

AT&S


First choice for
advanced applications

Consistency

in

Change





Non fin an ci al rep ort

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NON-FINANCIAL REPORT

Statement of the Management Board

The financial year 2020/21 was an exceptional year. The COVID-19 pandemic turned social life upside down and confronted us with new challenges at AT&S. Thanks to effective crisis management, we were able to ensure a stable and sustainable business development and continue to pursue our growth strategy. Without a doubt, COVID-19 has accelerated global trends and, above all, massively boosted digitalisation. However, sustainability topics such as the rapid implementation of strict measures to protect our employees, clear communication and strong partnerships quickly turned out to be key factors in overcoming the crisis. The increasing vulnerability of our ecosystem, resource shortages and climate change will also be on the global agenda after COVID-19. To account for all this and to meet the ambitious climate targets, a renewable energy component will be incorporated in the calculation of the performance-based remuneration as of the financial year 2021/22.

Sustainability in all its dimensions is highly relevant in the activities, decisions and strategic orientation of the company. This is reflected in solid ratings by ESG rating agencies, which consistently exceed the industry average. The following non-financial report for the Group as a whole and Austria Technologie und Systemtechnik Aktiengesellschaft (in the following referred to as the “company”) meets the requirements in accordance with the Austrian Sustainability and Diversity Improvement Act (section 243b and section 267a of the Austrian Commercial Code (UGB), NaDiVeG).

Beyond that, AT&S’s non-financial reporting is intended to provide transparency vis-à-vis all stakeholders and present the annual progress achieved in all those areas contributing to the company’s future success. The following report covers the strategic fields of action derived from the sustainability strategy and addresses the material topics assigned to them with management concepts, due diligence processes and indicators.

Rated by^{*)}

* You can find the full list, including details of the assessments, on our website.

AT&S is committed to important international frameworks such as the Sustainable Development Goals (SDGs) of the United Nations, the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles for Business and Human Rights, the International Labor Organization (ILO), the Responsible Business Alliance (RBA) and the Responsible Minerals Initiative (RMI). This report was prepared in partial compliance with the standards of the Global Reporting Initiative (GRI). The specific contents of the GRI Standard that have been applied can be found in the GRI Index at the end of the non-financial report. In addition, reporting integrates climate-related information in accordance with the EU guideline for the disclosure of climate-related information and the Task Force on Climate-related Financial Disclosures (TCFD). The technical assessment criteria of the EU Taxonomy Regulation comprise first rules and disclosures for two of the six environmental goals – climate protection and adaptation to climate change. The company always strives for transparency and reviews any reporting obligations arising from the EU Taxonomy Regulation for the financial year 2021/22.

What we stand for

| | | | |
|---|---|---|--|
|  | RBA (Responsible Business Alliance) |  | SDGs (Sustainable Development Goals) |
|  | ILO (International Labour Organization) |  | OECD Guidelines |
|  | RMI (Responsible Minerals Initiative) |  | ISO (International Organization for Standardization) |

Our goals



80%

renewable energies by 2025

Decarbonisation of all AT&S production facilities by

2030

30%

Women in leadership positions

45%

Proportion of female employees

Life cycle assessments at product group level

Stronger partnerships with suppliers

What we are proud of



45%

renewable energies

100%

Code of Conduct signed by all key suppliers

34%

Proportion of female employees

Start of life cycle assessments

Strong crisis management during the COVID-19 pandemic

High standards in the area of environment, energy, quality, occupational health & safety

Embedding and managing sustainability

BUSINESS MODEL AND MANAGEMENT STRUCTURE STAND FOR SUSTAINABILITY – THIS IS CLEARLY REFLECTED IN OUR COMPANY VISION

High-end printed circuit boards, substrates and modules are the core of AT&S’s business activities. The multi-faceted and highly complex printed circuit boards serve as the central nervous system in nearly all electronic devices. High-end interconnect solutions enable powerful high-tech applications for customers in the mobile devices, IC substrates, automotive, industrial and medical segments. AT&S is a global player in these areas and at the same time a technology and quality leader in the printed circuit board and substrate industry. With a total of 11,349 employees (annual average) and production sites in Austria, India, China and South Korea, complemented by sales service companies, AT&S has a global presence. Quality, customer orientation and passion for our work are the key to business success. Regardless of technologies that are evolving, AT&S provides the interconnect solution technology of the future. This is the vision of the company.

Sustainability is firmly embedded in both the business model and in the corporate culture. All decisions and processes take into account social, ecological and economic aspects in accordance with the applicable legal requirements. The continuous development of the AT&S sustainability strategy is the responsibility of the

Corporate Sustainability team, which coordinates the strategy with the Management Board, the segments and the corporate functions. In addition, the team, which is also represented in relevant steering committees, is responsible for coordinating the sustainability agenda and reports directly to the Management Board. This ensures a sustainable corporate culture that extends across all areas of the company and is an investment in the future success of the core business.

RESPONSIBILITY ALONG ALL PARTS OF THE VALUE CHAIN

AT&S is closely connected with partners along the value chain, both on the customer and on the supplier side. We bank on outstanding customer service and innovative, sustainable solutions that have made it to the top in the printed circuit board and substrate industry. In doing so, it is important to not just focus on internal processes, but rather view the entire value chain in a holistic and integrated manner.

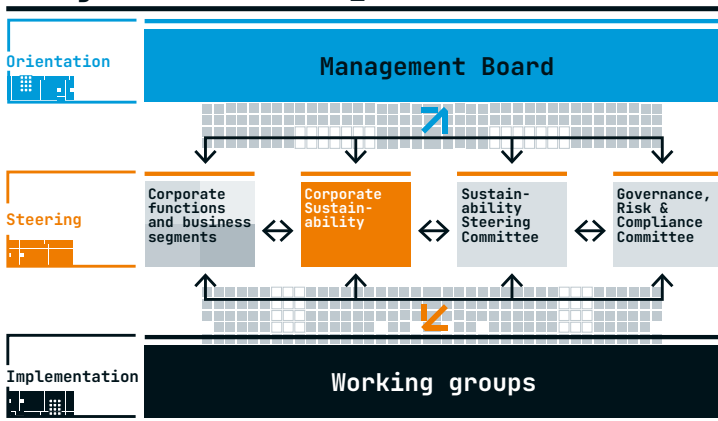
In addition to pricing, we also focus on sourcing methods and the availability and quality of raw materials

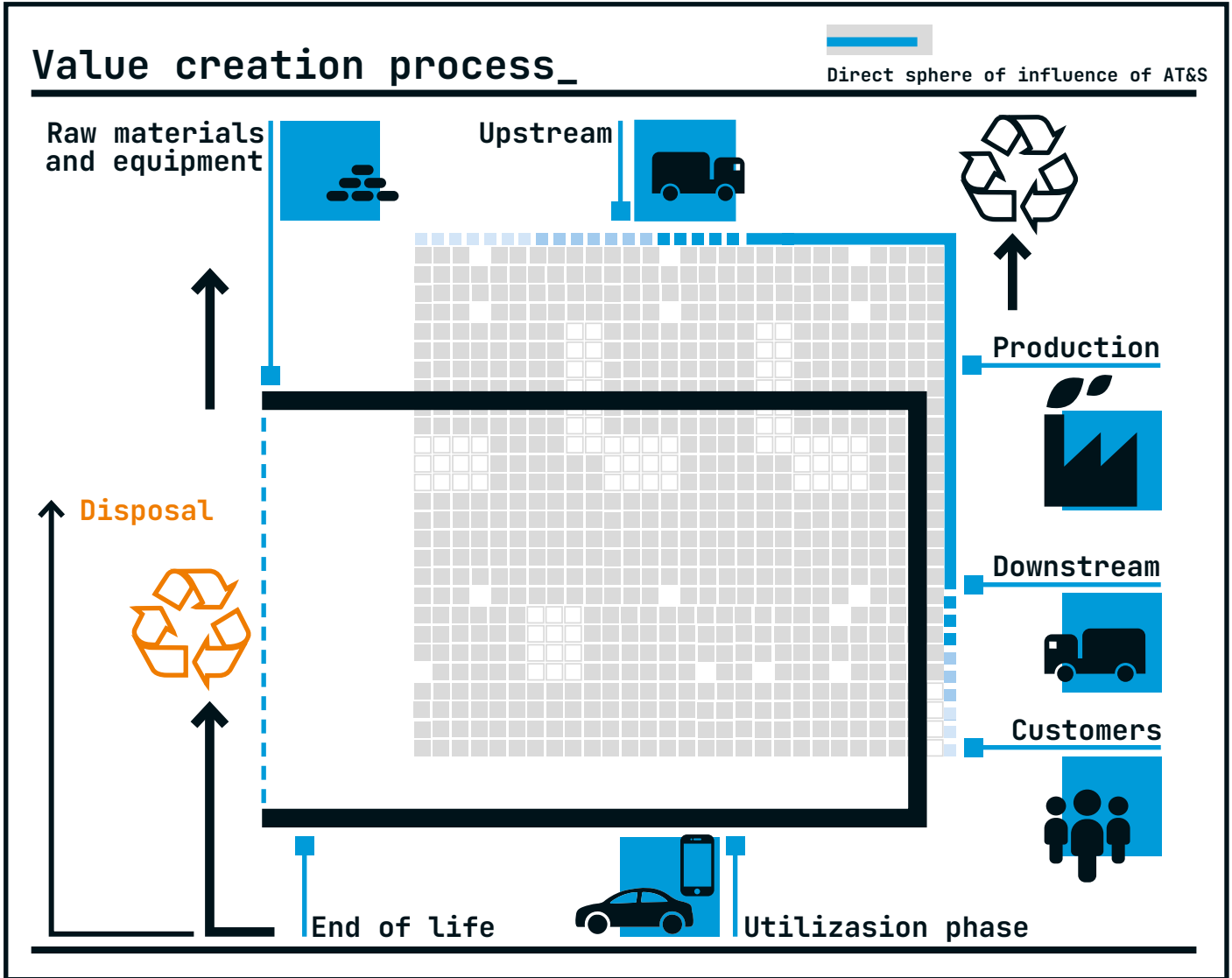
AT&S already puts a focus on sustainability when sourcing raw materials such as gold and copper. The company maintains sustainable partnerships with its suppliers and in addition to pricing also takes into account non-financial factors such as delivery reliability, quality, business ethics, respect for human rights and compliance with environmental standards. Along with the sourcing of raw materials, the production of key materials such as laminates and chemicals, the choice of equipment, the energy used and water supply are also relevant topics. Special importance is attached to setting joint targets with partners.

Storage, production and transport as part of the value creation process

Along with the supply chain, there are other key factors that have a significant influence on non-financial performance. They include the transport and storage of precursor materials, production and product packaging as well as delivery. The company strives to be “best in class” and to ensure that all its actions are lawful, efficient and climate-friendly. To this end, appropriate storage of the materials and careful use during production are indispensable. The company also relies on strong partnerships with employees and supplier companies in this context. Moreover, AT&S consistently

Management structure_





works on continuously improving processes and on reducing the consumption of water, energy and raw materials to a minimum.

As a leading high-tech company, AT&S attaches great value to highest management standards in all business segments to meet the needs and business targets of our most important stakeholders and promote a sustainable development. This approach is also reflected in a variety of certifications and standards (see following table) which cover quality, the environment, occupational safety and data security, focus on customer needs and are established at the different production locations.

