

SUSTAINABILITY REPORT

2024

SUSTAINABILITY AT FRAUENTHAL

Management approach | Strategy

PLANET | ENVIRONMENT



FRAUENTHAL GROUP

Environmental awareness and resource conservation are important objectives, both for business strategy reasons and because of the values held by the management and employees of the Frauenthal Group. Both divisions offer numerous opportunities to promote environmentally friendly and resource-efficient technologies in order to reduce their ecological footprint. Examples include projects in the areas of heat recovery, energy monitoring, the use of LEDs, modern heating and air conditioning systems, heat pumps, PV systems and electromobility (including EURO VI trucks with reduced emissions).

FRAUENTHAL TRADE GROUP

The Frauenthal Trade Division advises customers on the sale of energy-efficient heating systems and PV systems. The promotion of products in the sanitary sector that reduce energy and water consumption also contributes to raising environmental awareness. Demand in this area depends, among other things, on the structure of government subsidies for energy-efficient renovation.

FRAUENTHAL AUTOMOTIVE

In the Frauenthal Automotive Division, customers place high demands on suppliers in terms of sustainability, which is why transparency is a priority. As a publicly traded company, the Frauenthal Group has successfully implemented ESG structures and reporting systems and offers the best possible service to support its customers on their journey towards the energy transition in the mobility sector. The products can be used in both combustion engines and electric vehicles.

PEOPLE | DIVERSITY



MANAGEMENT APPROACH

- › 17,488 hours (around 7 hours per employee) spent on personnel development in 2024
- › Retained awards as "Popular Training Company" and "Top Company" in the Frauenthal Trading Division
- › Active health management and health & safety measures
- › Apps for employees as sources of information continuously expanded in both divisions
- › Equal representation on the Executive Board & 14th place in the Gender Diversity Study (BCG Austria)

HUMAN RIGHTS

Strict standards – also for suppliers – through questionnaires and certifications; production mainly in the EU

COMPANY

Cooperation with social associations and communities through sponsorship or donations

ANTI-CORRUPTION

No incidents – ensured by strict regulations and processes

PROVEN BY CERTIFICATES / GUIDELINES

Among other things, through the Code of Conduct – UN Principles or through supplier evaluations such as the EcoVadis supplier evaluation in subsidiaries

SUSTAINABILITY

VALUE-DRIVEN. LONG-TERM FOCUS.
CUSTOMER-CENTRED.



ENVIRONMENTAL HIGHLIGHTS 2024

- › Expansion of LED lighting at various locations
- › Purchase of several charging stations to promote electric mobility
- › Purchase of 36 new electric forklift trucks
- › Investment in 18 new EURO VI trucks with reduced emissions
- › Continuation of heating monitoring and installation of smart control systems in buildings
- › Implementation of the "Zero Emission Transport" campaign: Predominantly CO₂-neutral delivery in Vienna's 1st and 2nd districts
- › Purchase of 19 new electric cars
- › Implementation of the e-invoicing project: around 60% of customer invoices have already been converted to electronic invoicing

SOCIAL | GOVERNANCE HIGHLIGHTS 2024

- › Tailor-made in-house training for junior staff, especially in field sales – combines on-the-job training and theoretical instruction.
- › Conducting an employee survey as part of the materiality analysis for ESG
- › Global IT security training for all employees in the Frauenthal Trading and Holding Division

PRIORITIES FOR 2025

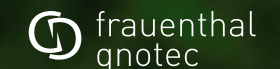
- › Planning a trial run to introduce HVO100 as a plant-based fuel for trucks
- › Contract signed for green electricity in 2024 – supply to start in January 2025. This will cover over 85% of total electricity requirements with green energy. The remaining portion relates to smaller leased locations and a sub-area in Wels.
- › Feasibility study on the purchase and use of electric trucks, including planning of the necessary infrastructure
- › Project for reusable containers launched: Start in mid-2025.
- › Expansion of talent management: tailored training and development for managers and high-potential employees over the next few years

ENVIRONMENTAL HIGHLIGHTS 2024



- › Improved efficiency of print logistics through centralisation and change of supplier at German location
- › Expansion of the photovoltaic system by a further 322 kWp at the German site
- › Conversion of diesel forklifts to electric models (100% e-logistics) at the German site
- › Installation of a heat storage tank for the use of recovered energy (heat recovery) at the German site
- › Establishment of an efficient heat distribution system for better energy utilisation at the Czech site
- › Signing of a contract for the supply of "green energy" from the beginning of 2025 at the Slovakian site
- › Replacement of outdated lighting with energy-efficient LED technology at sites in Slovakia and Sweden
- › Installation of two additional precision cutting devices for plastic strapping to reduce waste at the Swedish site
- › Comprehensive energy consumption analysis for the Swedish site
- › Expansion of charging infrastructure for employees and reduction of charging costs at Swedish site
- › Installation of a waste paper press at the Swedish site
- › Reduction of CO₂ emissions by optimising internal transport at the Swedish site
- › Development of a recycling plan for electronic devices at the Swedish site
- › Replacement of outdated electric heating systems with energy-efficient alternatives at the Swedish site

SOCIAL | GOVERNANCE HIGHLIGHTS 2024



- › Automation in document management for optimised work processes at the German site
- › Introduction and support of the Actimo app at the Czech site
- › Introduction of a new learning management system for the Frauenthal Gnotec Group and establishment of a practical solution for competence management
- › Implementation of the Actimo app in Slovakia to optimise internal communication
- › Development of a central learning platform with structured training courses and a standardised employee database
- › New Code of Conduct training for all employees via a standardised learning platform at Frauenthal Automotive, with the exception of the site in China

PRIORITIES FOR 2025

- › PV electricity: Around 50% of electricity will be sourced from the new PV system at the Chinese site from April 2025 onwards.
- › Contract signed for green electricity in 2024 – supply to start in January 2025 at the Slovakian site and increase in the share of green electricity at the German site
- › Inspection of a PV system at the Czech site and further expansion of the PV system at the German site over the next few years

ENVIRONMENT	2024	2023	2022	2021	2020
Turnover in EUR million	1,014.3	1,081.0	1,135.2	1,024.1	874.0
Scope 1 greenhouse gas emissions (t CO ₂ e)	10,727	13,847	14,292	15,219	-
Market-related Scope 2 GHG gross emissions (t CO ₂ e)	6,829	4,179	3,799	13,126	-
Total Scope 1 and market-related Scope 2 gross GHG emissions (t CO₂e)	17,556	18,026	18,091	28,346	26,367
GHG intensity Scope 1/2 (market-related) in t CO ₂ e per thousand euros of turnover	0.017	0.017	0.016	0.028	0.030
Quantity purchased/produced (t)	105,202	-	-	-	-
GHG intensity Scope 1/2 (market-related) in t CO ₂ e per t finished product	0.167	-	-	-	-
Electricity consumption (MWh)	21,649	23,207	23,136	59,043	62,524
of which renewable electricity consumption (MWh)	9,122	9,752	12,486	-	-
of which electricity generated by PV systems for own consumption (MWh)	673	555	418	395	-
Electricity generated by PV systems (MWh)	870	753	626	524	-
Share of renewable electricity consumption (%)	42.1%	42.0%	54.0%	-	-
Fuel consumption (L)	2,607,463	2,489,548	2,374,246	2,486,470	2,198,221
Heating consumption (MWh)	23,029	26,029	30,054	33,742	31,034
Waste generation (t)	27,375	30,726	27,886	26,314	23,381
EU taxonomy-eligible investments in EUR thousand	7,969	11,209	10,894	7,132	-
Share of EU taxonomy-eligible investments (%)	39.6%	47.9%	38.5%	18.6%	-
EU taxonomy-aligned investments in EUR thousand	2,961	2,444	873	-	-
Proportion of EU taxonomy-aligned investments (%)	14.7%	10.4%	3.1%	-	-
STAFF					
Headcount – reporting date in FTEs	2,484	2,771	2,914	3,226	3,295
Headcount – average in FTEs	2,583	2,862	2,837	3,255	3,292
Training hours	17,488	34,476	21,772	23,729	14,210
Training hours per employee	6.8	12.0	7.7	7.3	4.3
Accidents at work	82	102	78	113	79
Apprentices	111	115	113	136	128

ENVIRONMENT	2024	2023	2022	2021	2020
Turnover in EUR million	207.3	235.2	311.6	283.8	229.0
Scope 1 greenhouse gas emissions (t CO ₂ e)	2,266	2,496	3,231	4,761	-
Market-related Scope 2 GHG gross emissions (t CO ₂ e)	3,675	2,953	2,859	11,892	-
Total Scope 1 and market-related Scope 2 gross GHG emissions (t CO₂e)	5,940	5,449	6,091	16,653	17,127
GHG intensity Scope 1/2 (market-related) in t CO ₂ e per thousand euros of turnover	0.029	0.023	0.020	0.059	0.075
Quantity produced (t)	47,323	51,571	48,341	71,326	-
GHG intensity Scope 1/2 (market-related) in t CO ₂ e per t finished product	0.126	0.106	0.126	0.233	-
Electricity consumption (MWh)	15,163	16,701	16,759	53,994	55,284
of which renewable electricity consumption (MWh)	6,622	8,539	10,621	30,230	-
of which electricity generated by PV systems for own consumption (MWh)	282	163	0	0	-
Electricity generated by PV systems (MWh)	294	177	0	0	-
Share of renewable electricity consumption (%)	43.7%	51.1%	63.4%	56.0%	82.0%
Fuel consumption (L)	105,777	110,550	124,140	135,032	201,446
Heating consumption (MWh)	9,345	11,681	14,293	22,141	22,471
Waste generation (t)	25,601	28,210	25,200	23,996	23,996
EU taxonomy-eligible investments in EUR thousand	1,937	1,733	5,178	3,133	-
Share of EU taxonomy-eligible investments (%)	16.9%	22.9%	34.5%	23.8%	-
EU taxonomy-aligned investments in EUR thousand	957	847	375	-	-
Proportion of EU taxonomy-aligned investments (%)	8.3%	11.2%	2.5%	-	-
STAFF					
Headcount – reporting date in FTEs	995	1,126	1,256	1,641	1,762
Headcount – average in FTEs	1,004	1,176	1,200	1,670	1,729
Training hours	7,687	5,993	7,250	5,784	7,057
Training hours per employee	7.7	5.1	6.0	3.5	4.1
Accidents at work	48	55	42	68	55
Apprentices	14	13	14	28	29

ENVIRONMENT	2024	2023	2022	2021	2020
Turnover in EUR million	807.0	845.7	823.6	740.3	645.0
Scope 1 greenhouse gas emissions (t CO ₂ e)	8,456	11,348	11,057	10,454	-
Market-related Scope 2 GHG gross emissions (t CO ₂ e)	3,146	1,218	930	1,225	-
Total Scope 1 and market-related Scope 2 gross GHG emissions (t CO₂e)	11,603	12,566	11,987	11,679	9,207
GHG intensity Scope 1/2 (market-related) in t CO ₂ e per thousand euros of turnover	0.014	0.015	0.015	0.016	0.014
Quantity purchased (t)	57,878	-	-	-	-
GHG intensity Scope 1/2 (market-related) in t CO ₂ e per t finished product	0.200	-	-	-	-
Electricity consumption (MWh)	6,377	6,440	6,302	5,008	7,210
of which renewable electricity consumption (MWh)	2,463	1,176	1,822	-	-
of which electricity generated by PV systems for own consumption (MWh)	391	392	418	395	-
Electricity generated by PV systems (MWh)	575	576	626	524	-
Share of renewable electricity consumption (%)	38.6%	18.3%	28.9%	-	-
Fuel consumption (L)	2,500,406	2,378,432	2,249,554	2,350,438	1,994,613
Heating consumption (MWh)	13,606	14,259	15,670	11,476	8,483
Waste generation (t)	1,772	2,514	2,684	2,315	2,125
EU taxonomy-eligible investments in EUR thousand	5,996	9,476	5,646	3,999	-
Share of EU taxonomy-eligible investments (%)	69.9%	59.9%	38.6%	15.9%	-
EU taxonomy-aligned investments in EUR thousand	2,004	1,597	427	-	-
Proportion of EU taxonomy-aligned investments (%)	23.4%	10.1%	2.9%	-	-
STAFF					
Headcount – reporting date in FTEs	1,481	1,635	1,648	1,575	1,523
Headcount – average in FTEs	1,569	1,676	1,628	1,575	1,553
Training hours	9,665	28,283	14,352	17,790	7,119
Training hours per employee	6.2	16.9	8.8	11.3	4.6
Accidents at work	34	47	36	45	24
Apprentices	97	102	99	108	99

ENVIRONMENT	2024	2023	2022	2021	2020	2024	2023	2022	2021	2020
Turnover in EUR million	49.3	61.7	64.6	56.0	46.1	158.1	173.5	168.8	141.4	109.7
Scope 1 greenhouse gas emissions (t CO ₂ e)	1,804	2,007	2,470	2,235	-	461	490	762	407	-
Market-related Scope 2 GHG gross emissions (t CO ₂ e)	2,653	2,256	2,381	4,332	-	1,022	696	478	383	-
Total Scope 1 and market-related Scope 2 gross GHG emissions (t CO₂e)	4,457	4,263	4,851	6,567	4,140	1,483	1,186	1,240	790	1,105
GHG intensity Scope 1/2 (market-related) in t CO ₂ e per thousand euros of turnover	0.090	0.069	0.075	0.117	0.090	0.009	0.007	0.007	0.006	0.010
Quantity produced (t)	14,211	17,453	16,802	16,918	-	33,112	34,118	31,538	27,497	-
GHG intensity Scope 1/2 (market-related) in t CO ₂ e per t finished product	0.314	0.244	0.289	0.388	-	0.045	0.035	0.039	0.029	-
Electricity consumption (MWh)	6,937	8,080	8,011	8,066	7,571	8,226	8,621	8,748	7,343	12,346
of which renewable electricity consumption (MWh)	2,201	2,500	4,185	2,922	6,208	4,421	6,039	6,436	1,673	-
of which electricity generated by PV systems for own consumption (MWh)	125	119	0	0	-	157	44	0	0	-
Electricity generated by PV systems (MWh)	137	133	0	0	-	157	44	0	0	-
Share of renewable electricity consumption (%)	31.7%	30.9%	52.2%	36.2%	82.0%	53.7%	70.1%	73.6%	22.8%	-
Fuel consumption (L)	19,062	19,746	25,280	14,485	23,382	86,715	90,803	98,860	55,497	114,529
Heating consumption (MWh)	8,183	9,966	11,576	10,748	11,085	1,162	1,715	2,718	1,895	3,078
Waste generation (t)	2,028	2,566	2,660	2,429	2,257	23,573	25,643	22,540	20,635	18,789
EU taxonomy-eligible investments in EUR thousand	707	537	1,371	321	-	1,230	1,196	3,807	1,376	-
Share of EU taxonomy-eligible investments (%)	32.3%	19.2%	27.5%	14.7%	-	13.2%	25.0%	38.0%	16.0%	-
EU taxonomy-aligned investments in EUR thousand	572	450	267	-	-	385	397	109	-	-
Proportion of EU taxonomy-aligned investments (%)	26.1%	16.1%	5.4%	-	-	4.1%	8.3%	1.1%	-	-
STAFF										
Headcount – reporting date in FTEs	317	393	427	442	447	678	733	829	751	753
Headcount – average in FTEs	342	406	418	454	454	662	770	782	762	704
Training hours	2,357	2,749	3,327	2,314	2,421	5,330	3,244	3,923	2,600	3,928
Training hours per employee	6.9	6.8	8.0	5.1	5.3	8.1	4.2	5.0	3.4	5.6
Accidents at work	24	18	15	11	15	24	37	27	14	11
Apprentices	14	13	14	9	7	0	0	0	0	0

* The key figures for 2020–2021 and the turnover for 2022 include the former Powertrain business unit, which was spun off in a management buyout in 2022. The key figures for the Frauenthal Group also include Frauenthal Holding, which is not presented separately. Not all key figures were collected in the past; these are marked with "-". Total Scope 1 and market-related Scope 2 gross GHG emissions (t CO₂e) includes Scope 3.3 (activities related to fuels and energy not included in Scope 1 or Scope 2) until 2023.
(Tätigkeiten in Zusammenhang mit Brennstoffen/Energie, nicht in Scope 1 oder Scope 2 enthalten)

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FOREWORD OF THE EXECUTIVE BOARD



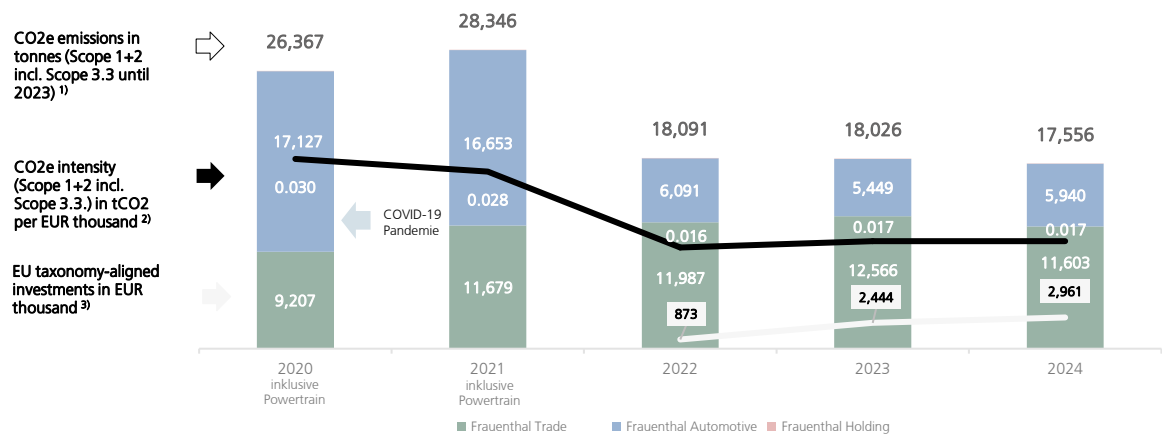
Despite challenges, the Frauenthal Group continues to invest in sustainability!

Sustainability and responsible conduct are firmly anchored in the Frauenthal Group's company strategy. The preparation of this eighth sustainability report continues to raise awareness of sustainability throughout the entire group and leads to continuous improvements. This is clearly presented in the highlights of the 2024 financial year. The work process is always accompanied by sustainable thinking.

The 2024 financial year was characterised by a challenging market environment and economic uncertainty for both divisions. This resulted in consistent cost-cutting measures that also affected non-financial areas: investments in environmental, social and corporate governance (ESG) had to be evaluated even more strictly from an economic perspective in order to remain profitable as a group in the long term and continue to be a reliable employer for over 2,500 employees (full-time equivalents on average). Despite the challenging conditions, the Frauenthal Group was able to channel around 15% of its

total investments into sustainable projects that align with EU taxonomy. The Frauenthal Trade Division was supported by ESG financing completed in March 2024. Examples include investments in electric mobility – including electric forklifts, electric cars and charging stations – as well as in energy-efficient processes such as energy monitoring and process optimisation. Frauenthal Airtank Elterlein expanded the PV system at the German site and installed a heat recovery system. Another important step towards electromobility is the participation of the Frauenthal Trade Division in the "Zero-Emission Transport Campaign", which has enabled predominantly CO₂-neutral deliveries in Vienna's 1st and 2nd districts. The conclusion of green electricity procurement agreements is also particularly pleasing: in the Frauenthal Trade Division, the share of green electricity will rise from the current level of 39% in 2024 to over 85% in 2025. The Slovakian subsidiary of Frauenthal Automotive also signed agreements to further expand sustainable energy sources.

DEVELOPMENT OF KEY SUSTAINABILITY INDICATORS:



1) Scope 1 are emissions that Frauenthal causes directly, e.g. through gas heating or combustion engines (cars, lorries) / Scope 2 are emissions from purchased energy that arise in the energy generation process, e.g. electricity from fossil fuels (natural gas, oil, coal, etc.)
2) The CO2e intensity is calculated by dividing the turnover in EUR thousand by the CO2 emissions in tonnes.
3) EU taxonomy-aligned investments are investments that align with the Taxonomy Regulation, but not all "sustainable" investments are included here due to the criteria, which are, therefore, higher. The disclosures are only made from the commitment in 2022.

Total CO₂e emissions Scope 1+2 (CO₂ equivalents) amounted to 17,556 tonnes, representing a reduction of 2.6% compared to 2023. This reduction is partly due to lower heating energy consumption. On the other hand, the decline results from the more precise calculation method (Scope 3.3) for indirect components of Scope 1 + 2 GHG emissions. The methodology for calculating CO₂e emissions has been improved by using direct emission factors from energy suppliers. Next year, CO₂e emissions in Scope 2 will be further reduced as a result of the above measures, such as increased procurement of green electricity. This development underscores the company's clear commitment to sustainability, even in an extremely challenging market environment.

The graph above shows that both absolute CO₂e emissions and relative CO₂e emissions (CO₂ emissions per EUR thousand turnover) have been reduced. EU taxonomy-aligned investments amounted to EUR 2,961 thousand, an increase of more than 21% compared to 2023. These results once again demonstrate the commitment to sustainability.

In the area of **Social**, the labour shortage has improved in some areas but remains a dominant issue. A series of measures have been continuously implemented to counteract this. As in previous years, the Frauenthal Trade Division organised a week-long series of roadshows in the 2024 financial year, during which management visited all locations in Austria and engaged in intensive dialogue with employees. The "Spread the word" project, implemented in 2023, has been successfully established. It is a tool that employees can use to share vacant positions in their professional and private networks. The employer brand has also been repositioned on various social media platforms. The **Frauenthal Trade Division** succeeded in retaining its "Top Company" and "Popular Training Company" awards in 2024. The **Frauenthal Automotive Division** continued to roll out its employee app in the 2024 financial year and implemented a new central learning platform with structured training courses. In both divisions, an employee survey was also conducted as part of the materiality analysis for the 2025 Sustainability Statement, in which all employees were asked about key ESG issues. The results will be included in the sustainability statement in the 2025 annual report. In addition, the results have been communicated to

management and recommendations for action have been identified. Although the economic environment was very challenging, the Frauenthal Group continued to invest in its employees, which is reflected in a total of 17,488 training hours and an average of around seven hours per employee.

In the area of **Governance**, new IT security training courses were held in the Frauenthal Trade Division and new code of conduct training courses in the Frauenthal Automotive Division. The 834 hours of governance training recorded across the Group for the first time demonstrate the high importance attached to sustainable corporate governance.

To meet customer demand for sustainable energy solutions, the **Frauenthal Trade Division** offers heat pumps and photovoltaics. This was also demonstrated by Frauenthal EXPO, a trade fair with 163 exhibitors and 10,200 visitors for all aspects of building services, which took place at the beginning of 2024 and combined innovations in the fields of photovoltaics, e-mobility and heat pumps with specialist presentations from the business world.

In both divisions, our customer structure, our products and the conditions at our production sites require us to act in a sustainable manner, not only because of our values but also for strategic business reasons. Particular focus is placed on human resources policy, concrete and transparent business practices, and our contributions to resource conservation and environmental protection.

In the **Frauenthal Automotive Division**, strict compliance with legally compliant and ethically acceptable business practices, especially with regard to the prevention of corruption and competition law, is of vital importance. Should we commit any misconduct in these areas, this would strain our relationships with our automotive OEM customers. Similarly, the consistent focus of our human resources policy on developing and retaining qualified employees is critical to our success, given the sometimes very difficult labour market conditions at some of our production sites.

The long-term loyalty of our customers is crucial to the long-term success of the **Frauenthal Trade Division** due to the interchangeability of the products. In a service company, reliability and service quality are prerequisites in addition to competitive

prices. Staff continuity, motivation and qualifications are essential for securing long-term good customer relationships. Sustainability in human resources policy is achieved through a performance-based remuneration package, excellent working conditions, needs-based social benefits and a strong focus on developing the qualities of managers.

The progress achieved clearly shows that sustainability remains a key priority for us despite economic challenges. We firmly believe that long-term corporate success is inextricably linked to responsible conduct – towards our employees,

customers, suppliers, business partners, shareholders and the environment. In the 2024 financial year, we recorded a significant increase in enquiries on the subject of sustainability. Thanks to its motivated and successfully implemented ESG structure, the Frauenthal Group provides sound information to numerous stakeholders, including customers, employees, banks, business organisations and educational institutions.

As a publicly listed company, the Frauenthal Group is highly transparent, and this sustainability report shows how sustainable business practices are implemented in our company.

Vienna, 29 April 2025

Dr Hannes Winkler
Chairman of the Executive Board

Mag. Erika Hochrieser
Executive Board member

DECLARATION BY ALL LEGAL REPRESENTATIVES

This report has been prepared in accordance with the GRI Standards 2021. We confirm to the best of our knowledge that the consolidated non-financial report presented contains the disclosures required by Sections 267a and 243b of the Austrian Annual Accounts Act for understanding the business performance, results of operations and financial position of Frauenthal Holding AG, as well as the impact of its activities and that these disclosures relate at least to environmental,

social and employee matters, respect for human rights, and anti-corruption and anti-bribery measures. The information includes a description of Frauenthal Holding AG's business model and the concepts pursued with regard to the interests, including the due diligence processes applied, significant risks that are likely to have a negative impact on the interests, as well as the results of the concepts and the most important performance indicators.

Vienna, 29 April 2025

Frauenthal Holding AG

Dr Hannes Winkler
Chairman of the Executive Board

Mag. Erika Hochrieser
Executive Board member

STATEMENTS FROM THE SUSTAINABILITY MANAGEMENT TEAM

"I am delighted that our investments and initiatives, and not least the commitment of our highly motivated employees, have enabled us to make a positive contribution to sustainability even in this challenging economic climate. We are seeing increased demand for ESG-related services in both divisions, particularly among public sector and industrial customers. With our transparent organisation and comprehensive reporting system, we offer interested stakeholders first-class service and information."

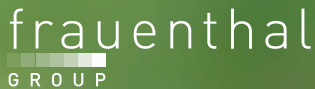
Armin Kleindl, Head of Sustainability
Frauenthal Group



"At Frauenthal Automotive, sustainable action forms the foundation for creating long-term value for our customers, employees and society. Our goal is to drive meaningful change through continuous improvement, innovation and collaboration. This philosophy also helps us attract and retain customers and top talent."

Caroline Johansson, Head of Communication & Sustainability
Frauenthal Automotive

SUSTAINABILITY
VALUE-DRIVEN. LONG-TERM FOCUS. CUSTOMER-CENTRED.



THE FRAUENTHAL GROUP AT A GLANCE

The Frauenthal Group is an Austrian conglomerate listed on the Vienna Stock Exchange with two divisions (Frauenthal Trade and Frauenthal Automotive), with 2,583 employees (FTEs/average) and 2,484 (FTEs/reporting date) and turnover of around EUR 1,014 million in the 2024 financial year.

