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OVERVIEW

OVERVIEW

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INTRODUCTION TO THE SUSTAINABILITY REPORT 2025

Dear reader,

in 2025, Intercable continued to strengthen its commitment to sustainable development while operating in a dynamic and demanding economic environment. Across both Intercable S.r.l. and Intercable Tools S.r.l., our focus remained on responsible growth, operational efficiency, and long-term value creation for our stakeholders.

During the year, several steps were taken to further improve transparency and data management in the area of sustainability. The introduction of the RENTRI system marked an important milestone in strengthening regulatory compliance and improving the digital management and traceability of waste flows.

In parallel, the company worked on defining and refining key sustainability KPIs, improving both the structure and the visualization of relevant indicators as well as the internal tracking processes. These improvements have helped increase transparency and consistency in sustainability reporting and have already been positively recognized by customers during external audits.

This report provides an overview of the key environmental and social indicators for 2025, highlighting progress, challenges, and areas where we continue to work toward improvement. By maintaining transparency and consistently monitoring our performance, Intercable Group aims to contribute to a more sustainable and responsible industrial future.

Sincerely,
Your Intercable Team

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FOR E W O R D

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DEAR READER,

In a world shaped by rapid change and global uncertainty, sustainability is no longer optional - it is essential.

For Intercable Tec and Intercable Tools, the year 2025 was marked by both internal transformation and external challenges, from geopolitical tensions and economic instability to continued shifts in the global automotive industry.

Trends such as electrification, digitalization, and the push for sustainable mobility require continuous adaptation. Amidst these dynamics, we remain committed to our core values:

-  Quality
-  People
-  Customer & Innovation
-  Sustainability

Sustainability - economic, ecological, and social - is deeply embedded in everything we do.

As a company rooted in Brunico, Italy, but active worldwide, we foster a culture of openness and respect, shaped by strong interpersonal bonds and cultural diversity.

Living and working in the South Tyrolean Alps reinforces our responsibility to protect the environment we call home.

Despite complex structural changes following the separation from Intercable Automotive Solutions, we continued to make progress in 2025 - most notably in supply chain transparency through ERP software improvements in SAP.

At the same time, transitioning our reporting systems and redefining roles across companies has made data comparability a challenge this year.

This report offers a transparent view of our efforts, milestones, and goals on the path towards a more sustainable future.

With the Intercable Strategy 2025 guiding us, we are building on a strong foundation - determined to drive positive change in our industry and beyond.

Sincerely,
Klaus and Kurt Mutschlechner
Managing Directors & Owners



intercable

KLAUS & KURT MUTSCHLECHNER
Owners and Managing Directors





The background features a grayscale landscape of rolling hills and mountains. A central vertical strip, darker than the rest, contains the word 'HISTORY' in white capital letters. Below the text is a red logo consisting of a stylized 'i' and the word 'intercable' in a red script font.

Susta **intercable** nability

HISTORY

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intercable

HISTORY & BUSINESS MODEL

Three companies – One core value

BUSINESS MODEL AND STRATEGIC DIRECTION

Since its founding in 1972 by Herbert Mutschlechner, the Intercable Group has grown from a small trading company in Italy, into a globally active group with a strong international presence. Despite our global reach, we remain deeply rooted in our South Tyrolean origins and committed to long-term, sustainable growth.

Today, the Intercable Group operates in two core areas:

- Intercable Tec focuses on innovative cable protection systems and connection technologies for sectors such as automotive, e-mobility infrastructure, and energy storage.
- Intercable Tools is a leading global manufacturer of specialized tools and connection materials for the electrical, wind, and railway industries.

As a family-owned company now in its second generation, we prioritize long-term partnerships, technological excellence, and people-focused innovation.

Our approach is centred on identifying niche markets and delivering tailored, high-quality solutions that set us apart from the competition. Across all companies, we operate according to the highest quality standards - ensuring that we remain a trusted partner in all our sectors. In line with our strategic direction, Intercable continues to invest in automation, digitalization, and smart factory principles.

Our production facilities are designed with Industry 4.0 in mind, enabling efficient, flexible, and sustainable manufacturing processes. We collaborate closely with universities and research institutions to develop customized automation solutions, many of which are already in use across our production sites.

Together, Intercable Tec and Intercable Tools form a future-oriented company group - united by shared values, a strong regional foundation, and a clear vision for sustainable global impact.

intercable
tec

Headquarters in Italy,
subsidiaries in
Germany

intercable
TOOLS

Headquarters in Italy,
subsidiaries and
participations in Germany,
Austria, Belgium, Central
Eastern Europe and the
Netherlands

Organizational overview by end of 2025

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Sustainability

intercable

VALUES THAT MATTER ... INTERCABLE

QUALITY

To deliver quality, just having high performance computers, modern machinery and optimized production is not enough! You also must have engagement and passion. We support our staff and challenge their quality awareness and sustainability. Our top priority is zero errors!

PEOPLE

People as a success factor: interpersonal relationships, both inside and outside the company, are a factor for our success and how we work. (Co)Worker = (Co) Entrepreneur = (Co)Designer: the future social security for a global company in a high wage country depends on the value added per co-worker. State of the art technology or degree of automation (adequate products and mature processes) as well as the qualification, performance and productivity of all stakeholders (training, motivation and commitment) is decisive. We create conditions for pleasant working conditions and are committed to legal and administrative compliance to protect employees from workplace accidents and work-related illnesses.

CUSTOMER & INNOVATION

Customer focus and innovation in all we do. Proximity and fairness towards our customers is very important to us; it is how strong long-term partnerships can be formed. This synergy stimulates individual solutions and constantly improves integrated management systems. Our top priorities are customer proximity and competence as well as flexibility and adherence to delivery dates. Innovation and the newest technologies are the key to our success. Customer requirements and market conditions play an increasingly important role in this relationship. We develop our products and processes in collaboration with external partners, institutions and universities. In this respect, we constantly strive to provide the necessary resources and investments whilst focusing on sustainability.

SUSTAINABILITY

Profit and cost awareness, recognition and synergy development within the Group and external parties and continuous integrated management system improvement are decisive factors for the sustainable development of our business group, shared by all employees. We reduce environmental pollution by continuously improving our environmental performance, taking economic and technical requirements into account and complying with legal, official and our own environmental protection standards and obligations. Down-to-earthiness, a focus on implementation and performance, reliability, quality of life, honest family and social bonds, linguistic and cultural openness are an important part of our South Tyrol heritage and tradition and are unique selling points for our future global development.