Responsibility beyond the AT&S system boundaries

AT&S is responsible for its products beyond its own system boundaries. The company collaborates closely with its customers and suppliers to ensure quality and functionality along the supply chain and in line with circularity as far as possible. Regarding the appropriate disposal of products, AT&S appeals to end users’ sense of individual responsibility. Nevertheless, the company does not neglect its duties regarding disposal in areas on which it has direct influence. Production employees are called upon to dispose of waste properly. Waste is either recycled and reused within the company’s processes or utilised based on a variety of methods. In doing so, AT&S aims to reduce the impact of its business activities on people and the environment as far as possible and go beyond the minimum legal requirements.

WITH OUR SUSTAINABILITY STRATEGY WE MEET BUSINESS, ECOLOGY AND SOCIAL DEVELOPMENT ON AN EQUAL FOOTING

A shared sustainable orientation can only be accomplished in an exchange with all key stakeholder groups. By embedding sustainability in the company strategy and the AT&S mission, the company focuses on strong partnerships along the value chain. Only this way can we be the first choice for advanced application. With this holistic and future-oriented mindset, AT&S, as a leading high-end interconnect solution provider, aligns the interests of business, ecology and social development while at the same time creating added value for the company.

Standards and certificates

| Certification | Description | Leoben | Fehring | Nanjangud | Ansan | Shanghai | Chongqing |
|--------------------------------|---|--------|---------|-----------|-------|----------|-----------|
| ISO 9001:2015 | Certification of quality management systems to prove high quality standards of products | X | X | X | X | X | X |
| EN 9100:2018 | European quality standard for the aerospace industry | X | X | | | | |
| DS/EN ISO 13485:2016 | International quality standard for the design and production of medical devices | X | X | | | | |
| DIN EN ISO 50001:2018 | International standard for energy management to increase energy efficiency | X | X | X | | | |
| ISO 45001: 2018 | Standard for the management of occupational health and safety to minimise risks and increase productivity | X | X | X | X | X | X |
| ISO 14001:2015 | Global standard for environmental management systems, to optimise processes, reduce costs and minimise risks | X | X | X | X | X | X |
| IATF 16949:2016 | Globally recognised standard in automotive industry | X | X | X | X | X | |
| ISO/IEC 27001:2013 | International standard for information security | X | X | X | | X | X |
| NADCAP Accreditation | Accreditation for a uniform quality standard in the aerospace industry to harmonise production and audit processes of aircraft components | X | | | | | |
| AEO Certificate | Authorised Economic Operator of the European Union | X | X | | | | |
| UL Listing | Standard to ensure electrical and mechanical safety of electronic components | X | X | X | X | X | X |
| Sony Green Partner Certificate | “Green Partner Environmental Quality Approval System” for cross-company cooperation for the manufacturing of sustainable products | X | X | | | X | |
| IECQ QC 080000:2017 | International Technical Specification for Process Management of Hazardous Substances | | | | | X | |
| ANSI/ESD S20.20-2014 | Electrostatic discharge standard | | | | | X | |
| IPC-QL-653 standard | Certification of Facilities that Inspect/Test Printed Boards, Components and Materials | X | | | | | |

WE FOLLOW_

We address the needs of all stakeholder groups and communicate openly with partners

The sustainability strategy was developed in the financial year 2019/20 in line with the Group-wide strategic orientation. Particular importance was attached to the integration of the needs and perspectives of all key stakeholder groups such as employees, customers, suppliers and shareholders. The requirements of all relevant stakeholders were considered as part of the materiality analysis and the associated stakeholder survey in the financial year 2018/19. The material topics identified in this analysis address the impact of AT&S's business activities, the supply chain and products, and are among the central components of the sustainability strategy. In the financial year 2019/20 the material topics were reflected upon by the Corporate Sustainability team and the Management Board. The material topics subject to another review for currency and completeness are based on the requirements of key customers in the financial year 2020/21. The topics previously addressed were confirmed so that no adjustments or changes were necessary.

We actively contribute to the Agenda 2030 for sustainable development of the United Nations

In addition to international guidelines and frameworks, other aspects were also integrated in the development of the sustainability strategy. Based on the commitment to the SDGs, the impact of AT&S's activities were assessed for all 17 goals and 169 subgoals. Three SDGs were rated as central and another six as relevant goals (see following illustration). AT&S thus underlines its own responsibility for climate protection, sustainable production and the reduction of inequality in accordance with the SDGs.

Opportunities and risk management as a central component of sustainable management

In the financial year 2019/20, non-financial opportunities and risk management was integrated into the existing Group-wide risk management. The key risks – those related to the environment, social matters and responsible governance – were identified, allocated to the existing risk categories and evaluated over a five-year horizon for AT&S and the environment.



For a more detailed description of the process of opportunities and risk assessment please refer to the Annual Report 2019/20, section “Opportunities and Risks” (p. 108 ff.). An overview of non-financial opportunities and risks including risk categories, mitigation measures and allocation of the issues is presented in the table on the following page. Material risks are those rated at a risk level of four or higher before mitigation measures over the next five years and which are caused directly by the operating activities of AT&S, its supply chain or its products. For a detailed risk assessment with a focus on AT&S's business activities and explanations regarding the risk levels and risk management, please refer to the Group Management Report, section “Opportunities and Risks”.

The above-mentioned further relevant risks include occupational accidents and corruption. These risks were assessed at a lower risk level in the risk assessment process. As mitigation measures have already been implemented and are very well established within the company, the probability of occurrence is reduced and, on the other hand, the expected impact on the environment of AT&S is mitigated; accordingly, the risk was rated as relatively low.

In accordance with the EU Guideline for reporting climate-related information and the TCFD, climate-related risks are also included in

risk assessment. Here, the physical risks for the business activities and the environment of AT&S which are triggered by chronic or acute effects of climate change and global warming are analysed. Moreover, risks and opportunities resulting from the transition to a low-carbon, climate-resilient economy are also evaluated.

AT&S generally considers this transition an opportunity. In this context, an energy strategy with ambitious decarbonisation targets has been developed, enabling the company to counter potential transitional risks, which could arise from future laws and regulations as well as customer requirements. At the same time, AT&S

uses the opportunity to position itself as climate-resilient company. Sustainable innovation and the related life cycle assessment project reduce the potential danger emanating from technological transitional risks.

Risks such as pandemics, extreme weather events or global warming, which can have a significant impact on relevant stakeholder groups, are also part of the assessment process. These risks are not, or only to a limited extent, caused by AT&S. However, that does not mean that the company and the employees do not make any efforts to contribute their share.

Overview of material and other relevant risks

| | Risk category | Risk | Mitigation | Opportunities | NaDiVeG issues |
|----------------------|---------------|--|--|--|--|
| Material risks | OPERATIONAL | Inefficient use of resources | Energy strategy, projects to increase efficiency and effectiveness, water recycling | Cost reduction, climate-resilient business model, industry benchmark, image improvement | Environmental issues |
| | MARKET | Use of AT&S products in unethical applications | Code of Conduct, commitment to RBA, internal guidelines, training | Protection of human rights, avoidance of support of armed conflicts and environmental degradation, image improvement, increased employee motivation | Environmental issues, social issues, respect for human rights |
| | PROCUREMENT | Non-compliance with ESG-relevant requirements | Supplier Code of Conduct, clear processes for careful selection of suppliers, supplier audits, commitment to RBA & RMI | Protection of human rights, image improvement, increased attractiveness of the company for sustainable financing, avoidance of support of armed conflicts, increased employee motivation | Social issues, employee issues, environmental issues, respect for human rights |
| Other relevant risks | OPERATIONAL | Disruption of operations/pandemics | Business continuity management, ISO 45001, highest safety standards, COVID-19 task forces at all production sites | Image improvement, strong crisis management, strong cohesion and loyalty of staff | Employee issues, social issues |
| | OPERATIONAL | Occupational accidents | ISO 45001, protective clothing, handling of dangerous goods, training | Increased employee motivation, low fluctuation | Employee issues |
| | ENVIRONMENT | Extreme weather events, natural disasters | Business continuity management, ISO 45001, employee sensitisation and training | Strong cohesion, loyalty of staff, stronger adaptability | Environmental issues, social issues |
| | ENVIRONMENT | Global warming | Energy strategy, employee sensitisation and training | Cost reduction, climate-resilient business model, industry benchmark, image improvement | Environmental issues, social issues |
| | ORGANISATION | Corruption and unethical behaviour | Code of Conduct, anti-corruption guidelines, capital market compliance, training, GRC committee | Image improvement, trustful partnerships, competitive advantage | Employee issues, combating corruption and bribery |

Our fields of action as a positive contribution to sustainable company success

The sustainability strategy underlines the company's stringent approach to integrate all dimensions of sustainability into decisions and strategic processes. Four strategic fields of action form the basis of this approach: Environment & Resources, Sustainable Innovation, Employees & Society, Sustainable Supply Chain (see following illustration). Clear and ambitious goals have been defined for each field of action and will be implemented based on specific measures. The degree of target attainment is transparently managed and controlled.

The sustainability strategy makes a significant contribution to minimising the negative impact of AT&S's business activities on the NaDiVeG issues while at the same time maximising the positive aspects. It helps to optimally use opportunities. Details regarding the qualitative and quantitative goals, management concepts, due diligence processes and key figures, as well as reference to the SDGs are provided in the following chapters. The report is structured according to strategic fields of action, to which the material topics are assigned as shown in the following illustration. It is not always possible to make a clear allocation: for example, efficient production is in part only possible on the basis of innovative solutions. Since all measures regarding energy, CO₂, water and waste aim at making production and the use of resources more efficient, the material topic efficient production has been assigned to the chapter Environment & Resources.

The fields of action Employees & Society and Sustainable Supply Chain also show that a clear-cut allocation is not always possible: the material topic human rights can be allocated to both Employees & Society and to the field of action Sustainable Supply Chain. Since the risk of human rights violations is relatively low within the AT&S system boundaries in comparison with the supply chain, the topic of human rights was allocated to the supply chain, where control measures, targets and indicators are reported. The crucial aspects for the decision are direct controllability within the company and well-established mitigation measures. In addition, the measures to prevent human rights violations within AT&S are reported in the chapter Employees & Society.

Corporate strategy

Stakeholders

Opportunities and risks

Partnerships

Global trends

SDGs

AT&S

Sustainability strategy

2025



4 Strategic fields of action and our material topics

Environment & Resources

_ Efficient production



Employees & Society

- _ Occupational health and safety
- _ Knowledge
- _ Diversity
- _ Anti-corruption



Sustainable Innovation

_ Innovation



Sustainable Supply Chain

_ Human rights




OPEN-MINDEDNESS, RESPONSIBILITY AND COMMITMENT
are the values that guide us in achieving our strategic goals.

Environment & Resources

Given the strong focus on sustainability and efficiency in its activities, it goes without saying that AT&S attaches great importance to using resources efficiently. The company considers it its duty to ensure maximum economic and ecological sustainability in its operations, especially in production.

Based on an analysis of the Sustainable Development Goals (SDGs) of the United Nations, the effects of the operating activities of AT&S in the area of Environment & Resources have the greatest impact on SDG 6, SDG 8, SDG 9, SDG 12 and SDG 13. Accordingly, comprehensive measures are required in this area to help accomplish these goals.






The concept of sustainability is often associated with scarce resources and the destruction of the natural environment. As the global economy is continuously increasing in volume, it is all the more important to contain resource consumption based on the principles of circular economy and highest efficiency. This approach is reflected in the strategic field of action Environment & Resources, to which the material topic efficient production technologies is allocated. As a producing company with a large number of wet-chemical processes, AT&S pays special attention to efficient material resource use as well as to climate protection and water. Details on the contributions of AT&S to achieving the SDGs are summarised in the following table.



