



TSUBAKI KABELSCHLEPP
**SUSTAINABILITY
REPORT 2022**



We see it as our ongoing duty to protect the environment, to reduce the environmental impact of our company, to save resources, to reduce emissions, and to generate a positive impact on society.

**The electronic version
of this report (and more) can be found at:**
tsubaki-kabelschlepp.com/csr-sustainability



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*// Our objective is to achieve
climate neutrality well before 2045. //*

FOREWORD FROM MANAGEMENT

Sustainability is one of the dominant topics in society, generally and in the manufacturing industry in particular. Not everything is currently clearly regulated, but there is a consensus that sustainability has to be made a focus of corporate activity.

We accept sustainable actions as our corporate and social responsibility and therefore already launched our sustainability initiative several years ago.

The logical starting point was to assess the energy consumption of scopes 1 and 2. The energy efficiency program gave us detailed insights into our energy consumption and identified clear savings potentials. Our specialized partner for implementing these then provided us with clear recommended actions – important for a company that was new to the field of sustainability at the time.

After many steps and investments in sustainable technologies, such as LED lighting, energy-saving injection molding machines, and heat recovery projects, we now have a clearer picture of what we need in order to become climate-neutral by 2045 at the latest.

Our objective is to achieve climate neutrality well before 2045.

This year, we were able to include large parts of scope 3 – i.e. all indirect emissions sources that do not fall under scope 2 – into the overall assessment.

It is therefore also a good time to publish our first sustainability report now. We want to validate what we are doing and what our plans and next targets are. We strive for clear and transparent communication so that our entire environment, such as customers, employees and suppliers, can understand exactly where we are.



Henning Preis
President & CEO

STATEMENT FROM THE SUSTAINABILITY OFFICER

The term “sustainability” currently is probably one of the most frequently used words. Nevertheless, there is often a very incomplete understanding of the concept of sustainability. It is often equated with ecological factors, which is a grave misunderstanding. The environment is only one of the three key areas of sustainability, while the social and economic aspects are often disregarded or not known.

In companies, however, it is particularly important to consider all three areas and to balance them. A sound economic position is just as important as a clear strategy and measures for reducing emissions; and they are also a social task and responsibility. All this will enable industry and society together to achieve climate neutrality by 2045 or before.

We are now publishing our first sustainability report. We are clearly and openly analyzing our achievements, our next steps, and our targets. But anyone with responsibility for this topic is also aware of the in-house obstacles to determining and evaluating the values of scopes 1 to 3 for the comparison years. It is a task that is indispensable for determining our position, but it is very worthwhile.

You have to know where you are in order to set yourself a clear target.

For TSUBAKI KABELSCHLEPP, this simple principle was the introduction into sustainability around three years ago, with an energy efficiency analysis as the first step. We processed the analyses in the order of the consumption figures – how much electricity, gas and water are we using?

The energy crisis confirmed and accelerated our procedure. We now know very well where we stand with regard to scopes 1 and 2. We have initiated the first measures for reducing consumption figures and have changed from gray electricity to 100 % green electricity for our largest energy source.

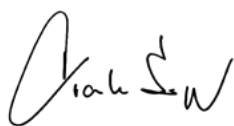
To assess these positive effects not just once but to also continue to develop them consistently, we have added an experienced “energy manager” to our team. With information from the respective departments, we are continuously expanding our analyses with values from scope 3. This will allow us to assess our current situation much more accurately and will give us a much clearer picture of how correct our first steps were and how far we still have to go.

These tasks have to be seen as being on the same level as the requirements for and through our parent company, the listed Japanese group of companies TSUBAKIMOTO CHAIN CO. in Osaka.

We are reporting current data and values for CPD to our parent company.

We have a clear understanding of the social responsibility involved in our work, but also of explicit corporate advantages such as saving resources, lowering costs and improving the working conditions for our employees. And as a side effect, we are also becoming more attractive as an employer, which is key for a company with a clear growth trajectory. In periods of skills shortage, we attach particularly great importance to our "employer brand".

We therefore see sustainability as a great opportunity that we are happy to seize, and not just as a social responsibility.



Frank Springer
Vice President Marketing & Innovation





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TSUBAKI KABELSCHLEPP

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OUR ACTION AREAS



TSUBAKI KABELSCHLEPP COMPANY PROFILE

Cable carriers, cables for cable carriers, conveyor systems and guideway protection – optimizing products and system solutions for sustainable applications. Continuous new developments set trends for forward-thinking applications. TSUBAKI KABELSCHLEPP are specialists for standard products as well as for complex tasks, with decades of experience in hundreds of industries, e.g. the automotive industry, robotics, and the machine tools industry.

The history of cable carrier specialist TSUBAKI KABELSCHLEPP began in 1954 with the invention of the steel cable carrier and the foundation of Kabelschlepp GmbH in Siegen, Germany. Within a short time, the product established itself and successful markets developed out of this idea.

TSUBAKI KABELSCHLEPP are currently a global player with international representatives and subsidiaries in more than 70 countries, and cable carrier systems are an essential component of almost all machines. TSUBAKI KABELSCHLEPP have been part of the TSUBAKI Group since 2010 and took on the worldwide lead in the field of cable carrier systems.

Our innovative solutions have proven themselves worldwide in the most diverse industries – and in fact, no longer just in the classical areas of application such as machine tools, crane systems, washing systems, and medical and laboratory technology, but also for industrial robots, offshore oil platforms, and aerospace. The field of industrial automation would also be inconceivable without moving cable carriers.

Our decades of experience from thousands of successfully implemented projects in a number of industries with different requirements for our cable carrier systems continue to produce new, customized, and application-specific solutions for our customers. Our experts support you from the planning and design phase through installation on site to commissioning of the tested complete system.

Founded in

1954

with the invention of the first steel cable carrier in Siegen

Countries

71

headquarters, subsidiaries, and international offices

Employees

321

at the Wenden-Gerlingen site

Turnover

47.5 million €

at the Wenden-Gerlingen site

CO₂ reduction

78,9 %

total savings in scopes 1-2

THE PATH TO MORE SUSTAINABILITY: OUR VISION

In times of climate change, striving for more sustainability is no longer optional, but mandatory in particular for medium-sized companies: On the one hand, we have to comply with laws and agreements, while on the other hand, we have made a commitment with our environmental policy, the health & safety policy, and the company code and code of conduct.

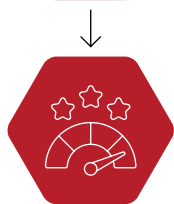
TSUBAKI KABELSCHLEPP is part of the TSUBAKI Group, whose Japanese parent company has defined ambitious overarching targets, for example for CO₂ emissions: Compared to the base year 2018, the target is to achieve a 25 % reduction by 2025. We generally want to achieve this as an organic change that comes from inside the company itself. At the Wenden site and in subsidiaries with production, we will reduce the CO₂ emissions significantly in the coming years.

TO THE TARGET IN 4 STEPS



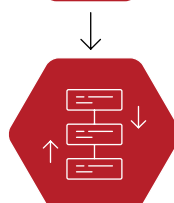
01 IDENTIFYING FIELDS OF ACTION

In the first step, the different social and ecological topics along the entire value chain were identified that are relevant in connection with the business operations of TSUBAKI Kabelschlepp GmbH.



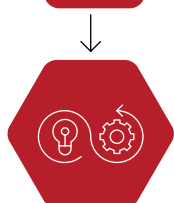
02 MATERIALITY ANALYSIS

In a second step, a quantitative evaluation of the previously identified topics regarding their impact on the environment, society, and industry was then carried out.



03 PRIORITIZATION

Based on the information obtained, the individual sustainability topics were related to each other and weighted based on their identified impact on the environment, society, and industry and their significance for TSUBAKI KABELSCHLEPP.