DRIVING INNOVATION ACROSS INDUSTRIES

At Intercable Tec and Intercable Tools, innovation is not a buzzword - it is a daily pursuit deeply embedded in our engineering, production, and strategic thinking. Our solutions drive progress across automotive, energy, and industrial sectors by combining precision, high-performance materials, and advanced manufacturing technologies. Together, these companies embody the Intercable Group's commitment to quality, innovation, and future-driven industrial development.

INTERCABLE TEC

A market leader in cable connection technologies, Intercable Tec focuses on delivering intelligent solutions for battery connectivity, cable protection, and e-mobility infrastructure. From forged and stamped battery terminals to precision-engineered terminals and sealed terminals, our components are tailored for maximum performance, durability, and integration into complex vehicle architectures.

Our customer-specific plastic cable channels, connectors, and fastening systems support high-voltage systems in passenger cars, motorcycles, commercial vehicles, and charging infrastructure - making us a key partner in the electrification of mobility. With over 1,300 tons of thermoplastic material processed annually and continuous investment in automation, our operations stand for efficiency, quality, and scalability.

INTERCABLE TOOLS

As one of the world's leading manufacturers of specialized tools for low- and medium-voltage cable processing, Intercable Tools develops and produces a comprehensive range of solutions for the electrical, wind energy, and rail industries. With around 95% of products developed in-house by our R&D department, we ensure seamless integration from initial design to final assembly. We combine advanced plastic injection moulding, metal processing, galvanic finishing, and precise tool assembly to deliver "zero-defect" products - crafted for performance and longevity. Whether it's high-quality electrician scissors, hydraulic crimping tools, or cable lugs "Made in Germany" and "Made in Italy," our production meets the toughest industry standards while maintaining a strong focus on material recycling and energy efficiency.

NAVIGATING CHALLENGES TOWARDS A SHARED VISION

The years 2023 and 2024 presented unprecedented challenges across nearly every industry. Global supply chain instability, rising raw material costs, shifting customer demands, and increasing ESG compliance pressure have tested the resilience of many organizations - including ours. Additionally, the structural reorganization following the spin-off of Intercable Automotive Solutions required careful recalibration within our plant and processes. Despite this complexity, Intercable Tec and Intercable Tools have maintained a steady course. Guided by a long-term strategy and a deeply rooted culture of adaptability, we are moving forward with confidence. Our vision is clear: to merge the agility of a startup with the excellence and reliability of a mature company. This means accelerating innovation, standardizing processes, and promoting "Operational Excellence" across all levels - from R&D and manufacturing to infrastructure and facility management. Digital tools, performance-driven planning, and a continuous improvement mindset form the backbone of our strategy. Thanks to the trust of our customers, the foresight of our leadership, and the commitment of our teams, the Intercable Group is well positioned to shape the future - efficiently, sustainably, and together.

Sustainability

DEVELOPMENT



RISK MANAGEMENT

Sustainable business success relies on the early identification of risks and opportunities. Intercable Tec and Intercable Tools have established a group-wide risk management system that is integrated across all key business areas - from operations and production to sustainability and infrastructure.

Responsibility for risk identification and mitigation lies at all levels of management, with clear structures and responsibilities. Risks are assessed at their point of origin, and targeted measures are implemented to prevent negative impacts. The central coordination team supports the individual business units by defining common standards, monitoring risk trends, and adapting the risk management system to changing internal and external requirements.

The system not only safeguards operational continuity but also strengthens resilience and enables strategic decision-making.

CONTINUOUS IMPROVEMENT PROCESS

The Continuous Improvement Process is firmly embedded in the organizational culture of all Intercable companies. Our goal is to create a mindset of steady, incremental improvement across all departments.

Through active participation, employees contribute their ideas to enhance processes, reduce inefficiencies, and pro-

mote innovation along the entire value chain. Dedicated info points in each department allow for transparent tracking of suggestions and their implementation status. The principle is simple: eliminate waste, optimize workflows, and strengthen long-term competitiveness - step by step, every day.

This philosophy supports our transformation toward a lean, agile organization that empowers employees and continuously enhances quality and performance.

COMMITMENT TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGs)

Intercable Tec and Intercable Tools are committed to the principles of the United Nations Sustainable Development Goals (SDGs).

As part of a responsible, future-oriented group, we recognize the urgent need to contribute to solutions for global challenges such as climate change, resource efficiency, and social equity.

We integrate the SDGs into our business practices by promoting sustainable production, encouraging energy efficiency, investing in innovation, and fostering a strong sense of social responsibility. Whether through circular material use, efficient facility management, or the development of products that support the energy and mobility transition - our companies strive to create long-term value for the environment, society, and the economy.

GOALS BY THE UNITED NATIONS FOR SUSTAINABLE DEVELOPMENT



STAKEHOLDER SURVEY

As part of the preparation for this sustainability report, a comprehensive stakeholder survey was conducted, with the active participation of over 3,000 internal and external stakeholders from around the world. Due to a stable stakeholder structure, the reviewed topics have been found still valid and therefore unchanged for 2025.

GLOBAL REACH

Participants from across the globe - including the USA, Japan, Thailand, South Africa, Egypt, and Mexico - took part in the survey. This international response reflects the broad global interest in our sustainability initiatives.

SUSTAINABILITY AWARENESS

Stakeholders expressed a generally positive perception of our current sustainability efforts. Key strengths noted included product quality and transparency in communication. Many also highlighted the importance of continued visibility and strategic integration of sustainability into our core business practices.

KEY THEMES IDENTIFIED

A clear emphasis was placed on the principle of double materiality, recognizing the need to assess both the company's impact on the environment and society (impact materiality) as well as how external developments affect the company (financial materiality).

SUSTAINABLE PRODUCTS AS A PRIORITY

The survey revealed a strong and growing demand for sustainable products. A significant portion of respondents indicated that sustainability already plays an important role in their purchasing decisions and will continue to do so in the future.

CONSTRUCTIVE INPUT FOR THE FUTURE

Numerous ideas and suggestions were shared, offering valuable input for the continued development of our sustainability strategy. These insights help ensure our approach remains responsive to stakeholder expectations and grounded in real-world needs.

We sincerely thank all participants for their time, feedback, and ongoing engagement in our collective journey toward greater sustainability.

