serve as the basis for calculations. Emissions for key materials held in stock are calculated using the average data method. This involves calculating the weight of purchased materials and multiplying this by the conversion factors in the EcoInvent database. This approach covers 55% of calculated emissions in this category. The emissions from all other purchased goods and services were calculated using the spend-based method (expenditure per material group/service * conversion factor in the Exiobase database), which accounts for 45% of calculated emissions in this category. In order to avoid double counting, the costs for energy, leasing, freight, travel, contract workers, waste disposal and investments were excluded. These are included in other Scope 3 categories.	EcoInvent v3.11, Exiobase v3.8.2
Scope 3, category 2: Capital goods	Method: Spend-based method Procurement costs for fixed assets in the reporting year serve as the basis for calculating emissions for capital goods. Asset types are allocated to topic clusters, such as buildings and machinery. Suitable conversion factors from the Exiobase database are allocated to each cluster and AT&S location in order to calculate emissions.	Exiobase v3.8.2
Scope 3, category 3: Fuel and energy-related activities (not included in Scope 1 or Scope 2)	Method: Average data method This category comprises Scope 3 emissions from direct and indirect energy consumption. It is based on activity data from Scope 1 and Scope 2. The quantities of energy consumed are multiplied by the corresponding conversion factors. Emissions from direct energy sources are calculated using the relevant conversion factors for fuels specified by Environment Agency Austria (UBA). Emissions from indirect energy sources are calculated using location-based conversion factors from the EcoInvent database, which include transmission and distribution losses.	Environment Agency Austria (UBA), EcoInvent v3.10
Scope 3, category 4: Upstream transportation and distribution	Method: Distance-based method and spend-based method Emissions are calculated using the third-party transport services engaged by AT&S in the reporting year and include the transport of purchased products and transports between AT&S locations. The distance-based method is used to calculate emissions and takes account of mass, distance and transport type. Furthermore, the emissions from inbound logistics between our direct suppliers and AT&S locations are calculated by multiplying the incurred expenditure with the corresponding factors in the Exiobase database.	EcoInvent v3.10, Exiobase v3.8.2
Scope 3, category 5: Waste generated in operations	Method: Waste type-specific method Emissions are calculated by multiplying the weight of different waste types with corresponding emission factors in the EcoInvent database.	EcoInvent v3.11
Scope 3, category 6: Business travel	Method: Distance-based method This category comprises the greenhouse gas emissions from flights taken by all AT&S employees. Activity data is provided by travel service providers and internal records. The calculation involves multiplying the flight distance by the corresponding conversion factor. Other modes of transport are excluded from emission calculations because they account for a small proportion of AT&S emissions and are therefore not relevant.	EcoInvent v3.11

Scope 3, category 7: Employee commuting	Method: Distance-based method In the financial year 2023/24, a new employee survey was conducted at all AT&S locations to explore employees' commuting habits. The data collected on modes of transport used, distances traveled and commuting frequency serve as the basis for emission calculations in this category. Suitable conversion factors for each mode of transport were sourced from the EcoInvent database.	EcoInvent v3.11
Scope 3, category 8: Upstream leased assets	Not relevant (not included in the GHG inventory) Screening of emissions from leased buildings/apartments was conducted for the financial year 2024/25. The findings showed that emissions in this category are not relevant for AT&S because they account for less than 0.1% of total Scope 3 emissions. Emissions from the actual use of other leased assets are included in Scope 1 or Scope 2.	---
Scope 3, category 9: Downstream transportation and distribution	Method: Distance-based method Emissions in this category comprise all transports of goods sold to customers for which AT&S did not cover the costs. The distance-based method is used to calculate emissions and takes account of mass, distance and transport type.	EcoInvent v3.10
Scope 3, category 10: Processing of sold products	Not relevant (not included in GHG inventory) AT&S produces intermediate products with many potential downstream applications. The specific details of some products' actual end use are not known. Consequently, AT&S cannot reasonably estimate the emissions associated with the processing of sold products and therefore reports zero emissions in this category.	---
Scope 3, category 11: Use of sold products	Not relevant (not included in GHG inventory) As noted above, AT&S does not produce end products; instead, it produces intermediate products with many potential downstream applications. The specific details of some products' actual end use are not known. In general, however, we can state that printed circuit boards and IC substrates are passive components that do not consume energy. While they may be responsible for minimal heat losses during use, this accounts for a negligible proportion of the end product's energy consumption. For this reason, the emissions for which our products are responsible in an electronic device can be ignored.	---
Scope 3, category 12: End-of-life treatment of sold products	Not relevant (not included in GHG inventory) As a B2B company, AT&S has no control over the disposal of end products by end users. Nevertheless, screening for category 12 emissions was conducted for the financial year 2024/25. This showed emissions in this category are not relevant for AT&S because they account for less than 0.1% of total Scope 3 emissions.	---
Scope 3, category 13: Downstream leased assets	Not relevant (not included in GHG emissions) AT&S does not lease assets to third parties.	---
Scope 3, category 14: Franchises	Not relevant (not included in GHG emissions) AT&S does not have any franchise activities.	---
Scope 3, category 15: Investments	Not relevant (not included in GHG emissions) AT&S is not active as an investor or a financial services provider.	---

In the financial year 2024/25, 21% of Scope 3 emissions were calculated using primary data. This comprises all emissions in categories 3, 5, 6, 7 and 9 as well as 3% of emissions in category 1 and 30% in category 4. A supplier survey was conducted in 2024 to examine emissions from purchased goods and services and requested GHG primary data. A small number of suppliers were able to provide suitable data, which was used in tandem with activity data for the reporting year to calculate emissions. Data on biogenic CO_2 emissions from the value chain is not currently available.

Greenhouse gas intensity based on net revenue

The net revenue used to calculate GHG intensity is the revenue recorded in the consolidated statement of profit or loss (in the consolidated financial statement). In the financial year 2024/25, this amounted to €1,590 million.

TOTAL GHG EMISSIONS

		Retrospective			Milestones and target years	
	2021/22 (base year)	2023/24	2024/25	% N/N-1	2030/31	Annual % target / Base year
Scope 1 GHG emissions						
Gross Scope 1 GHG emissions (t CO_2e)	30,481.6	32,782.5	34,471.1	5.2%	Scope 1 + 2 (market-based): 161.014	Scope 1 + 2 (market-based): 4,2%
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	81.5%	79.4%	79.5%	0.0%		
Scope 2 GHG emissions						
Gross location-based Scope 2 GHG emissions (t CO_2e)	552,194.5	348,381.6	393,985.4	13.1%		
Gross market-based Scope 2 GHG emissions (t CO_2e)	229,218.8	80,604.2	94,188.1	16.9%	Scope 1 + 2 (market-based): 161.014	Scope 1 + 2 (market-based): 4,2%
Significant scope 3 GHG emissions						
Total Gross indirect (Scope 3) GHG emissions (t CO_2e)	1,603,645.4	1,339,639.8	928,978.1	(30.7%)		
1 Purchased goods and services	627,680.5	562,282.7	503,366.8	(10.5%)		–
2 Capital goods	793,744.9	620,810.3	232,222.0	(62.6%)		–
3 Fuel and energy-related Activities (not included in Scope1 or Scope 2)	155,795.0	117,384.6	124,777.7	6.3%		
4 Upstream transportation and distribution	5,261.5	8,107.1	19,987.7	> 100 %		
5 Waste generated in operations	n.a.	n.a.	16,076.7	n.a.		
6 Business traveling	495.1	2,009.9	2,328.7	15.9%		
7 Employee commuting	16,488.5	21,752.8	22,023.5	1.2%		
8 Upstream leased assets	n.a.	n.a.	n.a.	n.a.		
9 Downstream transportation	4,179.9	7,292.5	8,195.1	12.4%		
10 Processing of sold products	n.a.	n.a.	n.a.	n.a.		
11 Use of sold products	n.a.	n.a.	n.a.	n.a.		
12 End-of-life treatment of sold products	n.a.	n.a.	n.a.	n.a.		
13 Downstream leased assets	n.a.	n.a.	n.a.	n.a.		
14 Franchises	n.a.	n.a.	n.a.	n.a.		
15 Investments	n.a.	n.a.	n.a.	n.a.		
Total GHG emissions						
Total GHG emissions (location-based) (t CO_2e)	2,186,321.5	1,720,803.9	1,357,434.6	(21.1%)		
Total GHG emissions (market-based) (t CO_2e)	1,863,345.8	1,453,026.4	1,057,637.3	(27.2%)		

GHG INTENSITY

in t CO_2eq/€	2024/25	2023/24	Change
Total GHG emissions (location-based) per net revenue	0.00085	0.00111	(23.1%)
Total GHG emissions (market-based) per net revenue	0.00067	0.00094	(29.0%)

ESRS E2 – Pollution

SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

Based on the materiality assessment described in the IRO-1 section of chapter ESRS 2, AT&S has identified the following material impacts, risks and opportunities:

IROs	Category	Value chain	Time horizon
Pollution			
Contribution to pollution of air, water and soil through activities by our suppliers and upstream value chain (production, logistics, tier 2/3 supply chain, etc.)	negative impact	◀ ▷	● ● ●
Pollution of air			
Contribution to the reduction of air pollution from suppliers through contractual requirements (e.g. to use hydrogen or electric vehicles)	positive impact	◀ ▷	● ● ●
Pollution of water			
Pollution of water resources by water-using production processes in a way that treatment cannot achieve the same quality status as before	negative impact	◁ ▷	● ● ●
Pollution of groundwater, soil or bodies of water due to the uncontrolled release of chemicals or untreated wastewater during the production process can lead to legal proceedings and liability claims for compensation or remediation, which can have a negative impact on earnings	risk	◁ ▷	● ● ●
Pollution of soil			
Contribution to soil pollution through landfilling of waste (no water waste)	negative impact	◁ ▶	● ● ●
Substances of (very high) concern			
Contribute to harming human health and the environment through activities and processes that produce, use or place on the market substances of (very high) concern (i.e. REACH)	negative impact	◀ ▷	● ● ●

Value chain localization

◀▷ upstream

own operations

◁▶ downstream

Time horizon

● ○ ○ < 1 year

○ ● ○ 1–5 years

○ ○ ● > 5 years

The IROs described affect all stakeholders and have a global impact on our business model.

POLLUTION OF AIR

E2-1 – Policies related to pollution of air

At present, air emissions in the upstream value chain are regulated through the Supplier Code of Conduct. Our Supplier Code of Conduct is aligned with the RBA Code of Conduct, which means that our suppliers are subject to the following requirements regarding air emissions: air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone-depleting substances and combustion by-products generated in the course of operations must be characterized, routinely monitored, controlled and treated as required prior to discharge. Ozone-depleting substances must be effectively managed in accordance with the Montreal Protocol and applicable regulations. Suppliers must conduct routine monitoring of the performance of their air emission control systems. For further information on our Supplier Code of Conduct, please refer to S2-1.

E2-2 – Actions and resources related to pollution of air

As of the financial year 2024/25, AT&S had not yet initiated or conclusively planned any actions to counteract air pollution caused by its value chain. In line with our aspiration that, as a fundamental rule, we should only initiate targeted and meaningful actions, it is important that such actions are able to make a quantifiable and significant contribution. We expect to be in a position to report on initial actions in this regard in the coming years.

E2-3 – Targets related to pollution of air

AT&S does not yet have a quantifiable target related to the negative impact of air pollution in the upstream value chain. The efficacy of the Supplier Code of Conduct is monitored through the digital procurement system and regular supplier audits.

AT&S has not yet formulated a target that corresponds to the ESRS requirements and centrally controls air pollution generated in the value chain. It is important for AT&S that such targets are fit for the future and ambitious in order to make an adequate contribution. Targets should therefore be evidence-based and comply with statutory requirements, including those arising from the ESRS. At present, AT&S has no schedule for controlling air pollution generated in the value chain by means of a corresponding target.

POLLUTION OF WATER

E2-1 – Policies related to pollution of water

Water management at AT&S involves handling the negative impacts of water pollution generated in the course of our business activities and dealing with the regulatory risks related to water pollution. Our concept is based on international standards such as ISO 14001 Environmental Management System and compliance with statutory requirements applies as a minimum standard. We ensure compliance with the requirements of environmental law through regular water analyses conducted by externally certified laboratories. This concept applies to all production facilities, with a particular focus on water-scarce regions. The ESG team is responsible for implementing this concept under the supervision of management. The water pollution concept will form part of the water strategy set to be published in the next financial year. At that time, guidelines will also be issued and made available to relevant stakeholders and working groups. For further details of overarching water management, please refer to Section E3.

At present, water emissions in the upstream value chain are regulated through the Supplier Code of Conduct. Our Supplier Code of Conduct is aligned with the RBA Code of Conduct, which means that our suppliers are subject to the following requirements regarding water emissions: all wastewater must be characterized, monitored, controlled, and treated as required prior to discharge or disposal. Suppliers must conduct routine monitoring of the performance of their wastewater treatment and containment systems to ensure optimal performance and regulatory compliance. The concept for the impacts of water pollution generated in the upstream value chain will be integrated into the existing

Environmental Policy where relevant in the years ahead. For further information on our Supplier Code of Conduct, please refer to S2-1.

E2-2 – Actions and resources related to pollution of water

For the purpose of risk minimization, we have implemented a series of ongoing actions to prevent the negative impacts of water pollution. We conduct regular testing at our locations to monitor for potential water pollution in line with internal policies and applicable statutory and regulatory requirements.

We operate advanced biological and chemical-physical water treatment facilities, which we upgrade continuously to minimize the environmental pollution from discharges. Regular evaluations of the treatment facilities' water consumption and treatment efficiency are fixed components of our water strategy and ensure that our process water and wastewater systems always remain state of the art. Furthermore, we operate location-specific data recording systems that enable precise monitoring of water consumption, discharge volumes and water quality.

These systems not only support compliance with regulatory requirements but also explicitly pursue the objective of identifying actual material impacts and making it possible to implement corrective measures for affected stakeholders. A central objective of our water strategy is continuously improving our water recycling rate. Although no fixed end date has been defined for this measure, it represents an integral component of our long-term environmental strategy and demonstrates our commitment to continuously improving our water use and preventing pollution.

As of the financial year 2024/25, AT&S had not yet initiated or conclusively planned any actions to counteract water pollution caused by its value chain. In line with our aspiration that, as a fundamental rule, we should only initiate targeted and meaningful actions, it is important that such actions are able to make a quantifiable and significant contribution. We expect to be in a position to report on initial actions in this regard in the coming years.

E2-3 – Targets related to pollution of water

The efficacy of actions is assessed using quantifiable indicators. Wastewater produced at all locations is properly treated in accordance with regulatory requirements, with water quality tested prior to discharge. We are considering suitable targets in the course of developing a new strategy, which we will publish in the financial year 2026/27. For further information, please refer to Section E3.

AT&S does not yet have a quantifiable target related to the negative impact of water pollution in the upstream value chain. The efficacy of the Supplier Code of Conduct is monitored through the digital procurement system and regular supplier audits.

AT&S has not yet formulated a target that corresponds to the ESRS requirements and centrally controls water pollution generated by suppliers. It is important for AT&S that such targets are fit for the future and ambitious in order to make an adequate contribution. Targets should therefore be evidence-based and comply with statutory requirements, including those arising from the ESRS. At present, AT&S has no schedule for controlling water pollution generated by suppliers by means of a corresponding target.

POLLUTION OF SOIL

E2-1 – Policies related to pollution of soil

AT&S has an indirect influence on soil pollution, primarily through its waste management procedures and recycling practices. Its measurement methods are based on the tracing of hazardous waste in accordance with ISO 14001.

At present, soil pollution in the upstream and downstream value chain are regulated through the Supplier Code of Conduct. Our Supplier Code of Conduct is aligned with the RBA Code of Conduct, which means that our suppliers are subject to the following requirements: suppliers must track and document hazardous waste. Furthermore, suppliers must implement a systematic approach to identify, manage, reduce, and responsibly dispose of or

recycle solid non-hazardous waste. Waste data must be tracked and documented. The concept for the impacts of soil pollution caused by the upstream and downstream value will be integrated into the existing Environmental Policy where relevant in the years ahead. For further information on our Supplier Code of Conduct, please refer to S2-1.

E2-2 – Actions and resources related to pollution of soil

As of the financial year 2024/25, AT&S had not yet initiated or conclusively planned any actions to counteract soil pollution generated in its value chain. In line with our aspiration that, as a fundamental rule, we should only initiate targeted and meaningful actions, it is important that such actions are able to make a quantifiable and significant contribution. We expect to be in a position to report on initial actions in this regard in the coming years.

E2-3 – Targets related to pollution of soil

AT&S does not yet have a quantifiable target related to the negative impact of soil pollution in the upstream and downstream value chain. The efficacy of the Supplier Code of Conduct is monitored through the digital procurement system and regular supplier audits.

AT&S has not yet formulated a target that corresponds to the ESRS requirements and centrally controls soil pollution generated in the value chain. It is important for AT&S that such targets are fit for the future and ambitious in order to make an adequate contribution. Targets should therefore be evidence-based and comply with statutory requirements, including those arising from the ESRS. At present, AT&S has no schedule for controlling soil pollution generated in the value chain by means of a corresponding target.

E2-4 – Pollution of air, water and soil

We have identified the air, water and soil pollutants referenced in Annex II of Regulation (EC) No 166/2006 of the European Parliament and of the Council (E-PRTR Regulation) that are relevant for our operations. Pollutants are measured at different intervals depending on the relevance of parameters and in line with the requirements of local authorities.

