

UNIQUE GLOBAL COMPETENCE FROM EUROPE



AT&S

NON- FINANCIAL REPORT

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**STATEMENT OF THE
MANAGEMENT BOARD**

If we were to use an image to describe the past year, it would likely be a ship which we responsibly navigate through stormy seas.

The Russia-Ukraine conflict has far-reaching implications for the global economy. We were, and still are, confronted with shortages and challenges in energy and raw material supply. Rising prices and high inflation continue to weaken the market. While Europe has been gradually returning to normal after the COVID-19 pandemic, China reacted by imposing lockdowns in the financial year 2022/23 – first in Shanghai, then in Chongqing. In the midst of these turbulent times, AT&S is maintaining its course and continues to grow, albeit at a slower pace.

In all of this, sustainability is no longer a fair weather topic. As we keep growing, so does our responsibility towards people and the environment. And AT&S takes this responsibility seriously, as demonstrated by various sustainability prizes, awards and continuous improvements in ratings by agencies such as MSCI and CDP.

We pursue ambitious climate goals, which have been reviewed and approved by the Science Based Targets initiative (SBTi). This is an important milestone in our energy strategy and at the same time points the way to the future. Defying choppy waters, we can only achieve these goals by taking effective measures and collaborating with our partners to overcome the global climate crisis and curb heating.

The rapidly growing interest in the life cycle assessment of our products proves that we are also following the right course with our focus on circular economy. These are further measures on the way from linear to circular production patterns, aiming to uncouple growth from resource use as far as possible.

What would a ship be without its crew? When the going gets tough, we need a team we can rely on. Especially since the current situation demands painful efficiency measures, we would like to thank our employees for their outstanding commitment and dedication.

WHAT WE STAND FOR



RBA
(Responsible Business Alliance)



RMI
(Responsible Minerals Initiative)



ILO
(International Labour Organization)



SDGs
(Sustainable Development Goals)



OECD Guidelines
for multinational enterprises



UNGC
(United Nations Global Compact)

In sustainable supply chain management, we focus not only on our established processes and indicators, but also on trust and strong partnerships along the entire value chain. Nevertheless, the Corporate Sustainability Due Diligence Directive (CSDDD) will pose new challenges for us. While high standards make sense and the general thrust of the European Commission is correct, the current draft entails the risk of an overregulation which fails to meet the underlying goal.

In addition to our employees, customers and suppliers, our partners also include the representatives of all global frameworks to which we are committed: the United Nations Sustainable Development Goals (SDGs), the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, the International Labour Organization (ILO), the UN Global Compact, the Responsible Business Alliance (RBA) and the Responsible Minerals Initiative (RMI).

With this report, AT&S complies with the reporting obligation pursuant to the Austrian Sustainability and Diversity Improvement Act (NaDiVeG, section 243b and section 267a of the Austrian Commercial Code, UGB) for the Group as a whole and for Austria Technologie und Systemtechnik Aktiengesellschaft (in the following referred to as “the company”). This report has been prepared in partial compliance

with the standards of the Global Reporting Initiative (GRI). Details are provided in the GRI content index at the end of the non-financial report. With this report, we aim to give all stakeholders of the AT&S Group transparent access to all ESG-relevant information and an overview of the main activities.

Looking ahead we can see that the waters we navigate will remain turbulent in the months to come. The geopolitical situation, inflation, rising prices and the challenges within the supply chain will continue to require intensive attention from us. While the current weakness of the market will stay with us for a while, it does not change anything about the future prospects of our markets and our growth strategy. At the same time, we will keep the developments in the area of sustainability on our radar: we are preparing for the mandatory audits in line with the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS) with the new double materiality concept, monitor the developments surrounding the other environmental goals and the social taxonomy of the EU as well as the Corporate Sustainability Due Diligence Directive (CSDDD).

With innovative solutions and strong partnerships along the supply chain, we are making the future sustainable.

OUR GOALS

80%

Renewable energies

by 2025



Decarbonisation

of all production sites
by 2030



Life cycle assessment

at product level

38%

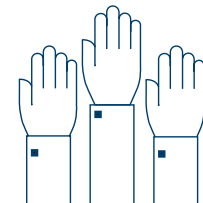
Scope 1 & 2

Absolute reduction
of Scope 1 & 2 emissions
by 38% by 2030/31

48%

Scope 3

Reduction of relevant Scope 3
emissions by 48% per EUR GVA
by 2030/31



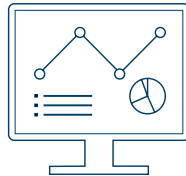
**Intensified
collaboration**

with suppliers to achieve Scope 3
reduction targets

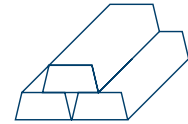
WHAT WE ARE PROUD OF

61.6%

Renewable energies



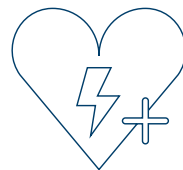
Science-based emission targets



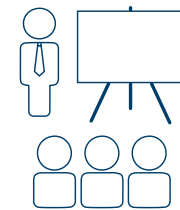
Recycling
of 200 kg of in-house copper



Code of Conduct
signed by 100% of key suppliers



Occupational accidents
Reduction by 46%
(per 1 million working hours)



Cooperation
with educational institutions



12
Awards and prizes

B

B Rating
CDP "Climate Change" and "Water Security"

68

Nationalities
in the workforce

SUSTAINABILITY MANAGEMENT

Anchoring sustainability

As in the past, sustainability management was assigned to the CEO until the end of the financial year 2022/23. Starting with the new financial year and with the introduction of the new Chief Technology Officers (CTO) function, the Corporate ESG team (ESG stands for Environmental, Social, Governance) has been expanded and assigned to the CTO. The primary objective is to take account of the global environmental challenges. Occupational health and safety will also be part of the ESG area in the future. Robust interfaces to all relevant corporate functions, segments and working groups were established over the past years. Moreover, sustainability topics are anchored in key governing bodies, thus ensuring the connection of ecological and social sustainability.

The key responsibilities of the ESG team comprise the (further) development of the AT&S sustainability strategy, the coordination of the sustainability agenda as well as internal and external communication. The latter is coordinated with the Management Board, the segments and relevant Group functions in periodically meeting steering committees.

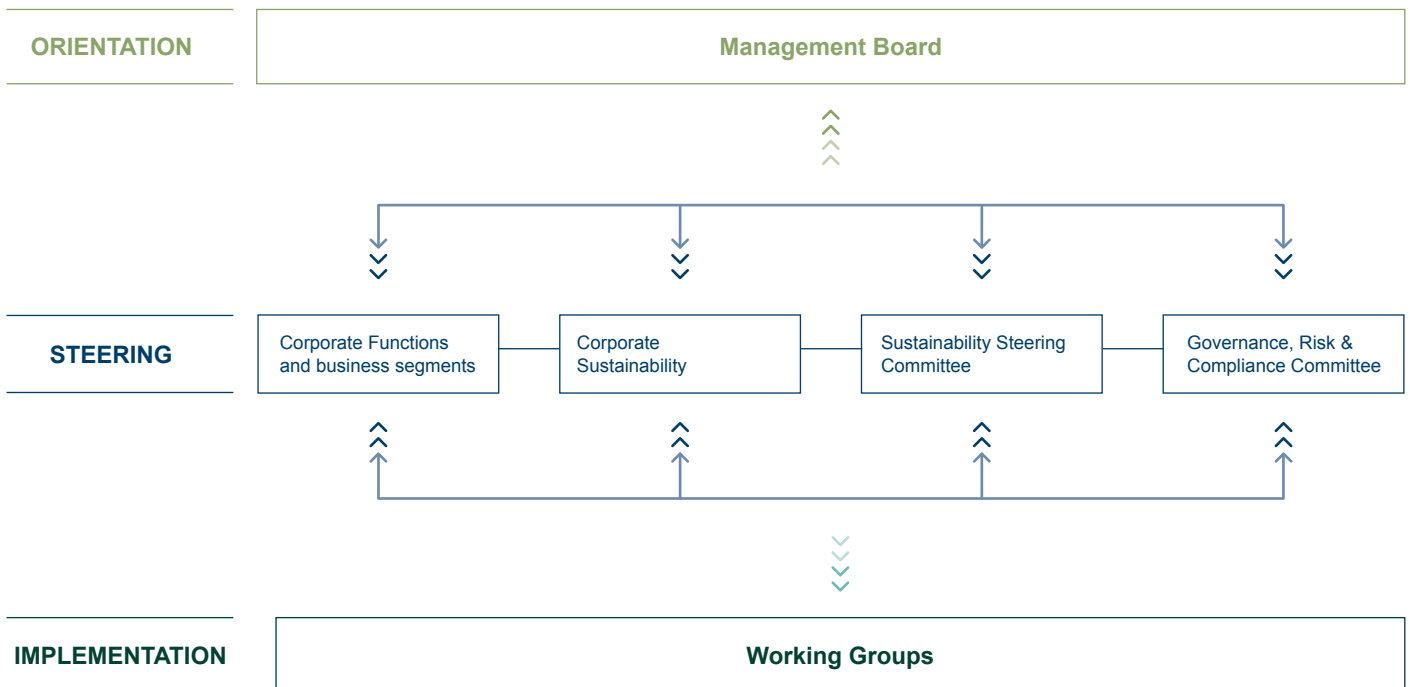
Responsibility along the entire value chain

Market developments, trends and customer needs are incorporated in the AT&S sustainability strategy and suppliers and customers are central stakeholders of the AT&S Group. Intensive cooperations and joint innovations are part of our strong partnerships.

Purchasing is centrally or decentrally organised within the AT&S Group depending on strategic importance. The department is responsible for on-time procurement of high-quality basic materials that meet our quality and sustainability standards. In addition to purchasing key materials such as gold, copper, laminates or process chemicals, this also comprises energy and the required infrastructure.

All materials are stored in accordance with regulations to safeguard their quality, durability and condition. Production comprises a large number of wet chemical processes with high energy and water requirements. We continuously work on minimising the use of all raw materials through efficiency measures, process improvements and technological innovations.

MANAGEMENT STRUCTURE

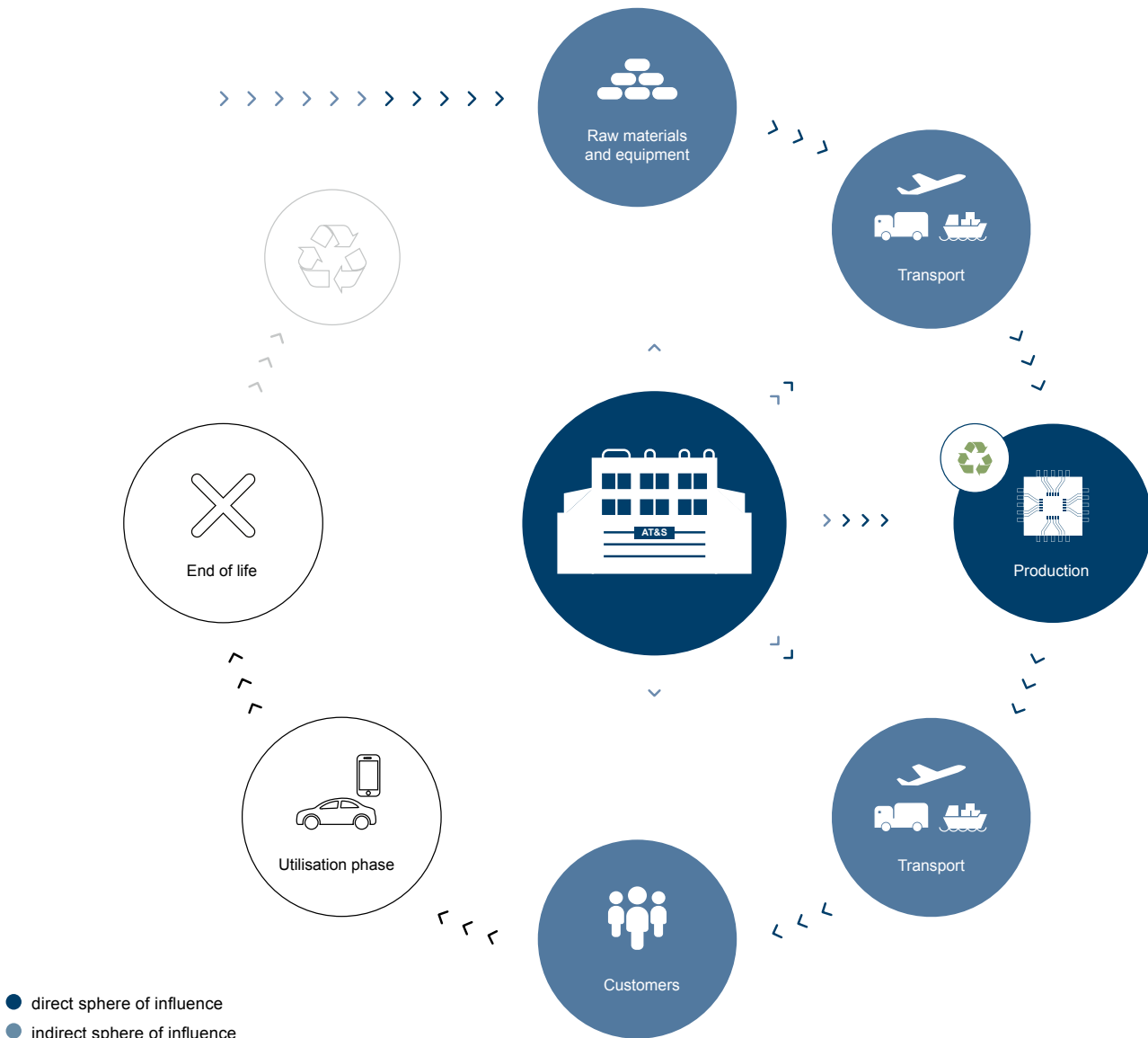


Waste should be preventable. We accomplish that through efficient processes and the right mindset as well as by closing cycles where it is economically and ecologically useful. Depending on the type and classification of waste, the waste materials are transferred to disposal companies and either recycled or disposed of. AT&S products are appropriately packaged and shipped to customers. Unfortunately, AT&S has little influence on the disposal of its products at the end of their life cycle. Therefore, we call upon end users' responsibility. Even though our possibilities to exercise influence on the

upstream and downstream process are limited, we consider it our duty to expand the AT&S standards in all ESG areas as far as possible.

AT&S focuses on intensive cooperation and joint innovation activities with all partners along the supply chain. As a result, smart products, which are made observing human rights and in compliance with social standards as well as using and processing all raw materials efficiently, create added value for all customers.

VALUE CREATION PROCESS



High standards in all areas

The highest management standards in all areas are the basis for meeting our own sustainability goals as well as those of our stakeholders to the best of our abilities. The following table lists certifications and standards in the areas of quality, environment, occupational health and safety, and data security.

They are geared to the general orientation and the business model of AT&S as well as the needs of our customers. The same ISO standards which are in place at all other AT&S locations are planned for the plant in Malaysia, which is currently under construction.

STANDARDS AND CERTIFICATES

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

Awards and prizes confirm our engagement

AT&S acts sustainably – this is recognised not only by good ratings but also by many prizes awarded by the capital market and by customers. In the financial year 2022/23, AT&S received a total of 12 awards and recognitions which attest us the highest quality, production, environmental and social standards as well as the best customer service.

AT&S Chongqing was again recognised with the prestigious “Environment Protection Credible Enterprise” prize for its outstanding achievement in ecological development. We are proud that AT&S is the only foreign company in the Chongqing Liangjiang New Area to receive this award for six consecutive years. AT&S India received the ELCINA (“Electronic Industries Association of India”) award in recognition of its compliance with the quality management process model of the ISO 9000 standard family. An industry customer recognised the company with the “Special Effort Award” for the excellent cooperation during the most difficult phases of the COVID-19 pandemic.

