

BE PART OF THE PROGRESS.

ADVANCED TECHNOLOGIES
& SOLUTIONS

AT&S



NON- FINANCIAL REPORT

3	– Statement of the Management Board
6	– Embedding and managing sustainability
14	– Decarbonisation & Circular Economy
24	– Decent Work
34	– Sustainable Supply Chain & Business Ethics
37	– GRI Content Index

NON-FINANCIAL REPORT

STATEMENT OF THE MANAGEMENT BOARD

An exciting year lies behind us. The COVID-19 pandemic is still keeping us in suspense. In addition, we are faced with a challenging geopolitical situation, which is further aggravated by the war in Ukraine. In this environment full of uncertainty, AT&S is making history and pursuing an extensive growth strategy.

Sustainable thinking and action constitute a significant part of this expansion and our transformation towards a high-end interconnect solution provider. We are proud of the success we have achieved so far, such as sustainability prizes and awards; however, we are aware that as we keep growing, so does our responsibility. The areas in which we are challenged as an innovative company with a clear commitment to sustainability and social responsibility are steadily expanding. Our core topics, climate protection and circular economy, decent work as well as a sustainable supply chain, are becoming ever more important. The number of ESG (environment, social, governance) laws and regulations is rising continuously. Even though the standard of our operating activities exceeds statutory requirements by far, it is our responsibility to meet our reporting obligations. Against this background, we meet the obligations resulting from the EU Taxonomy Regulation in this report and keep the information provided to the legally required minimum.

Stable and successful companies committed to resource conservation in their business activities play a key role in accomplishing the climate goals. Implementing a wide range of measures, we show that we are taking this commitment seriously. For example, AT&S has committed to the Science Based Targets initiative. Consequently, the strategic fields of action were restructured in the past year, and a separate field of action was assigned to energy and decarbonisation. In addition, the share of renewable energies has been a component in the calculation of performance-based remuneration since the financial year 2021/22.

RATED BY*



AT&S continuously works on the integration of climate-related information in accordance with the EU guidelines on reporting climate-related information and the Task Force on Climate-related Financial Disclosures (TCFD). This report has been prepared in partial compliance with the standards of the Global Reporting Initiative (GRI). The specific contents of the GRI Standard that have been applied are listed in the GRI Index at the end of the non-financial report. In this report, AT&S complies with the reporting obligation pursuant to the Sustainability and Diversity Improvement Act (NaDiVeG, section 243b and section 267a of the Austrian Commercial Code, UGB) for the Group as a whole and for Austria Technologie und Systemtechnik Aktiengesellschaft (in the following referred to as "the company").

AT&S's restructured strategic fields of action derive from the sustainability strategy. Material topics including a management concept, due diligence processes and key figures are allocated to them. The objective of this report is to give the stakeholders of the AT&S Group transparent access to all ESG-relevant information as well as an overview of the main activities.

Strong global partnerships with our stakeholders represent a central element in successfully moving forward on our path during these challenging times: joint expansion projects with our customers, reliable supplier relationships during the pandemic and – not least – employees on whom we can depend every single day in a tense geopolitical situation.

We are aware that our growth and the related challenges as well as external circumstances place enormous demands on our employees. They are currently achieving great things. We thank all our employees for their untiring commitment and dedication. Without them, our success would not be possible.

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

Finally, we look ahead to the future. Our transformation has only just begun. Shaping an innovative future and technological progress will only be possible in compliance with the ESG criteria. To this end, we build strong partnerships and look forward to overcoming future challenges together.

WHAT WE STAND FOR

RBA
(Responsible Business Alliance)



ILO
(International Labour Organization)



RMI
(Responsible Minerals Initiative)



SDGs
(Sustainable Development Goals)



OECD
Guidelines



ISO
(International Organization for Standardization)



UNGC
(United Nations Global Compact)



OUR GOALS

80%
renewable
energies by
2025

Decarbonisation of
all AT&S production
facilities by
2030

With
equal opportunities

and equal treatment to a
diverse workforce

**Life
cycle assessments**

at product group
level

Stronger

partnerships with
suppliers

BE PART OF
THE PROGRESS.

WHAT WE ARE PROUD OF

55.7%

renewable
energies

100%

Code of Conduct
signed by all key
suppliers

35%

proportion of
female employees

**Life
cycle assessment**

of copper recycling
project

Strong

crisis management during
the COVID-19 pandemic

Signed the
Diversity

Charter

High standards

in the areas of environment,
energy, quality, occupational
health & safety

BE PART OF
THE PROGRESS.

EMBEDDING AND MANAGING SUSTAINABILITY

GROWTH STRATEGY BRINGS MORE RESPONSIBILITY

AT&S has achieved a globally leading position in the micro-electronics industry with the production of high-end printed circuit boards, substrates and modules. In addition to the existing production sites in Austria, China, India and South Korea, the company will also manufacture high-end substrates for high-performance processors at the new site in Malaysia in the future. The establishment of the AT&S R&D Center in Leoben will turn this location into a hotspot of the microelectronics technology in Europe in the years to come.

We are aware that this ambitious growth strategy also involves growing responsibility: towards all our stakeholders on the one hand and towards the environment and future generations on the other. This responsibility is a key factor in the expansion and further development of our sustainability

strategy. Conversely, all our business activities already follow clear ESG criteria and are in line with our sustainability goals.

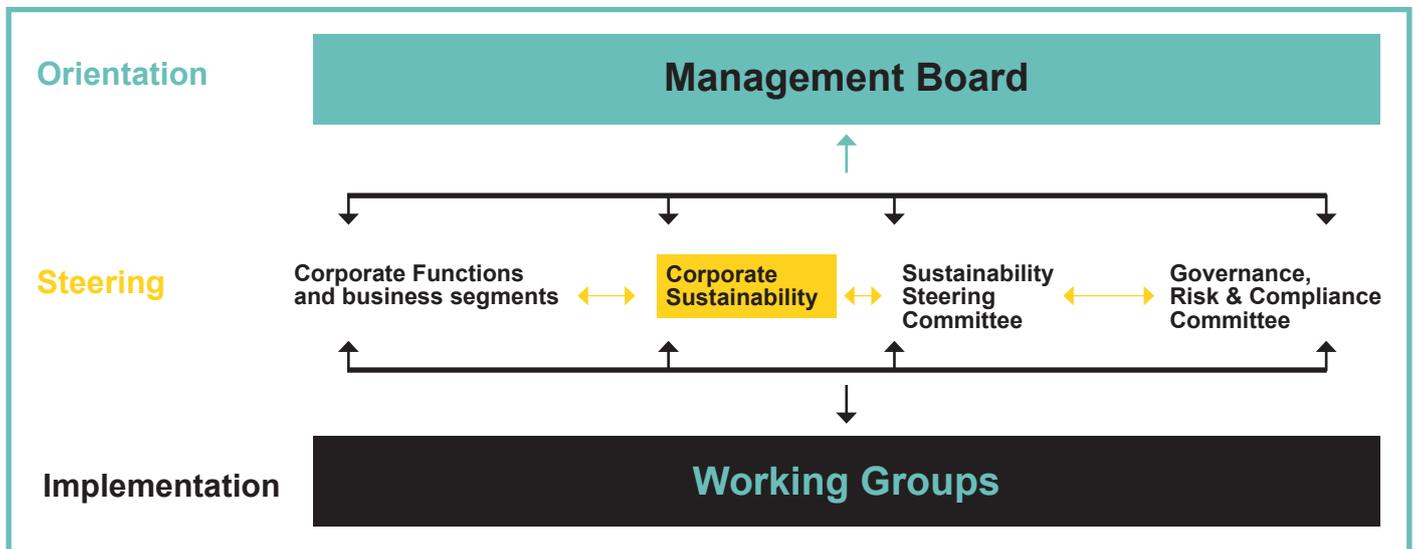
Based on a resource-friendly, conscious orientation in our business activities, we take responsibility for future generations in the long term and create stability and certainty for all relevant stakeholders. The expansion projects in Malaysia and Leoben will lead to a significant increase in the number of staff. In the financial year 2021/22 AT&S employed an annual average of 13,046 people (full-time equivalents) across all locations including sales companies.

SUSTAINABILITY – A MATTER FOR TOP MANAGEMENT

Sustainability in all its dimensions is a guideline for the company and aims to incorporate social, environmental and economic factors in all processes and decisions. The AT&S Corporate Sustainability team reports directly to the company's CEO and is represented in important governing bodies.

The central responsibilities of the AT&S Corporate Sustainability team include the development of the AT&S sustainability strategy, the coordination of the sustainability agenda as well as internal and external communication. This is coordinated

MANAGEMENT STRUCTURE



with the Management Board, the segments and relevant corporate functions at meetings of governing bodies held at regular intervals, and aims to secure the future success of the company.

HIGH STANDARDS FORM THE BASIS

AT&S attaches great importance to highest management standards in all areas in order to optimally pursue its own sustainability goals and those of the stakeholders. The following table shows certifications and standards which cover the areas of quality, environment, occupational safety and data security, address the needs of customers and are established at the respective production sites. Regarding the plant in Malaysia, which is currently in the construction phase, the plan is to apply the ISO standards already in place at all AT&S locations in a first stage.

AWARDS AND PRIZES CONFIRM OUR SUSTAINABILITY ENGAGEMENT

In the financial year 2021/22 AT&S was recognised with 17 awards and prizes by different stakeholder groups. This confirms our commitment to maintaining production, environmental, quality and social standards at the highest level.

The recognitions include environmental awards such as the “Environment Protection Credible Enterprise” prize, which AT&S Chongqing received for the fifth consecutive time.

In addition, our long-standing sustainability efforts were recognised with the Gold Status of EcoVadis. The ratings by ESG rating agencies for the most part exceed the industry average. For current details on this material aspect please visit our website.

STANDARDS AND CERTIFICATES

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

Sustainable management is an increasingly important criterion for the capital market

The great importance of sustainability for the capital market is not only reflected in the EU Taxonomy and the relevance of ESG ratings. AT&S can also point to an excellent performance on the stock exchange. As a result, the company achieved a top 3 position in the category ATX of the Vienna Stock Exchange Award 2021. Moreover, AT&S was once again included in VÖNIX, the sustainability benchmark on the Austrian stock market. This index comprises companies listed on the Vienna Stock Exchange which are leaders in terms of ecological and social achievements.

SUSTAINABILITY STRATEGY 2.0

Sustainable management means continuously adapting to changing conditions. As part of the integrated ESG strategy process, the influencing factors were analysed again in the financial year 2021/22 in order to update the AT&S sustainability strategy. The AT&S corporate strategy, the Sustainable Development Goals of the United Nations (SDGs), the AT&S ESG opportunities and risk management, global megatrends and legal requirements as well as frameworks were incorporated in the resulting scenario development and definition of corporate goals. The materiality analysis conducted in 2018/19 and the associated stakeholder survey were also taken into account. In this process, particular importance was attached to the integration of the needs and perspectives of all significant stakeholder groups such as employees, customers, suppliers and shareholders.

Since ESG requirements are highly dynamic, we are planning to revise the materiality matrix in the current financial year. The sustainability strategy equally takes into account the current ESG requirements of our key customers and a peer, market and supplier review as well as ideas and inputs of our employees in the field of sustainability.

Our contribution to the UN Sustainable Development Goals (SDGs)

In September 2015, the Agenda 2030 for Sustainable Development was adopted by all UN member states, explicitly holding industrialised countries accountable. Since the Sustainable Development Goals can only be implemented with the help of companies worldwide, AT&S already assessed the 17 SDGs and their 169 subgoals in the financial year 2019/20.

WE FOLLOW



The SDGs that guide us

This assessment was updated in the financial year 2021/22 in the course of the strategy process. The SDGs reflected in the measures and programmes of the AT&S sustainability strategy and where AT&S actively contributes to achieve these goals were defined as relevant. In the assessment process, SDGs 8, 12 and 17 were rated central and SDGs 4, 6, 7, 9, 10 and 16 relevant. The main change was the replacement of SDG 13 by SDG 7.