Pollutant emissions in wastewater are calculated based on the wastewater volume and the concentration of pollutants in the wastewater. The wastewater volume is continuously recorded using corresponding measurement devices. Pollutant concentration is determined using wastewater samples, with these samples analyzed either in our internal chemical laboratories or at external facilities. Finally, the concentration is multiplied by the wastewater volume to calculate the monthly total.

We always comply with local statutory requirements and applicable norms and standards when taking samples and in subsequent measurement and analysis procedures.

We conducted an investigation to determine which pollutants are relevant for our manufacturing processes. We matched the CAS number for each

POLLUTANTS

in t/year	2024/25
Released into water	
Copper	1.66
Total nitrogen	147.67
Nickel	0.11
Total organic carbon (TOC) (as total C or COD/3)	195.53
Fluorides	2.49
Chlorides	9,090.33

pollutant and examined scientific literature containing information on potential pollutants that could be released in the course of manufacturing in the microelectronics industry.

The "Pollutants" table sets out the volume of pollutants emitted in water in the reporting year. The consolidated quantities only include emissions from plants at which the thresholds defined in Annex II of Regulation (EC) No 166/2006 of the European Parliament and of the Council (E-PRTR Regulation) are exceeded. This does not mean that we fail to comply with local regulations on pollutant concentration and pollution applicable to each plant. The thresholds set out in Annex II of the E-PRTR Regulation do not take account of the operational throughput of production facilities.

The table does not contain any pollutants released into the air or soil because these are not relevant for our production activities.

SUBSTANCES OF CONCERN AND SUBSTANCES OF VERY HIGH CONCERN

E2-1 – Policies related to substances of (very high) concern

The concept we apply is the Product Stewardship Policy. This integrated management system covers health, safety and environmental aspects in all phases of the product life cycle. The policy also deals with avoiding incidents and emergencies and reducing impacts on the environment and society by minimizing the use of substances of (very high) concern.

It applies in the country in which AT&S operates and takes into account the interests of customers, suppliers and international stakeholders. The management of the Corporate ESG and Quality department is responsible for operational implementation of the policy.

AT&S is committed to compliance with the RoHS and REACH regulations and with other national, regional and local laws and regulations. We inform customers of our approach and our products' sustainability performance so that they can make informed decisions.

E2-2 – Actions and resources related to substances of (very high) concern

The action is in compliance with the RoHS and REACH regulations and is directly linked to the objectives of the aforementioned concept. We evaluate and adapt this action on an ongoing basis to ensure we achieve our targets.

E2-3 – Targets related to substances of (very high) concern

Our target in relation to substances of (very high) concern is to comply with prescribed thresholds. This target is reviewed twice per year in line with updates to the REACH Regulation. We conduct rigorous monitoring and verification processes to ensure we achieve our targets.

E2-5 – Substances of concern and substances of very high concern

A majority of the purchased substances of (very high) concern are used during the production process in the treatment of printed circuit boards and do not remain in the product. While no substances of concern remain in the product, a small quantity of substances of very high concern remain in the product. The substances of (very high) concern that do not remain in the product or are classified as part of waste are transformed into harmless substances either in the course of production processes, in wastewater treatment facilities or by exhaust air treatment systems.

All figures regarding substances of (very high) concern are subject to a degree of uncertainty. Detailed figures are not available for all materials or products, so we rely on estimates. More precise figures will require further research and engagement with our suppliers, which we will continue in the financial year 2025/26. These key figures have not been validated by an external body.

Substances of concern
The purchased quantities were calculated as follows: based on European locations subject to the REACH Regulation, and to fulfill the criteria in Article 57 and the definition in Article 59(1) of Regulation (EC) No 1907/2006 of the European Parliament and of the Council, we manually reviewed the safety data sheets for relevant chemicals and classified them in a table with the hazard classes set out in Annex VI Part 3 of Regulation (EC) No 1272/2008 of the European Parliament and of the Council. We then recorded and extrapolated the purchase volumes for our European locations based on the production volume to determine the purchase volume for the Group. We calculated the quantities of purchased chemicals in the same way as described in Section E5-4. We used current data on production volumes to conduct this extrapolation.

According to our current understanding, no substances of concern remain in our products. The substances of concern we used either serve only as auxiliary materials during production, are removed from the product through rinsing between production steps or react to form harmless substances during production steps.

In order to calculate the quantity of substances of concern in our waste, we determined which of the purchased substances of concern are disposed of as waste. These are substances that cannot be treated in our wastewater treatment facilities and require external disposal. We determined the quantity for our European locations and, based on production volumes, extrapolated this to determine the total quantity for the Group.

Substances of very high concern
We identified materials containing substances of very high concern by collecting corresponding information from our suppliers and reviewing technical data sheets and safety data sheets. In cases where no precise information was available on the quantity of substances of very high concern in materials, the concentrations were estimated based on comparable materials. Melamine (CAS no. 108-78-1) and 2-methyl-1-(4-methylthiophenyl)-2-morpholinopropan-1-one (CAS no. 71868-10-5) account for the overwhelming majority of substances of very high concern, along with N,N-dimethylacetamide (CAS no. 127-19-5), 4,4'-isopropylidenediphenol (CAS no. 80-05-7), 2-benzyl-2-dimethylamino-4'-morpholinobutyrophenone (CAS no. 119313-12-1), 1-methyl-2-pyrrolidone (CAS no. 872-50-4) and lead (CAS no. 7439-92-1). We determined the quantity of substances of very high concern purchased by our company based on the purchase volumes of relevant materials combined with the known or estimated concentrations of the substances in question. We calculated the quantities of purchased chemicals in the same way as described in Section E5-4.

Relevant groups include our raw materials (basic materials) and lacquers. According to our current

SUMMARY OF QUANTITIES OF SUBSTANCES OF (VERY HIGH) CONCERN

in t	2024/25
Substances of concern	
Total quantity purchased	3,442.42
Total quantity that left the company in the form of emissions or as part of products	325.35
of which as part of products	0.49
of which as emissions (waste quantity identified as hazardous waste)	324.86
Substances of very high concern	
Total quantity purchased	5.64
Total quantity that left the company in the form of emissions or as part of products	0.57
of which as part of products	0.49
of which as emissions (waste quantity identified as hazardous waste)	0.08

understanding, all of the substances of very high concern present in raw materials remain in our products. Based on information provided and analyses conducted by our largest suppliers for lacquer, we know the concentration of substances of very high concern in the finished product. In the case of lacquers for which no precise figures were available, we estimated concentrations based on these analyses.

We maintain separate waste records to determine the volume of waste for relevant material groups. The concentrations of substances of very high concern were determined using the same method as described above.

The following table provides a breakdown of substances of (very high) concern into hazard classes.

HAZARD CLASS ALLOCATION OF SUBSTANCES OF (VERY HIGH) CONCERN

in t

	Substances of concern *				Substances of very high concern *			
	Total quantity purchased	Total quantity that left the company	of which as part of products	of which as emissions (waste)	Total quantity purchased	Total quantity that left the company	of which as part of products	of which as emissions (waste)
Carcinogenicity categories 1 and 2	3,015.80	319.81	0.02	319.79	2.18	0.05	0.02	0.02
Germ cell mutagenicity categories 1 and 2	687.69	178.86	–	178.86	–	–	–	–
Reproductive toxicity categories 1 and 2	1,489.70	228.70	0.46	228.23	3.46	0.52	0.46	0.06
Respiratory sensitization category 1	0.05	0.00	–	0.00	–	–	–	–
Skin sensitization category 1	2,601.33	5.14	0.04	5.10	0.04	0.04	0.04	0.00
Chronic aquatic hazard categories 1 to 4	2,412.03	324.81	0.07	324.74	3.06	0.10	0.07	0.03
Specific target organ toxicity (repeated exposure) categories 1 and 2	2,275.33	178.87	0.02	178.85	2.18	0.05	0.02	0.02
Specific target organ toxicity (single exposure) categories 1 and 2	501.87	0.00	–	0.00	–	–	–	–
Total	3,442.42	325.35	0.49	324.86	5.64	0.57	0.49	0.08

* A mixture of substances may fall under multiple hazard classes, which is why the sum of all hazard classes is greater than the figure listed in the “Total” row.

ESRS E3 – Water and Marine Resources

SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

Based on the materiality assessment described in the IRO-1 section of chapter ESRS 2, AT&S has identified the following material impacts, risks and opportunities:

IROs	Category	Value chain	Time horizon
Water withdrawals			
Contribution to water stress through withdrawal of large water amounts for production processes	negative impact	◁ ▷	● ● ●
Reducing the use of natural water resources by returning them to the natural water cycle after the production process	positive impact	◁ ▷	● ● ●
Contribution to water stress (in regions with water scarcity) through withdrawal of large water amounts for mining in the upstream value chain	negative impact	◀ ▷	● ● ●
Water consumption			
Pressure on water resources due to inefficient use of water in company-owned buildings/facilities/plants	negative impact	◁ ▷	● ● ●
Reducing water consumption through more efficient use of water in production processes	positive impact	◁ ▷	● ● ●
Water discharges			
Contribution to wastewater discharge from activities such as cleaning equipment, washing raw materials and treating dust (water quality after processing)	negative impact	◁ ▷	○ ○ ●
Contribution to a reduced wastewater discharge by implementing effective wastewater treatment systems that ensure discharged water meets environmental standards before being released into water bodies or municipal systems, including correct pH value	positive impact	◁ ▷	● ● ●
Implementing water recycling and reuse practices as well as optimization of water usage in processes can provide financial opportunities. By treating, reusing or saving water within the manufacturing processes, the company can reduce freshwater consumption and associated costs. It also minimizes the volume of wastewater that needs to be discharged, potentially reducing treatment expenses	opportunity	◁ ▷	○ ● ●

Value chain localization

◀ ▷ upstream

own operations

◁ ▶ downstream

Time horizon

● ○ ○ < 1 year

○ ● ○ 1–5 years

○ ○ ● > 5 years

The IROs described affect all stakeholders and have a global impact on our business model.

E3-1 – Policies related to water and marine resources

AT&S implements different concepts related to water resources. These concepts are described individually below, accompanied by additional information from the documents provided.

The AT&S Environmental Policy regulates different environmental topics, including water resources. Our Environmental Policy takes account of national, regional and local laws and relevant international contracts and promotes collaboration with stakeholders such as suppliers and customers, in particular in water-scarce regions. In our Environmental Policy, we commit to assess physical, regulatory and reputation-related water risks for all premises, and to develop and implement plans to mitigate identified risks and improve water management, concentrating on regions subject to high water stress. In water-scarce regions, there is a need for collective action with stakeholders.

AT&S takes its lead from the Sustainable Development Goals (SDG 6.3.2) and the UN Global Compact. In addition, we implement regular water management assessments, risk assessments and water quality analyses to ensure the highest safety and quality standards for our water resources.

The Environmental Policy applies to all affiliated companies and contractors at AT&S locations. We communicate our policies publicly and in different languages to make them accessible for employees, contractors and suppliers. The Management Board defines the governance approach, approves the strategy and reviews performance. The Corporate ESG function, which is subordinate to management of the Corporate ESG and Quality department, coordinates operational implementation.

AT&S is committed to retaining ISO 14001 certification for all its production facilities. By obtaining ISO 14001 certification, AT&S demonstrates its commitment to environmental management and risk mitigation. Systematically managing our environmental responsibilities enables us to reduce the negative impacts of our activities on the environment, ensure compliance with statutory requirements and improve operational efficiency. We used the WWF Water Risk Filter and the Aqueduct Risk Filter to identify potential water quality risks in the water catchment areas for our facilities. In China, AT&S follows the Alliance for Water Stewardship (AWS) standard, which provides a framework for improving water management activities. This is required by our customers and targets sustainable water management in water-scarce regions. At present, the AWS standard only applies to our plants in China.

The Supplier Code of Conduct regulates management of the negative impact of “contributing to water stress” in the upstream supply chain by requiring suppliers to practice responsible water extraction. For further information on our Supplier Code of Conduct, please refer to S2-1.

AT&S is developing a new water strategy, which will be published in the financial year 2025/26. The company will thereby fulfill its obligation to reduce material water consumption in areas subject to water risks, both in the course of its own activities and in its upstream and downstream supply chain. In this context, we conduct analyses of regions that are considered subject to water risks. Regions with a total water risk of “high (3–4)” or greater in the Aqueduct Water Risk Atlas issued by the World Resources Institute are considered subject to water risks. In the reporting year, this concerned the AT&S locations in Shanghai, China, and Nanjangud, India. Regions with a value of “high (40–80%)” or greater are considered subject to high water stress. In the reporting year, the plant in Shanghai, China, was the only AT&S location in such a region. Further analyses will take place in the new financial year.

At present, no concepts have been defined regarding negative impacts in the upstream value chain.

E3-2 – Actions and resources related to water and marine resources

In the financial year 2024/25, AT&S concentrated on the management of emissions of water pollutants. We conducted and updated water management assessments and risk assessments at all our locations in order to better manage our impacts and dependence on water resources and, where necessary, to develop action plans.

The two new plants at AT&S production facilities in Leoben-Hinterberg, Austria, and Kulim, Malaysia, were designed to reduce fresh water consumption through the implementation of water treatment technologies, which facilitate the reuse and recycling of wastewater flows by means of reverse osmosis and continuous electrodeionization (CEDI). We treat these wastewater flows to achieve the necessary process water quality in our operations. In addition, AT&S has launched water recycling projects at its production facilities in Shanghai and Chongqing, both in China, to support the preservation of water resources and water recovery. We measure our progress on this action based on the ratio of reclaimed water to fresh water extraction on a monthly basis.

In 2024, we initiated a project in Shanghai, China, to improve the supply of rinse water in our production activities with automatic valves. We implemented intelligent water dosing, which means that process water is dispensed according to process parameters. Previously, process water had been dispensed in fixed quantities. In the financial year 2024/25, AT&S initiated audits of water supply pipework to improve the supply of rinse water. These audits will be completed in the next financial year.

Our production processes involve extracting significant volumes of water and therefore contribute to water stress, especially in water-scarce regions. Inefficient water use in our facilities places added strain on water resources, while the discharge of wastewater in cleaning and dust treatment is viewed critically. In an effort to offset these negative impacts, we return used water to the natural water cycle and operate effective wastewater treatment systems. These systems reduce wastewater discharge and ensure that water corresponds to environmental standards.

We have implemented specialist wastewater treatment systems in the acquisition and construction of plants and trained personnel accordingly, ensuring that water discharge is viewed in the context of the IROs. We manage wastewater from our plants by keeping wastewater flows from different wet appliances in our production activities separate. We treat this wastewater properly and conduct water quality testing prior to discharge in order to ensure compliance with statutory requirements and avoid negative impacts on bodies of water. The most relevant parameters examined in regular testing include copper, nickel, chemical oxygen demand (COD), phosphates and nitrates. Our locations follow local environmental regulations and therefore report pollutant concentration and pollutant burden in relation to these parameters.

We plan to introduce water management systems in regions subject to an elevated water risk and increasingly integrate stakeholders such as customers and suppliers. We aim to secure certification for our location in Chongqing, China, in the financial year 2026/27 and for our locations in Shanghai, China, and Nanjangud, India, in the financial year 2027/28.

Our mid-term plan includes financial resources to implement these actions in the amount of €12.0 million of capital expenditure (CapEx) and €8.5 million of operational expenditure (OpEx). Operational expenditure of €0.8 million was recorded in the reporting year and is reflected in note 2 “Types of expenses” in the notes to the consolidated statement of profit or loss.

Actions related to the negative impacts of water extraction in the upstream value chain are set out in the Supplier Code of Conduct. These actions are described in Section S2-4.

E3-3 – Targets related to water and marine resources

AT&S has not yet formulated a target that corresponds to the ESRS requirements. However, AT&S is developing a water strategy which will be published in the financial year 2025/26. The water strategy will aim to reduce water consumption while simultaneously increasing our water recycling rate. Development of this strategy is based on recognized water standards and will support the achievement of relevant UN Sustainable Development Goals (SDGs).

The strategy will define water reduction targets, placing a particular emphasis on regions subject to high water risks. Water audits will help us to ensure compliance and identify where improvement is needed. The strategy will be applicable at the Group level. AT&S plans to define measurable, result-oriented targets in the strategy. The time frame for the definition of measurable targets will cover the next five years, up to 2030. The base year, from which progress will be measured, will be 2025. Ongoing progress will be reported in the ESG Steering Committee.

We plan to deploy a variety of measures in developing this strategy, including the management of emissions of water pollutants, water monitoring and water audits. We will minimize our environmental impacts by returning usable water resources to stakeholders and local communities through our water replenishment projects. We will align the company's water-related targets with mandatory regulations and legislation to ensure compliance with local and international standards. The efficacy of such actions will be measured through monthly measurement of freshwater recovery. In addition, the efficacy of these projects will be monitored through further measures and targets along with the fulfillment of ISO 14001 certification.

AT&S does not yet have a quantifiable target related to the negative impact of water extraction in the upstream value chain. The efficacy of the concept and the action is monitored through the digital procurement system and regular supplier audits.

E3-4 – Water consumption

All data on water consumption is the result of direct measurements at our locations. The total water consumption stated here for the previous year is different to the value reported in the annual report 2023/24. This is because water consumption is defined differently under the ESRS. In the past, we had counted water discharged to wastewater treatment plants under consumption, which is not the case in the ESRS definition.

