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b. MESSAGE FROM ESG RESPONSIBLE PEOPLE



Hello from Isovolta ESG team members around the world. We are dedicated to promoting sustainability, ethical business practices, and corporate responsibility within our company. Our commitment to environmental, social, and governance initiatives is at the core of our values. Together, we strive to make a positive impact on the world through our actions and decisions. Thank you for supporting us on this journey towards a more sustainable future."

Introduction & Who are we

a. MESSAGE FROM THE BOARD

For ISOVOLTA Group, ESG is not just a legal obligation, but an essential alignment of our corporate values. Compliance with legal conditions such as the Supply Chain Act and sustainability reporting is a matter of course for us.

At the same time, we are responding to increasing customer demands for sustainable practices in the supply chain. Our own drive to preserve the world for current and future generations motivates us to see ESG principles as an opportunity for positive change.

As the board of ISOVOLTA Group, we therefore firmly anchor ESG in our strategy in order to shape a sustainable and responsible future.



Dr. Peter Höllwarth & Mag. Andreas Schindler
Executive Board

c. MEMBER OF CONSTANTIA INDUSTRIES AG

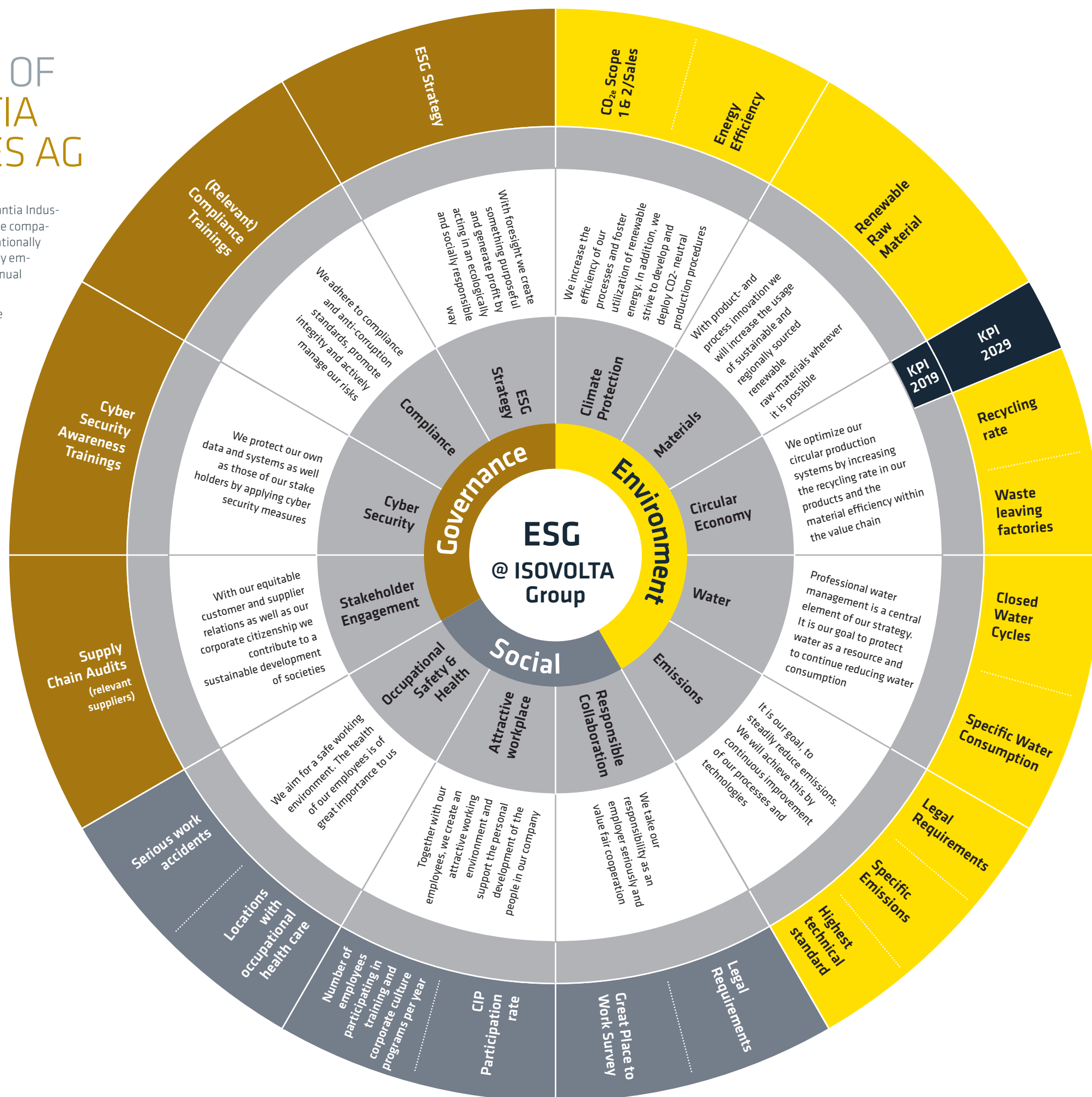
ISOVOLTA Group is a part of Constantia Industries AG. For more than 70 years, the company is a privately owned and internationally oriented Austrian company currently employing about 4,000 staff with annual sales of about € 1.08 bn.

The essential target markets for the company and its products are construction, construction suppliers, furniture, sports goods, machine and generator assembly, aviation as well as energy management. Mid-term we will aspire to build up three more strategic areas, organic and inorganic in the B2B sector.

The four companies Isovolta, Icotec, Fundermax and Constantia Services are top in their respective industry. We are connected through our shared values and the passion to reach common goals. We set the highest standards to ourselves and our products. Constant improvement for our customers is our highest aspiration.

In 2023, Constantia Industries A made a turnover of about € 1,08 bn. with around 4.050 employees.

Constantia
INDUSTRIES AG



constantia
.services



Fundermax



KEY FIGURES

1.500
EMPLOYEES

15
SUBSIDIARIES

763
PRODUCTS

SINCE
1949

d. WHO WE ARE

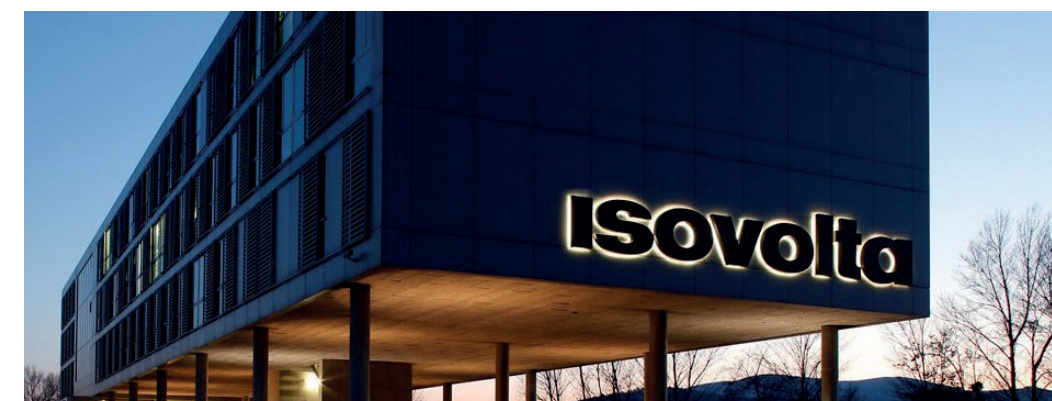
State-of-the-art production methods – innovative products – international production facilities – global customer relationships

ISOVOLTA Group is a leading international manufacturer of electrical insulating materials, technical laminates and composites and maintains a global presence.

Various production and sales locations in different countries on three continents rely on many years of experience in the synthesis and transformation of raw materials into highly reliable, intelligent materials. Material and technology know-how, flexibility and an excitement about innovation define product development and shape the cooperative customer relationships.

About 20 industries – from electronics to aviation to engineering – rely on the broad ISOVOLTA product portfolio and customised and innovative new product developments.

More than 1,500 employees worldwide, including about 390 in Austria, are experts in the fields of impregnation, laminating, compression moulding, machining, polymer chemistry and process technology. They see themselves as companions of their customers – they are service and solution oriented, with professional, personal and intercultural competence.



e. BUSINESS UNITS

ISOVOLTA Group is divided into five main business units:

AVIATION & TRANSPORTATION:

The ISOVOLTA Aviation & Transportation division has been specializing for the last 30 years in the production of materials for the interior of aircraft passenger cabins and cargo compartments. The world over, the aviation, railway transportation and shipping industry relies on the comprehensive, fully integrated and coordinated product system that meets the highest requirements in terms of thermal, mechanical and chemical resistance. With a wide range of prepregs, technical laminates, cut parts and technical thermoplastics and decorative laminate films, ISOVOLTA positioned itself as a unique international system provider for interior applications in passenger cabins. Based on decades of design expertise and experience in the production of decorative films, ISOVOLTA supports international airlines and design studios.

COMPOSITE MATERIALS:

Based on the original competence in the field of insulating materials, ISOVOLTA increasingly specialized in the production of customer-specified composite materials. These include prepregs, high-quality laminates and technical laminates available as semi-finished or finished products. As one of the world's most competent manufacturers, ISOVOLTA also meets specific customer requirements for different application areas ranging from the production of resin to impregnation to pressure moulding and processing.

ENERGY:

High Voltage: Rotating electrical machines in the high voltage range must permanently withstand maximum stress. A perfectly coordinated insulation system forms the foundation to meeting these high standards and to achieving the desired performance of generators, motors and drives. Based on many years of experience in the processing of mica and resins, ISOVOLTA offers the highest quality mica tapes and the necessary system products for generators of all types and sizes, as well as for manufacturing and repairing engines.