04 VALIDATION

TSUBAKI Kabelschlepp GmbH verify each year whether the identified topics and priorities are still suitable for the current challenges in the context of sustainability. In the reporting year 2022, no changes were made in the scope of this internal validation.

SUSTAINABILITY TARGETS



CLIMATE-NEUTRAL PRODUCTION

Reducing CO₂ in our own production (scopes 1 and 2) compared to 2018



RAW MATERIALS AND CONSUMPTION

Using recycled raw materials (regranulate)



SUSTAINABLE SUPPLIERS

Increasing the purchasing volume from suppliers with self assessments



WASTE REDUCTION

Generally reducing waste and continuously expanding the "paperless office"



COMPLIANCE & ANTI-CORRUPTION

Strictly complying with all legal requirements and stopping corruption



CLIMATE-NEUTRAL SUPPLY CHAIN

Reducing CO₂ in the supply chain (scope 3) compared to 2018



EQUAL OPPORTUNITIES

Gender balance across all management levels



DIVERSITY AND INCLUSION

Promoting a heterogeneous workforce regardless of demographic characteristics



HUMAN RIGHTS AND SOCIAL STANDARDS

Complying with the highest social standards and acting in line with human rights principles



HEALTH AND SAFETY

Optimizing a health-promoting work environment and continuously reducing the accident rate



REGENERATIVE ENERGY

100 % of purchased electricity from regenerative sources



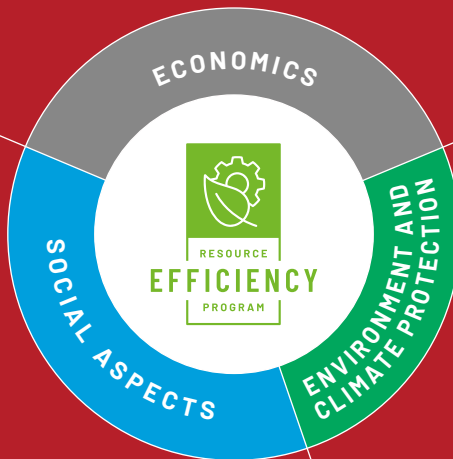
FRESH WATER CONSUMPTION

Reducing fresh water consumption



ENERGY EFFICIENCY

Implementing measures for subsequently increasing the annual energy efficiency



01

EVERYONE ON BOARD – FOR ENVIRONMENT AND SOCIETY

How will this happen? On the one hand, by identifying suitable measures and implementing them, but also by training the team and with in-house information and awareness campaigns. The objective: All employees have to be “on board”, because that is the only way to efficiently implement changes.

Sustainability does not only mean environmental protection, though. Responsibility for people also plays an important role – for each individual employee, but also for the region and for society in general. Specifically, we ensure fair and family-friendly working conditions in an environment with a maximum level of safety. In addition, we are supporting regional and national initiatives and organizations that are in line with the values and objectives of TSUBAKI KABELSCHLEPP. Because sustainability requires integrated thinking – for the people and the world that we live in.

Find more information here:

tsubaki-kabelschlepp.com/csr-sustainability





Corporate ethics campaign



Code of Conduct



Corporate ethics



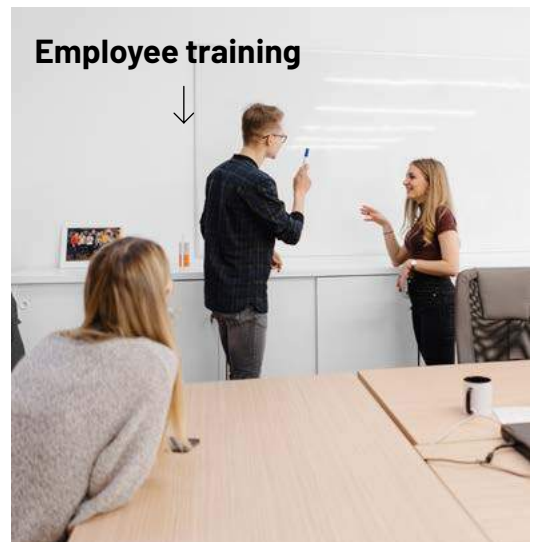
Health and safety guideline



Environmental guideline



Environmental brochure



Employee training



02



ENVIRONMENT AND CLIMATE PROTECTION

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02

PROTECTING THE CLIMATE - WITH A COMPREHENSIVE PACKAGE OF MEASURES

TSUBAKI KABELSCHLEPP once again determined the CO₂ footprint for the Wenden site in 2022. The "ecockpit" online tool from Effizienz-Agentur NRW (EFA) was introduced for this purpose in 2021. It makes it possible to determine the CO₂ footprint for products, processes, and sites. This allows us to identify savings potentials for reducing emissions, to find solutions, and to initiate targeted measures. The overarching objective: using energy and resources efficiently and achieving savings, in all relevant areas.

ECOCOCKPIT

ecockpit is a software for determining the CO₂ footprint and creating CO₂ analyses. Company analyses (site analyses) – the corporate carbon footprint (CCF) – as well as product carbon footprints are possible. The software is free to use, and EFA offer training courses for using the software and are also available to answer questions. ecockpit is based on the Greenhouse Gas Protocol, a set of standards for measuring and managing greenhouse gases.



ecockpit – CO₂ analysis for companies can be found here:

<https://ecockpit.de>

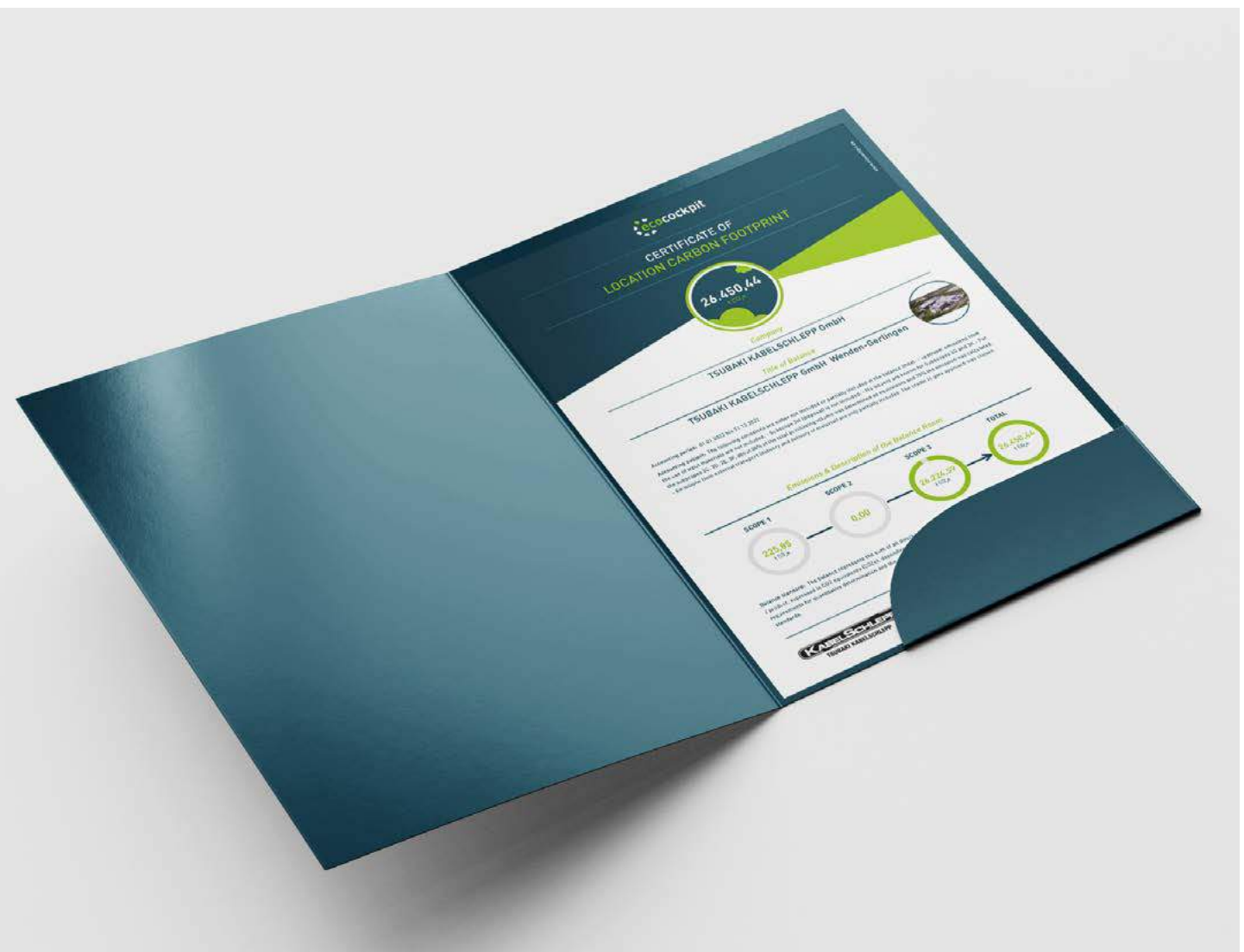


CO₂ SITE ANALYSIS

As our site analyses for 2018 – 2021 focused on scopes 1 and 2 and subscope 3 (drinking water), we tackled the next big step for recording our CO₂ footprint with ecocockpit for the 2022 analysis: scope 3.

To make this as comprehensive as possible, we recorded the data from our business trips with external means of transport (air, train, rental car, taxi) and determined the commuting distances and means of transport of our employees. The largest part of scope 3, however, is material procurement. We included our entire purchasing volume of semi-finished products, raw materials, packaging materials, and purchased parts as well as consumables, tools, and machines, excluding only services and subcontracted work.

When determining the data, we repeatedly encountered the issue that many suppliers are still unable to provide information on their products and services. The databases we



02

have access to also provide information only to a limited extent. One of the challenges of the near future certainly is to complete the databases and to generate product analyses – another task and target for us.

We were nevertheless able to determine a CO₂ equivalent for around 30 % of our purchasing volume. The remaining 70 % were then calculated arithmetically on this basis.

A somewhat paradox effect of an increasingly detailed assessment of our own carbon footprint is that the level of emissions in kg of CO₂e increases – so the more detailed we are in our work, the poorer the result will be initially.

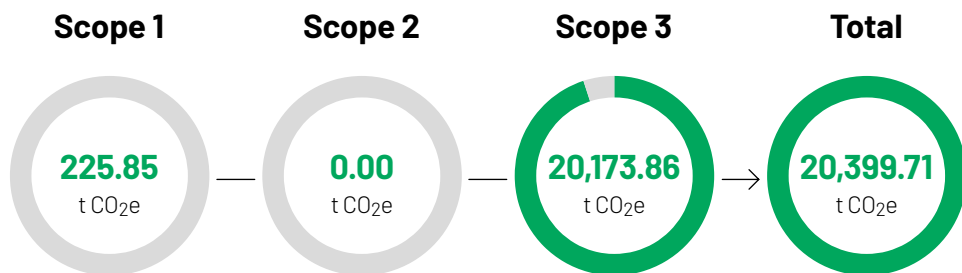
But the knowledge of our own status quo is also becoming more precise. This is the only way for us to define, trigger, and implement projects for reducing emissions.

View our CO₂ site analysis here:

tsubaki-kabelschlepp.com/ccf



The cradle-to-gate approach is the analysis limit for the data of the CO₂ site analyses. The cradle-to-gate approach comprises the environmental impact from extracting the required raw materials to providing the finished products on the company premises. The downstream processes, such as distribution, transport to the customer, usage period of the product, and disposal are not taken into account.



SCOPES

Scope 2

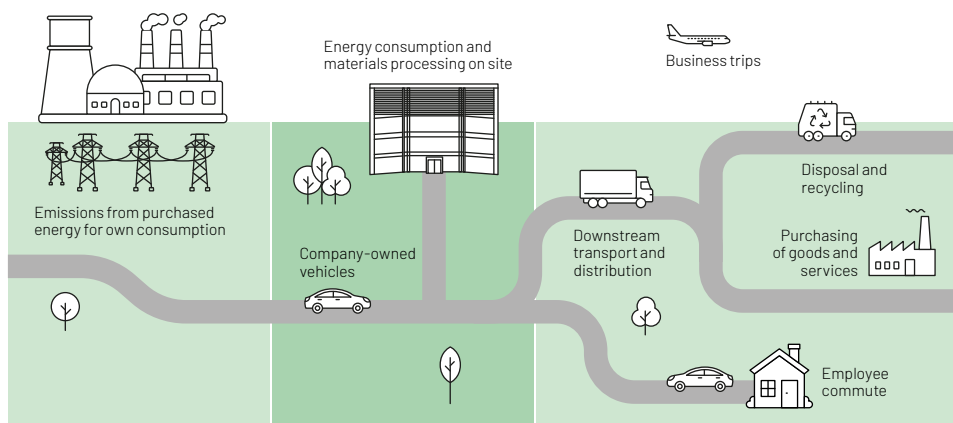
Indirect sources:
Emissions from
energy/supply

Scope 1

Direct sources:
Emissions from
own consumption

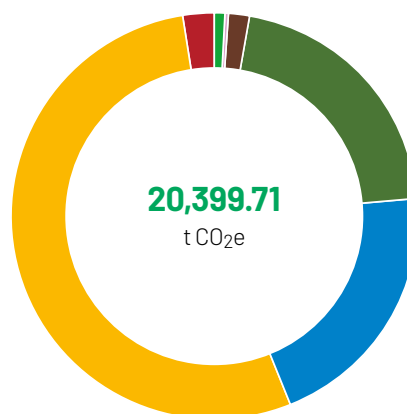
Scope 3

Indirect sources: Emissions of the
delivery or service provider chain



Emitters

1.11 %	Scope 1 + 2
0.1 %	Business trips with external means of transport [19,287.80 kg CO ₂ e]
1.67 %	Packaging, cartons, timber, paper, cardboard [324,899.21 kg CO ₂ e]
20.92 %	Plastics [4,065,170.88 kg CO ₂ e]
20. %	Metals [3,913,942.10 kg CO ₂ e]
53.69 %	Other emitters (materials, machines, tools, ...) [10,430,176.25 kg CO ₂ e]
2.36 %	Employee commute [458,227.54 kg CO ₂ e]

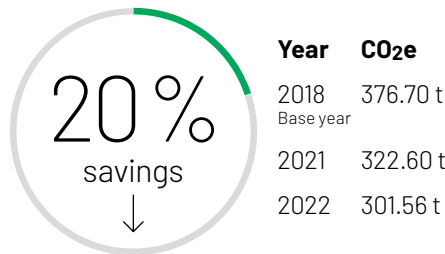


DEVELOPMENT FROM 2018 TO 2022

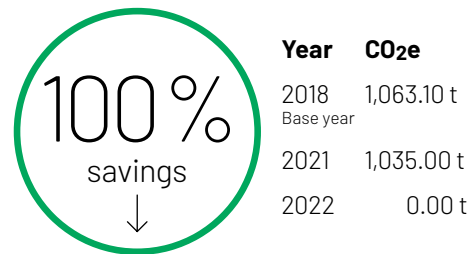
While we were only able to include data for scopes 1 and 2 in the first CO₂ site analyses, we have come quite a lot further in 2022 with the data basis in scope 3.