Our contribution to the SDGs

Field of action:

Environment & Resources

| | | | |
|---|---|---|--|
|  | <p>AT&S is committed to the prevention of water pollution and releasing chemicals and hazardous substances. All our locations have ISO 14001 certification and comply with REACH and RoHS. Our high water recycling rates help to ensure maximum efficiency.</p> |  | <p>Our ISO 14001 and ISO 50001 certifications highlight our stringent sustainability management approach across our production operations. This ensures the efficient use of resources, the prevention of emissions and adherence to circular economy principles. Transparent reporting provides a clear picture of these activities.</p> |
|  | <p>Through global measures, higher productivity, technological development and innovation, we are decoupling economic growth from environmental impact. The copper recycling project and a number of Lean Six Sigma projects are ways in which we contribute to this goal.</p> |  | <p>To achieve our climate targets, the AT&S energy strategy and the climate protection measures derived from it are central aspects of our sustainability strategy.</p> |
|  | <p>Ecological and social sustainability determine economic success. This goes hand in hand with a resilient infrastructure and sustainable innovation. We consider this to be strongly associated with SDGs 13 and 17. After all, our energy strategy only works when resource efficiency meets eco-friendly technologies and strong partnerships.</p> | | |

THE PATH TO A LOW-CARBON FUTURE THROUGH EFFICIENT PRODUCTION AND OPTIMISED USE OF RESOURCES

The products of AT&S stand for highest quality and reliability as well as product innovation. They are manufactured in efficient processes using innovative technologies. The company strives to keep the consumption of energy, material and water as low as possible. Likewise, emissions and waste are prevented wherever possible in order to ensure that value is added efficiently to the materials used. AT&S achieves this through a holistic approach which always keeps track of the process as whole. The company’s high quality and environmental awareness are proven, among other things, by certifications according to the international quality and environmental standards ISO 9001 and ISO 14001 at all production sites. In addition to annual recertification audits to maintain these standards, AT&S also possesses further industry- and location-specific certifications for the automotive sector (ISO/TS 1649), aviation (AS/EN 9100) and the medical sector (DS/EN 13485).

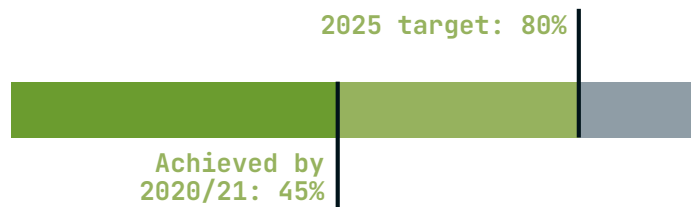
Our target: decarbonisation of our production processes

AT&S always keeps an eye on market and mega trends, considers the needs of stakeholders and works on ambitious measures as part of its sustainability strategy and the energy strategy derived from it. This strategy contributes directly to achieving the UN Sustainable Development Goals.

It includes sourcing at least 80% of the energy required by the Group from renewable energy sources (including large hydropower plants) by 2025. Moreover, all fossil fuels within AT&S’s own production sites worldwide (Scope 1 emissions) will be replaced by 2030, which means that long-term goals are defined in addition to striving for annual energy savings of 5%. At present, the AT&S Group already sources 45% of its total energy needs from renewable energy sources. This way we meet the increasing requirements regarding scarce resources on the part of politics, society and, not least, customers and make a contribution to the 2-degree goal. Currently, all emissions of the company are screened as part of a project of the Climate and Energy Fund. The project focuses on indirect emissions, which are created in the value chain. The results of the project form the basis for potentially joining the Science Based Targets initiative, which AT&S is currently reviewing.

The AT&S energy strategy focuses on the collaboration with stakeholders and suppliers in order to support the transition to decarbonisation and consequently moving away from carbon-based energy sources in the process chain. The company thus not only invests in environmentally friendly technologies, but also contributes to saving resources thanks to climate-friendly behaviour in production.

Share of renewable energies



The certification according to ISO 50001 is valid for the plants in Austria and India. Energy audits are performed at all production sites. As a result, savings potential was identified and measures derived from these results have been implemented as far as possible.

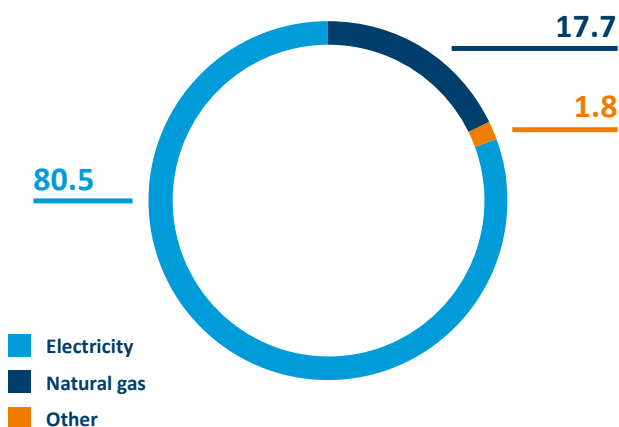
Our AT&S energy strategy has already achieved notable successes

An analysis of the ongoing projects and the results of the energy audits conducted over the past years already show cost savings due to energy efficiency and sustainable energy measures at different locations. Circular economy is considered an integrated item in energy supply, and waste heat from production processes is reintroduced to the heat cycle through intelligent multi-stage utilisation. Energy efficiency is thus improved through heat recovery, and the company’s electricity and gas consumption is reduced.

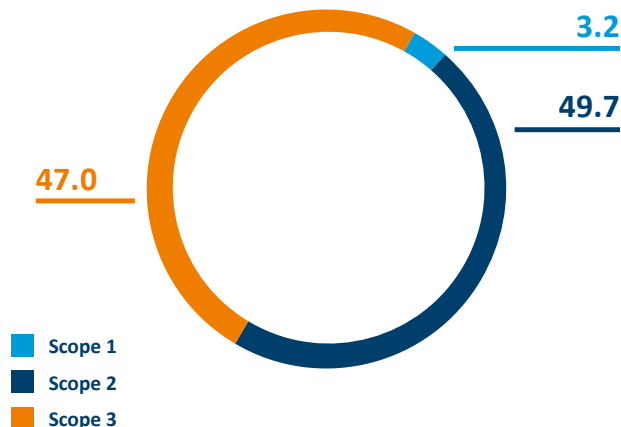
Energy savings

4.8 GWh
(previous year: 13.4 GWh)

Energy consumption by energy source
in %



Split of carbon footprint by scope
in %



In the financial year 2020/21 it was possible to save 4.8 GWh and 3.9 kt of CO₂ based on energy efficiency measures (previous year: 13.4 GWh and 10.9 kt of CO₂). In total, the measures implemented since the financial year 2017/18 have led to savings of 51.1 GWh.

The company is aware that both digitalisation and digital technologies offer great potential to drive decarbonisation. Using a digital twin, AT&S works in a consortium to improve energy efficiency and reduce energy consumption.

In addition to reducing greenhouse gas emissions, increasing the share of purchased renewable energy and the compensation for emissions are also integrated in the energy strategy to achieve the goal of decarbonisation.

Always keeping an eye on our emissions

AT&S reports its emissions in accordance with the Greenhouse Gas (GHG) Protocol, which distinguishes between three different categories, from Scope 1 to Scope 3. Scope 1 comprises all direct emissions generated from the company’s own or controlled sources. They include the combustion of natural and liquefied gas, diesel and heavy oil at all AT&S locations. Scope 2 covers indirect emissions from the production of purchased electricity and vapour. Scope 3 refers to all indirect emissions generated in the company’s value chain, for example those of suppliers. The calculation of emissions of direct energy sources is based on the factors of the Federal Economic Agency; the other CO₂ indicators are based on the conversion factors of the ecoinvent database version 3. For reasons of consistency, country-specific conversion factors are used to calculate Scope 2 emissions because market-specific conversion factors are currently not available for all locations of the AT&S Group. As a

Energy consumption

| | Absolute energy consumption (in GWh) | | | Relative energy consumption (in kWh per € GVA) | | |
|--|---|--------------|-------------|---|-------------|--------------|
| | 2020/21 | 2019/20 | Change in % | 2020/21 | 2019/20 | Change in % |
| Mobile Devices & Substrates segment | 601.1 | 518.2 | 16.0 | 1.54 | 1.68 | (8.5) |
| Automotive, Industrial, Medical segment & Others | 144.6 | 146.5 | (1.3) | 0.93 | 1.02 | (8.2) |
| Total Group | 745.7 | 664.6 | 12.2 | 1.36 | 1.47 | (7.0) |
| thereof attributable to parent company | 71.9 | 70.0 | 2.7 | 0.66 | 0.69 | (3.7) |

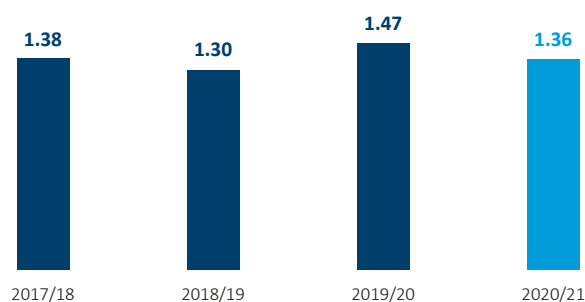
result, the increased share in renewable energy sources is not yet reflected to an equal extent in the reporting of CO₂ emissions. All indicators are CO₂ equivalents.

The chart on page 55 shows that electricity is the main energy source of AT&S, resulting in a high Scope 2 share of CO₂ emissions of 49.7%. At the same time, Scope 3 emissions, which are again reported in detail this financial year, are substantial at 47.0%. In the financial year 2020/21, an additional category was added to the reporting of Scope 3 emissions: the commuting behaviour of employees is included as a category in the Scope 3 emissions for the first time this year along with all air travel of AT&S employees, the shipping of products to our customers, fuel- and energy-related emissions as well as the CO₂ emissions of key stocked materials. This new category takes into account all emissions generated by employees commuting between their home and workplace.

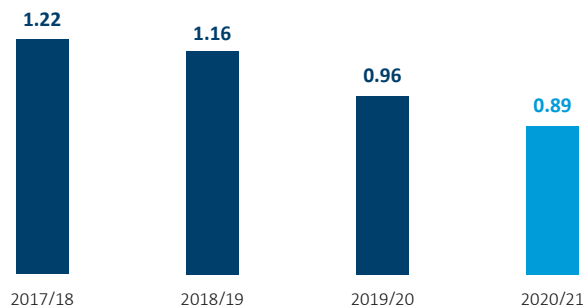
In the financial year 2020/21, relative energy consumption was reduced by 7.0% compared to the previous year. This was mainly driven by the capacity expansion at the Chongqing plant. The increase in absolute energy consumption by 12.2% results from the higher production volume and a growing share of highly complex printed circuit boards and is also reflected in an increase in energy expenses by roughly € 2.2 million (as explained in the consolidated statement of profit or loss and in the notes to the consolidated financial statements). Like energy consumption, the relative carbon footprint (Scope 1 + 2) was reduced by 7.0% compared with the previous year. An increase was recorded in absolute emission volume of Scope 1 and 2 and Scope 3 due to the higher production volume.

The relative indicators refer to the gross value added (GVA), which is calculated based on EBIT plus depreciation/amortisation and wage and salary expenses.