DUAL MATERIALITY ANALYSIS

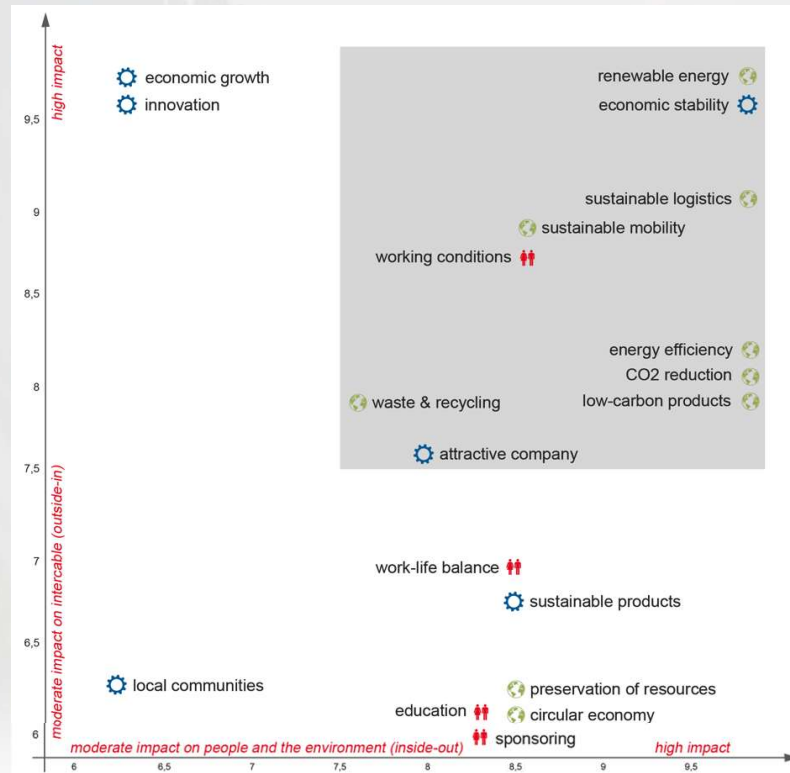
In alignment with the European Sustainability Reporting Standards (ESRS), a thorough dual materiality analysis was carried out. This process involved evaluating all ESRS thematic areas in collaboration with internal experts from across relevant departments.

Insights from the stakeholder survey were directly integrated into the analysis, allowing for a well-balanced assessment of material topics along two key dimensions:

Impact Materiality: The company's actual and potential impact on the environment and society

Financial Materiality: The influence of sustainability-related topics on the company's business success

The outcomes of this analysis are summarized on the following page and form the foundation for the structure of this report as well as the strategic direction of our sustainability efforts.



1	renewable energy	7	13														
2	economic stability	8															
3	sustainable logistics	7	13	14	15												
4	working conditions	2	3	4	8												
5	energy efficiency	7	13														
6	CO ₂ reduction	13															
7	low carbon products	13															
8	waste & recycling	12	14	15													
9	attractive company	8															
10	economic growth	8															
11	innovation	8	9	12													
12	work-life balance	3	5	8													
13	sustainable products	3	7	13	14	15											
14	preservation of resources	6	12	14	15												
15	circular economy	6	12	14	15												
16	education	4	8														
17	sponsoring	1	2	3	4												
18	local communities	1	2	3	4	5	8	11	16								



The background features a grayscale landscape of a mountain valley with a lake. A central vertical banner contains the word "ENVIRONMENT" in white capital letters. Below the text is a red logo consisting of a stylized figure and a dot, with the word "intercable" in red script below it.

Susta nability



To further reduce emissions, we have also expanded our efforts in the area of green mobility:

- ✦ Electric vehicle charging stations are available at our Brunico site for employees and guests. These are powered by our photovoltaic system.
- ✦ Employees also have access to electric bikes (e-bikes), which are likewise charged using self-generated solar energy - providing an environmentally friendly and healthy commuting option.
- ✦ Started to gradually convert the vehicle fleet to hybrid and electric

These measures demonstrate our holistic approach to sustainability, combining technical innovation, renewable energy use, and employee engagement to reduce our ecological footprint.

Intercable Tec and Intercable Tools have implemented a certified environmental management system in accordance with ISO 14001, which ensures structured, effective, and measurable approaches to environmental stewardship.

ENVIRONMENTAL BENEFITS

We are committed to advancing the use of renewable energy and sustainable infrastructure across our sites. Currently, our headquarter in Brunico (Italy) operates with 100% green electricity, sourced primarily from certified hydropower. Additionally, our in-house photovoltaic system contributes ca 500 MWh annually, directly feeding into the company's energy network and supporting operations with solar energy.

This local, renewable energy source is an important pillar of our sustainability strategy.

We continuously invest in energy-efficient technologies, including:

- ✦ Automated production systems
- ✦ Regular monitoring of consumption and performance data
- ✦ Modern building automation systems and energy monitoring
- ✦ Ongoing optimization of production efficiency

ECOLOGICAL RESPONSIBILITY

At Intercable Tec and Intercable Tools, we acknowledge our ecological responsibility as a core element of our corporate philosophy. Environmental protection is not just a legal obligation but a fundamental value that shapes our decisions and long-term strategies. Our environmental policy is clearly defined and publicly available on our website, reflecting our ongoing commitment to sustainable development.

Our management is dedicated to identifying opportunities to reduce the environmental impact of our operations. Through a process of continuous improvement, we aim to avoid, reduce, and mitigate potential environmental effects across all areas of the company.



ENVIRONMENT

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SUSTAINABLE MANAGEMENT OF RESOURCES

Our management always strives to use sustainable resources and to use them in such a way that they can also be available to future generations in the same quality and quantity. In this way we also take biodiversity, animal welfare, sustainable land use and protection against deforestation into consideration.

ENVIRONMENTAL ACTION

We reduce environmental pollution by continuously improving our environmental performance, taking economic and technical requirements into account, and comply with legal, official and our own obligations and requirements to protect the environment. We try to reduce emissions (e.g. air, water, noise) and use renewable energy sources.

ENERGY EFFICIENCY

We strive for an efficient use of energy resources or for an optimal and rational use of the available energy sources. These include, among other things, our advanced automated production systems, the monitoring of the efficiency and utilization of the production processes, a state-of-the-art, monitored and efficient building technology, and the regular assessment of the appropriateness of the consumption values

RENEWABLE ENERGIES (RE)

We strive to steadily increase the share of renewable energy sources. Intercable Bruneck is currently supplied with 100% green electricity. The internal photovoltaic system also produces up to 380 MWh per year and mostly is fed into the company's own network. Our innovative products for electromobility are used worldwide for environmentally friendly propulsion systems.

WASTE MANAGEMENT

Intercable Bruneck has a sophisticated waste management system. This includes the avoidance of waste, waste separation, reuse, recycling, professional disposal and monitoring and compliance with legal requirements.

WATER QUALITY AND WATER CONSUMPTION

We are aware that the responsible use of water as a common good is of great importance. Most of our production facilities do not use water and do not generate any hazardous wastewater. In order to reduce water consumption as much as possible and to comply with legal and official wastewater regulations, Intercable Bruneck has closed water circuits, monitored wastewater treatment and oil separators.