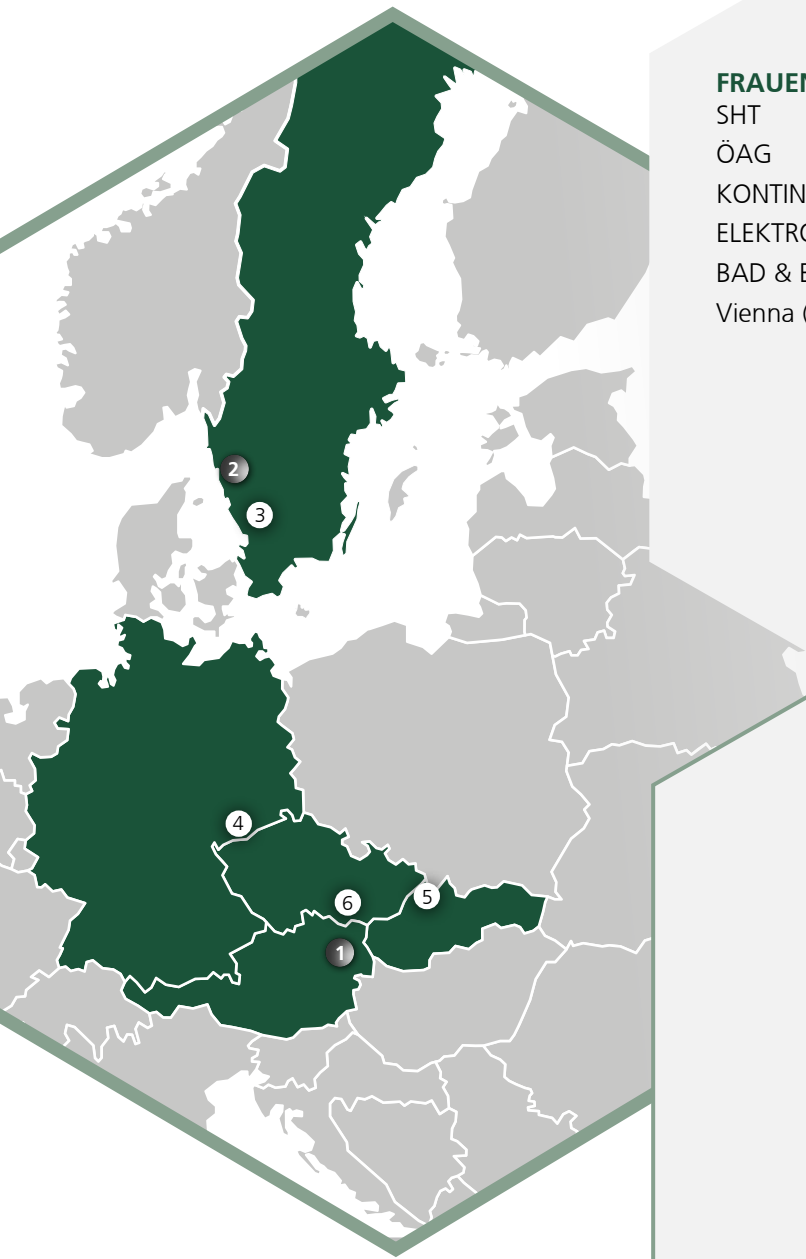
The company operates in seven countries with seven production sites.

Together, the two divisions occupy a leading position in clearly defined market segments and offer a broad range of high-quality, innovative products. Furthermore, the focus is on developing highly qualified employees.

The products and services are mainly sold in Austria, Germany, France, Sweden, Belgium, the Netherlands, Spain, Italy, Hungary, Poland, China, the USA, Brazil and Mexico.



INTERNATIONAL PRESENCE



FRAUENTHAL
HOLDING

Vienna (AT)

FRAUENTHAL
TRADE

FRAUENTHAL TRADE GROUP

SHT
ÖAG
KONTINENTALE
ELEKTROMATERIAL.AT
BAD & ENERGIE
Vienna (AT)

ACROSS AUSTRIA:
B&E SHOWROOMS, ISZ CASH AND CARRY STORES,
PICK-UP POINTS, LOGISTICS CENTRES,
AS WELL AS BUSINESS CENTRES OF SHT,
ÖAG AND KONTINENTALE

FRAUENTHAL
AUTOMOTIVE

2 FRAUENTHAL GNOTEC HEADQUARTER
Gothenburg (SE)
PRODUCTION SITES

3 FRAUENTHAL GNOTEC SWEDEN
Kinnared (SE), Hyltebruk (SE)

4 FRAUENTHAL AIRTANK ELTERLEIN
Elterlein (GER)

5 FRAUENTHAL GNOTEC SLOVAKIA
Čadca (SK)

6 FRAUENTHAL AIRTANK HUSTOPEČE
Hustopeče (CZ)

7 FRAUENTHAL GNOTEC USA
Fountain Inn / South Carolina (USA)

8 FRAUENTHAL GNOTEC CHINA
Kunshan (CN)

FRAUENTHAL TRADE

AUSTRIA'S NUMBER 1
IN WHOLESALE FOR PLUMBING, HEATING & INSTALLATIONTECHNOLOGY



In Austria, the Frauenthal Trade Group is the number one wholesaler for plumbers, electricians, industrial customers and local authorities. The division consists of the sanitary, heating and installation technology wholesalers SHT and ÖAG, the piping, civil engineering and electrical specialist Kontinentale, the Austrian online electrical wholesaler ELEKTROMATERIAL.AT, as well as central services from the Frauenthal Trade Group, such as logistics, 18 Bad & Energie bathroom showrooms and 70 ISZ cash-and-carry stores. All companies operate on the market as independent brands:

The Austrian wholesaler is a long-standing partner to the manufacturing industry, laying the foundations for the best solutions in the sector. The expertise of the entire world of building services engineering offers a real power package that inspires installers, planners, architects and specialist tradesmen. The long-standing employees in the six regional branches work closely with customers to create the best solutions in the industry – simple, personal and direct!

As part of the Frauenthal Group, ÖAG has been demonstrating its expertise for more than 150 years and, with 70 installation service centres and 18 Bad & Energie showrooms, offers the largest distribution network in the industry. The long-established company focuses on tried-and-tested as well as new and innovative services, paying careful attention to customer needs. Since 1871. ÖAG has seven locations in Austria.

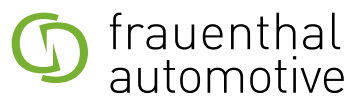
Austria's only system provider for industrial and municipal piping systems offers stainless steel, steel and plastic piping construction as well as industrial fittings and accessories for pipes in addition to its core business. At the beginning of 2025, Kontinentale entered a third business segment: With Kontinentale Elektro, the long-established company now also supports electricians throughout Austria with a broad product portfolio and a strong partner network.

Service, product range and top-notch logistics are guaranteed at ELEKTROMATERIAL.AT, the newest division of the Frauenthal Trade Group. The combination of a focused online offering with a core range of fast-moving items for everyday needs, a well-thought-out selection of manufacturers, and the expertise of the Frauenthal Trade Group, both in terms of organisation behind the scenes and in visible areas such as infrastructure, logistics and collection points, makes ELEKTROMATERIAL.AT so attractive to professionals.



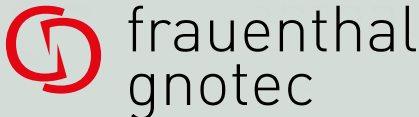
FRAUENTHAL AUTOMOTIVE

EUROPE'S NUMBER 1 IN HIGH-QUALITY METAL COMPONENTS FOR CHASSIS AND BODYWORK



Frauenthal Automotive is the market leader in its respective product areas and supplies the majority of the European commercial vehicle industry as well as selected passenger car customers. In addition, the company is also active in the non-automotive sector. Quality components, mainly made of steel, are manufactured for industrial customers from various sectors.

The division has two business units:



The Gnotec Group, with locations in Sweden, Slovakia, the USA and China, carries out sheet metal processing by punching, pressing, cutting and welding using state-of-the-art equipment.

www.gnotec.com





With locations in Germany, the Czech Republic and the USA, Frauenthal Airtank is the market leader for steel compressed air tanks, which can be used in the brake systems of heavy trucks, among other applications.

www.airtank.eu

FRAUENTHAL HOLDING

Frauenthal Holding AG is the parent company of 23 companies (2023: 22 companies), which are managed under its unified leadership. The corporate headquarters in Vienna is responsible for corporate development (business development at corporate and divisional level), manages the strategic orientation of the divisions and performs reporting and investor relations functions.

The role of the holding company is to structure and manage group financing, set the strategic direction of the divisions, implement strategic projects, particularly in the area of corporate transactions, and manage top-level human resources.

All operational decisions are made "on site". The business address is: Frauenthal Holding AG, Rooseveltplatz 10, 1090 Vienna, Austria.

(1) FINANCIALS

TURNOVER

The Frauenthal Group's consolidated turnover for the 2024 financial year amounted to EUR 1,014.3 million, down EUR -66.6 million or -6.2% on the previous year's result. The decline of EUR -38.8 million (-4.6%) is attributable to the Frauenthal Trade Division and EUR -27.9 million (-11.9%) to the Frauenthal Automotive Division.

Turnover in the Frauenthal Automotive Division declined by EUR -27.9 million or -11.9% compared with the same period last year. This decline is attributable to Frauenthal's Gnotec business unit, which recorded a drop of EUR -15.4 million, and to Frauenthal's Airtank business unit, which recorded a decline of EUR -12.5 million.

Turnover in the Frauenthal Trade Division fell by -4.6% to EUR 807.0 million in the 2024 financial year. This is primarily attributable to the decline in the construction industry in Austria. A noticeable shift in the turnover mix towards heat pumps, heat storage systems and photovoltaics cannot compensate for this decline in turnover.

The turnover generated in Austria, amounting to EUR 791.3 million, is largely attributable to the Frauenthal Trade Division. Turnover in all other countries are mainly attributable to the Frauenthal Automotive Division, which operates worldwide. Details of turnover by region can be found in the Group's segment reporting.

RESULT

The Frauenthal Group generated EBITDA of EUR 47.6 million in 2024, which is EUR -14.6 million below the previous year's figure. This result includes extraordinary income of EUR 3.0 million from the sale of a property belonging to the Frauenthal Trade Division. Adjusted for this special effect, the Frauenthal Group's adjusted EBITDA amounted to EUR 44.5 million, which is EUR -17.6 million below the previous year's figure.

The Frauenthal Automotive Division achieved EBITDA of EUR 14.5 million, which is EUR -3.0 million below the previous year's figure. The Frauenthal Trade Division is down EUR -12.0 million on the previous year and contributed

EUR 34.9 million to EBITDA. Adjusted for the extraordinary income from the sale of the property, the Frauenthal Trade Division achieved adjusted EBITDA of EUR 31.9 million, which is EUR -15.1 million below the previous year's figure. In addition to the decline in turnover, the decline in earnings is primarily attributable to an increase in the cost of goods sold and the associated decline in the contribution margin, combined with higher costs.

NET ASSETS AND FINANCIAL POSITION

The Frauenthal Group's total assets decreased by EUR -34.0 million to EUR 470.4 million compared to the previous year.

Non-current assets decreased by EUR -14.3 million to EUR 189.3 million compared to the balance sheet date of 31 December 2023. The main reasons for this are the sale of a property and the unscheduled write-downs of goodwill in the Frauenthal Trade Division and the unscheduled write-downs of tangible assets in Frauenthal's Gnotec business unit.

Current assets decreased by EUR -19.8 million compared to the previous year. Inventories declined by EUR -21.0 million due to targeted inventory reduction in the Frauenthal Trade Division.

On the liabilities side, equity decreased by EUR -27.5 million from EUR 192.0 million to EUR 164.5 million. This is attributable to the acquisition of treasury shares in the amount of EUR -20.8 million and the negative net result for the year of EUR -5.2 million. Furthermore, the actuarial losses reduce equity by EUR -0.8 million. The equity ratio of 35.0% as at the balance sheet date of 31 December 2024 is down by 3.1 percentage points compared with the figure of 38.1% as at 31 December 2023. The decrease in long-term debt by EUR -4.8 million is attributable to EUR -3.3 million from the decrease in financial and lease liabilities and EUR -1.5 million from personnel provisions and deferred tax liabilities. Current liabilities decreased by EUR -1.6 million, with current financial liabilities recording the highest increase at EUR 13.5 million – this is primarily attributable to higher short-term liquidity requirements. In return, trade payables decreased by EUR -12.0 million and tax liabilities by EUR -3.3 million.

EBITDA BY SEGMENT				
	in EUR thousand	2024	2023	Change
Frauenthal Automotive		14,453	17,461	-3,008
Frauenthal Trade		34,945	46,988	-12,043
<i>Frauenthal Trade adjusted ¹⁾</i>		31,910	<i>46,988</i>	-15,078
Holdings and other		-1,030	-1,498	468
Frauenthal Group		47,580	62,191	-14,611
<i>Frauenthal Group adjusted ¹⁾</i>		<i>44,545</i>	<i>62,191</i>	<i>-17,646</i>
as a percentage of turnover		4.7%	5.8%	-1.1%
As a % of adjusted turnover ¹⁾		4.4%	5.8%	-1.4%

¹⁾ 2024: adjusted for the extraordinary income from the sale of a property belonging to the Frauenthal Trade Division in the amount of EUR 3.0 million

Further information on financial figures, changes in the workforce, market outlook and turnover by region can be found in the 2024 annual financial report on the following pages:

CONTENTS	PAGE
Results analysis and financial indicators	P. 6 et seq. (Group management report)
Turnover by region	P. 30 (Notes to the consolidated financial statements)
Outlook	P. 18 et seq. (Group management report)
Personnel and employee changes	P. 51 (Notes to the consolidated financial statements)

Successful nomination for the supply of aluminium compressed air tanks to Electric-IVECO

Frauenthal Airtank has been nominated to supply aluminium compressed air tanks for IVECO's new S-eWay Rigid – a milestone in the next generation of e-mobility!

Production start (SOP) is planned for 2025, and we wish IVECO every success with the market launch of this innovative electric vehicle. The Frauenthal Automotive Division is a reliable supplier of sustainable electric vehicles and plays a key role in driving customer success.



(2) OWNERSHIP STRUCTURE AND LEGAL FORM

Frauenthal shares have been traded on the Vienna Stock Exchange since 10 June 1991. From 23 July 2007, the share was listed in the Prime Market segment. Due to changes in the calculation basis for free float factors of Austrian indices on the Vienna Stock Exchange, Frauenthal's shares will be listed in the Standard Market Auction segment as at 4 May 2015.

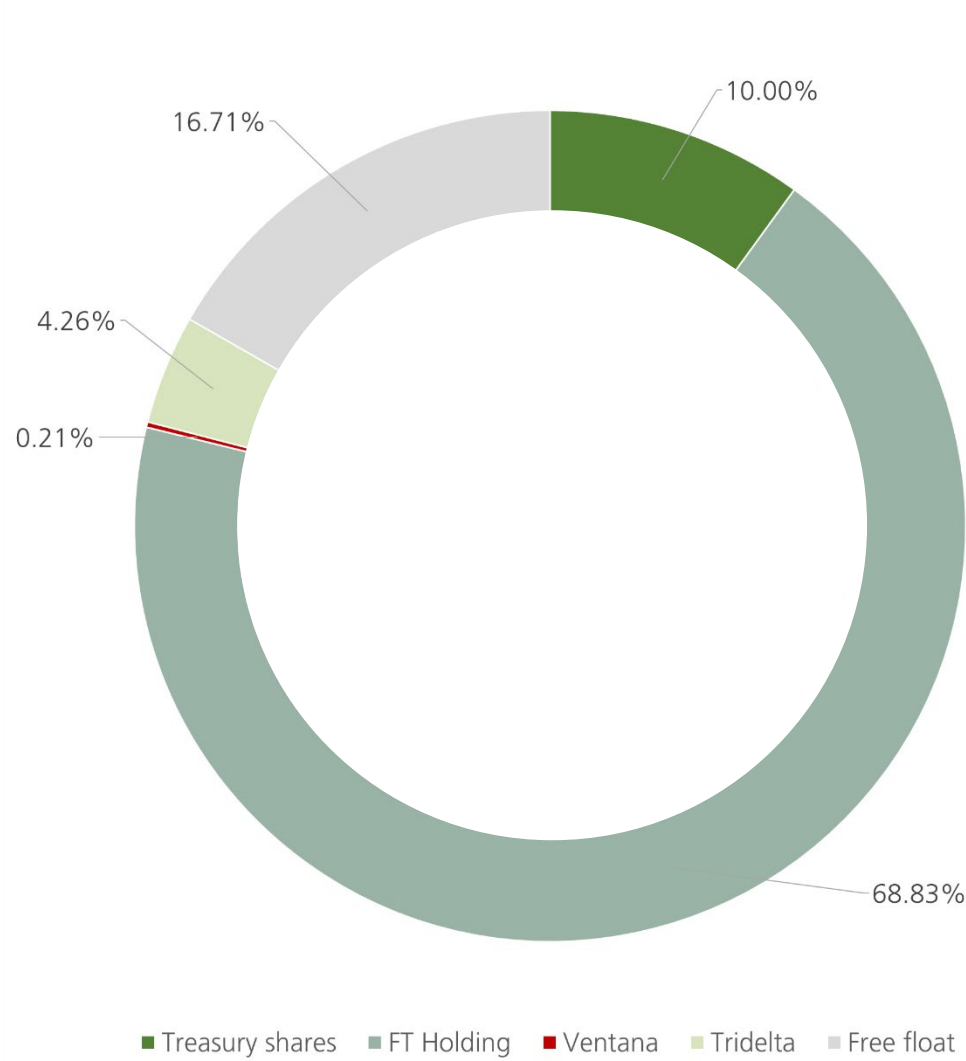
Frauenthal Holding AG has share capital of EUR 8,651,491, divided into a total of 6,751,491 no-par value bearer shares and 1,900,000 unlisted registered shares. Each share participates equally in the share capital.

The shareholder structure is as follows: The main shareholders, with a total stake of 73.29%, including 1,900,000

unlisted registered shares, are FT Holding GmbH (Germany), Ventana Holding GmbH (Austria) and Tridelta GmbH (Austria).

The company itself holds 865,149 treasury shares, representing just under 10% of the share capital. It should be noted that the treasury shares held by the company do not carry voting rights at the company's Annual General Meeting. The majority ratios at the Annual General Meeting will, therefore, differ from those presented here, depending on the shares actually represented at the Annual General Meeting.

The remaining 16.71% of the share capital is in free float.



(3) THE EXECUTIVE BOARD AND THE SUPERVISORY BOARD

EXECUTIVE BOARD

The management team has many years of cross-sector experience in M&A and turnaround management, as well as extensive experience in financial management. Those

responsible are accountable for the qualitative and quantitative increase in value of Frauenthal Holding AG's industrial holdings.

Hannes Winkler

Chairman of the Executive Board

Responsible for the division Frauenthal Automotive



Erika Hochrieser

Executive Board member

Responsible for the division Frauenthal Trade & Sustainability

SUPERVISORY BOARD

Claudia Beermann

Chairwoman of the Supervisory Board



Andreas Staribacher

Deputy Chair
Responsible for sustainability

Johannes Strohmayer

Supervisory Board member



Christian Tassul

Supervisory Board member

EMPLOYEE REPRESENTATIVE

Thomas Zwettler

Employee representative



Johann Parcer

Employee representative

(4) SUSTAINABILITY MANAGEMENT

The two divisions of the **Frauenthal Group**, Frauenthal Trade and Frauenthal Automotive, each have their own sustainability management system.

At **Holding level**, the Sustainability department is responsible for sustainability agendas, EU taxonomy and similar issues. At the local level, so-called ESG champions were defined.

In the **Frauenthal Automotive Division**, the CFO Automotive is responsible for sustainability in the top management team. In extended management, the Sustainability and Communications department is responsible for sustainability issues in the Frauenthal Automotive Division and coordinates with the group-wide sustainability department. ESG champions at local level are controllers or quality managers who also report on sustainability issues to the Group's Sustainability department in cooperation with local human resources departments.

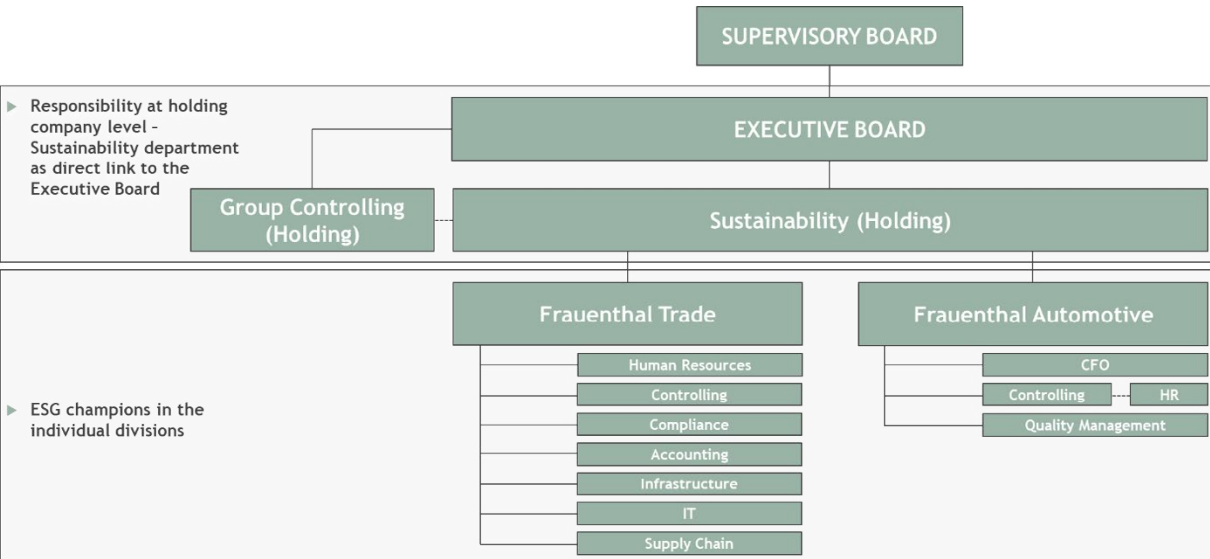
The **Frauenthal Trade Division** has appointed an ESG champion for each department. The central departments Human Resources, Controlling, Compliance, Accounting, Infrastructure, IT and Supply Chain are each ESG champions who report

on sustainability issues to the Group's Sustainability department.

Erika Hochrieser is CFO responsible for sustainability on the **Executive Board**. Andreas Staribacher is **Deputy Chairman of the Supervisory Board** and, as the highest supervisory body, is responsible for sustainability. **Compliance Officer** Wolfgang Knezek, ESG Champion for Frauenthal Trade, is also responsible for sustainability as General Representative.

Armin Kleindl is responsible for the **Sustainability department** at group level. Caroline Johansson is responsible for the sustainability department in the **Frauenthal Automotive Division**.

The management and Supervisory Board are informed about sustainability through committees and various workshops/training courses. Committees are held to discuss sustainability issues. Further information on the governance structure can be found in the Corporate Governance Report in the Annual Report.



Frauenthal Holding AG, acts as a strategic advisor and guide for the development of the globally applicable code of conduct, which covers topics such as the environment, employees, human rights, social responsibility and corruption. In all its activities, the Frauenthal Group pursues a strategy geared towards sustainable growth. The sustainability aspects were identified and assessed on the basis of ongoing dialogue and feedback from stakeholders. The results of the stakeholder analysis can be found in the Framework conditions section. Among other things, this forms the basis for the Group's key

topics, which are presented in a materiality analysis. Other aspects, such as risk and impact analysis and business relevance, are also taken into account in the materiality analysis. The central responsibility for sustainability management lies with the Executive Board of the Frauenthal Group. The planning and implementation of specific sustainability issues (targets) is the responsibility of the respective departments (see above). The annual non-financial report is reviewed by the Supervisory Board. The reporting covers all companies within the scope of consolidation.

The sustainability concepts of Frauenthal are presented below:

SECTION	FRAUENTHAL CONCEPTS
NO POVERTY	<ul style="list-style-type: none">- Appropriate wage and salary levels
HEALTH AND WELL-BEING	<ul style="list-style-type: none">- Free fruit and drinks/job bike- Restricted smoking areas- Work-life balance- Use of health-friendly materials
EDUCATION	<ul style="list-style-type: none">- Defined processes for continuous training
EQUALITY	<ul style="list-style-type: none">- Equal level of merit (gender equality)- Gender-neutral recruitment for positions- Integration of foreign skilled workers
SANITARY FACILITIES/HYGIENE	<ul style="list-style-type: none">- Defined cleaning schedules
ENERGY CONSUMPTION	<ul style="list-style-type: none">- Sensitive use of energy (lighting, standby functions)- Efficient use of energy in production- Certified energy management
WORKING CONDITIONS	<ul style="list-style-type: none">- Ergonomic workstations- Individual safety- Mental and physical safety
INNOVATIONS	<ul style="list-style-type: none">- Defined processes for research and development
INFRASTRUCTURE AND PRODUCTION	<ul style="list-style-type: none">- Conscious use of space- Certified environmental management- Ongoing measures to prevent waste- Ongoing measures to reduce greenhouse gas emissions
EQUITY	<ul style="list-style-type: none">- Anti-corruption policy- Code of conduct
CUSTOMERS AND SUPPLIERS	<ul style="list-style-type: none">- Business relationships based on partnership

(5) DESCRIPTION OF THE SUPPLY CHAIN

The suppliers of the Frauenthal Group must comply with the code of conduct, available at www.frauenthal.at/de/corporate-governance.html, which includes the criteria of environmental protection, principles of social responsibility, human rights and anti-corruption. Due to the strict and careful selection of suppliers, the risks in the supply chain with regard to

the environment and society are considered to be very low. The suppliers are mainly based in Europe. Frauenthal Automotive mainly procures materials (steel) and processes them further. Frauenthal Trade purchases finished products, which are subsequently sold. The following is an excerpt of the measures for supplier selection in the individual areas:

SECTION	
FRAUENTHAL AIRTANK	Suppliers are selected based on certificates (ISO 9001, IATF 16949, ISO 14001, ISO 50001, ISO 45001, PED 2014/68/EU). Preference is given to internationally recognised suppliers. Regular reviews and surveys of suppliers are conducted. A code of conduct for suppliers exists and must be approved and signed by them. More than 90% of suppliers have either signed Frauenthal's code of conduct or have their own code of conduct. The following guidelines are used to evaluate suppliers: CMP (Conflict Mineral Policy), REACH compliance, IMDS (International Material Data System), CBAM (Carbon Border Adjustment Mechanism) and PFAS (per-fluoroalkyl chemicals).
FRAUENTHAL GNOTEC	The selection is also based on certificates (DIN EN ISO 14001). Suppliers must set strategic environmental goals. A code of conduct for suppliers exists and must be approved and signed by them. Questions are asked on topics such as environmental protection, which must be answered with supporting evidence. More than 90% of suppliers have either signed Frauenthal's code of conduct or have their own code of conduct.
FRAUENTHAL TRADE	We cooperate with suppliers who do not violate human rights and are committed to social standards. Suppliers are selected on the basis of the certificates they submit. Most of our suppliers are based in Europe and adhere to high standards and ethical guidelines. Furthermore, no materials are sourced from war zones. The values set out in Frauenthal's code of conduct are shared with suppliers. The signing of the code of conduct by suppliers is encouraged during annual supplier meetings. By 2024, around 89% of suppliers – measured by purchasing volume – will either have signed the code of conduct or have their own equivalent code of conduct in place.