Group-wide information on recycled and reused water has only been available since the start of the reporting year, so we are unable to provide figures for the previous year. These figures are also the result of direct measurements.

The key figures for water consumption are not validated by an external body.

In terms of water quantity, we measure total water extraction from each source and take care to comply with statutory limits. The table on the next page contains information on water quality in water catchment areas. The water quality assessment was conducted using the WWF Water Risk Filter.

WATER CONSUMPTION

	2024/25	2023/24	Change
Total water consumption (in m³)	2,287,330	2,513,926	(9.0%)
Total water consumption in areas at water risk, including areas of high-water stress (in m³)	868,219	1,062,711	(18.3%)
Total water recycled and reused (in m³)	1,700,150	n.a.	n.a.
Water intensity (total water consumption in m³ per million EUR net revenue)	1,439	1,622	(11.3%)

Location	Country	Water catchment area	Water quality
Ansan	South Korea	Yellow Sea and East China Sea	High risk
Chongqing	China	Yalong Jiang	High risk
Fehring	Austria	Danube	High risk
Leoben-Hinterberg	Austria	Drave	Low risk
Nanjangud	India	Bay of Bengal	Moderate risk
Shanghai	China	Yellow Sea and East China Sea	High risk
Kulim	Malaysia	Malay Peninsula	Moderate risk

ESRS E4 – Biodiversity and Ecosystems

SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

Based on the materiality assessment described in the IRO-1 section of chapter ESRS 2, AT&S has identified the following material impacts, risks and opportunities:

IROs	Category	Value chain	Time horizon
Direct impact drivers of biodiversity loss/Climate change			
Contribution to biodiversity loss through GHG emissions (consequences of climate change)	negative impact	◀ ▣ ▷	● ● ●
Contribution to land-use change through the deployment of land with a previously different use for production plants and other company buildings	negative impact	◁ ▣ ▷	○ ● ●
Contribution to the use and exploitation of natural resources (minerals, metals) (in the upstream value chain) and connected destruction of habitats	negative impact	◀ ▣ ▷	● ● ●
Stricter biodiversity-protecting legislation might restrict exploitation of resources and lead to higher prices for raw materials and supply bottlenecks	risk	◁ ▣ ▷	○ ● ●
Impacts on the state of species			
Contribution to desertification through withdrawal of large amounts of water in the value chain and own operations	negative impact	◀ ▣ ▷	● ● ●
Impacts and dependencies on ecosystem services			
Contribution to the loss of ecosystem services (e.g. raw materials, water) through pressure on natural resources by company and value chain activities of AT&S	negative impact	◀ ▣ ▷	● ● ●

Value chain localization

◀ ▷ upstream

▣ own operations

◁ ▶ downstream

Time horizon

● ○ ○ < 1 year

○ ● ○ 1–5 years

○ ○ ● > 5 years

The IROs described affect all stakeholders and have a global impact on our business model.

AT&S has identified the following activities in its operations that have a negative impact on regions with biodiversity in need of protection and the following impacts on endangered species:

- Greenhouse gas emissions
- Environmental pollution (waste and wastewater)
- Potential land use changes, i.e. repurposing land for production facilities and other commercial buildings
- Procurement of natural resources (minerals, metals)
- International transport of resources by air and sea
- Water extraction for production activities

The table below lists our locations in regions with biodiversity in need of protection, along with the identified impacts and dependencies and the current ecological status of these regions.

E4-1 – Transition plan and consideration of biodiversity and ecosystems in strategy and business model

Biodiversity and ecosystems are not yet assessed by means of resilience analysis in the company's strategy or business model. Consequently, it will only be possible to develop a transition plan in the coming financial year.

E4-2 – Policies related to biodiversity and ecosystems

AT&S has not yet developed specific concepts for biodiversity or ecosystems at the Group level. We adhere to global frameworks such as the UN Sustainable Development Goals (SDGs), which implicitly support biodiversity (e.g. SDG 15: Life on land). Our dependence on biodiversity is recognized through the use of water and raw materials for production processes. There are, therefore, specific policies and programs to ensure that raw materials are not sourced from protected regions and do not negatively impact key biodiversity regions. Although

Country	Location	Province	Land/marine area	Latitude	Longitude	Ecological status (1 = very good; 5 = very poor)	Impacts on the status of species, the scope and status of ecosystems and ecosystem services	Dependencies on ecosystem services
Austria	Fehring	Styria	Danube	46.942670	16.007383	2	due to environmental pollution	Regulating services for landslides
Austria	Hinterberg	Styria	Drave	47.359410	15.066271	3	due to environmental pollution	Regulating services for landslides
Malaysia	Kulim	Kedah	Malay Peninsula	5.425044	100.584860	3	due to environmental pollution	Air condition for regulation and support
India	Nanjangud	–	Bay of Bengal	12.136150	76.666288	3	due to environmental pollution	Availability of water, air condition for regulation and support
China	Chongqing	Chongqing City	Yangtze	29.632710	106.751580	3	due to environmental pollution	Air condition for regulation and support, regulating services for forest fire risk and extreme heat
China	Shanghai	Shanghai	Yellow Sea and East China Sea	31.081470	121.424810	3	due to environmental pollution	Air condition for regulation and support, regulating services for extreme heat and tropical cyclones

not set out explicitly, they can be derived from policies applicable to the supply chain.

E4-3 – Actions and resources related to biodiversity and ecosystems

No actions have been implemented in relation to biodiversity and ecosystems. We will evaluate the need for such actions in the future. Actions taken in relation to climate change imply a positive impact on biodiversity and ecosystems.

In the course of developing the new strategy, which is set to be introduced in the financial year 2026/27, we are discussing measurable actions and potential concepts related to biodiversity and ecosystems.

E4-4 – Targets related to biodiversity and ecosystems

No measurable, result-oriented targets have been defined to date. Given that no concepts or actions have been implemented in relation to material sustainability-related biodiversity impacts and risks, there is no reason for efficacy monitoring.

E4-5 – Impact metrics related to biodiversity and ecosystems

Three of our plants are located close to biodiversity regions. These are our plant in Leoben-Hinterberg, Austria (which covers an area of 12.5 ha), our plant in Nanjangud, India (17.0 ha), and our plant in Kulim, Malaysia (23.5 ha). The material impact on biodiversity identified in the materiality analysis relates to the potential for extraction of high water volumes to contribute to desertification. However, AT&S takes care to ensure that it does not exceed regulatory limits on water extraction, and no negative impacts have been identified.

ESRS E5 – Resouce Use and Circular Economy

SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

Based on the materiality assessment described in the IRO-1 section of chapter ESRS 2, AT&S has identified the following material impacts, risks and opportunities:

IROs	Category	Value chain	Time horizon
Resource inflows, including resource use			
Relief of (natural) resources through measures to optimize and digitize processes	positive impact	◁ ▷	○ ● ●
The availability and cost of raw materials may be affected by resource scarcity, which can affect production capacity and fluctuating costs	risk	◁ ▷	○ ○ ●
A potential regulation requiring a high quota of using recycled resources for production purposes could hold financial risks	risk	◁ ▷	○ ○ ●
Non-compliance with ethical sourcing practices, such as responsible mining or deforestation-free supply chains, can lead to reputational damage and supply chain disruption	risk	◀ ▶	○ ● ●
Resource outflows related to products and services			
Contribution of resource availability through recycling of copper and sale of recovered copper plates	positive impact	◁ ▷	● ● ●
Contribution to/enabling of a circular economy through products designed to be durable/long-lasting, reusable, recyclable, repairable and disassemblable	positive impact	◁ ▷	○ ● ●
Waste			
Contribution to waste generation due to waste materials arising in the manufacturing processes	negative impact	◁ ▷	● ● ●
Contribution to reduction of waste generation through measures to recycle, reuse or reduce waste	positive impact	◁ ▷	● ● ●
Contribution to the safe treatment of hazardous substances in waste generated in manufacturing processes	positive impact	◁ ▶	● ● ●

Value chain localization

◀▷ upstream

own operations

◁▶ downstream

Time horizon

● ○ ○ < 1 year

○ ● ○ 1–5 years

○ ○ ● > 5 years

The IROs described affect all stakeholders and have a global impact on our business model.

E5-1 – Policies related to resource use and circular economy

All material impacts and risks listed above are regulated by our Environmental Policy.

The AT&S Environmental Policy regulates different environmental topics, including resource use. We operate in line with circular economy principles, promoting resource efficiency in our own operations and through collaboration with stakeholders. We strive to reduce waste sent to landfill, promote secondary use of by-products and improve recycling rates. The policy applies to all affiliated companies and contractors at AT&S locations. The Management Board defines the governance approach, approves the policy and reviews performance. The Corporate ESG function, which is subordinate to management of the Corporate ESG and Quality department, coordinates operational implementation. Implementation of the Environmental Policy is monitored in projects presented at quarterly meetings of the ESG Steering Committee.

AT&S refers to ISO 14001 and has secured corresponding certification for all its production facilities. AT&S conducts annual internal audits to confirm compliance with ISO 14001.

AT&S takes account of local legislation and promotes collaboration with stakeholders such as suppliers and customers. We communicate our policies publicly and in different languages to make them accessible for employees, contractors and suppliers.

E5-2 – Actions and resources related to resource use and circular

This section describes our actions related to the circular economy. All actions support the targets in our Environmental Policy, especially in relation to resource use.

Technical equipment at waste processing and wastewater treatment facilities has achieved notable success across all sites in recent years. In the financial year 2024/25, we were able to recycle a Group-wide total of 368 t of copper, 211 kg of gold, 54 kg of palladium and 42 kg of silver both internally and externally. This also reduces the quantity of sludge in wastewater, for which disposal is expensive and difficult. In addition to recycling metals, water recycling systems also enable us to reclaim up to 1.7 million m^3 of water per year.

Copper recycling

The copper recycling project at our Hinterberg site is currently unique in our company. It aims to return recovered copper directly to production processes in a closed-loop system.

Initial qualification processes to examine impacts on product quality have already been completed, with a proportion of copper from the recycling facility set to be used in series production from mid-2025. The recycling facility's maximum capacity is 1,000 kg per day.

Developed in collaboration with a supplier and customized by AT&S engineers, this closed-loop system ensures that reclaimed caustic agents can be reintegrated into production activities. This initiative aligns with the long-term sustainability targets set out by AT&S, which focus on reducing waste, conserving resources and optimizing processes.

In the context of this copper recycling project, operational expenditure of €1.7 million was recorded in the reporting year and is reflected in note 2 "Types of expenses" in the notes to the consolidated statement of profit or loss. Plans for the coming financial year provide for capital expenditure of €1.1 million and operational expenditure of €1.7 million.

AT&S will evaluate further internal recycling opportunities as part of its waste strategy.

Life cycle assessment (LCA) tool

Life cycle assessments are long-established at AT&S as a means of monitoring progress towards the circular economy and meeting both regulatory and customer-specific requirements regarding environmental data. These analyses help us to identify hotspots in the ecological footprint of printed

circuit boards and implement optimizations to improve resource efficiency.

Data availability is a key challenge, especially in relation to Scope 3 emissions. In an effort to improve data quality, AT&S collaborates closely with suppliers and collects primary data from the supply chain. In the financial year 2024/25, AT&S supplemented its LCA tool with datasets on production processes at its Fehring plant. AT&S also continued to advance activities in the EU Chips JU project EECONE with the aim of reducing e-waste and improving sustainability in the electronics industry. AT&S actively develops and implements strategies to design products with improved durability and recyclability to extend product life cycles. Different departments work closely together to improve material recovery processes and create closed-loop systems. These efforts strengthen our commitment to resource efficiency and promoting the circular economy around the world.

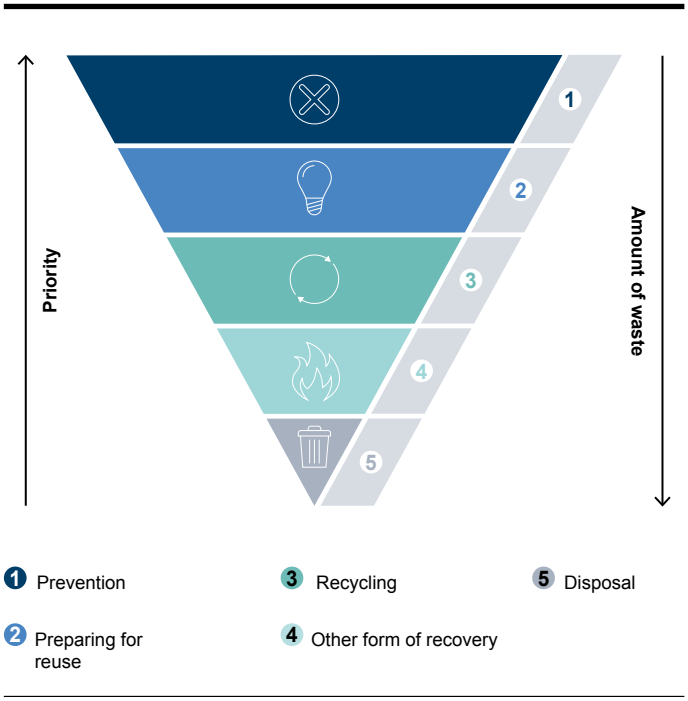
Computer simulations
Using computer simulations to optimize and digitalize processes and design new products and processes will enable us to save considerable resources by eliminating the need for laborious prototype construction and testing. After many years of research and testing, we introduced a “Virtual First” approach this year. It will become a complementary method in the development of new technologies, with amendments implemented as required in our virtual development program. First, however, we must lay the foundations for virtual tools to assist our entire technology development process.

Secondary materials
AT&S is actively examining the potential of secondary materials, especially metals and electronic components. AT&S aligns its procurement strategies with sustainable procurement principles. The company nurtures partnerships with suppliers in order to increase the external recycling rate. AT&S operates responsible material selection practices to ensure compliance with the cascading use principle for renewable resources.

The main action involves mapping the use of secondary materials in minerals for the production process, the results of which make it possible to calculate the recycled material content in products and set targets for the future. The main action extends to mineral suppliers and identifying the proportion of recycled material in the composition of raw materials. The main action is set to be completed by December 2025.

Waste prevention
AT&S implements a clearly defined waste hierarchy in an effort to minimize the waste generated through manufacturing processes and mitigate the negative impacts associated with waste. The main action involves mapping the use of recycled content in packaging materials for AT&S products, the results of which make it possible to calculate the current recycling rate and define a future target. The main action extends to packaging suppliers and identifying the proportion of recycled material in the composition of packaging. The main action is set to be completed by September 2025.

WASTE HIERARCHY



The waste-related targets set by AT&S are based on the different levels of the waste hierarchy:

- Prevention: Reduce material waste through design optimizations and efficiency measures
- Reuse: Implement initiatives to promote internal recycling and the use of secondary materials
- Recycling: Expand partnerships with suppliers to increase the proportion of recycled materials in the supply chain
- Recovery: Improve metal recovery and refinement processes to minimize resource losses
- Disposal: Ensure that non-recyclable waste is processed in line with environmental regulations.

Regular training on the handling and disposing of hazardous substances is vital. Collaboration with recycling companies is decisive to demonstrate proper and appropriate disposal of waste. We also engage with our colleagues in the industry as we search for alternative substances.

E5-3 – Targets related to resource use and circular economy

The defined target is directly related to the objectives of our Environmental Policy, especially in relation to resource use.

The target set for the financial year 2024/25 was to produce 400 kg of recycled copper per day at our Leoben-Hinterberg site. However, due to downtime, the results amounted to 250 kg per day.

As things stand, we are only able to provide estimates for the next year, as downtime may occur again and significantly impact total output. For the financial year 2025/26, we plan to produce 500 kg of recycled copper per day at our Leoben-Hinterberg site. The recycling system is specified to handle up to 1,000 kg per day to accommodate a future increase in production levels.

Due to low utilization of the recycling system, we decided to expand the solid waste recycling system in the financial year 2024/25. In the future, all solid copper waste at the site will be dissolved and precipitated as high-purity copper. The annual quantity of solid copper waste is roughly 40 tons. In addition, we plan to overhaul the wastewater system in order to make a further 50 tons of copper available for recycling. We will adopt a long-term waste management strategy in the next financial year, further integrating the principles of the circular economy.

We set our target voluntarily, with no stakeholders directly involved in setting this target. We plan to establish new, far-reaching targets in the course of the ESG Strategy 2030, effective from 2026.

E5-4 – Resource inflows

Resource inflows are essential for the manufacture of AT&S products. These resources include raw materials, equipment, machinery, tools and infrastructure. The ultra-modern printed circuit boards and substrates produced by AT&S require a number of raw materials. They range from basic materials (primarily cores, laminates and prepregs) and metals such as copper, gold and palladium to a variety of chemicals that enable us to create conductive pathways on our printed circuit boards. The chemicals we use include sodium hydroxide,

RESOURCE INFLOWS

in t	2024/25	2023/24	Change
Gold	0.48	0.49	(2.2%)
Palladium	0.30	0.34	(11.4%)
Copper	3,171.31	2,994.43	5.9%
Base materials	3,631.25	3,905.22	(7.0%)
Chemicals	168,417.78	173,239.90	(2.8%)
Total weight	**175,221.13**	**180,140.38**	**(2.7%)**

sulfuric acid, hydrogen peroxide, lacquer and a number of other chemicals for coating, etching and surface treatment processes.