A detailed analysis of the subgoals showed that our activities within the energy strategy address affordable and clean energy (SDG 7) to a greater extent than climate protection measures (SDG 13).

We present new strategic fields of action

The following fields of action can be derived from the strategy process: Decarbonisation, Circular Economy, Decent Work and Sustainable Value Chain & Business Ethics.

The main change was that the strategic field of action Environment and Resources was specified in greater detail and split into Decarbonisation and Circular Economy. As a result, one field of activity focuses exclusively on energy and decarbonisation. This underlines the topicality and urgency for all stakeholders and gives the topic adequate significance.

Under Circular Economy we subsume all activities aimed at resource efficiency in the areas of water, waste and waste prevention.

Since sustainability is now firmly embedded in nearly all R&D and innovation strategies and included in all ESG areas, Sustainable Innovation is no longer considered a strategic field of action.

Clear and ambitious goals were defined for every field of action, which are implemented based on concrete measures. The target achievement level is transparently managed and controlled. As a result, negative impacts of AT&S's business activities on the NaDiVeG issues can be minimised and synergies can be optimally captured.

The following sections provide details on the qualitative and quantitative targets, the management concepts, due diligence processes and indicators as well as the connection to the SDGs. The structure of the report is based on the strategic fields of activity to which the material topics are allocated. The Decarbonisation and Circular Economy fields are summarised in one chapter. The new structuring of the fields of activity enables an unambiguous allocation.

As a leading provider of high-end interconnect solutions, AT&S combines the different interests of business, ecology and social development with this holistic and future-oriented mindset, while at the same time creating added value for the company.

ESG OPPORTUNITIES AND RISK MANAGEMENT

Non-financial opportunities and risk management was integrated into the Group-wide risk management in the financial year 2019/20 and serves as a basis for the AT&S sustainability strategy. Material ESG risks were again identified this year, allocated to the existing risk categories and assessed for AT&S and for the business environment in a five-year horizon.

We integrate the TCFD recommendations where they represent an added value for the company and our stakeholders. Both physical – acute and chronic – and transitory climate-related risks are part of risk assessment and directly influence the sustainability strategy. Risks for operating activities are included in the allocated category of Group-wide risk management.

An overview of non-financial opportunities and risks for the business environment including risk categories, mitigation measures and allocation of the issues is shown in the following table. For details on the risk categories and explanations regarding the risk levels and risk management please refer to the Group Management Report, section "Opportunities and Risks". Details regarding ESG risk management including a process description for risk identification can be found in the Annual Report 2019/20.

In accordance with our risk categories, climate-related risks are operational risks or risks relevant to the environment. The AT&S energy strategy and the related ambitious decarbonisation goals contain effective measures to counter climate-related risks. Details regarding the measures and key figures are provided in the section Decarbonisation and Circular Economy.

Material risks are risks which are rated at a risk level of four or higher before mitigation measures over the next five years and are caused directly by the operating activities of AT&S, its supply chain or its products.

The main change is that the risk of the application of AT&S products in unethical applications was rated at a risk level of less than four in the financial year 2021/22. This results from the establishment of the corresponding mitigation measures over the past years, for example a compliance statement by our customers. In contrast, the risk of global warming was rated at risk level 4 this year and therefore represents a material risk.

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

RESPONSIBILITY ALONG THE ENTIRE VALUE CHAIN

As a provider of high-end interconnect solutions, AT&S continuously works on minimising the impact of and risks resulting from its business activities on the environment and society along the entire value chain. We consider it our responsibility to extend the AT&S standards in all ESG areas to our partners as far as possible, even though our influence on the upstream and downstream processes is limited.

MATERIAL RISKS	RISK CATEGORY	MITIGATION	OPPORTUNITIES	NADIVEG ISSUES
Lack of employee retention, discrimination and lack of diversity	ORGANISATION	Training on anti-discrimination and Code of Conduct, inclusive recruiting process, targeted employer branding measures, evaluation and adaption of remuneration strategy, investment in leadership & culture	Strong cohesion, loyalty of staff, diversity, increase in employee motivation, low attrition and prevention of "brain drain", higher creativity and innovative strength, integrated approach to employee engagement	Employee issues, social issues, respect for human rights
Global warming	ENVIRONMENT	Energy strategy, employee sensitisation and training	Cost reduction, climate-resilient business model, industry benchmark, image improvement	Environmental issues, social issues
Non-compliance with ESG-relevant requirements	PROCUREMENT	Supplier Code of Conduct, clear processes for careful selection of suppliers, supplier audits, commitment to RBA & RMI	Protection of human rights, image improvement, increased attractiveness of the company for sustainable financing, avoidance of support of armed conflicts, increased employee motivation	Social issues, employee issues, environmental issues, respect for human rights
OTHER RELEVANT RISKS	RISK CATEGORY	MITIGATION	OPPORTUNITIES	NADIVEG ISSUES
Disruption of operations/pandemics	OPERATIONAL	Business continuity management, ISO 45001, highest safety standards, COVID-19 task forces at all production sites	Image improvement, strong crisis management, strong cohesion and loyalty of staff	Employee issues, social issues
Occupational accidents	OPERATIONAL	OHSAS 18001/ISO 45001, protective clothing, handling of dangerous goods, training	Increased employee motivation, low fluctuation	Employee issues
Extreme weather events, natural disasters	ENVIRONMENT	Business continuity management, ISO 45001, employee sensitisation and training	Strong cohesion, loyalty of staff, stronger adaptability	Environmental issues, social issues
Corruption and unethical behaviour	ORGANISATION	Code of Conduct, anti-corruption guideline, capital market compliance, training, GRC committee	Image improvement, trustful partnerships, competitive advantage	Employee issues, combating corruption and bribery

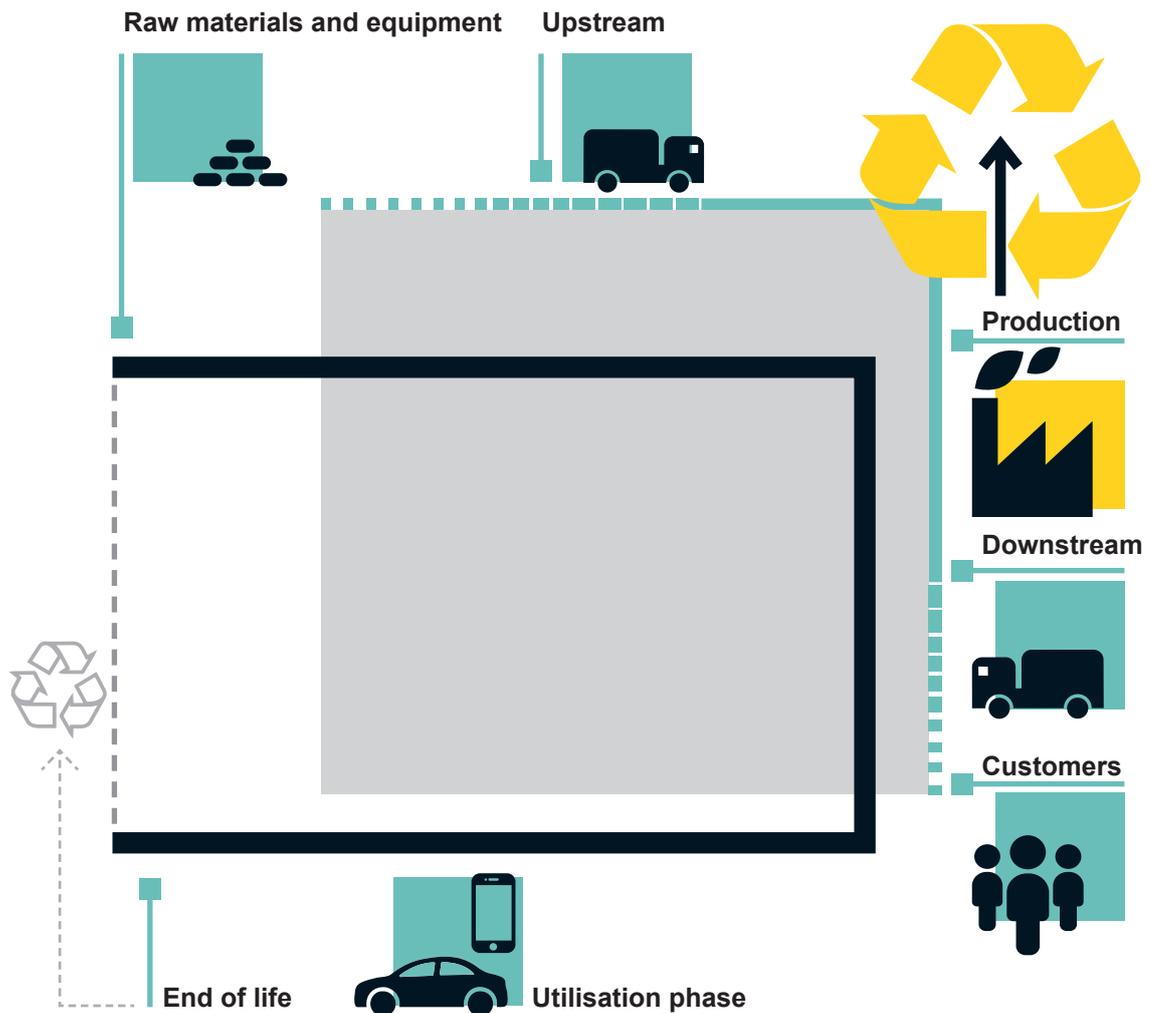
Integrated approach to the entire value chain

AT&S relies on intensive collaboration and joint innovation work with all partners along the entire value chain. This way, smart products, which are made using and processing all raw materials efficiently, create added value for all customers.

Upstream processes are related to the procurement and transport of the materials which are applied in production. The most important raw materials include copper, gold, laminates and chemicals. In addition to quality and availability, the focus is above all on the extraction processes and sustainable sourcing practices.

When it comes to transport, we rely on dependable partners who commit to our Code of Conduct and our high standards.

VALUE CREATION PROCESS



Until the start of production, all materials are stored in accordance with regulations to meet the quality standards. Since the company uses a large number of wet chemical processes, the highest consumption values in production are attributable to the use of energy and water. We strive to maintain consumption as low as possible based on technology innovation and efficiency measures.

Prevention and responsible disposal of waste

Where useful and possible, cycles are closed through in-house recycling processes. At the same time, we try to prevent waste in advance. Depending on their type and classification, other waste materials are transferred to disposal companies and either recycled or disposed of. AT&S products are appropriately packaged and shipped to customers. Since AT&S has no influence on the disposal of the finished products at the end of their life cycle, we call on the end users to act responsibly in this respect.

MAINLY CAPEX EU TAXONOMY-ELIGIBLE

The EU has published requirements for sustainable business activities by means of the EU Taxonomy Regulation, which entered into force in 2020. Currently, these have been defined for two of the six environmental goals (climate change mitigation and climate change adaptation). Therefore, the proportion of taxonomy-eligible economic activities of turnover as well as capital and operating expenditure must be disclosed for the first time for the reporting period 2021/22; the key figures published refer to a full analysis of the economic activities of the environmental goal "substantial contribution to climate change mitigation". In principle, all fully consolidated Group companies are included in this analysis. In accordance with Art 8 paragraph 1 of the Taxonomy Regulation, AT&S is required to apply the regulation.

At present, not all economic activities are covered by EU legislation yet. This also applies to AT&S's core business activity; consequently, only a small part of turnover can be shown as taxonomy-eligible. However, due to the continuous further development of the legislation, the list of activities classified as taxonomy-eligible is expected to be extended. First drafts have already been published.

The indicator turnover is based on the ratio of turnover from taxonomy-eligible economic activities to total turnover, with total turnover corresponding to the revenue presented in

the consolidated statement of profit or loss (see consolidated financial statements). In the financial year 2021/22, 0.2% of turnover was generated with taxonomy-eligible economic activities as defined in the current version of the legislation. These are classified as taxonomy-eligible based on the economic activities 3.1. "Manufacture of renewable energy technologies", 3.3. "Manufacture of low carbon technologies for transport" and 3.5. "Manufacture of energy efficiency equipment for buildings" as described in the Delegated Regulation (EU) 2021/2139 (Annex I). Consequently, 99.8% of turnover is taxonomy-non-eligible.