Ratings by the ESG rating agencies for the most part exceed the industry average. For current details of this material aspect, please visit our website. AT&S was also listed on VÖNIX, the sustainability benchmark of the Austrian stock market, again.

RATED BY



A-Rating

Improvement from BBB to A¹⁾



Prime Rating

regarding social, environmental and governance topics



Low risk (17.7)

ESG risk assessment which lies within the top 10% in the electronic components subindustry¹⁾



Status “Qualified”

Member of the sustainability index for 7 consecutive years



B Rating

“Climate Change” and “Water Security”

¹⁾ see disclaimer in the imprint
Usage of the logo is limited to the purpose of reporting on ESG risk assessments and is not used for any other purpose; it also does not represent an endorsement or advertisement for the brands/logos.

SUSTAINABILITY STRATEGY

What influences the AT&S sustainability strategy

Well-functioning sustainability management and the continuous development of the ESG strategy require an in-depth look at the key influencing factors: corporate strategy, materiality analysis, opportunities and risk management, global mega trends, the UN Sustainable Development Goals, legal requirements and frameworks.

The AT&S sustainability strategy supports the AT&S corporate strategy

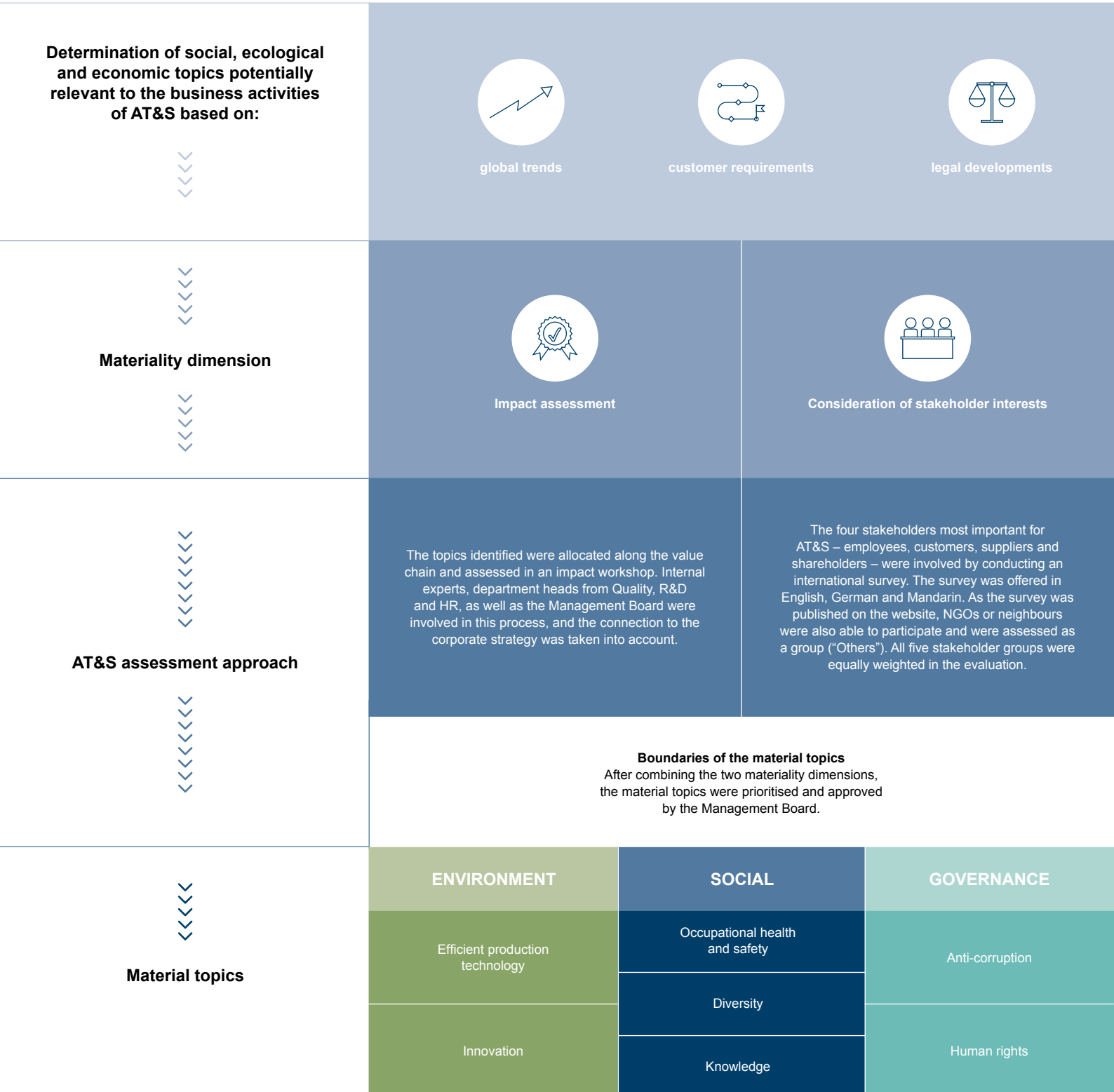
AT&S continues to grow, adjusted to the market environment, currently at a slightly slower pace, but the direction remains the same. The current weakness of the market does not change anything about the future prospects of our markets and our strategic positioning. This also applies to the AT&S sustainability strategy. Our responsibility increases with our ambitious growth strategy. Now more than ever, it is important to not only support the current business model of AT&S, but to strengthen it. To do so, we need to think about tomorrow today and counter negative social and ecological impacts with our sustainability goals as far as possible.

Revision of the materiality analysis postponed to the financial year 2023/24

The materiality analysis conducted in the financial year 2018/19 is slightly outdated by now. We are aware of that. Nevertheless, after consulting with the auditors, we postponed the revision of the materiality analysis to the financial year 2023/24. This will enable us to consider the new requirements for “double materiality” (impact and financial materiality), which are defined in the European Sustainability Reporting Standards (ESRS).

The process description of the materiality analysis is presented in in Figure “Process description of the materiality analysis 2018/19”. In the past, the existing materiality aspects were examined for completeness and currency as part of the steering committee. This year’s steering committee set the course for a new materiality analysis instead. Taking into account the ESRS, topics such as climate change and the company’s own employees are included in any case. We will also critically review the stakeholder groups and extend them to include additional stakeholders as necessary.

PROCESS DESCRIPTION OF THE MATERIALITY ANALYSIS 2018/19



PROCESS DESCRIPTION RISK MANAGEMENT



ESG opportunities and risk management

Internal and external developments and trends are incorporated into the ESG opportunities and risk management process. On this basis, the material ESG risks are identified. Subsequently these risks – currently 19 – are allocated to the existing risk categories and are assessed for AT&S and for the business environment over a five-year horizon. This conforms to the NaDiVeG (Austrian Sustainability and Diversity Improvement Act) requirements and to the principle of double materiality. The relationship between qualitative and quantitative risk assessment is established via an impact matrix. The reporting is conducted in analogy with the Group-wide risk management process. Depending on the risk level, which can range between 1 and 6, appropriate mitigation measures are taken. The process is shown in Figure “Process description risk management”.

The non-financial opportunities and risks for the business environment including risk categories, mitigation measures and allocation of issue are shown in the table below. For details on the risk categories and explanations regarding the risk levels and risk management, please refer to the Group Management Report, section “Opportunities and Risks”.

Both acute and chronic physical and transition climate-related risks are part of risk assessment and have a direct influence on the sustainability strategy. In accordance with our risk categories, these risks are operational risks or risks relevant to the business environment. The AT&S energy strategy and the

related ambitious decarbonisation goals, which have now been reviewed and approved by the Science Based Targets initiative (SBTi), contain effective measures to counter climate-related risks. Details regarding the measures and key figures are provided in the section “Decarbonisation”. Risks for operating activities are part of the respective category of Group risk management.

The main changes in the financial year 2022/23 compared to the previous year include the following: global warming is now listed under other relevant risks rather than material risks. “Inefficient use of resources” has been added as a material risk. This reflects that topics such as circular economy and the mindful use of resources as well as the responsible use of rare and therefore valuable materials such as gold or copper, but increasingly also water, are gaining in importance and require appropriate measures. Furthermore, the procurement risk was extended to include the purchase of conflict minerals to give this topic appropriate significance.

Other relevant risks include the disruption of operations due to pandemics, occupational accidents, extreme weather events and corruption. These risks were classified at a risk level below four in the risk assessment process since the mitigation measures implemented are very well established within the company. As a result, both the probability of occurrence and the expected effects on the company and its environment are reduced, or they are risks which are not within the direct sphere of influence of AT&S.

NON-FINANCIAL OPPORTUNITIES AND RISKS FOR THE BUSINESS ENVIRONMENT

Material risks	Risk category	Mitigation	Opportunities	NaDiVeG issues
Lack of employee retention, discrimination	ORGANISATION	Training on anti-discrimination and Code of Conduct, inclusive recruiting process, targeted employer branding measures, evaluation and adaptation of remuneration strategy, investment in leadership & culture	Strong cohesion, loyalty of staff, diversity, increase in employee motivation, low attrition and prevention of "brain drain", higher creativity and innovative strength, integrated approach to employee engagement	Employee issues, social issues, respect for human rights
Inefficient use of resources	OPERATIONAL	Energy strategy, efficiency increase and yield improvement, recycling projects (e.g. copper and water recycling), employee sensitisation and training	Cost reduction, climate-resilient business model, industry benchmark, image improvement, increase independence from suppliers, lower usage of rare raw materials	Environmental issues
Non-compliance with ESG-relevant requirements, purchase of conflict minerals	PROCUREMENT	Supplier Code of Conduct, clear processes for careful selection of suppliers, supplier audits, commitment to RBA & RMI, reporting on CMRT	Protection of human rights, avoidance of support of armed conflicts, image improvement, increased attractiveness of the company for sustainable financing, increased employee motivation	Social issues, employee issues, environmental issues, respect for human rights
Other relevant risks	Risk category	Mitigation	Opportunities	NaDiVeG issues
Disruption of operations/ pandemics	OPERATIONAL	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
Occupational accidents	OPERATIONAL	ISO 45001, protective clothing, handling of dangerous goods, training	Increased employee motivation, low fluctuation	Employee issues
Extreme weather events, natural disasters, global warming	BUSINESS ENVIRONMENT	Business Continuity Management, ISO 45001, employee sensitisation and training, energy strategy	Strong cohesion, loyalty of staff, stronger adaptability, cost reduction, climate-resilient business model	Environmental issues, social issues
Corruption and unethical behaviour	ORGANISATION	Code of Conduct, anti-corruption guideline, capital market compliance, training, whistleblowing platform	Image improvement, trustful partnerships, competitive advantage	Employee issues, combating corruption and bribery

Trends

For many years now, sustainability has no longer been a “trend” but requires proactive and intensive action. At the same time, it is worth taking a regular look at current trends to be prepared for future challenges. The strongly increasing legal and societal pressure regarding green and environmental matters, zero waste, circular economy, green technologies and innovations requires companies to operate cost-efficiently and sustainably at the same time. New business segments can be developed with recycling and upgrading services as well as with measures to extend the service life of end products, reusing water and precious materials. This requires strong partnerships and collaborations along the value chain. But also social trends provide strong driving forces for us. They range from new working cultures, ageing society and safety at work to diversity.

Our contribution to the Sustainable Development Goals

All 193 member states of the United Nations (UN) have committed to implementing the Agenda 2030 and its 17 Sustainable Development Goals (SDGs). The industrialised countries and the industries based there play a crucial role in meeting these goals. AT&S analysed all SDGs including their 169 subgoals again in the financial year 2022/23. Where the AT&S sustainability strategy can make an active contribution to meeting these goals with its measures and programmes, the SDGs were classified as relevant. The same SDGs were reconfirmed; however, SDGs 7, 12 and 17 were rated highest in this year’s review process. This is because SDG 7 has gained increasing importance due to the war in Ukraine and the security of energy supply on the one hand, but also due to our energy strategy and the associated decarbonisation targets. Other relevant goals are SDGs 4, 6, 8, 9, 10 and 16. Details regarding our contribution to achieving the Sustainable Development Goals are provided in Figure “Our contribution to the SDGs”.

OUR CONTRIBUTION TO THE SDGs

SDGs	Sub-goals	Measures	SDGs	Sub-goals	Measures
	4.4, 4.5, 4.7	In-person training and e-learning offerings leadership and specialist training performance management zero tolerance of any form of discrimination collaboration with international training providers AT&S Transformation Tuesday		10.2, 10.3	Engagement for the Diversity Charter diversity and intercultural training inclusive recruiting process (Supplier) Code of Conduct intercultural workshops for respect, tolerance and integration at the Leoben site inclusive wording
	6.1, 6.2, 6.3, 6.4	Water strategy and sustainable water management increase water recycling rate in water-scarce areas wastewater treatment at all sites ISO 14001 REACH & RoHS compliance clean drinking water and sanitation for all AT&S employees revision of ISO 10044 for wastewater and copper recycling at the Leoben site		12.2, 12.4, 12.5, 12.6, 12.7	ISO 14001 and ISO 50001 certification at all production sites energy strategy incl. energy efficiency projects copper recycling project LCA project water strategy and waste management REACH and RoHS compliance (Supplier) Code of Conduct supplier audits commitment to RMI
	7.2, 7.3	Energy efficiency at the facility and process levels on-site and regional renewable energy production purchase green energy ISO 50001 energy reduction targets in accordance with the latest findings of climate science energy efficiency projects		16.2, 16.5	Compliance with the Austrian Code of Corporate Governance (Supplier) Code of Conduct AT&S anti-corruption guideline anonymous whistleblowing platform capital market compliance and anti-corruption training Governance, Risk and Compliance Committee
	8.2, 8.4, 8.5, 8.7, 8.8	Energy strategy with energy efficiency projects engineering and R&D departments strongly involved in sustainable innovation and industrialisation strengthen innovative power with the new R&D centre in Leoben ISO 45001 certification at all production sites (Supplier) Code of Conduct for compliance with all ethical and labour-related aspects including human rights, working conditions, diversity and fighting child labour and forced labour supplier audits		17.16, 17.17	ESG collaboration with customers global partnerships with NGOs and local authorities promotion of sustainable industrialisation and efficient use of resources within the supply chain international cooperation with educational facilities (Supplier) Code of Conduct
	9.1, 9.2, 9.4	Modern and resilient infrastructure for expansion projects high resource efficiency and eco-friendly technologies engineering and R&D departments strongly involved in sustainable innovation and industrialisation strengthen innovative power with the new R&D centre in Leoben cooperation with suppliers efficiency and effectiveness project of copper recycling			

Legal requirements

We continuously monitor not only new developments but also legal requirements. Their number has increased considerably over the past years due to the climate and energy targets of the European Commission (EU). The EU Taxonomy Regulation is designed to bring about a reorientation of capital flows towards sustainable investments. AT&S has been subject to the reporting obligation since 2022. The Corporate Sustainability Reporting Directive (CSRD) will require us to apply the European Sustainability Reporting Standards (ESRS) as of 2025 and to have our sustainability reporting audited by the auditors. We will monitor the obligations that lie ahead of us as a result of the Corporate Sustainability Due Diligence Directive (CSDDD), which is already in force in Germany in the form of the German Supply Chain Due Diligence Act.

However, there are also some laws which have been in place for many years: the Dodd-Frank Act is a US federal law, which was adopted in 2010 in response to the 2007 financial crisis. As AT&S supplies the US market, the company is required to comply with this law.

The REACH Regulation (Registration, Evaluation, Authorisation & Restriction of Chemicals) and the RoHS Regulation (Restriction of Hazardous Substances) date back to EU regulations from 2006 and 2011, respectively. They have long been more than a European matter and require continuous attention to the list of Substances of Very High Concern (SVHC). In fact, the RoHS Regulation has been extended to ten substances in the course of two amendments, most recently in 2015. Exemptions and transitional periods are also increasingly expiring. The REACH Regulation has been expanded to include 233 substances since its entry into force. Likewise, the Montreal Protocol of 1987 had provided long transitional periods, which apply above all in the area of process cooling. Overall, an increase in the number of regulations and restrictions passed by legislature can be observed for the use substances. Making matters more difficult, Europe, the USA and Asia frequently regulate different criteria and groups of substances, which leads to great challenges for the supply chain of AT&S. Therefore, investments were made in digitalising reporting to ensure a transparent, traceable flow of information from our suppliers all the way to our customers.