Relative energy consumption
in kWh per € GVA



Relative carbon footprint (scope 1 + 2)
in kg CO₂ per € GVA



Carbon footprint (scope 1 + 2)

| | Absolute carbon footprint (scope 1 + 2) (in kt CO ₂) | | | Relative carbon footprint (scope 1 + 2) (in kg CO ₂ per € GVA) | | |
|--|---|--------------|-------------|--|-------------|--------------|
| | 2020/21 | 2019/20 | Change in % | 2020/21 | 2019/20 | Change in % |
| Mobile Devices & Substrates segment | 403.0 | 346.5 | 16.3 | 1.03 | 1.12 | (8.3) |
| Automotive, Industrial, Medical segment & Others | 82.9 | 86.8 | (4.5) | 0.53 | 0.60 | (11.1) |
| Total Group | 485.9 | 433.3 | 12.1 | 0.89 | 0.96 | (7.0) |
| thereof attributable to parent company | 19.5 | 17.6 | 10.5 | 0.18 | 0.17 | 3.6 |

Carbon footprint (scope 3)

| | Absolute carbon footprint (scope 3) (in kt CO ₂) | | | Relative carbon footprint (scope 3) (in kg CO ₂ per € GVA) | | |
|--|---|--------------|-------------|--|-------------|---------------|
| | 2020/21 | 2019/20 | Change in % | 2020/21 | 2019/20 | Change in % |
| Mobile Devices & Substrates segment | 346.3 | 309.8 | 11.8 | 0.88 | 1.00 | (11.8) |
| Automotive, Industrial, Medical segment & Others | 85.2 | 92.6 | (8.1) | 0.55 | 0.64 | (14.5) |
| Total Group | 431.5 | 402.4 | 7.2 | 0.79 | 0.89 | (11.1) |
| thereof attributable to parent company | 31.7 | 32.1 | (1.1) | 0.29 | 0.32 | (7.3) |

WATER AND WASTE AS AN INTEGRAL PART OF A HOLISTIC APPROACH FOR A CLIMATE-RESILIENT FUTURE

In addition to our energy efficiency and climate protection efforts, we attach great importance to the effective use of resources, avoiding unnecessary materials and waste, and to the sustainable withdrawal and provision of water.

Manufacturing our products requires a large number of wet-chemical and water-intensive processes. In addition, water is used to cool the machines in exothermal chemical reactions in production processes. Special attention is paid to treating wastewater in biological and in-house chemical-physical wastewater systems. Whenever possible, freshwater is used multiple times, whether for cooling, process water treatment, biofilter facilities or cooling towers. In compliance with legal requirements, the company also tries to reduce the environmental impact to a minimum at all locations.

Minimising water consumption is associated with increased energy consumption in some processes. The company is aware of the

resulting conflict with the defined energy targets; therefore, a focus has been put on developing a water strategy in addition to the energy strategy.

Towards sustainable water usage

The global target of the water strategy is to reduce water consumption across locations, paying particular attention to regions where water is scarce.

In the financial year 2020/21, the actual state of all water flows was assessed and the current water situation at the Hinterberg location was analysed to identify the main consumers at the equipment and process levels, losses and data gaps. Similar analyses will be performed at other production locations in the future.

Long-term goals will be defined with respect to water in the course of strategy development in the future in order to assume responsibility for corporate activities. AT&S strives for a sustainable water policy and adheres to its goal to decrease water consumption and recycle water wherever possible, thus reducing fresh water consumption to a minimum.

Water consumption

| | Absolute water consumption (in m ³ million) | | | Relative water consumption (in litres per € GVA) | | |
|--|---|-------------|-------------|---|--------------|--------------|
| | 2020/21 | 2019/20 | Change in % | 2020/21 | 2019/20 | Change in % |
| Mobile Devices & Substrates segment | 5.66 | 4.70 | 20.3 | 14.45 | 15.22 | (5.1) |
| Automotive, Industrial, Medical segment & Others | 0.54 | 0.58 | (7.3) | 3.48 | 4.03 | (13.8) |
| Total Group | 6.19 | 5.28 | 17.3 | 11.34 | 11.66 | (2.8) |
| thereof attributable to parent company | 0.24 | 0.18 | 31.7 | 2.22 | 1.80 | 23.5 |

In view of globally deteriorating water security, there is no question that the company must continuously increase the water recycling rate at production sites which are located in high-risk areas according to the Aqueduct Water Risk Tool. AT&S has already taken extensive measures for the sustainable use of water over the past years.

In the financial year 2020/21, the water recycling rates amount to up to 53% at the Nanjangud site and 26% at the Shanghai plant. Water consumption relative to the gross value added was therefore reduced to 11.34 litres per € of gross value added in the financial year 2020/21, down 2.8% on the previous year, while absolute water consumption rose by 17.3%.

Along with water, the reduction of waste, in particular hazardous waste, is a central element of the AT&S sustainability strategy and contributes to achieving SDG 12 “responsible consumption and production” and SDG 6 “clean water”.

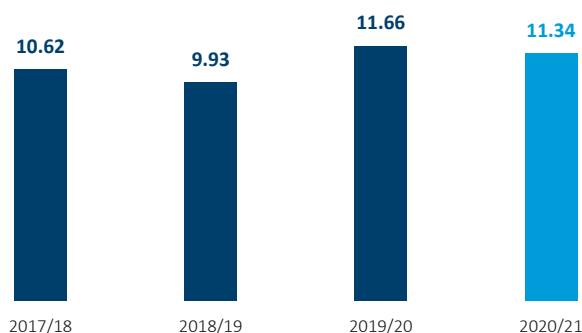
Similar to energy and water consumption, a decline by 8.0% was recorded in relative total volume of waste in the financial year 2020/21, while volume increased in absolute terms. The share of hazardous waste remained constant. AT&S strives to further reduce this share in the coming years by further advancing the copper recycling project already initiated.

Towards efficient use of resources based on the principles of circular economy

Copper is one of the basic materials for the production of printed circuit boards. In the financial year 2020/21, 3,637 tonnes of copper were used, making it one of the key raw materials employed at AT&S. Copper-containing flows generated in the production of the conductive pattern are currently predominantly fed to the company’s internal wastewater treatment plant and subsequently reprocessed externally in the form of copper-containing sludge, which is predominantly classified as hazardous waste. However, supplying copper-containing concentrates to the wastewater system requires intensive use of chemicals to treat these large amounts of waste.

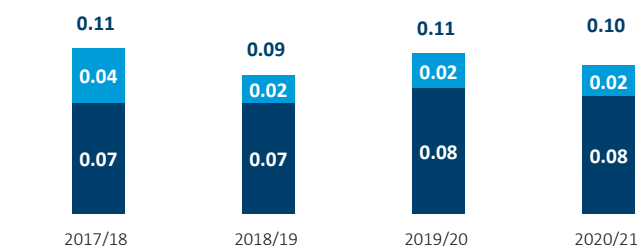
Relative water consumption

in litres per € GVA



Relative waste amount

in kg per € GVA



■ Hazardous waste ■ Non-hazardous waste

Waste amount

| | Absolute waste amount (in kt) | | | Relative waste amount (in kg per € GVA) | | |
|--|-------------------------------|-------------|-------------|---|-------------|--------------|
| | 2020/21 | 2019/20 | Change in % | 2020/21 | 2019/20 | Change in % |
| Mobile Devices & Substrates segment | 36.3 | 31.6 | 14.8 | 0.09 | 0.10 | (9.5) |
| Automotive, Industrial, Medical segment & Others | 16.8 | 16.2 | 3.5 | 0.11 | 0.11 | (3.7) |
| Total Group | 53.1 | 47.8 | 11.0 | 0.10 | 0.11 | (8.0) |
| thereof attributable to parent company | 5.3 | 5.7 | (7.9) | 0.05 | 0.06 | (13.6) |

With its copper recycling project, AT&S questions the necessity of this material flow and relies on recycling the required copper and the corresponding acid to prevent waste and increase raw material efficiency.

In addition to reducing waste and the usage of chemicals, the recovery of copper also allows utilising this essential raw material in printed circuit board production much more efficiently. As a responsible company, AT&S therefore endeavours to recover the highly pure copper, which is indispensable for production, from the treated material flows.

In the financial year 2020/21, the concept for copper recovery was optimised by additional environmental aspects, including the continuous reduction of water consumption by using rinsing waters multiple times and by optimising ion exchangers.

Future efforts clearly aim to digitally monitor the recycling system and the wastewater used and to extend the measures and the concept to all locations.

KEEPING AN EYE ON KEY MATERIALS – WE STRIVE FOR HIGHEST EFFICIENCY IN PRODUCTION

In addition to electricity and water, manufacturing AT&S products also requires the use of valuable raw materials and other materials. These include gold, palladium, copper, laminates and chemicals. In the financial year 2020/21, the volume of copper purchased decreased by 10.6% compared with the previous year. This is attributable to the increase in inventories in the previous year, which was carried out to ensure smooth production during the COVID-19 pandemic. The amount of gold required strongly depends on the product mix and was 6.7% lower than in the previous year. The purchase volume of chemicals rose by 11.3% year-on-year, which is related to higher production volumes and an increase in inventories. Based on the transparent breakdown using GHS classification, it becomes evident that the share of toxic chemicals was up only 4.5%, while the share of non-hazardous chemicals rose by 20.4%.

To ensure efficient production, AT&S follows all aspects of using resources responsibly. Compliance with EU Regulation 1907/2006 REACH (Registration, evaluation, authorisation and restriction of chemicals) in all products is a matter of course. This also applies to the RoHS Regulation of the EU, which governs putting hazardous materials in electronic devices and electronic components on the market.

Purchase of significant materials

Total Group

| | Unit | 2020/21 | 2019/20 | Change in % |
|------------|------------------------|---------|---------|-------------|
| Gold | kg | 475 | 508 | (6.7) |
| Palladium* | kg | 268 | 154 | 74.5 |
| Copper | t | 3,637 | 4,066 | (10.6) |
| Laminate | million m ² | 14.0 | 13.8 | 1.9 |
| Chemicals | thousand t | 163.8 | 147.1 | 11.3 |

* From fiscal year 2020/21, activators etc. with a comparatively low palladium content are also included in addition to the palladium standard solutions.

Purchase of significant materials

attributable to parent company

| | Unit | 2020/21 | 2019/20 | Change in % |
|------------|------------------------|---------|---------|-------------|
| Gold | kg | 58 | 99 | (41.2) |
| Palladium* | kg | 6 | 0 | n. a. |
| Copper | t | 262 | 396 | (33.7) |
| Laminate | million m ² | 1.2 | 1.3 | (5.1) |
| Chemicals | thousand t | 9.4 | 9.5 | (1.0) |

* From fiscal year 2020/21, activators etc. with a comparatively low palladium content are also included in addition to the palladium standard solutions.

Classification of chemicals purchased

in %

| | | 2020/21* | 2019/20* | Change in % |
|----------------------|-------|----------|----------|-------------|
| Explosive | GHS01 | – | – | n. a. |
| Flammable | GHS02 | 0.21 | 0.22 | (6.2) |
| Oxidising | GHS03 | 2.52 | 2.83 | (11.0) |
| Compressed gas | GHS04 | 1.61 | 1.78 | (9.7) |
| Corrosive | GHS05 | 78.63 | 79.11 | (0.6) |
| Toxic | GHS06 | 0.64 | 0.61 | 4.5 |
| Irritant | GHS07 | 31.44 | 32.02 | (1.8) |
| Health hazard | GHS08 | 4.79 | 4.59 | 4.4 |
| Environmental hazard | GHS09 | 2.10 | 2.07 | 1.4 |
| Non-hazardous | – | 14.67 | 12.18 | 20.4 |

* Since one chemical can be included in several hazardous substance categories, the total of all categories is greater than 100%.

