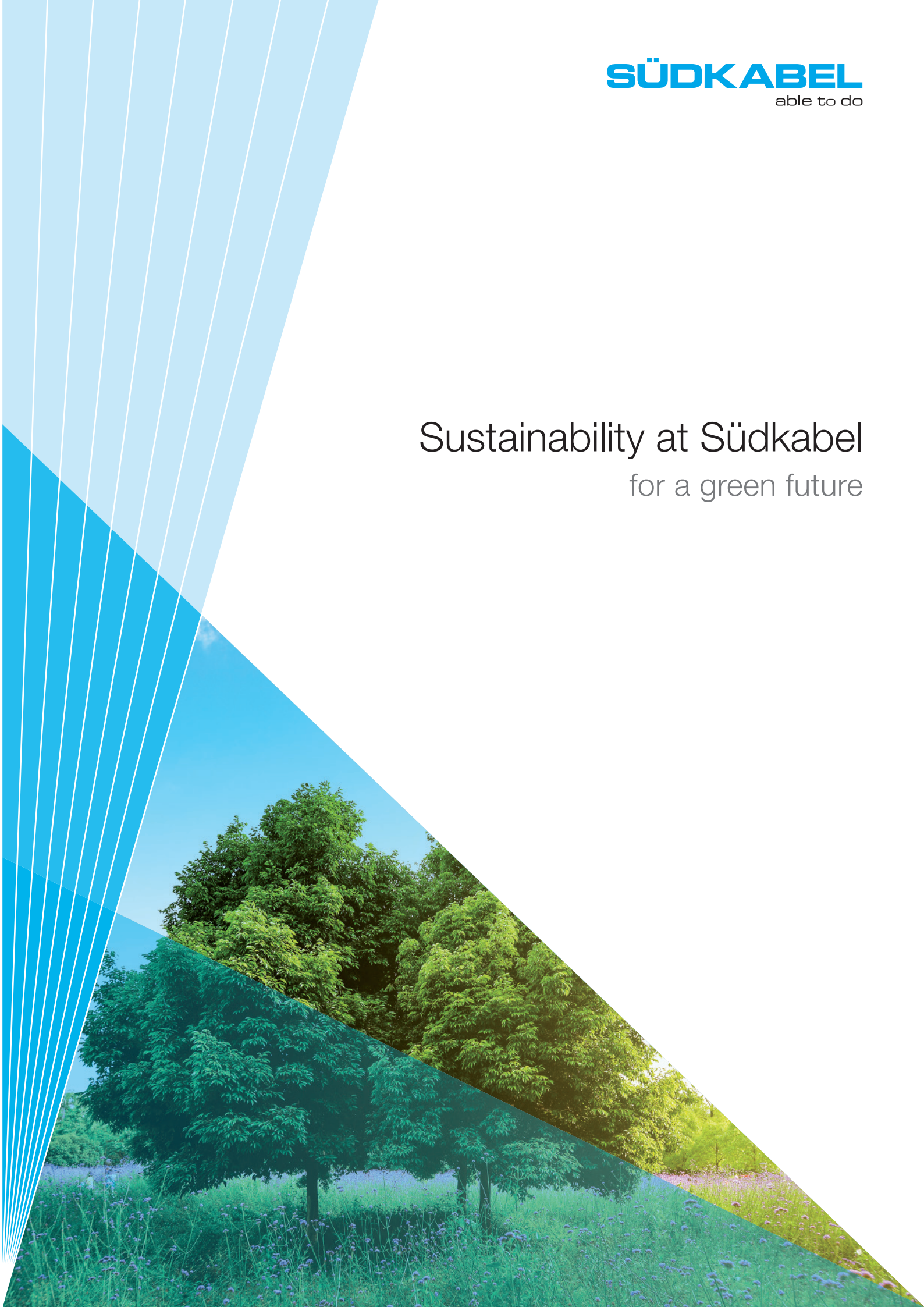


# Sustainability at Südkabel

for a green future





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## Future oriented

It is our duty to protect the environment for future generations.

## Corporate duties

Ecology, social responsibility, economy, and quality are the basis of our entrepreneurial activities. They are equally important and are taken into account in everything we do. We face up to our responsibility.