The capital and operational expenditures of the financial year 2021/22 were reflected in a number of economic activities of the EU Taxonomy Regulation, for example in 5.3. "Construction, extension and operation of waste water collection and treatment" or 7.7. "Acquisition and ownership of buildings". Overall, 17.0% of CAPEX and 2.3% of OPEX were classified as taxonomy-eligible (accordingly, 83.0% of CAPEX and 97.7% of OPEX are taxonomy-non-eligible).

The denominator of the indicator CAPEX consists of additions to assets (see "Property, plant and equipment" in the notes to the consolidated statement of financial position, in the notes to the consolidated financial statements). The denominator of the indicator OPEX consists of maintenance expenses, R&D costs and current lease expenses (see "Types of expenses" and "Research and development costs" in the notes to the consolidated statement of profit or loss, and "Property, plant and equipment" in the notes to the consolidated statement of financial position, in the notes to the consolidated financial statements). Double counting of expenditures was avoided.

As of the financial year 2022/23, the reporting of taxonomy alignment is planned in addition to taxonomy eligibility. Taxonomy alignment will be evaluated using technical screening criteria and will be included in reporting in the future.

REPORT STRUCTURE

The structure of the non-financial report follows the ESG logic. The NaDiVeG issues, material topics and SDGs are assigned to the chapters.



CHAPTER SUSTAINABLE SUPPLY CHAIN & BUSINESS ETHICS



CHAPTER DECENT WORK



CHAPTER DECARBONISATION & CIRCULARITY

* material topics

DECARBONISATION & CIRCULAR ECONOMY

The climate crisis, environmental pollution, loss of biodiversity and the destruction of natural ecosystems are some of the major challenges of the 21st century. Resource shortages show us the limits of linear growth, calling on society and the economy to drive a fundamental transformation. AT&S is committed to making a significant contribution to climate protection through efficient production, optimised use of resources and circularity. The production of high-end products aims at reducing resource consumption, preventing environmental impact and waste, and increasing value creation and resource efficiency. This way we can grow sustainably and mitigate negative effects on the environment.

AT&S undertakes to continuously improve in the areas of environment and quality through the Group-wide establishment of ISO14001 and ISO 9001. In addition, the company possesses industry- and location-specific certifications for the automotive sector (ISO/TS 16949), aviation (AS/EN 9100) and the medical sector (DS/EN 13485).

This section covers the strategic fields of action Decarbonisation and Circular Economy. Together, these two fields underline the company’s stringent approach to decouple economic growth from material resource consumption and to operate processes with maximum efficiency.

Due to systematic sustainability management with regard to the environment, waste, chemicals and energy, SDG 12 was identified as central, and SDGs 6, 7, 8, 9 and 17 as relevant. The allocated material topics “efficient production technology” and “innovation” stand for our commitment to developing and permanently implementing sustainable production patterns by applying our innovative strength.

OUR CONTRIBUTION TO THE SDGS: DECARBONISATION & CIRCULARITY

SDG	Targets	Measures
	12.2, 12.4, 12.5, 12.6	<ul style="list-style-type: none"> _ ISO 14001 & ISO 50001 certification at all production sites _ Energy strategy incl. energy efficiency projects _ Copper recycling project _ LCA project _ Water strategy & waste management _ REACH & RoHS compliance
	6.3, 6.4	<ul style="list-style-type: none"> _ Water strategy and sustainable water management _ Increase water recycling rate in water scarce areas _ Wastewater treatment at all sites _ ISO 14001 _ REACH & RoHS compliance
	7.2, 7.3	<ul style="list-style-type: none"> _ Energy efficiency on facility and process level _ On-site and regional renewable energy production _ Purchase green energy _ ISO 50001
	8.2, 8.4	<ul style="list-style-type: none"> _ Energy strategy incl. energy efficiency projects _ Engineering and R&D departments strongly involved in sustainable innovation and industrialisation _ Strengthen innovative power with the new R&D centre in Leoben
	9.2, 9.4	<ul style="list-style-type: none"> _ Modern & resilient infrastructure for expansion projects _ High resource efficiency and eco-friendly technologies _ Engineering and R&D departments strongly involved in sustainable innovation and industrialisation _ Strengthen innovative power with the new R&D centre in Leoben
	17.16, 17.17	<ul style="list-style-type: none"> _ Cooperation with suppliers, customers and universities on sustainability and digitalisation _ Global partnerships with NGOs and local authorities _ Promotion of sustainable industrialisation and efficient use of resources within the supply chain

DECARBONISATION – THE AT&S ENERGY STRATEGY AND THE RESULTING CLIMATE PROTECTION MEASURES

Climate protection is an omnipresent focus of the AT&S sustainability strategy. The Paris Climate Agreement sets a clear goal, which must be accomplished in order to secure a worthwhile future for later generations. In the financial year 2021/22, AT&S made a commitment to the Science Based Targets initiative. This ensures that emission reduction targets set by the company in the future will be considered science-based and aligned with the latest findings of climate science.

In order to meet the targets of the Paris Climate Agreement and the requirements of our customers, the AT&S energy strategy not only strives to improve the use resources and increase efficiency, but also aims to cover at least 80% of the Group's energy requirements through renewable energy (including large hydroelectric power plants) by 2025. Another goal is to replace all fossil fuels within our own production sites by 2030 (Scope 1 emissions) in order to prevent direct greenhouse gas emissions in our company.

AT&S has chosen an integrated approach to achieve the above-mentioned goals. To this end, the company focuses on efficient energy management at the process and plant levels as well as on increasing the share of green energy in energy purchases. In addition to defining energy targets for the individual production sites every year, efforts are made to raise the share of renewable energy by implementing a variety of measures and to reduce energy consumption.

As a result of the ISO 50001 certification of the locations in Austria and India, some successes, which directly promote the AT&S energy strategy, have already been achieved. Over the past years, savings were made in terms of both consumption and costs by conducting energy audits. In these audits, all ongoing projects at the different locations are reviewed, and reduction and efficiency measures are derived. Savings resulting from energy efficiency measures amounted to 8.9 GWh or 3.1 kt CO₂ across the Group

in the financial year 2021/22. In the previous year, savings totalled 4.8 GWh or 3.9 kt CO₂. Overall, annual savings of 60.0 GWh resulting from the measures implemented since the financial year 2017/18 can be reported.

Energy Savings

8.9 GWh

(previous year: 4.8 GWh)

AT&S is building – using a highly efficient energy concept to reduce energy consumption

Both the new research and development centre in Leoben and the new production site in Kulim, Malaysia, have been designed in such a way that the originally calculated energy consumption can be reduced by up to 12% through efficiency measures. The aim is to implement enhanced hot water systems, optimised electricity consumption in the utilities, a highly efficient humidification system, heat recovery systems to heat buildings and a reduction in natural gas consumption. In production, the machines will be equipped with controlled heating and cooling, highly efficient motors, thermal insulation and frequency-controlled drives in the future.

At the AT&S plant in Kulim, energy will be provided from photovoltaic systems in the coming years, which will cover 50% of the annual energy consumption of the new AT&S plant as soon as production starts. The share of renewable energy is set to increase to 150 GWh by 2025 and will be raised further with the growing electricity consumption in the ramp-up. The rooftops of the production buildings will also be equipped with photovoltaic systems. By the end of 2030, savings will be increased through further efficiency measures.

High air quality standards and sustainable heating and cooling systems for a modern work environment

At the location in Leoben, the environmentally friendly heating and cooling system of the new office building allows directly using the waste heat of the plant for heat recovery, and groundwater to cool the building. Thanks to concrete core activation, heat can be given off to the building or absorbed for cooling. In this process, the massive concrete components act like big storage facilities where heat can be stored and given off at a later point in time.

In order to prevent heat losses, the new office building will be equipped with a state-of-the-art ventilation system. A high air exchange rate ensures that the air is exchanged several times per hour and the CO₂ content is maintained at a low level, thus ensuring high air quality in the rooms.

Collaboration with suppliers as a recipe for success

The reduction of energy consumption of the production facilities is an integral part of the energy strategy. For this reason, a cooperation project with a key machinery supplier has been initiated aiming to reduce the energy consumption of the machines employed. In close cooperation with the supplier, we work on the development and implementation of measures to lower the energy consumption of a selected pilot line. Newly installed software will measure the machine's exact energy consumption in order to gain a better understanding of the module consumptions.

Digitalisation, artificial intelligence and simulation tools create genuine added value

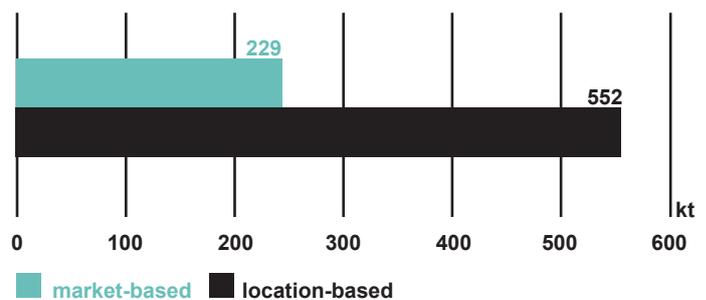
The "Digital Energy Twin" is part of the energy strategy. In the future, it will be able to digitally show the respective energy requirements in production using simulation tools. At the same time, the fluctuating availability of renewable energy sources in energy production will also be illustrated. The objective is to optimise the project-related energy requirements with the help of the digital twin and to optimally integrate renewable energy into the process. To this end, data from real production is transferred to the digital twin of the factory, where it will be modelled and validated. Then the results are transferred back to the production line. Along with a combination of physical and data-driven models, artificial intelligence (AI) and virtual reality applications (VR) will also be employed.

The research project is additionally supported by the Austrian Research Promotion Agency (FFG) and is a cooperation of twelve different partners.

Our emissions in detail

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

MARKET-BASED VS. LOCATION-BASED SCOPE 2 EMISSIONS



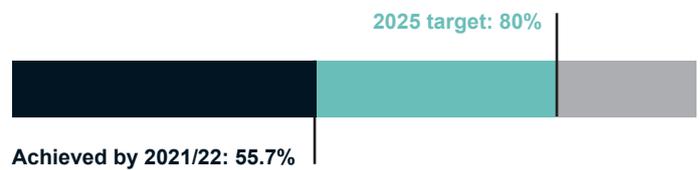
This year it is possible for the first time to report not only location-based but also market-based Scope 2 emissions as the corresponding supplier-specific conversion factors are now available for all locations of the AT&S Group. While the location-based emissions amount to 552 kt CO₂ in the financial year 2021/22, market-based emissions total only 229 kt. This immense difference clearly shows the impact that the high share of purchased renewable electricity has on actual CO₂ emissions.

AT&S's efforts to switch to sustainable energy sources are also reflected in the 55.7% share of renewable energies in the

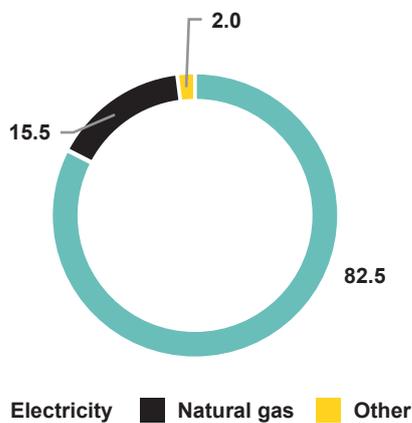
financial year 2021/22, compared with 45% in the previous year. Nevertheless the availability of electricity from regenerative energy sources is by no means a matter of course, especially in the Asian region. Meeting our energy targets therefore remains a challenge, which we will face looking ahead to the future. All other graphics and tables refer to the location-based Scope 2 emissions since no comparative figures for the previous year are available yet for market-based emissions.

The calculation of emissions is based on the conversion factors of the Environment Agency Austria, the ecoinvent database version 3 and EXIOBASE 3. All CO₂-related figures are CO₂ equivalents.