Reporting pursuant to Art. 8 of the EU Taxonomy

The EU has published requirements regarding sustainable economic activities based on the EU Taxonomy Regulation (EU Taxonomy), which entered into force in 2020. In the financial year 2021/22, the proportion of taxonomy-eligible economic activities of turnover as well as capital and operating expenditures were reported for the first time for the first two environmental goals. For the reporting year 2022/23, taxonomy alignment of the first two environmental goals is disclosed in addition to taxonomy eligibility.

Taxonomy-eligible and taxonomy-aligned turnover

AT&S reviewed the requirements of the Delegated Act (EU) 2021/2139 in detail in a comprehensive process and came to the conclusion that the company's business activities and products are currently only covered to a minor extent by the environmental goals "climate change mitigation" and "climate change adaptation" published in the EU Taxonomy.

At present, only economic activity 3.1 is relevant for AT&S for contributing substantially to climate change mitigation regarding the manufacture of renewable energy technologies. This activity takes into account printed circuit boards which are exclusively used in photovoltaic systems and wind power plants and therefore constitute technologies that conform to the description of economic activity 3.1 pursuant to the EU Taxonomy. Deviating from the assessment in the financial year 2021/22 and taking into account the most recent FAQs of the EU Commission, AT&S came to the conclusion that the economic activities 3.3 "Manufacture of low carbon technologies for transport" and 3.5 "Manufacture of energy efficiency equipment for buildings" do not apply to our products, since our products are components which are not explicitly listed in the activities concerned. Under the environmental goal "climate change adaptation", there are currently no economic activities applicable to AT&S.

With respect to taxonomy alignment, the product lines that fall under economic activity 3.1 meet the criteria for a substantial contribution to climate change mitigation; however, they currently do not fully meet the "Do No Significant Harm (DNSH)" criteria. Consequently, the products cannot be classified as taxonomy-aligned.

At present, AT&S reports taxonomy-eligible turnover of 0.4% of total consolidated revenue for the financial year 2022/23, compared with 0.2% in the previous year. The taxonomy-aligned proportion is 0%. The denominator of the indicator corresponds to revenue according to the consolidated statement of profit or loss (see consolidated financial statements). Details on the indicators can be found in the KPI table at the end of the non-financial report.

As soon as the remaining environmental goals have been specified by delegated acts, we will extend the evaluation to the other environmental goals and subordinated economic activities and also expect to be able to increase the proportion of taxonomy-eligible turnover. Under the environmental goal "Transition to a circular economy", the activity "manufacture of electrical and electronic equipment" is shown in the current draft of the Delegated Act, which comprises the NACE Codes C26 and C27 and therefore appears to be applicable to the majority of AT&S products.

Capital and operating expenditures (CapEx & OpEx)

In accordance with Sections 1.1.2.2 and 1.1.3.2 of the Delegated Act (EU) 2021/2178 on Article 8, the numerator of the two performance indicators capital and operating expenditures can be divided into the categories A, B and C. Since AT&S can currently not report any taxonomy-aligned turnover, it is consequently not possible to present any capital or operating expenditures of category A. Also with regard to taxonomy eligibility, a direct allocation of capital expenditures to economic activity 3.1 is not possible.

A CapEx plan which meets the definition of category B was not drawn up under any of the two currently applicable environmental goals in the financial year 2022/23.

Regarding category C, reporting of capital and operating expenditures is limited to the capital expenditures from taxonomy-aligned activities and individual measures contributing substantially to the environmental goal "climate change mitigation", to which the following economic activities and business activities of AT&S can be allocated:

ALLOCATION OF AT&S BUSINESS ACTIVITIES TO THE ECONOMIC ACTIVITIES OF THE EU TAXONOMY

Economic activity	Description	Examples of activities of AT&S
5.1. Construction, extension and operation of water collection, treatment and supply systems	Construction, extension and operation of water collection, treatment and supply systems.	Construction of process water plants, pipeline networks, water recycling facilities and the necessary infrastructure
5.3. Construction, extension and operation of waste water collection and treatment	Construction, extension and operation of centralised waste water systems, including waste water collection (sewer network) and treatment.	Construction of wastewater treatment plants and the necessary infrastructure
5.5. Collection and transport of non-hazardous waste in source segregated fractions	Separate collection and transport of non-hazardous waste in single or comingled fractions aimed at preparing for reuse or recycling.	Transport of non-hazardous waste, maintenance of necessary infrastructure
6.5. Transport by motorbikes, passenger cars and light commercial vehicles	Purchase, financing, renting, leasing and operation of vehicles designated as category M1, N1, both falling under the scope of Regulation (EC) No 715/2007 of the European Parliament and of the Council, or L (2- and 3-wheel vehicles and quadricycles).	Leasing of company cars
7.1. Construction of new buildings	Development of building projects for residential and non-residential buildings by bringing together financial, technical and physical means to realise the building projects for later sale as well as the construction of complete residential or non-residential buildings, on own account for sale or on a fee or contract basis.	Construction of new buildings at the locations in Malaysia and Chongqing
7.2. Renovation of existing buildings	Construction and civil engineering works or preparation thereof.	Renovation of a purchased production building
7.3. Installation, maintenance and repair of energy efficient equipment	Individual renovation measures consisting in installation, maintenance or repair of energy efficiency equipment.	Installation and maintenance of cooling units, cooling towers, roof insulation, ventilation equipment
7.4. Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	Installation, maintenance and repair of charging stations for electric vehicles in buildings and parking spaces attached to buildings.	Expansion of e-charging infrastructure
7.5. Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings.	Installation of building energy management systems
7.6. Installation, maintenance and repair of renewable energy technologies	Installation, maintenance and repair of renewable energy technologies, on-site.	Solar lighting, heat exchangers
7.7. Acquisition and ownership of buildings	Buying real estate and exercising ownership of that real estate.	Purchase or rental of office and production buildings as well as accommodation for employees

The taxonomy-eligible capital and operating expenditures were recognised at the local companies based on the entries in the respective asset and expense accounts using CapEx and OpEx lists, and assigned to the above-mentioned economic activities based on the descriptions.

As capital and operating expenditures in category C can only be recognised as taxonomy-aligned if the suppliers' taxonomy alignment can be confirmed, the taxonomy-aligned proportion of AT&S's capital and operating expenditures currently amount to 0% due a lack of relevant confirmations by the respective suppliers.

Capital expenditures (CapEx) are disclosed as a part of the taxonomy-eligible or taxonomy-aligned capital expenditures (numerator) of the total capital expenditures (denominator). The denominator consists of the total capital expenditures pursuant to the requirements of section 1.1.2.1 of the Delegated Act (EU) 2021/2178 and corresponds to the additions to tangible assets, right-of use assets and intangible assets of AT&S disclosed in the consolidated financial statements for the financial year 2022/23, which can be found in notes 7 and 8 of the notes to the consolidated statement of financial position in the notes to the consolidated financial statements. The taxonomy-eligible numerator in the respective economic activities corresponds to the total amounts consolidated at Group level of the above-mentioned CapEx lists. In the financial year 2022/23, 45.1% of CapEx was classified as taxonomy-eligible compared to 17.0% in the previous year. The increase results from higher capital expenditures for buildings related to the construction of the new plant in Malaysia.

As defined in section 1.1.3.1 of the Delegated Act (EU) 2021/2178, the denominator of the operating expenditures covers all direct non-capitalised costs that relate to research and development, building renovation measures, short-term lease, maintenance and repair (see "Types of expenses" and "Research and development costs" in the notes to the consolidated statement of profit or loss, and "Property, plant and equipment" in the notes to the consolidated statement of financial position, in the notes to the consolidated financial statements). The numerator of the taxonomy-eligible operating expenses in the respective economic activities was recognised

based on expense accounts and allocated to the economic activities. 2.8% of OpEx was classified as taxonomy-eligible in the financial year 2022/23, compared with 2.3% in the previous year.

Details on the CapEx and OpEx indicators are provided at the end of the non-financial report.

Our strategic fields of action

The strategic fields of action remain unchanged: "Decarbonisation", "Circular Economy", "Decent Work" and "Sustainable Supply Chain & Business Ethics".

"Decarbonisation" is a field of action which revolves around renewable energies and energy efficiency to achieve the ambitious goals. This takes account of the importance and urgency for all stakeholders.

"Circular Economy" covers all activities that consider resource efficiency, recycling, recirculation and life cycle assessment in the areas of water, waste and waste prevention.

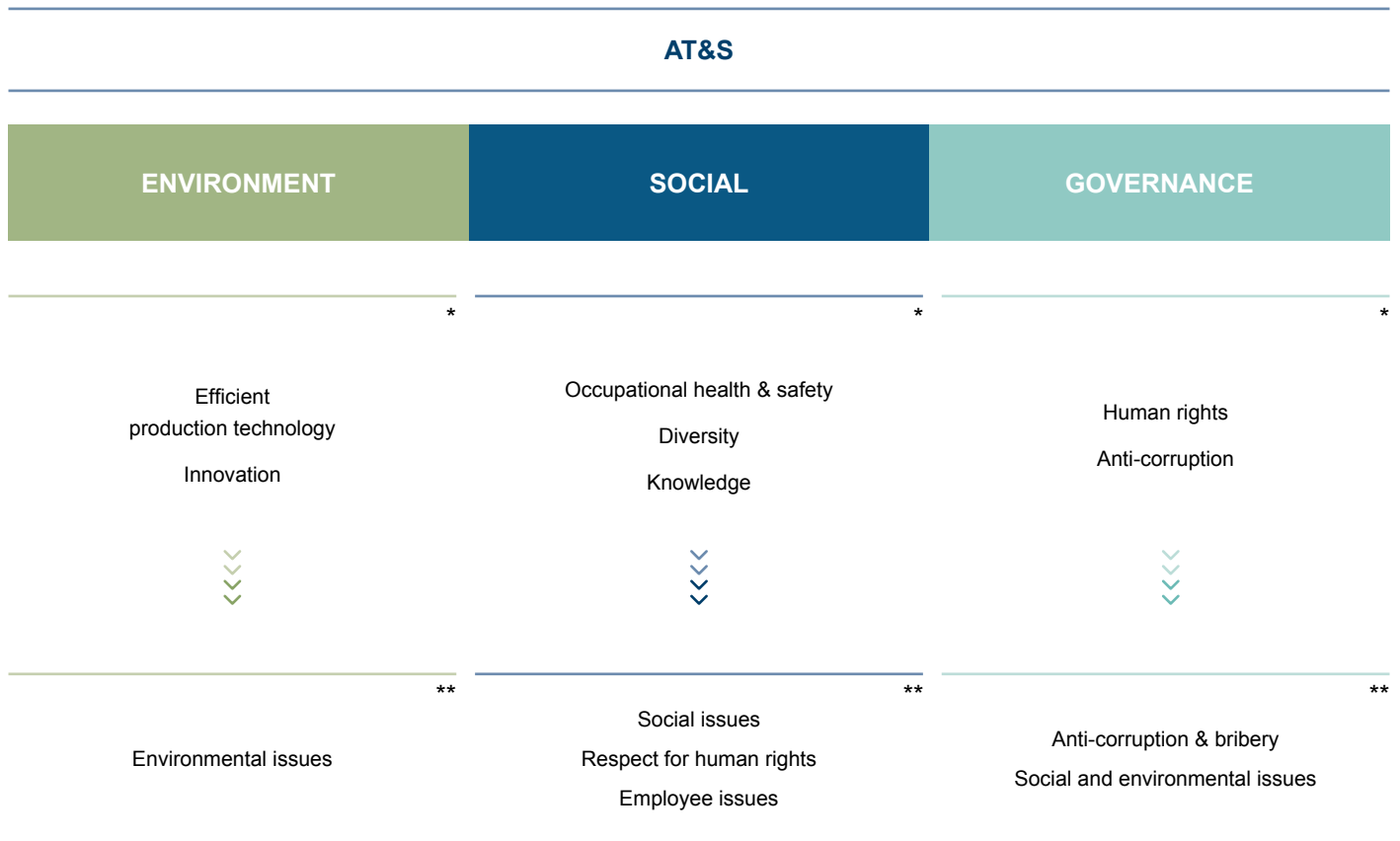
"Decent work" comprises diversity, training and education as well as occupational health and safety.

"Sustainable Supply Chain & Business Ethics" concentrates on our responsibility along the value chain and our ethical principles.

Ambitious goals were defined for every field of action, which are to be measured on the basis of specific indicators and achieved by implementing the appropriate measures. As a result, negative impacts of AT&S's business activities on the NaDiVeG issues can be minimised. The following sections provide details on the qualitative and quantitative targets, the management concepts, due diligence processes and indicators. The structure of the report is based on the strategic fields of action to which the material topics are allocated.

With this holistic and future-oriented mindset, AT&S combines the different interests of business, ecology and social development.

ALLOCATION OF TOPICS



Decarbonisation

Page 22



Decent Work

Page 34



Sustainable Supply Chain

Page 44



Circular Economy

Page 28

* Material topics
** NaDiVeG issues

DECARBONISATION

The climate crisis is one of the greatest challenges of our time and the pace of climate change is alarming. Barely anyone still denies global warming as it is also referred to. According to the Intergovernmental Council on Climate Change, the increase in temperature by one degree has already led to severe consequences for the global climate. Therefore, decarbonisation is a central component of the AT&S sustainability strategy and one of the four strategic fields of action. The material topics of “efficient production technology” and “innovation” are allocated to the field of action “Decarbonisation”. Putting all of this together, it means that we develop and industrialise sustainable production processes based on strong innovative power.

The accomplishment of our environmental and decarbonisation goals is supported by the ISO 14001 management systems, which are established at all production sites, the international standard for environmental management systems, and the ISO 9001 quality management system as well as the ISO 50001 energy management system, which is implemented at selected locations.

Our response: ambitious climate goals

We want to counter the climate crisis and have therefore set challenging decarbonisation targets. These include generating at least 80% of the energy required by the Group from renewable energy sources (including large hydroelectric power plants) by 2025. In addition, we aim to replace all fossil fuels at our own production sites worldwide (Scope 1 emissions) by 2030.

AT&S emissions targets are now “science-based”

AT&S made a commitment to the Science Based Targets initiative (SBTi) in 2021/22 to ensure that the emission reduction targets defined by the company are considered science-based and are geared towards the latest findings of climate science. Hence, Scope 2 and Scope 3 GHG emissions targets were defined in addition to the Scope 1 GHG emissions target during the financial year 2022/23 to help achieve the AT&S decarbonisation targets.

The SBTi has now come to the conclusion that AT&S’s climate targets meet the strict criteria of the Climate Protection Alliance. Consequently, it is considered scientifically substantiated that the AT&S energy strategy is based on the latest findings of climate research.

The Science Based Targets initiative is an international climate protection alliance which consists of the United Nations Global Compact (UNGC), the Carbon Disclosure Project (CDP), the World Resources Institute (WRI) and the WWF and drives ambitious climate protection measures in the private sector. Recognition by this alliance proves AT&S’s strong commitment to living up to its corporate responsibility towards society as a whole and to guaranteeing its customers ambitious sustainability standards. We regard the recognition of our energy strategy as a great acknowledgement of the work performed so far and see it as a strong incentive for its implementation in the future.