AIR QUALITY

All air emission points of Intercable Bruneck are officially approved. Our automated production systems produce largely no air emissions. The monitored and regularly maintained ventilation systems only emit harmless air emissions.

RESPONSIBLE CHEMICALS MANAGEMENT

To protect human health and the environment, we only use chemicals that comply with European directives and regulations (e.g. REACH and RoHS). No carcinogenic/mutagenic substances are used in production. All Intercable products are free of so-called „conflict minerals“. Any chemical residues are properly disposed of or recycled.





As part of our commitment to sustainability and resource efficiency, we continuously monitor and optimize our energy consumption. The following data illustrates the development of energy use at the Intercable TEC site in Brunico from 2023 to 2025.

Our electricity demand continues to be fully covered by certified renewable sources. In 2025, total electricity consumption slightly decreased to 4.05 GWh compared to 2024. Hydropower remains the primary energy source, complemented by electricity generated by our on-site photovoltaic system in Brunico.

Natural gas consumption decreased in 2025, while diesel use remained almost unchanged at 990 liters. No coal, heating oil, or gasoline were used during the reporting period.

ENERGY CONSUMPTION

	2023	2024	2025	Unit
Electricity	3,71	4,21	4,05	GWh
Hydro Power	90%	87%	83%	
Solar	10%	13%	17%	
Natural gas 1)	184.963	219.492	189.700	m ³
Heating related TEC	661.744	738.940	545.323	kWh
of which: District heating	164.790	95.520	292.720	kWh
Equivalent natural gas	78.779	87.969	50.647	m3
Diesel	980	980	990	l
Gasoline	0	0	0	l

1) TEC generates thermal energy from natural gas and supplies it to other business units..

NON-RENEWABLE



RENEWABLE

intercable TAKING RESPONSIBILITY Energy Consumption

Our company fleet is another area where we are advancing our sustainability goals. While diesel and gasoline remain part of the fleet's energy use, electric mobility continues to gain importance, supported by charging infrastructure powered by our photovoltaic system.

In 2025, electricity consumption for company vehicles increased significantly, reflecting the growing use of electric vehicles. Diesel consumption slightly decreased, while gasoline use.

We remain committed to further expanding electric mobility and promoting low-emission commuting options, including solar-powered e-bikes available to our employees.

COMPANY VEHICLES

	2023	2024	2025	Unit
Diesel	16.807	26.059	25.307	l
Gasoline	3.650	3.283	5.611	l
Electricity	*	3.803	12.808	kWh

Data marked with an asterisk (*) indicates that no reliable data was available at the time of reporting.



RESOURCE & WASTE MANAGEMENT

Intercable Tec remains committed to responsible resource use and effective waste management. In 2025, waste continued to be consistently separated, recycled, or professionally disposed of in full compliance with applicable regulations.

A large share of non-hazardous waste – including metals, plastics, paper, and wood – was directed into recycling streams. The strong increase in recyclable metal waste in 2025 reflects production-related material flows that were largely recovered and returned to the recycling cycle.

Hazardous waste such as oils, solvents, and contaminated packaging was handled and disposed of in accordance with strict environmental and safety standards.

Through continuous monitoring and improved internal processes, Intercable Tec aims to further strengthen its waste management practices and increase recycling efficiency in the coming years.



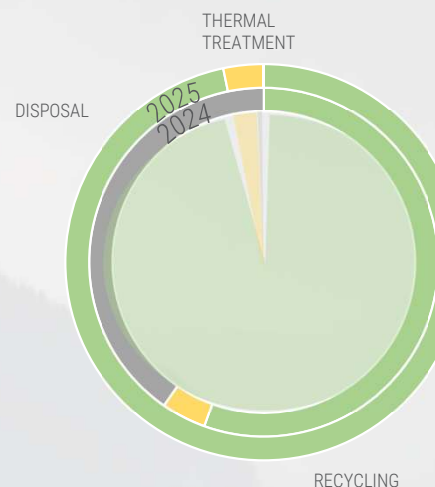
Key Objective 2026:
Further improve waste monitoring and internal sorting processes in order to increase recycling rates and reduce residual waste across all production areas.

RESPONSIBLE CHEMICAL MANAGEMENT

Responsible chemical handling is an essential part of our environmental and safety strategy. At Intercable Tec, only substances compliant with European regulations such as REACH and RoHS are used in our processes.

We strictly avoid the use of carcinogenic or mutagenic substances. In addition, all our products are completely free from so-called "conflict minerals".

Any chemical residues generated during production are collected, safely treated, and either properly disposed of or recycled - ensuring full protection for both people and the environment.



NON-TOXIC

	2024	2025	Unit
Plastic parts	68,75	41,24	t
Paper and Cardboard	29,00	23,98	t
Residual Waste	29,15	33,69	t
Glass	0,18	0,00	t
Concrete Mixtures	0,92	0,00	t
Wood	5,03	21,00	t
Metals *1)	104,02	2.114,28	t
Cables	0,00	3,95	t

TOXIC

	2024	2025	Unit
Organic Solvents	0,19	0,06	t
Machine Oils	1,94	1,94	t
Oil from oil/water separator	0,10	0,10	t
Sand trap residues	8,98	0,96	t
Packaging with h. residues	0,22	0,07	t
Metal pack. with h residues	0,10	0,07	t
Lead-acid batteries	0,02	0,08	t
Insulation Material	0,31	0,20	t
Fluorescent tubes	0,04	0,05	t
Toner Waste	0,04	0,00	t
Monitors & Electrical Components	0,00	0,67	t

*1) For the reporting year 2024, 104.02 t of metal waste were reported. This figure is incomplete, as during 2023/2024 significant restructuring measures took place and not all data were fully captured and clearly allocated. From 2025 onward (value: 2,114 t), the figures are based on an improved and standardized data collection process. The strong increase from 2024 to 2025 is therefore largely driven by improved data quality and completeness, and should not be interpreted solely as an actual increase in waste volumes



WATER MANAGEMENT

At Intercable Tec, water is an important resource in several operational processes. It is mainly used as process water for machine cooling, as utility water for sanitary facilities and general cleaning, and as wash water in our vehicle wash system, which is also used for cleaning moulds.

In 2025, overall water consumption decreased compared to the previous year, particularly in the area of utility water. At the same time, process water usage increased slightly due to operational requirements. Across all applications, water consumption is continuously monitored to ensure efficient use and compliance with regulatory standards. Where necessary, wastewater is treated and managed through monitored systems, including oil separators.

WATER CONSUMPTION

	2024	2025	Unit
Utility Water	2656,97	1856,73	m3
Wash Water	39,727	35,13	m3
Process Water	32,33	38,19	m3

In addition, water dispensers providing still and sparkling water – chilled or at room temperature – are available free of charge to all employees. This initiative reduces plastic waste and associated CO₂ emissions from bottled water. The dispensers are inspected twice a year for drinking water quality and consistently achieve excellent results.

