

Declaration of conformity 2023

for use as report on the National Action Plan for
Business and Human Rights

Stannol GmbH & Co. KG

Indicator set

GRI SRS

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Indicator set

The declaration was drawn up in accordance with the following reporting standards:

GRI SRS

Additional report content:



National Business and Human Rights Action Plan in Criterion 17 - Human Rights

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Date: 2023, source: company data.
The reporting company is responsible
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General

General Information

Describe your business model (including type of company, products / services)

Stannol has a long tradition in the production of solder: the company has been combining experience and innovation in its products for over 140 years. To this day, Stannol is considered a pioneer of modern soldering technology and is firmly established as a brand on the market. The company specialises in the production of solder wires, solder pastes, fluxes as well as solder bars. The product range also includes measuring and testing equipment, protective lacquers and other accessories. In addition to its high quality standard, Stannol focuses on sustainable and ecological manufacturing: Under the label **greenconnect**, the company offers a complete product range that focuses on sustainability and fairness.

CRITERIA 1–10: SUSTAINABILITY POLICY

Criteria 1–4 concerning STRATEGY

1. Strategic Analysis and Action

The company declares whether or not it pursues a sustainability strategy. It explains what concrete measures it is undertaking to operate in compliance with key recognised sector-specific, national and international standards.

Branch responsibility

As one of the leading suppliers in the sector of soldering technology, Stannol produces and supplies products for the electronics industry. Stannol sees itself as a pioneer in this industry and has already set a clear signal with the Fairtin, which has been established for years, and the sustainable greenconnect product line. We are continuously increasing our commitment to effective climate protection. To achieve this, we rely first and foremost on sustainably operating business partners and more environmentally and human-friendly raw material extraction. We are engaged in direct dialogue with all stakeholders and actively include the topic in industry-relevant forums and events.

Integrating Sustainability as a topic into the Corporate Strategy

In addition to the sustainable product portfolio, we have already been implementing a wide range of redesign and reduction measures at our operating sites since 2019. In order to achieve our goals, we are focusing primarily on automation and energy efficiency measures as well as the use of renewable energies. In addition, we also want to influence awareness in all business areas in a sustainable way, take suppliers, customers and employees along this path, enter into ongoing dialogue and act accordingly. Since 2022, Stannol has integrated sustainability as a focus topic in its corporate strategy and gained the full commitment of all managers. This strategy is lived from the top down. In 2023, specific and binding targets and measures were adopted for all departments, which are monitored, reviewed and implemented. Based on the goals achieved and the findings from our activities and the growing external requirements, further steps are defined together with the departments.

Scope of our activities

We consider the issue of sustainability holistically and our actions as having no

alternative. We are aware that we have to rethink in many areas and get out of our comfort zone. In doing so, we try to bring our economic actions into harmony with ecological and social concerns as well as with responsible corporate governance. With the involvement of all departments and people, the current situation is examined and questioned, and opportunities for development and action are identified. Strategies are developed and short-, medium- and long-term measures are derived.

Four scopes of action form the structure for sustainability management at Stannol:

- Products and development
- Value creation and supply chain
- Environment and sites
- Employees and society

This assignment resulted in our first sustainability report in 2021, which documents the most important measures and objectives of our strategic sustainability commitment. We have been reporting in accordance with the DNK standard since 2022. Further developments are being initiated on an ongoing basis.

Standards and objectives

Stannol's sustainability strategy is oriented towards the following standards:

SDGs

Through our sustainability strategy and commitment, we are positively influencing the achievement of the following United Nations Sustainable Development Goals (SDGs) in particular:

- SDG 8 (DECENT WORK AND ECONOMIC GROWTH)
- SDG 10 (REDUCE INEQUALITIES)
- SDG 12 (SUSTAINABLE CONSUMPTION AND PRODUCTION)
- SDG 13 (CLIMATE ACTION)
- SDG 15 (LIFE ON LAND)
- SDG 17 (PARTNERSHIPS FOR THE GOALS)

The requirements of ISO 14001 certification

The objective of ISO 14001 is to help organisations implement environmental management systems that support them in achieving their environmental goals while increasing operational efficiency and productivity. These include:

- the identification and assessment of the environmental impacts of business practices and procedures, their minimization or elimination,
- monitoring and recording environmental performance indicators (e.g. energy efficiency, amount of waste) to monitor and improve environmental performance,
- compliance with legal and regulatory requirements in the area of environmental management,

- continuous improvement of the environmental management system to achieve optimal performance and efficiency.

Stannol Corporate Mission Statement

The common understanding of our cooperation is formulated in a mission statement formulated jointly by management and employees and a binding framework for action is defined, which is characterized by mutual appreciation, respect, fairness and loyalty and is intended to strengthen collegial and appreciative cooperation. This mission statement is supported by targeted measures and activities and each person is actively involved in order to promote joint further development.

Code of Conduct

The basis for our sustainable actions is formed by social, ethical and ecological standards as described, for example, in the conventions of the International Labour Organisation (ILO), in the National Action Plan for Business and Human Rights (NAP) and in the Universal Declaration of Human Rights of the United Nations. By consistently pursuing our strategy with new suppliers, we were able to improve the CoC rate for production-relevant suppliers from 64% (2021) to 94% (2023). Awareness of sustainable action in our supply chain has grown significantly and direct dialogue on this topic has strengthened cooperation with many suppliers.

2. Materiality

The company discloses the aspects of its business operations that have a significant impact on sustainability issues and what material impact sustainability issues have on its operations. It analyses the positive and negative effects and provides information as to how these insights are integrated into the company's processes.

We have recognised that raw materials in the area of metals and chemicals have the most significant impact on our carbon footprint and represent the greatest challenge for us from a sustainability perspective. Both raw material sectors are characterised by particular environmental, socio-economic and political peculiarities:

METALS

Environment

Our products mainly use the metal tin, which is one of the raw materials with very low reserves and must therefore be classified as critical. Nevertheless, tin is indispensable for the production of electronic products and thus a strategic technology raw material. The extraction of primary raw materials is accompanied by negative environmental impacts, most of which take place under inhumane working conditions in Southeast Asia.

Inside-out perspective

We see ourselves as pioneers in the field of soldering technology, as we are aware of the aforementioned ecological and social challenges in our industry and are already actively addressing and positively influencing them. This includes, in particular, the sourcing of fair tin as a central lever in our supply chain. Since 2016, we have been focusing on purchasing tin that is mined under more environmentally and human-friendly conditions. This tin comes from certified mines that take both social and environmental concerns into account.

Outside-in perspective

We recognise declining tin reserves as a potential threat to our core business as well as the industry. Therefore, a shift to a sustainable, fair and recycled sourcing strategy is essential. In addition, tin ores and concentrates are conflict minerals. For this reason, tin falls under various international requirements concerning due diligence in the supply chain. Stannol is therefore committed to sustainable and responsible supply chain tracking through the use of blockchain technology and has already disclosed the supply chain of its tin used since 2020. This transparency guarantees that social and environmental standards are met. Since 2023, our purchasing strategy has increasingly focussed on the use of secondary materials in our procurement decisions.

Opportunities, risks and conclusions

In order to reduce CO₂ emissions as much as possible, Stannol has adapted its purchasing strategy and is focussing on the procurement of secondary tin, which we purchase from European recycling companies. When purchasing primary tin, we almost exclusively use fairly traded tin from certified mines. In this way, we contribute to the conservation of resources and longer availability of tin. We also use other high-quality secondary materials in our products. The silver and copper we purchase consists of 100 per cent secondary material. Our strategy is to meet our needs exclusively with fair trade and recycled tin and we are convinced that this will sustainably reduce our environmental impact. We also see it as an important part of our strategy to actively engage in dialogue with business partners to help improve attitudes and mindsets around sustainability. By participating in sustainable promotion and research projects, but also with successful reference projects of our customers in the conversion to fair material, we want to ensure visibility in the industry and promote sustainable awareness and action.

CHEMICALS**Environment**

Our products contain chemicals that have a negative impact on the environment due to their synthetic manufacturing processes. These include

isopropanol and ethanol in particular. Currently, many new technologies are developing in this area, creating sustainable alternatives that can potentially be used in the production of our products. It is therefore important to continuously monitor the market and participate in relevant forums in order to identify and address sustainable trends. These developments and findings must then be accompanied and successfully implemented.

Inside-out perspective

We are aware of our responsibility and are increasingly using resource-saving and bio-based alternatives for the chemicals we use. In terms of fluxes, we have been offering water-based fluxes for years, which reduces the consumption of isopropanol. Furthermore, all ethanol-based fluxes have been converted 100 per cent to the use of bio-ethanol. In addition, synthetic resins are systematically replaced by natural resins. We regularly discuss and implement possible alternatives and developments with our suppliers.

Outside-in perspective

The use of synthetic chemicals automatically brings environmental pollution. Therefore, it is necessary for us to research and develop new, sustainable solutions in order to subsequently establish them on the market. Our R&D team is continuously looking at current requirements, product improvements and resource-saving alternatives. Most recently in November 2023, the R&D department once again launched two product innovations on the market and expanded the sustainable product portfolio.

Opportunities, risks and conclusions

In this area, Stannol also wants to take a pioneering role and successively convert as many raw materials as possible from synthetic to bio-based production. We want to achieve this through R&D support and the implementation of a sustainable purchasing strategy. Our customers are informed about the sustainable product alternatives and advised and accompanied during the conversion. In this way, we are continuously contributing to the supply of a more resource-efficient soldering technology in the industry.

3. Objectives

The company discloses what qualitative and/or quantitative as well as temporally defined sustainability goals have been set and operationalised and how their level of achievement is monitored.

We are continuously increasing our commitment to effective climate protection. To this end, we rely first and foremost on sustainable business partners, environmentally and human-friendly raw material extraction, and a wide range of redesign and reduction measures at our operating sites. We set ourselves

ambitious goals which we pursue with great commitment. Our most important medium- and long-term goals are:

- the reduction of climate-damaging gases
- saving primary materials through a sustainable purchasing strategy
- the development of sustainable secondary raw material concepts

To achieve these goals, we have included sustainability as a focus topic in our corporate strategy from 2021. In 2022, all managers and employees were informed about, involved in and sensitized to this focus and concrete strategy papers were jointly developed. Since 2023, fixed, autonomous sustainability targets were adopted for all departments for the first time.

The strategy focuses on the following objectives and associated short-, medium- and long-term sub-objectives:

Operation

A systematic improvement and optimisation of procedures and production processes through automation was pursued and the reduction of consumption was consistently driven forward with the help of specific energy efficiency measures. A refurbishment and retrofitting roadmap was also drawn up in collaboration with energy consultants. As a result, numerous measures to improve the heating, lighting and insulation situation were implemented in 2023. The use of renewable energies (photovoltaics, water cycle) is being planned, calculated and driven forward for 2024 with an expert project team. Furthermore, a project to renaturalise a fallow, unused outdoor area of the company building in Velbert is being implemented. This idea was developed together with employees as part of the Sustainability Circle. Plants are to be planted on the area to provide a home for locally endangered pollinator insects and thus promote biodiversity. It is also intended to become a place of togetherness for employees and act as a role model for neighbouring companies.

Purchasing

With all involved process owners a purchasing strategy with focus on sustainable, fair and secondary was defined. This is being systematically implemented for the focus metals tin, copper and silver, and in the area of chemicals through a changeover to renewable raw materials. A recycling rate of 100% for silver and copper was realised in 2023. The target of 90% fair/recycled tin was also achieved. A gradual increase is planned for 2024, which should lead to the 100% quota being achieved in the long term. With regard to chemicals, alternative materials are regularly sought in dialogue with suppliers and by observing market trends. At the strategy meeting at the beginning of 2024, the management team at Stannol set the reduction of CO₂ emissions by 30% as a priority. This is to be achieved by expanding the purchasing strategy.