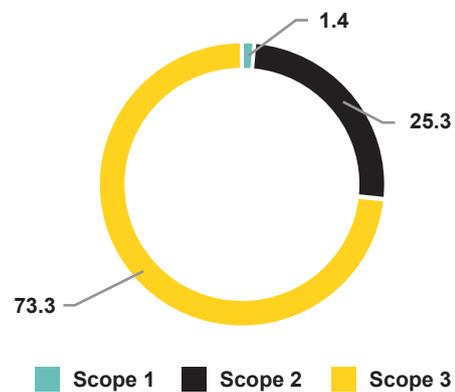
SHARE OF RENEWABLE ENERGIES



ENERGY CONSUMPTION BY ENERGY SOURCE in %



SPLIT OF CARBON FOOTPRINT BY SCOPE in %



ENERGY CONSUMPTION

	ABSOLUTE ENERGY CONSUMPTION (in GWh)			RELATIVE ENERGY CONSUMPTION (in kWh per € GVA)		
	2021/22	2020/21	Change in %	2021/22	2020/21	Change in %
MOBILE DEVICES & SUBSTRATES SEGMENT	703.2	601.1	17.0%	1.31	1.54	(14.5%)
AUTOMOTIVE, INDUSTRIAL, MEDICAL SEGMENT & OTHERS	175.7	144.6	21.6%	0.82	0.93	(12.2%)
TOTAL GROUP	879.0	745.7	17.9%	1.17	1.36	(14.1%)
THEREOF ATTRIBUTABLE TO PARENT COMPANY	79.6	71.9	10.8%	0.55	0.66	(17.3%)

As shown by the left figure, electricity is the main energy source of AT&S. Consequently, the Scope 2 share is significantly higher than Scope 1. However, at 73.3%, Scope 3 emissions account for the largest share of emissions. Reporting in this respect was further expanded in the past financial year. After screening all 15 Scope 3 categories according to the GHG Protocol, categories 1 “Purchased goods and services” and 2 “Capital goods” were identified as the main influencing factors in the value chain.

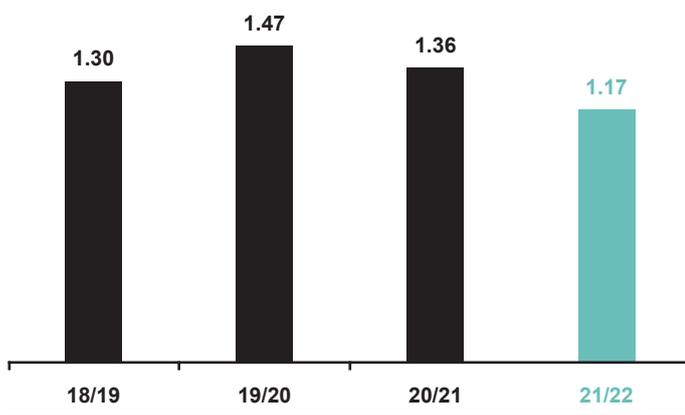
While only the most important inventory-managed materials were included in Scope 3 emissions so far, both categories have now been fully incorporated in the reporting. This results in a massive increase in Scope 3 emissions compared with the previous year. In addition to these two areas, Scope 3 emissions also cover the shipping of products to customers, fuel- and energy-related emissions, air travel by AT&S

employees as well as the CO₂ emissions resulting from the commuting practices of employees.

In the financial year 2021/22, relative energy consumption was reduced by 14.1% compared with the previous year due to a combination of efficiency measures and the positive business development. Absolute energy consumption was up 17.9% on the previous year. The increase is attributable to higher production volumes and a higher share of highly complex printed circuit boards. This also led to significantly higher energy expenses (up € 15.3 million on the previous year), which are presented in the consolidated statement of profit or loss in the notes to the consolidated financial statements. In addition to an increase in energy requirements, rising and currently very volatile energy prices are another reason for the increase in energy expenses.

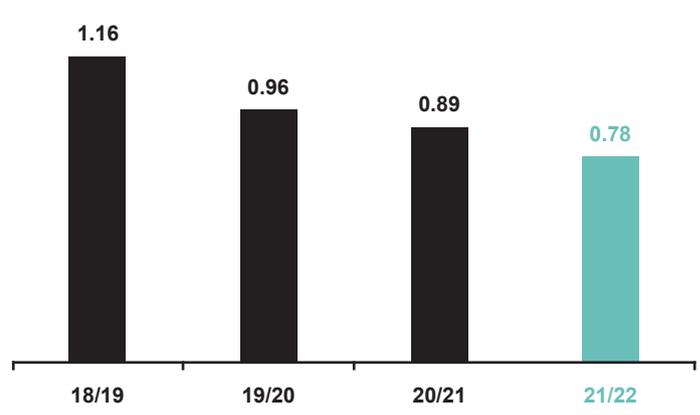
RELATIVE ENERGY CONSUMPTION

in kWh per € GVA



RELATIVE CARBON FOOTPRINT (SCOPE 1+2)

in kg CO₂ per € GVA



CARBON FOOTPRINT (SCOPE 1+2)

	ABSOLUTE CARBON FOOTPRINT (SCOPE 1+2) (in kt CO ₂)			RELATIVE CARBON FOOTPRINT (SCOPE 1+2) (in kg CO ₂ per € GVA)		
	2021/22	2020/21	Change in %	2021/22	2020/21	Change in %
MOBILE DEVICES & SUBSTRATES SEGMENT	480.7	403.0	19.3%	0.90	1.03	(12.8%)
AUTOMOTIVE, INDUSTRIAL, MEDICAL SEGMENT & OTHERS	102.0	82.9	23.0%	0.48	0.53	(11.1%)
TOTAL GROUP	582.7	485.9	19.9%	0.78	0.89	(12.6%)
THEREOF ATTRIBUTABLE TO PARENT COMPANY	21.5	19.5	10.2%	0.15	0.18	(17.7%)

CARBON FOOTPRINT (SCOPE 3)

	ABSOLUTE CARBON FOOTPRINT (SCOPE 3) (in kt CO ₂)			RELATIVE CARBON FOOTPRINT (SCOPE 3) (in kg CO ₂ per € GVA)		
	2021/22	2020/21	Change in %	2021/22	2020/21	Change in %
MOBILE DEVICES & SUBSTRATES SEGMENT	1,431.6	346.3	> 100%	2.67	0.88	> 100%
AUTOMOTIVE, INDUSTRIAL, MEDICAL SEGMENT & OTHERS	172.0	85.2	> 100%	0.80	0.55	45.9%
TOTAL GROUP	1,603.6	431.5	> 100%	2.14	0.79	> 100%
THEREOF ATTRIBUTABLE TO PARENT COMPANY	76.6	31.7	> 100%	0.53	0.29	80.5%

CO₂ emissions show a similar picture. Despite a higher absolute value, the relative CO₂ footprint (Scopes 1+2) declined by 12.6%. Scope 3 emissions saw a substantial increase in both the relative and absolute footprint due to the above mentioned extended scope of reporting. Absolute Scope 3 emissions rose from 431.5 kt CO₂ in the previous year to 1,603.6 kt CO₂ in the financial year 2021/22.

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

RESOURCE CONSERVATION THROUGH STATE-OF-THE-ART TECHNOLOGY AND CIRCULAR ECONOMY

Ultimately, total circularity of all materials should be the long-term goal we all pursue. By implementing measures in the areas of water, copper recycling, waste, life cycle assessment and innovation, AT&S makes a considerable contribution to achieving this goal.

Water is the source of all life – also for AT&S

Water is one of the main material flows in production due to a number of wet chemical, and partly resource-intensive, processes in manufacturing AT&S high-end interconnect solutions. The consumption of fresh water, the use of cooling water for machines and production-related wastewater are important indicators for the assessment of sustainable water management and consumption.

All activities are aimed at the optimum effective output of the water resources, which can often be used multiple times for cooling purposes, process water treatment, biofilter systems or cooling towers. While simultaneously increasing the value added, the objective is to reduce the environmental impact at all locations to a minimum this way.

Measures for the sustainable use of water include its treatment, processing and recycling. AT&S operates biological and chemical-physical wastewater treatment plants to treat the wastewater generated. Sites located in high-risk regions according to the Aqueduct Water Risk Tool are subject to strict water recycling rates. The company strives to continuously increase these rates. Specific targets are being developed as part of the water strategy. In the financial year 2021/22, the water recycling rates amount to 53% at the Nanjangud site and to 24% at the Shanghai plant.

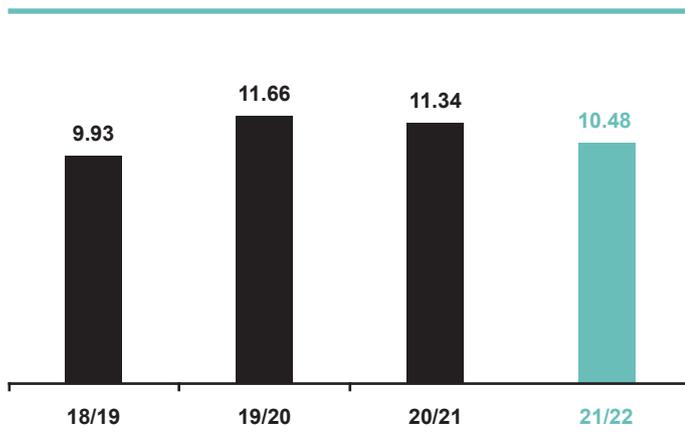
The water strategy initiated in the financial year 2019/20 addresses a sustainable water policy aiming to reduce water consumption and to recycle withdrawn water in the best possible way. Due to the ongoing expansion projects in Malaysia and Leoben, the focus in the financial year 2021/22 was on water efficiency planning for the new production facilities. Both for the plant in Kulim and for the new R&D Center at the site in Leoben, efficiency projects work on reducing water consumption by up to 30% compared with standard operations.

All measures are planned in detail in advance and in some cases tested for their feasibility on a laboratory scale. This includes, among other things, using electro-deionisation in-

stead of ion exchangers for process water treatment, and the implementation of various water efficiency measures in the qualification of production machinery.

RELATIVE WATER CONSUMPTION

in litres per € GVA



Despite an increase in absolute water consumption by 26.9% compared to the previous year, relative water consumption in relation to gross value added was reduced by 7.5% in the financial year 2021/22.

Copper – a circular life cycle

Along with electricity and water, raw materials, such as copper and gold, and chemicals are the main components required for manufacturing high-end products. With a purchasing volume of 4,253 tonnes in the financial year 2021/22, copper is of

central importance. AT&S strives to use resources with maximum efficiency in all aspects of the core business and along the value chain and to manufacture products considering the circular economy.

The copper recycling project is a measure initiated in the financial year 2019/20. Manufacturing processes such as etching or electroplating generate copper-containing wastewater flows, which are treated through an in-house wastewater treatment plant in a physical-chemical process. Using different chemicals, a copper-containing sludge is produced from the material flows. It is disposed of in a dried state, and reusable materials are recycled externally or disposed of.

The efficiency and effectiveness project of copper circularity aims to recover copper from the wastewater flows. This brings a whole range of benefits: the chemicals employed are reduced and the waste generated, most of which is classified as hazardous waste, is minimised. Raw material efficiency is increased through the recovery of copper-containing acids from the production processes. The project underlines AT&S's mission to reduce the ecological footprint and to evolve from a linear use of valuable raw materials towards a fully-fledged circular economy.

In the financial year 2021/22 the first modules of copper recovery started operations. A closed loop of recycled wastewater has already been created by setting up an evaporator and an ion exchanger, and a recovery of process wastewater with a low concentration of heavy metals has been achieved. A pilot plant, where 30% of the wastewater generated is currently treated, was built for the separation of the metals and acids contained in the water. Scaling to 100% is planned for the

WATER CONSUMPTION

	ABSOLUTE WATER CONSUMPTION (in m ³ million)			RELATIVE WATER CONSUMPTION (in litres per € GVA)		
	2021/22	2020/21	Change in %	2021/22	2020/21	Change in %
MOBILE DEVICES & SUBSTRATES SEGMENT	7.24	5.66	28.1%	13.53	14.45	(6.4%)
AUTOMOTIVE, INDUSTRIAL, MEDICAL SEGMENT & OTHERS	0.62	0.54	14.9%	2.89	3.48	(17.0%)
TOTAL GROUP	7.86	6.19	26.9%	10.48	11.34	(7.5%)
THEREOF ATTRIBUTABLE TO PARENT COMPANY	0.21	0.24	(13.4%)	1.44	2.22	(35.3%)

financial year 2022/23. In addition, the hall for copper recovery will be completed and the complete recycling plant installed.