A comparison of the CO₂ site analyses between the base year 2018 and 2022 only in scopes 1 and 2 and sub-scope 3 (including a 10 % safety margin) shows the following:

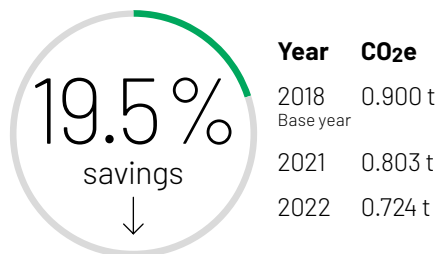
Scope 1



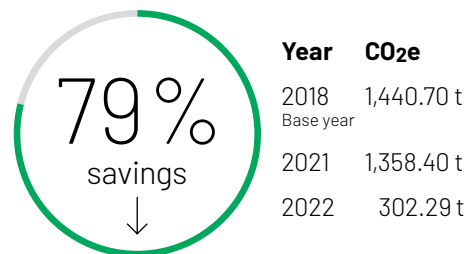
Scope 2



Scope 3 (Subscope 3I)



Total



This CO₂ emissions reduction was mostly achieved by changing the electricity supply from gray electricity (emissions factor 223 kg CO₂e) to green electricity (emissions factor 0 kg CO₂e). But at 3,722,370 kWh, the overall electricity consumption in 2022 is also 13.7 % below the 2018 consumption of 4,314,553 kWh. Decisive factors for this are the implementation of energy saving projects, but also the respective production volume.

A low natural gas consumption is another factor. It is crucially influenced by the climate conditions, i.e. the temperatures of the respective analysis period, but in particular the use of waste heat. In 2018, natural gas consumption was 594,730 kWh, which corresponds to 139,511 kg CO₂e. The 2022 figure was 549,573 kWh, which corresponds to 110,464 kg CO₂e. This shows that CO₂ emissions were reduced by 20.8 % in this area. The water consumption of 3,040 m³ in 2022 was 11.7 % lower than in 2018 (3,883 m³).

CO₂ INFORMATION CDP

Our parent company TSUBAKIMOTO CHAIN Co. have already been publishing environmental data on the CDP portal since 2013. Since 2021, TSUBAKI KABELSCHLEPP have also been submitting figures to TSUBAKIMOTO.

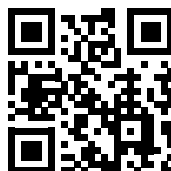
CDP (CARBON DISCLOSURE PROJECT)

CDP stands for Carbon Disclosure Project, a non-profit organization founded in London in 2000. Its objective is that companies as well as communities publish their environmental data, for example climate-damaging greenhouse gas emissions and water consumption. The data can be viewed on the CDP website free of charge.



More information on the non-profit organization CDP can be found here:

<https://www.cdp.net>



KEY PERFORMANCE INDICATORS

The following lists the key performance indicators for measuring the sustainability performance. All information refers to the Wenden-Gerlning site. The reference period comprises the financial years 2018, 2021, and 2022. All figures are rounded, which can result in slight deviations in the totals.

Human Resources (without outsourced work)

	2022	2021	2018
Employees	285	289	280
Avg. sickness absence rate (paid + unpaid)	8.09 %	5.97%	*
Home office days	5,621	7,746	*

* values not determined

Employee commute

	2022	2021	2018*
Employees with a company car	23	24	*
Employees traveling on foot, by bicycle, or by bus	5	5	*
Employees with their own car	257	260	*
Distance to the workplace (both ways)	12,500 km/day 2,303,967 km/year	11,855 km/day 2,179,239 km/year	*

* values not determined

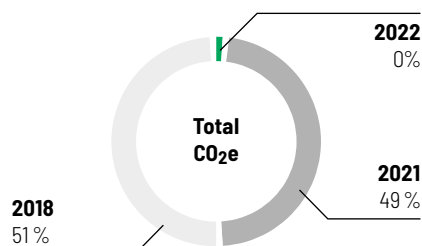
Turnover

	2022	2021	2018
Turnover	47,574,698.11 €	42,845,146.08 €	46,714,095.08 €

Electricity consumption

	2022	2021	2018*
Consumption [kWh]	3,722,370	4,200,480	4,314,553
Electricity mixture	Green electricity	Gray electricity	Gray electricity
CO ₂ factor	0 g/kWh	223 g/kWh	223 g/kWh
Total CO ₂ e	0.00 t	936.71 t	962.15 t

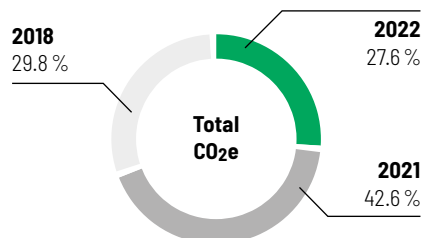
* base year



Natural gas consumption

	2022	2021	2018*
Consumption [kWh]	549,573	849,993	594,730
CO ₂ factor	220 g/kWh	220 g/kWh	220 g/kWh
Total CO ₂ e	120.906 t	186.998 t	130.840 t

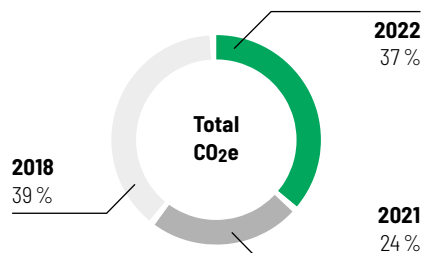
* base year



Gasoline/diesel consumption

	2022	2021	2018*
Avg. diesel price**	1.973 €/l	1.386 €/l	1.289 €/l
Consumption	52,531.77 l	39,298.95 l	65,242.98 l
Costs	103,645.19 €	54,468.34 €	84,098.20 €
Total CO ₂ e	163.685 t	104.142 t	172.894 t

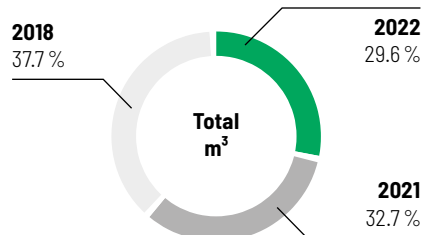
* base year ** determined by Statista.com



Water consumption

	2022	2021	2018*
Consumption	3,040 m ³	3,369 m ³	3,883 m ³

* base year

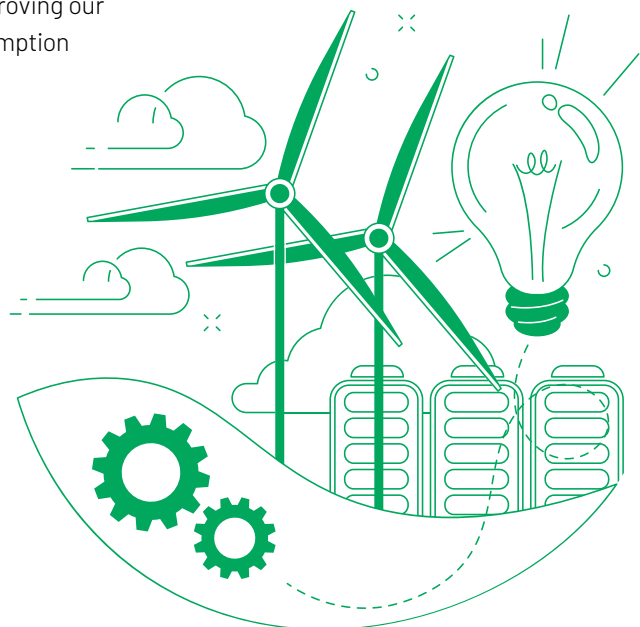


MEASURES ALREADY IMPLEMENTED

Sustainability does not only mean environmental protection, though. Responsibility for people also plays an important role – for each individual employee, but also for the region and for society in general. Specifically, we ensure fair and family-friendly working conditions in an environment with a maximum level of safety. In addition, we are supporting regional and national initiatives and organizations that are in line with the values and objectives of TSUBAKI KABELSCHLEPP. Because sustainability requires integrated thinking – for the people and the world that we live in.