IT

In order to improve 'sustainable user behaviour' among all employees, our IT department created and published a corresponding IT guideline in 2023. For all upcoming support topics, the department makes sure to address and deepen these sustainable points in order to positively influence user behaviour in the long term. Our general aim is to continuously optimise the issue of sustainability in IT. This includes developing both a refurbished strategy for the hardware to be purchased and a strategy to improve energy efficiency in our server environment.

Shipping and Packaging

The strategy of generally avoiding, recycling and reducing packaging materials will continue to be pursued. The aim is to systematically switch unavoidable packaging to environmentally friendly or more environmentally friendly materials. The reduction and optimisation of packaging applies to all product areas. Alternatives to polystyrene and strapping and adhesive tapes are currently being tested.

Marketing

Marketing provides overall support for many sustainable communication activities and ensures transparency both internally and externally. In 2023, we also switched to a sustainable web host. We have more than achieved our goal of designing our trade fair stands in such a way that up to 90% of the materials used come from recyclable modules, textiles and furniture. We have already been able to utilise this system at two industry-relevant trade fairs. We have continued our strategy of using only sustainable promotional and marketing items.

Sales

Our sales team is committed to strategic communication and networking with business partners to improve the mindset around sustainability. The goal is to address and convert as many customers as possible to fair products and alternatives. A new series of events, the 'Green Electronics' expert forum, was launched in collaboration with two partners. A new format has been created with high-calibre speakers from all stakeholder areas of the industry. The aim is to focus on a valuable exchange of experiences and the discussion of challenges and possible solutions relating to sustainability in the electronics industry. The second event in this series has already been scheduled for 2024.

In 2023, Stannol launched the **Product Carbon Footprint (PCF)** project with the aim of publishing the greenhouse gas emissions for all products produced in-house from 2024. By taking this action, we want to create transparency for our customers and show that we are proactive and open about this area of sustainable reporting along the supply chain, even without the current lack of a legal obligation. By calculating the PCF, we can identify and implement measures to reduce the environmental impact of our products ourselves. This

gives our business partners the opportunity to make informed purchasing decisions and favour products with a lower environmental impact. In addition, the reported PCF can simplify and positively influence the calculation of our own carbon footprint.

R&D

Our research and development team is constantly working on the further development of our portfolio with a focus on sustainability and resource conservation. This includes participating in and contributing to relevant events, forums, specialist and innovation conferences, as well as working on specific research and funding projects. In November 2023, our R&D team developed a new sustainable solder paste SP6000 to expand our sustainable product range greenconnect and the new bio flux EF 180 Bio PV. The latter is primarily used in the photovoltaic industry. The R&D team has also set itself further goals for the coming year and wants to develop innovative products that conserve resources and are more climate-friendly.

Evaluation, prioritization and control of the objectives

Clear responsibilities have been defined in the business units for implementing the objectives. They are supported in this by the management, employees from the sustainability unit and project management. Problems and challenges are discussed and solutions developed jointly. Continuous review, control and further development of the sustainability objectives take place at regular intervals in the teams themselves and by the company management. All goals set and successes achieved are openly communicated and regularly presented within the company so that sustainable awareness and selfimage can grow continuously within the company.

A particularly high prioritization in the implementation and achievement of the objectives lies in the areas of **operations** (production processes and energy efficiency measures) and **purchasing** (materiality factor for metals and chemicals). This is where Stannol sees the greatest leverage for highest influence on emission reduction and measures. Sustainable activities and strategies are driven, documented and communicated in regular management and department meetings.

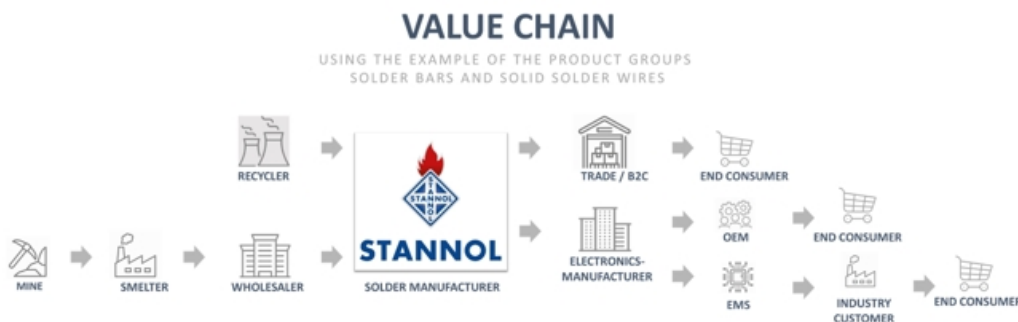
Reference to SDGs

Through our sustainability strategy and commitment, we are positively influencing the achievement of the following United Nations Sustainable Development Goals (SDGs) in particular:

- SDG 8 (DECENT WORK AND ECONOMIC GROWTH)
- SDG 10 (REDUCE INEQUALITIES)
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- SDG 13 (CLIMATE ACTION)
- SDG 15 (LIFE ON LAND)
- SDG 17 (PARTNERSHIPS FOR THE GOALS)

4. Depth of the Value Chain

The company states what significance aspects of sustainability have for added value and how deep in the value chain the sustainability criteria are verified.



The raw material tin required for our products is a strategic technology feedstock and falls under various international requirements concerning due diligence in the supply chain. The extraction and processing of primary tin is associated with significant negative environmental and social impacts, such as poor working conditions, the destruction of ecosystems and the resulting health impacts. Until the tin arrives at our production site, it passes through the various stages of the supply chain in different countries as well as the intervening transports, creating a complex supply chain.

The value chain of primary tin begins in **mines** mainly in South America, but also in Indonesia or Malaysia, where the tin ore is mined in various stages, crushed and then transported to a smelter in the next step. The **smelter** melts the tin in various processes, separates it from impurities and transports the pure tin obtained in the form of ingots by ship and truck to the **wholesaler**. This wholesaler supplies Stannol with the corresponding agreed quantities and qualities. In its purchasing strategy, however, Stannol focuses on sourcing secondary tin from European recycling companies in order to minimise the negative social and environmental impact. Most of the secondary tin is obtained from electrical waste. **Stannol** processes the tin further as a solder manufacturer, produces corresponding alloys by adding copper or silver, for example, and produces solder bars and solder wires (solid or filled with flux). In the case of solder pastes, Stannol obtains the solder powder required for this from another processor in the value chain, the **metal powder manufacturer**, which processes the solder alloys into solder powder using gas atomization and sieving processes. In the field of electronic fluxes, Stannol procures corresponding basic building blocks of the formulations such as water, alcohol, chemicals, resins, etc. from **wholesalers**.

In the next step of the value chain, Stannol's products reach

1. into the **trade** (B2C) and via this to the **end consumer**.
2. into the B2B circuit with industrial customers who use them to manufacture electronic products. Here, a distinction is made between 2 customer groups:
 - a. **OEM** (Original Equipment Manufacturer), manufacturers who produce end products (e.g. heat pumps) which go directly to the **end consumer**.
 - b. **EMS** (Electronics Manufacturing Services), contract manufacturers who produce products that are installed, for example, in cars, airplanes, electronic products and only then reach the **end consumer**.

Stannol sees the procurement of recycled tin as a key lever for reducing emissions and extending the availability of tin. The purchasing strategy therefore stipulates that the focus should be on sourcing secondary tin. Alternatively, primary tin is purchased, but the focus is also placed on fair tin that is mined under conditions that are environmentally friendly and humane. This tin comes from certified mines that take both social and ecological concerns into account.

The standard here is that producers:

- pay attention to the protection of the environment,
- respect international and national rights,
- fulfill their social responsibility for employees and local people – for example, by ensuring fair wages and adequate occupational health and safety measures, work against child labour,
- and act transparently.

In addition, Stannol is committed to sustainable and responsible supply chain tracking through the use of **Blockchain Technology**. Stannol has already disclosed the supply chain of its tin used since 2020. This transparency guarantees that social and environmental standards are met. With the help of digital certificates, blockchain technology enables seamless and forgeryproof tracing of tin back to its origin. For silver and copper, we also rely exclusively on secondary materials. For all other raw materials, Stannol tries to use resourcesaving alternatives as far as possible, such as natural resins, bioethanol, and has already developed waterbased alternatives in the area of fluxes. It is important for us to act responsibly as part of the value chain and to ensure compliance with social, ethical and environmental standards. We also expect this action and awareness from our suppliers, service providers and business partners. Since 2021, Stannol has required compliance with minimum sustainability requirements in line with the United Nations Sustainable Development Goals (SDGs).

Our **Code of Conduct** defines all key standards in the areas of sustainability and fair employment. These standards must be applied when selecting new suppliers the focus here is on sustainability and material compliance. In addition, we engage in active dialog with stakeholders in our supply chain, participate in sustainability forums and want to develop sustainably together with them.

Criteria 5–10 concerning PROCESS MANAGEMENT

5. Responsibility

Accountability within the company's management with regard to sustainability is disclosed.

In addition to securing the company's economic future and developing it in line with the market, Stannol sees the issue of sustainability as a crucial part of its orientation. Sustainable awareness and action have relevance from management to all departments, and targets and measures have been defined. The commitment to sustainability was deliberately anchored as a focus topic in the corporate strategy. The decision to do this was made jointly by the management in a strategy meeting with the authorized signatories. All managers and departments were strongly sensitized to the topic and goals were jointly developed so that this action is intrinsically lived by all employees. The management decides together with the departments on the strategic further development of the sustainability activities, but also on the operational implementation of the concrete goals and measures. To this end, previous activities are discussed, new opportunities and fields of action are identified and discussed, and concrete goals are derived from these. The management and the individual departments exchange information on a regular basis, thus ensuring that the company continues to develop in the spirit of sustainability.

6. Rules and Processes

The company discloses how the sustainability strategy is implemented in the operational business by way of rules and processes.

As already mentioned, our sustainability strategy is carried from the top down into the department, with much emphasis on bidirectional communication. By involving all employees in regular discussion groups at department level, a culture is created in which successes and failures are reported, but also experiences can be shared and exchanged. In all business units, individual strategies are formulated and objectives based on them are set out in writing. Our approach is based on the PDCA cycle (Plan- Do Check- Act), which is already used at Stannol in the IATF 16949 and ISO 14001 certifications. In this way, we implement the defined environmental goals with corresponding processes and measures. It is important to us that all departments and teams

participate in these processes and are aware of the associated, actual and potential effects of our operational actions on the environment. Ideas management at Stannol allows employees across all levels to make suggestions and improvements. Here, a structured process accompanies the suggestions, involves experts and specialist departments, and manages, processes and evaluates the respective idea. In practice, it has been shown that in recent years more than 50 % of the ideas have addressed environmental aspects.

7. Control

The company states how and what performance indicators related to sustainability are used in its regular internal planning and control processes. It discloses how suitable processes ensure reliability, comparability and consistency of the data used for internal management and external communication.

We monitor the implementation of the sustainability strategy on an ongoing basis. A kick off meeting is held with the management and the relevant departments to formulate and adopt concrete objectives for the coming year. During the course of the year, regular reviews are held to monitor progress, but also to share experiences and discuss challenges and potential obstacles. There should be room for ideas, solutions and new approaches, which receive the clear support of the management. This is important to us in order to promote the thinking and commitment of all those involved and thus to be able to ensure the ongoing development and consistent implementation of our individual measures. Particular in the area of energy efficiency in the production areas and at the sites, refurbishment and project roadmaps drawn up for the short, medium and long term help us to monitor implementation. With regard to data availability, we have started to analyze and build up the data inventory in 2019 as a base year. As part of a **materiality analysis**, we have identified our most important fields of action and most significant sources of emissions and systematically recorded and prepared their values and key figures. Stannol is continuously working to improve the data pool and expand data collection in order to make the complexity of the various sustainability issues manageable, strategically assessed and prioritized. In addition to an already established reporting system for consumption and emissions in the areas of natural gas, heating oil, electricity and the entire vehicle fleet at all German sites (Velbert, Wülfrath and Schrobenhausen), further key figures are continuously being added to the control system. These include the recording of data in the context of employee mobility and a monthly data reconciliation on transport emissions with our affiliated freight forwarders.