Life cycle assessment of the copper recycling process

The life cycle of our products is a topic we have been addressing for quite some time. In the financial year 2019/20 a research and development project was launched in cooperation with external partners. As a pilot, a life cycle assessment for the copper recycling process was conducted, and the life cycle of products, from raw material mining to leaving the AT&S production, site was examined as part of a cradle-to-gate analysis.

Both the copper recycling process and the conventional wastewater treatment process were assessed for their material and energy flows in six different categories applying ISO 14044: abiotic depletion potential (ADP), global warming potential (GWP), human toxicity potential (HTP), photochemical ozone creation potential (POCP), acidification potential (AP) and eutrophication potential (EP). Based on the life cycle assessments carried out, all relevant material, process and energy flows can be mapped.

In addition, potential for a more efficient process design was identified and starting points for the reduction of chemicals and their substitution by environmentally friendly alternatives were demonstrated.

Life cycle assessment at the product group level is progressing

To meet the increasing number of customer enquiries regarding the environmental impact of the products purchased and to identify optimisation potential within our own processes, AT&S has pursued the objective to establish life cycle assessment at the product group level for several years. In doing so, the ecological footprint is calculated for specific printed circuit boards. Data of all materials, substances and processes must be determined throughout their entire life cycle for this purpose. By assessing these material and energy flows, the environmental impact can be calculated throughout the life cycle.

In an intensive scoping and target definition phase, the requirements for the life cycle assessment process were determined and a catalogue of requirements was prepared. Special importance was attached to considering the interests of all stakeholders involved, both internally and externally, from the beginning. In the future, the process will be implemented at the location in Leoben and gradually rolled out to the other locations. The process requirements will be continuously evaluated and adapted as needed.

Waste prevention requires perfectly interacting systems

Sustainably managed waste flows ensure that valuable resources do not go to waste, but are collected, treated and reintroduced to production as raw materials. At the same

WASTE AMOUNT

	ABSOLUTE WASTE AMOUNT (in kt)			RELATIVE WASTE AMOUNT (in kg per € GVA)		
	2021/22	2020/21	Change in %	2021/22	2020/21	Change in %
HAZARDOUS WASTE	50.8	42.3	20.0%	0.07	0.08	(12.6%)
NON-HAZARDOUS WASTE	11.9	10.7	11.1%	0.02	0.02	(19.1%)
TOTAL WASTE AMOUNT	62.7	53.1	18.2%	0.08	0.10	(13.9%)
MOBILE DEVICES & SUBSTRATES SEGMENT	38.8	36.3	6.9%	0.07	0.09	(21.8%)
AUTOMOTIVE, INDUSTRIAL, MEDICAL SEGMENT & OTHERS	23.9	16.8	42.5%	0.11	0.11	2.9%
TOTAL GROUP	62.7	53.1	18.2%	0.08	0.10	(13.9%)
THEREOF ATTRIBUTABLE TO PARENT COMPANY	6.0	5.3	14.2%	0.04	0.05	(14.7%)

time, we strive to keep the amounts of waste generated to a minimum, leading to overall improved waste management in the long term.

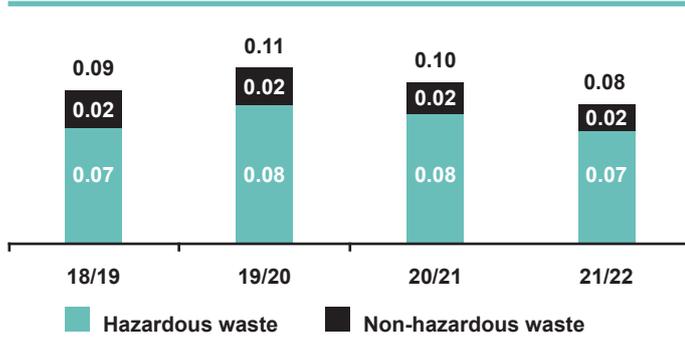
In cooperation with long-standing business partners, AT&S has optimised, evaluated and tested smart waste containers, and already permanently installed them in those locations where it is useful. They are equipped with high-tech sensors and automatically monitor waste levels and temperature fluctuations.

The containers are no longer emptied unnecessarily and risks such as fire hazards are minimised while efficiency is enhanced at the same time.

Waste reduction is a central element in AT&S's sustainability strategy. Despite an increase in absolute volume of waste, the relative total volume of waste was reduced by 13.9% in the financial year 2021/22. The share of hazardous waste remained at a constant level. This level should, however, be steadily reduced in the coming years by focusing on the copper recycling project.

RELATIVE WASTE AMOUNT

in kg per € GVA



EFFICIENT PRODUCTION THROUGH CONSCIOUS USE OF KEY MATERIALS

In addition to electricity and water, valuable raw materials and other materials are also required for manufacturing AT&S products. These include gold, palladium, copper, laminates and chemicals. The volume purchased increased for all of these key materials in the financial year 2021/22 compared with the previous year. This development is directly related to the increase in production volumes during the reporting period. The lower increase in laminates is due to a change in product mix.

PURCHASE OF SIGNIFICANT MATERIALS

Total Group

	Unit	2021/22	2020/21	Change in %
GOLD	kg	569	475	19.9%
PALLADIUM	kg	325	268	21.2%
COPPER	t	4,253	3,637	16.9%
LAMINATE	million m ²	14.6	14.0	4.0%
CHEMICALS	thousand t	191.1	163.8	16.7%

PURCHASE OF SIGNIFICANT MATERIALS

attributable to parent company

	Unit	2021/22	2020/21	Change in %
GOLD	kg	69	58	17.5%
PALLADIUM	kg	13	6	112.6%
COPPER	t	381	262	45.1%
LAMINATE	million m ²	1.4	1.2	20.0%
CHEMICALS	thousand t	10.9	9.4	16.3%

CLASSIFICATION OF CHEMICALS PURCHASED

in %

		2021/22	2020/21	Change in %
EXPLOSIVE	GHS01	–	–	n. a.
FLAMMABLE	GHS02	0.19	0.21	(6.4%)
OXIDISING	GHS03	2.17	2.52	(14.0%)
COMPRESSED GAS	GHS04	1.41	1.61	(12.1%)
CORROSIVE	GHS05	72.50	78.63	(7.8%)
TOXIC	GHS06	0.60	0.64	(5.6%)
IRRITANT	GHS07	28.41	31.44	(9.7%)
HEALTH HAZARD	GHS08	4.69	4.79	(2.1%)
ENVIRONMENTAL HAZARD	GHS09	2.05	2.10	(2.3%)
NON-HAZARDOUS	-	21.01	14.67	43.2%

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

In addition, the chemicals purchased are broken down transparently using GHS classification. This shows that the share of all GHS-classified chemicals was reduced in comparison with the previous year. In contrast, the share of non-hazardous chemicals rose by 43.2%.

Dealing responsibly with resources in all areas is an important issue at AT&S. It includes compliance with EU Regulation 1907/2006 REACH (Registration, evaluation, authorisation and restriction of chemicals) for all products. Likewise, compliance with the RoHS Regulation of the EU, which governs putting hazardous materials in electronic devices and electronic components on the market, is also considered a matter of course.

SUSTAINABLE INNOVATION IS THE KEY IN ALL AREAS

In addition to enhancing efficiency and effectiveness, innovation is also a key to achieving our sustainability goals. As explained at the beginning, sustainability is now firmly anchored in our R&D and innovation strategy. Innovation is, and will remain, a cross-cutting issue. We need leading-edge approaches in all areas. This is why sustainable innovation is no longer a separate strategic field of action. It will, however, remain a material topic and is therefore reported separately.

The construction of the new R&D Center in Leoben is only one sign that AT&S is intensifying its investments in innovative strength. The share of employees in the research and development departments and engineering teams amounted to an average of 13.9% in the financial year 2021/22.

The new InnoWorld

Every idea, however small and insignificant it may seem at the beginning, can turn into a great innovation. To further promote ingenuity and ideas within the company, the InnoWorld platform has been created for all ideas.

The first ideas competition was dedicated to the topic “Boost our Innovation Culture”, looking for the best ideas to enhance the innovation culture, set up creative spaces, framework conditions and services to promote innovation in all areas of the company. In total 54 proposals were submitted.

The second InnoWorld Challenge focused on “More sustainability in our actions”. The AT&S community submitted a total of 61 ideas, which addressed social and environmental topics as well as the supply chain. The three winning projects are currently in the analysis phase to ensure optimal implementation.

The Innovation Award recognises the best projects implemented

Innovation and a focused approach to future technologies are at the heart of the AT&S vision. This is exactly why the boost of innovation is so important to our company.

Therefore, all AT&S employees worldwide, from all departments, can participate in the Innovation Award. Innovative projects addressing the advancement and improvement of our products and technologies, but also the further development of various systems, work steps and services are welcome. The main criterion is that the project has already been implemented successfully and recognisable improvements have been achieved in our company as a result, for example cost savings or particularly high customer satisfaction. As in the previous year, there are two categories: technology and administration projects, as well as a special prize for the most sustainable project.

Overall, 24 projects were submitted, 18 in the technology category and six in the administration category. Out of the eight finalist projects, six were rated at or above average in the sustainability category. The special prize for sustainability went to an Industry 4.0 project dedicated to the implementation of "Strategic Condition Monitoring" to make machines retroactively intelligent. This shows how closely related digitalisation and sustainability are. Smart machines lead to enormous savings.

Digital technologies and innovation for bees

Environmental toxins, climate change, monocultures and pests take a heavy toll on bees. AT&S has therefore decided to partner with the bee start-up "BeeAndme". The beehives are our contribution to protecting nature and species and to maintaining biodiversity. In cooperation with BeeAndme, bees are monitored via an IoT solution. Data mining and machine learning are only two aspects that the start-up and the technology development of AT&S have in common. The beehives are equipped with sensors which record the temperature, humidity, weight and vibrations and transfer the data via a mobile network. This way, the digital beehive provides valuable data for the beekeeper and immediately alerts them in case

of anomalies. This enables a targeted and timely response, allowing the beekeeper to protect the bee colony.

DECENT WORK

AT&S is currently in a phase of massive growth. This development is both an opportunity and a challenge for our company. To ensure a structured and effective implementation of the transformation associated with this growth, we need highly qualified, motivated and satisfied employees. AT&S is aware of its great responsibility for its employees. The strategic field of action "Decent Work" therefore focuses on the company's social responsibility and also covers the material topics "diversity", "knowledge" as well as "health and safety at work".

Embracing the fundamental values responsibility, commitment and open-mindedness, AT&S positions itself as an attractive employer. Our employees have the chance to help shape their own work environment in a stable setting with a long-term perspective and to take advantage of global career and development opportunities.

SDG 8 lends its name to, and is the central SDG for, this field of action. In addition, SDGs 4, 6, 10 and 17 have been classified as relevant. All employees have the same opportunities in our company because we promote decent work regardless of gender, origin, age, religion as well as any aspects that make the diversity visible.

At the end of the financial year 2021/22, 14,269 persons were employed in the company. This corresponds to an increase by 18.3% compared to the previous year, which is attributable to the growth strategy. The main driver was the significant increase in staff at the Chongqing plant. Likewise, the construction of the new plant in Malaysia and the kick-off to the expansion of the Leoben plant caused the number of employees to rise. The share of contract workers amounted to 3.0% at the end of the financial year, compared with 2.1% in the previous year.

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

In the financial year 2021/22, the ratio of personnel costs to revenue was 23.3%, down 4.3% on the previous year. Details are provided in the notes to consolidated statement of profit or loss in the notes to the consolidated financial statements.