The “Resource inflows” table shows the total weight of product-related resource inflows. While gold is purchased in the form of salts and palladium in the form of solutions, their metal content is known and can be used to calculate the weight of metal. Pure copper is purchased in kilograms, meaning that this weight is directly available. Copper foil is also purchased in pieces where the weight can be calculated based on the length, width and thickness. Basic materials are also purchased in pieces. In such cases, however, the product weight is not directly available because each purchased product is composed of different materials of varying weights. For this reason, purchased products are clustered and their weight calculated on the basis of an average weight factor per cluster. By contrast, chemicals are purchased in all manner of unit sizes. In most cases, suppliers provide a conversion factor for each material, which can be used to convert the purchased quantity of each chemical from the purchased unit to the mass unit. If this is not possible, we make appropriate assumptions.

We are increasingly mindful of purchasing recycled materials, especially copper and gold. In the reporting year, we purchased 2,308 tons of recycled copper, which corresponds to 72.8% of our total purchased copper. We purchased 0.38 tons of recycled gold, which corresponds to 80.1% of our total purchased gold. This represents a combined 1.3% of our total resource inflows by weight. The distinction between recycled and non-recycled materials is based on certificates provided directly by suppliers. If a certificate of conformity is provided, the respective weight is added to the total quantity of recycled copper or gold.

We do not use any biological materials to manufacture our products.

The figures on our resource inflows are not externally validated.

E5-5 – Resource outflows

AT&S manufactures products designed for a long service life, in line with our customers’ specifications and in combination with our own expertise in relation to reliability and durability. Printed circuit boards are usually designed in such a way that they are not the first component that fails in a system.

- Reusability: Printed circuit boards are designed for a very specific purpose and so, in most cases, cannot be reused for other purposes.
- Repairability: A printed circuit board is not designed to be repaired, as individual layers are not accessible after production.
- Dismantling: A printed circuit board cannot be dismantled without destroying it.
- Reprocessing: Given that printed circuit boards cannot be dismantled without destroying them, they cannot be reprocessed.
- Recycling: The first materials for printed circuit boards that, in theory, open the door to recycling dielectric material have been developed – but are not yet widespread. The copper in printed circuit boards can be recycled, along with small quantities of other materials, but only by destroying the printed circuit board.
- Recovery: It is not yet possible to recover used printed circuit boards and substrates.

The figures on our resource outflows are not externally validated.

Products and materials

Printed circuit boards are not designed for a specific service life. Instead, they are designed to meet customers’ specifications, which determine the corresponding test cycles for electromechanical and thermomechanical tests in accordance with IPC standards (e.g. IPC TM-650). Printed circuit boards for the automotive industry, for example, are subject to specific requirements – such as the ability to withstand at least 1,000 temperature cycle test (TCT) loops, which is designed to simulate a service life of roughly ten years. The cycle parameters are defined specifically by customers, either for a product category or for each individual product. Various

factors influence the expected service life of printed circuit boards and IC substrates, including usage behavior and the conditions in which the end product is used. AT&S has no influence over these factors and so cannot quantify the expected service life of its products. However, printed circuit boards and IC substrates are not limiting factors for the end product. The planned service life can vary significantly depending on the type of end product. No (average) figures are available for our industry at present.

We calculated our products' recycling rate using our internal LCA tool, based on a sample product from our Leoben-Hinterberg plant with a representative structure. Given that the quantity of dielectric material increases with each additional layer on the circuit board, the proportion of copper in a printed circuit board remains relatively consistent. The largest variable factor in this calculation is the etched copper surface. We assumed an estimated surface area of 50%. Copper is the only recyclable material used at present (along with, potentially, the metals in the surface coating, which are not considered here). At present, there is no known method of recycling the dielectric material (epoxy resin and fiber glass) or the solder resist. Taking these assumptions into account, we estimate the recycling rate for our printed circuit boards to be around 50%. The packaging we use is fully recyclable.

Waste

The waste generated at AT&S is primarily composed of copper-containing electroplating sludge and electronic waste. The materials in this waste are mostly metals, critical raw materials and plastics.

All data is provided by disposal companies and the result of direct measurements. The distinction between hazardous and non-hazardous waste is based on local statutory provisions. No radioactive waste is produced at AT&S sites.

The reporting year is the first year for which data is available on the different waste disposal methods, so there is no comparison with the previous year.

WASTE AMOUNT

in t	2024/25	2023/24	Change
Total amount of waste generated	**41,838**	**46,256**	**(9.6%)**
Hazardous waste diverted from disposal	27,307	n.a.	n.a.
Hazardous waste diverted from disposal due to preparation for reuse	498	n.a.	n.a.
Hazardous waste diverted from disposal due to recycling	26,330	n.a.	n.a.
Hazardous waste diverted from disposal due to other recovery operations	479	n.a.	n.a.
Non-hazardous waste diverted from disposal	6,782	n.a.	n.a.
Non-hazardous waste diverted from disposal due to preparation for reuse	360	n.a.	n.a.
Non-hazardous waste diverted from disposal due to recycling	6,310	n.a.	n.a.
Non-hazardous waste diverted from disposal due to other recovery operations	112	n.a.	n.a.
Hazardous waste directed to disposal	4,909	n.a.	n.a.
Hazardous waste directed to disposal by incineration	3,040	n.a.	n.a.
Hazardous waste directed to disposal by landfilling	1,019	n.a.	n.a.
Hazardous waste directed to disposal by other disposal operations	850	n.a.	n.a.
Non-hazardous waste directed to disposal	2,840	n.a.	n.a.
Non-hazardous waste directed to disposal by incineration	2,536	n.a.	n.a.
Non-hazardous waste directed to disposal by landfilling	303	n.a.	n.a.
Non-hazardous waste directed to disposal by other disposal operations	0	n.a.	n.a.
Non-recycled waste	7,749	n.a.	n.a.
Percentage of non-recycled waste	18.5	n.a.	n.a.
Total amount of hazardous waste	32,216	36,532	(11.8%)

SOCIAL

ESRS S1 – Own Workforce

GENERAL

SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

Based on the materiality assessment described in the IRO-1 section of chapter ESRS 2, AT&S has identified the following material impacts, risks and opportunities:

IROs	Category	Value chain	Time horizon
Secure employment			
Stable income and livelihood security for employees through stable jobs/employment outside of Europe (Malaysia) and in Austria	positive impact	◁ ▷	●●●
Creation of jobs through expansions and constructions of new plants outside of Europe (Malaysia) and in Austria	positive impact	◁ ▷	●●●
Working time			
Positive influence on the health and well-being of employees through working hours (shift work, sufficient recovery time, etc.)	positive impact	◁ ▷	●●●
Negative influence on the health and well-being of employees through working hours (shift work, sufficient recovery time, etc.), especially when building new sites	negative impact	◁ ▷	●●●
Adequate wages			
Improving working conditions (incl. adequate wages) by increasing transparency through open dialogues and displaying the minimum salary when advertising jobs	positive impact	◁ ▷	●●●
Collective bargaining, including rate of workers covered by collective agreements			
Increases in salaries covered by collective bargaining can lead to unexpectedly high personnel costs	risk	◁ ▷	●●○
Freedom of association, the existence of works councils and the information, consultation and participation rights of workers			
Creation of opportunities to increase the involvement of employees in employee-relevant matters (e.g.offering the chance to create works councils or similar associations, employee representations)	positive impact	◁ ▷	●●●
Work-life balance			
Decreasing the well-being of employees through frequent overtime	negative impact	◁ ▷	●●●

Value chain localization

- ◁ ▷ upstream
- own operations
- ◁ ▶ downstream

Time horizon

- ●○○ <1 year
- ○●○ 1–5 years
- ○○● >5 years

IROs	Category	Value chain	Time horizon
Child labor			
Potential for child labor, which leads to related educational deficits, damage to health, lack of age-appropriate social contacts, and development opportunities	negative impact	◁ ▷	●●●
Forced labor			
Impacts on employees' human rights and well-being (mentally, socially, financially) through potential incidents of forced labor (not prevented forced labor)	negative impact	◁ ▷	●●●
Adequate housing			
Improved housing situation of own employees through social measures (e.g. promoting affordable housing, offering subsidies for housing costs, partnering with non-profit organizations to facilitate access to adequate housing)	positive impact	◁ ▷	●●●
Privacy			
Harm to employees' right to privacy through non-GDPR compliant behavior (e.g. by HR/leadership personnel) and through lack of prevention of cyberattacks and data theft	negative impact	◁ ▷	●●●
Ensuring the privacy of employees by complying with the GDPR for their own employees	positive impact	◁ ▷	●●●

Value chain localization

◁ ▷ upstream

own operations

◁ ▶ downstream

Time horizon

● ○ ○ < 1 year

○ ● ○ 1 – 5 years

○ ○ ● > 5 years

The impacts described affect our own workforce and therefore all employees and non-employees and have a global impact on our business model.

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The material negative impacts are systemic in the contexts in which the company operates. There are no material impacts on the company's own workforce which may arise from transition plans for reducing negative impacts on the environment and achieving greener and climate-neutral operation. The ILO ("International Labour Organization"), the IOM ("International Organization for Migration") of the UN ("United Nations") and the Walk Free Foundation, which publishes "Modern Slavery Index", write in their report "Global Estimates of Modern Slavery: Forced Labour and Forced Marriage", September 2022, that the "Asia and the Pacific" region has the highest numbers of forced labor and child labor. Our production facilities in Chongqing and Shanghai, China, as well as Kulim, Malaysia, and Nanjangud, India, are located in this region.

All members of the workforce who could be affected by material impacts of AT&S fall under the disclosures pursuant to ESRS 2.

AT&S has employees and non-employees who are affected by the material impacts of its activities. Non-employees are primarily people provided by undertakings engaged in employment activities.

Persons with disabilities are among the most important types of persons among the company's workforce who are, or could be, affected by negative impacts. AT&S also considers persons with disabilities in its People and Human Rights Policy and therefore dedicates special attention to this group.

S1-1 – Policies related to own workforce

AT&S has clear policies for the management of material impacts on its workforce and related risks and opportunities.

AT&S respects and supports the internationally recognized human rights and actively takes a stance against human rights violations by complying with the applicable social and labor laws for the well-being of the workforce. In our People and Human Rights Policy, we commit to preventing or mitigating adverse human rights impacts that are directly related to our operations, products or through our business relationships. The People and Human Rights Policy is available on our website. This policy applies globally to all employees and locations. Therefore, safety, compliance with the requirements and sustainability are of great importance. A further description of how interests of key groups of stakeholders are taken into account in establishing the policy is included in ESRS 2 SBM-2.

The People and Human Rights Policy helps AT&S manage material impacts, risks and opportunities related to its own workforce. This includes all employees of the company and therefore also specific groups, such as persons with disabilities. We are guided by relevant and internationally recognized principles.

The People and Human Rights Policy and AT&S Code of Ethics and Conduct prohibit any type of forced labor, human trafficking and child labor. All employment relationships are voluntary, and workers are free to terminate their employment without penalty if reasonable notice is given.

AT&S respects the right to form and join trade unions, to bargain collectively and to engage in peaceful assembly. We also respect the right of workers to refrain from such activities. Workers and their representatives can openly communicate and share ideas and concerns with management. Young workers under the age of 18 may not do any work that jeopardizes their health or safety, including night shifts and overtime. Deductions from wages as a disciplinary measure are not permitted. The most important obligations defined in the AT&S Code of Ethics and Conductinclude:

- Prohibition of forced labor: No forced, bonded or involuntary work. Employees do not pay recruitment fees.
- Written employment agreements: All workers receive an understandable written employment agreement; migrant workers receive this agreement prior to departure from their country of origin.
- Voluntary work: Work is voluntary. Workers can terminate their employment at any time without penalty and have access to their documents.
- Prohibition of child labor: No child labor, young workers (under the age of 18) may not do any dangerous work.
- Working hours: Not more than 60 hours per week, including overtime. Fair payment, no wage deduction as a disciplinary measure.
- Trade union rights: Right to form trade unions, to collective bargaining and to peaceful assembly.

To meet these obligations, we comply with the relevant national, regional and local laws as well as all relevant international treaties and agreements. We follow the internationally declared human rights and standards, including the UN Sustainable Development Goals, the Responsible Business Alliance (RBA), the OECD Guidelines for Multinational Enterprises, the UN Global Compact, the UN Guiding Principles on Business and Human

Rights and the Universal Declaration of Human Rights (UDHR) as well as the International Labour Organization (ILO).

All companies of the AT&S Group and activities of contractors at the AT&S locations or under our leadership must meet the requirements of our policies wherever appropriate and relevant. The Management Board defines sustainability governance, approves the strategy and the related policy, checks compliance with the requirements and ensures that the Group's approach is consistent with global best practices. All decisions and activities of our company are based on integrity, responsibility, accountability, fairness and transparency. The department head of Corporate Human Resources is responsible for the implementation of the People and Human Rights Policy.

Should we discover that we have caused or contributed to adverse impacts on human rights, we will provide for their remediation through proper procedures or contribute to their remediation. AT&S has committed to respecting the human rights of all employees and treats them with dignity and respect.

Should any cases relevant to human rights occur, they fall under the responsibility of the Compliance department, which coordinates with the specialist departments and reports the cases to the Management Board and the Supervisory Board.

S1-2 – Processes for engaging with own workforce and workers' representatives about impacts

AT&S recognizes the value of engaging its workforce as a key factor in managing actual and potential impacts. We continually engage in direct and two-way communication with our workforce in order to collect feedback on operational practices and conditions. This feedback is incorporated in decisions and activities aiming to manage actual and potential impacts on the workforce.

The engagement occurs regularly and during different stages, including the hiring process, during ongoing employment, and when processing complaints or feedback. The types of engagement comprise direct communication, feedback mechanisms and regular training, and include questions on employee satisfaction. The frequency of the engagement is continual and comprises regular assessments and reviews.

The company ensures an active dialogue with employees based on:

- Employee survey: regular survey to collect feedback on working conditions, professional development and well-being.
- Worker representation: working with works councils or equivalent bodies to process workers' concerns, in particular in regions with formal representation structures.
- Workshops and town halls: Event-driven meetings offer platforms for a direct exchange between management and employees, promote transparent communication and collect proposals that can be implemented.
- Breakfast Club: Informal meetings between the Management Board and employees, which offer an informal opportunity for feedback and exchange and take place several times a year. The idea was initiated by the employees themselves and supported by management.

In Austria, AT&S has concluded a collective agreement with its workforce, which provides for collaboration with the Works Council and ensures that the human rights of the workforce are respected.

Senior executives and company representatives who are responsible for safeguarding the engagement and integrating the results into the corporate approach include the Compliance Officer and the department head of Corporate ESG and Quality. Senior management regularly reviews the status of the management systems.

The engagement practices are ongoing and are adapted to the needs of the workforce, in particular during important transition phases or major

operational changes. The Corporate Human Resources department monitors the engagement processes in collaboration with the ESG team, whereby the overall responsibility lies with the department head of Corporate Human Resources.

S1-3 – Processes to remediate negative impacts and channels for own workforce to raise concerns

We offer easy-access grievance mechanisms in each country in which we operate, which enable internal and external stakeholders to file complaints or raise concerns. We actively collect and investigate all complaints and concerns reported in order to find a satisfactory solution. We ensure that persons who report violations of our policies, or legal or ethical concerns to the management in good faith do not suffer any disadvantages. AT&S has established processes to ensure that complaints can be filed and addressed effectively. Employees have access to confidential grievance mechanisms such as the SpeakUp platform. The effectiveness of grievance mechanisms is reviewed on a regular basis.

Complaints on the SpeakUp platform are monitored by the Compliance department and discussed on-site with the support of management in order to ensure a prompt solution. Remedies are provided through corrections and follow-ups so that problems are systematically addressed and integrated into operational processes. AT&S communicates grievance mechanisms during onboarding and during training.

As part of the complaint process, employees are invited to view the status of their complaint and to communicate with the Compliance department.

As required by the Corporate Policy, protective measures against retaliatory measures are in place to ensure that employees feel safe when raising concerns.

S1-4 – Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

Based on the findings of the material IROs, which were identified with cross-departmental teams, employee surveys, inspections regarding health and safety at work, minimum social safeguards and legal requirements, AT&S develops preventive measures. Based on integrated risk and impact assessments, health and safety measures, fair procurement and time targets, and responsible use of data, AT&S ensures that no material negative impacts can be caused. When business pressure (for example due to delivery dates, costs or growth targets) stands in contrast to the principles of occupational health and safety, AT&S follows the principle of prevention over efficiency. In such cases, decisions are made together with the Corporate Human Resources department, the Compliance department and management. Workers' interests have priority, in particular when health, safety and decent working conditions are affected.

Individual actions are taken for the large number of material impacts of AT&S. They range from satisfaction surveys to mandatory training courses.

Secure employment
Creating jobs with a stable income guarantees the livelihood of our workers. Annual evaluations of the functions by the Corporate Human Resources department enable attractive and fair market wages. This is implemented using different job evaluation systems.

Working time and work-life balance
Unattractive working conditions such as long working hours and shift work cause high employee turnover and recruiting difficulties. This leads to increased recruiting and training costs and burdens AT&S's finances. The key measure in this area are clear shift models, which provide for uniform weekly working hours at all locations. This measure is ongoing, and

its effectiveness is quantified based on employee satisfaction as part of half-yearly surveys. More than 100 working hour models support work-life balance.