(6) GUIDELINES AND CERTIFICATES

The Frauenthal Group's general code of conduct covers topics such as the environment, anti-corruption, human rights, fair labour practices, social responsibility, data protection and confidentiality, non-discrimination, prevention of sexual harassment in the workplace, business ethics, handling of insider

information, expectations of the company's suppliers, etc. For more information, see Values and principles of the Frauenthal Group, P. 29. **The code of conduct is available on the website www.frauenthal.at/de/corporate-governance.html.** In addition, the following certificates and guidelines are available:

SECTION	CERTIFICATES	GUIDELINES
FRAUENTHAL AIRTANK	<ul style="list-style-type: none">- IATF 16949: Quality management- OHSAS 18001: Health and safety management- DIN EN ISO 45001: Occupational health and safety management- DIN EN ISO 14001: Environmental management- DIN EN ISO 50001: Energy management- QM System Module D in accordance with Directive 2014/68/EU- TISAX	<ul style="list-style-type: none">- Management policy- Environmental policies- Code of conduct- Double-check rule- Guidelines for the protection of whistleblowers
FRAUENTHAL GNOTEC	<ul style="list-style-type: none">- DIN EN ISO 14001: Environmental management- DIN EN ISO 9001: Quality management- IATF 16949: Quality management- TISAX	<ul style="list-style-type: none">- Working guidelines- Environmental policies- Equality guidelines- Purchasing guidelines- Health guidelines- Double-check rule- Code of conduct- Code of conduct for business partners- Workplace guidelines- Integrity guidelines- Recruitment guidelines
FRAUENTHAL TRADE	<ul style="list-style-type: none">- ANKÖ certificate: proof of eligibility to bid in public tenders- Best employer certificate- EQAMOB & CO: award-winning company for learning in Europe- Kontinentale additionally: ISO 14001, ISO 45001, ISO 9001 and bronze medal from EcoVadis and IntegrityNext	<ul style="list-style-type: none">- Anti-corruption policy- Compliance policy- Confidentiality policy- Double-check rule- General Data Protection Regulation (GDPR)- Code of conduct

(7) ACTIVE MEMBERSHIPS

The Frauenthal Group has various memberships. Here is an excerpt:

FRAUENTHAL AUTOMOTIVE	FRAUENTHAL TRADE
<ul style="list-style-type: none">- AMZ – Automotive Suppliers Saxony- VDA – Verband der Automobilindustrie e.V. [German Association of the Automotive Industry]- IBU – Industrial Association for Sheet Metal Forming- DVS – German Association for Welding and Related Processes- Chamber of Commerce of Western Sweden- SOPK – Slovak Chamber of Commerce and Industry	<ul style="list-style-type: none">- VGH – International GmbH (European Association of Independent Wholesalers for Building Technologies)- Vienna Provincial Guild of Plumbing, Heating and Ventilation Engineers- Professional Association for Freight Forwarding and Logistics- ÖVSHG – Austrian Association of Sanitary and Heating Wholesalers- VNL – Logistics Network Association- IG New Media of the Austrian Plumbing and Heating Industry



FRAMEWORK CONDITIONS

NEW HEAT RECOVERY SYSTEM IN FRAUENTHAL AIRTANK
HUSTOPECE, CZECH REPUBLIC



FRAMEWORK CONDITIONS

(1) STAKEHOLDER ANALYSIS

As part of the stakeholder analysis, which is carried out in co-operation with the sites, the most important stakeholders of the Frauenthal Group are identified, and their needs and concerns analysed. The Frauenthal Group's most important stakeholders are its employees, customers, suppliers, local

communities, universities, authorities and shareholders. The individual companies are in close contact with the aforementioned groups at all times. The following table lists the stakeholders' concerns and the Frauenthal Group's responses:

EMPLOYEES (FURTHER INFORMATION IN THE EMPLOYEES SECTION, P. 68)

MAIN TOPIC	RESPONSE FROM FRAUENTHAL
Fair payment	Remuneration code, including bonus system, financial remuneration and social benefit regulations; benchmarking and comparison with competitors
Benefits	All benefits can be found at P. 78.
Feedback and open communication	Open dialogue, regular communication with supervisors, employee magazine, annual reviews
Work-life balance	Working time regulations and compliance with legal requirements, flexible working time models and working from home
Education and training	Training plans for employees, training catalogues, workshops, culture and leadership handbook
Occupational safety	Ensuring hygienic and safe working conditions, various training courses, risk minimisation, surveys, workplace inspections
Health care	Company doctors, sports activities, health management and workshops, vaccinations
Sustainable workplace	Organising events for employees, job security; continuous improvement of working conditions

CUSTOMERS

MAIN TOPIC	RESPONSE FROM FRAUENTHAL
Quality of products/services, competent employees	Training and quality management plans, qualification requirements for personnel, internal audits, process reliability; high quality of procured materials/products
Punctual, fast deliveries/product availability	Resource planning with production managers, deployment of temporary staff, high degree of flexibility, delivery reliability and adherence to deadlines. In the Frauenthal Trade Division, on-time delivery is ensured by more than 200 company-owned trucks and special software.
Price/performance ratio	Efficient use of raw materials
Support with product liability issues	Professional approach to handling damage reports and product liability issues; cooperation with suppliers
Perception of social responsibility	Certificates, compliance with legal regulations within the meaning of the NaDiVeG [Sustainability and Diversity Improvement Act]
Respect for human rights	Certificates, compliance with legal regulations within the meaning of the NaDiVeG [Sustainability and Diversity Improvement Act]

SUPPLIERS (FURTHER INFORMATION UNDER SUPPLY CHAIN, P. 22)

MAIN TOPIC	RESPONSE FROM FRAUENTHAL
Competition-compliant behaviour	Fair negotiations, compliance with the code of conduct, fulfilment of quality requirements
Fair cooperation	Long-term, stable cooperation on equal terms; internal review and evaluation of suppliers; joint events, e.g. Frauenthal EXPO (Frauenthal Trade)

UNIVERSITIES

MAIN TOPIC	RESPONSE FROM FRAUENTHAL
Perception of social responsibility	Internships and jobs for recent graduates; traineeship opportunities
Cooperation regarding diploma theses	Supporting students with regard to the exchange of information
Research/development	Collaboration with researchers/students, data support; mutual exchange of knowledge, project support

LOCAL COMMUNITIES (FURTHER INFORMATION UNDER SOCIAL COMMITMENT, P. 89)

MAIN TOPIC	RESPONSE FROM FRAUENTHAL
Employment of persons with physical disabilities	Open communication, employment based on skills
Cooperation with local schools	Support for future apprentices; organisation of company tours and exchanges with schools
Exchange with local communities	Local and national meetings; exchange of views in surveys; support for the local community (sponsorship, provision of food to local people in emergency situations)

AUTHORITIES AND ASSOCIATIONS

MAIN TOPIC	RESPONSE FROM FRAUENTHAL
Compliance with laws	Internal codes and guidelines, internal audits, compliance training and compliance officer on the Executive Board
Health, safety and the environment	Regular audits and exchange

SHAREHOLDERS

MAIN TOPIC	RESPONSE FROM FRAUENTHAL
Business growth	Sustainable and stable growth, including through company acquisitions
Transparency and reliability	Reliable and transparent reporting system; professional crisis management in the event of crises

(2) STRATEGY/TRENDS/INNOVATIONS AND OUTLOOK

STRATEGY

THE FRAUENTHAL GROUP

- is a diversified conglomerate
- sees itself as an active investor and pursues a buy-and-build strategy
- invests in growth to achieve an attractive return on capital
- aims to achieve market-leading positions in its respective business areas
- makes acquisitions to achieve attractive returns in order to expand customer relationships, product portfolio, market regions or key competencies
- achieves a defensible competitive advantage through product and service quality, which generates added value for customers
- makes disposals if the further increases in value achievable for Frauenthal Holding AG are no longer sufficient
- pursues a comprehensive sustainability strategy

INNOVATIONS

Innovation is a key priority for Frauenthal, which is why the Group management report includes a separate innovation report.

REFERENCES

Information on the market and trends, innovations and outlook can be found in the Group management report in the 2024 annual financial report on the following pages:

REPORTS	PAGE
Market & Trends	P. 4 et seq.
Innovation report	P. 18 et seq.
Outlook	P. 18 et seq.

(3) RISK REPORT

Risks relating to human rights, forced labour, child labour and corruption are considered to be low due to the nature of the business, the locations and the application of the code of conduct (see P. 88). Risks associated with the supply chain are also considered low due to careful selection (see P. 22).

The risk report in the Group management report (including risks arising from business activities/products/services/business relationships) can be found on page 10 et seq. of the annual financial report.

The direct impact of environmental and climate risks on the consolidated financial statements of the Frauenthal Group is evaluated on an ongoing basis. Overall, no significant effects

on the consolidated financial statements were identified. When assessing the recoverability of assets or goodwill, consideration was given to the impact of environmental and climate risks. As at the reporting date, this did not result in any impairment requirements. Furthermore, the analysis of risks in connection with environmental and climate change mitigation did not result in any significant provisions or contingent liabilities requiring recognition as at the reporting date.

The risk report below outlines the risks for Frauenthal and their impact on non-financial matters, as well as Frauenthal's responses and plans. Newly added or adapted information is highlighted in bold.

	RISK	IMPACT ON FRAUENTHAL	IMPACT ON NON-FINANCIAL MATTERS	CONCEPTS
ENVIRONMENT	<ul style="list-style-type: none"> - Increasing heavy rainfall events and hailstorms - Increasing heat - Carbon dioxide emissions - Noise pollution - Complaints from residents regarding emissions (air, noise) - Soil pollution - Failure of the sewage system - Accidents involving hazardous substances 	<ul style="list-style-type: none"> - Increasing infrastructure renovation costs - Higher costs due to CO2-neutral production - Fines/penalties - Restrictions on operating hours, higher costs, limited customer service - Bad reputation - Restricted use of production facilities - Costs for the use of air conditioning and shading - In the 2024 financial year, non-essential water damage occurred in properties belonging to the Frauenthal Trade Division as a result of heavy rainfall and storms (hail). - Some of the damage was covered by the company's insurance. Adaptation and protective measures are in place, e.g. annual inspections with authorities, evacuation plans, sandbags. No provisions were made due to the amount of the damage. 	<ul style="list-style-type: none"> - Entry of production-related auxiliary and operating materials into environmental areas - Air pollution/environmental pollution - Destruction of soil that could potentially be used for agriculture 	P. 51–P. 66
EMPLOYEES	<ul style="list-style-type: none"> - Lack of occupational safety/accidents - Inadequate further training - Insufficient diversity - Find key personnel - Demographic shift - Pandemics - No or insufficient availability of skilled workers 	<ul style="list-style-type: none"> - Employee absences due to accidents at work - Inefficient process management - Contractual penalties, claims for damages, loss of working time, vacancies, expenses for new hires - Poor business performance leads to lower earnings - Longer job vacancies, higher expenditure on new hires - Restricted or no access to certain customer segments (e.g. ethnic groups) - High staff absenteeism due to illness - Negative influences on company development - Lack of personnel/difficulties in maintaining production - Decrease in employee satisfaction - Damage to the company's reputation - Costs for additional training sessions - Reduction in employees' innovative ability - Costs for workforce reorganisation 	<ul style="list-style-type: none"> - Increased turnover - Increased staff turnover - Fewer new hires - Increased sick days - Increased accidents at work - Poor working atmosphere - Lack of satisfaction 	P. 69–P. 82
COMPLIANCE	<ul style="list-style-type: none"> - Disclosure of personal data - Corruption - Customs and retail regulations - Human rights violation - Acceptance of gifts - Bribery - Increased legal requirements - Cyber attacks 	<ul style="list-style-type: none"> - Fines - Higher export costs - Damage to the company's image - Damage to the company in the event of non-compliance with the requirements - Loss of trade secrets/data - Negative influences on the expansion of market shares 	<ul style="list-style-type: none"> - Incidents of corruption - Human rights incidents - No audits - No certificates 	P. 89–P. 90

SOCIETY/HUMAN RIGHTS	<ul style="list-style-type: none"> - Environmentally conscious purchasing behaviour - Lack of transparency/communication - Ageing population, restrictive migration policy - Human rights violation - Pandemics - Demonstrations 	<ul style="list-style-type: none"> - Decline in turnover due to lower turnover of combustion engines - Corporate image - Skills shortage - Criminal proceedings - Roadblocks 	<ul style="list-style-type: none"> - Social distancing, new procedures - Lockdowns, quarantine - Reorganisation of employees 	P. 85–P. 90
SUPPLIERS	<ul style="list-style-type: none"> - Lack of cooperation - Failure of a supplier (difficulties, insolvency) - Failure to comply with the code of conduct - Ethical procurement 	<ul style="list-style-type: none"> - Negative influences on reasonable purchase prices - Loss of turnover - Negative image among customers 	<ul style="list-style-type: none"> - Negative influences on sustainable cooperation 	P. 22

(4) VALUES AND PRINCIPLES OF THE FRAUENTHAL GROUP

TOPIC AREA OF THE MATERIALITY ANALYSIS

- Sustainable profitable growth

Responsible behaviour and sustainable practices are just as important to the Frauenthal Group as economic principles. In addition to common values shared by all employees within the Group, there are activities in many areas of the company that promote respectful treatment of people and resources.

Frauenthal sees success not only in short-term positive results, but rather in sustainable corporate development that fulfils its responsibility towards its employees, customers, society and the environment. This is achieved both through management decisions that also take into account social interests and social responsibility, and through the active involvement of many employees in a wide range of decisions in the various areas of the Group.

Increasing efficiency in production combines economic and ecological goals. Lean management and continuous improvement make a significant contribution to this and support the careful use of resources, with particular emphasis on reducing energy consumption and waste in production. In both divisions, the development of the product range is also geared towards environmental aspects. The weight reduction and longer service life of components contribute to fuel-efficient and resource-saving commercial vehicles.

In the Frauenthal Trade Division, the Group is promoting products based on renewable technologies such as photovoltaics, heat pumps and solar thermal systems. At the same time, the company offers products that help save water. The careful use of resources is also promoted internally. All these activities, such as photovoltaic systems at group locations, mostly eco-

friendly printing of turnover catalogues, and energy-saving programmes, are grouped under the "Frauenthal eco" initiative. An additional focus is the use of technical expertise to develop components for renewable energy generation plants. The development of sustainable technologies and the consistent improvement of all production and service processes are only possible with the appropriate expertise of our employees. That is why professional and personal development is systematically encouraged and promoted as part of a comprehensive education and training programme. In addition, emphasis is placed on workplace safety and ergonomics, as well as support for health care. Regular factory tours and lean management workshops offer excellent opportunities to identify improvements and implement them quickly. To ensure that these values are upheld within the organisation, a code of conduct has been developed and is available on the website <https://www.frauenthal.at/de/corporate-governance.html>. The Frauenthal Holding AG (FHAG) code of conduct applies to all divisions of the Frauenthal Group, its corporate management and its employees, and is intended to serve as the basis for all business relationships of the Frauenthal Group.

The ethical guidelines described in this FHAG code of conduct are based in particular on the principles of the UN Global Compact, the ILO Conventions, the United Nations Universal Declaration of Human Rights, the UN Conventions on the Rights of the Child and on the Elimination of All Forms of Discrimination against Women, and the OECD Guidelines for Multinational Enterprises.

The contact persons for the FHAG code of conduct are the Executive Board of Frauenthal Holding AG and the Compliance Officer of the Frauenthal Group, Wolfgang Knezek.

(5) SUSTAINABILITY STRATEGY

Sustainability is a key aspect of the Frauenthal Group. This applies in particular to responsibility towards society and the environment, as well as to the economic sphere.

The Frauenthal Group pursues a responsible corporate management policy geared towards long-term value creation. The sustainability strategy covers the areas of ecology, economy, social issues, human rights and anti-corruption. Sustainability is the guiding principle in all these areas: it starts with long-term value enhancement and extends to product development and offerings that take environmental aspects into account, efficient and resource-saving production, a respectful relationship with employees and customers, and social initiatives for society. The Frauenthal Group takes its responsibility towards society very seriously and supports and initiates activities in the field of education and for people in need. The

Frauenthal Group respects and supports compliance with internationally recognised human rights and rejects any form of discrimination, forced labour and child labour. Various measures, including strict guidelines, are intended to prevent incidents of corruption. **The Frauenthal Automotive Division aims to emit less CO₂ emissions annually than in the base year 2021. This is to be achieved through a variety of activities, which are listed in this report. Furthermore, the share of energy from renewable sources is to be increased. The Frauenthal Trade Division is working on various projects aimed at reducing energy consumption. Examples include projects in the areas of heat recovery, energy monitoring, the use of LEDs, modern heating and air conditioning systems, heat pumps, PV systems, electric mobility and EURO IV trucks with reduced emissions.**

ECO & ISO: Kontinental continues to deliver sustainable and reliable performance on the road

Kontinental once again achieves bronze status in the EcoVadis sustainability ranking and positive IMS audit result

Kontinental has once again achieved bronze status in EcoVadis' leading global sustainability ranking, scoring 60 out of a possible 100 points. This award, which places Kontinental among the top 35 per cent of all companies evaluated, confirms the company's consistent focus on sustainable business processes. Kontinental also received a positive assessment in Integrity NEXT's supplier evaluation, underscoring its long-standing cooperation with partners. In March 2025, Quality Austria conducted its annual audit of the management systems. The environmental, safety and quality management systems were thoroughly reviewed over three intensive days. The result: All standard requirements were met and the ISO 9001 certificate has been extended for another three years. The ISO 14001 and 45001 certificates are valid until March 2026, and no deviations were found here either, confirming our ongoing commitment to sustainability and safety. "I am delighted that Kontinental has successfully passed the IMS audit and once again received the bronze award from EcoVadis", says Thomas Krenn, Managing Director of Kontinental, proudly adding: "The last few months have shown how important sustainability has become for our customers. With our highly motivated sustainability organisation, we are ideally equipped to meet growing demands and offer our customers the best possible service."

As part of the Frauenthal Trade Group, Kontinental is a technical wholesaler for civil engineering, industry and electrical engineering, and a market leader in the field of piping and valve technology.



(6) MATERIALITY ANALYSIS

The materiality analysis is based on a risk/impact analysis, the relevance to the Frauenthal Group's business and the most important concerns of stakeholders. The individual subsidiaries are in constant communication with stakeholders and receive important input on various topics. The materiality of the topics was initially derived from their relevance to stakeholders and their business relevance for the Frauenthal Group.

KEY TOPICS FOR STAKEHOLDERS IN THE CONSOLIDATION GROUP, FOR FRAUENTHAL AND THE IMPACT FRAUENTHAL HAS ON THE ENVIRONMENT AND SOCIETY	
-	Energy
-	Personnel development/recruitment/deployment
-	Responsible use of resources
-	Environmental protection
-	Quality management
-	Sustainable profitable growth
-	Human rights
-	Employee rights/protection
-	Social responsibility
-	IT security/governance
-	Innovation/digitalisation
-	Higher rating for "Sustainable profitable growth"
-	Lower rating for "Personnel development/recruitment/deployment"

The topics mentioned in the table are of high to very high importance to stakeholders and have a high to very high impact on the environment and society, as well as on Frauenthal. The changes are described below:

Higher ranking for the "Sustainable profitable growth" topic

The negative market situation in both divisions and the resulting pressure to reduce costs and improve earnings are making it difficult to invest in sustainability in the areas of the environment, social affairs and employees. **Frauenthal's response:** Despite cost-cutting measures and declines in investment, the company continued to invest in sustainability, as this enables it to save energy and CO₂ on the one hand and achieve faster amortisation on the other. Examples include heat recovery, energy monitoring, the use of LEDs, modern heating and air conditioning systems, heat pumps and PV systems. In addition, essential investments in employees will continue to be made, for example, through training courses.

Lower ranking for the "Personnel development/recruitment/deployment" topic

Due to the economic market situation, the labour market has improved from an employer's perspective. Nevertheless, the shortage of skilled workers in certain occupational fields in

New or changed information is highlighted in bold. The following topics are of the highest relevance (ranked according to a scoring model from very high to high relevance):

both divisions remains noticeable. Qualified applicants remain difficult to find and must be attracted with appealing offers.

Frauenthal's response: Increasing employer attractiveness, investing in automation, increasing employee retention and focusing on training, further education and programmes for young talent.

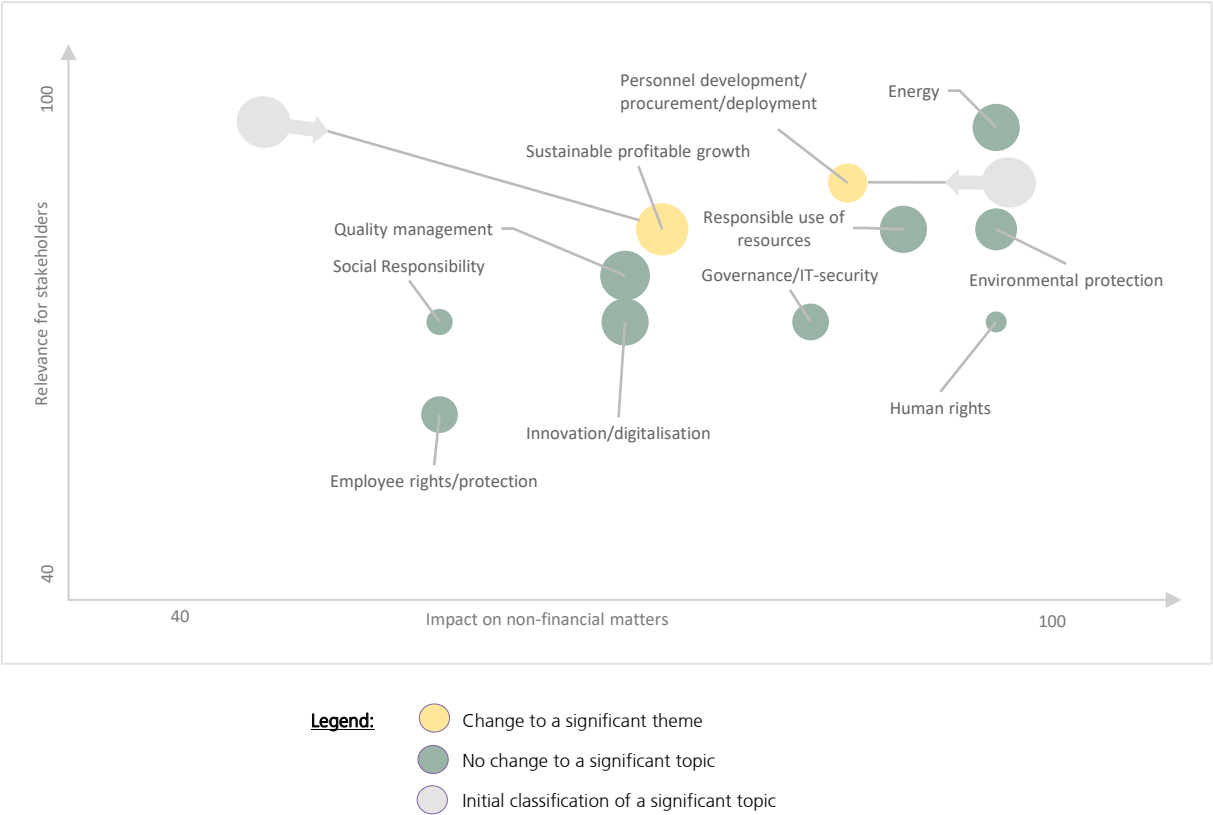
Other important topics

The issue of human rights is a minor risk factor for Frauenthal, as production mainly takes place in Europe, where strict standards prevail. High standards apply at the Chinese plant. Further details can be found in the chapter on human rights. Other topics such as employee, environmental and R&D issues (energy, personnel development/recruitment/deployment, responsible use of resources, quality management, sustainable profitable growth, employee rights/protection and social responsibility) are essential for both stakeholders and Frauenthal as well as for the environment and society, and are being pursued with increased focus. The reporting and the selected GRI (Global Reporting Initiative) indicators are geared towards the topics mentioned above, among other things. The Global Reporting Initiative develops guidelines for the preparation of sustainability reports by large companies, small and medium-sized enterprises (SMEs), governments and non-governmental organisations.

MATERIALITY ANALYSIS

The following graph shows the relevance of the aforementioned topics for stakeholders on the Y-axis.

The X-axis, "Impact on non-financial matters", represents the impact of the topics on the environment and society. The size of the bubbles represents the importance of the topics for the Frauenthal group.



In addition to the topics mentioned above, which are included in the materiality matrix, this report also addresses areas that were mentioned in the stakeholder analysis:

OTHER RELEVANT TOPICS	
FOR EMPLOYEES	<ul style="list-style-type: none">- Fair payment- Benefits- Feedback and open communication- Work-life balance, training and further education- Occupational safety- Health care- Sustainable workplace
FOR CUSTOMERS	<ul style="list-style-type: none">- Quality of products/services, competent employees- Punctual, fast deliveries/product availability- Price/performance ratio- Support with product liability issues
FOR SUPPLIERS	<ul style="list-style-type: none">- Contract negotiations- Fair cooperation
FOR LOCAL RESIDENTS COMMUNITIES	<ul style="list-style-type: none">- Employment of persons with physical disabilities- Cooperation with local schools- Exchange with local communities- Some municipalities are customers (public procurement at Frauenthal Trade).
FOR AUTHORITIES AND ASSOCIATIONS	<ul style="list-style-type: none">- Compliance with laws- Health, safety and the environment
FOR SHAREHOLDERS/ MANAGEMENT	<ul style="list-style-type: none">- Sustainable corporate growth- Transparency and reliability- Compliance with all laws and regulations

Frauenthal Gnotec Sweden: small investment volumes, large energy savings

Frauenthal Gnotec Sweden has replaced outdated, energy-intensive fan heaters with efficient Aerotemper heating systems. This measure will result in annual savings of around 4 tonnes of CO₂ and a significant reduction in energy consumption. Aerotemper heaters, also known as warm air blowers, are connected to a water-based heating system and offer an efficient heating solution with minimal investment costs.

In addition, around 500 fluorescent tubes were replaced with LED tubes. This measure saves around 1.3 tonnes of CO₂ annually and also improves the energy efficiency of the lighting.

Through these sustainable investments, Frauenthal Gnotec Sweden is actively contributing to reducing its CO₂ footprint and increasing energy efficiency.

(8) REPORT PROFILE

This is the eighth sustainability report of the Frauenthal Group, including the previous year's figures for 2023. The reporting period covers the 2024 financial year, which corresponds to the calendar year and the financial reporting period.

This report constitutes the "non-financial report" of Frauenthal Holding AG (pursuant to Section 267a of the UGB [Austrian Commercial Code]) in accordance with the Sustainability and Diversity Improvement Act. The report was prepared in accordance with the internationally recognised Global Reporting Initiative Standards 2021 for sustainability reporting, using the "with reference to" option.

The reporting cycle is once a year. The last sustainability report for 2023 was published on 25 April 2024. The content of the report was determined based on the Frauenthal Group's materiality analysis. All environmental information refers to the environmental impact caused internally by the organisation.

In the 2024 financial year, intensive work continued on preparations for the disclosure obligation in accordance with the EU Corporate Sustainability Reporting Directive (CSRD). In accordance with the requirements of the European Sustainability Reporting Standards (ESRS), the materiality analysis will be updated, and the 2025 sustainability report will be integrated into the Group management report in future. Preparations for this will continue in 2025.

This sustainability report covers the following companies that were included in the scope of consolidation as at 31 December 2024:

DIVISION	SECTION	COMPANY NAME
FRAUENTHAL AUTOMOTIVE	FRAUENTHAL AIRTANK	<ul style="list-style-type: none">- Frauenthal Airtank Hustopeče s.r.o.- Frauenthal Airtank Elterlein GmbH- Frauenthal Automotive GmbH
	FRAUENTHAL GNOTEC	<ul style="list-style-type: none">- Frauenthal Gnotec Slovakia s.r.o.- Frauenthal Gnotec AB- Gnotec Asia Holding Ltd.- Frauenthal Gnotec Sweden AB- Frauenthal Gnotec China Co. Ltd.- Frauenthal Gnotec Inc.- Frauenthal Gnotec Germany GmbH- Frauenthal Gnotec Tool Development AB- Frauenthal Gnotec Trade (Kunshan) Co. Ltd.
FRAUENTHAL TRADE	The individual companies of the FRAUENTHAL TRADE Division are summarised in this report.	<ul style="list-style-type: none">- Frauenthal Haustechnik Beteiligungs GmbH- Frauenthal Handel Gruppe AG- Frauenthal Handel GmbH- Frauenthal Beta GmbH- SHT Haustechnik GmbH- 1a Installateur-Marketingberatung für Gas-, Sanitär- und Heizungsinstallateure GmbH- OVI Online Vertrieb für Installateurbedarf GmbH i.L.
HOLDING		<ul style="list-style-type: none">- Frauenthal Holding AG- Frauenthal Immobilien GmbH

The G – S Company, s.r.o., based in Bánovce nad Bebravou, Slovakia, and Techno Heat GmbH, based in Vienna, Austria, are not included in the consolidation due to their minor significance. As at 31 December 2024, both companies indirectly hold 100.00% of the shares in the capital. Frauenthal Automotive Holding GmbH, based in Vienna, Austria, which is also not included in the consolidation due to its immaterial significance, is in liquidation as at the reporting date of 31 December 2024. Apart from the companies mentioned above, there were no other companies that were not consolidated due to their minor significance.

Further changes to the corporate structure are disclosed in the notes to the consolidated financial statements under item B – Consolidation principles from page 33 onwards.





EU TAXONOMY

INVESTING IN MOBILITY,
ENERGY AND SIMILAR AREAS



EU TAXONOMY

Due to the following regulations: Regulation (EU) 2020/852 (EU Taxonomy Regulation), Annexes I and II to DelVO (EU) 2021/2139 in conjunction with (EU) 2023/2485 (Climate Delegated Act) and Annexes I to IV to DelVO (EU) 2023/2486 (Environmental Delegated Act), the Frauenthal Group must disclose the three performance indicators (turnover, CapEx and OpEx) in accordance with the DelVO (EU) 2021/2178 in conjunction with (EU) 2023/2486 (Disclosure Delegated Act) and the additions made by the DelVO (EU) 2022/1214 for the relevant economic activities, including additional qualitative and quantitative information.