In 2023, Stannol launched the **Product Carbon Footprint (PCF)** project with the aim of publishing the greenhouse gas emissions for all products produced in-house from 2024.

In 2024, Stannol will evaluate a new **ERP system**. As part of this, the overall organisational concept for planning, controlling and monitoring the company's resources will be redesigned. The aim is to integrate the reporting of company-related sustainability key figures and ensure better transparency and data availability.

Key Performance Indicators to criteria 5 to 7

Key Performance Indicator GRI SRS-102-16: Values

The reporting organization shall report the following information:

- a. A description of the organization's values, principles, standards, and norms of behavior.

Moving forward together

This mission statement is the result of the joint work of managers and employees from different departments. It documents the common understanding of our cooperation and provides a binding framework for action, regardless of the area in which we operate and the tasks we deal with. We want to strengthen collegial and appreciative cooperation in order to take on future challenges constructively and develop joint solutions. All employees are encouraged to examine their own attitudes and behaviors self critically and to align them with this mission statement. We see it as our common task to concretize the mission statement for the different areas of Stannol and to fill it with life in our daily work. A cooperation that is characterized by mutual appreciation, respect, fairness and loyalty.

Tradition since 1879

Founded in 1879, Stannol is considered one of the oldest companies in the industry worldwide. This results in a special combination of tradition and experience as well as proven knowledge and modern science. We will continue to expand the Stannol brand on this foundation. As an owner managed family business, we will continue to maintain our flexibility and independence in the market. We act reliably and consistently. This creates trust and stability.

Our values

We want to treat each other with respect, tolerance and fairness, because we are convinced that a good working atmosphere is only possible through appreciative interaction. In this company, all employees are treated equally - regardless of nationality, gender, age, language or religion. We will actively

oppose any kind of discrimination and racism. We value team spirit and authentic, constructive cooperation. We demonstrate regional responsibility through social commitment and support employees who do voluntary work.

Quality and service

At the heart of Stannol are advanced and absolutely reliable products, manufactured in Germany to the highest quality standards. Our certification according to IATF 16949 underlines this quality claim. We offer our customers comprehensive technical support at the highest level. We provide on site consulting in pre sales and after sales worldwide. We strive to transfer the quality standards of our products to our personal work. Thus, conscientiousness and diligence are our benchmark.

Sustainability

A sustainable approach to the environment is important to us. Stannol has therefore developed, as the first solder manufacturer worldwide, a consistent product line consisting of fairly traded and ecologically sustainably sourced raw materials. Our approach to sustainability starts with the selection of suitable suppliers. Responsible use of resources and raw materials is the order of the day for us. This starts with the efficient use of energy and raw materials and continues through various other measures to waste minimisation. Our environmental management meets the ISO 14001 standard.

Innovation and further development

Over the decades, Stannol has developed a wide range of innovative products and filed various patents. Our research and development department has made a significant contribution to advancing the technology of soldering. We feel committed to this innovative claim in the future. We attach great importance to employees who think for themselves and give us constant incentives for improvement through their ideas. We also have developed an idea management system that allows everyone to contribute. We promote the personal and professional development of each individual employee. We are focused on our international orientation this is how we meet the challenge of globalization and growth.

8. Incentive Systems

The company discloses how target agreements and remuneration schemes for executives and employees are also geared towards the achievement of sustainability goals and how they are aligned with long-term value creation. It discloses the extent to which the achievement of these goals forms part of the evaluation of the top managerial level (board/managing directors) conducted by the monitoring body (supervisory board/advisory board).

In principle, Stannol relies heavily on **self motivation and interest** in the individual departments, as sustainable action is a focus topic of the corporate strategy and has been jointly prioritized and defined. It is an intrinsic part of the annual strategy meeting with the division heads as well as a mandatory part of the annual discussions with the managers and thus a fixed component of the qualitative objectives. These objectives are discussed in the annual meetings with employees and passed on to them, so that sustainability is presented as a jointly formulated goal. At present, there is no explicit remuneration system in our company that is based exclusively on sustainability targets; although sustainability targets are often a component of bonus agreements.

We are aware that sustainable development and change must be lived from within and that projects must be supported by all departments. For this reason, we have been stimulating the creative potential of employees for years as part of our **ideas management program** and offering them an opportunity to contribute. There have already been many helpful suggestions and proposals for improvement here, which have resulted in meaningful CO₂ savings. In recent years, the number of ideas in the area of the environment and sustainability has increased extremely, which shows us that our departments have the right awareness and are accompanying us on the path to sustainability. The program provides motivational recognition in the form of a reward system related to the savings achieved and is seen by employees as an appreciation, but also an incentive to participate.

In addition, Stannol has established a **sustainability circle** with interested parties from all levels and teams. The aim of this project group is to bring the topic forward across departments, to support exchange, to create awareness for the environment and sustainability, and to promote ideas, collaboration and thinking. All employees are welcome to join this group and bring in their concerns and questions, as well as criticism, suggestions and requests relating to sustainability. This format has proven to be a profitable platform for sustainable dialog and informal exchange and contributes to motivation and enthusiasm. Stannol has established an incentive system for sustainable behaviour in all departments for 2023 in order to drive forward the implementation of sustainability targets. These targets are firmly anchored in the corporate strategy and reflect the clearly formulated strategic decision to promote sustainability in all business areas. At the centre of this incentive system is the targeted involvement of the Purchasing, Sales, Operations, Marketing, IT, Warehouse and Shipping departments. Each of these departments has been given specific sustainability targets that are adapted to their respective tasks and responsibilities. Progress and success in achieving these targets are regularly reviewed and evaluated. In addition, the improvement and implementation of sustainable practices is an integral part of the annual meetings with the department heads. These meetings provide a platform for discussing the progress made, developing new ideas and

initiatives and agreeing on specific measures to further promote sustainability. Through the combination of clear targets and regular reviews integrated into the success of the department and the company, the company ensures that sustainability is actively and measurably integrated into daily operations.

Key Performance Indicators to criteria 8

Key Performance Indicator GRI SRS-102-35: Remuneration policies

The reporting organization shall report the following information:

- a.** Remuneration policies for the highest governance body and senior executives for the following types of remuneration:
 - i.** Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses, and deferred or vested shares;
 - ii.** Sign-on bonuses or recruitment incentive payments;
 - iii.** Termination payments;
 - iv.** Clawbacks;
 - v.** Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees.

- b.** How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics.

For confidentiality and competitive reasons, we do not disclose our remuneration policy.

Key Performance Indicator GRI SRS-102-38: Annual total compensation ratio

The reporting organization shall report the following information:

- a.** Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.

For confidentiality and competitive reasons, we do not disclose our remuneration policy.

9. Stakeholder Engagement

The company discloses how the socially and economically relevant stakeholders are identified and integrated into the sustainability process. It states whether and how an ongoing dialogue takes place with them and how the results are integrated into the sustainability process.

As a medium sized company with a long industry experience and tradition in the electronics industry, we have diverse stakeholders who have an interest in our business activities. In a stakeholder matrix, we have analyzed our environment in the strategic management circle and identified the relevant stakeholders and their influence in the business and sustainability process. Derived from the findings of this analysis, sustainable topics are included in communications, contacts are identified, information is requested, and the dimension of sustainability is included in the business relationship or targeted in greater depth. Our most relevant stakeholders include our employees, our customers, suppliers and business partners, as well as communities and external networks. Among our employees, we conduct annual **employee surveys**, regular **employee reviews**, and team meetings in which we work together constructively on solutions and personal development. The topic of sustainability is also an important component here. We evaluate the feedback from this communication and incorporate it into strategic and organizational planning.

We have already presented our **ideas management** and **sustainability circle** in more detail under the heading of incentive systems. Of course, our **customers** are at the center of everything we do. They rightly expect outstanding and reliable services from us. In addition to close personal support from our established sales and service team, Stannol conducts international customer surveys at regular intervals. The results are evaluated by the management team. Subsequently, ongoing measures to strengthen and increase customer satisfaction are derived and reviewed for their effectiveness.

In addition to regular operational project communication, Stannol uses individual platforms such as trade fairs and specialist forums for customer interaction and actively organizes presentations as well as in order to meet upcoming requirements as well as the sustainability concept as a supplier. The sales department expands communication with business partners with regard to sustainability and raises awareness of the topic. There is a consciously intensive exchange, which is intended to deepen the cooperation and is used for sustainable, joint action and progress. We have a long standing, trusting relationship with many of our **main suppliers**. To improve our own value creation, we must recognize our responsibility, exert our influence and enter into active dialog with the other participants in the supply chain. We want to

develop sustainably together with them. For many years, we have been working with suppliers and mines that mine tin exclusively under fair conditions. In addition, we purchase high-quality secondary tin and intensify our cooperation with qualified recycling partners. Thanks to this early awareness, we have been in dialog with our business partners for a long time and are familiar with the processes, but also with the obstacles to switching to sustainable products.

With our '**Code of Conduct**', we have been demanding compliance with minimum sustainability requirements from our existing suppliers since 2021. These requirements have been defined in line with the United Nations Sustainable Development Goals (SDGs). When selecting new suppliers, it is mandatory to apply these standards the focus is on sustainability and material compliance. Through sustained dialog with suppliers, we realize that the topic is omnipresent and that an exchange offers meaningful synergies in the face of rapidly growing fields of action and requirements and that this overarching vision strengthens cooperation. In 2023, Stannol was able to **improve the CoC rate to 94.4%** among production-relevant suppliers by directly addressing them and aligning common values and standards. In future, we aim for all our suppliers to fulfil this (minimum) standard. We are an active member of several networks with different orientations. In joint meetings, activities and information rounds, sustainable topics can be discussed and scrutinized in a protected space, but also approaches to action and experiences can be exchanged. Here there is regular exchange and a lot of commitment in joint activities and learning projects with other interested companies, sometimes from the same industry and region. This includes the non profit network **B.A.U.M.**, which is the largest partner and pioneer with over 700 members. The network has been championing sustainability across Germany for years, bringing together a wide range of expertise and actively driving the issue forward.

In **Zukunftskreis Nachhaltigkeit Hoch3 (ZN³)**, we have found a regional network of companies and organizations in the Bergisches Städtedreieck Wuppertal- Solingen- Remscheid that is exceptionally committed and open. In the immediate vicinity of our main site, Stannol has joined the association **Schlüsselregion Velbert e. V.**, a sustainably committed partner which, as an industry network, addresses very topical issues and offers training and project exchange.

In 2023 Stannol has been awarded the special prize of the **NRW 2023 Efficiency Award** in the overall concept category for its more sustainable greenconnect product line and its sustainable overall approach. The aim of the application was to make the opportunities and responsibility for sustainable action in the industry visible and to increase awareness and acceptance of resource-saving and sustainable solutions. Stannol wants to set an example in the industry that sustainable transformation is also possible in SMEs. The aim is to encourage competitors to also take part in this process.

Key Performance Indicators to criteria 9

Key Performance Indicator GRI SRS-102-44: Key topics and concerns

The reporting organization shall report the following information:

- a.** Key topics and concerns that have been raised through stakeholder engagement, including:
- i.** how the organization has responded to those key topics and concerns, including through its reporting;
 - ii.** the stakeholder groups that raised each of the key topics and concerns.

As a medium-sized company with a long industry experience and tradition in the electronics industry, we have diverse stakeholders who have an interest in our business activities. Our most relevant stakeholders include our employees, our customers, suppliers and business partners, as well as communities and external networks.