Adequate wages
Rising cost of living and wage increases by competitors cause dissatisfaction among employees, which can lead to increasing employee turnover and recruiting problems. Key measures for adequate wages and against higher recruiting, training or wage costs are annual evaluations of salary adjustments as well as statutory salary increases to ensure fair market wages. This measure is applicable worldwide. There is no possibility to measure effectiveness by quantitative indicators, as costs are dependent on multiple factors.

Collective agreements
Wage increases through collective agreements and statutory minimum wage adjustments can cause unexpectedly high increases in personnel expenses, burdening the company's budget and making cost-reduction measures necessary. Efficiency measures, hiring freezes and job cuts help against higher personnel costs and, if necessary, are implemented globally. The effectiveness of cost reduction measures is measured by the results of declining personnel costs.

Involvement in issues relevant to employees
In accordance with the AT&S Code of Ethics and Conduct, AT&S respects the right of all workers, in conformance with local law, to form and join trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly, as well as the right of workers to refrain from such activities. Workers and their representatives are able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment. Where the right of freedom of association and collective bargaining is restricted by applicable laws and regulations, workers are allowed to elect and join alternate lawful forms of worker representation. This is an ongoing measure.

Child labor
In accordance with the AT&S Code of Ethics and Conduct, AT&S prohibits the use of child labor at any stage of manufacturing. AT&S has implemented an appropriate mechanism to verify the age of workers. Workers under the age of 18 (young workers) are exempt from work that is likely to jeopardize their health or safety, including night shifts and overtime. This is an ongoing measure.

Forced labor
In accordance with the AT&S Code of Ethics and Conduct, AT&S does not unreasonably restrict workers' freedom of movement; likewise, there are no unreasonable restrictions on entering or exiting facilities provided by AT&S, including workers' dormitories or living quarters. As part of the hiring process, all workers are provided with a written employment agreement that contains a description of terms and conditions of employment in their native language, or a language the workers understand well.

All work is voluntary, and workers are free to leave work at any time or terminate their employment without penalty if reasonable notice is given as per the worker's contract. AT&S, agents, and sub-agents will not hold or otherwise destroy, conceal or confiscate identity or immigration documents, such as government-issued identification, passports or work permits. AT&S maintains documentation on all leaving workers and can only hold documentation if necessary to comply with the local law. In this case, at no time will workers be denied access to their documents. Workers are not required to pay employers' agents or sub-agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees will be repaid to the worker. This is an ongoing measure.

Adequate accommodation
AT&S supports new employees from abroad with inexpensive accommodation options when they start working for the company. This is an ongoing measure.

Data privacy
As part of our activity as an employer, we manage and process personal data of workers. In doing so, we strictly comply with the requirements of the GDPR.. This is an ongoing measure.

S1-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

The company has not defined specific targets related to the workforce, as our actions and measures are designed to comply with legal regulations at both the local and international levels. However, we clearly communicate how we manage material impacts, risks and opportunities. We strictly comply with legal requirements and significantly exceed them in most metrics. Due to complying with and exceeding legal requirements, we have so far not considered it necessary to set additional targets.

The company does not intend to define any measurable, outcome-bound targets. The effectiveness of the policies and measures related to material sustainability-related impacts, risks and opportunities is tracked based on employee turnover and employee feedback.

S1-6 – Characteristics of the undertaking's employees

AT&S employed 12,524 persons (excl. non-employees) at the end of the financial year 2024/25, which corresponds to a decline by 6.8 % compared to the previous year. The implementation of our growth strategy caused the number of employees at the new plant in Malaysia and at our new R&D center in Leoben-Hinterberg to increase, while a decline in the number of employees was recorded at some of the other locations due to efficiency programs and adjustments of capacity to the business development. Likewise, the sale of the production site in Korea contributes to the reduction in the number of staff by 341 persons.

The disclosures on the total number of employees in the tables "Headcount (at year-end)" and "Employees by contract type and gender" refer to closing date of the reporting period (March 31, 2025). The numbers of employees in the previous year are lower than those published in the Annual Report 2023/24, since leased personnel was also included as employees of AT&S when calculating the headcount in the past. All personnel figures are actual data which are not based on any further assumptions.

HEADCOUNT (AT YEAR-END)

Headcount	2024/25	2023/24	Change
Number of employees by category			
White collar	4,198	4,797	(12.5%)
Blue collar	8,326	8,645	(3.7%)
Total Employees	**12,524**	**13,442**	**(6.8%)**
Number of employees by gender			
Male	7,984	8,797	(9.2%)
Female	4,540	4,645	(2.3%)
Other	0	0	n.a.
Not reported	0	0	n.a.
Total Employees	**12,524**	**13,442**	**(6.8%)**
Number of employees by country (at least 10% of total employees)			
Austria	1,895	1,975	(4.1%)
China	8,050	8,934	(9.9%)
Malaysia	1,453	971	49.6%

With respect to the total number of employees and their most representative number in the financial statements, reference is made to the table “Number of staff” in the notes to the consolidated statement of profit or loss in the notes to the consolidated financial statements, in which the average number of employees is presented in full-time equivalents.

The data on employee turnover refers to all employees who left the company during the reporting period (except interns). The average number of employees during the reporting years was defined as the denominator in the calculation of the rate.

The rate of employee turnover deviates from the rate disclosed in the Annual Report 2023/24 due to the different definition of ESRS, which includes the termination of employment relationships not only by employees but also by the employer.

S1-7 – Characteristics of non-employees in the undertaking’s own workforce

The total number of non-employees in our own workforce amounts to 271 persons at the end of the reporting period. These persons are not self-employed, but exclusively people provided by undertakings engaged in employment activities. In the previous year, non-employees totaled 254 persons. Most of the non-employees work in Austria. They are employed by employment agencies and posted to AT&S. They are subject to the same employee protection laws as AT&S employees.

S1-8 – Collective bargaining coverage and social dialogue

Throughout the Group, 17 % of the workforce is covered by collective bargaining agreements. In the European Economic Area, the collective agreement for the electrical and electronics industry is applicable to 99 % of the workers in Austria. Outside the European Economic Area, there is a collective agreement in India, which applies to 19 % of the employees in India.

The global percentage of employees covered by workers’ representatives is 15 % Group-wide. As AT&S only operates production facilities in Austria within the EU, no agreement with its employees exists for representation by a European Works Council (EWC), a Societas Europaea (SE) Works Council, or a Societas Cooperativa Europaea (SCE) Works Council.

S1-10 – Adequate wages

All employees of AT&S are paid adequate wages in accordance with the applicable reference values.

EMPLOYEES BY CONTRACT TYPE AND GENDER

Headcount	Female	Male	Other	Not disclosed	Total
Number of employees	**4,540**	**7,984**	**0**	**0**	**12,524**
Number of permanent employees	1,847	3,271	0	0	5,118
Number of temporary employees	2,693	4,713	0	0	7,406
Number of non-guaranteed hours employees	0	0	0	0	0

EMPLOYEE TURNOVER

	2024/25	2023/24	Change
Employees who have left the undertaking (headcount)	2,748	3,329	(17.5%)
Rate of employee turnover (in %)	20.8	23.9	(3.1)

S1-16 – Remuneration metrics (pay gap and total remuneration)

The organizational structure and geographical location influence our gender pay gap.

Industry and profession: Due to the industry in which we operate and the type of activities, we have more male than female employees overall, in particular in senior technical positions. At some locations, the number of female employees is very low due to cultural influences.

Seniority: Many of our most senior and management positions are still held by men, which leads to a medium pay gap despite our commitment to increasing gender diversity. In addition, women are more frequently represented in the lower wage quartiles, which further increases the pay gap.

Role requirements: As is common in our industry, we have difficulties attracting and retaining women for technical roles at all levels.
Part-time work: At our Austrian sites, significantly more women than men work part-time. Part-time employment does not include overtime allowances or all-in payments as customary in full-time models, which contributes to the pay gap.

Bonuses: Our bonus system is progressive and coupled to the position's influence on profitability. Since more men work in higher positions, fewer women receive bonuses, which further increases the pay gap.

A more in-depth analysis of our pay gap shows that there is essentially no gender pay gap when comparing men and women at the same job level. Our detailed analysis is based on our job evaluation, in which we compare men and women at the same job size.

Using this method, we obtain more accurate results as the uneven number of male and female employees as well as the above-mentioned structural specifications are taken into account. This in-depth analysis is carried out for specific sites and employee groups, as there are significant economic and labor market differences between our locations. In this analysis, we examine the base wage at every job level, fixed remuneration, bonuses and the total target remuneration between male and female employees, broken down by white collar and blue collar workers, and by location.

As our salary ranges are also coupled to the same job evaluation structure, our long-term goal is to

COLLECTIVE BARGAINING COVERAGE AND SOCIAL DIALOGUE

	Collective Bargaining Coverage		Social dialogue
Coverage Rate	Employees – EEA (for countries with >50 empl. representing >10% total empl.)	Employees – Non-EEA (estimate for regions with >50 empl. representing >10% total empl.)	Workplace representation (EEA only) (for countries with >50 empl. representing >10% total empl.)
0-19%		China, Malaysia	
20-39%			
40-59%			
60-79%			
80-100%	Austria		Austria

REMUNERATION METRICS

	2024/25
Gender pay gap (in %)	19.3
Annual total remuneration ratio	164.3

maintain equal pay by using these salary ranges in all areas of personnel and financial planning.

The annual total remuneration including all complementary and variable components was used to calculate the remuneration indicators. Neither of the two figures was adjusted for purchasing power differences between countries.

S1-17 – Incidents, complaints and severe human rights impacts

The table “Human Rights” shows the number of all human rights complaints reported in the financial year 2024/25. Three complaints were filed on the AT&S whistleblowing platform, while one complaint was sent by e-mail, and one was communicated in person to the Compliance Office.

AT&S was not involved in a case processed by a National Contact Point for OECD during the reporting period. No cases of severe human rights incidents (e.g., forced labor, human trafficking or child labor) were identified.

HUMAN RIGHTS

	2024/25	2023/24	Change
Total number of incidents of discrimination reported (incl. harassment)	4	2	100.0%
Number of additional complaints filed	1	–	n.a.
Total amount of fines, penalties, and compensation for damages as a result of the incidents and complaints disclosed above (in € thousand)	–	–	n.a.

EQUAL TREATMENT AND EQUAL OPPORTUNITIES FOR ALL

SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

Based on the materiality assessment described in the IRO-1 section of chapter ESRS 2, AT&S has identified the following material impacts, risks and opportunities:

IROs	Category	Value chain	Time horizon
Gender equality and equal pay for work of equal value			
Reinforcing society's perception of gender roles (and the male leadership role) by having a low proportion of women among the managers throughout the company	negative impact	◁ ▣ ▷	● ● ●
Contribution to the (financial) inequality and discrimination of women through the gender pay gap	negative impact	◁ ▣ ▷	● ● ●
Contribution to equal opportunities and justice for all, especially gender equality, and promotion of destigmatization of people with queer identities (e.g. awareness building through presentations by external experts)	positive impact	◁ ▣ ▷	● ● ●
Fostering equal chances for women in the workplace through female empowerment programs	positive impact	◁ ▣ ▷	● ● ●
Training and skills development			
Promoting employees' knowledge and strengthening their employability with regard to complex labor market requirements (e.g. digitalization, technical expertise)	positive impact	◁ ▣ ▷	● ● ●
Knowledge development of employees through interdisciplinary teams, (online) training, and (apprenticeship) programs	positive impact	◁ ▣ ▷	● ● ●
Investments in staff training/new technologies and capacity building to ensure compliance with new regulations, stay updated on sustainable manufacturing practices, and foster a culture of continuous improvement and thereby maintain/obtain skilled labor	opportunity	◁ ▣ ▷	● ● ●
Employment and inclusion of persons with disabilities			
Contribution to the non-inclusion of people with disability in the workplace and society through maintainance of physical barriers to accessibility in plants	negative impact	◁ ▣ ▷	● ● ●
Promoting knowledge and innovation through diversity among employees and inclusion of people with disabilities	positive impact	◁ ▣ ▷	● ● ●
Inclusion of people with disabilities and equality in society by creating financial security and thus comprehensive self-determination and independence	positive impact	◁ ▣ ▷	● ● ●

Value chain localization

◁ ▷ upstream

▣ own operations

◁ ▶ downstream

Time horizon

● ○ ○ < 1 year

○ ● ○ 1 – 5 years

○ ○ ● > 5 years

IROs	Category	Value chain	Time horizon
Measures against violence and harassment in the workplace			
Influence on the mental health of employees and on social cohesion through discriminatory behavior and abuse of power in the company	negative impact	◁ ▷	● ● ●
Contribution to the prevention of discriminatory behavior by raising awareness, creating an environment where employees feel comfortable to communicate incidents and concerns	positive impact	◁ ▷	● ● ●
Contribution to the prevention of violence against women and raising awareness in society (e.g. by supporting initiatives)	positive impact	◁ ▷	● ● ●
Diversity			
Increase in employee satisfaction and motivation through diversity in the company	positive impact	◁ ▷	● ● ●
Having non-discriminatory wage structures and fostering transparency (e.g. gender pay gap, ageism in pay or compensation)	positive impact	◁ ▷	● ● ●
Promote recognition, appreciation, diversity and inclusion in the world of work as an integral part of the corporate culture by supporting initiatives (e.g. Diversity Charter)	positive impact	◁ ▷	● ● ●
Promotion of diversity by actively inviting minorities to apply	positive impact	◁ ▷	● ● ●

Value chain localization

◁ ▷ upstream

own operations

◁ ▶ downstream

Time horizon

● ○ ○ <1 year

○ ● ○ 1–5 years

○ ○ ● >5 years

The impacts described affect our own workforce and therefore all employees and non-employees and have a global impact on our business model.

S1-1 – Policies related to own workforce

Our People and Human Rights Policy covers the elimination of discrimination. The policy is implemented through specific processes to ensure that discrimination is prevented, mitigated and acted upon once detected, and to advance diversity and inclusion. The Non-Discrimination and Equal Opportunities policies expressly prohibit discrimination based on gender, ethnicity, disability, age or sexual orientation. Inclusion programs and leadership training on diversity support these obligations.

We actively strive to prevent complicity in human rights violations and comply with all applicable labor and social laws and follow internationally recognized principles. With respect to our employees, we do not tolerate any harassment or unlawful discrimination in the workplace. Workers must not be discriminated against or harassed based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, veteran status, genetic information or marital status in hiring and employment practice.

The AT&S Code of Ethics and Conduct adds that workers are provided with reasonable accommodation for religious practices and disability at some production sites. The People and Human Rights Policy and the AT&S Code of Ethics and

Conduct are applicable at all levels and at all locations. The department head of Corporate Human Resources is responsible for the operational implementation of the People and Human Rights Policy.

All companies of the AT&S Group and activities of contractors at AT&S locations or under our leadership must meet the requirements of our policies. Discrimination or harassment at the workplace is not tolerated.

AT&S ensures that the policies are properly communicated and easily accessible based on:

- Multilingual training material and announcements which take into account the diversity of the company's workforce.
- Digital platforms such as intranet portals and mobile apps offering easy access to updates and grievance mechanisms.
- On-site communication methods, including notice boards and meetings with team leaders to provide access for workers who do not have digital access.

AT&S leadership principles as guidance
AT&S assigns responsibility at top management level for equal treatment and opportunities in the working environment, issues clear company-wide policies and procedures to advance equal employment practices and links advancement to the desired performance in the respective area.

During times of uncertainty in the market, employees and managers need clear guidance to adapt their behavior. A relationship characterized by openness and responsibility is equally important as communicating within the team, and between managers and individual employees. To ensure continuous improvement in this important area, leadership principles have been in place for two years. Leadership principles for AT&S were determined by engaging with key stakeholders and identifying specific behaviors that align with the company's purpose, vision and mission, and its values. These principles, known as "C.A.R.E" (Communication, Accountability, Relationship and Excellence), aim to support managers in achieving the corporate goals together with their teams.

S1-2 – Processes for engaging with own workforce and workers' representatives about impacts

AT&S has taken measures to obtain insights into the perspectives of workers who may be particularly vulnerable to impacts and/or are marginalized.

AT&S introduced an e-learning course on "Unconscious Bias" in the financial year 2024/25 in order to promote an inclusive work environment and raise awareness for unconscious thought patterns. The course helps to prevent systematic wrong decisions and to make better entrepreneurial decisions.

Intercultural workshops
In addition, intercultural workshops on respect, tolerance and integration, which had already started three years ago, were continued. These workshops give new employees an opportunity to engage with others and to obtain information about Austrian customs and practices, tax law, and discrimination in everyday life. CINT, the Club International in Graz, also offers consultation hours free of charge at the site in Leoben-Hinterberg.

Young Wilds
The one-year "Young Wilds" program gives our younger employees the opportunity to make contact with our managers, while at the same time advancing their own development and expanding their networks. The first year of this program was completed in 2024. Of more than 60 applicants from all locations, 15 were chosen and worked on projects, together with sponsors, managers and experts, to help shape the future of AT&S. The program is global and based on our values open-mindedness, responsibility and innovative strength.

The program included reversed mentoring, a particularly remarkable component, whereby the young employees guided the senior management,

thus promoting communication and exchange between working levels as well as generations.