The Frauenthal Group has examined the economic activities in question and carried out an assessment in accordance with

the Climate Delegated Act and the Environmental Delegated Act. For 2024, alignment will also be achieved in relation to the four new environmental targets: sustainable use and protection of water and marine resources, transition to a circular economy, integrated pollution prevention and control, and protection and restoration of biodiversity and ecosystems. Furthermore, the goals of climate change mitigation and climate change adaptation were adapted. The Frauenthal Group did not engage in any economic activities covered by the Environmental Delegated Act in the 2024 financial year.

The European Commission's FAQs on assessment issues relating to the EU taxonomy were used.

The following taxonomy-eligible economic activities related to turnover were identified:

ECONOMIC ACTIVITY	CHANGE COMPARED TO PREVIOUS YEAR
3.18 Manufacture of automotive and mobility components	In the previous year, economic activity 3.18 was classified as taxonomy-eligible. Based on the FAQs published by the European Commission on 29 November 2024 (Draft Commission Notice on the interpretation and implementation of certain legal provisions of the EU Taxonomy Environmental Delegated Act, the EU Taxonomy Climate Delegated Act and the EU Taxonomy Disclosures Delegated Act, question 17), the taxonomy eligibility was re-evaluated. The clarification provided by the European Commission led to a decision not to disclose taxonomy eligibility for the 2024 financial year.
6.6 Transport of goods by road	-
7.3 Installation, maintenance and repair of energy-efficient appliances	-
7.6 Installation, maintenance and repair of renewable energy technologies	-

The following taxonomy-eligible economic activities related to OpEx were identified:

ECONOMIC ACTIVITY	CHANGE COMPARED TO PREVIOUS YEAR
3.18 Manufacture of automotive and mobility components	In the previous year, economic activity 3.18 was classified as taxonomy-eligible. Based on the FAQs published by the European Commission on 29 November 2024 (Draft Commission Notice on the interpretation and implementation of certain legal provisions of the EU Taxonomy Environmental Delegated Act, the EU Taxonomy Climate Delegated Act and the EU Taxonomy Disclosures Delegated Act, question 17), the taxonomy eligibility was re-evaluated. The clarification provided by the European Commission led to a decision not to disclose taxonomy eligibility for the 2024 financial year.
6.4 Operation of personal mobility devices, bicycle logistics	-
6.5 Transport by motorcycles, passenger cars and light commercial vehicles	-
6.6 Transport of goods by road	-
7.3 Installation, maintenance and repair of energy-efficient appliances	-
7.4 Installation, maintenance and repair of charging stations for electric vehicles in buildings (and in car parks belonging to buildings)	No operating expenses were recognised for this business activity in the 2024 financial year.
7.5 Installation, maintenance and repair of devices for measuring, regulating and controlling the overall energy efficiency of buildings	-
8.1 Data processing, hosting and related activities	-

The following taxonomy-eligible economic activities related to CapEx were identified:

ECONOMIC ACTIVITY	CHANGE COMPARED TO PREVIOUS YEAR
3.18 Manufacture of automotive and mobility components	In the previous year, economic activity 3.18 was classified as taxonomy-eligible. Based on the FAQs published by the European Commission on 29 November 2024 (Draft Commission Notice on the interpretation and implementation of certain legal provisions of the EU Taxonomy Environmental Delegated Act, the EU Taxonomy Climate Delegated Act and the EU Taxonomy Disclosures Delegated Act, question 17), the taxonomy eligibility was re-evaluated. The clarification provided by the European Commission led to a decision not to disclose taxonomy eligibility for the 2024 financial year.
6.5 Transport by motorcycles, passenger cars and light commercial vehicles	-
6.6 Transport of goods by road	-
7.3 Installation, maintenance and repair of energy-efficient appliances	-
7.4 Installation, maintenance and repair of charging stations for electric vehicles in buildings (and in car parks belonging to buildings)	-
7.5 Installation, maintenance and repair of devices for measuring, regulating and controlling the overall energy efficiency of buildings	-
7.6 Installation, maintenance and repair of renewable energy technologies	-
7.7 Acquisition and ownership of buildings	-
8.1 Data processing, hosting and related activities	-
9.3 Freelance services related to the energy performance of buildings	-

Further information can be found in the background information on the EU taxonomy reporting forms on the following pages.

INFORMATION ON ASSESSING COMPLIANCE WITH REGULATION (EU) 2020/852

The Sustainability department at Frauenthal Holding AG is responsible for the global implementation of the EU Taxonomy Regulation at group level. The personnel links between the Sustainability department and the Group Controlling department ensure direct communication with the Executive Board of the Frauenthal Group. In order to reinforce this commitment, work began at an early stage on defining ESG champions, thereby identifying dedicated points of contact. The ESG

hierarchy is structured centrally within the Frauenthal Trade Group. The Controlling, Infrastructure, IT and Accounting departments are particularly relevant for the EU Taxonomy Regulation. ESG champions have been appointed in every department. In the Frauenthal Automotive Division, the organisation has been set up in line with the decentralised structure. The individual controllers and quality managers or technical departments are responsible for reporting.

Each ESG champion is responsible for the following sub-steps:

- Verification of taxonomy eligibility by analysing the economic activity mentioned in the Climate Delegated Act and Environmental Delegated Act in coordination with the local ERP system
 - Verification of the necessary documentary evidence in connection with the certification of the fulfilment of the required material contribution to the objectives in the Climate Delegated Act and Environmental Delegated Act, including the associated DNSH criteria
- Verification of compliance with the minimum (social) protection criteria in accordance with Article 18 of the EU Taxonomy Regulation
 - Allocation of corresponding turnover, OpEx and CapEx in accordance with the definitions of the Disclosure Delegated Act
 - Filling out the turnover, OpEx and CapEx reporting forms required by the Disclosure Delegated Act in the consolidation system

The frameworks referred to in Article 18 of the EU Taxonomy Regulation were analysed for the (social) minimum safeguards criteria. Local evidence for checking taxonomy eligibility and compliance has been stored in the global system and agreed with the Sustainability department.

BACKGROUND INFORMATION

The Frauenthal Group reported **consolidated turnover** of EUR 1,014.3 million, which is EUR -66.6 million (-6.2%) below the previous year's result. This decline in turnover is attributable to the Frauenthal Trade Division (EUR -38.8 million) and the Frauenthal Automotive Division (EUR -27.9 million). The Frauenthal Trade Division posted annual turnover of EUR 807.0 million (-4.6%), while the Frauenthal Automotive Division achieved turnover of EUR 207.3 million (-11.9%) in the 2024 financial year.

Consolidated turnover corresponds to consolidated turnover in accordance with the IFRS consolidated financial statements for the 2024 financial year. Turnover from sales of products in accordance with IFRS 15 is recognised when ownership or risk is transferred to the customer, provided that a price has been agreed or can be determined and payment can be assumed. Turnover is reported net of discounts, rebates, customer bonuses and rebates. Interest has been recognised using the effective interest method in accordance with IFRS 9 and is reported as such in the consolidated income statement. Reference is made to the notes to the consolidated financial statements.

The denominator of the performance indicator **OpEx** refers to the other operating expenses to be taken into account in the consolidated income statement in accordance with Annex I of Delegated Regulation EU 2021/2178. In accordance with the definition of OpEx in the Disclosure Delegated Act, EUR 12,600 thousand of other operating expenses are included, which can also be found in item (36) of the notes to the consolidated financial statements. Direct personnel costs

In calculating the taxonomy-eligible and taxonomy-aligned portions of turnover, OpEx and CapEx, multiple counting was avoided by clearly assigning each identified economic activity to the climate change mitigation goal. No targets other than climate change mitigation were reported for the 2024 financial year.

BREAKDOWN OF INVESTMENTS

	in EUR thousand	Intangible assets	Tangible assets	Leasing rights	Total assets
Investments		1,388	14,127	4,610	20,125

No CapEx plan within the meaning of Sections 1.1.2.2. Sections 1.1.2.2. lit b and 1.1.3.2. lit b of Annex I of the Disclosure Delegated Act.

PROPORTION OF TURNOVER FROM GOODS OR SERVICES RELATED TO TAXONOMY-ALIGNED ECONOMIC ACTIVITIES – DISCLOSURE FOR 2024

2024				Substantial contribution criteria						DNSH criteria ("no significant adverse impact")									
Economic activities	Code	Turnover	Proportion of turnover, year 2024	Climate change mitigation	Climate change adaptation	Water	Environmental pollution	Circular economy	Biological diversity	Climate change mitigation	Climate change adaptation	Water	Environmental pollution	Circular economy	Biological diversity	Minimum safeguards	Proportion of taxonomy-aligned (A.1.) or taxonomy-eligible (A.2.) Turnover, 2023	Category: of which enabling (E)	Category: transitional activity (T)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)
		EUR thousand	%	Y/N,N/EL	Y/N,N/EL	Y/N,N/EL	Y/N,N/EL	Y/N,N/EL	Y/N,N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Ecologically sustainable activities (taxonomy-aligned)																			
Installation, maintenance and repair of renewable energy technologies	CCM/CCA 7.6	190	0.02%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.05%	E	-
Turnover of environmentally sustainable activities (taxonomy-aligned) (A.1)		190	0.02%	100%	-	-	-	-	-	Y	Y	Y	Y	Y	Y	Y	0.05%		
Of which enabling		190	0.02%	100%	-	-	-	-	-	Y	Y	Y	Y	Y	Y	Y	0.05%	E	
Of which transitional		-	-	-						-	-	-	-	-	-	-	-		T
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL;N/EL	EL;N/EL	EL;N/EL	EL;N/EL	EL;N/EL	EL;N/EL										
Manufacture of automotive and mobility components	CCM 3.18	-	-	EL	N/EL	N/EL	N/EL	N/EL	N/EL								1.61%		
Transport of goods by road	CCM/CCA 6.6	548	0.05%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.04%		
Installation, maintenance and repair of energy-efficient appliances	CCM/CCA 7.3	75	0.01%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.01%		
Installation, maintenance and repair of renewable energy technologies	CCM/CCA 7.6	85	0.01%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.01%		
Turnover from taxonomy-eligible activities but not environmentally sustainable (non-taxonomy-aligned activities) (A.2)		708	0.07%	100%	-	-	-	-	-								1.67%		
A. Turnover from taxonomy-eligible activities (A.1 + A.2)		898	0.09%	100%	-	-	-	-	-								1.72%		
B. TAXONOMY-INELIGIBLE ACTIVITIES																			
Turnover taxonomy-non-eligible activities		1,013,439	99.91%																
TOTAL		1,014,337	100%																

Legend for classification of significant contribution and DNSH criteria:

Y: Yes, taxonomy-eligible activity that complies with the relevant environmental target; N: No, taxonomy-eligible activity that does not comply with the relevant environmental target;

N/EL: "not eligible", activity not eligible for the respective environmental target; EL: "eligible", activity eligible for the respective target

OVERVIEW OF TAXONOMY-ELIGIBLE AND TAXONOMY-ALIGNED SHARES OF TURNOVER PER ENVIRONMENTAL TARGET

	Share of total turnover	
	Taxonomy-aligned for each target	Taxonomy-eligible for each target
CCM (climate change mitigation)	0.02%	0.09%
CCA (climate change adaptation)	-	-
WTR (water and marine resources)	-	-
CE (circular economy)	-	-
PPC (pollution)	-	-
BIO (biodiversity)	-	-

EXPLANATORY NOTES TO THE "TURNOVER" TABLE

A climate risk and vulnerability analysis is carried out for activities to which the criteria of Annex A "Climate Risk and Vulnerability Analysis" of the EU Taxonomy Regulation apply. If other equipment is listed in the technical evaluation criteria, this will also be checked. The table below provides explanations of the taxonomy eligibility and alignment of the individual economic activities, as well as methodological changes from the previous year. The analysis takes into account all points of the technical assessment criteria as well as the minimum safeguards within the meaning of Article 18 of the EU Taxonomy. However, for reasons of clarity and due to the lack of publication requirements, not all criteria for compliance and eligibility are shown in the table below.

ACTIVITY	EXPLANATION OF TAXONOMY COMPATIBILITY	EXPLANATION OF ALIGNMENT	CHANGE IN METHODOLOGY COMPARED TO PREVIOUS YEAR
3.18 Manufacture of automotive and mobility components	In the previous year, economic activity 3.18 was classified as taxonomy-eligible. Based on the FAQs published by the European Commission on 29 November 2024 (Draft Commission Notice on the interpretation and implementation of certain legal provisions of the EU Taxonomy Environmental Delegated Act, the EU Taxonomy Climate Delegated Act and the EU Taxonomy Disclosures Delegated Act, question 17), the taxonomy eligibility was re-evaluated. The clarification provided by the European Commission led to a decision not to disclose taxonomy eligibility for the 2024 financial year.	Due to the decision not to disclose taxonomy eligibility in the 2024 financial year, there was no review of alignment in relation to economic activity 3.18.	-
6.6 Transport of goods by road	This refers to the delivery of goods in the Frauenthal Trade Division for customers, which is invoiced. These are mainly delivered by trucks in vehicle class N3.	The alignment statement has not been issued, in particular, due to the non-compliance of the load-bearing axle tyres used.	-
7.3 Installation, maintenance and repair of energy-efficient appliances	In the Frauenthal Trade Division, this category comprises (assembly) turnover from the installation, replacement, maintenance and repair of heating, ventilation and air conditioning (HVAC) systems.	As it is not possible to directly assign the HVAC devices sold, the energy efficiency classes cannot be verified in accordance with the EU Taxonomy Regulation. It is still not possible to assign the sold devices to energy efficiency classes.	-
7.6 Installation, maintenance and repair of renewable energy technologies	This refers to (installation) turnover from the installation, maintenance and repair of photovoltaic systems and the associated technical equipment, as well as heat pumps.	Due to the inability to directly allocate (installation) turnovers to heat pumps, alignment cannot be reported.	-

OPEX SHARE OF GOODS OR SERVICES ASSOCIATED WITH TAXONOMY-ALIGNED ECONOMIC ACTIVITIES – DISCLOSURE FOR 2024

	2024			Substantial contribution criteria						DNSH criteria ("no significant adverse impact")									
Economic activities	Code	OpEx	OpEx share, year 2024	Climate change mitigation	Climate change adaptation	Water	Environmental pollution	Circular economy	Biological diversity	Climate change mitigation	Climate change adaptation	Water	Environmental pollution	Circular economy	Biological diversity	Minimum safeguards	Proportion of taxonomy-aligned (A.1.) or taxonomy-eligible (A.2.) OpEx, 2023	Category of which enabling	Category: transitional activity
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)
		EUR thousand	%	Y/N/N/EL	Y/N/N/EL	Y/N/N/EL	Y/N/N/EL	Y/N/N/EL	Y/N/N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Ecologically sustainable activities (taxonomy-aligned)																			
Operation of personal mobility devices, bicycle logistics	CCM/CCA 6.4	-38	0.30%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.15%	-	-
Transport by motorcycles, passenger cars and light commercial vehicles	CCM/CCA 6.5	-9	0.07%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	-	-	-
Installation, maintenance and repair of energy-efficient appliances	CCM/CCA 7.3	-84	0.67%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.05%	E	-
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and in car parks belonging to buildings)	CCM/CCA 7.4	-	-	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.19%	E	-
Installation, maintenance and repair of equipment for measuring, regulating and controlling the overall energy efficiency of buildings	CCM/CCA 7.5	-13	0.11%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.11%	E	-
OpEx for environmentally sustainable activities (taxonomy-aligned) (A.1)		-145	1.15%	100%	-	-	-	-	-	Y	Y	Y	Y	Y	Y	Y	0.50%		
Of which enabling		-98	0.78%	100%	-	-	-	-	-	Y	Y	Y	Y	Y	Y	Y	0.35%	E	
Of which transitional		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		T
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Manufacture of automotive and mobility components	CCM 3.18	-	-	EL/N/EL	EL/N/EL	EL/N/EL	EL/N/EL	EL/N/EL	EL/N/EL										
Transport by motorcycles, passenger cars and light commercial vehicles	CCM/CCA 6.5	-1,426	11.31%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.84%		
Transport of goods by road	CCM/CCA 6.6	-1,725	13.69%	EL	EL	N/EL	N/EL	N/EL	N/EL								7.52%		
Installation, maintenance and repair of energy-efficient appliances	CCM/CCA 7.3	-310	2.46%	EL	EL	N/EL	N/EL	N/EL	N/EL								8.43%		
Data processing, hosting and related activities	CCM/CCA 8.1	-2,460	19.53%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.29%		
OpEx of activities that are taxonomy-eligible but not environmentally sustainable (non-taxonomy-aligned activities) (A.2)		-5,921	46.99%	100%	-	-	-	-	-								11.02%		
A. OpEx taxonomy-eligible activities (A.1+A.2)		-6,066	48.14%	100%	-	-	-	-	-								28.10%		
B. TAXONOMY-INELIGIBLE ACTIVITIES																			
OpEx of activities that cannot be classified		-6,534	51.86%																
TOTAL		-12,600	100.00%																

Legend for classification of significant contribution and DNSH criteria:

Y: Yes, taxonomy-eligible activity that complies with the relevant environmental target; N: No, taxonomy-eligible activity that does not comply with the relevant environmental target; N/EL: "not eligible", activity not eligible for the respective environmental target; EL: "eligible", activity eligible for the respective target

Due to changes in the classification of individual economic activities, a year-on-year comparison in column 18 is only possible to a limited extent.

OVERVIEW OF TAXONOMY-ELIGIBLE AND TAXONOMY-ALIGNED SHARES FOR OPEX PER ENVIRONMENTAL TARGET

	OpEx share/total OpEx	
	Taxonomy-aligned for each target	Taxonomy-eligible for each target
CCM (climate change mitigation)	1.15%	48.14%
CCA (climate change adaptation)	-	-
WTR (water and marine resources)	-	-
CE (circular economy)	-	-
PPC (pollution)	-	-
BIO (biodiversity)	-	-

EXPLANATORY NOTES TO THE OPEX TABLE

A climate risk and vulnerability analysis is carried out for activities to which the criteria of Annex A "Climate Risk and Vulnerability Analysis" of the EU Taxonomy Regulation apply. If other equipment is listed in the technical evaluation criteria, this will also be checked. The table below provides explanations of the taxonomy eligibility and alignment of the individual economic activities, as well as methodological changes from the previous year. The analysis takes into account all points of the technical assessment criteria as well as the minimum safeguards within the meaning of Article 18 of the EU Taxonomy. However, for reasons of clarity and due to the lack of publication requirements, not all criteria for compliance and eligibility are shown in the table below.

ACTIVITY	EXPLANATION OF TAXONOMY COMPATIBILITY	EXPLANATION OF ALIGNMENT	CHANGE IN METHODOLOGY COMPARED TO PREVIOUS YEAR
3.18 Manufacture of automotive and mobility components	In the previous year, economic activity 3.18 was classified as taxonomy-eligible. Based on the FAQs published by the European Commission on 29 November 2024 (Draft Commission Notice on the interpretation and implementation of certain legal provisions of the EU Taxonomy Environmental Delegated Act, the EU Taxonomy Climate Delegated Act and the EU Taxonomy Disclosures Delegated Act, question 17), the taxonomy eligibility was re-evaluated. The clarification provided by the European Commission led to a decision not to disclose taxonomy eligibility for the 2024 financial year.	Due to the decision not to disclose taxonomy eligibility in the 2024 financial year, there was no review of alignment in relation to economic activity 3.18.	-
6.4 Operation of personal mobility devices, bicycle logistics	This resulted in operating expenses in the 2024 financial year related to maintenance and short-term leasing of bicycles provided to employees (so-called job bikes). The job bikes are powered by the user's muscle power.	The activity description complies with the technical evaluation criteria set out in Annex I of the Climate Delegated Act.	-
6.5 Transport by motorcycles, passenger cars and light commercial vehicles	This involves the maintenance and repair of M1 and L-class vehicles. These are cars for employees, especially for field service, as well as forklifts.	Due to the inability to allocate data, particularly with regard to the posting of maintenance costs independently of the vehicle, it is largely impossible to report maintenance costs in accordance with the taxonomy.	-
6.6 Transport of goods by road	This involves the maintenance and repair of N1/2/3 class vehicles. The trucks are operated in the Frauenthal Trade Division to deliver goods to customers and carry out internal goods transport.	The alignment statement has not been issued, in particular, due to the non-compliance of the load-bearing axle tyres used.	-

7.3 Installation, maintenance and repair of energy-efficient appliances	This category covers maintenance and repair costs for heating, ventilation and air conditioning (HVAC) systems, energy-efficient light sources (LEDs) and roofs.	This section shows the repair and maintenance of LEDs and air conditioning units if the energy efficiency classes of the technical evaluation criteria are met. This also involves a data query in the EPREL database. In the case of non-taxonomy-aligned items, the energy efficiency classes do not meet the requirements of the technical assessment criteria in the EPREL database.	-
7.4 Installation, maintenance and repair of charging stations for electric vehicles in buildings (and in car parks belonging to buildings)	These are operating expenses, in particular for the maintenance and repair of charging stations for electric vehicles. In 2024, there were no operating expenses in this context.	The activity description complies with the technical evaluation criteria set out in the Annex to the Climate Delegated Act. In 2024, there were no operating expenses in this context.	-
7.5 Installation, maintenance and repair of devices for measuring, regulating and controlling the overall energy efficiency of buildings	This involves the maintenance and repair of meters and measuring devices, as well as building automation systems for energy efficiency and façade and roof elements with sun protection and sun control functions.	The activity description complies with the technical evaluation criteria set out in the Annex to the Climate Delegated Act.	-
8.1 Data processing, hosting and related activities	This involves the maintenance and repair of servers and related activities (monitoring systems, transmissions, control, display, switching).	Since there is no direct correlation between maintenance and repair costs and the server affected, alignment cannot be demonstrated.	-

Frauenthal Airtank Elterlein: third expansion stage of the photovoltaic system by a further 322 kWp

On 10 April 2024, construction work began on the second expansion of the existing 157 kWp photovoltaic system, which consists of 444 modules. Over the past two years, more than 260 MWh of electrical energy has been generated, enabling the production of over 67,000 compressed air tanks using 100% renewable electricity.

In order to make optimum use of the available roof space on the tank production, final assembly and high-bay warehouse buildings, an additional 732 solar modules were installed with an east-west orientation. This arrangement makes it possible to use solar energy directly for production in early and late shifts without having to rely on costly intermediate storage or feeding surplus electricity into the grid.

This makes a significant contribution to sustainability.



CAPEX SHARE FROM GOODS OR SERVICES RELATED TO TAXONOMY-ALIGNED ECONOMIC ACTIVITIES – DISCLOSURE FOR 2024

	2024			Substantial contribution criteria						DNSH criteria ("no significant adverse impact")									
Economic activities	Code	CapEx	CapEx share, year 2024	Climate change mitigation	Climate change adaptation	Water	Environmental pollution	Circular economy	Biological diversity	Climate change mitigation	Climate change adaptation	Water	Environmental pollution	Circular economy	Biological diversity	Minimum safeguards	Proportion of taxonomy-aligned (A.1.) or taxonomy-eligible (A.2.) CapEx, 2023	Category of which enabling	Category: transitional activity
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)
		EUR thousand	%	Y,N,N/EL	Y,N,N/EL	Y,N,N/EL	Y,N,N/EL	Y,N,N/EL	Y,N,N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Ecologically sustainable activities (taxonomy-aligned)																			
Transport by motorcycles, passenger cars and light commercial vehicles	CCM/CCA 6.5	1,809	8.99%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	4.84%	-	-
Installation, maintenance and repair of energy-efficient appliances	CCM/CCA 7.3	435	2.16%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.82%	E	-
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and in car parks belonging to buildings)	CCM/CCA 7.4	102	0.50%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.53%	E	-
Installation, maintenance and repair of equipment for measuring, regulating and controlling the overall energy efficiency of buildings	CCM/CCA 7.5	283	1.40%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.31%	E	-
Installation, maintenance and repair of renewable energy technologies	CCM/CCA 7.6	273	1.36%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	2.62%	E	-
Data processing, hosting and related activities	CCM/CCA 8.1	50	0.25%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.80%	-	T
Freelance services related to the overall energy efficiency of buildings	CCM 9.3	10	0.05%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0.52%	E	-
CapEx on environmentally sustainable activities (taxonomy aligned) (A.1)		2,961	14.71%	100%	-	-	-	-	-	Y	Y	Y	Y	Y	Y	Y	10.44%		
Of which enabling		1,102	5.48%	100%						Y	Y	Y	Y	Y	Y	Y	4.80%	E	
Of which transitional		50	0.25%	100%						-	-	-	-	-	-	-	0.80%		T

A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)												
				EL;N/EL	EL;N/EL	EL;N/EL	EL;N/EL	EL;N/EL	EL;N/EL			
Manufacture of automotive and mobility components	CCM 3.18	-	-	EL	N/EL	N/EL	N/EL	N/EL	N/EL		0.65%	
Transport by motorcycles, passenger cars and light commercial vehicles	CCM/CCA 6.5	1,787	8.88%	EL	EL	N/EL	N/EL	N/EL	N/EL		11.59%	
Transport of goods by road	CCM/CCA 6.6	2,357	11.71%	EL	EL	N/EL	N/EL	N/EL	N/EL		10.51%	
Installation, maintenance and repair of energy-efficient appliances	CCM/CCA 7.3	73	0.36%	EL	EL	N/EL	N/EL	N/EL	N/EL		1.26%	
Acquisition and ownership of buildings	CCM/CCA 7.7	791	3.93%	EL	EL	N/EL	N/EL	N/EL	N/EL		13.18%	
Data processing, hosting and related activities	CCM/CCA 8.1	-	-	EL	EL	N/EL	N/EL	N/EL	N/EL		0.23%	
CapEx for activities that are taxonomy-eligible but not environmentally sustainable (non-taxonomy-aligned activities) (A.2)		5,008	24.89%	100%	-	-	-	-	-		37.43%	
A. CapEx taxonomy-eligible activities (A.1 + A.2)		7,969	39.60%	100%	-	-	-	-	-		47.86%	
B. TAXONOMY-INELIGIBLE ACTIVITIES												
CapEx for taxonomy-ineligible activities		12,265	60.40%									
TOTAL		20,125	100%									

Legend for classification of significant contribution and DNSH criteria:

Y: Yes, taxonomy-eligible activity that complies with the relevant environmental target; N: No, taxonomy-eligible activity that does not comply with the relevant environmental target; N/EL: "not eligible", activity not eligible for the respective environmental target; EL: "eligible", activity eligible for the respective objective

Due to changes in the classification of individual economic activities, a year-on-year comparison in column 18 is only possible to a limited extent.

OVERVIEW OF TAXONOMY-ELIGIBLE AND TAXONOMY-ALIGNED SHARES OF CAPEX PER ENVIRONMENTAL TARGET

	CapEx share/total CapEx	
	Taxonomy-aligned for each target	Taxonomy-eligible for each target
CCM (climate change mitigation)	14.71%	39.60%
CCA (climate change adaptation)	-	-
WTR (water and marine resources)	-	-
CE (circular economy)	-	-
PPC (pollution)	-	-
BIO (biodiversity)	-	-

EXPLANATORY NOTES TO THE CAPEX TABLE

A climate risk and vulnerability analysis is carried out for activities to which the criteria of Annex A "Climate Risk and Vulnerability Analysis" of the EU Taxonomy Regulation apply. If other equipment is listed in the technical evaluation criteria, this will also be checked. The table below provides explanations of the taxonomy eligibility and alignment of the individual economic activities, as well as methodological changes from the previous year. The analysis takes into account all points of the technical assessment criteria as well as the minimum safeguards within the meaning of Article 18 of the EU Taxonomy. However, for reasons of clarity and due to the lack of publication requirements, not all criteria for compliance and eligibility are shown in the table below.