We seek to engage in ongoing and committed dialog with all stakeholders and to develop further together. Specifically, regular reporting and disclosure and reporting of emissions and data sources have been initiated with metal suppliers. Our associated transport companies supply corresponding tables on a monthly basis, which provide us with emissions and compensation information. From February 2024, product-related CO₂ emissions will be shown on business documents such as quotations, order confirmations, delivery notes and invoices for our customers. This will enable us to pass on valid data in the supply chain and ensure transparency.

10. Innovation and Product Management

The company discloses how innovations in products and services are enhanced through suitable processes which improve sustainability with respect to the company's utilisation of resources and with regard to users. Likewise, a further statement is made with regard to if and how the current and future impact of the key products and services in the value chain and in the product life cycle are assessed.

Tin: The ecological and social aspects

The metal tin is mainly used in our products. Important countries of origin for

primary tin are China, Indonesia and Peru. Until the tin arrives at our production site, it passes through the individual stages of the supply chain in various countries as well as the transports in between, creating a complex supply chain. Tin ores and concentrates are classified as conflict minerals and therefore fall under various international requirements relating to due diligence in the supply chain. Furthermore, environmental and social aspects have to be considered in the mining and processing of tin. On the one hand, the environment is burdened by land and sea use, the loss of biodiversity and the resulting emissions and residues. On the other hand, poor working conditions and inadequate occupational safety, especially in small scale mining, play a role. The search for resource- saving alternatives in the development of new products requires time and patience. You have to be ready for change to be able to take innovative approaches to the issue of sustainability and, of course, take responsibility for your own actions. Only by being open to other ways of thinking and looking at things, and by maintaining a tireless dialogue with those involved in the supply chain, can these paths be successfully taken. Stannol has long seen itself as having a responsibility when it comes to mining raw materials in a more environmentally and human friendly way and decided to take action early on. In 2014, together with the association Fairlötet e. V., a solder wire was launched on the market that is produced without human exploitation and with more consideration for the environment in emerging countries. This was followed in 2016 by the launch of the Fairtin project and thus a sustainable cooperation with suppliers and mines that exclusively operate tin mining under fair conditions. This was followed by the introduction of the greenconnect label, under which Stannol is the first manufacturer in the field of soldering technology to offer a complete product range that focuses on the aspect of sustainability. Our products are sold/distributed by both to end customers and to (various) processing companies, automatically contributing to the development of more sustainable products in the electronics industry/sector. A detailed analysis of the social and environmental impact of our products in the downstream value creation stages is not feasible (for the time being) due to the complexity.

Blockchain: The fair supply chain

We see the sourcing of fair tin as a key lever in the supply chain. To increase the availability of fair tin, Stannol takes a consistent approach and only purchases tin that is mined under more environmentally and human friendly conditions. This tin comes from certified mines that take both social and environmental concerns into account. The increase in the purchase volume of secondary tin goes hand in hand with its integration into the purchasing strategy. Stannol is committed to sustainable and responsible tracking of the supply chain through the use of blockchain technology and has already been disclosing the supply chain of its tin used since 2020. This transparency guarantees that social and environmental standards are met. With the help of digital certificates, blockchain technology enables seamless and tamper proof tracing of tin back to its origin.

Research & Development: The sustainable approach

Our R&D team is continuously looking at current requirements, product improvements and resource saving alternatives. In 2023, a new, innovative and environmentally friendly flux for solar panel production and another solder paste made from sustainable materials were developed. Alone, but also in collaboration, our R&D team is researching and developing new, sustainable approaches to solutions, e.g. for massively reducing the isopropanol content in our products. We are also intensively looking for solutions to reduce the use of primary materials for example by developing more resource efficient secondary raw material concepts. All projects contribute to the ecological goals of climate protection, resource conservation and biodiversity and are expected to lead to massive CO₂ savings. With the help of dedicated project teams and by joining forces with strong project partners from the environmental technology sector, Stannol has been able to win sustainable funding projects within the framework of EU tenders that underpin the recycling approach and bring it forward.

Ideas management: Improving together As part of our idea management program, we promote and utilize the creative potential of our employees and have been able to implement a great many helpful savings measures and suggestions for improvement. In recent years, the number of ideas in the area of the environment and sustainability has increased extremely, which shows us that our departments have the right awareness and are accompanying us on the path to sustainability.

CoC: Our supplier standard

Since 2021, Stannol has required its suppliers to comply with minimum sustainability requirements in line with the United Nations Sustainable Development Goals (SDGs). Our Code of Conduct defines all important standards in the areas of sustainability and fair employment. These standards must be applied when selecting new suppliers the focus is on sustainability and material compliance.

Key Performance Indicators to criteria 10

Key Performance Indicator G4-FS11

(report also in accordance with GRI SRS): Percentage of assets subject to positive and negative environmental or social screening.
(Note: the indicator should also be reported when reporting to GRI SRS)

Stannol has not made any financial investments involving risk during the period concerned. For potential future financial investments, the impact on society and the environment and the integration of ESG (Environmental, Social, Governance) criteria play an important role for Stannol. Careful consideration

will be given, together with controlling, management and shareholders, to whether investment decisions are consistent with our ESG values and we will base our decisions on this.

Criteria 11–20: Sustainability Aspects

Criteria 11–13 concerning ENVIRONMENTAL MATTERS

11. Usage of Natural Resources

The company discloses the extent to which natural resources are used for the company's business activities. Possible options here are materials, the input and output of water, soil, waste, energy, land and biodiversity as well as emissions for the life cycles of products and services.

Since 2015, we have been certified according to **ISO 14001** in the area of environmental management and are concerned with the responsible use of natural resources, the efficient use of energy and raw materials, waste minimization and targeted risk prevention. As a manufacturing company, we need various raw materials to produce our products. These mainly include **metals** (tin, lead, silver, copper) and various **chemicals** (isopropanol, ethanol, distilled water, etc.). Furthermore, the following natural resources are used and affected in our business processes:

- Energy (electricity, heating oil and natural gas) for our machines in production, the office buildings and the charging stations for the e-vehicles.
- Fuels for our long distance vehicles in the fleet
- Water for cooling our machines and for the office buildings
- Soil due to the land use of our production and office buildings.

Outputs are, of course, wastewater and waste. Wastewater is fed into the sewage network and sent to the treatment plant for processing. Our waste is carefully recorded in monthly reports. We not only attach importance to correct waste separation, but also to a high feed rate of waste into recycling and the sustainable cycle, through high separation of recyclable materials: yellow dot, wood, metal scrap, residual waste and cardboard. Significant savings have already been achieved through a clear waste avoidance strategy and internal recycling concepts.

Disclosure of the volumes of raw materials used and consumption incurred in the manufacture of our products could allow conclusions to be drawn about formulations and customer structures, which is why we would like to refrain from reporting on this for competitive reason.

12. Resource Management

The company discloses what qualitative and quantitative goals it has set itself with regard to its resource efficiency, in particular its use of renewables, the increase in raw material productivity and the reduction in the usage of ecosystem services, which measures and strategies it is pursuing to this end, how these are or will be achieved, and where it sees there to be risks.

We have set ourselves the goal of expanding our sites in a future proof and sustainable way. This can be achieved not only through the use of renewable energies and improved energy efficiency - the careful use of resources and the highest safety standards for employees in the workplace also contribute to this. In order to continuously improve the sustainability performance of all production sites, Stannol has systematically initiated and implemented appropriate measures since 2019:

- Replacement of lighting with LEDs in the warehouse, laboratory and manufacturing areas.
- Installation of ceiling fans in production for better heat distribution
- Switching to sustainable packaging in the warehouse and shipping areas
- Switch to green electricity at the two production sites in Velbert and Schrobenhausen
- Participation in the "emission neutral transport" program of our main freight forwarder
- Conversion to biogas at the Schrobenhausen site
- Purchase of "climate neutral heating oil", which has already been compensated by the supplier

In the meantime, 100 percent of our purchased electricity at both production sites comes from **renewable energy sources**. Following on from this, our goal is to continuously minimize energy consumption in order to continue to produce our products as efficiently and sustainably as possible in the future, but also to consistently reduce CO₂ emissions. In 2021, Stannol carried out the "**Resource Efficiency Consulting**" project as part of the special "Circular Economy and Resource Efficiency" program with the NRW State Office for Nature, Environment and Consumer Protection. Together with Effizienz- - Agentur NRW, an experienced partner, we took a closer look at our processes and structures in order to make them more resource efficient. Based on this analysis and cooperation with experts, potential areas for action were identified and corresponding measures presented. In 2022, we initiated many improvements and were able to significantly reduce energy consumption in many areas of the company in the short term. Examples include the use and setting of flow meters, which have significantly reduced water consumption (>

50 %) and the installation of heating valves with automatic window open detection and smart radiator thermostats.

Further **energy-saving measures** were initiated in 2023: To reduce heat loss, for example, the sealing of the roller shutter door in the delivery area was improved and louvre curtains were installed between the warehouse and production. The use of specially manufactured covers on the melting pots in production and the complete insulation of the heating pipes have contributed to a significant reduction in heating oil consumption. The plan for 2024 is to press ahead with the construction of a photovoltaic system on the roof of the company building in Velbert. To this end, an inspection of the roof statics was already arranged in 2023. All structural and insurance-related requirements will be taken into account together with experts from all parties at the beginning of 2024.

In addition, Stannol has set an **environmental target** for its vehicle fleet in 2020 as part of ISO 14001: To reduce the average CO₂ emissions of the vehicle fleet from 145 g/km to below 100 g/km by the end of 2022. To this end, Stannol has developed a vehicle fleet strategy and systematically converted the vehicle fleet to e mobility. A charging infrastructure has been set up at both the Velbert and Schrobenhausen sites. In order to reduce the users' fear of contact, we initially purchased an electric pool vehicle. All employees can test drive this vehicle and familiarize themselves with the changed handling. Following this consistent fleet strategy with a focus on e-mobility, the target set for the end of 2022 was exceeded with an overall reduction in emissions to 85 g/km. In 2023, emissions were reduced to 69 g/km, which corresponds to a reduction of **70%** (79 tonnes of CO₂-e since 2019). The proportion of e-vehicles at the end of 2023 is **50 %**, i.e. 9 vehicles. Vehicles with combustion engines will continue to be used for long journeys. However, care is being taken to ensure that these are more climate-friendly and have lower CO₂ emissions and fuel consumption than the previous vehicles. We are open to innovative, more environmentally friendly developments in the area of long-distance vehicles. As soon as there are new approaches in this area, we are ready to integrate them into our fleet strategy. The risks for Stannol in terms of resource consumption are in the area of purchased raw materials and materials on the one hand and energy on the other. In both cases, of course, security of supply and cost developments play a role.

Key Performance Indicators to criteria 11 to 12

Key Performance Indicator GRI SRS-301-1: Materials used

The reporting organization shall report the following information:

- a.** Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by:
- i.** non-renewable materials used;
 - ii.** renewable materials used.

Disclosure of the volumes of raw materials used and consumption incurred in the manufacture of our products could allow conclusions to be drawn about formulations and customer structures, which is why we would like to refrain from reporting on this for competitive reasons.

Key Performance Indicator GRI SRS-302-1: Energy consumption

The reporting organization shall report the following information:

- a.** Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.
- b.** Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.
- c.** In joules, watt-hours or multiples, the total:
- i.** electricity consumption
 - ii.** heating consumption
 - iii.** cooling consumption
 - iv.** steam consumption
- d.** In joules, watt-hours or multiples, the total:
- i.** electricity sold
 - ii.** heating sold
 - iii.** cooling sold
 - iv.** steam sold
- e.** Total energy consumption within the organization, in joules or multiples.
- f.** Standards, methodologies, assumptions, and/or calculation tools used.
- g.** Source of the conversion factors used.

Natural gas consumption

Base year 2019: 168,334 kWh
Reporting year 2023: 144,304 kWh

Heating oil consumption

Base year 2019: 26,460 liters
Reporting year 2023: 30,028 liters

Electricity consumption

Base year 2019: 892,225 kWh
Reporting year 2023: 723,087 kWh

Since 2020, we have switched completely to green electricity at the Velbert production site.