#PositivelyPurple
Participating in the traditional #PositivelyPurple campaign in 2024, AT&S obtained valuable insights. The campaign strengthened awareness for inclusion and highlighted the advantages of an integrative society. In addition to the traditional lighting of the high-tech facade in purple, a film featuring one of our colleagues with disabilities was made in the financial year 2024/25 in order to make this topic more visible. This experience has reassured AT&S in continuing to take active measures to promote inclusion and to make persons with disabilities more visible..

S1-4 – Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to diversity and equal treatment, and effectiveness of those actions

Equal opportunities
AT&S actively promotes equal opportunities and diversity to ensure that no group is disadvantaged. The company offers all employees equal development and career opportunities. Since signing the Diversity Charter in the financial year 2020/21, AT&S has been pursuing a policy of zero tolerance of any form of discrimination. The Diversity Charter is valid for the entire company at Group level. The signing of the Diversity Charter led to the introduction of measures to be taken in the event of violations of the Charter.

In the financial year 2024/25, a digital business coaching platform was added to the offering. Employees have access to coaches in different languages via CoachHub. Participants can independently book sessions and create a strengths profile. Approximately 50 managers have already completed their three-month coaching journey. The digital business coaching platform is available at all locations. AT&S does not plan a fixed time horizon for this ongoing measure.

The company keeps up-to-date records on recruiting, training and promotion that provide a transparent view of the opportunities for employees and their progression. The performance management process is a key measure that applies to all white-collar employees worldwide. This measure is ongoing and leads to individual performance and development goals agreed with employees, which are documented. The effectiveness of this measure is reflected in the high participation rates shown in the table “Performance and career development reviews”.

The company offers intercultural training and language courses to manage diversity and address cultural differences. More than 100 working time models support the work-life balance. The offer to participate in training and language courses is valid globally for persons moving to a new location. This measure is ongoing and its effectiveness shows in the work environment, as an increasing number of the persons concerned speak the local language.

Training and skills development
Training on policies and practices of non-discrimination are planned or have already been implemented. The company has programs to promote access to skills development, or plans to introduce such programs.

Each individual contributes to the development of the organization and shapes the company’s future. AT&S is undergoing a growth phase and keeps evolving. Personal development and training are crucial to being successful in the high-tech industry. Only through experts who fully utilize their potential can AT&S grow sustainably and drive improvement.

Our departments for learning and development promote personal development and training based on numerous programs. Under the motto “We care about people”, employees’ expectations are reviewed on a regular basis and measures are adapted accordingly. A modern offer of training and development measures is provided, including e-

learning courses and in-person training with internal and external trainers.

Steady change is important to AT&S. The "AT&S Transformation Tuesday" events were continued in the financial year 2024/25. Presentations and discussions on innovation and future-oriented business practices are held at the PioneerSpace in Leoben-Hinterberg. These events are livestreamed globally and later made available as recordings.

AT&S has developed a comprehensive new onboarding program to integrate new employees into the business family and to understand their perspectives, in particular those of particularly affected or marginalized groups. The program comprises local onboarding events on-site and a global online onboarding event enabling new employees to make virtual contact and learn more about the different AT&S locations, cultures and values. As a key component of the program, new colleagues are assigned a "buddy" who supports them during the first six months. The onboarding process is accompanied by carefully prepared e-learning sessions, templates, checklists and support materials for managers and new employees. These measures help to better understand and consider the perspectives and needs of all employees, in particular those who may be particularly vulnerable to impacts or may be marginalized. The onboarding program is conducted at all sites and is continuously implemented.

Investments in training, new technologies and capacity building are necessary to comply with regulations and to attract qualified workers. AT&S is already heavily investing in these areas to secure business success. Training is conducted worldwide and has no fixed timeframe, as courses take place continually. The number of employees who have participated in mandatory training is documented.

Persons with disabilities
Currently, no measures with respect to persons with disabilities are defined. However, a diversity and inclusion program will be developed in the coming financial years.

Violence and harassment at the workplace
In accordance with the AT&S Code of Ethics and Conduct, harassment or illegal discrimination at the workplace is not tolerated. Workers are not discriminated against or harassed in hiring and employment practices, such as wages, promotions, rewards and access to training, based on the following characteristics: ethnic origin, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, veteran status, protected genetic information or marital status. AT&S has established processes to ensure that complaints regarding violence and harassment at the workplace can be effectively filed and addressed. Workers have access to confidential grievance mechanisms such as the SpeakUp platform. This is an ongoing measure.

DIVERSITY METRICS

	2024/25	2023/24	Change
Women at top management level (1st and 2nd levels under the Management Board)			
Number (headcount)	69	67	3.0%
Share (in %)	30.0	27.3	2.7
Age group (in %)			
<30 years	25.9	28.8	(2.9)
30–50 years	67.7	65.2	2.5
>50 years	6.4	6.0	0.4

Diversity
Currently, no measures with respect to the diversity of workers are defined. However, a diversity and inclusion program will be developed in the coming financial years.

S1-9 – Diversity metrics

Along with gender and age, the number of different nationalities of the workforce is also an important diversity indicator for AT&S. Overall, the company employed people from 68 nations in the financial year 2024/25.

S1-12 – Persons with disabilities

AT&S applies the following method with regard to persons with disabilities in order to understand workers with disabilities and the method of data collection: In Austria, a person must have an officially determined degree of disability of at least 50 % to be classified as a worker with a disability. The degree of disability is determined by the Ministry services . In China, the recognition of a disability is governed by a formal procedure, which is managed by the China Disabled Persons' Federation (CDPF).

The percentage of persons with disabilities among the AT&S workforce is 0.39 % as of March 31, 2025. In the previous year, the percentage amounted to 0.38 %.

S1-13 – Training and skills development metrics

The table "Performance and career development reviews" contains information on the regular appraisal and development interviews, including a breakdown by gender.

The table "Average number of training hours" shows the training hours per employee, broken down by gender and employee category. The number of training hours in the previous year deviate from those published in the Annual Report 2023/24, as the number of training hours of leased personnel were also included in the calculation of this figure in the past.

PERFORMANCE AND CAREER DEVELOPMENT REVIEWS

	2024/25	2023/24	Change
Goal setting dialogues (in %)			
Female	97.4	97.9	(0.50)
Male	97.3	98.1	(0.82)
Total	97.3	98.0	(0.73)
Development dialogues (in %)			
Female	90.4	95.5	(5.06)
Male	85.9	86.6	(0.70)
Total	87.2	88.8	(1.67)
Number of goal setting and development dialogues per employee			
Female	0.46	0.51	(10.2%)
Male	0.61	0.76	(19.6%)
Total	0.56	0.67	(16.9%)

AVERAGE NUMBER OF TRAINING HOURS

in hours per person	2024/25	2023/24	Change
Female	8.0	10.2	(21.5%)
Male	8.3	10.4	(20.2%)
Total	**8.2**	**10.3**	**(20.7%)**
White collar	12.3	11.2	10.0%
Blue collar	6.1	9.9	(38.5%)
Total	**8.2**	**10.3**	**(20.7%)**

HEALTH AND SAFETY

SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

Based on the materiality assessment described in the IRO-1 section of chapter ESRS 2, AT&S has identified the following material impacts, risks and opportunities:

IROs	Category	Value chain	Time horizon
Health and safety			
Injuries or temporary damage to health due to occupational accidents and occupational diseases	negative impact	◁ ▷	● ● ●
Injuries or permanent damage to health or even death due to occupational accidents and occupational diseases	negative impact	◁ ▷	● ● ●
Provision of social welfare through employment in countries without compulsory welfare and insurance	positive impact	◁ ▷	● ● ●
Fire and explosion hazards and subsequent impacts on employee health due to human or technical errors in the production plants	negative impact	◁ ▷	● ● ●
Health hazards for maintenance and repair employees through pollution/intoxication with hazardous substances due to human or technical errors in the production plants	negative impact	◁ ▷	● ● ●
Influence on the health of employees through offers/promotion of preventive measures (e.g. occupational health services, safety training)	positive impact	◁ ▷	● ● ●
Contribution to negative long-term health effects on employees due to increased screen time (e.g. through digitalization)	negative impact	◁ ▷	● ● ●

Value chain localization

◁ ▷ upstream

own operations

◁ ▶ downstream

Time horizon

● ○ ○ < 1 year

○ ● ○ 1 – 5 years

○ ○ ● > 5 years

The impacts described affect our own workforce and therefore all employees and non-employees and have a global impact on our business model.

S1-1 – Policies related to health and safety

Our mission is to look after people and to safeguard their welfare and cultivate a workplace that prioritizes their safety and well-being at all sites and in all areas of responsibility. To meet these objectives, we attach particular importance to safety, performance and sustainability as well as compliance with the relevant laws and international agreements, risk management, training and continuous documentation. In addition, it includes the development and implementation of safety control measures, ISO 45001 certification and compliance with international frameworks such as the UN Guiding Principles on Business and Human Rights.

The Occupational Health & Safety Policy is applicable to all locations and all areas of

responsibility within the organization. It is approved by the top management level, the AT&S Management Board, and applies to all departments and locations at all levels. The policy respects international frameworks such as the UN Guiding Principles for Business and Human Rights and works towards ISO 45001 certification for occupational health and safety management. The policy promotes a mutual safety culture, where everyone is responsible for their own safety and for the safety of others. It emphasizes the open communication of health and safety risks and concerns, guarantees the community's right to information and actively collects feedback from employees to integrate necessary changes.

The policy has been translated into all languages of our locations and is made available at all sites worldwide to ensure that everyone is familiar with it. The policy includes measures to manage risks and opportunities related to the workforce, such as regular risk assessments, training, procedures to respond to incidents, and ergonomic adaptations for employees with disabilities. It also highlights the importance of continuous improvement and the development of sustainable solutions. Continuous monitoring and maintenance of hazard identification, risk assessment and operational controls are essential to ensure their accuracy and effectiveness.

We develop and implement operational safety control measures to mitigate the impacts of safety risks. It is crucial to close any gaps in our controls without delay and to strive for continuous system stability. We implement the ISO 45001 standard at all our production facilities, underlining our commitment to the health and safety of our workforce.

We promote an interdependent safety culture, where everyone is responsible for their own safety and takes responsibility for the safety of others. Preparation for emergencies through open communication of health and safety risks and concerns, as well as guaranteeing the community's right to information are prioritized.

Our compliance with this safety policy demonstrates our unwavering commitment to protecting people. We have implemented processes and procedures to minimize injuries, risks and potential negative impacts on our employees, affected communities and businesses. These efforts are based on our safety-related operations and our continuous improvement approach, which helps us develop solid, efficient and sustainable solutions.

The engagement of line managers to provide effective leadership is of vital importance. They ensure that all employees, contractors and stakeholders know and understand their responsibilities.

S1-4 – Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to health and safety, and effectiveness of those actions

Ongoing measures are in place at AT&S to protect the health and safety of its workers. The most important measures include early identification and reduction of potential hazards, the implementation of technical and administrative protective measures and continuous monitoring of work-related ill health and work days lost. These measures will be continued and refined in the coming years. Progress in the implementation is measured by the new reporting points for work-related ill health and work days lost, which were introduced during this financial year. These actions are continuously monitored and improved.

Machine safety – theory and practical workshops

We ensure that our employees possess the necessary knowledge of safety systems and their requirements by organizing machine safety workshops at one of our production sites as a pilot project. This increases awareness of the safe use of machines, reduces the number of accidents and improves general occupational safety.

The workshops are part of an ongoing initiative, with the pilot project starting at one production site. The timeframe for completion comprises the initial implementation phase and subsequent evaluations in order to refine the program and extend it to other locations.

Increase in the number of trained engineers in production, R&D and maintenance
The organization provides resources to support workshops on machine safety, including expenses for training material, workshop equipment and trainers. Future resources will be allocated based on the success of the pilot project and the demand for expanding the program to other production sites.

Expansion of ISO 45001 certification
The inclusion of our new production facility in Kulim, Malaysia, into our ISO 45001 certification shows our commitment to maintaining high standards in the area of occupational health and safety. This certification confirms that our processes and procedures are consistent with international standards, which strengthens our customers' and business partners' trust.

The certification process started as soon as most of the production equipment had been installed at the new facility in Kulim, Malaysia. The audit was successfully passed at the first attempt, underlining our commitment to high standards in the area of occupational health and safety.

The key measure includes the implementation of processes and procedures consistent with international occupational health and safety standards. This ensures a safe working environment and reduces the risk of accidents and work-related ill health. The result is increased trust by customers and business partners as well as improved health and safety conditions for employees.

Global safety video initiative
The production and publication of a global safety video underlines the importance of complying with health and safety regulations. This video supports a proactive approach to safety by encouraging employees to act consciously and to pay attention to their own health and the safety of their colleagues.

The video was published in late April 2024 as part of an extensive sensitization campaign. The initiative is ongoing, with the video being used continuously in order to reinforce safety practices. Future resources will be allocated to update and maintain the content of the video or similar initiatives as needed, and to ensure continual relevance and effectiveness.

Health and safety network
The continuation of the established health and safety network, which focuses on procedures and safety improvements for the most hazardous activities at our production sites, enables us to continually identify and eliminate hazards. Regular meetings enable an exchange of proven procedures and the introduction of new topics, leading to a continuous improvement of our safety standards.

The network also supports the exchange of best practices between the locations, learning from the experience of others and jointly raising safety standards. The timeframe comprises the ongoing identification and elimination of hazards as well as the implementation of preventive measures based on the discussion of significant incidents.

The organization also provides capital and resources for the implementation of preventive measures. Future resources will be allocated based on the network's current needs in order to guarantee the continuous improvement of the safety standards. During the reporting year, CapEx and OpEx of € 0.1 million were incurred for carrying out occupational health and safety measures. Operating expenditures can be found under Note 2 "Types of expenses" in the notes to the consolidated statement of profit or loss, while capital expenditures are included in Note 7 "Property, plant and equipment" in the notes to the consolidated statement of financial position.

Occupational health and safety is a focus area of the new ESG strategy, which is why increased funding is planned for these topics in the future. Capital expenditures of € 14.2 million and operating expenditures of € 12.4 million are budgeted in the medium-term plan for the implementation of measures.

S1-14 – Health and safety metrics

Health and safety metrics cover both employees and non-employees of the company. The number of hours worked, which serves as a basis of the rate of recordable work-related accidents, primarily includes reportable actual data based on time recordings. Where this was not possible (for example at the new facility in Malaysia, where actual data was only available from January 2025, as well as employees without time recording), the number of hours was estimated based on standard working hours.

HEALTH & SAFETY

	2024/25	2023/24	Change
Percentage of people in its own workforce who are covered by the undertaking's health and safety management system based on legal requirements and/or recognized standards or guidelines (in %)	99.4	90.0	9.4
Number of fatalities as a result of work-related injuries and work-related ill health (own workforce)	0	0	n.a.
Number of fatalities as a result of work-related injuries and work-related ill health (other workers working on the undertaking's sites)	0	0	n.a.
Number of recordable work-related accidents	72	73	(1.4%)
Rate of recordable work-related accidents (per 1 million working hours)	2.49	2.49	(0.0%)
Number of cases of recordable work-related ill health	0	n.a.	n.a.
Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health	1,066	962	10.8%

ESRS S2 – Workers in the value chain

SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

Based on the materiality assessment described in the IRO-1 section of chapter ESRS 2, AT&S has identified the following material impacts, risks and opportunities:

IROs	Category	Value chain	Time horizon
Working conditions			
Secure employment			
Contribution to inhumane working conditions due to lack of safeguards by suppliers from abroad (e.g. lack of social security, inadequate occupational health and safety along the value chain)	negative impact	◀ ▣ ▷	● ● ●
Contributing to a secured livelihood of workers in the value chain through constant demand from AT&S for the required resources	positive impact	◀ ▣ ▶	● ● ●
Working time			
Contribution to inadequate working conditions and influence on health and well-being of workers in the value chain due to working hours (e.g. shift work, sufficient recovery time; workers in the value chain do not have enough time to rest)	negative impact	◀ ▣ ▶	● ● ○
Potential liabilities for collaboration with suppliers which violate the right to enjoy just and favorable conditions of work including a reasonable limitation of working hours under the new EU supply chain law (CSDDD)	risk	◀ ▣ ▶	○ ● ●
Adequate wages			
Unfair pay of workers in the value chain due to exploitation by supplier companies	negative impact	◀ ▣ ▶	● ● ●
Social dialogue			
Incidents of restrictions on human rights by non-compliance of suppliers with social dialogue standards	negative impact	◀ ▣ ▶	● ● ●
Freedom of association, including the existence of work councils			
Contribution to fair treatment and financial security of workers in the value chain through opportunities for social dialogue, freedom of association and involvement in decision-making through representation	positive impact	◀ ▣ ▶	● ● ●

Value chain localization

◀ ▷ upstream

▣ own operations

◁ ▶ downstream

Time horizon

● ○ ○ <1 year

○ ● ○ 1–5 years

○ ○ ● >5 years

IROs	Category	Value chain	Time horizon
Health and safety			
Contribution to injuries or temporary and permanent damage to health or even death of workers in the value chain due to occupational accidents and occupational diseases	negative impact	◀ ▶	● ● ●
Contribution to the long-term health impacts among workers in the value chain due to air pollution, working conditions that are harmful to health (e.g. through inhalation of gases, dust) (mining, smelting)	negative impact	◀ ▶	● ● ●
Contribution to health of workers in the value chain through respective provisions in the Supplier Code of Conduct	positive impact	◀ ▶	● ● ●
Equal treatment and opportunities for all			
Gender equality and equal pay for work of equal value			
Reduced mental health of affected persons or reduced cohesion in society due to discriminatory unequal treatment (e.g. gender pay gap) along the value chain	negative impact	◀ ▶	● ● ●
Training and skills development			
Lack of skilled labor (due to lack of training for workers in the supply chain) may lead to reduced quality in purchased products and services, as well as reduced availability of adequate products, which in turn lead to increased costs or supply shortages	risk	◀ ▷	○ ○ ●
Employment and inclusion of persons with disabilities			
Reduced mental health of affected persons or reduced cohesion in society due to discriminatory unequal treatment of persons with disabilities (e.g. employment disadvantage) along the value chain	negative impact	◀ ▶	● ● ●
Measures against violence and harassment in the workplace			
Reduced mental health of workers in the value chain or reduced cohesion in society due to discriminatory behavior and (toxic) abuse of power	negative impact	◀ ▶	● ● ●
Diversity			
Violation of human rights due to discrimination e.g. based on ethnic origin and culture along the value chain	negative impact	◀ ▶	● ● ●

Value chain localization

◀ ▷ upstream

own operations

◁ ▶ downstream

Time horizon

● ○ ○ <1 year

○ ● ○ 1–5 years

○ ○ ● >5 years

IROs	Category	Value chain	Time horizon
Other work-related rights			
Child labor			
Violation of human rights through incidents of child labor along the value chain	negative impact	◀ ▶	● ● ●
Forced labor			
Violation of human rights through incidents of forced labor along the value chain	negative impact	◀ ▶	● ● ●
Privacy			
Harm to the right to privacy of workers in the value chain through non-GDPR-compliant behavior of supplier data	negative impact	◀ ▶	● ● ●
Harm to the right to privacy of workers in the value chain through lack of prevention of cyberattacks and data theft	negative impact	◀ ▶	● ● ●
Ensuring the privacy of workers in the value chain through complying with GDPR	positive impact	◀ ▶	● ● ●

Value chain localization

◀ upstream

own operations

downstream ▶

Time horizon

● ○ ○ < 1 year

○ ● ○ 1–5 years

○ ○ ● > 5 years

The IROs described relate to our holistic business model.