LOW VOLTAGE, TRANSFORMERS & E-MOBILITY:

Medium and low voltage insulation material support and facilitate the daily life without really being noticed. They are found in electrical household appliances, cars, elevators, subways or automatic doors. The ever-growing needs of an increasingly automated environment constantly present new challenges to ISOVOLTA.

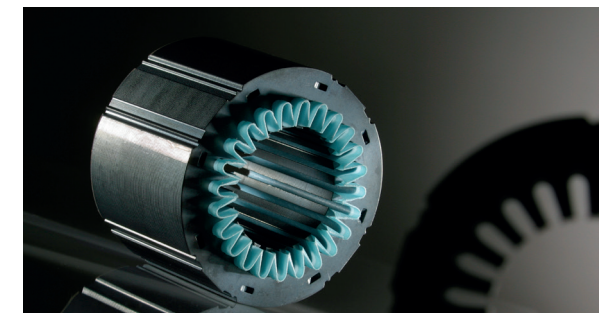
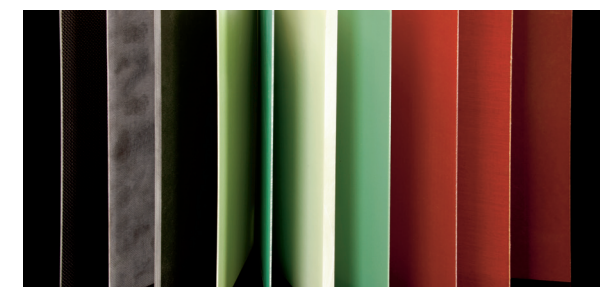
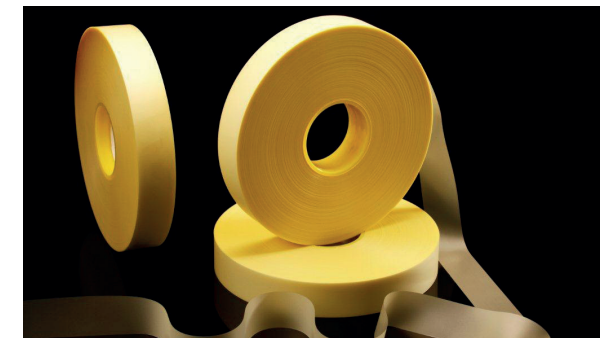
ISOVOLTA specializes in the production of medium and low voltage flexible laminates and coated materials and offers an extensive product portfolio, which contributes significantly to ensuring high efficiency and a long service life of generators, motors, transformers, coils and electronic components.

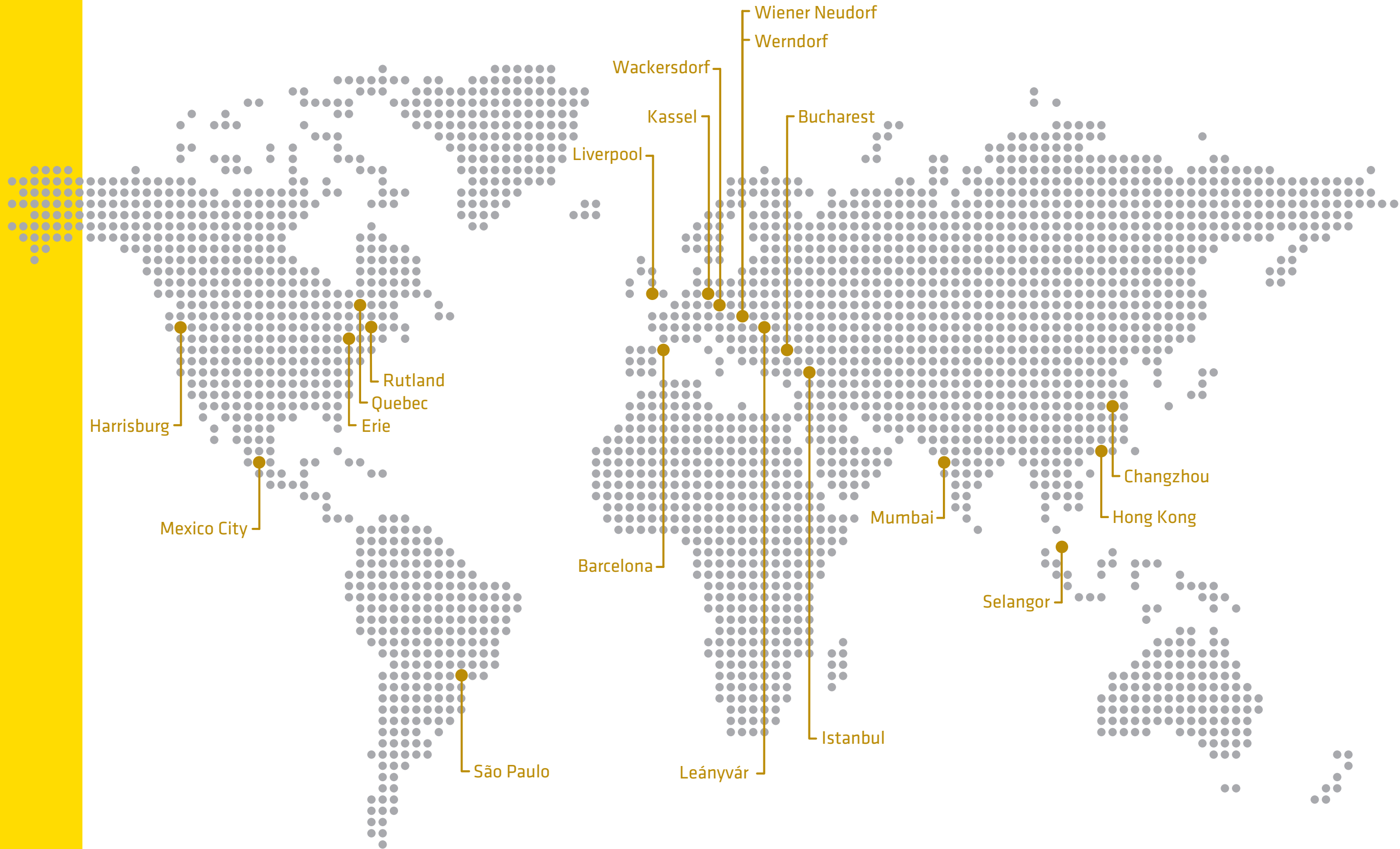
LIQUIDS:

With the acquisition of the AEV Group in 2022 we added liquids to our portfolio. Our resin products are used in the manufacture of a wide range of electrical machines and electronics, from domestic appliances to industrial products for the defence, energy and transport industries.

SPECIALITIES:

Intended for high acoustic performance and improved durability, ISOVOLTA manufactures and designs customised flexible multi-layer laminates with intrinsic sound absorption. For industrial applications, ISOVOLTA manufactures and designs customised flexible multi-layer laminates with excellent printability combined with mechanical strength and weather resistance.





f. SUBSIDIARIES



ISOVOLTA Group has selected **8** core targets



g. UNITED NATIONS GOALS

GOAL 1: NO POVERTY

Economic Growth must be inclusive to provide sustainable jobs and promote equality

GOAL 2: ZERO HUNGER

The food and agriculture sector offers key solutions for development, and is central for hunger and poverty eradication.

GOAL 3: GOOD HEALTH AND WELL-BEING

Ensuring healthy lives and promoting the well-being for all at all ages is essential to sustainable development.

GOAL 4: QUALITY EDUCATION

Obtaining a quality education is the foundation to improving people's lives and sustainable development.

GOAL 5: GENDER EQUALITY

Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world.

GOAL 6: CLEAN WATER AND SANITATION

Clean, accessible water for all is an essential part of the world we want to live in.

GOAL 7: AFFORDABLE AND CLEAN ENERGY

Energy is central to nearly every major challenge and opportunity.

GOAL 8: DECENT WORK AND ECONOMIC GROWTH

Sustainable economic growth will require societies to create the conditions that allow people to have quality jobs.

GOAL 9: INDUSTRY, INNOVATION, AND INFRASTRUCTURE

Investments in infrastructure are crucial to achieving sustainable development.

GOAL 10: REDUCED INEQUALITIES

To reduce inequalities, policies should be universal in principle, paying attention to the needs of disadvantaged and marginalized populations.

GOAL 11: SUSTAINABLE CITIES AND COMMUNITIES

There needs to be a future in which cities provide opportunities for all, with access to basic services, energy, housing, transportation and more.

GOAL 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensuring sustainable consumption and production patterns, which is key to sustain the livelihoods of current and future generations.

GOAL 13: CLIMATE ACTION

Climate change is a global challenge that affects everyone, everywhere.

GOAL 14: LIFE BELOW WATER

Careful management of this essential global resource is a key feature of a sustainable future.

GOAL 15: LIFE ON LAND

Sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss

GOAL 16: PEACE, JUSTICE AND STRONG INSTITUTIONS

Access to justice for all, and building effective, accountable institutions at all levels.

GOAL 17: PARTNERSHIPS

Revitalize the global partnership for sustainable development.

h. COMMITMENT STATEMENT OF ISOVOLTA GROUP TO CSR INITIATIVE

As a socially responsible and environmentally conscious organization, ISOVOLTA Group is proud to publicly affirm our commitment to sustainable practices and corporate social responsibility (CSR). We recognize after a complete materiality analysis of ISOVOLTA Group that our operations have a significant impact on the communities we serve and the environment at large.