“To further strengthen our water stewardship, Intercable will continue to focus on improving monitoring and optimizing the use of process, utility, and wash water in order to increase efficiency and conserve resources..”

AIR EMISSIONS AND AIR QUALITY

Intercable Tec operates under a strict emissions permit that regulates several emission points at the Brunico site.

In 2025, the permit for air emissions was successfully renewed, and comprehensive exhaust air analyses confirmed that all measured values remained well below the authorized limits. Key monitored parameters include Total Organic Carbon (TOC) and particulate matter (dust). Thanks to our automated production processes and well-maintained ventilation systems, air emissions remain minimal and controlled.

To further strengthen environmental monitoring, Intercable Tec has decided to conduct exhaust air measurements on an annual basis starting in 2026. This will allow us to continuously track emission levels and respond quickly should any changes occur, ensuring ongoing compliance and protection of local air quality.

intercable TAKING RESPONSIBILITY Energy Consumption

intercable TOOLS

Intercable Tools is committed to reducing its environmental footprint through efficient energy use and the continuous optimization of internal processes. Energy consumption is regularly monitored to support our sustainability objectives.

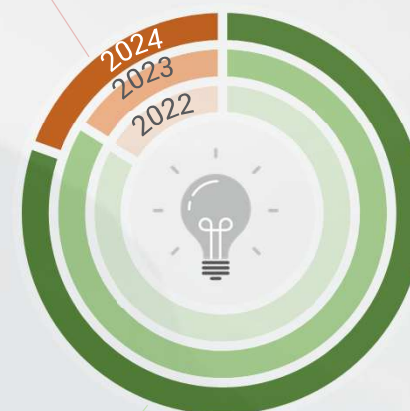
At our South Tyrolean site, electricity is sourced entirely from certified renewable hydropower. In 2025, electricity consumption increased to 1,097 MWh compared to 790 MWh in 2024 and 800 MWh in 2023, reflecting higher operational activity. Heating energy consumption decreased in 2025 to 327,393 kWh (2024: 445,973 kWh), in line with site-specific operational requirements and heating demand. Intercable Tools remains focused on improving energy efficiency and evaluating opportunities to integrate additional renewable energy sources in the future.

ENERGY CONSUMPTION

	2023	2024	2025	Unit
Electricity	800	790	1097	MWh
Hydro Power	100%	100%	100%	
Natural gas 1)	0	0	0	m ³
Heating related Tools 2)	399.386	445.973	327.393	kWh
Equivalent natural gas	47.546	53.092	28.630	m ³
Diesel	0	0	0	l
Gasoline	0	0	0	l

- 1) Tools purchases thermal energy from another business unit
2) supplied by another business unit and generated from natural gas.

NON-RENEWABLE



RENEWABLE

Intercable Tools continues to improve the sustainability of its company fleet. While diesel and gasoline vehicles are still required for certain operational purposes, the transition toward electric mobility is progressing.

In 2025, diesel consumption decreased compared to 2024, while gasoline increased. At the same time, the use of electricity for company vehicles increased significantly, reflecting the growing integration of electric vehicles into the fleet.

Intercable Tools remains committed to further expanding electric mobility and developing the necessary charging infrastructure to support a more sustainable and low-emission mobility strategy.

COMPANY VEHICLES

	2023	2024	2025	Unit
Diesel	38.608	37.181	35.659	l
Gasoline	1.484	1.904	2.794	l
Electricity	*	2.270	10.662	kWh

Data marked with an asterisk (*) indicates that no reliable data was available at the time of reporting.

Data marked with two asterisks (**) indicates that the data is not separated fully due to the split of the company within that year.



RESOURCE & WASTE MANAGEMENT

At Intercable Tools, the responsible use of resources and proper waste handling remain key elements of our environmental strategy. In 2025, all waste streams – both non-hazardous and hazardous – were consistently separated, recycled, or disposed of in accordance with applicable legal and environmental requirements.

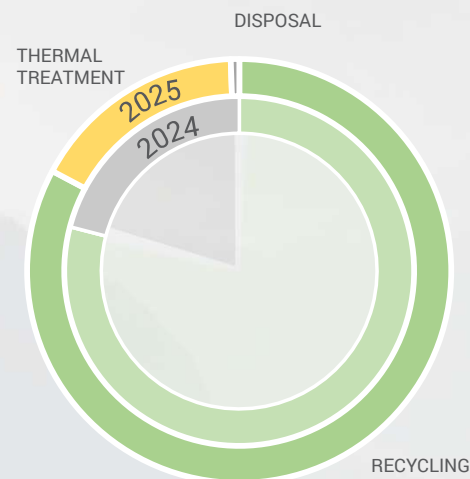
A significant share of non-hazardous waste, particularly metals and paper-based materials, was directed into recycling streams. The reduction in metal waste compared to the previous year reflects improved material management and production processes. Hazardous waste, including emulsions, solvents, and contaminated packaging, was handled with great care and in full compliance with safety and environmental standards.

RESPONSIBLE CHEMICAL MANAGEMENT

Intercable Tools is committed to ensuring the highest standards of chemical safety to protect both human health and the environment. In 2025, we exclusively used chemicals that comply with European regulations such as REACH and RoHS.

We strictly avoid carcinogenic and mutagenic substances in our production processes. Moreover, our products are completely free from so-called “conflict minerals”.

Any chemical residues generated during manufacturing are carefully collected and either safely disposed of or recycled, fully adhering to our commitment to responsible chemical management.



“During 2025, Intercable Tools placed a stronger focus on improving the quality and consistency of waste data collection. Establishing a more reliable data foundation will support better monitoring, transparency, and further optimization of waste management processes in the coming years.”

NON-TOXIC

	2024	2025	Unit
Metals	210,18	121,13	t
Paper and Cardboard	23,26	28,30	t
Residual Waste	8,03	13,55	t

TOXIC

	2024	2025	Unit
Organic Solvents	0,68	2,12	t
Machine Emulsions	13,48	13,44	t
Oily filter material	8,08	4,47	t
Toner Waste	0,04	0,11	t
Packaging with h. residues	0,06	0,12	t
Metal packaging with h residues	0,04	0,12	t
Paint and varnish residues	0,03	0,15	t
Metal slurry with emulsion	*	5,82	t

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WATER MANAGEMENT

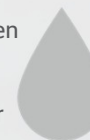
At Intercable Tools, water is recognized as a valuable resource, and its responsible use is an important part of our environmental management. Water is primarily used in production processes such as machine cooling, cleaning baths, and washing systems. In 2025, overall water consumption decreased significantly compared to 2024 across all categories, including utility water, wash water, and process water. This reduction reflects ongoing efforts to monitor consumption closely and improve efficiency in operational processes. Most facilities require only limited amounts of water and do not generate hazardous wastewater. Where necessary, wastewater is treated through monitored systems, including oil separation.