As part of the confirmed climate targets, AT&S commits to reducing Scope 1 and 2 GHG emissions by 38% in absolute terms by the financial year 2030/31 in comparison with the 2021/22 baseline. Furthermore, AT&S undertakes to reduce Scope 3 GHG emissions from purchased goods and services as well as investment goods by 48% per euro of added value within the same timeframe. The ambitious goals set by AT&S are now officially in accordance with the 1.5-degree goal and therefore constitute an important step towards safeguarding a future worth living in for generations to come.

Our energy strategy supports the ambitious goals we set

In order to achieve the ambitious targets up to the financial year 2030/31, AT&S will optimise the energy management for processes and production lines at its plants and gradually increase the share of green energy in procurement. To reduce emissions in the supply chain, AT&S will focus on further intensifying collaboration with its suppliers in the future.

The AT&S energy strategy not only focuses on decarbonisation, but pursues a holistic approach which also takes into account security of supply and energy costs. Moreover, the ambitious climate strategy also supports the goals of our customers, as their emission reduction goals are consequently easier to achieve. This creates trust and strengthens the customer relationship.

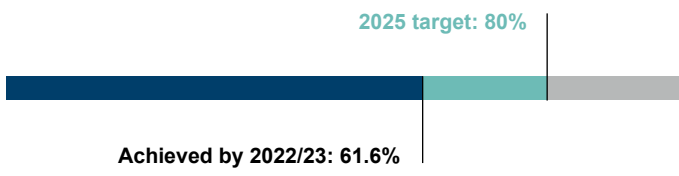
In order to attain the Group’s decarbonisation goals, the targets are broken down to the individual plants. Based on the energy consumption per plant, they are calculated from the potential of energy savings, the share of renewable energy sources and their possible applications in the respective regions.

Steadily growing share of renewable energies ...

AT&S continuously reviews the availability of renewable energy sources and possibilities to use them efficiently within the company. In doing so, AT&S strives to increase the share of renewable energy in power supply contracts, evaluating the possibilities to conclude so-called “Power Purchase Agreements”. These are long-term agreements concluded between AT&S and producers of renewable energies for the respective local AT&S plant.

The steadily growing share of renewable energy demonstrates AT&S’s efforts to convert to sustainable energy sources. In the financial year 2022/23, this share amounted to 61.6%, thus exceeding the prior-year level of 55.7%. Nevertheless, the availability of electricity from regenerative energy sources cannot be taken for granted, especially in the Asian region. Therefore, accomplishing our energy goals is, and will remain, a challenge we have to confront with the future in mind.

SHARE OF RENEWABLE ENERGIES



... and continuous efficiency improvement

Given globally rising energy prices and growing resource shortages, increased renewable energy purchases and efficient energy management at the process and plant levels are part of the holistic approach of our target attainment strategy. Based on this approach, resources can be used sparingly, while at the same time reducing total energy requirements and CO₂ emissions.

Savings resulting from energy efficiency measures amounted to 30.6 GWh or 13.7 kt CO₂ across the Group in the financial year 2022/23. A large part of the savings resulted from enhancing and expanding heat recovery systems. In the previous year, savings totalled 8.9 GWh or 3.1 kt CO₂. Overall, annual savings of 90.6 GWh resulting from the measures implemented since the financial year 2017/18 can be reported.

In 2022/23, relative energy consumption was reduced by 15.1% compared to the previous year due to a combination of efficiency measures and a positive business development. Absolute energy consumption only increased by 0.5% year-on-year, thus remaining relatively constant. Nonetheless, energy expenses were up €22.7 million because of rising and currently very volatile energy prices. Expenses for energy are presented in the notes to the consolidated statement of profit or loss in the notes to the consolidated financial statements.

ENERGY SAVINGS

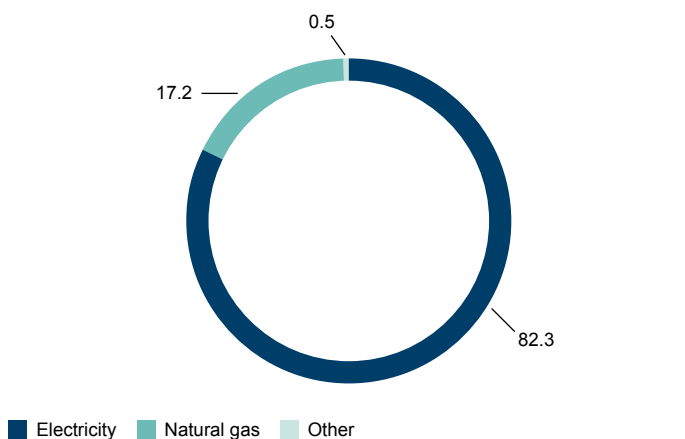
30.6 GWh

(Previous year: 8.9 GWh)

The relative indicators refer to the gross value added (GVA), which is based on EBIT plus depreciation/amortisation and wage and salary expenses. The sales support companies as well as Kulim are not included in the reporting of the environmental and occupational health and safety indicators (with the exception of Scope 3 emissions). The plant in Malaysia is still under construction, and the sales companies are negligible in comparison with the production sites.

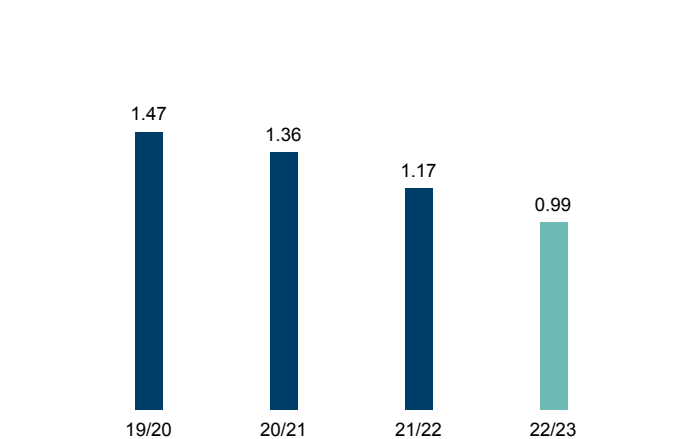
ENERGY CONSUMPTION BY ENERGY SOURCE

in %



RELATIVE ENERGY CONSUMPTION

in kWh per € GVA



ENERGY CONSUMPTION

	Absolute energy consumption (in GWh)			Relative energy consumption (in kWh per € GVA)		
	2022/23	2021/22	Change	2022/23	2021/22	Change
Mobile Devices & Substrates segment	707.4	703.2	0.6%	1.01	1.31	(23.2%)
Automotive, Industrial, Medical segment & Others	175.8	175.7	0.1%	0.95	0.82	15.5%
Total Group	883.2	879.0	0.5%	0.99	1.17	(15.1%)
thereof attributable to parent company	79.9	79.6	0.4%	0.65	0.55	19.0%

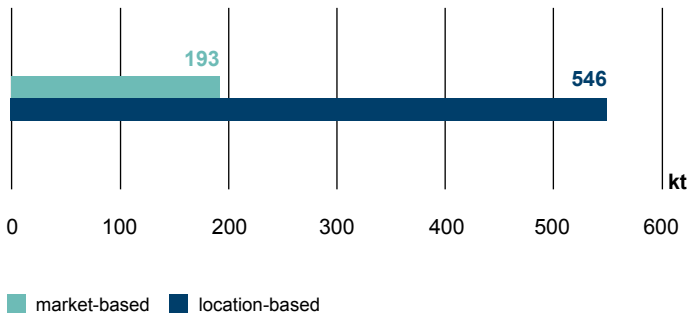
Our emissions in detail

Emissions are reported in accordance with the Greenhouse Gas (GHG) Protocol, which distinguishes between three categories: Scope 1, Scope 2 and Scope 3. Scope 1 comprises direct emissions of climate-damaging gases in the company, which are, for example, generated in the combustion of natural gas at the AT&S locations. Scope 2 refers to indirect emissions, which are released by energy suppliers. At AT&S, this is mainly related to emissions from purchasing electricity. In addition, all indirect emissions created along a company's value chain are summarised under Scope 3.

Since the financial year 2021/22, both location-based and market-based Scope 2 emissions have been reported. Market-based emissions, which consider the supplier-specific energy mix, amounted to 193 kt CO₂ in the financial year 2022/23.

In contrast, location-based emissions totalled 546 kt CO₂. This immense difference clearly shows the impact that the high share of purchased renewable electricity has on actual CO₂ emissions. The achievement of the science-based targets is measured using market-based emissions. Compared to the 2021/22 baseline, the absolute Scope 1 and Scope 2 GHG emissions have already been reduced by 13.9%. Due to the positive business development, this results in an even more significant year-on-year decline in relative emissions by 27.3%. The calculation of emissions is based on the conversion factors of the Environment Agency Austria, the ecoinvent database version 3 and EXIOBASE 3. All CO₂-related figures are CO₂ equivalents.

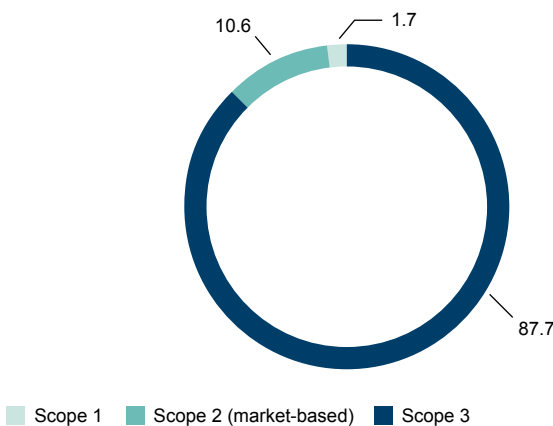
**MARKET-BASED VS. LOCATION-BASED
SCOPE 2 EMISSIONS**



Electricity is the main energy source of AT&S. Consequently, the share of Scope 2 emissions is significantly higher than that of Scope 1. However, at 87.7%, Scope 3 emissions account for the largest share. Categories 1 “Purchased goods and

**SPLIT OF CARBON FOOTPRINT
BY SCOPE**

in %

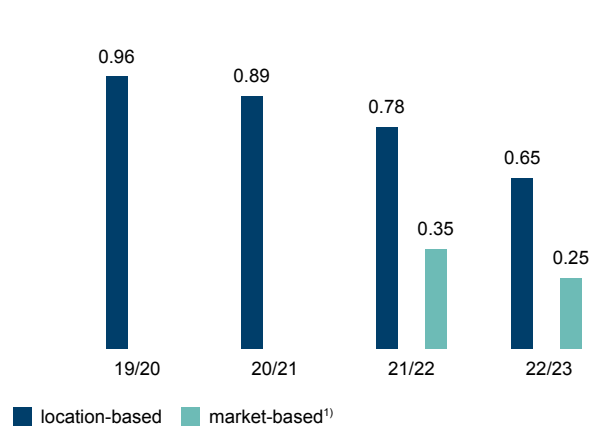


services” and 2 “Capital goods” were identified as the main influences in this area; therefore, these two categories are also reflected in the newly set science-based target. Compared with the previous year, emissions from capital goods increased due to the establishment of the plant in Malaysia; in contrast, emissions from materials purchased declined due to lower purchasing volumes. Emissions in the two categories in relation to gross value added decreased by 17.8% in the financial year 2022/23 compared to the baseline due to the positive business development.

In addition to the above-mentioned categories 1 and 2, the total of the reported Scope 3 emissions in the table “Carbon footprint (Scope 3)” takes into account the shipping of products to customers, fuel- and energy-related emissions, air travel by AT&S employees as well as CO₂ emissions resulting from the commuting practices of employees. Since categories 1 and 2 are responsible for the majority of Scope 3 emissions, a decrease of 15.7% can also be seen in the total relative Scope 3 footprint.

**RELATIVE CARBON FOOTPRINT
(SCOPE 1 & 2)**

in kg CO₂ per € GVA



¹⁾ Market-based Scope 2 emissions have been reported since the financial year 2021/22.

GREENHOUSE GAS EMISSIONS 2022/23

Total greenhouse gas emissions >>>> **1,823 kt**

Scope 1

Direct emissions



Diesel



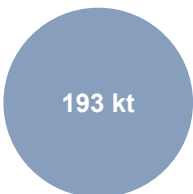
Natural gas



Oil

Scope 2

Indirect emissions through
purchased energy



Purchased electricity
(market-based)



Purchased steam
(market-based)

Scope 3

Indirect emissions within
the value chain



Air travel
of employees



Commuting practices
of employees



Purchased goods
and services



Capital goods



Shipping of products
to customers



Fuel and energy-related
emissions

CARBON FOOTPRINT (SCOPE 1 & 2, MARKET-BASED)

	Absolute carbon footprint (Scope 1 & 2) (in kt CO ₂)			Relative carbon footprint (Scope 1 & 2) (in kg CO ₂ per € GVA)		
	2022/23	2021/22	Change	2022/23	2021/22	Change
Mobile Devices & Substrates segment	207.9	225.6	(7.9%)	0.30	0.42	(29.7%)
Automotive, Industrial, Medical segment & Others	15.6	34.1	(54.3%)	0.08	0.16	(47.2%)
Total Group	223.5	259.7	(13.9%)	0.25	0.35	(27.3%)
thereof attributable to parent company	2.1	2.1	(3.3%)	0.02	0.01	14.6%

CARBON FOOTPRINT (SCOPE 3)

	Absolute carbon footprint (Scope 3) (in kt CO ₂)			Relative carbon footprint (Scope 3) (in kg CO ₂ per € GVA)		
	2022/23	2021/22	Change	2022/23	2021/22	Change
Mobile Devices & Substrates segment	1,417.0	1,431.6	(1.0%)	2.02	2.67	(24.5%)
Automotive, Industrial, Medical segment & Others	182.1	172.0	5.9%	0.98	0.80	22.2%
Total Group	1,599.2	1,603.6	(0.3%)	1.80	2.14	(15.7%)
thereof attributable to parent company	90.7	76.6	18.4%	0.74	0.53	40.3%

AT&S is expanding, sustainably

The company relies on a highly efficient energy concept to reduce energy consumption in the construction of the new research development centre in Leoben and the new production site in Kulim, Malaysia. Thanks to efficiency measures, saving part of the calculated energy consumption will be possible in both buildings in the future. The concept comprises perfected hot water systems, optimised electricity consumption in the utilities and a highly efficient humidification system. The buildings are heated using heat recovery systems, reducing natural gas consumption at the same time.

In addition, sustainable heating and cooling systems are installed both in the office building and the shop floor areas. Production machinery is equipped with optimised controls for heating and cooling, highly efficient motors, heat insulation and frequency-controlled drives. The new office building also features a state-of-the-art ventilation system.

The prefabricated concrete components act as heat accumulators; through concrete core activation, heat can be given off to the building or absorbed for cooling.

Collaboration with suppliers – a recipe for success

Lowering the energy consumption of selected machines is an integral part of the energy strategy. In the financial year 2021/22, a cooperation project was launched with a key machinery supplier to reduce the energy consumption of a pilot plant. Special software was used to measure the exact energy consumption of the machines, leading not only to a better understanding of module consumption but also to energy savings of 15% of the pilot plant's total consumption due to the development and implementation of measures.

In the future, AT&S will step up its collaboration with its suppliers even further to reduce emissions in the supply chain and will initiate a transfer of knowledge in this context.

CIRCULAR ECONOMY

The transformation from linear production patterns to closed cycles allows decoupling of economic growth from material resource input. AT&S follows this approach and thus conforms to the Circular Economy Action Plan of the European Green Deal.

With the strategic field of action “Circular Economy”, AT&S focuses on reducing resource consumption, regenerating the earth’s biological capacities and preventing waste along the entire value chain. Circularity and recycling are regarded as opportunities to make a corporate contribution to the conservation of natural resources while at the same time increasing economic profitability.

All measures in the areas of water, waste prevention and recycling, i.e. including life cycle assessment and recycling projects that embrace resource efficiency through technological know-how, are part of the strategic field of action “Circular Economy”. Therefore, the material topics “efficient production technology” and “innovation” are allocated to both this strategic field of action and to “Decarbonisation”.