Since 2021 also at the production site in Schrobenhausen.

Compensated heating oil has already been purchased for the entire year 2023

The data is based on our annual consumption statements.

Key Performance Indicator GRI SRS-302-4: Reduction of energy consumption

The reporting organization shall report the following information:

- a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.
- b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.
- c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.
- d. Standards, methodologies, assumptions, and/or calculation tools used.

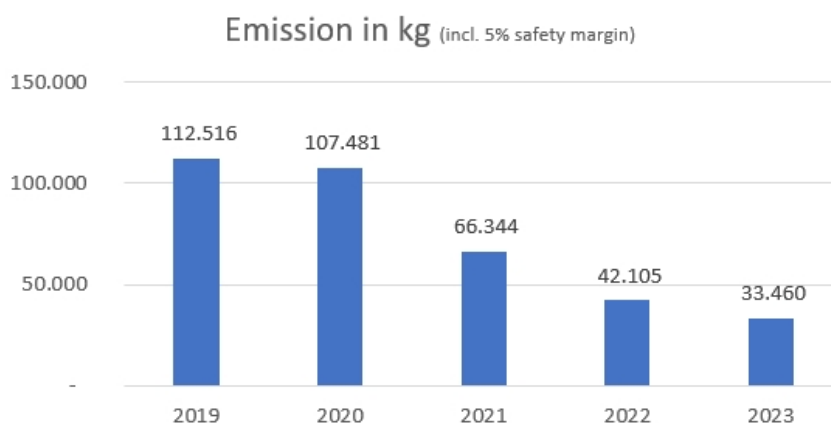
As a manufacturing company, our consumption data depends on the order situation and production capacity utilization. We were able to achieve basic savings through targeted **energy efficiency measures**, such as:

- Replacement of lighting with LEDs in the warehouse, laboratory and production areas

- Installation of ceiling fans in production for better heat distribution
- Use and adjustment of flowmeters that have reduced water consumption by **46.1%**
- Installation of heating valves with automatic window open detection and smart radiator thermostats
- Installation of slatted curtains on the doors in the production hall to reduce heating oil consumption
- Installation of electricity meters on some casting machines to record consumption and identify potential savings where necessary
- Sealing of the roller shutter door in the delivery area to reduce energy consumption
- Use of boiler covers to reduce heating oil consumption
- Complete insulation of the heating pipes to reduce heat loss
- and much more

The above-mentioned use of boiler covers can be highlighted as a specific savings measure in 2023. This suggestion came from an employee and was submitted as part of the ideas management programme. By implementing this measure, an **energy saving of 13.8 %** was achieved.

The **reduction in emissions in the vehicle fleet** area was also further expanded in 2023. By continuing to consistently switch the vehicle fleet strategy to e-mobility, CO₂ emissions were reduced by **70%** per year from the base year 2019 while the number of vehicles in the fleet remained the same:



Key Performance Indicator GRI SRS-303-3: Water withdrawal
The reporting organization shall report the following information:

- a.** Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable:
 - i.** Surface water;
 - ii.** Groundwater;
 - iii.** Seawater;
 - iv.** Produced water;
 - v.** Third-party water.

- b.** Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable:
 - i.** Surface water;
 - ii.** Groundwater;
 - iii.** Seawater;
 - iv.** Produced water;
 - v.** Third-party water, and a breakdown of this total by the withdrawal sources listed in i-iv.

- c.** A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megaliters by the following categories:
 - i.** Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids);
 - ii.** Other water ($> 1,000$ mg/L Total Dissolved Solids).

- d.** Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.

Water consumption at our two production sites is:

Base year 2019: 6,797 m³
Reporting year 2023: 4,739 m³

Key Performance Indicator GRI SRS-306-3: Waste generated
The reporting organization shall report the following information:

- a.** Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste.

- b.** Contextual information necessary to understand the data and how the data has been compiled.

Our **waste** is carefully recorded in monthly reports. We not only attach

importance to correct waste separation, but also to a high feed rate of waste into recycling and the sustainable cycle.

Significant savings have already been achieved through a clear waste avoidance strategy and internal recycling concepts. This is achieved through efficient order picking and the review and optimisation of processes relating to packaging and shipping. Materials are reused sensibly and we are constantly working on the general reduction of packaging. Many of our raw materials and products are transported on wooden pallets because the weight of the consignments is very high. We consciously work with second-choice pallets and handle them in the best possible reuse mode with our hauliers. Otherwise, as part of the disposal process, we work with companies that restore the pallets as far as possible. In this way, we try to influence the life cycle of the pallets and extend it.

The 2023 waste balance sheet shows the following values:




Designation of the waste	Unit	2023
Organic Solvents	t	0
Paints + Varnishes	t	0
Emulsion	t	14,4
Foils	t	0,71
Wood	t	10,4
Remaining Waste	t	3,8
Operating materials containing oil	t	1,0
Organic waste / rags	t	0,6
Used Chemicals	t	0,0
Used Organic Chemicals	t	0,2
Paper, Cartons	t	6,8
Scrap Metal	t	3,9
Mixed municipal waste for disposal	t	0,7
Bulk waste	t	0,0
Lead-free solder scale	t	18,3
Solder scraps containing lead	t	3,0
Lead-free wire waste	t	27,8
Wire waste containing lead	t	9,7
Total	t	101

13. Climate-Relevant Emissions

The company discloses the GHG emissions in accordance with the Greenhouse Gas (GHG) Protocol or standards based on it and states the goals it has set itself to reduce emissions, as well as its results thus far.

We are aware that as a manufacturing company we can make an important contribution to reducing emissions in Germany. Therefore, one of our overarching goals is to significantly reduce climate damaging gases in the long term. For this purpose, we have been preparing a climate balance **since 2019** (base year) using the free **ecocockpit** balancing tool from the Effizienz-Agentur NRW, which is based on the GHG Protocol standard. This accounting gives us transparency and a better overview of our emissions. First of all, we concentrate on our directly caused emissions and balance the CO₂ emissions of the company in Scope 1 and 2. We look at the areas of natural gas, heating oil, electricity and the entire vehicle fleet at all German locations (Velbert, Wülfrath and Schrobenhausen).

By switching to green electricity, biogas and a consistent change in the vehicle fleet strategy with clear targets, a strong reduction (90 per cent) in emissions from 2019 (750 t CO₂e) to 2023 (70 t CO₂e) was achieved.

	SCOPE 1		SCOPE 2			
	 Energy source for Internal heating (gas, oil)	 Business with company-owned vehicles (16 vehicles in the fleet)	 Provision of energy from external sources (electricity / green electricity)	TOTAL kg CO ₂ e	SAFETY-SURCHARGE 5%	TOTAL EMISSION SCOPE 1 AND 2 Incl. Safety Surcharge
2019	117.025	107.158	490.724	714.907	35.745	750.652
2020	150.338	102.363	18.437	271.138	13.557	284.695
2021	190.969	63.185	4.509	258.663	12.933	271.596
2022	116.216	40.100	4.509	160.825	8.041	168.867
2023	28.997	33.460	4.509	66.966	3.348	70.314

The remaining emissions have been compensated annually by atmosfair since 2020. With the contributions paid, we support three projects in Nigeria, India and Kenya. In cooperation with other committed companies in the region, we are looking for regional offset projects that can be supported. There are already approaches here, although they are still being developed at the present time.

Since the base year 2019, we have already been able to reduce Scope 1 and 2 emissions by the aforementioned 90%. Further significant reductions in these areas are now only possible through the use of renewable energies, such as the use of water cycles. Initial approaches have already been incorporated into operational planning in this area. Due to the limited potential for improvement in Scope 1 and 2, we have placed the main focus in 2023 on reducing emissions in Scope 3, particularly in the area of raw materials and here explicitly on metals, as this is our main field of action. The reduction of emissions in the area of metals is to be achieved by expanding our purchasing strategy with a focus on recycled materials. For 2024, we have set ourselves

the ambitious goal of reducing emissions in this area by a further 30% compared to the previous year by purchasing more secondary materials. Through these measures, we are actively helping to achieve our sustainability goals and significantly reduce our environmental impact.

Key Performance Indicators to criteria 13

Key Performance Indicator GRI SRS-305-1: Direct (Scope 1) GHG emissions

The reporting organization shall report the following information:

- a. Gross direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent.
- b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃ or all.
- c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent.
- d. Base year for the calculation, if applicable, including:
 - i. the rationale for choosing it;
 - ii. emissions in the base year;
 - iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.
- e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.
- f. Consolidation approach for emissions; whether equity share, financial control, or operational control.
- g. Standards, methodologies, assumptions, and/or calculation tools used.

The direct **Scope 1 emissions** consider all German sites (Velbert, Wülfrath and Schrobenhausen) and consist of the following:

	Base year 2019	Reporting year 2023
Gas	33.835 kg CO ₂ e	28.997 kg CO ₂ e
Oil	83.190 kg CO ₂ e	0 kg CO ₂ e
Fleet	107.158 kg CO ₂ e	33.460 kg CO ₂ e
Total	224.183 kg CO₂e	62.457 kg CO₂e

Emissions are stated in CO₂ equivalents (CO₂e). The calculation was carried out using the ecocockpit balancing tool of the Effizienz -Agentur NRW and the emission factors stored in it from public databases/sources. For the vehicle fleet, the manufacturer's data were used as emission factors.

The tool is based on the GHG Protocol standard.

Key Performance Indicator GRI SRS-305-2: Energy indirect (Scope 2) GHG emissions

The reporting organization shall report the following information:

- a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent.
- b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent.
- c. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.
- d. Base year for the calculation, if applicable, including:
 - i. the rationale for choosing it;
 - ii. emissions in the base year;
 - iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.
- e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.
- f. Consolidation approach for emissions; whether equity share, financial control, or operational control.
- g. Standards, methodologies, assumptions, and/or calculation tools used.

The indirect energy -related **Scope 2 emissions** consider all German sites (Velbert, Wülfrath and Schrobenhausen) and break down as follows:

	Base year 2019	Reporting year 2023
Electricity	490.724 kg CO ₂ e	4.509 kg CO ₂ e
Total	490.724 kg CO₂e	4.509 kg CO₂e

Emissions are stated in CO₂ equivalents (CO₂e). The calculation was carried out using the ecocockpit balancing tool of the Effizienz -Agentur NRW and the emission factors from public databases/sources stored in it. The tool is based

on the GHG Protocol standard.

Key Performance Indicator GRI SRS-305-3: Other indirect (Scope 3) GHG emissions

The reporting organization shall report the following information:

- a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent.
- b. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.
- c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent.
- d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.
- e. Base year for the calculation, if applicable, including:
 - i. the rationale for choosing it;
 - ii. emissions in the base year;
 - iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.
- f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.
- g. Standards, methodologies, assumptions, and/or calculation tools used.

In 2022, Stannol started to consider **Scope 3 emissions** upstream, i.e. in the upstream supply chain, as the base year. The **cradle-to-gate** approach was chosen here because it is not possible for Stannol, as a solder manufacturer, to determine the emissions of the downstream value chain. These emissions were also determined in 2023 and then compared with the base year. The main emitters in our environment are metals, which account for almost 80% of total emissions. The main savings here were achieved by changing our purchasing strategy to focus on recycled and fair trade. The reduction in Scope 3 emissions upstream in 2023 compared to the previous year (2022) is **31%**.

Key Performance Indicator GRI SRS-305-5: Reduction of GHG emissions

The reporting organization shall report the following information:

- a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO₂ equivalent.
- b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.
- c. Base year or baseline, including the rationale for choosing it.
- d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).
- e. Standards, methodologies, assumptions, and/or calculation tools used.