WATER CONSUMPTION

	2024	2025	Unit
Utility			
Water	2656,97	1279,56	m3
Wash			
Water	39,727	22,57	m3
Process			
Water	32,33	24,53	m3

Water dispensers providing still and sparkling water – chilled or at room temperature – are available free of charge to all employees. This initiative reduces plastic waste and associated CO₂ emissions, as bottled water is no longer sold in vending machines. The dispensers are inspected twice a year for drinking water quality and consistently achieve excellent results.

“Intercable Tools will continue to strengthen its water management by improving monitoring and optimizing the use of process, utility, and wash water to further reduce consumption and increase efficiency.”



AIR AND AIR QUALITY

Intercable Tools operates under a comprehensive emissions permit that regulates several emission points across the facility. Regular monitoring ensures that all air emissions remain within the strict regulatory limits. Key monitored parameters include Total Organic Carbon (TOC), particulate matter (dust), and ozone. Due to highly automated production processes and well-maintained ventilation systems, air emissions remain very low and controlled. Through continuous monitoring and compliance with environmental regulations, Intercable Tools ensures the protection of air quality both within the facility and in the surrounding environment.

Area	Area of Activity	Action to Take	Time Horizon
Strategy and Economics			
Planning, Organization and Communication	Further qualitative development of organizational structures and processes	Exact definition of tasks and responsibilities	ongoing
		Develop more focused planning and resource use	ongoing
		Continuous development of the teams for better collaboration especially in the current transition phase	ongoing
Strategy	Strategy process	More time spent for specialization and optimization	ongoing
		Taking advantage of new networks and partnerships	ongoing
Environment			
Emission Reduction	Carbon Dioxide Measurement	CO2 Footprint measurement (Scope 1 and 2)	2030
	Energy Efficacy	Increase energy efficacy by 30%	2040
	Supply Chain	Reduce Scope 3 emissions for 5-10% of our business projects	2035
	Waste and Recycling	Scrap rate reduction, reduction of plastic packaging and consumables	ongoing
	Employee Work Travel	Freely available E-Bikes (Brunico)	ongoing
Employees			
Training and Edgucation	Secure future top employees	Apprenticeship training	ongoing
		Dual study programs	ongoing
		Collaboration within Automotive Excellence South Tyrol Network and Free University of Bolzano	ongoing
		R&D Projects	ongoing
Health	Health and Security	Healthy food in company canteen with a minimum of one vegetarian option	ongoing
		Break rooms with drink and snack vending machine including healthy fruit options	ongoing
		Fitness studio discounts (Brunico)	ongoing

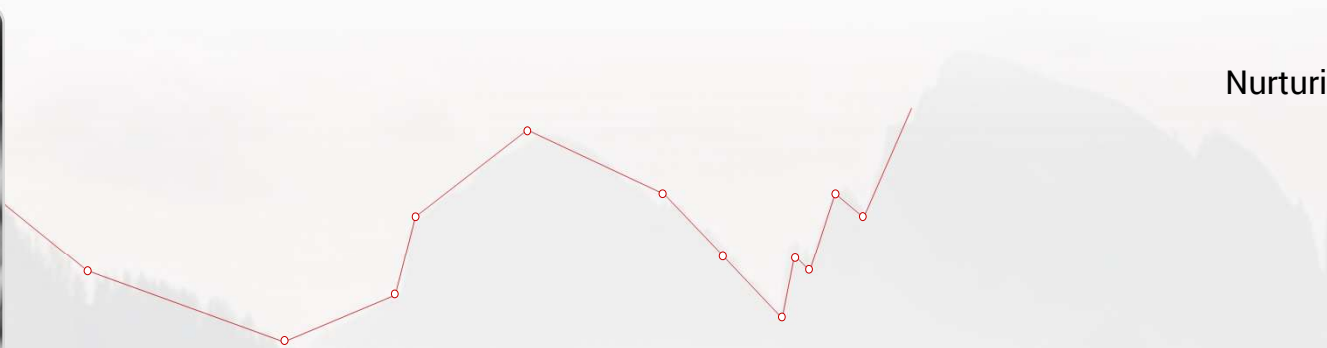
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Sustainability

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EMPLOYEES: THE DRIVING FORCE BEHIND OUR SUCCESS

At Intercable, our employees are far more than colleagues – they are co-creators, co-entrepreneurs, and the living essence of our corporate identity. We firmly believe that our goals only gain meaning through the people who bring them to life each day. Their ideas, commitment, and skills shape not only our products and processes, but also our culture and future direction. Operating in a globally connected industry and a high-wage region, our long-term competitiveness depends on the value created by every individual. We therefore strive to create a working environment where personal responsibility, collaboration, and innovation go hand in hand. Continuous training, professional development, and a strong team spirit enable our employees to actively shape both their own growth and the success of the company. By combining the strengths of our people with advanced technologies and a thoughtful level of automation, Intercable Group builds the foundation for high performance, innovation, and sustainable long-term development.



SUSTAINABLE MOBILITY FOR PEOPLE AND PLANET

At Intercable, sustainability also extends to the way our employees travel to and from work. Through various initiatives, we aim to make commuting more environmentally friendly while supporting healthier and more flexible mobility options. Measures such as promoting carpooling, gradually electrifying the company vehicle fleet, and providing EV charging stations for employees contribute to reducing emissions associated with daily mobility. At the same time, these initiatives encourage alternatives to single-occupancy car travel and strengthen social interaction among colleagues. By continuously developing sustainable mobility solutions, Intercable aims to reduce its environmental footprint while creating practical benefits for employees in their everyday lives.

EMOBY E-BIKES

Shared Emoby e-bikes are an important part of Intercable’s sustainable mobility approach, offering employees a convenient and low-emission alternative to short car trips. Compared to 2024, the total distance travelled by e-bike decreased by around 17% in 2025. At the same time, the average distance per user increased by about 27%, indicating that fewer users travelled longer distances on average. The mean trip distance remained stable at around 5.6 km. Most rides continued to be short distances, with around 66% of trips below five kilometers. The estimated CO₂ savings generated by e-bike usage decreased by approximately 17% compared to the previous year, reflecting the lower total distance travelled.