In alignment with our core values and business objectives, we hereby commit to adhering to the principles of the CSRD, which emphasizes with sustainable development, social equity, environmental performance.

We acknowledge that the implementation of these principles is essential for fostering a sustainable future and promoting social equity. As part of our commitment, ISOVOLTA Group pledges to:

1. Integrate ESG Criteria: We will incorporate environmental, social, and governance (ESG) criteria into our business operations and decision-making processes.

2. Engage Stakeholders: ISOVOLTA Group will actively engage with our stakeholders, including employees, customers, suppliers, and the broader community, to promote transparency and collaboration.

3. Monitor and Report Progress: We will consistently monitor our impact and progress in meeting the objectives of the [Name of the CSR Initiative] and report our findings in our annual sustainability reports.

4. Continuous Improvement: We are dedicated to continuous improvement in our sustainability practices, ensuring that we adapt and respond to the evolving challenges of global CSR issues.

5. Support Community Initiatives: ISOVOLTA Group will support local initiatives that promote social welfare and environmental stewardship, contributing to the long-term wellbeing of the communities in which we operate.

This commitment is not merely a statement; it is a guiding principle that will direct our strategies and operations moving forward. We invite our partners, customers, and other stakeholders to join us in this journey toward a more sustainable and equitable future.

E – Environment

a. OVERVIEW, VISION AND GOALS

Today, the environment is one of the most important issues affecting both companies and societies worldwide. Climate change, the depletion of natural resources and increasing pollution pose significant challenges for companies. The ISOVOLTA Group, as a leading supplier of insulation materials and composites, has taken on the responsibility of doing its part to protect the environment. Sustainability is not only an ethical imperative, but also a strategic success factor that secures the company's long-term competitiveness.

Our environmental strategy aims to minimize the impact of our production processes, products and services on the environment while having a positive influence on society and nature. In this sustainability strategy, we describe the key elements, goals and measures that the ISOVOLTA Group is implementing in the area of the environment in order to achieve its climate goals and contribute to a more environmentally friendly economy.

Our vision is to lead the way as a company and play a leading role in shaping a sustainable future. Our environmental strategy is based on our main impacts on environment: Energy Consumption, consumption of raw materials and other resources, emission and water consumption.

For this reason, our actions are based on three main pillars: conserving resources, reducing our environmental impact by increasing our energy efficiency and promoting innovations that affect both our products and our operations.



Our goals for a sustainable future are:

SHORT-TERM GOALS:

- ⚡ Resource conservation and energy efficiency: Increase the proportion of renewable energy sources in all our plants worldwide, introduce energy efficiency measures and responsible use of water .
- ⚡ Calculation of the CO₂ footprint Scope 3, taking into account the CO₂ content of the raw materials we use.
- ⚡ Waste reduction measures
- ⚡ Ecovadis Rating on Group level

LONG-TERM GOALS:

- ⚡ Climate neutrality by 2050: We aim to become climate neutral for Scope 1 and 2 by 2050 by drastically reducing our CO₂ emissions and offsetting unavoidable emissions.
- ⚡ Increase resource efficiency: The efficient use of raw materials and energy is at the heart of our strategy to minimize the environmental footprint of our production processes.
- ⚡ Promoting sustainable products and solutions: We aim to develop products that not only fulfil our customers' needs but are also environmentally friendly - from raw material sourcing to end-of-life management.
- ⚡ Reducing waste and wastefulness: We are committed to avoiding waste and recycling or reusing resources as much as possible.
- ⚡ Partnerships and co-operation: To achieve global environmental goals, we seek partnerships with external stakeholders such as suppliers, customers, NGOs and institutions.

b. RESOURCE CONSERVATION AND ENERGY EFFICIENCY

Energy efficiency and CO₂ reduction

A central element of our environmental strategy is the reduction of energy consumption and CO₂ emissions. The production of insulation materials and composite materials and the production of the raw materials used is energy-intensive. The efficient use of energy and the decarbonisation of our production processes are therefore of the utmost importance.

MEASURES:

- ⚡ **Energy-efficient production:** We have invested in energy-efficient technologies and machinery that significantly reduce energy consumption per production unit. This includes the use of heat recovery systems in combination with regenerative thermal oxidation technology, improving building insulation and optimizing production processes.
- ⚡ **Renewable energies:** The proportion of renewable energy in our electricity mix is being continuously increased. Some of our sites already use 100% green electricity and by 2030 we aim to obtain at least 50% of our energy from renewable sources globally. This includes the expansion of solar projects at our production sites.
- ⚡ **Reducing emissions:** We have defined specific measures to reduce our direct and indirect CO₂ emissions. This includes switching to lower-emission production processes, reducing emissions by using more environmentally friendly materials and optimizing logistics processes to minimize transport emissions.
- ⚡ **Target:** specific CO₂ reduction; we are aiming to reduce our specific CO₂ emissions by 2030.
- ⚡ **Training of Employees:** Regular trainings of our employees are performed to create awareness for energy usage with the focus on energy saving. Several initiatives are motivating our people for continuous improvement concerning this topic.
- ⚡ **External Audits:** Regular energy efficiency audits are the driver for state of the art improvements in the field of energy efficiency.



Circular economy and resource conservation

Another important goal of our environmental strategy is to integrate the principles of the circular economy into our production processes. We not only want to minimize material consumption, but also to reduce the environmental impact of our products after usage.

MEASURES:

- ⚡ **Recycling and reuse of materials:** We strive to maximize the reuse of materials in our production processes. We are currently focusing on recycling packaging materials and auxiliary materials. To reach our goals we have several partnerships and projects.
- ⚡ **Life cycle analyses (LCA):** We regularly carry out life cycle analyses of our products to assess their environmental impact throughout their entire life cycle. These analyses help us to identify and implement more environmentally friendly materials and processes.
- ⚡ **Reduction of waste:** We focus on minimizing waste in our production facilities. By regularly analyzing and optimizing our production processes, we work to keep our use of materials as low as possible.



c. PRODUCT SUSTAINABILITY AND INNOVATIONS

Sustainable product development

Sustainability does not end with production. The environmental friendliness of our products is a key issue for us. Our product development strategy focuses on the development of environmentally friendly insulating materials and composite materials that meet the highest ecological standards and at the same time fulfil the requirements of our customers.

MEASURES:

- ⚡ **Sustainable materials:** One development focus is on the use of recycled and renewable raw materials in our products. For this reason our R&D departments are working on several projects together with universities and other stakeholders to increase our usage of sustainable materials in future products.
- ⚡ **Durability of our products:** Our products are developed in such a way that they have a long service life. This helps us to maximize the use of resources and minimize waste.

Green chemistry and environmentally friendly production processes

We focus on **green chemistry** and environmentally friendly production processes that minimize the use of hazardous chemicals and materials. Our products conform with regulations and standards like REACH and RoHS. Our aim is to eliminate environmentally harmful substances and replace them with more environmentally friendly alternatives.

MEASURES:

- ⚡ **Avoidance of harmful chemicals:** We are continuously working to replace harmful chemicals in our production. This concerns both the use of toxic substances and the reduction of solvents and other environmentally harmful materials.
- ⚡ **Environmentally friendly production processes:** We are working on developing production processes that use less energy and water while generating less waste. This includes solvent free technologies and new innovative coating technologies.

d. MEASUREMENT AND REPORTING

We have established a robust system for measuring and reporting environmental performance indicators in order to monitor and transparently report progress towards our environmental goals.

Environmental performance management

We have defined clear key figures and targets for all relevant environmental aspects. These include:

- ⚡ CO₂ emissions per unit produced
- ⚡ Energy consumption and share of renewable energies
- ⚡ Waste reduction and recycling rate
- ⚡ Consumption of water and raw materials

Through regular audits and reviews, we ensure that our targets are achieved, and our measures are implemented effectively.

e. PARTNERSHIPS AND COOPERATION

In order to achieve our environmental goals, close cooperation with external partners is essential. We endeavor to participate in industry-wide initiatives and environmental partnerships in order to benefit from best practices and work together on solutions to global environmental problems.

EXEMPLARY PARTNERSHIPS:

- ⚡ **Collaboration with suppliers:** We work closely with our suppliers to promote sustainability throughout the supply chain. This includes implementing environmental standards and selecting suppliers who share our environmental goals.
- ⚡ **Certifications:** We strive for international environmental certifications such as ISO 14001 and EMAS to ensure compliance with high environmental standards and continuous improvements in our environmental management system.



f. CONCLUSION AND OUTLOOK

The ISOVOLTA Group is aware of its responsibility for the environment and pursues a clear and ambitious environmental strategy. By implementing specific measures in the areas of energy efficiency, circular economy, sustainable product development and environmentally friendly production processes, we aim not only to achieve our own environmental goals, but also to motivate our stakeholders and society as a whole to adopt more sustainable behavior.

With the goal of climate neutrality by 2050 and the continuous improvement of our environmental performance, we are setting a clear course towards a more sustainable future - both for our company and for future generations.



S – Social

a. OVERVIEW

At ISOVOLTA Group, our employees are at the heart of everything we do. They are the foundation upon which we build our innovations and drive our activities forward. We recognize that our success is deeply rooted in the dedication, talent, and passion of our team members. As we strive to meet our Environmental, Social, and Governance (ESG) goals, we place a strong emphasis on creating a supportive and inclusive workplace that nurtures their growth and well-being.