The commitment to sustainable innovation is perfectly in accordance with the strategic orientation of AT&S. We continuously strive to improve our environmental footprint in all areas, whether it is demand for resources, CO₂ emissions or waste reduction.

Conscious use of water

Water is a central resource in manufacturing AT&S’s high-end interconnect solutions, which involves numerous wet chemical and partly resource-intensive processes. Because of that and in order to keep an eye on the conflicting goals of minimising water consumption while at the same time saving energy, the AT&S water strategy was initiated in the financial year 2019/20. This strategy addresses a sustainable water policy with the goal to reduce water consumption and to optimally recycle withdrawn water.

In view of the current expansion projects in Malaysia and Leoben, the focus was on water efficiency planning for the new production sites in the financial year 2022/23. One central issue in this process is the reduction of water consumption compared to standard operations for the new plants in Kulim and the new R&D centre in Leoben. The efficiency projects are designed to reduce the R&D centre’s water consumption by up to 30% in the future. The planned measures, for example electro-deionisation instead of ion exchangers, water recycling systems as well as efficiency projects, are in the process of being implemented.

AT&S systematically recycles used water, aiming to optimise water consumption this way. For example, water can be used multiple times in the production area, in biofilter systems and cooling towers. The wastewater generated is treated in biological and chemical-physical wastewater treatment facilities.

WATER CONSUMPTION

	Absolute water consumption (in m ³ million)			Relative water consumption (in litres per € GVA)		
	2022/23	2021/22	Change	2022/23	2021/22	Change
Mobile Devices & Substrates segment	7.41	7.24	2.3%	10.57	13.53	(21.9%)
Automotive, Industrial, Medical segment & Others	0.53	0.62	(14.0%)	2.86	2.89	(0.8%)
Total Group	7.95	7.86	1.1%	8.95	10.48	(14.6%)
thereof attributable to parent company	0.21	0.21	(0.7%)	1.70	1.44	17.7%

The processing, treatment and recycling of water are measures to support sustainable use of water. As water scarcity is steadily increasing, intelligent water management is continuously gaining in importance.

Sparing use of water, above all in high-risk regions

AT&S sites located in high-risk regions according to the Aqueduct Water Risk Tool of the World Resources Institute (WRI) due to their geographical location are subject to strict water recycling rates. AT&S is aware of the responsibility for sustainable water management and advocates increasing these rates continuously. In the financial year 2022/23, the water recycling rates amounted to 51% at the Nanjangud site, 23% at the Shanghai plant and 8% in Chongqing.

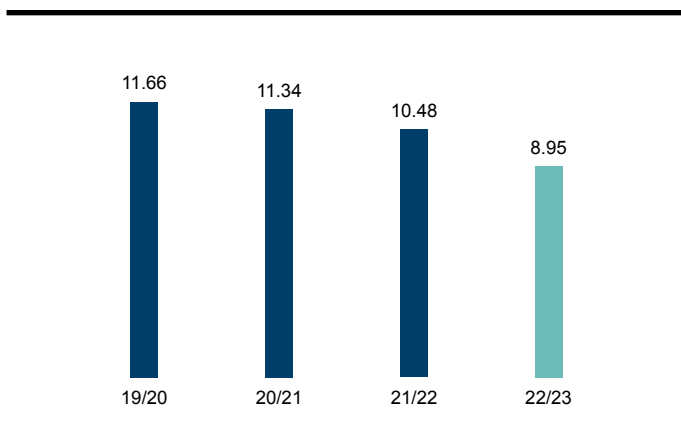
Relative water consumption was reduced to 8.95 litres per euro of gross value added in the financial year 2022/23, and thus by 14.6% compared with the previous year, while absolute consumption rose by 1.1%.

New wastewater treatment facility in Nanjangud

In Nanjangud, a project for a new wastewater treatment plant for thiourea (CH₄N₂S) was launched in 2022/23. The wastewater treatment plant was built with the technical support of an external partner. The aim of installing this recycling system is to limit thiourea salinity in the wastewater and to reduce fresh water withdrawal.

RELATIVE WATER CONSUMPTION

in litres per € GVA



Copper recycling at a high purity level

Copper is of essential importance to the entire manufacturing process of AT&S's high-end products and is one of the key components in printed circuit board and substrate production. In the financial year 2022/23, the copper purchasing volume totalled 3,470 tonnes.

AT&S continuously evaluates technical options to use secondary raw materials in production. The copper recycling project initiated in Leoben in the financial year 2019/20 is a showcase project in this context.

With the implementation of this new, internally developed wastewater treatment process, AT&S sets a new standard for sustainable resource management and recycling practices in the electronics industry: a unique copper recycling system developed by AT&S to recover pure copper and reusable chemicals from waste. This state-of-the-art recycling system reduces CO₂ emissions and minimises the need for additional water.

Copper-containing wastewater is generated in a variety of manufacturing processes such as etching and electroplating and is treated in a physical-chemical process in an in-house wastewater treatment plant. Using different chemicals, a copper-containing sludge is produced from the material flows. In a linear material flow system, the copper-containing sludge is disposed of externally, and reusable materials are introduced to a new cycle or landfilled. The new circular concept increases raw material efficiency: acids and other chemicals are recovered from the production processes, or their use is reduced. At the same time, the waste generated, most of which is classified as hazardous waste, is minimised. The project thus supports our goal to employ valuable raw materials efficiently, or to recirculate them, in multiple ways in order to uncouple our growth from resource input.

After a development phase of nearly three years, the copper recycling project team was fully dedicated to implementing the project in the financial year 2022/23. Thanks to in-house collaboration across departments, the cooperation with external partners and the joint research activities with the University of Leoben, the project was successfully completed. Construction of the recycling centre was completed in the financial year 2022/23 and the installation of the facilities started immediately afterwards.

COPPER RECYCLING

ACIDS

Sulphuric acid 50%,
hydrochloric acid 30%, ferric chloride



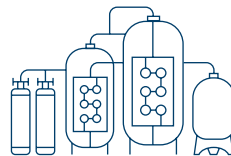
COPPER SHEETS



SEPARATION AND COLLECTION

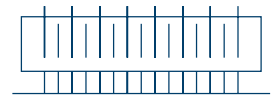
of wastewater fractions rich
in heavy metals

CHEMICAL RECOVERY



RECOVERY OF COPPER

using electrolysis



TREATED WASTEWATER

with discharged quality

The most important milestone was the commissioning of the electrolysis system, which is currently in the ramp-up phase and will reach full capacity in the coming months.

Even now, copper concentrate from the production machines is no longer discarded. Around 200 kilograms of copper per day, with a purity level of 99.98%, can be recovered through the facility. The chemical recirculation for hydrochloric acid is in the final phase of establishment, while sulphuric acid and ferric chloride can already be fully recycled to existing processes. AT&S will save additional quantities of copper and hydrochloric acid at the Leoben site as a result of the installation of the facility. Furthermore, the purchase of wastewater treatment chemicals can be reduced by 50%, CO₂ emissions can be cut as shipping routes are eliminated and operational safety can be increased significantly.

AT&S is currently reviewing options to roll out the recycling concept to its substrate plants and thus also apply the process at other locations.

Life cycle assessment of the copper recycling process

Applying ISO 14044, both the copper recycling process and the conventional wastewater treatment process were assessed for their material and energy flows in the financial year 2021/22. The categories examined included: abiotic depletion potential (ADP), global warming potential (GWP), human toxicity potential (HTP), photochemical ozone creation potential (POCP), acidification potential (AP) and eutrophication

potential (EP). The life cycle assessment, based on which all relevant material, process and energy flows were mapped, was iteratively improved in the financial year 2022/23. As a result, emissions generated by the pyrometallurgical use of the copper sludge are now part of the life cycle assessment. The inclusion of emissions resulting from external further processing and neutralisation of copper chloride, as well as potential hydrochloric acid savings and the resulting caustic soda savings were also incorporated in the model. Based on the results of the revised model, optimisations were implemented directly on the facility, thus reducing hydrochloric acid consumption and returning the hydrochloric acid gained to the process.

Life cycle assessment at product level demanded

Business partners and legislators increasingly attach importance to the environmental impact of purchased products as well as comprehensive life cycle assessments. Customer enquiries increasingly concentrate on the environmental effects generated along the entire manufacturing and supply chain and in the production of goods. Appropriate documentation, transparency and evaluation are demanded. The raw materials and precursors employed, from which the environmental impact throughout the life cycle can be calculated, are examined under the heading of resource efficiency. In line with circular economy, the focus is on recyclability and degradability as well as the identification and derivation of optimisation options within our own processes.

WASTE AMOUNT

	Absolute waste amount (in kt)			Relative waste amount (in kg per € GVA)		
	2022/23	2021/22	Change	2022/23	2021/22	Change
Hazardous waste	46.2	50.8	(9.0%)	0.052	0.068	(23.1%)
Non-hazardous waste	11.2	11.9	(6.3%)	0.013	0.016	(20.8%)
Total waste amount	57.4	62.7	(8.5%)	0.065	0.084	(22.7%)
Mobile Devices & Substrates segment	34.0	38.8	(12.5%)	0.048	0.072	(33.2%)
Automotive, Industrial, Medical segment & Others	23.4	23.9	(2.1%)	0.126	0.111	13.0%
Total Group	57.4	62.7	(8.5%)	0.065	0.084	(22.7%)
thereof attributable to parent company	5.2	6.0	(13.4%)	0.043	0.042	2.6%

For several years, AT&S has undertaken significant efforts to prepare life cycle assessments for its product range. AT&S aims to establish a life cycle assessment at the product level in order to be able to calculate the ecological footprint of specific printed circuit boards. In this connection, all ecological effects on people and the environment are studied and data of all materials, ingredients and manufacturing processes throughout AT&S’s scope of influence are determined. The result is a holistic view of the ecological impact and the environmental footprint of AT&S printed circuit boards rather than an isolated view or individual factors.

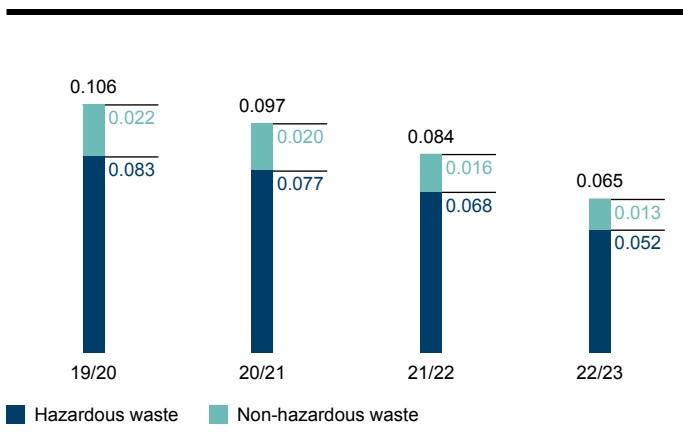
In the financial year 2022/23, the focus was on the exchange of information with suppliers in order to improve data quality regarding Scope 3 emissions and to gain a profound understanding within the supply chain.

Moreover, the consumption data of important facilities were collected and analysed, and the methodology and factors of the basic material data were adjusted.

The requirements regarding the life cycle assessment process are continuously evaluated and adjusted as necessary. After the successful installation and implementation at the Leoben site, the roll-out of the process to other locations is being assessed.

RELATIVE WASTE AMOUNT

in kg per € GVA



Less waste, more value added

Sustainably managed waste flows and preventing waste in the first place are among the central elements of the AT&S sustainability strategy.

In the financial year 2022/23, the relative volume of waste was reduced by 22.7%, while the absolute waste amount also declined by 8.5% year-on-year. As in the previous year, the share of hazardous waste remained at a constant level. In the future, this share is to be steadily reduced by focusing on the copper recycling project and evaluating other metal recycling options.

Conscious use of key materials

In addition to electricity and water, valuable raw materials and other materials are also required for manufacturing AT&S products. These include gold, palladium, copper, laminates and chemicals. The volume purchased decreased for all of these key materials in the financial year 2022/23 compared with the previous year. This development is attributable to more efficient material usage and a changed product mix. The chemicals purchased are broken down transparently using GHS classification.

As a supplier of central electronic components, AT&S observes all aspects of dealing responsibly with resources. This includes compliance with EU Regulation 1907/2006 REACH (Registration, evaluation, authorisation and restriction of chemicals) for all products, and with the RoHS Regulation of the EU, which governs putting hazardous materials in electronic devices and electronic components on the market. In addition, AT&S meets the requirements of EU Regulation 2019/1021 on Persistent Organic Pollutants (EU POP Regulation) and avoids the use of ozone depleting substances in accordance with the Montreal Protocol. In addition, the company meets all legal requirements of lists of substances, not only within the EU but also in Asia and in all other regions in which AT&S operates. The list of substances to regulate environmentally harmful substances in accordance with the REACH Regulation can be viewed on our website along with our general terms and conditions and the AT&S Supplier Code of Conduct.

PURCHASE OF SIGNIFICANT MATERIALS

Total Group	Unit	2022/23	2021/22	Change
Gold	kg	437	569	(23.2%)
Palladium	kg	268	325	(17.5%)
Copper	t	3,470	4,253	(18.4%)
Laminate	million m ²	10.9	14.6	(25.1%)
Chemicals	thousand t	167.9	191.1	(12.2%)

PURCHASE OF SIGNIFICANT MATERIALS

attributable to parent company	Unit	2022/23	2021/22	Change
Gold	kg	55	69	(19.4%)
Palladium	kg	14	13	2.7%
Copper	t	331	381	(13.1%)
Laminate	million m ²	0.8	1.4	(44.7%)
Chemicals	thousand t	11.0	10.9	1.4%

CLASSIFICATION OF CHEMICALS PURCHASED

in %		2022/23 ¹⁾	2021/22 ¹⁾	Change
Explosive	GHS01	–	–	n.a.
Flammable	GHS02	0.22	0.19	12.9%
Oxidising	GHS03	7.17	2.17	231.2%
Compressed gas	GHS04	1.84	1.41	29.8%
Corrosive	GHS05	73.41	72.50	1.3%
Toxic	GHS06	0.58	0.60	(3.0%)
Irritant	GHS07	29.28	28.41	3.0%
Health hazard	GHS08	4.78	4.69	1.8%
Environmental hazard	GHS09	2.01	2.05	(2.1%)
Non-hazardous	–	19.49	21.01	(7.2%)

¹⁾ Since one chemical can be included in several hazardous substance categories, the total of all categories is greater than 100%.

Sustainability needs innovation

Preventing or reducing waste as well as recycling and closed-loop systems are examples demonstrating that, in addition to efficiency and effectiveness, innovative approaches play an increasingly important role. This is why AT&S focuses on strong innovative power when it comes to industrialising leading-edge technologies. This is also reflected in the construction of the

new R&D centre in Leoben, where the company is stepping up investments in its innovative strength.

The share of employees in the research and development departments and engineering teams amounted to an average of 14.3% in the financial year 2022/23, an increase of 3.1% compared to the previous year.

AT&S InnoWorld – Creativity competitions produce tangible results

The AT&S InnoWorld platform, a multifaceted innovation platform for the entire AT&S workforce launched another major challenge in the financial year 2022/23. Data-driven solutions for all areas, whether for production, energy supply or waste disposal, were at the centre of the DATATHON Idea Challenge.

The challenge called for innovative solutions to enable AT&S to use data to simplify processes and enhance productivity.

“Today”, “Tomorrow” and “Future” – the AT&S Innovation Award

AT&S values its employees' creativity, and the Innovation Award is met with great enthusiasm at AT&S. The focus is on innovative projects that stand out from standard undertakings through ingenuity and perseverance. At the same time, the award is intended to recognise employees who are particularly passionate about their project work, thus fostering motivation for developing and implementing new project ideas.