Sustainable Innovation

AT&S relies on innovative strength when industrialising leading-edge technologies. To ensure and further expand this capability going forward, a broad positioning in research and development and teamwork are the key to success. In the financial year 2020/21 an average

of 12.6% of all employees worked in one of the research and development departments, or were members of an engineering team.

When it comes to implementing and achieving the climate and energy targets, which among other things include waste reduction, the efficient use of resources and material recycling, it is not enough



Our contribution to the SDGs Field of action: Sustainable Innovation



Reducing water in the production process is a key objective; this is also dependent on the development of sustainable innovation.



Preventing waste and taking recyclability into account is factored into the development of new technologies. It is sometimes precisely these innovations that make sustainable production possible in the next stage of the process as well.



By taking human rights and social standards into account, AT&S makes a key contribution to SDG 8 right from the innovation development stage and in terms of strategy, market and economic efficiency criteria.



New innovative solutions make it possible to achieve the climate and energy targets that are part of the AT&S energy strategy. The energy strategy is a central aspect of our sustainability agenda.



Our R&D departments and engineering teams combine environmental awareness with economic growth through their focus on efficiency, productivity gains and technological innovation.



In the development of sustainable innovation, exchanging knowledge is key. AT&S therefore maintains global partnerships with various universities, NGOs and agencies.

to focus on effectiveness and efficiency. Rather, it takes innovative approaches to accomplish these goals in the long term and incorporate them into the processes.

When the sustainability strategy was developed it was already clear that the fields of action Sustainable Innovation and Environment & Resources would partially overlap. Such overlaps occur in the evaluation of the effects of AT&S's business activities on non-financial issues and on the Sustainable Development Goals (SDGs) of the United Nations.

Despite these overlaps, it is important to view Sustainable Innovation separately from Environment & Resources. From the perspective of the company and our stakeholders, innovation has the highest relevance, as is also shown by the materiality matrix. In addition, it is crucial to firmly embed sustainability in the innovation strategy and in all research and development processes – not least taking into account SDGs 17 “Partnerships for the Goals”. To ensure successful project management and the industrialisation of new ideas it is essential to work together on an equal footing. This collaboration is not just about in-house teamwork but strong partnerships and joint development projects with customers, suppliers and research institutions.

WE HELP SHAPE THE FUTURE BY STRIVING FOR INNOVATION

The AT&S innovation strategy is based on sustainability criteria, ensuring that AT&S operates in the interests of future generations and only leading-edge technologies make it to the industrialisation phase. Along with the strategy and market aspects, criteria such as energy and resource consumption, process efficiency and effects on health and safety are taken into account in the evaluation of projects.

Vitality Index

20.7%
(previous year: 30.8%)

The Vitality Index, which reflects the share of total revenue generated with product groups that have been on the market for less than three years, serves as an indicator of innovative strength. AT&S has set the clear goal to further expand technology leadership, meaning that a Vitality Index of at least 20% per year must be attained. The target was met this year with an index value of 20.7%. The costs for research and development projects amounted to € 118.9 million in the financial year 2020/21, which corresponds to a research rate of 10.0%.

The number of patents granted amounted to 429 at the end of the financial year 2020/21, while 67 new applications were submitted. The section “Research and Development” of the Management Report provides further details on due diligence processes, the Vitality Index and patents including year-on-year comparisons.

Research rate (relative to revenue)

10.0%
(previous year: 9.5%)

INNOVATIVE STRENGTH THRIVES ON CREATIVE EMPLOYEES WHO CAN REALISE THEIR IDEAS

Innovation makes a significant contribution to achieving the company's vision “First choice for advanced applications”. New and promising ideas continuously emerge in different parts of the company. AT&S relies on continuous activities and constant exchange to boost innovative strength and optimally utilise our employees' creativity. In this context, technically or economically relevant ideas can be submitted through the Idea Tracker. The tool concurrently reviews technical feasibility, analyses projects for their economic benefits and offers possibilities for networking and multiplication.

In 2015, AT&S introduced the Innovation Awards to look for particularly innovative projects of smart and creative employees, who boost the company's innovative strength through their outstanding work. Projects that stand out thanks to their ingenuity can be submitted in the categories technology and administration. The company thus recognises employees who put exceptional passion into their project work, and at the same time increases motivation for the development and implementation of new projects.

The projects are evaluated based on defined categories in line with the AT&S vision and mission. The sustainability aspect of the innovation presented is a key evaluation criterion. Ten out of a total of 16 submitted projects in the financial year 2020/21 fell under the technology category and six under the administration category. In the CSR category, four out of eight finalist projects were rated above or on average.

Along the winning projects in the technology and administration categories, there was also a prize for the most sustainable Innovation Award project. The winning project addresses intelligent manufacturing in line with Industry 4.0, which contributes to efficiency and capacity improvements.

FOCUS ON THE ENVIRONMENTAL IMPACT OF PRODUCTS – OUR ROADMAP TO LIFE CYCLE ASSESSMENT

AT&S has carried out preliminary work in R&D to establish a life cycle assessment (LCA) at the product group level. This is a systematic approach to the analysis of environmental impacts.

A concept for the introduction of an LCA process at AT&S is being developed as part of a research and development project in cooperation with external partners. As a pilot project, a life cycle assessment is carried out for the copper recycling process.

Building on this, the implementation of a large-scale life cycle assessment project at the product group level will provide an extensive overview of all relevant material, process and energy flows. The aim is to identify and reduce manufacturing losses, to optimise resource use and to enable cost improvements. The LCA at the product group level aims to provide sustainable effects and environmental indicators of AT&S products.

WE DRIVE DIGITAL TRANSFORMATION AND HANDLE INFORMATION AND DATA PROTECTION RESPONSIBLY

The industrialisation of leading-edge technology includes the digitalisation of many processes. AT&S attaches great importance to dealing responsibly with information and data protection, which includes an external, independent audit by the competent institutions. Hence, the locations in Hinterberg, Fehring and Düren have been certified according to the ISO 27001 Information Security standard for several years. During the reporting year, this certification was extended to another three sites: Shanghai, Chongqing and Nanjangud. Hacker attacks, attempted online fraud and cyber espionage have been booming during the COVID-19 pandemic. The AT&S IT department has implemented a comprehensive set of measures featuring barriers to block such attacks, thus providing for information security at the office or when working remotely.

After the Digital Transformation Programme (DTP) gained further momentum in the financial year 2019/20, AT&S took the next steps in 2020/21. The content was already addressed in detail in cooperation with the Fraunhofer Institute in the previous financial year, and a total of six fields of action were defined. Along with management and organisational development, employee development, data management and automation of production and administrative processes, the Industry 4.0 technology constitutes the sixth field of action. The objective of DTP is to coordinate and manage all digitalisation and Industry 4.0 projects and to promote the company in a digital world. To this end, it will be necessary to work together even more closely in the future. In the financial year 2020/21, the Digital Transformation Programme mainly focused on structures and the strategy to provide efficient and targeted support in the progressing digitalisation of AT&S.

The number of projects submitted to the AT&S Innovation Awards once again underscores the priority of the topic of digitalisation. In the financial year 2020/21, 44% of the projects submitted supported digital transformation, compared with 39% in the previous year, thus once again showing a slight increase in projects with a digitalisation character.

Employees & Society

The success of AT&S is founded on highly qualified, motivated and satisfied employees. The company bears great responsibility towards them, as well as beyond its own system boundaries. Compliance with anti-corruption laws and human rights, considering diversity and safeguarding health and safety are material topics with suppliers and customers on which AT&S places great value. The strategic field of action Employees & Society comprises all measures related to social responsibility; the focus is on SDGs 4, 6, 8, 10, 16 and 17. AT&S strictly stands for respecting human rights and takes its responsibility as an employer very seriously in this regard. Therefore, any form of child and forced labour is rejected. The topic of human rights including the management approach, due diligence process and the related indicators is allocated to the field of action Sustainable Supply Chain. Nevertheless, the company would also at this point like to emphasise the importance of complying with social standards and respecting human rights, which is associated with SDG 8. It goes hand in hand with SDG 16 and AT&S's policy of zero tolerance towards any form of corruption. The company's contribution to the relevant SDGs can be seen in the following table.

THE AT&S CODE OF CONDUCT PROVIDES THE FOUNDATION FOR PEOPLE AND SOCIETY

The AT&S Code of Conduct lays down all principles that determine our actions with respect to business ethics, working conditions, and health and safety. It also reflects environmentally relevant topics which have a direct and indirect influence on people and society. The rules of conduct are based on the requirements of the Responsible Business Alliance (RBA) and apply to all of AT&S's activities worldwide. Based on these ethical principles and compliance with applicable laws, AT&S strengthens its credibility as a company. Both are fundamental prerequisites for long-term partnerships and sustainable success. AT&S respects and promotes the rights to freedom of opinion and association as well as fair remuneration – not only within our own company but also among business partners. As a responsible employer, the company also ensures that the legally defined working hours are complied with.



Our contribution to the SDGs

Field of action: Employees & Society_

| | | | |
|---|---|---|--|
|  <p>4 QUALITY EDUCATION</p> | <p>AT&S is a responsible employer that provides all its employees with professional and personal training and development. We do not tolerate any discrimination and are also working on making the importance of sustainability an integral part of how we operate.</p> |  <p>10 REDUCED INEQUALITIES</p> | <p>AT&S stands for economic inclusion, and firmly believes that diversity is an important factor in ensuring economic and social success. We are therefore committed to equal opportunities for all people with different backgrounds, genders, religions, origins and physical conditions.</p> |
|  <p>6 CLEAN WATER AND SANITATION</p> | <p>It goes without saying that we provide all employees worldwide with drinking water and clean sanitary facilities. In addition, we also support water supply projects in the neighbourhood of our plant in Nanjangud, India.</p> |  <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> | <p>We commit to complying with the Austrian Code of Corporate Governance and with our Code of Conduct, reject any form of violence, abuse or taking advantage of children. AT&S has established a whistle-blowing platform so that possible infringements can be reported.</p> |
|  <p>8 DECENT WORK AND ECONOMIC GROWTH</p> | <p>We are committed to respecting human rights worldwide and do not tolerate any form of child or forced labour. Decent work also includes high health and safety standards, which we provide based on ISO 45001 certification at all our production sites.</p> |  <p>17 PARTNERSHIPS FOR THE GOALS</p> | <p>Sustainable development requires collaboration beyond the boundaries of our own systems. AT&S therefore maintains partnerships with various universities, NGOs and agencies.</p> |

Well-established processes to prevent corruption and ensure compliance

AT&S pursues a policy of zero tolerance of any form of corruption. Based on the Group-wide anti-corruption directive, which was implemented in 2016, the company ensures that the highest technical and business standards are met at any time. The directive applies to all employees and representatives of AT&S across the globe and defines standards for appropriate business conduct. The content of the directive is conveyed via a range of communication channels in order to raise awareness among employees. In addition, the company pursues a risk-based approach by training employees who are exposed to special risks in connection with their position and responsibilities on special corruption topics. In the financial year 2020/21, 1,216 employees were trained in e-learning courses. Thanks to the high level of acceptance of the new format, an increase by 74% was achieved in comparison with the previous year. The training is completed by taking a final test to review the understanding of the contents conveyed.