As a global player in the cable business, we are committed to protecting the environment and the communities for future generations. It is necessary for us to operate our business fairly and sustainably, implementing new improvements on a daily basis. Our goal is to make Europe carbon-neutral by 2050, and we are at the forefront of new ideas and innovations in the cable industry to achieve and even surpass this future. If global warming exceeds the critical threshold of 1.5°C, the consequences for humanity, nature, and the environment will be irreversible. Preventing this is a given goal for us, and all companies worldwide must participate to create a better future for everyone.

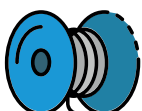
We strive to minimize the impact of our actions, products, and procedures on the environment. We achieve this through continually raising corporate standards and setting specific environmental objectives formulated by the company.

Production steps and products are continuously checked for environmental compatibility and improved accordingly

An important task is to continuously assess and improve the environmental compatibility of all production steps and products. For example, when laying underground cables and installation, we always ensure that the layers of soil are restored to their original state after the cables are installed. In production, we focus on minimizing emissions and promoting efficient resource management. We aim to avoid environmentally hazardous substances as much as possible and replace them with sustainable and recyclable alternatives.

### Continuous evaluation of the measures in the environmental circle

We continuously evaluate our measures within an environmental circle, where environmental aspects are analyzed. Upon request, our customers and the public can access all relevant environmental information about our products. We collect and update comprehensive information in the form of safety data sheets. Instructions for proper handling and environmentally friendly disposal are provided with each product, if desired.



Every employee is part of our management system and has the right and duty to work towards eliminating circumstances that cause unnecessary energy consumption. Through information and training, we promote energy-conscious behavior among our employees both within and outside the company. The continuous improvement of our energy performance is also a prerequisite for effective cost reduction and a significant contribution to reducing energy consumption in the medium and long term.

A smooth organization, advanced management methods, and the use of sustainable technology form the necessary framework for this. Managers are obliged to apply the management practices applicable to their area of responsibility, constantly monitor their effectiveness, and adapt them to the latest knowledge and requirements. In everything we do, we strive to conserve natural resources and avoid wasting energy.

### Meet or exceed requirements and goals

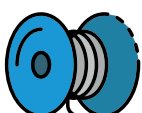
Waste is separated and disposed of properly, and wherever possible, recycled. Our goal is to ensure that the energy-saving measures we implement are financed through the achieved savings.

We aim to optimize and conserve resources in the travel activities of our employees. In the development of our products, we consider aspects of life cycle assessment (LCA). Through the implementation of our energy management, we aim to achieve continuous improvement in energy-related performance. The energy savings we achieve benefit nature and humanity. When purchasing new equipment, procuring work tools, and acquiring products, we focus on acquiring and supporting energy-efficient products and services aimed at improving energy-related performance.

### CSR – Corporate Social Responsibility

Corporate Social Responsibility, or CSR, refers to the societal responsibility of companies in terms of sustainable business practices. It involves considering and minimizing the impact of the company on society. We strive to meet the requirements of CSR and have developed a breakdown of our efforts. Our goals are aligned with the European Union's „17 Sustainable Development Goals“ and are clearly defined. We divide CSR into the areas of Social, Environmental, and Technological responsibility. For each aspect, we have defined specific objectives and outlined our previous actions.

### Resource-efficient planning in the foreground



# 17 Sustainable Development Goals

The Agenda 2030, consisting of the 17 Sustainable Development Goals (SDGs), is a global plan that promotes peace, prosperity, and the protection of our planet.



Since 2016, all countries have been working to translate this shared vision into national development plans. It is particularly important to address the needs and priorities of the most vulnerable populations and countries, as achieving the 17 goals by 2030 depends on it.

As a company, we are committed to combating injustices in the world and protecting the planet from ongoing destruction. Each of these points reflects one of our guiding principles and is a fundamental element of our corporate philosophy.

Sustainable Development Goals  
for sustainable development





## Enable opportunities

Everyone should have the same opportunities to make the most of their lives.

## Equal opportunities

### Ending poverty

Ending poverty is an important component of our corporate philosophy at Südkabel. We ensure fair compensation for our employees, going beyond the boundaries of Germany. We view the eradication of poverty as a global issue and strive to provide fair wages and dignified treatment to our external employees as well.