With an attrition rate of 16.3% in the financial year 2021/22, an increase by 2.7 percentage points was recorded in this area. Nevertheless, over multiple years this value is within the average since the rate was particularly low in the previous year due to the pandemic. Attrition is generally higher at the Chinese locations, which is typical of the dynamic labour market there. Since the attrition rate is also an indicator of employee satisfaction and motivation, AT&S strives to keep it as low as possible.

OUR CONTRIBUTION TO THE SDGS: DECENT WORK

SDG	Targets	Measures
	8.5, 8.7, 8.8	<ul style="list-style-type: none"> _ Code of Conduct to pursue all ethics- and labour-related aspects including human rights, working conditions, diversity and combating child and forced labour _ ISO 45001 certification at all production sites
	4.4, 4.5, 4.7	<ul style="list-style-type: none"> _ On-the-job training, e-learning and classroom training _ Leadership and professional training _ Performance management _ Zero tolerance towards any form of discrimination
	6.1, 6.2	<ul style="list-style-type: none"> _ Clean drinking water and sanitation for all AT&S employees _ Support of water supply projects in the neighbourhood of AT&S India
	10.2, 10.3	<ul style="list-style-type: none"> _ Commitment to Diversity Charter _ Diversity and intercultural training _ Inclusive recruiting process _ Code of Conduct
	17.16, 17.17	<ul style="list-style-type: none"> _ Global partnerships with NGOs and local authorities _ AT&S talent network _ Cooperation with universities

DIVERSITY AND INCLUSION – THE BASIS OF SUCCESSFUL COLLABORATION

The labour market has massively changed over the past years, with demand for qualified young professionals now exceeding supply. This means that today's talents have the flexibility and freedom to choose for which company they want to work. Diversity in the company and respectful treatment of people from different cultures play an important role for further development.

AT&S signed the Diversity Charter in the financial year 2020/21, committing to a work environment in which all employees experience the same appreciation and support, regardless of their nationality, ethnic origin, religion, ideology, disability, age as well as sexual orientation and identity. The company is committed to an organisational culture that centres on mutual respect and appreciation and makes diversity and its values an internal and external dialogue. All employees of the company are included. Equal opportunities and equal treatment are considered cornerstones of fair, unbiased and open collaboration. Because diversity is an important key to success.

HEADCOUNT (AT YEAR-END)

in heads

		2021/22			2020/21		
		MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
CATEGORY	White collar	3,526	1,162	4,688	2,848	883	3,731
	Blue collar	5,756	3,825	9,581	5,067	3,261	8,328
REGION	Europe & USA	1,181	851	2,032	993	699	1,692
	Asia	8,101	4,136	12,237	6,922	3,445	10,367
SEGMENT	Mobile Devices & Substrates	6,633	3,943	10,576	5,505	3,248	8,753
	Automotive, Industrial, Medical	2,410	901	3,311	2,232	778	3,010
	Others	239	143	382	178	119	296
TYPE OF EMPLOYMENT *	Full-time	9,239	4,756	13,995	7,873	3,934	11,807
	Part-time	38	203	241	35	184	219
TOTAL GROUP		9,282	4,987	14,269	7,915	4,144	12,059
THEREOF ATTRIBUTABLE TO PARENT COMPANY		1,150	824	1,974	964	675	1,639

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

ATTRITION RATE

in % *

	2021/22	2020/21	Veränderung in %
MOBILE DEVICES & SUBSTRATES SEGMENT	18.9	16.7	13.1%
AUTOMOTIVE, INDUSTRIAL, MEDICAL SEGMENT	9.1	5.8	55.4%
OTHERS	8.1	2.6	> 100%
TOTAL GROUP	16.3	13.6	19.9%
THEREOF ATTRIBUTABLE TO PARENT COMPANY	9.9	5.4	84.1%

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

Diversity is firmly embedded in AT&S's corporate culture and defined by the following four key aspects: gender, culture & ethnicity, age & generation, skills. Diverse personnel enrich collaboration in many areas. It leads to effective decision-making, can help solve problems and drives creativity and the ability to innovate in the team through different views.

AT&S currently employs people of 61 nationalities and attaches great importance to being an attractive employer for women, people of any age, people of different cultural, national or ethnic background as well as for people with disabilities.

Diversity and appreciation help raise employee satisfaction, motivation and loyalty to the company. Free of any prejudice against gender, origin, religion as well as physical and mental disabilities, AT&S endeavours to overcome barriers of any form.

AT&S supports the inclusion of physically or mentally impaired employees. For us, overcoming barriers goes far beyond creating the appropriate infrastructure with social rooms, elevator systems, automated door openers and disabled parking: AT&S fights barriers existing in people's heads, pro-

vides for equal development and income opportunities and promotes lively collaboration free of discrimination and prejudice. To this end, AT&S offers its employees intercultural training and language courses. As of March 31, 2022, AT&S employed 45 people with a disability, 82% of them in Austria. In the previous year it was 46 employees with a disability and 80% at Austrian locations.

AT&S job advertisements in Europe explicitly address all genders. All job vacancies in Europe are advertised in an inclusive way using m/f/d, thus also granting intersexual persons a right to an adequate designation in the register of persons in accordance with a ruling of the Austrian Constitutional Court of June 15, 2018. The AT&S website also clearly states that AT&S embraces and promotes diversity in all business areas.

When advertising positions, AT&S bases its decisions for new appointments on the best qualification irrespective of gender; all qualifications being equal, preference will be given to the underrepresented gender. To help reconcile work and family life, the company offers more than 100 different working hour models as well as courses and seminars to support coping with challenging situations.

DIVERSITY OF EMPLOYEES (AT YEAR-END)

in %, total Group

		2021/22		2020/21	
		WHITE COLLAR	BLUE COLLAR	WHITE COLLAR	BLUE COLLAR
GENDER	Female	24.8	39.9	23.7	39.2
	Male	75.2	60.1	76.3	60.8
AGE GROUP	< 30 years	34.4	42.1	31.3	42.3
	30-50 years	58.4	53.6	60.7	53.2
	> 50 years	7.1	4.3	8.0	4.4

DIVERSITY OF EMPLOYEES (AT YEAR-END)

in %, parent company

		2021/22		2020/21	
		WHITE COLLAR	BLUE COLLAR	WHITE COLLAR	BLUE COLLAR
GENDER	Female	34.1	48.6	34.0	47.7
	Male	65.9	51.4	66.0	52.3
AGE GROUP	< 30 years	25.8	30.3	23.3	27.0
	30-50 years	52.1	41.7	51.3	42.1
	> 50 years	22.1	28.0	25.4	30.8

**TOTAL
EMPLOYEES**

absolute:

14,269**NUMBER OF FEMALE
EMPLOYEES**

absolute:

4,987**PROPORTIONALLY
REPRESENTED IN THE
FOLLOWING COUNTRIES**

(in %)

China:	72.5
Austria:	13.8
India:	9.5
South Korea:	2.3
Malaysia:	1.3
Other:	0.6

**PROPORTIONALLY
REPRESENTED IN**

(in %)

Total staff:	34.9
Management Board*:	25.0
Supervisory Board:	23.1
First management level:	10.3
Management positions:	19.8

* until October 2021

NUMBER OF NATIONALITIES (absolute):

61**AVERAGE AGE
(OF ALL EMPLOYEES
IN YEARS)****33****AVERAGE AGE
(BY COUNTRY IN YEARS)**

China:	32
Austria:	39
India:	34
South Korea:	37
Malaysia:	36

As of 31 March 2022

The share of women at AT&S increased slightly year-on-year and amounted to 34.9%. At the first management level, i.e. in the direct reporting line to the Management Board of the AT&S Group, the share of women fell from 15.4% to 10.3%. This is primarily attributable to changes in the organisational structure. As in the previous year, 19.8% of the management positions were held by women. The average length of service amounted to 5.5 years, down 9% compared to the previous year due to the high number of new employees. The average age remained nearly constant at 33.4 years. As in the financial year 2020/21, the age spread between the youngest and the oldest employee was 53 years.

Diversity in the governing bodies

When filling Supervisory Board mandates, the company aims to have at least 30% women and 30% men on the board in accordance with Section 86 para. 7 of the Austrian Stock Corporation Act (AktG). The age spread between the youngest and the oldest member should be at least 25 years. Experience in international companies is mandatory. Interdisciplinary expertise is equally important. The members' expert knowledge should comprise at least topics such as technology/research, electronics/semiconductor industry, law, business and human resource management as well as sustainable management.

At the end of the financial year 2021/22, the share of women in the Supervisory Board was 23.1%; the share of women on the Management Board amounted to 25% until October 2021. The position of the CFO is currently vacant. For further information regarding age and gender of governing bodies, please refer to the Corporate Governance Report.

PROMOTING TALENTS AND POTENTIALS

In phases of growth it is particularly important to ensure that training and education keep up with the pace of expansion. AT&S is growing in terms of size, infrastructure and the number of locations. As a result, not only the number of staff is increasing, but also the requirements in terms of professional and individual development opportunities.

AT&S strives for a long-term employment relationship with its employees, who take part in the company's journey from a high-end printed circuit board manufacturer to a high-end interconnect solution provider. We will only succeed in expanding our technology leadership if talents are systematically supported and their career development is ensured. Therefore, lifelong learning and continuous improvement are core elements of the AT&S corporate values.

AT&S Performance Management: set targets, give feedback and enable development

The AT&S corporate values are open-mindedness, commitment and responsibility. This also involves an open communication and feedback culture with annual appraisal and development interviews, which promote the dialogue with employees and serve individual development planning. The AT&S target-setting process was replaced by a modern, transparent and integrated performance management system in the financial year 2021/22.

Appraisal interviews were conducted with 95% of the salaried employees in the financial year 2021/22. The completion rate in the previous year was 97%. As in the previous year, development interviews, which take place in autumn, were conducted with 94% of the employees. Employees' development needs are derived from the results of the interviews and have a direct influence on the set-up of future training offers.

Personal and professional growth

An attractive training offer for the employees was once again created for employees in the past financial year based on the development needs previously agreed in the development interviews. The focus was on leadership training as well as specialist training in quality and production. Due to the growing internationalisation, the need for language training is also increasing.

Lifelong learning does not just involve seminars, but also has to be integrated at the workplace. This is all the more difficult when the circumstances do not allow employees to meet physically. Apart from that, there are topics that cannot be conveyed in a virtual environment. That is why flexibility is required in times of limited contact, social distancing and travel restrictions. AT&S seeks to ensure the best possible conditions for further training. Therefore, in-person training partially took place as planned and was partially conducted in virtual settings due to the highly volatile situation.

The continuously growing importance of digital media was further accelerated by the COVID-19 pandemic. This is reflected in the number of e-learning courses purchased externally or produced in-house in the financial year 2021/22. One of the focal points was IT security, with mandatory classes for all employees worldwide.

On average, every employee completed 17.0 training hours as part of online or in-person training in the financial year 2021/22. The increased need for training compared with the previous year is attributable to the company's growth strategy and the associated personnel growth. In addition to these units, familiarisation training for new employees as well as

continuous training and qualification are conducted directly at the workplace. Along with in-house training, costs totalling € 1.57 million were incurred for external training and education measures in the financial year 2021/22. These costs are reported under the expense type "other" in the consolidated statement of profit or loss in the notes to the consolidated financial statements.

We connect talents in the electronics industry

When looking for qualified employees, employers frequently compete with one another. As a result, the way companies recruit employees has also changed, especially when it comes to filling positions with top talents. This is why the AT&S Talent Network was created in cooperation with an external partner.

Members who join the AT&S Talent Network can inform the AT&S Talent Acquisition department about their background, skills and experiences without having to complete a job application. This way they become part of a growing electronics industry network, where they regularly receive industry updates, career tips, employee success stories and much more, even if they are not actively looking for a new job.