RESOURCE EFFICIENCY CONSULTATION

The starting point on the path to assessing and evaluating our own CO₂ footprint was a resource efficiency consultation by Saller GmbH. It primarily examines the consumption of electricity, but also of materials such as aluminum, steel, granulate, paper, or gasoline/diesel. The focus is on the power consumption of the individual machines and systems: Particularly energy-intensive consumers are identified in order to replace them or optimize them in terms of energy-efficiency. The assessment is based on the level of consumption, and questions necessity, identifies alternatives, and examines the effects. Based on this consultation, the waste heat recovery from compressors and injection molding was implemented and gas savings up to 88 % were achieved during the transition months (spring/fall). This allowed us to determine our current position and initiate the first steps towards improving our CO₂ footprint. As electricity consumption of scope 2 is an essential factor of the CO₂ emissions, we made this emissions source our first task.



GREEN ELECTRICITY

Since January 1, 2022, TSUBAKI KABELSCHLEPP have been buying 100 % green electricity from renewable energies from the supplier EGT. No CO₂ emissions or radioactive waste are generated, which is confirmed by a certificate. TSUBAKI KABELSCHLEPP had an electricity consumption of 3,722,370 kWh in 2022. If gray electricity from the previous supplier (0.224 kg CO₂e per kWh) from 2021 had been used, this would be equivalent to 833,810 kg CO₂e. By changing to emissions-free green electricity, TSUBAKI KABELSCHLEPP were consequently able to save 833,810 kg CO₂e in 2022. If we calculate the consumption with the average value for Germany according to ecocockpit with the EEW data source of 0.366 kg CO₂e, the savings even amount to 1,362,387 kg CO₂e.



ENERGY MANAGER

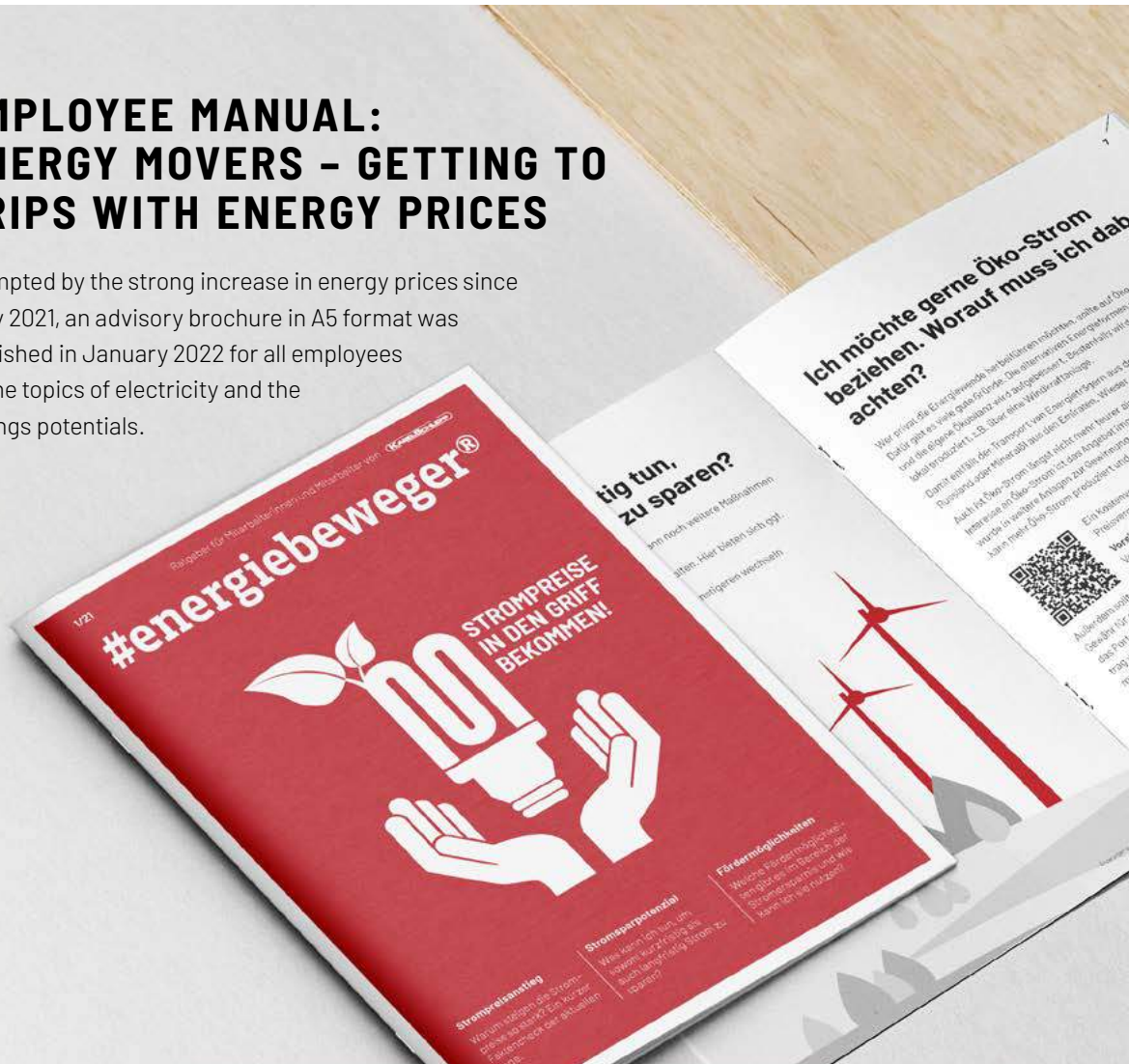
The new position of energy manager was created at the end of 2022 and filled with longstanding employee Thorsten Hamann. He has been working at the company in different roles since 1995. Most recently, he was responsible for the energy efficient design of the new buildings as Head of New Buildings. In his new area of responsibility for energy and environmental management, he successfully supported and was responsible for the implementation of the following projects, among others:



- » Waste heat recovery from compressors and from heat exchangers in the injection molding shop
- » Energy measurements at the two sites KABELSCHLEPP-Hünsborn and KABELSCHLEPP-Systemtechnik Slovakia
- » Conversion of the lighting in the assembly shop to modern LED lighting

**EMPLOYEE MANUAL:
ENERGY MOVERS – GETTING TO
GRIPS WITH ENERGY PRICES**

Prompted by the strong increase in energy prices since early 2021, an advisory brochure in A5 format was published in January 2022 for all employees on the topics of electricity and the savings potentials.

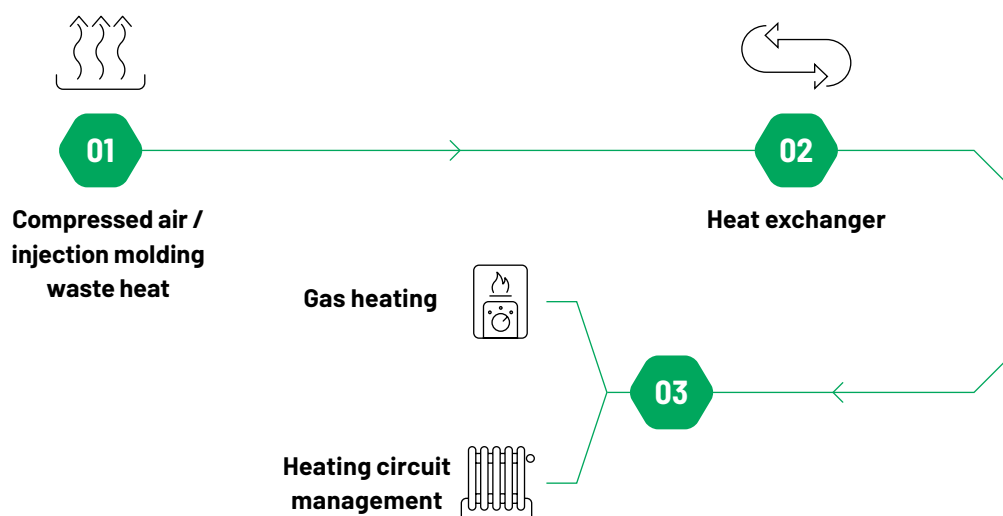


WASTE HEAT RECOVERY

Since October 2022, waste heat from production has been made usable by means of a heat exchanger – for heating the offices and for special product treatment processes, specifically heating of the conditioning basins.