### Ending hunger

Ending hunger is another important concern in our corporate philosophy at Südkabel. We strive to ensure fair living conditions for all. Unfortunately, hunger remains a widespread issue worldwide. As a company, we cannot accept this, and we are committed to offering a better future and potential opportunities to the populations of poorer countries through our projects that create new jobs globally.

### Health and well-being

Südkabel is continuously improving the health and safety measures for its workforce as an employer. The well-being of our employees is of utmost importance to us, and we strive to provide a reliable and safe working environment where they can perform their duties diligently. This applies to both internal operations and construction sites, where injuries to technicians pose a significant risk that requires constant improvement.

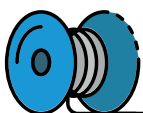
### High quality education

Südkabel places great importance on providing equal and quality education for all and promoting lifelong learning opportunities. We primarily achieve this internally by placing a strong emphasis on the education and training of young individuals. Our apprentices and bachelor students are never neglected by the company, and through their excellent education, we can ensure that they will successfully lead the company in the future. Our existing employees are also not forgotten: Through trainings and further education programs such as the IPMA training for our project managers, we ensure that they remain up to date with the latest knowledge and skills.

### Peace, justice and strong institutions

Südkabel promotes peaceful and inclusive societies for sustainable development. As a medium-sized company, we place great value on fostering a sense of family and promoting peace within the organization through various group activities and shared sports events. This strengthens the bond among our employees and ensures a positive working atmosphere in all departments.

We actively encourage an inclusive work environment through a team comprised of individuals from different countries. We consider our multicultural workforce a strength, as it opens doors to various countries and facilitates communication with customers worldwide. As an employer, Südkabel stands against any form of discrimination and does not tolerate it.





**Reduced inequalities**

We are also committed to promoting social and economic development in the countries where we operate by creating local jobs and boosting the economy. When it comes to awarding contracts, we prioritize local companies and suppliers to support economic development in those regions.

Additionally, we recognize that energy supply is a crucial factor for the development of countries and regions. Therefore, we strive to implement our projects in a socially and economically responsible manner.

**Gender equality**

By promoting gender equality and supporting individuals' self-determination, we, as a company, contribute to creating a more inclusive and equitable society. We do not discriminate and solely focus on the qualifications of applicants during the hiring process.

Through our support and promotion of diversity and inclusion in the cable industry, we hope that individuals of all genders and diverse backgrounds feel welcome and empowered to engage in this field. As a company, we are aware that the journey towards a more inclusive and equitable society is ongoing and requires continuous efforts. We are committed to making our contribution to support this transformation.



## Sustainably strengthen awareness

Our vision is of a world in which future generations can lead a good life.

## Environmental awareness

### Clean water

We also strive for sustainable practices in resource management. This includes the use of renewable energy, minimizing waste, and promoting recyclable materials. We focus on efficient resource utilization and leverage innovative technologies to reduce our resource consumption. By reducing our resource footprint and promoting sustainability, we contribute to reducing environmental impact and improving the quality of life for future generations.

### Sustainable cities

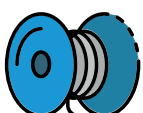
In summary, Südkabel strives to implement the principles of sustainability and corporate social responsibility in all areas through various measures and actions. By promoting fair working conditions, protecting the environment, fostering health and education, promoting equality and inclusion, and responsibly managing resources, Südkabel contributes to achieving the 17 Sustainable Development Goals set by the UN and promoting the well-being of society and the planet.

### Consumption and production

In our production, we also place great emphasis on sustainable consumption and fair production conditions. We only work with suppliers who meet our high standards in terms of environmental friendliness, social responsibility, and ethical behavior. We ensure that all materials come from sustainable sources and that production takes place under fair conditions. Additionally, we employ energy-efficient technologies in our production processes to minimize our CO2 footprint and reduce environmental impact.