ACTIVITY	EXPLANATION OF TAXONOMY COMPATIBILITY	EXPLANATION OF ALIGNMENT	CHANGE IN METHODOLOGY COMPARED TO PREVIOUS YEAR
3.18 Manufacture of automotive and mobility components	In the previous year, economic activity 3.18 was classified as taxonomy-eligible. Based on the FAQs published by the European Commission on 29 November 2024 (Draft Commission Notice on the interpretation and implementation of certain legal provisions of the EU Taxonomy Environmental Delegated Act, the EU Taxonomy Climate Delegated Act and the EU Taxonomy Disclosures Delegated Act, question 17), the taxonomy eligibility was re-evaluated. The clarification provided by the European Commission led to a decision not to disclose taxonomy eligibility for the 2024 financial year.	Due to the decision not to disclose taxonomy eligibility in the 2024 financial year, there was no review of alignment in relation to economic activity 3.18.	-
6.5 Transport by motorcycles, passenger cars and light commercial vehicles	This involves the purchase of M1 and L-class vehicles. These are cars for employees, particularly for field service, as well as forklift trucks.	Compared to the previous year, higher EU taxonomy-aligned investments are reported in this category. This is due to the increased volume of Class L vehicles and the positive taxonomy review of Class M1 vehicles compared to the previous year. The compliance assessment for electric forklift trucks was positive. In addition, electric vehicles were purchased that meet the tyre criteria and recycling criteria of the EU taxonomy's technical evaluation criteria. Non-taxonomy-aligned purchases are purchases of vehicles with combustion engines and electric vehicles whose tyre criteria do not meet the technical assessment criteria of the Climate Delegated Act.	-
6.6 Transport of goods by road	This involves the purchase of vehicles in categories N1/2/3. The trucks will be operated in the Frauenthal Trade Division to deliver goods to customers and carry out internal goods transport.	No taxonomic compliance could be demonstrated here. The alignment statement has not been issued, in particular, due to the non-compliance of the load-bearing axle tyres used.	-
7.3 Installation, maintenance and repair of energy-efficient appliances	This category covers purchases of heating, ventilation and air conditioning (HVAC) systems, external doors/gates and energy-efficient light sources (LEDs).	This is where the purchase of LEDs and air conditioning units is reported if the energy efficiency classes of the technical evaluation criteria are met. This also involves a data query in the EPREL database. In the case of non-taxonomy-aligned items, the energy efficiency classes do not meet the requirements of the technical assessment criteria in the EPREL database. For doors/gates, the U-value was checked in accordance with the answers to questions 41 and 135 of FAQs C/2023/257 (https://eur-lex.europa.eu/legal-content/DE/TXT/PDF/?uri=OJ:C_202300267) and verified against national standards.	-
7.4 Installation, maintenance and repair of charging stations for electric vehicles in buildings (and in car parks belonging to buildings)	These investments relate in particular to charging stations (wall boxes) for electric vehicles.	The activity description complies with the technical assessment criteria set out in the Climate Delegated Act.	-
7.5 Installation, maintenance and repair of devices for measuring, regulating and controlling the overall energy efficiency of buildings	This involves the purchase of meters and measuring devices as well as building automation systems for energy efficiency and façade and roof elements with sun protection and sun control functions.	The activity description complies with the technical assessment criteria set out in the Climate Delegated Act.	-

7.6 Installation, maintenance and repair of renewable energy technologies	This involves the expansion of the photovoltaic system and investment in heat recovery systems at Frauenthal Automotive Elterlein.	The activity description complies with the technical assessment criteria set out in the Climate Delegated Act.	-
7.7 Acquisition and ownership of buildings	This refers to the acquisition of buildings and the capitalisation of the right to use leased property. The amount of taxonomy eligibility recognised is lower than in the previous year, as there were fewer acquisitions of items and lower capitalisation of usage rights in the 2024 financial year.	As the building certificates do not correspond to the best energy efficiency classes, alignment cannot be demonstrated.	-
8.1 Data processing, hosting and related activities	This involves the purchase of servers in data centres.	Applicable ISO certificates were reviewed. Furthermore, a review is carried out by a third party every three years. Furthermore, the refrigerant was checked and found not to exceed a GWP value of 675. If no evidence of this was provided, the servers were classified as non-taxonomy-aligned.	-
9.3 Freelance services related to the energy performance of buildings	In this category, expenditure (related to projects) for services provided by civil engineers in connection with the overall energy efficiency of buildings and the conversion of heating systems to sustainable systems was capitalised.	The activity description complies with the technical assessment criteria set out in the Climate Delegated Act.	-

STANDARD DISCLOSURE FORMS PURSUANT TO ARTICLE 8 PARAS 6 AND 7 OF THE DELEGATED REGULATION (EU) 2022/1214 (NUCLEAR ENERGY AND FOSSIL GAS)

The Frauenthal Group is not involved in nuclear energy or fossil gas. Therefore, no further information is provided in the additional templates for natural gas and nuclear energy.

LINE	ACTIVITIES IN THE FIELD OF NUCLEAR ENERGY	
1.	The company is engaged in the research, development, demonstration and deployment of innovative power park modules that generate energy from nuclear processes with minimal waste from the fuel cycle, finances such activities or holds risk positions in connection with these activities.	No
2.	The company is involved in the construction and safe operation of new nuclear facilities for the generation of electricity or process heat — including for district heating or industrial processes such as hydrogen production — as well as in the safety improvement of such facilities using the best available technologies, finances such activities or holds risk positions in connection with such activities.	No
3.	The company is involved in the safe operation of existing nuclear facilities for the generation of electricity or process heat — including for district heating or industrial processes such as hydrogen production — as well as in improving their safety, financing such activities or holding risk positions in connection with these activities.	No
4.	The company is engaged in the research, development, demonstration and deployment of innovative power park modules that generate energy from nuclear processes with minimal waste from the fuel cycle, finances such activities or holds risk positions in connection with these activities.	No
LINE	ACTIVITIES IN THE FIELD OF FOSSIL GAS	
5.	The company is involved in the construction or operation of plants for generating electricity from fossil gaseous fuels, finances such activities or holds risk positions in connection with these activities.	No
6.	The company is involved in the construction, modernisation and operation of combined heat and power plants using fossil fuels, finances such activities or holds risk positions in connection with these activities.	No





ENVIRONMENT

NEW PV SYSTEM IN FRAUENTHAL GNOTEC CHINA (ABOVE),
EXPANSION IN FRAUENTHAL AIRTANK ELTERLEIN, GERMANY



ENVIRONMENT

Environmental protection is a particular concern for the Frauenthal Group. All companies comply with environmental requirements, legal provisions, regulations and orders. Employees are provided with comprehensive information and training on environmental, health and safety issues. The Frauenthal Group is benefiting from environmental policy developments in both divisions. Product developments at Frauenthal Automotive are aimed at reducing energy consumption. The Frauenthal Trade Division is also promoting products that conserve resources.

In most cases, improvements to production processes at Frauenthal Automotive lead directly to energy savings and reduced wear and tear.

(1) MATERIALS AND WASTE

TOPIC AREA OF THE MATERIALITY ANALYSIS

- Responsible use of resources
- Quality management
- Environmental protection

MANAGEMENT APPROACH

Due to the high material consumption in the production process (in the Frauenthal Automotive Division), it is both a significant cost factor and of ecological importance to make material consumption as efficient as possible.

Targeted measures (use of special machines and techniques) make it possible to keep material waste to a minimum and minimise it through more efficient use. Furthermore, recycled steel is purchased and used.

Most of the steel scrap generated during the production process is resold. Responsibility for these issues lies with the respective production management or quality management department. The higher the production quality, the lower the scrap rate or error rate.

Due to the nature of its operations (retail in products), there are no material issues in the Frauenthal Trade Division. With regard to waste, packaging materials are handled responsibly. The management approach – efficient use of materials – is illustrated by the following topics.

TOPICS

FRAUENTHAL TRADE DIVISION

TOPIC	OBJECTIVE	ACTION PLAN	SECTION	TARGET	STATUS
AS AT 2024					
Waste prevention	Use of reusable packaging to reduce waste (especially plastic), with the implementation of an industry-wide solution.	Project for reusable containers launched. Start: Mid-2025	Logistics	2026	10%
PREVIOUS YEAR'S FIGURE					
Waste prevention	Use of reusable packaging to reduce waste (especially plastic), with the implementation of an industry-wide solution.	Project for reusable containers launched	Logistics	2024	10%

FRAUENTHAL AUTOMOTIVE DIVISION

FRAUENTHAL GNOTEC SWEDEN

TOPIC	OBJECTIVE	ACTION PLAN	SECTION	TARGET	STATUS
2024 NEW					
Waste separation	Reduction of mixed waste	Sorting all waste generated in of-fices and common rooms	Technol-ogy	2025	50%
ACHIEVED IN 2024					
Waste separation	Reduction of mixed waste	Implementation of sorting proce-dures, re-use of electrical appliances	Technol-ogy	2024	100%
Waste separation	Reduction of mixed waste	Installation of two additional, more precise cutting devices for plastic straps	Technol-ogy	2024	100%
2024 ADAPTED					
Waste separation	Reduction of mixed waste	Implementation of sorting pro-cesses, plastic separation in produc-tion.	Technol-ogy	2025	30%
PREVIOUS YEAR'S FIGURE					
Waste separation	Reduction of mixed waste	Implementation of sorting proce-dures, re-use of electrical appliances	Technol-ogy	2024	50%
Waste separation	Reduction of mixed waste	Implementation of sorting pro-cesses, plastic separation in produc-tion	Technol-ogy	2024	0%
Waste separation	Reduction of mixed waste	Installation of two additional, more precise cutting devices for plastic straps	Technol-ogy	2024	50%

USE OF RAW MATERIALS

	FRAUENTHAL AUTOMOTIVE		FRAUENTHAL AIRTANK		FRAUENTHAL GNOTEC	
FIGURES IN TONNES	2024	2023	2024	2023	2024	2023
Use of recycled materials	25,766	27,253	9,490	9,715	16,276	17,538
Percentage of recycled materials used	39%	35%	57%	53%	32%	30%
Use of non-recycled materials	41,012	49,684	7,021	8,555	33,991	41,130
Total material usage	66,778	76,937	16,511	18,269	50,267	58,668

The comparison with the previous year shows lower raw material consumption due to the lower production volume.

WASTE GENERATION

	FRAUENTHAL GROUP		FRAUENTHAL TRADE		HOLDING	
FIGURES IN TONNES	2024	2023	2024	2023	2024	2023
Hazardous waste recycled	0	0	0	0	0	0
Hazardous waste not recycled	377	639	1	0	0	0
Total hazardous waste	377	639	1	0	0	0
Non-hazardous waste recycled	25,471	28,210	671	743	0	0
Non-hazardous waste not recycled	1,528	1,877	1,100	1,771	3	3
Total non-hazardous waste	26,999	30,087	1,772	2,514	3	3
Total waste generated	27,375	30,726	1,772	2,514	3	3
Recycling rate in %	93.0%	91.8%	37.9%	29.5%	100.0%	100.0%
	FRAUENTHAL AUTOMOTIVE		FRAUENTHAL AIRTANK		FRAUENTHAL GNOTEC	
FIGURES IN TONNES	2024	2023	2024	2023	2024	2023
Hazardous waste recycled	0	0	0	0	0	0
Hazardous waste not recycled	377	639	304	591	73	48
Total hazardous waste	377	639	304	591	73	48
Non-hazardous waste recycled	24,800	27,467	1,593	1,942	23,207	25,525
Non-hazardous waste not recycled	425	104	132	33	293	70
Total non-hazardous waste	25,224	27,570	1,724	1,975	23,500	25,595
Total waste generated	25,601	28,210	2,028	2,566	23,573	25,643
Recycling rate in %	96.9%	97.4%	78.5%	75.7%	98.4%	99.5%

The reduction in production volume led to a decrease in waste. The recycling rate has increased slightly.

(2) ENERGY

TOPIC	AREA OF THE MATERIALITY ANALYSIS
-	Energy efficiency
-	Innovation/digitalisation

MANAGEMENT APPROACH

The Frauenthal Automotive Division operates in an energy-intensive sector. For this reason, the focus is primarily on sustainable energy. This is achieved through the construction of PV systems or the purchase of sustainable electricity.

In the Frauenthal Trade Division, fuel consumption is of particular concern due to its negative impact on the environment. Targeted measures such as renewing the truck fleet and replacing light sources are being taken to minimise the impact on the environment. Furthermore, there is also a strong focus on the construction of PV systems here. Specific measures are described below. Due to the different areas involved, several departments may be responsible for this. Further initiatives can be found under the heading "Energy avoidance programmes" on P. 59.

TOPICS

FRAUENTHAL TRADE DIVISION

TOPIC	OBJECTIVE	ACTION PLAN	SECTION	TARGET	STATUS
ADAPTED IN 2024					
Energy consumption reduction/monitoring and control	Smart lighting & smart room heating control Test operation at defined locations	Project launched, and test operation planned to integrate smart control into existing technology	Infrastructure	2026	30%
Energy consumption reduction	Renewal of lighting conversion to LED	Renovation of building services LED II	Infrastructure	2028	40%
Energy consumption reduction	Use of smart control	Pilot project in Wels: smart lighting and heating technology	Infrastructure	2028	25%
PREVIOUS YEAR'S FIGURE					
Energy consumption reduction/monitoring and control	Smart lighting & smart room heating control Test operation at defined locations	Project launched, and test operation planned to integrate smart control into existing technology	Infrastructure	2024	30%
Energy consumption reduction	Renewal of lighting conversion to LED	Renovation of building services LED II	Infrastructure	2024	30%
Energy consumption reduction	Use of smart control	Pilot project in Wels: smart lighting and heating technology	Infrastructure	2024	5%

FRAUENTHAL AUTOMOTIVE DIVISION

FRAUENTHAL AIRTANK ELTERLEIN

TOPIC	OBJECTIVE	ACTION PLAN	SECTION	TARGET	STATUS
2024 NEW					
Energy consumption reduction	Increased efficiency in print logistics	Increased efficiency in print logistics through centralisation and change of supplier	IT	2024	100%
Energy consumption reduction	Heat recovery	Installation of a heat storage tank for the utilisation of recovered energy (heat recovery)	Technology	2024	100%
ACHIEVED IN 2024					
Use of photovoltaics	Increase in capacity	Installation of solar panels (total output: 479 kWp)	Technology	2024	100%
AS AT LAST YEAR					
Use of photovoltaics	Increase in capacity	Installation of solar panels (total output: 479 kWp)	Technology	2024	25%

FRAUENTHAL AIRTANK HUSTOPEČ

TOPIC	OBJECTIVE	ACTION PLAN	SECTION	TARGET	STATUS
ACHIEVED IN 2024					
Utilisation of waste heat from the melting furnace	Lower energy consumption, reduction in gas consumption	Creation of a heat distribution system	Technology	2024	100%
2024 STATUS/ADAPTED					
Use of photovoltaics	Purchase of solar panels	Project start: Construction of solar panels on the roof in several project phases. The project analysis will begin in 2025.	Purchasing	2027	5%
LED installation (administration/production)	Increase in efficiency	Replacing lamps	Technology	2026	10%
AS AT LAST YEAR					
Use of photovoltaics	Purchase of solar panels	Start of the project: construction of solar panels on the roof	Purchasing	2025	5%
Utilisation of waste heat from the melting furnace	Lower energy consumption, reduction in gas consumption	Creation of a heat distribution system	Technology	2024	90%
LED installation (administration/production)	Increase in efficiency	Replacing lamps	Technology	2024	10%

FRAUENTHAL GNOTEC CHINA

TOPIC	OBJECTIVE	ACTION PLAN	SECTION	TARGET	STATUS
ADAPTED IN 2024					
Electricity from renewable sources Energy	Increase electricity feed-in to the local grid	Commissioning of solar panels on the roof	Technology	2025	80%
PREVIOUS YEAR'S FIGURES					
Electricity from renewable sources Energy	Increase electricity feed-in to the local grid	Installation of solar panels on the roof	Technology	2024	0%

FRAUENTHAL GNOTEC SLOVAKIA

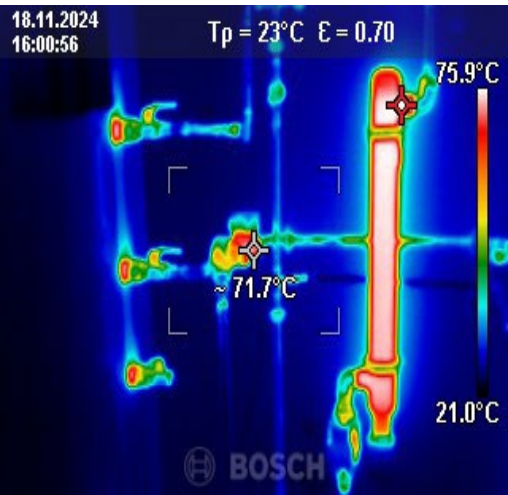
TOPIC	OBJECTIVE	ACTION PLAN	SECTION	TARGET	STATUS
ACHIEVED IN 2024					
CO ₂ e reduction	Purchase of "green energy"	Increase in the share of renewable energies for 2024/2025	Purchasing	2025	100%
PREVIOUS YEAR'S FIGURE					
CO ₂ e reduction	Purchase of "green energy"	Increase in the share of renewable energies for 2024/2025	Purchasing	2025	10%

FRAUENTHAL GNOTEC SWEDEN

TOPIC	OBJECTIVE	ACTION PLAN	SECTION	TARGET	STATUS
2024 NEW					
Energy consumption reduction	Increase in efficiency	Replacement of old light bulbs with LEDs Step II	Technology	2025	70%
Energy consumption reduction	Reduction in heating consumption	Installation of a fast-closing door in the material tent	Technology	2025	0%
Energy consumption reduction	Reduction in heating consumption	Replacement of outdated electric heating systems with energy-efficient alternatives	Technology	2024	100%
ACHIEVED/ADAPTED IN 2024					
Energy savings	Increased efficiency of energy consumption	Energy consumption analysis for the entire site	Technology	2024	100%
LED installation (administration/production)	Increase in efficiency	Replacing lamps	Technology	2024	100%
Renewable energy	Use of "green electricity"	Step 2: Installing solar panels on the container roof	The target was evaluated and no further action was taken in the reporting year.		
PREVIOUS YEAR'S STATUS					
Renewable energy	Use of "green electricity"	Step 2: Installing solar panels on the container roof	Technology	2024	0%
Energy savings	Increased efficiency of energy consumption	Energy consumption analysis for the entire site	Technology	2024	50%
LED installation (administration/production)	Increase in efficiency	Replacing lamps	Technology	2024	30%

Heat recovery provides Frauenthal Airtank Elterlein with central hot water supply

Another milestone on the road to greater sustainability: since 15 November 2024, the central hot water supply at the Elterlein site has been powered by heat recovered from air compressors – a significant step away from the previous use of a natural gas boiler. By integrating the hot water tank into the existing heat recovery system, excess heat from the air compression process is used to heat drinking water to over 65 °C. Freshly inflowing cold water is reheated efficiently and reliably. This innovative solution offers several advantages: lower energy costs, reduced CO₂ emissions, increased efficiency and sustainability. A successful example of how innovation, cost savings and environmental responsibility go hand in hand!



ENERGY CONSUMPTION

The presentation of energy consumption takes into account fuel consumption, heating/cooling consumption and electricity consumption. The previous year was therefore adjusted in the line "Fuel consumption from crude oil and petroleum products (MWh)" by the fuel consumption of the previous year to enable comparison. The calculation is based on statements from energy suppliers or fuel receipts.

	FRAUENTHAL GROUP		FRAUENTHAL TRADE		HOLDING	
	2024	2023	2024	2023	2024	2023
1. Fuel consumption from coal and coal products (MWh)	0	0	0	0	0	0
2. Fuel consumption from crude oil and petroleum products (MWh)	29,555	28,585	28,845	27,524	13	6
3. Fuel consumption from natural gas (MWh)	13,895	17,138	5,233	6,359	0	0
4. Fuel consumption from other fossil sources (MWh)	206	0	0	0	0	0
5. Consumption of purchased or received electricity, heat, steam and cooling, and from fossil sources (MWh)	8,327	10,210	3,915	5,263	121	31
6. Total consumption of fossil energy (MWh) (sum of lines 1 to 5)	51,983	55,933	37,993	39,147	134	36
Share of fossil fuels in total energy consumption (in %)	73.8%	75.6%	84.7%	88.2%	67.6%	22.7%
7. Consumption from nuclear sources (MWh)	4,250	3,245	0	0	0	0
Share of consumption from nuclear sources in total energy consumption (in %)	6.0%	4.4%	0.0%	0.0%	0.0%	0.0%
8. Fuel consumption for renewable sources, including biomass (also industrial and municipal waste of biological origin, biogas, hydrogen from renewable sources, etc.) (MWh)	956	1,211	301	320	0	0
9. Consumption of purchased or received electricity, heat, steam and cooling, and from renewable sources (MWh)	12,613	13,022	6,179	4,511	64	124
10. Consumption of self-generated renewable energy that is not fuel (MWh)	673	555	391	392	0	0
11. Total consumption of renewable energy (MWh) (Sum of lines 8 to 10)	14,242	14,789	6,872	5,222	64	124
Share of renewable sources in total energy consumption (in %)	20.2%	20.0%	15.3%	11.8%	32.4%	77.3%
12. Total energy consumption (MWh) (sum of lines 6 and 10)	70,476	73,967	44,865	44,369	198	161

Total energy consumption has fallen due to lower heat consumption, energy-saving measures (such as energy monitoring and LEDs) and lower production output.

	FRAUENTHAL AUTOMOTIVE		FRAUENTHAL AIRTANK		FRAUENTHAL GNOTEC	
	2024	2023	2024	2023	2024	2023
1. Fuel consumption from coal and coal products (MWh)	0	0	0	0	0	0
2. Fuel consumption from crude oil and petroleum products (MWh)	697	1,055	119	192	579	863
3. Fuel consumption from natural gas (MWh)	8,662	10,778	8,183	9,865	479	913
4. Fuel consumption from other fossil sources (MWh)	206	0	42	0	164	0
5. Consumption of purchased or received electricity, heat, steam and cooling, and from fossil sources (MWh)	4,291	4,916	3,019	3,486	1,271	1,430
6. Total consumption of fossil energy (MWh) (sum of lines 1 to 5)	13,856	16,750	11,363	13,543	2,493	3,207
Share of fossil fuels in total energy consumption (%)	54.5%	56.9%	74.4%	74.3%	24.6%	28.6%
7. Consumption from nuclear sources (MWh)	4,250	3,245	1,717	2,094	2,534	1,152
Share of consumption from nuclear sources in total energy consumption (in %)	16.7%	11.0%	11.2%	11.5%	25.0%	10.3%
8. Fuel consumption for renewable sources, including biomass (also industrial and municipal waste of biological origin, biogas, hydrogen from renewable sources, etc.) (MWh)	655	892	0	101	655	791
9. Consumption of purchased or received electricity, heat, steam and cooling, and from renewable sources (MWh)	6,369	8,387	2,076	2,381	4,293	6,006
10. Consumption of self-generated renewable energy that is not fuel (MWh)	282	163	125	119	157	44
11. Total consumption of renewable energy (MWh) (Sum of lines 8 to 10)	7,306	9,442	2,201	2,601	5,105	6,841
Share of renewable sources in total energy consumption (%)	28.7%	32.1%	14.4%	14.3%	50.4%	61.1%
12. Total energy consumption (MWh) (sum of lines 6 and 10)	25,412	29,437	15,281	18,237	10,131	11,199

Frauenthal Gnotec Slovakia: successful lighting modernisation project

As part of our ongoing commitment to sustainability and cost efficiency, a major lighting modernisation project has been successfully completed in Hall 1. This initiative aimed to reduce electricity consumption while improving the service life and efficiency of the lighting system. As part of this modernisation, 316 halogen tubes, each consuming 36 W, were replaced by 316 energy-efficient LED tubes, each consuming only 18 W. LED technology not only reduces energy consumption but also extends the service life of lighting fixtures, resulting in long-term operational benefits. This initiative has reduced energy consumption in Hall 1 by 50%, resulting in significant financial savings and a considerable reduction in the company's ecological footprint. This project underscores the commitment to energy efficiency, sustainability and responsible resource management.



FURTHER DETAILS ON ENERGY CONSUMPTION

	FRAUENTHAL GROUP		FRAUENTHAL TRADE		HOLDING	
	2024	2023	2024	2023	2024	2023
Electricity consumption (MWh)	21,649	23,207	6,377	6,440	108	67
Of which renewable electricity consumption (MWh)	9,122	9,752	2,463	1,176	37	36
Of which electricity generated by PV systems for own consumption (MWh)	673	555	391	392	0	0
Electricity generated by PV systems (MWh)	870	753	575	576	0	0
Share of renewable electricity consumption (%)	42.1%	42.0%	38.6%	18.3%	34.6%	54.0%
Fuel consumption (L)	2,607,463	2,489,548	2,500,406	2,378,432	1,280	566
Of which renewable fuel consumption (L)	0	512	0	0	0	0
Share of renewable fuel consumption (%)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Heating consumption (MWh)	23,029	26,029	13,606	14,259	78	88
Of which renewable heating consumption (MWh)	1,365	101	0	0	27	0
Share of renewable heating consumption (%)	5.9%	0.4%	0.0%	0.0%	34.6%	0.0%
	FRAUENTHAL AUTOMOTIVE		FRAUENTHAL AIRTANK		FRAUENTHAL GNOTEC	
	2024	2023	2024	2023	2024	2023
Electricity consumption (MWh)	15,163	16,701	6,937	8,080	8,226	8,621
Of which renewable electricity consumption (MWh)	6,622	8,539	2,201	2,500	4,421	6,039
Of which electricity generated by PV systems for own consumption (MWh)	282	163	125	119	157	44
Electricity generated by PV systems (MWh)	294	177	137	133	157	44
Share of renewable electricity consumption (%)	43.7%	51.1%	31.7%	30.9%	53.7%	70.1%
Fuel consumption (L)	105,777	110,550	19,062	19,746	86,715	90,803
Of which renewable fuel consumption (L)	0	512	0	512	0	0
Share of renewable fuel consumption (%)	0.0%	0.5%	0.0%	2.6%	0.0%	0.0%
Heating consumption (MWh)	9,345	11,681	8,183	9,966	1,162	1,715
Of which renewable heating consumption (MWh)	1,338	101	0	101	1,338	0
Share of renewable heating consumption (%)	14.3%	0.9%	0.0%	1.0%	115.1%	0.0%

Electricity consumption fell in both divisions, partly due to lower production levels and partly due to energy-saving measures (such as energy monitoring and LEDs). At Frauenthal Trade, fuel consumption rose due to the inclusion of B&E Services. In the Frauenthal Automotive Division, fuel consumption has fallen due to the higher proportion of electric vehicles and fewer combustion engines. Heating consumption has fallen due to higher temperatures in winter and successful projects such as the use of waste heat. The difference between the electricity generated by PV systems and the electricity consumed by the household is fed into the energy grid and sold. This amounts to 197 MWh at group level.

ENERGY INTENSITY

	FRAUENTHAL GROUP		FRAUENTHAL TRADE		HOLDING	
	2024	2023	2024	2023	2024	2023
Turnover in EUR thousand	1,014,337	1,080,966	806,977	845,737	The holding company's turn-overs are not reported as they are largely eliminated at group level.	
Energy consumption per EUR thousand Turnover (MWh/EUR thousand)	0.069	0.068	0.056	0.052		
Quantity purchased/produced in tonnes*	105,202	-	57,878	-		
Energy consumption per tonne of finished product produced (MWh/t)	0.670	-	0.775	-		
	FRAUENTHAL AUTOMOTIVE		FRAUENTHAL AIRTANK		FRAUENTHAL GNOTEC	
	2024	2023	2024	2023	2024	2023
Turnover in EUR thousand	207,346	235,220	49,264	61,747	158,082	173,473
Energy consumption per EUR thousand Turnover (MWh/EUR thousand)	0.123	0.125	0.310	0.295	0.064	0.065
Quantity produced in tonnes*	47,323	51,571	14,211	17,453	33,112	34,118
Energy consumption per tonne of finished product produced (MWh/t)	0.537	0.571	1.075	1.045	0.306	0.328

*In the Frauenthal Trade Division, this is the purchased quantity of merchandise that is sold. This key figure was only collected in the Frauenthal Trade Division in the 2024 financial year, so a comparison is only possible at the level of the Frauenthal Automotive Division.

Energy intensity is calculated from the total energy consumption. Energy consumption per EUR thousand of turnover in the Frauenthal Group is similar to the previous year.