In the financial year 2022/23, the focus of the award was expanded with the introduction of three new categories: “Today”, “Tomorrow” and “Future”. As the “Most Sustainable” awards were also presented again, there were four opportunities to win this year. The jury, which consists of AT&S specialists from different areas, chose the winners in the different categories, among them the “Export Packaging Weight Reduction” project from Nanjangud in the “Most Sustainable” category. The idea to reduce export freight by lowering total weight contributes to reducing the ecological footprint in the area of Scope 3 emissions.

DECENT WORK

Our employees are one of our key success factors. Every single one of them contributes to the company's ambitious growth strategy and targeted development through their commitment and know-how. Sustainable economic success, founded on motivated, capable employees, requires a safe and inclusive working environment in which everyone can fully develop their abilities.

The section “Decent Work” comprises all activities related to social sustainability, including the material topics of “diversity”, “knowledge” and “health & safety at work”. The equally material topics of “human rights” and “anti-corruption” and the related

due diligence processes and indicators are covered in the section “Sustainable Supply Chain & Business Ethics”.

AT&S employed 14,687 persons at the end of the financial year 2022/23. This corresponds to an increase of 2.9% compared to the previous year. The company's growth strategy led to an increase in the number of employees at both the new location in Malaysia and at the Leoben plant, whereas the Shanghai plant recorded a decline in the number of employees due to efficiency programmes. The share of contract workers amounted to 2.7% at the end of the financial year, compared with 3.0% in the previous year.

Employees are remunerated at market conditions and in accordance with the applicable laws; in Austria employees are paid 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), the employees' personal performance and, since the financial year 2021/22, the share of renewable energy.

The ratio of personnel costs to revenue was 23.4% in the financial year 2022/23, up 0.4% on the previous year. Details are provided in the notes to the consolidated statement of profit or loss in the notes to the consolidated financial statements.

With an attrition rate of 17.7% in the financial year 2022/23, an increase of 1.4 percentage points was recorded in this area. Nevertheless, over multiple years this value is within the average, as the rate was particularly low in the previous years due to the pandemic. Attrition is generally higher at the Chinese locations, which is typical of the country's dynamic labour market. Since the attrition rate is also an indicator of employee satisfaction and motivation, AT&S strives to keep it as low as possible.

Inclusion in all areas

AT&S is aware of the potential of diverse teams. Diversity means innovative capability and creativity. It is important to us to offer employees the same opportunities in terms of development, career and work-life balance regardless of their gender or sexual orientation, age, origin, nationality, ideology or religion as well as physical or mental disability. This clear commitment to promoting diversity in all areas of the company is also communicated on the AT&S website.

HEADCOUNT (AT YEAR-END)

in heads		2022/23			2021/22		
		Male	Female	Total	Male	Female	Total
Category	White collar	4,129	1,437	5,566	3,526	1,162	4,688
	Blue collar	5,507	3,614	9,121	5,756	3,825	9,581
Region	Europe & USA	1,285	920	2,205	1,181	851	2,032
	Asia	8,351	4,131	12,482	8,101	4,136	12,237
Segment	Mobile Devices & Substrates	6,802	3,923	10,725	6,633	3,943	10,576
	Automotive, Industrial, Medical	2,518	933	3,452	2,410	901	3,311
	Others	316	195	511	239	143	382
Type of employment ¹⁾	Full-time	9,572	4,831	14,403	9,239	4,756	13,995
	Part-time	56	190	246	38	203	241
	Non-guaranteed hours employees	0	0	0	0	0	0
Total Group		9,636	5,051	14,687	9,282	4,987	14,269
thereof attributable to parent company		1,257	893	2,150	1,150	824	1,974

¹⁾ excl. inactive employees, e.g. parental or educational leave; all employees in the "Asia" region are full-time employees.

ATTRITION RATE

in % ¹⁾	2022/23	2021/22	Change
Mobile Devices & Substrates segment	20.2	18.9	6.8%
Automotive, Industrial, Medical segment	10.4	9.1	14.1%
Others	8.4	8.1	3.7%
Total Group	17.7	16.3	8.6%
thereof attributable to parent company	10.8	9.9	8.8%

¹⁾ Terminations of contracts by employees compared to average headcount (incl. inactive employees, excl. internships, excl. employees of sales companies).

Overall, the company employed people of 68 nationalities in the financial year 2022/23. Every single person is unique: AT&S underlined this statement by signing the Diversity Charter in the financial year 2020/21. With this commitment, the company underscores its policy of zero tolerance of any form of discrimination and supports a working environment free of prejudice.

The Leoben site has a long-standing partnership with Café Beniva, a seminar centre that aims to enable people with Down syndrome to lead a self-determined life by promoting their skills, which they apply in their job.

Since the financial year 2021/22 AT&S has increased the use of inclusive language. In German texts, the style of using a colon to make the female population, as well as all people who feel more comfortable with non-binary identities, more visible is applied.

All job advertisements in Europe use inclusive wording (m/f/d) and address all genders. All qualifications being equal, preference will be given to the underrepresented gender when positions are advertised.

Aiming to overcome barriers of any kind, AT&S takes various initiatives and offers intercultural and language courses in German, English and Mandarin, among other things. This helps overcome language barriers, while at the same time addressing cultural differences. Since the financial year 2022/23, Speexx – a digital platform for language training and business coaching – has been a partner of AT&S, thus further extending the range of language courses offered for employees.

To enable its employees to optimally reconcile different aspects such as work, job, spare time and family, the company offers more than 100 different working hour models at its Austrian locations.

At 31 March 2023, AT&S employed 41 people with a disability worldwide, 83% of them in Austria. In the previous year, 45 persons with a disability were employed, 82% of them at locations in Austria.

Intercultural workshops for respect, tolerance and integration

The AT&S “Interculturality and Diversity” workshops focus on getting to know and understanding different cultures. These workshops are held at the Leoben site in cooperation with the anti-discrimination office of Styria and the Austrian Integration Fund and address interesting facts about mechanisms of discrimination, the effects of prejudices and strategies to prevent discrimination as well as dealing correctly with discriminating statements and behaviours.

Furthermore, three workshops on the topics of culinary cuisine, leisure activities in the vicinity of AT&S Leoben and in Styria, as well as Austrian traditions and festivities were held. With the support of the external language school Ideum, a centre of the Austrian Integration Fund, especially international employees working for the expansion project were invited to give them an opportunity to become familiar with Austrian culture.

DIVERSITY OF EMPLOYEES (AT YEAR-END)

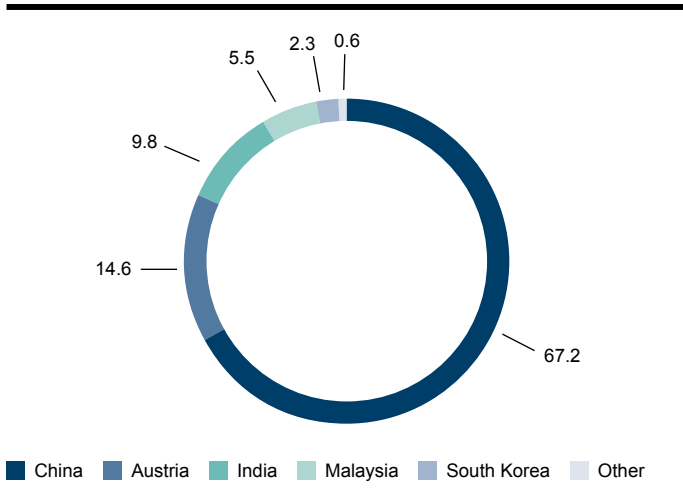
in %, total Group		2022/23		2021/22	
		White collar	Blue collar	White collar	Blue collar
Gender	Female	25.8	39.6	24.8	39.9
	Male	74.2	60.4	75.2	60.1
Age group	<30 years	31.1	36.7	34.4	42.1
	30–50 years	62.0	58.5	58.4	53.6
	>50 years	6.9	4.8	7.1	4.3

DIVERSITY OF EMPLOYEES (AT YEAR-END)

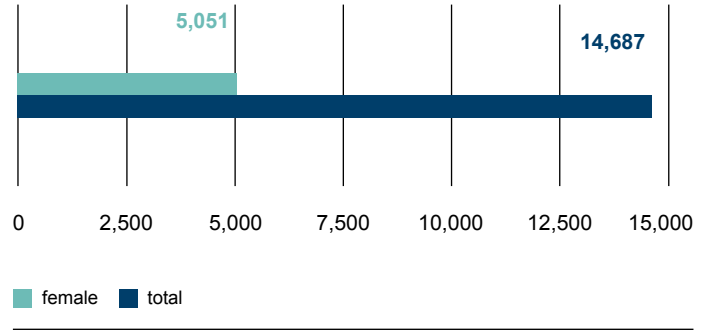
in %, parent company		2022/23		2021/22	
		White collar	Blue collar	White collar	Blue collar
Gender	Female	35.5	49.4	34.1	48.6
	Male	64.5	50.6	65.9	51.4
Age group	<30 years	25.8	27.7	25.8	30.3
	30–50 years	56.1	41.6	52.1	41.7
	>50 years	18.0	30.7	22.1	28.0

TOTAL EMPLOYEES PROPORTIONALLY REPRESENTED IN THE FOLLOWING COUNTRIES

in %

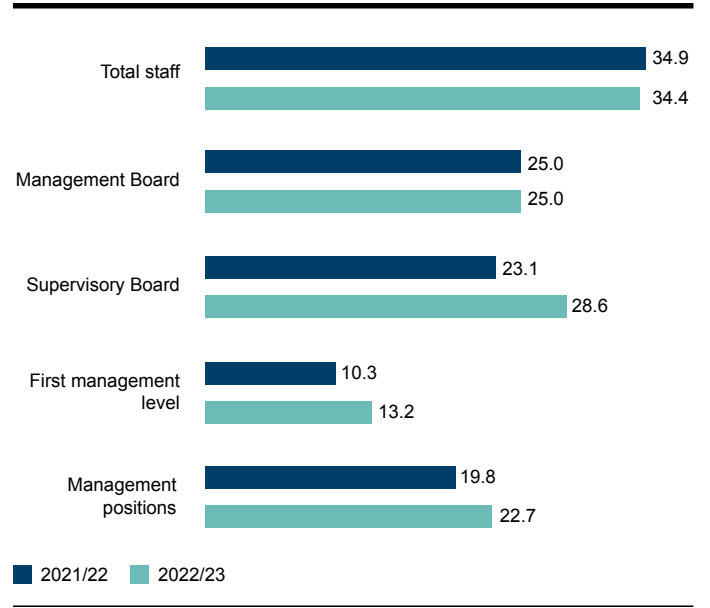


TOTAL NUMBER OF EMPLOYEES



SHARE OF WOMEN IN STAFF AND IN THE GOVERNING BODIES

in %



68

NATIONALITIES

in the workforce

AVERAGE AGE

Average age of all employees	34
Average age by country	
China	33
Austria	39
India	34
South Korea	38
Malaysia	35

As of 31 March 2023

AT&S strives to support the integration of all colleagues in Austria to the best of its abilities by promoting exchanges of experience and mutual inspiration of employees from different countries.

Women at AT&S

The share of women at AT&S amounted to 34.4% at the end of the financial year 2022/23, a minimal decline compared with 34.9% in the previous year. At the first management level, i.e. in the direct reporting line to the Management Board of the AT&S Group, the share of women increased from 10.3% to 13.2%. The share of management positions held by female employees was also up 14.9% compared with the previous year and now amounts to 22.7%.

The average length of service was 5.9 years compared with 5.5 years in the previous year. The average age also rose slightly from 33.4 to 34.3 years. The age spread between the youngest and the oldest employee was 55 years.

Diversity in the governing bodies

When filling Supervisory Board mandates, the company aims to have at least 30% women and 30% men on the board in accordance with Section 86 para. 7 of the Austrian Stock Corporation Act (AktG). The age spread between the youngest and the oldest member should be at least 25 years. 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 sustainability management.

At the end of the financial year 2022/23, the share of women on the Supervisory Board as a whole amounted to 29% and to 33% among shareholder representatives. The share of women on the Management Board was 25%. Due to expansion of the Management Board to include CTO Peter Griehsnig as of 1 April 2023, this share has decreased to 20% in the financial year 2023/24. For further information regarding age and gender of governing bodies, please refer to the Corporate Governance Report.

Personal and professional development for a fair future

To enable AT&S to continue its growth in the future, experts who drive structured and sustainable improvements are needed. AT&S attaches great importance to personal

development and training and follows employees' needs for continuous education and gaining international experience. The management is convinced that knowledge shapes the future and every single employee plays an important role in the development of the organisation. In line with the mission statement "We care about people", AT&S provides personal and professional development offers to create a working culture that inspires and connects people.

The Learning & Development departments at the AT&S locations offer a modern mix of in-person training with professional internal and external instructors as well as e-learning offerings. The focus is on necessary professional skills in the product area and soft skill training for leadership and communication. AT&S uses a uniform learning platform throughout the Group and cooperates with internationally renowned providers such as LinkedIn Learning and Speexx. In addition, the transfer of knowledge between experts is supported by exchange programmes between the individual locations. This exchange is particularly important for the establishment of the two new production sites in Hinterberg and Kulim.

In the financial year 2022/23, the Cyber Security Awareness campaign was initiated with the objective to build a group-wide culture of security, to sensitise employees to the importance of information and IT security and to raise awareness of this sensitive topic. Moreover, many e-learning courses on information security were developed as part of the Cyber Security Awareness campaign.

On average, every employee completed 14.2 training hours as part of online or in-person training in the financial year 2022/23. The lower average training hours compared to the previous year is attributable to an increase in online training courses aimed at an even larger target group, which can thus be conducted even more efficiently. In addition to these units, familiarisation training for new employees as well as continuous training and qualifications are conducted directly at the workplace. Along with in-house training, a total of €3.4 million was spent on external training and education measures in the financial year 2022/23. 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.

AT&S Performance Management Process

Every year between April and June, all AT&S employees undergo the process of target definition and appraisal by their manager, who assesses to what extent they met the expectations regarding results, targets and core competences for the past financial year.

The appraisals focus on the overall picture of their performance, which includes not only what was accomplished, i.e. how successfully targets were met and which results were achieved; it is also about how this was done, i.e. the skills, practices, commitment and values applied to attain the targets. The performance management process provides an opportunity for self-reflection, to exchange feedback, to formulate expectations, and for guidance.

In the financial year 2022/23, appraisal interviews were conducted with 93% of the salaried employees. In the previous year the completion rate was 95%. In addition, development interviews take place in autumn. Based on these interviews, employees' development needs are derived and have a direct influence on the set-up of future training offers. In the financial year 2022/23, these interviews were conducted with 82% of

the salaried employees, compared to 94% in the previous year. The decline during the reporting period is due to internal restructuring.

Focus on promoting young professionals

AT&S offers young people a broad range of future-proof training. The apprenticeship programme comprises apprenticeships in process technology, mechatronics, laboratory technology (chemistry, test engineering), physics, for industrial administrators, IT technology as well as mechatronics and electrical engineering at the Leoben site. At the second Austrian AT&S location in Fehring, apprenticeships are offered in laboratory technology (chemistry, test engineering), physics, mechatronics and process technology. At the end of the financial year 2022/23, the company employed 39 apprentices at the Austrian locations.

In 2022/23, the apprenticeship initiative was expanded and now enables all young talents to complete their apprenticeship with a school-leaving exam ("Matura"). A second pilot project focuses on apprenticeships and sport, whereby young athletes can now also start as apprentices at AT&S.

AVERAGE TRAINING HOURS

in hours per head	2022/23	2021/22	Change
Female	15.7	16.1	(2.8%)
Male	11.4	17.4	(34.2%)
Total	14.2	17.0	(16.1%)
White collar	24.7	23.5	4.8%
Blue collar	8.5	13.9	(39.2%)
Total	14.2	17.0	(16.1%)
thereof attributable to parent company	5.8	7.3	(20.7%)

EXPENDITURES ON EXTERNAL TRAINING

in thousand €	2022/23	2021/22	Change
Mobile Devices & Substrates segment	1,069	443	141.5%
Automotive, Industrial, Medical segment	835	462	80.6%
Others	1,512	668	126.2%
Total Group	3,415	1,573	117.1%
thereof attributable to parent company	2,322	1,106	109.9%

In addition, apprentices can enjoy bonuses for academic success, outdoor camps, excursions for apprentices, apprentice sports during working hours, the option to do an internship abroad (Erasmus+), participation in apprentice competitions, seminars for personal development and a valuable job experience in a highly competitive international work environment.