At ISOVOLTA Group, our commitment to fair wages, diversity, and human rights is central to our values and business practices. We strive to ensure that all employees, regardless of background, gender, or ethnicity, are compensated equitably and have access to equal opportunities for career growth. We actively foster an inclusive work environment, where diversity is not just welcomed but celebrated. Employee well-being is a priority, and we work closely with our works council to maintain open channels for communication and feedback, ensuring that the workforce has a strong voice in decision-making processes. In addition, we recognize the importance of fair treatment for temporary workers and maintain stringent policies to safeguard their rights, ensuring that they are integrated fairly into the workforce and enjoy the same protections as permanent employees. We are also committed to adhering to international labor standards regarding working hours, ensuring that they are reasonable and compliant with both legal requirements and the well-being of our employees.

Our commitment to our employees is not only a fundamental aspect of our operational strategy but also a key driver of our sustainable development. By investing in our people, we ensure that they have the resources and opportunities to excel, fostering an environment where creativity and collaboration thrive. This approach not only enhances our ability to innovate and adapt in a rapidly changing world but also reinforces our pledge to be a responsible and ethical corporate citizen.

In this section of the report, we detail our efforts to support our employees, highlighting the initiatives and programs that underscore our commitment to their professional and personal development. From comprehensive training programs to robust health and wellness initiatives, we are dedicated to creating a workplace where every individual can flourish. Our employees are our greatest asset, and their success is our success. Together, we are building a more sustainable and equitable future for all.





b. HEALTH & SAFETY

Health & Safety for our ISOVOLTA Workforce

In the chemical industry, the safety and health of our employees and partners are paramount. At ISOVOLTA Group, we understand the critical importance of identifying, mitigating, and managing safety and health risks. Our unwavering commitment to these principles ensures that everyone who steps into our facilities can rely on the highest possible safety standards.

Recognizing the inherent risks associated with chemical processes, we have implemented a comprehensive safety management system that permeates every aspect of our operations. This system is designed to proactively identify potential hazards through rigorous risk assessments and thorough safety audits. By staying ahead of potential risks, we can implement effective measures to prevent incidents before they occur.

Our approach to safety is multi-faceted, involving cutting-edge technology, stringent protocols, and continuous training. We invest heavily in state-of-the-art equipment and innovative safety solutions that enhance our ability to detect and respond to potential threats. Our protocols are not just compliance checklists; they are robust, dynamic frameworks that adapt to new insights and advancements in safety practices.

Training is a cornerstone of our safety culture. We empow-

er our employees and contractors with the knowledge and skills they need to perform their tasks safely and confidently. Regular training sessions, emergency drills, and safety workshops ensure that safety awareness is ingrained in our daily operations. By fostering a culture of vigilance and preparedness, we enable our team to act swiftly and effectively in any situation.

The importance of safety cannot be overstated. It is the foundation upon which we build our operations, and it is integral to our mission of sustainable and responsible growth. Our dedication to maintaining a safe working environment not only protects our most valuable assets—our people—but also enhances our overall operational integrity and efficiency.

In this ESG report, we highlight the specific measures and initiatives we have undertaken to uphold our safety and health standards. From advanced hazard detection systems to collaborative safety improvement programs, we are committed to ensuring that every individual at ISOVOLTA Group enjoys the highest level of protection. Our proactive and comprehensive approach to safety and health reflects our core values and our unwavering commitment to excellence.



ISOVOLTA's Dedication to Workplace Safety

PROMOTING A CULTURE OF SAFETY

At ISOVOLTA Group, ensuring a safe and healthy working environment for our employees and contractors is a core value. The nature of our work in the chemical industry presents unique challenges, but through rigorous safety protocols and continuous improvement, we are committed to mitigating risks and preventing workplace injuries.

We track our performance using key safety metrics, focusing on continuous improvement and adherence to safety regulations. Here is an overview of our comprehensive approach to managing workplace health and safety.

OUR SAFETY MANAGEMENT PRACTICES

ISOVOLTA Group has implemented a robust Environmental, Health, and Safety (EHS) Management System designed to promote safety across all our operations. This system includes:

- ⚡ **Annual Safety Training:** Each year, we conduct extensive safety training sessions covering a variety of critical topics such as contractor safety, forklift operation, certified shipper status, safe handling of diisocyanates, use of mobile „Diphoterine solution,“ operation of CO₂ fire suppression systems, and the phase-out of solvent and resin storage tanks.
- ⚡ **Hazardous Material Training:** Employees in our chemical production facilities receive specialized training on the safe handling and management of hazardous materials to ensure compliance and safety.
- ⚡ **Dedicated Safety Officers:** Each site has appointed safety officers responsible for enforcing safety policies, conducting inspections, and ensuring compliance with safety standards.
- ⚡ **Rapid Incident Response:** Our team's preparedness was demonstrated during the 2022 fire at Werndorf plant, where swift and effective action prevented injuries. This incident highlighted the importance of our experienced personnel and their ability to manage emergencies efficiently. The collaborative efforts of our staff during the demolition and reconstruction phases were instrumental in maintaining safety.
- ⚡ **Regular Fire Drills and Safe Walkways:** We conduct regular fire drills and maintain clearly marked safe walkways, ensuring that all employees are familiar with emergency procedures and can navigate the facility safely.
- ⚡ **COVID-19 Safety Measures:** We have implemented comprehensive COVID-19 safety protocols to protect our employees' health and prevent the spread of the virus, including social distancing measures, enhanced cleaning procedures, and health screenings.
- ⚡ **Health Accommodations:** We assess and accommodate employees with health issues, ensuring they can continue to work safely or be reassigned to roles that suit their needs.
- ⚡ **Weekly Elevator Inspections:** We perform weekly inspections of our elevators to ensure they operate safely and reliably.
- ⚡ **Routine Machinery Maintenance:** Regular maintenance of our machinery is conducted to ensure safe and efficient operation, preventing accidents and equipment failures.
- ⚡ **Modern Workwear and Protective Equipment:** We provide the latest in workwear and personal protective equipment to all employees, ensuring they are well-protected while performing their duties.



Hazard Identification and Risk Management

ISOVOLTA'S Work Safety Management System incorporates detailed processes for identifying and assessing work-related hazards. This includes pre-job safety inspections, job safety analyses, and the issuance of work permits for high-risk activities such as hot work and confined space entry.

Our approach to incident management includes thorough investigations and root cause analyses to prevent recurrence. We utilize a range of methods, including the 5-Why technique for minor incidents and more detailed analyses for serious events.

Our industrial hygiene teams continuously monitor potential health hazards, assess risks, and implement control measures. Sites conduct regular risk assessments to evaluate exposure levels and ensure that control measures are effective.

To minimize potential exposure to acute and chronic health hazards, we follow a hierarchy of controls: eliminating hazards where possible, substituting safer alternatives, implementing engineering controls, enforcing administrative controls, and providing personal protective equipment. As new controls are introduced, we reassess exposures to ensure their effectiveness.

We conduct regular safety audits and assessments, including self-audits, corporate EHS audits, and process safety reviews. These activities help us identify areas for improvement and ensure compliance with safety standards.

Employees are encouraged to report hazards and near-misses, and they have the authority to stop work if they believe there is a danger to themselves or others. This proactive reporting is supported by our comprehensive HR policies and a strong organizational culture that prioritizes safety.





Therefore, we have implemented several key initiatives, including:

Physical Support:

- ⚡ Collaboration with fitness centers.
- ⚡ Company doctor.
- ⚡ Our own sports center.
- ⚡ Bike leasing.

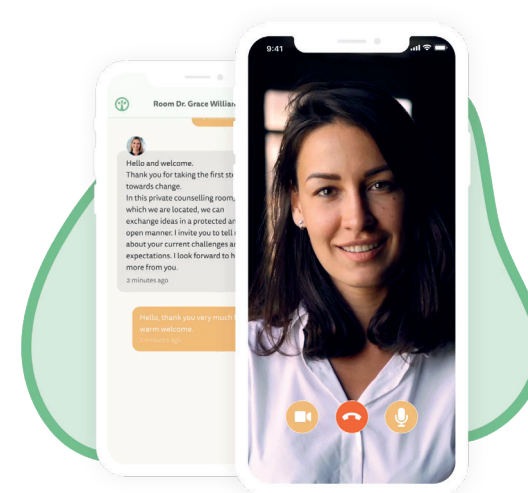
Mental Health Support:

- ⚡ Free psychological counseling.
- ⚡ Specialized training in resilience.

Promoting Workplace Health and Well-being

At ISOVOLTA Group, we recognize that the well-being of our employees is crucial to our success. The health of our team members—both mental and physical—is a top priority. We understand that a healthy workforce is more engaged, productive, and innovative. Therefore, we are committed to fostering a workplace environment that supports and promotes the overall well-being of our employees.

Workplace health promotion is not just a program; it is a fundamental aspect of our corporate culture. We believe that by investing in the health of our employees, we are investing in the future of our company. Our comprehensive approach to health promotion addresses both physical and mental health, ensuring that our team has the resources and support they need to thrive.