ENERGY CONSERVATION PROGRAMMES

SECTION	PROGRAMMES TO REDUCE ENERGY CONSUMPTION AND EMISSIONS
FRAUENTHAL AIR-TANK	<p>All measures are listed in an action plan that is reviewed regularly:</p> <ul style="list-style-type: none">- Controllable exhaust air system- Conversion of electrical lighting from HQL and T8 neon tubes to energy-efficient lighting (LED). This process has been completed in various areas (e.g. maintenance).- Elimination of leaks in the compressed air system- Process changes and upgrade of press tools to save energy- Expansion of the photovoltaic system in stages: Stage 1: 99 kWp (2022), Stage 2: 157 kWp (2023), Stage 3: 322 kWp (2024), total output 479 kWp- Power peak management, switching on relevant consumers via offset- Installation of thermal solar modules and heat exchangers- Utilisation of waste heat from the melting furnace- Switch to more energy-efficient welding sources- Purchase of electric and hybrid vehicles- In 2024, the third expansion of the photovoltaic system was carried out and a heat recovery system was installed. Furthermore, the logistics fleet has been 100% electric since 2024.
FRAUENTHAL GNOTEC	<ul style="list-style-type: none">- Switch to LEDs to continue- Switch to electric forklifts and electric company cars continues- Switch to 100% renewable energies in all plants to continue- Ongoing installation of fast-closing doors to save heating energy- Installation of gas saving device for MIG welding continues- Promotion of green energy purchases for 2024/2025- First continuous electricity production from solar panels at Frauenthal Gnotec Sweden, amounting to 157 MWh in 2024. Planning of a solar panel at Frauenthal Gnotec China for 2025.
FRAUENTHAL TRADE	<p>The following ongoing activities are carried out to save energy:</p> <ul style="list-style-type: none">- Replacement of old lamps with LED technology- Renewal of insulation for buildings to save heating costs- New shading for office buildings- Installation of photovoltaic systems- Smart lighting & smart room heating control- Reduction of energy-intensive devices such as printers, refrigerators, etc.- Fleet modernisation (trucks and cars)- Replacement of old forklift trucks with electric forklift trucks- Reduction in truck traffic- In 2024, PV systems in Perchtoldsdorf, Vienna and Klagenfurt produced 575 MWh of electricity, 391 MWh of which was consumed.

HOLDING	<ul style="list-style-type: none"> - Use of energy-efficient lighting - Reduction in energy consumption through motion detectors and timers - Reduction in heating requirements through thermostats - Promotion of the use of "green energy"
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(3) WATER CONSUMPTION

MANAGEMENT APPROACH

In the Frauenthal Automotive Division, water is mainly used for the production process (cooling). Efforts are being made to reduce water consumption by reusing collected water and through modernisation measures. Further information can be found under the following topics and objectives.

TOPICS

FRAUENTHAL AUTOMOTIVE DIVISION

FRAUENTHAL AIRTANK ELTERLEIN

TOPIC	OBJECTIVE	ACTION PLAN	SECTION	TARGET	STATUS
ADAPTED IN 2024					
Reduction in wa- ter consumption	Substitution of conversion chemi- cals for the degradation of clean- ing machines	Testing new chemicals	Produc- tion	2025	80%
PREVIOUS YEAR'S FIGURE					
Reduction in wa- ter consumption	Substitution of conversion chemi- cals for the degradation of clean- ing machines	Testing new chemicals	Produc- tion	2024	75%

FRAUENTHAL AIRTANK HUSTOPEČE

TOPIC	OBJECTIVE	ACTION PLAN	SECTION	TARGET	STATUS
ADAPTED IN 2024					
Water re-use	Recycling of wastewater from OMT (phosphating tunnel)	Installation of a filter system	Technol- ogy	2026	5%
PREVIOUS YEAR'S FIGURE					
Water re-use	Recycling of wastewater from OMT (phosphating tunnel)	Installation of a filter system	Technol- ogy	2024	5%

WATER CONSUMPTION

	FRAUENTHAL GROUP		FRAUENTHAL TRADE		HOLDING	
	2024	2023	2024	2023	2024	2023
Water consumption (in m³)	35,152	38,366	11,882	11,875	423	458
Of which recycled water consumption (in m³)	13,990	14,418	-	-	-	-
	FRAUENTHAL AUTOMOTIVE		FRAUENTHAL AIRTANK		FRAUENTHAL GNOTEC	
	2024	2023	2024	2023	2024	2023
Water consumption (in m³)	22,846	26,033	17,410	20,132	5,436	5,901
Of which recycled water consumption (in m³)	13,990	14,418	11,447	12,063	2,543	2,355

Water consumption declined due to lower production volumes in the Frauenthal Automotive Division.

(4) GREENHOUSE GAS EMISSIONS (GHG EMISSIONS)

MANAGEMENT APPROACH

Various measures are being taken to reduce greenhouse gas emissions (GHG emissions). The emissions mainly originate from real estate, production, logistics and the vehicle fleet. Further information can be found under the following topics and objectives.

TOPICS

FRAUENTHAL HOLDING

TOPIC	OBJECTIVE	ACTION PLAN	SECTION	TARGET	STATUS
2024 NEW					
Reduction of GHG emissions	Use of renewable electricity	From April 2025: 100% of electricity for the site will be sourced from renewable sources.	Sustain- ability	2025	50%

FRAUENTHAL TRADE DIVISION

TOPIC	OBJECTIVE	ACTION PLAN	SECTION	TARGET	STATUS
2024 NEW					
Reduction of GHG emissions	Use of renewable electricity	Switching the main energy supplier to electricity from re- newable sources. This will re- sult in more than 85% of elec- tricity coming from renewable sources by 2025.	Infrastruc- ture	2025	80%
Reduction of GHG emissions	Use of electric trucks	Feasibility study on the pur- chase and use of electric trucks, including planning of the necessary infrastructure	Infrastruc- ture	2025	40%
Reduction of GHG emissions	Operating the truck fleet with HVO 100	Planning a trial run to intro- duce HVO100 as a plant-based fuel for trucks	Infrastruc- ture	2025	10%
ADAPTED IN 2024					
Reduction in truck traffic	Order quantity optimisation to reduce the frequency of deliveries and thus, HGV journeys	Software optimisation through improved master data from suppliers	Category manage- ment	2030	30%
PREVIOUS YEAR'S FIGURE					
Reduction in truck traffic	Order quantity optimisation to reduce the frequency of deliveries and thus, HGV journeys	Software optimisation through improved master data from suppliers	Category manage- ment	2024	30%
Reduction of emissions through fleet optimisation	Reduction of CO2 emissions through e-mobility	Development of an e-car & truck strategy	Infrastruc- ture	The goal was divided into sub-goals: ongo- ing purchase of electric cars, EURO 6 trucks and sub-projects relat- ing to sustainable trucks (use of HVO100 and electric trucks).	

FRAUENTHAL AUTOMOTIVE DIVISION

FRAUENTHAL AIRTANK ELTERLEIN

TOPIC	OBJECTIVE	ACTION PLAN	SECTION	TARGET	STATUS
ACHIEVED IN 2024					
Reduction of GHG emissions	Optimisation of internal logistics	Conversion of two diesel forklifts to electric forklifts, thereby achieving fully electric intralogistics.	Purchasing	2024	100%
2024 STATUS					
Reduction of GHG emissions	Use of renewable electricity	Increase in the share of renewable energies for 2024/2025	Purchasing	2025	90%
PREVIOUS YEAR'S FIGURE					
Reduction of GHG emissions	Optimisation of internal logistics	Conversion of two diesel forklifts to electric forklifts	Purchasing	2024	90%
Reduction of GHG emissions	Use of renewable electricity	Increase in the share of renewable energies for 2024/2025	Purchasing	2025	in progress

FRAUENTHAL AIRTANK HUSTOPEČE

TOPIC	OBJECTIVE	ACTION PLAN	SECTION	TARGET	STATUS
ACHIEVED IN 2024					
Reduction of GHG emissions	Replacement of combustion engines with electric or hybrid vehicles	Purchase of two electric or hybrid vehicles	Purchasing	2025	100%
ADAPTED IN 2024					
Reduction of GHG emissions	GHG reduction through the use of more energy-efficient welding sources	Change of welding sources	Purchasing	2025	90%
PREVIOUS YEAR'S FIGURE					
Reduction of GHG emissions	GHG reduction through the use of more energy-efficient welding sources	Change of welding sources	Purchasing	2024	90%
Reduction of GHG emissions	Replacement of combustion engines with electric or hybrid vehicles	Purchase of two electric or hybrid vehicles	Purchasing	2025	80%

FRAUENTHAL GNOTEC SWEDEN

TOPIC	OBJECTIVE	ACTION PLAN	SECTION	TARGET	STATUS
2024 NEW					
Reduction of GHG emissions	Reduction of GHG from internal transport	Reduction of GHG emissions through optimisation of internal transport	Management	2024	100%
ACHIEVED IN 2024					
Reduction of GHG emissions	Use of hybrid or electric cars by employees	Install more charging stations for employees and reduce charging costs	Management	2024	100%
Reduction of GHG emissions	Reduction of GHG from internal transport	Installation of a waste paper press	Technology	2024	100%
ADAPTED IN 2024					
Reduction of GHG emissions	Reduction of GHG from internal transport	Obligation of subcontractors to use biodiesel	The target was evaluated and no further action was taken in the reporting year.		
Reduction of GHG emissions	Reduction of GHG from internal transport	Replacement of combustion engine cars with hybrid cars	The target was evaluated and no further action was taken in the reporting year.		

PREVIOUS YEAR'S FIGURE

Reduction of GHG emissions	Use of hybrid or electric cars by employees	Install more charging stations for employees and reduce charging costs	Management	2024	0%
Reduction of GHG emissions	Reduction of GHG from internal transport	Obligation of subcontractors to use biodiesel	Management	2024	70%
Reduction of GHG emissions	Reduction of GHG from internal transport	Replacement of combustion engine cars with hybrid cars	Purchasing	2024	30%
Reduction of GHG emissions	Reduction of GHG from internal transport	Installation of a waste paper press	Technology	2024	30%



ZERO EMISSION TRANSPORT

The Frauenthal Trade Group is the only wholesaler in the industry to be involved in the Austrian Federal Economic Chamber's innovative pilot project "Zero Emission Transport". The 32 participants undertake to carry out most of their journeys in Vienna's 1st and 2nd districts using emission-free vehicles from summer 2024 onwards. This initiative demonstrates that CO₂-free transport is possible in inner-city areas. Every day, the market leader moves countless cubic metres of goods throughout Austria. It therefore makes sense to start in this area of the company if you want to send a strong signal for climate change mitigation, improve quality of life and reduce CO₂ emissions.

Frauenthal is proud to add this new sustainable urban development project to its existing sustainability initiatives (new trucks, conversion of heating and lighting systems, optimised production processes, awareness of business travel, intelligent route planning, renewable energies at its sites, expansion of PV systems).

Source: <https://www.wko.at/wien/verkehr-betriebsstandort/zero-emission-transport>



CO₂e EMISSIONS

GHG emissions are calculated based on the guidelines of the Greenhouse Gas Protocol: a Corporate Accounting and Reporting Standard, Revised Edition, using the operational control approach. Greenhouse gas emissions are expressed as CO₂ equivalents (CO₂e) and include the gases CO₂, CH₄, N₂O, HFCs, PFCs, SF₆ and NF₃. Scope 1 emissions from fuel consumption are calculated based on the emission factors of the UBA (Austrian Federal Environment Agency), VDA (German Association of the Automotive Industry) and DEFRA (Department for Environment, Food and Rural Affairs). Process emissions from welding (protective gas) result directly from the used CO₂, while other protective gases, such as argon are not taken into account as they are not covered by the Greenhouse Gas Protocol. The calculation of Scope 1 emissions from refrigerants is based on using the global warming potentials (GWP) over a time horizon of 100 years in accordance with the information provided by the IPCC AR6 (Intergovernmental Panel on Climate Change), the German Federal Environment Agency, the WMO (World Meteorological Organisation) and the Swiss Federal Office for the Environment (FOEN). Scope 2 emissions (electricity and district heating/cooling) are determined on a market basis either directly from the emission values of local energy suppliers or from emission databases (VDA, IEA (International Energy Agency), Austrian Federal Environment Agency). In the Trade division, the location-based approach is applied to leased properties with unknown energy sources, based on the Austrian electricity mix. The location-based calculation for electricity and district heating/cooling is based on the national emission factors in the IEA database.

Due to updated emission factors, there are deviations from the previous year. In particular, indirect energy-related emissions from Scope 1 will be reported under Scope 3.3 (activities related to fuels and energy (not included in Scope 1 or Scope 2)) from the next financial year onwards. Detailed Scope 3 accounting will also be carried out in the coming financial year. Location-based emissions were calculated for the first time in the 2024 reporting year, which is why the comparison with the previous year is limited.

	FRAUENTHAL GROUP			FRAUENTHAL TRADE			HOLDING		
	2024	2023	% (NN-1)	2024	2023	% (NN-1)	2024	2023	% (NN-1)
Scope 1 greenhouse gas emissions (t CO ₂ e)	10,727	13,847	-22.5%	8,456	11,348	-25.5%	5	4	34.0%
Market-related Scope 2 GHG gross emissions (t CO ₂ e)	6,829	4,179	63.4%	3,146	1,218	158.2%	8	8	3.5%
Location-based Scope 2 GHG gross emissions (t CO ₂ e)	5,453	-	-	1,696	-	-	39	-	-
Total Scope 1 and market-related Scope 2 gross GHG emissions	17,556	18,026	-2.6%	11,603	12,566	-7.7%	13	12	13.2%
Total Scope 1 and site-related Scope 2 gross GHG emissions	16,179	-	-	10,152	-	-	44	-	-
	FRAUENTHAL AUTOMOTIVE			FRAUENTHAL AIRTANK			FRAUENTHAL GNOTEC		
	2024	2023	% (NN-1)	2024	2023	% (NN-1)	2024	2023	% (NN-1)
Scope 1 greenhouse gas emissions (t CO ₂ e)	2,266	2,496	-9.2%	1,804	2,007	-10.1%	461	490	-5.8%
Market-related Scope 2 GHG gross emissions (t CO ₂ e)	3,675	2,953	24.5%	2,653	2,256	17.6%	1,022	696	46.8%
Location-based Scope 2 GHG gross emissions (t CO ₂ e)	3,718	-	-	2,647	-	-	1,071	-	-
Total Scope 1 and market-related Scope 2 gross GHG emissions	5,940	5,449	9.0%	4,457	4,263	4.6%	1,483	1,186	25.1%
Total Scope 1 and site-related Scope 2 gross GHG emissions	5,983	-	-	4,452	-	-	1,532	-	-

In the Frauenthal Trade Division, Scope 1 CO₂e emissions have been reduced due to the reclassification of indirect emissions to Scope 3.3 (activities related to fuels and energy (not included in Scope 1 or Scope 2)), which will be reported from the next financial year 2025, and due to lower fossil fuel consumption for heating. The previous year 2023 as shown has not been adjusted for this reclassification. Scope 2 market-related CO₂e emissions increased due to the largely fossil fuel-based energy supply, with the energy supplier's direct emission factors being used for the first time. From the next financial year 2025, these will be significantly reduced due to the switch to renewable sources for electricity procurement from the main energy supplier.

In the Frauenthal Automotive Division, Scope 1 CO₂e emissions have been reduced, partly due to the reclassification of indirect emissions to Scope 3.3 (activities related to fuels and energy (not included in Scope 1 or Scope 2)), which will be reported from the next financial year 2025 onwards. On the other hand, combustion vehicles (forklifts, cars) were replaced by electrically powered alternatives, which resulted in a reduction in Scope 1 CO₂ emissions, as did the lower consumption of fossil fuels for heating. The Scope 2 market-related CO₂ emissions have changed due to the improved data basis with regard to emission factors associated with fossil fuels.

GHG INTENSITY

The GHG intensity refers to Scope 1 and Scope 2 CO₂ emissions. A year-on-year comparison with the Frauenthal Trade Division is only possible to a limited extent in terms of GHG intensity per finished product, as the quantities purchased/produced were calculated for the first time in 2024.

	FRAUENTHAL GROUP		FRAUENTHAL TRADE		HOLDING	
	2024	2023	2024	2023	2024	2023
Turnover in EUR thousand	1,014,337	1,080,966	806,977	845,737	The holding company's turnovers are not reported as they are largely eliminated at group level.	
GHG intensity of Scope 1 and 2 (market-related) in tCO ₂ per EUR thousand turnover	0.017	0.017	0.014	0.015		
Quantity purchased/produced in tonnes*	105,202	-	57,878	-		
GHG intensity of Scope 1 and 2 (market-related) in tCO ₂ per tonne of finished product	0.167	-	0.200	-		
GHG intensity of Scope 1 and 2 (site-related) in tCO ₂ per tonne of finished product	0.154	-	0.175	-		
	FRAUENTHAL AUTOMOTIVE		FRAUENTHAL AIRTANK		FRAUENTHAL GNOTEC	
	2024	2023	2024	2023	2024	2023
Turnover in EUR thousand	207,346	235,220	49,264	61,747	158,082	173,473
GHG intensity of Scope 1 and 2 (market-related) in tCO ₂ per EUR thousand turnover	0.029	0.023	0.090	0.069	0.009	0.007
Quantity produced in tonnes*	47,323	51,571	14,211	17,453	33,112	34,118
GHG intensity of Scope 1 and 2 (market-related) in tCO ₂ per tonne of finished product	0.126	0.106	0.314	0.244	0.045	0.035
GHG intensity of categories Scope 1 and 2 (site-related) in tCO ₂ per tonne of finished product	0.126	-	0.313	-	0.046	-

*In the Frauenthal Trade Division, this is the purchased quantity of merchandise. This key figure was only collected in the Frauenthal Trade Division in the 2024 financial year, so a comparison is only possible at the level of the Frauenthal Automotive Division.

Due to the predominant use of electricity from renewable sources, GHG emissions at Frauenthal Gnotec are significantly lower than at Frauenthal Airtank.

The GHG intensity of Scope 1 and 2 (market-related) in tCO₂ per EUR thousand turnover remained unchanged in the Frauenthal Group compared to the previous year.

(5) BIODIVERSITY/IMPACTS ON CLIMATE CHANGE & THE ENVIRONMENT

TOPIC AREA OF THE MATERIALITY ANALYSIS	
-	Environmental protection

MANAGEMENT APPROACH

Due to the nature of its business activities, the impact on biodiversity is low, as the production facilities of the Frauenthal Automotive Division and the branches of the Frauenthal Trade Division are located in urban areas. The measures already mentioned in the sustainability report are intended to reduce the impact on the environment and climate change. The following is an overview of Frauenthal's impact on the environment and the measures and targets derived from this:

SECTION	
FRAUENTHAL AIRTANK	<p>The two companies Frauenthal Airtank Elterlein and FHU Frauenthal Airtank Hustopeče are both located within the city limits, which means that their impact on biodiversity and the environment is minimal.</p> <p>The following projects have already been implemented to reduce the impact on climate change:</p> <ul style="list-style-type: none">- Photovoltaic concept- Use of solar thermal energy- Re-use of process water pressure test in phosphating (wastewater reduction)- Re-use of overspray powder coating- Re-use of waste heat- Environmental and waste management ISO 14001- Energy management ISO 50001- Conflict minerals policy and REACH compliance- Improvement of the CO₂ footprint (criteria for electricity procurement: min. 50% renewable, max. 250 g CO₂/kWh)- Energy-efficient building renovation (large maintenance windows)- Conversion of the combustion engine forklift fleet to electric drive (in 2024, the last fossil fuel-powered forklifts were converted to electric forklifts, thus achieving 100% electric intralogistics) <p>The KSG [German Climate Change Mitigation Act] sets permissible annual emission values and annual reduction targets for various sectors. In order to achieve national climate change mitigation targets, the industrial sector had to reduce its permissible annual emissions by 4.1% in 2024 compared to the previous year. Frauenthal Airtank Elterlein GmbH operates an integrated management system and is certified according to ISO 50001 Energy Management and ISO 14001 Environmental Management. The requirement is compliance with normative and legal requirements. One specific measure to improve the CO₂ balance is the expanded photovoltaic system for generating our own electricity.</p>
FRAUENTHAL GNOTEC	<p>The management approach is based on environmentally friendly infrastructure expansion. All properties are located in areas with low environmental impact.</p> <ul style="list-style-type: none">- Increased use of renewable energies at Frauenthal Gnotec Sweden- Reduction in internal transport through the merger of two sites- Use of LEDs and electronically operated forklifts- Carbon offsetting for air travel
FRAUENTHAL HANDEL	<p>The properties owned by the Frauenthal Trade Division are located in urban areas and, therefore, have little impact on the environment. The greatest impact on the environment and climate change is caused by the truck fleet, which is regularly renewed in a climate-friendly manner to reduce pollutant consumption. The measures are outlined in the highlights section and can be viewed on the first pages of the report.</p>
HOLDING	<p>Various measures, such as recycling and reducing energy consumption, are being taken to minimise the impact on nature. Plants are grown in the inner courtyard of the building.</p>





EMPLOYEES



EMPLOYEES

MANAGEMENT APPROACH

The employees and managers of the **Frauenthal Group** are the key factor in enabling future growth and ensuring the further development of the company. In this context, personnel development plays a crucial role. It is a strategically important goal to be an attractive employer for both external applicants and internal employees within the company. Qualified managers are a major bottleneck for corporate growth.

Frauenthal is aware of current developments in the labour market, which are leading to a significant shortage of skilled workers due to the demographic situation. As this situation is set to become even more acute in the future, employees with high leadership potential and above-average performance are identified at an early stage and systematically promoted within Frauenthal as part of a group-wide talent management programme, thereby strengthening their loyalty to the company. The company uses a proven diagnostic tool across the group to identify potential. The focus of the human resources strategy is to fill management positions with suitable internal employees. In doing so, it is particularly important to align the development goals and opportunities of employees with the respective business requirements. With this in mind, the group-wide development programmes originally established at holding company level – , **"Frauenthal High Potential Programme"** and , **"Frauenthal Leadership and Learning Programme"** – were integrated into the Frauenthal Trade and Frauenthal Automotive divisions. In addition to the targeted development of managers, the recruitment, development and retention of employees at shop floor level is becoming increasingly important, especially for Frauenthal Automotive. Due to the typical locations of the production facilities, which tend to have a relatively small catchment area, there is sometimes a serious shortage of qualified production staff, particularly skilled workers, as a result of high capacity utilisation.

The measures to secure the necessary human resources can only be implemented locally. The local position of companies as attractive employers in competition with other local industrial companies plays a central role here. It is hardly possible for the holding company to support these activities. Furthermore, it will be crucial for future competitiveness whether a company can offer jobs and development opportunities that meet the needs and capabilities of its employees. The individual support of employees is particularly important in this context. The Frauenthal Group always strives to maintain a high proportion of female employees, who are given preference for new positions when equally qualified. One of our human resources policy objectives is to support employees in balancing their family and professional lives. In the Frauenthal Trade Division, models have been developed under the title **"myFamily"**, which include flexible part-time options, long-term career planning that takes family breaks into account, childcare support and support for employees in difficult personal situations. The experiences with this offer have been positive and encourage further expansion of the programme. If workers and employees are subject to a collective agreement or a collective bargaining agreement, these shall be observed in full. The most important personnel issues are outlined below.

TOPICS

FRAUENTHAL TRADE DIVISION

TOPIC	OBJECTIVE	ACTION PLAN	SECTION	TARGET	STATUS
ACHIEVED IN 2024					
Development of junior staff in sales	Tailor-made in-house training for junior staff, specifically for the sales force in the form of on-the-job training and theoretical instruction	Successful launch of the first cohort in early 2023 Programme schedule and completion in April 2024	HR	2024	100%
ADAPTED IN 2024					
Leadership initiative	Tailor-made training and further education for managers	Implementation of three different programmes: "Practical Leadership Workshop", Frauenthal Trade Leadership Talent Programme (FHLTP for middle management) and Frauenthal Trade Leadership Programme (FHLP)	HR	2025	80%
E-Learning Portal ("IMC")	Expansion of the "Frauenthal LERNT" learning platform with a diverse programme ranging from mandatory compliance training to a "Leadership for Beginners" format	Full operation on all channels	HR	2025	50%
Employee survey every two years, including materiality analysis in line with sustainability requirements	Conducting the analysis, including a train-the-trainer concept for management responsibilities and rolling out packages of measures based on the survey results in the areas of leadership, communication, values & culture, and sustainability	Obtaining offers and establishing a new long-term partner in this context	HR	2025	40%
Tailor-made management development for logistics	Next-level leadership responsibility for logistics and its specific requirements	Creation of a development concept and rollout across various management levels and regional and central locations	HR	2025	60%
PREVIOUS YEAR'S STATUS					
Development of junior staff in sales	Tailor-made in-house training for junior staff, specifically for the sales force in the form of on-the-job training and theoretical instruction	Successful launch of the first cohort in early 2023 Programme schedule and completion in April 2024	HR	2024	70%
Leadership initiative	Tailor-made training and further education for managers	Implementation of three different programmes: "Practical Leadership Workshop", Frauenthal Trade Leadership Talent Programme (FHLTP for middle management) and Frauenthal Trade Leadership Programme (FHLP)	HR	2024	80%
E-Learning Portal ("IMC")	Expansion of the "Frauenthal LERNT" learning platform with a diverse programme ranging from mandatory compliance training to a "Leadership for Beginners" format	Full operation on all channels	HR	2024	50%
Employee survey every two years, including materiality analysis in line with sustainability requirements	Conducting the analysis, including a train-the-trainer concept for management responsibilities and rolling out packages of measures based on the survey results in the areas of leadership, communication, values & culture, and sustainability	Obtaining offers and establishing a new long-term partner in this context	HR	2024	20%
Tailor-made management development for logistics	Next-level leadership responsibility for logistics and its specific requirements	Creation of a development concept and rollout across various management levels and regional and central locations	HR	2024	20%

FRAUENTHAL AUTOMOTIVE DIVISION

FRAUENTHAL AIRTANK ELTERLEIN

TOPIC	OBJECTIVE	ACTION PLAN	SECTION	TARGET	STATUS
2024 NEW					
Employee health	Increase attractiveness as an employer and promote employee health	Provision of free fruit	HR	2025	10%
ACHIEVED IN 2024					
Appreciation of employees	Increase attractiveness as an employer	Conducting photo shoots and publishing the results in the Actimo HR app	HR	2024	100%
ADAPTED IN 2024					
Automation	Increase attractiveness as an employer and promote employee health	Automation of physically demanding tasks	Technology, HR	2025	90%
PREVIOUS YEAR'S FIGURE					
Automation	Increase attractiveness as an employer and promote employee health	Automation of physically demanding tasks	Technology, HR	2024	85%
Appreciation of employees	Increase attractiveness as an employer	Conducting photo shoots and publishing the results in the Actimo HR app	HR	2024	25%

FRAUENTHAL AIRTANK HUSTOPEČE

TOPIC	OBJECTIVE	ACTION PLAN	SECTION	TARGET	STATUS
2024 NEW					
Leadership	Information distribution for employees	Introduction of the Actimo HR app	HR	2024	100%
ADAPTED IN 2024					
Social	Increasing diversity	Implementation of a diversity project developed on the basis of a survey; this project was launched in 2024 with European funding (introduction of flexible working hours, partial elimination of night shifts, promotion of women in management positions)	HR	2025	60%
PREVIOUS YEAR'S FIGURE					
Social	Increasing diversity	Implementation of a diversity project developed on the basis of a survey; this project will be implemented in 2024 with European funding (introduction of flexible working hours, partial elimination of night shifts, promotion of women in management positions)	HR	2024	10%

FRAUENTHAL GNOTEC CHINA CELEBRATES EMPLOYEE MILESTONES

During Frauenthal Gnotec China's annual New Year celebration, several long-standing employees were honoured for their outstanding achievements. Special mention must be made of the 10-year anniversaries of Sun Tao (Tool Maintenance), Jonas Palmqvist (Plant Manager) and Jerry Yu (Supply Chain Manager), who were honoured for their tireless dedication and valuable contributions. The awards were presented by Lisa Yang, Finance Manager at Frauenthal Gnotec China, during a formal ceremony that highlighted the achievements of the employees and their lasting impact on the company's success. We would like to express our sincere thanks to all our colleagues for their ongoing commitment. Their commitment contributes significantly to the long-term success of Frauenthal Gnotec China and to the sustainable development of the company.