By switching to green electricity, biogas and a large number of energy-saving measures as well as a consistent change in the vehicle fleet strategy with clear targets, a strong **reduction** (- 90 per cent) in **Scope 1 and Scope 2** emissions was achieved from 2019 (750 t CO₂e (base year) to 2023 (70 t CO₂e).

The emissions are stated in CO₂ equivalents (CO₂e).

The calculation was made using the *ecockpit* balancing tool of the *Effizienz-Agentur NRW* and the emission factors from public databases/sources stored in it.

The tool is based on the GHG Protocol standard.

In the Scope 3 Upstream area, a 31% reduction in emissions was achieved compared to the previous year by changing the purchasing strategy in the area of metals with a focus on recycled and fair. This strategy is to be expanded in 2024 by focussing on secondary materials.

Criteria 14–20 concerning SOCIETY

Criteria 14–16 concerning EMPLOYEE-RELATED MATTERS

14. Employment Rights

The company reports on how it complies with nationally and internationally recognised standards relating to employee rights as well as on how it fosters staff involvement in the company and in sustainability management, what goals it has set itself in this regard, what results it has achieved thus far and where it sees risks.

Occupational health and safety

In the interest of both sides, Stannol supports the professional development of employees and promotes effective occupational health and safety and diversity. As the most important resource, Stannol's employees contribute significantly to the company's success. Therefore, we aim to provide a healthy and safe working environment for all employees. To ensure the physical and mental health of all employees, occupational health and safety focuses in particular on preventive, needs and target group oriented and health promoting measures. These include, for example, participation in health courses, preventive medical check ups and occupational health monitoring. Regular training, a health-promoting workplace design and the consideration of task related needs are also part of this. In the context of extraordinary requirements, we always try to find a sustainable solution for the employees. In the case of long term illnesses, we work with targeted reintegration concepts and accompany necessary workplace changes. Stannol employs an expert for occupational safety who trains and sensitises the employees in safety relevant topics in at least annual briefings and is available for questions of any kind. In an annual risk assessment, the various workplaces are examined and evaluated. Concrete changes and improvements are derived from this assessment and implemented on a mandatory basis. A trained dangerous goods officer instructs the employees in production and dispatch in the proper handling of dangerous goods on an annual basis and accompanies them in this topic. By means of attractive offers such as **job bikes** and the expansion of home office options, but also through participation in campaigns such as '**Stadttradeln**', Stannol tries to offer its employees a sustainable incentive through physical activity on the one hand and reduction of commuting on the other. In 2023, the number of job bikes was increased to two per employee in order to create

incentives and give partners or family members the opportunity to participate. For 2024, we are planning to take part in the extensive programmes of **health courses** offered by Schlüsselregion Velbert e.V. We would like to motivate our employees to take advantage of the programme by offering them an attractive share of the costs.

Employee participation

In annual employee surveys, regular employee reviews and team meetings, we work together constructively on solutions and personal development. We evaluate the feedback and incorporate it into strategic and organisational planning. Within the framework of our idea management program, we want to stimulate and use the creative potential of our employees. There have already been many helpful suggestions and proposals for improvement from various areas. In recent years, the number of ideas in the area of environment and sustainability has increased extremely, which shows us that our departments have the right awareness and are accompanying us on the path to sustainability. Within the framework of the **Stannol Sustainability Circle** with interested parties from all levels and teams, sustainability awareness could be brought forward across departments. The constructive and positive feedback from employees and the good ideas and results motivate us and confirm us again and again to improve and expand our measures. The hierarchy -free exchange leads to a stimulating dynamic, to joint action and thus to a clear improvement in the sense of community and the working atmosphere. Stannol GmbH & Co. KG does not employ any staff abroad to whom the German standards apply.

Risks

The identification and assessment of risks arising from our business activities is the task of our divisional and departmental management, together with the sustainability team based in the management and the occupational health and safety officer. The departmental goals were jointly supplemented with sustainability relevant topics and requirements. With regard to our own business activities, especially at production sites, we have identified significant risks with regard to workers' rights and have avoided or reduced them as far as possible through management systems as part of our certifications (ISO 14001 and IATF 16949) and optimization measures. We are not currently aware of any significant risks arising from our business activities, our business relationships, our products and services in the value chains that are likely to have a serious negative impact on labour rights.

Specific objectives

We aim to increase safety at Stannol by continuously improving processes and measures in the workplace. In 2023, we have not yet been able to achieve a zero rate for accidents at work and will therefore meet with the plant and production management again at the beginning of 2024 to further improve workplace design. It is anchored in the corporate strategy that concrete training and development measures for employees are agreed at each annual

employee meeting and reflected upon and discussed for the past year. As a long-established and family-run company, Stannol is aware that people are the most important potential. We therefore work continuously on employee satisfaction and fundamentally strive to provide a fair and good working environment. Stannol does not have its own sustainability department and is currently unable to define and implement any more detailed sub-targets in this area due to capacity constraints.

15. Equal Opportunities

The company discloses in what way it has implemented national and international processes and what goals it has for the promotion of equal opportunities and diversity, occupational health and safety, participation rights, the integration of migrants and people with disabilities, fair pay as well as a work-life balance and how it will achieve these.

Our employees are one of the most important pillars of Stannol's success. Their skills, expertise, commitment and inventiveness ensure the innovation and continuous development of the company.

The company offers fair, performance -related pay and helps to balance work and private life through flexible working time models. Specifically, there is a home office arrangement that allows employees who do not work close to production to work two days in their **home office**. Stannol practices a **flexitime model** and offers the **possibility of part -time work**, which ensures the best possible flexibility for employees' individual requirements.

Stannol's mission statement was developed in 2021 under the motto "**Moving forward together**". This mission statement is the result of the joint work of managers and employees from different departments. It documents the common understanding of our cooperation and provides a binding framework for action, regardless of the area in which one works and the tasks with which one is involved. More information on our mission statement can be found under the following link: <https://www.stannol.de/en/company/mission-statement> We want to strengthen collegial and appreciative cooperation in order to take on future challenges constructively and develop joint solutions. All employees are encouraged to examine their own attitudes and behaviour self critically and to align them with this mission statement. We see it as our common task to concretize the mission statement for the different areas of Stannol and to fill it with life in our daily work. A cooperation that is characterized by mutual appreciation, respect, fairness and loyalty.

Consideration is given to the different nationalities, their culture and traditions, but also to personal circumstances. The topic of integration is supported and

lived by Stannol, with over **18 different nationalities working respectfully and appreciatively** 'under one roof'.

In 2023, a training course on '**General Equal Treatment Act and equal rights**' was held to sensitise employees to different forms of discrimination and raise awareness of the importance of diversity and inclusion in the workplace. In addition, flyers were distributed in all communal and social areas that refer to the regional equality and women's advice centre. Counselling and support services for various problems can be obtained there. The information has been translated into English, German and Arabic to ensure that all employees are addressed and that the information is easily accessible to everyone. Stannol offers employees the opportunity to address problems 'in a safe space' in the form of a confidential consultation with people from the HR department and management level.

Stannol has integrated the topic of **equal opportunities** into its HR policy by establishing clear guidelines in HR to promote diversity and inclusion and taking these into account when recruiting staff in all areas. This begins with the creation of a non-discriminatory recruitment process that ensures that all applicants have equal opportunities regardless of gender, age, ethnic origin, religion, sexual orientation or disability. Furthermore, managers and employees are sensitised to raise awareness of unconscious bias and promote an inclusive corporate culture. Where the availability of staff is guaranteed, care is taken to support the professional development of underrepresented groups.

Stannol fulfils its obligation to implement the measures of the **Whistleblower Protection Act**. In 2023, a corresponding reporting system was introduced that ensures confidentiality for the whistleblower and protects them from possible reprisals.

As a long established and family owned company, Stannol is aware that people are the most important potential. Therefore, we continuously work on employee satisfaction and fundamentally strive to offer a fair and good working environment. Stannol does not have its own sustainability department and is currently unable to define and implement more detailed sub goals in this area due to capacity constraints.

16. Qualifications

The company discloses what goals it has set and what measures it has taken to promote the employability of all employees, i.e. the ability of all employees to participate in the working and professional world, and in view of adapting to demographic change, and where risks are seen.

Objectives

Promoting the employability of our employees is very important to us. Therefore, measures in the areas of education and training as well as health management have a high priority. We are continuously updating and improving our training programmes with our employees, their managers and our human resources department. Personnel and organizational development that recognizes, makes visible and promotes the talents, preferences and competences of all team members is important to us and contributes significantly to motivation. Our goal is to achieve a high level of satisfaction of our employees at their workplace and with the team and management situation. Therefore, we ask this in annual staff surveys, regular staff appraisals and team meetings, and we work together constructively on solutions and personal development. We evaluate the feedback and incorporate it into strategic and organizational planning. We are obliged to define fixed further training measures in the annual appraisals we have not set quantitative goals in the areas of training and further training as well as health management at present, as we are not able to map any key figures that make sense for us apart from the highest possible satisfaction and health of our employees.

Strategies and measures

The average number of training and development days per employee is to become an important non financial performance indicator in the future. In addition, a position has been created in the central HR department to further develop our onboarding, compliance, training and health management in cooperation with the business units. The average length of service at Stannol is eleven years. This value shows us that employees identify with the company and its tasks, accompany Stannol in its development stages and remain loyal to the company even in challenging times. The age structure at Stannol is being 'rejuvenated' in a targeted manner. The goal is a balanced interaction of young and old, so that many years of experience can combine and develop with innovative influences. Stannol is a training company in the commercial sector and plans to extend this to other areas. We employ working students in the areas of sustainability, business organization, laboratory and controlling to support projects, research and automation. The students receive intensive support for their bachelor's and master's theses. In return, Stannol benefits from their modern and structured way of working.

Achievement of objectives

We regularly check the satisfaction of our employees. In annual staff surveys, regular staff interviews and team meetings, we work together constructively on solutions and personal development. We evaluate the feedback and incorporate it into strategic and organizational planning. Within the framework of the individual further training and health measures, we also obtain corresponding feedback from our employees and adjust the next steps accordingly.

Risks

We cannot identify any risks arising from our business activities that are likely to have a negative impact on training and development. We are able to meet the necessary training needs through our range of internal (safety and occupational health) and a diverse range of external qualification measures.

Key Performance Indicators to criteria 14 to 16

Key Performance Indicator GRI SRS-403-9: Work-related injuries
The reporting organization shall report the following information:

a. For all employees:

- i.** The number and rate of fatalities as a result of work-related injury;
- ii.** The number and rate of high-consequence work-related injuries (excluding fatalities);
- iii.** The number and rate of recordable work-related injuries;
- iv.** The main types of work-related injury;
- v.** The number of hours worked.

b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:

- i.** The number and rate of fatalities as a result of work-related injury;
- ii.** The number and rate of high-consequence work-related injuries (excluding fatalities);
- iii.** The number and rate of recordable work-related injuries;
- iv.** The main types of work-related injury;
- v.** The number of hours worked.

You will find the remaining numbers c-g of the indicator SRS 403-9 in the GRI standard and may additionally report them here.

Key Performance Indicator GRI SRS-403-10: Work-related ill health

The reporting organization shall report the following information:

a. For all employees:

- i.** The number of fatalities as a result of work-related ill health;
- ii.** The number of cases of recordable work-related ill health;
- iii.** The main types of work-related ill health.

b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:

- i.** The number of fatalities as a result of work-related ill health;
- ii.** The number of cases of recordable work-related ill health;
- iii.** The main types of work-related ill health.

You will find the remaining numbers c-e of the indicator SRS 403-10 in the GRI standard and may additionally report them here.

Number of fatalities due to work related injuries: **0**

Number of work related injuries with serious consequences: **0**

Number of accidents reported to the employers'

liability insurance association: **3**

The work -related first aid cases are documented in the association books.

There is currently no readable recording system for this.

The most common work related injuries: **Bruises, cuts and contusions.**

Number of hours worked: **107,377 h**

Key Performance Indicator GRI SRS-403-4: Worker participation on occupational health and safety

The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:

a. A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.

b. Where formal joint management–worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.