Cooperation with educational institutions and training facilities all over the world

In the financial year 2022/23, a series of events focusing on an active exchange with universities and schools was launched. In a dialogue with students, a closer look is taken at topics from the electronics industry, thus putting young talents in touch with AT&S.

This new format was kicked off with the “Feel the Pulse of Sustainability” series of events at the Graz University of Technology (TU Graz), where sustainability topics were presented in connection with the technology development in the area of electronics packaging and critically discussed with students.

The global roll-out of the format started in Malaysia. Under the motto “Feel the Pulse of the Disruptive Nature of the Exponential Technologies and the IC Substrates Role in Our Digitalised World”, industrial talks were held at five selected universities to give the students insights into the technologies and requirements of industrial enterprises. This way, more than 2,000 students were directly addressed and informed about AT&S’s technologies.

At these five Malaysian universities, letters of intent stating focus topics for future collaborations were handed over; the topics range from employer branding, internships for students and cooperation in science education to joint research projects. Universiti Sains Malaysia (USM) in Penang plays a leading role in this context. It is part of the partnership which promotes the establishment of an institute for sustainable IC substrate technology together with AT&S. This institute will enable students to receive practical training, combined with research; in terms of content, the training primarily addresses matters regarding processes and designs for environmentally friendly packaging of electronics components. With this centre, AT&S will be able to expand its position in research and development

and pick up on trends early. A strong integration of the activities into the European and Austrian research environment is planned.

In Europe, the focus in the financial year 2022/23 was on the collaboration with the Silicon Austria Labs, in which a research platform was created via the so-called “Chip2Sys” programme. Focus topics include power electronics and the core technology for IC substrates as well as interconnect technologies in the area of advanced packaging.

The cooperation with IMEC (Interuniversity Microelectronics Centre) in the high frequency area was expanded and now ranges from radar applications to 5G and 6G communication. The aim is to understand the requirements of chips for the interconnect solution early and to develop technologies that satisfy the future requirements of the market.

In cooperation with TU Graz, research is conducted on “technology-based design and characterisation of electronic components”. The objective is to gain a deeper understanding of the influence of interconnect solutions and of chip embedding on the performance of such systems. After the launch in 2020, a positive evaluation was completed in 2022/23, so that there is nothing in the way of continuing this research for the coming five years.

A cooperation with the Indian Institute of Technology in Delhi (IIT-Delhi) in the area of power electronics was intensified.

AT&S Transformation Tuesday

Steady change is an important principle for companies like AT&S. Only through continuous development and constant supply of new ideas can we grow and be successful in today’s fast-paced high-tech industry. To foster this open-mindedness and flexibility within the company, a new series of events on the topics of innovation and change was launched in the financial year 2022/23. Internal and external experts periodically held presentations and discussions at the EventSpace – and later at the newly constructed PioneerSpace – in Leoben, with content ranging from technological breakthroughs to future-oriented business practices. All events held within this framework are globally livestreamed for all employees and made available as recordings at a later point.

Occupational health management as an integrated part of the corporate strategy

In a rapidly and continuously changing world, employees are increasingly required to be mobile, flexible and available at any time. These and other demanding work requirements often cause stress. Considering that many people spend a considerable part of their lifetime at work and their workplace is perceived as their central living environment, the responsibility and key role of companies in connection with occupational health management are undisputed.

Especially during growth phases it is crucial that occupational health and safety keep pace with the speed of the expansion and ensure that all employees are familiar with the existing high standards of the company. The scalable flexible occupational health and safety management of AT&S provides occupational safety at a high level for the entire workforce.

Safety always comes first and is the basic principle of our work

AT&S aims to minimise risks through preventive measures and to eliminate hazards as far as possible. In this effort, the company acts in line with the health and safety requirements of RBA (Responsible Business Alliance). The AT&S occupational health and safety management system is certified according to ISO 45001 for occupational health and safety. The effectiveness of the occupational health and safety management system is analysed in internal and external audits at different levels of the company and during the workplace inspections included in the audits, due diligence processes are evaluated and corrective action is initiated where necessary.

The company follows the approach of preventive hazard identification and risk assessment in all areas in order to prevent incidents. Based on a quantitative approach, a three-factor risk assessment is conducted, which delivers a complete picture of all risks in the area of health and safety at work. This allows an effective identification and reduction of weak spots of the system in comparison to standard two-factor risk assessment.

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)		
	2022/23	2021/22	Change	2022/23	2021/22	Change
Mobile Devices & Substrates segment	0.8	2.1	(1.3)	4.7	11.2	(6.5)
Automotive, Industrial, Medical segment & Others	3.6	4.9	(1.3)	5.3	9.8	(4.4)
Total Group	1.5	2.8	(1.3)	4.8	10.8	(6.0)
attributable to parent company	3.8	9.4	(5.6)	3.2	17.7	(14.5)

Occupational hazards, which may entail a risk of injuries, in some cases with severe consequences, include chemical, thermal, electric, mechanical and ergonomic factors. AT&S takes a variety of measures to prevent such hazards and minimise risks in advance. This includes effective technical approaches such as the installation of supports on a ladder staircase at the production site in Ansan, the improvement of machine protection devices in Chongqing or a noise reduction project at the location in Shanghai.

Administrative measures include holding recurring safety training and the sensitisation of employees to the topics of chemical safety, fire protection, working at height and other relevant occupational health and safety issues.

At several locations, special training was conducted in the financial year 2022/23, including a course in Fehring teaching employees how to deal with radiation and toxins, or the sensitisation of employees working in the chemistry laboratory to the prevention of cyanide poisoning at the Nanjangud site.

All employees who are exposed to potential hazards in the workplace are provided with personal protective equipment (PPE). To increase the effectiveness of this hazard control, all persons are called upon to use the PPE correctly and consistently. At the Leoben site, "Skin Protection Days" were held for the employees in cooperation with AUVA, an Austrian social insurance institution.

To ensure continuous improvement of the management system for health and safety at work and to intensify the exchange of proven procedures across plants, the occupational health and safety team was expanded at group level in the past financial year.

As the company keeps growing, so does our responsibility for safe working conditions and health protection

AT&S is growing due to its expansion projects, not only with respect to the number of employees, but also because of the new plants in Malaysia and Leoben. As construction activities involve certain risks, AT&S relies on strong partnerships with dependable contractors in order to ensure a high level of occupational safety in every phase of construction. The results are high safety standards at all construction sites and low accident rates.

More people, fewer accidents

In absolute terms, 44 occupational accidents occurred in the financial year 2022/23. The rate of occupational accidents (per 1 million working hours) fell from 2.8 to 1.5, which is equivalent to a decline of 46%. The main reasons for work-related injuries are tripping, slipping and falling accidents as well as accidents involving chemicals. All occupational accidents and minor incidents without any lost days were reported, carefully analysed and their causes were defined. Based on the results of the investigations, different corrective and preventive measures were implemented in line with the control hierarchy.

The average monthly days lost (per 1,000 full-time equivalents) also declined from 10.8 to 4.8. In the financial year 2022/23, no accident involving severe consequences or fatal accident occurred in the Group, proving that the measures to eliminate hazards posing a risk for severe injuries are effective. Now our next step is to increasingly also concentrate on preventing minor accidents.

The rate of absences amounted to 0.9% in the financial year 2022/23, and thus remained at a similarly low level as in the previous year.

Contract workers are an integrated part of the occupational safety indicators at AT&S. Accidents on the way to and from work are not included in occupational accidents.

Comprehensive training and service offering in the area of occupational health and safety

Commitment and the motivation to perform determine the success of a company. Only employees who benefit from a healthy, positive work environment will be able to deliver a strong performance on a permanent basis. AT&S offers a wide range of medical services for employees on site. Every year, seasonal vaccination campaigns against illnesses such as influenza and tick-borne encephalitis are carried out. In addition, all employees who are exposed to certain work-related hazards receive regular medical check-ups. Annual health checks and blood donation campaigns are carried out at the Chinese locations.

AT&S also takes care of young parents and helps employees to successfully reconcile everyday work and parenthood. In Nanjangud, a crèche has been set up to support employees. In China, rooms for mothers and nursing cabins are available.

Not only physical health but also mental health is important. In cooperation with Instahelp, AT&S offers an opportunity to access professional psychological online advice anonymously and free of charge. All employees at the AT&S locations in Austria can obtain information and register on the Instahelp website. With this service, the company wants to promote the mental health of its workforce and underline the importance of mental and physical well-being.

AT&S continuously promotes safety philosophy and a healthy lifestyle

To actively embrace a culture of health and safety at work, the Malaysian team organised a quiz for colleagues at the AT&S site in Kulim. The aim was to raise awareness for environmental, health and safety issues among staff and to reduce accident rates in the future.

A series of activities were also launched in Nanjangud as part of the “National Safety Day 2022” in order to raise awareness of all safety measures including safety at work, safety for human health, road safety and environmental safety. Under the motto “Nurture young minds – Develop safety culture”, the AT&S occupational health and safety team organised an event aiming to convey the importance of complying with all safety measures.

A healthy level of exercise and a balanced diet increase physical and mental well-being. AT&S supports employees’ sporting and community activities through offerings for cycling, skiing and various team sports, hiking or participating in different company running events.

The summer months were dedicated to the “Go the extra mile” campaign in Leoben. With this internal challenge, employees were successfully motivated to make a conscious decision not to take the bus, but to walk the distance of around 1,200 metres between the headquarters and the employee parking lot. During this challenge, the AT&S employees logged a total of nearly 70 hours of walking time between the start and finish on their time cards, thus walking 414 kilometres.

Group-wide response to the COVID-19 pandemic

AT&S concentrated on minimising the risks and effects of the COVID-19 pandemic again in the past financial year. The COVID-19 taskforce continuously adapted the protective measures to the current situation. As people’s access to the COVID-19 vaccine improved continuously, restrictions were gradually eased in most countries. Employees at the locations in Austria, China and India had the possibility to get vaccinated. In Nanjangud, a 100-percent vaccination rate was achieved by offering all employees two doses of the vaccine. Starting in August 2022, wearing face masks became voluntary in Nanjangud, but the use of disinfectants was continued. Most restrictions at the Austrian locations were already lifted at the beginning of the financial year 2022/23. During the active period, numerous PCR tests and rapid tests were performed; due to the high vaccination rate among employees, the infection risk was considered to be low.

In Korea, the obligation to wear face masks indoors was not lifted until 30 January 2023. Nevertheless, employees in Ansan continue to wear masks indoors to counter potential spreading of infections.

Due to the outbreak of further COVID-19 variants, strict temporary lockdowns were imposed in China, which affected the locations in Shanghai, starting in spring 2022, and Chongqing, from autumn 2022. The well-coordinated, close cooperation between the location-specific working groups provided the basis for maintaining operations during the lockdown at the Chinese locations. Thanks to the efforts of the local workforce, it was possible to keep production running, always ensuring maximum safety precautions. During the critical phases of the COVID-19 pandemic, the company had regular PCR and antigen tests carried out on site at the Chinese locations. Rooms and surfaces were consistently disinfected.

The interdepartmental teams – consisting of experts on environmental matters, health and safety at work, human resources, production, communication, procurement and logistics – have comprehensive knowledge as to which measures need to be taken. The taskforce teams worked daily on observing and assessing information, analysing guidelines and managing supply chains. In addition, they continuously supported employees in order to ensure smooth production.

As so often in the past, this situation and the way of coping with the pandemic once again showed how professionally and solution-oriented AT&S can react to challenges. The company continues to make every effort to guarantee the safety of all employees at all times and to continue production in compliance with the applicable regulations.

It was the joint effort and the consistent implementation of the COVID-19 rules that enabled AT&S to get through the pandemic years so well. The health and safety of all employees remain paramount for AT&S. Protective measures can be adjusted and/or reintroduced at any time should the infection situation require it.

Social initiatives and engagement with society

There are many people who urgently depend on support – this becomes apparent especially in times of crisis and war. For the second time, the AT&S employees and the Management Board supported the “Ö3-Weihnachtswunder” (“Ö3 Christmas Miracle”) and “Licht ins Dunkel” (“Light into the Dark”) charities and donated €15,000 for people in need.

Shortly after the war broke out, AT&S also provided immediate support for people fleeing from Ukraine. In addition to donation campaigns and aid shipments organised by the works council, apartments were rented in cooperation with Caritas, the authorities and the student residences Josefinum and Akademikerhilfe. Along with housing, food aid packages and the technical infrastructure for internet access were organised to enable people to keep in touch with their home country. Employees who worked as translators were given leave by the company.

Due to the food shortage caused by the COVID-19 pandemic, the company organised food supplies for employees in their homes at the location in Shanghai.

Since its establishment in 2011, AT&S Chongqing has participated in various social initiatives, also acting as a mentor for disadvantaged children. Although it was impossible to visit the children in person during the financial year 2022/23 because of the COVID-19 pandemic, the relationship was kept up via online communication, and donations in the form of educational materials and clothing were provided.

In 2022/23, the fourth edition of the “Iron Road for Children (IRFC)” Festival Weekend took place for a good cause in Leoben, which is committed to helping children with a disease from all over Austria. AT&S supports this year’s edition of IRFC as a sponsor.

SUSTAINABLE SUPPLY CHAIN & BUSINESS ETHICS

Global supply chains can play a significant role in driving change when founded on responsibility, transparency and sustainability. The AT&S supply chain involves complex interactions between companies, aiming to ensure that all required materials and goods are always available on time, of the best quality and in sufficient quantity. Over the years, we have built a reliable, resilient and flexible supply chain, where responsible conduct and integrity in all business relationships are top priorities.

Suppliers are important partners in our endeavour to develop technologies responsibly and make a contribution to a fair, innovative and sustainable future. Our long-standing relationships within the supply chain allow collaboration based on transparency and trust. We share values that clearly oppose human rights violations, corruption and discrimination. To ensure that these values are not breached in procurement and supply chain management, “Sustainable Supply Chain & Business Ethics” has been defined as a strategic field of action in the strategy process. The material topics “human rights” and “anti-corruption” have been allocated to this field.

Compliance and anti-corruption to safeguard our principles of integrity

Human rights violations and corruption contradict our commitment to sustainable business operations and strict compliance with all applicable national and international legal standards. Potential compliance and governance risks are identified in the group-wide risk management process and subsequently mitigated. The Governance, Risk and Compliance Committee supports Enterprise Risk Management in monitoring the AT&S risk landscape and helps promote the associated compliance with legal and regulatory requirements. The Senior Management, including the Risk & Continuity Management, Compliance, Internal Audit and Legal departments, forms part of the committee.

Our internal compliance and anti-corruption policies are additional tools to promote responsible conduct and integrity in the company. They apply to all AT&S governance bodies and employees worldwide.

The content of these policies is conveyed to the employees via multiple communication channels and underlines the company's determination to counter any acceptance or provision of inappropriate invitations and gifts as well as any form of bribery. Using a risk-based approach, positions within the company have been identified that are exposed to increased risks due to the nature of the function and therefore require adequate training. In the financial year 2022/23, 1,499 employees received training as part of corruption prevention, which corresponds to a year-on-year increase of 14%.

The Capital Market Compliance Policy aims to ensure that companies act with integrity in the capital market. Key aspects of this regulation deal with the prevention of both unauthorised use of inside information and abuse of compliance-relevant information by implementing appropriate measures and in accordance with the applicable laws and regulations. Awareness of the content of the policy is strengthened through various internal communication channels, thus ensuring that all those involved understand the content of the topics and apply it in their everyday actions. The policy is binding for all employees. Likewise, training is mandatory for persons who are subject to increased risk. 153 people participated in capital market compliance training in the financial year 2022/23, while 181 persons completed this training in 2021/22.