 **Instahelp**



Key Initiatives

- ⚡ **Collaboration with Sport Suppliers:** One of our initiatives is a collaboration with myClubs. This innovative platform allows our employees to book free training sessions, giving them access to a wide range of fitness activities. Whether they are interested in yoga, strength training, or high-intensity interval training, MyClubs offers something for everyone. This initiative not only encourages physical fitness but also promotes a sense of community and shared well-being among our employees.
- ⚡ **On-Site Occupational Physician:** We have an occupational physician available at our locations to provide medical support and health consultations to our employees.
- ⚡ **Annual Health Bus Visits:** Once a year, the Health Bus visits various locations to conduct comprehensive health checks for our employees, ensuring they receive holistic health assessments conveniently.
- ⚡ **Company Sports Club:** Located on our premises, our sports club offers a wide range of activities, including:
 - Football.
 - Tennis.
 - Archery.
 - Swimming.
 - And many more activities to cater to diverse interests and promote physical fitness.
- ⚡ **Bike Leasing Program:** Introduced a few months ago, this program allows employees to lease bicycles at discounted rates, encouraging eco-friendly commuting and an active lifestyle.
- ⚡ **Mental Health Support:** Partnered with a specialized provider to offer free psychological counseling services for our employees. The costs for these services are fully covered by the company.
- ⚡ **Diverse Personal Development Training:** Our personal development training programs cover a variety of topics and are designed to cater to different needs. We offer resilience training tailored for both managers and employees, ensuring everyone has the tools to cope with challenges effectively.

ACHIEVEMENTS

- ⚡ **ISO 45001 Certification:** In 2022, Isovolta achieved ISO 45001 certification for Occupational Health and Safety Management System, demonstrating our commitment to maintaining the highest safety standards across our operations.
- ⚡ **Ongoing Initiatives:** We continually evaluate and improve our safety and health programs. Some of the ongoing initiatives include enhancing our safety training modules, introducing new health and wellness programs, and leveraging technology to improve hazard detection and incident reporting.

OUTCOMES

- ⚡ **Low Injury Rates:** Our focus on safety has resulted in consistently low injury rates, significantly below industry averages. This reflects our commitment to providing a safe working environment for all our employees.
- ⚡ **High Employee Engagement:** Our health and wellness programs have led to high levels of employee engagement and satisfaction. Employees appreciate the comprehensive support provided by the company, contributing to a positive and productive workplace culture.

By continuously investing in the health and safety of our workforce, we ensure that ISOVOLTA group remains a leader in the industry, setting the standard for excellence in employee care and operational safety.

Sustainability in the Workplace

At ISOVOLTA Group, we recognize that sustainable development is intrinsically linked to the well-being and satisfaction of our employees. We believe that by promoting sustainability in the workplace, we can enhance our overall performance, reduce our environmental footprint, and create a more resilient and innovative organization.

Our sustainability initiatives are designed to integrate environmental responsibility into our daily operations, fostering a culture of sustainability that permeates every aspect of our business. From reducing energy consumption to promoting recycling and waste reduction, we are committed to making a positive impact on the environment.



Key Initiatives

- ⚡ **Energy Efficiency:** We have implemented energy-saving measures across our facilities, including the installation of energy-efficient lighting and equipment. We continuously monitor our energy usage and seek opportunities to reduce our consumption further.
- ⚡ **Waste Management:** Our waste management programs focus on reducing, reusing, and recycling materials. We have established comprehensive recycling programs and work to minimize waste generation at the source.
- ⚡ **Sustainable Transportation:** In addition to our bike leasing program, we encourage the use of public transportation and carpooling among our employees. We provide incentives for employees who choose sustainable commuting options.
- ⚡ **Green Office Practices:** We promote green office practices, such as reducing paper usage, using eco-friendly office supplies, and encouraging digital communication to minimize our environmental impact.
- ⚡ **Employee Engagement:** We actively engage our employees in our sustainability efforts. Through workshops, training sessions, and sustainability challenges, we encourage everyone at ISOVOLTA Group to contribute to our environmental goals.

By integrating sustainability into our workplace, we not only contribute to environmental conservation but also create a more engaged and motivated workforce. Our employees take pride in being part of an organization that prioritizes sustainability, and their active participation helps us achieve our environmental objectives.

Achievements

- ⚡ **Reduction in Energy Consumption:** Over the past year, we have achieved a significant reduction in energy consumption across our facilities, thanks to our energy efficiency initiatives.
- ⚡ **Increased Recycling Rates:** Our recycling programs have led to a substantial increase in the amount of waste being recycled, diverting it from landfills and reducing our overall environmental impact.
- ⚡ **Employee Participation:** Our sustainability initiatives have seen high levels of employee participation, reflecting the strong commitment of our team to environmental stewardship.

OUTCOMES

- ⚡ **Environmental Impact:** By reducing our energy consumption and increasing our recycling rates, we have made meaningful progress in minimizing our environmental footprint. These efforts contribute to our overall sustainability goals and demonstrate our commitment to responsible business practices.
- ⚡ **Workplace Culture:** Our focus on sustainability has helped create a positive workplace culture, where employees feel empowered to make a difference. This culture of sustainability enhances employee satisfaction and fosters a sense of purpose and pride in our collective achievements.

By promoting sustainability in the workplace, we are building a more resilient and innovative organization, capable of adapting to the challenges of the future. Our commitment to environmental responsibility is a key driver of our long-term success and a testament to our dedication to creating a better world for future generations.



c. ATTRACTIVE WORKPLACE

Employee Development and Career Growth

At ISOVOLTA Group, we believe that the continuous development and growth of our employees are vital to our success. We are committed to providing a dynamic and supportive environment that fosters learning, innovation, and career progression. Our comprehensive approach to employee development ensures that every team member has the opportunity to enhance their skills, advance their careers, and contribute meaningfully to our mission.

KEY INITIATIVES

- ⚡ **Training and Development Programs:** We offer a wide range of training and development programs designed to meet the diverse needs of our workforce. These programs include technical training, leadership development, soft skills enhancement, and industry-specific certifications.
- ⚡ **Mentorship and Coaching:** Our mentorship and coaching programs pair employees with experienced leaders and experts who provide guidance, support, and career advice. This personalized approach helps employees navigate their career paths and achieve their professional goals.
- ⚡ **Career Pathing:** We have established clear career paths for various roles within the organization, outlining the skills, experiences, and milestones required for advancement. This transparency helps employees understand their growth opportunities and plan their career trajectories.
- ⚡ **Performance Management:** Our performance management system is designed to support continuous improvement and development. Regular performance reviews, feedback sessions, and goal-setting discussions ensure that employees receive constructive feedback and recognition for their achievements.
- ⚡ **Learning Management System:** We have implemented a state-of-the-art Learning Management System (LMS) that provides employees with access to a wide range of online courses, resources, and training materials. The LMS is a valuable tool for self-directed learning and skill development.

ACHIEVEMENTS

- ⚡ **Employee Satisfaction:** Our commitment to employee development has resulted in high levels of employee satisfaction and engagement. Employees appreciate the opportunities for growth and the supportive learning environment we provide.
- ⚡ **Career Progression:** Many employees have successfully advanced their careers within ISOVOLTA Group, taking on new roles and responsibilities that align with their skills and aspirations. Our focus on internal promotion and career development has strengthened our talent pipeline and enhanced organizational continuity.



OUTCOMES

- ⚡ **Enhanced Skills and Competencies:** Our training and development programs have equipped employees with the skills and competencies needed to excel in their roles. This has led to increased productivity, innovation, and overall performance.
- ⚡ **Leadership Development:** Our leadership development initiatives have cultivated a strong pipeline of future leaders, ensuring that we have the talent and expertise needed to drive our strategic objectives.
- ⚡ **Employee Retention:** Our focus on career growth and development has contributed to high employee retention rates. Employees are more likely to stay with ISOVOLTA Group when they see a clear path for their professional growth and feel supported in their development journey.

By investing in the continuous development of our employees, we are not only enhancing their individual capabilities but also strengthening the overall performance and resilience of our organization. Our commitment to employee growth is a key driver of our success and a reflection of our dedication to building a talented, motivated, and innovative workforce.



Great Place to Work - On a successful path together.

WHAT DEFINES A „GREAT PLACE TO WORK“?

Being a „Great Place to Work“ goes beyond mere facts. It stands for an inspiring work atmosphere where every employee feels valued and supported. Here are some aspects that characterize such a workplace:

1. Trust and Transparency: An open flow of communication, centered on trust between employees and leadership, creates the foundation for a positive work environment.

2. Team spirit and Collaboration: A great workplace fosters team spirit and a culture of collaboration, encouraging every employee to realize their full potential.

3. Promotion of Individual Development: A „Great Place to Work“ offers opportunities for further education and personal development to support each individual's career goals.

4. Work-Life Balance: Balancing professional demands with personal life is a crucial component. A „Great Place to Work“ provides the conditions that make this possible.

5. Recognition and Appreciation: Employees should feel valued and recognized for their work. A culture of appreciation contributes to creating a positive work climate.

Together with our employees, we aim to create an attractive work environment and support the personal development of people within our company.

The „Great Place to Work“ certification is based on a thorough analysis of workplace conditions and an anonymous employee survey that evaluates various aspects such as fairness, credibility, team spirit, respect, and pride.

ISOVOLTA Group has been working with the company „Great Place to Work“ for several years and in the summer of 2023, we were able to receive the seal and certification as a „Great Place to Work“ in Austria for the first time. Thanks to the active participation of our employees (84%) and the overwhelmingly positive feedback, this goal was achieved. After all, 86% of the team agree that ISOVOLTA is a great place to work. We are proud to count ourselves among the best employers in Austria.

We also aim to achieve this certification at our international locations. At the end of 2023, the survey was conducted for the first time at our American location named “Haysite Reinforced Plastics” in Erie, Pennsylvania, and it was a success – over 75% of employees participated. This is an incredible result for the first survey, and moreover, 76% of the workforce consider Haysite Reinforced Plastics a great place to work.



At our locations in Spain and Mexico, the second employee survey was conducted in the spring of 2024, and this time there was a record participation rate in Mexico of 98% and in Spain of 75%. Over 84% of the employees also agree: ISOVOLTA is a great place to work.