It is a standard practice at all our locations to comply with all legal requirements with regard to occupational safety and health protection. To ensure the physical and mental health of all employees, occupational safety and health protection relies in particular on preventive, needs and target group oriented and health promoting measures. These include, for example, participation in health courses, preventive medical check ups and occupational health monitoring. Regular training, a health promoting workplace design and the consideration of task related needs are also part of this. Responsibility for ensuring a high level of occupational safety lies with the occupational safety unit, which reports directly to the management and acts in cooperation with the operational units on measures. Technical occupational safety measures are continuously monitored and improved at all Stannol sites. We now focus on preventing behaviour related accidents through a balanced combination of technical, organizational and personal protection measures.

Key Performance Indicator GRI SRS-404-1: Average hours of training

The reporting organization shall report the following information:

a. Average hours of training that the organization's employees have undertaken during the reporting period, by:

- i.** gender;
- ii.** employee category.

In addition to the annual compulsory training as part of the operational activities, the training and further education measures are planned individually by the team and department heads with the employees and our human resources development. Here, social, personal as well as professional, methodical skills are developed. In addition, Stannol offers cross divisional training on current and interesting topics such as General Equal Treatment Act, compliance, IT security, saving energy costs in collaboration with the NRW consumer advice centre or 'Digital footprint - get rid of unnecessary CO₂!' with Think Digital Green. Every year, employees are offered the opportunity to further their personal and professional development. Our Human Resources department provides support in the selection of suitable further education and training measures. There are plans to establish an HR management system in 2024. This will support the recording and evaluation of training days by automating the process, centralising data, enabling reporting and providing planning functions. This should help to make training activities at Stannol more efficient and effective and ultimately promote the further development of employees and the company.

Key Performance Indicator GRI SRS-405-1: Diversity

The reporting organization shall report the following information:

a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:

- i.** Gender;
- ii.** Age group: under 30 years old, 30-50 years old, over 50 years old;
- iii.** Other indicators of diversity where relevant (such as minority or vulnerable groups).

b. Percentage of employees per employee category in each of the following diversity categories:

- i.** Gender;
- ii.** Age group: under 30 years old, 30-50 years old, over 50 years old;
- iii.** Other indicators of diversity where relevant (such as minority or vulnerable groups).

In 2023, Stannol employed a total of **105** people.

Of which:

Women: **40%**

Men: **60%**

Age group - under 30 years old: **13%**

Age group - 30-50 years old: **31%**

Age group - over 50 years old: **55%**

Key Performance Indicator GRI SRS-406-1: Incidents of discrimination

The reporting organization shall report the following information:

- a. Total number of incidents of discrimination during the reporting period.
- b. Status of the incidents and actions taken with reference to the following:
 - i. Incident reviewed by the organization;
 - ii. Remediation plans being implemented;
 - iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes;
 - iv. Incident no longer subject to action.

We want to treat each other with respect, tolerance and fairness because we are convinced that a good working atmosphere is only possible through respectful interaction. At Stannol, all employees are treated equally regardless of nationality, gender, age, language or religion. We actively oppose all forms of discrimination and racism. Our equal opportunities Officers have the task of working on the implementation of the equality offer enshrined in the constitution in everyday life, to promote equality between women and men and to reduce existing disadvantages. The aim is to work towards ensuring that the interests of women and men are adequately taken into account in the workplace. Equality work is a mandate to all those responsible to counter discriminatory structures and developments (of a personnel-economic, organizational or social nature) for women and men through appropriate measures. Our equal opportunities officers have the full support of the management for this action. Stannol fulfils its obligation to implement the measures of the Whistleblower Protection Act. In 2023, a corresponding reporting system was introduced to ensure confidentiality for the whistleblower and protect them from possible reprisals. There were no confirmed cases of discrimination in 2023.

Criterion 17 concerning RESPECT FOR HUMAN RIGHTS

17. Human Rights

The company discloses what measures it takes, strategies it pursues and targets it sets for itself and for the supply chain for ensuring that human rights are respected globally and that forced and child labour as well as all forms of exploitation are prevented. Information should also be provided on the results of the measures and on any relevant risks.

Clear and transparent communication on respect for human rights helps to promote understanding of the values and principles at Stannol both internally and externally and to build a positive corporate culture. This form of policy statement plays a decisive role for us in defining the shared behaviors, objectives and responsibilities.

Using the Sustainability Code Declaration of Conformity in the sense of the „NAP Business and Human Rights“

1. Human rights policy statement

a.) State whether your company has its own corporate guidelines for upholding human rights and whether they also encompass the ILO's core labour standards.

b.) Has the company management approved the policy statement?

c.) Describe your company's internal and external communication on the topic of human rights.

d.) At which level is responsibility for human rights concerns enshrined? (CSR-RUG checklist 1b)

e.) Define the reach that your guidelines have (which sites, including subsidiaries etc.).

Clear and transparent communication on respect for human rights contributes both internally and externally to promoting understanding of the values and principles at Stannol and to building a positive corporate culture. This form of policy statement plays a decisive role for us in defining the shared behaviours, objectives and responsibilities. For us, respect for and compliance with human

rights in our own company and at all our subsidiaries is a matter of course and an integral part of our fundamental corporate and management strategy. Our Code of Conduct (CoC) is based on social, ethical and ecological standards as set out in the conventions of the International Labour Organisation (ILO), the National Action Plan for Business and Human Rights (NAP) and the United Nations Universal Declaration of Human Rights. In our CoC, we have defined requirements that apply not only to our own employees, but also to those involved in our supply chain. Since 2021, we have been demanding compliance with minimum sustainability requirements - based on the United Nations Sustainable Development Goals (SDGs) - from our existing suppliers. Our CoC defines all important standards with regard to sustainability and fair labour. These standards are mandatory when selecting new suppliers. As of 2023, Stannol has received 119 signed CoC confirmations from 126 suppliers who provide material for our production or finished goods, which corresponds to a rate of 94.9 %.

In 2024, we want to increase the number of signed CoCs for production-relevant suppliers to 100% so that all our suppliers fulfil this standard. The following human rights aspects are relevant here and are recognised by us, our suppliers, service providers and business partners:

General requirements

- to actively work against corruption and bribery in all its forms
- to combat all forms of illegal employment of workers
- to comply with the standards of fair business and fair competition

Employees sector

- to actively prevent child and forced labour in any form
- to provide its employees with a safe and healthy workplace
- pay appropriate wages in accordance with applicable laws and maintain reasonable working hours in accordance with applicable law or industry standards
- not to tolerate any form of discrimination and to promote equal treatment and equal opportunities for employees
- to respect the right of employees to freedom of association, to join trade unions, to request labour representation or to be members of works councils and to neither favour nor discriminate against employees in this respect
- to treat employees with dignity and respect and to prohibit any form of unlawful disciplinary measures
- to introduce effective grievance management for individuals and communities where this is possible with reasonable effort

Internally, employees are informed about the corporate values in order to

create awareness of the common goals, behaviour and values. Communication takes place via various channels such as departmental meetings, information events, e-mails or internal networks. In our external communication, we address the ethical and social requirements we expect from our external stakeholders such as customers, suppliers, cooperations, etc. The declaration of principles is set out in our Code of Conduct and serves as a guideline, defines the minimum requirements and is a clear basic prerequisite for cooperation.

2. Procedures for the identification of actual or potential adverse impact on human rights

a.) State whether and how your company analyses human rights risks (caused by your business activities, your business relations, your products and services, at its sites, due to political parameters) (criterion 17, checklist aspect 4).

b.) Are especially vulnerable groups of people incorporated into the risk assessment?

c.) What is your company's assessment of the human rights risks and its ability to counter these itself?

d.) How are human rights risks incorporated into your company's risk management?

We are aware that the greatest risk factor with regard to the violation of human rights lies in the upstream value chain. Our products mainly use the metal tin, which is one of the raw materials with very low reserves and is therefore categorised as critical. Nevertheless, tin is indispensable for the manufacture of electronic products and is therefore a strategic technological raw material. The extraction of primary raw materials is associated with negative environmental impacts, most of which take place under inhumane working conditions in South East Asia.

The ores for metals originally come from mining areas in parts of the world where social responsibility is not automatically a high priority. Critical working conditions are widespread in (mainly illegal) mining. Many workers are inadequately equipped in terms of safety and labour protection and are paid very low wages for hard, unhealthy work. Child labour is also still on the agenda in many mines in these countries. In addition, indigenous peoples are often displaced so that new mining sites can be built.

As these conditions are completely unacceptable to us, we started looking for ways to stop supporting this type of mining at an early stage. We see ourselves as pioneers in the field of soldering technology, as we are aware of the environmental and social challenges in our industry. We are already taking

active action in this area and exerting a positive influence on the behaviour of other players in the supply chain. We have achieved this by changing our purchasing strategy. In particular, this includes the procurement of fair and recycled tin as a central lever in our supply chain. Since 2016, we have focussed on purchasing tin that is mined under more environmentally friendly and humane conditions. This tin comes from certified mines that take both social and ecological concerns into account.

Since 2023, we have focussed on recycled tin that is obtained from metal scrap, produced in Europe and complies with social and sustainability standards. The supply chain of our products is made transparent through blockchain. The various stages leading up to their arrival at our production site can therefore be tracked.

3. Measures to review effectiveness / Element: grievance mechanism

a.) Is there training for employees in the area of human rights?

b.) State whether and how the upholding of human rights is checked.

c.) Describe any internal grievance mechanisms and clearly assigned responsibilities within the company or explain how access to external grievance mechanisms is ensured.

d.) Do whistle-blowing mechanisms also apply to suppliers?

As part of the onboarding process, Stannol's mission statement is presented to all new employees and discussed in detail. This mission statement encompasses social values and promotes moral and ethical behaviour in the working environment.

In addition, awareness of these values is updated and reinforced through regular departmental and information events, as well as in the annual appraisal interviews with employees.

To ensure that the human rights aspects enshrined in our Code of Conduct (CoC) are actually practised and implemented, supplier companies must undergo extensive qualification processes and commit to these actions.

Through on-site visits to the production facilities or mines, we form our own impression of the conditions at the respective locations of our suppliers. The people responsible must also provide evidence that human rights are being safeguarded and complete questionnaires.

4. Human rights due diligence obligations in the value chain

a.) Is there a suppliers' code of conduct that comprises the four ILO core labour standards?

b.) State whether and how a check is performed for human rights risks prior to entering into a business partnership.

c.) Are suppliers given training on human rights?

d.) What processes does your company use to guarantee that its suppliers uphold human rights?

e.) Do you implement measures (jointly with suppliers) in the event of a conflict or do you work with other stakeholders? If so, which ones?

f.) What redress policies are there? Report on incidents in the reporting period.

There is the aforementioned, defined **Code of Conduct (CoC)** for suppliers, which includes the four ILO core labour standards. For new collaborations, our purchasing department carefully checks whether the human rights due diligence obligation in the value chain is being fulfilled and requires the CoC to be signed.

In on-site visits and detailed **qualification processes**, we check for ourselves whether a supplier company is complying with human rights by visiting and auditing the production facilities or mines and gaining our own impression of the conditions. The people responsible must answer a questionnaire and provide evidence that human rights are being safeguarded.

In possible cases of conflict, we enter into open dialogue and clarification with the suppliers. In the event of a demonstrable conflict, we distance ourselves from co-operation with these companies.

Our purchasing strategy therefore includes a **second source strategy**. In addition to avoiding dependencies and supply bottlenecks, this strategy ensures that there are (preferably several) alternatives when violations or concerns regarding human rights practices are identified. By diversifying the supply chain in this way, we can ensure that we fulfil our commitment to respect human rights, even if conflicts arise with a particular supplier. This helps Stannol to minimise the risk of human rights violations and enables us to act ethically and responsibly.