### Climate protection measures

It is important to us that as a company, we actively contribute to combating climate change and minimizing its impacts. We achieve this through emission reduction by relying on renewable energy sources and focusing on energy-efficient technologies. We raise awareness among our employees about the issue and encourage them to make their own contributions. We see it as our responsibility, as a global actor, to actively work towards combating climate change and ensuring a sustainable future for all.

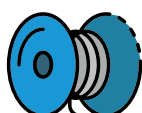


**Life on land**

Overall, it is important to us as a company to minimize our impact on nature and the environment and ensure that cables are installed in a way that promotes sustainable use of land ecosystems while protecting and restoring the landscape. We strive to ensure that the soil can be used for agriculture after cable installation and have taken measures to minimize environmental impacts. Through continuous innovation of our products and processes, we are working to further improve the sustainability and environmental compatibility of our products.

**Life in water**

As a company operating in the underground cable industry, we consider it our responsibility to ensure the protection and sustainable use of water resources. This includes the preservation of oceans, seas, lakes, and rivers, as well as the cleanliness of water sources. To achieve this, we prioritize environmental awareness in our daily tasks and processes, both internally and on construction sites and business trips. For example, we strive to make our processes and materials as environmentally friendly as possible, contributing to the preservation and protection of our water resources.



## Progress with a future vision

We are working on new concepts for our customers' grids.

### Technical progress

#### **Affordable and clean energy**

We consider it important that our contribution to achieving the Sustainable Development Goals helps to ensure access to affordable, reliable, sustainable, and modern energy. We are working to improve our technologies and processes to minimize environmental impacts and enhance the performance of our products. Our focus is on providing our customers with reliable and high-quality underground cables that contribute to ensuring energy supply and reducing environmental impact.

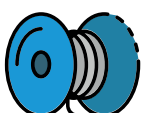
#### **Fair working conditions and economic growth**

Our company is committed to making a contribution to improving the quality of life and economic stability in our region through the promotion of sustainable growth and job creation. We consider it our responsibility to provide our employees with fair wages and a safe and healthy working environment to enable them to have decent work. We are confident that by promoting long-term economic growth in Germany, our efforts will also contribute to enhancing the quality of life for people in our region.

#### **Industry, innovation and infrastructure**

As Südkabel, we not only support innovation but also actively contribute to its development. With our new products, such as the Direct Current Cable capable of transporting over 500 kV, we can transmit the same rated power with only half the required cables. This enables us to achieve a better and more sustainable energy supply throughout Germany, using only half the necessary materials.

Building and revolutionizing the technical infrastructure has been Südkabel's mission since its inception. Our goal has always been to provide cities and countries with energy to facilitate unrestricted development. Nowadays, the aspect of sustainability has become clear to many people. For Südkabel, incorporating this into our portfolio was not a challenge, as we have always constructed our underground cables with the intention of lasting for generations.



**Partnership to achieve the goals**

Südkabel is committed to strengthening and promoting global partnerships and implementation tools for sustainable development. As a global player, we collaborate with numerous other companies. As a supplier to energy producers around the world, our cables and accessories can be found on every continent. Our customers can rely on us, as evidenced by the strong relationships we maintain worldwide. Over the years, we have established a dominant market position and positioned Germany as one of the leading extra-high-voltage cable manufacturers in the global market.

However, we also value and respect our customers. Therefore, we offer training programs for technicians worldwide to teach them how to handle our accessories, thereby promoting economic development in other countries. A technician certified by us is authorized to install Südkabel accessories worldwide. This enables economically weaker nations to secure projects in other countries and carry out the installation, ultimately fostering global exchange and communication.

We consider ourselves technological pioneers in the global energy transportation market. Our research and development department is constantly engaged in developing and testing new prototypes and better cables for the market. As a global company, our desire is to have a positive impact on many people and ensure the energy supply for all nations. We are working on new concepts to make our customers' networks safer and more resilient to failures.

After all, electricity is one of the most crucial commodities for our society today and must be accessible to everyone in the future. In this regard, we support the goal with our technical innovations and new products that aim to provide the best possible energy transportation for all.