Anonymous reporting system for tips regarding misconduct

Failure to respect human rights, corruption and any form of misconduct with respect to our Code of Conduct are not acceptable for AT&S. If violations of our Code of Conduct are suspected, these can and should be reported on the AT&S "We Care" whistleblowing platform. All entries will be treated confidentially. Anonymous reports are also possible if required. During the financial year 2022/23, a total of 16 reports were filed – nine more than in the previous year. Ten of the reported cases required detailed investigations. Corrective action was taken as necessary, including improvements to the internal control system or disciplinary consequences.

AT&S Code of Conduct as a guideline for acting responsibly

As an international corporation, AT&S is aware of its special responsibility towards its employees and business partners across the world. The company distances itself from any form of bribery or corruption and does not tolerate any kind of violence, abuse, exploitation of children or environmental degradation. The protection of and respect for all people and nature have top priority and are part of the company's ethical principles. These principles as well as compliance with all laws are indispensable elements of our corporate responsibility.

The AT&S Code of Conduct governs the clear ethical principles with respect to business ethics, labour conditions, occupational health and safety as well as environmental issues directly and indirectly associated with people and society. This Code is globally applicable and was drawn up in line with the requirements of the Responsible Business Alliance (RBA). The AT&S Code of Conduct serves as a binding guideline for our actions and forms the basis for our trustworthiness and credibility as well as for long-term partnerships and sustainable success.

To familiarise employees with the content of the AT&S Code of Conduct, an e-learning course which covers the topics of business ethics and management practices, health and safety at work, labour and human rights as well as environmental protection was developed in the financial year 2022/23. The training is scheduled to be rolled out globally in 2023/24.

AT&S Supplier Code of Conduct as an important element of sustainable supply chain management

As a basic prerequisite for a long-term business relationship, we expect our suppliers to comply with all applicable laws and the ethics and environmental principles to which AT&S has also committed. In general, we see a latent risk of violations of our ecologically, economically or socially sustainable principles within the supply chain. This is due to the fact that although all guidelines and measures can be directly controlled within the AT&S system boundary, the direct scope of influence of AT&S on responsible sourcing and a functioning supply chain management decreases with the number of sub-suppliers.

The AT&S Supplier Code of Conduct was drawn up to ensure fair and sustainable collaboration. In this way, we call upon our suppliers to comply with our standards, provide them with a framework of action and require them to apply the same standards to their suppliers. The AT&S Supplier Code of Conduct was drawn up in accordance with the requirements of the Responsible Business Alliance (RBA) and aims at a balance between generating profits and ethical responsibility. The Code also comprises topics related to business ethics and management practices, health and safety at work, labour and human rights as well as environmental protection.

In the financial year 2022/23, approximately 110 suppliers were considered to be essential, as they accounted for about 80% of AT&S's purchasing volume. 100% of them had signed the Code of Conduct at the end of the financial year. As in the past, the target was therefore met. In addition, the Code was signed by 99.1% of those suppliers who account for another 15% of AT&S's purchasing volume. The two suppliers who did not sign the Code of Conduct, however, committed to equivalent codes of conduct which are acceptable for AT&S.

PROPORTION OF CODE OF CONDUCT SIGNED (MATERIAL SUPPLIERS)

100 %

(previous year: 100%)

Transparency along the supply chain and continuous advancement of supplier relationships are important to us

We create added value for society and business through fair conduct beyond our system boundaries. In addition to price, quality and delivery time, we also consider environmental and social aspects when making purchasing decisions. Consequently, we include our business partners in our aspiration to act in a socially and ethically correct and environmentally oriented way.

NUMBER OF SUPPLIER AUDITS

52 audits

(previous year: 45 audits)

In this effort, the focus is on reliable compliance with quality and sustainability standards such as human rights and anti-corruption measures of our business partners. These and other ethical principles, which are part of the AT&S Supplier Code of Conduct, are among the basic prerequisites for partnerships. AT&S regularly coordinates with its partners regarding strategic orientation, product development and innovation in order to support the supply chain in the area of sustainability.

AT&S assesses its suppliers beyond economic criteria and derives a risk-based audit plan, whose assessment criteria include upholding human rights, a ban on child labour, work safety, environmental protection and fair remuneration.

Overall, 52 supplier audits were conducted in the financial year 2022/23, of which 26 audits covered business ethics and observance of human rights in addition to general social and economic topics. In these 26 audits, a total of twelve deviations were identified in the areas of business ethics, working conditions and human rights. To address these deficiencies, the company is working on the implementation of appropriate measures with the relevant suppliers.

Conflict-free sourcing of high-quality minerals

More and more stakeholders attach great importance to transparency when demonstrating social and ecological impacts in the supply chain. In addition to information about safe working conditions, observance of human rights and the efficient use of natural resources, this also includes the ethically unobjectionable procurement of minerals. Their sourcing and trading entails the risk of severe human rights violations or money laundering, among other things.

AT&S rejects any use of conflict minerals from the conflict regions and only procures minerals from responsible sources which satisfy the requirements of the Dodd-Frank Act Section 1502 of the US Congress. When purchasing so-called conflict minerals such as tin, tantalum, tungsten and gold (in short: 3TG), AT&S meets the requirements of EU Regulation 2017/821, which are defined in the general terms and conditions.

As part of the supply chain, the company undertakes to disclose and comply with the legal framework conditions with respect to conflict minerals and adheres to the due diligence process of the RMI (Responsible Minerals Initiative). All obligations are equally applicable along the supply chain, and transparent reporting using the Conflict Minerals Reporting Template (CMRT) of the RMI is required. The company contacts suppliers whose products could contain minerals such as gold, tin and cobalt due to their material groups at regular intervals or upon acute suspicion.

In the financial year 2022/23, 94% of our suppliers committed to a compliant supply chain. AT&S pursues the goal to source minerals exclusively from smelting plants and mines that conform to regulations and are regularly audited by the RMI. We are already in contact with the relevant suppliers in order to ensure a fully RMI-compliant supply chain in the future.

RMI COMPLIANCE OF OUR SUPPLY CHAIN

94%

(previous year: 100%)

KPIs EU TAXONOMY

Share of turnover from goods or services associated with taxonomy-aligned economic activities:

Economic activities (1)	Code(s) (2)	Absolute Turnover (3)	Proportion of Turnover (4)	Substantial contribution criteria						DNSH						Minimum Safeguards (17)	Taxonomy- aligned proportion Turnover year N (18)	Taxonomy- aligned proportion Turnover year N-1 (19)	Category (enabling activity or) (20)	Category (transitional activity) (21)
				Climate Change Mitigation (CCM) (5)	Climate Change Adaptation (CCA) (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate Change Mitigation (CCM) (11)	Climate Change Adaptation (CCA) (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)					
				%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N					
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1. Environmentally sustainable activities (Taxonomy-aligned)																				
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%														0%			
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned)																				
Manufacture of renewable energy technologies	3.1.	6,401	0.4%																	
Total (A.1 + A.2)		6,401	0.4%																	
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
Turnover of Taxonomy-non-eligible activities (B)		1,784,943	99.6%																	
Total (A+B)		1,791,344	100%																	

CapEx share of goods or services associated with taxonomy-aligned economic activities:

Economic activities (1)	Code(s) (2)	Absolute CapEx (3)	Proportion of CapEx (4)	Substantial contribution criteria						DNSH						Minimum Safeguards (17)	Taxonomy- aligned proportion CapEx year N (18)	Taxonomy- aligned proportion CapEx year N-1 (19)	Category (enabling activity or) (20)	Category (transitional activity) (21)
				Climate Change Mitigation (CCM) (5)	Climate Change Adaptation (CCA) (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate Change Mitigation (CCM) (11)	Climate Change Adaptation (CCA) (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)					
				%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N					
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1. Environmentally sustainable activities (Taxonomy-aligned)																				
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%															0%		
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned)																				
Construction, extension and operation of water collection, treatment and supply systems	5.1.	44,886	3.6%																	
Construction, extension and operation of wastewater collection and treatment	5.3.	28,316	2.3%																	
Collection and transport of non-hazardous waste in source segregated fractions	5.5.	13	0.0%																	
Transport by motorbikes, passenger cars and light commercial vehicles	6.5.	757	0.1%																	
Construction of new buildings	7.1.	272,543	22.1%																	
Renovation of existing buildings	7.2.	79,424	6.4%																	
Installation, maintenance and repair of energy efficiency equipment	7.3.	62,621	5.1%																	
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	7.4.	2,407	0.2%																	
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	7.5.	6,829	0.6%																	
Installation, maintenance and repair of renewable energy technologies	7.6.	3	0.0%																	
Acquisition and ownership of buildings	7.7.	59,044	4.8%																	
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		556,845	45.1%																	
Total (A.1 + A.2)		556,845	45.1%																	
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
CapEx of Taxonomy-non-eligible activities (B)		677,239	54.9%																	
Total (A+B)		1,234,085	100%																	

OpEx share of goods or services associated with taxonomy-aligned economic activities:

Economic activities (1)	Code(s) (2)	Absolute OpEx (3) T€	Proportion of OpEx (4) %	Substantial contribution criteria							DNSH							Taxonomy-aligned proportion OpEx year N (18) %	Taxonomy-aligned proportion OpEx year N-1 (19) %	Category (enabling activity or) (20) E	Category (transitional activity) (21) T
				Climate Change Mitigation (CCM) (5) %	Climate Change Adaptation (CCA) (6) %	Water and marine resources (7) %	Circular economy (8) %	Pollution (9) %	Biodiversity and ecosystems (10) %	Climate Change Mitigation (CCM) (11) Y/N	Climate Change Adaptation (CCA) (12) Y/N	Water and marine resources (13) Y/N	Circular economy (14) Y/N	Pollution (15) Y/N	Biodiversity and ecosystems (16) Y/N	Minimum Safeguards (17) Y/N					
A. TAXONOMY-ELIGIBLE ACTIVITIES																					
A.1. Environmentally sustainable activities (Taxonomy-aligned)																					
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%															0%			
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned)																					
Construction, extension and operation of water collection, treatment and supply systems		5.1.	727	0.3%																	
Construction, extension and operation of wastewater collection and treatment		5.3.	2,899	1.1%																	
Collection and transport of non-hazardous waste in source segregated fractions		5.5.	27	0.0%																	
Transport by motorbikes, passenger cars and light commercial vehicles		6.5.	1	0.0%																	
Renovation of existing buildings		7.2.	43	0.0%																	
Installation, maintenance and repair of energy efficiency equipment		7.3.	1,149	0.4%																	
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)		7.4.	4	0.0%																	
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings		7.5.	243	0.1%																	
Installation, maintenance and repair of renewable energy technologies		7.6.	5	0.0%																	
Acquisition and ownership of buildings		7.7.	1,988	0.8%																	
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)			7,086	2.8%																	
Total (A.1 + A.2)			7,086	2.8%																	
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																					
OpEx of Taxonomy-non-eligible activities (B)			249,709	97.2%																	
Total (A+B)			256,796	100%																	

GRI CONTENT INDEX

AT&S has reported the information cited in this GRI content index for the period from 1 April 2022 to 31 March 2023 with reference to the GRI Standards.

GRI standard	Disclosure	Page in the report, URL or reason for omission
GRI 1: Foundation (2021)		
GRI 2: General Disclosures (2021)		
1. The organization and its reporting practices		
	2-1 Organizational details	p. 101 f. and p. 188 of the annual report 2022/23
	2-2 Entities included in the organization's sustainability reporting	p. 23 and p. 101 f. of the annual report 2022/23
	2-3 Reporting period, frequency and contact point	01/04/2022-31/03/2023; annual; contact annual report: Philipp Gebhardt, contact non-financial report: Marina Hornasek-Metzl publication date: p. 188 of the annual report 2022/23
	2-4 Restatements of information	none
	2-5 External assurance	p. 16 of the annual report 2022/23
2. Activities and workers		
	2-6 Activities, value chain and other business relationships	p. 7 f. and p. 123 of the annual report 2022/23
	2-7 Employees	p. 34 ff.; uniform disclosure on fixed-term employment contracts not possible on an international basis
	2-8 Workers who are not employees	p. 34 ff.; uniform disclosure on fixed-term employment contracts not possible on an international basis
4. Strategy, policies and practices		
	2-22 Statement on sustainable development strategy	p. 3 f.
	2-28 Membership associations	p. 3 f.
5. Stakeholder engagement		
	2-29 Approach to stakeholder engagement	p. 11 ff.
	2-30 Collective bargaining agreements	p. 34 ff.
GRI 3: Material Topics (2021)		
	3-1 Process to determine material topics	p. 11 ff.
	3-2 List of material topics	p. 11 ff.
GRI 205: Anti-corruption (2016)		
	3-3 Management of material topics	p. 45
	205-2 Communication and training about anti-corruption policies and procedures	p. 45
	205-3 Confirmed incidents of corruption and actions taken	p. 45

GRI standard	Disclosure	Page in the report, URL or reason for omission
GRI 301: Materials (2016)		
	3-3 Management of material topics	p. 32 f.
	301-1 Materials used by weight or volume	p. 32 f.; distinction renewable/non-renewable not available
GRI 302: Energy (2016)		
	3-3 Management of material topics	p. 22 ff.
	302-1 Energy consumption within the organization	p. 24; for further information see CDP Climate Change Report (www.cdp.net)
	302-3 Energy intensity	p. 24; for further information see CDP Climate Change Report (www.cdp.net)
	302-4 Reduction of energy consumption	p. 23; for further information see CDP Climate Change Report (www.cdp.net)
GRI 303: Water and Effluents (2018)		
	3-3 Management of material topics	p. 28 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. 28 f. and CDP Water Security Report (www.cdp.net)
GRI 305: Emissions (2016)		
	3-3 Management of material topics	p. 24 ff.
	305-1 Direct (Scope 1) GHG emissions	p. 24 ff.; for further information see CDP Climate Change Report (www.cdp.net)
	305-2 Energy indirect (Scope 2) GHG emissions	p. 24 ff.; for further information see CDP Climate Change Report (www.cdp.net)
	305-3 Other indirect (Scope 3) GHG emissions	p. 24 ff.; for further information see CDP Climate Change Report (www.cdp.net)
	305-4 GHG emissions intensity	p. 24 ff.; for further information see CDP Climate Change Report (www.cdp.net)
	305-5 Reduction of GHG emissions	p. 23; for further information see CDP Climate Change Report (www.cdp.net)
GRI 306: Waste (2020)		
	3-3 Management of material topics	p. 29 ff.
	306-3 Waste generated	p. 31 f.

GRI standard	Disclosure	Page in the report, URL or reason for omission
GRI 403: Occupational Health and Safety (2018)		
	3-3 Management of material topics	p. 41 ff.
	403-9 Work-related injuries	p. 41 f.
GRI 404: Training and Education (2016)		
	3-3 Management of material topics	p. 38 ff.
	404-1 Average hours of training per year per employee	p. 39
	404-2 Programs for upgrading employee skills and transition assistance programs	p. 38 ff.
	404-3 Percentage of employees receiving regular performance and career development reviews	p. 39
GRI 405: Diversity and Equal Opportunity (2016)		
	3-3 Management of material topics	p. 35 ff. and p. 17 ff. of the annual report 2022/23
	405-1 Diversity of governance bodies and employees	p. 36 ff. and p. 17 ff. of the annual report 2022/23
GRI 406: Non-discrimination (2016)		
	3-3 Management of material topics	p. 45
	406-1 Incidents of discrimination and corrective actions taken	p. 45
GRI 414: Supplier Social Assessment (2016)		
	3-3 Management of material topics	p. 46 f.
	414-2 Negative social impacts in the supply chain and actions taken	p. 46 f.