Compressed air waste air: Generating compressed air produces about 28 kW/h of usable waste heat. This waste heat is integrated into the return of the gas heating system through a heat exchanger, which increases the return temperature by approx. 6 – 8 °C. This means that the gas heating has to heat accordingly less.

Injection molding waste heat: The hydraulic injection molding machines are equipped with a cooler that prevents overheating of the hydraulic oil. Cold water is pumped through the cooler and heated. The warm water is transported to the heating circuit of the administration building by means of a heat exchanger. While the injection molding shop is active, the administration building is heated completely with the waste heat from the injection molding machines. The gas heating system consequently has to be used only on Sundays or during production-free periods.



PAPERLESS OFFICE

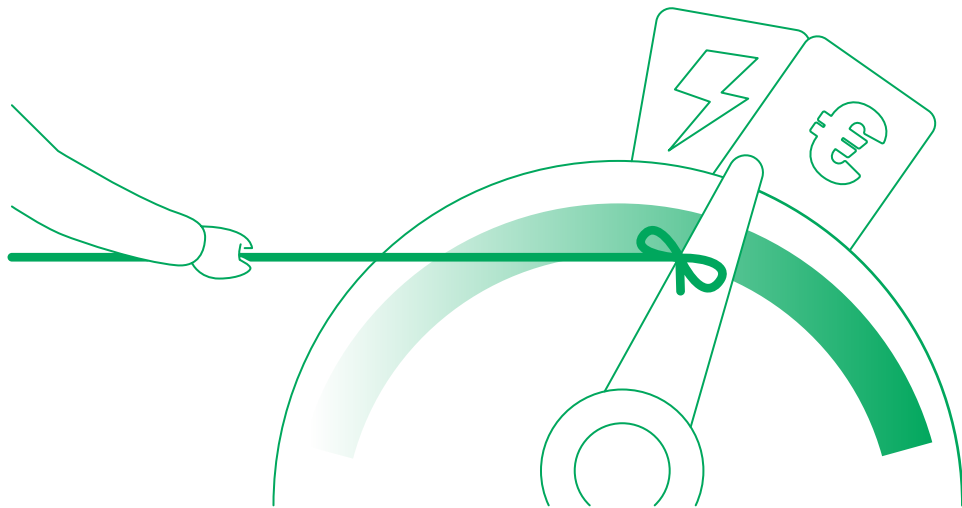
The target of the first step is to reduce paper consumption by at least 50 % by 2025. To achieve this, we introduced, for example, the digital calculation program xflow and the document management system DMS d.3. We are continuously initiating other optimizations in order to automate and digitize processes – for our own efficiency, but also for the environment.

Communication media are printed on recycled, FSC-certified paper – climate neutral with a certificate. In cooperation with our printing service provider, the generated CO₂ emissions are evaluated and offset through investment in climate protection projects in Germany and abroad. In 2022, 12,939 kg CO₂e were offset in total for printing a variety of different brochures and catalogs.

LED LIGHTING

The lighting of the entire production area was converted to LEDs in 2019. Overall, 255 fluorescent tubes were replaced with 214 LED light strips on an area of around 4000 m². Motion sensors are installed in areas that are not lit continuously. They automatically shut off the lighting when no movements are detected. The illuminance was increased to 800 lux. These measures save approx. 60,000 kWh per year, which corresponds to approx. 30,000 €/year.

The color temperature was selected based primarily on health aspects to support more comfortable working in these rooms. The LED lighting therefore saves not only electricity and money, but is also brighter and healthier.



ENERGY-EFFICIENT INJECTION MOLDING MACHINES

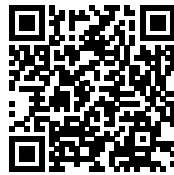
A third of the injection molding machines at TSUBAKI KABELSCHLEPP are already frequency controlled and therefore energy efficient. Some background information: Conventional machines are equipped with a fixed displacement pump, i.e. the pump runs even when no hydraulic pressure is required. Frequency controlled injection molding machines have a pump where a frequency controller adjusts the speed to the actually required hydraulic energy. That makes these machines significantly more energy efficient: Up to 50 % electricity can be saved, depending on the machine size and the manufactured item. Another advantage is that the hydraulic oil in the machine is not heated as much, requiring less cooling energy. In addition to this, the oil change interval can be extended because the hydraulic oil is under less strain. As part of the standard replacement cycle, we will be exchanging all conventional injection molding machines for energy optimized models in the coming years. These purchases are financially supported by the German Federal Office for Economic Affairs and Export Control (BAFA).

INFORMATION ON SUSTAINABILITY

In January 2022, TSUBAKI KABELSCHLEPP integrated the topics CSR and sustainability into the main navigation of the website as a separate menu item. The content and information on these topics were significantly expanded to reflect their importance and to make the corresponding communication publicly accessible.

Find more information here:

tsubaki-kabelschlepp.com/csr-sustainability



THE WILD MEADOW: A SPECIAL RESTORATION PROJECT

The new test and development center in Wenden-Gerlingen was completed in mid-2020. The construction work, however, had created compacted brownfield areas where hardly anything grew. TSUBAKI KABELSCHLEPP consequently restored this 5,100 m² area affected by the building work: Native plants were established, as well as a meadow with fruit trees, a pond, and a green rooftop. The "wild meadow" is also home to beehives: In the summer, four colonies with up to 160,000 bees in total moved in. Zones with park benches and paths for strolling were created for the TSUBAKI KABELSCHLEPP employees. The objective of maintaining biodiversity in connection with a high recreational value was achieved in full.





03



SOCIAL ASPECTS

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HUMAN RESOURCES

At TSUBAKI KABELSCHLEPP, we want to be a good employer and we work on many fronts to achieve that.

Our employees benefit from flexible working hours, fundamentally a 35-hour working week, 30 days annual holiday, and continued training. Support from the occupational health service and a health day promote physical wellness. Work clothing for production employees is also part of our services. Of course we also employ people with disabilities. We offer a safe working environment, because safety is our top priority.

In 2022, TSUBAKI KABELSCHLEPP employed 321 people in total, including 11 apprentices and 35 contracted workers. 8 employees have a severe disability in accordance with the German Social Security Statutes.

CERTIFIED FAMILY FRIENDLY

TSUBAKI KABELSCHLEPP was awarded the certificate as a "family-friendly company". This regional quality seal places a focus on promoting small and medium sized companies in all industries. The assessed parameters include:

remuneration based on the tariff of the metalworking and electrical industries, special payments such as holiday and Christmas pay, 30 days of annual holiday, and regular training.



NUMEROUS SUPPORT SERVICES

To bind our employees to the company in the long term, we not only want to make their working environment as safe and pleasant as possible, but also strive to set positive impulses where work is not the primary focus. Social interactions in the company are important to us, as are promoting and supporting sports activities or volunteering outside of the workday. For emissions free commuting, we offer our employees a leasing bicycle. On request, we also pay a contribution towards a sports program at a gym.

Team building also plays an important role at TSUBAKI KABELSCHLEPP. To strengthen cooperation in the teams and to promote social contact between employees, we regularly organize celebrations and events, like our annual summer party in August or the traditional company run in June. We also keep sight of the children of our employees. Each year, they can look forward to a Christmas present from TSUBAKI KABELSCHLEPP.