# Sustainable development in all areas

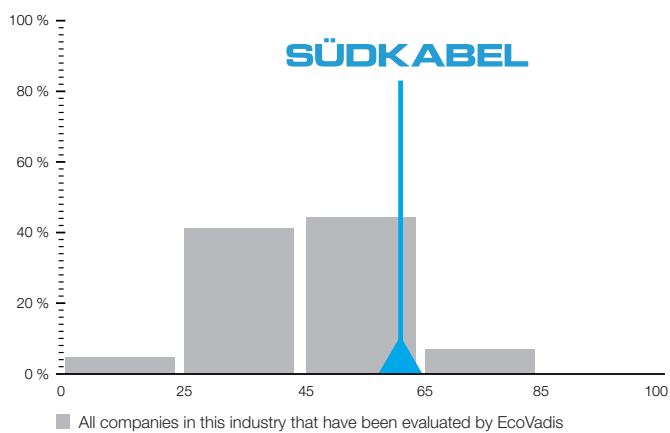
We continuously analyze our processes and define new goals.

## Sustainability at our company

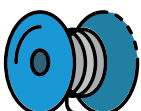
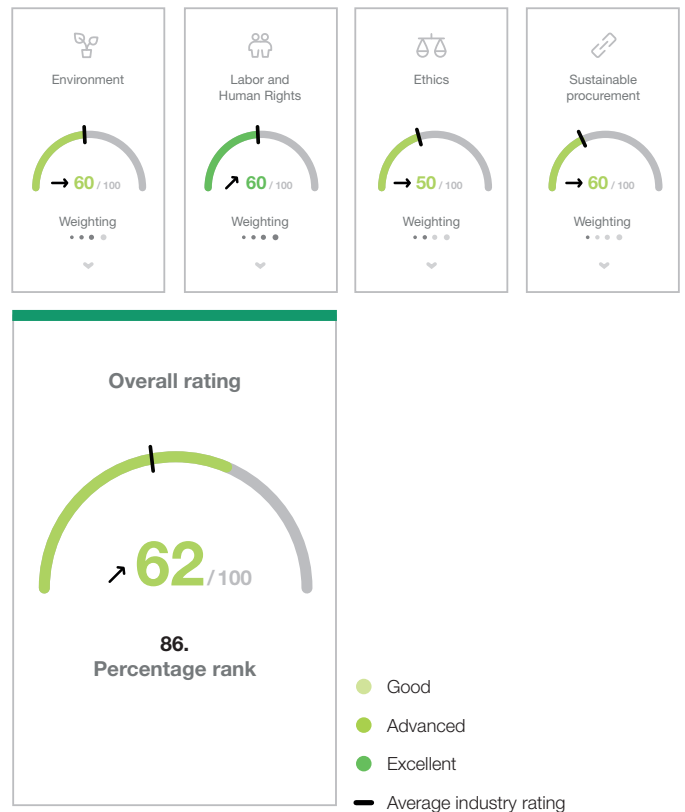
### On site

As a company, we conduct an annual analysis of our sustainability parameters. We pay particular attention to our energy metrics and emissions, setting a goal to reduce and improve them each year. We achieve this through new measures that are defined annually. For example, last year we conducted a comprehensive analysis of thermal insulation within the company to identify and address any weaknesses. We also undergo external evaluations.

Ecovadis has rated us better than the industry average in all assessed criteria. Notably, we received a high rating regarding labour and human rights, which are fundamental values that we strongly adhere to and promote within the company.