The contribution to inhumane working conditions due to a lack of protective measures at suppliers from abroad (for example lack of social security, inadequate health and safety along the value chain), the contribution to the livelihood of value chain workers due to AT&S's constant demand for resources, the contribution to inadequate working conditions and influence on the health and well-being of value chain workers through working hours (for example shift work, sufficient recovery time; value chain workers do not have sufficient time to recover), unfair remuneration of value chain workers due to exploitation by suppliers, incidents of human rights issues through non-compliance with the standards of social dialogue by suppliers, the contribution to fair treat-ment and financial security of value chain workers through opportunities of social dialogue, freedom of association and involvement in decision-making through representation, the contribution to injuries or temporary or permanent damage to health or even death of value chain workers due to occupational accidents and occupational diseases, the contribution to health of value chain workers based on provisions in the Supplier Code of Conduct, reduced mental health or reduced social cohesion through discriminatory unequal treatment (for example gender pay gap) along the value chain, negative influence on the mental health of employees or negative influence on social cohesion due to discriminatory (toxic) abuse of power, and human rights abuses through discrimination, for example due to ethnicity or culture, affect employees of external companies as well as leased personnel, some of them migrants, who have been provided to us via employment agencies, as well as workers involved in the extraction of metals or min-erals or harvesting of commodities, in refining, manu-facturing or other forms of processing. These groups are part of the upstream value chain. They

also in-clude employees of logistics partners in the down-stream value chain. All of them may also include women and young workers.

The contribution to long-term health impacts on workers in the value chain due to air pollution and unhealthy working conditions (for example, by breathing in gases or dust) primarily affects workers engaged in mining metals, minerals or raw materials, or in refining, production or other forms of processing.

Harm to employees' right to privacy through non-GDPR-compliant behavior regarding supplier data, negative influence on privacy rights of value chain workers through lack of prevention of cyberattacks and data theft, and ensuring the privacy of value chain workers by complying with the GDPR affect employees of external companies as well as leased personnel, some of them migrants, who have been provided to us via employment agencies. These groups are part of the upstream value chain. They also include employees of logistics partners in the downstream value chain. All of them may also include women and young workers.

Reduced mental health of those affected or reduced social cohesion due to discriminatory unequal treatment primarily affects persons with disabilities (for example disadvantages in employment) in both the upstream and downstream value chains.

The ILO ("International Labour Organization"), the IOM ("International Organization for Migration") of the UN ("United Nations") and the Walk Free Foundation, which publishes "Modern Slavery Index", write in their report "Global Estimates of Modern Slavery: Forced Labour and Forced Marriage", September 2022, that the "Asia and the Pacific" region has the highest numbers of forced labor and child labor. Our production facilities in Chongqing and Shanghai, China, as well as Kulim, Malaysia, and Nanjangud, India, are located in this region.

The material negative impacts are systemic in the contexts in which the company operates and have no further, major influence on workers in the value chain, which may arise from transition plans for re-ducing negative impacts on the environment and achieving greener and climate-neutral operations.

The contribution to the livelihood of value chain workers due to AT&S's constant demand for resources and, consequently, job opportunities to successfully carry out projects together, primarily affects employees of external companies as well as leased personnel, some of them migrants, who have been provided to us via employment agencies, as well as workers involved in the extraction of metals or minerals or harvesting of commodities, in refining, manufacturing or other forms of processing. These groups are part of the upstream value chain. They also include employees of logistics providers in the downstream value chain. All of them may also include women and young workers.

Workers in the value chain of AT&S who are likely to be materially impacted by the undertaking, including impacts that are connected with the company's own operations and value chain, including through its products or services, as well as through its business relationships, are included in the scope of its disclosure under ESRS 2 SBM-3 paragraph 48, with the exception of workers working in the operations of a joint venture or special purpose vehicle involving the reporting undertaking.

Persons with disabilities, women and young workers are among the most important groups of persons among workers in the value chain who are or may be affected by negative impacts. AT&S also considers persons with disabilities, women and young workers in its People and Human Rights Policy and therefore pays special attention to these groups.

S2-1 – Policies related to value chain workers

AT&S has developed proactive policies to ensure the highest standards for professional and ethical business conduct. The company understands that the supply chain is a critical extension of our value chain and actively strives to work together with different stakeholders.

AT&S has introduced a Supplier Code of Conduct which requires compliance with the Code of Conduct of the Responsible Business Alliance (RBA). Our Supplier Code is regularly updated in order to meet current industry requirements. The most recent update was made in April 2024. The Code provides a framework for a fair and sustainable collaboration and ensures that suppliers understand, and at the same time mitigate, potential risks. The Supplier Code of Conduct is available in three languages on the official web page for AT&S suppliers. AT&S is committed to the RBA and its Code of Conduct as well as to internationally recognized standards, in particular the Universal Declaration of Human Rights (UDHR), standards of organizations such as the UN Global Compact, den OECD Guidelines for Multinational Enterprises, the International Labour Organization (ILO), Social Accountability International (SAI) and the Ethical Trading Initiative (ETI).

AT&S commits to the following human rights principles: freedom of association and collective bargaining, non-discrimination/non-harassment/ humane treatment, wages and social benefits, working hours, protection of young workers and prohibition of forced labor and human trafficking. These principles are relevant for all workers in the value chain. The provisions of the AT&S Supplier Code of Conduct are based on internationally recognized standards and respect these standards. The Corporate ESG Supply Chain function, which reports to the head of Corporate ESG and Quality, coordinates the operational implementation of the Supplier Code of Conduct together with the Purchasing department.

By complying with the due diligence process, AT&S has committed to exclusively using raw materials in its products that have no direct or indirect connection with any negative impact on human rights or the environment within the supply chain. This also includes the ethically unobjectionable procurement of so-called conflict minerals such as tin, tantalum, tungsten and gold (in short: 3TG). As a part of the supply chain, the company undertakes to disclose and comply with the legal framework conditions regarding conflict minerals and meets the requirements of the Dodd-Frank Act, Section 1502 of the US Congress and EU Regulation 2017/821, which are set forth in the general terms and conditions.

In order to make a substantial contribution to preventing the funding of conflicts from profits of raw material sourcing and trading and the associated severe human rights violations, AT&S adheres to the due diligence process of the RMI (Responsible Minerals Initiative). Using the Conflict Minerals Reporting Templates (CMRT) of the RMI, the company provides information on the country of origin of the minerals and on the smelteries and refineries employed. At regular intervals or in case of acute suspicion, the company contacts those material suppliers whose products deliveries may contain gold, tantalum, tungsten and tin and demands transparent reporting using the standardized RMI templates. AT&S strives to source minerals exclusively from compliant smelteries and mines which are audited by the RMI on a regular basis.

AT&S requires suppliers to comply with the ethical, social and environmental standards defined in the Supplier Code of Conduct. AT&S respects human rights by continually conducting supplier audits and monitoring. In the event that a supplier cannot meet our minimum requirements, we will work with them to implement appropriate corrective actions, and reserve the right to suspend procurement from such suppliers until we are satisfied with their performance. As a measure to provide and/or enable remedy for human rights impacts, AT&S is establishing a management system whose scope refers to the content of this Code.

There were no cases of non-compliance with the main provisions of the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work or the OECD Guidelines for Multinational Enterprises related to workers in the value chain. The measures

to provide remedy for human rights impacts are included in section S2-4.

S2-2 – Processes for engaging with value chain workers about impacts

AT&S emphasizes a common understanding with its suppliers regarding the respect for human rights, environmental protection and ethical responsibility. This shared value system, which comprises compliance with applicable laws as well as ethical and ecological principles, forms the basis for strong partnerships. The company has no general processes for engaging with value chain workers and their representatives about actual and potential impacts on them. The engagement currently takes place at the management level of AT&S and the stakeholders in the value chain.

S2-3 – Processes to remediate negative impacts and channels for value chain workers to raise concerns

AT&S recognizes its responsibility to act as a reliable and valuable member of society. AT&S takes precautionary measures to assess value chain risks, so that no corrective action becomes necessary.

The company undertakes to use raw materials that are not linked to negative impacts on human rights or the environment in the value chain. To prevent the funding of conflicts from profits of raw material sourcing and trading and the associated severe human rights violations, AT&S adheres to the RMI due diligence process. The company uses the CMRT to provide information on the origin of the minerals and on the smelteries and refineries employed. In case of suspicion or at regular intervals, AT&S contacts material suppliers in order to ensure transparent reporting. The objective is to source minerals exclusively from compliant smelteries and mines audited by the RMI. In the financial year 2024/25, 100 % of AT&S's suppliers committed to an RMI-compliant supply chain, which demonstrates the company's proactive approach to remediate potential negative impacts on value chain workers.

Based on audits at the suppliers' locations and a mandatory preliminary assessment, which precedes the conclusion of the supplier contract, AT&S ensures that value chain workers have access to grievance mechanisms, including local channels provided by the suppliers. The main suppliers are audited for compliance with the guidelines required by the RBA to ensure that individuals who use grievance mechanisms are protected from retaliatory measures.

We offer easy-access grievance mechanisms in each country with our SpeakUp platform for internal and external stakeholders. We actively record investigate all complaints and concerns in order to find satisfactory solutions. The effectiveness of our mechanisms is regularly reviewed by the above-mentioned supplier audits at their locations.

S2-4 – Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action

AT&S pursues a structured approach to reduce negative impacts, strengthen positive impacts and mitigate risks related to working conditions along the value chain. This approach is implemented through target-ed measures and specific management strategies related to the identified IROs. The measures cover suppliers, contractors, representatives, service pro-viders and sub-contractors.

All impacts are covered by the following measures:

AT&S has firmly embedded ESG criteria in its pro-curement systems in order to prevent that its own practices cause or intensify material negative im-pacts on value chain workers. Suppliers are there-fore already examined for ESG standards during the selection process. The purchasing strategy is based on a structured, digital procurement system which systematically maps and enforces ESG require-ments. Regularly performed audits additionally sup-port the identification and mitigation of potential risks

along the value chain. Furthermore, the company commits to the use of conflict-free minerals and, consequently, to sustainable and ethical sourcing practices.

In addition to price, quality and delivery time, we also consider environmental and social aspects when making purchasing decisions. Suppliers are assessed beyond economic criteria. The assessment criteria include environmental protection, fair remuneration, safety at work, prohibition of child labor and observance of human rights. In order to obtain insights into the day-to-day work routine of value chain workers, AT&S analyzed industry- and country-specific risks using service contingents.

Purchasing practices are linked to clear ESG standards through the Supplier Code of Conduct, which is based on the guidelines of the Responsible Business Alliance (RBA). In the financial year 2024/25, 215 suppliers who account for 80 % of the purchasing volume were considered to be essential; 100% of them signed the Code. Likewise, 100 % of the suppliers who account for another 15 % of the purchasing volume signed the code. This policy is an integral component of the digital procurement system.

AT&S advocates safe working conditions and comprehensive health protection for value chain workers based on clear requirements specified in the Supplier Code of Conduct. Regularly held audits and inspections ensure compliance with these standards. A supplier rating serves as the basis for a continuous improvement process.

AT&S requires its suppliers to comply with minimum wage standards as well as fair and transparent remuneration practices. Suppliers are regularly audited for fair wage structures as part of RBA audits to ensure that remuneration is consistent with the applicable standards. AT&S ensures that suppliers comply with appropriate working hours based on comprehensive supplier audits and binding contractual requirements. Regular checks, for example through RBA audits, serve to identify violations early and to initiate the necessary corrective action. To minimize liability risks in the context of the new Corporate Sustainability Due Diligence Directive (CSDDD) of the EU, AT&S focuses on close monitoring and collaboration with its suppliers. Continuous assessments help identify potential violations against labor rights early, so that targeted improvement measures can be initiated.

The planned measures are coordinated and implemented across resources between Corporate ESG and Group Purchasing in the financial year 2025/26 to further develop the sustainability targets and continuously optimize social standards.

AT&S applies different processes to identify what action is needed and appropriate in response to actual or potential negative impacts on value chain workers. They include a periodic supplier rating which assesses suppliers' ESG performance and supports improvements through a point system. In addition, supplier audits are carried out. These audits are performed both during the qualification of suppliers and if necessary to check compliance with ESG standards. To ensure compliance with ESG standards the whistleblowing platform SpeakUp is another important tool that enables stakeholders to anonymously report potential violations or risks.

AT&S relies on continuous supplier assessments to meet the regulatory requirements in the area of sustainability.

The effectiveness of the Supplier Code of Conduct is evaluated through audits and half-yearly compliance checks. In the financial year 2024/25, 101 supplier audits were carried out, of which 56 audits comprised business ethics and observance of human rights in addition to general social and environmental topics. During these 56 audits, a total of 32 deviations were registered in the areas of business ethics, working conditions and human rights. To remediate these deficiencies, we work on the imple-mentation of appropriate actions with the respective suppliers. AT&S has no reported severe issues or incidents connected to its upstream and downstream value chain.

AT&S achieves corrective action through collaboration with non-compliant suppliers to improve practices. Non-compliant practices lead to the termination of relationships if corrective actions are inadequate. The Head of Corporate Quality & ESG Supply Chain monitors the engagement processes and ensures that the results influence AT&S's approach as well as risk and opportunity management.

Effective remedies in the event of material negative impacts are ensured by a number of control mechanisms. The whistleblowing platform is an important reporting tool through which violations can be anonymously communicated and investigated. In parallel, supplier audits enable the identification and review of critical ESG topics. Contractual obligations, in par-ticular based on the Supplier Code of Conduct, which bind suppliers to ESG standards and provide for corresponding measures in the event of violations, are another central instrument.

AT&S uses different resources and means to manage material ESG impacts. These include supplier scorecards, which contribute to suppliers' continuous ESG improvement, as well as regular supplier audits, which ensure that ESG standards are checked. In addition, the digital procurement system is used to effectively implement ESG policies and monitor compliance with them. By integrating mandatory contractual regulations, like those of the Supplier Code of Conduct, ESG compliance is promoted and safeguarded along the entire supply chain.