Of course we grant special leave for certain events such as weddings, funerals, births, or house moves. In addition to this, we grant temporary release for employees who volunteer for fire brigades, rescue services, or similar causes. We still pay the costs for covid tests even after mandatory testing ended.

TRAINING, RECRUITING, AND EMPLOYEE DEVELOPMENT

There is a strong focus on training at TSUBAKI KABELSCHLEPP. We offer apprenticeships in eight administrative and technical professions, always with the objective of keeping our motivated young employees in the company in the long term. Around 95 % of apprentices remain with us after completing their training. In the period afterwards, we give them the opportunity to continuously develop and move up to management positions in the medium or long term.

Also in light of the current skills shortage, we want to increasingly move towards discovering and developing the talent for our company ourselves instead of recruiting managers from outside. When looking for staff, we want to focus less on specific knowledge and skills and more on the people themselves. We are looking for employees who are a good fit for our company and who are looking for long term development together with us.

MOBILE WORKING AND SCHEDULING

In many areas, working hours can be scheduled freely within a certain time window, so that there are no fixed working hours (administration, technical departments). In the manufacturing departments, employees can also use flexitime to adjust their working hours to private needs or necessities. Anything is possible, as long as the job and the contact hours permit it.

In administrative departments, our employees have the opportunity to work from home on 5 days per month. In addition to this, flexitime can be used to allow for private appointments or looking after family members.

Mobile working in figures:

- » Our employees spent around **39,347 hours** in mobile working in 2022.
- » As this means they do not have to commute, it results in approx. **1,756 hours** of added free time.
- » Overall, our employees traveled **12,500 fewer km** in their cars, saving **2.44 t CO₂** in emissions.

39,347 h
Mobile working

12,500 km
fewer km traveled

1,756 h
free time gained

2.44 t CO₂
saved

WE ARE #ENERGIEBEWEGER

A good employer also needs a successful employer brand.

That sounds so easy and is so right. The idea is to have a selection of suitable applicants and to convince them of our own company skills in order to inspire them, employ them, and keep them in the company in the long term.

Once again: Sounds so simple, but in reality it is not. In times of a skills shortage, a number of companies compete for the same talented candidates, especially in industrial conurbations.

That means we have to set ourselves apart, sharpen our profile, and show a clear edge.

But it is important here to be authentic in-house and to the outside. After all, we want the first impression of an applicant to be confirmed and strengthened later on.

An employer brand is important, but by far not the only success factor. We also need a clever recruiting strategy with forward looking and long term personnel planning and development, and we have to offer talent a suitable perspective in the company, and challenge and support them along the way. That is the second cornerstone of successful, long term personnel planning.

This bundle of measures is initiated and supported by the #ENERGIEBEWEGER at TSUBAKI KABELSCHLEPP. With the slogan "We are Energiebeweger", this concept embodies the in-house and external measures in our HR policy.



#ENERGIEBEWEGER®

More information on the entrepreneur award 2020 can be found here:

tsubaki-kabelschlepp.com/unternehmerpreis







04



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SUSTAINABLE PRODUCTION: WITH AN EYE ON THE ENVIRONMENT

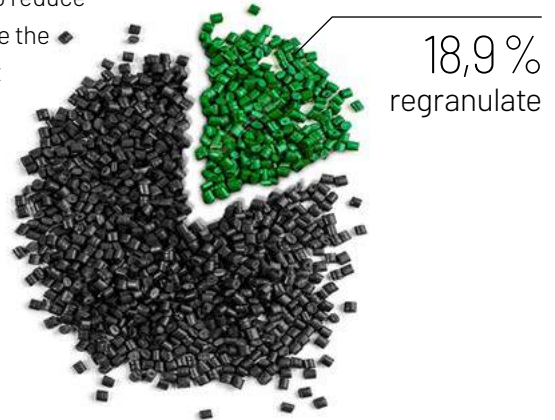
Another key word in the sustainability strategy of TSUBAKI KABELSCHLEPP is “regranulate”. In 2022, we recycled several hundred tons of plastic waste from production.

The regranulate generated by this is then returned to regular production and processed – the total rate of reused plastic is currently clearly in the two-figure range: 175,725 kg of regranulate were processed in 2022, which is 18.9 % of the total consumption. The technical characteristics of the cable carriers are not affected by this. A high level of quality of the end products is always ensured.

TSUBAKI KABELSCHLEPP manufactures the UNIFLEX Advanced UA1775 and 1995 cable carriers with at least 35 % recycled single-type regranulate.

We generally have the objective of reducing our waste from injection molding: While this was still 140 tons in 2021, it only 117 tons in 2022. To reduce this figure further, we design our molds to produce the fewest sprues possible. In most cases, we use hot runner technology for this.

By the way: Although we generated only 117,000 kg of our own injection molding scrap, we used 175,725 kg of regranulate, because we additionally processed 58,725 kg of regranulate that came from waste at other production sites.



WASTE RECYCLING

- » Injection molding scrap is processed into regranulate.
- » Metal is separated into stainless steel, aluminum, and iron and sent for recycling.
- » Packaging waste like wood, cardboard, and film is collected and also sent for recycling.
- » All harmful substances such as electrical waste are disposed of in line with the applicable recycling legislation, battery recycling legislation, waste electrical and electronic equipment regulations, etc.



PRODUCT RESPONSIBILITY

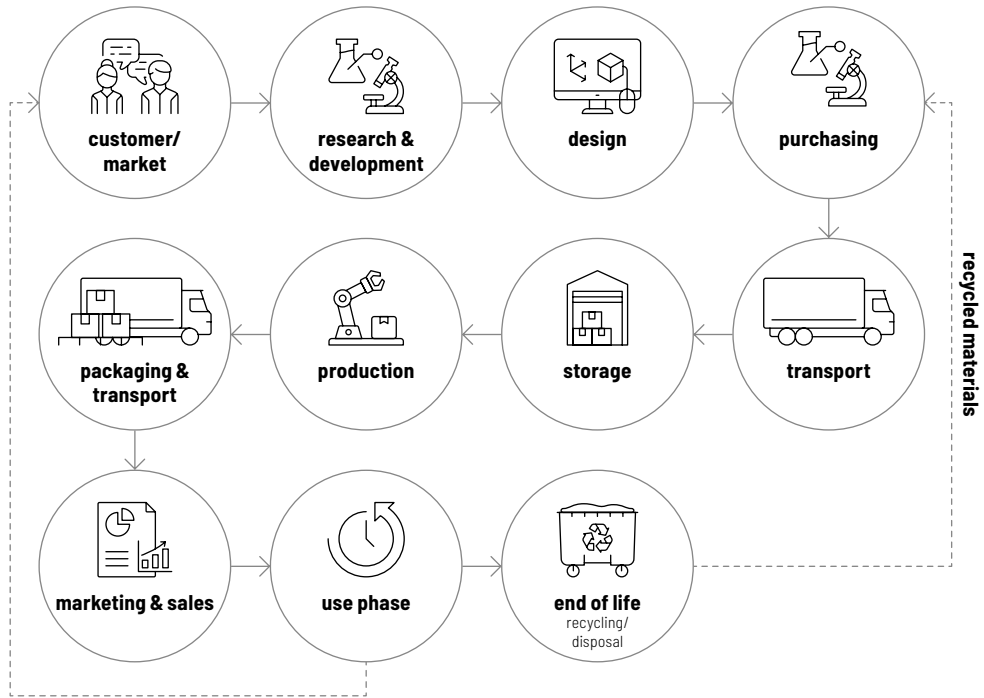
Did you know that cable carriers from TSUBAKI KABELSCHLEPP have always been sustainable? Steel cable carriers are not only very durable – they can last for decades – but can also be 100 % recycled at the end of their service life. That conserves resources and protects the environment: Using one ton of steel in recycling saves one ton of CO₂ emissions and avoids mining of 1.5 tons of iron ore.