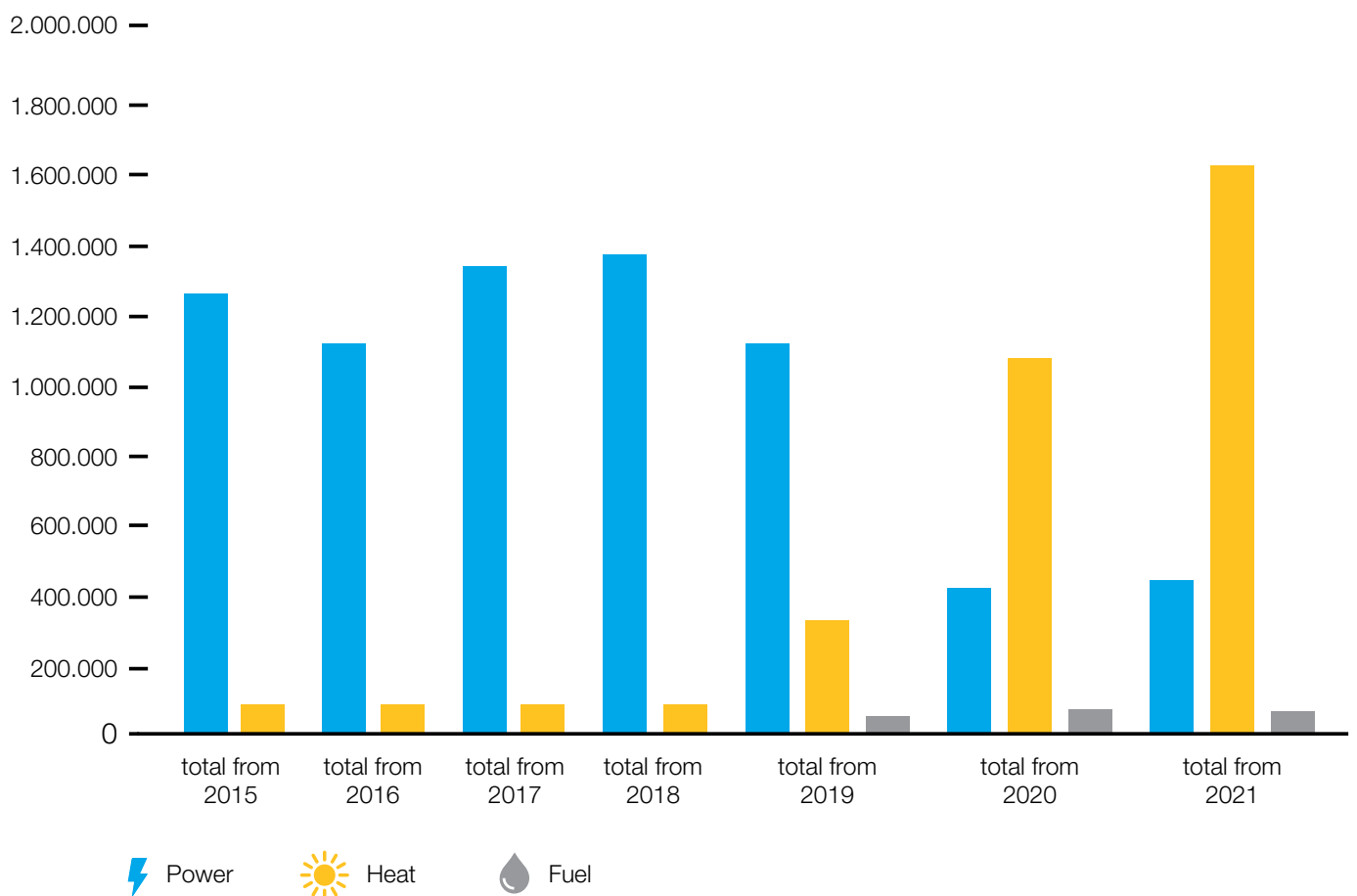
### Sustainability performance



When considering the distribution of all companies assessed by Ecovadis, it becomes evident that South Cable is among the industry leaders. This is a significant achievement and a confirmation of our sustainability efforts. However, we do not intend to rest on our laurels but rather set a long-term goal of becoming one of the best companies in the field of sustainability. We will continue to strive for improvements in our sustainability parameters and aim for consistent progress.

Over the years, targeted energy-saving measures have resulted in significant savings. The measures implemented since 2020 demonstrate the effectiveness of our thermal analysis within the company. As a result, we have increased savings by over 500% compared to previous years. This is an impressive outcome and validates our commitment to act sustainably and environmentally responsibly. We will continue to work towards replicating and surpassing these achievements.

## 2015 - 2021 Energy saving measures



### Products

Our products are constantly improving. We continuously adapt our production processes to ensure the avoidance of harmful emissions. Through these efforts, we not only reduce our environmental impact but also continually enhance our products and processes, offering our customers high-quality and sustainable solutions. We take pride in the fact that our products make a positive contribution to society and the environment.