FRAUENTHAL GNOTEC GROUP

TOPIC	OBJECTIVE	ACTION PLAN	SECTION	TARGET	STATUS
ACHIEVED IN 2024					
Leadership	Strengthen Frauenthal Gnotec as a learning organisation, tracking and analysing learning efforts over time	Implementation of a new learning management system for the Frauenthal Gnotec Group and establishment of a new practice for competence managers	HR	2024	100%
Leadership	Information distribution for employees	Introduction of the Actimo HR app	HR	2024	100%
Leadership	Better coordination of new hires and improvement of employee expertise	Setting up a learning platform, establishing structures and creating a standardised employee database	HR	2024	100%
ADAPTED IN 2024					
Leadership	System support for critical personal processes to promote the digitisation of administrative processes	Implementing an HR hub to simplify global integration; improving the distribution and tracking of training, skill gaps, contact updates, etc.	HR	2025	10%
Leadership	Increase the knowledge and performance of new hires and temporary workers	Standardisation and strengthening of implementation routines by expanding a digital onboarding process	HR	2025	80%
PREVIOUS YEAR'S FIGURE					
Leadership	Strengthen Frauenthal Gnotec as a learning organisation, tracking and analysing learning efforts over time	Implementation of a new learning management system for the Frauenthal Gnotec Group and establishment of a new practice for competence managers	HR	2024	90%
Leadership	System support for critical personal processes to promote the digitisation of administrative processes	Implementing an HR hub to simplify global integration; improving the distribution and tracking of training, skill gaps, contact updates, etc.	HR	2024	10%
Leadership	Increase the knowledge and performance of new hires and temporary workers	Standardisation and strengthening of implementation routines by expanding a digital onboarding process	HR	2024	80%
Leadership	Information distribution for employees	Introduction of the Actimo HR app	HR	2024	50%
Leadership	Better coordination of new hires and improvement of employee expertise	Setting up a learning platform, establishing structures and creating a standardised employee database	HR	2024	10%

2024 APPRENTICE KICK-OFF IN THE FRAUENTHAL TRADE DIVISION

From 7 to 10 October 2024, the apprentice kick-off took place in St. Gilgen – a key initiative to promote young talent within the company. This event is aimed at all new apprentices and their trainers. The kick-off event provides a valuable platform for apprentices to exchange ideas and network with each other. In addition to getting to know each other and building a strong team spirit, the focus is also on gaining insights into the company and jointly defining goals for the coming years of training. Targeted team-building measures lay the foundation for successful training. This investment in the future of young professionals underscores the company's commitment to sustainable human resources development and securing qualified young talent for the long term.



(1) EMPLOYMENT

Employment figures are given in full-time equivalents.

NUMBER OF EMPLOYEES (REPORTING DATE/FTES)

2024			
COUNTRY	MALE	FEMALE	TOTAL
AUSTRIA	1,171	318	1,489
GERMANY	156	17	173
CHINA	60	35	95
USA	18	3	21
SWEDEN	224	94	318
SLOVAKIA	157	86	243
CZECH REPUBLIC	120	25	145
FRAUENTHAL GROUP	1,906 (76.7%)	578 (23.3%)	2,484
HOLDING	2 (25.0%)	6 (75.0%)	8
FRAUENTHAL TRADE	1,169 (78.9%)	312 (21.1%)	1,481
FRAUENTHAL AUTOMOTIVE	735 (73.9%)	260 (26.1%)	995
FRAUENTHAL AIRTANK	275 (86.8%)	42 (13.2%)	317
FRAUENTHAL GNOTEC	460 (67.8%)	218 (32.2%)	678
2023			
COUNTRY	MALE	FEMALE	TOTAL
AUSTRIA	1,290	355	1,645
GERMANY	178	19	197
CHINA	69	61	130
USA	7	3	10
SWEDEN	252	97	349
SLOVAKIA	153	90	243
CZECH REPUBLIC	161	36	197
TOTAL	2,110 (76.1%)	661 (23.9%)	2,771

The number of employees has changed by -287 due to cost-cutting measures. The proportion of female employees has decreased slightly.

COLLECTIVE AGREEMENTS

In 2024, around 82% (previous year: 81%) of employees will be covered by statutory collective agreements/wage agreements. In countries where there are no statutory collective agreements, market-standard salaries/wages are used, and benefits are offered in line with local conditions; see the section on employee benefits for more information.



FRAUENTHAL TRADE: The learning management tool Frauenthal LERNT is an online tool for the centralised management of all courses on offer. Training courses and e-learning programmes in all business areas can be managed with this tool.

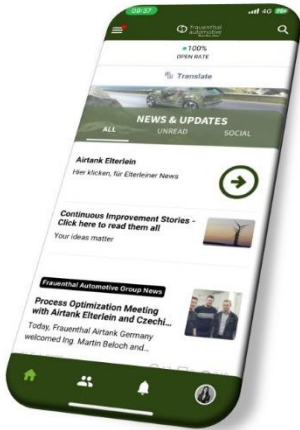
EMPLOYEE NUMBERS BY AGE GROUP (REPORTING DATE/FTES)

2024							
COUNTRY	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	TOTAL
	UNDER 30		30–50		OVER 50		
AUSTRIA	178	78	621	174	372	66	1,489
GERMANY	21	2	93	10	42	5	173
CHINA	7	4	51	30	2	1	95
USA	7	1	11	2	0	0	21
SWEDEN	16	8	117	51	91	35	318
SLOVAKIA	39	8	87	50	31	28	243
CZECH REPUBLIC	29	2	78	8	13	15	145
FRAUENTHAL GROUP	297	103	1,058	325	551	150	2,484
SHARE IN %	12.0%	4.1%	42.6%	13.1%	22.2%	6.0%	
HOLDING	1	0	1	5	0	1	8
FRAUENTHAL TRADE	177	78	620	169	372	65	1,481
FRAUENTHAL AUTOMOTIVE	119	25	437	151	179	84	995
FRAUENTHAL AIRTANK	50	4	171	18	54	20	317
FRAUENTHAL GNOTEC	69	21	266	133	125	64	678
2023							
COUNTRY	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	TOTAL
	UNDER 30		30–50		OVER 50		
AUSTRIA	230	102	663	178	397	75	1,645
GERMANY	23	3	112	11	43	5	197
CHINA	11	8	56	51	2	2	130
USA	3	1	4	2	0	0	10
SWEDEN	62	15	133	58	57	24	349
SLOVAKIA	38	9	83	55	32	26	243
CZECH REPUBLIC	45	5	78	13	38	18	197
FRAUENTHAL GROUP	412	143	1,129	368	569	150	2,771
SHARE IN %	14.9%	5.2%	40.7%	13.3%	20.5%	5.4%	

The age structure has changed slightly compared to the previous year.

FURTHER ROLLOUT OF THE ACTIMO APP AT FRAUENTHAL AUTOMOTIVE

The employee communication app Actimo was rolled out in Slovakia and the Czech Republic in 2024, meaning that the entire Frauenthal Automotive Division, with the exception of China, is now connected via an app. Actimo is a digital tool for internal communication and employee engagement that is specifically designed to improve communication within the company. As a mobile-first platform, it enables fast and efficient access for the entire workforce – especially those employees who do not have regular access to a computer. Actimo makes it easy to create and distribute company news, updates and surveys. The platform supports various media formats, such as videos, images and documents, allowing content to be presented in an appealing and interactive way. In addition to internal communication, Actimo also offers employee retention and development features to further promote active involvement and personal development within the company.



PART-TIME/FULL-TIME (REPORTING DATE/FTES)

2024							
COUNTRY	MALE	FEMALE	MALE	FEMALE	TOTAL		TOTAL
	FULL-TIME		PART-TIME		FULL-TIME	PART-TIME	
AUSTRIA	1,145	241	26	77	1,386	103	1,489
GERMANY	154	11	2	6	165	8	173
CHINA	60	35	0	0	95	0	95
USA	18	3	0	0	21	0	21
SWEDEN	223	89	1	5	312	6	318
SLOVAKIA	157	85	0	1	242	1	243
CZECH REPUBLIC	120	25	0	0	145	0	145
FRAUENTHAL GROUP	1,877	489	29	89	2,366	118	2,484
SHARE IN %	75.6%	19.7%	1.2%	3.6%	95.2%	4.8%	
HOLDING	1	5	1	1	6	2	8
FRAUENTHAL TRADE	1,144	236	25	76	1,380	101	1,481
FRAUENTHAL AUTOMOTIVE	732	248	3	12	980	15	995
FRAUENTHAL AIRTANK	273	36	2	6	309	8	317
FRAUENTHAL GNOTEC	459	212	1	6	671	7	678
2023							
COUNTRY	MALE	FEMALE	MALE	FEMALE	TOTAL		TOTAL
	FULL-TIME		PART-TIME		FULL-TIME	PART-TIME	
AUSTRIA	1,234	220	56	135	1,454	191	1,645
GERMANY	172	12	6	7	184	13	197
CHINA	69	61	0	0	130	0	130
USA	7	3	0	0	10	0	10
SWEDEN	250	93	2	4	343	6	349
SLOVAKIA	153	90	0	0	243	0	243
CZECH REPUBLIC	161	36	0	0	197	0	197
FRAUENTHAL GROUP	2,046	515	64	146	2,561	210	2,771
SHARE IN %	73.8%	18.6%	2.3%	5.3%	92.4%	7.6%	

The proportion of part-time employees fell from 7.6% in the previous year to 4.8%, which is attributable to the Frauenthal Trade Division.

EXCITING COMPETITION AT THE 4TH CARINTHIAN CURLING TOURNAMENT ORGANISED BY ÖAG IN THE FRAUENTHAL TRADE DIVISION

The 4th Carinthian curling tournament organised by the Frauenthal Trade Division at the ÖAG was once again a resounding success. Twenty teams, including teams from Vienna and Graz, competed against each other in an exciting competition. Special thanks go to Hannes Winkler for his participation – it was a great honour! The event offered top athletic performances and numerous satisfied participants.



TEMPORARY EMPLOYEES (REPORTING DATE/FTES)

2024						
COUNTRY	MALE	FEMALE	MALE	FEMALE	TOTAL	
	PERMANENT EMPLOYEES		TEMPORARY EMPLOYEES		PERMANENT EMPLOYEES	TEMPORARY EMPLOYEES
					TOTAL	
AUSTRIA	1,160	315	11	3	1,475	14
GERMANY	156	17	0	0	173	0
CHINA	44	22	16	13	66	29
USA	12	3	6	0	15	6
SWEDEN	223	93	1	1	316	2
SLOVAKIA	119	53	38	33	172	71
CZECH REPUBLIC	95	23	25	2	118	27
FRAUENTHAL GROUP	1,809	526	97	52	2,335	149
SHARE IN %	72.8%	21.2%	3.9%	2.1%	94.0%	6.0%
HOLDING	2	6	0	0	8	0
FRAUENTHAL TRADE	1,158	309	11	3	1,467	14
FRAUENTHAL AUTOMOTIVE	649	211	86	49	860	135
FRAUENTHAL AIRTANK	250	40	25	2	290	27
FRAUENTHAL GNOTEC	399	171	61	47	570	108
2023						
COUNTRY	MALE	FEMALE	MALE	FEMALE	TOTAL	
	PERMANENT EMPLOYEES		TEMPORARY EMPLOYEES		PERMANENT EMPLOYEES	TEMPORARY EMPLOYEES
					TOTAL	
AUSTRIA	1,276	353	14	2	1,629	16
GERMANY	178	19	0	0	197	0
CHINA	47	35	22	26	82	48
USA	7	3	0	0	10	0
SWEDEN	233	90	19	7	323	26
SLOVAKIA	113	65	40	25	178	65
CZECH REPUBLIC	113	32	48	4	145	52
FRAUENTHAL GROUP	1,967	597	143	64	2,564	207
SHARE IN %	71.0%	21.5%	5.2%	2.3%	92.5%	7.5%

Overall, fewer temporary workers were employed than in the previous year due to a decline in demand.

NEW HIRES (FTES)


2024						
COUNTRY	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	UNDER 30		30–50		OVER 50	
AUSTRIA	49	19	79	14	20	3
GERMANY	2	1	6	1	0	0
CHINA	5	7	22	16	0	0
USA	4	1	7	2	0	0
SWEDEN	22	11	30	13	7	1
SLOVAKIA	5	2	10	6	3	1
CZECH REPUBLIC	6	0	8	0	2	0
FRAUENTHAL GROUP	93	41	162	52	32	5
SHARE IN %	24.2%	10.6%	42.1%	13.5%	8.3%	1.3%
HOLDING	0	0	0	1	0	0
FRAUENTHAL TRADE	49	19	79	13	20	3
FRAUENTHAL AUTOMOTIVE	44	22	83	38	12	2
FRAUENTHAL AIRTANK	8	1	14	1	2	0
FRAUENTHAL GNOTEC	36	21	69	37	10	2
2023						
COUNTRY	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	UNDER 30		30–50		OVER 50	
AUSTRIA	56	15	81	21	19	3
GERMANY	8	2	20	0	2	0
CHINA	4	6	0	0	0	1
USA	0	0	2	0	0	0
SWEDEN	23	15	17	11	7	2
SLOVAKIA	1	0	8	17	1	8
CZECH REPUBLIC	10	0	13	0	1	0
FRAUENTHAL GROUP	102	38	141	49	30	14
SHARE IN %	27.3%	10.2%	37.7%	13.1%	8.0%	3.7%

Compared to the previous year, new hires rose slightly, which can be attributed to the Chinese company.

SUCCESS STORY: APPRENTICE IN THE FRAUENTHAL TRADE DIVISION

David Jäger, a third-year wholesale apprentice, was given the opportunity by the Province of Tyrol, the Chamber of Labour and Energie Tirol to gain in-depth knowledge in the field of sustainability in five different modules and to put this knowledge into practice.

He was awarded the Energy Scout certificate for his project work entitled "Less paper in the office". Through his commitment, he is making a significant contribution towards reducing paper consumption and using resources more efficiently. A great achievement that makes a valuable contribution to sustainable business!



EMPLOYEE TURNOVER

2024							
COUNTRY	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	TOTAL
	UNDER 30		30–50		OVER 50		
AUSTRIA	27%	18%	15%	14%	8%	15%	15%
GERMANY	20%	50%	10%	8%	12%	0%	12%
CHINA	25%	47%	41%	60%	0%	0%	46%
USA	43%	50%	36%	25%	0%	0%	38%
SWEDEN	8%	0%	6%	4%	5%	8%	6%
SLOVAKIA	12%	36%	9%	5%	11%	11%	10%
CZECH REPUBLIC	14%	20%	12%	15%	18%	28%	15%
FRAUENTHAL GROUP	21%	20%	14%	18%	9%	14%	15%
HOLDING	0%	0%	33%	17%	0%	0%	18%
FRAUENTHAL TRADE	27%	18%	15%	14%	8%	16%	15%
FRAUENTHAL AUTOMOTIVE	14%	24%	14%	22%	10%	13%	15%
FRAUENTHAL AIRTANK	16%	33%	11%	12%	15%	22%	14%
FRAUENTHAL GNOTEC	13%	22%	16%	23%	7%	9%	16%
2023							
COUNTRY	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	TOTAL
	UNDER 30		30–50		OVER 50		
AUSTRIA	32%	42%	16%	10%	10%	19%	19%
GERMANY	13%	17%	20%	7%	2%	0%	14%
CHINA	0%	0%	23%	43%	0%	0%	30%
USA	25%	0%	20%	0%	0%	0%	17%
SWEDEN	14%	38%	9%	16%	12%	14%	14%
SLOVAKIA	10%	25%	20%	10%	11%	19%	15%
CZECH REPUBLIC	17%	0%	20%	0%	18%	6%	16%
FRAUENTHAL GROUP	24%	36%	17%	17%	10%	16%	18%

The Group-wide turnover rate is 15%, which is three percentage points lower than in the previous year. This effect is mainly attributable to the Frauenthal Trade Division due to fewer staff departures than in the previous year. Staff turnover is calculated based on employer- and employee-related departures (including retirement, death, dismissals and resignations). The turnover rate is calculated by dividing the number of employees leaving the company by the total number of employees at the end of the previous year and the number of new hires in the current financial year.

EMPLOYEES BENEFITS

SECTION	
FRAUENTHAL AIRTANK	Monthly bonus, holiday/Christmas pay, profit sharing, massage vouchers, special bonuses for extra allowances, and inflation-related bonus payments.
FRAUENTHAL GNOTEC	Life insurance, bonuses, sports training, health measures, company pension scheme
FRAUENTHAL TRADE	Meal allowance, paternity leave, MyFamily programme, sabbaticals, talent retention programmes, Christmas party, salary advances, events
HOLDING	Free access to sports/fitness facilities and courses in-house, fruit basket, meal allowance, annual team events, Christmas party, participation in the Business Run in Vienna

DISTINCTION BETWEEN EMPLOYEE BENEFITS

SECTION	
FRAUENTHAL AIRTANK	No distinction between full-time and part-time employees
FRAUENTHAL GNOTEC	No distinction between full-time and part-time employees
FRAUENTHAL TRADE	No distinction between full-time and part-time employees
HOLDING	No distinction between full-time and part-time employees in terms of life/health/disability/pension insurance, parental leave and bonuses; supplementary insurance policies were taken out for managers

(2) OCCUPATIONAL SAFETY AND HEALTH PROTECTION

TOPIC AREA OF THE MATERIALITY ANALYSIS	
-	Employee rights/protection

MANAGEMENT APPROACH

Occupational safety is a top priority for Frauenthal. A wide range of measures are being implemented to reduce accidents at work and improve employee well-being. Below is an excerpt from Frauenthal's activities relating to occupational health and safety.

EMPLOYEE REPRESENTATION AND OCCUPATIONAL SAFETY

SECTION	
FRAUENTHAL AIRTANK	Good cooperation with the works council on employee protection and health issues. Employee representatives are involved in issues such as accident statistics and improvements to working conditions.
FRAUENTHAL GNOTEC	Occupational health and safety are strictly adhered to in accordance with the law and coordinated with employee representatives and safety committees. In the event of an accident at work, this shall be reported to the authorities.
FRAUENTHAL TRADE	Two external safety officers are responsible for monitoring all areas regulated by law. Employees are also trained internally as safety officers (e.g. first aiders) and in other measures. Once a year, a central employee protection committee meeting is held, which is also attended by the Works Council chairperson.
HOLDING	Due to the small number of employees at holding company level, there is no requirement for a works council. An occupational physician regularly informs employees during workplace inspections.

HEALTH & SAFETY IMPROVEMENTS AT FRAUENTHAL AUTOMOTIVE HUSTOPEČE, CZECH REPUBLIC

After facing a number of health and safety challenges in Hustopeče, the team decided to focus more attention on this important issue.

They began creating information sheets with safety warnings, which are published every week on the Actimo employee app and the notice board. In addition, shift supervisors read these safety warnings aloud to all employees twice a week at the start of their shifts.

This has led to improved awareness and compliance with safety protocols within the team. Workplaces are better organised, and all employees are more involved in health and safety issues.



BEZPEČNOST JEDNOU VĚTOU

Téma: Chůze v blízkosti VZV a další manipulační techniky

Vysokozdvíhňový vozík

Reagujeme takto na opakování nedodržování pravidla ze strany VZV a chůze u místa nehody v 02/2024.

V průjezdu ve skladu, kde se stala srážka vozíků, chodci chodí vybírat zboží z regálů **za průjezdem nebo za závěsem**. Napříč těmito místy však projíždí a manipulují se nákladem vozíky.

Chodci musí mít při vstupu do prostoru na sobě **reflexní vestu** a vstupovat jen v naprosto **nezbytných případech!**

Ridiči musí před závěsem zcela zastavit.



ACCIDENTS AT WORK

2024					
COUNTRY	INJURIES			Ø ABSENCE DAYS*	
	MALE	FEMALE	TOTAL	MALE	FEMALE
AUSTRIA	28	6	34	23	9
GERMANY	14	0	14	18	0
CHINA	0	0	0	0	0
USA	0	0	0	0	0
SWEDEN	12	2	14	55	7
SLOVAKIA	8	2	10	37	61
CZECH REPUBLIC	10	0	10	35	0
FRAUENTHAL GROUP	72	10	82	31	19
HOLDING	0	0	0	0	0
FRAUENTHAL TRADE	28	6	34	23	9
FRAUENTHAL AUTOMOTIVE	44	4	48	35	34
FRAUENTHAL AIRTANK	24	0	24	25	0
FRAUENTHAL GNOTEC	20	4	24	48	34

*The absence days are due to an accident. In the event of an accident, the relevant HR department is notified immediately.

There were **no deaths** in the 2024 financial year (**2023: 0**). Within the Group, the number of accidents fell by 20 compared with the previous year, due to reduced production levels . There are detailed processes in place at all locations on how to proceed in accordance with the law in the event of an accident. Injuries resulting from accidents at work included fractures, contusions, cuts and bruises.

2023					
COUNTRY	INJURIES			Ø ABSENCE DAYS*	
	MALE	FEMALE	TOTAL	MALE	FEMALE
AUSTRIA	44	3	47	20	3
GERMANY	14	0	14	19	0
CHINA	0	0	0	0	0
USA	0	0	0	0	0
SWEDEN	17	10	27	1	0
SLOVAKIA	10	0	10	67	0
CZECH REPUBLIC	4	0	4	26	0
FRAUENTHAL GROUP	89	13	102	22	1

*The absence days are due to an accident.

OCCUPATIONAL SAFETY MEASURES FOR WORKERS EXPOSED TO HIGH RISKS

SECTION	
FRAUENTHAL AIRTANK	<ul style="list-style-type: none">- Mandatory wearing of protective equipment (noise protection, breathing masks, clothing, dust protection and more)- Security management
FRAUENTHAL GNOTEC	<ul style="list-style-type: none">- Information events- Precise instructions and training- Health and safety committees
FRAUENTHAL TRADE	<ul style="list-style-type: none">- Safety clothing- Safety instructions (including for pregnant employees) and other guidelines- Drivers: psychological support in the event of traffic accidents resulting in human casualties, intensive training in safe driving and safe storage of loads/goods, etc.- Part-time work after a long illness

HEALTH PROMOTION

SECTION	
FRAUENTHAL AIRTANK	<ul style="list-style-type: none">- Company doctor (medical check-ups)- Flu vaccinations available- Massage vouchers
FRAUENTHAL GNOTEC	<ul style="list-style-type: none">- Sport and health promotion- Medical examinations- Massage services
FRAUENTHAL TRADE	<ul style="list-style-type: none">- Vaccinations- Health checks (eye examination, etc.)- Sports activities (business run, hiking day, etc.)
HOLDING	<ul style="list-style-type: none">- Fruit basket- Ergonomic office chairs- Free access to sports/fitness facilities and courses in-houser- Participation in the business run- Occupational physician

(3) FURTHER EDUCATION AND TRAINING

TOPIC AREA OF THE MATERIALITY ANALYSIS
<ul style="list-style-type: none">- Human resource development

MANAGEMENT APPROACH

Personnel development is essential for Frauenthal's success as a company. Various measures can be used to successfully develop employees.

TOPICS

FRAUENTHAL AUTOMOTIVE DIVISION

FRAUENTHAL AIRTANK ELTERLEIN

SECTION	
EMPLOYEES	<ul style="list-style-type: none">- Special training sessions according to training plans- Training matrix
WORKERS	<ul style="list-style-type: none">- Qualification courses for cranes, presses, welding
MANAGEMENT	<ul style="list-style-type: none">- Management training based on individual development plans- Potential analyses- Master craftsman training programmes
APPRENTICES	<ul style="list-style-type: none">- Dual education- Communication training- Business simulation

FRAUENTHAL GNOTEC

SECTION	
EMPLOYEES/WORKERS/MANAGEMENT	A wide variety of individual training activities are offered. Depending on the role, training courses are offered to strengthen technical and social skills.

FRAUENTHAL TRADE DIVISION

SECTION	
EMPLOYEES	<ul style="list-style-type: none">- Sales Academy, FTS Academy- Vocational training, project management and on-the-job coaching- SAP/IT and product training in the form of e-learning, etc.- Bad & Energie Campus (training academy for showroom employees)
WORKERS	<ul style="list-style-type: none">- On-the-job training, e.g. safe loading, forklift licence, Lean 6Sigma
MANAGEMENT	<ul style="list-style-type: none">- Leadership development programmes: leadership workshop, employment law workshops, coaching, Frauenthal Leadership Programme, team development
APPRENTICES	<ul style="list-style-type: none">- Dual training (in the company and at vocational school), further educational programmes at the apprentice academy such as start workshops, communication and conflict resolution training, team workshops, junior company "BlueBird", excursions/study visits to industrial partner companies, IT licence

HOLDING

SECTION	
EMPLOYEES/MANAGEMENT	Individual courses to enhance technical, social and structural skills. Each seminar is coordinated with the supervisor. Special leadership development programmes are offered for senior employees and management.

EMPLOYEE REVIEWS

SECTION	
FRAUENTHAL AIRTANK	Annual performance and target review meetings with employees and workers. Trainees are assessed at the end of their apprenticeship.
FRAUENTHAL GNOTEC	Annual performance and target review meetings with employees and workers.
FRAUENTHAL TRADE	Annual performance and target agreement meetings with employees and workers ("light version for logistics employees, this is a reduced questionnaire"). Regular feedback meetings are held with trainees after each job rotation.
HOLDING	Annual performance and target review meetings with employees. This includes discussing wishes regarding further training measures.

THE 17TH ERZGEBIRGE COMPANY RUN FOR FRAUENTHAL AIRTANK

On 29 May, Frauenthal Airtank took part in the company run in Aue, Germany, for the third time. This year, 11 runners from Elterlein and Hustopeče joined 1,500 other participants in the sporting challenge over 5.4 km. The route had to be completed twice and also included a short incline. The cheering of numerous spectators along the route motivated all participants to reach the finish line, where they received their medals.

This run not only promotes team spirit but also commitment to a healthy lifestyle, which is in line with the goals of sustainable corporate development.



TRAINING HOURS

2024										
COUNTRY	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	TOTAL	Hours per employee*		
	EMPLOYEES		WORKERS		TOTAL	TOTAL		M	F	Total
AUSTRIA	6,935	2,314	477	75	7,412	2,389	9,801	6.0	7.0	6.2
GERMANY	305	144	487	53	792	197	989	4.8	11.6	5.4
CHINA	106	96	416	354	522	450	972	7.6	12.2	9.2
USA	21	17	276	0	297	17	314	16.5	5.7	15.0
SWEDEN	908	205	1,174	667	2,082	872	2,954	10.6	10.8	10.6
SLOVAKIA	260	150	380	300	640	450	1,090	3.8	5.1	4.3
CZECH REPUBLIC	184	64	936	184	1,120	248	1,368	8.5	8.6	8.5
FRAUENTHAL GROUP	8,719	2,990	4,146	1,633	12,865	4,623	17,488	6.5	7.8	6.8
HOLDING	96	40	0	0	96	40	136	24	6.7	13.6
FRAUENTHAL TRADE	6,839	2,274	477	75	7,316	2,349	9,665	5.9	7.1	6.2
FRAUENTHAL AUTOMOTIVE	1,784	676	3,669	1,558	5,453	2,234	7,687	7.3	8.7	7.7
FRAUENTHAL AIRTANK	489	208	1,423	237	1,912	445	2,357	6.5	9.7	6.9
FRAUENTHAL GNOTEC	1,295	468	2,246	1,321	3,541	1,789	5,330	7.8	8.5	8.1
2023										
COUNTRY	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	TOTAL	Hours per employee*		
	EMPLOYEES		WORKERS		TOTAL	TOTAL		M	F	Total
AUSTRIA	16,972	7,896	3,313	302	20,285	8,198	28,483	15.6	21.5	16.9
GERMANY	236	193	651	53	887	246	1,133	4.7	12.3	5.4
CHINA	61	52	626	566	687	618	1,305	7.5	9.5	8.4
USA	7	13	82	22	89	35	124	12.7	11.7	12.4
SWEDEN	176	72	371	176	547	248	795	2.2	2.5	2.3
SLOVAKIA	250	160	360	250	610	410	1,020	3.7	4.7	4.0
CZECH REPUBLIC	152	96	1,152	216	1,304	312	1,616	8.0	8.7	8.2
FRAUENTHAL GROUP	17,854	8,482	6,555	1,585	24,409	10,067	34,476	11.3	14.5	12.0

*Training hours per employee were calculated as follows: total training hours divided by the number of employees (average/FTEs).