We are continuously working on our growth and plan to conduct further surveys in Germany and the USA this year.

ISOVOLTA Group is proud that our efforts to create a work environment where our employees feel valued and supported have once again been recognized. This award confirms that our strategic measures to promote employee satisfaction and retention are successful.

We have implemented numerous initiatives to promote an open and inclusive corporate culture. These include regular feedback sessions, continuous training and development opportunities, and measures to improve work-life balance. Our employees are the heart of our company, and their satisfaction and well-being are our top priority. The renewed certifications as a „Great Place to Work“ motivate us to continue our efforts and to keep working on creating a work environment where everyone can realize their full potential.

What happens next after the survey? At the respective locations, work is being done on new ideas and improvements, a plan of action has been developed, and these steps are being implemented one by one.

We thank our teams at all locations for their hard work, dedication, and contribution to this outstanding achievement. Together, we will continue to strive to be a top employer and solidify our position as a „Great Place to Work.“



Importance of Continuing Education at ISOVOLTA Group

At ISOVOLTA Group, we regard personal development as critical both on a personal and professional level. Recognizing this, we established the Isovolta Academy in 2023, through which we offer a wide range of recurring courses. Our courses are categorized into hard and soft skills training, ranging from project management workshops to resilience training.

For our employees, the journey begins with an orientation training and a kick-off event, designed to help them gradually acclimate to the company and establish a solid foundation.

THE SIGNIFICANCE OF PROFESSIONAL AND PERSONAL DEVELOPMENT

Professional Development: Enhancing technical skills and industry-specific knowledge is essential for maintaining a competitive edge. By participating in courses such as project management, our employees can improve their efficiency, innovation, and leadership capabilities. This directly contributes to the company's goals by driving productivity, improving project outcomes, and fostering a culture of continuous improvement.

Personal Development: Soft skills such as communication, emotional intelligence, and resilience are equally vital. Training in these areas helps employees manage stress, collaborate effectively, and adapt to changing circumstances. These skills not only improve individual well-being and job satisfaction but also create a supportive and dynamic work environment.

CONTRIBUTION TO COMPANY GOALS

Investing in the continuous education of our employees aligns with ISOVOLTA'S strategic objectives in several ways:

- **Innovation and Competitiveness:** By staying updated with the latest industry trends and technologies, our workforce can innovate and keep our company ahead of the competition.
- **Employee Retention and Satisfaction:** Offering development opportunities demonstrates our commitment to employee growth, leading to higher job satisfaction and retention rates.
- **Enhanced Collaboration:** With improved soft skills, employees can communicate and collaborate more effectively, driving better team performance and achieving collective goals.
- **Resilience and Adaptability:** Training programs that focus on personal development ensure that our workforce is resilient and adaptable, capable of navigating the complexities of the modern business environment.



FUTURE OUTLOOK

At ISOVOLTA Group, we are committed to continually rethinking and updating our courses to stay at the forefront of industry trends. Each autumn, we review and expand our course catalog, adding new programs to ensure that our training remains relevant and valuable. This proactive approach allows us to provide our employees with the latest knowledge and skills, empowering them to drive innovation and maintain our competitive edge.

At ISOVOLTA Group, we believe that the continuous professional and personal development of our employees is the cornerstone of our success. The ISOVOLTA Academy is a testament to our commitment to nurturing talent and fostering a culture of excellence and innovation.

A part of this development is our long-standing HR program, „Performance Culture“.



Performance Culture

INTRODUCTION

Our Performance Culture serves as a comprehensive employee development program that includes both management and all employees. This program aims to fully harness the potential of our employees and foster their personal development. At the heart of this culture is the belief that continuous growth and learning are essential for the long-term success of our company.

OBJECTIVES OF THE PERFORMANCE CULTURE

The primary objective of our Performance Culture is to create an environment where the personal and professional development of our employees is ensured. By intentionally fostering individual strengths and supporting employees in overcoming weaknesses, we strive to unlock the full potential of each individual. This not only contributes to the satisfaction and motivation of our employees but also enhances the overall performance of our company.

PEER-TO-PEER CONVERSATIONS

A key component of our Performance Culture is peer-to-peer conversations. These conversations allow employees to receive feedback from colleagues and incorporate various perspectives into their personal development. Through the exchange of experiences and knowledge, new ideas are generated, and innovative solutions are found. Peer-to-peer conversations thus support the development of an active feedback culture and strengthen collaboration across the entire company.

SUMMARY OF THE PERFORMANCE CULTURE PROCESS

The process of our Performance Culture is structured as follows:

- ⚡ **Annual Employee Review:** Each year, there is an annual employee review meeting where the goals from the past year are evaluated, new goals are discussed, and training measures and personal development wishes are communicated.
- ⚡ **Quarterly Review Meetings:** Following the annual review, quarterly review meetings are held to monitor progress and adjust goals as needed.
- ⚡ **Peer-to-Peer Conversations:** All employees are encouraged to conduct at least three peer-to-peer conversations with colleagues of their choice throughout the year. This promotes a diverse range of perspectives and supports continuous personal and professional development.

Promoting an Active Feedback Culture

An active feedback culture is another central pillar of our Performance Culture. Regular and constructive feedback helps employees continuously improve their performance and face new challenges. We place particular emphasis on open and trusting communication, allowing employees to express their opinions and ideas freely. This culture of open dialogue not only promotes individual growth but also enhances the company's innovation and agility.

STRENGTHENING COLLABORATION

By incorporating diverse perspectives and facilitating continuous exchange among employees, collaboration across the company is strengthened. The Performance Culture creates a work environment that promotes teamwork and mutual support. This leads to stronger connections and higher engagement among employees, ultimately contributing to greater efficiency and effectiveness in our work processes.

CONCLUSION

Our Performance Culture is an essential part of our corporate strategy, aiming to fully harness the potential of our employees and foster their personal development. Through peer-to-peer conversations and an active feedback culture, we create a dynamic and supportive work environment that ensures the long-term success of our company. The continuous strengthening of collaboration and innovation capability prepares us for future challenges and contributes to sustainable and responsible corporate development.



d. RESPONSIBLE COLLABORATION

SOCIAL COMMITMENT AND RESPONSIBILITY

As a globally active company, we feel obliged to make a positive contribution beyond the scope of our corporate processes. We are involved in several areas:

- ⚡ **Community Engagement:** We support local initiatives and projects that promote education, sustainability and social justice. This includes supporting educational projects in the regions in which we operate and promoting environmental and climate protection initiatives.
- ⚡ **Charity work and donations:** The ISOVOLTA Group is involved in charitable projects with NGO's like SOS Kinderdorf, particularly in the area of supporting disadvantaged communities and promoting environmental projects. Our focus is on long-term partnerships that bring about lasting positive change.
- ⚡ **Universities and Schools:** ISOVOLTA Group is working together with several universities and schools to promote ISOVOLTA Group as partner for future projects and research and development activities.



OUTLOOK 2025

As we look ahead to 2025, our commitment to enhancing our social impact within the framework of Environmental, Social, and Governance (ESG) principles remains a top priority. We recognize that a strong social strategy is essential for fostering a positive workplace culture, engaging with our communities, and ensuring that our operations benefit all stakeholders.

Here are our key initiatives aimed at improving our social performance in the coming year:

- ⚡ **Diversity, Equity, and Inclusion (DEI) Programs:** We will implement comprehensive DEI training programs to promote a more inclusive workplace. Our goal is to create a diverse workforce that reflects the communities we serve. To achieve this, we will work together with Deloitte to analyse our current status and set internal goals to make our DEI programs a success.
- ⚡ **Community Engagement and Volunteering:** We will strengthen our community engagement efforts by encouraging employees to participate in volunteer programs. We aim to partner with local organizations to support initiatives that address social issues, such as education, poverty alleviation, and environmental sustainability.
- ⚡ **Employee Well-being Initiatives:** Recognizing the importance of mental and physical health, we will enhance our employee wellbeing programs. This includes expanding access to mental health resources, offering flexible work arrangements, and promoting worklife balance through wellness challenges and activities.
- ⚡ **Training and Development Opportunities:** We will invest in training and development programs that empower our employees to grow professionally. This includes leadership development, skills training and career advancement opportunities to foster a culture of continuous learning.

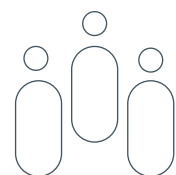
By focusing on these initiatives, we aim to create a positive social impact that not only benefits our employees and stakeholders but also contributes to the overall well-being of the communities in which we operate. We are excited about the journey ahead and are committed to making meaningful progress in our social responsibility efforts by 2025.



G – Governance (AHZ)

a. OVERVIEW

Today, corporate governance is much more than just complying with regulations and guidelines. Increasing stakeholder expectations, geopolitical developments, growing regulatory requirements and market changes make managing companies more challenging than ever. Developing corporate governance is an ongoing joint task for the management board, supervisory board and management. A good corporate governance structure and an integrative governance strategy are needed to effectively and efficiently implement the growing number of governance rules. This enables business models and processes to be designed in such a way that risks are avoided and opportunities are seized.



b. COMPLIANCE

Our commitment to ethics, human rights and strong corporate governance is a key driver of our business strategy and is essential to safeguarding our people, clients, brand and financial performance. Compliance is the foundation on which we build trust. Our clear corporate governance structure and Compliance program—grounded in our core values and Code of Conduct—guide our strategic business decisions and actions as we strive to foster a culture of integrity, transparency, inclusivity and respect for all people. We believe a shared ethical culture is critical to our growth in a competitive marketplace.