The AT&S Capital Market Compliance Guideline aims to prevent abuse of compliance-relevant and inside information in line with the applicable laws and the Austrian Code of Corporate Governance (ACCG). The guideline is applicable to all AT&S employees and corporate bodies including the Supervisory Board. In interactive training courses via the Learning Management System, the persons concerned learn how to act in accordance with the law and regulations and which mandatory requirements must be complied with in the context of anti-corruption, capital market and antitrust laws. 85% of the 244 employees pertaining to one of the areas of confidentiality successfully completed the training in the financial year 2020/21, thus achieving the same level as in the previous year.

It is of central importance to AT&S that its business activities are conducted properly. To enable employees and third parties to report compliance violations regarding AT&S, the AT&S whistleblowing platform "We Care" was set up. The company encourages employees and third parties to anonymously report any misconduct on this platform, whether it is abuse of human rights, suspected corruption, inadequate working conditions or any other violations. The Internal Audit department is responsible for treating all reports confidentially. In the financial year 2020/21 nine reports were filed via the platform and other channels, seven of them anonymously. Six of the reports required detailed investigations, with further measures being initiated as needed.

MORE EMPLOYEES, MORE RESPONSIBILITY

At the end of the financial year 2020/21, AT&S employed 12,059 people. This corresponds to a year-on-year increase by 14.7%, which is due to the growth strategy and the associated increase in the headcount at the Chongqing plant. 2.1% of all employees are contract workers, with the level remaining constant compared with the previous financial year.

Fair remuneration as a basic principle

Employees are remunerated at market conditions and in accordance with the applicable laws, in Austria at least according to the collective agreement. A bonus system, which governs the performance-based share of remuneration, is implemented throughout the Group. This component is linked to the economic performance of AT&S (EBIT, ROCE), its innovative strength (Vitality Index) and the employees' personal performance. Starting in the financial year 2021/22, the share of renewable energy will additionally be included in the calculation.

The ratio of personnel costs to revenue was 24.4% in the financial year 2020/21, down 3.4% on the previous year. Details are provided in the notes to consolidated statement of profit or loss in the notes to the consolidated financial statements.

Lower attrition rate shows team spirit during the crisis

The attrition rate is an indicator of the satisfaction and motivation of the workforce. The low attrition rate of 13.6%, compared with 15.3% in the previous year, demonstrates that team spirit at AT&S is also strong in times of crisis. AT&S strives to keep the attrition rate as low as possible. In the Mobile Devices & Substrates segment attrition is high among blue collar workers in specific countries. Therefore, standardised employee surveys are conducted at locations with high attrition rates.

THRIVING DIVERSITY AS PART OF OUR CORPORATE CULTURE

As a globally operating company, AT&S always strives to optimally promote and value employees' diversity. Diversity within the workforce also means diverse views, which lead to new ideas and promote creative thinking out of the box. AT&S considers the diversity of its employees a strength of the company. Appreciation of the entire staff increases the satisfaction, motivation and loyalty of employees to the company, enhances efficiency and can have a positive effect on attrition.

Skills and personalities must be identified among the employees and used in a targeted manner to enable the company to respond

to globalisation and demographic change with economic success. With its voluntary commitment to the Diversity Charter, AT&S contributes to a working environment in which all employees experience the same appreciation and support, regardless of their nationality, ethnic origin, religion, ideology, disability, age and sexual orientation and identity. The company is committed to creating and maintaining an organisational culture based on mutual respect and appreciation, making diversity and its values an internal and external dialogue and including all employees of the company.

Headcount (at year-end)

in heads

| | | 2020/21 | | | 2019/20 | | |
|--|---------------------------------|---------|--------|--------|---------|--------|--------|
| | | Male | Female | Total | Male | Female | Total |
| Category | White collar | 2,848 | 883 | 3,731 | 2,236 | 741 | 2,977 |
| | Blue collar | 5,067 | 3,261 | 8,328 | 4,692 | 2,842 | 7,534 |
| Region | Europe & USA | 993 | 699 | 1,692 | 927 | 653 | 1,580 |
| | Asia | 6,922 | 3,445 | 10,367 | 6,001 | 2,930 | 8,931 |
| Segment | Mobile Devices & Substrates | 5,505 | 3,248 | 8,753 | 4,542 | 2,759 | 7,301 |
| | Automotive, Industrial, Medical | 2,232 | 778 | 3,010 | 2,236 | 717 | 2,953 |
| | Others | 178 | 119 | 296 | 150 | 107 | 257 |
| Type of employment* | Full-time | 7,873 | 3,934 | 11,807 | 6,891 | 3,384 | 10,275 |
| | Part-time | 35 | 184 | 219 | 29 | 173 | 202 |
| Total Group | | 7,915 | 4,144 | 12,059 | 6,928 | 3,583 | 10,511 |
| thereof attributable to parent company | | 964 | 675 | 1,639 | 898 | 630 | 1,528 |

* excl. inactive employees, e.g. parental or educational leave

Attrition rate

in %*

| | 2020/21 | 2019/20 | Change in % |
|---|---------|---------|-------------|
| Mobile Devices & Substrates segment | 16.7 | 18.7 | (10.8) |
| Automotive, Industrial, Medical segment | 5.8 | 7.5 | (22.4) |
| Others | 2.6 | 5.1 | (48.5) |
| Total Group | 13.6 | 15.3 | (11.2) |
| thereof attributable to parent company | 5.4 | 6.8 | (20.2) |

* Terminations of contracts by employees compared to average headcount (incl. inactive employees, excl. internships, excl. employees of sales companies).

AT&S sets ambitious diversity goals

AT&S aims to be an attractive employer for women, people of any age, people of different cultural, national or ethnic backgrounds as well as people with disabilities.

The company already set ambitious goals in the course of developing a comprehensive AT&S diversity strategy. By 2025, the target is a total share of women of 45% and a share of female employees in management positions of 30%.

At 34.4%, the share of women at AT&S was raised slightly compared with the previous year. This also applies to the direct reporting line to the Management Board, where 15.4% of the positions are held by women in the financial year 2020/21, thus exceeding the prior-year value of 13.6%. The share of female employees in management positions amounts to 19.8%. Overall, people of 57 nationalities were employed in the company at the end of the financial year. The average length of service, at 6.0 years, was 6% lower than in the previous year,

which is attributable to the significant increase in personnel. The average age in the Group was nearly constant at 33.5 years. The age spread between the youngest and the oldest employee at AT&S is 53 years. As of 31 March 2021, 46 people with a disability worked in the company, 80% of them at the Austrian locations. In the previous year, we employed 49 persons with a disability, also 80% of them in Austria.

The roadmap to achieving the diversity targets

AT&S strives to overcome barriers of any form. Regardless of gender, origin, religion as well as physical and mental disabilities, the company interacts with all people as equals. Intercultural training and language courses in German, English and Mandarin serve to overcome language barriers and explain cultural differences.

All job vacancies in Europe are advertised in an inclusive way using m/f/d, thus also granting intersexual persons a right to an adequate designation in the register of persons in accordance with a ruling of the Austrian Constitutional Court of 15 June 2018.

Diversity of employees (at year-end)

in %, total Group

| | | 2020/21 | | 2019/20 | |
|-----------|-------------|--------------|-------------|--------------|-------------|
| | | White collar | Blue collar | White collar | Blue collar |
| Gender | Female | 23.7 | 39.2 | 24.9 | 37.7 |
| | Male | 76.3 | 60.8 | 75.1 | 62.3 |
| Age group | <30 years | 31.3 | 42.3 | 26.1 | 43.7 |
| | 30–50 years | 60.7 | 53.2 | 64.9 | 51.7 |
| | > 50 years | 8.0 | 4.4 | 9.0 | 4.6 |

Diversity of employees (at year-end)

in %, parent company

| | | 2020/21 | | 2019/20 | |
|-----------|-------------|--------------|-------------|--------------|-------------|
| | | White collar | Blue collar | White collar | Blue collar |
| Gender | Female | 34.0 | 47.7 | 34.6 | 46.7 |
| | Male | 66.0 | 52.3 | 65.4 | 53.3 |
| Age group | <30 years | 23.3 | 27.0 | 20.5 | 26.9 |
| | 30–50 years | 51.3 | 42.1 | 54.2 | 42.6 |
| | >50 years | 25.4 | 30.8 | 25.3 | 30.5 |

The coordination of different areas of life such as work, spare time and family may represent a challenge for many employees. Therefore, the company tries to support the compatibility of work and family life as best possible. This increases motivation while reducing stress and lowering attrition. Depending on the respective circumstances, the company offers more than 100 different working time models and provides courses and seminars to help overcome challenging situations.

To see diversity as an integral part of the company's orientation, diversity and inclusion must be considered in both a local and a global context. Management of diversity across countries requires understanding the social, legal and political environment of each country in which AT&S operates production sites. The implementation of country-specific action plans is planned for the financial year 2021/22.

Diversity in the governing bodies

AT&S pursues the following targets when filling Supervisory Board mandates in accordance with Section 86 para. 7 of the Austrian Stock Corporation Act (AktG): At least 30% women and 30% men should be represented. The age spread between the youngest and the oldest member should be at least 25 years and experience in international companies is mandatory. Interdisciplinary expertise is equally important. The members' expert knowledge should comprise at least topics such as technology/research, electronics/semiconductor industry, law, business and human resource management as well as sustainable management.

The share of women in the Supervisory Board amounts to 23%. With the appointment of Simone Faath, one of four Management Board positions is held by a woman. When advertising positions, AT&S bases its decisions for new appointments on the best qualification irrespective of gender; all qualifications being equal, preference will be given to the underrepresented gender. For further information regarding age and gender of governing bodies, please refer to the Corporate Governance Report.

BRIGHT MINDS HELP US EXPAND OUR TECHNOLOGY LEADERSHIP

Lifelong learning and continuous improvement are among the core elements of AT&S's corporate values and accompany the company in its transformation from a high-end printed circuit board manufacturer to a high-end interconnect solution provider. The goals of