Key Performance Indicators to criteria 17

Key Performance Indicator GRI SRS-412-3: Investment agreements subject to human rights screenings

The reporting organization shall report the following information:

- a.** Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.
- b.** The definition used for ‘significant investment agreements’.

Since 2021, Stannol has required its suppliers to comply with minimum sustainability requirements based on the United Nations Sustainable Development Goals (SDGs). Our Code of Conduct defines all important standards in the areas of sustainability and fair employment. These standards must be applied when selecting new suppliers - the focus here is on sustainability and material compliance.

By consistently pursuing our CoC strategy for new suppliers, we were able to improve the CoC rate for production-related suppliers from 64% (2021) to 94.4% (2023). The aim here is to increase the rate even further.

Key Performance Indicator GRI SRS-412-1: Operations subject to human rights reviews

The reporting organization shall report the following information:

- a.** Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.

We do not currently have a management and recording system that provides these key figures.

The DNK report refers to three locations in Germany (Velbert, Wülfrath and Schrobenhausen). At all three locations, the social, ethical and environmental standards set out in the Code of Conduct and explained in more detail in this report are observed and implemented. As a long-established and family-run company, Stannol is committed to employee satisfaction and always endeavours to offer and develop a fair and good working environment. An audit of human rights aspects is therefore not relevant and is not carried out.

Key Performance Indicator GRI SRS-414-1: New suppliers subject to social screening

The reporting organization shall report the following information:

a. Percentage of new suppliers that were screened using social criteria.

We do not currently have a management and recording system that provides these key figures. Stannol does not have its own sustainability department and is currently unable to define and implement any additional assessment mechanisms for checking social criteria due to capacity constraints.

In principle, new suppliers must fulfil the minimum sustainability requirements in our CoC, which takes both environmental and social aspects into account.

Key Performance Indicator GRI SRS-414-2: Social impacts in the supply chain

The reporting organization shall report the following information:

a. Number of suppliers assessed for social impacts.

b. Number of suppliers identified as having significant actual and potential negative social impacts.

c. Significant actual and potential negative social impacts identified in the supply chain.

d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.

e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.

We do not currently have a management and recording system that provides these key figures. Stannol does not have its own sustainability department and is currently unable to define and implement any additional assessment mechanisms for monitoring social impacts in the supply chain due to capacity constraints.

In principle, new suppliers must fulfil the minimum sustainability requirements in our CoC, which takes into account both environmental and social aspects.

Criterion 18 concerning SOCIAL MATTERS

18. Corporate Citizenship

The company discloses how it contributes to corporate citizenship in the regions in which it conducts its core business activities.

Social commitment is important to us. As a successful company with a long tradition, we want to assume social responsibility and get involved with people who need our help. As an expression of our regional ties, we particularly support local projects in Velbert.

For many years, Stannol has been working with the Velbert refugee aid organization and has already hired several refugees. In targeted measures, regional integration processes have been advanced through financial but also personal support. Every year we provide targeted support for sustainable, charitable projects. This is done financially, but also with active, personal commitment through concrete cooperation and the use of employees from all areas of the company.

In the region, we support many **social projects** such as Flüchtlingshilfe Velbert e.V. or Sucht- und Jugendhilfe e.V., but also projects that support deprived children in the region. Stannol donated the prize money from the sustainability award it received from the NRW Efficiency Agency to a project run by the Foundation Leuchtturm to provide children from deprived families with school materials. We prefer to commission **regional service providers** for projects, such as the renaturalisation of our outdoor area, in order to strengthen the region. In addition, in cooperation with the regional vocational schools, we often offer internships and accompanied "get-to-know days" for pupils. Stannol is a **training company** in the commercial sector. A growing **team of working students** accompanies us with young ideas and working techniques in projects and developments. As already mentioned, we are an active member of many **sustainable communities** that actually want to make a difference. These networks are active both regionally and nationwide, with a focus on sustainable action. In joint meetings, actions and information rounds, sustainable issues can be discussed and questioned in a protected space, but also approaches to action and experiences can be exchanged. There is regular exchange and a lot of commitment in joint activities and learning projects with other interested companies, sometimes from the same sector and region.

Key Performance Indicators to criteria 18

Key Performance Indicator GRI SRS-201-1: Direct economic value generated and distributed

The reporting organization shall report the following information:

- a.** Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:
- i.** Direct economic value generated: revenues;
 - ii.** Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments;
 - iii.** Economic value retained: 'direct economic value generated' less 'economic value distributed'.
- b.** Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.

Not stated. These performance indicators are not collected because, as a family business, they are not of material relevance to our stakeholders and the success of the company.

Criteria 19–20 concerning ANTI-CORRUPTION AND BRIBERY MATTERS

19. Political Influence

All significant input relating to legislative procedures, all entries in lobby lists, all significant payments of membership fees, all contributions to governments as well as all donations to political parties and politicians should be disclosed by country in a differentiated way.

As a medium sized enterprise (SME), Stannol has to deal with upcoming regulatory requirements on an ongoing basis and would like to get involved in the transformation process initiated by the German government or the EU and

seize the associated opportunities. However, SMEs in particular are in a situation where business partners are required to provide information on sustainability aspects in various forms. Without this provision of information, there is a risk of abrupt interruption of often long standing business relationships.

Not only does the German **Supply Chain Sourcing Obligations Act (LkSG)** set new requirements in this regard, but the European legislator in particular is demanding more transparency on sustainability from companies. The central regulatory instrument here is the **Corporate Sustainability Reporting Directive (CSRD)**. This covers small and medium sized enterprises partly directly, but also indirectly via value chains. Stannol is a member of several associations and societies whose memberships are not linked to political influence. These include the non profit network **B.A.U.M.**, the **Zukunftskreis Nachhaltigkeit Hoch³ (ZN³)** as well as the association **Schlüsselregion Velbert e.V.** We use these networks to expand our industry knowledge, to enter into exchange with other actors and to develop further in a targeted and sustainable manner. In addition, Stannol's management is an active member of the pilot group of the **German Accounting Standards Committee (GASC)** and the **German Council for Sustainable Development (RNE)**, mwhich deals with existing sustainability reporting requirements for small and medium sized enterprises (SME). We actively follow all requirements and developments and keep ourselves informed in order to stay up to date on all relevant topics and to be able to act on relevant measures and demands. However, the company does not exercise any political influence and there is no membership in politically active organizations. Furthermore, Stannol does not make any donations to political parties.

Key Performance Indicators to criteria 19

Key Performance Indicator GRI SRS-415-1: Political contributions
The reporting organization shall report the following information:

- a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary.
- b. If applicable, how the monetary value of in-kind contributions was estimated.

Stannol does not make any form of party donations.

20. Conduct that Complies with the Law and Policy

The company discloses which measures, standards, systems and processes are in place to prevent unlawful conduct and, in particular, corruption, how they are verified, which results have been achieved to date and where it sees there to be risks. The company depicts how corruption and other contraventions in the company are prevented and exposed and what sanctions are imposed.

It is a matter of course for us to comply with legal requirements and guidelines and to act according to ethical principles. Stannol does not tolerate corruption of any kind and rejects bribery or the acceptance of benefits in any form. In our **Code of Conduct** we actively speak out against any form of corrupt incidents and hold our suppliers, service providers and business partners accountable. Responsibility for **Compliance** lies directly with the Executive Board and top management. They check compliance with legal and ethical principles as well as fair and respectful treatment in the working environment. If necessary, appropriate measures are taken. So far, there have been no corruption violations or investigations in our company. For this reason, we have not yet formulated any concrete objectives for the area of compliance. Furthermore, from our point of view, no risks that have arisen from our business activities with regard to the fight against corruption and bribery can be named at present. We counter the risk of corruption in the upstream supply chain through our fair and sustainable approach to the selection of producers and suppliers, who must meet criteria that are regularly reviewed.

These criteria include:

- Observance of environmental criteria (measures for resource and energy consumption, renaturation measures for the period after mining, etc.).
- Compliance with international and national rights
- Assumption of social responsibility for employees and local people (fair wages, appropriate working hours, adequate occupational health and safety measures, social commitment, etc.).
- Commitment against child and forced labour
- transparent dealings

With our main suppliers, we consciously build a sustainable, qualitative and long term cooperation. It is important for us to act responsibly as part of the value chain and to ensure compliance with social, ethical and ecological standards. We also expect this action and awareness from our suppliers, service providers and business partners. We want to develop sustainably together with them.

Key Performance Indicators to criteria 20

Key Performance Indicator GRI SRS-205-1: Operations assessed for risks related to corruption

The reporting organization shall report the following information:

- a.** Total number and percentage of operations assessed for risks related to corruption.
- b.** Significant risks related to corruption identified through the risk assessment.

In 2023, there were no suspicions of corruption and no corruption risks were identified.

Key Performance Indicator GRI SRS-205-3: Incidents of corruption

The reporting organization shall report the following information:

- a.** Total number and nature of confirmed incidents of corruption.
- b.** Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.
- c.** Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.
- d.** Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.

In 2023, no cases of corruption were identified at Stannol or at our contractual suppliers and business partners. As part of our compliance guidelines, 119 suppliers who provide materials for our production or finished goods have signed the Code of Conduct. Accordingly, no legal proceedings were initiated.

Key Performance Indicator GRI SRS-419-1: Non-compliance with laws and regulations

The reporting organization shall report the following information:

- a.** Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of:
 - i.** total monetary value of significant fines;
 - ii.** total number of non-monetary sanctions;
 - iii.** cases brought through dispute resolution mechanisms.

- b.** If the organization has not identified any non-compliance with laws and/or regulations, a brief statement of this fact is sufficient.

- c.** The context against which significant fines and non-monetary sanctions were incurred.

In 2023, no cases of corruption were identified at Stannol or at our contractual suppliers and business partners. As part of our compliance guidelines, 119 suppliers who provide materials for our production or finished goods have signed the Code of Conduct. Accordingly, no legal proceedings were initiated.

Overview of the GRI indicators in the Sustainable Code declaration

In this Sustainable Code declaration, we have reported according to the "comply or explain" principle on the GRI indicators listed below. This document refers to the GRI Standards 2016, unless otherwise noted in the table.

Areas	Sustainable Code criteria	GRI SRS indicators
STRATEGY	1. Strategic Analysis and Action	
	2. Materiality	
	3. Objectives	
	4. Depth of the Value Chain	
PROCESS MANAGEMENT	5. Responsibility	GRI SRS 102-16
	6. Rules and Processes	
	7. Control	
	8. Incentive Systems	GRI SRS 102-35 GRI SRS 102-38
	9. Stakeholder Engagement	GRI SRS 102-44
	10. Innovation and Product Management	G4-FS11
ENVIRONMENT	11. Usage of Natural Resources	GRI SRS 301-1
	12. Resource-Management	GRI SRS 302-1 GRI SRS 302-4 GRI SRS 303-3 (2018) GRI SRS 306-2 (2020)*
	13. Climate-Relevant Emissions	GRI SRS 305-1 GRI SRS 305-2 GRI SRS 305-3 GRI SRS 305-5
SOCIETY	14. Employment Rights	GRI SRS 403-4 (2018)
	15. Equal-Opportunities	GRI SRS 403-9 (2018)
	16. Qualifications	GRI SRS 403-10 (2018) GRI SRS 404-1 GRI SRS 405-1 GRI SRS 406-1
	17. Human Rights	GRI SRS 412-3 GRI SRS 412-1 GRI SRS 414-1 GRI SRS 414-2
	18. Corporate-Citizenship	GRI SRS 201-1
	19. Political Influence	GRI SRS 415-1
	20. Conduct that Complies with the Law and Policy	GRI SRS 205-1 GRI SRS 205-3 GRI SRS 419-1

*GRI has adapted GRI SRS 306 (Waste). The revised version comes into force on 01.01.2022. In the course of this, the numbering for reporting on waste generated has changed from 306-2 to 306-3.