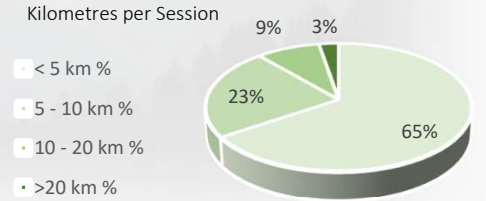
EMPOWERING FUTURES
Nurturing a Sustainable Social Ecosystem

Emoby E-Bikes		
	Usage	Unit
Distance total	12432	km
Distance per person	126,86	km
Mean Distance per usage	5,58	km

Distance per session		
	Distance per session	Unit
< 5 km	66	%
5 - 10 km	23	%
10 - 20 km	9	%
>20 km	53	%

CO ₂ Savings		
	CO ₂ Savings	Unit
Total Savings*	2337	kg CO ₂ e

*compared to the same distance by an average car



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Social KPIs

	Intercable Tec	Intercable Tools
Number f.	108	40
Number m.	103	87
Employees f.	37	16
Employees m.	54	46
Workers f.	72	31
Workers m.	48	40
Short time Staff f.	4	1
Short time Staff m.	5	5
Self-employed	-	-
Temporary Workers	-	-
Apprentices f.	1	0
Apprentices m.	3	7
Collective Agr.	-	-
Staff Full time	191	106
Staff Part Time	22	28
Staff <30	44	33
Staff 30-50	129	70
Staff >50	47	33
Management f.	1	0
Management m.	4	9
Staff Disabilities f.	-	3
Staff Disabilities m.	-	2
Youngest Staff Member	19	19
Oldest Staff Member	63	64

EMPLOYEES: THE DRIVING FORCE BEHIND OUR SUCCESS

At Intercable and Intercable Tools, social sustainability is reflected in a stable and evolving workforce. In 2025, both companies recorded overall staff growth compared to the previous year, while maintaining a balanced mix of white-collar employees and production workers.

Female employees are represented across different functions, including administrative roles, production, and management positions. Most employees at both companies work full time, complemented by part-time positions that support flexibility and work-life balance. The vast majority of employment contracts are of indefinite duration, representing roughly the mid-90% range at both companies, which highlights the long-term commitment between the companies and their employees.

Employee turnover remained moderate, with ongoing recruitment supporting organizational development while maintaining workforce stability. Both companies also maintain a strong regional connection, with a significant share of employees coming from the surrounding region, underlining their role as important regional employers.

Workplace health and safety remain key priorities. While a small number of workplace accidents occurred during the reporting period, no fatal incidents were recorded. Accident frequency rates improved slightly compared to the previous year, while severity rates remained very low. Continuous efforts in occupational safety, preventive measures, and employee wellbeing contribute to maintaining a safe and supportive working environment.

Through these developments, Intercable Group continues to foster a workplace culture based on stability, responsibility, and long-term development.

Social KPIs

	Intercable Tec	Intercable Tools
Fluctuation		
New Staff Members	38	18
Departures	31	11
-> of Retirement	1	2
Regionality		
From the region	128	116
From outside the region	95	20
Maternity Leave		
Number female	2	4
Number male	0	0
Returned	0	2
Safety		
Accidents	10	3
-> of Deaths	0	0
Frequency Rate	28,6	14,5
Severity Rate	0,2	0,1
Sick Leave (days)	1418	925

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YOUTH DEVELOPMENT

At Intercable Tec and Intercable Tools, we view investing in young talent as a core responsibility. Even in uncertain times, we continue to offer opportunities to pupils and students through internships, summer jobs, and educational collaborations. These programs provide valuable, real-world insights into life at a modern industrial company - helping the next generation build their skills and shape their future.

WORK SAFETY

The health and safety of our employees is a top priority at both Intercable Tec and Intercable Tools. We are committed to maintaining safe and pleasant working conditions across all departments. Our occupational health and safety management is aligned with the requirements of the ISO 45001 standard and supported by proactive preventive measures. All incidents are carefully analysed and followed by targeted improvements to ensure continuous risk reduction. Key safety indicators are regularly reviewed and reported on a quarterly basis, enabling us to assess the effectiveness of our efforts.



S O C I A L

WORK ENVIRONMENT

The working environment at Intercable Tec and Intercable Tools is designed to foster both productivity and well-being. We prioritize:

- ❖ Workplace safety
- ❖ Providing on-site parking facilities
- ❖ State-of-the-art equipment and operating facilities
- ❖ Safe, healthy, and ergonomic workplaces
- ❖ Offering bright, spacious, and clean workspaces
- ❖ Meeting rooms with state-of-the-art technology
- ❖ A traditional "Zirbenstube" (pinewood lounge) in our restaurant

BALANCE

A healthy work-life balance is essential to long-term employee satisfaction and well-being. That's why we actively promote a modern, flexible working culture by offering:

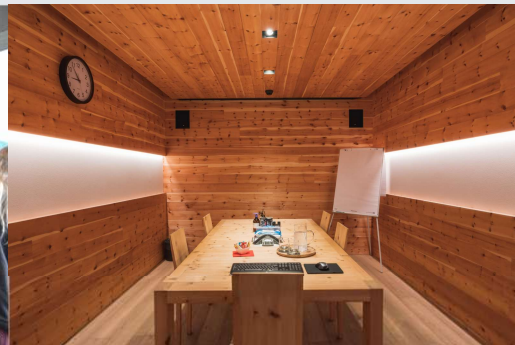
- ❖ Flexible working hours
- ❖ Options for remote work (home office)
- ❖ An in-house daycare centre (BeKiTa)
- ❖ Organizing company and team events

EMPLOYEE WELLBEING

Employee wellbeing is also supported through the company's in-house restaurant, which provides employees with convenient access to freshly prepared meals during the working day.

In 2025, the company restaurant prepared more than 113,000 lunches for employees across the different Intercable entities at the Brunico site.

By offering affordable meals directly at the workplace, the initiative contributes to employee wellbeing, encourages shared breaks among colleagues, and supports a balanced working day.



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GOVERNANCE

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GOVERNANCE
Commitment in Action

ORGANIZATIONAL INTEGRATION: ELEVATING SUSTAINABILITY

Acknowledging the growing importance of sustainability in all areas of business, we have established a dedicated Sustainability Management function within both companies. Positioned just below executive management, this role highlights the strategic relevance of sustainability in our operations.

DIRECT LINK TO LEADERSHIP

The Sustainability Manager reports directly to the Managing Director of both companies. This direct reporting line ensures that sustainability is represented at the highest level and actively contributes to corporate governance and direction.

STRATEGIC INVOLVEMENT

Sustainability is not treated as a separate topic but is fully embedded in strategic planning. Through participation in the Strategic Board, the Sustainability Manager plays a key role in shaping business strategies that balance economic performance with environmental and social responsibility.