We are committed to adhering to the highest standards of ethical business practices, legal requirements, and environmental responsibility. Our compliance framework ensures that we act in accordance with applicable laws, regulations, and international standards, promoting fairness, transparency, and respect across all our operations.

The company's commitment to sustainability extends beyond environmental protection, embracing social responsibility, and promoting good governance. This commitment is embedded in every aspect of our business, from strategic decision-making to day-to-day operations.

Key Elements of Our Compliance Approach:

- ⚡ **Adherence to Legislation:** ISOVOLTA Group follows all relevant national and international laws, especially those relating to environmental protection, labor rights, anti-corruption, and fair competition.
- ⚡ **Commitment to Ethical Business Practices:** We ensure transparency and fairness in all transactions, maintaining high standards in corporate governance.
- ⚡ **Sustainability Regulations Compliance:** We comply with and support all applicable environmental regulations and sustainability goals as part of our long-term strategy.

Code of Conduct

The ISOVOLTA Group Code of Conduct outlines the ethical principles and behaviors expected of all employees, suppliers, and business partners. The Code of Conduct is an integral part to our mission to act with integrity, responsibility, and sustainability in all business relationships.

KEY PRINCIPLES OF THE CODE OF CONDUCT:

- ⚡ **Integrity and Transparency:** All employees must act with integrity, honesty, and fairness. Transparency is a core value, and we expect all business dealings to be open and accountable.
- ⚡ **Respect for Human Rights:** We are committed to the protection of human rights, ensuring that all employees and stakeholders are treated with dignity and respect.
- ⚡ **Environmental Responsibility:** We strive to minimize the environmental impact of our operations by adopting sustainable practices in line with global climate goals.
- ⚡ **Fair Labor Practices:** We ensure that we comply with all labor laws, providing safe and fair working conditions for all employees.
- ⚡ **Anti-Corruption and Anti-Bribery:** We strictly prohibit any form of bribery or corruption and are committed to doing business only with partners who share these values.

EMPLOYEE RESPONSIBILITY

All Employees shall adhere to the Code of Conduct in all business contacts.

They are required to report any violations of the Code or misconduct and cooperate with investigations when required and to contribute to sustainability efforts by adhering to best practices for reducing environmental impact.



Whistleblower Hotline

ISOVOLTA Group seeks to ensure an effective and accountable environment to prevent, detect, and respond to unfair business practices or breaches of any rules of the Code of Conduct or other internal Guideline. As part of this, we maintain a solid whistleblowing program that encourages the disclosure of issues and the protection of whistleblowers.

We believe that we can play a vital role within and outside of our organization and will continue to work with our partners, customers, suppliers, and authorities to achieve this.

Isovolta Group values openness and accountability, and encourages employees, to report any concerns regarding unethical or illegal activities that may undermine the company's integrity or sustainability efforts. The Whistleblower Hotline serves as a confidential, secure channel for raising concerns about potential violations of laws, regulations, or our Code of Conduct.

KEY FEATURES OF THE WHISTLEBLOWER HOTLINE:

- ⚡ **Confidentiality:** The whistleblower's identity will be protected, and all reports will be treated confidentially.
- ⚡ **Anonymous Reporting:** Whistleblowers have the option to report their concerns anonymously.
- ⚡ **Independent Investigation:** All reported concerns will be thoroughly investigated independently, with appropriate actions taken based on the findings.
- ⚡ **Zero Retaliation:** Isovolta Group guarantees that no employee or individual will face retaliation for reporting concerns in good faith.

Employee Training

To ensure that all employees understand their responsibilities regarding compliance, sustainability, and ethical behavior, Isovolta Group provides regular training programs. These training sessions cover key topics such as adherence to the Code of Conduct including anti-corruption laws, human rights, and environmental sustainability.

TRAINING OBJECTIVES:

- ⚡ **Raise Awareness:** Ensure that employees are fully aware of the company's compliance policies, sustainability objectives, and ethical standards.
- ⚡ **Skill Development:** Equip employees with the knowledge and tools to implement sustainability practices in their day-to-day activities.
- ⚡ **Legal and Ethical Education:** Provide comprehensive training on legal requirements and ethical standards, focusing on anti-bribery, anti-corruption, and environmental responsibility.
- ⚡ **Continuous Improvement:** Encourage continuous learning and development, ensuring that employees remain up-to-date on evolving regulations and best practices.

FREQUENCY:

- ⚡ Initial training for all new employees during onboarding.
- ⚡ Ongoing refresher training sessions at least once per year for all employees.

Conclusion

At Isovolta Group, we are dedicated to fostering a culture of compliance, ethical behavior, and sustainability. Our Code of Conduct, combined with comprehensive employee training and a whistleblower hotline, ensures that all stakeholders are empowered to uphold these values. By integrating sustainability into every aspect of our operations and providing our employees with the necessary tools and support, we strive to create lasting value for society and the environment.

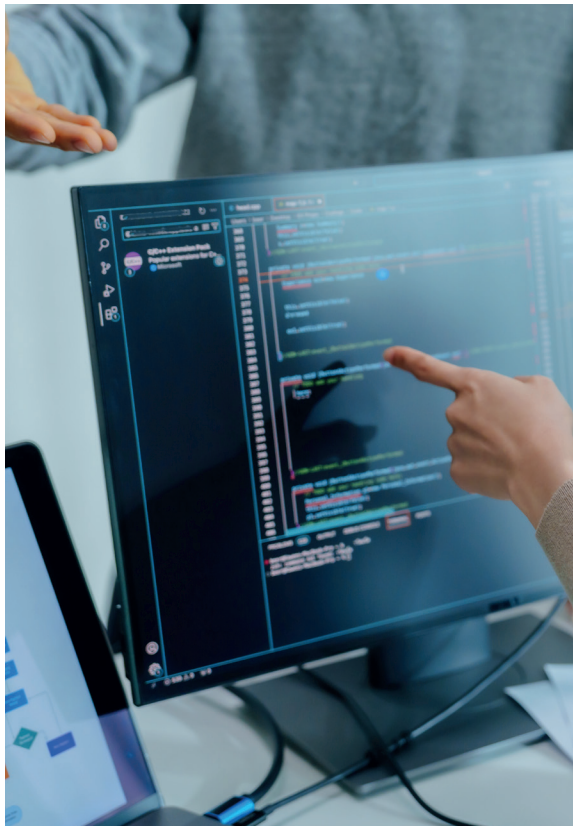
c. CYBER SECURITY

General Information

Constantia Services is the internal IT service provider of Constantia Industries for all group companies, including all Isovolta branches.

Constantia Services is certified according to ISO 27001.

Unless explicitly stated otherwise, all detailed information in this document refers to Constantia Services itself and all supported entities.



Data Protection and Data Security

The General Data Protection Regulation (GDPR) requires all group companies to implement measures to ensure compliance with data protection laws. This includes limiting the disclosure of sensitive data, such as personal information, and adhering to legal, regulatory, and contractual obligations.

ORGANIZATIONAL AND TECHNICAL MEASURES

Data loss prevention (DLP) measures are applied to systems, networks, and devices handling sensitive information. Data stored on devices like clients' hard drives is encrypted using BitLocker, while removable media (USB sticks, etc.) can be encrypted with BitLocker2Go. Data on Office clients are synchronized with OneDrive, and server data is regularly backed up and securely stored. Data in Microsoft 365 is automatically versioned, and deleted data can be recovered up to three months after deletion.

DATA DELETION

Data on removable media is deleted after use. The processing of personal data requires a deletion plan that considers legal retention periods as outlined in GDPR Article 5.

DATA PROCESSING AGREEMENT (DPA)

Constantia Services enters into DPAs with partners to ensure personal data is processed in line with privacy policies. Examples include agreements with COMMUNARDO, EVO-COM, BASE-IT, and CANCOM.

AUDITS AND INSPECTIONS

Regular audits and checks ensure the effectiveness of data protection measures. For instance, Deloitte conducts reviews that also address data privacy compliance.





Resilience of the IT-Infrastruktur

REDUNDANCY AND FAULT TOLERANCE

Firewalls are redundantly designed at all locations and monitored 24/7. All sites have redundant WAN connections (Internet, MPLS) configured via SD-WAN technology, ensuring high fault tolerance. Many locations also feature two geographically separated data centers housing redundant components. Sensitive areas are secured with electronic access control systems.

CRISIS MANAGEMENT AND INCIDENT RESPONSE

All incidents are recorded in a central IT service management system (ITSM), reported by employees and various IT security systems. Incidents are handled, reported, and documented by the responsible IT teams, with SLAs monitored. In case of a crisis or cyberattack, designated crisis managers work with an emergency team to resolve the issue promptly.

PROTECTION AGAINST CYBERATTACKS

Numerous measures have been implemented to prevent and detect cyberattacks, including eXtended Detection and Response (XDR) on all clients and servers, automated patch management, network segmentation, modern firewalls, encryption technologies, CVE monitoring, and security dashboards. A Security Operations and Response Team handles alerts and incidents, while a Security Management Team oversees security strategies.

ZERO-TRUST ARCHITECTURE

A zero-trust approach ensures no user or device is automatically trusted. Conditional access policies, multi-factor authentication, and restricted administrative rights strengthen security.

EMPLOYEE TRAINING AND AWARENESS

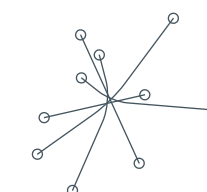
Regular security awareness training on the SoSafe platform ensures employees can identify and defend against cyber threats. Phishing tests and social engineering simulations are conducted to enhance employee vigilance.