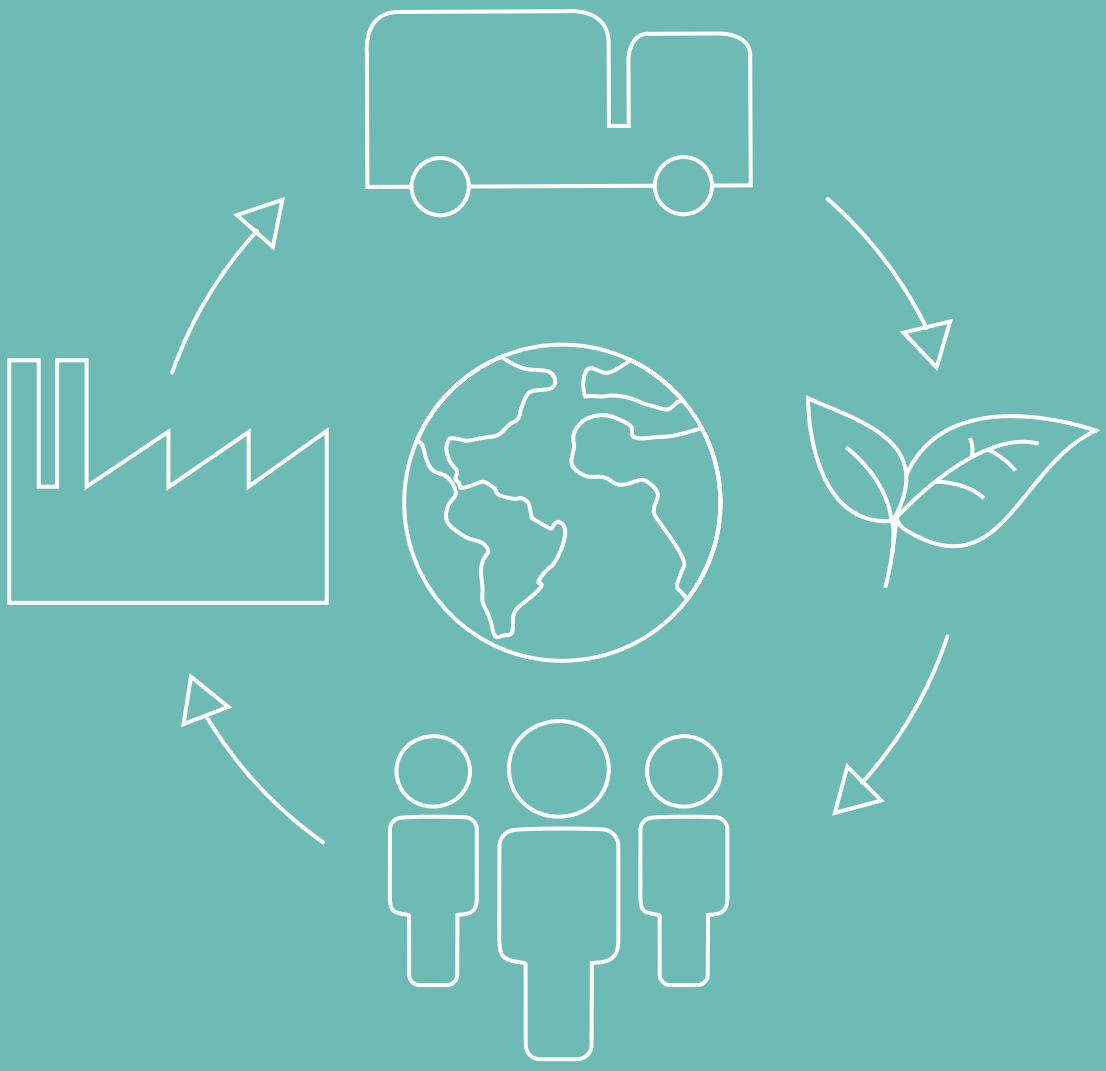
As part of our activity as customer, we manage and process personal and company data of suppliers. In doing so, we strictly comply with the requirements of the GDPR. This is an ongoing measure.

Currently, there are no appropriate measures for the risk "Shortage of skilled workers". The objective is to develop such measures in the future in collaboration with our suppliers.

S2-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

AT&S has identified risks and impacts within the value chain. So far, no specific targets have been defined to improve the working conditions of value chain workers. Options to do so will be explored during the financial year 2025/26. We use different processes to pursue the effectiveness of our policies and measures. They include supplier assessment sheets, the digital procurement system and regular supplier audits.

GOVERNANCE



ESRS G1 – Business Conduct

SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

Based on the materiality assessment described in the IRO-1 section of chapter ESRS 2, AT&S has identified the following material impacts, risks and opportunities:

IROs	Category	Value chain	Time horizon
Corporate culture			
Contribute to a fair and sustainable economic system or society through a corporate culture and processes that ensure compliance with laws and the Code of Conduct	positive impact	◁ ▷	●●●
Creating transparency and grievance mechanisms for stakeholders regarding corporate responsibility	positive impact	◀ ▶	●●●
Lack of governance and failure to comply with global standards can be a threat to confidentiality, integrity, or availability of systems and data, which can lead to business continuity risks and potential data loss, which can again lead to fines, effects on reputation, and customer confidence	risk	◀ ▶	●●●
Protection of whistle-blowers			
Negative consequences for whistleblowers if their identity is disclosed due to non-compliance with the whistleblower policy by employees	negative impact	◀ ▶	●●●
Avoidance of retaliation against persons who have reported breaches or incidents through the whistleblowing system by putting in place safeguards and effective whistleblowing systems (compliance with the whistleblower policy)	positive impact	◀ ▶	●●●
Failing to protect whistleblowers or address reported issues can lead to reputational damage and operational disruptions. Negative publicity, loss of customer trust, and potential boycotts can affect the company's brand value and revenue streams. Additionally, unresolved concerns or misconduct can hinder employee morale, productivity, and overall organizational performance	risk	◀ ▶	●●●
Political engagement			
Promotion of technological innovation through political commitment and lobbying to create innovation-friendly framework conditions, particularly in the area of research and development	positive impact	◁ ▷	●●●

Value chain localization

◀▷ upstream

own operations

◁▶ downstream

Time horizon

●○○ <1 year

○●○ 1–5 years

○○● >5 years

IROs	Category	Value chain	Time horizon
Management of relationships with suppliers, including payment practices			
Contribution to social and environmental sustainability by applying sustainability criteria for selection and supporting suppliers to improve their sustainability performance	positive impact	◀ ▶	● ● ●
Influence on economic performance/development of suppliers/business partners through contractual conditions that promote social and environmental sustainability	positive impact	◀ ▶	● ● ●
Contribution to a fair and functioning economic system through fair treatment of business partners, incl. timely payments	positive impact	◁ ▷	● ● ●
Risks associated with suppliers' (sustainability/overall) performance, such as non-compliance or poor quality, can disrupt project timelines and increase costs	risk	◀ ▶	● ● ●
Increasing costs for purchases due to limited choice of suppliers that meet the sustainability criteria	risk	◁ ▷	○ ● ●
Geopolitical risks from conflicts, which may result in sanctions affecting the supply from key suppliers and key resources (e.g. China-Taiwan conflict, Russia-Ukraine)	risk	◀ ▷	● ● ●
Corruption and bribery			
Lack of transparency, inefficiency, and loss of societies' trust in the economy due to incidents of corruption and bribery in relation to government and public authorities	negative impact	◁ ▷	● ● ●
Intransparency, inefficiency and loss of societies' trust in the economy due to incidents of corruption and bribery in relation to suppliers	negative impact	◀ ▶	● ● ●
Bribes, facilitation payments, invitations from government officials, undue gifts to and from business partners, etc. can lead to statutory monetary penalties or imprisonment under applicable penal law	risk	◀ ▶	● ● ●
Reduction/avoidance of incidents of corruption through staff trainings	positive impact	◁ ▷	● ● ●

Value chain localization

◀ ▷ upstream

own operations

◁ ▶ downstream

Time horizon

● ○ ○ < 1 year

○ ● ○ 1 – 5 years

○ ○ ● > 5 years

The IROs described affect all stakeholders and have a global impact on our business model.

G1-1 – Business conduct policies and corporate culture

The main AT&S policies for governance comprise the AT&S Code of Ethics and Conduct, the Group-wide Risk management process (Enterprise Risk Management) as well as a number of specific regulations and guidelines. To ensure compliance with anti-corruption laws and other regulations, AT&S adheres to internal rules and general laws. The policy of AT&S is in accordance with the United Nations Convention against Corruption to fight corruption and bribery. AT&S pursues a zero-tolerance policy in this context.

AT&S Code of Ethics and Conduct
AT&S has established a comprehensive Code of Ethics and Conduct, which forms the central basis for responsible and compliant conduct within the company. The Code applies to all employees and managers worldwide as well as business partners in key supplier and service provider relationships. The Code includes binding standards of conduct with respect to:

- Legal conformity and integrity
- Anti-corruption and anti-bribery
- Competition and anti-trust law
- Avoiding conflicts of interest
- Respect for human rights and labor standards
- Sustainability and environmental responsibility
- Protection of confidential information and privacy

In summary, the Code describes the measures and expectations based on which AT&S ensures ethical conduct within the company and along the value chain. The Code also includes a requirement to comply with relevant privacy laws.

Violations of the Code can be reported via the anonymous whistleblower platform SpeakUp, which is also open to external stakeholders. The Group Compliance Officer is responsible for the implementation and monitoring; regular training and audits are held. The Code is reviewed at least once a year and amended if necessary. The results are presented to the Management Board at least once a year.

Anti-corruption Policy
At AT&S, all white-collar functions are considered to be exposed to corruption and bribery risks. In order to mitigate corruption and bribery risks, AT&S has issued a specific Anti-corruption Policy, which is based on the fundamental commitment to ethically and legally correct conduct declared in the AT&S Code of Ethics and Conduct and includes a clear prohibition of bribery and other corrupt practices. It governs special problem areas such as exchanging gifts and invitations, granting donations or sponsoring activities as well as dealing with conflicts of interest, lobbyists and other intermediaries, and mitigates the corresponding risks through strict requirements and disclosure obligations. In addition, approval workflows have been established to carefully review and transparently document the permissibility of invitations, gifts and other contributions offered or received on a case-by-case basis. This ensures that the legal requirements are communicated in an understandable manner and the corresponding instructions related to the specific requirements are given and complied with. If they are not complied with, a warning is issued; in extreme cases, it may lead to a dismissal. The Group Compliance Officer is responsible for the implementation of the policy.

Corporate culture
AT&S creates a corporate culture based on integrity, responsibility and sustainability, which AT&S has identified as key success factors for the future. Since 2023/24, a mandatory e-learning course has strengthened the awareness of these values and is part of the global onboarding process. In order to mitigate the risk regarding corruption and bribery, annual training is conducted for all white-collar functions. The head of the global Human Resources department is responsible for the implementation of the policy.

SpeakUp platform
To ensure that there is no place for severe misconduct, we established the SpeakUp platform at AT&S. This platform enables employees and external stakeholders to report actual or suspected compliance violations. As the platform is user-friendly, no training is required.

The SpeakUp platform can be contacted by phone, web browser or a mobile app. We treat every report with absolute confidentiality and, in order to protect whistleblowers, we do not tolerate any form of discrimination or retaliation against persons who raise concerns in good faith. Retaliatory measures are a severe violation of our ethical standards and are sanctioned accordingly. In order to safeguard an independent and unbiased assessment, all reports

are processed by our Compliance Officer, who is responsible for the implementation of the SpeakUp platform. Substantiated complaints are investigated and appropriate measures are taken to remediate the violation.

Further information on corruption and bribery can be found in section G1-3.

Enterprise Risk Management
Potential compliance and governance risks are identified and assessed in the Group-wide risk management process (Enterprise Risk Management) and subsequently mitigated by taking appropriate measures. The interaction of different functions, such as Risk Management, ESG, Compliance, Legal and Information Security, ensures that all relevant risks are identified and addressed. Additional process steps have been established to enable better assessment of the the identified risks. These process steps are described in greater detail under section GOV-5 of Chapter ESRS 2.

G1-2 – Management of relationships with suppliers

AT&S is committed to socially and environmentally responsible business conduct and expects the same of its suppliers. Violence, abuse, child labor and environmental damage are neither tolerated in the Group nor in the supply chain. Suppliers must comply with quality and sustainability standards such as human rights, anti-corruption, environmental protection, fair wages and occupational safety. Working conditions that violate international or national laws are unacceptable. The Management Board is responsible for ensuring that these are complied with. The Corporate ESG Supply Chain function, which reports to the head of Corporate ESG und Quality and coordinates the operational implementation of the Supplier Code of Conduct together with the Purchasing department, is responsible for the implementation.

These requirements are communicated through contracts, audits and the AT&S Supplier Code of Conduct. In addition to price, quality and delivery times, we also consider environmental and social criteria when making purchasing decisions.

The assessment criteria for purchasing decisions include environmental protection, safety at work, prohibition of child labor and observance of human rights. In the financial year 2024/25, supplier audits which included business ethics and observance of human rights in addition to general social and environmental topics were carried out.

Every new supplier is audited prior to starting operations. For existing suppliers, we implement a two-year audit plan to ensure that every supplier is audited once every two years. We ensure, based on these audits, that suppliers achieve the AETF quality certification. This process includes proof of the suppliers' quality systems and simultaneously monitors their compliance from the moment they sign the agreement.

To mitigate risks related to supplier relationships, including payment risks, we strive to address every aspect of procurement and ensure a secondary procurement option to safeguard supplies in the event of disruptions with a primary supplier. However, this is not always possible if a supplier is specified by the customer. Therefore, we are initiating a plan for increasing alternative procurement sources to further mitigate risks.

AT&S relies on regular consultations, audits conducted by third parties and transparent reporting. Workers and their representatives are actively involved in solving labor law problems to manage risks and opportunities in the supply chain.

The policy to prevent late payment, specifically to small and medium-sized enterprises, is described in section G1-6.

G1-3 – Prevention and detection of corruption and bribery

AT&S clearly distances itself from any form of bribery or corruption. Since 2021, a Compliance department has been in place, which ensures as a "second line

of defense" that the entire organization is based on a solid foundation of ethics and accountability. Together with the operational management ("first line of defense") and involving all employees, the Compliance department helps protect the company and its assets as well as all employees and other stakeholders from misconduct. To this end, legal requirements are translated into understandable policies and processes, training courses are conducted and employees from different areas of the company are given advice. The topics addressed are multifaceted and range from business and professional ethics to information security, data protection and privacy, fair competition, compliance with trade regulations and export controls, capital market regulations and measures to fight fraud and corruption.

To prevent severe misconduct in connection with corruption and bribery, the SpeakUp platform has been established at AT&S. Further information on this platform can be found in the section SpeakUp platform under G1-1.

Internal audits ("third line of defense") are regularly conducted to provide for and safeguard the effectiveness of established control mechanisms as well as the efficiency and effectiveness of different business processes at all AT&S locations, and appropriate improvement measures are implemented if weak spots are identified.

The above-mentioned content of the Anti-corruption Policy is conveyed to the employees in anti-corruption training courses. As all white-collar workers are exposed to a certain risk of corruption and bribery, these employees as well as the members of the Management Board are assigned this course as a mandatory e-learning course. It takes 45 minutes and includes a final test, in which the participants' understanding of the content is examined. In the financial year 2024/25, the training rate of these exposed persons amounted to 84.1 %, which corresponds to a share of 28.3 % of all employees. In the previous year the training rate of exposed persons was 91.3 % (31.7 % of all employees). In addition, a face-to-face training course took place specifically for members of the Management and Supervisory Boards, which addressed legal regulations and penalty ranges in a national and international context, forms of corruption, the permissibility of invitations and gifts as well as the preventive measures implemented within the AT&S-Group.

To strengthen employees' awareness of the Anti-corruption Policy, the training content was also provided on the intranet, the employee magazine and on the info screens.

G1-4 – Incidents of corruption or bribery

The fact that no official investigations, proceedings or convictions regarding corruption and bribery regulations were initiated against AT&S and its representatives in the financial year 2024/25 and therefore no fines were imposed for any such violations shows that the anti-corruption training is effective.

G1-5 – Political influence and lobbying activities

AT&S does not make any direct or indirect payments to political parties or decision-makers. The company adheres to the strict internal Anti-corruption Policy and the strict Code of Ethics and Conduct, which applies to all employees worldwide.

The company represents its interests primarily through industrial association work, also known as advocacy, or through the respective industry representatives. It also maintains sustainable government relations at its production sites. The department head of Corporate Affairs coordinates the corresponding topics. These activities are primarily aimed at a constructive dialogue to establish the best possible general industrial policy framework at eye level with the relevant local governments.

No political financial donations or in-kind contributions were made in the financial year 2024/25. Furthermore, no appointments of members

of the administrative, management and supervisory bodies who held a comparable position in public administration (including regulators) in the two years preceding such appointment were made during the same period.

AT & S AUSTRIA TECHNOLOGIE & SYSTEMTECHNIK AKTIENGESELLSCHAFT is registered in the EU Transparency Register under registration number 475891045627-85 and in the Austrian Lobbying and Advocacy Group Register under registration number LIVR-01079.

G1-6 – Payment practices

In the financial year 2024/25, AT&S took an average of 47 days to pay an invoice. This period is measured as the difference between the date of the actual payment and the date stated on the invoice. The average was calculated as the arithmetic mean. We do not distinguish between SMEs and large companies in our payment practices.

The terms of payment for suppliers are defined in the AT&S terms and conditions: 60 days, payable once a month (alternatively 30 days with a 3 % discount). However, terms of payment can be negotiated individually with suppliers and vary between zero and 120 days depending on the contractual conditions agreed. In addition, the terms of payment may also depend on regulations in certain regions or on whether we buy materials on consignment.

AT&S closely monitors the terms of payment of suppliers – for each location and product group, for both direct and indirect purchases. Direct purchases refer to all materials purchased which are included in the bill of materials of a product manufactured by AT&S – as opposed indirect purchases, which refer to the procurement of other materials and services.

The average payment terms for direct purchases amount to 69 days for direct purchases and to 50 days for indirect purchases. For the purchase of direct materials, most of the contractually agreed payment terms amount to 90 or 60 days. In the financial year 2024/25, 62 % of the annual payments referred to direct purchases. For indirect purchases, the most frequently contractually agreed payment terms are 30 or 60 days. The payment terms for indirect purchases were applied to 38 % of the annual invoices.

There are currently no legal proceedings outstanding for late payment.

Leoben-Hinterberg, May 14, 2025

The Management Board

Michael Mertin m.p.

Peter Schneider	Peter Griehsnig	Petra Preining	Ingolf Schröder
m.p.	m.p.	m.p.	m.p.

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