The Frauenthal Group attaches great importance to training and further education, which is why, in line with the materiality analysis, a significant amount is invested in this area. Despite efforts, training hours have been reduced, particularly in the Frauenthal Trade Division. On the one hand, a large number of activities were carried out in the previous year 2023, and, therefore, no strong demand was identified for 2024. On the other hand, training hours had to be reduced due to cost-cutting measures.



DIVERSITY CONCEPT



DIVERSITY CONCEPT

MANAGEMENT APPROACH

As a sustainable group, Frauenthal is committed to socially relevant issues such as equal opportunities in the workplace. Employees are treated equally, regardless of gender, age,

religion, culture, skin colour, social background, sexual orientation or nationality.

DIVERSITY IN GOVERNANCE BODIES

The aim is to increase the proportion of women on the Supervisory Board, the Executive Board and the executive management of subsidiaries by specifically seeking suitable female candidates when filling the relevant positions.

The promotion of female employees who demonstrate a willingness to take on management positions is a declared and vigorously pursued goal at Frauenthal.

The diversity aspects of the Executive Board and Supervisory Board can be found in the 2024 Corporate Governance Report starting on page 4. The Frauenthal Group ranked 14th in 2024 (previous year: 19th). Ranked in the BCG Gender Diversity Index Austria, which analyses the gender ratio in Austria's 50 largest listed companies. In the study, the Frauenthal Group is also one of the three largest listed companies out of 50 whose Executive Board has equal representation of women and men.

EMPLOYEE DIVERSITY

An open atmosphere within the company, characterised by acceptance of different cultures and ways of thinking, contributes significantly towards actively addressing problems and preventing them from arising in the first place. It improves the working atmosphere and thus increases employee job satisfaction. The aim is to work together to create a climate in which we can work respectfully and productively. A genuine commitment to partnership in the workplace improves both the self-image and reputation of the company, thereby creating a competitive edge in relations with customers, suppliers and competitors in today's multicultural and globalised markets.

The Frauenthal Group is committed to promoting a cooperative working environment. Employees undertake to contribute towards a cooperative atmosphere in the workplace through their conduct. The Frauenthal Gnotec Group also conducts annual salary reviews in line with its fair remuneration policy. The following are key figures relating to diversity in the Frauenthal Group.

DIVERSITY FIGURES

EU/NON-EU EMPLOYEES (REPORTING DATE/FTES)

2024						
COUNTRY	MALE	FEMALE	MALE	FEMALE	TOTAL	
	EU		Non-EU		EU	Non-EU
AUSTRIA	1,013	305	158	13	1,318	171
GERMANY	156	17	0	0	173	0
CHINA	1	0	59	35	1	94
USA	0	0	18	3	0	21
SWEDEN	224	94	0	0	318	0
SLOVAKIA	153	78	4	8	231	12
CZECH REPUBLIC	96	21	24	4	117	28
FRAUENTHAL GROUP	1,643	515	263	63	2,158	326
HOLDING	2	5	0	1	7	1
FRAUENTHAL TRADE	1,011	300	158	12	1,311	170
FRAUENTHAL AUTOMOTIVE	630	210	105	50	840	155
FRAUENTHAL AIR-TANK	251	38	24	4	289	28
FRAUENTHAL GNOTEC	379	172	81	46	551	127
2023						
COUNTRY	MALE	FEMALE	MALE	FEMALE	TOTAL	
	EU		Non-EU		EU	Non-EU
AUSTRIA	1,164	343	126	12	1,507	138
GERMANY	178	19	0	0	197	0
CHINA	1	0	68	61	1	129
USA	0	0	7	3	0	10
SWEDEN	252	97	0	0	349	0
SLOVAKIA	143	87	10	3	230	13
CZECH REPUBLIC	128	31	33	5	159	38
FRAUENTHAL GROUP	1,866	577	244	84	2,443	328

The breakdown of employees refers to their nationalities. Frauenthal is a diverse company and does not discriminate on the basis of nationality when hiring.

FURTHER KEY FIGURES

2024									
	DISABLED PEOPLE			APPRENTICES			INTERNS		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
AUSTRIA	25	4	29	52	45	97	0	0	0
GERMANY	8	2	10	4	0	4	8	2	10
CHINA	0	0	0	0	0	0	0	0	0
USA	0	0	0	0	0	0	0	0	0
SWEDEN	1	2	3	0	0	0	0	0	0
SLOVAKIA	6	4	10	0	0	0	0	0	0
CZECH REPUBLIC	8	0	8	10	0	10	0	0	0
FRAUENTHAL GROUP	48	12	60	66	45	111	8	2	10
HOLDING	0	0	0	0	0	0	0	0	0
FRAUENTHAL TRADE	25	4	29	52	45	97	0	0	0
FRAUENTHAL AUTOMOTIVE	23	8	31	14	0	14	8	2	10
FRAUENTHAL AIRTANK	16	2	18	14	0	14	8	2	10
FRAUENTHAL GNOTEC	7	6	13	0	0	0	0	0	0
2023									
	DISABLED PEOPLE			APPRENTICES			INTERNS		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
AUSTRIA	25	6	31	59	43	102	8	3	11
GERMANY	8	2	10	5	0	5	8	2	10
SWEDEN	2	1	3	0	0	0	0	0	0
SLOVAKIA	5	5	10	0	0	0	0	0	0
CZECH REPUBLIC	8	0	8	8	0	8	0	0	0
FRAUENTHAL GROUP	48	14	62	72	43	115	16	5	21

The diversity figures are stated in terms of headcount.

LOOKING FOR TALENT IN THE FRAUENTHAL TRADE DIVISION

From 17 to 19 October 2024, the HR team at Frauenthal Trade took part in the GROW Job Festival at Sillpark Innsbruck. During the event, numerous valuable discussions were held, and interested visitors were provided with comprehensive information about career and training opportunities within the company.



HUMAN RIGHTS

TOPIC AREA OF THE MATERIALITY ANALYSIS
- Human rights

MANAGEMENT APPROACH

The Frauenthal Group respects and supports compliance with internationally recognised human rights and rejects any form of forced labour.

The Frauenthal Group complies with the United Nations regulations on human and children's rights and is particularly committed to complying with the Convention concerning the Minimum Age for Admission to Employment (Convention 138 of the International Labour Organisation) and the Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour (Convention 182 of the International Labour Organisation). If national regulations on child labour impose stricter standards, these shall take precedence.

To ensure compliance with human rights, particularly in the supply chain, there are supplier guidelines that every supplier must adhere to. Every supplier must guarantee that the aforementioned international agreements on human rights, child labour and forced labour are observed. This is taken into account when selecting suppliers based on criteria set out in the code of conduct. The respective purchasing department is responsible for selection.

With the exception of the Chinese company Frauenthal Gnotec China Co. Ltd. (hereinafter referred to as "GKUN") and the company Frauenthal Gnotec Inc. (hereinafter referred to as "GUSA") in the USA, the Frauenthal Group operates in Europe, where the European Convention on Human Rights applies. The Frauenthal Gnotec Group ensures that the comprehensive code of conduct and supplier guidelines regarding supplier selection are observed both within GKUN and GUSA. The relevant Frauenthal Gnotec guidelines and the code of conduct can be downloaded from the website www.gnotec.com under "Downloads". Further information can be found under Guidelines and Certificates, P. 23, and under "Description of the supply chain", P. 22.

Below is an excerpt from a wide range of activities relating to human rights:

TOPIC	OBJECTIVE	ACTION PLAN	SECTION	STRATEGY
Cooperation with suppliers who do not violate human rights and act in a socially responsible manner	Consideration of high quality standards when selecting suppliers	Mostly selected international suppliers based in the EU	Purchasing, management	No defined time target, adjusted regularly
Cooperation with suppliers who do not source materials from war zones	Materials are procured by the Frauenthal Trade Division in accordance with the Dodd-Frank Act.	Send criteria to suppliers in accordance with the Dodd-Frank Act; review annually	Purchasing, management	No defined time target, adjusted regularly
Frauenthal code of conduct (internal)	No human rights violations	Code of conduct stipulates that all labour law provisions must be complied with.	Management and HR	No defined time target, adjusted regularly

SOCIETY

TOPIC AREA OF THE MATERIALITY ANALYSIS
- Social commitment
- IT security/governance

MANAGEMENT APPROACH

The Frauenthal Group takes its responsibility towards society very seriously and supports and initiates activities in the field of education and for people in need. **In the 2024 financial year, there were no penalty payments** (2023: 0) due to non-compliance with laws and regulations in the social and economic areas.

The Frauenthal Group's business activities have no significant or potentially negative impact on local communities or the environment. Local communities are promoted and supported through a wide range of activities. Details of our social commitment can be found in the table below.

(1) SOCIAL COMMITMENT

SECTION	
FRAUENTHAL AIRTANK	FEL and FHU support the local infrastructure (schools, fire brigades, community, etc.) through various partnerships and as a major employer in the region. In 2024, donations were made to local, cultural and charitable organisations.
FRAUENTHAL GNOTEC	Continuous growth means that further job opportunities are available at the individual sites. Furthermore, a wide range of environmentally friendly measures ensure that the impact on the local environment is minimal. Various measures are also being taken to reduce noise pollution outside the building.
FRAUENTHAL TRADE	The division creates jobs, especially for young graduates and apprentices. Furthermore, there are partnerships with local communities, and a wide variety of social activities are organised locally. In 2024, donations were made to local sports clubs, the police/fire brigade and the EU Youth Parliament, among others.
HOLDING	Frauenthal Holding AG is making a social statement in society with various charitable donations. For example, in the past, Christmas cards were not sent out, and donations were made instead.

(2) CUSTOMER HEALTH AND SAFETY

SECTION	
FRAUENTHAL AIRTANK	Product safety is guaranteed by internal guidelines and a declaration of continuous quality improvement.
FRAUENTHAL GNOTEC	The high quality of the products ensures their safety. Furthermore, regular checks and measurements of the products are carried out during production.
FRAUENTHAL TRADE	The division strives to comply with all applicable (Austrian and European) legal provisions relating to product safety and product liability (such as the Austrian Product Liability Act and the Product Safety Act) and to offer customers the best possible service. Safety data sheets are also available for all products. In the event of product recalls, all necessary recall actions are initiated. An internal process for reporting all product damage and (potential) cases of third-party liability has been implemented and operates at a very high level.

(3) ANTI-CORRUPTION

MANAGEMENT APPROACH

Frauenthal Holding AG was one of the first companies to make a clear commitment to voluntarily implementing the Austrian Code of Corporate Governance. On 27 March 2003, the company undertook to adopt the recommended regulations that go beyond the requirements of the law as far as possible. In the 2024 financial year, the Executive Board and Supervisory Board again considered it a priority to comply with all rules of the Code to the best of their ability and to maintain and further develop high internal standards. The framework for corporate governance at Frauenthal Holding AG is based on Austrian law, in particular stock corporation and capital market law, the Articles of Association and the rules of procedure for the company's governing bodies, and, finally, the Austrian Corporate Governance Code (ÖCGK). Corporate governance guidelines require companies to continuously develop greater transparency towards all stakeholders. This claim

MEASURES

In addition, there is a code of conduct that sets out the procurement process and how suppliers are to be treated. This explicitly regulates the acceptance of gifts and dealings with public officials and business partners.

Frauenthal Holding AG has implemented compliance guidelines throughout the Group to prevent insider violations. As one of the first listed Austrian companies, Frauenthal has set up an e-learning platform to help people in areas subject to confidentiality requirements comply with compliance regulations and prevent insider violations. Wolfgang Knezek serves as Compliance Officer for the Group. The deputy compliance officer is Erika Hochrieser. Internal and external audits are designed to ensure compliance with the compliance guidelines. Furthermore, defined risk management processes are in place. Further information can be found under Guidelines and Certificates, P. 23, and under Description of the Supply Chain, P. 22.

When selecting managing directors and department heads, we look for a high degree of integrity. The dual sign-off rule

is consistent with the Frauenthal Group's long-standing goal of maximum transparency. When dealing with business partners (customers, suppliers) and government institutions, the interests of the company and the private interests of employees on both sides are strictly separated. Actions and (purchasing) decisions are made free from irrelevant considerations and personal interests. **Compliance with internal rules of conduct (training and guidelines, such as regulations on accepting gifts) relating to purchasing procedures (e.g. at least two quotes before each order, dual sign-off rule) and the UN Global Compact principles, we ensured that there were no incidents of corruption or proceedings in connection with anti-competitive behaviour across the Group in 2024 (2023: 0). No political donations were made in the 2024 financial year (2023: EUR 0 thousand).**

is implemented at Frauenthal Holding AG and throughout the entire group. Only at the locations in Sweden is it not possible to implement the dual sign-off rule due to legal requirements (only one managing director is permitted). However, a Supervisory Board has been established to prevent cases of malpractice.

In addition, the following precautions are in place to prevent cases of malpractice:

- Monthly reporting with target/actual comparisons within the group has been set up, allowing unusual changes to be identified quickly.
- In the event of suspected irregularities/inefficiencies within the Group, audit projects are carried out (in some cases with external support from consultants).
- Appropriate internal control systems have been established in all business units to reduce the risk of material misstatements.
- Revised treasury guidelines were rolled out across the Group in 2016.

In summary, the following measures ensure that cases of corruption are prevented:

OVERVIEW OF MEASURES	
<ul style="list-style-type: none">- Code of conduct (Guidelines regarding the ordering process)- Double-check rule (approval by superiors)- Regulations concerning the acceptance of gifts and donations- Regular training sessions- Compliance guidelines and compliance officer- Internal/external audits (third-party certification)- Introduction of a new sustainability structure- New training on the digital code of conduct at Frauenthal Automotive- Introduction of a new whistleblower platform at group level, see here: www.frauenthal.at/de/corporate-governance.html- Introduction of two-factor authentication to combat corruption and increase IT security.	

In 2024, governance training hours were recorded for the first time to underscore the Frauenthal Group's approach to governance. Training courses were mainly held in the area of cyber security and for new employees who have access to Microsoft Windows:

SECTION	GOVERNANCE TRAINING HOURS 2024
FRAUENTHAL AIRTANK	250
FRAUENTHAL GNOTEC	379
FRAUENTHAL TRADE	161
HOLDING	44
FRAUENTHAL GROUP	834
FRAUENTHAL AUTOMOTIVE	629

NEW IT SECURITY TRAINING

In autumn 2024, a large-scale IT security training course was made compulsory for all employees of the Frauenthal Trade and Holding Division with Microsoft Windows user access. The training covered the following areas: cyber security, password security, phishing and social engineering.

GRI INDEX

KONTINENTALE: YOUR RELIABLE PARTNER FOR PIPES,
ISO CERTIFIED, RECEIVES BRONZE AWARD FROM
SUPPLIER PLATFORM ECOVADIS



GRI INDEX

APPLICATION EXPLANATION		The Frauenthal Group has reported in accordance with the GRI standards for the 2024 financial year.	
GRI USED 1	GRI 1: Foundations 2021		
GRI STANDARD	SPECIFICATION	PAGE/NOTE	
GRI 1: The organisation and its reporting practices 2021			P. 34, P. 93
GRI 2: General information 2021	2-1 Organisation profile	P. 12, P. 17, P. 19	
	2-2 Entities covered by the organisation's sustainability reporting	P. 34	
	2-3 Regulation period, reporting frequency and Contact point	P. 34 Contact point: see legal notice	
	2-4 Correction or restatement of Information	P. 34 New presentation of Scope 1+2, see P. 63 et seq.	
	2-5 External audit	See P. 20 et seq. No external audits were conducted.	
	2-6 Activities, value chain and other business relationships	P. 12-P. 17, P. 22 et seq.	
	2-7 employees	See P. 69 et seq. No employees are hired with non-guaranteed working hours, and essentially, only permanent contracts are concluded with permanent employees. In some cases, short-term restrictions may apply. Temporary workers are explicitly mentioned.	
	2-8 employees who are not salaried employees	See P. 69 et seq. With the exception of temporary workers, all employees are permanently employed. Temporary workers are mainly employed in production at Frauenthal Automotive and in warehouses in the Frauenthal Trade Division.	
	2-9 Management structure and composition	P. 20 et seq.	
	2-10 Nomination and selection of the highest supervisory body	See Corporate Governance Report in the Annual Report	
	2-11 Chair of the highest supervisory body	P. 20 et seq. See annual report	
	2-12 Role of the supreme supervisory body in Supervision of the management of the impacts	See P. 20 et seq. See Corporate Governance Report in the Annual Report. Sustainability issues are discussed in the AR committees.	
	2-13 Delegation of responsibility for the management of the impacts	P. 20 et seq.	
	2-14 Role of the supreme supervisory body in Sustainability reporting	P. 20 et seq.	
	2-15 Conflicts of interest	See annual report	
	2-16 Communication of critical issues	P. 90 et seq.	
	2-17 Collected knowledge of the highest supervisory body	P. 20 et seq.	
	2-18 Evaluation of the performance of the highest supervisory body	See Annual Report/Remuneration Report. At the time of reporting, no sustainability aspects are included in remuneration.	
	2-19 Remuneration policy	See remuneration report. At the time of reporting, no sustainability aspects are included in remuneration.	
	2-20 Procedure for determining remuneration	See remuneration report	
	2-22 Application statement on the strategy for sustainable development	P. 9 et seq.	
	2-23 Declaration of commitment to principles and ways of acting	P. 88 The Compliance Officer is responsible for the	

		Group-wide code of conduct and regularly coordinates it with the Executive Board.
	2-24 Integration of political commitments	See P. 20 et seq. See the sustainability organisation chart for more information.
	2-25 Procedures for eliminating negative effects	P. 89 et seq. Any complaints received will be handled by the Compliance Officer. No complaints were received in the 2024 financial year.
	2-26 Procedure for obtaining Advice and reporting concerns	P. 90 A whistleblower system has been implemented, listed as "Whistleblower Portal" at: https://www.frauenthal.at/de/corporate-governance.html
	2-27 Compliance with laws and regulations	P. 90 There were no monetary or non-monetary sanctions during the regulation period.
	2-28 Membership in associations and stakeholders	P. 23
	2-29 Approach for the integration of stakeholders	P. 25 et seq.
	2-30 Collective agreements	P. 73
GRI 3: Disclosure on topics that are material to the organisation	3-1 Procedure for determining essential Topics	P. 31 et seq.
	3-2 List of key topics	P. 31 et seq.
	3-3 Management of significant issues	P. 27, P. 31 et seq.

KEY TOPICS

GRI 200: Economic standards 2016

Fight against corruption		
GRI 3-3: 2021	3-3 Management of significant issues	P. 90
GRI 205: Anti-corruption 2016	205-1 Business locations subject to corruption risk assessment	All operating sites are continuously audited by the ICS. No significant corruption risks were identified during the reviews. There is currently no centralised record of the checks.
	205-2 Communication and training on anti-corruption policies and procedures	P. 90 et seq.
	205-3 Confirmed incidents of corruption and measures taken	P. 90
GRI 206: Anti-competitive behaviour in 2016	206-1 Legal proceedings due to anti-competitive behaviour, cartel formation and monopolisation	P. 90 et seq. No proceedings in connection with anti-competitive behaviour in the financial year
GRI 207: Taxes 2019	207-1 Tax concept	The Frauenthal Group complies with all tax laws and fully meets all tax obligations in the respective countries. No activities for tax purposes are carried out in countries and territories that are listed by the European Union as non-cooperative countries and territories.
	207-2 Tax governance, control and risk management	
	207-3 Stakeholder engagement and management of tax concerns	
	207-4 Country-specific reporting	Information on taxes can be found in the notes to the consolidated financial statements.

GRI 300: Environmental standards		
Materials		
GRI 3-3: 2021	3-3 Management of significant issues	P. 51
GRI 301: Materials 2016	301-1 Materials used by weight or volume	P. 53 No renewable materials are used in the production process.
	301-2 Recycled input materials used	P. 53
Energy		
GRI 3-3: 2021	3-3 Management of significant issues	P. 53
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	P. 56 et seq. No steam was purchased in the 2024 financial year. Unless otherwise stated, figures are in MWh.
	302-2 Energy consumption outside the organisation	Data could not be determined.
	302-3 Energy intensity	P. 59 Energy intensity refers only to energy consumption within the organisation.
	302-4 Reduction of energy consumption	P. 59
Water and wastewater		
GRI 3-3: 2021	3-3 Management of significant issues	P. 60
GRI 303: Water and wastewater 2018	303-1 Water as a shared resource	P. 60
	303-2 Dealing with the effects of water recirculation	All legal requirements are met.
	303-5 Water consumption	P. 60
Biodiversity		
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	P. 66
Emissions		
GRI 3-3: 2021	3-3 Management of significant issues	P. 61
GRI 305: Emissions in 2016	305-1 Direct GHG emissions (Scope 1)	P. 64 The calculations are based on data provided by the suppliers. If no conversion data is available, location-based data will be used. External databases are used for this purpose.
	305-2 Indirect energy-related GHG emissions (Scope 2)	
	305-3 Other indirect GHG emissions (Scope 3)	This data could not be determined and will be published in the next financial year 2025.
	305-4 Intensity of GHG emissions	P. 65 Scope 1 + 2 data were taken into account.
Waste		
GRI 3-3: 2021	3-3 Management of significant issues	P. 51
GRI 306: Waste 2020	306-1 Waste generated and significant waste-related impacts	P. 53 No significant risks associated with waste products.
	306-2 Management of significant waste-related impacts	P. 51 – P. 53
	306-3 Waste generated	P. 53
	306-4 Waste diverted from disposal	P. 53
Environmental assessment of suppliers		
GRI 308: Environmental assessment of suppliers	308-1 New suppliers that have been assessed based on environmental criteria	P. 22 et seq., ongoing compilation

GRI 400: Social standards		
Employment		
GRI 3-3: 2021	3-3 Management of significant issues	P. 69
GRI 401: Employment in 2016	401-1 Newly hired employees and employee turnover	P. 77 et seq.
	401-2 Company benefits that are only offered to full-time employees, but not to temporary workers or part-time employees	P. 79
Occupational health and safety		
GRI 3-3: 2021	3-3 Management of significant issues	P. 79
GRI 403: Occupational health and safety 2018	403-1 Management system for occupational health and safety	P. 23, P. 79
	403-2 Hazard identification, risk assessment and investigation of incidents	P. 80 et seq.
	403-3 Occupational health services	P. 81
	403-4 Employee participation, consultation and communication on occupational health and safety	P. 79
	403-5 Employee training on health and safety at work	P. 79
	403-6 Promotion of employee health	P. 79 et seq.
	403-7 Prevention and mitigation of impacts on occupational health and safety directly linked to business relationships	P. 79
	403-8 Employees covered by a management system for occupational health and safety	P. 79 All employees are subject to the health and safety management system.
	403-9 Work-related injuries	P. 80 et seq.
Education and training		
GRI 3-3: 2021	3-3 Management of significant issues	P. 81
GRI 404: Training and further education in 2016	404-1 Average number of hours of training and further education per year per employee	P. 81 et seq.
	404-2 Programmes to improve employee skills and provide transitional assistance	P. 81
Diversity and equal opportunities		
GRI 3-3: 2021	3-3 Management of significant issues	P. 85
GRI 405: Diversity and equal opportunities 2016	405-1 Diversity in supervisory bodies and among employees	P. 85 Further information can be found in the Corporate Governance Report.
Child labour		
GRI 3-3: 2021	3-3 Management of significant issues	P. 88
GRI 408: Child labour 2016	408-1 Operating sites and suppliers with a significant risk of incidents of child labour	P. 88
Forced or compulsory labour		
GRI 3-3: 2021	3-3 Management of significant issues	P. 88
GRI 409: Forced or compulsory labour 2016	409-1 Operating sites and suppliers with a significant risk of incidents of forced or compulsory labour	P. 88
Local communities		
GRI 3-3: 2021	3-3 Management of significant issues	P. 89
GRI 413: Local communities 2016	413-2 Business activities with significant actual or potential negative impacts on local communities	P. 89 No significant negative impact on local communities
Customer health and safety		
GRI 3-3: 2021	3-3 Management of significant issues	P. 89
Political influence		
GRI 3-3: 2021	3-3 Management of significant issues	P. 90 et seq.
GRI 415: Political influence 2016	415-1 Party donations	P. 90 et seq.



LEGAL NOTICE

CONTACT

Frauenthal Holding AG
Sustainability department
Rooseveltplatz 10
A-1090 Vienna
Tel.: +43 (0) 1 505 42 06
Fax: +43 (0) 1 505 42 06-33
Email: holding@frauenthal.at
www.frauenthal.at

LEGAL NOTICE

Media owner:
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Austria
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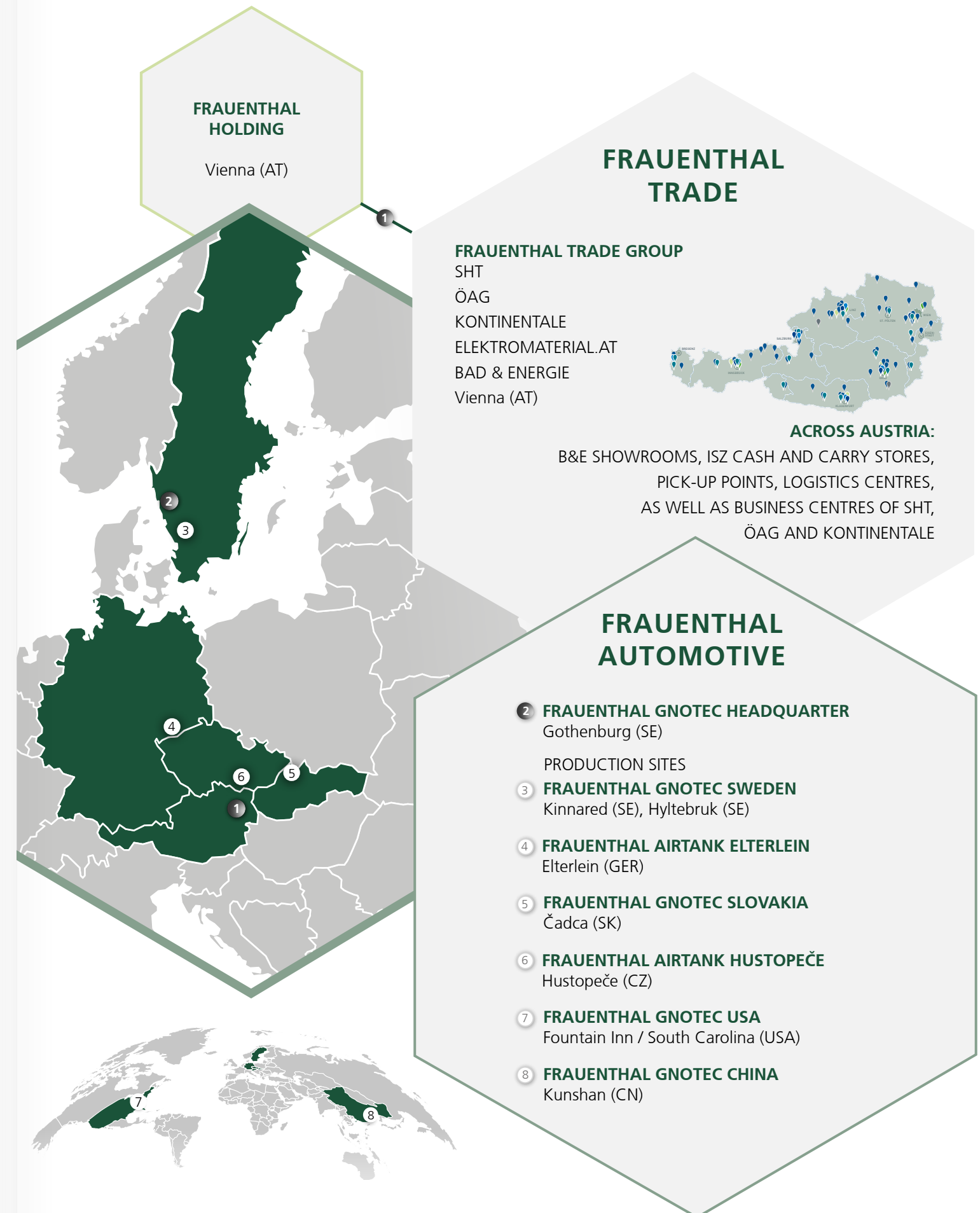
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Ferdinand Berger & Söhne GmbH.





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