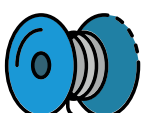
50% less CO2 emissions

In the past 5 years, we have managed to reduce our CO2 emissions by half. This is an important step towards a carbon-neutral future in Germany. Similarly, we have steadily reduced our electricity consumption over the years. These achievements are the result of our continuous efforts to make our processes and products more sustainable and minimize our environmental footprint. We will continue to strive for improvements in our sustainability performance and contribute to a carbon-free future.

In the same timespan, we have successfully reduced our electricity consumption by 30%. Our goal is to further reduce it year by year. This not only leads to additional savings but also conserves valuable resources. Specific examples of this are that we cover a portion of our electricity consumption by photovoltaic systems on the roofs of our buildings. In addition, we use local heating as a source of heating energy.

30% less power consumption within 5 years

We continuously improve not only the production of our products but also the products themselves. In the past, we have adapted the materials used in our cables and fittings to make them recyclable. This is another important step in reducing our environmental impact and making our products more sustainable.



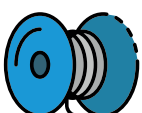
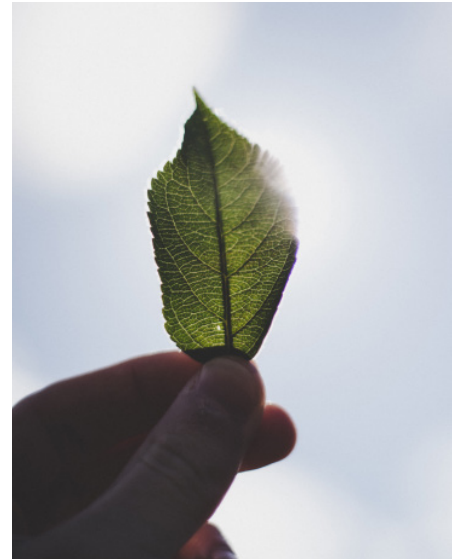


**Construction site**

Our installers are instructed to leave our construction sites in the same condition they found them. Any remaining materials are transported back to the nearest Südkabel location, where they are properly disposed of or recycled. We also minimize our impact on the environment, aiming for the construction site to be indistinguishable from its surroundings after completion. This includes restoring the soil structure after cable installation and removing any debris in and around the construction site.

Sustainable work  
with no damage to nature and the environment

In this way, we ensure that the environment is minimally affected, and the construction sites blend into the landscape after completion.



## Climate neutrality as the final goal

We want to further reduce and fully offset CO<sub>2</sub> emissions.

## Goals for the future

The company's goals for the future are in line with the UN's set goals of becoming climate-neutral by 2050, or sooner if possible.

The company's goals for the future align with the EU's objectives to become climate-neutral by 2050, and if possible, even earlier. To achieve these goals, we will continue to implement optimization measures within the facility and initiate external improvements.

Specifically, we plan to encourage our staff to switch to emission-free transportation outside of work. For this purpose, we will install electric vehicle charging stations in our parking lots to reduce the emissions of employees commuting by car and contribute to better environmental footprints in their personal lives.

In the future, Südkabel plans to make it more attractive for employees to use public transportation. Furthermore, we will refresh and improve our cables and their manufacturing process every year to make our contribution to the energy industry more sustainable.

We are convinced that using bicycles as a means of transportation is not only more environmentally friendly, but also improves the health and well-being of our employees. To support this, we would like to introduce an annual bike check day where our employees can have their bikes checked and serviced free of charge.



As a company, we are committed to contributing to sustainability and planting a tree for every kilometer of high-voltage cable sold. To meet this goal, we have decided to donate to responsible organizations that specialize in planting trees.

These donations allow us to ensure that trees are carefully selected and planted in appropriate locations to create long-term environmental benefits. We work with trusted organizations that have a high level of expertise and are committed to the preservation and restoration of forests and ecosystems.

We are aware that nature is an essential part of our lives and that it is our duty to protect and preserve it. Through our donations, we would like to help compensate for the impact of our business on the environment and at the same time make a positive contribution to climate protection.

As a company, we are aware that sustainable practices are an important factor in our success. We will therefore continue to take measures to reduce our ecological footprint and improve our environmental performance.



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