AVERAGE TRAINING HOURS

in hours per head

	2021/22	2020/21	Change in %
FEMALE	16.1	13.4	20.6%
MALE	17.4	15.1	15.0%
TOTAL	17.0	14.5	16.7%
WHITE COLLAR	23.5	19.2	22.6%
BLUE COLLAR	13.9	12.5	10.8%
TOTAL	17.0	14.5	16.7%
THEREOF ATTRIBUTABLE TO PARENT COMPANY	7.3	5.8	25.8%

EXPENDITURES ON EXTERNAL TRAINING

in € thousand

	2021/22	2020/21	Change in %
MOBILE DEVICES & SUBSTRATES SEGMENT	443	276	60.6%
AUTOMOTIVE, INDUSTRIAL, MEDICAL SEGMENT	462	242	90.7%
OTHERS	668	310	115.4%
TOTAL GROUP	1,573	828	90.0%
THEREOF ATTRIBUTABLE TO PARENT COMPANY	1,106	541	104.4%

Apprentices and young professionals for an economically sustainable future

Depending on interest and talent, AT&S offers different apprenticeships in the admission procedure 2021/2022, including chemistry and physics lab technician or mechatronics engineer at the Austrian locations. In Leoben, AT&S offers apprenticeships for process technicians, while AT&S Fehring trains metal technicians and production measurement technicians. In addition to apprenticeships with a school-leaving certificate ("Lehre mit Matura"), apprentices have the opportunity to spend a semester abroad. At the end of the financial year 2021/22, 38 apprentices were trained in the company, 37 of them in Austria and one in Germany.

AT&S strives to get in contact with potential young professionals as early as possible and show them the world of electrical engineering. Three schools used the opportunity to take a look behind the scenes of printed circuit board production at the Take Tech Days.

Intensive cooperation with universities in Asia

AT&S continues to count on the collaboration with universities. Thanks to the long-standing cooperation, it was possible to establish a new degree course in mechatronics at Shanghai Open University. Moreover, AT&S China and the Mechatronic Engineering & Automation School of Shanghai University are setting up a "Digital Transformation Innovation Centre".

In India, AT&S has been involved in training the skilled workers of tomorrow for a long time. In cooperation with the Vidya Vikas Institute of Engineering Technology and Educational Trust in Mysuru, the company aims to develop a curriculum for the production of printed circuit boards at Indian universi-

ties. The objective is to convey the know-how required for the future and to secure the training of skilled workers.

AT&S also works with the leading technology universities of Malaysia as part of its recruiting strategy. The goal is to attract top talents to build up the next generation of workers who meet the company's requirements. In the financial year 2021/22, AT&S employees visited the University of Science Malaysia in order to create important research and training networks for a rapid development of AT&S Malaysia. The excellent training and education opportunities at this university will become a basis for attracting and developing employees for AT&S Malaysia.

OPERATIONAL HEALTH MANAGEMENT ALL ALONG THE LINE

In addition to attractive career opportunities and promotion prospects, occupational safety and established health promotion are important criteria in today's skilled labour market – all over the world. AT&S makes every effort to identify risks and hazards at the workplace in advance and to prevent accidents and work-related illness. Only healthy employees are satisfied and motivated to deliver the best possible performance and to actively contribute to the company's further development. All health measures and the high safety standards at all locations minimise the risk of work accidents and support the long-term goal to make health and safety at work a matter of course in daily routine.

The occupational health and safety standard ISO 45001, which is established across the entire Group, and the related continuous workplace inspections and evaluations on management systems and due diligence processes are part

of a functioning occupational safety management. The RBA health requirements are also part of the company's high safety standards. Employees are sensitised through preventive measures and targeted training in order to continuously protect their health and prevent occupational accidents as far as possible. At the location in Shanghai, for example, several training courses were held on safety responsibility, hazards and control of oxidising agents and dust protection.

All AT&S locations follow the hazard identification and risk assessment procedure, which provides a clear guideline for risk identification and assessment for all workplaces at AT&S. The main occupational hazards involving a risk of injuries with severe consequences are chemical, thermal, electrical, mechanical and ergonomic hazards. In this process, rules for the identification and criteria for the assessment, review, documentation and archiving of health and safety hazards and risks are defined.

More occupational accidents were reported in 2021/22 than in the previous year – the rate of occupational accidents (per 1 million working hours) increased from 1.8 in the previous year to 2.8 in the reporting period. In absolute terms this amounts to 72 occupational accidents. No fatal accident occurred across the group. The main reasons for work-related injuries are tripping, slipping and falling accidents. One accident involving an injury with severe consequences, i.e. lost time of more than six months, occurred in the reporting period. This accident was also caused by an employee's slipping at the workplace. No technical fault was found in the legally and internally required follow-up investigation. The required organisational, personal and conduct-related measures were implemented in accordance with the root cause analysis. In addition, a campaign to raise awareness of the danger of tripping, slipping and falling accidents was implemented throughout the group.

As a result of the increase in occupational accidents, the average monthly days lost (per 1,000 FTE) rose from 7.4 to 10.8. This increase is related to our growth, since the risk of occupational accidents increases with the hiring of new employees. Nevertheless, this value is low and within the natural range of variation.

The rate of absences amounted to 0.8% in the financial year 2021/22, and was therefore at a similarly low level as in the

previous year. Absences related to quarantine and/or illness due to COVID-19 were evaluated separately and amounted to an additional 0.1%.

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

Safely through the pandemic

In the past year we experienced several turning points in the pandemic. For manufacturing companies such as AT&S, a pandemic represents a major risk due to the resulting disruptions of operations. The COVID-19 task force, which was introduced in the financial year 2020/2021, continuously adapts protection measures such as mandatory PCR tests, FFP2 mask mandates, remote working regulations and so-called 3G checks (German abbreviation for vaccinated/tested/recovered), to the current occurrence of infection. Employees can find out about important news, information and measured regarding the coronavirus at the specifically set-up "Infopoint Corona" and via SMS service, newsletters, screensavers an e-mail at any time.

In addition to the health of all employees, the unrestricted continuation of operations is a top priority and can only be ensured by strict compliance with all protective measures and safety precautions taken.

At the locations in Austria, China and India, employees had the option to get vaccinated. Moreover, AT&S Nanjangud sponsored 1000 medication packages to fight the COVID-19 pandemic in the financial year 2021/22, which were distributed to patients in need in Nanjangud.

The last two years have shown that AT&S was always able to control infections in the company and to minimise the effects on the health of our employees based on the measures taken. At the same time, we managed to prevent disruptions of business operations, thus also keeping the risk for our customers low. We responded rapidly to changes in the infection situation

OCCUPATIONAL SAFETY

	Ratio of accidents (with ≥ 1 lost working day per 1 million working hours)			Ratio of average monthly lost working days (per 1,000 FTE)		
	2021/22	2020/21	Change	2021/22	2020/21	Change
MOBILE DEVICES & SUBSTRATES SEGMENT	2.1	1.0	1.0	11.2	7.5	3.7
AUTOMOTIVE, INDUSTRIAL, MEDICAL SEGMENT & OTHERS	4.9	4.0	0.9	9.8	7.1	2.6
TOTAL GROUP	2.8	1.8	1.0	10.8	7.4	3.4
ATTRIBUTABLE TO PARENT COMPANY	9,4	5,2	4,2	17,7	7,6	10,1

Fit for the daily challenges

We are aware that our growth and transformation path as well as the COVID-19 pandemic place great demands on our staff.

The AT&S plant management for Leoben and Fehring has developed a comprehensive health, fitness and leisure-time programme. Moreover, access to professional psychological online advice has been provided and can be used anonymously and free of charge.

At the Chinese locations, annual health checks at the workplace and blood donation campaigns are carried out every year. In the financial year 2021/22, the doctor's and mothers' room at the Chongqing location was renovated, enabling employees to use medical services on site. Mothers are able to comfortably nurse their children. The number of nursing cubicles has been increased from six to fourteen.

Employees engage in volunteer work

Since the establishment of AT&S Chongqing in 2011, the company has lived up to its social responsibility in many areas, for example as a mentor for disadvantaged children.

AT&S colleagues take care of pupils at different schools as volunteers, while AT&S provides in-kind donations such as learning materials, clothing, computers and electronic pianos.

We Care – AT&S and our employees help people in need

AT&S supports people in the war zone and fleeing from Ukraine with donations such as baby food and hygiene products. Organised by the works councils of the production sites in Austria, the donation packages are handed over to the city of Leoben for direct transport to Ukraine. AT&S has rented 40 residential units in Leoben, which are provided to refugee

families in cooperation with Caritas. The first units are already occupied and more families arrive every day. In addition, AT&S provides people with laptops and internet connections to help them stay informed about the situation in their home country and keep in touch with their families and friends. AT&S is in permanent contact with aid organisations in order to continuously expand support and take further measures.

AT&S employees from Leoben and Fehring and the Management Board supported the "Ö3-Weihnachtswunder" ("Ö3 Christmas Miracle") and "Licht ins Dunkel" ("Light into the Dark") charities as well as the AT&S Lights Campaign with monetary donations.

Within the company, the AT&S Social Fund has been established at the Austrian locations. This fund is financed by employees and the company and helps people who find themselves in financial emergencies through no fault of their own. The type and amount of the support are defined in an anonymised decision by a committee set up specifically for this purpose.

SUSTAINABLE SUPPLY CHAIN & BUSINESS ETHICS

For a globally operating company such as AT&S, responsibility extends beyond its own system boundaries. Especially with regard to the supply chain, strong and global partnerships are essential to ensure a responsible development. Such partnerships are characterised by communication on an equal basis, sustainably justifiable business practices as well as transparent economic framework conditions. All of these are principles which AT&S has long used as guideposts along the supply chain.

The strategic field of action “Sustainable Supply Chain & Business Ethics” aims to ensure that neither human rights abuses nor corruption or discrimination occur in procurement and supply chain management. Along with the material topics “human rights” and “anti-corruption”, SDG 17 is also allocated to this field of action as the central sustainable development goal. SDG 8, 9, 10, 12 and 16 have also been classified as relevant sustainable development goals.

ZERO TOLERANCE OF CORRUPTION

AT&S is committed to strict compliance with all applicable international legal norms. In addition, our company pursues a policy of zero tolerance of any form of corruption. Well-established controlling processes prevent corruption and ensure conduct in line with compliance rules.

The AT&S anti-corruption directive was already implemented across the Group in 2016. It aims to protect our integrity and is applicable to all employees and representatives worldwide. This directive underlines the determination to counter any acceptance or provision of inappropriate gifts as well as any form of bribery or misappropriation. Infringements are punished accordingly, thus setting standards for appropriate business conduct.

The responsibility for monitoring legal and regulatory requirements lies with the Management Board in the AT&S Group. The Governance, Risk and Compliance Committee, in which

OUR CONTRIBUTION TO THE SDGS: SUSTAINABLE SUPPLY CHAIN & BUSINESS ETHICS

SDG	Targets	Measures
 17 PARTNERSHIPS FOR THE GOALS	17.16, 17.17	<ul style="list-style-type: none"> _ Global partnerships with NGOs and local authorities _ Cooperation with suppliers, customers and universities on sustainability and digitalisation _ Supplier Code of Conduct
 8 DECENT WORK AND ECONOMIC GROWTH	8.7, 8.8	<ul style="list-style-type: none"> _ Supplier Code of Conduct to pursue all ethics- and labour-related aspects including human rights, working conditions, diversity and combating child and forced labour _ Supplier audits
 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	9.1, 9.4	<ul style="list-style-type: none"> _ Cooperation with suppliers on sustainability, digitalisation and resilient infrastructure
 10 REDUCED INEQUALITIES	10.2, 10.3	<ul style="list-style-type: none"> _ Supplier Code of Conduct _ Supplier audits
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	12.7	<ul style="list-style-type: none"> _ Supplier Code of Conduct _ Supplier audits _ Commitment to RMI
 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	16.2, 16.5	<ul style="list-style-type: none"> _ Compliance with Austrian Code of Corporate Governance _ (Supplier) Code of Conduct _ AT&S anti-corruption guideline _ Anonymous whistleblowing platform _ Capital market compliance and anti-corruption trainings _ Governance, risk and compliance committee

the senior management including the Compliance, Internal Audit, Risk Management and Corporate Sustainability departments are represented, support the Management Board in this task and in the corresponding risk management. The committee deals with the Group-wide identification and mitigation of potentially relevant compliance and governance risks.