LONG-TERM IT STRATEGY AND INNOVATION

Constantia Services has developed a long-term IT strategy to provide competitive advantages and ensure optimal IT security. The strategy is regularly updated and incorporates external partners and experts to stay ahead of technological advancements.

CONTINUOUS IMPROVEMNT

Constantia Services strives for continuous improvement in all areas, particularly IT security, and is beginning to explore IoT/OT security to stay ahead of emerging threats.



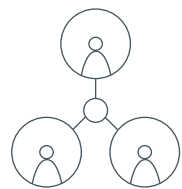
d. STAKEHOLDER ENGAGEMENT

For us, stakeholder engagement is not just an operational necessity, but a key component of our corporate strategy. We view stakeholders as partners whose interests and expectations we actively incorporate in order to create value together. This includes not only economic interests, but also social, ecological and ethical aspects.

Our commitment encompasses a wide range of interest groups, including

- ⚡ Customers and business partners
- ⚡ Employees and managers
- ⚡ Investors and shareholders
- ⚡ Suppliers and service providers
- ⚡ Regulators and NGOs
- ⚡ Local communities and the general public

It is crucial for us to maintain open and continuous communication and to build long-term, trusting relationships with our stakeholders.



Goals of Stakeholder Engagement

As part of our stakeholder engagement, we pursue several objectives that are directly linked to our sustainability and corporate goals:

- ⚡ **Promoting transparency and trust:** Open communication with our stakeholders strengthens trust and ensures that our decisions and actions are comprehensible.
- ⚡ **Improving company perception:** Through proactive communication and the development of stable relationships, the company can strengthen its reputation and gain the trust of stakeholders.
- ⚡ **Promoting collaboration and innovation:** Dialogue with various stakeholders, such as customers, suppliers, research institutions and investors, can lead to new ideas and innovative solutions that increase competitive advantage.
- ⚡ **Increasing stakeholder satisfaction:** We strive to understand and fulfil the expectations and needs of our stakeholders in the best possible way in order to increase their satisfaction and ensure long-term co-operation.
- ⚡ **Risk management:** Effective stakeholder engagement helps to identify potential risks at an early stage, be it regulatory changes, environmental regulations or changes in market demand.
- ⚡ **Strengthening our market position:** Through close cooperation and dialogue with customers, suppliers and partners, we can drive innovation, increase competitiveness and at the same time assume social and environmental responsibility.
- ⚡ **Contributing to sustainable development:** Our stakeholder engagement helps us to minimise the impact of our activities on the environment while assuming social responsibility, be it in the supply chain, in our products or in our operational business model.
- ⚡ **Sustainability and social responsibility:** Stakeholder engagement enables ISOVOLTA Group to promote sustainable practices and be recognised as a responsible company.

Stakeholder analysis

In order to develop a successful strategy, a thorough stakeholder analysis must first be carried out. This analysis helps to identify the relevant stakeholders, understand their interests and expectations and assess their influence on the company.

EXTERNAL STAKEHOLDERS

- ⚡ **Customers:** Customers are of utmost importance to ISOVOLTA Group, as their needs and requirements influence product development and service. This particularly concerns the quality of insulation materials and composite materials, the company's innovative strength, as well as compliance with environmental and safety standards.
- ⚡ **Suppliers and Partners:** Relationships with suppliers and strategic partners are crucial to ensure a reliable supply of raw materials and efficient production. Close collaboration with research institutions and universities can also promote the innovative capacity of ISOVOLTA Group.
- ⚡ **Regulatory Authorities and Politics:** Legal frameworks and environmental regulations play a central role in the industry. ISOVOLTA Group must continuously engage with relevant political and regulatory developments.
- ⚡ **Non-Governmental Organizations (NGOs) and Society:** Environmental and social responsibility is becoming increasingly important for many stakeholders. NGOs and the wider society observe companies like ISOVOLTA Group and impose demands regarding sustainable and ethical business practices.

INTERNAL STAKEHOLDER

- ⚡ **Employees:** Employees are the foundation of business success. Their satisfaction and engagement directly impact the productivity and innovative strength of the company.
- ⚡ **Executives and Management:** Management is responsible for defining the corporate strategy and integrating stakeholder interests into business operations. An effective management team is also responsible for implementing the stakeholder engagement strategy.



Strategies and measures in stakeholder engagement

Last year, we implemented a number of measures to promote dialogue and cooperation with our stakeholders at various levels. We present some of the key initiatives below

PROACTIVE COMMUNICATION

A continuous and transparent dialogue with stakeholders is essential. The ISOVOLTA Group should utilize various communication channels, such as:

- ⚡ **Digital Channels:** A well-maintained website, regular social media updates, and newsletters can ensure the dissemination of information quickly and efficiently.
- ⚡ **Events and Fairs:** Through our participation in trade fairs and events, as well as with its own corporate events, the company can increase its visibility and communicate directly with key stakeholders.
- ⚡ **Direct Conversations and Interviews:** Especially with important customers and partners, direct conversations or interviews can help identify their expectations and needs.

CUSTOMER FOCUS AND PRODUCT DEVELOPMENT

The needs and expectations of our customers are at the center of our commitment. We have established various channels and formats to intensify dialogue with our customers and understand their requirements even better:

- ⚡ **Customer surveys and feedback mechanisms:** Regular surveys and direct feedback discussions enable us to measure our customers' satisfaction and specifically address potential for improvement. As a result, we have adapted our products and services to meet our customers' requirements in terms of quality, sustainability and innovation.
- ⚡ **Commitment to innovation projects:** We work closely with our customers to develop customised solutions that take into account both their specific requirements and our sustainability goals. This includes, for example, developing more environmentally friendly insulation materials or improving the energy efficiency of our products.





Employee engagement and corporate culture

Our employees are the heart of our organisation. We therefore focus on active engagement in order to promote their satisfaction, motivation and identification with our sustainability goals:

- ⚡ **Training and development programs:** We offer regular training courses to help our employees develop their skills in the areas of sustainability and responsible use of resources. In this way, we want to ensure that all employees develop a deep understanding of the importance of sustainability in their daily tasks.
- ⚡ **Diversity and inclusion:** We promote a corporate culture that values diversity and inclusion. This includes gender equality, the promotion of equal opportunities and support for employees from different cultural and social backgrounds.
- ⚡ **Employee feedback and participation:** To ensure that we as a company understand the needs and concerns of our employees, we have created various channels through which they can contribute their ideas and concerns. Regular employee surveys and open forums enable transparent dialogue and promote a positive working environment.

Supplier relationships and responsibility in the supply chain

The ISOVOLTA Group is aware that sustainability plays a central role not only within its own four walls, but also along the entire supply chain. We have therefore established a comprehensive supplier management system that fulfils both ecological and social standards:

- ⚡ **Sustainability requirements for suppliers:** We only work with suppliers who share our high standards in terms of environmental, social and labour standards. These include compliance with international environmental standards, the promotion of fair working conditions and the use of environmentally friendly materials.

Transparency and communication

Transparency and regular communication are crucial to gaining and maintaining the trust of our stakeholders. In this context, we have implemented various reporting and dialogue measures:

- ⚡ **Sustainability report:** With 2025 we will provide an annual sustainability report that serves as a central communication tool to make our progress in the areas of sustainability, innovation and social responsibility transparent. The report will provide our stakeholders detailed insights into our goals, measures and successes.
- ⚡ **Stakeholder dialogue:** We plan to organize dialogue events where we engage directly with our key stakeholders - including customers, suppliers and local communities. These events promote open dialogue and help us to better understand their expectations and concerns.

Conclusion

Stakeholder engagement is a key component of ISOVOLTA Group's sustainability strategy. Through active dialogue with our stakeholders, we not only contribute to positive corporate development, but also make a contribution to a more sustainable and responsible industry. We are convinced that continuous dialogue and close cooperation with our stakeholders are the key to a successful and sustainable future.



e. CERTIFICATES, MEMBERSHIPS & COOPERATIONS

Effective stakeholder engagement requires the creation and maintenance of partnerships. The ISOVOLTA Group should increasingly focus on long-term partnerships, both with customers and with suppliers, academic institutions and industry associations. This can be done through joint research projects, innovation initiatives or participation in industry committees.

- ⚡ **Research and development (R&D):** Close co-operation with research institutions and universities promotes continuous innovation and helps the Isovolta Group to keep its finger on the pulse.
- ⚡ **Supplier relations:** By building strategic alliances with suppliers, the company can ensure the quality of its products and the efficiency of production.

OUR CERTIFICATES & MEMBERSHIPS:

- ⚡ ISO 14001:2015
- ⚡ ISO 9001:2015
- ⚡ IATF 16949
- ⚡ EN 9100:2018
- ⚡ ISO 45001:2018
- ⚡ ISO AS9100D
- ⚡ OHSAS 18001:2007
- ⚡ Responsible Mica Initiative
- ⚡ Cooperation with Schools (HTL Mödling, FH Wiener Neustadt)
- ⚡ CHEMIE College
- ⚡ Cooperation with SOS Kinderdorf
- ⚡ Ecovadis



f. OUTLOOK AND GOALS

In the coming year, we want to further expand and strengthen our stakeholder engagement. The planned measures include

- **Expanding partnerships in the area of research and development** to further improve the sustainability of our products.
- **Intensifying collaboration with suppliers** to further reduce the environmental footprint in the supply chain.
- **Promoting diversity and inclusion**, in particular by creating further programmes to support equal opportunities.