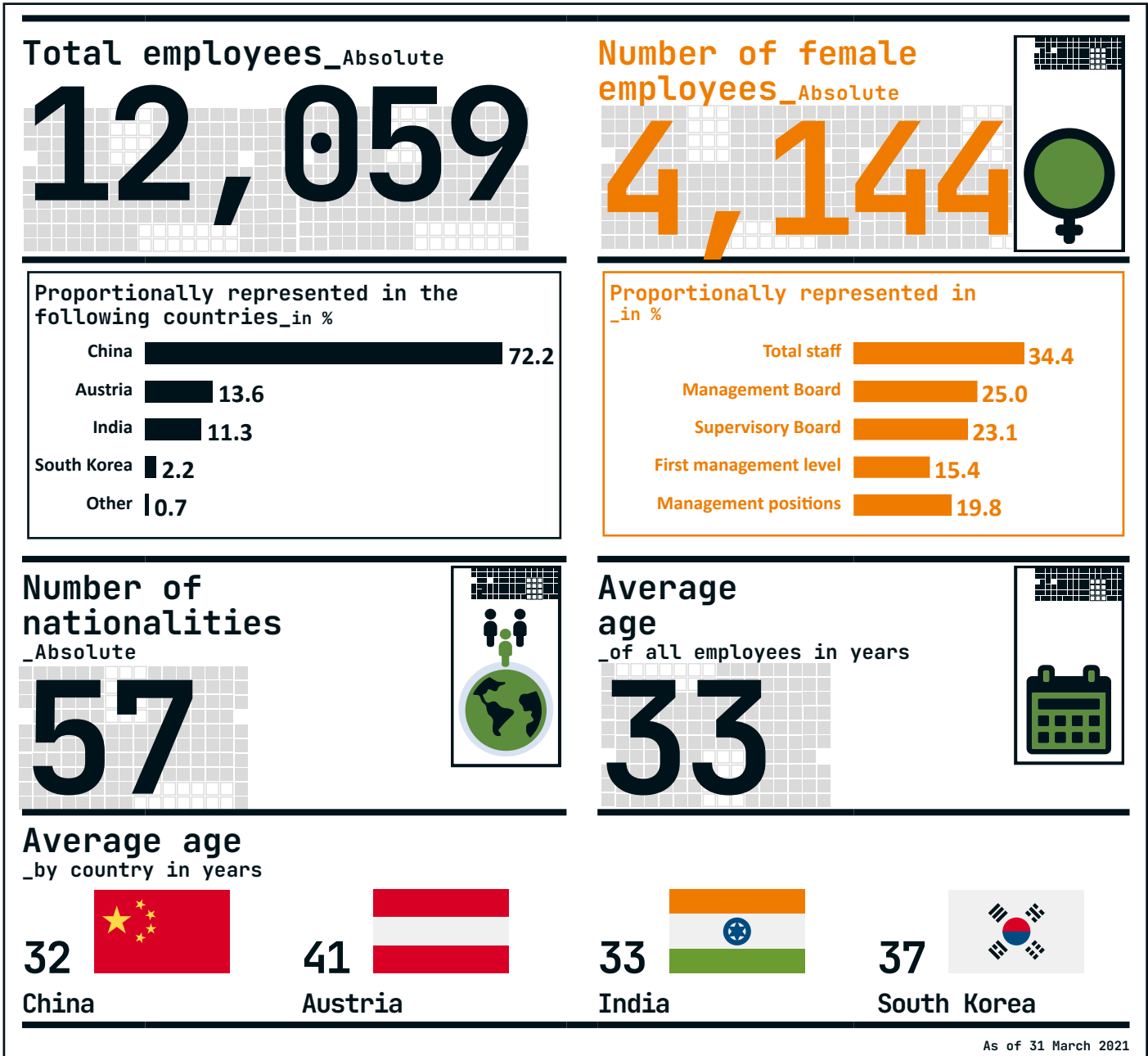
AT&S are challenging, the demands placed on employees are growing and there is an increased focus on handling ever more complex projects. Here, the company considers it its duty to support its employees in lifelong learning through competence-oriented training and development addressing specific target groups, enabling individual employee development at a professional and personal level.

Feedback culture must be filled with life and consistently strengthened

In addition, AT&S pursues an open communication and feedback culture promoting the dialogue with employees. The annual appraisal and development interviews, which serve both individual development planning and the communication and feedback culture, play a key role in personnel development. In these interviews, our corporate values – open-mindedness, commitment and responsibility – are a platform for reflection and an important contribution to the promotion of individuals and personal development within the company. As in the previous year, appraisal interviews were conducted with 97% of the salaried employees in the financial year 2020/21. The completion rate of the development interviews, which take place in autumn, was 94%. The fulfilment rate of the previous year was therefore exceeded. The development needs derived from the interviews have a direct influence on the preparation of the training offered in the future.

E-learning on the rise – accelerated by COVID-19

New learning concepts and the successful handling of digital media are continuously gaining importance. The COVID-19 pandemic has additionally accelerated these developments. The aim is to expand the offering of virtually held training units and the e-learning offering, which will result in many new training and development opportunities for the employees. The extensive and diverse range of training offered is adapted to the needs of the respective locations and to the current COVID-19 situation. AT&S already uses a variety of e-learning formats and will increasingly rely on the establishment of further virtual learning offers in addition to in-person training in the future. Examples include "LinkedIn Learning" and the online language training courses of "Speexx".



Every employee completed an average of 14.5 hours of training in online or in-person classes in the financial year 2020/21. In addition, the familiarisation training of new employees as well as continuous training and qualification are held directly at the workplace. AT&S invested a total of € 828 thousand in external training and development measures in the financial year. These costs are reported

under the expense type “Other” in the consolidated statement of profit or loss in the notes to the consolidated financial statements.

Career with an apprenticeship at AT&S

AT&S also attaches great importance to promoting young people in order to provide for the next generation of specialists. AT&S cur-

rently offers training in mechanical engineering, process technology, chemistry, physics, mechatronics and in the commercial area. At the end of the financial year 2020/21, AT&S trained 35 apprentices, 34 of them in Austria and one in Germany. 17 people successfully completed their apprenticeship, while 16 new apprentices started their training.

Austrian-Indian research cooperation

With a new research cooperation between universities in Austria and India, AT&S is building on optimally connected players in the area of high-frequency research. This combination of studying abroad and applied teaching at AT&S opens up the opportunity to

obtain new research findings on the one hand and, on the other hand, directing the attention of young talents to the opportunities at AT&S, also in an international context.

HEALTHY EMPLOYEES FOR A HEALTHY WORKING CLIMATE

The success of AT&S is to a significant extent based on the performance of its employees, their motivation, engagement and potential. However, employees will only be able to deliver top performance when their work environment is conducive to satisfaction and wellbeing. This includes identifying and eliminating risks and hazards in the workplace in advance since only employees who feel good in their workplace and are physically healthy can perform optimally and thus create added value for the company.

High safety standards minimise the risk of occupational accidents

Prevention measures, targeted training as well as compliance with RBA requirements with respect to occupational health and safety are part of the company's high safety standards. All locations are

certified according to the occupational health and safety standard ISO 45001. Continuous workplace inspections and evaluations are part of the management systems and due diligence processes of the certification. In addition, the AT&S plant in Shanghai has received the new QC 080000 Hazardous Substance Process Management System Certificate as a result of thoroughly addressing the handling of hazardous substances.

During the financial year 2020/21, the rate of occupational accidents (per 1 million working hours) declined again from 2.5 to 1.8. The average monthly days lost (per 1,000 FTE) rose from the very low prior-year value of 6.2 to 7.4. At 0.7%, the rate of absences was also lower than in the previous year (0.9%). Absences related to quarantine and/or illness due to COVID-19 were measured separately and amounted to 0.04%. This low percentage shows that the right measures were taken at the right time.

The company's endeavour to minimise accident risk is underscored by its functioning occupational safety management. No fatal accident occurred in the entire Group. As a responsible employer, the company continuously works on protecting its employees' health and to prevent work-related stress and occupational accidents as far as possible. Contract workers are considered an integrated part of the occupational safety indicators. Accidents on the way to and from work are not included in occupational accidents.

AT&S offers all employees at the Austrian locations the opportunity to use professional psychological online advice free of charge and anonymously within the framework of an external collaboration. Whether private or job-related topics, the platform will deal with the issues of those seeking advice in a variety of different areas.

Expenditures on external training

in thousand €

| | 2020/21 | 2019/20 | Change in % |
|---|------------|--------------|---------------|
| Mobile Devices & Substrates segment* | 276 | 371 | (25.8) |
| Automotive, Industrial, Medical segment | 242 | 393 | (38.3) |
| Others | 310 | 471 | (34.2) |
| Total Group | 828 | 1,235 | (33.0) |
| thereof attributable to parent company | 541 | 821 | (34.1) |

* Expenditures in the Mobile Devices & Substrates segment corrected for training measures that did not take place due to COVID-19.

Dealing with the COVID-19 pandemic to protect our employees throughout the Group

In the past financial year AT&S always strived to minimise the dangers and effects of the COVID-19 pandemic – and did so successfully. AT&S was able to protect the health of all employees as best possible and position the company safely in this challenging environment.

The risk of infection was high over the past months and is still exists at present. An increased incidence of COVID-19 cases would have particularly severe consequences for ongoing operations in companies. In order to counter this challenge with appropriate measures, a COVID-19 task force was installed for all production sites. The goal of this task force was, and still is, a close exchange between the locations among other things. We were able to learn from the colleagues at the Chinese locations and implement effective measures quickly.

The measures implemented to protect our employees' health ranged from temperature measurements when entering the company premises and testing possibilities, remote working regulations and information platforms to strict distancing rules, mandatory mask-wearing and issuing masks and disinfectants. There were only minor variations depending on the requirements of the locations.

In the course of the pandemic-related expansion of the remote working regulations previously in place, investments were also

made in the required IT infrastructure and security in order to guarantee a stable and secure environment.

To show how everyone's daily work routine changed from one day to another due to the COVID-19 pandemic, the ALL. TOGETHER. STRONG. campaign was initiated. With team spirit and mutual support, people in the company managed to work together successfully even during this difficult phase. AT&S is convinced that maximum protection for all employees will continue with the measures taken. The flexibility and dynamic management of AT&S was proven in this exceptional situation. The occurrence of infections will also be monitored continuously in the future and appropriate measures will be taken as required.

WE TAKE SUSTAINABLE ENGAGEMENT SERIOUSLY – AS PROVEN BY NUMEROUS AWARDS

AT&S attaches great importance to safeguarding the needs and business goals of our key stakeholders and promoting sustainable development. In addition to the best customer service, this includes the highest quality, production, environmental and social standards. In the financial year 2020/21, the company received around 15 awards and prizes from different stakeholder groups.

Together with other renowned Austrian stock corporations, AT&S was a member of the VÖNIX sustainability index again in 2020/21.

Occupational safety

| | Ratio of accidents (with ≥ 1 lost working day per 1 million working hours) | | | Ratio of average monthly lost working days (per 1,000 FTE) | | |
|--|---|------------|--------------|---|------------|------------|
| | 2020/21 | 2019/20 | Change | 2020/21 | 2019/20 | Change |
| Mobile Devices & Substrates segment | 1.0 | 2.1 | (1.1) | 7.5 | 7.0 | 0.4 |
| Automotive, Industrial, Medical segment & Others | 4.0 | 3.2 | 0.7 | 7.1 | 4.3 | 2.8 |
| Total Group | 1.8 | 2.5 | (0.6) | 7.4 | 6.2 | 1.1 |
| attributable to parent company | 5.2 | 4.6 | 0.6 | 7.6 | 6.0 | 1.6 |

The index rates the performance of companies with regard to ecological and social activities.

Numerous awards for our Asian plants make the relevance of environmental protection visible. The Chongqing plant was evaluated in terms of compliance with environmental laws and regulations and awarded the “Environmental Protection Credible Enterprise” certificate for the fourth year running. AT&S Shanghai consolidated its leading position in the area of environmentally friendly production in the industry and was awarded the “Cleaner Production Audit” certificate for the third consecutive time by the authorities and the “Production Safety Excellence” certificate for the sixth consecutive time.

AT&S prevailed over strong competition in the financial year 2020/21 and received the Export Prize 2020 in gold in the category “Industry”. In addition to innovative strength and decade-long success, AT&S in many areas serves as a role model of how industrial enterprises can approach the topic of sustainability.

Social and societal engagement as part of our corporate culture

At the Austrian locations, the AT&S Social Fund has been established. Following the motto “We care about people”, this fund is financed by employees and the company. The type and amount of the support are defined in an anonymised decision by a committee specifically set up for this purpose.

Inclusion, mutual appreciation and support are a vital part of the everyday work environment at AT&S. As part of the cooperation with a Down syndrome centre in Leoben, the company enables the centre’s employees to enter into an interactive exchange with business, creating added value for all those involved.