And still, we are working on the cable carriers of the future: Among other things, we currently have development projects for cable carriers made of alternative, particularly sustainable materials. Suitability is assessed based on factors such as the mechanical strain for the respective cable carrier type.

But optimization potential can also be found in the process control and monitoring of cable carriers: A standardized DIN rail module can be used to regulate the push/pull forces acting on the cable carrier systems or to generate a wear prognosis for glide shoes. To do this, a target/actual comparison with reference to wear and push/pull forces is conducted in real time based on test data. This allows our customers to save energy during operation and to avoid failures. Other modules for monitoring and forecast tasks are currently being developed.



VALUE CHAIN



STEEL CABLE CARRIERS IN USE FOR OVER 50 YEARS

A case at a longstanding TSUBAKI KABELSCHLEPP customer shows just how extremely durable steel cable carriers are: This customer has been running a boring mill since 1969, equipped with steel cable carriers from TSUBAKI KABELSCHLEPP from the outset - which still work perfectly fine.

The boring mill runs for around eight hours a day on five working days on average. It uses the first steel cable carriers manufactured and sold by KABELSCHLEPP. The cable carriers for the X and Z direction are in constant motion and also exposed to the generated chips and cooling agents. Despite these rough conditions, the steel cable carriers have been supplying the machining table with all required fluids and coolants for over 50 years, while also guiding all required cables to the table drive.



FROM ECO SO SDG PRODUCTS

TSUBAKI KABELSCHLEPP was already focused on its environment in the past, developing products with a longer service life, energy efficient functions, and compact design. In 2011, we introduced the "Tsubaki Eco Link": Assessment criteria to support product developments that help our customers reduce their environmental impact (ecology) while improving their economic performance (economy). Products that meet this standard are certified as "eco products" and bear the Tsubaki Eco Link Logo.

From the perspective of ecological, social, and economic sustainability, which TSUBAKI are striving for with their long term targets for 2030, we will strengthen the development of SDG-oriented products and marketing activities in addition to those that refer to our conventional eco products.

CREATION OF SDG-ORIENTED PRODUCTS (CSV)

Product development always also takes sustainability criteria into account. These include:

- » recyclable products, ROHS compliance, REACH conformity, no use of conflict materials, use of lead free material, surface coating without Chromium IV.
- » Easily disassembled products
- » Reduced environmental contamination
- » Development of durable products
- » High wear resistance to increase durability and avoid microplastics
- » Market oriented product development with best possible sales opportunities to maintain the economic viability of the company





05

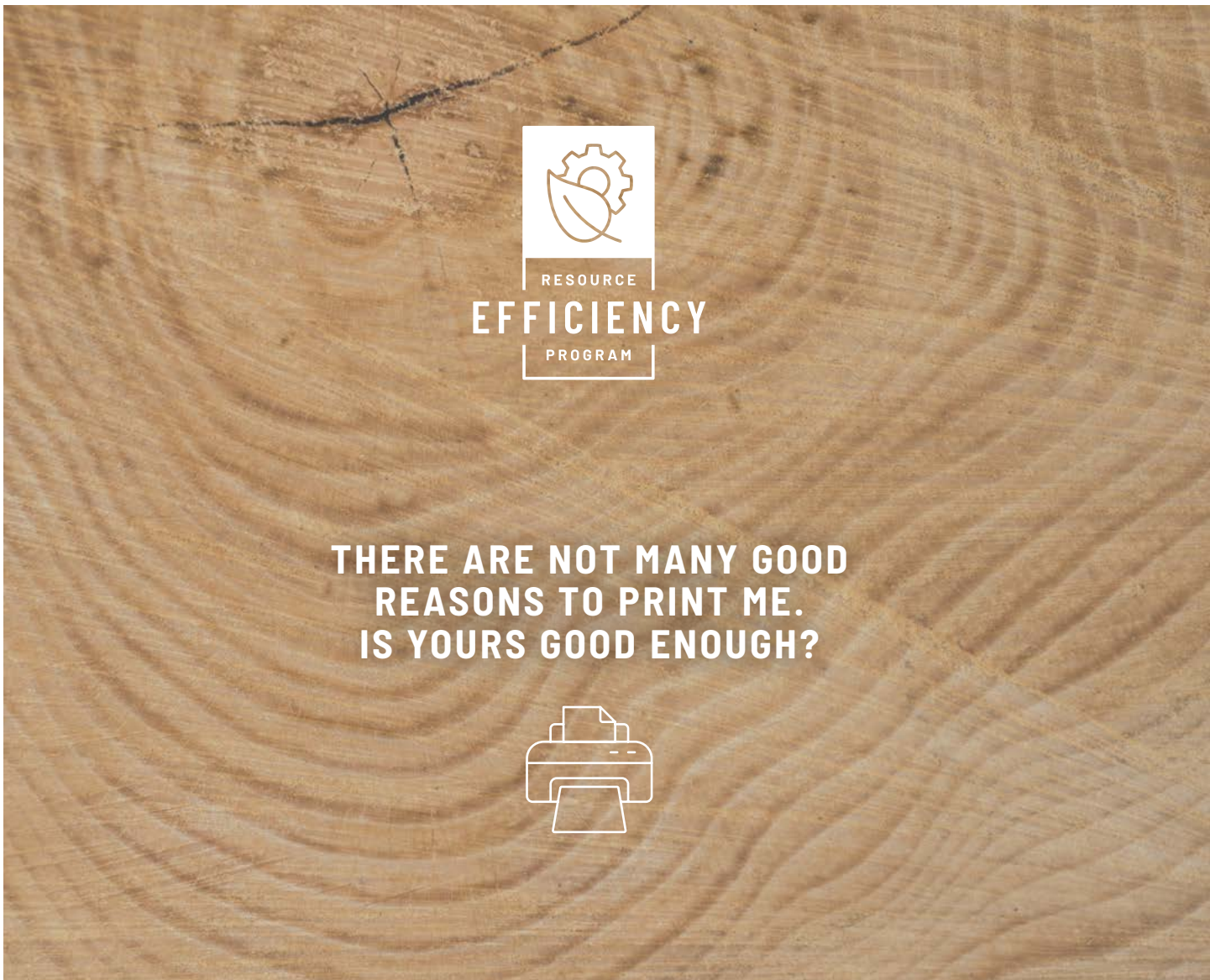
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ABOUT THIS REPORT

With this sustainability report, TSUBAKI Kabelschlepp GmbH document the ecological and social achievements and the progress achieved with the implementation of their sustainability targets for the Wenden-Gerlingen site for the reporting year 2022. It was published on March 31, 2023 as the company's first sustainability report. All information, unless indicated otherwise, refers to the reporting period from January 1, 2022 to December 31, 2022.

All statements that do not refer to historical facts are statements as to the future and do not constitute any warranty regarding future performance. They involve risks, uncertainties, and other factors that are outside of the company's control.



SUSTAINABILITY REPORT: ANNOYING DUTY OR AN OPPORTUNITY FOR OUR COMPANY?

The answer is easy – it is a great opportunity, because the cost-benefit ratio of the first sustainability report is very positive. It demonstrates to our customers, employees, and the regions where we work what we have done in terms of sustainability and what we are planning for the future. It is a transparent analysis of what has been achieved and also an open assessment of our position.

Judge for yourself. It has shown us that we are on a good path, but also how long the way to a balanced climate footprint still is. The strategy and the measures for 2023 have been defined.

That is what drives us for the next sustainability report.

YOUR OPINION MATTERS TO US

Maybe you thought something was missing when you were reading our sustainability report, or you have ideas and suggestions for how we can improve the report in the future. We are always open to criticism, requests, or questions and of course praise, and we are looking forward to hearing from you. Please write to us:

nachhaltigkeit@kabelschlepp.de

IMPRESSUM

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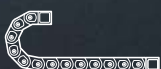
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