The AT&S Capital Market Compliance Guideline was introduced in order to prevent the abuse of inside and other compliance-relevant information. It is applicable to all employees and corporate bodies including the Supervisory Board.

AT&S ensures that all those involved understand sensitive compliance-relevant topics and consider them in their daily activities. Awareness of this aspect is raised via a range of internal communication channels. Employees who are exposed to a higher risk due to their position and responsibilities receive training in this regard. In the financial year 2021/22, 1,315 employees attended training as part of corruption prevention, which corresponds to an increase by 8% on the previous year. 181 persons participated in capital market compliance training.

THE AT&S WHISTLEBLOWING PLATFORM AS AN ANONYMOUS REPORTING SYSTEM

Ethical principles and strict compliance with the applicable laws strengthen our company’s credibility. Both are fundamental prerequisites for long-term partnerships and sustainable success. Should compliance violations nevertheless be suspected, informants can report such cases on the AT&S “We Care” whistleblowing platform. The whistleblowing platform is a secure system, which can also be used anonymously where desired. It enables employees and third parties to point out suspected irregularities such as corruption, discrimination, harassment or violations of human rights and our Code of Conduct. Only experienced and specially trained employees receive and process the information reported. All reports are treated confidentially. In the financial year 2021/22 seven reports were filed. Two of them required detailed investigation, and corrective action was taken as required.

THE AT&S CODE OF CONDUCT AS A GUARDRAIL FOR ETHICAL CONDUCT

Our employees are guided in their actions by clear ethical principles. These principles are laid down in the AT&S Code of Conduct, which was drawn up in line with the requirements of the Responsible Business Alliance (RBA). We consider the rules of conduct not only a binding guideline for our actions, but a central component of our corporate philosophy and therefore a cornerstone stabilising our company success. The code addresses sustainable, ethically correct and legally compliant behaviour with regard to business ethics, working

conditions, health, safety and environment. The Code is valid for all AT&S activities worldwide.

THE SAME REQUIREMENTS FOR SUPPLIERS

We always strive to work with suppliers in the long term and to build a sustainable relationship. The AT&S Supplier Code of Conduct therefore clearly specifies that our high standards regarding ethics, working conditions, health, safety and environment must be complied with. The Code makes reference to the Responsible Business Alliance (RBA).

In the financial year 2021/22, approximately 170 suppliers were considered to be essential. They cover about 80% of AT&S’s purchasing volume. 100% of them had signed the Code of Conduct at the end of the financial year. As in the previous year, the target was therefore met. In addition, the Code was signed by 99.6% of those suppliers who account for another 15% of AT&S’s purchasing volume. This corresponds to a 20% increase compared with the previous year.

Proportion of Code of Conduct signed (material suppliers)

100%
(previous year: 100%)

As a supplier of electronic components, AT&S meets all legal requirements of lists of substances, not only in the EU, but also in Asia and all other regions where the company operates. Along with the General Terms and Conditions of Purchase and the AT&S Supplier Code of Conduct, Guidelines for the Regulation of Environmental Related Substance in accordance with the REACH Regulation can be accessed on the AT&S Website.

TRUST IS GOOD, AUDITS PROVIDE CERTAINTY

In order to secure our high standards regarding environmental topics and society, AT&S assesses its suppliers beyond economic criteria and derives a risk-based audit plan from the results. In accordance with the Code of Conduct the criteria comprise compliance with human rights, a ban on child labour, work safety, environmental protection and fair remuneration. This ensures that we act in an ethically correct and environmentally oriented way even beyond our system boundaries.

Number of supplier audits

45 AUDITS

(previous year: 46 audits)

Transparency along the supply chain is important to us. Reliable compliance with quality and sustainability standards, human rights and prevention of corruption is therefore a prerequisite for new suppliers. Overall, 45 supplier audits were conducted in the financial year 2021/22. 15 audits covered business ethics and compliance with human rights in addition to general social and economic topics. Twelve deviations were identified in the areas of business ethics, working conditions and human rights. The corresponding measures were defined and implemented to remedy deficiencies.

AT&S supports suppliers in the area of sustainability and regularly coordinates with them with regard to strategic orientation, product development and innovation. Once a year, the company offers training days for suppliers, which are dedicated to topics such as EHS, dangerous goods and material management as well as the AT&S Supplier Code of Conduct.

FROM HUMAN RIGHTS TO MINERALS

Special due diligence is required in the sourcing of sustainable raw materials and other materials when purchasing so-called conflict minerals such as tin, tantalum, tungsten and gold (in short: 3TG). AT&S exclusively processes valuable minerals which are not linked to any human rights abuses, money laundering or conflicts in its high-end products.

AT&S is not listed on the US stock exchange and is therefore not subject to the requirements of the Dodd-Frank Act. Nonetheless, the company adopted the requirements of the Dodd-Frank Act Section 1502 of the US congress based on its mission and vision and its ethical principles. Furthermore, AT&S meets the requirements of EU Regulation 2017/821, which is defined in the general terms and conditions.

AT&S pursues its own systematic approach to prevent human rights abuses in the supply chain and adheres to the due diligence process of RMI. The company is aware of its responsibility for a compliant supply chain and evaluates it at regular intervals using standardised questionnaires. In case of acute suspicion, the Conflict Minerals Reporting Template (CMRT) of RMI is applied.

In the financial year 2021/22, AT&S reports a 100% compliant supply chain, which means that 100% of the suppliers have committed to a compliant supply chain and source minerals exclusively from smelting plants and mines that conform to regulations and are regularly audited by RMI.

RMI compliance of our supply chain

100%

(previous year: 100%)

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE IN THE REPORT, URL OR REASON FOR OMISSION
GRI 102 (2016)	ORGANISATIONAL PROFILE	
102-1	Name of the organisation	p. 210 of the annual report 2021/22
102-2	Activities, brands, products, and services	p. 5 of the annual report 2021/22
102-3	Location of headquarters	p. 4 of the annual report 2021/22
102-4	Location of operations	p. 116 of the annual report 2021/22
102-5	Ownership and legal form	p. 94 and 210 of the annual report 2021/22
102-6	Markets served	p. 5 of the annual report 2021/22
102-7	Scale of the organisation	p. 2 of the annual report 2021/22
102-8	Information on employees and other workers	p. 26 f.; uniform disclosure on fixed-term employment contracts not possible on an international basis
102-9	Supply chain	p. 10 ff.
102-10	Significant changes to the organisation and its supply chain	none
102-11	Precautionary Principle or approach	p. 9 f. and 123 ff. of the annual report 2021/22
102-12	External initiatives	p. 4
102-13	Membership of associations	p. 4
GRI 102 (2016)	STRATEGY	
102-14	Statement from senior decision-maker	p. 3 f.
102-15	Key impacts, risks, and opportunities	p. 9 f. and 123 ff. of the annual report 2021/22
GRI 102 (2016)	ETHICS AND INTEGRITY	
102-16	Values, principles, standards, and norms of behaviour	p. 3 f., 7, 29 and 34 ff.
102-17	Mechanisms for advice and concerns about ethics	p. 34 ff.
GRI 102 (2016)	GOVERNANCE	
102-18	Governance structure	p. 6
GRI 102 (2016)	STAKEHOLDER ENGAGEMENT	
102-40	List of stakeholder groups	p. 8
102-41	Collective bargaining agreements	p. 25
102-42	Identifying and selecting stakeholders	p. 8
102-43	Approach to stakeholder engagement	p. 8
102-44	Key topics and concerns raised	p. 8 f. and 13

GRI STANDARD	DISCLOSURE	PAGE IN THE REPORT, URL OR REASON FOR OMISSION
GRI 102 (2016)	REPORTING PRACTICE	
102-45	Entities included in the consolidated financial statements	p. 139 f. of the annual report 2021/22
102-46	Defining report content and topic Boundaries	p. 3 f. and 8
102-47	List of material topics	p. 13
102-48	Restatements of information	none
102-49	Changes in reporting	none
102-50	Reporting period	01/04/2021–31/03/2022
102-51	Date of most recent report	10/06/2021
102-52	Reporting cycle	annual
102-53	Contact point for questions regarding the report	Annual Report: Philipp Gebhardt Non-financial report: Nadja Noormofidi
102-54	Claims of reporting in accordance with the GRI Standards	p. 3
102-55	GRI content index	p. 37 ff.
102-56	External assurance	p. 47 of the annual report 2021/22
GRI 205 (2016)	ANTI-CORRUPTION	
103-1; -2; -3	Management Approach	p. 34 f.
205-2	Communication and training about anti-corruption policies and procedures	p. 34 f.
205-3	Confirmed incidents of corruption and actions taken	p. 34 f.
GRI 301 (2016)	MATERIALS	
103-1; -2; -3	Management Approach	p. 22 f.
301-1	Materials used by weight or volume	p. 22 f.; breakdown into renewable/non-renewable not available
GRI 302 (2016)	ENERGY	
103-1; -2; -3	Management Approach	p. 15 ff.
302-1	Energy consumption within the organisation	p. 17 f.; for further information see CDP Climate Change Report
302-3	Energy intensity	p. 17 f.; for further information see CDP Climate Change Report
302-4	Reduction of energy consumption	p. 15, for further information see CDP Climate Change Report

GRI STANDARD	DISCLOSURE	PAGE IN THE REPORT, URL OR REASON FOR OMISSION
GRI 303 (2018)	WATER AND EFFLUENTS	
103-1; -2; -3	Management Approach	p. 19 f.
303-3	Water withdrawal	see CDP Water Security Report (www.cdp.net)
303-4	Water discharge	see CDP Water Security Report (www.cdp.net)
303-5	Water consumption	p. 20 and CDP Water Security Report (www.cdp.net)
GRI 305 (2016)	EMISSIONS	
103-1; -2; -3	Management Approach	p. 16 ff.
305-1	Direct (Scope 1) GHG emissions	p. 16 ff.; for further information see CDP Climate Change Report (www.cdp.net)
305-2	Energy indirect (Scope 2) GHG emissions	p. 16 ff.; for further information see CDP Climate Change Report (www.cdp.net)
305-3	Other indirect (Scope 3) GHG emissions	p. 16 ff.; for further information see CDP Climate Change Report (www.cdp.net)
305-4	GHG emissions intensity	p. 16 ff.; for further information see CDP Climate Change Report (www.cdp.net)
305-5	Reduction of GHG emissions	p. 15; for further information see CDP Climate Change Report (www.cdp.net)
GRI 306 (2020)	WASTE	
103-1; -2; -3	Management Approach	p. 21 f.
306-3	Waste generated	p. 21 f.
GRI 403 (2018)	OCCUPATIONAL HEALTH AND SAFETY	
103-1; -2; -3	Management Approach	p. 31 ff.
403-9	Work-related injuries	p. 32 f.
GRI 404 (2016)	TRAINING AND EDUCATION	
103-1; -2; -3	Management Approach	p. 29 ff.
404-1	Average hours of training per year per employee	p. 30
404-2	Programmes for upgrading employee skills and transition assistance programmes	p. 29 ff.
404-3	Percentage of employees receiving regular performance and career development reviews	p. 29

GRI STANDARD	DISCLOSURE	PAGE IN THE REPORT, URL OR REASON FOR OMISSION
GRI 405 (2016)	DIVERSITY AND EQUAL OPPORTUNITY	
103-1; -2; -3	Management Approach	p. 25 ff. and 50 ff. of the annual report 2021/22
405-1	Diversity of governance bodies and employees	p. 25 ff. and 50 ff. of the annual report 2021/22
GRI 406 (2016)	NON-DISCRIMINATION	
103-1; -2; -3	Management Approach	p. 35
406-1	Incidents of discrimination and corrective actions taken	p. 35
GRI 414 (2016)	SUPPLIER SOCIAL ASSESSMENT	
103-1; -2; -3	Management Approach	p. 35 f.
414-2	Negative social impacts in the supply chain and actions taken	p. 35 f.