AT&S engages with a wide range of institutions and initiatives in the communities of our production sites. The employees of AT&S Shanghai visited the retirement home in Zhuangiao again. Since 2015, AT&S Chongqing has supported a number of local childcare activities in cooperation with the local government. AT&S colleagues voluntarily help out with the holistic support of pupils of the Changxin elementary school in Tongnan with extensive measures regarding health, education, and loving and proper care.

In the turbulent times when the COVID-19 pandemic and the related social isolation have a massive impact on people’s normal life, AT&S India helps them out. The AT&S team in India joined together to provide the local people with direct support. AT&S India continues its multi-faceted CSR initiatives to support the fight against COVID-19 and provided the people living in the villages of Kanaka Nagar and Chamalapura Hundi with food packages.

AT&S India regularly carries out social initiatives like these. The CSR activities include health care and sanitary provision, education and environmental issues.

Sustainable Supply Chain

AT&S bears responsibility for its ecological, economic and social actions. This also applies beyond its own system boundaries and includes responsible sourcing and functional supplier management. The probability of risks of compliance violations, human rights abuses, poor working conditions or environmental offences increases the further away processes are from the company’s direct control. To counter such risks, the Sustainable Supply Chain field of action considers all dimensions of sustainability with the material topic human rights. In addition, responsible governance includes business partners beyond our own system boundaries. Therefore, the UN Sustainable Development Goals (SDGs) that underline both sustainable business practices and the promotion of collaboration with suppliers were identified as central SDGs. AT&S relies on exchanges on an equal footing, strong partnerships with all suppliers who, like AT&S, reject human rights abuses, corruption and discrimination and consequently comply with all applicable legislation.

OUR ENGAGEMENT GOES BEYOND AT&S SYSTEM BOUNDARIES

The AT&S Supplier Code of Conduct was established to ensure that economic, ecological and social standards are complied with along the supply chains. The Code is based on the guidelines of the Responsible Business Alliance (RBA) and is publicly accessible on the website, along with the General Terms and Conditions of Purchase and Guidelines for the Regulation of Environmental Related Substances in accordance with the REACH Regulation. With the Supplier Code of Conduct, AT&S provides its partners and suppliers with a framework for a balance between ethical responsibility and prof-

it optimisation, taking into account topics such as business ethics, management practices, health and safety, labour and human rights as well as environmental protection. 80% of AT&S's purchasing volume is covered by approximately 140 suppliers who are considered to be essential. All of these suppliers had signed the Supplier Code of Conduct at the end of the financial year 2020/21. As a result, the target of 100% was met. Furthermore, the Code was signed by 83% of those suppliers who account for another 15% of AT&S's purchasing volume.

Proportion of Code of Conduct signed (material suppliers)

100%
(previous year: 95%)

THE INTEGRATION OF SUSTAINABILITY ASPECTS ALONG THE VALUE CHAIN PREVENTS NEGATIVE IMPACTS ON THE ENVIRONMENT AND SOCIETY

In the financial year 2020/21, an audit schedule was prepared on the basis of an established, risk-based approach. Despite the difficult situation due to the COVID-19 pandemic, 46 audits were performed, of which 17 audits covered business ethics and compliance with human rights in addition to general social and ecological topics. During these 17 audits, 14 minor deviations in the areas of business ethics, working conditions and human rights were registered. The company is working on eliminating these deviations together with the suppliers concerned. In the previous year, 55 audits were carried out, of which 34 audits covered business ethics, working conditions and compliance with human rights.



Our contribution to the SDGs
Field of action:
Sustainable Supply Chain_



Compliance with ecological, ethical and social standards is the highest priority for us in all our business relationships. We communicate this clearly through our Supplier Code of Conduct and examine compliance in supplier audits.



The Supplier Code of Conduct and audits also ensure that our business partners employ responsible management practices and clearly reject any form of bribery, corruption, violence, abuse, or taking advantage of children.



Both internally and with partners and suppliers, we demand a clear positioning on the issues of economic inclusion, equal opportunities and anti-discrimination. This is reflected in our Code of Conduct.



When it comes to achieving sustainability goals, both internally and with suppliers, we rely on cooperation on an equal footing and work to establish long-term partnerships.



We support our suppliers in their efforts to implement sustainable procurement practices, transparent sustainability management and maximum resource efficiency in their processes as well. The AT&S Supplier Code of Conduct forms the basis for this.

In the financial year 2020/21 further possibilities to anchor ecological and social aspects more strongly within the value chain were evaluated. Therefore, topics relevant to sustainability are to become an integral part of AT&S's supply chain strategy in the future.

Number of supplier audits

46 audits
(previous year: 55 audits)

A COMPLIANT SUPPLY CHAIN RESPECTS HUMAN RIGHTS – UP TO THE SOURCING OF OUR MINERALS

AT&S's high-end technology products require the processing of valuable minerals, whose extraction may involve an intensive process with a number of social and ecological risks. The sourcing of and trade in minerals in particular can have considerable negative effects, including severe human rights violations, money laundering and conflicts. AT&S is committed to the Responsible Minerals Initiative (RMI) and thus contributes to counteracting negative effects occurring as a result of the production and processing of minerals within the value chain. The RMI is an initiative line with the United

Nations and the OECD Guidelines for multinational enterprises, to which AT&S is also fully committed. AT&S meets the requirements of EU Regulation 2017/821 and those of the Dodd Frank Acts Section 1502 of the US Congress. AT&S complies with the due diligence process of the RMI and its definition of so-called conflict minerals, of which AT&S uses gold and tin in production. In addition, suppliers of these minerals are contacted at regular intervals or in cases of acute suspicion and transparent reporting using the RMI's Conflict Minerals Reporting Template (CMRT) for the entire supply chain is demanded. RMI publishes and continuously updates a list of smelting plants and mines that have been audited and conform to the rules. AT&S exclusively accepts an RMI-compliant supply chain: 100% of the suppliers have committed to a 100% RMI-compliant supply chain. This is something the company is very proud of. These requirements are also reflected in the Supplier Code of Conduct, which can be accessed, along with the CMRT of the AT&S Group, on the company's website.

RMI compliance of our supply chain

100%
(previous year: 100%)

GRI Content Index

| GRI standard (2016) | Disclosure | Page in the report, URL or reason for omission |
|-------------------------------|--|---|
| Organisational profile | | |
| 102-1 | Name of the organisation | p. 194 of the annual report 2020/21 |
| 102-2 | Activities, brands, products, and services | p. 5 of the annual report 2020/21 |
| 102-3 | Location of headquarters | p. 4 of the annual report 2020/21 |
| 102-4 | Location of operations | p. 101 of the annual report 2020/21 |
| 102-5 | Ownership and legal form | p. 78 and 194 of the annual report 2020/21 |
| 102-6 | Markets served | p. 5 of the annual report 2020/21 |
| 102-7 | Scale of the organisation | p. 2 of the annual report 2020/21 |
| 102-8 | Information on employees and other workers | p. 23 f.; disclosure on fixed-term employment contracts internationally not consistently possible |
| 102-9 | Supply chain | p. 4 ff. |
| 102-10 | Significant changes to the organisation and its supply chain | none |
| 102-11 | Precautionary Principle or approach | p. 7 f. and 108 ff. of the annual report 2020/21 |
| 102-12 | External initiatives | p. 2 f. |
| 102-13 | Membership of associations | p. 2 f. |
| Strategy | | |
| 102-14 | Statement from senior decision-maker | p. 2 |
| 102-15 | Key impacts, risks, and opportunities | p. 7 f. and 108 ff. of the annual report 2020/21 |
| Ethics and integrity | | |
| 102-16 | Values, principles, standards, and norms of behaviour | p. 2, 6 and 21 f. |
| 102-17 | Mechanisms for advice and concerns about ethics | p. 21 f. |
| Governance | | |
| 102-18 | Governance structure | p. 4 |
| Stakeholder engagement | | |
| 102-40 | List of stakeholder groups | p. 7 |
| 102-41 | Collective bargaining agreements | p. 22 |
| 102-42 | Identifying and selecting stakeholders | p. 7 |
| 102-43 | Approach to stakeholder engagement | p. 7 |
| 102-44 | Key topics and concerns raised | p. 7 ff. |
| Reporting practice | | |
| 102-45 | Entities included in the consolidated financial statements | p. 122 f. of the annual report 2020/21 |
| 102-46 | Defining report content and topic boundaries | p. 6 ff. |
| 102-47 | List of material topics | p. 10 |
| 102-48 | Restatements of information | none |
| 102-49 | Changes in reporting | none |
| 102-50 | Reporting period | 01/04/2020 - 31/03/2021 |
| 102-51 | Date of most recent report | 10/06/2020 |
| 102-52 | Reporting cycle | annual |
| 102-53 | Contact point for questions regarding the report | Annual Report: Gerda Königstorfer Non-financial Report: Nadja Noormofidi |

| GRI standard (2016) | Disclosure | Page in the report, URL or reason for omission |
|---------------------|--|--|
| 102-54 | Claims of reporting in accordance with the GRI Standards | p. 2 |
| 102-55 | GRI content index | p. 32 f. |
| 102-56 | External assurance | p. 37 of the annual report 2020/21 |
| 303 (2018) | Water and Effluents | |
| 103-1;-2;-3 | Management Approach | p. 15 f. |
| 303-3 | Water withdrawal | see CDP Water Security Report (www.cdp.net) |
| 303-4 | Water discharge | see CDP Water Security Report (www.cdp.net) |
| 303-5 | Water consumption | p. 15 and CDP Water Security Report (www.cdp.net) |
| 305 | Emissions | |
| 103-1;-2;-3 | Management Approach | p. 12 ff. |
| 305-1 | Direct (Scope 1) GHG emissions | p. 13 f. for further information see CDP Climate Change Report (www.cdp.net) |
| 305-2 | Energy indirect (Scope 2) GHG emissions | p. 13 f. for further information see CDP Climate Change Report (www.cdp.net) |
| 305-3 | Other indirect (Scope 3) GHG emissions | p. 13 ff. for further information see CDP Climate Change Report (www.cdp.net) |
| 305-4 | GHG emissions intensity | p. 13 ff. for further information see CDP Climate Change Report (www.cdp.net) |
| 305-5 | Reduction of GHG emissions | p. 12 f.; for further information see CDP Climate Change Report (www.cdp.net) |
| 306 | Effluents and Waste | |
| 103-1;-2;-3 | Management Approach | p. 15 ff. |
| 306-2 | Waste by type and disposal method | p. 16; distinction by disposal method not available |
| 403 (2018) | Occupational Health and Safety | |
| 103-1;-2;-3 | Management Approach | p. 27 ff. |
| 403-9 | Work-related injuries | p. 27 f.; types of injury not available |
| 404 | Training and Education | |
| 103-1;-2;-3 | Management Approach | p. 25 f. |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | p. 25 f. |
| 404-3 | Percentage of employees receiving regular performance and career development reviews | p. 25 |
| 405 | Diversity and Equal Opportunity | |
| 103-1;-2;-3 | Management Approach | p. 23 ff. and 40 ff. of the annual report 2020/21 |
| 405-1 | Diversity of governance bodies and employees | p. 23 ff. and 40 ff. of the annual report 2020/21 |
| 406 | Non-discrimination | |
| 103-1;-2;-3 | Management Approach | p. 21 f. |
| 406-1 | Incidents of discrimination and corrective actions taken | p. 21 f. |
| 414 | Supplier Social Assessment | |
| 103-1;-2;-3 | Management Approach | p. 29 ff. |
| 414-2 | Negative social impacts in the supply chain and actions taken | p. 29 ff. |

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