A HOLISTIC APPROACH

Our governance model ensures that sustainability is fully integrated - not only as a guiding principle but as a practical and operational component of our management system. This approach allows us to make responsible decisions that have a positive and lasting impact on our environment, society, and stake-holders.



CONTINUOUS COMMITMENT

As we move forward, Intercable Tec and Intercable Tools remain committed to continuous improvement in all areas of sustainability. We see this not as a destination, but as an ongoing journey - one that demands leadership, accountability, and collaboration at every level of our organization.

At Intercable Tec and Intercable Tools, sustainability is more than a principle - it's a responsibility that shapes both our daily actions and long-term direction. Over the years, we have continuously worked to anchor sustainable development deeply within our organizational structure, ensuring it is reflected in both our values and our decision-making processes.

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At Intercable Tec and Intercable Tools, sustainability is more than an environmental concern - it's a strategic foundation for how we operate, innovate, and grow. We understand that long-term business resilience can only be achieved when economic, environmental, and social dimensions are considered equally. This belief is reflected in our governance structures, where sustainability is integrated into both operational processes and strategic decision-making.

To translate this commitment into concrete action, both companies have established a formal sustainability function with clearly defined responsibilities. The Sustainability Manager serves as a central point of coordination and expertise, facilitating collaboration across departments and ensuring that sustainability-related aspects are identified, prioritized, and implemented systematically.

Reporting directly to the executive leadership, the Sustainability Manager also participates in strategic discussions, helping shape the development of new projects, investment decisions, and risk assessments through a sustainability lens. This organizational anchoring ensures that sustainability is not treated as a parallel track but as an essential part of our core business.

Our approach to sustainability governance is characterized by:

- ❖ Interdisciplinary collaboration between technical departments, management, and support functions
- ❖ Early integration of sustainability criteria in planning, development, and investment processes
- ❖ Data-based decision-making, supported by continuous monitoring and evaluation of relevant indicators
- ❖ Adaptability to evolving stakeholder expectations and regulatory requirements
- ❖ Clear communication channels to support transparency and internal alignment

This structure enables us to avoid isolated or short-term measures and instead pursue a holistic, long-term sustainability strategy. It also ensures that we remain proactive in addressing emerging challenges such as climate risks, supply chain resilience, and regulatory compliance.

Looking ahead, we aim to further strengthen our sustainability governance by improving internal data flows, increasing transparency, and expanding the integration of ESG aspects into our management systems. In doing so, we continue our journey towards a more responsible and future-proof business model - driven by clear structures, shared responsibility, and long-term thinking.



G O V E R N A N C E

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At Intercable Tec and Intercable Tools, we believe that sustainability does not end at our factory gates. As companies deeply embedded in international value chains, we recognize the importance of extending our environmental, social, and ethical standards across our entire supplier network. Our approach is guided by the principle that responsibility is shared—and that lasting progress requires a common foundation of values.

In line with this belief, we have implemented a comprehensive Supplier Code of Conduct that sets clear expectations regarding human rights, labour conditions, environmental stewardship, and legal compliance. This code is based on international standards such as the ILO Conventions, the UN Guiding Principles on Business and Human Rights, and relevant supply chain due diligence regulations. All suppliers are required to acknowledge and adhere to these principles as part of our contractual agreements.

We expect our suppliers to:

- ✦ Respect human rights, including prohibitions on child labour, forced labour, and any form of discrimination.
- ✦ Ensure safe and healthy working conditions, aligned with local and international safety standards.
- ✦ Comply with environmental regulations, including the implementation of environmental management systems, the reduction of emissions and waste, and the responsible use of natural resources.

- ✦ Operate with integrity, avoiding corruption, unfair competition, and conflicts of interest.
- ✦ Promote transparency, particularly in high-risk areas such as the sourcing of raw materials and critical minerals.

Our suppliers are also encouraged to implement their own due diligence systems, to cascade the requirements to their sub-suppliers, and to participate in training and capacity-building efforts where needed.

To monitor adherence and foster continuous improvement, we reserve the right to conduct audits, assessments, and on-site visits, and expect full cooperation in case of incidents or investigations. A confidential reporting channel is available for any stakeholders to voice concerns regarding unethical practices - without fear of retaliation.

By fostering long-term, trust-based relationships with responsible partners, we aim to build resilient and future-oriented supply chains that reflect our corporate values and our commitment to sustainable development.

FINANCE

Sustainability

intercable



At Intercable Tec and Intercable Tools, financial responsibility goes hand in hand with sustainability and transparency. Our key financial indicators reflect not only the performance of our companies, but also our values as responsible employers and contributors to society.

FINANCIAL KPIS

	Intercable Tec	Intercable Tools	Unit
Revenue	105.557.775	47.947.050	€
Wages and Salaries	9.652.692	5.862.721	€
S.S.C.			
Social Security Contributions	2.898.976	1.796.768	€
Taxes	1.039.879	794.857	€
Contracts indefinite duration	95,00	96,00	%
Contracts limited duration	5,00	4,00	%
Sale of Products in Different Countries			
Nationally	19,54	40,8	%
EU	59,15	42,3	%
Non EU	21,31	16,8	%

By reporting these KPIs, Intercable Tec and Intercable Tools reaffirm their dedication to responsible business conduct.

Financial transparency is not just a reporting obligation - it's a key element of our broader commitment to sustainability and corporate accountability.

Revenue

Our strong revenue levels reflect sustainable growth, driven by strategic planning, innovation, and a consistent focus on customer satisfaction. Both companies demonstrate solid performance across their respective markets.

Wages & Salaries

We see fair and competitive compensation as a core part of our commitment to our employees. The level of investment in wages and salaries underscores our appreciation for the people who shape our success on a daily basis.

Social Security Contributions

By contributing to national social systems, we actively support the long-term well-being and protection of our employees, while also strengthening the social structures in the communities in which we operate.

Taxes

We fulfil our tax obligations transparently and in full compliance with legal requirements. Through responsible taxation, we contribute to public services, education, and infrastructure.

Contract Structure

Our balance between permanent and fixed-term contracts allows for both flexibility and security. This structure helps us remain agile in a dynamic market while fostering long-term employment relationships.

Product Distribution

Intercable Tec and Intercable Tools serve a wide range of markets. While one company shows a stronger focus on international and EU markets, the other places greater emphasis on national sales. Together, they illustrate the group's role as a reliable partner in both domestic and international supply chains.



This Sustainability Report was prepared in accordance with the GRI Standards (2021) – Core option. It covers the reporting period 01.01.2025 – 31.12.2025 and includes relevant activities and performance indicators for the Brunico site (Headquarters) of Intercable S.r.l. (Intercable Tec) and Intercable Tools S.r.l. (Intercable Tools).

CONCEPT, DESIGN & COORDINATION

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